

Committee on Ministry (COM) Report

NHP's Fall Stated Meeting, November 14, 2020

Rev. Tony Larson, Moderator

The COM recommends the following actions to Presbytery:

1. That Presbytery adopt the following rule for Temporary Membership in Presbytery as provided by G-2.0506: "A Non-Presbyterian Church (U.S.A.) minister brought to COM and approved in a validated ministries or pastoral covenant with a congregation, upon examination and their affirmation of the order and discipline of the Presbyterian Church (U.S.A.) may be recommended to presbytery for temporary membership in New Harmony Presbytery for the duration of their pastoral covenant."
2. *Pending Approval of Motion #1*: The Rev. Jennifer Kottler, [Christian Church (Disciple of Christ)] who is serving as Stated Supply Pastor of John Calvin Presbyterian Church be considered under the established rule for Temporary Membership in New Harmony, and if sustained, be granted Temporary Membership in NHP for the duration of her service to John Calvin Presbyterian Church.
3. The Rev. Ashley Cheek be approved as the next Installed Pastor of First Presbyterian Church of Hartsville effective December 1, 2020. The COM determined that because this call aligns with the mission strategy of both FPC Hartsville and New Harmony Presbytery an exception be sought to G-2.0504b which states that a teaching elder in a temporary pastoral relationship is "ordinarily not eligible" to serve as the next installed pastor. The rule for the exception is found in G-2.0504c and requires approval of three-fourths (75%) of the members of presbytery present and voting. The proposed terms of call are as follows:

<u>Effective Salary</u>	
Annual Cash Salary	58,000
Housing Allowance	25,000
Total Effective Salary	83,000
<u>Benefits</u>	
Board of Pensions (Pastor's Participation)	30,710.00
SECA	6,349.50
Accountable Reimbursement	6,750.00
Total Benefits	43,809.50
Total Cost to Church	\$126,809.50

4. The Minimum Terms of Call for Full-Time Installed Pastors in NHP be increased by 1% in 2021. The new minimum terms would be as follows:

<u>Effective Salary</u>	<u>Prior</u>	<u>New</u>
Annual Cash Salary	33,750	34,100
Housing Allowance	10,125	10,230
Total Effective Salary	43,875	44,330
<u>Benefits</u>		
Board of Pensions (Pastor's Participation)	16,280	16,403
SECA	3,357	3,392
Accountable Reimbursement	6,750	6,750
Total Benefits	26,387	26,545
Total Cost to Church	\$70,262	\$70,875

(The total annual cost of this 1% increase is \$613 or a monthly increase of \$51.08)

If approved, the COM would also encourage Session to increase the compensation of those in existing calls above the minimum terms by at least 1% in 2021.

The COM reports as information the following actions utilizing its commission authority given by NHP:

From its stated meeting on September 8, 2020, conducted via ZOOM:

- Approved the Interim Pastor Covenant (renewal) between **The Presbyterian Church at Manning** and the Rev. Josie Holler through December 31, 2020. The terms of the full-time Interim Pastor Covenant are as follows: **Annual Terms:** Cash Salary: \$31,000, Housing Allowance: \$24,000, Mileage & Expenses: \$3,000; SECA Match: \$2,371, Pensions Dues: \$16,160 for a **Total Cost to Church of:** \$76,532. The covenant includes 4 weeks of vacation and 2 weeks of study leave and an average of 3 days per month for service to the larger church / denomination.
- Approved changes to the terms of call for the following Installed Pastor

○ Rev. Tom Dendy and Celebration Presbyterian Church, Myrtle Beach		
<u>Effective Salary</u>	<u>Prior</u>	<u>New</u>
Annual Cash Salary	49,690.96	42,413.05
Housing Allowance	29,705.00	25,249.25
Additional Insurance	443.40	443.40
Total Effective Salary	79,839.36	68,105.70
 <u>Benefits</u>		
Board of Pensions (Pastor's Participation)	29,540.56	25,199.12
SECA	6,107.71	5,210.09
Accountable Reimbursement	6,442.82	6,442.82
Total Benefits	42,091.09	36,852.03
Total Cost to Church	\$121,930.45	\$104,957.73

