

Pastoral Ministry Team's Report November 2023

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

PMT approved the contract between CRE Veva Larson and the Anaconda church for a period of one year (See attachment).

PMT voted to concur with the dissolution of the pastoral relationship between MWS Teresa Kendall and Deer Lodge 1st Presbyterian Church effective August 31, 2023.

PMT voted to appoint RE Debbie Ernst and MWS Freeman McCall as co-moderators of the Deer Lodge session effective September 1, 2023.

PMT voted to recommend MWS Freeman McCall to fill the pulpit and serve as part-time pastor for Deer Lodge for the next season, beginning October 1, 2023. due to the vision, energy, and gifts he brings

PMT voted to recommend approval of a request from MWS Freeman McCall to labor outside the bounds of Yellowstone Presbytery to serve the Presbyterian Church in Cody, Wyoming in August and September.

PMT approved the proposed contract between MWS Freeman McCall and the Deer Lodge Church (See attachment).

PMT reviewed and approved the Ministry Discernment Profile (MDP) for the Miles City church. Miles City is now in the process of receiving and reviewing potential matches.

PMT approved the Mission Study for the Bozeman First Church and granted approval for the nomination of a Pastor Nominating Committee.

PMT approved amending the proposed contract between MWS Freeman McCall and the Deer Lodge church to include the new start and end dates of October 15 and December 17.

PMT approved RE Jim Tarr and RE Melissa Bell as co-moderators of the Stanford Church session.

PMT has received some of the annual reporting paperwork for validated ministries, members-at-large, and honorably retired clergy. Several pastors have not yet returned the required reports.

Items for Action from Pastoral Ministry Team

Retirement of Doug Johnson

The Pastoral Ministry Team recommends retired status for Doug Johnson effective August 23, 2023.

Proposed Minimum Salaries for 2024

The Pastoral Ministry Team recommends a 3.7% increase in Minimum Salaries for 2024 (See attached proposal for 2024 Minimum Salaries).

**COVENANT WITH COMMISSIONED RULING ELDER
FOR PASTORAL SERVICES**

NAME OF CHURCH: First Presbyterian Church, Anaconda, Montana

NAME OF C.R.E: Veva Larson

SERVICE FROM: July 1, 2023 to June 30, 2024

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.
8. Meet and work with mentor regularly.
9. Participate in the Dubuque/Rocky Mountain Synod CRE training in 2024 and 2025.

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, 2023:

HOUSING ALLOWANCE: \$25,000.00

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: \$600.00


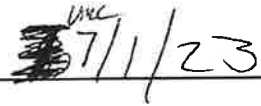
VACATION: 4 weeks (including 4 Sundays)

STUDY LEAVE: 2 week (including 1 Sunday)


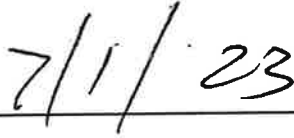
Presbytery permission must be granted for the above listed by the Session based on the

mutually agreed upon objectives. The session will review annually the adequacy of the compensation plan set forth in this contract.


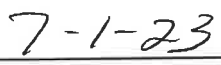
Review of this contract prior to renewal or terminations will be by the Session and the Pastoral Ministry Team. This contract will be considered ratified upon the approval of the following parties:

CRE Veva Larson July 1, 2023

Clerk of Session Sean Larson July 1, 2023

PMT Liaison: Rev. Debbie Ernst July 1, 2023

Covenant with Retired Pastor for Pastoral Services

This covenant is made between Deerlodge Presbyterian Church and Retired Pastor Freeman McCall.

Term: This is half-time position (18-20 hours per week not including travel) for a period of 3 months.

Effective dates: October 1, 2023 to December 31, 2023

The Commissioned Pastor shall:

- Provide a worship and teaching ministry including all services of the ministry of the Word, including the Sacraments.
- Provide spiritual and visionary leadership for the congregation with the session.
- Encourage, equip, and help the saints for the work of ministry.
- Provide all content for worship bulletins. (This would not include announcements and ongoing informational messages.)
- Provide pastoral services to the congregation (including home, hospital, and nursing home visitation), pastoral counseling and help the congregation develop a Pastoral Care Team.
- Officiate at weddings and funerals as needed.
- Co-Moderate session and congregational meetings along with ruling elder Debbie Ernst.

