

The Apostle Paul's exhortation to Titus and all elders on the church that came after him, was that Pastors must: (a) be able to teach (1 Timothy 3:2); and (b) hold firmly to the trustworthy message as it has been taught to them, so that he/she can encourage others by teaching sound doctrine and refuting those who oppose sound doctrine (Titus 1:9). CALC's governing documents require that a Pastor of a CALC congregation to preach, teach and administer the Means of Grace in accordance with Scripture, the Ecumenical Creeds and the Lutheran Confession. It is therefore, incumbent upon congregations to call only candidate's who possesses the academic training and/or professional and personal experience necessary to fulfill the terms of the call to pastoral ministry as set forth above; or is willing to engage in a course of study acceptable to CALC and the Congregation in order to attain the same.

Congregational Freedom.

CALC's Constitution grants our congregations great freedom and autonomy in calling a pastor. Our congregations are therefore free to call a pastor who was trained by and served in another Christian denomination. With such freedom comes great responsibility and requires the congregation to work in partnership and cooperation with CALC.

Partnership with CALC

CALC congregations covenant to partner with CALC in the training and discipline of an ordained clergy for the administration of the Means of Grace (the Word of God and the Sacraments). Pastor's trained by another denomination must in most cases receive additional training and mentorship in order to fulfill their obligations under a Letter of Call to a CALC congregation. The congregation must consult with CALC's President and Board of Elders as they negotiate the terms of call to be issued to a Pastor trained in another denomination. The President and Board of Elders are able to help congregations assess the additional education and training a candidate may need to undertake ministry in a CALC congregation, assist the congregation in mentoring and training the candidate and provide oversight.

Congregational Responsibilities:

Vetting Candidates

The calling congregation's Congregational Council, or duly appointed Call Committee, must interview and otherwise vet all candidates for call as our pastor in order to discern whether a candidate meets the scriptural, personal and educational standards together with the gifts, skills and aptitudes established by CALC for call to parish ministry in a CALC congregation.

Maintaining Scriptural/Confessional Unity

What binds CALC congregations together is our common confession of faith. We accept all the canonical books of the Old and New Testaments as a whole and in all their parts as the divinely inspired, revealed, and inerrant Word of God, and joyfully submit to this as the only infallible authority in all matters of life and faith. We accept without reservation the three ecumenical creeds and the Lutheran Confessions found in the Book of Concord, not insofar as, but because they are the presentation and explanation of the pure doctrine of the Word of God and a summary of the faith of the evangelical Lutheran Church. Congregations calling a pastor from another denomination must be satisfied that their candidate will be able to preach, teach and minister the Sacraments in accordance with CALC's confessions of faith.

Guidelines

CALC has developed guidelines to be used in assisting a candidate who was trained by and served in another denomination in the development as a Lutheran pastoral identity and serve a congregation in accordance with the Lutheran tradition. The guidelines are found below.

1. Guidelines for Educational Enrichment for Pastors Trained by Another Denomination.

CALC has developed guidelines to be used in assisting a candidate who was trained by and served in another denomination in the development as a Lutheran pastoral identity and serve a congregation in accordance with the Lutheran tradition. The guidelines address (a) **Discernment**; (b) **Educational Requirements**; (c) **Mentorship/Training**; and (d) **oversight**.

a. Discernment – Letter of Call.

The calling congregation must be satisfied the candidate has a deep desire to become a Lutheran pastor.

The calling congregation must understand that there is a difference between a candidate's desire to serve a congregation as their pastor and a candidate's desire to serve a congregation as a pastor in the Lutheran tradition. Serving a Lutheran congregation as a Lutheran pastor will require the candidate to preach, teach, commune and baptize in a way which may vary significantly from the candidate's previous training and understanding of ministry. A Lutheran pastor believes that the Word of God must be interpreted in a unique way. A Lutheran pastor's preaching is undergirded by a desire to preach our Confessional Lutheran doctrine and in so preaching to rightly discern the difference between the Law and the Gospel in every Biblical text. The Lutheran pastor's teaching and preaching are to be undergirded by the Theology of the Cross. The Lutheran Pastor believes, trusts, and confesses the real presence of Jesus Christ in the

Sacrament of Holy Communion and administers the Sacrament of Baptism to candidates of all ages, including infants and young children. The calling congregation must therefore be satisfied that their candidate is committed to our Lutheran doctrines, confessions and understandings of the authority of Scripture and has a genuine desire to preach, teach, administer the Sacraments and provide pastoral care in accordance that commitment. The candidate must desire to adopt a Lutheran identity and desire to serve the congregation in accordance with the Lutheran tradition.

