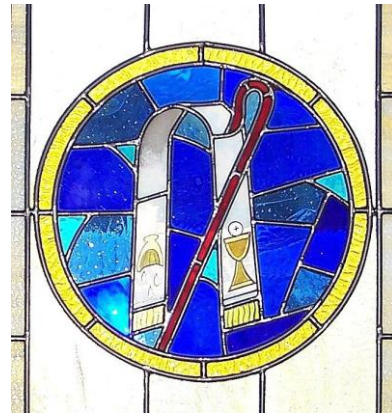




Presbytery of New Covenant
 Growing congregations that passionately
 engage their community to make disciples

TRANSITIONAL PASTORAL RELATIONSHIPS WITH CHURCHES



A description of pastoral relationships within the
 Presbyterian Church (USA) with possible
 considerations.

2013



Presbytery of New Covenant

1110 Lovett Blvd.

Houston, TX

77006 USA

Phone: 713-526-2585

Fax: 713-526-8814

E-mail:

to sdarden@pbyofnewcovenant.org

In the Presbyterian Church (USA), there are two kinds of pastoral relationships: permanent, and temporary. There is also the provision for Commissioned Ruling Elders.

This brochure is an attempt to indicate the differences between pastoral relationships when a church transitions from permanent to temporary or from one temporary form to another.



Who Can Become What?

A presbytery may determine that its mission strategy permits a teaching elder currently called as an Associate Pastor to be eligible to serve as the next installed pastor or co-pastor, or a teaching elder employed in a temporary pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor. Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of the presbytery present and voting.

G-2.0504c

In exceptional circumstances, an Associate Pastor *may* become the next installed Pastor of a church in which he/she has served as Associate Pastor *only* with the approval of COM and 75% of the presbytery.

In exceptional circumstances, Temporary Pastors (Interim, Interim Associate and Stated Supply) *may* become the next installed Pastor of a church in which she/he has served *only* with the approval of COM and 75% of the presbytery.

Designated Pastor *may* become the “permanent” installed Pastor of a congregation.

Other Types of Pastoral Leadership

Student Supply

A student may serve as Temporary Supply when invited by Session, approved by Committee on Preparation for Ministry and COM .

Pulpit Supply

Invited by the session of a church to preach on occasional basis, with no other responsibilities.

Commissioned Ruling Elder (Book of Order, G- 2.1001)

A Ruling Elder of the Presbyterian Church (U.S.A.), who is granted a local commission by the presbytery to lead worship and preach the gospel, watch over the people, and provide for their nurture and service. The commission is valid in one or more congregations, new church development, or other validated ministries of the presbytery. The Ruling Elder receives training approved by the presbytery, and is mentored by a minister-member of presbytery. The commission shall be valid for a period up to three years as determined by the presbytery, and may be renewed, by recommendation of COM and vote of presbytery.

	Permanent	Designated	Interim	Temporary Supply
Description	<p>Pastor, Associate Pastor Elected by congregation and the relationship established by presbytery. Call has to be approved by presbytery and can only be changed by presbytery. Associate Pastor may be called to succeed the pastor with approval of COM and 75% of the presbytery</p> <p>Co-Pastor Two ministers called and installed with equal responsibility for pastoral ministry of one congregation.</p>	<p>Pastor, Co-Pastor, Associate Pastor Approved by COM and presbytery to serve a term of service by vote of the congregation. Nominated by PNC (which can be the Session; if so, elected by the congregation) from among those candidates designated by presbytery's COM. Six months before the end of the term a Designated Pastor may become the permanent pastor by vote of the congregation.</p>	<p>Interim Pastor or Interim Associate Pastor Invited by the Session to fulfill pastoral duties for a period not to exceed 12 months at a time while the church seeks a pastor. In extraordinary circumstances, may be the next installed pastor, co-pastor, or associate pastor of a church served with approval of COM and 75% of the presbytery. Interim covenant may be renewed.</p>	<p>Pastor, Associate Pastor Minister, candidate, or elder secured by the Session when there is no pastor. (See "Student Supply" to left) May be called to be installed pastor or associate pastor of a church served as temporary supply, if approved by COM and a 75% vote of presbytery.</p>
Advantages	<ul style="list-style-type: none"> Installed, moderates, and is a member of the session. Pastor and congregation are committed to a relatively permanent relationship PNC can consider any pastor or candidate across the nation and/or around the world 	<ul style="list-style-type: none"> Installed, moderates, and is a member of the session. may be converted into a continuing called and installed relationship may speed up the process to a permanent pastorate. 	<ul style="list-style-type: none"> Interim leadership with specialized training and experience Intentional focus on accomplishment of interim tasks and taking advantage of transitional opportunities Congregation is more likely to learn from the past and call a pastor that fits congregational culture Continuity of leadership and the option for maintenance or transformational growth Called by Session 	<ul style="list-style-type: none"> Pulpit supply may offer variety in worship Session takes more responsibility for the ongoing life of the congregation Can be less expensive Potential increased awareness of communal and congregational leadership resources
Limitations	<ul style="list-style-type: none"> Call process may take up to two years or longer If congregation is facing transformation or possible dissolution in the near future a change in pastoral relationship may be more difficult. 	<ul style="list-style-type: none"> Those eligible to be considered by a congregation are limited to a list of persons approved and commended to them by the presbytery through its COM. The congregation relinquishes its control over the process. 	<ul style="list-style-type: none"> May need additional resources depending on skills, training, and interests of available interim pastors (i.e. Mission study, PNC support, organizational and leadership development, etc.) Time required to get interim leadership in place and added management and cost of ending of interim contract 	<ul style="list-style-type: none"> Possible loss of continuity Transition tasks may not be completed and as a result the interim opportunities are lost Maintaining status quo is more likely Getting quality worship leadership and readily available pastoral services can be difficult
Costs	<ul style="list-style-type: none"> As negotiated. Minimum terms of call or greater. Moving costs. 	<ul style="list-style-type: none"> As negotiated. Generally, the same terms of call as a permanent position. Moving costs. 	<ul style="list-style-type: none"> Negotiable – minimum terms of call or greater COM requires a 60-day transition agreement that includes full salary and benefits for departing interim pastor Moving costs (for regional and national interim pastors) 	<ul style="list-style-type: none"> Negotiable COM recommends \$150 per week plus mileage for pulpit supply (\$250 for two services) Other services can be specified and are negotiated with temporary supply pastor