The Session and the Congregation shall:

Support the pastor in his ministry.

Provide mutually agreed upon housing (when needed).

Pray for the pastor.

Provide feedback to the pastor when requested.

Compensation: Total compensation for services rendered shall be \$5,250 (\$1,750 per month). Housing/Cash Salary split to be determined and \$250 for Pastors Discretionary expenses.

Mileage: Business mileage shall be reimbursed at the current IRS rate for employees.

Vacation: Two weeks (including two Sundays)

Termination: This covenant may be terminated by 30-day notice from either party. Review of this covenant prior to renewal or termination will be by the Session of Deerlodge Presbyterian Church and the Pastoral Ministry Team of Yellowstone Presbytery.

This covenant will be considered ratified upon the approval of the following parties:

Freeman McCall, Pastor

Clerk of Session

PMT Representative

**Yellowstone Presbytery
2024 Minimum Salaries –
Proposed**

These figures represent an 3.7% in minimum salaries for 2024 and are based on full-time of a 40-hour work week, which should be pro-rated for part-time positions. See below for CRE and part-time considerations.

PMT recognizes that Yellowstone Presbytery continues to remain near the bottom for compensation for pastors serving in the Presbyterian Church (USA). Given that it is important to compensate pastors enough to live without financial stress, PMT asks that every congregation engage in meaningful discussion regarding compensation at the local level. On the next page we have provided five guiding questions to shape those conversations.

PMT again invites congregations who struggle to meet these minimums to petition to PMT a reduction of minimum salaries. See next page for instructions for petition to PMT. In addition, PMT recommends at least a similar cost-of living adjustment for all clergy currently making above minimum.

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

Effective Salary: \$55,024

The Board of Pensions requires that the manse amount be at least 30% of all other effective salary.

Board of Pension Dues (39% effective salary): \$21,459 (required for Installed Pastors)

Total for Installed Pastors w/ 0-3 years of Ordained Ministry: **\$76,483**

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

Effective Salary: \$57,563

The Board of Pensions requires that the manse amount be at least 30% of all other effective salary item .

Board of Pension Dues (39% effective salary): \$22,449 (required for Installed Pastors)

Total for Installed Pastor w/ 4 or more years of Ordained Ministry: **\$80,012**

Additional Benefits for All Pastors (regardless of years of experience)

Continuing Education \$600/year (which can be accrued for up to three 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 Policy in accordance with Yellowstone Presbytery's Policy

Commissioned Ruling Elder (CRE)

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

Part-Time Considerations

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/year (which can be accrued for up to 3 years) for Continuing Education.

Petition Process

Churches finding themselves in a scenario where they are unable to meet these minimum salaries should research and document the actual numbers for a Master's Level teacher (including years of experience) and the police chief in your community. These numbers can be provided to PMT to petition for a lower minimum salary, but the exact numbers must be provided. All these requests will be taken seriously.

Questions for Congregations

Based on Jamie Dunlop's *Budgeting for a Healthy Church*

1. Church: What do other churches in the community pay their staff?
2. Non-Church: How much does a local school teacher with a Master's degree, school principal or police chief make?
3. Replacement Cost: If your pastor were to leave, would you need to increase the compensation package in order to attract an individual who would do the job equally well? (Dunlop, 80)
4. Personal Budget: What makes for a sustainable family budget at different stages of life in your community (including the cost of childcare)?
5. Housing: What is the median price to purchase a home in the same zip code as the church? Could your pastor afford to live in the zip code he/she is serving?

PMT is interested in knowing these numbers, so we would welcome your committees to share these numbers back to PMT, so that they can better inform our conversations for future minimum salary guidelines.