

## Uniting Church Regulations for the Ministry of Pastor

<p><b>2.2.2 Definition and scope of the Ministry of Pastor</b></p> <p>(a) Pastor is a specified lay ministry of the Church and means a lay person commissioned by a Presbytery, (or a Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), to minister within a Congregation, community or Church based organisation for the purpose of undertaking one or more of the following tasks:</p> <ul style="list-style-type: none"> <li>(i) teaching the beliefs and practices of the Church; and / or</li> <li>(ii) pastoral oversight of members and / or groups operating under the auspices of the Church; and / or</li> <li>(iii) leadership of worship in congregations or faith communities of the Church; and / or</li> <li>(iv) evangelism or service beyond a gathered congregation but which is exercised under the auspices of the Church.</li> </ul> <p>(b) No appointment of a person to a remunerated position, which involves the exercise of the responsibilities outlined in Regulation 2.2.2(a), shall be made without prior consultation with the Presbytery (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment).</p> <p>(c) The Presbytery shall consider designating a ministry location as appropriate for the ministry of Pastor when lay persons are making a significant contribution of their gifts to the Church by fulfilling any of the tasks set out in Regulation 2.2.2(a) in ministry locations designated as appropriate for the ministry of Pastor (See Reg. 2.6.9).</p>	<p><b>2.6.9 Designating an appointment as appropriate for the Ministry Of Pastor</b></p> <p>(a) A ministry location shall be designated as an appropriate appointment for the exercise of the ministry of Pastor for the purposes of these Regulations when</p> <ul style="list-style-type: none"> <li>(i) the position description of the role the person undertakes includes one or more of the tasks named in Regulation 2.2.2; and the Presbytery, (or Synod in the case of a Synod appointment, or Assembly in the case of an Assembly appointment) designates that the position description and ministry location are suitable for the exercise of the ministry of Pastor; or</li> <li>(ii) a lay person is appointed to fill an approved placement.</li> </ul> <p>(b) When the Presbytery, (or Synod in the case of a Synod appointment, or Assembly in the case of an Assembly appointment), has resolved to recognise a ministry location as appropriate for the exercise of the ministry of Pastor, it shall advise the faith community, congregation(s) or other appropriate body and the Placements Committee.</p> <p>(c) Before making an appointment</p> <ul style="list-style-type: none"> <li>(i) the appointing body in the case of an application made under Regulation 2.3.3(a)(i) shall obtain advice from the Presbytery that the applicant has been able to demonstrate the core competencies; and</li> <li>(ii) the Synod body in the case of applications made under Regulation 2.3.3(a)(ii) shall satisfy itself that the applicant can demonstrate the core competencies for the ministry of Pastor.</li> </ul> <p>(d) Where an applicant cannot demonstrate the core competencies the Presbytery (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), may grant permission to make the appointment subject to a three month probation period by the end of which time the person shall have demonstrated the core competencies.</p>	<p><b>2.3.3. Process for the selection of a Pastor</b></p> <p>(a) A person may make application for the ministry of Pastor by:</p> <ul style="list-style-type: none"> <li>(i) applying for a ministry appointment that is designated by the Presbytery, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), as appropriate for the exercise of the ministry of Pastor.</li> </ul> <p>(b) In considering and determining applications made under Regulation 2.3.3(a)(i) the appointing body shall have reference to:</p> <ul style="list-style-type: none"> <li>(i) confidential testimonials, supplied at the request of the appointing body, from an appropriate Minister; and the Church Council of the applicant's Congregation;</li> <li>(ii) the gifts and graces appropriate to the particular expression of the ministry of Pastor for which the person is applying;</li> <li>(iii) the applicant's spiritual maturity and sense of call;</li> <li>(iv) the applicant's capacity for exercising this ministry and perceived potential to meet the required competencies for the ministry of Pastor;</li> <li>(v) the applicant's personality and character; and</li> <li>(vi) the applicant's willingness to accept the doctrine, polity and discipline of the Church.