



## Call Committee Checklist

### Step #1: Communication

1. Pray for God's guidance and blessing for the call process.
2. Notify the Texas District President, Mission and Ministry Facilitator (MMF) and Circuit Visitor of the vacancy.
3. Keep your circuit visitor informed every step of the way and invite him to all meetings.
4. Work with the circuit visitor to identify a vacancy pastor, if required.
5. Schedule and hold an informational meeting with MMF and the circuit visitor.
6. Consult your constitution to determine the required make-up of a call committee.
7. Appoint or convene a call committee. Read through the PASTOR CALL PROCESS (available at <https://txlcms.org/message-from-president-newman/>)

### Step #2: Data Gathering

8. Request an area demographic report from MMF.
9. Begin working on Congregational Self-Study materials.
10. Have congregation members complete the Pastoral Profile Survey.
11. Meet with MMF to review and discuss the demographic report and the Pastoral Profile Survey results.
12. Share the Pastoral Profile Report with the congregation.
13. Call for pastoral nominations from the congregation based on the Pastoral Profile Survey Report.
14. Send the completed Congregational Self-Study, the Pastor Profile Survey Report, and the list of submitted names with a letter to the district president requesting a call list.
15. Expect 4-6 weeks between the time you send the materials and the time you get information back from the district president through the circuit visitor.

### Step #3: Call Process

16. Analyze and discuss the information on all candidates and begin narrowing down the list
17. Determine salary levels for men on the short list.
18. You may conduct telephone/Zoom interviews with candidates you feel God is leading you to.
19. You may invite candidates who are finalists to in-person interviews.
20. At a properly called congregational call meeting, you may present 1-3 candidates to the congregation-- depending on your congregational requirements. Seek the Holy Spirit's guidance and allow the congregation to choose one candidate. Do your best to make the selection unanimous.
21. Contact the candidate immediately after the meeting to let him know that he will be receiving a divine call from your congregation.
22. In the week following this call, notify the other candidates of this action
23. Within 2-3 days of the call meeting, mail the completed call documents to the candidate you've selected.
24. Invite the pastor-elect and his wife to visit the congregation at the congregation's expense. It is best to do this even if you brought him in for a pre-call interview.
25. The candidate should be able to decide in 3-6 weeks about your call.
26. If he accepts, begin planning for his arrival and installation.
27. Get authorization from the district president for his installation.
28. If he declines, you may call for more names from the congregation, ask for more names from the district president or select another candidate from the names you have.
29. Bathe the entire process in prayer, asking God to direct you to the man who can best serve Him and you in His church.