

COMMITTEE ON MINISTRY REPORT
September 27, 2016
Camp Whitman on Seneca Lake, Dresden, NY

[Meetings held on 08/02/2016 & 09/06/2016]

ITEMS FOR PRESBYTERY'S ACTION

The Committee VOTED to recommend that the presbytery:

(Examination for Membership)

1. **Examine** the Rev. Kyle Delhagen (a member of the Reformed Church in America) for membership in the presbytery of Geneva, effective October 1, 2016. [NOTE: The Rev. Delhagen will serve under the Formula of Agreement, which pending his examination, will afford him all the rights and privileges of membership in the Presbytery of Geneva and the PCUSA.]

(Western, Palmyra / the Rev. Kyle Delhagen)

2. **Approve** the call of Western Presbyterian Church, Palmyra, NY to the Rev. Kyle Delhagen (minister member of the Reformed Church in America) as Pastor, effective October 1, 2016 at the following terms:

Cash Salary	32,500.00
Housing Allowance	17,500.00
Total Effective Salary	50,000.00

SECA Supplement	3,250.00
Board of Pensions (PCUSA)	18,250.00
Voucher Expenses	10,500.00

Paid Vacation: 31 days annually with a maximum of 4 Sundays filled by pulpit supply.

Paid Continuing Ed/Study Leave:

A maximum of 2 weeks annually with 2 Sundays filled by pulpit supply.

(All leave must be approved by Session.)

One-time relocation: Full and reasonable moving expenses based on 3 bids.

Travel expenses will be provided for one house hunting trip, including lodging.

In the seventh year of service, the congregation will provide for a three-month Clergy Renewal Leave, continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

Board of Pensions Worksheet

(Full medical, pension, disability, and death benefit coverage under the Board of Pensions.)

Medical: (24.5% x 50,000) =	12,250
Pension: (11% x 50,000) =	5,500
Death and Disability (1% x 50,000) =	<u>500</u>
Total Board of Pensions	\$18,250

Worksheet for Expenses Reimbursed by voucher submitted quarterly:

Auto/Travel allowance*	4,500
Business/professional expenses	3,000
Continuing Ed/Study Leave	<u>3,000</u>
Total Voucher Expenses	\$10,500

* Mileage will be at rate allowed by IRS. May also include airfare and car rental. The amount is not to exceed \$4,500 total.

3. **Appoint** the Rev. Kyle Delhagen as moderator of the session of Western Presbyterian Church, Palmyra, NY effective October 1, 2016. [NOTE: As a Formula of Agreement pastor, the Rev. Delhagen may serve as moderator of a Presbyterian session.]

ACTIONS TAKEN ON BEHALF OF PRESBYTERY

Acting on behalf of the presbytery, the Committee VOTED to:

(Lyons / the Rev. Russell Duncan)

The Committee VOTED to:

1. **Approve** the dissolution of the pastoral relationship between the Rev. Russell Duncan and First Presbyterian Church, Lyons, NY effective August 31, 2016. The congregation meeting will be held on August 7, 2016.

(The Rev. Russell Duncan)

2. **Approve** the call of the Rev. Russell Duncan to the First Congregational Church (United Church of Christ), St. Albans, Vermont effective September 1, 2016:

NOTE:

- The call is within the Formula of Agreement, so for the term of his service, Russ will have standing in both the Presbyterian Church (USA) and the United Church of Christ.
- The Rev. Duncan desires to retain his membership in the Presbytery of Geneva.

TERMS OF CALL

Cash Salary	33,000.00
Manse Value	15,000.00
Total Effective Salary	48,000.00

Social Security Offset	2,625.00
Benefits Plan, PCUSA	19,208.00
Study Leave	650.00
Travel	IRS rate

Study Leave: 5 says per year

Vacation: One week for every 3 months service, not to exceed 4 weeks per year (may be cumulative)

(Moderator Appointments)

3. **Appoint** the Rev. Katherine Griffis as moderator of the session of First Presbyterian Church, Arkport, NY during September 2016.
4. **Appoint** Elder Jim Varner as moderator of the session of First Presbyterian Church, Arkport, NY beginning October 1, 2016.

ITEMS FOR PRESBYTERY’S INFORMATION

(Allison Seed / Regional Consultant, Board of Pensions)

The Committee WELCOMED Allison Seed, the Synod of the Northeast Regional Consultant of the Board of Pensions for the Synod of the Northeast.

