

COMMITTEE ON MINISTRY
REPORT TO PRESBYTERY OF YELLOWSTONE
November 8, 2013, First Presbyterian Church, Great Falls, MT

"Active" describes the work of the Committee on Ministry (CoM) since the June Presbytery meeting in Dillon. There has been one Conference Call (07/26/13) and three face to face meetings (08/02.13, 09/18/13, and 10.25.13). Those responsible for the work included David Andrew, Debbie Blackburn, John Clark, Gayle Holland, Jim Kidd, Russ Kline, Neva Rathbun, Linda Smith and David Thompson.

Item for Presbytery action: CoM recommends Minimum Salaries for 2014. (See Attachment #1)
Note that the minimums reflect only a 1% increase in salary, and a 2% increase for Major Medical Dues mandated by the Board of Pensions.

Most Recent Action on behalf of Presbytery: People

Deer Lodge: First Presbyterian Church has extended a call to Rev. Teresa M. Kendall. (See Attachment #2 for CoM approved Presbytery Administrative Commission for her Installation service scheduled for Sunday, December 1, 2013, at 4:00 P.M.) Prior to her call, Rev. Kendall was SKYPE interviewed by CoM, then recommended for "fit" and membership in the Presbytery of Yellowstone. CoM requested a special called Presbytery meeting be scheduled for October 18, 2013, at First Presbyterian Church, Bozeman for the purpose of Presbytery examination and "if the way be clear". CoM appointed Rev. Lanny Rounds to serve as moderator of the Deer Lodge Session meetings until Rev. Kendall arrived. We appreciate Rev. Rounds' willingness to serve and we welcome Teresa into our family.

Terry: Community Presbyterian Church and Hope Lutheran Church, Fallon, have Rev. Melanie Martin-Dent, Montana Synod rostered pastor of Evangelical Lutheran Church in America, serving as an Interim Pastor for both congregations. (See attachment #3 for more details.) The congregations alternate denominational pastor leadership. CoM honored Rev. Leon's request for retirement as of 07-01-13. We recommended to Presbytery that his status be changed to "Honorably Retired" at the 06-14/15-13 Presbytery Meeting in Dillon. Exit interviews were completed with Rev. Rathbun and with the TCPC session by Gayle Holland, liaison, and Rev. Kristin Willett. CoM appointed Rev. Willett as moderator of the Terry Session meetings during the vacancy left by Rathbun and Rev. Martin-Dent's arrival. Permission to moderate the session meetings has been granted to Rev. Martin-Dent beginning in December. We are grateful for Kristin's leadership; we welcome Melanie into our family.

Billings: St. Andrew Presbyterian Church has extended a call to Rev. Susan M. Barnes. (See attachment #4 for CoM approved Presbytery Administrative Commission for her Installation service scheduled for Sunday, December 8, 2013, at 4:00 p.m.) Prior to her call, Rev. Barnes was SKYPE interviewed by CoM on 10-18-13. Subsequently, Barnes was recommended to Presbytery as a "fit" for St. Andrew and membership into the Presbytery of Yellowstone. CoM requested for a special called Presbytery meeting be scheduled on 10-13-13 at First Presbyterian Church, Billings for the purpose of Presbytery examination and "pending the way be clear".

An exit interview was conducted with Rev. Russell by Russ Kline and Rev. Neva Rathbun, Liaison. Rev. Thompson and Russ Kline completed the exit interview with the St. Andrew session.

CoM appointed Rev. Dave Thompson to serve as moderator of the St. Andrew session at the CoM meeting of 09-26-13 service as moderator of the session following Rev. Aline Russell's (Interim) departure on 09-15-13 and the arrival of Rev. Barnes. The Barnes-Ferguson family is expected to arrive in Billings Wednesday, 11.06.13.

CoM appreciates Rev. Thompson's willingness to serve as Moderator of the St. Andrew Session prior to Rev. Russell's arrival as well as during the vacancy of Russell and Rev. Barnes' arrival.

Forsyth: CRE Cathy McLean was examined on the floor of Presbytery on 06-14-13 at First Presbyterian Church in Dillon for the purpose of being called to serve as an Ordained Teaching Elder with the congregation of the Federated Church of Forsyth. She was approved for ordination/installation and permission granted to CoM to establish a Presbytery Administrative Commission to conduct the Ordination and Installation Service in Forsyth on Sunday, 07-28-13. (See attachment #5 for Rev. McLean's terms of call and Administrative Commission)

Stanford/Geysler: CoM granted permission for CRE Editha McKay to be re-commissioned to serve the congregations at First Presbyterian Church, Stanford, and Community Presbyterian Church, Geysler. Plans for her re-commissioning service will soon be announced. On behalf of Presbytery, we appreciate the ministry of both congregations as well as the leadership of CRE McKay. (See addendum.)

