

**PRESBYTERY OF LOS RANCHOS GUIDELINES FOR**  
**“DESIGNATED PASTORS” AND “INTERIM MINISTRIES”**

The Committee on Ministry of the Presbytery of Los Ranchos, as a result of the adoption of a revised *Form of Government*, recommends that the Presbytery adopt the following as the first in a series of guidelines that will become part of the “Manual” governing the functions set forth in the *Form of Government* regarding the relationship between the presbytery, congregations, and teaching elders.

**DESIGNATED PASTORS:**

1. A “Designated Pastoral Relationship”, full or part-time, pastor or associate pastor, is a call to a Teaching Elder to a position established by the presbytery of a term of not less than two nor more than four years. The congregation and Teaching Elder must both have agreed to be considered for a designated pastoral relationship. A congregational “Pastor Nominating Committee” shall nominate to the congregation for its consideration and vote, a Teaching Elder only from among those Teaching Elders designated to it by the presbytery through the committee responsible for pastoral relations. A Designated Pastor is installed by the presbytery and is a member of the session. An Intentional Interim may not become the Designated Pastor or Designated Associate Pastor of a congregation they have served within the past three years.
2. The call is renewable anytime after the second year for periods of not more than 12 months. The terms of call may not be changed except by consent of the presbytery. If not called as installed pastor after 3 ½ years, the relationship shall be terminated at the end of the contract then in place.
3. If there was an open search process\* in calling the Designated Pastor (#1), after at least two years, and with the concurrence of the presbytery’s delegated committee, the pastor and session, acting as the pastor nominating committee solely for the purpose of calling the designated pastor as pastor, a congregational meeting may be called to vote on that recommendation. If the congregational action is affirmative, the presbytery shall act on a request to approve the new pastoral relationship and shall install the designated pastor as Pastor or Associate Pastor.

\* i.e. “non-discriminatory”

**In Summary:**

1. COM must approve the position.
2. A congregation must vote to agree to participate in this type pastoral relationship.
3. The Designated Pastor is nominated by a Pastor Nominating Committee elected by the congregation.
4. The Pastor Nominating Committee considers ONLY those applicants designated by the committee responsible for pastoral relations. The pastors on the list must agree to be considered for a Designated Pastor position.
5. The congregation elects the Designated Pastor for a term of not less than two years nor more than four years.
6. The Designated Pastor is installed by presbytery and is moderator of the Session.

7. An Intentional Interim Pastor serving the congregation is not eligible for consideration as the Designated Pastor.
8. After at least two years of service, the Session may recommend that the Designated Pastor become the next installed pastor. Presbytery and the Congregation must concur in this recommendation. Session and Presbytery may also continue the Designated Pastor relationship up to 4 years with a clear understanding that the individual will not be called as the Installed pastor.
9. If the call is terminated before the end of four years, then the usual dissolution procedures for an Installed Pastor shall be followed. Notice of non-renewal shall be a factor in determining any financial arrangements at dissolution.

#### TEMPORARY PASTORAL RELATIONSHIPS AND INTENTIONAL INTERIMS

Recognizing that there are different roles and tasks to be undertaken in different Temporary Pastor Relationships, the Presbytery of Los Ranchos affirms the creation of the following “Temporary Pastoral Relationships” G-2.0504b.

**“Intentional Interim”.** An Intentional Interim is called by the session to serve as pastor, co-pastor, or associate pastor when the congregation is without an installed pastor. An Intentional Interim relationship may not be established or dissolved without concurrence of the presbytery. An Intentional Interim Pastor must have successfully completed Basic Interim Ministry education, offered by several interim ministry education sites of the Presbyterian Church (USA) as Week I and Week II, or begin obtaining such during their first year of service as an interim pastor. Additional training is available in specialized skills (e.g., conflict management, ‘after pastor’ training, et cetera) in this specialized field of ministry. Intentional Interims are contracted to guide the congregation in engaging in those tasks necessary to equip and enable the congregation to welcome their next installed pastor. The Intentional Interim’s contract is for up to 12 months, is renewable with approval of presbytery, and shall include provision for financial support at the conclusion of their service. **Intentional Interims may not, under any circumstances, be considered as the next installed pastor of the church they are serving.**

**Temporary Interim Pastors.** With the approval of Presbytery, Session may contract with individuals (teaching elders, candidate or commissioned ruling elder) to serve as a Temporary Interim Pastor, Temporary Interim Associate Pastor, or Temporary Interim Co-Pastor. Normally, these calls will be to a position in which there are not the “transitional issues” that require an Intentional Interim. (e.g. Associate positions or following an extended Intentional Interim, when pastor is temporarily unable to perform pastoral functions, or as a “bridge” until an Intentional Interim can be called, etc) Interim contracts are for up to one year, may be renewed with the approval of presbytery, and may or may not include provisions for support at the conclusion of their service. Following twenty four consecutive months as a temporary interim, a teaching elder may be considered for the installed pastor position, subject to the provisions of G-2.0504c.

**Supply Pastors.** Supply pastors serve congregations in which there is no active search for an installed pastor. (e.g. there is no pastor nominating committee in place, the church is not paying vacancy dues for a pastoral position, and the congregation does not anticipate calling a pastor to an installed position). Supply Pastors are appointed by presbytery in consultation with the session, and their services shall be governed by a contract of not more than 12 months at a time, renewable with the approval of the presbytery. Normally, they will serve as Moderator of

the session and congregation. If the congregation votes to create an installed position, the Supply Pastor shall be governed by the provisions of G-2.0504c.

***First Responder:*** A form of Temporary Interim. These are trained Interim Pastors who have taken advanced work to become “First Responders”. They may be used: between departure of installed pastor and arrival of contracted Intentional Interim; while a pastor is on leave—for medical, study, or other reasons; following sudden death or chronic illness of pastor. The defining nature of this position is that it shall be for 2-4 months—and may only be extended two additional months.

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