

Definitions of Pastoral Relationships – Presbytery of Carlisle

(Presented by the Commission on Ministry to the Presbytery for action 5/28/2019)

Words to be deleted are marked with ~~strikeout~~ Proposed revisions are in *Red Italics*

PURPOSE: Under the present Book of Order, presbyteries have the opportunity to give definition and specific descriptions to the teaching elders within their bounds. To that end, the Commission on Ministry of the Presbytery of Carlisle sets forth these definitions of pastoral relationships between teaching elders and congregations, along with the specifics as to how each type is characterized.

INSTALLED PASTORAL RELATIONSHIPS

- Pastor
- Co-Pastor
- Associate Pastor
- Designated Pastor

All installed pastoral relationships require three partners: the teaching elder (hereafter named pastor) being called, the congregation extending the call, and the presbytery approving the call. Generally, an installed pastoral relationship is for an indefinite term and is filled through ~~the~~ *a full and open* search process with a properly constituted Pastor Nominating Committee elected by the congregation. After the ~~Committee~~ *Commission* on Ministry approves the prospective candidate pastor, the ~~committee~~ *commission* authorizes the Session of the church to call a Congregational Meeting for the purpose of voting on the call of the pastor.

While an installed pastoral relationship is customarily for an indefinite term, there are occasions where it is advisable for a pastoral relationship to be designated for a term, the length of which is determined by action of the ~~Committee~~ *Commission* on Ministry in consultation with the congregation and specified in the call. All conditions for a full call are required in such instances—i.e. a full and open search by a duly elected pastor nominating committee, examination by and concurrence of the ~~Committee~~ *Commission* on Ministry, and an affirmative congregational vote. The only difference between such a call being for a designated period is that all parties agree to the time limitation in question. After the time limitation has been met, the Session of the church may petition the ~~Committee~~ *Commission* on Ministry for additional designated time. Or, should the congregation so desire and vote affirmatively, a pastor in a designated position may be called with ~~Committee~~ *Commission* on Ministry approval to an indefinite term as installed pastor.

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37 As a general rule, a teaching elder in a position as Associate Pastor is not eligible to become the pastor in
38 the church in which he or she is serving as Associate Pastor. (*G-2.0504a*). Any action to move an
39 Associate Pastor to become the installed pastor must be achieved as outlined in the Book of Order (G
40 2.0504 c) *and the Presbytery of Carlisle Policy on Making Exceptions in Calling a Pastor (VI-DPR-4),*
41 *Carlisle Presbytery Leadership Handbook.*

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43 **TEMPORARY PASTORAL RELATIONSHIPS**

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45 The Book of Order permits the presbytery to establish temporary pastoral relationships which do not carry
46 a formal call or installation. In general, a temporary pastoral relationship is ~~used~~ **established** when a
47 congregation is without *called and installed* pastoral leadership. ~~but for various reasons, calling a fully~~
48 ~~installed pastor is not possible.~~ Any temporary pastoral relationship shall be set forth in a Covenant of
49 Agreement between the temporary pastor and the Session of the church where the pastor will be serving.
50 The ~~Committee~~ **Commission** on Ministry shall *vote to* approve *or not approve* any temporary pastoral
51 relationship arranged by a Session. An individual in a temporary pastoral leadership relationship may be
52 a teaching elder, or a commissioned ruling elder. Since temporary pastoral leadership is arranged without
53 a duly elected PNC and without a full and open search, no formal call shall be issued and no formal
54 installation shall take place. *When the congregation is without called and installed pastoral leadership,*
55 *the Session, in consultation with the Commission on Ministry,* takes the initiative to secure someone to
56 provide temporary pastoral leadership. ~~When the congregation is without pastoral leadership.~~
57 ~~Occasionally, the Committee on Ministry may take the initiative to arrange for temporary pastoral~~
58 ~~leadership, with the involvement of the Session of the church.~~

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60 The Book of Order leaves it to presbyteries to determine the appropriate titles for these temporary pastoral
61 relationships. The Presbytery of Carlisle recognizes that there are varying circumstances when a church
62 is in need of temporary pastoral leadership and that not all temporary pastoral relationships are alike. To
63 respond to these various needs, the Presbytery has designated three temporary pastoral relationships:

