

Interim Ministry Resources

Chapter 19 Profile

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Introduction

A Good Minister of Jesus Christ

⁶If you put these instructions before the brothers and sisters, you will be a good servant of Christ Jesus, nourished on the words of the faith and of the sound teaching that you have followed. ⁷Have nothing to do with profane myths and old wives' tales. Train yourself in godliness, ⁸for, while physical training is of some value, godliness is valuable in every way, holding promise for both the present life and the life to come. ⁹The saying is sure and worthy of full acceptance. ¹⁰For to this end we toil and struggle, because we have our hope set on the living God, who is the Savior of all people, especially of those who believe. ¹¹These are the things you must insist on and teach. ¹²Let no one despise your youth but set the believers an example in speech and conduct, in love, in faith, in purity. ¹³Until I arrive, give attention to the public reading of scripture, to exhorting, to teaching. ¹⁴Do not neglect the gift that is in you, which was given to you through prophecy with the laying on of hands by the council of elders. ¹⁵Put these things into practice, devote yourself to them, so that all may see your progress. ¹⁶Pay close attention to yourself and to your teaching; continue in these things, for in doing this you will save both yourself and your hearers.

oremus Bible Browser: 1Timothy 4:6-16

<http://bible.oremus.org/?passage=1Timothy+4:6-16&version=nrsv>

[Images for Good Minister of Jesus Christ](#)

Congregational Vacancies - Northwest Synod of Wisconsin

CONGREGATIONS SEEKING ROSTERED LEADERS

View Congregations Seeking Rostered Leaders

Get Rostered Leader Profile Form for Mobility

CALL PROCESS MANUAL 3. Ministry Site **Profile** (MSP)

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<http://nswsi.org/congregational-vacancies>

[Images for Congregational Vacancies – Northwest Synod of Wisconsin](#)

FAQs for Congregations: Interim Ministry Association

Does the Ministry Site **Profile** take work to complete?

Yes, preparing the profile is complicated and time-consuming. However, it is also very important. The profile functions as the congregation's "resume" in the call process. It is the information that may be made available by the synod to qualified pastoral candidates in order to determine if they are willing to consider the particular congregation. The time invested in the Profile will make entire search process work better for the Call Committee, the synod, and the pastoral candidates.

<https://www.imaelca.org/f-a-q/faqs-for-congregations/>

[Images for FAQs for Congregations: Interim Ministry Association](#)

God Is Here | Hymnary.org

- 1) God is here! As we his people meet to offer praise and prayer,
may we find in fuller measure what it is in Christ we share:
Here, as in the world around us, all our varied skills and arts
wait the coming of His Spirit into open minds and hearts
- 2) Here are symbols to remind us of our lifelong need of grace;
here are table, font and pulpit, here the cross has central place.
Here in honesty of preaching, here in silence, as in speech,
here in newness and renewal God the Spirit comes to each.

Text: Fred Pratt Green, 1903-2000

https://hymnary.org/text/god_is_here_as_we_your_people

[Images for God Is Here | Hymnary.org](#)

IMN | Step Two – FTM: The Work of the Congregation (FTMC)

This five-day course emphasizes the work of the congregation. The fundamental tasks of the congregation, framed as Focus Points, are to successfully navigate the transition period:

HERITAGE– Reviewing how the congregation has been shaped and formed.

LEADERSHIP– Reviewing the member needs and its ways of organizing and developing new and effective leadership

MISSION– Defining and redefining sense of purpose and direction

CONNECTIONS– Discovering all the relationships a faith community builds outside of itself

FUTURE– Developing congregational and pastoral **profiles**

http://imnedu.org/interim_transitional-education/the-fundamentals-of-transitional-ministry-the-work-of-the-congregation/

[Images for IMN | Step Two – FTM: The Work of the Congregation](#)

[PDF]Ministry Site Profile Sample - ELCA Resource Repository

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call an Ordained or lay rostered minister of the Evangelical Lutheran Church in America, or First Call candidates for rostered ministry. Congregations must complete the entire Ministry Site Profile. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (1-4 and 8-19). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "ministry opportunities" listing on the ELCA web Site.

http://download.elca.org/ELCA%20Resource%20Repository/Sample_Ministry%20Site%20Profile.pdf

DISCERNMENT PROCESS

What is God's hope and dream for you? Identity & Purpose

In what ways are you strong and unique? Gifts & Resources

Would your neighborhood miss you if you were gone? Context & Needs

One of the final questions on the Ministry Site **Profile** asks about your Discernment Process. Before starting to work on your MSP, the leaders of the ministry site and call committee should spend time in discernment. Think and pray about your sense of Mission at this time in your history and consider these three things:

- Why do you exist, and for whom? What would someone who observes you from the outside conclude about your sense of purpose and mission?
- What are you clearly good at? What ministry activities bring out the best in you and seem to be valued by others?
- What does your neighborhood really need right now, and how are you helping to meet those needs?

An experience of Mission that feels powerful, Spirit-inspired and authentic often happens where these three things converge. That is, Mission is what happens when we are true to our purpose, using our best gifts and responding to the needs that are before us in our community and world. Ministry that only touches on one or two of these things may not be at the core of what your mission is. Thus, your prayerful discernment is important, and much of the MSP will give you the opportunity to share what you have discerned.

[PDF] MSP - ELCA Resource Repository

http://download.elca.org/ELCA%20Resource%20Repository/Guide_to_the_MSP_2017.pdf

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[Images for What is God's hope and dream for you? Identity & Purpose](#)

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

Chapter 9.

ROSTERED MINISTER

- *C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.02. Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for this congregation by the synod bishop may be called as a pastor of this congregation.
- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
 - a. Every minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of this congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the council, administer discipline;
 - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of the Northwest Synod of Wisconsin; and
 - 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- *C9.04. The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.
- *C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
 - a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in this congregation in view of local conditions;

- 4) physical disability or mental incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to this congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
 - e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, this congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
 - f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- *C9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.
- *C9.07.** During the period of service, an interim pastor shall have the rights and duties in this congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.
- *C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.
- *C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- *C9.11.** With the approval of the bishop of the synod, this congregation may depart from *C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.05.a.
- *C9.12.** The pastor of this congregation:
- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;
 - b. shall submit a summary of such statistics annually to the synod; and
 - c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

- *C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- *C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.
- C9.15.** Under special circumstances, subject to the approval of the synod bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between this congregation and the pastor in a form proposed by the synod bishop and approved by this congregation.
- *C9.21.** Authority to call a deacon shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.22.** Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synod bishop may be called as a deacon of this congregation.
- *C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
 - a. Be rooted in the Word of God, for proclamation and service;
 - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
 - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f. Practice stewardship that respects God's gift of time, talents, and resources;
 - g. Be grounded in a gathered community for ongoing diaconal formation;
 - h. Share knowledge of this church and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
 - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- *C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.
- *C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
 - a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the deacon;
 - 5) suspension of the deacon through discipline for more than three months;
 - 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
 - b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status.

Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

- d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

- *C9.26.** This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling a successor. A deacon shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.
- *C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.
- *C9.28.** With the approval of the bishop of the synod, this congregation may depart from *C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.25.a.
- *C9.29.** The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.
- *C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 13.

CONGREGATION COMMITTEES

- C13.05.** When a vacancy occurs in a position for which this congregation calls a rostered minister, a *Call Committee* of six voting members shall be elected by [this congregation] [the Congregation Council]. Term of office will terminate upon installation of the newly called rostered minister.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

Images for Model Constitution for Congregations 2019 - ELCA Chapter 9. ROSTERED MINISTER call a pastor

Images for Model Constitution for Congregations 2019 - ELCA Chapter 13. CONGREGATION COMMITTEES Call Committee

Temporary Shepherds: A Congregational Handbook for Interim Ministry [Roger S. Nicholson]

Chapter 12 Ethical Dimensions of the Interim Time

Page 131

Tool 4 Resources for Congregational Self-Study and Planning

Page 174

<http://www.amazon.com/Temporary-Shepherds-Congregational-Handbook-Ministry/dp/1566992087>

<https://rowman.com/ISBN/9781566996464/Temporary-Shepherds-A-Congregational-Handbook-for-Interim-Ministry>

<https://books.google.com/books?isbn=1566996465>

Images for Temporary Shepherds: A Congregational Handbook for Interim Ministry [Roger S. Nicholson]

Reflections and Resources

1) "Good luck!"

When I first started out in interim ministry, I interpreted quite literally that the interim pastor shall refrain from exerting influence in the selection of a pastor so that I took the packet received from the synod office for the Call Committee and placed it in the hands of the chair and said, "Good luck!"

2) Developing the profile

Then, with the encouragement of synod staff and request of congregation leadership, I have worked with the call process in developing the Ministry Site Profile up until the point the Call Committee receives the names of candidates. After that, I am available to answer procedural questions and offer procedural advice but make it clear it would be inappropriate to be considered for the position and to be asked questions about candidates. Throughout, I seek to keep the congregation informed of the status of the call process.

Ministry Sites - Evangelical Lutheran Church in America - ELCA

The Ministry Site Profile form (MSP) provides congregations (single and multiple point parishes) and church-related organizations (schools, social ministry organizations, healthcare institutions, and agencies) a single, common form to use to describe their mission and their search for a rostered leader.

The MSP is filled out by leaders within the congregation or organization, under the guidance of the synod bishop or Call Process Administrator. Once completed and submitted, the MSP will be stored within the ELCA's Mobility Database System (MDS). The web page, "[Current Openings](#)," allows rostered leaders and others to search the database of MSPs to learn of ministry openings, to read a basic snapshot of information about each opening, and to learn about the appropriate contact person for each call process.

The Ministry Site Profile and Mobility Database System are designed only for searches for those rostered within the ELCA. It is not intended for searches for other church workers, including lay professionals, non-rostered musicians or program directors.

http://download.elca.org/ELCA%20Resource%20Repository/Sample_Ministry%20Site%20Profile.pdf?_ga=1.251288514.537152160.1467910353

http://download.elca.org/ELCA%20Resource%20Repository/Guide_to_the_MSP_2015.pdf?_ga=1.251476802.537152160.1467910353

http://download.elca.org/ELCA%20Resource%20Repository/Sample_MSP_Reference.pdf?_ga=1.141801590.537152160.1467910353

http://download.elca.org/ELCA%20Resource%20Repository/Sample_Seven_Reflections.pdf?_ga=1.141801590.537152160.1467910353

Images for Ministry Sites - Evangelical Lutheran Church in America - ELCA

http://download.elca.org/ELCA%20Resource%20Repository/Sample_Ministry%20Site%20Profile.pdf

<https://www.elca.org/call-process>

<https://www.elca.org/Call-Process/Ministry-Sites>

Resources

Guide to the Ministry Site Profile (MSP) – Northwestern Minnesota Synod

The MSP is meant to be a conversation starter or introduction to the life and work of your ministry site. It is not intended to be an exhaustive description of every aspect of your ministry. Focus on the key things that describe your ministry site in order to pique the interest of prospective candidates for call.



[Guide to the MSP 2015](#)

<http://nwmnsynod.org/resources/guide-to-the-ministry-site-profile-msp/>

<https://nwmnsynod.org/resources/call-committee-handbook/>

Images for Guide to the Ministry Site Profile (MSP) - Northwestern Minnesota Synod

Ministry Site Profile - Atonement Lutheran Church

<http://www.atonementbillings.org/about-us/news/ministry-site-profile.html>

Images for Ministry Site Profile - Atonement Lutheran Church

[PDF]MINISTRY SITE PROFILE - Crossroad Lutheran Church

http://www.crossroadlutheran.com/Websites/crossroadlutheran/images/2014/MSP_2014.pdf

Images for [PDF]MINISTRY SITE PROFILE - Crossroad Lutheran Church

[PDF]Ministry Site Profile - Good Shepherd Lutheran Church

<http://goodshepherdbismarck.com/wp-content/uploads/MSP-2-7-2018.pdf>

Images for [PDF] MINISTRY SITE PROFILE - Good Shepherd Lutheran Church

[PDF] MINISTRY SITE PROFILE - Good Shepherd Lutheran Church

<http://www.goodshepherddecorah.org/wp-content/uploads/2014/07/MSP-1-21-2015.pdf>

Images for [PDF] MINISTRY SITE PROFILE - Good Shepherd Lutheran Church

[PDF] ministry site profile - Holy Spirit Lutheran Church
<http://www.hslcfamily.com/filerequest/1188.pdf>
Images for [PDF] ministry site profile - Holy Spirit Lutheran Church

Ministry Site Profile | Messiah Lutheran Church
<http://messiahlutheran.net/ministry-site-profile/>
<http://messiahlutheran.net/wp-content/uploads/2012/12/Ministry-Site-Profile.pdf>
Images for Ministry Site Profile | Messiah Lutheran Church

Ministry Site Profile – Messiah Lutheran Church Call Committee
<https://messiahcall.wordpress.com/2016/07/11/ministry-site-profile/>
Images for Ministry Site Profile – Messiah Lutheran Church Call Committee

[PDF]ministry site profile - Our Savior's Lutheran Church
<http://oslcstillwater.webaloo.com/files/oslcstillwater/files/TTF%20OSLC%20Ministry%20Site%20Profile.pdf>
Images for [PDF]ministry site profile - Our Savior's Lutheran Church

[PDF] MINISTRY SITE PROFILE - Peace Lutheran Church Dresser, WI
<http://www.plcdresser.org/files/Ministry%20Site%20Profile.pdf>
Images for [PDF] MINISTRY SITE PROFILE - Peace Lutheran Church Dresser, WI

Pastoral Leadership Transition Process ~ A Guide for Lay Leaders Southeastern Pennsylvania Synod of the ELCA
Phase Two: Self-Study & Visioning Process, Congregation Profile 10
<https://ministrylink.org/wp-content/uploads/2013/05/Pastoral-Transition-A-Guide-for-Lay-Leaders-Edition-3.2-7-7-2013.pdf>
<https://ministrylink.org/resources/resource-library/item/pastoral-transition-guide/>
Images for Pastoral Leadership Transition Process ~ Southeastern Pennsylvania Synod images of the ELCA

Transition and Call Process - Advent Lutheran Church - ELCA

We are fortunate to have Pastor Debra Trakel as our full time interim minister assuming the full-time responsibility of our pastor and assisting us with the Mission Exploration Team (MET) to create our Ministry Site **Profile**. Pastor Debra will help us to “create a space” for our new Pastor ensuring that we are prepared to welcome them with care and love with the time is right. Learn more about the process that Advent is undergoing by reading the [Transition and Call Process Manual](#) as well as the [Interim Ministry Manual](#).

<http://adventchurch.org/transition-and-call-process/>
Images for Transition and Call Process - Advent Lutheran Church - ELCA

[Bulletin and newsletter announcement]

Update on Call Process

The Call Committee completed interviewing the four candidates on November 14 by Skype. Three of the candidates will be asked to come to the church for an extended personal interview the first part of December. The Call Committee appreciates your prayers and support. Pray that God will provide an installed pastor who will faithfully and effectively serve and lead this congregation.

3) “How long is this interim going to take?”

My answer is, “It all depends.” If the interim follows a three to five-year pastorate, if there are few special concerns, and if there are candidates available, then the interim may only take 4 to 6 months. If the interim follows a 7 to 10 year or longer pastorate and especially if there are special concerns to be addressed, then the interim may take at least a year. Although pastors move at all different times during the year, the early summer seems to be the ideal. The second best seems to be at the start of a new calendar year. As an interim pastor, the only control I can exert is facilitating the Ministry Site Profile. After that, much depends on how soon the Call Committee receives a slate of candidates. If no suitable candidate works out in the first round, then the call process goes to a second round, and sometimes more.

As I look back over the interim assignments, I reflect that there have been some congregations who suffered from a sense of entitlement for whom a lengthy wait restored a more realistic set of expectations as well as a sense of gratitude upon receiving a pastor.

Resources

Call Process

Frequently Asked Questions about the Call Process

How long will it take to find a pastor?

Every Call Process varies in length. It will normally take between 6 months and 1 year, but some last longer. The length of the process depends on the number of candidates interviewed; the time call committee and candidates have available for conversation, and the needs of the congregation for grieving and preparation for the next pastor.

ELCA South Carolina Synod | Deepening Discipleship
<http://scsynod.com/deepening-discipleship/>
Images for ELCA South Carolina Synod | Deepening Discipleship Call Process

Call Process - Mpls Area Synod ELCA - Minneapolis Area Synod
[Call Process Timeline](#)

Congregation provides ministry site profile and job description
(4–6 weeks)
Congregation receives names of candidates
(4 weeks)
Candidate interviews and visits site
(1–2 months)
Candidate undergoes background check and congregation votes
(4 weeks)
Candidate discerns
(1 month)
Candidate accepts and moves
(30–60 days)
Congregation celebrates and welcomes new Pastor

<http://mpls-synod.org/for-congregations/call-process/>

[Images for Call Process - Mpls Area Synod ELCA - Minneapolis Area Synod Call Process Timeline](#)

FAQs for Congregations: Interim Ministry Association

So, how do we get a new pastor?

After the congregation has completed its self-study, the congregation appoints a Call Committee and begins the search process. Each synod may have its own procedures. Generally, the Call Committee interviews a pastoral candidate or candidates in a highly confidential process and eventually recommends a candidate. Any potential pastoral candidate will need to be approved by a congregational meeting before receiving a regular call to be pastor of that congregation.

<https://www.imaelca.org/f-a-q/faqs-for-congregations/>

[Images for FAQs for Congregations: Interim Ministry Association](#)

[PDF] Pastor Search Manual - Clover Sites

Length of the Interim

While each situation will be unique there are some general guidelines that can be helpful to establish the appropriate length of the interim period between pastors in a local church. Several questions will help frame an appropriate response to how long the interim should last.

Page 22

<http://storage.cloversites.com/generalbaptistministries/documents/Pastor%20Search%20Manual%20rev%202015.pdf>

[Images for Length of the Interim Ministry Pastorate](#)

Pastor Search Resource Guide - Tennessee Baptist Convention

Slow Down - Don't Rush

The inevitable tendency is for the committee to accelerate its work. Pressure may come from within the committee and/or from the congregation. Observation suggests that most congregations experience some level of anxiety when the church does not have a pastor. The consequence is that church members will put the squeeze on committee members. "What's taking you so long?" "I know someone who would make us a great pastor." "We've got to get a pastor or our attendance and giving will nosedive." These are but a few examples of what committee members may hear. Members of the committee must resist that kind of pressure. To succumb to it might very well result in getting out in front of God and therefore calling the wrong man. The committee must be sensitive to the people who voice their concerns.

However, in a kind and firm way, the members of the committee must remind their fellow church members that they are committed to finding God's man through the exercise of prayer and in dependence on the Holy Spirit's leadership.

The situation described above is another good reason for calling a Transitional Interim Pastor. There are many examples of churches that prospered during the interim period because of the capable leadership of a skilled TIP. When the congregation has confidence in its transitional leadership, it is less likely to be anxious. Consequently, there will be a healthier environment in the church and this will translate into greater freedom for the search committee.

<http://www.tnbaptist.org/pdf/pastor-search-res-guide.pdf>

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[Images for Pastor Search Resource Guide - Tennessee Baptist Convention](#)

4) "Why do interims take so long?"

I try to explain that I can influence the work and time table of the Ministry Site Profile (MSP), but after that it is hard to know how long the call process is going to take.

One congregation I served completed the MSP before I got there, and I was told that I would probably only be there 4 months. After 9 months, I volunteered to serve at the same time a neighboring congregation that became vacant. I ended up staying a total of 22 months from start to finish. The Call Committee went 6 rounds before calling a clergy couple to serve the 2 congregations.

At another setting, the Congregation Council wanted to devote the first year to the transition process before starting work on the MSP. The next 6 months was spent on the call process. When it looked like the congregation was close to extending a call, the synod staff asked me to take on another assignment. A bridge pastor took over the interim ministry position. As it turned out, 1 member of the Call Committee with her own litmus test vetoed the candidate and gridlocked the Call Committee so that the bridge pastor ended up staying a year. The interim period ended up to be 2 ½ years.

When there are more congregations desiring seminary graduates or 2nd call pastors than there are candidates, then many of these congregations may end up waiting. At the same time, my guess is that there are few congregations who would be willing to give up congregation autonomy in the call process for the sake of expediency in the placement of pastors.

Resources

[DOC] Frequently Asked Questions for the Exit, Interim and Transition Time for Churches in Search Process

6. Why do interims take so long?

The temptation at the time of an interim is to rush. It never should be in a hurry. The interim period is the optimum opportunity for a congregation to do internal assessment, reclaim its sense of values, mission and vision/goals and work on issues that need to be resolved. It also must allow time to separate from the leadership of the departing rector. This takes months. In addition, the work of a search committee is significant, arranging for multiple visits, interviews, meetings, etc. with multiple candidates, often at great distances. Their ultimate recommendation of a single person to the vestry is so significant that the committee must do a great deal of discernment, prayer and discussion, all taking significant time. In addition, candidates must schedule their lives around visits. All of this work has to be coordinated with the Canon to the Ordinary who serves as the deployment/transitional ministry officer for the Bishop. This in itself takes time. Finally, sometimes the candidate that accepts the call builds into the process a number of months to prepare for a move. So, the time period for the search should never be compared to a business setting. Churches have unique needs and unique processes which must be honored.

www.asksccs.com/users/0001/.../3H%2010.2%20Frequently%20Asked%20Questions.doc

Page 2

[Images for FAQs for the Exit, Interim and Transition Time for Churches in Search Process](#)

[PDF] July 2013 Saints Alive - All Saints' Episcopal Church

Why do interims take so long?

The interim time allows a healthy transition and effective ministry while a congregation seeks a new priest. As mentioned above, the interim period offers a congregation the time to look at themselves during a self-study; to separate from the leadership of the departing rector; to strengthen and inform lay leadership; to clarify mission and direction; to find a priest to lead the congregation in that mission and direction. It's tempting to rush through the interim time. This is unwise for several reasons. The tasks that need to be accomplished during the interim period take time, and must be completed by part-time volunteers. The need for self-examination and reflection requires time in order to be insightful and beneficial. When a vestry tries to hurry the interim period, the result is often the call of a rector who doesn't fit the particular needs of the parish. Realistically, it is difficult to attract competent interim rectors for time periods of less than one year.

www.allsaintsmid.org/newsletter/SaintsAlive201307C.pdf

Page 2

[Images for Why do interim ministry pastorates take so long?](#)

5) Congregation prays

An assistant to the bishop told congregation leadership that he can tell when a congregation prays. It makes a difference in the call process. In the prayers of the gathered assembly, I ask that "God will provide a pastor who will faithfully and effectively lead and serve this congregation." I place the following admonition in the newsletter:

Pray for God's Direction during the Transition

Earnest prayer is requested for this transition as we make our way between installed pastorates. Special prayer is requested for congregation leadership, pastor and staff, bishop and synod staff. Pray that God will provide an installed pastor who will faithfully and effectively serve and lead this congregation!

