

COM Policy Change for 2013

The Year of Disciplined Experiments

Presented to presbytery as a first reading on January 29, 2013.
There will be an open space opportunity to discuss this motion.

In 2013, Committee on Ministry continues its work in fulfilling its mission strategy by:

- Journeying with congregations
- Helping our congregations further their ministry
- Living into new ways of doing and being the church
- And living into the New Form Of Government (2011-2013)

Committee on Ministry recommends that the Presbytery of San Francisco approve the eligibility for pastoral service per G-2.0504c of the Book of Order 2011-2013.

"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 presbytery present and voting."

Rationale:

The world is rapidly changing around us and so is the life of the church. As churches try to meet challenges that they face, we as the Committee on Ministry must utilize skills in active listening, discernment, asking good questions, and being flexible in supplying resources. The COM has a great responsibility in journeying with and understanding the needs of our congregations. As the needs change, we need flexibility to help discern the future pastoral needs of our congregations. The presbytery approval to use this portion of the Book of Order (2011-2013) will help the COM address those needs. *Note that the previous version of the Book of Order did not allow this but the New Form of Government gives greater flexibility.

The Committee on Ministry recommends that the Presbytery of San Francisco instruct the COM to develop and use appropriate guidelines for this work with our congregations and the PNC.

The COM will keep in mind the following guidelines for this work:

- A. With the help and guidance of our liaisons and the COM, we will help discern the Spirit already at work in our congregations as it pertains to future pastoral leadership of the church.
- B. **An associate pastor is ordinarily not eligible to be the next installed pastor of that Congregation:**

In cases where the PNC and congregation are led to consider the associate pastor for the next installed pastor, or co-pastor, the liaison works with the PNC discernment process and highlights cautions as well as benefits.

1. The PNC will continue to perform a wide search and interview process; the liaison will explain the rationale.
*In the discernment for a co-pastor model, the COM will determine if a wide search is needed for the congregation.
2. The particular church's PNC and the associate pastor meet with members of the appropriate East Bay or West Bay COM to ask for guidance and approval for moving forward in having the associate submit his or her PIF to the PNC of the particular congregation as the next installed pastor or co-pastor.

*In the discernment of a co-pastor model, the COM will meet with the pastor and the associate to confirm their discernment as well.

3. The associate pastor may submit his/her PIF **only** upon the invitation of the PNC.
4. If the associate pastor is chosen by the particular congregation as their next called pastor, or co-pastor, the position will come before the presbytery for approval by a $\frac{3}{4}$ vote.

C. A teaching elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor:

In cases where the PNC and congregation are led to consider the temporary pastor for the next installed pastor, the liaison will work with the PNC's discernment process and highlight cautions as well as benefits.

1. The PNC will continue to perform a wide search and interview process; the liaison will explain the rationale.
2. The particular church's PNC and temporary pastor meet with members of the appropriate East Bay or West Bay COM to ask for guidance and approval for moving.
3. The temporary pastor may submit his/her PIF **only** upon the invitation of the PNC.
4. If the temporary pastor is chosen by the particular congregation as their next called pastor, the position will come before the presbytery for approval by a $\frac{3}{4}$ vote.

Below is the appropriate Book of Order Citing (2011-2013)

G-2.0504 Pastoral Relationships

a. Installed Pastoral Relationships

The installed pastoral relationships are pastor, co-pastor, and associate pastor. A teaching elder may be installed in a pastoral relationship for an indefinite period or for a designated term determined by the presbytery in consultation with the congregation and specified in the call. When a congregation determines that its strategy for mission under the Word so requires, the congregation may call additional pastors. Such additional pastors shall be called co-pastors or associate pastors, and the duties of each pastor and the relationship between the pastors of the congregation shall be determined by the session with the approval of the presbytery. When a congregation has two pastors serving as co-pastors, and the relationship of one of them is dissolved, the other remains as pastor. The relationship of an associate pastor to a congregation is not dependent upon that of a pastor. **An associate pastor is ordinarily not eligible to be the next installed pastor of that congregation.**

b. Temporary Pastoral Relationships

Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a teaching elder, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. **A teaching elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor.**

c. Exceptions

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 presbytery present and voting.