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| **SEARCH PROCESS CATEGORIES** | **Pastor/**  **CO-Pastor/**  **Associate Pastor** | **Designated Pastor/**  **Associate**  **Pastor** | **Interim Pastor/**  **CO-Pastor/**  **Interim**  **Associate Pastor** | **Stated Supply Pastor/**  **Associate**  **Pastor** | **CRE**  **Commissioned**  **Pastor** |
| Called/Installed Position | Yes | Yes | No | No | No |
| Mission Study | Required | Required | Not required | May or may not be required | Required |
| Electing at PNC | By congregation | DPNC elected by congregation | Chosen by Session  with Presbytery  approval through COM | Chosen by Session  with Presbytery  approval through COM | Chosen by Session with Presbytery approval through COM |
| Open Search\* | Yes | Limited-open search; determined by COM | May be limited or open determined by COM | probably limited\*\* | Limited\*\* |
| AA/EEO | observed in line with the Presbytery policy | observed in line with the Presbytery policy | observed in line with the Presbytery policy | observed in line with the Presbytery policy | observed in line with the Presbytery policy |
| Who Calls | congregation | congregation for limited term; renewable | Session | Session | Session |
| Approval | Presbytery | Presbytery | COM w/ report to POD – annual contract | COM w/ report to POD – annual contract | COM and Presbytery |
| Term Limits | Permanent position | 2-5 years then may become permanent if initial search was open | Annual contract normally up to 3 years. | Annual Contract renewal | Annual Contract renewal |

\*Open search defined by utilizing the Church Leadership Connection (CLC)

\*\* Limited Search is conducted by Presbytery Leader in Consultation with COM leadership