

SUSQUEHANNA VALLEY PRESBYTERY
Report of the Committee on Ministry
November 18, 2017

MOTIONS FOR ASSEMBLY ACTION:

1. **COM recommends to Susquehanna Valley Presbytery that Minister of Word and Sacrament James F. Martin be granted Honorable Retirement effective January 15, 2018.** Jim will retire from his work as Stated Clerk effective December 31, 2017; his contract for services as Interim Pastor for Northminster PC in Endwell ends Jan. 15, 2018.
2. **COM recommends that, pending their completion of the education required to be authorized for Eucharistic Service in their own congregation, elders Susan Hammerslag and JoAnn Pomeroy be commissioned by Susquehanna Valley Presbytery to preside at the Sacrament of the Lord's Supper at the Walton United Presbyterian Church.** COM appointed Moderator for Walton Deb Fleming, also chair of the Committee on Lay Preaching, had arranged through CoLP for Rev. Dr. Barbara Renton to provide the training needed for the two Walton UPC elders, which should be completed a couple of days before the assembly meets. (Walton UPC Pastor Lisa Ruth Mays left at the end of April to become Interim Pastor for Delhi, First, and Walton doesn't yet have an Interim Pastor of their own.)
3. **COM recommends to Susquehanna Valley Presbytery that the attached Terms of Call for 2017 be approved showing additional information received after the deadline for the Sept. 16th Presbytery Assembly.**

ACTIONS TAKEN BY COM ON BEHALF OF THE PRESBYTERY:

- **Transfer of Dale Francis from SVP to Lake Erie Presbytery, effective Oct. 17, 2017.**
- **Appointed Lisa Heckman as Moderator for Charlotte Valley Presbyterian Church after Carol Wilson retires, effective Nov. 14, 2017, as suggested by the Session.**
- **Appointed Mark Montfort as Moderator of Hobart Presbyterian Church.** At its Sept. 16th meeting in Nineveh, the Presbytery approved the Motions to appoint an Administrative Commission for Hobart according to BOO G-3.0303e, and to declare the pulpit vacant as of Oct. 1, 2017.
- **Approved the contract for temporary pastoral care services between Becky Kindig and Conklin Presbyterian Church, part-time (5 hours weekly), compensation \$200.00 weekly (including mileage), for 6 months, July 1 – Dec. 31, 2017.**
- **Approved of extension of Interim contract for James Hicks with Dryden Presbyterian Church. (½ Time October 1, 2017 - March 31, 2018)**

COMPENSATION

\$ 25,000 Annual cash salary
 \$ N/A Housing Allowance
\$ 25,000 Effective Salary
 \$ 3,249.00 Board of Pension dues

REIMBURSED EXPENSES

\$ 1,300 Continuing Education and books
 \$ 2,071 Social Security offset
 \$ 2,500 Travel/Mileage
\$34,120.00 Total Cost to Church Budget

Study Leave: 2 weeks (including 2 Sundays)
 Vacation 4 weeks (including 4 Sundays)

- **Approved the renewal of part-time Stated Supply contract for Paul Hamilton with Unadilla Presbyterian Church, January 1, 2017- December 31, 2017.**

COMPENSATION

\$ 4,990.00 Annual cash salary
 \$ 11,560.00 Housing Allowance
\$ 16,550.00 Effective Salary
 \$ N/A Board of Pension dues

REIMBURSED EXPENSES

\$ 500.00 Continuing Education and books
 \$ 310.00 Social Security offset
 \$ 2,000.00 Travel/Mileage

Study Leave: 2 weeks (including 2 Sundays)
 Vacation 4 weeks (including 4 Sundays)

- **COM Co-Moderators approved the one year full-time Interim Contract for Barbara Schwartz with Hector & Lodi Presbyterian Churches in Geneva Presbytery, beginning Sept. 11, 2017.** (Under an Agreement reached in an ecclesiastical lawsuit, Rev. Schwartz is under the authority of COM Co-Moderators only. Terms of Call meet SVP 2017 minimums.)

