**CALL COMMITTEE MEMBER COVENANT**

*(Name of Church)*

We, the members of the *(title of Pastor Calling, ie: Senior, Associate)* Pastor Call Committee of *(Name of Church)*, *(city, state)*, agree wholeheartedly to serve the committee and our Church by prayerfully seeking the next *(title of Pastor Calling, ie: Senior, Associate)* Pastor that God is Calling to lead our Christ centered congregation. We commit to relying on the guidance of the Holy Spirit and we further commit to the following:

* Praying earnestly and seeking God’s direction in this Call.
* Agreeing on clear roles and responsibilities for the Committee members, and selecting of Call Committee Chair.
* Setting a goal timeline for the search process and striving to stay on task.
* Setting a meeting schedule for our Committee and holding to that schedule.
* Deciding on how our final agreement and Call is to be made, be it unanimous, consensus, majority, etc.
* As needed, seeking input from the Church staff and congregation as we develop the qualifications and traits desired in this Call.
* Creating a clear job description for our ideal candidate, striving for high but realistic standards.
* Examining our hearts and seeking the best candidate for this Call, free of any individual agendas, looking out for the best interest of the congregation and the mission afar. We will seek the will of God.
* Let the Chair, or appointed representative, speak for the Call Committee as a whole.
* Being intentional, thoughtful, consistent, and honest in our communications with the congregation, Church staff, the candidates, and each other.
* Upholding the highest levels of confidentiality, and clearly defining what is to be kept confidential.
* Rejoice in Faithful Lutheran Pastors who have a heart for the mission of Jesus in Congregation, community and the world.
* Upholding the highest levels of respect for the thoughts, opinions, and time of fellow committee members.
* Agreeing to a vetting and interviewing process and sticking to it, putting all final candidates through the same process.
* Not delaying in our communication with candidates or congregation.
* Conducting background and reference checks of our final candidate(s) with all due diligence, notifying our candidate(s) if/when we are conducting said checks and upholding our candidate(s) confidentiality.
* Clearly and honestly presenting to our final candidate(s): our Church’s history, mission, vision, current financial condition, decision-making processes, team dynamics, organizational structure, limitations, challenges, and plans for our future.
* Striving for peace, cooperation, respect, and unity in our discussions and decisions, embracing constructive conflict and addressing it with prayer, humility, and love.
* Holding one another accountable to this agreement, speaking the truth in love.
* Working in cooperation with the NID District President and his representative the Circuit Visitor or another appointment representative.
* Consider the needs of current congregation as well as the needs of people in the community living with Christ and His Church.

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_