Resources

A Model of Interim Pastoral Coaches for Ohio Assemblies of God Churches in Pastoral Transition

Six Congregational Tasks during the Interim Period Appendix A

6. Reaching toward New Future Ministry

In the latter stage of the interim period, a congregation should prepare itself to make a new commitment to the new long-term pastor.

Congregational leaders should promote a feeling of optimism and hope for the future, founded upon the completion of the interim congregational tasks and a renewed ministry vision.

The interim pastor, who cannot be considered as a potential candidate, may serve as a consultant to the pastoral search committee.

The interim pastor should be a facilitator of prayer for the new pastor and his or her family as they transition to the church.

http://books.google.com/books/about/A_Model_of_Interim_Pastoral_Coaches_for.html?id=z3o23Gfaj1cC

[Images for interim pastor be a facilitator of prayer](#)

Call Committee Formation & Orientation

Prayer is an important activity for the Call Committee and the entire congregation throughout this process. Call Committee members are encouraged to commit themselves to pray for one another and for the work of the Holy Spirit among them as they seek to discern God's will for their congregation. Special prayer at worship and during other meetings of the congregation is encouraged. When the Call Committee is appointed or elected, the names of the members are made public, with request that special prayers be made on their behalf. A recommended Service of Installation for the Call Committee for use in a congregational worship service is included in the "Voting and Beyond" Handbook.

<http://www.semisynod.com/cms/images/docs/callprocess/call-committee-formation-and-orientation.pdf>

[Images for Prayer an important activity for Call Committee and congregation](#)

Practicing Prayer: Modeling Prayer for Today's Disciples

Just as Jesus modeled prayer for His disciples, so leaders need to model prayer today. Here are ten ideas to jump start prayer ministry in your church.

McIntosh Church Growth Network » Practicing Prayer

<http://churchgrowthnetwork.com/free-resources/2010/08/20/practicing-prayer/>

<http://churchgrowthnetwork.com/free-resources/2010/08/20/prayer-trends-2/>

[Images for Practicing Prayer: Modeling Prayer for Today's Disciples](#)

Prayer Quotes - BrainyQuote

<https://www.brainyquote.com/topics/prayer>

[Images for prayer quotes](#)

<https://www.goodreads.com/quotes/tag/prayer>

<https://www.crosswalk.com/faith/spiritual-life/inspiring-quotes/31-prayer-quotes-be-inspired-and-encouraged.html>

<https://www.christianquotes.info/top-quotes/22-motivating-quotes-about-prayer/#axzz5Kb7vI4yE>

<https://thelife.com/great-quotes-on-prayer>

<http://www.wow4u.com/qprayer/>

<https://www.xavier.edu/jesuitresource/online-resources/Quotes-About-Prayer.cfm>

<https://unlockingthebible.org/2013/11/inspirational-christian-quotes-about-prayer/>

[Images for inspirational-christian-quotes-about-prayer](#)

<http://ipost.christianpost.com/post/15-famous-quotes-and-5-principles-about-prayer>

[Images for quotes-and-principles-about-prayer](#)

The Power of Prayer: Using Creative Modes of Prayer to Strengthen and Support Pastoral and Team Leadership

Rev. Dr. Jacqueline Moncrief

So often, we pastors and our congregations become so busy with the work of the church that our prayer ministry consists only of a prayer chain and a pastoral prayer on Sunday. In considering both the needs of pastors and the theme of this Annual Conference, Rev. Moncrief will explore a variety of ways to expand personal and corporate prayer life. In the process of praying with and for each other in the church, the spiritual dimension of a collaborative leadership model will be strengthened. Participants will be given hands-on opportunities to practices what they learn.

<http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf>

Page 7

[Images for Prayer to Strengthen and Support Pastoral and Team Leadership](#)

The Spiritual Work

The time of calling a pastor can be a special time for reflection and **prayer** in the life of a congregation. This time of transition is an opportunity for the council to provide encouragement, trust in God, unity, and spiritual growth. Prayer, bible study, and regular devotions keep the leadership spiritually centered as it guides the congregation in grieving its loss, assessing the current congregational strengths and weaknesses, creating a vision for mission and ministry, and calling a new pastor.

The Call process | Greater Milwaukee Synod ELCA

<http://milwaukeeelcasynd.org/resources/the-call-process/>

Page 5

[Images for prayer in the life of a congregation](#)

[PDF] Virginia Synod Call Process Handbook

1. THIS IS TO BE A **PRAYER** PROCESS! The congregational council should be asking the whole congregation to be in daily prayer for the call committee and the process for discerning a pastor for the congregation and its mission. A prayer petition should be in every Sunday Worship Prayers of the Church. Prayer Petition (example): Lord of the Church, we give thanks to you for your death and resurrection, and that you are the Good Shepherd. Here our prayer for our call committee and its work of discernment, and hear our prayer for your sending to us that pastor that will be a strong partner with us in the joy and service of your Gospel for those within your Church and those beyond our walls in this community. In Your Name we pray. Amen. Open every meeting with prayer.

<http://www.vasynod.org/wp-content/uploads/2013/01/Printable-Handbook-Current.pdf>

[Images for prayer for the call committee](#)

[Images for discerning a pastor for the congregation](#)

What Does the Bible Say About Prayer? - OpenBible.info

<https://www.openbible.info/topics/prayer>

[Images for bible and prayer](#)

<https://www.biblestudytools.com/topical-verses/prayer-bible-verses/>

<https://www.biblegateway.com/quicksearch/?quicksearch=prayer>

<https://www.crosswalk.com/faith/prayer/10-most-important-verses-on-prayer-in-the-bible.html>

<https://dailyverses.net/prayer>

<https://onethingalone.com/31-bible-verses-to-strengthen-your-prayer-life/>

[Images for bible-verses-to-strengthen-your-prayer-life](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Prayer/>

<https://www.desiringgod.org/the-missing-link-between-bible-and-prayer>

<https://www.thegospelcoalition.org/article/9-things-you-should-know-about-prayer-in-the-bible/>

<http://www.beliefnet.com/ilovejesus/features/20-dangerously-powerful-bible-prayers.aspx>

<http://www.beliefnet.com/faiths/prayer/7-prayers-straight-from-the-bible.aspx>

[Images for prayers-straight-from-the-bible](#)

<https://www.unitedbiblesocieties.org/12-bible-verses-prayer/>

<https://www.faithgateway.com/bible-verses-about-prayer/#.W0ESe9JKiUk>
<https://www.allaboutprayer.org/bible-verses-on-prayer-faq.htm>
<https://www.plough.com/en/subscriptions/daily-prayer>
<https://www.whatchristianswanttoknow.com/10-awesome-bible-verses-about-the-power-of-prayer/>
[Images for bible-verses-about-the-power-of-prayer](#)
<http://equip.sbts.edu/article/how-i-started-praying-the-bible/>
[Images for praying-the-bible](#)

6) An interim pastor can give guidance in the formation of a Call Committee

There are recommended considerations for the formation of a Call Committee. When these considerations are not followed, problems happen. I witnessed an instance where one member of a Call Committee entered with a bias *against* women clergy, previously married pastors, and with a bias *for* certain positions on social issues aligned with the conservative Christian Coalition. She wanted somebody like the pastor who served the congregation 1965-75. The chair of the Call Committee became exasperated and almost quit, stating, "But Pastor (*name*) has been gone 30 years." She was able to veto 2 candidates in the 1st round and force the other members to change their preference to a candidate they could all agree on but who subsequently withdrew. Another member on the same Call Committee agreed to be elected only to inform the committee later that he would be going south part of the winter effectively putting the call process on hold while he was gone.

On the other end of the spectrum, a member of another Call Committee advocated interviewing a gay candidate and then posted on Facebook his anger that the interviewed gay candidate was not recommended to the congregation.

The Interim Ministry Network in its E-letter, January 6, 2017 published the following article:

Thinking about Search Committees: Membership by Steven C. Van Voorhees

© December 15, 2016 Steven C. Van Voorhees

Published in the IMN E-letter, January 6, 2017, for reprint permission send request to crystal@imnedu.org

Resources

[PDF] Call Committee Formation & Orientation

THE CALL COMMITTEE

THE DESIGN

The call committee is usually a group with six to fifteen members that reflect the wide diversity of the congregation and community. The committee needs to be balanced, that is, women and men, new and long-time members, with various ages and ethnic/language backgrounds. Consider the following for your committee.

1. Check your congregation's constitution for any specific requirements for the Call Committee.

A specific number may be indicated. The constitution may indicate appointment by the Council or election by the congregation. If elected by the congregation, does the Council bring nominations to the congregation, or are candidates identified in some other way?

People who have been members for a long time and have a sense of the history of the congregation

People who have become members during the last four or five years who can help you understand what attracts members today.

Sunday School and Bible Class teachers who are interested in helping people of all ages learn the Scripture and grow in relationship with God and others.

People under the age of 20 who will help you understand the current culture.

People who are actively engaged in outreach because they care about others.

People who are faithful in worship

People with young children.

It is helpful if call committee members talk with people from the congregation and community about the mission of your congregation and listen to their thoughts and ideas.

<http://www.semisynod.com/cms/images/docs/callprocess/call-committee-formation-and-orientation.pdf> Page 2

[Images for Call Committee Formation & Orientation](#)

Call Committee Formed

The Congregation Council sought to appoint:

People who are regular worshippers.

People who are healthy in body, mind and spirit and not experiencing major life transitions.

People whose support and care of the congregation and its ministries and mission is clearly evident and are in full support of the ELCA, its doctrines and social statements. For more information on this, visit elca.org/What-We-Believe/Social-Issues.aspx.

People who are able to adjust personal calendars in order to attend all meetings (often twice a month and several evenings within a two-week period when interviews are taking place).

<http://www.trinity-ec.org/call.phtml>

[Images for Congregation Call Committee Formed](#)

[PDF] SELECTION OF THE CALL COMMITTEE

Selection of the Call Committee should be regarded as a crucial first step in the Call Process. Here are some suggestions.

Call Committee members should be...

1. persons of stature, who enjoy the trust and respect of the whole membership of the congregation.

2. able to think and decide with the good of the whole congregation in mind rather than their own personal desires or wants.
3. about six in number and appointed by the Congregation Council (some congregation constitutions specify that they be elected by the congregation - refer to your congregational constitution).
4. able to meet regularly and often.
5. as diverse in age, gender, ethnicity, and interests as the congregation is at-large.
6. a group that "looks like the congregation in miniature."
7. a group that does not include employed staff, past pastors, or their spouses.
8. persons who do not have personal grievances, agendas, or power issues within the congregation.
9. people who begin, end, and act in faith.

If the Call Committee is selected by the Congregation Council...

1. you may wish to solicit "suggestions" from the congregation in order to have everyone's ideas. Do this in a way that makes it clear that you are inviting suggestions and not staging an election.
2. you do not want to ask for volunteers.
3. you want to bring the ideas together and put together a Call Committee that truly has balance and meets the description above.
4. after the persons accept your appointment, announce their names, demonstrate pride and confidence in them, pray and support them.
5. use the Installation Service as a way of gathering the whole congregation around them and their work.

The Rev. Michael Robinson Southwestern Texas Synod, ELCA 830-379-9900

<http://images.acswebnetworks.com/1/498/CallProcessSelectionRiteInstallationCallCommittee.pdf>

[Images for SELECTION OF THE PASTORAL CALL COMMITTEE](#)

[PDF]The Call Committee is Selected - Florida-Bahamas Synod

Guidelines for Choosing Members of the Call Committee

<https://www.fbsynod.com/wp-content/uploads/2016/01/TMSections-3-5-The-Call-Committee-and-Congregation-Mission-Profile.pdf>

Section 3, Resource A

[Images for Guidelines for Choosing Members of the Call Committee](#)

7) Bios for nominees to the Call Committee

The Congregation Council at one congregation with an average worship attendance of 198 asked nominees for the Call Committee to fill out a bio. In addition to the usual contact info, church membership previous and present, and service, the following statement of inquiry was made:

Tell us a little about yourself and why you would like to be a member of the Call Committee; include any personal or professional experiences that would help in the call process.

8) Whether a youth on the Call Committee

Some congregations want a youth on the Call Committee. After all, the ELCA Model Constitution for Congregations recommends such for a Congregation Council:

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

Chapter 12.

CONGREGATION COUNCIL

C12.01. The voting membership of the Congregation Council shall consist of the pastor(s)[, the officers of the congregation,] and [members] [not more than _____ nor fewer than _____ members] of the congregation, at least one of whom shall be a youth and at least one of whom shall be a young adult.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

[Images for Model Constitution for Congregations 2019 - ELCA Chapter 10. CONGREGATION MEETING](#)

One such congregation I served asked a youth who had recently been confirmed. She was the granddaughter of long-standing, influential members. Up until the time of the completion of the Ministry Site Profile (MSP), she only attended one meeting. She missed both meetings when the assistant to the bishop came. It was said that she was involved in some sort of school or athletic event at each absence, although there was a driving rainstorm on the night she was supposedly at a softball game. I took another assignment following the completion of the MSP and before the Call Committee received names to interview. Before I left, the Congregation Council president talked about replacing her with somebody who could at least show up for the meetings. If this case was the exception rather than the rule, it would be one thing, but I have seen this same scenario happen enough times so that I counsel caution in this regard. The action comes under the rubric: "It seemed like a good idea at the time."

9) Incorporating Call Committee into the service of worship

A Rite of Installation may be used at the beginning of the work of the Call Committee.

[PDF]INSTALLATION OF THE CALL COMMITTEE

(The installation takes place at the point in the service where the creed is said. The president of the congregation invites the Call Committee members forward.)

<http://ntnl.org/wp-content/uploads/2014/01/Rite-for-Installation-of-Call-Committee.pdf>

Images for INSTALLATION OF THE CALL COMMITTEE

Also, I received a request from a congregation that wanted a Blessing of the Call Committee upon the completion of their work. I adapted the Installation of the Call Committee for such a use.

Blessing of the Call Committee

The following persons, having been appointed by the Congregation Council to serve on the Call Committee of *(name)* Lutheran Church, are asked to come forward as their names are read: *(names)*.

In Holy Baptism, our Lord Jesus Christ liberated you from sin and death and made you members of the church. Through Word and Sacrament, you have been nurtured in faith. I ask you, together with all who are here gathered, to confess the faith of the church, the faith in which we are baptized.

I believe in God, the Father almighty, creator of heaven and earth.

I believe in Jesus Christ, his only Son, our Lord, He was conceived by the power of the Holy Spirit and born of the Virgin Mary. He suffered under Pontius Pilate, was crucified, died, and was buried. He descended into hell; on the third day, he rose again. He ascended into heaven, and is seated at the right hand of the Father.

He will come again to judge the living and the dead.

I believe in the Holy Spirit; the holy catholic Church, the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting. Amen.

St. Paul writes: "There are different kinds of spiritual gifts, but the same Spirit gives them. There are different ways of serving, but the same Lord is served. There are different abilities to perform service, but the same God gives to everyone ability for particular service. The Spirit's presence is shown in some way in each person, for the good of all" (1 Cor. 12:4-7).

You have been appointed to a position of trust in this congregation. It has been your duty, in consultation with the bishop's office, to seek out an appropriate candidate for the position of pastor of *(name)* Lutheran Church.

You have been called to be faithful in your efforts, always respecting the concerns of the congregation while at the same time maintaining the integrity of the process, and to be diligent in prayer so that God's will is done and it is God who is glorified by your efforts.

On behalf of your sisters and brothers in Christ, I ask God's blessing on you for accepting and faithfully carrying out the duties of your appointment even as the recommended candidate *(name)* has been affirmed by the congregation at a special Congregation Meeting on *(date)* to be the new installed pastor.

People of God, I ask you: Will you add your blessing for the members of the Call Committee, give thanks to God for them in your prayers, respect them for their responsibilities, and honor their efforts?

We ask God's blessing on these members of the Call Committee for faithfully carrying out the duties of their appointment.

I now declare that you have faithfully carried out your duties as the Call Committee of *(name)* Lutheran Church and that the term of office will terminate upon installation of the newly called pastor.

God bless you with the Holy Spirit.

Amen.

Adapted from the Rite of Installation of the Call Committee

In addition, petitions may be offered for their work in the prayers of intercession as well as verbal and written updates in the announcements and bulletin.

10) Different approaches to the completion of the Ministry Site Profile (MSP)

In some congregations, the Call Committee takes primary responsibility for the MSP. In other congregations, a Transition Task Force carries out a self-study to complete the MSP and then passes the document on to the Call Committee. The Congregation Council decides the compensation package and approves the MSP. Another option is a collaborative process where the Congregation Council addresses the questions of mission, vision, compensation. A task force from the council does the background work and presents its recommendations to the council. Various committees and members are asked to address various information questions that they are best able to answer. The Call Committee works on context questions and references. The final product, of course, needs to be approved by the Congregation Council and/or Parish Council. Beyond that, the Call Committee may assemble various materials of interest to provide for the candidates. A hybrid process is for a task force to start working on the MSP early on with the understanding that this approach may surface members who would be a good fit for the Call Committee. Leadership in some smaller congregations tell me that they do not have enough people to go around to staff both a transition task force and a call committee.

What I have discovered is that, when there is a separate Transition Task Force for the MSP and a separate Call Committee for the interviews, it is possible that there is a disconnect in that a Call Committee does not completely internalize the MSP because it was not involved in the research and deliberation. One candidate who interviewed at a congregation that employed this approach related to me afterwards that he did not believe the Call Committee fully knew their MSP. In another congregation that employed this approach, it seemed to me that the Call Committee members were selected for their background in human resources and that they thought they knew best and did not have to take the MSP seriously.

11) Listening sessions

Call Committees sometimes use listening sessions. An interim pastor can help in the preparation of an agenda and guidelines.

Resources

Call Committee Listening Posts | First Lutheran Church

The congregation is invited to three upcoming 45-minute Information Gathering Sessions led by the Call Committee. These sessions are an opportunity for members of the congregation to offer feedback and ask questions in regard to the Call process, for example what are the qualities we are seeking in our next pastor. Your input and prayers are vital as we move forward in this process.

Sunday, September 27 in the Family Room at 8:30am

Wednesday, September 30 immediately following worship in the Sanctuary

Sunday, October 04 in the Fellowship Hall at 9:45am

<http://www.firstlutheranalexandria.com/2015/09/21/call-committee-listening-posts/>

[Images for Call Committee Listening Posts | First Lutheran Church](#)

University Lutheran Church and Lutheran Student Association - Eau Claire

CALL COMMITTEE UPDATE:

The call committee invites you to attend one of the following **listening sessions**

Sunday, November 1 at 11:15 a.m.

Wednesday, November 4 at 7:15 p.m.

Sunday, November 8 at 7:00 p.m.

You will receive a questionnaire in the mail (*see link below as well*) to give each congregant an opportunity for direct input in the Call process. You will also have the opportunity to participate in an Intentional Small Group discussion facilitated by a member of the Call Committee to share your responses and listen to the responses of fellow congregants. We hope you are able to participate in this special opportunity to shape the Call of our new Pastor.

[ULC Ministry Site Profile](#)

[Seven Reflections on Ministry and Content](#)

[October 14, 2015 Letter from Call Committee](#)

[2015 Call Committee Questionnaire](#)

[Guidelines for Small Group Discussion](#)

<http://www.universitylutheran.org/>

[http://universitylutheran.org/wp-content/uploads/2016/02/Final MSP.pdf](http://universitylutheran.org/wp-content/uploads/2016/02/Final_MSP.pdf)

[Images for call committee listening sessions University Lutheran Church](#)

12) Distribute the survey

There are various ways to distribute the survey in the Ministry Site Profile. It can be handed out during the worship announcements and filled out immediately afterwards. It can be mailed out or included in the newsletter. Some congregations are moving to online surveys.

Resources

Call Committee Survey powered through Survey Monkey

The Call Committee has begun their very important work of calling a new pastor to *(name)* Lutheran Church. We would love to know what your thoughts are regarding the desired traits and ministry of the next pastor. Below is a link to the Call Committee Survey powered through Survey Monkey.

<https://www.surveymonkey.com/s/HMKWJ29>

[Images for Call Committee Survey powered through Survey Monkey](#)

Please take the survey online and submit your results. This survey is anonymous. If you prefer to fill out a paper survey, they will be available on Sunday, October 19 or in the church office during regular office hours. If you'd like to do a one-on-one interview with a member of the Call Committee, they will be available following worship services. All surveys should be submitted online or on paper by Wednesday, October 29. We greatly appreciate your time and participation during this important time.

Results of Call Committee Survey

Thank you to all of you who completed the Call Committee survey either online or on paper. We were very pleased with the number of responses and thought you'd like to see the results. The top five ministry tasks identified by those members of *(name)* Lutheran Church who completed the survey were:

1. Preaching/Worship Leadership
2. Youth and Family Ministry
3. Building a Sense of Community
4. Pastoral Care and Visitation
5. Children's Ministry

The five "Gifts for Ministry" which were your TOP PRIORITY were:

1. Be effective in working with youth.
2. Be an effective communicator.
3. Help people develop their spiritual life.
4. Build a sense of community among the people with whom he/she works.

5. Be active in visitation of members and non-members.

The five “Gifts for Ministry” which you identified as VERY HELPFUL were:

1. Be able to share leadership and work in a team.
2. Be effective in working with children.
3. Deal effectively with conflict.
4. Bring joy and good humor to relationships.
5. Be skilled in planning and leading programs.

13) Talk to the people

Northwest Synod of Wisconsin (ELCA) Assistant to the Bishop Greg Kaufmann, in giving an orientation to a Call Committee, stressed that it is not enough to hand out a survey and offer an open forum. The members of the Call Committee need to talk to as many members and groups in the congregation as possible and to engage in conversation with the various stakeholders.

Resources

Call Committee Formation & Orientation

It is important to **involve the congregation as a whole as much as possible** as you are filling out the MSP. Consider using the questions in Bible studies, having small group meetings, etc. The more participation from every member (youngest to oldest) is vital to the success of the process. We want each person to be able to say, “We were part of calling you, Pastor.”

