

DISCERNMENT

Discernment is an ongoing process which continues throughout the candidacy process. Discernment involves not only listening to God's call to you but also God's call to you through others. This is the time to talk with your pastor, friends, family, and other people in the congregation about your gifts for public ministry.

This is also a time to discern the time line for entering into the candidacy process. Even someone who has been called by God to serve will need to get some things in order to give them the best start in seminary and in their public ministry. Attention should be paid to family readiness, finances, education preparedness, ability to accept a call to the whole church, gifts and areas of growth. Part of discernment is also a personal assessment of your own discipleship practices: Worship, prayer, study, giving, encouraging, serving.

Resources may include:



Please see:

<http://resources.elca.org/search.cgi?keywords=what+shall+i+say>

(some copies may be available at each Synod office)

WHERE DO I START?

The place to begin is in prayer. Continue in study. Review the resources found on the ELCA website:

<http://www.elca.org/Our-Work/Leadership/Vocation-Become-a-Leader/Candidacy>

and become familiar with the process.

Talk with your pastor and other leaders in your congregation.

Call or email Pr. Sarah Friesen-Carper (NWL) or Pr. Barry Osterbur (SEMI). See the Contact information below.

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CALLED TO PUBLIC MINISTRY— STEPS IN THE CANDIDACY PROCESS



Evangelical Lutheran Church in America
God's work. Our hands.

ENTRANCE

Entrance begins a process of discernment that explores an individual's potential for rostered ministry and readiness to begin the process of seminary preparation and candidacy in the ELCA. One year of active membership in an ELCA congregation is required prior to entrance.

The Entrance Process includes:

- _Candidacy Application
- _Entrance Essay
- _Entrance Information Form
- _Transcripts
- _Congregational Registration
- _Initial Interview
- _Background Check
- _Psychological Evaluation through the synod Candidacy Committee
- _ \$800 application fee

An *Entrance Interview is held in consultation with the Candidacy Committee, after which application can be made to the seminary.

"Rostered Ministry" in the ELCA includes these public ministries:

- Commissioned associates in ministry
- Consecrated deaconesses
- Consecrated diaconal ministers
- Ordained pastors

ENDORSEMENT

Endorsement encourages and affirms those who clearly demonstrate gifts and qualities for a specific ELCA roster of ministry as well as identifies areas for growth and development. Candidates at this stage take part in an *Endorsement Panel, with at least two Candidacy Committee members and a seminary faculty advisor at an ELCA seminary, typically in the fall of the second year of study. A recommendation is made to the synod Candidacy Committee for an Endorsement Decision.

A candidate attending a non-ELCA seminary must affiliate with an ELCA seminary prior to Endorsement. Affiliated candidates will participate in an Endorsement Interview with the Candidacy Committee. An appropriate faculty advisor may be consulted or invited to participate.

Once endorsed, candidates will complete an approved ELCA internship that happens under the supervision of an ELCA seminary. Only endorsed candidates may participate in an ELCA internship.

The Endorsement Process includes:

- _Endorsement Essay
- _CPE Evaluations
- _Transcripts
- _ Follow up on recommendations from Entrance

APPROVAL

Approval occurs when the candidate articulates the call to ministry and demonstrates readiness to assume a leadership role as a rostered minister in the ELCA. Approval comes near completion of all academic and practical requirements. This final step includes preparation of the Approval Essay and participation in the *Approval Interview.

A positive decision must be made in order to be available for assignment and the corresponding process of ordination (clergy), commissioning (associates in ministry), or consecration (diaconal ministers).

The Approval Process includes:

- _Approval Essay
- _Internship Evaluations
- _ELCA Faculty Recommendation (Form D)
- _Any follow up from Entrance and Endorsement

*These panels and interviews occur with the Candidacy Committee back in Michigan.