



First Call Theological Education Covenant

Transitioning new leaders to ministry

First Call Theological Education (FCTE) gives attention to the transition from seminary to first call in public ministry. The ELCA is committed to providing a three-year structured program of theological education and involvement in colleague groups, all designed to assist newly called leaders in the transition to public ministry as rostered ministers in the ELCA. FCTE programs are designed, offered, supervised and evaluated by synods, following churchwide standards. FCTE events are required as part of your transition into ministry.

How do congregations support FCTE?

The congregation expresses its commitment to supporting its newly rostered leader in the following ways:

- Providing time for the first call leader to participate in all components of the program.
- The congregation's Staff Support Committee, Mutual Ministry Committee, or other designated group works with the newly rostered leader and synodical representative in developing a Learning Covenant for FCTE which assures that the congregation's ministry goals are kept in mind when selecting continuing education offerings. This group can also provide periodic review of progress toward the goals of the covenant.

Expectations of Participants

Every ELCA program of FCTE will include four components. Each participant will be expected to complete:

- Core program of 25 contact hours (one "contact hour" equals 50 minutes of educational activity to meet the goals of the program).
- Electives directed toward specific needs and interests totaling 25 contact hours.
- Mentoring and/or colleague groups for peer support and guidance.
- Structured reading which supports and extends the other educational components and overall goals of the program.

In addition, during your first three years in ministry you are required to attend the following:

- Attend core events sponsored by their synod or region. *Due to Covid-19, these events will be held virtually through 2020. Plans have not been verified for 2021 yet.
January Virtual TBA – Rostered Minister Gathering (Normally 3 day/2 nights)
February TBA Newly Ordained Retreat with Congregational Lay Leaders, Findlay, OH, afternoon/evening event.
April TBA Regional 6 First Call Retreat, Pokagon, IN (Normally 3 day/2 nights)
June 12-13, 2020 – Synod Assembly, BGSU

- Participate in a colleague group on a regular basis for three years. Bishop Daniel and Pastor Will Haggis will be the colleague mentors.
- Work with congregational committee (Mutual Ministry Committee, Parish Support Committee, etc.) to develop a "learning covenant" and select continuing education electives. These should benefit the congregation's ministry goals as well as one's own professional development goals.
- Commit to share with the congregation your learnings from FCTE.
- Set aside some personal continuing education funds.

Fulfilling Candidacy Approval Recommendations for First Call Theological Education

Please review the Recommendations from your Candidacy Approval Form.

I have discussed this Covenant with the Congregational Council and Members of the Mutual Ministry Committee.

First Call Pastor Signature

Council President Signature

Mutual Ministry Chair Signature

Representative from the Northwestern Ohio Synod Signature

Please make sure all parties have a copy of the Covenant and send a copy to Jennifer at Synod Office. Thank you.