Call Process - SEMI Synod

<http://www.semisynod.com/leaders/call-process>

Page 5

[Images for involve the congregation as a whole as much as possible](#)

[PDF] MSP - ELCA Resource Repository

SEEK COUNSEL: **involve as many people as possible** at your ministry site in thinking and writing about the questions of Identity/Purpose, Gifts/Resources, and Context/Needs. Begin every conversation with Bible study and prayer. Share what you propose to submit with the leadership and membership of the congregation. Listen to the critique that is offered. Have the Council vote to approve the final version of the MSP that will be submitted.

http://download.elca.org/ELCA%20Resource%20Repository/Guide_to_the_MSP_2017.pdf

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[Images for SEEK COUNSEL: Involve as many people as possible at your ministry site](#)

14) Transition team members host focus groups

An interim ministry colleague related to me that he leads the members of the transition team to form focus groups. He provides sample questions that can be adapted to fit the group. One serves as the facilitator and the other the recorder. Each group is selected by the team members and invited to participate. The groups provide insight for the Ministry Site Profile and in turn take ownership of the process. They are energized for the mission of the congregation and excited to welcome the new pastor. In one setting, the members hosted 12 groups with 6 participants each. Following is an adaptation of the questions provided by the colleague:

Ministry Site Profile Small Group Questions

Name of Focus Group _____

- 1) What are you really excited about right now?
- 2) What do you understand this congregation's reason for being in light of God's call to mission and service?
- 3) What are the strengths of this congregation?
- 4) What challenges does this congregation face?
- 5) Where do you sense God is leading this congregation?
- 6) What do you think the goals should be for the next 5 years?
- 7) What else would you like to share about this congregation and its identity, vision, and mission?

Resources

Focus Group Definition - What is Focus Group - Shopify

A focus group is a market research method that brings together 6-10 people in a room to provide feedback regarding a product, service, concept, or marketing campaign.

<https://www.shopify.com/encyclopedia/focus-group>

[Images for provide feedback](#)

Focus group - Wikipedia

It is a form of qualitative research consisting of interviews in which a **group** of people are asked about their perceptions, opinions, beliefs, and attitudes towards a product, service, concept, advertisement, idea, or packaging.

https://en.wikipedia.org/wiki/Focus_group

[Images for focus groups](#)

What Is a Focus Group and How Are They Used? - The Balance

A focus group is a gathering of deliberately selected people who participate in a planned discussion that is intended to elicit consumer perceptions about a particular topic or area of interest in an environment that is non-threatening and receptive.

The focus group is a collective on purpose. Unlike an interview, which usually occurs with an individual, the focus group

method allows members of the group to interact and influence each other during the discussion and consideration of ideas and perspectives.

<https://www.thebalance.com/what-is-a-market-research-focus-group-2296907>

[Images for planned discussion](#)

15) Requesting a clergy couple

A newly formed area parish indicated an interest in a clergy couple. I wrote to the synod office asking how to designate that interest on the ministry site profile. I received the following response:

As for indicating they are open to a clergy couple, several places to do that. One would be in the Commentary of Part III, after the compensation package details.

The other would be in Part IV: Commentary.

One possibility to consider would be to write up a separate page, explaining why this parish would be ideal for a clergy couple that wished to be in a rural area, yet work together! We've had congregations fill out separate pages that (*assistant to the bishop for administration*) always sends to candidates, along with the MSP. It actually gets their attention better than if it is buried inside of the MSP.

16) Put your best foot forward and be straightforward

The congregation understandably wants to portray itself in the best possible light. At the same time, I encourage those preparing the profile to be forthright because it is better for a candidate to find out certain realities before rather than after. The importance of this openness was brought home to me when I conversed with a pastor after a short-term pastorate before I was to begin the interim assignment when this pastor stated, "I didn't realize what I was walking into!"

Resources

A GUIDE TO THE MSP for Leaders of Congregations and Church-Related Organizations - ELCA Resource Repository

Some Helpful Tips

- **BE CREATIVE:** The MSP gives you the freedom to add comments, share ideas and passions, and present your ministry site's gifts. Make your MSP distinctive.
- **BE THOUGHTFUL:** The narrative questions are the most important. It is more important to write concisely and insightfully than to just write many words.
- **BE HONEST:** It never pays to represent your ministry site in a way that will not prove to be true over time. You are more likely to match successfully with a rostered minister if both you and they are honest about your respective ministry, style and gifts. Romans 12:3 is good advice.
- **BE SPECIFIC:** Study the list of characteristics and preferences and focus your answers. Avoid being too general in your responses.
- **SEEK COUNSEL:** Involve as many people as possible at your ministry site in thinking and writing about the questions of Identity/Purpose, Gifts/Resources, and Context/Needs. Begin every conversation with Bible study and prayer. Share what you propose to submit with the leadership and membership of the congregation. Listen to the critique that is offered. Have the Council vote to approve the final version of the MSP that will be submitted.
- **COOPERATE:** Never approach a rostered minister directly about your position without first consulting with your synod bishop. Each synod bishop has a shepherding role in call process within their synod that must be respected.

Call Process - Evangelical Lutheran Church in America - ELCA

MINISTRY SITES

<http://www.elca.org/Call-Process/Ministry-Sites>

- [Guide to the MSP](#)

[PDF]MSP - ELCA Resource Repository

http://download.elca.org/ELCA%20Resource%20Repository/Guide_to_the_MSP_2017.pdf?_ga=2.61494188.1693295863.1516743203-537152160.1467910353

[Images for A GUIDE TO THE MINISTRY SITE PROFILE for Leaders of Congregations](#)

Believing the Call Committee? - Synod Resource Center

It is not uncommon to hear a pastor comment in confusion, "When I interviewed, the call committee made it very clear that this was the direction in which the congregation needed to go. But I have only met with resistance."

Wise is the pastor who does not believe all of what was said by the call committee. Sometimes, the Call Committee is merely the alter-ego of the congregation. It is the minority voice in the congregation that indeed knows what the congregation should do to gain a more healthy balance. It knows the areas of ministry that have not been fully addressed in its recent history. It knows the direction in which the congregation must head if it is going to truly be inclusive of the community, or welcoming of the next generation, or, or, or... But, like each of us, knowing what would be good for our improved health, and willingly embracing the lifestyle change that that would require are two vastly different propositions.

http://synodresourcecenter.org/admin/personnel/synod_staff_resources/0008/call_committee.html

[Images for Believing the Call Committee? - Synod Resource Center](#)

Great expectations: What Are Pastors, Churches Looking For? - The Lutheran Magazine

When congregations & pastors find each other: 'This is not speed dating, this is a **serious** courtship'

There is something stark and strange about a recently vacated office. The empty walls and shelves, the cleared desk, and the absence of memorabilia and ubiquitous coffee mug all make it undeniably clear that the erstwhile occupant is gone. And if that room was the pastor's office, it's also abundantly clear that the congregation is entering the call process.

The call process: these words can strike fear in the hearts of the hardest congregation. Where will we find a new pastor (or associate in ministry or deaconess or diaconal minister)? What will the next pastor be like? What should the next pastor be like? How long will it take? What will happen to us? Is there anyone out there?

http://www.thelutheran.org/article/article.cfm?article_id=10035

Images for Great expectations: What Are Pastors, Churches Looking For? - The Lutheran Magazine

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

[PDF] MSP - ELCA Resource Repository

- **BE HONEST:** It never pays to represent your ministry site in a way that will not prove to be true over time. You are more likely to match successfully with a rostered leader if both you and they are honest about your respective ministry, style and gifts. Romans 12:3 is good advice.

http://download.elca.org/ELCA%20Resource%20Repository/Guide_to_the_MSP_2017.pdf

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Images for BE HONEST

Ten Things Church Members Desire in a Pastor - ThomRainer.com

Many of my articles come from the perspective of pastors. That will not change in the future. I am an advocate of pastors and I desire God's best for them. I have no plans to change my advocacy role.

As a change of pace, however, I recently asked a few hundred laypersons to write down what they desired of a pastor. Their responses were open-ended, and there was no limitation on the number of items they could list. Though my approach was not scientific, these laypersons did represent over sixty churches. Here are their top ten responses in order of frequency. Since many of them gave one or more sentences as a response, I can provide a representative comment by each of the responses.

<http://thomrainer.com/2013/01/14/ten-things-church-members-desire-in-a-pastor/>

Images for Ten Things Church Members Desire in a Pastor - ThomRainer.com

<https://thomrainer.com/2017/05/10-things-church-members-want-from-their-pastor-rainer-on-leadership-330/>

Images for thom rainer on desire in a pastor

What Do Lay People Want in Pastors? - Faith & Leadership

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<http://www.faithandleadership.com/programs/spe/resources/ppr/pastorsearch.pdf>

Images for What Do Lay People Want in Pastors? - Faith & Leadership

http://hrr.hartsem.edu/research/quick_question35.html

<http://pulpitandpew.org/node/845>

<http://pulpitandpew.org/node/817>

<http://pulpitandpew.org/what-do-lay-people-want-pastors-summary>

<http://pulpitandpew.org/sites/all/themes/pulpitandpew/files/PastorSearch.pdf>

17) "Thanks for being candid."

A prospective candidate read the Ministry Site Profile for the congregation and then telephoned me. As I responded to the questions, she acknowledged that she would not be the right match for the congregation. At the end of the phone conversation, she said, "Thanks for being candid."

18) Transition task force

An interim pastor who had recently completed the interim ministry training took what he learned about the transition task force and applied it to his first assignment. I inherited the following material when I volunteered to serve at the setting [in addition to the setting I was already serving] after the successor installed pastor took an upwardly mobile call a few years later.

Meeting #1 of Transition Team

- 1 Opening Prayer
- 2 Review minutes of last week's meeting
- 3 Complete the short summary of survey results
- 4 Review plans for presentations to the congregation
- 5 Decide on dates, times, and places for the presentations
- 6 Make decisions about who will host, who will present, and who will record comments made by those in attendance.
- 7 Review information on synod guidelines for pastors and other church staff.
- 8 Review dates for Malawi Mission Team and Pastor Amy Odgren from synod staff to be with us for worship. (These two Sundays will bring emphasis to churchwide ministries and help our people make a better connection with the ELCA and the Northwest Synod of Wisconsin.)
 - a. Discuss holding a reception on these two Sundays following worship.
 - b. Discuss publicizing these two dates and events.
 - c. Audio visual equipment may be needed for both Sundays. (Should we look into purchasing a projector and screen?)
- 9 Set date and time for next meeting.
- 10 Adjournment and Closing Prayer.

Meeting #2 of Transition Team

- 1 Gather the demographic information that has been brought to the meeting and discuss the following:
 - a. How would you describe the community in terms of socio-economic status, demographics, primary areas of employment and lifestyle?
 - b. List three ways that the community served by this congregation has been challenged by change and transition in the last three to five years.
 - c. List three changes or trends within the congregation which have occurred in the last three to five years.
- 2 Organize a team of people to review and update the church membership roster.
This task should be completed by the end of May. Demographics of the congregation should be included to the greatest extent as possible. There needs to be some representation from the Transition Task Force on the Membership Roster review team.
- 3 Establish a filing system for keeping all printed information gathered by the Transition Task Force in good order, and for quick access by task force members.
- 4 Set goals and make assignments for the next meeting.

Assignment for Next Meeting

Prayerfully discern who should be selected to serve as the leader of this task force, and who should be the group's recorder. Come to the next meeting prepared to elect people to these two positions: chair and recorder.

See what demographic information you can gather on the city and surrounding areas. Check the internet for information, or go down to city hall and see what information you can find. Bring the information to the next meeting. (Perhaps one or two people could go together, to talk with someone at city hall about area demographics.)

Be thinking about who might work with us on updating our church membership roster. We need people who are very familiar with the people of this church. Our present membership list was last updated in three years ago. Some have since died, others have moved away, and some people have since joined the congregation. Who can help us figure this out? We need accurate information about membership. Households, confirmed members, baptized, communing, contributing, homebound, inactive.

Strengths

1. Friendly, welcoming congregation
2. Active Women's Group (Women of the ELCA)
3. A dedicated group of members
4. Location of the church
5. Longevity of the membership

Weaknesses

1. Attendance and participation (same people do everything)
2. Communication
3. Opportunities for youth
4. Music for worship
5. Financial support for ministries of the church

Goals for the Next Year

1. Increase worship attendance by 25%
2. Increase the number of children at worship and Sunday School by 25%

3. Develop an alternative service of worship
4. Build stronger, better functioning committees and boards
5. Raise expectations for church membership

Type of Pastoral Leadership Needed

1. A strong, enthusiastic leader committed to serving in all areas of the congregation
2. An effective preacher and communicator
3. One who keeps professional boundaries
4. Someone who has a passion for youth ministry
5. Someone who works well in a small community

Should Our Pastor Be Shared with Another Church?

1. If it is financially helpful or necessary
2. If we can help another congregation
3. If the workload for the pastor is not too great
4. We need the full attention of our pastor at this point in time
5. We need more developed lay leadership if a pastor is to be shared

Bulletin Announcement

The Transition Task Force has been appointed by the Congregation Council for the purpose of gathering important information, facilitating discussion among the people of this congregation, and leading the whole congregation in a process of visioning and goal setting. All of this is in preparation for the Call Process and the work of the Call Committee which will be formed later this year. Members of the Transition Task Force will be commissioned during our service of worship today. Please keep your Transition Task Force in your prayers as they go forward with this important work of preparing us for the next chapter in our life together.

Current Programs for Mission and Ministry

1. Sunday morning worship is the highlight of the week. While the congregation is much smaller than it used to be, there remains a spirit-filled group of people who are eager to gather each week to worship and praise God.
2. This congregation has an active group of women who meet regularly for Bible Study, fellowship and service projects. An active quilting group makes quilts for Lutheran World Relief and also for local families in need.
3. We are involved ecumenically as a congregation and take an active part in inter-church activities such as Vacation Bible School for the whole community. We also host a noon Congregate Meals program and Meals on Wheels five days a week.

Primary Goals to which We Are Committed

1. We are committed to the faithful proclamation of the Word of God and to sharing the Good News of Jesus Christ with our community and our world.
2. We are committed to building up the body of Christ and doing what it takes to make this congregation grow. One of our strategies for growth is to develop an alternative service of worship that will have more appeal for young people. We have set a goal of 25% growth in worship and Sunday School attendance within the next year.
3. We want to reorganize our congregation's structure, build stronger, better-functioning committees and ministry teams, and raise expectations for church membership. Our goal is to involve a greater percentage of the congregation in various forms of ministry.

What We Are Excited About Right Now

1. We are excited about having new pastoral leadership at this congregation. We look forward to having a new pastor with some new and creative ideas that will challenge us to grow in our faith, and also in our outreach to the world around us.
2. We are also excited over the fact that so many in our congregation continue to be generous in their support of this congregation, and enthusiastic about this congregation's future. We are confident that there is much good that lies ahead.
3. We are also excited over the fact that so many in our congregation continue to be generous in their support of this congregation, and enthusiastic about this congregation's future. We are confident that there is much good that lies ahead.

How does this congregation see itself as a member and active participant in the Evangelical Lutheran Church in America and the Northwest Synod of Wisconsin?

This congregation's relationship with the ELCA and the Northwest Synod of Wisconsin has not been very strong in recent years. Part of the difficulty has been a lack of communication about the mission and ministries of the ELCA and our Northwest Synod. Today we can say that we are learning more about these church structures and about the mission that is being done with funds donated by ELCA congregations. It is our desire to strengthen our relationship with the ELCA and the Northwest Synod and take a more active part in outreach to the world through these entities.

From the Pastor

Brothers and Sisters in Christ,

We are in the midst of the Season of Easter, and signs of new life are everywhere! Our lawns are turning green, and early spring flowers are starting to bloom. Yes, new life is springing forth from the earth, and we are being reminded every Sunday that Jesus, the Lord of Life, is still very much alive himself, doing his creative and redemptive work in our own lives and throughout our world. What a joy it is to be alive! My dear old dad is now going on 93 years old. His memory is getting shorter every day, and his mobility is almost non-existent. Even so, when he wakes up each morning, he still begins each day with a simple prayer of thanksgiving, saying, "Thank you God for giving me another day of life!"

My father has been a great role model for me. I have tried to follow his lead by approaching every day of life with an attitude of thanksgiving, and I can honestly tell you that it makes a difference. It can be so easy for us to get down on ourselves or grow depressed over the problems we inevitably will encounter from time to time. But when we start each day by saying "thank you" to God for the gift of life, we dispel all those negative thoughts and find joy in the blessings that remain all around us.

One of the greatest blessings that has recently come into my own life is this faith community. You, the people of this church, have been so kind and gracious, and I have felt so warmly welcomed here. Unfortunately, my time with you will be relatively short, since I am your "interim" pastor. But no matter how long or how short my time with you turns out to be, I will always be grateful to God for calling me here to serve while you are "in between" pastors.

We often refer to this interim period as a time of "transition." This is a critical period in the life of any congregation, and it is important that, together, we make the most of this time. To help us use this time effectively, we have established what is called an "Interim Task Force" or "Transition Team." The Congregation Council of this congregation has nominated those who have already accepted the responsibility for serving on this team. This group will be working together to guide the congregation through a process of study and planning in preparation for the call process that will follow. This group will plan interviews, small group gatherings, and adult forums, all for the purpose of gathering information and helping the congregation do its' work of preparing for the next pastor. I am looking forward to working with this Transition Team during the months ahead. How long this process takes will depend on a number of factors. But more important than the length of time is how well we do this work. The more thorough we are in our studying and planning for the future ministries, the more confident we will be when it comes to selecting and calling the new pastor. Please keep your Transition Team in your daily prayers as they carry out their responsibilities. Also, if a team member should call upon you, please be positive in your response and, to the best of your ability, support this important work.

Blessings in this Easter Season!

Pastor (name)

A Short Summary of Survey Responses

Why Are You a Member of this Congregation?

1. This is home
2. Spiritual support
3. I'm comfortable here
4. I like the worship service
5. Good preaching
6. Dedicated members
7. Friendly people
8. Family feeling
9. Lutheran teachings
10. Location
11. Family attends here
12. Church is involved in the community

Would you Like to See Different Worship Times Offered?

1. Yes (20)
2. No (14)
3. Maybe (4)

Comments on Worship Times

1. Saturday night service
2. Later service on Sunday morning
3. Evening weekday service
4. Leave service time as it is for now
5. One Sunday service with Sunday School children dismissed 15 minutes after start of service
6. Second service – Contemporary Worship
7. Earlier Service on Sunday morning

Strengths of the Congregation

1. Friendliness of the congregation
2. Long history in this community – Everyone knows we are here and open to all!
3. Small but dedicated group of members
4. People here show God's love!
5. Members respond well to emergency needs (financial and otherwise)
6. Active women's group
7. Closeness of the congregation
8. A welcoming congregation – non-judgmental
9. People are willing to pitch in – a willing group of workers!
10. Long-term pastorate (30 years)
11. Longevity of the membership
12. Strong nucleus of older adults
13. Location of the church
14. People are concerned about one another
15. Bible Studies
16. Regular Communion
17. Small, family-like congregation

Weaknesses of the Congregation

1. Building is too small for many funerals and weddings
2. Same people do everything
3. Not enough is required of new people
4. Difficult retaining young couples and families
5. Tempo of worship is too slow – doesn't appeal to younger generations
6. No music program or choir
7. No Youth activities for post-confirmation age youth
8. Young people are not involved
9. Poor attendance and participation in worship by Sunday School children and teachers
10. Not enough evangelism or Bible studies
11. Older members are set in their ways
12. Lacking new members
13. Not enough contributors or contributions
14. Poor Sunday School attendance
15. No nursery during worship
16. Poor communication
17. Lacking in awareness of ministries beyond this congregation (ELCA)
18. No men's activities
19. Declining attendance
20. Church is something that happens only on Sundays
21. Sermons do not share the Gospel or challenge my faith

What Changes or Goals Would You Like to See Happen?

1. More worship opportunities
2. More mentoring and welcoming new people
3. New people given more responsibility
4. A young pastor with new ideas
5. A youth program/youth activities
6. Stricter requirements/ higher expectations for church membership
7. All members attend worship at least twice per month
8. More congregational activities – dinners, fund-raisers, etc.
9. More Bible studies
10. More evangelism – outreach to others in the community
11. Reach out to families with young children
12. Contemporary worship services
13. Become stronger in mission support (benevolence offerings – ELCA and others)
14. Church choir/special music for worship
15. Offer more programming for younger families
16. Bring more children into church
17. Build functioning committees with strong leaders

18. Offer an adult class for Sunday School
19. New member classes monthly or bi-monthly
20. Offer a “place” for young adults
21. Become more involved in the world around us

What Changes Do You Hope Will Never Happen?

1. Close our doors
2. Never share less than 50% of a pastor’s time
3. Never call a female pastor
4. Availability of church facilities for community groups and activities
5. Remove building fund and benevolence envelopes from envelope offering package
6. Closeness of the congregation
7. Awareness of our history and traditions
8. Merger with the Episcopalians
9. A full-time pastor of our own
10. Sunday school / Bible Studies / Confirmation classes
11. The church women’s organization (Women of the ELCA)
12. No dress code
13. Church with a mission
14. Sufficient finances for accomplishing our purpose

What Kind of Pastoral Leadership Is Needed to Help You Grow Spiritually?

1. A strong leader
2. Someone who offers words of encouragement to those who are troubled or grieving.
3. Someone who is active in the spiritual, social, and educational needs of the people.
4. One who can lead and inspire, and one who is committed to serving in all areas of the congregation.
5. A pastor who preaches down to earth sermons that can be understood.
6. One who preaches the Word and helps us understand what it means for us.
7. Someone who is understanding.
8. Enthusiastic, caring, happy... good family man.
9. One who practices good boundaries.
10. One who takes an interest in all the people.
11. Someone who works well in a small community.
12. Open and honest communicator.
13. One who will challenge and motivate us to step up and lead, and to view our faith as more than just a Sunday commitment.
14. Someone who is enthusiastic and prepared on Sunday mornings to challenge us, and also to offer us hope and direction.
15. Someone who has a passion for involving youth in the church

Is Sharing a Pastor Something We Should Consider?

1. Yes – if it is financially helpful or necessary
2. Yes – because they (another congregation) need a pastor also!
3. Yes –if the workload for the pastor isn’t too heavy to handle
4. No – too much work for one pastor
5. No – we need the full attention of a pastor at this time
6. No – more lay leadership first needs to be developed here

How Would You Describe the Mission of the Congregation?

