

# July News Notes

## Call Process

Our congregations have received a candidate for call from Synod!

My understanding is that after reviewing the basic information on the candidate that the call committee unanimously voted to continue the call process with our candidate and that an initial interview has been scheduled. As you probably recall, the Call Committee consists of 4 members from Faith and 4 members from Evangelical.

The Call Committee members, led by the Holy Spirit, are the only ones who have access to any personal information related to the candidate. They are bound by ELCA policy to keep what they know confidential until a later point in the process.

Following the initial interview with the Call Committee, if the Committee again votes to proceed, an opportunity will be set up for the Committee to observe the candidate preach at a neutral site. Following this, if the Committee so recommends, the final steps in the process begin. These involve an opportunity for members of each Congregation to attend a Meet and Greet session (a Saturday evening at ELCP and Sunday afternoon following morning service at Faith), and to worship as the Candidate conducts a service at both churches on Sunday morning. After this, each Council and Congregation must vote to call the Pastor and if these votes are favorable a call is issued.

So each of us will be given a lot more information about the Candidate as the process moves forward and before the Call vote takes place. But for now, information about the Candidate is only known to the Call Committee.

At our June 2 Council Meeting, we did vote to increasing the salary/benefit package available for call to update the amount that we had originally listed in our Ministry Site Profile. As you may recall, the Ministry Site Profile is a detailed document that was prepared to let available pastoral candidates know about our congregation. (A portion of our Ministry Site Profile dealing with mutual expectations is reproduced in another section of this newsletter.) The council voted to make all of Faith's unrestricted funds available to supplement current giving for a period of time after the new Pastor arrives. While this does not affect the 2019 budget, it does have ramifications for future budgets and will be subject to approval at either a special congregational meeting called specifically for this purpose or as part of the actual Call Resolution voting to Call the Candidate.

May God give us all patience and understanding as we wade through this process. My prayer is that soon this will lead to the Call of a new spiritual leader as we move into a new era as a Lutheran Christian Presence in our community.

Yours in Christ's Love,

Fred Howard  
President

## Faith's Ministry Site Profile

Two sections from our Ministry Site Profile are reproduced below. These are what we have told our call Candidate that we expect and what the Candidate can expect from us if the Call is extended and accepted.

### Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered leader to give special attention to during the first year of his or her ministry at this congregation:

- A. Settling in to the new community, new home, and new congregations. Becoming familiar with our communities.
- B. Ministering to our existing membership. Spending time meeting with and calling on congregants to get to know us individually and corporately.
- C. Following existing routines and service format, take stock of who we are. Begin thinking of ways that the existing programs may be changed for the better to minister effectively to both existing and potential future members.
- D. As the year progresses, establish a general schedule and time allocations that realistically address what one person, serving two separate congregations, can actually do. Work with the Covenant Council to involve lay participation to better cover areas of ministry that need additional attention.
- E. Work with the Covenant Council and individual congregational councils to develop plans and goals for the future of the two congregations bound by our Covenant Agreement.

Please list 5 ways that this congregation will support and encourage the rostered leader during the first year in order to him or her accomplish these responsibilities:

- A. We will take affirmative steps to make sure that the new Pastor is shown around the new community and introduced to community contacts who may be important in fulfilling his/her new role.
- B. We will set up opportunities for the Pastor to meet the congregation in informal settings and will provide support persons to accompany her/him on initial visits to shut ins and inactive members, if so desired.
- C. Provide opportunity for two way feedback. On a monthly basis review with the Pastor the effectiveness of the support that is being provided. Communicate progress and needs to the congregation via monthly newsletter.
- D. Realizing that change is needed in order to continue on our journey together into the future, work through and with the Covenant Council to embrace, support and try new and different ways of being God's people in our communities. Assist in enlisting lay support to actively engage in the change process and work towards the successful implementation of new ways and ideas.
- E. With the Pastor, prioritize what we need to do and can do vs what we wish for. Work together with the Pastor to accomplish the goals that are set.

And Finally

### July Supply Schedule

July 7 – Pastor Nelson  
July 14 – Pastor Hahn  
July 21 – Pastor Nelson  
July 28 - Pastor Hahn