

CALLING A PASTOR: Checklist for COM Liaison and PNC (7/2024)
CONTACT THE CLC TEAM If you have any questions or need assistance:
clcsupport@pcusa.org or call at **502-569-8550/ (844) 984 2440 (toll-free)**

This checklist is a general reminder of key steps to accomplish (✓ and date) in the process of finding a pastor!
Throughout the entire process, **PRAY** for God to lead your next pastor to you!

Please refer to the manual, Flow Chart for Nominating, Calling, and Installing a Pastor, for complete descriptions of requirements (found on Presbytery website): <http://www.huntingdonpresbytery.com>

- Click on **Documents** on the left side bar: <http://www.huntingdonpresbytery.com/DOCUMENTS.html>
- Under **Calling a Pastor** (bottom of second column), find:
 - **Calling a Pastor – Flow Chart**
 - **Checklist** for Pastor Nominating Committee (PNC) and Committee on Ministry (COM) liaison
 - **Mission Study** (long or short form)

STEP ONE: The Pastor Announces Her/His Departure – SESSION

1. ___ COM representative(s) (chair, other) meets with Session to explain the process
 - a. ___ **Code of Conduct for Former Pastors** is shared with Session and they are asked to share with the congregation
 - b. ___ Session files a service termination with the Board of Pensions
2. ___ COM appoints a moderator to Session

STEP TWO: The Mission Study - SESSION

3. ___ Moderator leads Session in a **Mission Study**
 - a. ___ The purpose of the Mission Study is to determine the future of the church and that type of pastoral leadership is needed
 - b. ___ Consult with COM: Session may begin this with current pastor; however, COM may advise the process to be led by the moderator
 - c. ___ COM/Moderator will advise using the Long form (preferable in most cases) or the Short form
 - d. ___ The Ministry Discernment Profile (MDP) from the Church Leadership Connection (CLC) site may be helpful in completing the Mission Study:
https://www.pcusa.org/site_media/media/uploads/oga/pdf/mdp_blank_form_v.07202023.pdf
 - e. ___ Mission Study is approved by Session then sent to COM for comment and approval

STEP THREE: Pastor Nominating Committee (PNC) Formed and the Call Process Begins – Clerk & PNC

4. ___ Session asks the congregational Nominating Committee to prepare a slate of 5-7 persons willing to serve; at least ONE should be very tech savvy as all work is done online through the Church Leadership Connection (CLC) website (below)
 - a. ___ Moderator holds a congregational meeting to elect PNC and reports to COM
 - b. ___ COM liaison is appointed to the PNC
5. ___ **Clerk of session gets the PNC started on the CLC site**
 - a. ___ Clerk refers to <https://oga.pcusa.org/section/clc/clc/clc-calling-organizations-churches/>
 - b. ___ Clerk refers to **pg 3** of <https://www.pcusa.org/resource/mdp-creation-guide/> - explains the process, page 3 starts the explanation of how to set up the PNC on the CLC website. **Once the Clerk sets this up, the PNC chair takes over, sets up the "church" information and invites the rest of the PNC to their page.**
6. ___ COM liaison meets with PNC at every meeting (weekly or every other week)
 - a. ___ COM liaison reviews process with new PNC
 - b. ___ PNC chooses chairperson and secretary from within PNC (must be tech savvy!)

- c. ___ Using the Mission Study, PNC develops the Ministry Discernment Profile (MDP) from the CLC site (cut and paste):
https://www.pcusa.org/site_media/media/uploads/oga/pdf/mdp_blank_form_v.07202023.pdf
 - d. ___ Completed MDP is approved by Session then sent to COM for comment and approval
 - e. ___ PNC chairperson or secretary posts MDP to CLC site
7. ___ If there is a manse that the church intends to use as part of the Terms of Call:
- a. ___ Session and PNC conduct a manse inspection
 - b. ___ Session member does a manse inspection with COM and COPL representatives
8. ___ If there is NOT a manse and if using a housing allowance, PNC should gather information on available housing options in the area

STEP FOUR: Evaluating and Selecting Potential Candidates! - PNC

- 9. ___ PNC receives and carefully reviews PDPs of matched candidates
 - a. ___ PNC reviews online sermons, any other websites provided by the candidate
 - b. ___ PNC contacts candidate to determine current and potential interest
 - c. ___ PNC contacts references
 - 10. ___ When down to one or two candidates:
 - a. ___ PNC requests GP conduct a reference check
 - b. ___ PNC conducts reference checks
 - c. ___ PNC interviews candidates by Zoom
 - 11. ___ PNC negotiates with candidate the time and location for a neutral pulpit
- *Depending on interview results and reference checks, PNC may return to Step 9 numerous times

STEP FIVE: Final Candidate is Chosen! - PNC

- 12. ___ Candidate visits the church and area (if requested by candidate)
 - a. ___ PNC and COM liaison must interview candidate
 - b. ___ Two or more COM members (or representatives) must interview candidate (credentialing interview)
 - c. ___ PNC requests that candidate submit all Pennsylvania-required background checks and clearances
- 13. ___ Candidate and PNC negotiate Terms of Call (refer to Presbytery minimum terms)
- 14. ___ PNC negotiates with candidate the time for a candidating service
- 15. ___ PNC requests Session issue a call for congregational meeting with moderator (or approved substitute) officiating (must be given to congregation at least 10 days prior and at least 2 Sundays prior) to be held immediately after candidating service
 - d. ___ Congregation approves and accepts call (vote by ballot) AND candidate accepts the call
 - e. ___ Congregation elects two members, at least one elder to represent Session and another to represent the congregation, to testify at next presbytery meeting of the call and the date, place, and time meeting was held; Moderator will also report to Presbytery
 - f. ___ Congregation votes to dismiss PNC
 - g. ___ Clerk or Moderator immediately notifies Stated Clerk of Presbytery the results of the meeting
- 16. ___ PNC, candidate, and moderator of Presbytery together set dates for ordination/installation; all churches in presbytery are invited!
- 17. ___ Congregation is asked to PRAY daily for their new pastor!
- 18. ___ COM liaison and PNC should meet after 6 months with the pastor and to ask these questions (then COM liaison report to COM): As you became a member of this presbytery and this church community:
 - What have been surprises; i.e., what did we not tell you that we should have?
 - What could the presbytery do to help you feel more included or welcomed?
 - What were some things that the church / presbytery did well for you?