1. Leadership (pastor) must meet the needs of the church members
2. Pastor must minister to all areas of the congregation
3. Not sure. Do we have one?
4. Bring people to know Christ and his mission
5. Spread the love of God
6. Regain what we once had
7. Save souls and be a beacon of Christianity in the community
8. Serve members of the congregation and community
9. Spread the Word of God
10. Open doors, open arms, open hearts
11. Slow, broke, but still moving forward (like a turtle)
12. Good!
13. Bring about new change

14. Reach out to others
15. Make people feel welcome and at home in our church
16. Proclaim the Word of God here in our church and beyond our church to all the world
17. Guide and teach others about God
18. Help people grow in their faith
19. Offer the sacraments regularly for spiritual nourishment and growth

Time Table for the Work of the Transition Task Force

May – July

Conduct a study of the congregation and community
 Gather important demographic data needed for the completion of the ministry site profile provided by the ELCA
 Review the congregation's constitution and by-laws, the organizational and leadership structures, the financial practices and policies, the records of church membership, the technology and office equipment, and the communication processes of the congregation (newsletters, bulletins, etc.)
 Update the church membership roster
 Present a written report to the church council, including recommendations for action where needed
 Plan for congregational events, personal interviews and small group gatherings (cottage meetings)

August – October

Host "An Evening of Historical Reflection." (An event for the whole congregation)
 Conduct individual interviews to discover people's attitudes, understandings, concerns, hopes and dreams.
 Write a summary analysis of the congregation and community, making use of the information received through the individual interviews.
 Hold small group meetings (cottage meetings) to review the summary analysis and to discuss this information further. The purpose is to involve as many members of the congregation as possible in the conversation and planning for the future.

November – January

Collate information. Establish goals of the congregation. Complete the Ministry Site Profile. Report to the Congregation Council.
 Hold congregational gatherings/meetings to review the goals of the congregation and the congregational profile.
 During the month of January, the Call Committee can be formed by the Council. Two members of the Transition Task Force should also serve on the Call Committee. The Call Committee can begin its work in February.

19) Preparation for interviews

If this task is not done by synod staff, an interim pastor can help a Call Committee to prepare for conducting pastoral interviews.

Resources

[PDF]Call Manual - Southwestern Washington Synod

INTERVIEW HELP

Page 12

SAMPLE INTERVIEW QUESTIONS

Page 14

QUESTIONS THE CANDIDATE MAY WISH TO ASK YOU

Page 17

<https://www.lutheranssw.org/wp-content/uploads/CALL-MANUAL2.pdf>

[Images for SAMPLE INTERVIEW QUESTIONS FOR PASTORAL CANDIDATES](#)

[PDF]call process manual - Saint Paul Area Synod

Pastoral Candidate Visit & Interview

<http://www.spas-elca.org/wp-content/uploads/2016/09/Call-process-manual-for-website.pdf>

[Images for Pastoral Candidate Visit & Interview](#)

Congregations in Transition: Moving into the Future

5: The Interview Process

Page 26

Appendix 13: Potential Interview Questions

Page 58

[PDF]Moving into the Future - Amazon S3

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Call_Process_Booklet_2016.pdf

Northwest Synod of Wisconsin | Congregational Vacancies

<http://nwswi.org/congregational-vacancies> CALL PROCESS MANUAL

[Images for Interview Process for Pastoral Candidates](#)

[PDF]The Call Process - Southeastern Iowa Synod

Interviewing Candidates

https://seiasynod.org/wp-content/uploads/downloads/2013/03/call_process_committee.pdf

20) Practice interviews

I agreed to do a practice interview with a call committee at one congregation I was serving. Although it went well, I determined that I did not want to do that again with a congregation being served. One interim pastor related how he did a practice interview with two other congregations not being served. I think that practice is preferable. The synod staff arranged a clergy couple in the synod to do a practice interview by [Skype | Communication tool for free calls and chat](#) for one parish I was serving.

21) Interpret the availability of candidates

The interim pastor can help interpret the availability of candidates. Sometimes, there is a shortage of candidates particularly for smaller congregations looking for a seminary graduate or second call pastor. One congregation finished its Ministry Site Profile in December and was hoping to interview a mid-year seminary graduate. Unfortunately, apart from geographically restricted candidates, not just the synod but the entire region received zero graduates. Clergy shortage, geographical restrictions, clergy couples, and clergy debt are all dynamics making the call process more complicated. No one wants to settle for a match, but increasingly the matches may be made for convenience. From my perspective, it is not helpful to use language like, "God has a candidate in mind for your congregation. You just need to pray that God will help you recognize that candidate." A more nuanced statement might be something to the effect, "Pray that God will provide a pastor who will faithfully and effectively serve and lead this congregation in the partnership of the gospel." I included the following announcement in a 2019 church bulletin.

The future is here *Examining the ELCA's widening clergy gap*

The ELCA is on pace to experience a major shortfall in full-time clergy. Parish pastors are retiring in record numbers, according to current data and projections from ELCA Research and Evaluation. This, coupled with decreased seminary enrollment, means there aren't likely to be enough pastors for the number of open calls.

Living Lutheran – September 23, 2016

At the Area Ministry Strategy Meeting on January 24 at Osseo Lutheran, it was reported that the ELCA is short approximately 2,000 clergy and that the amount is expected to increase 600 a year in the nation and 10 a year in the Northwest Synod of Wisconsin.

In the most recent dispersal draft of seminary graduates, there were 57 graduates from the 7 seminaries who were not geographically restricted to be distributed among the 65 synods. This synod received 1 graduate who was not geographically restricted. There are presently 34 congregations in 22 settings seeking a rostered leader.

As for retired clergy, because of the rebound of the economy after the financial downturn of 2008, many opt to stay fully retired rather than serve part or full time.

Assistant to the Bishop Greg Kaufmann will address the topic of "The Rapidly Changing Reality of Pastoral Coverage for Congregations" at the Synod Interim Ministers Gathering on May 14.

The future is here: Examining the ELCA's widening clergy gap – Living Lutheran

The gap between the number of congregations that can afford a full-time, first-call pastor and the number of congregational clergy available to serve those congregations is projected to widen (actual figures through 2015, with projections for 2016 through 2019).

<http://content.yudu.com/web/y5b2/0A1qcub/LivingLuthSept2016/flash/resources/index.htm> Page 38

[Images for The future is here: Examining the ELCA's widening clergy gap – Living Lutheran](#)

<https://www.livinglutheran.org/2016/09/the-future-is-here/>

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

The February 2017 issue of *Living Lutheran* included an article on "Seminary status check." A lead paragraph introduced the status:

Today those seminaries face problems – some might call the situation a crisis – due to high costs, declining enrollment, and changes in the type of education needed for pastors in the 21st century. (page 16)

The article reviewed the status of each of the seminaries, and a summary paragraph stated,

In 2008, ELCA seminaries graduated 271 students with Master of Divinity degree that usually leads to ordination. In 2016 there were 173 such graduates, down nearly 100 from eight years ago. (page 16)

At the bottom of the pages, the article outlined the "traditional" path to ordination and the Alternate path to ordination. (pages 16-17)

Seminary status check - Living Lutheran

Alternate path to ordination

Theological Education for Emerging Ministries (TEEM) is a way of ordaining people "who by reason of age and prior experience" seek an alternate program of preparation for ordination. It is for people who are identified for ministry in a specific context, taking into consideration "the leadership gifts, ministry skills, cultural learning styles/experiences and/or age" of a candidate. TEEM candidates will serve in "emerging ministries" or "ministry settings that are without ordained pastoral leadership."

<https://www.livinglutheran.org/2017/02/seminary-status-check/>
[Images for Seminary status check - Living Lutheran](#)
<http://content.yudu.com/web/y5b2/0A1qcub/LivingLutheranFeb17/html/index.html?page=14>
[Living Lutheran February 2017 - Yudu](#)
<https://www.livinglutheran.org/issues/>
<https://www.livinglutheran.org/contact-us/>

I shared this background at the annual meetings on 2/5&12 at the open country and village congregations I was serving at the time. In addition, I related how the assistant to the bishop commented in a meeting with the Congregation Council and Transition Task Force at the open country congregation on 1/18 that the synod staff anticipated that 30+ pastors would reach retirement age within the next 3 years. These two dynamics - of decreased number of seminary graduates and increased number of clergy retirements - are leading to a clergy shortage. New approaches are needed to provide word and sacrament ministry to congregations in the synod.

Seminary leader [Michael Cooper-White](#) sounds the alarm.

Luther and ministry "in crisis" by Michael Cooper-White – Living Lutheran

The past couple of years when bishops met to assign senior seminarians and others approved for their first calls, the "supply" has met only about one-third of the "demand." More than 1,000 of our congregations in search of new clergy leaders are unable to fill their pastoral office. And a wave of retirements on the near horizon suggests the crisis will only grow worse...

We seminary leaders have sounded the alarm now for several years about this looming dire shortage of workers for the harvest. It does appear that the church is finally awakening to this reality. The [Conference of Bishops](#) recently called us to prayer and [adopted resolutions](#) encouraging heightened attention to church vocations. Prayers are powerful; resolutions can rally. Now we need concrete action plans to turn around this trend.

Living Lutheran June 2017 - Yudu

<http://content.yudu.com/web/y5b2/0A1qcub/LivLutheranJune2017/html/44.html>
[Images for Luther and ministry "in crisis" by Michael Cooper-White – Living Lutheran](#)
<https://www.livinglutheran.org/2017/06/23712/>
<https://www.livinglutheran.org/contact-us/>
<https://www.livinglutheran.org/issues/>

Page 45

Fortress Press's Foundations for Learning series prepares students for academic success through compelling resources that kick-start their educational journey into professional Christian ministry.

In *Exploring Practices of Ministry*, Pamela Cooper-White and Michael Cooper-White share insights from their extensive experience as parish ministers, church agency executives, and seminary educators in diverse multicultural and international contexts. Pamela, an Episcopal priest who teaches pastoral theology, care, and counseling, is also a pastoral psychotherapist with an extensive clinical background. Michael, a Lutheran pastor and seminary president, is also a pilot and flight instructor and has served as a chaplain with the Civil Air Patrol.

The authors share their wisdom with seminarians and other readers seeking to deepen theological reflection and expand skills as ministry practitioners. While not all readers are preparing to be ordained ministers, most will engage in many of the practices described in the book: preaching and public speaking, teaching, leading liturgies, conducting ceremonies, counseling and offering pastoral support for persons undergoing life transitions, and serving as organizational leaders in congregations, chaplaincies, social ministries, and in the public arena. This book is a companion journal for pilgrims on the way to becoming confident practitioners of ministry.



<https://www.amazon.com/Exploring-Practices-Ministry-Foundations-Learning/dp/1451488939>
<https://www.goodreads.com/book/show/22340642-exploring-practices-of-ministry>
<http://fortresspress.com/product/exploring-practices-ministry>
<https://www.christianbook.com/exploring-practices-of-ministry/pamela-cooper-white/9781451488937/pd/488937>
<https://www.barnesandnoble.com/w/exploring-practices-of-ministry-pamela-cooper-white/1119640905>
<https://www.overdrive.com/media/2058259/exploring-practices-of-ministry>
<https://muse.jhu.edu/book/36710>
<https://books.google.com/books?isbn=1451488939>
https://books.google.com/books/about/Exploring_Practices_of_Ministry.html?id=DartAwAAQBAJ
https://www.researchgate.net/publication/270892808_Exploring_Practices_of_Ministry
<https://utsnyc.edu/wp-content/uploads/CV.15.Cooper-White-7-28-15-UTS.pdf>
<https://www.logos.com/product/52086/foundations-for-learning-series>
<http://fortresspress.com/foundations>
https://www.goodreads.com/author/show/2936620.Michael_Cooper_White
<https://www.amazon.com/Pamela-Cooper-White/e/B001JSAOCG>
https://www.goodreads.com/author/show/734164.Pamela_Cooper_White

Resources

Are We a Leader-Sending Congregation?

New research in 434 churches profiles the characteristics of sending congregations.¹ In 35 percent of those congregations, one of their members entered seminary during the past five years. Those sending congregations possess a “culture of calling” that makes them different from the other congregations in seven major ways.

http://moumethodist.org/console/files/oNewsletter_Archive_HP9B4E/1209_VGC4FSS5.pdf

[Images for Are We a Leader-Sending Congregation?](#)

Finding Leaders at All for Part-Time and Rural Parishes

Deployment **Problems** with Finding Clergy for Small Parishes

To summarize points made in Report 4.1 *Getting Pastors for Congregations with Full-time Positions*, regional leaders interviewed encountered difficulty in getting newly ordained seminary graduates to accept the kind of full-time positions open to entry-level clergy. These pastoral openings are most likely to be congregations in small towns, rural areas, or depressed urban locations with very modest salary packages. These positions may have rewards other than purely monetary ones through offering opportunities to provide very needed pastoral leadership, members who clearly appreciate their pastor's ministry, and in some locations beautiful scenery and relaxed living conditions. (Like congregations anywhere, however, small towns and rural churches can be conflicted or controlled by disagreeable lay leaders who resist change). Regional officials attributed reluctance of seminary graduates to take such entry-level pastorates partly due to these recent graduates' having unrealistic expectations of the kind of church positions available for them. Regional officials, however, also noted a number of reality problems faced by new seminary graduates accepting pulpits of congregations in distant rustic settings:

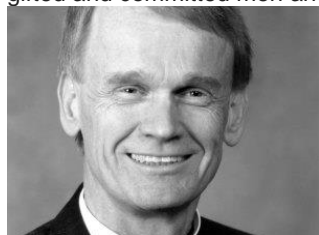
Congregational Research Resources - Hartford Institute for Religion Research

http://hrr.hartsem.edu/denom/judicatories_research_lummisrpt4.2.html

[Images for Problems with Finding Clergy for Small Parishes](#)

From the President: Wartburg Seminary and God's Future

The November issue of *The Lutheran* magazine explored the impact of clergy retirements in the next decade, rightly noting that many gifted women and men will be leaving active service. Their gifts will be missed, of course. But we who serve in the seminaries of the church see daily evidence of an equally important fact – God is continually renewing the church by calling gifted and committed men and women to public ministry.



President Stanley N. Olson

Life Together, Issue 2, 2014 by Wartburg Theological Seminary

<http://issuu.com/wartburgseminary/docs/ltfall2014online>

[Images for Wartburg Seminary and God's Future](#)

Get set for clergy retirement wave - Living Lutheran

ELCA pastors are getting younger. It's not that our beloved, gray-haired pastors are suddenly dropping 20 years (and 50 pounds) and having play-lists of the latest rock stars banging in their ears as they write sermons. The reason is that a large number of pastors are reaching retirement age this year and in the years ahead. As these leaders depart from active ministry, the face of the ELCA pastorate will change and become younger, both in age and outlook.

The numbers are clear. The ELCA ministerium is not wholly older, but a significant percentage is more likely to carry AARP membership cards in their wallets than credit cards from the Gap.

<https://www.livinglutheran.org/2014/10/get-set-for-clergy-retirement-wave/>

[Images for set for clergy retirement wave - Living Lutheran](#)

Is there a clergy shortage? - Hartford Institute for Religion Research

In other words, the structure of opportunity provides ample jobs for those clergy interested in serving small churches but far fewer for those wishing to serve in medium or large churches. Seminary students, most of whom were raised and formed in large churches (as are the majority of the American population) feel called to serve in the kind of churches in which they were raised - but these opportunities are declining.

http://hrr.hartsem.edu/research/quick_question28.html

[Images for Is there a clergy shortage? - Hartford Institute for Religion Research](#)

Our Future Pastors: Assessing the State of the Pipeline | The Parish Paper

Significant trends suggest that attracting and preparing people for pastoral leadership is becoming more difficult. What obstacles stand in the way of supplying congregations with the kind of leadership required in the future?

The Parish Paper - January 2015: Our Future Pastors: Assessing the State of the Pipeline

<https://www.commonword.ca/ResourceView/43/17423>

Images for Our Future Pastors: Assessing the State of the Pipeline | The Parish Paper

<https://www.macucc.org/blogdetail/565019>

<https://bgav.org/the-parish-paper/p-p-1-2015-our-future-pastors-assessing-the-pipeline/>

<http://www.wisconsinumc.org/Resources/Documents/ParishPaper/ParishPaper-Jan15.pdf>

http://www.episcopalhawaii.org/uploads/2/5/4/8/25486559/p_p--1-2015_our_future_pastors_-_assessing_the_pipeline.pdf

<https://dhfep32ai8coe.cloudfront.net/wp-content/uploads/2014/10/Parish-Papers-Our-Future-Pastors-Assessing-the-Pipeline.pdf>

<https://www.theparishpaper.com/free-resources>

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/> Our Future Pastors: Assessing the State of the Pipeline – January 2015

<http://www.hcucc.org/the-parish-paper>

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

Perspectives on the young clergy crisis Dec 10, 2011 by Carol Howard Merritt – Christian Century

Since I've been chairing a national Presbyterian Church (USA) committee on the Nature of the Church for the 21st century, I've been gaining a different perspective on many of the larger trends of our denomination. One thing that has been difficult to realize (and equally difficult to communicate to the larger church) is the young clergy crisis.

<http://www.christiancentury.org/blogs/archive/2011-12/perspectives-young-clergy-crisis>

<http://www.christiancentury.org/blogs/archive/2011-12/young-clergy-crisis-part-two>

[Images for perspectives on the young clergy crisis](#)

The Clergy Shortage - Synod Resource Center

God doesn't just create pastors. God grows pastors. They are grown in the soil of the attitude of the congregation. One way to check the condition of the soil ought to be to list the number of people from your congregation who have gone into the ministry.

What is the attitude of your congregation? Why is there a clergy shortage? Someone is listening ... and it is our children.

http://synodresourcecenter.org/admin/personnel/synod_staff_resources/0004/clergy_shortage.html

[Images for Clergy Shortage - Synod Resource Center](#)

The Shortage of Capable Clergy: The Root Causes – Ask Alban

Clergy are burning out and/or dropping out for several reasons. Over the years, most mainline Protestant traditions have drifted into a model of congregational life that it is overly clergy centered and clergy dependent to the point where, for some people, the success of the congregation depends entirely on the clergy. That is a heavy burden for clergy to carry.

In addition, in our consumer-minded society, many people believe it is the task of the pastor is to keep everybody happy all of the time. Rabbi Edwin Friedman said the typical Protestant congregation consists of an over-functioning pastor surrounded by infantilized laity. This is a perfect recipe for burnout. Small wonder that young adults are not attracted to such a ministry.

<https://alban.org/archive/ask-alban-the-shortage-of-capable-clergy-root-causes/>

[Images for The Shortage of Capable Clergy: The Root Causes – Ask Alban](#)

<https://alban.org/category/vocation/>

The Supply of and Demand for Clergy in the ELCA: Report of the ELCA Research and Evaluation

The report explores data regarding baptized members, congregations, and pastors in the ELCA between 2005 and 2014.

Here are a few numbers from the report:

Between 2005 and 2014:

- the number of congregations in ELCA has decreased from 10,549 to 9,392
- baptized membership has gone from 4.85 million to 3.78 million
- median size of congregation has gone from 296 baptized members to 247 baptized
- median worship attendees on a Sunday declined from 91 to 70
- the number of congregations with 350 or more in worship has gone down from 676 to 376
- the proportion of congregations in rural or small town areas has not changed much – about 48%
- median income for a congregation has decreased from \$151,000 to \$117,000.
- the number of clergy serving congregations has declined from 9,105 to 6,868
- ELCA M.Div. graduates at ELCA seminaries went down from 245 to 209
- first year enrollments in ELCA seminaries decreased from 310 to 214

<http://blog.neiasynod.org/2016/04/supply-demand-clergy-elca-report-elca-research-evaluation/>

[Images for The Supply of and Demand for Clergy in the ELCA: Report of the ELCA Research and Evaluation](#)

What can be done?

In 2019, we believe that about three-fourths of ELCA congregations will be able to afford a first-call, full-time pastor and of these congregations nearly 20 percent will be in pastor sharing relationships. There will be just over 2,000 congregations that will not be able to do so and since the vast majority of these congregations will remain open, their alternatives for pastoral leadership are fairly straightforward. Either these congregations will become part of sharing relationships or they will find supply, part-time or lay licensed pastors. In places where there is ready access to a significant number of retired pastors, an alternative is to use this pool of clergy. If not, another alternative is to find local people who are willing to become authorized/licensed lay ministers or who are willing to complete a certificate process such as TEEM.

The church needs more persons who will consider ordained ministry and become ordained pastors. Clearly, those concerned about the future of the church should seek out and encourage people they believe might be good pastors and open to the call. Programs to do so should be encouraged and supported by the church. Finally, it is also possible that the supply of pastors could be increased by making the process of becoming a pastor more flexible, less time intensive and less expensive.

<https://www.dropbox.com/s/5xx819rv8x9bvlk/The%20Supply%20of%20and%20Demand%20for%20Clergy%20in%20the%20ELCA%2032816.pdf?dl=0>

[Images for The church needs more persons who will consider ordained ministry and become ordained pastors](#)

Some call committees may receive one candidate at a time, while others may receive multiple candidates.

