

Committee on Ministry
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
FEBRUARY 6, 2022

INFORMATION

1. The COM meets on the first Tuesday of each month.
2. The COM has scheduled a retreat for February 12, 2022.
3. The COM receives regular reports from the Co-Executive Presbyters and the Stated Clerk.

ADMIT TO RECORD

1. The COM was informed of the deaths of Odette Sous, the wife of Rev. Wael Sous, and Rev. Marshall Gupton, supply pastor at Northminster Presbyterian Church.
2. The COM examined Rev. Jason Loscuito, a Baptist minister, and approved him to preach and provide pastoral care at Glenclyff Presbyterian Church, Nashville, for a six month term, effective 11/7/2021 - 5/7/2022, for \$350/week, not renewable without COM approval, with the following provisos: 1) Rev. Loscuito will pursue courses in Presbyterian polity and Reformed sacraments from an institution identified by the Examination Task Force; 2) after six months, Rev. Loscuito will again meet with the Examination Task Force to discuss what he's learned; and 3) he will be assigned a mentor by COM. The COM approved Rev. Will Berger as mentor and tutor for Rev. Loscuito.
3. The Rev. Carrie Fraser was appointed moderator of the Session of Glenclyff Presbyterian Church, Nashville, and she will celebrate the sacraments.
4. The COM validated Rev. Walt Tennyson's ministry as a chaplain at Alive Hospice.
5. The COM approved Dr. Mark Mueller as moderator for First Presbyterian Church, Columbia.
6. The COM received a report on the closing worship service for Mattie Smith Memorial Presbyterian Church, Silver Point, scheduled for 12/21/2021, 3PM.
7. The COM received a report on the election of the PNC at First Presbyterian Church, Columbia: Dawn Taylor, Ed Lancaster, Jean Mac Ball, Matt Campbell, Dwight Fox, and Jeff Baxter.
8. The COM reconsidered its action to define temporary supply as preaching at a particular church more than twice per quarter, such service more than that requiring COM approval. After discussion, including the burden this would place on smaller churches, the motion was defeated; the COM will not define temporary supply in this manner.
9. The COM was informed that training for the administrative commissioners for Central Presbyterian Church, Culleoka, and New Hope Presbyterian Church, Franklin, will be held on 11/15/2021.
10. The COM approved adding Rev. Claire Berry, UKirk, Therese Howell, Stated Clerk, and Rev. Walt Tennyson, Alive Hospice, to the Pulpit Supply list.
11. The COM approved Rev. Larissa Romero, a member of the Reformed Church in America, who is currently serving as interim at The Downtown Presbyterian Church, as a temporary member of the Presbytery of Middle Tennessee.
12. The COM approved the application of Beau Carr, a ruling elder at Christ Church, Alpine, to become a Commissioned Pastor.
13. An updated list of COM liaisons is attached.
14. The 2022 Ministerial Compensation Guidelines is attached.

2022 COM Liaison Assignments

Pulaski, Brick Church

Erin Angel-Howton

Alpine, Christ
Crossville, Big Lick
Fairfield Glade, Westminster
Sparta, Hickory Valley

Tom Bagley

Cowan, Fellowship
Decherd
Fayetteville, First
Fayetteville, St. John
Manchester, First

Tom Drake

Bethpage, Oak Grove
Hendersonville, First
Hendersonville, New Creation
Hermitage
Nashville, Donelson

Carol Foster

Lewisburg, Bethberei
Lewisburg, First
Pulaski, First
Shelbyville, First

Sally Hughes

Allardt, First
Nashville, Eastminster
Nashville, Southminster
Nashville, Westminster
Nashville, Woodland

Gary Kelly

Belfast
Lawrenceburg, First
Normandy
Readyville, Cripple Creek
Tullahoma, First

Beth McCaw

Nashville, Glen Leven Nashville,
Priest Lake
Nashville, Second
Nashville, St. Andrew's
Smyrna, First

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Mt. Pleasant, First
Thompson Station, Bethesda

Bill Patterson

Cookeville, Double Springs
Cookeville, First
McMinnville, First
Milton, Hopewell
Murfreesboro, Northminster

Jim Petersen

Brentwood, East Brentwood
Brentwood, First
Buffalo Valley
Spring Hill, First

John Smith

Clarksville, First
Clarksville, Macedonia
Dickson, Pond
Nashville, Emmanuel
Nashville, Korean

