**TITLES AND TERMS OF SERVICE FOR**

**TRANSITIONAL PASTORAL RELATIONSHIPS**

**Presbytery of Detroit**

**Committee on Ministry**

**Stage 0—Process Overview**

1. Interim Pastor/Interim Co-Pastor/Interim Associate Pastor:
2. When a Session determines the needs of their church would benefit by searching for an Interim Pastor/Co-Pastor/Associate Pastor to help their church reflect on its past, discern its future and prepare for the arrival of an installed pastor, the Session shall consult the Committee on Ministry for guidance and approval.
3. If the Committee on Ministry approves, the Session shall develop a position description and salary package and present it to the Committee on Ministry for approval. If approved, the Session may begin its search for a suitable interim pastor candidate after the departure date of the installed pastor or associate has been announced.
4. The Session in consultation with the Committee on Ministry shall determine the search process for an Interim Pastor, Interim Co-Pastor or Interim Associate Pastor.
5. The Interim Pastor, Interim Co-Pastor or Interim Associate Pastor shall normally be a Minister of Word and Sacrament in the PCUSA or one of the denominations with which we have full communion.
6. The search for an Interim Pastor, Interim Co-Pastor or Interim Associate Pastor shall be open and inclusive.
7. The contract for an Interim Pastor/Associate Pastor may be for up to one year, renewable for maximum of three years total.
8. The Presbytery may terminate the contract between the Interim Pastor, Interim Co-Pastor or Interim Associate Pastor and the church upon the recommendation of the Committee on Ministry.
9. An Interim Pastor, Interim Co-Pastor or Interim Associate Pastor is not eligible to serve the church as the next permanent or designated pastor.
10. An Interim Pastor, Interim Co-Pastor or Interim Associate Pastor shall have voice but not vote at Session meetings.
11. Stated Supply Pastor:
	1. When a Session in consultation with the Committee on Ministry concludes their church will not be conducting a search for an installed pastor, they may consult with and request the Committee on Ministry appoint a Stated Supply Pastor.
	2. The Stated Supply Pastor/Associate Pastor is eligible to become the installed pastor or associate pastor with 3/4 approval of the Presbytery following a traditional PNC/APNC search by the congregation.
	3. If the Committee on Ministry concurs with the Session shall develop a position description and salary package.
	4. The Stated Supply Pastor shall be part-time and not eligible to become the installed pastor.
	5. The Presbytery may terminate the contract with the Stated Supply Pastor upon the recommendation of the Committee on Ministry.
	6. The Stated Supply Pastor shall have voice but not vote at Session meetings.

3.) Pastoral Residency:

The Committee on Ministry believes in the validity of the Resident Minister program. The intensive, purposeful nature of the program equips residents with practical skills for ministry and enriches their core vocational values so that they are ready to serve God’s people with versatility and integrity. Congregations are blessed as the resident ministers participate in ministry with them and share their gifts.

The Committee on Ministry of the Presbytery of Detroit has adopted the following guidelines for a Resident Minister program in member churches:

1. When a Session and Pastor/Head of Staff have confidence that the church is a learning community beyond the bounds of the local congregation; they may determine the church would benefit from establishing a Resident Minister program; where a newly graduating seminarian may benefit from experiencing the full range of pastoral duties and roles within the life of the congregation with intentional directed supervision by the Pastor/Head of Staff or his/her designate. The Session shall consult the Committee on Ministry for guidance and approval of the church’s Resident Minister program.
2. If the Committee on Ministry approves, the Session shall develop a position description and salary package and present it to Committee on Ministry for approval. If approved, the Session may begin its search for a suitable Resident Minister.
3. The Committee on Ministry is responsible to insure that any search process for a resident minister follows all Equal Opportunity procedures.
4. The contract for the Resident Minister is a temporary position.
5. The Resident Minister may not be called to any Pastoral Position within the contracted congregation without a full and open search conducted in consultation with Committee on Ministry.
6. The Session may terminate the contract between the Resident Minister and the church in consultation with the Committee on Ministry.
7. A Resident Minister shall have voice but not vote at Session meetings.
8. The Resident Pastor may not labor outside the bounds of the congregation where they are serving in another congregation, unless such labor (e.i. preaching, pastoral care, moderating session) is approved by the Committee on Ministry.

4). Commissioned Ruling Elder:

* 1. When a Session/church determines that it could be served by a Commissioned Ruling Elder, the Session shall consult the Committee on Ministry for guidance and approval of such a strategy.
	2. If the Committee on Ministry concurs, the Session, in consultation with the Committee on Ministry, shall develop a position description and salary package.
	3. Committee on Ministry, at its discretion, may ask the church to consult with the New Church Development/Redevelopment Team for re-evaluation of their mission design. Exceptions to the minimum compensation, with the reasons for such exceptions, will be considered only after the above consultations have been completed.
	4. A Commissioned Ruling Elder compensation package is not restricted to the Presbytery minimums of a Pastor.
	5. If the Committee on Ministry agrees, the Presbytery may authorize a ruling elder (already determined eligible by the committee on preparation for ministry i.e. an eligible certified ruling elder or ECRE) to be commissioned to limited pastoral service as assigned by the Presbytery.
	6. A ruling elder so designated may be commissioned to serve in a validated ministry of the Presbytery. Presbytery, in its commission, may authorize the ruling elder for any or all of the following:
		+ 1. to moderate the Session of the congregation to which he or she is commissioned,
			2. to administer the Sacraments,
			3. and/or to officiate at marriages at (of) the congregation where permitted by state law. This commission shall also specify the term of service, which shall not exceed three years but may be renewable.

