

Types of Pastoral Positions in the Presbytery of Donegal



Remember When One Option Fit All??

The telephone in my kitchen
1960 ... 1965 ... 1970 ... 1975



The Last Time I Bought a Phone...

What do we need to decide to buy a Cellphone today?



What Are We Used to?

- Installed Pastor
- Interim Pastor
- Stated Supply

Changing Times Bring New Models

- Installed Pastor
- Designated Pastor
- Covenant Pastor
- Interim Pastor
- Temporary Pastor
- Student Pastor
- CRE
- Pastor from Another Denomination

Installed Pastor

- Traditional model – what we are used to
- PNC is elected, posts a MIF
- Potential Teaching Elders self-refer or are matched through Church Leadership Connection
- EP Ref Checks, and COM conversations with PNC, Session and potential candidates throughout the process
- When PNC has a final candidate, that person is scheduled with the Examination Commission(EC)

Installed Pastor

- The EC will receive Statement of Faith, Faith Journey, MIF, PIF, Terms of Call
- EC examines for membership in the presbytery and for the “fit” of the particular call
- COM and EP will also conduct any extended consultation that is needed with the candidate about the call depending upon the complexity of the call situation
- EC informs candidate of membership decision and advises candidate and PNC about fit

Installed Pastor

- The PNC informs Session there is a candidate and presents ToC to the Session
- Session calls a meeting of the congregation to elect pastor
- If the pastor is elected, plans for installation proceed and TE is introduced at next presbytery meeting
- The call is issued by (and dissolved by) the presbytery at the request of the congregation
- We are used to ordaining to installed positions

Designated Pastor

- Installed position for a contract period of 2-4 years
- Can roll over into “indefinite installed” upon vote of congregation with concurrence of COM
- Partnership with presbytery for transitional situations of various kinds. Used when there is commitment to transformation and/or when the funding model is uncertain
- DPNC, full search, MIF, PIF, EC, installation – i.e. the “whole shebang”

Interim Pastor

- Clear, defined, interim pastor contract
- May not become the next installed pastor
- Generally will come to EC, except in urgent situations
- Usually a PNC, but contract is with the session. May be a MIF/PIF or not

Covenant Pastor

- Used to be called “Stated Supply.” Then “Temporary Pastor”
- We are now calling this a Covenant Pastor
- This is a contract position between the TE and the session. COM guides. Often COM/Session conduct a congregational meeting for an advisory vote on whether to enter into the contract
- The contract is for a calendar year, with a specified “out clause” – typically 30 or 60 days on each side

Covenant Pastor

- Comes to EC. If the examination is sustained, the person begins service in the congregation. There is no installation, but there can be a covenant service
- TE is introduced to the presbytery by the EC.
- If they are not ordained, an ordination date is set.

Covenant Pastor

- Covenant Pastor situations are usually in transitional situations. Typical is when the congregation has gone from a full to part time pastorate (First, Mount Joy, Parkesburg, Bethany Lanc)
- Another scenario is when there is turmoil, and what is needed next is unclear (Central D-Town) and we want to leave many options open
- Another is in larger churches that are “building the plane while they fly it” of what staff teams they need (First, Lanc, Covenant, Westminster)
- These are flexible positions designed to be responsive to changing situations

Covenant Pastor

- We have learned how (and why) to ordain to temporary positions
- We have already conducted seven ordinations to temporary pastorates of those already serving in those positions as student pastors or other job title: Snyder, Miller, Rowles, Chudy, Gill, Nagorny

Covenant Pastor

- The EC will receive Statement of Faith, Faith Journey, and temporary pastor contract, job description, and resume/PIF of the potential TE
- For those under care in Donegal, they will be writing PIFs to practice. CLC is undergoing a complete revision, with a new PIF/MIF going online in July. But not available yet. Therefore CPM waived the PIF practice for Gill and Nagorny.

Temporary Pastor

- When a PNC is working, and someone is needed to serve as pastor without significant interim work
- COM and Session determine whether the Temp can apply for the fulltime position. Defined before they start.
- Often urgent appointments, and we will need to work on how to facilitate between EC and COM on a case by case basis

Student Pastor

- COM and CPM work with Session and Student
- COM establishes contract
- CPM approves covenant for person serving as student pastor
- Does not come to examination commission unless to be ordained to the position

Commissioned Ruling Elders

- Donegal has had such a plethora of people willing to serve part-time, that we have had only one CRE – Maria Mada, serving our Latino congregation
- We recently commissioned Nan Best as a CRE for the presbytery
- We are exploring CRE commissioning at the request of congregations for specialized service in that congregation
- We are launching our first CRE training cohort in conjunction with the Pittsburgh Online Training Program

Covenant Pastors from Other Denominations

- Pastors from Formula of Agreement Congregations follow the same protocols as PC(USA) pastors
- Covenant pastors proposed for service from other denominations are considered on a case by case basis by COM first, and then the EC for fit with Reformed theology and polity
- A PCUSA moderator is usually appointed, except for Formula of Agreement congregations

Important to Understand

- There is a collapse of available fulltime installed calls
- As significant and as sudden as the hive collapse of honeybees
- Therefore we are gaining experience and versatility in part time and temporary calls
- There are between 7-12 certified ready to receive a call people for every position posted in CLC

Temporary or Non ordained to Installed

- We need to have conversations about when, how, if we might ... or might not... move people from non-ordained positions or Covenant (temporary contract) positions to installed positions
- Will we move people to installed positions?
- What are the protocols?
- Must there be a search?
- How and when will the presbytery have input?
- How do we talk about it and decide?