

Pastoral Ministry Team  
Presbytery Report  
November 6, 2015

The purpose of the Pastoral Ministry Team is to come alongside of churches, sessions, and pastors to provide encouragement, support, and training as we work together to share the Good News of Jesus Christ.

1. We are pleased to welcome the Rev. Kathryn (Katie) Emery as pastor of the Community Presbyterian Church in Terry, Montana. Katie is of the ELCA denomination and is also serving the Fallon Lutheran (ELCA) Church. Katie's Terms of Call were approved at our May presbytery meeting in White Sulphur Springs. Here is some information about the Rev. Emery:

**Calling: You are called as a Child of God and into rostered service in this church. Reflect theologically on your sense of call and the way it shapes your life and work.**

As a called leader to the ELCA I believe that all people have multiple vocations in this life that God calls them to and in which they can serve God and others. In all that we do we are called to be incarnational, reflecting the light of Christ into this world and the lives of those we meet. I firmly believe that I was called to proclaim the gospel through the ministry of Word and Sacrament. I see my role as pastor being one that gives me the opportunity to help others see the gravity of what Christ has done, what God is doing today, and how God will continue to work in the world and in our lives. In my own life, I strive to be a compassionate and passionate person who cares for others because of what God has done for all of us through Christ.

**Convictions: Identify the three most prominent themes that others would say are strongly evident in your speaking, teaching, leading and living.**

First, that it is imperative to care for others and be aware of the way that your words and actions impact people. I take pride in my ability to meet people where they are and respecting them even if our thoughts and views are not in line with one another. It is important to treat people like they matter.

Second, the importance of collaboration and participation is huge for me. Along with all voices being heard and valued, I believe that in the execution of anything from a party to a class to a worship service relies on the ideas and participation of many people.

And the third most prominent theme in my life is probably my ability to read situations and people. I enjoy the use of humor and am able to make almost anybody laugh, however I am also able to gauge when that is not appropriate and respond empathically to that as well.

**Context: Describe the ministry setting(s) that would energize you and make the best use of your gifts, skills and passions.**

My gifts would be well used in a context where the lay leadership is excited about helping cast vision and facilitate a future for their congregation. I would also do well brainstorming with people about forming a new mission start.

My strongest spiritual gifts are pastoring, leadership, and exhortation. I would especially be excited to work in a context with young adults, perhaps in a college town, but would be happy working with multigenerational ministries as well. I am a high energy person who enjoys trying new things and encouraging others in their passions. I would work well as a solo pastor or

on a staff, but I would prefer to preach and help plan worship on a regular basis if I were on a staff. I am also a musical person and would like to be able to incorporate that into my ministry as well.

**Accomplishments: How has your current ministry setting developed in the last three years, and in what ways have you contributed to this growth or development?**

I graduated from seminary 2.5 years ago and have yet to receive a call to a church for various reasons-most recently getting married and spending a year travelling to study preaching internationally. So, my ministry setting has been in the places that I have worked and lived in to make ends meet in the in-between time as I wait for my first call.

Though my internship was now more than 3 years ago, I think the sentiments that I have still ring true. In my year as an intern pastor, I learned the importance of collaborative ministry in my future contributions of the church. By listening to the needs and desires of the people in my context, I was able to help form a community worship service that has lasted even as I have left and returned to seminary. Without working together with other leaders and listening and compromising, it would have died on the spot. At the center of this is the truth that it is not about me, or even us. It is about God's work in and through his Son to draw us into relationship with God. That story is the powerful gift we have to offer.

**Denominational Relationship: What are your hopes for the ELCA? Describe how you help others understand their relationship to the synod and the ELCA?**

I am absolutely excited for being a part of the future of the ELCA. I will be proud to be a pastor in a church that is so involved in social issues and global interaction and support. My hope for the future is that it will continue to engage with the big picture issues in the world, including things like Hunger and Disaster relief, HIV/AIDS education and assistance and the like. As someone who has been to many synod and church-wide assemblies throughout the years, and most recently, have lived abroad in the arms of the larger church body across the world, I have had a lot of exposure to what the ELCA on the whole does. I see my role as pastor to be a voice that educates and encourages commitment and engagement in the synodical, national, and international organization through benevolent giving and participation.

**Public Ministry: In your public role as a leader within the congregation or organization, how would you describe your preferred approach, style and manner?**

As a leader, I am participatory. That is to say that when I am making decisions about what will happen next, I elicit and encourage participation from many people. Particularly in a congregational climate I think this is extremely important. My position as pastor is intended to be a temporary one, but the congregation is intended to remain after I am gone. Because of this, the congregation should be intimately involved in the planning and execution of the ministries that the church is engaged in. Collaboration is key to effective ministry.

**PERSONAL MINISTRY STATEMENT: In fifty words or less, describe your vision of your calling in ministry and your passion for ministry.**

My call and passion boils down to this: "Jesus loves me, this I know. For the Bible tells me so." Everything else is merely an extension of this. I am extremely passionate about the future of this church body and excited at the prospect of being a midwife into its future with others as well.

2. Jack Bell, Commissioned Ruling Elder (CRE), is seeking a commissioning to the First Presbyterian Church in Stanford, Montana. The position description is outlined below and would begin, upon Presbytery approval, on November 15, 2015. This would be a one year commissioning. Jack's statement of faith is also included below as well. Jack would be working under the supervision of the PMT and the Rev. David Thompson will serve as his mentor.

### **Contract for CRE Jack Bell**

Pastoral Agreement between CRE Jack Bell and the First Presbyterian Church in Stanford, Montana, shall be a one (1) year commission; beginning on November 15, 2015.

