



Grace Presbytery

missional. relational. connectional.

November 5, 2025

Dear Colleagues in Ministry,

Josh Kerr, Ministry Relations Officer, The Presbytery Foundation and The Grace Presbytery COM collaborated to offer a worksheet: *Can We Sustainably Call a Pastor?*

One of the most frequent questions the COM receives is: What budgetary concerns should a church consider when discerning a call for pastoral relationships, full or part-time. The worksheet applies in all these situations.

Additionally, the question applies to the annual review of terms of call for installed Teaching Elders and the preparation/submission of Forms A and B for COM approval.

Can We Sustainably Call a Pastor? is a 2-page worksheet (pdf document) which church leadership can complete on-line. The worksheet provides an opportunity to connect the practical budgetary responsibilities of the Session to the values and goals of the congregation. Talking about budgetary concerns is always difficult, even more when trying to recast the concern into opportunity. This practical worksheet is a simple base line tool to start deeper budgetary conversations or just a check point on the budgetary impact of the annual Terms of Call process. It is important to note the Grace Presbytery COM and The Presbytery Foundation does not warrant this worksheet will guarantee financial sustainability. It is simply a tool to help you evaluate your individual situation at any given point in time.

The *Can We Sustainably Call a Pastor?* will be available to you on the Grace Presbytery website and is included in this packet for your reference. We are rolling it out with the announcement of the new minimums. The Terms of Call Form A and B will be modified to include reference to the worksheet.

Please reach out to us if you have any questions.

Grace and Peace,

Rev. Kendal Land

Jim Wallis

Co-Moderators, COM