Reports on Congregations:

Anaconda and Church of the Big Hole: The PNC of First Presbyterian Church and the PNC of the Church of the Big Hole have been working together in order to call a solo pastor or clergy couple for a three quarter time ministry with the Anaconda and Melrose, Wise River, Wisdom congregations. Both PNCs now have their Ministry Information Forms online with the Church Leadership Connection. CoM appreciates the work of Linda Smith, Liaison to Church of the Big Hole and John Clark, liaison to First Presbyterian Church, Anaconda, for their assistance in this creative opportunity. Rev. Neva Rathbun and Co-General Presbyter George Goodrich have worked with the two PNCs as well. CoM appointed TE Freeman McCall, retired, to serve as Moderator of the session meetings of both congregations. Thank you.

Roy: At the request from the Roy Presbyterian Church session, CoM formed a team by consensus to meet with them to explore options for their future. The team includes Dave Thompson, Editha McKay and George Goodrich. A meeting is planned for 11-09-13 in Roy.

Vision Structure Task Force: A presentation was provided by George and Kathy concerning the 8 page package developed by the VSTF along with some input from Dave Thompson and Committee on Vocations Moderator Jim Tarr focusing on the future Pastoral Ministry Team. CoM voted to move ahead with the original write-up, with some additions offered by Jim Tarr and to keep the disclaimer that the document is a "Draft pending review by CoM and Vocations.

Dismissal Agreement with West Yellowstone Protestant Church: Since TE Dick Davis had moved out of Yellowstone Presbytery (due to his work load in Yaak) and unable to finish the work of the Dismissal Agreement with West Yellowstone, TE George Goodrich Co-Gen. Presbyter reviewed the negotiated changes to the Dismissal Agreement with West Yellowstone. CoM approved the agreement with some changes noted during the CoM 09.26.13 meeting. CoM has been informed that both parties, West Yellowstone Protestant Congregation and the Presbytery of Yellowstone have agreed to conditions of the Dismissal Agreement and the appropriate persons have signed.

We appreciate the many hours that Dick Davis gave working with West Yellowstone and with Mark Parker, attorney, in order to move the progress of the agreement along, and the continued work of Ron Hanson and George Goodrich to getting the Agreement finalized.

Next meeting Date: Tuesday, January 14, 2014

Respectfully submitted, 11.08.13
Rev. Neva J. Rathbun, Moderator

ADDENDUM: The date of Sunday, November 24, 2013 has been set for the re-commissioning service for CRE Editha McKay. This celebration will be held during the 11:00 A.M. worship service at First Presbyterian Church, Stanford, MT. The following persons available and recommended to Presbytery for approval to serve as the Administrative Commission for the re-commissioning service are:

Ruling Elders:

Jodie Licht, First Presbyterian Church, Stanford, Keri Olson, Community Presbyterian Church, Geysers, Ron Hanson Stated Clerk, First Presbyterian Church, Butte and Ted Hogeland, First Presbyterian Church, Lewistown

Teaching Elders:

George Goodrich and Kathy Goodrich, Co-general Presbyters, Bozeman; Jed Cauffman, First Presbyterian Church, Lewistown.

Attachment #2

Terms of Call agreed to between First Presbyterian Church, Deer Lodge, and the Rev. Teresa M. Kendall. Although the package is a little low both are in agreement that Rev. Kendall will have other employment as well. With this understanding CoM approved the Terms of Call on behalf of the Presbytery of Yellowstone.

Beginning date: November 1, 2013

Half-time (27 hours) call and Install position:

Cash Salary \$10,000.00

Housing 15,000.00

Total Effective Salary \$25,000.00

Board of Pensions

Using BoP Calculator 9,910.00

Continuing Education 600.00/yearly

Auto Allowance Up to 1,000.00 vouchered @ IRS rate

Vacation: Four weeks including four Sundays

Continuing Education: Two weeks including two Sundays

CoM approved Presbytery Administrative commission for the purpose of Installation service for Rev. Teresa M. Kendall, First Presbyterian Church, Deer Lodge, MT on Sunday, December 1, 2013, at 4:00 P.M.

Teaching Elders

Rev. Sally Ralston-Matosich

Rev. H. Lanny Rounds

Rev. Dr. George H. Goodrich

St. Paul's Presbyterian Church

First Presbyterian Church

Co-General Presbyter

Presbytery of Yellowstone

Philipsburg, MT

Butte, MT

Bozeman, MT

Elders

Veva Larson

Linda J. Smith

Tom Cotton

John Clark, Liaison

Church of the Big Hole

First Presbyterian Church

First Presbyterian Church

First Presbyterian Church

Wise River, MT

Anaconda, MT

Deer Lodge, MT

Butte, MT

Attachment #3

Terms of Call agreed on by Community Presbyterian Church, Terry, MT, and Hope Lutheran Church, Fallon, and Rev. Melanie Martin-Dent according to Lutheran guidelines and with CoM approval. Although it is an installed position with the ELCA denomination, it is not considered an installed position by PCUSA.

