

**Policy #4 – Designated Pastor**  
**Committee on Ministry – Presbytery of Tampa Bay**

1. The Designated Pastor (DP) is a plan wherein pastors and churches are matched by the Committee on Ministry (COM) – see G-14.0521. The DP is selected by the congregation for a term of two to four years, with the option to make it permanent at the end of the designated term. The terms of call are approved by presbytery, the same as a pastor nominated by the usual process (see Policy #2).
2. The Designated Pastor plan is ordinarily used when a church is in significant conflict or in significant economic distress and needs two to four years to address the conflict or the economic problems before a permanent pastor is called.
3. After consultation and approval of the COM, any congregation may call a DP. The Pastor Nominating Committee (PNC) and the minister will evaluate each other in a manner similar to the usual process (see Policy #2).
4. The terms of the call, including the length of time of the contract (two, three or four years) will be agreed upon at the beginning of the term with the COM.
5. An Interim Pastor will serve the church while the search for a DP is conducted (see Policy #19).

**Questions and Answers about the Designated Pastor Plan**

6. ***Does the DP plan take away a congregation's right to select a pastor?*** Not at all. The congregation still elects a Pastor Nominating Committee. The difference is the number of ministers considered by the PNC. The COM will recommend a limited number of pastors. The PNC will consider only those persons.
7. ***What if the PNC cannot decide on one of the persons recommended by the COM?*** At any time the COM can recommend, or the PNC may request, that the DP plan no longer be pursued and the usual calling procedure be used.
8. ***How does a presbytery know what ministers may be open to the DP plan?*** In limited cases the COM is aware of ministers in this presbytery who would find an immediate move to be helpful. Also, the General Assembly is able to provide PIFs of interested ministers.
9. ***What steps need to be taken?***
  - a) The COM discusses this alternative with the session and secures agreement to proceed.
  - b) A congregational meeting is called to elect a PNC and approve the DP process.
  - c) The plan is outlined to the congregation, and a PNC is elected.
  - d) The search steps in Policy #2 are followed.
10. ***What happens if the arrangement turns out to be satisfying to both the congregation and the minister?*** If, when the review is held one year prior to the end of the contract, the pastor and the session want to continue the pastoral relationship beyond the agreed upon term, the

congregation is asked to join in making a request to continue the relationship either for another specified period of time or to proceed to call the minister as the permanent installed pastor. The COM recommends that the presbytery approve this change in the terms of call.

11. ***But what if the relationship is not satisfactory?*** Normally the contract with the DP ends at the agreed upon time. One year prior to the end of the contracted time, the congregation, the minister and the COM meet and agree to discontinue the relationship at the end of the contract period. The minister will then have up to one year to secure a new call.