

Draft of proposed terms of call for George and Kathy after September 30, 2014:

Salary	\$14,332
Housing	20,000
Pension/medial*	14,728 (2015 dues calculator figures)
Study Leave	700

Two weeks paid vacation and paid holidays per the presbytery's Personnel Policies, recently revised and approved.

One week paid study leave

Expenses

	2014	2014	2015
General Presbyter	Budget	Projected	Projected
GP Lodging	500	500	400
GP meals	1,050	900	800
GP miscellaneous	700	600	500
Misc.-Kathy	3,000	3,000*	2,000
GP telephone/Conf calls	1,500	1,400	1,200
Professional exp	0	0	0
Training exp	0	0	0
GP travel	<u>7,500</u>	<u>7,000</u>	<u>6,000</u>
Total	14,950	14,100	10,900

*Reflects Expenses for Kathy to Attend General Assembly in June 2014.

Total Projected for 2015 \$60,660

*Pension/Medical is required to be paid on a median salary of \$44,000 for those receiving less than that amount.

Position Description: Co-General Presbyters, Yellowstone Presbytery

Updated 2014

The **primary responsibility** of the Co-General Presbyters is to assist the Presbytery of Yellowstone in the fulfillment of its **Vision Statement** and mission priorities. Towards these ends, the Co-General Presbyters will act and assist the presbytery by:

1. Encouraging, discipling, resourcing, teaching, equipping, and pastoring the leaders and presbytery through collaborative learning, exploration and conversation.
2. Working for the transformation of the local churches and presbytery to be all they can be in Christ, helping each entity to receive and pursue Christ's vision for them.
3. Assisting the presbytery and its entities, leaders, and ministry units to implement their decisions, mission and ministries to accomplish the presbytery's stated vision and mission priorities.
4. Prayerfully working for the unification of the presbytery, towards becoming a community of communities.
5. Strengthening the financial viability of the presbytery.
6. Faithfully keeping spiritual disciplines, including prayer, study, worship, seeking to be humble Christ-like servant leaders, and providing an intentional, Christ-like witness of the presbytery's care and leadership to its members and congregations.
7. Representing, **or provide for representation of**, the presbytery to other governing bodies, boards and agencies as directed by working agreements, and interpreting to the presbytery the actions of these entities.
8. **Serving as the chief administrative officer of the Presbytery with the authority to delegate certain administrative functions in consultation with members of the Leadership Committee.**

Why is this change needed?

--Life has changed in the ten years since George and Kathy joined us in Yellowstone Presbytery which include changes in the church globally and with respect to denominations. We have lost churches and members in Yellowstone Presbytery and as a result, our per capita numbers have decreased. Many presbyteries are facing a variety of challenges.

--Savings for the presbytery will be @3500/month or @40,000 year, calculated on no increased or new income.

--Even with George and Kathy moving to half-time, we will face a yearly \$34,000 deficit. This deficit can be met by using restricted and reserve funds; these funds should cover us for seven years.

How will Kathy and George's time be structured with these changes?

--George and Kathy would ordinarily work from the 1st to the 15th of each month, spending Sundays in congregations and designating Mondays as days off. This is a model that has worked in Glacier Presbytery.

What happens in the event of emergencies, where the assistance, counsel, or presence of our General Presbyters is needed?

--They would be available for emergencies and unexpected but significant opportunities for ministry that might arise during their nonworking weeks.

Ministry may not fall neatly into a two-week time frame. What happens with exceptions?

--With approval of Leadership Cabinet or designated members of the Leadership Cabinet, compensation time may be given for work during off-weeks. This may include scheduled events at which Kathy and/or George are expected to attend.

How will George and Kathy divide their responsibilities?

--With the help of the Leadership Cabinet and its Personnel point person, George and Kathy will determine their respective responsibilities.

How will we evaluate this change?

--We will evaluate the change in hours after nine months.