

Pastoral Ministry Team's Presbytery Report November 2021

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.

Information Items:

Installation Services have been completed in several churches over the last few months. David Murchie was installed at Colstrip on June 6h. Kimmy Briggs was installed at Lewistown on July 31st. Mary Grace Reynolds was ordained and installed at Ennis on August 28th. Jamie Schmeling was installed at Terry and Fallon on October 16th.

Boundary Training has been completed for 2021. There were two sessions available (June 5th and October 2nd). Clergy and Commissioned Ruling Elders within Yellowstone Presbytery are **required** to have this training every three years. If you were unable to attend either of these two sessions, you will need to attend an approved alternate training as soon as possible.

A group of CREs, CREs in training, and those discerning whether or not the CRE path is for them, have been meeting monthly via Zoom since March of this year. The meetings typically take place the first Tuesday of each month from 9:30-11:00am. The meeting consists of Dwelling in the Word (usually the lectionary gospel passage for that week), sharing/prayer, and a discussion about preaching based on the book, "A Little Handbook for Preachers: Ten Practical Ways to A Better Sermon by Sunday," by Mary S. Hulst. . Anyone interested in the CRE program is welcome. George Goodrich and JP Carlson are the co-facilitators. Please contact George Goodrich, george@yellowstonepcusa.org for further details.

Exam Readers for 2022 will be MWS Kimmy Briggs (Lewistown) and RE Dave Byerly (Lewistown). MWS Susan Thomas (St Andrew Billings) will be the alternate.

PMT approved an updated document for suggestions for honorarium rates for pulpit supply and for moderating session or congregational meetings. (See attached for details).

PMT approved a contract between CRE Veva Larson and the Anaconda church. Adjustments to the attached contract include study leave of 2 weeks including 2 Sundays. Also, the family leave policy of the church should be attached to the contract (see attached).

PMT approved the validated ministry of MWS J P Carlson in his position as Lutheran Campus Minister at MSU Bozeman.

PMT approved a motion to concur with the requests of both FPC Bozeman and Pastors Dan Krebill and Jody McDevitt to dissolve the pastoral relationship between Dan and Jody and FPC Bozeman effective September 1, 2021.

PMT approved the Butte church submitting a MIF (Ministry Information Form) to the Church Leadership Connection to search for an installed pastor. PMT approved the Bozeman church submitting a MIF to CLC to search for an interim pastor.

Items for Action:

PMT recommends that Yellowstone Presbytery adopt a 3% increase in the minimum salary for pastors effective January 2022. (See attached document).

In response to Esther Berg's request for reinstatement to ordained ministry in the PC(USA), based on records and documentation, the Pastoral Ministry Team recommends that her request be denied.

PMT recommends that Yellowstone Presbytery grant honorably retired status to Dan Krebill and Jody McDevitt.

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

Boundary Training – attendees from Yellowstone Presbytery (2021)

June 5, 2021

Bell, Jim

Bell, Priscilla

Blackburn, Debbie

Briggs, Kimmy

Carlson, Chuck

Davis, Dick

Davis, Mary

Fleming, Caroline

Funke, Debbie

Goodrich, George

Goodrich, Kathy

Kochner, Curt

Larson, Karolee

Larson, Veva

Reynolds, Mary Grace

Smith, Linda

Smith, Margee

Thomas, Susan

Triller, Daniel

October 2, 2021

Bergstrom, Stephanie

Bierschwale, David

Blom, Charley

Carlson, J P

Craig, Rusty

Johnson, Doug

Johnson, Susie

Kendall, Teresa

Long, Brent

Pehl, Nancy

Rounds, Lanny

Schmeling, Jamie

Thomas, Marilyn

Thompson, Dave

Wright, Chuck

Yellowstone Presbytery

Suggested Minimums for:

Pulpit Supply, Session Moderator, and Congregational Meeting Moderator

Pulpit Supply - \$150 for one Service plus mileage

\$ 50 for each additional location and/or service

Additional payment should be considered for extra requirements (such as technology).

Session Moderator - \$50 for Zoom Meeting

\$75 for In Person Meeting plus mileage

Additional payment should be considered for time spent preparing for a meeting.

Congregational Meeting Moderator - \$50 plus mileage

Additional payment should be considered for time spent preparing for a meeting.

Mileage should be calculated using current IRS rates for employees.

While recognizing that these are suggested minimums, it is hoped that churches with adequate resources would exceed the minimum rates.

10.01.21

COVENANT WITH COMMISSION RULING ELDFOR PASTORAL SERVICES

NAME OF CHURCH: First Presbyterian Church, Anaconda, Montana

NAME OF C.R.E: Veva Larson

SERVICE FROM: July 1, 2021 to June 30, 2022

RESPONSIBILITIES OF C.R.E:

1. To provide a worship and teaching ministry including all service of the ministry of the Word, including the Sacraments.
2. To provide pastoral services to the congregation and to the community, providing services for weddings, funerals and other pastoral activities/duties including home, hospital and nursing home visitation.
3. Moderate session and meet with Deacons
4. Assist Session members in carrying out assigned tasks, i.e. Church School, PW, VBS, Adult Bible Study, and Lunch Bunch.
5. Attend Ministerial Meetings once a month.
6. To participate in Presbytery, serving on the Teams of the Church.
7. Mentorship: Monthly meetings with assigned mentor and annually with the PMT.

The salary is for a 22 hour work week not including time for travel. CRE Veva Larson will keep a log of her job activities to help determine her work schedule. Once a month, Veva will provide written reports of her activities.

Effective July 1, 2021:

HOUSING ALLOWANCE: \$21,000

TRAVEL: Voucher: Paid at the current federal rate. (Mileage is reimbursed for job related travel. It is not for travel to and from work, Wise River to Anaconda.

CONTINUING EDUCATION EXPENSES: \$600.00

VACATION: 4 weeks (including 4 Sundays)

STUDY LEAVE: 1 week (including 1 Sunday)

Presbytery permission must be granted for the above listed by the Session based on the mutually agreed upon objectives. The session will review annually the adequacy of the compensation plan set forth in this contract.

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

Yellowstone Presbytery
Proposed 2022 Minimum Salaries

These figures represent a 3% increase in minimum salaries for 2022 and are based on full time of a 40 hour work week. We acknowledge that Yellowstone Presbytery remains near the bottom for compensation for pastors serving in the Presbyterian Church (USA). The PMT recognizes concerns about the minimum standards since these figures do not compensate a pastor enough to live without financial stress.

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

Effective salary \$49,131

(The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

[Example with a manse: Cash Salary \$34,392; Manse Value \$14,739]

Board of Pension dues - Installed Pastors (Medical/Retirement/Death/Disability) \$18,178

Continuing Education \$600 (cumulative to 3 years)

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

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

Effective Salary \$51,397

(The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

[Example with a manse: Cash Salary \$35,978; Manse Value \$15,419]

Board of Pension dues – Installed Pastors (Medical/Retirement/Death/Disability) \$19,017

Continuing Education \$600.00 (cumulative to 3 years)

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

Commissioned Ruling Elder (CRE)

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

Part time pastors and part time CREs should also receive 4 weeks of vacation including 4 Sundays and 2 weeks of study leave including 2 Sundays. Part time pastors and part time CREs should receive \$600 (cumulative to 3 years) for Continuing Education.