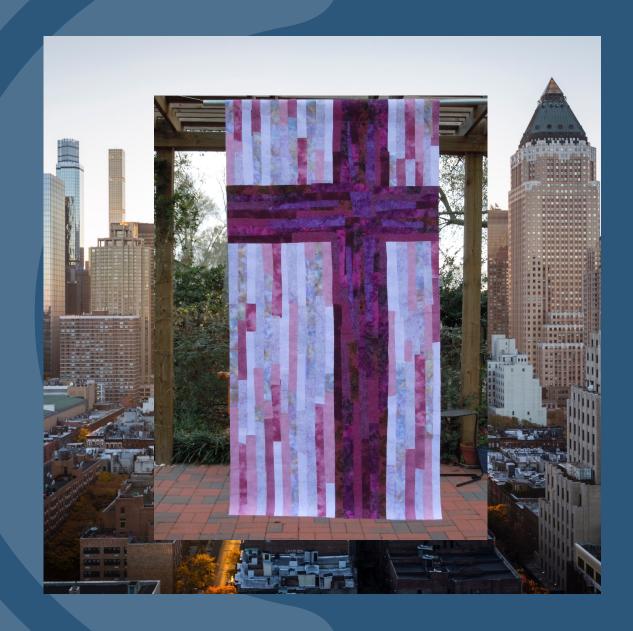# COMMITTEE ON MINISTRY TRAINING
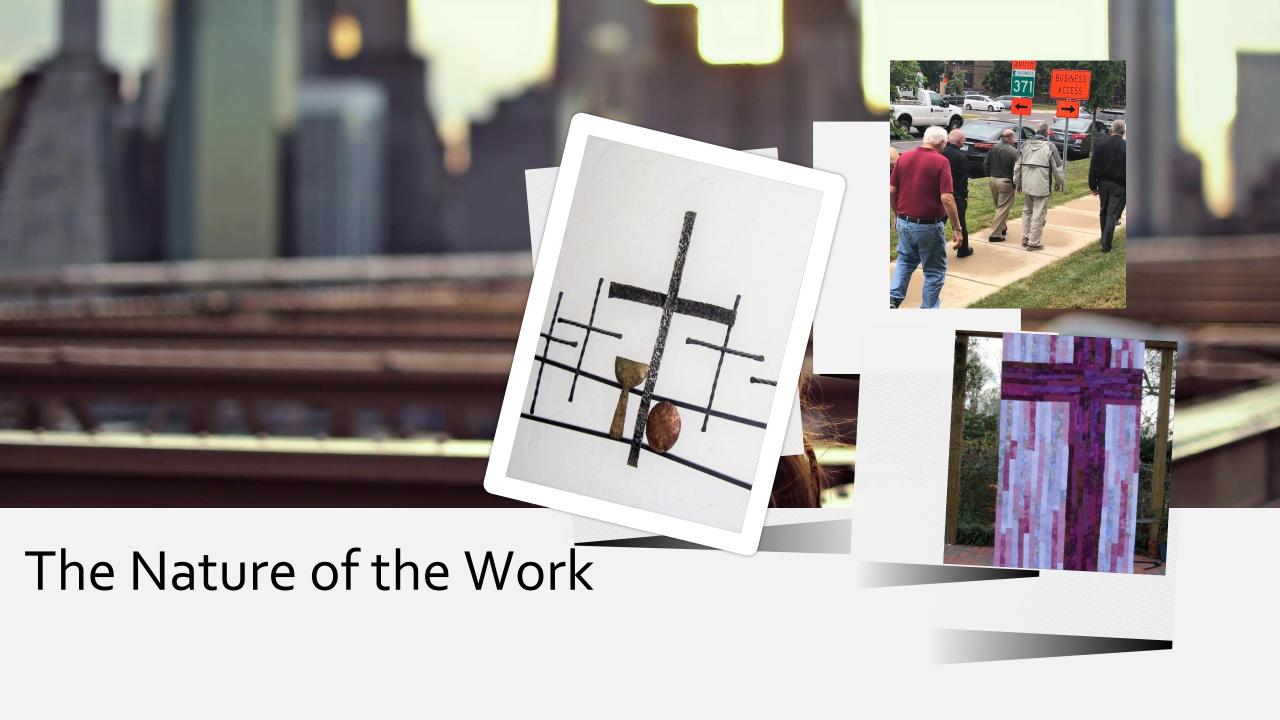
SYNOD OF THE NORTHEAST - JUNE 2021

