

**COMMISSION ON MINISTRY
REPORT TO THE PRESBYTERY OF MIDDLE TENNESSEE
NOVEMBER 10, 2022**

INFORMATION

The COM Pastoral Care Team sponsored a Women's Retreat on Saturday, August 27. Comments from attendees stated it was a blessing giving clarity and respite to attendees, and an opportunity for all to get to know each other.

ADMIT TO RECORD

1. The COM approved the call and terms of call with Rev. Judith Arnold for Westminster Presbyterian Church, Fairfield Glade, effective September 8, 2022, and approved the reception of Rev. Arnold from Southern Kansas Presbytery.
2. The COM approved terms of call and the temporary pastoral contract between First Presbyterian Church, Gallatin, and Rev. Michael J. Magee, pending successful examination from the Examinations Task Force. Rev. Magee will be part-time beginning Nov. 1 and full time Jan. 1, 2023. Scott Huie will serve as Rev. Magee's mentor.
3. The COM approved the call and terms of call to install Rev. John R. Hilley as pastor to East Brentwood Presbyterian Church, effective January 1, 2023. The commission to install will be provided at the Presbytery meeting.
4. Rev. Warner Durnell's examination to serve as transitional minister at First Presbyterian Church, McMinnville, was sustained, and the contract approved.
5. Rev. John A. Smith has agreed to serve as Vice-Chair of the Examinations Task Force.
6. The COM received the names of the PNC for The Downtown Presbyterian Church, Nashville: Matthews Abfalter; Stephanie Coleman; Debra Gentry; Jack Henderson; Jim Hoobler; Dixie Williamson.
7. The COM approved the dissolution of the associate pastoral relationship between Rev. Adam DeVries and First Presbyterian Church, Nashville, effective November 13, 2022. The COM approved changing Rev. DeVries' status to member-at-large.
8. The COM approved the dissolution of the associate pastoral relationship between Rev. Sarah Bird Kneff and First Presbyterian Church, Nashville, effective November 3, 2022.
9. The COM approved the call to Sarah Bird Kneff as pastor of First Presbyterian Church, Columbia, effective December 1, 2022. The COM approved the following terms of call: Annual Salary \$40,000; Housing allowance \$34,000; Board of Pensions (37%) \$27,380; Social Security \$5,661; Professional / Continuing Education Expenses \$3,000; Total compensation \$110,041; two weeks continuing education; four weeks vacation; benefits as described in First Columbia Personnel Manual; relocation to Columbia area within six months of beginning employment; payment of all reasonable moving expenses; family leave to be reviewed, and with session's approval, the Presbytery policy will be followed; sabbatical leave as recommended by the Presbytery; Mark Mueller to serve as mentor for at least six months.
10. The COM granted permission to Rev. Mark Calvert-Rosenberger, temporary supply at First Presbyterian Church, Springfield, to administer the sacrament of baptism for a member's grandchild.
11. Annual report forms have been emailed to Validated Ministers and Members-at-Large of the Presbytery of Middle Tennessee.

12. The COM learned that First, Springfield and Central Christian Church, Springfield, want to create a joint congregational witness (a congregation of the PC(USA) and a congregation of another Christian church that recognizes Jesus Christ as Lord and Savior, accepts the authority of Scripture, and observes the sacraments of baptism and the Lord's Supper). This will not be accomplished by the November presbytery meeting but are moving forward together in organic ways. The Committee on Church Transformation will need to approve these legalities, then COM and then the Presbytery.
13. The COM approved the dissolution of the pastoral relationship between the Rev. Dr. Mary Louise McCullough and Second, Nashville as of October 1, 2022 by congregational vote on September 25, 2022.
14. The temporary associate pastoral relationship between Rev. Mike Wilson and Second, Nashville ended September 30, 2022. The COM approved the dismissal of Rev. Wilson to the Presbytery of Lake Erie, to accept a call, effective October 1, 2022.
15. The COM approved Evelyn Graham as Moderator of the Session of Second, Nashville, and approved her work with administrative duties at Second.
16. The COM reviewed the Ministerial Compensation Policy, and proposed changes. The COM will recommend to Presbytery that full time in the policy means 35 hours or more per week.
17. The COM moved Rev. Joel Kelly to Honorably Retired status, and dismissed him to the Presbytery of Central Florida, effective June 1, 2021.

RECOMMENDATION

1. The COM recommends the following amendments to the Ministerial Compensation document (additions are shown with underline; deletions are shown with ~~striketrough~~):

MINISTERIAL COMPENSATION POLICY

The compensation paid and/or furnished to a full-time 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 I MINIMUM EFFECTIVE SALARY

The Presbytery sets the Minimum Effective Salary requirements for full-time (minimum of 35 hours / week) teaching elders in installed positions at 80% of the Churchwide Median Salary as established annually by the Board of Pensions. Minimum Effective Salary for part time teaching elders should be pro-rated based on 80% of the Churchwide Median. 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 2023, the Churchwide Median Salary is \$64,800; **therefore the Minimum Effective Salary is \$51,840.** Exceptions may be allowed with approval of the Commission on Ministry.

Other requirements include:

- a. For installed teaching elders, full dues to the Benefits Plan of the Board of Pensions (39% of Effective Salary as defined by the Board of Pensions), in Pastor's Participation. The cost of family coverage shall be covered for full time installed teaching elders. Temporary pastors, working at least 20 hours per week, may be enrolled in Minister's Choice, with the cost set at 10% of effective salary, payable by the church, or in Pastor's Participation.