

**COMMITTEE ON MINISTRY REPORT**  
**November 12, 2016**  
**First Presbyterian Church, Corning, NY**

The following items are from the November 1, 2016 meeting of the Committee.  
 Action items from the October 2016 meeting will be presented during the presbytery meeting.

**ACTIONS TAKEN ON BEHALF OF PRESBYTERY**

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

1. **Appoint** the Rev. Robin Lostetter as moderator of the session of the Lyons, NY Presbyterian Church.

**ITEMS FOR PRESBYTERY'S INFORMATION**

The Committee on Ministry VOTED to:

**(Rev. Nancy Meehan Yao)**

1. **Approve** the Covenant Agreement for Interim Service between First Presbyterian Church, Watkins Glen, NY and the Rev. Nancy Meehan Yao to continue interim service beginning November 16, 2016 and will be accountable to the church session and as a Ministry during the period of this covenant agreement.

**Terms of Call**

Cash Salary	\$47,056.60	(of this, \$4,400 annually will be tax deferred salary, placed into 403b9 plan with Fidelity through PCUSA)
Housing allowance	2,500.00	
Dental coverage	443.40	
<b>Total Effective Salary</b>	<b>\$50,000</b>	
Pension & Medical Benefits	\$16,416.00	
Moving expenses	0	
Vacation	1 month including 4 Sundays (accrued quarterly)	
Continuing Ed	\$1,000 (reimbursed as used, and 14 annually, including 2 Sundays)	
Reimbursed Ministry Expenses	\$1,000	
Automobile	IRS rate per mile (reimbursed as used) 2016 .54/mile)	

This agreement is for a period of 12 months commencing November 16, 2016. This agreement may be terminated by either party upon 30 days written notice.

**(Rev. Bruce Imre Incze)**

2. **NOTE:** This item is presented for presbytery's information. Action will be taken during the January 2017 stated meeting of the Presbytery of Geneva.

The Presbyterian Church of Arkport, NY, PCUSA solemnly calls Rev. Bruce Imre Incze to undertake the office of Solo Pastor of this congregation, beginning at the earliest possible date after the examination by Presbytery in January. COM **APPROVED** the terms and send it to Presbytery for action in January.

**Terms of Call:**

Cash Salary	\$35,000
Housing Allowance	15,000
Total Effective Salary	50,000
SECA (7.65% of Effective Salary)	3,825
Board of Pensions	18,250
Voucher expenses	1,500
<b>Total</b>	<b>\$73,575</b>

**Board of Pensions**

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

Note: If Bruce may be excluded from the Board of Pensions medical plan, the church will reimburse payments of up to \$1,042 per month for the Blue Cross Federal Employee Program which is available to Bruce and his wife.)

Medical:	\$12,250
Pension	5,500
Death & Disability	500
<b>Total Board of Pensions</b>	<b>\$18,250</b>

Expenses Reimbursed by voucher submitted quarterly

Auto/Travel allowance (IRS rate)  
Book Allowance 500.  
Continuing Ed/Study Leave \$1,000  
Paid vacation 4 weeks, no more than 4 Sundays  
Paid Continuing Ed/Study Leave; 2 weeks; no more than 2 Sundays

Relocation expenses: All reasonable, vouchered, household moving expenses from Saint Robert, MO to Arkport, NY will be reimbursed.

**(Report Form for Commissioned Ruling Elders)**

3. **Approve** the 2016 Annual Report Form of Commissioned Ruling Elder and Pulpit Supply Commissioned to serve at the Lord's Table.

**(Addison / Term Limits)**

4. **Approve** a Waiver of Term Limits: for Addison Presbyterian Church

**(Commissioned Ruling Elders / Minimum Salary Schedule)**

5. **Approve** the following Minimum Salary Schedule for CRE's & CCE's and payment for pastoral administrative services as follows:

CRE – 75% of Full Time Pastor Salary  
(75% of \$48,706= \$36,529.50)

3/8 time = \$13,699 effective salary  
\$1,047.97 = SECA  
\$375.00 = study leave

1/4 time = \$9,132 effective salary  
\$698.60 SECA  
\$250. study leave

Certified Christian Educator – 85% of Full time Pastor Effective Salary  
(85% of \$48,706=\$41,400)

Full Time: \$41,400 effective salary  
\$3,167.10 = SECA  
\$15,111.00 = BOP  
\$1,000.00 = study leave

3/4 time = \$31,050 effective salary  
\$2,375.33 = SECA  
\$11,333.00 = BOP  
\$750.00 = study leave

1/2 time = \$20,700 effective salary  
\$1,539 = SECA  
\$7,556 = BOP  
\$500.00 = study leave

3/8 time = \$15,525 effective salary  
\$1,1187.66 = SECA  
\$5,667 = BOP  
\$375.00 = study leave

1/4 time = \$10,350 effective salary  
\$791.78 = SECA  
\$3,778 = BOP  
\$250.00 = study leave

(Mileage, vacation and study leave the same as clergy minimum salary schedule).

**(Pastoral & Administrative Services)**

6. **Approve** the following Pastoral and Administrative Services (as approved by COM- this would be for someone “covering” a congregation without a pastor): mileage per visit and \$25/hour.