REV. SANDAWNA GAULMAN ASHLEY, DMIN

PASTOR, COUNSELOR, AND ADVISOR

COMMITTEE ON MINISTRY – (G3.0307)

The Nature of the Work

THE NATURE OF THE WORK

One of the ways a presbytery leads and guides the witness of its congregations,...so that all congregations become communities of faith, hope, love and witness," is through its role as pastor, counselor, and advisor. (G-3.0307)

The Nature of the Work

In this role the presbytery through the COM

"Keeps the lines of communication open with its congregations and church leaders, enabling the presbytery to better understand their lives and ministries and in turn, to respond appropriately."

(Advisory Handbook)

STEWARDING RELATIONSHIPS

MINISTERS OF WORD AND SACRAMENT

❖ Provide that the word of God may be truly preached and heard.

❖ Provide that the sacraments may be rightly administered and received.

❖ Nurture the covenant community of disciples.

PASTORAL MINISTRY
❖Installed Pastors
❖Temporary Pastors
❖Commissioned Pastors
❖Ministers Of Other Denominations

COM AND PASTORS

RESPONSIBILITIES

Presbytery Members

"Each presbytery determines the ministers of the Word and Sacrament who are its members and validates the ministries in which they are to be engaged. It shall be guided in this determination by written criteria developed by the presbytery for validating ministries within its bounds."

"The presbytery shall examine each minister of the Word and Sacrament or candidate who seeks presbytery membership in it on their Christian faith and views in <u>theology</u>, <u>the Sacraments</u>, and <u>the government of this church</u>. "

(G-2.0503).

TYPE OF PASTORAL RELATIONSHIPS (G-2.0504)

- Installed (pastors, associate pastors, designated pastors, Formula of Agreement pastors)

- Temporary (12 months covenant pastors with renewable terms)

- Commission Pastors (Commissioned Ruling Elders)

- Ministers of Other Denominations

COMMISSIONED PASTORS

❖ Training and Examinations

❖ Limits of Commission - shall not exceed three years but shall be renewable.

❖ Mentors and Supervision

PASTORS AND RENOUNCED JURISDICTION (G-2.509)

- No congregation or entity under the jurisdiction of the PC(USA) shall be permitted to employ, for pay or as a volunteer, a former minister of the Word and Sacrament who has renounced jurisdiction in the midst of a disciplinary proceeding as the accused.

- Any former minister of the Word and Sacrament who has renounced jurisdiction and later wants to be restored to office can be restored only through application to the presbytery in which he or she renounced jurisdiction for restoration to office, in which case the provisions of D-10.0401d and D-12.0200 shall apply.
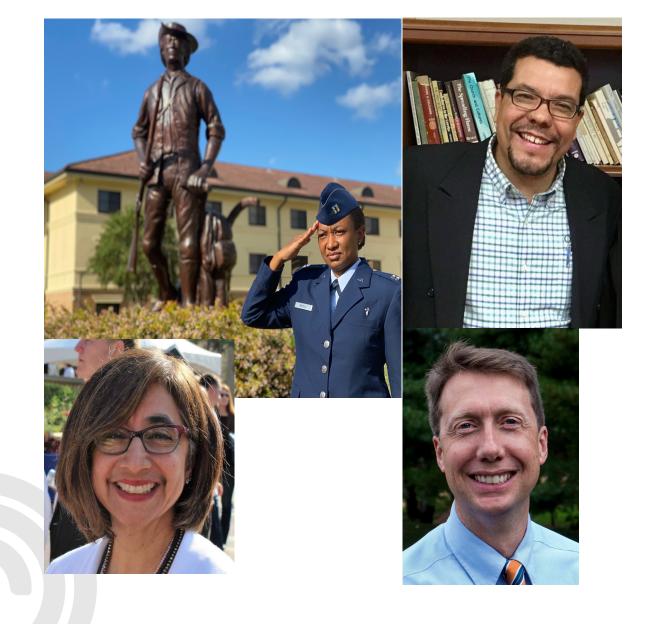
CERTIFIED CHRISTIAN EDUCATORS

- Minimum Compensation
- Voice and Vote in Presbytery Meetings

SPECIALIZED MINISTRY

- Membership in the presbytery
  - Keep connected through annual consultation
  - Establish expectation for participation in the life of the presbytery
  - Annual attendance at meetings if working outside of the bounds of the presbytery
  - Support professional development through grants and funding for Continuing Education

CONFLICT RESOLUTION

TWO COMMON CONFLICTS (G-2.0904 and G-2.0905)

- The presbytery may inquire into reported difficulties in a congregation and may dissolve the pastoral relationship if, after consultation with the minister of the Word and Sacrament, the session, and the congregation, it finds the church's mission under the Word imperatively demands it.

