

Call Committee Review and Assessment

In addition to our Senior Pastor Ministry Description and Qualifying Gifts, listed below are the criteria that the Call Committee has used to evaluate our Senior Pastor candidates. These are not rigid criteria, but a flexible frame of reference used to review each candidate given the various perspectives of the call committee as representatives of the congregation. These are listed in no particular order.

- 1.** Candidate's Congregation Size (*From The Very Large Church; L.E. Schaller*)
 - a.** Megachurch – 1800+ members
 - b.** Very Large Church – 751-1800
 - c.** Large Church – 351-750
 - d.** Midsize Church – 101-350
 - e.** Small Church – up to 100
- 2.** Maturity of service and faith.
- 3.** Stated church mission focus: to grow people within the congregation and to make disciples. (Mission mindedness)
- 4.** Multi-staff experience (team ministry).
- 5.** Consistency with Divine Shepherd practice
 - a.** traditional, contemporary (blended) worship styles – views and skill
 - b.** communion practices (cup/individual/communion confession)
 - c.** early communion/confirmation
 - d.** role of women in church worship (reader) and service (board representation)
 - e.** approach to ministering to non-members and unchurched.
- 6.** Impact on present congregation.
- 7.** Equipping and teaching the saints, vision, preaching, passion for Christ, strategic planning and planting.
- 8.** Prayer life and devotional practices
- 9.** Lutheran school experience
- 10.** Expression of passion in Self Evaluation Tool (SET).
- 11.** District President's performance review