COMPENSATION

\$ 31,659 Annual cash salary
 \$ 17,047 Housing Allowance
\$ 48,706 Effective Salary
 \$ 17,778 Board of Pension dues

REIMBURSED EXPENSES

\$ 1,000 Continuing Education and books
 \$ 3,726 Social Security offset

Study Leave: 2 weeks (including 2 Sundays)
 Vacation 4 weeks (including 4 Sundays)

- **Approved the contract for Temporary Supply Pastor (1/3 time) Allen Presby and Laurens Presbyterian Church for Jan. 1 – Dec. 31, 2018.** (Terms of call remain the same as the contract for 2017)

COMPENSATION

\$ 18,848.43 Annual cash salary
\$ 18,848.43 Effective Salary
 \$ N/A Board of Pension dues

REIMBURSED EXPENSES

\$ 1,250 Continuing Education and books
 \$ 1,100 Travel/Mileage

- **Added Charlotte Valley Presbyterian Church to the list of churches eligible to use Elders qualified to provide “Eucharistic Service”** after Rev. Carol Wilson retires, effective Nov. 14, 2017 as requested by the Session.

FOR ASSEMBLY INFORMATION:

2018 Minimum Terms of Call had been approved at the November 2016 Assembly, as part of a 5-year package to try to equalize compensation between churches providing a manse and those offering a housing allowance. 2018 Minimum for Full Time Ministerial Service is \$48,662 (salary plus housing allowance) or \$35,574 (cash salary with manse). The Presbyterian Board of Pensions is increasing medical dues by .5 percent, so **payments to the BOP will be 37% of Total Effective Salary for 2018.**

Approved the Mission Study for Nineveh Presbyterian Church and gave them permission to form a Pastor Nominating Committee.

Approved the Ministry Information Form for Central Delaware Trinity Covenant to place with Church Leadership Connection and begin to search for a new pastor.

Approved the Ministry Information Form for Owego United Presbyterian Church to place with Church Leadership Connection and begin to search for a new pastor.

Added Adam Demetros to the approved Pulpit Supply List. Demetros, who grew up in Vestal and has returned there, is a Candidate under care of Lehigh Presbytery, a graduate of Princeton Seminary, and needs to take two more Ordination Exams and Clinical Pastoral Education (CPE). to be certified ready to receive a call. He is exploring transferring "Presbytery of Care" to Susquehanna Valley with our Committee on Preparation for Ministry.

Approved and provided funding for a Small Church Gathering Sat. Dec. 2nd at Windsor PC with leadership by George Budine (Presbytery Moderator and a Commissioned Lay Pastor himself), on "thriving not just surviving." COM Small Church Team members JoAnn Aymar, Marsha Muller and Cindy Burger have planned and sent out invitations for this event.

Approved and provided funding for an Advent Clergy Gathering Sat. Dec. 2nd at Bainbridge PC planned by Rev. Lisa Heckman.

Had a conversation with Naomi Kelley from Utica's Lay Academy, inviting Scott Kindig from Committee on Preparation for Ministry and Deb Fleming from Committee on Lay Preaching to join COM. The Lay Academy has provided a consistent program for over 10 years of educating laity for preaching and commissioned pastoral services. Kelly offered to hold an "inquiry day" in our area if there is an interest. Kelley also helped SVP to think about the manner in which we might combine our CoLP and CPM.

Holy Cow! Consulting tools have been used by a couple of our churches in transition. It has provided some great insights, but does need a lot of interpretation.

Checked references for candidates considered by Pastor Nominating Committees (PNCs); arranged for neutral pulpits as requested; interviewed candidates from out of state for presbytery membership in conjunction with neutral pulpits arranged for PNCs; and reviewed proposed Terms of Call.

Interviewed clergy and churches separately for "exit interviews" in times of pastoral transition.

Received reports from Interim Ministers. Current policy says to submit quarterly reports, but COM is looking at making that 6 month intervals.

"Manse Agreement": COM began to consider the value of something like a rental lease written out and agreed to by all parties when church owned housing is provided as part of pastoral compensation.

Boundary Awareness Training: Patty Wolff, George Carruth, Karen Siekmann-Marshfield and Fred Downs took the UCC Susquehanna Association Boundary Awareness Training on Mon. Oct. 23rd at Homer Congregational Church. Barbara Renton took the Albany Presbytery Boundary Awareness on Sat. Nov. 4th at Ballston Spa. Boundary Awareness is required in the first year by pastors new to the presbytery, and every 5 years after that (except for retired clergy no longer offering pastoral services).