



The Alaska Synod Call Process

Your synod staff will guide you through a time-tested process shared across the ELCA through which the Holy Spirit continues to work.

1. Your council and bishop will shape a plan for worship leadership, administration, and pastoral care during this interim period between pastors.
2. If an interim pastor is desired and available, the council will establish a contract with the interim pastor and will negotiate responsibilities and compensation.
3. The council will appoint a team to write a Ministry Site Profile (a description of your congregation and the qualities you are looking for in a pastor).
4. A Call Committee will be established according to the guidelines of your constitution.
5. The synod office will provide orientation to your Call Committee.
6. The Call Committee will receive the name(s) of potential candidates, prepare interview questions, and check references.
7. The Call Committee interviews the candidates.
8. The Call Committee will keep you informed of the progress of its work. The specifics of the potential candidates are all confidential at this point.
9. After the Call Committee has a decision on a final candidate (with at least a 2/3 majority), they will meet with the council to share information regarding the recommended candidate.
10. The council drafts a Letter of Definition of Compensation and Benefits for the candidate. A draft is sent to the synod office.
11. The council will vote to recommend the candidate (with at least a 2/3 majority) to the congregation.
12. Members of the congregation will be given the opportunity to meet the candidate.
13. The council will call a special congregational meeting to vote on the candidate and the compensation and benefits. No other business will be conducted at this meeting.
14. The council will email the bishop the approved Letter of Compensation and Benefits.
15. If a congregation votes "yes" (with a minimum 2/3 majority), the congregation then approves the compensation package (with a simple majority). The Letter of Compensation and Benefits is sent to the pastor by the council.
16. The candidate has 30 days to consider the call.
17. If the candidate accepts the call, an installation date is set with the bishop. If the candidate declines, the Call Committee goes back to work with the help of the synod bishop.

Through the whole process, your prayers are essential.

Pray that the Holy Spirit guides you, your Ministry Site Profile team, your Call Committee, your Council and your synod in discerning who God is calling to serve as your next pastor.