

Covenant Regarding Validated Congregational Positions

There are reasonable times and circumstances in which congregations may seek to call a Minister of Word and Sacrament to a position that is neither installed (designated or undesignated) nor temporary (stated supply, covenant, bridge, interim, etc.). In such cases, congregations may instead develop a job description for a position, often titled “Director,” which may be held by a Minister of Word and Sacrament and then validated by the Commission on Ministry (COM).

Since that call arrangement is out of the ordinary four-way calling process between God, Minister, Congregation, and Commission on Ministry as detailed in the Book of Order, Whitewater Valley Presbytery (WVP) has created this covenant so that there is agreement, understanding, and covenant to all roles and responsibilities in this unique circumstance.

Sessions calling Ministers of Word and Sacrament to serve in validated positions in congregations covenant to:

- Pay the Minister of Word and Sacrament fairly and provide access to Board of Pensions benefits when requested.
- Understand that should there be a conflict between the congregation and the minister, COM will not engage in mediation between the Minister of Word and Sacrament and the congregation.
- Notify the COM and/or the Lead Presbyter when the contract between the Minister of Word and Sacrament and the church has been terminated and the reason for the termination.
- Report cases of known or suspected malfeasance of any form by the Minister of Word and Sacrament to the Lead Presbyter so that pastoral care may be extended, any appropriate actions can take place to allow the Minister of Word and Sacrament to remain in good standing in WVP, and future background checks between Presbyters across presbyteries can be accurate.

Ministers of Word and Sacrament serving in validated positions in congregations covenant to:

- Be active minister members of the Presbytery, serving in the councils of the church.
- Understand that should there be a conflict between the congregation and the minister, COM will not engage in mediation between the Minister of Word and Sacrament and the congregation.
- Meet annually with COM for validation of the position.

The Commission on Ministry of Whitewater Valley Presbytery covenants to:

- Annually review these positions for validation.
- Welcome, support, and serve together with minister members of the Presbytery.

CLERK: _____

MINISTER: _____

COM CHAIR: _____