

The CALL Process  
from Nominating Committee to Congregational Meeting  
to Electing a PNC and Training Them

- The *Book of Order* doesn't specify what body nominates members of the PNC. Most churches use the current church officer nominating committee; in some cases, the Session nominates.
  - WHO is nominated is critically important, since in our system the PNC chooses the next pastor (and simply asks the congregation to endorse their nominee). If the Session doesn't think the church officer nominating committee is up to the task, the Session can prepare the slate...but if that is the chosen route, be aware that some people may see the Session as trying to control the process.
- A typical PNC is generally 5- 7 people, depending on the size of your congregation. More than 9 becomes too cumbersome a group.
- The PNC should be people who will represent and portray the church at its very best *without sugarcoating challenges*.
  - They should be people who know the church well.
  - There should be 1 or 2 (no more) Elders currently serving on the Session
  - They should be a mix of ages.
  - They should be balanced between male and female.
  - They should, between them, represent all of the major organizations within the church (like choir, Bible study, youth, etc. etc. )
  - They should represent a variety of theological and political perspectives, if your congregation (like most) tends to be a broad mix of views.
  - They should be people of patience, prayer, and persistence.

Everyone in the church should have someone on the PNC to whom they can comfortably relate.

- When you issue the call for the congregational meeting to elect the PNC
  - The call should list two motions
    - First, to establish the size of the PNC (this is to prevent the PNC from becoming large and cumbersome)
    - Second, the call should also include the proposed slate of names if the officer nominating committee has been used to create the slate
    - The call should also include a remark to the effect that "nominations from the floor are always in order; but if you plan to nominate someone, be sure to get their approval before you place their name before the congregation". (You will want to have a paper ballot ready with the known names as well as slots for nominations from the floor so that folks can then elect your set number of nominees, etc.)
- **Crucial: while every other group/organization in the church is under Sessional review, the PNC – having been elected by the congregation – is totally independent.** The Session has no right to instruct the PNC.

The Session only interfaces with the PNC at 2 points in the process:

- 1<sup>st</sup> is when the MDP ("Ministry Discernment Profile) is completed. (The MDP was previously known as the MIF or "Ministry Information Form"). The Session must review it and sign off on it (particularly with respect to the salary package)
- 2<sup>nd</sup> is when the PNC has a candidate and asks the Session to call a congregational meeting to vote

**Once the PNC is elected by the congregation,  
the Executive Presbyter (EP) and a member of the Committee on Ministry (COM) will come and offer a full PNC  
orientation.**

\*saved as *Nominating the PNC/2024 COM*\*