Allison reminded the Committee of the information shared in a conference phone call some months ago, regarding inclusion of lay employees and teaching elders in other service (e.g. temporary supply, interim)—part-time pastors who are not installed. Any church which employs a transitional leader of any kind will have decisions to make for 2017. The COM has responsibility for approving terms of call for all ministers within their jurisdiction. Does the presbytery wish to have a “default policy” regarding participation of teaching elders who are in other forms of service, with the exception that if a pastor can prove other medical coverage (e.g. through a spouse), they may be exempt from the Medical Dues portion of the Board of Pensions plan.

Allison encouraged that any default position include some sort of provision for churches which can call a full-time pastor, but will not have to pay the Major Medical. She encouraged that the ability to pay the full dues be preserved by a provision by which—as an example: half of the amount be provided as additional compensation and half to an escrow for moving expenses for a future full-time pastor. This preserves the church’s ability to pay the full participation amount.

Each church will need to have a local “web administrator,” who will be able to log on to the secure site of the Board of Pensions. The log-on format will be: (1) the PIN for the church and (2) the amount of the last invoice.

Pricing will reflect regional rates, but a subsidy will be built in. The question is, “What—if any—cost will be passed on to our employees?”

Open enrollment starts in mid-October. Churches must make decisions by September 30, 2016.

Possible default policy for persons working in other service:

Ministers and CREs working in uninstalled positions for 20 hours or more will receive the full benefits package. Such persons may be exempt from the Major Medical portion, with proof of other medical coverage.

If ministers or CREs opt out of the Major Medical portion, churches are encouraged to keep that portion in the church budget.

The Committee will make a determination during the September meeting.

The Committee VOTED to:

(Board of Pensions Representative)

1. **Appoint** the Rev. Stanley Bhasker as Board of Pensions representative for the Committee on Ministry.

(Newark, Park / Parish Associate)

2. **Approve** the Parish Associate Covenant between the Rev. Kirk Baker and the Rev. Timothy Johnson, HR for Park Presbyterian Church, Newark, NY.

(Big Flats / the Rev. Beth Frigard)

3. **Approve** the call of the session of First Presbyterian Church, Big Flats, NY to the Rev. Beth Frigard (minister member of the United Church of Christ) as Interim Pastor for twelve months, effective September 12, 2016 at the following terms:

Base Salary	\$ 32,500.00
Housing	\$ 17,500.00
Total Effective Salary	\$ 49,000.00
Pension and Medical Benefits	\$ 17,500.00
Travel Expenses Budgeted at:	\$ 2,000.00 per year,
Paid by voucher at current IRS rate .54/mile	

Vacation: 4 weeks – including 4 Sundays
(all vacation must be used within 12 month contract)

Study Leave Time: two weeks per year (2 Sundays) This includes Interim Pastor Training

4. **Appoint** the Rev. Beth Frigard as moderator of the session of First Presbyterian Church, Big Flats, NY effective September 12, 2016. Kirk Allen, liaison, will mentor the Rev. Frigard's service as moderator. [NOTE: As a Formula of Agreement pastor, the Rev. Frigard may serve as moderator of a Presbyterian session.]

With the congregation's support, the Rev. Frigard will take the first level of Interim Minister Training to be held at Princeton Theological Seminary.

(Exit Interviews)

5. **Receive** the reports of the following Exit Interviews:
 - With the Rev. Russell Duncan (Lyons)
 - With the Rev. Richard Price, HR (Big Flats)
 - With the session of First Presbyterian Church, Lyons

(Appointment of COM liaisons to congregations)

6. **Appoint** the following persons as liaisons to congregations that were served by the Rev. Russell Duncan and Elder John Peeples:
Jane Winters: Elmira, First and Horseheads
Kerm Bossard: Burdett, Hector, and Lodi
Priscilla Andrews: Bellona and Seneca #9

Liaisons still needed: Canandaigua and Sodus, which A.J. and Ellen will cover for the time being.

(Pulpit Supply List)

7. **Place** the Rev. Jamie Tyrrell, HR on the Pulpit Supply List, noting that he is available for service as Interim Pastor (he has had the required interim training).
8. **Place** the Rev. Val Fowler, HR on the Pulpit Supply List.