

APPOINTING THE CALL COMMITTEE – FAQs

- **What is the purpose of the Call Committee?**

The Call Committee is to identify and recommend, through a process of discernment, a suitable candidate for call as the new pastor of the congregation.

- **How is the Call Committee appointed?**

According to Immanuel's constitution, C13.05, *"When a pastoral vacancy occurs, a Call Committee of 10-14 voting members shall be appointed by the Congregation Council."* To help develop a pool of candidates, the Council invites the congregation to offer nominations. Once appointed, the Call Committee elects a Chairperson and a Recorder, and is installed at the regular weekly worship services.

- **Who is eligible to serve on the Call Committee?**

Any voting member in good standing may be selected for the Call Committee. It is, however, recommended that, if possible, Council members and Council spouses, not be considered in order to free both the Council and the Call Committee to do their respective tasks more effectively. The overall goal is have a cross-sectional group - older/younger, male/female, newer members/longer-term members – who are:

- ❖ Well-grounded in their spiritual life
- ❖ Active in the ministry of the congregation
- ❖ Willing to share their views openly
- ❖ Able to listen carefully to the views of others
- ❖ Available to commit the time and energy needed
- ❖ Representative of the variety of gifts needed by the Call Committee.

- **What are the responsibilities of the Call Committee?**

Through conversation and reflection, the Call Committee is to:

- 1) complete a Ministry Site Profile about the congregation,
- 2) review the profiles of potential candidates,
- 3) interview some number of those candidates, and
- 4) recommend one of those candidates to the Congregation Council, and
- 5) maintain appropriate confidentiality about candidate information.

- **What sort of time commitment is involved with the Call Committee?**

Overall, the call process will take from three months to nine months, and possibly longer, depending on local circumstances. Initially, the Call Committee will fairly busy and probably have to meet often. Once the Ministry Site Profile is complete, things may quiet down until candidate profiles arrive and interviews begin.