



CALL PROCESS

MANUAL

July 2024

Synod of Alberta
& the Territories

Pathways and Call Process – an update to congregation November 10, 2024

Last fall the board initiated conversations with all our members to discern what the future of this congregation might be. From the pathways discussed, the board identified 3 strategic goals:

- choose to spend our financial and personal resources on **doing something different** from what we have been doing **with the expectation of revitalizing the church.**
- **explore the possibility of a merger or partnership** with another Anglican, Lutheran, or Moravian church.
- **repurpose or sell some of our land** and use the funds to help support our ministries including the day-to-day operations.

A committee was formed to explore and research during 2024 and provide a report.

In January 2024, Pastor Wallace accepted a call to London, Ontario and we entered a period of pastoral vacancy beginning the end of May.

In July 2023 the Alberta and the Territories Synod of the ELCIC (Evangelical Lutheran Church in Canada) issued a new manual: the Call Process Manual which we are now following. And the Synod itself transitioned to new leadership over the summer.

The Call Process Manual (all 112 pages plus access to additional forms) can be read online at the ABT synod website:

<https://albertasynod.ca/our-resources/church-resources/abt-call-manual/>

There are 9 sections in the Call Process: the first 4 are the work of the church board and the congregation. Sections 5 to 9 describe the work of the Call Committee

SECTION 1: A VACANCY OCCURS

SECTION 2: MINISTRY DURING PASTORAL VACANCY

SECTION 3: SELF-ASSESSMENT OF CURRENT MISSION & MINISTRY OF THE CONGREGATION

SECTION 4: APPOINTMENT OF THE CALL COMMITTEE

SECTION 5: THE WORK BEGINS

SECTION 6: PREPARING TO CONSIDER CANDIDATES

SECTION 7: POSSIBLE CANDIDATES

SECTION 8: THE PRIMARY CANDIDATE

SECTION 9: THE CONGREGATIONAL CALL MEETING

Appendices A- Z plus links to additional forms

SECTION 1: A VACANCY OCCURS

In May we said farewell to Pastor Wallace and the Bornhuse family.

SECTION 2: MINISTRY DURING PASTORAL VACANCY

For Sunday services since the beginning of June we have used **pastoral supply**: Pastor Dave, a reciprocal visit with Lutheran Church of Our Savior (inline with pathways research), Pastor Horst Aechtner, and occasionally lay lead services. Pastoral Supply only covers weekly Worship services. It does not include pastoral care.

Interim ministry includes worship and pastoral care. *Interim Pastors are not eligible to be called by the congregation for which they are interim pastor.* An Interim Pastor's term commonly ends when a new pastor accepts a Call from the congregation and begins their ministry.

The board is finalizing details for Pastor Horst to become our Interim Pastor.

Pastor Horst will be installed as interim pastor at a service in December when his term of interim ministry begins.

Most likely he will be 60% of full time.

- lead worship on two Sundays each month
- have office hours in the building one day a week
- be available to visit/ counsel members

SECTION 3: SELF-ASSESSMENT OF CURRENT MISSION & MINISTRY OF THE CONGREGATION

The interim time provides an opportunity for the congregation to assess its current mission and ministry and to consider where God might be calling it to mission and ministry in the future.

The Call Process Manual recommends 4 meetings for self-assessment.

- "Listening to Ourselves" - completed
- "Listening to Our Neighbours" - completed
- "Assessing What We Have Heard" - planned for November 17
- "What Might Be Next?" – planned for November 24

You are encouraged to add your additional concerns and comments to the charts in the narthex. We are also interested in what online worshippers have to contribute to the conversation.

Pathways discussions (the 3 strategic goals) started us thinking about our identity, values and hopes for the future. The ongoing research on Pathways forms a parallel process that will integrate well with the self-assessment meetings and with the work of the Call Committee.

SECTION 4: APPOINTMENT OF THE CALL COMMITTEE

The church board has identified 7 members, 2 from the board and 5 others, who have offered to serve on the Call Committee with Pastor Dave as their guide. They have already met to review the Call Process with Pastor Margaret Koizumi, the new assistant to Bishop Trish Schmermund.

A service of installation for the call committee will soon be included in a worship service.

SECTION 5: THE WORK BEGINS

It's called a "Call Committee". The committee is called to gather information to determine where God might be calling the congregation, a process of discernment.

The committee will complete a Mission Profile

PART I – CONGREGATIONAL INFORMATION – statistics, history

PART II – MINISTRY PRACTICES AND STRUCTURE

PART III – MISSION IN THE COMMUNITY

PART IV – WHERE IS GOD LEADING US?

PART V – THE LEADER WE SEEK – what are the skills or gifts desired in our next pastoral leader?

The information gathered from the 4 self-assessment meetings is the beginning of gathering information, the beginning of discerning where God might be leading. It will take several months to gather more information and discern who we are and what we are able to do and where God might be leading us.

The Call Process leads to a recommendation from the committee: it may be to

- call a full-time pastor
- not call a pastor
- call a part-time pastor, possibly a shared ministry
- call an intentional interim pastor to support a re-birth of a congregation
- call an intentional interim pastor to support palliative care, a graceful death of a congregation
- call an intentional interim pastor to support transition, discerning a future

SECTION 6: PREPARING TO CONSIDER CANDIDATES

After the Bishop receives the Mission Profile, she will meet with the board to discuss possibilities. If a Call is in order they will proceed. This is a confidential process. The Call Committee members cannot discuss anything about any potential candidates until Section 9, the congregational call meeting.

SECTION 7: POSSIBLE CANDIDATES

The bishop or the assistant to the bishop will meet with the Call Committee and then they will review the *Availability for Call* documents one at a time.

SECTION 8: THE PRIMARY CANDIDATE

The interview process continues with each of the selected candidates until one candidate is decided upon as the primary candidate for recommendation for call.

SECTION 9: THE CONGREGATIONAL CALL MEETING

Once a primary candidate has been named, the congregational council in consultation with the bishop will determine the date for the congregational call meeting.