



## Four Basic Principles for ELCA Leaders...

**We are Church...** The ELCA is a church centered around worship of the Triune God (Father, Son, and Holy Spirit) which proclaims the good news of Jesus Christ through Word and Sacrament and through Word and Service.

**We are Lutheran...** Lutherans proclaim the good news of Jesus Christ through a focus on God's grace received through faith along with discipleship that is a lived response to grace.

**We are Church together...** The ELCA recognizes the interdependence of all expressions of the church – congregations, synods, and the churchwide organization, seminaries, social ministry agencies, campus ministries, church camps and conference centers, and other affiliated agencies. This church also values the ecumenical interdependence we share with our full communion partners both locally and globally.

**We are Church for the sake of the world...** As baptized people of God, we believe we are freed in Christ to love and serve our neighbor. A rostered leader participates in partnerships for justice and peace locally and globally.

## Helpful information for Candidates...

Candidacy documents and forms may be downloaded or reviewed at [www.elca.org/Resources/Candidacy](http://www.elca.org/Resources/Candidacy)

- ***Vision and Expectations*** (for all seeking to serve as ***Ministers of Word and Service*** as Deacons or ***Ministers of Word and Sacrament*** as Pastors) Use the *elca.org* search engine to locate these documents
- ***Called by God – Responding with a Life of Service*** Use the *elca.org* search engine to locate this document
- The most current **Candidacy Manual** and other helpful Candidacy forms may be found at [www.elca.org/Resources/Candidacy](http://www.elca.org/Resources/Candidacy)



Revised 03/30/2020



"Holy Trinity Icon" by Andrei Rublev

***Feeling Called to Become a Pastor or Deacon in the Evangelical Lutheran Church in America?***

**Candidacy in Region 2  
Word and Sacrament  
Word and Service**

## Candidacy – How to Begin...

Considering a rostered role in the Evangelical Lutheran Church in America? Thinking about Seminary? Then your Candidacy process begins right now, **BEFORE** starting Seminary! *Contact the Candidacy Committee in your Synod at one of the offices below.*

### Candidacy in Region 2... *The Candidacy process typically begins in the Synod in which your home church resides.*

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#### Coordinator for Missional Leadership for Region 1 & 2

The Rev Mark J. Nelson  
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## Candidacy is a Process...

The Candidacy Committee makes the final determination, using churchwide standards, regarding a Candidate's readiness for rostered ministry in the ELCA. It makes individual decisions at three different times during the Candidacy process: *Entrance, Endorsement and Approval*. Those who are affirmed at all three stages are then ready to serve as a **Minister of Word and Sacrament** as a Pastor or **Minister of Word and Service** as a Deacon.

### Candidacy in Four Parts...

**1 - Pre-Entrance** – Contact Synod staff assigned to Candidacy before entry to Seminary, complete Application to Candidacy in the ELCA, the Entrance Essay and participate in an Initial Interview. Further discernment can be done with a trained Candidacy discernment mentor.

**2 - Entrance** – Submit application fee, complete background check, psychological evaluation, other needed documents and meet for an Entrance Interview with the Candidacy Committee prior to Seminary.

**Following the Approved Entrance** – Meet the Coordinator for Missional Leadership for Region 2, the Synod's Candidacy contact and the Seminary's contact for completion of the Candidate Accompaniment Plan. This plan is a written commitment of the Candidacy and Seminary process with clarification for the Candidate and all partners.

**3 - Endorsement** – Complete year one of Seminary, submit Clinical Pastoral Education (CPE) or Field Experience reports, Endorsement Essay, official transcripts, and meet for Endorsement Interview.

**4 - Approval** – Complete and submit internship evaluations, official transcripts, Candidacy forms, Approval Essay and meet for Approval Interview. Provide a sermon script and YouTube link to that sermon (for some Synods).

**Assignment Process – Following Approval,** complete and submit Assignment documents for February or September (*for deadlines see <http://www.elca.org/Our-Work/Leadership/Vocation-Become-a-Leader/Assignment-Process>*).

## Candidacy Reading for Discernment

Au, Wilkie and Cannon Au, Noreen, *The Grateful Heart: Living the Christian Message*. New York: Paulist Press, 2011.

Dyckman, Katherine Marie, S.N.J.M. and L. Patrick Carroll, S.J. *Inviting the Mystic Supporting the Prophet: An Introduction to Spiritual Direction*, New York: Paulist Press, 1981. (Chapters on faith and decision-making.)

*The ELCA website* ([elca.org](http://elca.org)) is a source of important information on the wider church.

Linn, Dennis, Sheila Fabricant Linn and Matthew Linn, S.J. *Don't Forgive Too Soon: Extending the Two Hands that Heal*. New York: Paulist Press, 1997.

Linn, Dennis, Sheila Fabricant Linn and Matthew Linn, S.J. *Healing the Purpose of Your Life*. New York: Paulist Press, 1999.

Linn, Dennis, Sheila Fabricant Linn and Matthew Linn, S.J. *Sleeping with Bread: Holding What Gives You Life*. New York: Paulist Press, 1995.

*Luther's Small Catechism*, Augsburg Fortress: Minneapolis, MN, 1996.

Nouwen, Henri J. M., *The Return of the Prodigal Son: A Story of Homecoming*. New York: Doubleday, 1992.