LT03 PROFESSIONAL LEADERSHIP TRANSITION

The Call Committee (Option A: One candidate at a time)

a. The bishop of the synod will recommend a candidate to the chairperson of the Pastoral Call Committee. It is essential that the committee keep the candidate's name in strict confidence. The chairperson of the committee will report regularly to the Congregation Council.

b. The committee will meet and interview the candidate. This may require more than one meeting. Normally a spouse does not participate in the first interview. The congregation pays any travel expenses for the candidate. c. If there is a continuing interest on both sides, the committee will observe the candidate conducting worship and preaching. This may take place at the pastor's current congregation or at a neutral site, as determined by both the committee and the pastor. Any expenses the committee incurs in visiting and hearing the candidate preach should be paid by the congregation. If there is a continuing interest, a special meeting of the council and the call committee will be held to interview the candidate. (Prior to the meeting with the council the Call Committee chair and the council president should meet (or be in contact) with the candidate to complete compensation understandings.) d. If either party shows no further interest at any time in this process, the bishop of the synod must be notified. A new name is submitted, and the interview process begins again

The Call Committee (Option B: Multiple Candidates)

a. The bishop will recommend two to five candidates (the norm to be three) to the chairperson of the Pastoral Call Committee. It is essential that the committee keep the candidates' names in strict confidence. The chairperson of the committee will report regularly to the Congregation Council.

b. The committee will meet and interview each candidate. (More than one session may be needed.) Normally a spouse does not participate in the first interview. The congregation pays any travel expenses for the candidates.

c. If there is a continuing interest on the part of the committee and the candidate, the committee will observe each candidate conducting worship and preaching. This may take place at the pastor's current congregation or at a neutral site, as determined by both the committee and the pastor. The congregation should pay any expenses the committee incurs in visiting and hearing the candidates preach. Unless the candidate withdraws following the interview, the committee should normally hear all the candidates preach before making a decision to discontinue with any of the candidates. (An exception may be allowed if, following the initial interview, the committee is altogether convinced that the candidate is not acceptable. If this be the case, the committee chairperson is requested to contact the bishop or the associate of the bishop right away.)

d. After interviews and worship visits with all candidates (and possible follow-up interviews with one or more of them), the committee should decide (1) to recommend one of the candidates to the council; or (2) to notify the bishop that none of the candidates will be recommended.

e. If there is a candidate to be recommended to the council, a special meeting of the Congregation Council and the Call Committee shall be called for a further interview with the candidate. (Prior to the meeting with the council, the Call Committee chair and the council president should meet (or be in contact) with the candidate to complete compensation understandings.) NOTE: At any time during this process (steps 6-8) it may be necessary to call a special congregational meeting to approve financial arrangements

The Call Committee (Option C: Blind Résumés)

The bishop will recommend two to five candidates (the norm to be three) to the chairperson of the Pastoral Call Committee, providing material describing the experience and skills but not the identity of each candidate. a. The committee will review the descriptive material and choose one candidate to interview. Complete biographical information on that candidate will then be provided by the bishop's office. The committee will meet and interview the candidate. (More than one session may be needed.) Normally a spouse does not participate in the first interview. The congregation pays any travel expenses for the candidate. b. If there is a continuing interest on the part of the committee and the candidate, the committee will observe the candidate conducting worship and preaching. This may take place at the pastor's current congregation or at a neutral site, as determined by both the committee and the pastor. Any expenses the committee incurs in visiting and hearing the candidate preach should be paid by the congregation. If there is a continuing interest, a special meeting of the council and the call committee will be held to interview the candidate. (Prior to the meeting with the council the Call Committee chair and the council president should meet (or be in contact) with the candidate to complete compensation understandings.) c. If either party shows no further interest at any time in this process, the bishop of the synod must be notified. New résumés are submitted, and the interview process begins again. NOTE: At any time during this process (steps 6-8) it may be necessary to call a special congregational meeting to approve financial arrangements.

<http://www.wotp.interimistry.org/wp-content/uploads/2013/10/procedurepractice.pdf>

22) Triage on the battlefield

My father served as a medic in the Korean War. He stepped on a land mine, and his South Korean assistants ran away. He spent many months in a Japanese hospital and was troubled by his wounds the rest of his life. It was not something he talked about with the family. Only after he died did I hear that he had confided in another veteran that the only reason he survived is because the winter weather was so frigid that the cold kept him from bleeding to death until help came.

Medics on the battlefield must practice triage in which they divide the life-threatening situations into three categories.

Triage - Wikipedia

Triage (/ˈtriːɑːʒ, triːɑːʒ/) is the process of determining the priority of patients' treatments based on the severity of their condition. This [rationes](#) patient treatment efficiently when resources are insufficient for all to be treated immediately. The term comes from the [French](#) verb *trier*, meaning to separate, sift or select.^[1] Triage may result in determining the order and priority of emergency treatment, the order and priority of emergency transport, or the transport destination for the patient.

Triage may also be used for patients arriving at the emergency department, or telephoning medical advice systems,^[2] among others. This article deals with the concept of triage as it occurs in medical emergencies, including the prehospital setting, disasters, and [emergency department](#) treatment.

The term *triage* may have originated during the [Napoleonic Wars](#) from the work of [Dominique Jean Larrey](#). The term was used further during [World War I](#) by [French doctors](#) treating the battlefield wounded at the [aid stations](#) behind the front. Those responsible for the removal of the wounded from a battlefield or their care afterwards would divide the victims into three categories:^{[3][4]}

- Those who are likely to live, regardless of what care they receive;
- Those who are unlikely to live, regardless of what care they receive;
- Those for whom immediate care might make a positive difference in outcome.



Triage station, Suippes, France, World War I

<https://en.wikipedia.org/wiki/Triage>
[Images for triage](#)

23) Not every congregation will receive a full-time pastor

With the increasing clergy shortage, not every congregation or parish who wants a full-time pastor will be able to receive a full-time pastor. Interim pastors may find themselves in the unenviable situation of delivering the news. Candidates will most likely be more interested in those settings where the members are outwardly focused than those settings where the members are inwardly focused.

24) Options for open country congregations

One open country congregation joined 2 open country congregations to form a tri-parish. The original 2 congregations rotated 9am and 11am service of worship times. After 2 ½ years, the representatives from first open country congregation requested the Parish Council to be released from the agreement because they could not be reasonably confident that the congregation could contribute their portion to the compensation package for a full-time pastor. I gave a list of possible scenarios to the original 2 congregations.

Pay as you go – supply preacher
Stay at 9 and 11 – part-time pastor
Seek additional partner(s) – full-time pastor
End well – legacy

25) Available positions

While serving at one congregation, I came across Assembly Report and Directory June 2-4, 1988 - University of Wisconsin-Stout - Menomonie, Wisconsin. I counted the congregations and ordained pastor positions. As best as I could figure, there were 211 congregations and 185 ordained pastor positions.

On 10/7/2016, the Northwest Synod of Wisconsin website listed 199 congregations.

Northwest Synod of Wisconsin | Home

The Northwest Synod of Wisconsin is one of 65 synods of the Evangelical Lutheran Church in America. We are comprised of 199 congregations, over 93,000 members, and over 300 clergy and rostered leaders.

<http://nswsi.org/>

[Images for The Northwest Synod of Wisconsin is one of 65 synods of the Evangelical Lutheran Church in America.](#)

I went on the [Find a Congregation - Evangelical Lutheran Church in America](#) to count the rostered minister positions. As best as I could figure, there were 153 ordained pastor positions, 3 Synodically Authorized Minister (SAM) positions, and 2 others. This phenomenon seems to be the downward slope of a bell curve for available positions. It would be interesting to see a full bell curve, but such a research project is best left to others.

26) Interpret pastoral compensation

A part-time church secretary challenged me during the first week in my new assignment about the high cost of compensating pastors. Then, she showed up at a Parish Council meeting at the end of my interim assignment when the council met to deliberate a compensation package for a seminary graduate. She complained again about the high cost of compensating pastors. I asked her if she was going to begrudge the starting salary of her daughter who was studying to be a dentist. She snapped, "Her education is being paid by the military." Afterwards, I checked to see what an entry level dentist can expect to make.

Entry Level Dentist Salary - PayScale

Entry-Level Dentist Salary. Entry-Level Dentists can look forward to a sizeable six-figure salary — around \$119K per year on average. The majority of Entry-Level Dentists claim high levels of job satisfaction.

www.payscale.com/research/US/Job=Dentist/Salary/add53175/Entry-Level

[Images for Entry Level Dentist Salary - PayScale](#)

<https://www1.salary.com/Dentist-Salary.html>

<https://money.usnews.com/careers/best-jobs/dentist/salary>

It was then I decided to check out what starting salaries are for graduates from other institutions of higher education.

Resources

College Grad Starting Salary: Class of 2017 Pay at New High? | Money

The average starting salary for a 2017 college grad is just a smidge under \$50,000 (\$49,785, to be exact), the study indicates. That's up 3% from last year. After adjusting for inflation, the average pay for new college grads is 14% higher than it was for the graduating class of 2007—before the Great Recession decimated earnings for many categories of workers. While there are different ways of measuring pay, Korn Ferry stated that "average salaries for 2017 grads are at an all-time high."

<http://time.com/money/4777074/college-grad-pay-2017-average-salary/>

[Images for College Grad Starting Salary](#)

<http://time.com/money/4777074/college-grad-pay-2017-average-salary/>

<https://www.thebalance.com/college-graduate-salaries-expectations-vs-reality-4142305>

<https://money.cnn.com/2018/05/14/pf/college/class-of-2018-starting-salary/index.html>

<https://www.fastcompany.com/40451711/college-students-heres-the-average-starting-salary-for-your-major>

<https://www.forbes.com/sites/karstenstrauss/2017/06/28/college-degrees-with-the-highest-and-lowest-starting-salaries-in-2017/#21191d292343>

<https://www.usnews.com/education/best-colleges/slideshows/10-college-majors-with-the-highest-starting-salaries>

<https://www.nacweb.org/about-us/press/2018/engineering-computer-science-command-highest-salaries-for-college-class-of-2018/>

<https://www.shrm.org/resourcesandtools/hr-topics/compensation/pages/2017-college-grads-salaries.aspx>

<http://www.compensationforce.com/2017/05/a-look-at-college-graduate-starting-salaries.html>

<https://www.inc.com/jenna-lee/about-to-graduate-your-starting-salary-may-be-something-to-smile-about.html>

<http://www.wdrb.com/story/38196526/survey-2018-college-grads-will-earn-average-starting-salary-of-about-50k>

<https://www.payscale.com/college-salary-report>

<http://time.com/money/collection-post/3829776/heres-what-the-average-grad-makes-right-out-of-college/>

[Images for Grad Makes Right Out of College](#)

Highest Paying Jobs Without a Degree - Trade-Schools.net

Here's a common question: Is it possible to get a job that pays well without spending four or more years at a traditional college or university?

The answer is yes. Absolutely. In fact, a lot of people choose to bypass that longer path and end up with some of America's highest-paying jobs. Without a degree like a bachelor's, they are still able to out-earn many four-year college graduates.

<https://www.trade-schools.net/articles/highest-paying-jobs-without-degree.asp>

[Images for Highest Paying Jobs Without a Degree - Trade-Schools.net](#)

<http://www.businessinsider.com/high-paying-jobs-dont-require-bachelors-degree-2015-10>

<http://www.businessinsider.com/highest-paying-jobs-dont-require-bachelors-degree-2017-6>

<https://www.usatoday.com/picture-gallery/money/careers/2018/06/26/highest-paying-jobs-you-can-get-without-a-college-degree/36032927/>

<https://www.thebalancecareers.com/high-paying-jobs-that-don-not-require-a-degree-4147576>

<https://www.cnbc.com/2017/08/22/these-good-paying-jobs-dont-require-a-bachelors-degree.html>

<https://www.wfaa.com/article/news/local/degree-free-here-are-the-25-highest-paying-jobs-in-dfw-that-dont-require-4-years-of-college/287-544955491>
<http://www.blackenterprise.com/10-highest-paying-jobs-dont-require-degree/>
<https://www.cosmopolitan.com/uk/worklife/campus/a19431108/highest-paying-jobs-uk-without-degree/>
<https://www.aol.com/article/finance/2016/09/15/the-30-highest-paying-jobs-you-can-get-without-a-college-degree/21472926/>
<https://www.bizjournals.com/milwaukee/news/2018/05/01/the-25-high-paying-jobs-in-milwaukee-that-dont.html>
https://www.nwitimes.com/business/jobs-and-employment/high-paying-jobs-that-don-t-require-a-college-degree/collection_db42de6b-5746-5fd1-9b3d-2033f7249822.html
<https://www.cbsnews.com/media/the-top-10-jobs-for-americans-without-college-degrees/>
[Images for top-10-jobs-for-americans-without-college-degrees](#)

Our Grads Get Jobs | Fox Valley Technical College

Average starting salary of a 2016 FVTC graduate is \$38,200 a year. Nov 14, 2016

<https://www.fvtc.edu/our-grads-get-jobs>

[Images for Our Grads Get Jobs | Fox Valley Technical College](#)

Why You Should Consider Trade School Instead of College - The Simple Dollar

Advantages to Trade Schools

Salaries for Trade School Jobs

For starters, salaries for trade school graduates aren't that much of a drop-off compared to a four-year degree. According to the [National Center for Educational Statistics](#), technical and trade school jobs have a median annual salary of \$35,720, though this figure varies heavily based on the particular industry and the experience level of the worker. The BLS predicted earnings for bachelor's degree holders to be roughly \$46,900, amounting to an annual difference of \$11,180. This stat, of course, doesn't factor in long term earnings growth.

However, because trade school only takes an average of two years to complete versus four, that amounts to an additional two years of income for the trade school graduate, or \$71,440. Factor in another \$70,000 in costs for the many students who take an extra year to graduate from college, and trade school grads can be over \$140,000 ahead at the get-go, making up for over 12 years of difference in income.

<http://www.thesimpledollar.com/why-you-should-consider-trade-school-instead-of-college/>

[Images for Why You Should Consider Trade School Instead of College - The Simple Dollar Advantages to Trade Schools Salaries for Trade School Jobs](#)

Wisconsin Tech Colleges

[Job placement](#) is strong, with 93% of our graduates employed within six months of graduation; median salary \$36,000+.

<http://www.wistechcolleges.org/>

[Images for Wisconsin Tech Colleges Job placement is strong, with 93% of our graduates employed within six months of graduation; median salary \\$36,000+.](#)

Later that year in another assignment, I was visiting with a group of quilters at lunch one morning when one of them told how proud she was of her grandson. He was scheduled to graduate from University of Wisconsin Stout – Wisconsin's Polytechnic University in Menomonie, Wisconsin with a BS in Mechanical Engineering. He already had landed a job for \$65,000 a year.

BS Degree in Mechanical Engineering - UW-Stout

UW-Stout's B.S. Degree in Mechanical Engineering includes all aspects of the engineering design process and combines logical thinking skills with creativity.

www.uwstout.edu/programs/bsme/

[Images for BS Degree in Mechanical Engineering – UW-Stout](#)

I admit to sticker shock when I see the cost of health benefits - particularly for a member, spouse, and dependents - but I try to explain that health benefits represent an issue confronting people across the board.

CMS: US health care spending to reach nearly 20% of GDP by 2025

Overall outlook

Overall, CMS projected that total health care spending for 2016 reached nearly \$3.4 trillion, up 4.8 percent from 2015.

According to CMS, U.S. health care spending is projected to reach nearly \$5.5 trillion by 2025. The agency attributed the increase in large part to the United States' aging population and rising prices for health care services.

According to the report, national health care spending is projected to outpace growth in the United States' Gross Domestic Product (GDP) by 1.2 percentage points. As a result, CMS estimated that health care spending will account for 19.9 percent of GDP by 2025, up from 17.8 percent in 2015.

<https://www.advisory.com/daily-briefing/2017/02/16/spending-growth>

[Images for CMS: US health care spending to reach nearly 20% of GDP by 2025](#)

A member of the Congregation Council going over the proposed compensation package for a seminary graduate remarked, "Hardly anybody else makes this kind of money in our area. This is town and country, not big city."

First, the Bible can be quoted to the effect of

The pastor and the flock

¹⁷Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching; ¹⁸for the scripture says, "You shall not muzzle an ox while it is treading out the grain," and, "The laborer deserves to be paid."

oremus Bible Browser: 1Timothy 5:17-18

<http://bible.oremus.org/?passage=1Timothy+5:17-18&vnum=yes&version=nrsv>
[Images for The pastor and the flock The laborer deserves to be paid](https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/number_2_Salary_Standards.pdf)
https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/number_2_Salary_Standards.pdf

Page 4

Second, the question can be asked, "What is a fair wage?"

One way of determining pastor compensation is to base it on how much people in the congregation make.

Five Things You Should Know about Pastors' Salaries - ThomRainer.com

2. "...And as a rule of thumb, you could seek to estimate what the mean income is for families in the church and use that as a basis for compensation for the pastor."

<http://thomrainer.com/2012/12/five-things-you-should-know-about-pastors-salaries/>
[Images for Five Things You Should Know about Pastors' Salaries - ThomRainer.com](http://thomrainer.com/2015/04/setting-a-fair-pastoral-salary-rainer-on-leadership-116/)
<http://thomrainer.com/2015/04/setting-a-fair-pastoral-salary-rainer-on-leadership-116/>
<http://thomrainer.com/2016/08/four-perspectives-know-specific-salaries-churches/>
<http://thomrainer.com/2016/11/six-surprises-about-church-staff-salaries-and-budgets/>
<http://www.lifeway.com/pastors/2016/04/04/seven-reasons-the-pastors-salary-can-be-a-source-of-tension/>
<https://www.baptiststandard.com/news/faith-culture/how-much-should-we-pay-the-pastor/>
[Images for thom rainer \(author\)](#)

Another way is to peg the starting pastor salaries to the starting teacher salaries of that state and then add housing for the pastors based on the amount of time beyond the school year.

NEA - 2016-2017 Average Starting Teacher Salaries by State

Wisconsin \$36,983

<http://www.nea.org/home/2016-2017-average-starting-teacher-salary.html>
[Images for Average Starting Teacher Salaries by State](#)

Here in Wisconsin, though, teacher salaries can be a highly charged subject following Act 10 legislation and the resultant decertification of public sector unions. The part-time church secretary mentioned above bristled when I brought this up and said she fully supported the effort to decertify public sector unions.

Wisconsin's Legacy for Unions - The New York Times

Wisconsin was the first state to grant public-sector unions the right to negotiate contracts. Before Gov. Gaylord Nelson signed that law in 1959, only unionized workers in private companies had a government-protected right to bargain collectively. But the Wisconsin idea soon spread around the country. Act 10 is an about-face, and Mr. Walker and his Republican supporters see it as a tough-minded strategy that other states can follow. History repeating itself, if in reverse.

https://www.nytimes.com/2014/02/23/business/wisconsins-legacy-for-unions.html?_r=0
[Images for Wisconsin's Legacy for Unions](#)

In responding to the question, "Why are pastors so expensive?", the cost of seminary education and resultant debt can be explained.

Confronting the Elephant in the Room: The Economics of Ministry

To educate ELCA congregations about the financial pressures that their ministers face, the synod created a video that featured interviews with pastors who had struggled with debt and who had received relief from the judicatory's Freed to Lead fund, initiated as part of its ECFIP program. Printed materials accompanied the video and documented the debt of a seminary graduate. "Most congregations had no clue about how much a seminary education costs and how much debt their pastors pick up along the way," explains Gafkjen. "A big part of our program was raising awareness."

Confrontingtheelephantintheroom: - Lilly Endowment

<http://www.lillyendowment.org/annualreports/2011/LE11ConfrontingtheElephant.pdf>
[Images for Economics of Pastoral Ministry](#)

Sticker shock can be acknowledged. Going beyond sticker shock means breaking down the compensation package between compensation, benefits, and reimbursements.

Five Things You Should Know about Pastors' Salaries - ThomRainer.com

1. A pay or compensation package is not the same as a salary. I cringe when I hear churches state a package to be the pay for the pastor. The package includes benefits such as health insurance and expense reimbursements such as business use of the automobile. No worker in a secular company adds their benefits and expenses and calls it their pay. Anything other than the cash payment (before taxes) the pastors receives should be reported in a totally separate category.

<http://thomrainer.com/2012/12/five-things-you-should-know-about-pastors-salaries/>

[Images for Five Things You Should Know about Pastors' Salaries - ThomRainer.com 1. A pay or compensation package is not the same as a salary.](#)

Rostered Leaders - Northwest Synod of Wisconsin

2020 Compensation Standards

<http://nswsi.org/leadership/rostered-leaders>

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/2020_Salary_Standards.pdf

2020 Minimum Standards for Compensation and Benefits

[Images for Northwest Synod of Wisconsin | Salary Standards](#)

Various efforts are being made to make seminary education more affordable and debt more manageable.

Resources

ELCA Fund for Leaders - Evangelical Lutheran Church in America

The realities and possibilities of the 21st-century demand that we have a critical mass of exceptionally astute and creative leaders — people defined by their generous evangelical imaginations who can point the way for both their individual congregations and for the church as a whole.

The ELCA Fund for Leaders, a merit-based scholarship program, enables us to attract men and women of tremendous promise to become pastors and rostered lay leaders, and to study at an ELCA seminary. The fund serves as the ongoing promise of this church that candidates for ministry will have the opportunity to pursue a path toward informed faith and passionate discipleship.

Each of us has a unique role to play in realizing our commitment as Lutherans to “always being made new.” Your [gift](#) to the ELCA Fund for Leaders ensures that highly talented individuals will be able to answer the call to leadership for this church and for our future.

For more information, please send us an [email](#) or call 800-638-3522, ext.2749.

<http://www.elca.org/~link.aspx?id=FDD4C6257AEB4B38A0145F06FEA5D3FE&z=z>

[Images for ELCA Fund for Leaders](#)

Grants for seminaries | The Lutheran

High student debt levels can keep pastors in financial hardship and unable to serve congregations where they are most needed. [ELCA](#) seminaries, together with [Lilly Endowment Inc.](#), hope to change that. Seven of the [ELCA](#)'s eight seminaries have received more than \$1.7 million in Lilly grants to address the economic challenges facing future ministers. “These generous grants allow our schools to continue improving financial understanding and practice among seminarians and carry out other strategic efforts,” said Jonathan Strandjord, [ELCA](#) director for theological education. “These efforts include growing enrollment, strengthening scholarships and revising the educational process in ways that reduce costs borne by students.”

http://www.thelutheran.org/article/article.cfm?article_id=11876

[Images for Grants for seminaries | The Lutheran](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

Making seminary debt manageable - The Lutheran Magazine

Stewards of Abundance, a 2009-2014 effort to help reduce seminary debt, has provided targeted scholarships coupled with financial education at all eight [ELCA](#) seminaries. It also has worked to foster a culture of generosity in the church. Funding for the effort came from a \$1 million Lilly Endowment grant and matching funds from the [ELCA](#) churchwide organization and seminaries.

http://www.thelutheran.org/article/article.cfm?article_id=11729

[Images for Making seminary debt manageable - The Lutheran Magazine](#)

<https://www.ats.edu/uploads/resources/current-initiatives/economic-challenges-facing-future-ministers/financial-issues-research/elca-stewards-of-abundance-final-report.pdf>

Stewards of Abundance: Extent, Causes, and Consequences of Seminarian Debt and Efforts to Reduce It

It was with these concerns in mind, both over the level of educational debt graduates faced as well as the impact this debt may be having on the ministry of its graduates that the ELCA began its study of seminarian debt.

