

Stages of the St. Mark Call Process

1. -Ministry Site Profile Completed and submitted to the St. Mark Council for approval or a congregational vote
-Names of potential candidates surface from congregation members
2. -Submit potential candidate names and St. Mark Ministry Site Profile to Synod Office
3. -Conversations with the Call Committee
-Possible time to present candidates for review of Roster Leader Profile
ALL NAMES AND BACKGROUNDS ARE CONFIDENTIAL
-Call Committee arranges for interviews with each candidate presented
4. -Suggested “mock” interviews, to practice interviewing skills and set number of questions in the set time
-Phone interviews with candidates
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5. -Call Committee decides who to invite for site visits (3-4 days; includes spouse)
Resources should be set aside for these activities; travel, B&B, and car
6. -Candidate site visit
* the candidate’s name and background will be released at this time, but not their entire Roster Leader Profile*
-After the visits, the candidate may request phone conversations with representatives from the community.
-The Call Committee makes a recommendation to Council OR continues to seek other names
7. -One candidate is submitted to Council with a complete explanation why this person is to lead St. Mark for the next 3-5 years
-Council affirms the choice of the Call Committee; calls special Congregational meeting (proper notification is given to members)
8. -Congregation Meeting votes on candidate and compensation/benefits package
9. -Candidate receives signed letter from Call Committee and stated compensation
-Candidate then has three weeks to give a response after careful thought and prayer.
10. -Candidate says, “Yes;” arrangements are made for moving
*Another trip is possible to secure housing etc.
11. -Candidate makes transition from current position to St. Mark.
12. -Pastor begins work at St. Mark.