</li> </ul>	<p><b>2.4.6 Recognition of Ministry of Pastor</b></p> <p>An applicant under Regulation 2.3.3 shall be recognised as a Pastor when:</p> <ul style="list-style-type: none"> <li>(a) the applicant is a confirmed member or member in association of the Church; and</li> <li>(b) the Presbytery (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), is satisfied that the applicant can demonstrate the core competencies (See Reg. 2.4.3); and</li> <li>(c) the applicant is appointed to a ministry location designated as appropriate for the ministry of Pastor (See Reg. 2.6.9). At the time of recognition the Presbytery (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment) shall advise the Placements Committee.</li> </ul> <p><b>2.8.2 Commissioning of a Pastor</b></p> <p>The Presbytery, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), shall be responsible for conducting a service of commissioning. The commissioning service shall be conducted on the commencement of an appointment of a Pastor and in accordance with a form authorised by the Assembly.</p> <p><b>2.9.4 Membership of a Pastor</b></p> <p>A Pastor shall be:</p> <ul style="list-style-type: none"> <li>(a) included on the roll of confirmed members, or members in-association, of a Congregation in which the Pastor is serving, or, where the appointment is other than in a Congregation, included on the roll of confirmed members, or members-in-association, of the Congregation with which the Pastor chooses to be actively involved;</li> <li>(b) a member of the Church Council of the Congregation in which the Pastor is serving, if serving in a congregational context unless the Presbytery, after consultation with the Congregation, determines otherwise;</li> <li>(c) a member of the Presbytery (See Reg. 3.3.4(c)(i)), and eligible for election as a lay member of the Synod and the Assembly.</li> </ul>
<p><b>2.9.2 Accountability of a Pastor</b></p> <p>(a) A Pastor shall be accountable to the Presbytery which has oversight of the Pastor in matters of faith and discipline and to the appointing body for the exercise of their ministry.</p> <p>(b) Pastors are subject to the Code of Ethics and Part 5 of these Regulations.</p> <p><b>Date: September 2017, reflecting the removal of Regulations 2.3.3(a)(ii) and (c) as approved by Assembly 2015 and ASC.</b></p> <p><b>Note: Regulation 2.6.9(c)(ii) still refers to the deleted 2.3.3(a)(ii).</b></p>	<p><b>2.7.4 Conditions of appointment for a Pastor</b></p> <p>(a) The Presbytery, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), shall approve the terms and conditions of appointment.</p> <p>(b) The appointment shall be subject to regular evaluation by the Presbytery, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), in consultation with the Pastor and the Congregation or other appropriate body.</p>	<p><b>2.4.3 Competency development for Ministry of Pastor</b></p> <p>(a) A Pastor shall develop the general competencies identified by the Assembly as appropriate for the particular ministry in which the Pastor is engaged.</p> <p>(b) The Presbytery, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), shall identify the general competencies yet to be developed by the Pastor and the time frame within which they shall be acquired.</p> <p>(c) The Presbytery that has oversight of the Pastor, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), shall monitor the progress of the Pastor to ensure that the relevant competencies are being developed.</p>	<p><b>2.10.2 Termination of recognition of a Pastor</b></p> <p>The recognition of a Pastor shall cease upon:</p> <ul style="list-style-type: none"> <li>(a) the acceptance by the appointing body of the Pastor's resignation from a ministry location which has been designated as appropriate for the ministry of Pastor;</li> <li>(b) the determination by the Presbytery, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment), that the general competencies identified by the Assembly as appropriate for the particular ministry in which the Pastor is engaged have not been demonstrated within the period of time determined by the Presbytery, (or the Synod in the case of a Synod appointment, or the Assembly in the case of an Assembly appointment);</li> <li>(c) the termination of the appointment of the Pastor for whatever reason; or</li> <li>(d) the determination of the Committee for Discipline pursuant to Regulation 5.7.4(r)(vi), subject to the Regulations relating to appeal.</li> </ul> <p>Where a Pastor is appointed to an approved placement the Regulations related to the termination of a placement shall not apply.</p>