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**POLICY ON CALLING THE
DISTRICT SUPERINTENDENT TO A CHURCH BOARD MEETING
WHEN A PASTOR IS IN DIFFICULTY**

When a person, or persons, from a local church call the district superintendent regarding problems in the church with the present pastor, the following steps will be followed in keeping with *Manual* Paragraphs 122, 123-123.1:

1. At a regular meeting of the church board, or special called meeting by the pastor, and with the pastor present, the church board shall vote by ballot to have the district superintendent come to a meeting of the church board to discuss the pertinent issues.
2. The question on the ballot shall read: "Do you wish to have the district superintendent meet with the church board to discuss the issues relating to the pastoral relationship?" Yes ____
No ____
3. If a majority of the board vote is in the affirmative, the board secretary will write a letter by U.S. Mail or Email to the district superintendent asking him to meet with the church board at an agreed to date. The letter is to state the vote (number of yes, number of no votes) and the reason why the district superintendent is requested to meet with the church board.
4. When the letter is received by the district superintendent, he will set a date for such meeting with the pastor and/or the church board secretary.
5. The district superintendent will then meet with the church board at the agreed to date.
6. If the pastor calls and wants the district superintendent to intervene by meeting with the church board, the pastor must inform the church board that he or she has called the district superintendent to meet with the board and the date of meeting.
7. If there is an impasse between the pastor and the board, *Manual* 123-123.1 may be ordered by the district advisory board and the district superintendent.

LOCAL CHURCH IN CRISIS

123. Local Church in Crisis. Upon learning that a local church is approaching crisis, the district superintendent with the approval of the District Advisory Board shall have the authority to impanel a committee to review the situation and implement procedures to avert a crisis. The committee shall consist of two elders and two lay members of the District Advisory Board, and the district superintendent who shall serve as chairperson. ([208.3](#))

123.1. When in the opinion of the district superintendent and the District Advisory Board, a local church is in crisis—financial, morale, or otherwise—and this crisis seriously affects the stability and future of the church, (a) The question of continued church/pastoral relationship may be submitted to the local congregation by the district superintendent or a member of the District Advisory Board appointed by the district superintendent as if the church board had requested the vote under paragraph [121](#), or (b) the tenure of a pastor and/or church board may be terminated with the approval of the general superintendent in jurisdiction, and by the majority vote of the District Advisory Board. The district superintendent, with approval of the general superintendent in jurisdiction and the District Advisory Board, may appoint members of the church board for any church that has been declared in crisis. ([208.3](#))

—*Nazarene Manual 2001-2005*

122. Special Church/Pastoral Review. In the interim of regular reviews, a local church board meeting shall become officially a special review only by a majority vote of the entire elected church board with the district superintendent present or an elder appointed by the district superintendent serving as chairperson. If the district superintendent and the church board shall be of the opinion that the question of the continuance of the church/pastoral relationship should be submitted to the church, the district superintendent and the church board by a two-thirds majority vote of all its members present, except where civil law of a given country requires otherwise, may order the question submitted for vote at a special church meeting. The question shall be submitted in the following form: "Shall the present church/pastoral relationship be continued?" This special church/pastoral review meeting shall be conducted in executive session. ([113.13](#))

If by a two-thirds vote by ballot of the church members of voting age present and voting, except where civil law of a given country requires otherwise, the church decides to continue its present church/pastoral relationship, the term of office of the pastor shall continue as though such vote had not been taken.

If, however, the church fails to decide by such vote to continue the present church/pastoral relationship, the term of office of the pastor shall terminate on a date, set by the district superintendent, not more than 180 days following the vote. ([121-21.1](#))

—*Nazarene Manual 2001-2005*