Shelby Smith

Columbia, Westminster
Franklin, First
Franklin, Historic
Murfreesboro, First

Amy Stoker

Ardmore, Bethany
Lynnville, First
Petersburg, First

Liz Thomas

Dickson, First
Gallatin, Sudanese
Springfield, First
Springfield, Milldale
Waverly, Ellis Grove

Leslie Traylor

Alexandria, Liberty Hill
Gallatin, First
Lebanon, First
Lebanon, Spring Creek
Watertown, First

Debra Van Derveer

Brentwood, Harpeth
Columbia, First
Nashville, Downtown

Frank Wade

Nashville, First
Nashville, Hillsboro
Nashville, Hillwood
Nashville, Trinity
Old Hickory

David Wood

Nashville, Bellevue
Nashville, Glenclyff
Sparta, Blue Spring
Sparta, Robinson Chapel
Cookeville, Post Oak

Notes for COM Liaisons from Ray & Robin

Erin Angel: Sparta, Hickory Valley is a combined PCUSA, Cumberland Presbyterian, United Methodist congregation. We hope to resolve their relationship status with the PCUSA in 2022.

Sally Hughes: At Nashville, Westminster, the two-year designated pastor agreement with Associate Pastor, Rev. Heidi Hudnut-Beumler, expired in May 2020. We hope to bring clarity to her relationship with the church in 2022.

Frank Wade: At Nashville, Hillwood, Jule Nyhuis's four-year agreement as Designated Pastor ends on May 31, 2022.

David Wood: We hope to work toward a resolution with Cookeville, Post Oak, which desires to leave the PCUSA, in 2022.

MINISTERIAL COMPENSATION

The compensation paid and/or furnished to a teaching elder should appear reasonable, just, and fair to the leaders of a congregation, to a majority of the members of a congregation, and to the teaching elder. Remuneration for services rendered by the teaching elder should be in line with the income levels of the area in which that service takes place. The teaching elder is a trained professional with responsibilities for which the Church has required preparation and training.

Each congregation in the Presbytery, through its Session and its teaching elder(s), should annually discuss compensation.

SECTION 1 MINIMUM EFFECTIVE SALARY

The Presbytery sets the Minimum Effective Salary requirements at 80% of the Churchwide Median Salary as established annually by the Board of Pensions. These figures will be reported annually to be effective for the following calendar year. **"Effective Salary" is defined as the combination of cash salary and housing.**

For 2022, the Churchwide Median Salary is \$62,100; **therefore the Minimum Effective Salary is \$49,680.** Exceptions may be allowed with approval of the Committee on Ministry.

Other requirements include:

- a. Full dues to the Benefits Plan of the Board of Pensions (**37%** of Effective Salary as defined by the Board of Pensions). The cost of family coverage shall be covered for full time installed teaching elders.
- b. Salary supplement equal to no less than 50% of the Social Security Self-Employment Tax.
- c. Four weeks or one month paid vacation inclusive of Sundays.
- d. Professional Expense Reimbursement Plan - Presbytery has approved a minimum of \$2500 for reimbursement of automobile expenses, books, continuing education and other professional expenses when substantiated to the Church Treasurer or other person designated by the session.
- e. Annual Study Leave of two weeks.
- f. Annual review of the terms of call and covenant with an evaluation of the mutual achievement of mission goals by teaching elder and session.
- g. A comprehensive evaluation of teaching elder every five years to grant a three month sabbatical from church duties after six years of continuous full time service.

SECTION 2 TAX INFORMATION

Each person's tax situation will be different, and advice should be sought from professional financial / legal counsel. Please note that it is the *responsibility of the teaching elder* to substantiate the amount and use of funds spent for housing if audited by the Internal Revenue Service.

IRS Publication 517 [<http://www.irs.gov/publications/p517/index.html>] provides information on reporting income, Social Security, expense reimbursement, housing allowances, etc.

SECTION 3 SABBATICAL POLICY

All full-time (35 hours per week or more) teaching elders in permanent installed positions and full time commissioned ruling elders shall be granted a compensated sabbatical of at least three months after completion of six years of continuous full-time service to a particular church, and such sabbatical is part of the terms of call. The Committee on Ministry strongly endorses this policy for all full-time professional staff of any church. With the agreement of the session, a sabbatical may be combined with vacation and study leave. If the teaching elder / commissioned ruling elder leaves within 12 months of completion of the sabbatical, he / she is not eligible for severance. In churches with multiple staff,

congregations may limit sabbatical leave to one staff person per year. Pastoral Nominating Committees in the presbytery are required to incorporate sabbatical leave provisions into pastoral terms of call in order for such terms to be approved by COM. Part time installed pastors or pastors serving in temporary pastoral relationships with congregations may negotiate provisions for a sabbatical in their terms of call/contracts. The requirements of this policy go into effect upon approval by presbyter.

