

## **CHAPTER V - PASTORAL RELATIONSHIPS DEFINED**

### **Pastoral Relationships**

#### **G-14.0501 Pastors, Co-Pastors, Associate Pastors, and Assistant Pastors**

- a. Every church should have the pastoral services of a minister of the Word and Sacrament. The **pastoral relations** which may exist between a particular church and a minister of the Word and Sacrament are permanent, designated, or temporary relations. The permanent pastoral relations are those of pastor, co-pastor, associate pastor, and assistant pastor. The only designated pastoral relationships are pastor and co-pastor. The temporary relations are stated supply, organizing pastor, interim pastor, interim co-pastor, interim associate pastor, and temporary supply. Those persons serving as assistant pastors on December 31, 1985, may continue in that pastoral relation so long as the individual holding such relationship continues that relationship to the same particular church.

**Note:** See Separate Section on Commissioned Lay Pastors

### **PERMANENT PASTORAL RELATIONSHIPS**

#### **Pastor or Associate Pastor**

- b. A pastor or associate pastor shall be elected by the vote of the congregation and the relationship between them shall be established by the presbytery. The call extended to a pastor or associate pastor shall be approved by the presbytery and cannot be changed except by consent of the presbytery, at the request of the pastor or associate pastor, or at the request of the church by action of the congregation.

#### **Co-Pastors**

- c. Co-pastors are ministers who are called and installed with equal responsibility for pastoral ministry. Each shall be considered a pastor and they may share duties within the congregation as agreed upon by the session and approved by the presbytery. When a particular church has two pastors serving as co-pastors and the relationship of one of them is dissolved, the other remains as pastor of the church.

#### **Cannot Immediately Succeed the Pastor**

- f. The official relationship of an associate or assistant pastor to a church is not dependent upon that of a pastor, but an associate or assistant pastor is not eligible to succeed immediately the pastor in a church which they have served together, nor may either be called as pastor to serve as co-pastor of that church, except in churches which currently have a co-pastor model which has been in effect for at least three years and the congregation desires to continue such model. In such churches, an associate or an assistant pastor may be called as pastor to serve as co-pastor of that church with a three-fourths affirmative vote of presbytery. The call to an associate or assistant pastor shall specify the particular functions to be fulfilled. An associate or assistant pastor shall be directed in his or her work by the pastor in consultation with the session.

- GA (1994, 197, 21.085): A "co-pastor model" exists only in a church that has an installed co-pastor. There is no functional equivalent or "something closely resembling" that qualifies.

## **INSTRUCTIONS FOR USE OF THE FORM, "PASTORAL CALL"**

(See Chapter XIV, 14.0506 Form of Government)

Prior to the congregational meeting to call a pastor or associate pastor, four copies of the Call for Pastor or Associate Pastor should be completed. It should specify all and only those allowances and amounts which are undertaken as part of the Call. If the Call is for less than full-time, the precise terms of the contract should be indicated.

All four copies of the Call should be signed by those persons elected by vote of the congregation to prosecute the Call, as well as by the moderator of the congregational meeting.

All copies are sent to the Presbytery. If the Presbytery finds the Call in order, it informs the person being called. The Stated Clerk of the Calling Presbytery should transmit all copies of the Call to the Stated Clerk of the minister's/candidate's Presbytery.

The Stated Clerk of the minister's/candidate/s Presbytery should deliver the Call to the Committee on Ministry, who recommends to Presbytery what action should be taken. Upon approval, the Presbytery presents one copy of the Call to the minister/candidate, along with permission to transfer to the Calling Presbytery. The Stated Clerk makes record of the Call, and sends two copies to the Calling Presbytery.

The Stated Clerk of the Calling Presbytery sends one copy to Clerk of Session for the church's record and retains one copy for the Presbytery's record.

IF THE PERSON REJECTS THE CALL, the Stated Clerk of the minister's/candidate's presbytery shall promptly return all copies of the Call to the Stated Clerk of the church's presbytery for return to the church which issued the Call.

