



**Florida-Bahamas Synod**  
Evangelical Lutheran Church in America  
God's work. Our hands.

**Step 1:**  
Current pastor resigns or retires... A celebration of ministry together

**Step 12:**  
Evaluation of the process

**Step 2:**  
Congregation receives a transition pastor or interim.

**Step 11:**  
Installation

# Steps in the Calling of a New Pastor

Your pastor has resigned or retired...

**Step 3:**  
A Ministry assessment & discernment process occurs

*What happens next?*

**Step 10:**  
Congregation votes to extend a call; pastor accepts or declines call

These steps illustrate the process your congregation will experience.

(Introduction, Resource B)

**Step 4:**  
The call process begins... call committee is formed

**Step 9:**  
Congregation meets primary candidate

**Step 5:**  
Congregational Ministry Site Profile is created

**Step 8:**  
Primary candidate identified & interviewed by congregation council

**Step 6:**  
A Call List is formed

**Step 7:**  
Interview of candidates

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*Resource A*

## *Guidelines for Choosing Members of the Call Committee*

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Those responsible for selecting persons as nominees for the call committee have a very important task and should prayerfully approach their work seeking God's guidance. The constitution should be reviewed to determine any restrictions relating to the number of persons to serve on the committee, the method of election or appointment, whether alternates will be selected, and the nominating process that may be required. It is never wise to simply solicit volunteers for a call committee. Rather, a careful and thoughtful discernment process should be followed to ensure that the best possible candidates are considered and selected to serve.

**General characteristics and expectations of ALL persons who serve on the call committee include the following:**

- **Strong evidence of faith** - Faithful worship participation should be a prerequisite for any person chosen to serve on the call committee. These people should be persons of prayer who will faithfully and carefully seek to discern God's will for this congregation.
- **Active in the life of the congregation** - call committee members should be involved the life and ministry of the congregation beyond worship, and familiar with its programs and activities. They will represent the importance of these ministries to potential pastors.
- **Positive and enthusiastic spirit** - The call committee will represent the congregation to the pastoral candidates during the interview process. They should have a deep sense of the vision and mission of the congregation. This is not a place for chronic complainers.
- **Faithful stewards** - Those who serve on the call committee should recognize that all that they have and are belongs to God. As good stewards, they are persons who share their gifts of time, talent and treasures in the ministry of God's Kingdom.
- **Commitment and follow-through** - The call committee is charged with a significant responsibility on behalf of the whole congregation. Meetings may be frequent and a willingness to share and participate faithfully in the work of the committee is critical.

**Further, the call committee should be as representative of the whole congregation as is possible. Special consideration should be given to including:**

Newer members and longer term members; Older and younger members, perhaps including a youth; Ethnic and cultural diversity; Balance of female and male members; Representation of various ministries and programs of the congregation.

**Special notes:**

1. Congregation members who are also employees or staff members of this congregation should not serve on the call committee because of potential conflict of interest.
2. Rostered persons, active or retired, or their spouse/partner should not serve on a call committee. There are other ways for these folks to share their input. An exception is that the senior pastor serves on the call committee to call an additional rostered leader.
3. It is not necessary for council members to serve on the call committee, and if desired, the maximum should be one; the council president should not serve on the call committee.

## CALL COMMITTEE NOMINATION FORM

I would like to nominate: \_\_\_\_\_

The person nominated must be a voting member of Peace.

The gifts that he/she would bring to the Call Committee are:

\_\_\_\_\_  
Signed:

Please return in a sealed envelope to : Jim Krueger, Chair Leadership Council

**Nominations may be placed in the offering plate or returned to the church office. Nominations may also be sent to Jim Krueger via email: [sandyjimk@aol.com](mailto:sandyjimk@aol.com). Nominations will be received until October 15.**