- Officiate by Invitation Only

After the dissolution of the pastoral relationship, former pastors and associate pastors shall not provide their pastoral services to members of their former congregations without the invitation of the moderator of session.

OTHER COMMON CONFLICTS

Values

Expectations

Miscommunication

Fit

Grief

Change

Anxiety

OVERSIGHT AND AUTHORITY
Commission or Committee

RESPONSIBILITIES

Appointing Session Moderators

Authorizing PNCs

Approving Calls

RESPONSIBILITIES

Temporary Pastoral Relationships

Pulpit Supply

Compensation and Benefits

RESPONSIBILITIES

Fitness and Suitability Interviews

Dissolving Pastoral Relationships

Exit Interviews

EEO Hiring Policies and Background Checks

Fitness and Suitability Interview
Our Philosophy:

This interview enables the Commission on Leadership to garner a sense of who our prospective pastoral leaders are and how they might conduct themselves once they are on the field. The interview is a part of the examination for presbytery membership. Although the Book of Order allows for the possibility, there is not a sense here that we are seeking to prohibit someone from entering the presbytery, only that we might be better prepared to anticipate and interact with individuals who serve in ministry.

ADVOCACY AND SUPPORT

- Emergency Grants
- Continuing Education

MANUALS AND PROCESS

- Resourcing through Communication
- Establishing Guidelines
- Interpreting Polity
- Demonstrating Flexibility
- Discernment
- Asking Powerful Questions

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SUPPORTING CONGREGATIONS IN TRANSITION

Church Leadership Connection

On Calling a Pastor

■ ■ ■

A resource for
pastor nominating committees
and mid councils,
prepared by
Church Leadership Connection
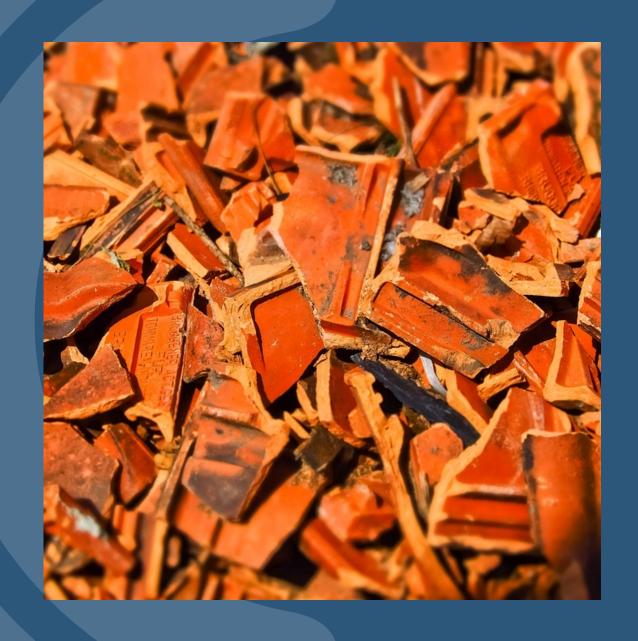*and the Office of the General Assembly*

THE CALL PROCESS

G-2.0801

Out of the Box Thinking>>>>

BEYOND BASIC FUNCTIONS

WHAT SHIFTING DYNAMICS NEED TO INFORM HOW YOUR COM WORKS?

RESOURCES
PC(USA) RESOURCES

❖ PC(USA) Resources
   On Calling A Pastor -
   CLC User Guides for Presbyteries
   CLC Instructions and User Guide for COM Moderators
❖ Living By The Gospel (BOP - http://www.pensions.org/file/our-role-and-purpose/the-connectional-church/living-by-the-gospel/Documents/pln-619.pdf