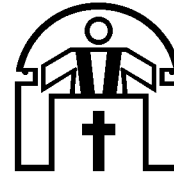


From the CALL COMMITTEE

Tammy Miller, Chair



Dear Members of Salem,

I'm sure that all of you are very interested and concerned as to what is transpiring in the calling of a new pastor. Our Call Committee, which consists of Audrey Bahr, Kristofer Coffman, TJ Denton, Tammy Miller, Regina Reed, Dave Siebels, Les Simons and Cheryl Speer, has started meeting again.

We have guidelines and definite steps to be followed under the direction of the Bishop and his staff. The committee's first assignment is to complete a Congregational Profile. This document will be used by the committee, our Bishop and staff, and prospective candidates (pastors available for call who are to be suggested to us by the Bishop). We have begun our work on the Profile. To assist in completing the Profile, we need your participation at a **Congregational PROFILE WORKSHOP scheduled for APRIL 15 at 12:30 pm** (following the second service) in the Fellowship Hall. This will give every member an opportunity to offer your needed and valued input. It will be conducted by Agnes McClain from the Synod office.

This Profile is a very important tool in the call process. It will be used by the Bishop to match candidate's skills to the needs of our congregation and also will aid the candidate pastors in deciding if they are interested in serving this congregation. The committee will study the information about the candidates, listen to sermon tapes, and schedule and conduct interviews. We will determine compensation, benefits and related details to be recommended as part of the nomination of the final candidate. When a final decision is made, the Call Committee will provide you with descriptive information regarding the recommended candidate. You will then have the option to choose or reject this candidate. At least two-thirds of the members present and voting at a meeting properly called for that purpose must vote for the candidate before the call can be issued.

We hope that we will come up with a good match on our first letter of call. If not, we will go back and start again with another candidate. It is the aim of the committee to keep you informed of the progress. We will not be secretive about our sessions, but we need to explain that we cannot hold open sessions because of the need to keep confidentiality.

We invite you to share your concerns and wishes with any member of the Call Committee. We realize that we will not be able to please everyone equally, but we will do our best to recommend to you a pastor well qualified to be a spiritual leader of our congregation. If there is a pastor you desire to nominate, please notify me so the Bishop's office can follow appropriate procedures.

I look forward to serving on this committee. It is a group of focused and committed people who will work together and find the best pastor for our congregation.