

4.500 COMMITTEES OF PRESBYTERY: COMMITTEE ON MINISTRY, CLERGY

4.506 Assimilation of New Clergy Members

- A. The Presbytery of Northern Waters realizes that the first year in a new position is a critical period in his or her ministry. In order to help make this a positive experience the Presbytery expects new ministers to participate in an orientation program.
- B. All new clergy will participate in a New Clergy Orientation Program which will:
 - 1. Provide information about the Presbytery of Northern Waters;
 - 2. Provide a workshop on the Presbytery's Sexual Misconduct Policy. Clergy who have participated in a workshop on Sexual Misconduct in another Presbytery within the last year will not be required to attend this portion of the orientation. All other clergy are mandated to attend the workshop.
- C. Mentor Program
 - 1. As part of our clergy orientation, a mentor will be assigned clergy coming into the Presbytery. The mentor is not an overseer or a supervisor. The goal of the mentor is to assist the individual in interpreting the reality of his or her new situation in relationship to The Presbytery of Northern Waters. The first meeting should be within a month of the minister's arrival and subsequent conversations may be either in person or via the telephone.
 - 2. Individual with experience coming from a background other than Presbyterian:
 - a. Period of mentor relationship: One year;
 - b. Frequency of meeting: Once a month for first six months; often as necessary after that;
 - c. Purpose: To welcome, orient, and introduce; also, to discuss and facilitate adjustment to Presbyterian polity and theology.
 - 3. Individual with experience, but new to Presbytery:
 - a. Period of mentor relationship: One year;
 - b. Frequency of meeting: As desirable;
 - c. Purpose: To welcome, orient and introduce.
 - 4. Individual receiving first call of ministry:
 - a. Period of mentor relationship: One year;
 - b. Frequency of meeting: Once a month for first six months; often as necessary after that;
 - c. Purpose: To welcome, orient and introduce to Presbytery and ministry. (Suggested areas of discussion: Debrief after session or

Presbytery meeting; use case studies for discussion of difficult situations; review sermons; involvement in peer group.)

5. Student pastor:
 - a. Period of mentor relationship: Duration of service in particular church;
 - b. Frequency of meeting: Once a month for the period of service;
 - c. Purpose: To discuss the role of a Minister in relationship to session, Presbytery, administrative needs of congregation, and individual members; progress in confirming sense of call to gospel ministry; development of personal discipline to maintain own spiritual life, adjustment of family to demands of vocation; stewardship of time; relationship to Committee on Preparation for Ministry; other issues agreed upon for consideration; topics suggested by session of church served.

6. Implementation:
 - a. A New Clergy Orientation will be offered early each year by the Presbytery office;
 - b. The Committee on Ministry will assign a mentor at the time a new call is approved;
 - c. The mentor and mentee will submit a written report to the Committee on Ministry when the relationship officially ends. This report will indicate how often they met and share any concerns of which COM should be made aware.

D. Assimilation of New Clergy Members: Indebtedness Policy for Candidates Serving First Call When Presbytery of Northern Waters is Presbytery of Call.

1. A minister serving a first call following graduation from seminary, who comes with any educational indebtedness from their Masters of Divinity Degree, shall be required to show evidence of having attended a financial planning workshop such as a Fiscal Fitness workshop sponsored by the Board of Pensions, or other financial planning workshop. If the minister has not attended such a workshop, he or she shall be required to do so within twelve months of start-up, the cost of registration fee, accommodation and travel for such a workshop to be considered legitimate reimbursable expense from study leave allowance.

2. The Committee on Ministry shall encourage calling congregations to utilize further educational debt reduction as a point in negotiating salary with a prospective pastor who is a recent seminary graduate.