

Transitional Leadership Guidelines

The Session is responsible for providing regular worship and other services for the congregation during a search process. In a multiple-staffed church it is strongly discouraged to reassign head of staff responsibilities to an associate pastor.

The Session may not secure or dissolve a relationship with a temporary pastor, interim pastor or interim co-pastor without the concurrence of the Presbytery through its Committee on Ministry.

There are two types of transitional leadership available to congregations:

- (1) **Temporary Supply Pastors** are used by churches that are not in crisis and are looking for worship leadership, preaching and pastoral care during their time of transition from one installed pastor to the next.

The PNC Liaison and/or Moderator of session may contact the Executive Presbyter for the names of ministers and lay pastors who are willing to conduct worship services and provide pastoral care on a temporary basis. The EP will also supply a list of potential moderators from neighboring churches.

- (2) **Interim Ministers** are ministers with specific training for interim ministry and should be utilized by churches who want their temporary pastoral leadership to be heavily engaged with the congregation as they prepare for their next installed pastor.

Using the Call Referral Services of the PCUSA the Session does an open search. This includes preparation of a Church Information Form (CIF) that must be approved by the COM before going active.

In both options above:

- a) The session will contact one or more of the candidates in order to interview and review their PIF(s).
- b) The Temporary Supply Pastor/Interim Minister and Session will sign a covenant outlining the timeline, terms of service and compensation. The PNC liaison will be able to assist with this. A contract can be no more than twelve months unless an extension is approved by the Session and the Committee on Ministry.
- c) Once chosen the minister must be approved by the Committee on Ministry (COM).