Grace Presbytery
missional. relational. connectional.

October 8, 2026

Dear Friends in Grace Presbytery,

Each year the Commission on Ministry assesses and establishes the minimum terms of call for installed pastors in Grace Presbytery. A past criticism of this process was that the COM did not include resources to help congregations meet these minimum terms. In response to this previous critique, we would like to share with you some of the following resources.

If your congregation is struggling to reach and support the minimum terms of call, please reach out to any member of the COM or Grace Presbytery staff to begin a conversation. A member of the COM is happy to work with your congregation. Additionally, last year Josh Kerr, Ministry Relations Officer for our region, The Presbytery Foundation and The Grace Presbytery COM collaborated to offer a worksheet (available to you on the Grace Presbytery website): Can We Sustainably Call a Pastor?

It 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.

There are also new and flexible ways to support benefits for pastoral leaders through the Board of Pensions. The Reverend Kevin Keaton serves our Presbytery as Church Consultant and can be an invaluable resource.

Grace Presbytery is also in partnership with the Presbyterian Foundation (www.presbyterianfoundation.org ), whose free services can help congregations negotiate challenging financial times with offerings such as Stewardship Navigator, Church Financial Leadership Program, and the Church Financial Health Program and Assessment. Also, several churches in our presbytery have greatly benefitted from working through the Foundation’s Project Regeneration together with Rev. Josh Kerr.

As congregations think and dream creatively about ministry, folks from the COM can also help connect you to grants and scholarships funded by or available through Grace Presbytery. These resources are available at a glance at (www.gracepresbytery.org/receive/ ). We also encourage you to discover anew how the work of the presbytery supports our shared ministry in so many dimensions (www.gracepresbytery.org/discover/ ).

These are just some of the ways COM and Grace Presbytery can be of assistance. Please let us know how we can help. We are all in this together and our witness is stronger together!

In Christ,
Rev. Kendal Land
Jim Wallis
Co-Moderators, COM