



Concordia  
Seminary

# CALLING A PASTOR OR DEACONESS

## M.DIV. • RAR • DEACONESS

### STEP 1

#### ***Interviews of students and spouses***

From September through December, the candidates and spouses participate in two interviews to discuss their interests in potential ministry settings. The initial interview focuses on the preferences of the candidates and spouses regarding type of ministry, congregation, areas of specialization, community, leadership style and geographical location. The second interview reviews items from the first interview; focuses on strengths, struggles and preferences; and looks at special requests. Deaconess candidates only have one interview with the placement director. This information is then recorded in a database and written profiles are prepared.

### STEP 2

#### ***Interviews by congregations for team ministry***

In January and February, congregations may interview candidates for the position of assistant or associate pastor. Interviews for sole pastor are not normally permitted. Congregations should contact their LCMS district president, who will provide a letter outlining the call process. The congregation submits the required documents to their district president, who forwards them to the seminary along with his permission for the congregation to conduct interviews. The placement director will send the congregation written profiles of three to four candidates to interview on campus or by videoconference. Candidates are not allowed to travel off campus for interviews.

### STEP 3

#### ***Council of Presidents review of available candidates***

At the February meeting of the LCMS Council of Presidents (COP), the seminary placement officers provide an overview of their respective candidate classes. During the same COP meeting, both placement officers are available for two days to meet with district presidents and explore potential candidates for placement. All appointments include the placement officers of both LCMS seminaries. Upon request of a district president, each placement officer may provide up to three candidate profiles for each potential call.



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### *Preliminary slotting of candidates*

Congregations submit call documents for Seminary candidates by March 1 to their LCMS district office. Calls for pastoral candidates are sent to the Pastoral Education office at the LCMS International Center, which shares copies of them with the two LCMS seminaries.

STEP 4

Deaconess call documents are sent to the seminary of the requested candidate and that placement director requests COP approval. In March, the placement director examines the call documents, receives input from district presidents and preliminarily slots candidates with calling congregations. In April, the placement director of Concordia Seminary meets with his counterpart from Concordia Theological Seminary in Fort Wayne, Ind., as well as with members of the LCMS Ministerial Placement Committee. At this meeting, candidates are preliminarily assigned to calling congregations. In the following days, the committee members present these preliminary assignments to the district presidents of the calling congregations for their consideration.

### *Final approval of assignments*

STEP 5

The weekend before Call Day, placement officers of both seminaries meet with the district presidents to review the preliminary assignments and make any necessary changes. During that weekend, the COP, acting as the Board of Assignments for the LCMS, gives final approval to the call assignments. The original call documents are then given to each seminary. The announcement of those assignments is made on Call Day.



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