The formation of a Lutheran identity and ministry practice in accordance with the Lutheran tradition takes time and is forged through education, training and experience in a Lutheran parish. As the candidate receives instruction in Lutheran Theology and our confessional writings, and what it means to serve a congregation according to the Lutheran tradition, one of two things may happen. His/her desire to form a Lutheran identity and minister in accordance with the Lutheran tradition may blossom and grow. A desire may arise in the candidate to expand his/her understanding of the theology and ministry practices. It is also possible that following the study of Lutheran theology and ministry practices, the candidate may discern that he/she is unable to commit to ministry in accordance with the Lutheran tradition. In this case, the candidate and the congregation must seek to sever their ties in a manner which is right and proper. The possibility that the candidate may not be able to commit to engage in ministry in accordance with the Lutheran tradition must be acknowledged and addressed in the Letter of Call issued to the Pastor.

Letter of Call – Interim Ministry.

Our Association urges our congregations to initially call the candidate trained in another denomination as an Interim Pastor. Most congregational constitutions and bylaws permit the congregational council to appoint an Interim Pastor. The Interim Pastor generally can be given all the responsibilities of a regularly called pastor. The congregation would vote to give the congregational council the authority to call the candidate to an Interim Ministry for a two to three year term, in accordance with a compensation package approved by the congregation. The letter of call should provide that during the term of the call to interim ministry: (a) the candidate will study Lutheran theology and learn to minister according to the Lutheran tradition; and (b) the call can be terminated by either the candidate or the congregational council if the congregational council and/or the candidate discern that the candidate is unable to continue in ministry in accordance with the Lutheran tradition.

b. Educational Component:

The first step involves assessing the candidate’s educational background with a view towards determining the nature and extent of the additional education in Lutheran theology and ministry practice required of the candidate. The candidate’s seminary/academic transcripts are compared with the CALC’s minimum educational requirements for ordination as a Minister of Word and Sacrament as found in our Pastoral Ministry Certificate (PMC) program. The PMC candidate completes twelve courses. Upon successfully completing these courses a candidate would be able to make the representations required by CALC’ model Letter of Call. The twelve courses are:

BT 221 Principles of Biblical Interpretation	PT 401 Pastoral Theology and Care
BT 311 Old Testament Theology and History (requires BT 221)	PT 411 Lutheran Worship
BT 321 New Testament Theology and History (requires BT 221)	PT 421 Proclaiming God’s Word
EPR 241 Christian Apologetics	Two of the following three course options.
HST 201 Systematic Theology	HST 301 History of the Early Christian Church
HST 321 Luther and His Catechisms	HST 302 History of the Medieval and Reformation Christian Church
HST 331 Lutheran Reformers and the Book of Concord	HST 303 History of the Post-Reformation Christian Church

Most seminaries offer courses in preaching, church history, systematics, Old and New Testament theology, pastoral care, and Biblical interpretation. These courses would be evaluated and would in many cases satisfy CALC’s requirements. Most all evangelical seminaries do not offer courses on Lutheran preaching, Lutheran Biblical interpretation, basic Lutheran theology and Lutheran worship. Pastors who have not been trained at a Lutheran seminary or institution require additional training in the basics of Lutheran Theology in order to ensure they possess the training necessary to equip said pastors in the fulfillment of their vow to preach and teach in accordance with CALC’s Confession of Faith.

