

## SELECTION OF THE CALL COMMITTEE

Selection of the Call Committee should be regarded as a crucial first step in the Call Process. Here are some suggestions.

Call Committee members should be...

1. persons of stature, who enjoy the trust and respect of the whole membership of the congregation.
2. able to think and decide with the good of the whole congregation in mind rather than their own personal desires or wants.
3. about six in number and appointed by the Church Council (some congregational constitutions specify that they be elected by the congregation--refer to your congregational constitution).
4. able to meet regularly and often.
5. as diverse in age, gender, ethnicity, and interests as the congregation is at-large.
6. a group that "looks like the congregation in miniature."
7. a group that does not include employed staff, past pastors or their spouses.
8. persons who do not have personal grievances, agendas, or power issues within the congregation.
9. people who begin, end, and act in faith.

If the Call Committee is selected by the Church Council...

1. you may wish to solicit "suggestions" from the congregation in order to have everyone's ideas. Do this in a way that makes it clear that you are inviting suggestions and not staging an election.
2. you do not want to ask for volunteers.
3. you want to bring the ideas together and put together a Call Committee that truly has balance and meets the description above.
4. after the persons accept your appointment, announce their names, demonstrate pride and confidence in them, pray and support them.
5. use the "Installation" service as a way of gathering the whole congregation around them and their work.

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## INSTALLATION OF THE CALL COMMITTEE

*(The installation takes place at the point in the service where the creed is said. The president of the congregation invites the Call Committee member's forward:)*

The following persons, having been appointed by the Church Council to serve on the Call Committee of \_\_\_\_\_ Lutheran Church, are asked to come forward as their names are read: \_\_\_\_\_.

P: In Holy Baptism, our Lord Jesus Christ liberated you from sin and death and made you members of His church. Through Word and Sacrament, you have been nurtured in faith. I ask you, together with all who are here gathered, to confess the faith of the church, the faith in which we are baptized. *(The congregation stands.)*

C: **I believe in God, the Father almighty, creator of heaven and earth. I believe in Jesus Christ, His only Son, our Lord, He was conceived by the power of the Holy Spirit and born of the Virgin Mary. He suffered under Pontius Pilate, was crucified, died, and was buried. He descended into hell; on the third day, He rose again. He ascended into heaven, and is seated at the right hand of the Father. He will come again to judge the living and the dead. I believe in the Holy Spirit; the holy catholic Church, the communion of saints; the forgiveness of sins; the resurrection of the body; and the life everlasting. Amen.**  
*(The congregation is seated.)*

P: St. Paul writes: "There are different kinds of spiritual gifts, but the same Spirit gives them. There are different ways of serving, but the same Lord is served. There are different abilities to perform service, but the same God gives to everyone ability for particular service. The Spirit's presence is shown in some way in each person, for the good of all" (1 Cor. 12:4-7).

You have been appointed to a position of trust in this congregation. It will be your duty, in consultation with the bishop's office, to seek out an appropriate candidate for the position of pastor of \_\_\_\_\_ Lutheran Church.

You must be faithful in your efforts...always respecting the concerns of the congregation while, at the same time, maintaining the integrity of the process. Above all else, you must be diligent in prayer so that God's will is done and it is He who is glorified by your efforts.

P: On behalf of your sisters and brothers in Christ, I ask you: Are you ready to accept and faithfully carry out the duties of this appointment?

R: **Yes, with the help of God.**

P: *(The congregation stands)* People of God, I ask you: Will you support these members of the Call Committee? Will you remember them in your prayers and respect their responsibilities and honor their efforts?

R: **Yes, with the help of God.**

P: *(To those being installed:)* I now declare you installed as the Call Committee of \_\_\_\_\_ Lutheran Church. God bless you with his Holy Spirit, that you may prove faithful servants of Christ. Amen. *(The service continues with the Prayers of the Church.)*