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All calls to pastoral leaders in the PC(USA) involve a 3-part covenant whereby the 1) Pastor, the 2) Congregation, and 3) NWC Presbytery all participate in listening to God's will to discern who is called to serve and when their service is completed. The final approval of who can serve and when their service is concluded is NWC Presbytery, where the Pastor is a member. As such, the NWC Presbytery provides the following services from prior to departure of an existing Pastor/Associate through the onboarding of a new Pastor/Associate Pastor.

- 1) **Consultation and Coaching in Transition Planning** for an upcoming transition. Good preparation for leadership transitions generate peace and clarity for spiritual leaders and members/attendees in an unsettling time.
- 2) **Planning for and recruiting temporary pastoral leadership** for transition zones in consultation with the session/leadership team.
- 3) **Mission and Ministry Articulation.** The first step in calling effective pastoral leadership is for the congregation or ministry to clarify its own mission, focus, and needs for pastoral leadership at this time! We provide consultation and coaching to make that happen.
- 4) **Guidance in forming and selecting a Pastoral Nominating Committee (PNC)** aka "Pastor Search Team" of the congregation.
- 5) **Orientation, training and consultation with the PNC.** All PNCs are "zero-history" groups—that is no previous history performing this task together. We provide 2 standard training sessions (additional training as needed) and consultation throughout the process of searching for and calling a Pastoral Leader.
- 6) **Recruiting the best possible candidates for a search.** We network and work with search teams to find the best possible candidates nationwide for your search.
- 7) **Background research on potential candidates** regarding their previous service, credentials, and preparation in addition to the reference checking done by PNC's through 1) Executive to Executive Background Checks; 2) Merits and Suitability Interviews for final 3 candidates; 3) Theology and polity examination for final candidate; 4) Criminal and civil background checks.
- 8) **Assistance Negotiating Terms of Call.** PNC's aren't often well-equipped to negotiate terms of call. We provide information and guidance to do that well!
- 9) **Start-up and Onboarding assistance.**
- 10) **Installation and/or Ordination worship service and celebration.** We work hand in hand with the pastoral leader to plan for and execute a celebratory service of Installation or Ordination for the new pastoral leader. This is a service of NWC Presbytery held by and in the congregation/ministry.
- 11) **Guidance in evaluating pastoral ministry** throughout the course of the pastoral leaders call to promote effective, healthy relationships between pastors and congregations.
- 12) **Consultation and guidance in preparation for future transitions.** And the cycle continues!

Gratefully in Christ, Corey Schlosser-Hall