

## DESIGNATED PASTORS

A designated pastoral relationship, full or part-time, is a call to a minister of the Word and Sacrament established by the presbytery for a term of not less than two nor more than four years.

When a vacancy in a pastoral position occurs, and the presbytery's Commission on Ministry determines that a designated pastor relationship should be considered, the following steps shall be taken to fill the vacancy:

- a) The COM and Salem Presbytery staff will consult with the session to explain the designated pastor relationship and the benefits of this option for both the congregation and the presbytery.
- b) The session shall call a congregational meeting for the purpose of agreeing to a designated pastoral relationship and electing a pastor nominating committee with search responsibilities limited to candidates designated by the presbytery.
- c) The COM and presbytery staff will secure agreement from selected candidates to enter into a designated pastoral relationship.
- d) The pastor nominating committee shall review and consider only the candidates designated to it by the presbytery. They shall nominate the selected candidate to be called to fill the pastoral vacancy at a meeting of the congregation.
- e) Upon approval by the congregation, the call shall be extended to the teaching elder for the agreed-upon terms of call, including a designated period of time.
- f) The presbytery organizes and conducts an installation service for the new pastor.

NOTE: From the guiding language of the *Book of Order* and the established processes of Salem Presbytery, it is clear that the term "designated" carries two separate, but related, meanings –

1) a fixed period of time in an installed pastoral call, and 2) the mechanism by which a pastornominating committee receives candidate names

### Renewing or Ending the Call

The call approved by the presbytery is renewable anytime during the last six months of the term, and cannot be changed or dissolved except by consent of the presbytery, at the request of the pastor or at the request of the church by action of the congregation when the presbytery, after consultation with the minister and the congregation finds that the church's mission under the Word imperatively demands it, or when the term specified in the call expires without action having been taken to renew the call.

The presbytery may designate and the congregation may call more than one minister to serve as designated pastor, sharing duties within the congregation as agreed upon by the session and approved by the presbytery. When there is more than one pastor, the ministers and the session shall agree on a schedule for sharing the times each will moderate.

## Moving a Designated Pastor to Pastor

If there has been an open search process conducted by the Commission on Ministry and after at least two years of the designated pastor relationship, upon the concurrence of the Commission on Ministry, the designated pastor, and the session, acting in place of the pastor nominating committee for the single purpose of calling the designated pastor as pastor, a congregational meeting may be held to call the designated pastor as pastor. The session, with the concurrence of the Commission on Ministry, may call a congregational meeting to elect a pastor nominating committee to conduct a full pastoral search or to prosecute the call to the designated pastor to become pastor. The action of the congregation shall be reported to the presbytery. If the congregational action is affirmative, the presbytery, after voting to approve the new pastoral relationship, shall install the designated pastor as pastor.