PRESBYTERIAN CHURCH (U.S.A.)

**Pastoral Call**

(For Pastor or Associate Pastor)

The \_\_\_\_\_ Presbyterian Church (U.S.A.)  
(Name of Church)

of \_\_\_\_\_  
(City/State)

belonging to \_\_\_\_\_ Presbytery (PIN \_\_\_\_\_)

being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interest of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

\_\_\_\_\_  
(Name)

to undertake the office of

\_\_\_\_\_

of this congregation, beginning \_\_\_\_\_, promising you in the discharge of your duty all proper support, encouragement and allegiance in the Lord.

That you may be free to devote full-time (part-time) to the ministry of the Word among us, we promise and obligate ourselves to pay you the sum of \$ \_\_\_\_\_ a year in regular monthly payments. Further, we promise to provide you the following: (Those agreed upon are to be filled in.)

Use of the Manse \_\_\_\_\_  
Housing Allowance \$ \_\_\_\_\_  
Utilities Allowance \$ \_\_\_\_\_  
Automobile Allowance \$ \_\_\_\_\_  
Expense Allowance \$ \_\_\_\_\_

Book Allowance \_\_\_\_\_  
Medical Insurance \$ \_\_\_\_\_  
Moving Costs \$ \_\_\_\_\_  
Study Leave Allowance \$ \_\_\_\_\_  
Other (specify) \$ \_\_\_\_\_

Vacation of \_\_\_\_\_  
(Time period)

Study Leave of \_\_\_\_\_  
(Time Period)

All EEO Requirements have been met \_\_\_\_\_ Yes \_\_\_\_\_ No

and we will pay regularly in advance to the board responsible for pensions a sum equal to that requisite percent of your salary which may be fixed by the General Assembly of the Presbyterian Church (U.S.A.) for participation in its pension plan during the time of your being and continuing in the pastoral relationship set forth in this call to this church. We further promise and obligate ourselves to review with you annually the adequacy of this compensation. In addition, we promise to provide:

In testimony whereof we have subscribed our names this \_\_\_\_\_ day of \_\_\_\_\_ A.D. \_\_\_\_\_

.....  
Having moderated the congregational meeting which extended a call to \_\_\_\_\_  
for ministerial services, I do certify that the call has been made in all respects according to the rules laid down in the Form of Government and that the persons who signed the foregoing call were authorized to do so by vote of the

\_\_\_\_\_ Presbyterian Church (U.S.A.)

(Signed) \_\_\_\_\_  
Moderator of the Meeting

**CERTIFICATION OF THE CALL**

**BY THE CHURCH'S PRESBYTERY**

**1. ACTION OF THE COMMITTEE ON MINISTRY**

This call has been reviewed by the Committee on Ministry. The Committee recommends that Presbytery approve (not approve) this call.

**Date of Action** \_\_\_\_\_

\_\_\_\_\_  
**Chairperson**

**2. ACTION BY THE PRESBYTERY**

This call was approved by the Presbytery of \_\_\_\_\_

**Date of Action** \_\_\_\_\_

\_\_\_\_\_  
**Stated Clerk**

**A. BY THE MINISTER'S/CANDIDATE'S PRESBYTERY**

**1. ACTION OF THE COMMITTEE ON MINISTRY**

This call has been reviewed by the Committee on Ministry. The Committee recommends that the Presbytery find it expedient (not expedient) to release \_\_\_\_\_ to accept this call.

Date of Action \_\_\_\_\_

\_\_\_\_\_  
**Chairperson**

**2. ACTION BY THE PRESBYTERY**

The Presbytery of \_\_\_\_\_ hereby finds it expedient (not expedient) to release \_\_\_\_\_ to accept this call and therefore has placed (has not placed) this call in the minister's/candidate's hands.

Date of Action \_\_\_\_\_

\_\_\_\_\_  
**Stated Clerk**

**B. ACCEPTANCE OF THE CALL**

This is to certify that I have received and accepted the call.

Date of Acceptance \_\_\_\_\_

\_\_\_\_\_  
**Signature**