[\[PDF\] Stewards of Abundance - The Association of Theological Schools](#)

<http://www.ats.edu/uploads/resources/current-initiatives/economic-challenges-facing-future-ministers/financial-issues-research/elca-stewards-of-abundance-final-report.pdf>

[Images for Seminarian Debt and Efforts to Reduce It](#)

Luther Seminary in St. Paul, MN is initiating such efforts.

Luther Seminary Announces “Jubilee Scholarship” for Incoming M.Div. and M.A. Students – Luther Seminary

That’s why we’ve made the goal to reduce the average indebtedness of Luther Seminary students by one-third by 2023.

https://www.luthersem.edu/elerts/article.aspx?article_id=1391&elert_id=151

https://www.luthersem.edu/elerts/article.aspx?article_id=1402&elert_id=155

[Images for Luther Seminary Announces "Jubilee Scholarship"](http://admissions.luthersem.edu/tuition-and-aid/scholarships/)

<http://admissions.luthersem.edu/tuition-and-aid/scholarships/> Jubilee Scholarship

<https://www.luthersem.edu/scholarships/>

<http://admissions.luthersem.edu/tuition-and-aid/financial-aid/>

<http://s3.amazonaws.com/parkbugle.org/uploads/2018/06/JULY-2018.pdf> [PDF]Luther Seminary will put 15 acres of buildings, land on the market in July - Amazon S3

Tuition and Aid - Luther Seminary

At Luther Seminary, we know that financial worries can complicate following God's call in your life. That's why we're committed to providing financial support for our students as they pursue their paths to ministry. Through the generosity of our donors, we're able to offer all qualified M.A. and M.Div. students a Jubilee Scholarship covering 100 percent of tuition at the time of admission. This ensures that our graduates are able to live out their vocations unburdened by excessive student loan debt.

<https://www.luthersem.edu/admissions/tuition-and-aid/>

[Images for Tuition and Aid - Luther Seminary](#)

In grateful appreciation for the education I received from this school 1975-79 and still receive through continuing education and online services, I donate money to the seminary.

27) Interpret considerations of candidates

[I wrote the following column for the congregation newsletter before the synod review of the Ministry Site Profile.]

From the Pastor

Part of my role as interim pastor here at this parish is to work with the call process. The Transition Task Force met on April 23 and 30 as well as May 13 to work on the Ministry Site Profile. The task force appraised the Parish Council on May 8 of their progress. The task force will meet again on May 28, 7pm, and as needed after that in order to present a rough draft to the council on June 12. Assistant to the Bishop Greg Kaufmann will meet with leadership and other interested persons on Wednesday, June 19, 7pm, to review the profile. Members of the parish are invited to this meeting to hear the progress and give input.

Some general statements can be made about candidates. Because there are more openings than candidates, candidates can afford to be more selective. Candidates are more likely to consider congregations/parishes that are outward focused and open to experimentation and less likely to consider those only interested in taking care of their own and desiring to maintain the status quo. Candidates are more likely to consider congregations/parishes that desire a partnership of pastor and people in addressing confirmation and youth and family ministry and are less likely to consider those who expect a pastor to be a pried piper.

Pray for parish and congregation leadership, pastor and staff, and synod staff for wisdom and discernment during this time of transition. Pray that God will provide an installed pastor who will faithfully lead and serve this parish.

Sincerely in Christ,

Pastor Lowell Bolstad

28) Explain the philosophy of benefits

Richard Bruesehoff - formerly an Assistant to the Bishop in the Northwest Synod of Wisconsin, then the Director for Leadership Support of the Evangelical Lutheran Church in America, and then Outreach Coordinator at Portico Benefits Services - spoke to the Northwest Synod of Wisconsin Interim Ministry Gathering on 3/18/2014. He talked about his time as an Assistant to the Bishop of the Northwest Synod of Wisconsin in working with interim pastors during the call process and as a churchwide staff liaison to the Interim Ministry Association. He encouraged the interim pastors at the gathering to see the interim period as an opportune time to explain the philosophy of benefits offered by Portico. He said this is especially important in this time of annual open enrollment following the passage of the Affordable Care Act. He walked through the Statement and Purpose and then the guiding principles. He summed up the approach by stating that Portico is promoting wellness rather than simply reacting to illness.

ELCA Philosophy of Benefits - MyPortico - Portico Benefit Services

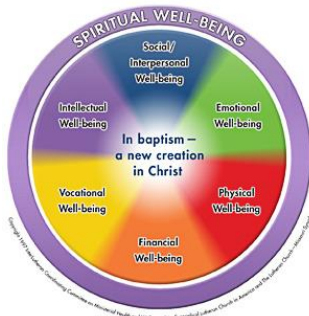
STATEMENT OF PURPOSE

"The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world." 1 To participate in God's mission, the ELCA engages in ministry that includes calling forth, equipping, and supporting rostered leaders and others for service in this church and related institutions. As part of its ministry, the ELCA is committed to seek a sufficient, sustainable livelihood for all and believes that employers have a responsibility to treat employees with dignity and respect. These basic principles should be reflected in employees' remuneration, including benefits.2 This church also believes that "health is central to our well-being, vital to relationships, and helps us live out our vocations in family, work, and community."3 Thus, this church is committed to the principle that "healthy leaders enhance lives" and the recognition that benefits are an investment in the ministry of this church.4 Therefore, ELCA congregations, synods, the churchwide organization, and related institutions and agencies are called upon to provide rostered church leaders (both clergy and lay) and lay employees with health, retirement, disability, death, and other benefits that will enhance health and well-being and protect employees and their families against significant financial loss.

In implementing this Philosophy of Benefits, the design and administration of benefit programs should respond to changing societal and economic realities affecting the ministry of this church, as well as national trends in financial

markets, the cost and delivery of medical care and other benefits, and the regulatory landscape. Benefits also should be administered efficiently in order to both enhance the well-being of rostered leaders and lay employees and capture value and savings where possible. At the same time, rostered leaders and lay employees are stewards of benefits provided to them and are called upon to use them wisely to improve their health and well-being for the sake of ministry. Portico, a separately incorporated ministry of the ELCA, has the responsibility "to provide church retirement and other benefit plans."⁵ These plans and all benefits provided to rostered leaders and lay employees should reflect the ELCA Philosophy of Benefits.

The Wholeness Wheel



<https://myportico.porticobenefits.org/AboutUs/OrganizationalInformation/ELCAPhilosophyOfBenefits>

[Images for elca wholeness wheel](#)

<https://myportico.porticobenefits.org/CallToLiveWell/FaithBasedWellBeing/WellnessVoices/WholenessWheelSermonSeries>

<https://discernmentscripturecreedstudy.wordpress.com/elca/the-wholeness-wheel/>

29) Be careful what you ask for

The Parish Council stated in no uncertain terms at the concurrence interview that they were tired of the expanded bulletin and wanted to go back to the order of service they were used to so that the bulletin simply gave the page numbers to turn to. The pastor submitted a letter of resignation 15 months after the start date to take effect 4 months later or earlier if she received a letter of call before that time. Prior to meeting with the Congregation Council at one of the congregations, I read the Ministry Site Profile for that congregation where it said in PART IV: COMMENTARY –

We are seeking an **innovative** pastor who will focus on pastoral care/visitation, youth and family ministry and Christian education, in addition to preaching and worship leadership...

(*name*), (*name*), and (*name*) are excited at the opportunities a new pastor will bring to the congregations.

When I asked the council what they meant by "an innovative pastor," some members replied that they were thinking more in terms of "youth and family ministry and Christian education," rather than "worship leadership," and admitted that in hindsight the use of "innovative" was probably not the best term to use.

30) Geographic restrictions

The days of seminary graduates willing to go unreservedly to less populated areas are long gone. An increasing number of pastors at all experience levels are claiming geographic restrictions. For instance, there is an abundance of Evangelical Lutheran Church in America (ELCA) pastors in the Twin Cities of Minneapolis/St. Paul, MN - the site of the former headquarters of the American Lutheran Church and home of Luther Seminary, but a shortage of pastors willing to serve in the open country settings. The same can be said for Chicago, Illinois - the site of the ELCA churchwide office. Now, some pastors, who are willing to serve in open country settings, are insisting on living in a larger population center and commuting. An interim pastor can help interpret this changing phenomenon.

[PDF]Call Process - Southeastern Minnesota Synod

2. **Family considerations** can play a significant role for some pastors and their availability. The age and schooling of children, the spouse's expectations, or care for parents or other family members are all examples.
3. Sometimes a pastor is **restricted to a particular area** due to matters like custody of children or other obligations.
4. **Some pastors do not feel comfortable serving in certain settings.** A person raised in a city may not be a good leader in a rural setting, or vice versa, for example. This may also be an issue for other family members, too.

[Download Call Process - Southeastern Minnesota Synod.pdf](#)

http://semnsynod.org/wp-content/uploads/downloads/2013/12/CallProcess_5_The-work-of-the-call-committee.pdf

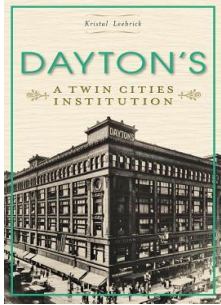
Page 32

I remember when I graduated from the Luther Seminary in 1979 that an assistant to the district president in the Minneapolis/St. Paul area said, "You have to have a better reason for wanting to stay in the Twin Cities area than having a Dayton's shopper card."

Dayton's: A Twin Cities Institution (Landmarks) by Kristal Leebrick (Author)

"Newsweek" called Dayton's the "swingiest spot in Minneapolis," and almost anyone living in the Twin Cities during the twentieth century has an anecdote to prove it. At Dayton's, you could buy a cashmere sweater for a song during an Anniversary Sale or commission a Persian silk dress for a society wedding. You could attend an eighth-floor extravaganza like "Santabear's First Christmas" or catch the occasional circus. Dayton's was the job that put many Minnesotans through college

or the career that took them to retirement. From its early days as an innovative dry goods store to a trend-setting company that grew into the retail giant Target, Kristal Leebrick chronicles ten decades in the life of a Minnesota enterprise that defined style, good service and philanthropy.



<https://www.amazon.com/Daytons-Twin-Cities-Institution-Landmarks/dp/1609496728>
<https://www.goodreads.com/book/show/18476810-dayton-s>
<https://www.arcadiapublishing.com/Products/9781609496722>
<https://www.dymocks.com.au/book/daytons-by-kristal-leebrick-9781609496722/?findinstore=true#.Wig7C0qnGUk>
https://books.google.com/books/about/Dayton_s.html?id=0_ApvgAACAAJ
<https://www.pinterest.com/jonchanson/daytons-minneapolis/>
www.starttribune.com/hats-off-to-kristal-leebrick/257005801/
<https://en.wikipedia.org/wiki/Dayton%27s>
<https://www.amazon.com/Daytons-Department-Store-Images-America/dp/0738550612>
<https://www.thriftbooks.com/a/kristal-leebrick/536216/>
<https://www.amazon.com/Kristal-Leebrick/e/B001HPJ5U8>
https://www.goodreads.com/author/show/200280.Kristal_Leebrick
[Images for kristal leebrick \(author\) Dayton's](#)
[Images for Dayton's: A Twin Cities Institution \(Landmarks\) by Kristal Leebrick \(Author\)](#)
[Images for dayton's department store shoppers card](#)
[Images for Landmarks books](#)

31) Call a candidate who wants to serve there

I had never heard of a Julotta Service before coming to the unincorporated village with a population of 186 for an interim assignment at an area multi-point parish. The village and surrounding town totaled 882 population included Swedish (19.6%). So, after leading the Christmas Eve services at 7pm and 9pm, I attended the Christmas Day service of worship at 6am at the neighboring Baptist church. The assembly sang "O Come, O Come, Emmanuel," "I Heard the Bells on Christmas Day," "How Great Our Joy," "Good Christian Men, Rejoice," and "Joy to the World." The choir sang "There Shall a Star Come Out of Jacob." A trio of teenage girls played and sang "Mary, Did You Know?" An organ/piano duet featuring a grandmother/granddaughter played "Silent Night" for the offertory. A soloist sang "Shepherd's Song." The Wednesday Worship Band played "Little Drummer Boy." A male and female quartet sang "O Holy Night." The pastor gave a message on "A New and Glorious Morn." Approximately forty people came up to the stage to form a Julotta Volunteer Choir to sing the "Hallelujah Chorus." Before the pastor gave the benediction, the president of the congregation came up to give a gift from the people to him. The previous Monday and Tuesday nights I saw him announce at the high school basketball games for the girls and boys at the gymnasium for the area school district in the village with a population of 660 ten miles to the north. He related to the assembly how he conducted a funeral the previous week, and the funeral director observed, "You seem to like it here." He then said to the assembly, "There is no place I'd rather be."

Resources

Julotta - Wikipedia

A Julotta is a service within the Church of Sweden that celebrates the time of birth of Jesus Christ. Jul means Christmas, otta is the time which is slightly before dawn. The service is held every 25 December early on Christmas morning; at 7 AM in most churches, but in some churches, it is celebrated at 10 AM, or as early as 4 AM.

<https://en.wikipedia.org/wiki/Julotta>
[Images for Julotta Christmas Service](#)

Julotta - YouTube

Julotta is a traditional Swedish Christmas service held at dawn on Christmas Day. This tradition has been followed for over 110 years at The Silverhill Covenant Church in Silverhill, AL, first started by the original Swedish settlers in this area in the late 1800's.

https://www.youtube.com/watch?v=wp_coNTTVS8
[Images for Julotta traditional Swedish Christmas service](#)
https://www.youtube.com/watch?v=wp_coNTTVS8 Julotta - YouTube
<https://www.sacctx.com/2009/12/28/julotta-swedish-tradition-kept-alive/>
<http://www.portlandscandinavianchorus.com/2017/12/19/swedish-christmas-morning-service-julotta-3/>
<http://blogs.covchurch.org/newswire/2005/12/10/4632/> Early Risers Love the Julotta Tradition - Covenant Newswire Archives
<http://www.siskiyoudaily.com/article/20161216/NEWS/161219794> Traditional Swedish Julotta in Richvale - Siskiyou Daily News

https://qconline.com/news/local/christmas-morning-julotta-service-scheduled-for-bishop-hill/article_8515dbb0-98a0-5379-a404-dcb496d3a6d0.html
<https://www.seattlepi.com/news/article/Christmas-service-draws-a-shrinking-congregation-1103993.php>
<http://www.scandinavianchristmastraditions.com/julottainsweden.html>
<http://iagenweb.org/jefferson/Swedish/LutheranChristmas.html>
<http://archive.jsonline.com/entertainment/swedish-christmas-service-to-greet-day-in-hales-corners-713qd34-136080958.html>
<http://www.dailyherald.com/article/20131220/news/712209818/> Keeping Swedish Christmas traditions alive - Daily Herald
<http://prev.dailyherald.com/story/?id=93793> Batavia church site of Christmas Julotta service -- Daily Herald
<https://visitsweden.com/traditional-swedish-christmas/>
<https://www.thelocal.se/20171221/the-words-and-phrases-you-need-to-know-to-survive-a-swedish-christmas>
<http://www.galesburg.com/article/20111222/NEWS/312229933> Swedish Julotta service set for Christmas morning - News

32) Candidates need to show some respect

The Call Committee at a multiple-point parish agreed to interview by Skype a candidate from the Deep South aligned in an ecumenical partner denomination who wanted to come back to the state to be closer to family. After the interview, the committee voted unanimously to request a personal interview. The committee waited for a response, and after 3 weeks requested one. The candidate said that the parish "wasn't the right fit" and asserted that he thought the 3 congregations should merge to form one so that the pastor did not have to run around so much. My 1st thought was that, if a candidate does not want to serve a town and country multiple-point parish, the candidate should not waste everybody's time and energy by agreeing to interview. My 2nd thought was that, at least the candidate did not pursue the call to get a foot in the door closer to family and then try to close the two country congregations. My 3rd thought was that, if a candidate from an ecumenical partner denomination in the Deep South shows that amount of audacity, there may be more of that kind of behavior in the future because of the clergy shortage and the congregation/parish desperation.

33) Interim Pastor Not Involved in Selection of Candidate

I work with the transition task force and/or call committee up until the time the call committee receives the names of candidates. Then, I am available to answer procedural questions.

Resources

[PDF]sample interim minister covenant-contract - Center for Congregational ...

It is further agreed that the ITM will not meet with the Pastoral Search Committee or assist in the selection of a pastoral candidate. The ITM may advise the committee in terms of process but this may be done only in consultation with and with agreement of a state, regional or national resource consultant and the chair of the search committee.

http://www.centerforcongregationalleadership.org/uploads/6/0/0/9/6009825/sample_itm_contract_2017.pdf

[Images for sample interim minister covenant-contract](#)

[DOC]Sample Interim Ministry Contract - Southwest Minnesota Synod ELCA

The interim pastor will:

H. Agree not to be involved in the congregation's call process except when the synod bishop requests such participation.

https://swmnelca.org/Call_Process/.../Step2B_Letter_of_Agreement_for_Interims.doc

Page 2

[Images for Sample Interim Ministry Contract](#)

One interim pastor lamented how he observed congregations made choices that did not work out. He asserted that, if he had sat in on the interviews, he could have warned the call committees.

My thought is that an interim pastor can prepare a search team but, in the end, must step back and let go of the selection that is made.

Advice Regarding Interim Pastors - Latest News and Articles

7. Pastor Search. The next pastor is crucial to the church's future. If the pastor has the right mix of skills, giftedness and personality, the church will move forward in fulfillment of its vision. The interim pastor must know how to train the Pastor Search Team so they conduct a thorough search, conduct a thorough background check and interview process, and make sure that the pastor is not only the right fit, but one who can commit to helping the church move forward in its mission and vision.

<https://www.lcmc.net/blog/advice-regarding-interim-pastors/a705>

[Images for Advice Regarding Interim Pastors](#)

Resources

Assignment Process - Evangelical Lutheran Church in America - ELCA

Assignment completes candidacy for all people, including those ordained in another Lutheran church or Christian tradition, moving them toward first call and admittance to the appropriate roster in the ELCA. This page contains resources to help you complete the assignment process: a schedule of deadlines, forms to complete and a guide to the process.

<http://www.elca.org/en/Resources/Assignment-Process>

[Images for Assignment Process - ELCA](#)

Leadership is the Key: Unlocking Your Ministry Effectiveness by Herb Miller (Author)

Every clergyperson has a persona: the public role he or she assumes in performing ministry for a congregation or organization. For example, the roles of preaching, pastoring, and church administration “go with the territory” in most congregations. These tasks are part of the employment contract.

Every clergyperson also has an anima: the true inner self, reflecting deeply held ideals of conduct. Because this inner core of being controls how a pastor lives out the details of ministry, anima determines how effectively he or she fits the needs of a particular congregation or ministry role. For example, a minister who relates poorly to youth is seldom productive as a youth minister.

Listing twelve elements of the pastor’s anima mix, Herb Miller asserts that clergy are effective to the extent that the conscious and unconscious choices they make in developing each of these elements fit the needs of the congregation or church organization they serve. In *Leadership Is the Key*, he offers practical ways to influence these choices and maximize effectiveness in ministry.

<https://www.amazon.com/Leadership-Key-Unlocking-Effectiveness-Ministry/dp/0687013755>

https://books.google.com/books/about/Leadership_is_the_Key.html?id=4GdeNG1kxmMC

The Living Church - Volume 216 - Page 25 - Google Books Result

<http://www.commonword.ca/ResourceView/2/11089>

<http://www.chalicepress.com/Author.aspx?AuthorId=1098>

<https://www.thriftbooks.com/a/herb-miller/374068/>

<https://www.amazon.com/Herb-Miller/e/B000APTUMO>

https://www.goodreads.com/author/show/116561.Herb_Miller

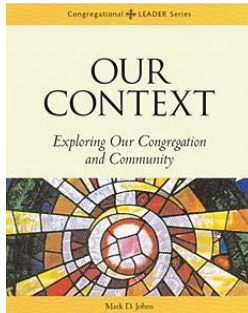
<https://books.google.com/books?isbn=0812704614>

[Images for Leadership is the Key: Unlocking Your Ministry Effectiveness by Herb Miller \(Author\)](#)

Page 248

Our Context: Exploring Our Congregation and Community by Mark D. Johns (Author)

Our Context is a guide to exploring your congregation and the surrounding community, identifying potential problems, and highlighting new opportunities to carry out your congregation’s mission and proclaim the gospel. If you are in a congregation or community that is changing, the process outlined in this book can help your congregation deal with the changes in a positive manner.



<http://store.augsburgfortress.org/store/product/6605/Our-Context-Exploring-Our-Congregation-and-Community>

<http://www.augsburgfortress.org/cls/planning/context.jsp>

www.luther.edu/johnsmar/assets/MJohnsCV2015.pdf

<https://www.augsburgfortress.org/store/category/286442/Leadership>

<https://www.augsburgfortress.org/store/category/286319/Congregational-LEADER-Series>

<https://www.amazon.com/Mark-D.-Johns/e/B001KI5KLL>

http://www.goodreads.com/author/show/4400052.Mark_Johns

[Images for mark d. johns \(author\) our context](#)

[Images for Our Context: Exploring Our Congregation and Community by Mark D. Johns \(Author\)](#)

<https://www.augsburgfortress.org/store/category/286442/Leadership>

<https://www.augsburgfortress.org/store/category/286319/Congregational-LEADER-Series>

<https://www.goodreads.com/series/148656-congregational-leader-series>

[Images for congregational leader series](#)

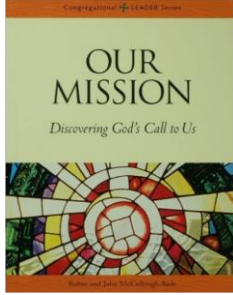
Our Mission: Discovering God’s Call to Us by John McCullough Bade (Author); Robin McCullough-Bade (Author)

Our Mission provides a four-step process for discovering God’s call for your congregation. The mission of the church is the same at all times and in all ages but takes shape in different ways from one congregation to another. This book assists congregations in writing a mission statement, establishing goals, and creating action plans to carry out those goals.

The four strategic planning steps to help your congregation fulfill its mission:

STOP to pray and discern if your congregation is fulfilling the will of God
LOOK at God's word to make sure it is at the heart of your mission
LISTEN to the mission mandate of Christ to establish goals for the congregation
GO to implement your action plans with confidence and hope in God's blessings.

This book can be used by pastors and congregational leaders for strategic planning and effective management. See Excerpts for reproducible tools that can be downloaded and customized.



