



Evangelical Lutheran Church in America

Vocation & Education

Synod Report on First Call Theological Education 2007 - 2008 Program Report

Respondent

Synod

First Call Data

1. Type of FCTE Regional Multi-synodical Synod

2. Type of colleague / mentoring program. (Check all that apply)

Synod sponsored peer group

Ecumenical group

Mentor or coach

Other

3. Does your synod have a budget line for FCTE?

Yes

No

Not sure

Other

4. What financial support is given to Colleague/Mentoring leaders? Check all that apply.

Training and consultation

Travel expenses

Stipends

Other

5. Approximately what percentage of the cost for FCTE events is covered by participants?

95 - 100 %

70 - 90 %

50 - 60 %

20 - 40 %

0 - 10 %

6. Approximately what percentage of the cost for FCTE events is covered by your synod?

95 - 100 %

70 - 90 %

40 - 60 %

10 - 30 %

0 - 5 %

7.

How many first call pastors are in the:

First Year Class	Second Year Class	Third Year Class
179 M = 5.4	132 M = 4.0	142 M = 4.3

8.

What is the total number of first call:

Associates in Ministry	Diaconal Ministers	Deaconesses
35 M = 1.1	22 M = .7	3 M = .09

Do you involve all classes of rostered first call people at your events? Yes No

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10. Approximately what percentage of people participate fully in FCTE from your synod first call group?

22 % 100 % 48 % 90 - 99 % 22 % 80 - 89 % 4 % 70 - 79 % 4 % 60 - 69 %

11. From previous reports we know that most synods do not track a yearly 25 hours of electives, an FCTE requirement. Do you think that synods should find a way to do this?

21 % Yes 25 % No 17 % Not sure 37 % No answer

Should be tracked for all pastors for accountability; Synod staff receive reports or have discussions with them; Regional FCTE retreats satisfy these elective hours; Don't track this, just encourage them; Yearly conversation with FC leaders about yearly goals; Budget tight and staffing is short

Congregations

12. Please describe the particular criteria you use in determining what is an appropriate first call congregation.

- | | |
|-------------------------------------|---------------------------------|
| 1. Health & history of congregation | 6. Manageable size and ministry |
| 2. Financially stable | 7. Candidate considerations |
| 3. Can be a teaching partner | 8. Whether mission-oriented |
| 4. Good match criteria used | |
| 5. Open to change / flexible | |

13. Does the synod work with congregations considering a call to a first call person?

64 % Yes 20 % No 16 % Not sure

Yes - Some congregations are open to considering this

We do the same thing with all call processes

Synod rep talks to call committee /councils about what it means to call a seminarian - more responsibilities for congregation

Not sure - We try to be selective

14. Over the past years, have you seen or heard about positive impacts of FCTE on congregations where first call leaders serve?

57 % Yes 18 % No 25 % Not sure

Synods point to positive feedback on FCTE and colleague groups but haven't sought congregational feedback. Many assume the sharing of wisdom in colleague groups and ideas/skills learned in FCTE programs translate to positive congregational impacts. A few synods are finding ways to engage congregations in discussions about the impact of FCTE. "I wonder whether part of FCTE should involve the congregation in addition to the pastor."

(Metropolitan Washington D.C. Synod)

SWPA has feedback from congregations expressing gratitude for pastors receiving support from colleague groups. They bring a new and fresh sense of church in the world.

Challenges

15. From your recent experiences with first call candidates, how might they be better equipped?

Name specific skills, perspectives, attitudes or knowledge.

1. Leadership skills - dealing with change; moving toward mission; having realistic expectations
2. Administrative and business skills
3. Stewardship - personal and corporate
4. Spiritual, emotional health & support; seek supportive colleagues; become self-aware
5. Ministry skills - teaching, preaching, premarital counseling, public church, evangelism
6. Openness to learning from congregation; loving the people; letting go of "knowing everything"
7. Lack of internship sites in contexts prevalent in First Call
8. Where to look for community-based help; e.g.- reporting abuse cases
9. Relationship to larger church

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16. What challenges and opportunities have you experienced in integrating lay rostered leaders into your synod's or region's First Call program?

<u>CHALLENGES</u>	<u>OPPORTUNITIES</u>
Too few / none of them	Positive impact of their presence in FCTE
Meeting specialized needs	Changing / translating language
Finding mentors or peers	Having topics at events appropriate to all
Agencies that don't recognize FCTE	Giving option of equivalent opportunities to them
Pastoral issues dominate at events	

17. In your synod/region, are lay rostered leaders encouraged to attend "supplementary" events (e.g., deaconess gatherings, diaconal minister gatherings, other synodical/regional gatherings) to fulfill their FCTE requirements?

76 % Yes 12 % No 12 % Don't know

Please explain the above response.

Most synods report that they encourage lay rostered leaders to attend such supplementary events and to: (1) find a support community, (2) be involved fully in synod events, meetings, (3) attend the FCTE retreats and events.

Emerging Needs

18. In past surveys, synods/regions listed the following needs emerging in FCTE. Check all that are relevant to your synod.

- 5** 9 Challenges in identifying, training and supporting colleague group leaders
- 3** 13 Helping newly rostered spouse find a satisfactory role in FCTE
- 5 Requests from new leaders for individual education plans
- 5 Need for closer coordination across synod staff (Candidacy, Leadership, FCTE)
- 8 Sensitivity to cultural and ethnic diversity
- 4** 10 Challenge of equalizing travel costs for participants
- 2** 15 Affordability of the program for pastors in smaller congregations
- 4** 10 Declining support from synod budgets
- 12 Organizing and supporting colleague groups
- 4 Use of ecumenical colleague groups
- 2 First call leaders who want to use FCTE funds for other continuing education
- 7 Need for better orientation program for newly called leaders
- 1** 20 Need for better orientation and training for congregations calling first call leaders.
- 8 Moving toward a coaching model vs. mentoring model
- 8 Desire to integrate "graduated" first call leaders in coordinating and planning FCTE in the synod
- 4** 10 Need to develop mentor/electronic support processes, especially in outlying, rural parts of syno