

Policy of Enduring Ministry

The Presbytery of West Virginia values enduring ministries and believes that shared expectations lead to long and healthy relationships. We believe that God calls ministers to work with congregations in order to help the church carry out Christ's ministries in the world. Recognizing that congregations and ministers must be open to God's call at any time, we believe that continuity in pastoral leadership is beneficial to both congregations and ministers. We believe that the Committee on Ministry plays an important role in promoting and maintaining continuity and health in pastoral relationships. To that end the Presbytery has adopted the following:

- The process of lifting up basic expectations requires the pastor, PNC, session and Committee on Ministry to engage in open and candid discussion of what each expects from the other. By bringing these expectations to light and openly discussing them, the new relationship can be built on a solid footing.
- These expectations need to be reviewed annually as part of the review of terms of call.
- We further believe that ordinarily the relationships between ministers and the congregation are likely to be the most fruitful when those relationships continue over a period of several years.
- The relationship between pastor and session should strive to fulfill with God's help, vital hopes deemed essential to the health of the church, its pastor and the relationship between them. We look forward to a long and significant ministry.

The Committee on Ministry understands this Policy of Enduring Ministry to mean:

- that the congregation or the minister will consult with the Committee on Ministry at the earliest possible opportunity if either of them have reason to believe that the relationship is not meeting their expectations;
- that the Committee on Ministry will build a pastoral relationship with the minister and maintain a pastoral relationship with the congregation in order to encourage open communication, using available opportunities for communication, including but not limited to: informal gatherings at Presbytery meetings, peer groups, consultation with the Session and minister after the first six months of the pastorate, annual ministry review, triennial visits;
- that the Committee on Ministry shall encourage and expect ministers to become involved in the work of the Presbytery.