



THE CALL PROCESS

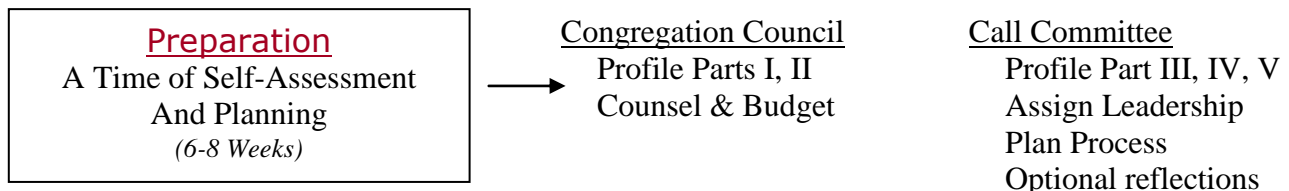
Northern Texas – Northern Louisiana Mission Area, ELCA

The Call Process allows for an orderly progression of work beginning with a time of thanksgiving and letting go, to a time of self-assessment and visioning, to a time of conversation and selection, and to the point of a new beginning.

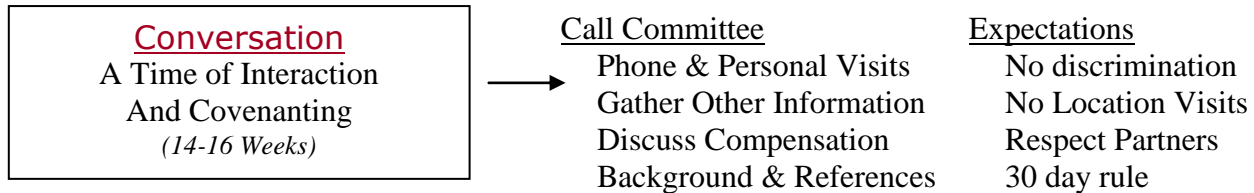
INITIATION (4-6 Weeks)

- Bishop's Visit: the bishop leads an exit interview with the pastor and Council and outlines the process.
- Interim Pastor: the bishop appoints an interim pastor, subject to the consent of the Council.
- Transition Team: the Council appoints a Team to plan farewell activities, determine readiness for Call Process, support the Interim Pastor, and welcome the new pastor.
- Call Committee: when Council, Interim Pastor, Bishop and Team agree, a Call Committee is appointed.
- Orientation Session: the Bishop Assistant visits in the congregation with the Committee and Council to provide information about the Call Process, deliver resource materials, and answer questions.

CALL PROCESS: THREE STEPS



When the Ministry Site Profile is submitted to the bishop (along with candidate suggestions), the office will develop a list of recommended candidates and give the committee the candidates' printed mobility information.



The Committee must agree by 2/3 to recommend a candidate to the Council; the Council must finalize compensation and recommend by 2/3 to the congregation; the congregation must elect by a 2/3 vote.



Total time: 34-44 weeks.

PRINCIPLES

1. The process is foremost a relational/covenantal undertaking, not a business/employment task.
2. To honor the current ministry of the candidates, names of candidates must be held confidential.
3. Actively seek to eliminate discrimination based on age, race, gender, or disability.

Other Issues: Co-Terminus Calls, First Call, Senior/Associate searches, Position Titles

The Ministry Site Profile and other valuable resources are found at

www.elca.org/call · Pastor JaneMar@ntnl.org