



To many, it feels like an uncertain time. To others, it's a mystery. Fear not! The synod staff is walking with you.

Here is what you can expect in this transition time for your congregation.

1. The bishop, with your council's approval, will appoint an interim pastor to serve you. The interim pastor serves the ministry of the congregation. The interim pastor is not part of the call process.
2. The council will compile and submit a Ministry Site Profile (a description of your congregation) to ELCA information services.
3. A call committee will be established according to the guidelines of your constitution.
4. The call committee will keep you informed of the progress of its work until a nominee has been recommended to the council.
5. The call committee will meet with a member of the synod staff and receive coaching on how to conduct an effective interview.
6. The call committee will receive the name(s) of nominee(s).
7. The call committee will interview, check references, and perhaps hear the nominee preach.
8. After the call committee has voted to recommend a nominee to the Congregation Council, it will meet with the Congregation Council to share information about the recommended nominee.



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| 9. Your council will have the opportunity to meet and speak with the nominee. The council will discuss compensation and benefits with the nominee. | 13. A vote of the congregation takes place according to your constitution. |
| 10. If the council votes to recommend the nominee to the congregation, the council will call a congregational meeting for the purpose of issuing a call. | 14. If the congregation votes "yes," a Letter of Call is signed by congregational officers and forwarded to the bishop. The synod office will send it on to the pastor. |
| 11. The congregation council will formally recommend that the congregation call the nominee to be your pastor. | 15. The nominee has 30 days to accept or decline the call. |
| 12. Members of the congregation will be given the opportunity to meet the nominee. | 16. If the nominee accepts the call, an installation date is set. If the nominee declines the call, the call committee goes back to work with the synod staff. |

Through the whole process, your prayers are essential.

Pray that the Holy Spirit will guide you, your call committee, your council, and your synod in discerning who God is calling to serve as your next pastor.



Central/Southern Illinois Synod
Evangelical Lutheran Church in America
 God's work. Our hands.

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