

Pastoral Ministry Team's Presbytery Report November 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. This report includes actions taken by the PMT as well as a few items for the Presbytery to consider.

A) PMT approved the renewal covenant effective 07.01.20 between CRE Veva Larson and the FPC of Anaconda. Copy of the covenant is attached.

B) PMT interviewed MWS David Bierschwale in July to consider him for At Large membership in YP. David is currently serving as a chaplain at Billings Clinic. His statement of faith is attached.

PMT recommends that the Presbytery approve MWS David Bierschwale as an At Large member in Yellowstone Presbytery.

C) PMT interviewed Karolee Larson in July and approved her for Inquirer status. Karolee is a member of the FPC of Butte and is under care of the Butte session.

D) PMT appointed the following session moderators.
Daniel Triller was appointed moderator for FPC Lewistown.
Gail Beckham was appointed moderator for FPC Miles City.
Jeff Harada was appointed moderator for FPC Poplar.

E) PMT approved Jed Cauffman to labor inside the bounds of Yellowstone Presbytery in order to provide pulpit supply and various pastoral duties for the Community Presbyterian Church in Jordan.

F) PMT interviewed Inquirer Kori Robbins in October for the purpose of considering her for Candidate Status. PMT voted to recommend to the Presbytery that Kori Robbins be moved to the status of Candidate with examination by the Presbytery to take place at a Presbytery meeting in early 2021.

G) PMT voted to concur with the dissolution of the relationship between MWS Garrett Mostowski and FPC Miles City (if the way be clear).

H) PMT voted to concur with the dissolution of the relationship between MWS Susi Ennis and FPC Poplar (if the way be clear).

I) PMT has been working with several churches that are in the search process for a pastor. The following churches currently have a PNC or will soon be electing a PNC: Jordan, Lewistown, Forsyth, Colstrip, Hysham, Ennis, Butte, Miles City, and Poplar.

J) PMT voted to concur with the Madison Valley Presbyterian Church that the church property in McAllister is no longer important to the mission of the MVPC. PMT voted to recommend the formation of an Administrative Commission (to be requested by the Leadership Cabinet) to handle the sale of the McAllister property.

K) PMT reviewed the salary minimums for Yellowstone Presbytery as well as the recommendations for leave time for part time pastors and part time CREs.

PMT recommends that the Presbytery approve the 2021 Salary Minimums for Yellowstone Presbytery (as per the attached schedule).

L) PMT would like to thank Susi Ennis, Garrett Mostowski, and Sarah Logemann for their service within Yellowstone Presbytery. We wish you well.

Pastoral Ministry Team's recommendation for 2021 Minimum Salaries

These figures represent a 2% increase in minimum salaries for 2021 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 \$47,700

(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 \$33,390; Manse Value \$14,310]

Board of Pension dues - Installed Pastors (Medical/Retirement/Death/Disability) \$17,649

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 \$49,900

(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 \$34,930; Manse Value \$14,970

Board of Pension dues – Installed Pastors (Medical/Retirement/Death/Disability) \$18,463

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.

Statement of Faith from David Bierschwale

Copied & pasted from my PIF of 6 months ago.

God has created each individual as a precious, dignified, child of God. As the chasm of separation from God through sin (which began in Eden) continues; God has reached out in love to a beloved creation through the coming of Jesus Christ, and His church. Humanity was intended to be in communion with God, and with one another. Yet, sin has led each to follow in his/her own way. Though modern technology and social media do some good, they have also exacerbated that separation as close community declines.

God exists in community, in a sense, as the eternal Holy Trinity of Father, Son, & Holy Spirit. God provides the place for humanity to be in community through the Church. Many individuals seek to thrive in our culture on a shallow level which resists going deeper in relationship. God calls the Church to be a place where persons may be vulnerable and to strive for greater spiritual maturity, much as the community of disciples which our Lord Jesus Christ gathered together.

This community gathers around the proclamation of God's Word from pulpit in worship, studied in small groups, and lived out in compassionate mission to hurting people locally and globally. As culture changes at breakneck speed, this community offers an anchor for individuals and the family of God to weather the storms. Yet, God also calls the church to be a place open to new ways of sharing the the Word. In this, the youth have much to offer. Just as our Lord urged the church not to employ old wineskins for new wine; so the youth may offer much to grow. The more mature Christians in age and experience also offer a balance of retaining the best of the "tried and true" ways.

As the Church grows into this community, the world observes a place where individuals galvanize around a common purpose which supersedes even political differences. In a world where so much of our discourse is dictated by immediate and instantaneous avenues of communication, the church offers a family to focus on listening and forming relationships that are deep and lasting.

Despite the fallenness of the world; God continues providentially to work out God's purposes towards an eternal kingdom which will overcome evil, brokenness, and pain. In the interim, God instituted 2 Sacraments as signs and seals of His Loving Grace—Baptism and Holy Communion. The former: the visible signifying God's act of adoption—for infants of believers and adult believers. Communion, also set during worship of preaching, praise, and prayer; is the act of not just remembering, but experiencing the real presence of Christ who sacrificed for us on the cross. The bread & fruit of the vine powerfully remind us of his body broken and blood shed to save those who trust in him. God promises in Scripture that one day Jesus Christ will return as "King of Kings and Lord of Lords" to consummate history.

COVENANT WITH COMMISSION RULING ELDER FOR PASTORAL SERVICES

NAME OF CHURCH: First Presbyterian Church, Anaconda, Montana

NAME OF C.R.E: Veva Larson

SERVICE FROM: July 1, 2020 to June 30, 2021

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 an 18 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, 2020

HOUSING ALLOWANCE: \$20,000.00

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: \$300.00

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:

_____	_____
CRE Veva Larson	Date
_____	_____
Clerk of session	Date
_____	_____
PMT Liaison	Date