<http://store.augsburgfortress.org/store/product/6606/Our-Mission-Discovering-God-Call-to-Us>

<http://www.amazon.com/Our-Mission-Discovering-Congregational-Leader/dp/0806644052>

<https://www.christianbook.com/our-mission-discovering-gods-call-us/robin-mccullough-bade/9780806644059/pd/644052>

<https://winebrenner.edu/wp-content/uploads/2018/12/Sam-Payne-Final-DMin-Project-Publication-Ready-10-23-14.pdf> Page 223

https://www.episcopalfoundation.org/uploads/pages/files/Bibliography_-_041513.pdf Page 9

<http://store.augsburgfortress.org/store/contributor/4311/John-McCullough-Bade>

<https://www.amazon.com/John-McCullough-Bade/e/B001KHLLQE>

<http://store.augsburgfortress.org/store/contributor/3929/Robin-McCullough-Bade>

<https://bishopmike.com/2016/03/04/in-loving-memory-of-john-mccullough-bade/>

<https://www.facebook.com/rmcbade>

Images for John McCullough Bade (Author); Robin McCullough Bade

Images for Our Mission: Discovering God's Call to Us by John McCullough Bade (Author); Robin McCullough-Bade (Author)

1) Call Process

A Time for TRUST - Alban

What it takes to survive this often grueling, soul-consuming process and to remain faithful in hearing God's **call** is humanity, humor, chutzpah, and a little T.R.U.S.T.: Talk, Rock, Understand, Study, Take.

[Alban at Duke Divinity School » A Time for TRUST - Alban Institute](#)

<https://alban.org/archive/a-time-for-trust/>

Images for Time for TRUST - Alban

<https://alban.org/category/leadership/>

<https://alban.org/about-alban/alban-weekly/>

<https://alban.org/books/>

<https://alban.org/author/nekduke-edu/>

<https://www.facebook.com/albaninstitute/>

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

<https://alban.org/about-alban/congregations-magazine/>

Call Process Resources - Gulf Coast Synod

Calling a Rostered Leader

An Ordained Pastor, Associate in Ministry, Deaconess or Diaconal Minister — is one of the most important things a congregation can do. Our synod's Transition Process has been created to help find the right leader for the particular mission and ministry to which God has called each congregation.

Congregations in Transition

When a congregation needs to get into the Transition Process it should download "When a Pastor Is Leaving" and contact the **synod office**. The **Transition Process Handbook** is also available.

Interim Ministry

Between pastors it is often helpful for a congregation to make use of **Interim Ministry** to build a bridge to God's preferred future. An "Interim Ministry Handbook" and "Interim Ministry Brochure" explain the value of an interim. A **contract for interim pastor** is also available.

Electronic Data Base

The ELCA has an **electronic data base** that lists all rostered people that are open to call and all ministry sites that are in the call process. The "Ministry Site Profile" and "Rostered Leader Profile" guides will help in using this data base.

You must download **Formatta Filler** in order to use these resources.

Various Guidelines

When a rostered leader is called, the synod's compensation, ordination, and installation guidelines should be followed. See **Learn More Links**.

<http://gulfcoastsynod.org/leaders/callprocessresources/>

Images for Call Process Resources - Gulf Coast Synod

Congregational Handbook for Pastoral Transitions

Section III – Self-Study

Appointing a Transition Team	III-2
Review of the Congregation's History	III-4
Review of Congregation's Constitution and Policies	III-5
Development of Core Values, Mission, and Vision Statements	III-6
A Review of Staff Needs and Resources	III-9
Intentional Stewardship	III-11
Stewardship of Property Inventory	III-12
Ministry Site Profile (sample) download from www.elca.org	

handbook - Northwest Washington Synod

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf>

Images for Congregational Handbook for Pastoral Transitions

Pastoral Transition/Call Process Guide - MinistryLink – Southeastern Pennsylvania Synod. ELCA

Phase Two: Self-Study & Visioning Process, Congregation Profile 10

<https://ministrylink.org/wp-content/uploads/2015/06/Pastoral-Transition-Guide-for-Lay-Leaders-Edition-3.4-9-18-152.pdf>

Images for Pastoral Transition/Call Process Guide

The Call process | Greater Milwaukee Synod ELCA

Development of the Mission Profile

Page 27

<http://milwaukeeelca.org/resources/the-call-process/>

[PDF] Call Process Manual - Greater Milwaukee Synod

https://milwaukeeelca.org/download/administration/Microsoft%20Word%20-%20Call_Process_Manual.pdf

Images for Call process | Greater Milwaukee Synod ELCA

THE CALL PROCESS HANDBOOK - Northern Texas – Northern Louisiana Mission Area

Assessment: The Call Committee, Surveys, Complete the Ministry Site Profile Page 11

<http://ntnl.org/wp-content/uploads/2014/01/CP-Handbook-v8.pdf>

Call Process Documents - Northern Texas - Northern Louisiana Mission Area

<http://www.ntnl.org/index.php/downloads/call-process>

Images for Complete the Ministry Site Profile

The Transition and Vital Leader Profile© -Help during Pastoral Transition

For more than 25 years, Holy Cow! Consulting has been offering the Congregation Assessment Tool (CAT) which provides an in-depth look at the experiences, perceptions and aspirations of a church's congregation. Once those things are determined, the congregation's leadership and search committees use the information from the CAT to create a transition plan and pastor/parish profile.

<https://holycowconsulting.com/the-transition-and-vital-leader-profile-help-during-pastoral-transition/>

Images for Transition and Vital Leader Profile

Transition Process Manual: Texas-Louisiana Gulf Coast Synod - Amazon Web Services

Developing the Ministry Site Profile

Section 6/Pages 1-4

<http://worshiptimesmedia.s3.amazonaws.com/gulfcoast/files/2013/01/TPM2011Complete.pdf>

Images for Developing the Ministry Site Profile

Why We Don't Use Surveys Anymore - Clergy Leadership Institute

One of things that clergy and church leaders find radically unhelpful are anonymous letters, that are often full of vitriol but offer no way to understand the nature of the complaint or how to fix the situation. These kinds of letters are destructive to the fabric of community and do not facilitate life and congregational vitality. At their core such anonymous comments violate the core values of Christian community.

Creating anonymous surveys reinforces these behaviors that violate these core values. In search processes, strategic development, or performance appraisals we need to reinforce behaviors such as community dialogue, where every voice is known and valued, if we are to create wise and loving outcomes.

Appreciative Inquiry: The Process We Use Instead of Surveys

We create individualized and task specific interview questions to explore the life-giving realities in your congregation.

All the stakeholders of the congregation or organization use the questions to engage in shared storytelling.

The shared stories are used to dream and vision their preferred future

Because all the stakeholders are engaged, the focus of attention is on the congregation's entire ministry and not just on the leadership of one individual.

<http://www.clergyleadership.com/search/search-NoSurvey.pdf>

Images for Why We Don't Use Surveys Anymore - Clergy Leadership Institute

2) Candidacy

Candidacy - Evangelical Lutheran Church in America – ELCA

Candidacy in the ELCA is a churchwide process. Entrance into candidacy occurs through a synod candidacy committee which provides guidance and makes decisions on behalf of the ELCA.

<http://www.elca.org/en/Resources/Candidacy>

Images for Candidacy - Evangelical Lutheran Church in America - ELCA

http://download.elca.org/ELCA%20Resource%20Repository/Candidacy_Manual_2012.pdf

http://download.elca.org/ELCA%20Resource%20Repository/Candidacy_Manual_2016.pdf

<https://www.elca.org/Resources>

<https://www.luthersem.edu/candidacy/>

<https://seiasynod.org/discernment/candidacy/>

<http://ecsw.org/candidacy/>

<https://www.elcaalaska.net/candidacy.html>

<https://iksynod.org/candidacy/>

<https://www.elca-ses.org/candidacy>

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/discernment_and_candidacy.pdf

Candidate | Episcopal Church - The Episcopal Church

The term also indicates one who is in the final stage of the canonical process leading to ordination as a deacon or priest.

<https://www.episcopalchurch.org/library/glossary/candidate>

Images for Candidate | Episcopal Church

<https://www.episcopal-ne.org/Ordination%20Process/diaconate---postulancy-to-candidacy.html>

<https://www.episcopalmaine.org/images/diocese/documents/2016/CandidacyApp.pdf>

3) Compensation

Caring for Clergy through Compensation | Episcopal Church

Guidelines for examining and advocating a theology of compensation in the calling and care of clergy, including: salary, housing, & utilities; benefits; reimbursement for professional expenses, with tax implications of each.

<https://www.episcopalchurch.org/library/document/caring-clergy-through-compensation>

https://www.episcopalchurch.org/files/CDO_Caring_for_Clergy_Through_Compensation_Final_May2009.pdf

Images for Clergy Compensation | Episcopal Church

<http://episcopalarkansas.org/wp-content/uploads/2011/09/2017-Clergy-Compensation-Guidelines.pdf>

<http://edtn.org/transition/new-clergy-minimum-compensation/>

<https://www.edola.org/clergy-compensation/>

<https://www.cpg.org/linkservid/6960B732-E1FC-7D1C-A19B95B0B87FEB91/showMeta/0/?label=2016%20Church%20Compensation%20Report>

[PDF]Definition of Compensation, Benefits, And Responsibilities for Ministers of Word and Sacrament Under Call – ELCA Resource Repository

http://download.elca.org/ELCA%20Resource%20Repository/Compensation_and_Benefits_for_a_Pastor_Form.pdf

Images for ELCA Compensation and Benefits for a Pastor

<https://www.elca.org/Resources>

<https://www.elca-ses.org/files/tables/content/11318367/fields/files/605280ef320a4bd8a74cb9b1f62c630d/2018+compensation+guidelines.pdf>

http://nelutherans.org/images/2017Assembly/2018_proposed_Compensation_Guidelines_to_assembly.pdf

<https://www.uss-elca.org/wp-content/uploads/2018/08/2019-Compensation-Guidelines.pdf>

<http://www.alleghenysynod.org/Websites/alleghenysynod/images/Resources/Pastoral-Church%20Resources/Compensation/2018%20Compensation%20Manual.pdf>

https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/Amended_2018_salary_standards_rev.pdf

<https://www.vasynod.org/resources/compensation-guidelines/>

<http://images.acswebnetworks.com/1/498/CompensationGuidelinesAdopted512010.pdf>

<https://scsw-elca.org/wp-content/uploads/2018/05/2017Compensation-Guidelines-Recommend2016-02-27.pdf>

<http://mittensynod.org/docs/2018ProposedCompensationGuidelines.pdf>

http://www.lutheransnw.org/files/forms_and_documents/2019_final_compensation_guidelines.pdf

<https://seiasynod.org/for-congregations/compensation-guidelines/>

<https://static1.squarespace.com/static/5973c70be45a7cc661a8af66/t/5c3cf1620e2e72aee000c2e9/1547497827389/2019+Compensation+Guidelines.pdf>

https://www.neiasynod.org/wp-content/uploads/2018/08/Comp_Guide_2019.pdf

<https://www.lss-elca.org/wp-content/uploads/Rostered-Leaders-Manual-2017.pdf>

<https://ministrylink.org/wp-content/uploads/2018/01/Rostered-Ministry-Compensation-Guidelines-for-2018.pdf>

<http://fbsynod.com/wp-content/uploads/2017/01/2017-Compensation-Guidelines-with-Worksheet.pdf>

<https://nclutheran.org/download/2018-compensation-guidelines/?wpdmdl=1059>

<http://nebraskasynod.org/learn/resources/congregations/administration-finance/compensation-guidelines.html>
<http://nwmnsynod.org/resources/compensation-guidelines/>
http://www.nemnsynod.org/uploads/2/5/8/25887261/2019_comp_guidelines.pdf
<https://swmnelca.org/compensation-guidelines/>
<https://milwaukeeesynod.org/download/salary-guidelines/2018-Ordained-Rostered-Clergy-Compensation-Guidelines.pdf>
<http://www.pacificasynod.org/for-leaders/clergy-compensation-guidelines/>
<https://mpls-synod.org/files/MAS-2018-Compensation-Guidelines-Final.pdf>
<https://www.spas-elca.org/wp-content/uploads/2018/10/2019-Compensation-Guidelines-Saint-Paul-Area-Synod.pdf>
<http://www.lutheranssw.org/wp-content/uploads/2019-Synod-Minister-Compensation-Guidelines.pdf>
<https://scsw-elca.org/wp-content/uploads/2018/04/2018-Compensation-Guidelines.pdf>
<http://nisynod.org/wp-content/uploads/2018/08/2019-Salary-Guidelines.pdf>
<https://www.rmsselca.org/compensation>

4) Covenant

Call Committee Covenant

Pray for guidance of the Holy Spirit

- trust and believe that God will provide a pastor for our church
- lay aside personal agendas and biases
- pray for the long-term mission of the whole congregation
- pray for the candidate(s) you will interview and for the present staff

Pledge to attend all interviews

- prepare well for the interviews: pray, establish questions, do a practice interview
- become very familiar with our Mission Site Profile; the candidates will know it well
- if you or the congregation surface candidate names, pass on those names to the synod staff
- interview all the candidates whose names are provided to you; the number will vary depending upon availability of candidates who match your mission needs
- interview in person, not on the telephone (long distance may require an initial interview by phone)
- you may arrange to have candidates provide a tape or video
- welcome and show hospitality to candidates; give a tour; eat a meal together
- invite spouses to sit in on interview if they wish (but they should not be asked questions)
- determine how you will evaluate candidates; reflect and debrief immediately after interviews
- interview all candidates within 10–14 days
- ask questions that get to the heart of mission and ministry Practice confidentiality
- respect the confidentiality of all candidates
- the circle of confidentiality grows to include the Congregation Council when you recommend a candidate • those candidates not selected must forever remain in confidence Communicate
- explain to the congregation frequently what is happening in writing and orally
- after receiving the names of candidates, schedule interviews and arrange for lodging and meals, mail a packet to each that contains the Mission Site Profile, supplemental material from the church and information about the surrounding community
- after interviews, thank candidates, report your decision as soon as possible, and arrange for reimbursement of travel, lodging, or meal expenses
- stay in contact with candidates after interviews • inform candidates in writing of your decision to recommend for call or release from consideration immediately after decision is made

Bring a united decision to the congregation

- come to a consensus on one candidate
- be positive and unified in public support of the chosen candidate
- remember there are no perfect pastors or perfect churches
- bring recommendation to the Congregation Council to approve salary and benefits
- bring complete information about the candidate, salary and benefits to the congregational meeting for the vote (2/3 majority required) It is a privilege, a joy, and a responsibility to be on a Call Committee.

[PDF]Call Process Booklet EDITED - Northwest Synod of Wisconsin

http://www.nwswi.org/webfiles/fnitoools/documents/call_process_rev11.17.09smaller.pdf

[Images for Pray for guidance of the Holy Spirit](#)

My Covenant as a Call Committee Team Member

1. I will take on this responsibility with an open mind, value the diversity of the group, respect the diversity of the congregation,
2. I will rely on the guidance of the Holy Spirit and look for wisdom to come from the group as Christ dwells among us.
3. I will worship with my congregation regularly and pray regularly for fellow team members. I will be in prayer with and for my prayer partner. I will encourage and strive for the strengthening of relationships within this committee and our common mission together.
4. I will actively listen to other team members and will examine my own assumptions and perspectives before responding.
5. I will take responsibility for my own thoughts and words and will not blame others.
6. I will be sensitive to differences in communication styles and trust the intentions of others on the team and in the Congregation (assuming positive intent). I will strive to help others succeed in their specific tasks.

7. I will be prompt in my attendance and attentive at meetings. I will commit to meeting for as long as it takes to complete the Call Process.
8. I will commit to the learning and self-education necessary for the team to function effectively. And I will be patient as others are learning as well.
9. I will help the team stay connected with the leadership through Council meeting reports and with the congregation through regular updates utilizing a variety of media processes.
10. I will keep confidentiality in all matters pertaining to the candidates including what is discussed in Call Committee meetings as well as paperwork, interviews, and reference checks.

congregational handbook for pastoral transitions - Northwest Synod of Washington

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf> IV-15

[Images for My Covenant as a Call Committee Team Member](#)

5) Match

A New Beginning for Pastors and Congregations: Building an Excellent Match upon Your Shared Strengths [Kennon L. Callahan]

This wise and practical guide provides clear insight for both pastors and congregations on how to begin a healthy, productive new pastorate or make a fresh start in an ongoing ministry. Author Kennon L. Callahan, today's most sought-after church consultant, has conferred with thousands of pastors and congregations, helping them discover their strengths and gifts and showing them how to work together in service to their community and mission. Here he offers fresh suggestions on how pastors and congregations can ensure a solid future together, whether they are newly beginning or beginning again. Especially good at helping ministers and congregations conduct the search process in a way that achieves effective matches.

<http://www.amazon.com/New-Beginning-Pastors-Congregations-Excellent/dp/0787942898>

<http://www.lifeandleadership.com/ministry-resources/ministry-transitions-interim-ministry.html#interim>

<https://www.amazon.com/Kennon-L.-Callahan/e/B001HCZUYG>

http://www.goodreads.com/author/show/156195.Kennon_L_Callahan

[Images for kennon l. callahan, author](#)

[Images for Building an Excellent Match upon Your Shared Strengths](#)

Congregation/pastor match: a work in progress - The Lutheran Magazine

The number of those "starter congregations," smaller places able to support a pastor, has declined, said Allan C. Bjornberg, bishop of the Rocky Mountain Synod and head of the ELCA Conference of Bishops. "What I hear from interns a year away from a call is anxiety about 'Is there going to be a place for me?'" he said.

"Just five years ago it was a 'seller's market' from a seminarian's perspective," said Michael Cooper-White, president of the Lutheran Theological Seminary at Gettysburg (Pa.). That is no longer the case.

Several factors — some temporary, some long term — impact the number of congregations currently able to support pastors, the ability of the newly ordained to receive calls, and the availability of pastors to replace those who move or retire.

Nationwide, 58 percent of ELCA congregations in 2008 had an average attendance of less than 100, generally considered the number needed to support a pastor and a full program. Pastors come out of seminary today with considerable indebtedness and may not be able to afford taking a call in a low-paying congregation. If the congregation doesn't have a parsonage, the pastor must find a way to buy/rent a house.

Working spouses also can limit the ability of a seminary graduate or long-term pastor to accept calls in certain synods.

And in the last few years, ELCA officials say, pastors have been delaying retirement because of the Great Recession. Since each retirement triggers vacancies in other congregations, where the pastor leaves to take the place of the retiree, the development means there are fewer opportunities for calls. This slump in retirements is expected to end in the near future but is having an impact on current congregational vacancies.

http://www.thelutheran.org/article/article.cfm?article_id=9908

[Images for Congregation/pastor match: a work in progress - The Lutheran Magazine](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

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Is Pastor a Match for a Church? Seven Major Questions – ThomRainer.com

While these questions are typically suited for a pastor who is considering a church, they also could be helpful to the pastor evaluating his current ministry.

<http://thomrainer.com/2013/02/is-a-pastor-a-match-for-a-church-seven-major-questions/>

[Images for Is Pastor a Match for a Church? Seven Major Questions – ThomRainer.com](#)

<http://thomrainer.com/2013/03/seven-questions-a-pastor-should-ask-a-church-before-he-says-yes/>

<http://thomrainer.com/2014/07/time-pastor-leave-church-seven-scenarios/> #3

<http://thomrainer.com/2014/02/five-reasons-your-pastor-should-take-a-sabbatical/>

<http://thomrainer.com/2017/07/top-ten-surprises-new-pastors/>

<http://thomrainer.com/2014/07/time-pastor-leave-church-seven-scenarios/>

<http://thomrainer.com/2014/08/time-quit/>

<http://thomrainer.com/2013/03/eight-common-money-questions-asked-by-pastors/>

<http://thomrainer.com/2017/05/ten-reasons-difficult-pastor-today/>

<https://thomrainer.com/2018/04/six-reasons-churches-taking-long-find-new-pastor/>

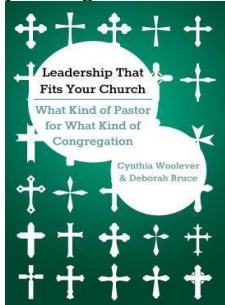
<http://thomrainer.com/2016/06/five-reasons-painful-pastor-lose-church-member/>

<https://www.amazon.com/Thom-S.-Rainer/e/B001IGLMVG>

https://www.goodreads.com/author/show/27470.Thom_S_Rainer
https://en.wikipedia.org/wiki/Thom_S._Rainer
[Images for thom rainer \(author\)](#)

Leadership That Fits Your Church: What Kind of Pastor for What Kind of Congregation (The Columbia Partnership) [Cynthia Woolever, Deborah Bruce]

Matching the right pastor with the right congregation is one of the most important -- and daunting -- decisions either party can make. While there are many pastors and congregations that merely fit OK, there are other matches that fit perfectly. *Leadership that Fits Your Church* explores how to find what really works for pastors and congregations. Cynthia Woolever and Deborah Bruce, known for their work with congregational life research, lead you on an enlightening adventure in finding that perfect match. Follow the pastoral transition experiences of three churches: a mainline, Protestant congregation; a conservative church; and a Catholic parish. Each example starts with basic descriptions of pastors and church types, then digs into illustrations of deeper dynamics that yield a good match between congregation and pastoral leadership.