The position will be 15 hours a week. Jack will plan to arrive in Stanford on Saturday afternoon and return to Billings on Monday evening.

The duties will include:

- Leading worship on Sundays
- Providing Christian Education Opportunities
- Providing pastoral care and visitations
- Administration of the Sacrament of the Lord's Supper
- Moderating the session meetings
- Presiding over weddings, baptisms, and funerals when needed
- Mentorship: Meet monthly with the Rev. David Thompson and annually with the Pastoral Ministry Team

Compensation:

Annual Salary: \$14,400 (exceeds Presbytery minimums)

Housing: Jack will be staying at the home of Jack and Eli Davies. When unable to stay in their home, the church will cover motel costs.

Travel from Billings: \$100 in gas reimbursement per week. Additional travel for illnesses, hospital visits, care facilities, and other out of town trips will be reimburse at the current federal IRS rate.

Professional Expenses: \$300 per year - purchase of books, studies, etc.

Vacation: 4 weeks (prorated to 12 days) paid vacation annually including 4 Sundays.

Study Leave: 2 weeks (prorated to 6 days) of study leave annually

### **Jack Bell's Statement of Faith**

I am proud to declare that I am a Christian. I am a man with a simple unshakeable belief in one God, creator of all things. God created the earth from nothing and then created men and women in his own image.

When I was a child my parents took me to church whether I wanted to be there or not. My father was in the Air Force so we lived in a lot of different places and attended churches in a dozen different communities. We never lived anywhere long enough to take the time to get to

know God's family. At that time, it was no big deal, but now I know just how much of God's love and family I really missed out on.

I, like a lot of men (Jesus too), have very often felt closer to God on the mountain top than in a place of worship. The Rainbow Lakes plateau in the Beartooth Mountains of Montana comes to mind. Instead of being a place of God, the church too often becomes a place of rules, customs, and expectations. I believe the church is the primary location that brings together all types of people for one common purpose: to worship God. When church is truly a place of God there is no place more rewarding for me and my family.

I talk to God every day. In turn God talks to me, and on most days and in most situations His wise counsel and what I have learned from the Bible rule my life. But there are days that I can't hear Him over the roar of everyday life. Some days I can hear Him all too well but choose to ignore Him because sometimes God's view runs contrary to what I think I want at that moment.

From beginning to end, I belong to God. I believe in God the Father, the Son, and Holy Spirit. I trust in the one Triune God and I know the Bible to be the inspired, authoritative word of God. In baptism, the Holy Spirit seals us in covenant with God, uniting us with Christ in His death and resurrection. In the Lord's Supper, the Holy Spirit nourishes and renews us in faith. I feel called to spread the Good News of God to the world, to heal the sick, and reach out to those in need whoever and wherever they may be.

I believe that Jesus was crucified, suffered the depths of human pain, and gave His life for the sins of the world – and my sins specifically. I believe that God raised Jesus from the dead and in so doing not only delivered Jesus but delivers all believers from death to life eternal. I believe in the forgiveness of sins and life everlasting. I believe in and am so very grateful for the fullness of God's grace.

I put my life and heart into the loving arms of God. I trust that same Spirit that inspired the prophets and apostles will rule my life through faith.

I believe that at any given moment God can change a life - my life. I only need to be willing to allow that change to happen. Here I am Lord, your faithful and willing servant-- choose me, change me.

### 3. Minimum Salary Guidelines for 2016:

The PMT approves the following salary guidelines for 2016, with an increase of 3% in salary and housing:

#### A. Full-Time Pastor in 0-3 years of Ordained Ministry:

Cash - \$33,272

Housing - \$9,982

Effective Salary - \$43,254

Pension - Family - \$15,970, Member Only - \$15,310

The church is expected to pay the full family rate if applicable. Exceptions must be granted by the Pastoral Ministry Team.

Continuing Education - \$600

Travel - Vouchered at the current Federal Rate

Study Leave - 2 weeks (Cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

B. Full-Time Pastor in 4 or more years of Ordained Ministry:

Cash - \$34,934

Housing - \$10,481

Effective Salary - \$45,415

Pension – Family - \$16,576, Member Only \$15,895

The church is expected to pay the full family rate if applicable. Exceptions must be granted by the Pastoral Ministry Team.

Continuing Education - \$600.00

Travel - Vouchered at the current Federal Rate

Study Leave - 2 weeks (Cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

C. Commissioned Ruling Elder (CRE)

The CRE salary is 75% of the Full-Time Pastor salary, pro-rated for part-time.

4. Discernment Policy Updated

The PMT recently updated the Yellowstone Presbytery Discernment Policy for churches that are considering leaving our denomination. The new policy has been undated with the new Book of Order references and language. The policy is available on the Presbytery's website.

5. The Rev. Marcia Muir is seeking to transfer her membership to Yellowstone Presbytery with a validated ministry as a Pastoral Chaplain with St. John's Lutheran Ministry in Billings. Rev. Muir has been a member of the Presbytery of Plains and Peaks, serving the First Presbyterian Church in Yuma, Colorado, from 2010 - 2015. Her statement of faith and terms of call are forthcoming.

I am grateful for a dedicated group who serve as members of the Pastoral Ministry Team:

The Rev. David Andrew

RE Charlie Brown

The Rev. Susi Ennis

RE Gayle Holland

RE Charlie Mandeville

RE Jim Tarr

RE Debbie Blackburn

The Rev. JP Carlson

RE Chris Eriksen

The Rev. Dan Krebill

RE Linda Smith

The Rev. Dave Thompson

Respectfully Submitted,

The Rev. Dave Thompson, Chair