Minimum Recommended Supplemental Education

Pastors who have not been trained at a Lutheran seminary should at a very minimum take, complete and pass the following four on-line courses required by the Pastoral Certificate program offered by the Institute of Lutheran Theology (ILT) of Brookings, South Dakota, USA:

BT 221: Principles of Biblical Interpretation (3 Credits)

This course introduces and defends the Lutheran notion of the internal clarity of Scripture. Over and against much of the preceding tradition, Lutherans have claimed that no intermediary is required to interpret Scripture: Scripture interprets itself. This understanding is defended as the necessary condition of doing Lutheran theology faithfully. Various exegetical and hermeneutical methodologies are introduced and evaluated in light of theological pre-understandings.

HST 321: Luther and His Catechisms (3 Credits)

This course studies the life of Dr. Martin Luther within his historical context. His theological innovations are highlighted and related to our contemporary cultural understandings. Special attention is given to his Large Catechism and Small Catechism, documents that display clearly the depth of his thinking. Students are taught to think theologically in the way of the Lutheran Reformation. Major theological doctrines forged in the Reformation are carefully considered and applied to parish ministry today.

PT 411: Lutheran Worship (3 Credits)

This course examines the components of Lutheran corporate worship. Students study the theological foundations of worship. Historical and contemporary issues impacting worship are investigated for the purpose of better understanding the work of God in His Word and Sacrament.

PT 421: Proclaiming God's Word (3 Credits)

The student will learn basic techniques and methods for studying Biblical passages and discerning a suitable message for preaching. In particular, the student will be taught the proper place of both Law and Gospel in Biblical preaching. Various approaches to developing and delivering a sermon will be examined. The students will write and deliver sermons as a crucial part of their development of proclaiming God's word.

The Board of Elders may also suggest that the take an addition course in Lutheran Theology:

HST 331: Lutheran Reformers and the Book of Concord (3 Credits)

This course examines the classical theological roots of the Lutheran Reformation, its leading figures, and its key documents – especially those collected in the Book of Concord. Students are encouraged to think theologically in the way of the Lutheran Reformation. Major theological doctrines forged in the Reformation are carefully considered in light of how they apply to parish ministry today.

The extent of the supplemental education which must be undertaken by a candidate is determined on a case by case basis. The calling congregation is free to consider the candidate's faith journey, familial background, work experience, church membership, experience in church leadership, educational training, and pastoral experience, in determining the extent of the additional coursework the candidate is required to complete.

Timing of Educational Enrichment

Ideally the candidate would complete the required courses with ILT prior to beginning active ministry in the congregation. However, in most cases the congregation and the candidate desire to begin ministry immediately. In this case the Letter of Call should specify that that candidate take and pass at least one of the required courses in either ILT's Fall or Winter Semester which occurs immediately following the candidate commencing ministry in the calling congregation. Thereafter, the candidate shall take and pass at least a course each Fall and each Winter semester thereafter until all the required courses are taken and passed. The availability of courses in any semester may impact the ability to complete the courses according to this schedule and some adjustments may need to be made.

The congregation is generally responsible for the costs of books and tuition for the required courses as they are minimum standards established by the congregation in consultation with CALC

c. **Mentorship/Training:**

As the candidate takes and passes the required educational course, he/she will be able to apply what was learned in the parish setting. However, merely taking and passing the academic courses will not, in and of itself, provide the candidate with a Lutheran identity and/or teach him/her precisely what it means to minister in the congregation according to the Lutheran tradition.

Pastor Mentor(s)

The calling congregation, working together with the President of CALC, will strive to find a pastor mentor for the candidate. The Mentor Pastor should be an experienced CALC pastor who walks alongside the candidate through the probationary period. The mentor prays with, supports, and encourages the candidate through as much of the required educational component as is possible. The pastor mentor may also help the candidate to cope with the academic rigor of the educational component, holding the candidate accountable to all components of the probationary period and

provide a good listening ear as the candidate deals with the challenges which arise during the required education process.

Mutual Ministry Committee

The congregational council may appoint a three to five member Mutual Ministry Committee (MMC). One member of the MMC should be a member of the congregational council. The other members of the MMC should not be members of the calling congregation's council and should to greatest extent possible reflect the makeup of the calling congregation. The MMC's purpose is to provide the candidate with feedback, encouragement and guidance with respect to the candidate's worship leadership, preaching, teaching, pastoral care and other aspects of leadership in the congregation.