<http://www.amazon.com/Leadership-That-Fits-Your-Church/dp/0827221738>
<http://www.amazon.com/review/R3V9J4Z7KMJTYZ>
<http://www.goodreads.com/book/show/15864421-leadership-that-fits-your-church>
<https://books.google.com/books?isbn=0827221746>
http://books.google.com/books/about/Leadership_That_Fits_Your_Church.html?id=FK3ma2IzjVMC
<http://www.chalicepress.com/assets/pdfs/LeaderGuideLeadershipThatFits.pdf>
<http://www.uscongregations.org/wp-content/uploads/2014/02/Leadership-That-Fits-Your-Church-Leader-Guide.pdf>
http://www.wisconsinumc.org/Resources/Documents/ParishPaper/ParishPaper_Apr09.pdf
<http://www.hcucc.org/the-parish-paper> April 2009: What do People Want in Their Pastors?
<http://www.uscongregations.org/resources-for-congregations/leadership-that-fits-your-church/>
<http://religioninsights.org/articles/six-steps-welcoming-new-church-pastor>
<http://www.readthespirit.com/explore/new-study-shows-forces-driving-church-growth-loss/>
<http://religioninsights.org/articles/finding-pastor-right-why-perfect-match-matters>
<http://www.lifeandleadership.com/book-summaries/woolever-and-bruce-leadership-that-fits-your-church.html>
<https://www.amazon.com/Cynthia-Woolever/e/B001IXNW8A>
http://www.goodreads.com/author/show/1394219.Cynthia_Woolever
http://www.goodreads.com/author/show/1394218.Deborah_Bruce
[Images for Cynthia Woolever, Deborah Bruce](#)
[Images for Leadership That Fits Your Church: What Kind of Pastor for What Kind of Congregation \(The Columbia Partnership\) \[Cynthia Woolever, Deborah Bruce\]](#)
<http://bullardjournal.blogs.com/bullardjournal/2017/02/the-end-is-near-for-the-columbia-partnership-inc.html>
[Images for Columbia Partnership](#)

6) Search

A Blessed Journey: Immanuel Lutheran's Search for a New Pastor

1. Celebrate: Share time with Pr. Dave and Joyce until they move on in their life's journey, December 31.
2. Interim Pastor assigned: The Synod Council provides Immanuel with an interim pastor. This pastor will respect and blend into our existing culture and ministry, while facilitating the transition to a permanent pastor. The interim pastor will begin meeting with Pastor Dave and the staff, and occasionally attend Immanuel in November and/or December to get to know our congregation and will begin ministry duties January 1.
3. Ministry Profile is developed: A Transition Team comprised of 8 people, including one Council member, is selected. The team works with Pr. Greg to complete a ministry profile of Immanuel. The profile highlights who we have been, who we are, and who we want to be. This step in the process, which will begin around the start of the Lenten season, is accomplished by conducting numerous interviews with congregation members and existing groups.
4. Ministry Profile is reviewed: The profile is brought to the Council and then to an open congregational meeting for review/revision to ensure it accurately reflects Immanuel's mission, character and values so that it will elicit appropriate pastoral candidates when posted to the ELCA website.
5. Ministry Profile is added to the Synod website: Through the ELCA's website, the Ministry Profile can be accessed by interested candidates, who have also completed an extensive pastoral profile.
6. A Call Committee is appointed by Immanuel's Council: A Call Committee, consisting of 6 representatives of the congregation (including one member from the Transition Team) is selected. These individuals will eventually interview prospective pastors. They

will work closely with Pr. Greg to develop interviewing skills and will conduct mock interviews with area pastors to hone these skills prior to interviewing actual pastoral candidates.

7. Pastoral candidates selected: Pastor Greg selects appropriate candidates based on the extent to which their individual profiles match Immanuel's Ministry Profile. Bishop recommendations are also considered at this point, as are any names brought forward by congregational members.

8. Pastoral candidate selected: The call committee presents the selected candidate to Immanuel's Council for approval. This name is then presented to the congregation for vote during a special congregational meeting. A 2/3 vote is needed in order to call the candidate.

9. The pastoral candidate makes a decision: The candidate has 3 weeks to discern whether they are called by God to Immanuel.

10. Installation of new pastor: The congregation and new pastor celebrate the beginning of their new journey together at the installation service. Pastor Greg will officiate at that service.

[View the current news and events. - Immanuel Lutheran Church](#)

http://www.immanuelec.org/webfiles/fnitools/documents/march_image.pdf

[Images for A Blessed Journey: Immanuel Lutheran's Search for a New Pastor](#)

[Northwest Synod of Wisconsin - ELCA - Facebook](#)



This morning Pastor Jamie Brieske was installed as pastor at Immanuel Lutheran Church in Eau Claire. It was only fitting that their mission team was blessed for their journey which began today. They are working with Habitat for Humanity this week in Door County.

[Northwest Synod of Wisconsin - ELCA](#)

[July 12](#)

<https://www.facebook.com/nswsi>

<https://www.facebook.com/nswsi/posts/this-morning-pastor-jamie-brieske-was-installed-as-pastor-at-immanuel-lutheran-c/862028863888761/>

<http://www.immanuelec.org/about.phtml>

<https://www.immanuelec.org/who-we-are/>

[Images for Pastor Jamie Brieske](#)

[Assessing Skills and Discerning Calls - Clergy Leadership](#)

Save Time While You Empower Your **Search** Committee

Congregations can subscribe to a comprehensive set of Appreciative Inquiry based resources to accomplish the following search process steps:

Initiate a Transitional Ministry to create a solid foundation for conducting their search.

Establish a clear sense of vision and purpose for the congregation.

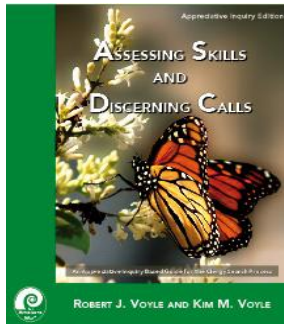
Establish the search criteria to help the congregation achieve their vision.

Assess candidate's abilities with respect to the search criteria.

Discern a call from a qualified list.

Assessing Skills and Discerning Calls provides detailed strategies to achieve each of these steps.

See below for more detail on each of these steps



<http://www.clergyleadership.com/search/assessing-discerning.cfm>

[Images for Assessing Skills and Discerning Calls - Clergy Leadership](#)

[Calling Clergy: A Spiritual and Practical Guide Through the Search Process \[Elizabeth Geitz\]](#)

This clear, beautifully written tool for congregations engaged in the discernment and search process is a balanced combination of spiritual reflection and practical advice, born of the author's extensive experience as deployment officer in the Episcopal Diocese of New Jersey. The bonus of additional Appendix material, including a sample congregational questionnaire and other invaluable resources, available for free download below, make *Calling Clergy* a must-read book for parish search committees, vestry members, and other parish leaders.



<http://www.amazon.com/Calling-Clergy-Spiritual-Practical-Through/dp/0898695430>
https://www.goodreads.com/book/show/1310292.Calling_Clergy
<https://www.churchpublishing.org/callingclergy>
<https://books.google.com/books?isbn=0898698049>
<https://books.google.com/books?isbn=0898695430>
[Calling Clergy: A Spiritual and Practical Guide through the Search Process](#)
[Calling Clergy: A Spiritual And Practical Guide Through The Search Process - Pinterest](#)
https://www.ecfvp.org/uploads/tools/files/FS_in_Search_Process_-_Overview_080912.pdf
<http://georgia.anglican.org/docs/TransitionHandbook.pdf>
<http://www.goodshepherdsf.org/about-gsslf/our-board/elizabeth-geitz/>
<http://www.elizabethgeitz.com/>
<http://www.elizabethgeitz.com/books.html>
<https://www.linkedin.com/in/elizabeth-geitz-2a207718>
http://www.ecfvp.org/files/uploads/FS_in_Search_Process_-_Overview_080912.pdf
http://www.episcopalfoundation.org/uploads/pages/files/Bibliography_-_041513.pdf
<https://www.amazon.com/Elizabeth-Geitz/e/B000APU8J8>
https://www.goodreads.com/author/show/253909.Elizabeth_Rankin_Geitz
[Images for Elizabeth Geitz, author](#)
[Images for Calling Clergy: A Spiritual and Practical Guide Through the Search Process \[Elizabeth Geitz\]](#)

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Choosing Your Next Clergy Leader - Alban Institute

In both of these scenarios, the **search** process is too reactive: it is driven by the congregation's reactions (positive or negative) to past ministers rather than to signs, evidence, and spiritual leadings about leadership the congregation will need in the future. Reactivity is apt to be highest when the prior ministry ended painfully. After a long ministry, a congregation may form camps: one anxious to hold on to what they valued in the former minister, the other eager finally to move forward in directions the departing leader did not allow.

Ask Alban: Choosing Your Next Clergy Leader - Alban Institute

<https://alban.org/archive/ask-alban-choosing-your-next-clergy-leader/>
[Images for Choosing Your Next Clergy Leader – Alban Institute](#)
<https://alban.org/category/vocation/>
<https://alban.org/about-alban/alban-weekly/>
<https://alban.org/books/>
<https://alban.org/author/nekduke-edu/>
<https://www.facebook.com/albaninstitute/>
<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>
<https://alban.org/about-alban/congregations-magazine/>

Considering a New Call: Ethical and Spiritual Challenges for Clergy by James M. Antal (Author)

Antal deals forthrightly with the spiritual and ethical dimensions that lie beneath the logistics of the **search** process. He recognizes that simple rules are not enough; spiritual discernment of adequate behavior is necessary.

<http://www.amazon.com/Considering-New-Call-Spiritual-Challenges/dp/1566992311>
<https://rowman.com/ISBN/9781566995009/Considering-a-New-Call-Ethical-and-Spiritual-Challenges-for-Clergy>
<https://www.barnesandnoble.com/w/considering-a-new-call-james-m-antal/1120049478>
<https://books.google.com/books?isbn=1566995000>
https://books.google.com/books/about/Considering_a_New_Call.html?id=xw5XPQAACAAJ
[The Living Church - Volume 225 - Page 69 - Google Books Result](#)
<http://www.lifeandleadership.com/book-summaries/antal-considering-a-new-call.html>
<http://www.lifeandleadership.com/ministry-resources/ministry-transitions-interim-ministry.html>
<http://www.mcec.ca/rc/ResourceView/2/1908>
<https://books.google.com/books?isbn=1566996759>

Page 210

[Images for James M. Antal \(Author\)](#)
[Images for Considering a New Call: Ethical and Spiritual Challenges for Clergy by James M. Antal \(Author\)](#)

Eight Things You Need to Know about Pastor Search Committees – ThomRainer.com

While I could write pages on the history, current reality, and future of search committees, I narrowed the major points to just a few highlights. Here are eight key things you need to know:

<http://thomrainer.com/2015/01/eight-things-need-know-pastor-search-committees/>
[Images for Eight Things You Need to Know about Pastor Search Committees – ThomRainer.com](#)
<http://thomrainer.com/2016/05/five-questions-prospective-pastors-rarely-ask-search-committees-but-should/>
<http://equip.sbts.edu/article/beware-preacher-eater-churches/>

<http://thomrainer.com/2015/07/seven-things-search-committees-should-do-after-the-pastor-is-selected/>
<http://thomrainer.com/2016/06/five-headaches-pastors-experience-search-committee-fails-communicate/>
<http://thomrainer.com/2015/06/five-frustrations-pastors-have-with-pastor-search-committees/>
<http://www.lifeway.com/pastors/2015/09/15/seven-observations-by-a-new-pastor-about-search-committees/>
<http://www.christianpost.com/news/pastor-search-committees-dont-be-awful-be-aware-of-these-5-headaches-opinion-165609/>
<http://thomrainer.com/2014/07/five-pleas-pastors-search-committees/>
<http://thomrainer.com/2014/05/changes-church-hiring-practices-pastors-rainer-leadership-056/>
<http://thomrainer.com/2012/04/seven-new-trends-in-the-pastor-search-process/>
<http://thomrainer.com/2013/02/the-four-levels-of-scrutiny-of-pastoral-search-committees/>
<http://sbcvoices.com/a-plea-to-pastors-and-pastor-search-committees/>
<http://www.tribune.org/thom-rainer-forecasts-15-trends-for-churches-in-2015/> #2
<https://www.baptiststandard.com/news/faith-culture/15465-how-much-should-we-pay-the-pastor>
<http://chucklawless.com/2016/01/14-mistakes-search-committees-make/>
<http://www.lifeway.com/pastors/2015/09/15/seven-observations-by-a-new-pastor-about-search-committees/>
<http://www.lifeway.com/pastors/2017/01/24/8-things-need-know-pastor-search-committees/>
<http://thomrainer.com/2017/04/make-ministry-resume-stand-rainer-leadership-323/>
<http://www.lifeway.com/pastors/2015/09/15/seven-observations-by-a-new-pastor-about-search-committees/>
www.sbcv.org/wp.../The-Four-Levels-of-Scrutiny-of-Pastoral-Search-Committees1.doc. [DOC] The Four Level Of Scrutiny Of Pastoral Search Committees Document
<http://toddrhoades.com/how-do-church-search-committees-search-for-pastors/>
<https://www.amazon.com/Search-Pastoral-Committee-Handbook/dp/1433689898>
<http://pastors.com/thom-rainers-suggestions-to-pastor-search-committees/>
<https://www.christianpost.com/news/seven-new-trends-in-the-pastor-search-process-72653/>
<https://www.preaching.com/articles/changing-pastor-search-committees/>
<https://www.baptiststandard.com/news/faith-culture/how-much-should-we-pay-the-pastor/>
<https://www.churchcentral.com/ceditors/thom-rainer/>
<http://bciowa.org/wp-content/uploads/2015/05/Pastor-Search-Tool-.pdf>
<https://jasonalowe.com/2016/07/20/how-to-conduct-a-pastor-search/>
<https://cnbc.ca/strengthening/pastor-search>
<http://storage.cloversites.com/generalbaptistministries/documents/Pastor%20Search%20Manual%20rev%202015.pdf>
<http://www.preaching.com/resources/articles/11668592/>
https://en.wikipedia.org/wiki/Thom_S._Rainer
https://twitter.com/ThomRainer?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor
<https://www.amazon.com/Thom-S.-Rainer/e/B0011GLMVG>
https://www.goodreads.com/author/show/27470.Thom_S_Rainer
[Images for thom rainer \(author\)](#)

Fresh Start in the Search Process - Episcopal Church Foundation Vital Practices for leading congregations

A new resource from [Fresh Start](#) builds upon 10 years of experience helping congregations move through the transition from one rector to the next. While most of its focus has been working with dioceses and their Transition Ministers, Fresh Start is now making their material available to lay leaders looking for resources to help congregations in transition beginning with the announcement of a Rector's departure and continuing through the search process.

Blogs - Fresh Start in the Search Process - ECF Vital Practices

<http://www.ecfvp.org/posts/fresh-start-in-the-search-process/>

[Images for Fresh Start in the Search Process - ECF Vital Practices](#)

Like Dating, Only Worse: Rethinking the Ministerial Search Process. [Michael Durall]

This is not a book that replicates denominational ministerial search guidelines. Rather, it's a behind-the-scenes look into the human aspects, the drama of it all, as ministers and congregations seek one another out. It's a book about how congregations can envision a new tomorrow, and seek out adventuresome clergy who will help lead them on the journey.

<http://www.amazon.com/Like-Dating-Only-Worse-Ministerial/dp/1467585092>

<https://www.goodreads.com/book/show/22521292-like-dating-only-worse>

<http://www.uuabookstore.org/Like-Dating-Only-Worse-P17472.aspx>

<http://rmsimpson.blogspot.com/2013/11/like-dating-only-worse.html>

<http://www.uua.org/directory/people/michael-durall>

<https://www.thriftbooks.com/a/michael-durall/313447/>

<http://www.vitalcongregations.com/books/>

<https://www.amazon.com/Michael-Durall/e/B001K8KBTQ>

http://www.goodreads.com/author/list/488383.Michael_Durall

[Images for Michael Durall, author](#)

[Images for Rethinking the Ministerial Search Process. \[Michael Durall\]](#)

Pastor Search - General Baptist Ministries

General Baptist Ministries has prepared several resources to help churches and pastors as they navigate through transitional times of ministry. These are provided free of charge.

<http://generalbaptist.com/pastors-and-churches/pastor-search>

[Images for Pastor Search - General Baptist Ministries](#)

[Pastoral Search Support | Reformed Church in America](#)

Is your church going through a pastoral transition? Or are you a pastor seeking a new call? The Office of Ministry Services helps pastors and search teams navigate pastoral transitions with hope, energy, and fresh vision. We also have resources for classis supervisors.

<https://www.rca.org/pastor-search-support/>

[Images for Pastoral Search Support | Reformed Church in America](#)

[Search: The Pastoral Search Committee Handbook by William Vanderbloemen \(Author\)](#)

Finding your church's pastor is as serious as an organ transplant.

You need a pastor that matches your church's vision, culture, and most importantly, your church's heart. While there is no simple, one-size-fits-all solution to the puzzle of planning for a seamless pastor search, this handbook was created to provide pastor search committees, church leaders, and pastors a guide to asking the right questions in order to plan for the overwhelming pastor search process.

William Vanderbloemen has spent years focusing on connecting churches with pastors who fit their ministry context. *Search: The Pastoral Search Committee Handbook* guides church members through the process finding the right leader for their church.

Every church faces leadership changes. Leadership transitions often negatively affect the life of the church. Ministries are halted, church members leave, and giving slows down. The momentum the church was building is lost. Imagine instead that the church had a process already in place. What if they knew how to form a search committee and begin the search process for the person God is calling to lead their church?



<https://www.amazon.com/Search-Pastoral-Committee-Handbook/dp/1433689898>

<http://www.goodreads.com/book/show/27777767-search>

<http://www.lifeway.com/Product/search-P005773750>

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www.lifeway.com/Product/search-P005773750

<https://www.vanderbloemen.com/pastoral-search-committee-handbook>

<https://www.vanderbloemen.com/blog/pastor-search-committee-members>

<https://www.vanderbloemen.com/podcast>

<https://www.vanderbloemen.com/>

<https://www.baptiststandard.com/opinion/reviews/34-books/19401-review-search-the-pastoral-search-committee-handbook>

<http://lifelettercafe.com/2016/06/search-the-pastoral-search-committee-handbook-by-william-vanderbloemen/>

<https://www.9marks.org/review/search/>

<http://jeremyroberts.org/pastorsearchbook/>

<http://jeremyroberts.org/ep-11-william-vanderbloemen/>

<http://www.barnesandnoble.com/w/search-william-vanderbloemen/1123016493>

https://en.wikipedia.org/wiki/William_Vanderbloemen

<https://www.amazon.com/William-Vanderbloemen/e/B00MPTCBCE>

http://www.goodreads.com/author/show/5511559.William_Vanderbloemen

[Images for William Vanderbloemen \(Author\)](#)

[Images for Pastoral Search Committee Handbook by William Vanderbloemen \(Author\)](#)

[Searching for the Called - Squarespace](#)

The search for a great-fit, long-tenured minister is a primary task of the transition time, and it is worthy of all the focus and resources the church can allot.

<https://static1.squarespace.com/static/59024223be65946707b0a1d4/t/5a6b78ea0852293fdbf5912e/1516992910354/Searching+for+the+Called+workbook+version+1.1.pdf>

[Images for Searching for the Called: A Guide for Congregations in Ministerial Transitions](#)

[So You're on the Search Committee \[Bunty Ketcham, Celia Allison Hahn\]](#)

So You're on the Search Committee focuses on the experience of pastoral search committees and the unique role that laity in most denominations play in this crucial process. Because a change of pastors is, as Alban Institute founder Loren Mead puts it, a "critical moment of ministry," participation as a member of a search committee is a big investment with tremendous rewards, both for the

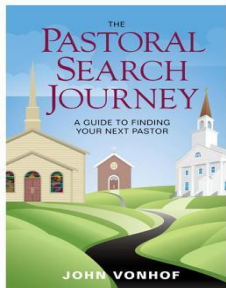
congregation as well as for the individual. Authors Ketcham and Hahn find that the pastoral search process presents both search committee members and the congregation as a whole with limitless opportunities for growth and faith development. They offer insightful reflections on the deeper issues of congregational identity and transformation that search committees will find themselves wrestling with, as well as raise warnings about some of the obstacles committee members can expect to encounter in the search process. *So You're on the Search Committee* began as a conversation between Celia Allison Hahn, former editor-in-chief at the Alban Institute, and Bunty Ketcham, a consultant with considerable experience serving on search committees. First published in 1985, this new edition retains the original book's interview format and includes significant updates and revisions based on new learnings and experiences with congregations going through pastoral transition.

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[Images for So You're on the Search Committee \[Bunty Ketcham, Celia Allison Hahn\]](#)

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The Pastoral Search Journey: A Guide to Finding Your Next Pastor by John Vonnhof (Author)

Most churches have sought out a new pastor many times, yet search committees often feel as though they are inventing the process from scratch. In *The Pastoral Search Journey*, John Vonnhof provides detailed guidance for search committees to ensure a good match between pastor and congregation. This is Vonnhof's third book about the pastoral search - but the first to discuss interim pastors, transitions between pastors, and the use of the Internet and digital media. Vonnhof advises congregational leaders on establishing the search committee; ensuring the congregation is cared for during the pastoral vacancy; conducting the congregational self-study and creating an information packet; finding, communicating with, and interviewing candidates; determining selection criteria as well as evaluating and recommending candidates; managing call negotiations; and finally welcoming the congregation's new pastor. Sample letters, forms, and other tools are provided.



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[Images for John Vonnhof \(Author\)](#)
[Images for The Pastoral Search Journey: A Guide to Finding Your Next Pastor by John Vonnhof \(Author\)](#)

The Search Process: It is not Dating

What would it be like to reframe your search process as an opportunity to engage in what you love to do and explore whether the essence of what you love to do would be welcome in this congregation. If it would not be welcome or wouldn't be life-giving: leave! This is not the congregation for you.

Rob Voyle's Appreciative Way Blog - Clergy Leadership Institute

<http://clergyleadership.com/blog/blog.cfm?page=2014>

Images for The Search Process: It is not Dating Rob Voyle Appreciative Way Blog - Clergy Leadership Institute

Thinking about Search Committees by Steven C. Van Voorhees

Membership

Turning Them into High Performing Teams

The Spiritual Life of the Team

Getting the Best Results

Sent by crystal@imnedu.org in collaboration with Constant Contact

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What Does the Bible Say About Pastors? - OpenBible.info

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When the Word Leads Your Pastoral Search: Biblical Principles and Practices to Guide Your Search [Chris Brauns]

At any given time, there are thousands of churches seeking a lead pastor. While a great resume, a friendly smile and a memorable sermon will convince many, what should local congregations focus on to find a new shepherd? Chris Brauns believes to find a great preacher the search must focus on God's Word and how the candidate relates to it and preaches from it.

This book is a must have resource for search committees and church leaders addressing the needs of churches in the transition of pastoral leadership. It assists by approaching their responsibilities in a biblical way and providing critical help in key practical matters. From the initial formation of a search committee to the final terms of agreement with the new pastor, Brauns shows you how to "major on the majors"; and away from subjective approaches of evaluating candidates and their sermons. Great also for pastors or pastoral students to know how to prepare, the book includes such practical tools as interview questions for candidates and the top mistakes search committees make.

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When the Word Leads Your Pastoral Search: Biblical Principles and Practices to Guide Your Search

Biblical Principles and Practices to Guide Your Search

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Images for Chris Brauns, author when the word leads

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