

Presbytery of Philadelphia
Categories of Pastoral Relationships

All Pastoral Relationships are established by a covenant between three partners – the presbytery, the congregation or session (for temporary relationships), and the individual seeking to serve in the pastoral role.

In general, there are **two categories of pastoral leadership** – Installed (permanent) or Supply (temporary positions)

Pastoral Categories (may be full or part-time)

Installed Pastor/Associate Pastor /Co-Pastor – After a search process, called by congregation and confirmed by COM. No term limits are placed upon these calls.

Interim Pastor – Transitional leader whose primary responsibility is to prepare the congregation for their next installed pastor.

- Hired by the Session for a one (1) year contract with approval of COM. Contract may be renewed with COM approval.

- Must ordinarily be a member or become a member of the Presbytery of Philadelphia.

- May not be a candidate for any pastoral position where he/she is serving.

Supply Pastor – (once called stated or temporary supply)

- Hired by Session for a one (1) year contract with approval of COM. Contract may be renewed with COM approval.

- Supply may be a Minister of Word and Sacrament, commissioned Elder, or “certified ready to receive a call” and under care of the Commission on Preparation for Ministry and Membership.

- The Supply Pastor is not ordinarily eligible to serve as the next installed pastor, co-pastor, or associate pastor. However, after three (3) years of effective ministry together, at the request of the session a review may be conducted by a COM team. Upon approval of COM, the session may recommend to the congregation that the Supply be elected as the next installed pastor. G- 2.0504(b)

Validated Ministry – This describes a minister engaged in a ministry outside of traditional congregational service that meets the criteria expressed in G-2.0503(a) as well as the guidelines of the Presbytery of Philadelphia. This status requires application to and approval by COM.

Member at Large - Governed by G-2.0503(b) - This is a minister member living within the bounds of the Presbytery of Philadelphia who is not currently serving in either a congregation or validated ministry.

Honorably Retired – Governed by G-2.0503(c) – This is a minister member who has served the church and has met the requirements for retirement as articulated in the Book of Order.

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Temporary Membership for a Period of Service – Governed by G- 2.0506 – ministers serving within our bounds who are members of denomination with which we are in full communion.

Parish Associate – Invited by the pastor and session of a congregation, this minister has a unique relationship with a particular congregation within our presbytery. In some cases, they provide pastoral service for a stipend (i.e. pastoral care, teaching, etc.). In all cases, it is an intentional effort at maintaining a relationship with a local congregation. This relationship shall terminate when the inviting pastor leaves. This status requires approval by COM and an annual review conducted by the pastor and session.

Requirements for Called/Installed and Contracted Positions

- Effective salary as defined in the Board of Pensions “Understanding Effective Salary” on the presbytery’s website at www.presbyphl.org
- Positions will follow the Presbytery Minimum Salary Guidelines which can be found on the presbytery’s website www.presbyphl.org
- One half (1/2) Self Employment Contribution Act (SECA)
- Proof of alternative medical insurance must be provided for all positions, regardless of the number of hours, and documentation filed with the presbytery
- BOP Benefits Plan (medical, pension, death and disability) is required for ALL position of more than 24 hours service per week.
 - o Supply Contract exceptions to this requirement must be approved on a case by case basis by COM.
 - o Calls and contracts that are less than full time will be adjusted according to the percentage of time using the calculator on the Board of Pensions website www.pensions.org
- A minimum of \$1,000.00 per year for Continuing Education for a full time position (part time prorated)
- A minimum of \$2,500.00 per year for Professional Expenses (expenses and travel with mileage vouched at current IRS rate and are fully accountable) for a full time position (part time pro-rated)
- One month vacation per year
- Two weeks continuing education per year
- Moving expenses are to be determined and negotiated by the hiring/calling body
- Commissioned Lay Pastor and Certified Christian Educator full time salaries will be equal to at least 80% of the presbytery minimums (part time pro-rated)