Responsibilities of the Teaching Elder / Commissioned Ruling Elder

- * A minimum of six months prior to the proposed commencement of the sabbatical, bring a sabbatical proposal to the session. The proposal may include a description of the proposal, and may include the goals to be achieved, the expected results, and a personal statement as to how sabbatical leave will be beneficial to the teaching elder / CRE and to the church.
- * Make any necessary arrangements for coverage of pulpit, pastoral, and other responsibilities during sabbatical leave. In cooperation with the session, assure that pending responsibilities are brought up to date prior to departure on sabbatical leave.
- * Upon return, present an overview of the sabbatical experience with the session and the COM. Sharing of the experience with the entire congregation is strongly encouraged.

Session Responsibilities

- * Review the sabbatical proposal with the teaching elder / CRE and negotiate any necessary clarifications or changes.
 - * Communicate to the congregation the importance and value to the church of the sabbatical leave.
 - * Continue terms of call / financial commitments to the teaching elder / CRE during sabbatical leave.
 - * Receive from the teaching elder / CRE the written overview of the sabbatical experience upon his/her return.
- * Set aside funds annually to accumulate toward the sabbatical year. For example, if a congregation determines that the cost of providing a sabbatical for its teaching elder / CRE will be \$3,000 - \$5,000, the congregation would write \$500 - \$834 into its annual budget to accrue to the Sabbatical year.

COM Responsibilities

- * Serve as mediator in any concerns of the session or the teaching elder / CRE with respect to the sabbatical, making sure the agreement is being met.
- * Appoint a moderator for the session for the duration of the sabbatical.
- * Provide human and financial resources as needed.

SECTION 4

MINISTERIAL COMPENSATION FOR PULPIT SUPPLY

The Committee on Ministry recommends pulpit supply at \$150 per Sunday, with mileage (at the current IRS rate) negotiated in advance.

Congregations may vary from this guideline only in extraordinary circumstances (i.e. multiple worship services, congregation size, etc.) and with prior negotiation with the teaching elder.

SECTION 5

CALCULATING COMPENSATION AND BOARD OF PENSIONS DUES

The Board of Pensions website provides information on the Board's dues for medical, death and disability, pensions, and optional benefits. The Board also provides a calculator for effective salary as well as a calculator for dues. These calculators can be found at <http://www.pensions.org/what-we-offer/employer-guidance/calculators>.

Call Form (Initial)

The _____ Presbyterian Church of (Location) _____
Tennessee, belonging to The Presbytery of Middle Tennessee, being well satisfied with your qualifications for
ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable
to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls
you,

(Name)

to undertake the office of pastor (associate pastor) of this congregation, promising you in the discharge of your
duty all proper support, encouragement, and allegiance in the Lord.

That you may be free to devote yourself full time (part time) to the ministry of the Word and
Sacrament among us, we promise and obligate ourselves to pay you the following (those agreed upon are to
be filled in):

Annual salary	Use of the manse	\$ _____ (in regular monthly or semi-monthly payments)
Housing allowance	Utilities allowance	\$ _____
Other	medical insurance	\$ _____
	Professional expenses	\$ _____
		\$ _____
		\$ _____
		\$ _____ (includes: automobile, continuing education, books, and personal business expenses)
Social Security Tax	Other (specify)	\$ _____
costs	Moving	\$ _____
		\$ _____

Vacation of (time period) _____ Continuing Education (time period) _____

and we will pay regularly in advance to the board responsible for benefits a sum equal to that requisite
percent of your salary which may be fixed by the General Assembly of the Presbyterian Church (U.S.A.) for
participation in the Benefits Plan of the Presbyterian Church (U.S.A.), including both pension and medical
coverage, or any successor plan approved by the General Assembly, during the time of your being and
continuing in the pastoral relationship set forth in this call to this church. We further promise and obligate
ourselves to review with you annually the adequacy of this compensation, and to conduct a comprehensive
evaluation of ministry every five years to grant a three month sabbatical from church duties after six years of
continuous full time service. In testimony whereof we have subscribed our
names this _____ (Signatures) day of _____, A.D. _____

Having moderated the congregational meeting which extended this call for ministerial services, I do

certify that the call has been made in all respect according to the rules laid down in the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the — congregation.

(Signed) — — — —

Moderator of the Congregational Meeting