

**Covenant With
Commissioned Ruling Elder
For Pastoral Service**

NAME OF CHURCH: First Presbyterian Church, Stanford, Montana

NAME OF C.R.E.: Margee Smith

SERVICE FROM: January 1, 2020 to December 31, 2020

RESPONSIBILITIES OF C.R.E.:

1. To provide worship and teaching ministry including all services of the ministry of the Word, including the Sacraments.
2. To provide pastoral services to the congregation and to the community, providing services for wedding (state law must allow), funerals and other pastoral activities/duties including home, hospital and nursing home visitation.
3. Moderate session meetings.
4. Work with church boards and committees as an ex-officio member, to assist them in carrying out their assigned tasks, i.e. Sunday school, Vacation Bible School, adult Bible study, PW and Communicants class.
5. Contract provides for 4-Weeks of paid vacation (4 Sundays; plus additional hours) not cumulative from year to year and 2-Weeks (2-Sundays; plus additional hours) of continuing education cumulative to six weeks.
6. To participate in Presbytery, serving on the Councils of the Church.
7. Mentorship: monthly meeting with Appointed Member of Pastoral Team and annually with the Pastoral Ministry Team.

Pension and Medical not applicable at this time.

The salary is for 20 hours workweek not including time for travel. CRE Margee Smith will keep a log of her job activities to help determine her work schedule. Monthly narrative of activities is highly encouraged, however quarterly reports will be accepted.

BASE SALARY: \$18,200 Gross (minus manse fuel oil up to \$1,400 annually)
HOUSING ALLOWANCE: \$3,600.00 (reported on W-2/as housing)
MISC ALLOWANCE: \$4,000.00 (CONTINUING EDUCATION, BOOKS, ETC, AND MILEAGE AND TRAVEL EXPENSES) Material expenses paid from receipts/mileage paid from log kept by Margee and reimbursed at current IRS mileage rate (2020/\$.575 per mile)

Presbytery permission must be granted for the above listed responsibilities. Performance reviews will be conducted annually by the Session on the basis of mutually agreed upon objectives. Annual Self Evaluation Form will be required. The Session will annually review the adequacy of the compensation plan set forth in this contract.

Review of this contract prior to renewal or termination will be by the Session and the Pastoral Ministry Team. This contract will be considered ratified upon the approval of the following parties.

CRE Margaret (Margee) Smith

Date

Clerk of Session Amanda H. Kelly

Date

Pastoral Ministry Team

Date

01.27.20

Pastoral Ministry Team's Presbytery Report March 6-7, 2020

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

- A) Updates from the PMT since the last Presbytery meeting.
The PMT voted to approve the dissolution of the pastoral relationship between First Presbyterian Church of Butte and MWS Harlan Rounds. The PMT approved the stated supply contract for another year between MWS Mary Davis and the Church of the Big Hole. The Stated Clerk has sent letters to MWS David Andrew and MWS Paul Cannon per the vote of Presbytery in November 2019, and those letters were received. The church in Butte is in the process of searching for an Interim pastor. The Lewistown Church has elected a Pastor Nominating Committee.
- B) Approving RE Chuck Wright (FPC Butte) as a seeker in the CRE Program.
PMT recommends to Presbytery to approve RE Chuck as a seeker in the CRE Program.
- C) Approving HR status for MWS Harlan Rounds.
PMT recommends to Presbytery to approve Honorably Retired status for MWS Harlan Rounds.
- D) Dissolution of pastoral relationship between MWS Cathy McLean and the Federated Church of Forsyth (pending congregational vote on March 1, 2020).
PMT requests that the Presbytery vote to approve the dissolution of the pastoral relationship between MWS Cathy McLean and the Federal Church of Forsyth effective December 31, 2019.
- E) CRE Margee Smith – approval of covenant (see attached) and commissioning to First Presbyterian Church of Stanford. Approval of Administrative Commission for commissioning service.
PMT recommends to Presbytery to approve the covenant for pastoral service between CRE Margee Smith and the First Presbyterian Church of Stanford effective January 1, 2020.
PMT requests that Presbytery approve the administrative commission for the commissioning service for CRE Margee Smith.

J P Carlson and Debbie Blackburn, Co-Moderators
Pastoral Ministry Team, Yellowstone Presbytery

02.19.20