When the commission ends so do these responsibilities and the validated ministry.

* 1. The Presbytery through its Committee on Ministry shall review the work of the Commissioned Ruling Elder, the commission, and the needs of the ministry of the church at least annually. In addition, the Commissioned Ruling Elder will be assigned an ordained Pastor in the Presbytery of Detroit who will meet regularly with the CRE and act as their supervisor.
	2. The Presbytery may terminate the contract with the Commissioned Ruling Elder upon the recommendation of the Committee on Ministry.
	3. The Commissioned Ruling Elder shall have voice but not vote at Session meetings.

5). Parish Associate:

* + - * 1. A Parish Associate is a Pastor who serves in some validated ministry other than the local parish, or is a member-at-large, or is retired, but who wishes to maintain a relationship with a particular church or churches in keeping with ordination to the ministry of the Word and Sacrament. Such persons, already qualified as continuing members of Presbytery, may serve as Parish Associates.
				2. When a Session and Pastor determine the mission of their church would be better served by having a Parish Associate who shall be responsible to the Pastor, as head of staff, on an “as needed, as available” basis and with or without remuneration, they will consult with the Committee on Ministry for guidance and approval.
				3. The contract between the Session, the Parish Associate, and the Presbytery shall terminate when the call to the installed pastor is dissolved.
				4. The Parish Associate may not be called to be the next installed Pastor or Associate Pastor of a church served as parish associate, unless at least six months have elapsed since the end of the Parish Associate relationship.
				5. The Presbytery may terminate the contract with the Parish Associate and the church upon the recommendation of the Committee on Ministry.
				6. The Parish Associate shall have voice but not vote at Session meetings

6.) Student Pastor:

The Committee on Ministry supports congregations in becoming a learning community that grow and nurture individuals as they undertake the steps necessary for ordained ministry.

The Committee on Ministry of the Presbytery of Detroit has adopted the following guidelines for a Student Pastor in member churches:

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The Committee on Ministry of the Presbytery of Detroit has adopted the following guidelines for a Student Pastor in member churches:

 When a Session and/or Pastor/Head of Staff have confidence that the church is able to affirm a commitment in teaching and learning together in faith, with a pastoral leader, they may make application to the Committee on Ministry for permission to search for a Student Pastor.

Beyond the bounds of the local congregation; COM may determine the church would benefit from exploring the possibility of hiring a Student Pastor.

A Student Pastor is someone who is actively pursuing or recently graduated from a Masters of Divinity program. The Student Pastor shall be under care as an inquirer or a candidate of a Presbytery in the Presbyterian Church (USA) or have completed a Masters Divinity program with an accredited seminary. The Committee on Ministry shall consult with the Committee on Preparation for Ministry where the individual is under care to determine whether the individual is prepared to serve in the offered position. If the individual is not under care of a presbytery and/or is not a member of a congregation in the PC(U.S.A.), the student’s local presbytery or governing body must provide a written recommendation indicating that the individual is in good standing and is prepared for the position offered.

The Student Pastor may have the opportunity to experience the full range of pastoral duties and roles with in the life of the congregation (with the exception of administering the sacraments and moderating session). The student pastor may attend session meetings and will have voice but not vote.

They shall be directly supervised by the Pastor/Head of Staff or Mentor Pastor/ Team approved by the Committee on Ministry. There shall be regular meetings with the Mentor/Pastor.

The Session shall consult with the Committee on Ministry for guidance and approval of hiring a Student Pastor prior to determining the candidate for the position.

If the Committee on Ministry approves, the Session shall develop a position description and salary package and present it to Committee on Ministry for approval. If approved, the Session may begin its search for a suitable Student Pastor.

The Committee on Ministry is responsible to ensure that the search process for a Student Pastor follows all policies of the Presbytery of Detroit for filling pastoral positions; including reference and background checks.

The Student Pastor is a temporary position with an annual contract, renewable for up to three years. The relationship may be terminated in accordance with the terms of the contract after consultation with the Committee on Ministry. The position is not subject to minimum terms of compensation for clergy.

The Presbytery through its Committee on Ministry shall review the work of the student pastor at least annually.

The Student Pastor may not be called to any Pastoral Position within the contracted congregation without a full and open search conducted in consultation with Committee on Ministry.

The Student Pastor may not labor outside the bounds of the congregation where they are serving unless such labor (i.e. preaching, pastoral care) is approved by the Committee on Ministry.