- 64
- 65 ● Interim pastor (*aka- Transitional Pastor*)
 - 66 ● Temporary pastor
 - 67 ● Supply Pastor

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69 An Interim Pastor ~~has~~ *shall have had* **successfully completed** special training for the unique ministry of
70 serving churches in the midst of pastoral transition. *The Interim Pastor shall provide documentation of*

71 **such required training.** An Interim Pastor is a teaching elder hired by a session to fill specific pastoral
72 duties during a time when the church is without an installed pastor. These duties shall be outlined in a
73 Covenant of Agreement between Session and Pastor and approved by the ~~Committee~~ **Commission** on
74 Ministry. An interim pastor is the preferable option when a church needs time and leadership to bridge
75 the transition between fully installed pastors.

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77 A Temporary Pastor¹ is a teaching elder already ordained for ministry, or a commissioned ruling elder²,
78 who is placed in a temporary position defined by a Covenant of Agreement between Session and Pastor,
79 and approved by the ~~Committee~~ **Commission** on Ministry. When a ruling elder is commissioned as an
80 appointed pastor, the plan included in the Carlisle Presbytery Leadership Handbook (VI, ~~CLP CRE~~– 1, 2)
81 entitled ~~Commissioned Lay Pastor~~ **Ruling Elder Plan** for the Presbytery of Carlisle shall be followed. A
82 temporary pastor is an option when a church is in need of pastoral leadership while searching for the next
83 fully installed pastor.

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85 ¹ *The temporary pastor encompasses what had previously been referred to by one of these terms: Designated*
86 *Pastor, stated Supply Pastor, Temporary Supply Pastor, Commissioned Lay Pastor and Parish Associate. These*
87 *terms will no longer be used by the Presbytery of Carlisle.*

88 ² *As defined in the **Book of Order**, G-2.10 Commissioning Ruling Elders to Particular Pastoral Service*
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90 A Supply Pastor may be placed in a congregation to serve over a longer term than might be customary for
91 a temporary pastor. There are some congregations which, for various reasons, find themselves in need of
92 pastoral leadership for an unspecified amount of time but are unable to call a pastor to an indefinite term.
93 Among the examples are congregations that have difficulty supporting a full time called pastor but still
94 wish to continue as a congregation. The duties of the supply pastor shall be outlined in a Covenant of
95 Agreement between Session and Pastor and approved by the ~~Committee~~ **Commission** on Ministry.
96 The length of the term for any of the above people in a temporary pastor relationship may be up to twelve
97 months. The term is renewable annually, with the approval of the ~~Committee~~ **Commission** on Ministry.

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99 Within the Presbytery of Carlisle, an individual serving in any temporary pastoral relationship is not
100 eligible to become installed as Pastor or Associate Pastor in the church where he or she is serving. While
101 the Book of Order gives presbyteries the flexibility to allow such teaching elders to become installed as
102 Pastor or Associate Pastor in the church where they are serving, that exception calls for the presbytery's
103 mission strategy to permit such exceptions. Any action to move a temporary pastor to become an
104 installed pastor or Associate Pastor must be achieved as outlined in the Book of Order (G 2.0504 c) **and**
105 ***the Presbytery of Carlisle Policy on Making Exceptions in Calling a Pastor (VI-DPR-4), Carlisle***

106 *Presbytery Leadership Handbook.*

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108 *Presbytery of Carlisle Policy on Making Exceptions in Calling a Pastor*

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110 *The Book of Order states in section G-2.0504a"An Associate Pastor is ordinarily not eligible to be*
111 *the next installed Pastor of that congregation." It also states in section G-2.0504b"a minister of*
112 *Word and Sacrament employed in a temporary pastoral relationship is ordinarily not eligible to serve*
113 *as the next installed Pastor, Co-Pastor or Associate Pastor." However in G-2.0504c the Book of Order*
114 *states:*