Beginning Date: November 1, 2013 as Interim Pastor for 9 months (July 31, 2014) with option to extend

Salary	\$33,750.00	Annual
Manse		
Pension & Medical as appropriate		
Social Security Off-set	N/A	
Housing Equity	N/A	
Auto	3,000.00	Annual
Continuing Education	900.00	
Vacation	3 weeks including 3 Sundays	

Attachment #4

Terms of Call agreed to between St. Andrew Presbyterian Church, Billings, and the Rev. Susan M. Barnes with approval of Committee on Ministry, October 25, 2013. These terms of call meet Yellowstone Presbytery minimum salary requirements for 2014.

Beginning date: November 8, 2013

Cash Salary-	\$26,171	
Housing-	<u>15,000</u>	
Effective Salary-	41,171	
Pension (35%)	14,601	(Includes 23% Medical, 11% Retirement, 1% Life Insurance)
Continuing Education	600	
Auto Mileage	<u>1,000</u>	\$.565 per mile or G.S.A. rate if changes are made
Church Budget	\$57,372	

Four Weeks Vacation to include 4 Sundays

Two Weeks Continuing Education Study Leave- Can accumulate up to a total of six weeks.

Family Leave/Sick Leave will accumulate at a rate of one day per month and may accumulate to a maximum of one month.

Full Time Effective Salary for a Teaching Elder (Head Pastor) is based on 55 hours per week.

Moving Expenses, which includes some expenses related to the search process: \$7,000.00

Administrative Commission for the purpose of Installation Service for Rev. Susan M. Barnes, St. Andrew Presbyterian Church, Billings, MT on Sunday, December 8, 2013, at 4:00 P.M.

Teaching Elders

Rev. Paul G. Cannon, Jr.	Community Presbyterian Church	Hysham, MT
Rev. Susan Thomas	Chaplain-Billings Clinic	Billings, MT
	St. Andrew Presbyterian Church	
Rev. Neva Rathbun, Liaison	Committee on Ministry	Terry, MT
	Presbytery of Yellowstone	
Rev. David Thompson	First Presbyterian Church	Billings, MT

Elders

Don Holland, Moderator	Presbytery of Yellowstone	Forsyth, MT
	Federated Church of Forsyth	
Caroline Fleming	First Presbyterian Church	Miles City, MT
Sandra Welch	St. Andrew Presbyterian Church	Billings, MT

Corresponding Teaching Elder and Elder from Presbytery of East Iowa also participating in the Installation service include:

Rev. Colette Soultz	Corresponding Member	Presbytery of East Iowa
Mike Ferguson	Corresponding Member	Lone Tree, Iowa
	United Presbyterian Church	

Attachment #5

Terms of Call agreed to between Federated Church of Forsyth and Rev. Cathy McLean with the approval of CoM on behalf of Presbytery of Yellowstone, 09.26.13.

Beginning Date: July 1, 2013

Based on a 55 hour Full-time position this Call is a Three Quarter (3/4) Time position or Forty-one (41) hours per week and includes scheduled office hours and Sunday worship.

Base Salary	\$23,517
Housing/Utilities	9,407
Auto Allowance	1,500
Continuing Education	600
Pension	<u>13,452</u>
Compensation Plan	\$48,476

Four (4) weeks vacation [including four (4) Sundays]

Two (2) weeks Continuing Education

Additional mileage for out of town visitation will be paid upon receipt of voucher if needed.

Rental housing and utilities will be paid by the Federated Church as documented above.

Termination clause: Sixty day notice by either party prior to the desired date of termination. The request shall be written stating the reason or reasons for the desired termination.

Presbytery Administrative Commission

During our Committee on Ministry Telephone Conference Call on Wednesday, June 26, 2013, the following persons were approved on behalf of the Presbytery of Yellowstone to serve as the Administrative Commission for your Ordination and Installation Service:

Teaching Elders:

David Thompson	First Presbyterian Church	Billings, Montana
Freeman McCall, Ret.	First Presbyterian Church	Dillon, Montana
Neva Rathbun	Moderator Committee on Ministry Presbytery of Yellowstone	Terry, Montana
Kristin Willett	First Presbyterian Church	Miles City, Montana
George Goodrich	Co-General Presbyter Presbytery of Yellowstone	Bozeman, Montana

Ruling Elders:

Don Holland*	Moderator Presbytery of Yellowstone Federated Church of Forsyth	Forsyth, Montana
Gayle Holland	Federated Church of Forsyth	Forsyth, Montana
Greta Murray	First Presbyterian Church	Billings, Montana
Editha McKay	First Presbyterian Church	Stanford, Montana
Merry Lee Hooks	First Presbyterian Church	Dillon, Montana
M. K. Jones	First Presbyterian Church	Billings, Montana

*CoM appointed Don Holland to serve as Moderator of the Meeting starting just prior to the celebrative service