Worship Leadership.

One of the hallmarks of practicing ministry in accordance with the Lutheran tradition is reflected in a pastor's worship leadership. The candidate should be an apt, engaging and inspiring worship leader. He/she should be able to conduct contemporary Lutheran and traditional Lutheran worship services. To "conduct worship" is to organize and carry out worship (specifically to take certain roles in worship and coordinate with others to facilitate worship). He/she should be thoroughly familiar with and able to conduct services of Holy Communion, Services of the Word, a Baptismal service, Service for Affirmation of Baptism (Confirmation); Services for Individual and Corporate Confession and Absolution, Lutheran wedding services, Lutheran funeral services, and the Service of the Word for Healing. He/she should be thoroughly familiar with the Church/Liturgical Year and how to conduct services during Advent, Christmas, Epiphany, Lent, Easter, Pentecost, the Sundays After Pentecost through to Christ the King Sunday. The achievement of this goal will require the participation of our seminary, CALC and the congregation. The candidate will study the theology of worship when he/she completes PT 101: Lutheran Worship. The candidate will learn to apply these principles in parish life. The MMC, mentor pastor, congregational worship committees and church musicians are encouraged to work with the candidate in developing the candidate's understanding of, and ability to conduct, Lutheran worship. CALC will provide resources and links to resources relating to liturgies, the church year and the liturgical calendar.

CALC Events

The congregation should make every effort to permit the candidate's participation in CALC's annual general convention and annual pastors' study retreat. CALC and ILT Canada Society will strive together to establish and maintain an annual pastors' study retreat which will provide high quality continuing education and opportunities for professional development for the pastors, deacons, pastors-in-training and seminarians of CALC. Our Association will work diligently to retain keynote speakers for our annual general convention who will strive to enhance and enrich our Lutheran identity and equip all members in CALC our common mission to fulfill Christ's Great Commission.

Continuing Education

In CALC's standard Letter of Call, the calling congregation, urges their new pastor to participate in continuing education opportunities and promises to support him/her in that regard. By way of example, once the candidate has finished the required education, the calling congregation could authorize time for the candidate to take courses from ILT which will enrich the candidate's Lutheran identity and sense of ministry according to the Lutheran tradition. ILT offers intensive courses in its J-Term (typically January 2 to January 22). The candidate could take or audit a J-Term course. The candidate and congregation would have to negotiate the time that the candidate could devote to enrichment studies and determine how tuition and books will be paid.

d. **Oversight.**

CALC and our congregations are called to work together to train and discipline an ordained clergy. A pastor trained by and who has served in another denomination must receive training and achieve outcomes as set forth above. It is incumbent upon CALC to ensure that the training is completed and the goals have been achieved.

CALC BOE's Participation.

CALC's Board of Elders (BOE) or the Elders' duly appointed Pastoral Review Panel (PRP) may provide an assessment to the calling congregation as to the candidate's progress in developing a Lutheran identity and his/her practice of ministry according to the Lutheran tradition. The BOE or PRP will: (1) listen to or read the candidate's sermons from time-to-time; and (2) have conversations with the candidate (typically by SKYPE, Adobe Connect or teleconference). The first conversation will take place after the completion of the candidate's first course and will occur after the candidate's completion of every course thereafter. Either one or two members of the calling congregation (specifically appointed by the calling congregations Congregational Council) may participate in the conversation between the candidate and the BOE or PRP. The final evaluation by the BOE or PRP may include a recommendation that the candidate receive additional education and/or supervision.

If the candidate or the congregation do not fulfill their obligations under the Letter of Call, or the BOE's or PRP's recommendations, CALC will send a letter requesting compliance. If steps are not taken to remedy the breach within 60 days of receiving notice, CALC acting through the National Council may remove the calling congregation from CALC's roster congregations and/or the pastor from CALC's roster of pastors. Said removal may be appealed to CALC in accordance with the process laid out in CALC's constitution and bylaws.