

## **The Holy and Unsettling Tension of “the call process.”**

Church workers do not get job offers, they get “a call.” Though we tend to set such a process apart and see it very differently than a job offer, it really shouldn’t be. Every believer has a vocation and an avocation - a job and a calling. The one is how you pay the bills (vocation) and the other is how you use your God given gifts and passion to make a difference (avocation); in a perfect world the two should be same.

When a church worker gets a call to serve either in a different capacity or another ministry - they go about it the same way everyone else does: is this something I can do, is this somewhere I want to live, what does this mean for my future, can I live on the salary? Everyone must struggle through such things - it is the way the human mind works. Then comes the difference. When God told Moses to lead the Jews - he said, “I stutter.” When God told Jonah to go to Nineveh he said, “they don’t deserve me!” When God told Isaiah to be a prophet he responded, “I am a man of unclean lips.” But God does not take no for an answer.

After the church worker has settled the basic questions in his or her mind (there are times and things that keep worker from accepting calls such as health, family, etc.) - then comes the most important part: where do I believe God wants me to be? While I would like to tell you God is very clear about such things, for the most part there are no magic e-mails from God.com or fiery messages in the sky that say, “GO!” or “STAY!” It all comes down to “being still and knowing that God is God” so you don’t have to be.

The decision to go or stay always impacts more than just the church worker. There are people “over there” who are praying for them to say yes - there are people “over here” praying for them to stay - and then there are the people who are praying, “Your will be done.” When the decision is made, there needs to be peace believing God will care for His people and, regardless the decision, “all things will work together for good for those who love Him and are called according to His purpose.”

### **So what happens now?**

- 1) In the weeks ahead the church will form a call committee whose job will be to study and finalize a job description, salary and benefit package, moving allowance, interview process and coordinate with the district office. The committee will be made up of elders and school board personnel.
- 2) The district will be informed of the process and they will provide necessary details and assistance in the process.
- 3) Once the committee has finalized their work, a list of candidates will be assembled. The list will be limited to: LCMS Rostered Workers who have a Master’s Degree and are active in an LCMS church.
- 4) The entire process must be covered with and immersed in prayer because we must always remember we are putting another church worker and ministry through what we have just been through.