

CATEGORIES OF PASTORAL LEADERSHIP IN THE PRESBYTERY OF OHIO VALLEY

A. Installed Pastors

Although it has not been the case through all the history of the Presbyterian Church, many people think of the “traditional” model as an ordained minister (teaching elder) who is a seminary graduate serving a single congregation fulltime. While this has been, and can still be for many congregations, a good model for pastoral leadership, it is not the only one.

1. Teaching elders installed for an indefinite term as pastor, fulltime

- a. Minimum compensation standard of the presbytery must be met.
- b. Pastor must be a member of the Benefits Plan of the Board of Pensions.

2. Teaching elders installed for a designated term as pastor, fulltime

- a. In certain circumstances it may be advisable for a congregation to install a pastor for a designated term of 2-4 years, with the option of continuing the relationship to an indefinite term, or dissolving the relationship at the end of the term.
- b. Minimum compensation standard of the presbytery must be met.
- c. Pastor must be a member of the Benefits Plan of the Board of Pensions

3. Teaching elders may also be installed to an indefinite term as part-time pastors or to a designated term as part-time pastors.

- a. Minimum compensation standard of the presbytery must be met.
- b. An installed pastor must be a member of the Benefits Plan of the Board of Pensions.

4. Co-Pastors

- a. Two teaching elders may share one position, or serve in two full-time positions as equal partners in leadership.
- b. Minimum compensation standard of the presbytery must be met.
- c. Pastors must be members of the Benefits Plan of the Board of Pensions.

5. Pastor and Associate Pastor or Associate Pastors

- a. A congregation may choose to call a pastor/head of staff and associate pastor(s).
- b. Minimum compensation standards of the presbytery must be met for both the pastor and the associate pastor(s).
- c. Pastors must be members of the Benefits Plan of the Board of Pensions.

B. Temporary Pastoral Relationships

There are many possibilities for temporary pastoral relationships. In every case, the session contracts with the pastoral leader for up to one year at a time. Contracts must be approved by the Committee on Ministry and may be renewed. Temporary pastoral leaders, like installed pastors, may work fulltime or part-time with a congregation. In almost all cases, minimum compensation standards must be met in their contracts. A teaching elder or ruling elder serving as pastor in a temporary pastoral relationship who works 20 hours per week or more is eligible under certain circumstances to be a member of the Benefits Plan of the Board of Pensions.

1. Transitional Pastors

- a. Transitional pastors are teaching elders who serve a congregation after an installed pastor has left and while the congregation is seeking a new installed pastor.
- b. These pastors have specialized training and experience in working with a congregation in a transition time.
- c. Minimum compensation standard of the presbytery must be met.
- d. By presbytery policy, transitional pastors are not ordinarily eligible to serve as the next installed pastor.

2. Stated Supply Pastors

- a. Stated Supply pastors are teaching elders who serve as pastoral leaders for congregation that do not have and do not intend to seek an installed pastor.
- b. Minimum compensation standard of the presbytery must be met.

3. Ecumenical Supply Pastors

- a. In certain situations the mission of the presbytery may make it appropriate for a congregation to be served by a minister of another denomination
- b. Ecumenical Supply Pastors are graduates of a seminary accredited by the Commission on Accrediting of the Association of Theological Schools. They are ordained to pastoral ministry by a denomination which is in correspondence with the General Assembly of the P.C. (U.S.A.) and are in good standing with their denomination.
- c. Minimum compensation standard of the presbytery must be met.
- d. Ecumenical Supply Pastors are not eligible to participate in the Benefits Plan of the Board of Pensions. Sessions are encouraged to provide comparable alternative benefits to them.
- e. The presbytery appoints a teaching elder as moderator of session.

4. Ruling Elders Commissioned to Particular Service

- a. A ruling elder who is a graduate of the POV Academy and has been certified by the POV Academy Committee may be commissioned to serve as pastoral leader of a congregation, providing that it is not the congregation of which he or she is a member.
- b. Because they are not seminary graduates, ruling elders commissioned to particular service receive lower compensation than teaching elders. However, minimum compensation standards are required for them.
- c. Under certain circumstances they may be members of the Benefits Plan of the Board of Pensions.

5. Extended Pulpit Supply

- a. In some cases after consultation with the COM, a session may choose to contract with a particular person to serve as the congregation's regular preacher. The costs to the congregation are considerably less than the costs associated with other options.
- b. The session, with the permission of the COM, may also contract with the preacher to provide limited pastoral care, following the fee schedule in the contract form.
- c. The pastor may or may not be authorized to administer the sacraments (as determined by the Committee on Ministry).
- d. The presbytery appoints a teaching elder as moderator of session.

6. **Student Pastor Interns**

- a. In some cases after consultation with the COM, a session may choose to contract with a Presbyterian candidate for ministry to serve as student pastor intern.
- b. The student pastor typically serves the congregation through the course of a school year and is supervised by a teaching elder who is a member of the presbytery.
- c. The intern will not be authorized to administer the sacraments
- d. Costs associated with a student pastor are lower than those associated with other options for pastoral leadership, but include a stipend and travel for the supervising pastor.

C. One or more persons serving as pastoral leader(s) for two or more congregations

The number of possibilities for pastoral leadership that is shared among congregations is limited only by the creativity and flexibility of the congregations and their pastoral leaders.

1. Congregations can form a parish of two or more congregations that are served by one pastor, or by co-pastors, or by a pastor and an associate pastor.

- a. Minimum compensation standards must be met.
- b. The pastor(s), if installed, must be a member (members) of the Benefits Plan of the Board of Pensions. Pastors who are not installed are eligible for Board of Pensions membership, provided that they are teaching elders and serve for at least twenty hours per week.
- c. Because a pastor of two congregations must travel from one to the other, each congregation must be willing and able to be flexible about the timing of worship services, session meetings, and congregational events.

2. Congregations may form a larger parish, served by one teaching elder who functions as head of staff, with other teaching elders or commissioned ruling elders or seminary students supervised by the head of staff and serving part-time or fulltime.

- a. Minimum compensation standards must be met.
- b. Installed pastors, full-time, or part-time, must be members of the Benefits Plan of the Board of Pensions.
- c. Teaching elders who are not installed are eligible for Board of Pensions membership, provided that they serve for at least twenty hours per week.
- d. Congregations must be willing and able to be flexible about the timing of worship services, session meetings, and congregational events.