- Approved the transfer of the Rev. Scott Hill to Palo Dura Presbytery, at this request, when the way be clear.
- Approved the transfer of the Rev. Dr. Annette Brewer into New Harmony Presbytery, at her request, when the way be clear and the transfer is approved by Charleston-Atlantic Presbytery.
- Received the Rev. Pete Brzezinski (Col.Ret.) as an At-Large Member of New Harmony effective September 8, 2020 pending approval of the transfer from Western Kentucky Presbytery.
- Adopted a new Transition Manual with thanks to Rev. Gavin Meek for his work and guidance in developed the manual. It is now available on the NHP website as a resource for Sessions, PNCs, and pastoral leaders.
- Approved a proposed 2021 Budget to send to the Finance Committee.
- Added the Rev. Mike Sorrell (NHP Member) to the NHP Pulpit Supply List

From its stated meeting on October 13, 2020, conducted via ZOOM:

- Approved the Temporary Pastor Covenant between the Rev. Alonza Washington and the **Westminster Presbyterian Church** through December 31, 2020. The terms of the part-time (20 hours/week) Temporary Pastor Covenant are as follows: **Annual Terms:** Cash Salary: \$0, Housing Allowance: \$24,102, Ministry expenses to be reimbursed, including mileage at IRS business rate; 1 week of vacation per quarter; 1 week of study leave every 6 months.
- Approved the Bridge Pastor Covenant between the Rev. Rodney Foster and the yoked congregations of **Indiantown Presbyterian Church and St. Paul's Presbyterian Church** for the period December 6, 2020 through December 31, 2021. The terms of the part-time (20 hours/week) Bridge Pastor Covenant are as follows: **Monthly Terms:** Cash Salary: \$3,600, Use of the Indiantown Presbyterian Church Manse including utilities and lawn service, Mileage reimbursement at IRS business rate; 4 weeks of vacation (annually).
- Approved a modification to the MIF for **Murrells Inlet Presbyterian Church**.
- Commissioned a Mission Study Review Team composed of Elder Susan Holton, Elder Bill McElroy, and Rev. Tony Larson (liaison) from COM with staff guidance from EP Rev. Gain Meek and AEP Elder Julie Cox to review, revise, and approve the mission study of **Kingston Presbyterian Church** and to authorize the election of a PNC by the congregation.

- Approved a \$100 registration fee to subsidy to any minister member of NHP who attends the Crossroads Anti-Racism Training offered on-line through Montreat Conference Center.

From its stated meeting on November 10, 2020, conducted via ZOOM:

- Referred the formation of a rule to authorize non-PC(USA) ministers to moderate meetings of Session (based upon G-2.0506, G-3.0104, G-3.0201, and the Authoritative Interpretation of those BOO sections issued in 2018) to the Leviticus Team.
- Approved the Temporary Pastor Covenant between the Rev. Dr. Richard Dozier and the **Goodwill Presbyterian Church** for the period December 1, 2020 through June 31, 2021. The terms of the part-time (20 hours/week, 2 weeks per month) Temporary Pastor Covenant are as follows: **Monthly Terms:** Cash Salary: \$2,545.92, Ministry expenses to be reimbursed, including mileage at IRS business rate.
- Examined a candidate and approved a call, including terms and start date for a new installed Pastor to a NHP congregation. *The name of the candidate, the name of the congregation, and the terms of call are withheld pending action of the congregation in December.*
- Approved, with amendment, a Stated Supply Pastor Covenant between Rev. Jen Kottler (Disciples of Christ) and **John Calvin Presbyterian Church** for the period beginning January 1, 2021 through December 31, 2021. The terms of the full-time Stated Supply Covenant are as follows: **Annual Terms:** Cash Salary: \$82,080, Insurance Premium: \$120, SECA Reimbursement: \$4,590, Accountable Reimbursement: \$4,500.
- Commissioned a team (Rev. Jody Foster, Rev. Ashley Cheek, and Elder Avery Dickson from COM with staff guidance from EP Rev. Gavin Meek and AEP Elder Julie Cox to review, revise, and approve a MIF for **Goodwill Presbyterian Church**.
- Appointed an Installation Commission to install the Rev. Ashley Cheek as pastor of **First Presbyterian Church of Hartsville** on December 6, 2020 at 10 AM. Members of the Commission are: Rev. Dr. Ella Busby (2nd Sumter), Rev. Nick Cheek (1st Sumter), Elder Vicki Eady (1st Hartsville), Rev. Josie Holler (Manning), Rev. Kyle Henderson (Validated Minister), Elder Dorothy McBride (2nd Sumter), and Rev. Gavin Meek (EP).