

Pastoral Ministry Team
Presbytery Report
November 7, 2014

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. The PMT has been working closely with several churches as they discern their future with the Presbyterian Church (USA). Although we don't want to see any church leave our Presbytery and denomination, we are there to provide a listening and understanding ear to the needs and desires of those in our midst.

Action items needing the approval of the Presbytery include:

1. The Rev. Jonathan P. Carlson

To receive the Rev. Jonathan P. Carlson as a Teaching Elder (TE) within the Yellowstone Presbytery of the Presbyterian Church (USA), pending successful completion of the examination by the members of the Yellowstone Presbytery, signing of the Sexual Misconduct Policy, and approval of the Terms of Call for the position as Teaching Elder for the Anaconda and Big Hole congregations.

To allow the PMT to appoint a commission to install the Rev. Jonathan P. Carlson at an appropriate date and time yet to be determined.

JP Carlson
Statement of Faith

In the beginning God created the heavens and the earth. In the end God will make all things new. We live in a time between God's triumphant victory through Christ's resurrection and God's final renewal of creation through the return of Christ.

Human beings are primary actors in a grand narrative set in motion and sustained by the living, triune God. Made in God's image, humankind was created to represent God's nature and character on earth. Inheritors of a sinful nature, we are in need of a redemption that we cannot attain on our own terms or by our own effort. The grace of God through Christ is our one and sure hope of redemption. It is by God's grace and through the power of the Holy Spirit that we profess our faith, grow in the knowledge of our Savior, and enter into the life everlasting.

The Bible witnesses to a living God who possesses a steadfast love for creation. The writings of the Old and New Testaments, written by human hands in particular historical contexts, are nonetheless inspired by the Holy Spirit, revealing the God whose nature is love. Free to do whatever God pleases, God chooses to love rebellious humankind with an enduring faithfulness. Although we continually turn away from God, God seeks a relationship with us marked by mutual love, sacrifice, and service.

According to God's perfect will a covenant has been established with humankind through Jesus, the promised Messiah and Son of God. Only through Jesus, the Word made flesh are we saved from the

judgment we deserve, made righteous, and freed to worship God in Spirit and truth. Christ is the Advocate of all who sin and fall short of the glory of God. In his life Christ shows us the way; in his death he incurs the wrath of God for our sin; and in his resurrection Christ raises us to new life with God.

Jesus, the head of the Church Universal, commands his followers to love God and one another. The Church embodies Christ’s love in several distinct yet connected ways. 1. Worship of the Living God: God calls the individual and the community to worship in spirit and truth. Worship is our response to God’s love for us in Jesus Christ and our worship is brought to life by the Holy Spirit. Wherever we are – at home, at work, on vacation or at church – we are created to glorify God. 2. Proclamation of the Word: The Word proclaimed is the church’s gift and responsibility for the edification of others. Those who preach the Word proclaim the Living Word as he is revealed in scripture. 3. Administration of the Sacraments - Baptism and the Lord’s Supper: The sacraments are physical signs signifying a spiritual reality. In Baptism and the Lord’s Supper we remember God’s promise in Christ, partake of God’s present goodness, share in the fellowship of God and others, and receive a foretaste of God’s coming kingdom. 4. Provision of care for others: the command to love one another implies that we are to care for each other’s physical, mental, emotional and spiritual needs. Our care is guided by Christ’s words, “Truly I tell you, just as you did it to one of the least of these...you did it to me” (Matthew 25:40).

Faith finds its source and fulfillment in the triune God. Given to us by God, faith in God the Father, Son and Holy Spirit is the foundation upon which the church rests. Standing upon this reliable foundation we live the Gospel in thought, word, and deed, bearing witness to God before all peoples, at all times, and in all places. Imperfect as we are, the Church relies upon God for guidance, forgiveness, and strength, until the final day when every knee shall bow and tongue confess that Jesus Christ is Lord.

Terms of Call for the Rev. Jonathan P. Carlson

Effective Salary for both churches combined is \$41,500

This salary is predicated on an 80% time equivalency

EFFECTIVE SALARY:	Anaconda	Big Hole
	\$25,500	\$16,000
	Anaconda	Big Hole
CASH SALARY:	\$16,000.00	\$16,000.00
MANSE:	9,500.00	N/A
DEATH & DISABILITY	255.00	159.96
MEDICAL:	5,935.68	3,724.32
PENSION:	2,805.00	1,760.04
STUDY LEAVE:	300.00	300.00
TRAVEL: (estimated)	400.00	2,563.00
UTILITIES:	1,500.00	2,375.00
Total:	\$36,695.68	\$26,882.32

2. The Rev. Neva Rathbun's Retirement Status

To grant the Rev. Neva Rathbun the status of "Honorably Retired" as Minister of Word and Sacrament in the Presbyterian Church (USA). This status would be effective pending the vote of the Yellowstone Presbytery on November 7, 2014.

3. Minimum salary figures for 2015

To approve the following Minimum Salary Guidelines for the Yellowstone Presbytery effective January 1, 2015:

Full-Time Pastor in 1st three years of a call:

Cash - \$32,303

Housing - \$9,691.

Effective Salary - \$41,994.

Board of Pension dues - Family - \$15,819, Member Only - \$15,159.

Continuing Education - \$600.

Travel - Vouchered at Federal IRS 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 after 3 years in a call:

Cash - \$33,916.

Housing - \$10,176.

Effective Salary - \$44,092.

Board of Pension dues ó Family - \$16,094, Member Only \$15,432.

Continuing Education - \$600.00.

Travel - Vouchered at Federal IRS 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 full-time salary is 75% of the Full-Time Pastor salary, pro-rated for part-time.

4. CRE Handbook

The Pastoral Ministry Team of the Yellowstone Presbytery recently updated the Commissioned Ruling Elder (CRE) Handbook. This Handbook has been sent on to the Yellowstone Presbytery Cabinet for approval and implementation.