

Call Committee FAQs

How were the members of the Call Committee chosen?

Call Committee members were selected by the Church Council from recommendations made by our Congregation. The Council sought a cross-section of members who were strong believers, committed and engaged in St. Andrew's ministries. They looked at forming a group representative of our congregation's age, gender, areas of engagement and tenure of membership while sharing the essential common trait of passion for Jesus Christ.

How often does the Call Committee meet?

The Call Committee was appointed in October, was commissioned on November 27. The committee meets every other week, and works by telephone, e-mail and sub-groups between meetings. It will continue to meet regularly until a new pastor is called.

What is the Call Committee's approach to the task?

Call Committee members have pledged to be guided and supported by the Holy Spirit as we identify the needs of our Congregation, and to ensure that the final candidate is fully aligned with the mission, vision, values and culture of St. Andrew's. Communicating frequently and thoroughly with the Congregation is critically important during the process.

How long will the Call process take?

While we have been advised that the process could take up to eighteen months, the Call Committee has committed to working at a balanced, deliberate, focused pace to move the process along as speedily as possible. However, we will not rush the process simply to make a recommendation. We will take the time needed to receive input from the congregation and staff, develop a Mission Profile and identify the best possible candidate.

Will the interim senior pastor be a candidate for the Lead Pastor position?

The terms by which an interim pastor is hired do not allow the interim to be considered for the permanent Lead Pastor position. This is done to ensure that the relationship is free of undue pressure or unrealistic expectations of any kind.

To whom does the Call Committee make its recommendation?

The Committee recommends the final candidate to the Church Council which then calls a congregational meeting. The congregation votes to extend the call to come to St. Andrew's.

Is the Call Committee responsible for identifying candidates to fill other pastoral positions?

No. If other pastors are to be called, the Church Council will appoint another Call Committee to lead the search.

What are the skills and attributes we seek in our new Lead Pastor?

The Call Committee has worked with the Church Council to develop a document describing the characteristics/skills in the leader we seek. [Click here to review that document.](#)

What sources will the Call committee use to identify possible candidates for our Lead Pastor position?

Members of our congregation are invited to provide names of pastors. We will also receive input from the St. Paul Area Synod of the ELCA, from other congregations and from other networks across the country. A referral form for congregational input and suggestions is available here, from the church office or at the information desks in the Sanctuary building and the Great Hall.

Has the Call Committee started gathering names of candidates?

We have received candidate recommendations from members and friends of St. Andrew's, from the ELCA and from interested candidates who have heard of the opportunity through their own

networks. All candidates who have been recommended have been provided with the application form.

How many applications has the Call Committee received? Who has applied for the position?

We're working hard to make the process as transparent as possible while still respecting the privacy of candidates. Currently, the number of applications received is confidential as are the names of candidates applicants.

How can I provide input to the Call Committee?

You may communicate with the Call Committee by e-mail or by leaving a voice mail message at 651-762-9160. Call Committee members regularly check both e-mail and voice mail messages. Or - talk with them at church activities and at Saturday and Sunday worship services. You'll identify them by their green name badges.