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116 *c. Exceptions*

117 *"A presbytery may determine that its mission strategy permits a minister of Word and Sacrament*
118 *currently called as an Associate Pastor to be eligible to serve as the next installed pastor or*
119 *co-pastor, or a minister of Word and Sacrament employed in a temporary pastoral relationship to be*
120 *eligible to serve as the next installed pastor, co-pastor, or associate pastor. Presbyteries that permit this*
121 *eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery*
122 *present and voting." Below is the policy of the Presbytery of Carlisle in regard to dealing with*
123 *this allowed exception.*

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125 *The Pastor Nominating Committee or Associate Pastor Nominating Committee (PNC or*
126 *APNC), or the Session if applicable (in the case of a proposed merger or shared ministry) of a*
127 *particular congregation shall produce a written report listing their justifications and rationale*
128 *as to why this is an exceptional case. The representatives of the PNC, APNC or Session (if*
129 *applicable) shall meet with the Commission on Ministry and present their request for*
130 *exception both orally and in written form. Subsequently, the Commission on Ministry will*
131 *meet with the candidate.*

132 *The Commission on Ministry after meeting with the PNC, APNC or Session (if applicable)*
133 *and the Candidate shall refer the request for exception to presbytery at a regularly stated*
134 *meeting with a recommendation (positive, negative, or neutral) along with rationale. The PNC*
135 *APNC or Session (if applicable) shall present to Presbytery the same material presented to*

136 *COM stating the reasons why the exception should be granted. At its meeting the presbytery*
137 *will examine the Candidate and question the PNC, APNC or Session (if applicable) to*
138 *determine for itself if the change in the pastoral relationship is within the strategic interests of*
139 *the presbytery. In order for the exception to be granted, the Presbytery must vote to approve*
140 *the exception and establish the pastoral relationship by an affirmative vote of three fourths of*
141 *the members of presbytery present and voting, prior to the approval of the Call by the*
142 *congregation.*

143 **Pastor Emeritus or Pastor Emerita**

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145 When a Teaching Elder retires, and the congregation is moved by affection and gratitude to continue an
146 association in an honorary relationship, it may, at a regularly called congregational meeting, elect him or
147 her as Pastor Emeritus or Emerita, with or without honorarium, but with no pastoral authority or duty.
148 This action shall be taken only after approval by the ~~Committee~~ *Commission* on Ministry concerning the
149 wisdom of this relationship. This action may take effect immediately following a two-year period of
150 separation or at any time thereafter.

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APPENDIX A**Chart of ALL Pastoral Relationships in Presbytery of Carlisle**

PASTOR/ ASSOCIATE/ CO-PASTOR	DESIGNATED PASTOR	TEMPORARY PASTOR	INTERIM PASTOR/ INTERIM ASSOCIATE PASTOR	SUPPLY PASTOR
<i>Called/Installed</i>	<i>Called/Installed</i>	<i>Provides pastoral leadership during time when a church is seeking a permanent pastor</i>	<i>Provides pastoral leadership & helps guide church through time of transition</i>	<i>Church is not seeking an installed pastor, provides pastoral leadership</i>
PNC elected by congregation	PNC elected by congregation	Chosen by Session with Presbytery approval through COM	Chosen by Session with Presbytery approval through COM	Chosen by Session with Presbytery approval through COM
Open search process	Open search process	Search process probably limited	Search process probably limited	Search process probably limited
Called by congregation	Called by congregation for limited term; renewable	Hired by Session/ Congregation not involved	Hired by Session/ Congregation not involved	Hired by Session/ Congregation not involved

Terms of Call	Terms of Call	Terms of Call/ Covenant of Agreement outlining expected duties	Terms of Call/ Covenant of Agreement outlining expected duties	Terms of Call/ Covenant of Agreement outlining expected duties
Approved by COM	Approved by COM	Approved by COM	Approved by COM	Approved by COM
Permanent position	After completion of specified term, can be called as permanent pastor if search is open	May not be called as next installed pastor, associate pastor, or designated pastor	May not be called as next installed pastor, associate pastor or designated pastor	may not be called as next installed pastor, associate pastor or designated pastor

Original chart inspiration came from Genesee Valley Presbytery

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