

## Q&A: What is happening with the call process?

WHERE IS THE CALL COMMITTEE IN THE PROCESS? WHAT IS IT DOING? IS IT MAKING PROGRESS?

The committee currently is having in-depth conversations with candidates. If/when the committee members discover that a candidate is not a good fit for Immanuel, they extend Immanuel's sincere thanks for that candidate's interest and participation, and do not seek further conversation. If, however, a candidate appears to be a potential fit for us, the committee members engage in subsequent conversation to learn more and further discern.

During April, the call committee spent 30 hours together, either in conversation with candidates or in discernment following those conversations. Additional hours were spent preparing and following up. The group's May schedule is somewhat similar. Your call committee takes its work seriously and is doing everything possible to move the process forward in a timely manner.

WHEN WILL WE KNOW WHO OUR NEXT PASTOR WILL BE?

If one of the candidates with whom the call committee already is in conversation emerges as the best choice, the congregation could learn about that person within a couple of months. If the committee has not yet been introduced to the person who will be our next pastor, the process will take longer.

It's important to remember that the members of your call committee are not searching for just anyone to fill the pulpit. They are searching for someone who meets as many of Immanuel's needs as any one human can and are determined to find that person. Your call committee is not going to "settle!"

WHAT CRITERIA IS THE CALL COMMITTEE USING TO EVALUATE CANDIDATES?

Through surveys and conversations, the congregation lifted up five talents or characteristics that are paramount as the call committee evaluates candidates. Specifically, Immanuel seeks a pastor who is:

- o **An effective communicator.** Preaching that clearly communicates the challenges of the gospel is crucial, as is clarity and leadership in writing, and in group and one-on-one conversations.
- o **An effective administrator.** Immanuel's staff and members need a leader who can effectively, efficiently keep us focused on God's work.
- o **Caring, nurturing, and active in visitation of members and non-members.** Although other Immanuel members and staff also must be involved, it's important to hear from and feel cared for by the pastor.
- o **A guide who can help people develop their spiritual lives.** Preaching, teaching and a focus on how scripture defines our mission will help us deepen our shared faith.
- o **Able to share leadership and work in a team.** We need a collaborative pastor who listens first and then leads with conviction.

IS THE CALL COMMITTEE BEING ASSERTIVE AND RESOURCEFUL ABOUT FINDING GOOD CANDIDATES – EVEN BEYOND THE CANDIDATES SUPPLIED BY THE SYNOD?

Absolutely. In addition to candidates supplied by the synod, your call committee members are asking for recommendations from other pastors and congregation members. When they discover a potential candidate, they forward that person's name to the synod. The synod then contacts the potential candidate to confirm his/her interest before Immanuel's call committee can begin interview conversations. You can trust that your call committee is not simply waiting for exceptional candidates to drop out of the sky – the committee is seeking them out.

#### WHAT CAN YOU TELL US ABOUT THE CANDIDATES YOU ARE SPEAKING WITH CURRENTLY?

The call committee is required to keep all information about candidates and any interactions with those candidates strictly confidential.

#### WHAT THOUGHTS DO IMMANUEL'S EXISTING STAFF MEMBERS HAVE ABOUT THE CALL PROCESS?

Two call committee members — Kathy Boehmer and Jack Umbach — have volunteered to be the call committee's liaisons with the staff. Kathy and Jack recently met with organist Ted Stewart, ministry assistant Ann Rundquist and administrative assistant Vicki Loeb, and learned that, like the congregation, the staff would like our next pastor to be a strong administrator. They also want our next pastor to treat them as colleagues and share his/her schedule with them. The call committee plans to be intentional about staying in touch with the staff as the process moves forward.

#### REMIND US -- WHAT IS THE PROCESS FOR US FINDING OUT ABOUT AND ACTUALLY CALLING THE FINAL CANDIDATE ... THE ONE WHOM THE CALL COMMITTEE RECOMMENDS AS OUR NEXT PASTOR?

Here's an abbreviated recap of the multi-step process:

- The call committee presents information about the final candidate to the congregational council for consideration.
- If the council accepts the candidate, the council steps into the lead role in the process; the call committee remains available to support.
- The council and call committee provide the congregation with complete information about the candidate, including links to his or her sermons and other details. The council also prepares the pastoral compensation package at this time.
- The council schedules an informal reception during which the candidate and his/her family will come to Immanuel to meet everyone, and arranges for hospitality to the candidate/family during that visit. That event would include Q&A time with the candidate.
- At the same time it sets the date for the reception, the council also sets a date for a congregational meeting during which Immanuel's members will vote about whether to call the candidate.

#### WHO CAN I TALK TO IF I HAVE QUESTIONS OR COMMENTS ABOUT THE PROCESS?

Any call committee member: Don Arney, Ken Beckmann, Kathy Boehmer, Milan Hanson, Janie Fee, Linda Fewell, Brendan Kennedy, Amanda Rothe, Jack Umbach, Ellen Wilcox

#### WHAT CAN WE DO AS THE PROCESS CONTINUES TO MOVE FORWARD?

Pray that the Holy Spirit will soon reveal our next pastor to us. Pray hard. Pray often. And get ready to open your hearts in sincere Christian welcome.

