

Two Methods for Replacing the Senior Pastor

Transitional Realities

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**A new pastor will realign
staff to advance the
ministry and mission of
the church**

Regardless...

...of PCJH's decision...

there will be members and
congregants who disagree
with the determined
transitional process and may
leave

Regardless...

...of PCJH's decision...

united support through prayer,
worship, encouragement,
finance, committees, programs,
etc., will be essential to PCJH's
successful transition

The Interim Pastoral Model

The Succession Model

A.

The Interim Model

Elders search and Hire an Interim

Interim Pastor leads
the church as it
searches for a new
Senior Pastor

**Congregation
forms a Pastoral
Search Committee**

**Pastoral Search
Committee does
preparatory work**

**Pastoral Search
Committee
Receives PIF's**

**Pastoral Search
Committee filters
and interviews
candidates**

**Pastoral Search
Committee selects
and presents one
candidate**

**Congregation votes
to call the
candidate**

**The Candidate
accepts call and
transitions to PCJH**

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6. If Ben wants to apply he may have to leave PCJH for a period is required by COM.

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The Succession Model

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A healthy, vibrant church that has over 150 people in worship services may not need an Interim Minister. A succession model may be very effective in such a situation. A newly called pastor would overlap the outgoing pastor so the church does not lose its momentum. If agreed upon by the Committee on Ministry, a succession model could be utilized. (This Succession Model was not previously recommended in the PC(USA) but is now possible under the new form of government).

G.2.0504

a. Installed Pastoral Relationships

The installed pastoral relationships are pastor, co-pastor, and associate pastor. ... The relationship of an associate pastor to a congregation is not dependent upon that of a pastor (i.e., the Senior Pastor). An associate pastor is ordinarily not eligible to be the next installed pastor of that congregation.

G-2.0504 c
Exceptions

A presbytery may determine that its mission strategy permits a teaching elder Currently called as an Associate Pastor to be eligible to serve as the next installed pastor or co-pastor, or a teaching elder employed in a temporary pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor.

Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery present and voting.

PCJH requests...

...That Presbytery approves Rev. Ben Pascal as the new Senior Pastor of PCJH upon Rev. Hayden's new call; or

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...That Presbytery approves Rev. Ben Pascal as the new Senior Pastor of PCJH upon Rev. Hayden's new call; or

...Presbytery approves the position of "Co-pastor" which is shared by Revs. Hayden and Pascal until Rev. Hayden receives a new call.

Presbytery votes

on PCJH's request after consultation with
the Presbytery of Wyoming's
Committee on Ministry

A three-fourths vote is required for
approval

If the request of
PCJH's is denied
an Interim process
begins

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2. If there is healing that needs to be done (unspoken conflicts that need to be resolved) it could be avoided or denied
3. The expectation that church will continue as usual and not make needed changes

Down-side

1. What if Ben doesn't work? He would become the 'unintentional interim' pastor
2. If there is healing that needs to be done (unspoken conflicts that need to be resolved) it could be avoided or denied
3. Continuing church as usual...not making needed changes
4. Since this is a new model of transition in PC (USA) (2011) there is little history to predict the outcome

Other Down-sides

**Which option would
be the best for PCJH
to pursue?**