

## EARLY MINISTRY INSTITUTE THE PRESBYTERY RELATIONSHIP

Early Ministry Institute (EMI) is an ongoing ministry of the Synod of the Northeast to provide a continuing education experience for pastors new to parish ministry. An EMI Management Team is made up of representatives of participating presbyteries and the Leadership Development Committee.

Any Presbytery within the Synod may participate in the program when it is appropriate for it to do so. Participation continues through the three years scheduled for any minister of that Presbytery who begins EMI.

Presbyteries which elect to participate in the Early Ministry Institute enter into a formal arrangement with the Synod of the Northeast.

Because it is the Committee on Ministry which deals with Pastor Nominating Committees during the search process and with Sessions as new calls are issued, it is this committee which must be able to interpret EMI and the commitments required. Information must be shared with all churches which may call a pastor who has never served a congregation.

A Presbytery which becomes a participant in EMI agrees to:

1. Instruct the Committee on Ministry of the presbytery to provide a contact person to the EMI Management Team—To assure effective communication, the management team must have a contact person (not the General Presbyter) who is familiar with the program.
2. Recruit sufficient mentors—Mentors are an important element of the ongoing support system. Each EMI participant shall be assigned a mentor by COM with whom he or she meets on a regular basis. COM will provide an annual gathering and training for EMI mentors.
3. Pay Presbytery's portion of the financial cost— The Synod will bill the Presbytery for its participation in the program.
4. Require that participation in EMI be included in all calls and contracts to eligible ministers—Although this is perhaps the most difficult provision, requiring specific action of the Presbytery, it is an essential component in the agreement. The action does, however, provide the Committee on Ministry a clear opportunity to implement its role in oversight of continuing education. It also emphasizes to the congregation and new pastor that Presbytery is intentional in its support for new pastors and for the congregations which call them.
5. Insure that sufficient continuing education time and funds are included in the terms of call to eligible pastors—By insuring this form of congregational and presbytery support, the

participant is not asked to carry a financial burden and is free to take the necessary time to participate.

6. Secure a formal commitment from sessions that they will support their new pastor's attendance at EMI for three years—This is a way of assuring support and understanding by the congregation and will provide the pastor with the opportunity of sharing the teachings of the Institute with the lay leaders of the congregation.
7. The Presbytery will negotiate a formal agreement with sessions and new pastors to make possible the pastor's attendance in the Early Ministry Institute for the full three years at the current Synod rate. A copy of the agreement will be sent to the Synod Office.

March 2002  
Updated December 2003  
COM 9.1.05

EARLY MINISTRY INSTITUTE

The Session of the \_\_\_\_\_ Presbyterian Church of \_\_\_\_\_  
hereby pledges its support for the participation of the Rev. \_\_\_\_\_  
in the Early Ministry Institute of our Presbytery and the Synod of the Northeast.

We have discussed the requirements and the anticipated benefits of the program with the pastor.  
We accept its aims and intention for ministry of the Church, and we pledge to our pastor our  
joyful endorsement and financial support in this program of continuing education.

We also commit ourselves to joining the pastor in the interpretation and evaluation of the  
program.

Signed (for the Session): \_\_\_\_\_

Date of Session Action: \_\_\_\_\_

Please return completed form to: EARLY MINISTRY INSTITUTE  
Albany Presbytery  
601 Fifth Avenue  
Watervliet, NY 12189

EARLY MINISTRY INSTITUTE

Participant Agreement

I, \_\_\_\_\_, a member of \_\_\_\_\_  
Presbytery, agree to be a participant in the Early Ministry Institute. I have spoken with the  
presbytery Committee on Ministry and understand that this is a three-year program which will  
assist me in my ministry through exploration of key ministry issues and development of a  
network of supportive colleagues in ministry.

I understand and agree to pay current Synod rate (\$\_\_\_\_\_) for each of the three years. I will  
also cover the cost of my travel. Room and board and all supplies will be provided by the  
Institute.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

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