

TYPES of PASTORAL RELATIONSHIPS with CONGREGATIONS

	Installed Pastor PC(USA)	Temporary Pastor (not Transitional/Interim)	Transitional/Interim Pastor	CRE (Commissioned Ruling Elder)
Called or Covenanted Position?	Called	Covenanted	Covenanted	Covenanted
Length of employment	Normally indefinite Call may be for a specified term ¹	Annual covenant; renewable	Annual covenant; normally no more than 2 years	Annual covenant, renewable
Full Time/Part Time	Full or part time	Full or part time	Full or part time	1/4 or 3/8 time
Requirements for position	Minister of Word and Sacrament in the PC(USA) OR minister of Formula of Agreement Denomination ² United Church: minister of united denomination	Minister of Word and Sacrament in the PC(USA) OR PC(USA) candidate OR minister of Formula of Agreement Denomination ² OR minister of another denomination if approved by Presbytery for temporary membership	Minister of Word and Sacrament in the PC(USA) OR minister of Formula of Agreement Denomination ² OR minister of another denomination if approved by Presbytery for temporary membership Trained/experience in transitional ministry	Approved by Presbytery of Geneva to be a Commissioned Ruling Elder following training and commissioned to a particular church
Approved to administer sacraments	Yes	Ministers, yes, if included in covenant Candidates – no (unless as ruling elder)	Yes, if included in covenant	Yes, if included in covenant
Approved to moderate session and congregation meetings	Yes United Churches: Yes if PCUSA MW&S; depends on terms on the union for minister of united denomination	Yes if PC(USA) and included in covenant Other denominations need polity training and COM approval	Yes if PC(USA) and included in covenant Other denominations need polity training and COM approval	Yes, if included in covenant and commission
Member of Session	Yes – voice and vote (may choose not to vote)	No – voice but no vote	No – voice but no vote	No – voice but no vote
Approved to Ordain and Install Officers	Yes	Yes, if moderator	Yes, if moderator	Yes, if moderator

¹ A Designated Pastor may be called for a designated term. Special requirements apply.

² Formula of Agreement Denominations: Evangelical Lutheran Church of America, the Reformed Church of America and the United Church of America

TYPES of PASTORAL RELATIONSHIPS with CONGREGATIONS

	Installed Pastor	Temporary Pastor (not Transitional/Interim)	Transitional/Interim Pastor	CRE (Commissioned Ruling Elder)
<i>THE PROCESS OF SEARCHING FOR/FINDING EACH TYPE OF PASTORAL LEADER</i>				
Who conducts the search?	Pastor Nominating Committee (elected by congregation)	Session or search committee chosen by Session	Session or search committee chosen by Session	Session or search committee chosen by Session
Is a MIF required?	Yes	Strongly Recommended	Yes	No
How are candidates generally found?	Posting on CLC	Posting on CLC or local contacts	Posting on CLC	COM will give names of available and recommended CREs
Who approves the candidate?	Congregation	Session	Session	Session
Presbytery approval of candidate?	Yes	COM makes decision, w/report to Presbytery Non PC(USA) or Formula of Agreement must be approved for temporary membership by Presbytery	COM makes decision, w/report to Presbytery Non PC(USA) or Formula of Agreement must be approved for temporary membership by Presbytery	Approved and commissioned by Presbytery
<i>COMPENSATION AND BENEFITS</i>				
Compensation	At or above Presbytery minimums	At or above Presbytery minimums	At or above Presbytery minimums	At or above Presbytery minimums
Required Board of Pensions payment by church?	Yes for PC(USA) MW&S No – other denominations ³	Yes for PC(USA) MW&S; BOP choices based on full/part time status No for candidates No for other denominations ³	Yes for PC(USA) MW&S; BOP choices based on full/part time status No for other denominations ³	Not required
SECA offset payments required?	Yes	Recommended	Recommended	Recommended
Who approves annual compensation?	Congregation, COM	Session, COM	Session, COM	Session, COM

³ Ministers of denominations other than PC(USA) may be participants in pension/benefit programs of their own denomination, which should be included in compensation.