COMMISSION ON MINISTRY AND MINISTRY PREPARATION
Meeting Minutes
August 28, 2024

The meeting of the Commission on Ministry and Ministry Preparation was held via Zoom and called to order by Linda Kennan at 10:00 a.m. August 28, 2024, following devotions and prayer by Linda Kennan.

Members present: Robbie Carnes, Lynn Franko, Linda Gibbs, Janette Gonzales, Al Hosler, Christina Jensen, Linda Kennan, Rob Minard, Brant Piper, Dawn Russell, Kim Strunz, Cassie Todd and Jane Young.

Members excused: Jon Baker and Ed Savage

Presbytery staff present: Ted McCulloch, Stated Clerk and Staci Percy, Communications Manager/Recording Clerk

MOTION WAS SUSTAINED to approve the agenda and the minutes of the June 26, 2024 stated meeting.

The **ADMINSTRATIVE TEAM** report was given by Dawn Russell.

MOTION WAS SUSATAINED to amend the 2025 Minimum Terms of Call to change minors to dependents and to note that salary for part-time positions shall be proportional to time worked. [ATTACHMENT A]

The 2025 Minimum Terms of Call will be presented and recommended to presbytery at the September stated meeting.

MOTION WAS SUSTAINED to approve the CRE contract between Elder Jon Essex and Beaverton-First for a period of 16 months effective September 1, 2024. Terms are as follows:

Cash Salary	$375 Sunday Service Office Hours/Pastoral Care
Moderate Session	$50 per meeting
Travel Reimbursement	Up to $300 at IRS Rate
Phone calls	$480
Professional Expenses	$900
Vacation Time	5 weeks including 5 Sundays
Study Leave	5 weeks including 5 Sundays
Family Leave	Up to 12 weeks per year

Responsibilities Include (but not limited to):

- Moderate congregational and session meetings
- Perform the sacraments
- Conduct weddings, funerals and baptisms as needed

MOTION WAS SUSTAINED if the way be clear to approve the part-time (25 hours) Pastoral Call between Nathaniel Asperger and Saginaw-Countryside effective October 1, 2024. Terms are as follows:

Cash Salary	$31,875
Pension/Medical	39% of effective salary for 2024 (Single rate for 2025)
SECA Offset	$2,438.44
Moving Expenses Reimbursement	All allowable costs
Travel Reimbursement	IRS rate
Professional Expenses	$500
Vacation Time	4 weeks including 4 Sundays
Study Leave	2 weeks including 2 Sundays
Family Leave	Up to 12 weeks

NOTE: Numbers reflect what full year would have been.

The **STATED CLERK** report was given by Ted McCulloch. It was noted that Council will recommend to presbytery that the presbytery's portion of Per Capita remain unchanged at $16.45 for 2025. The Synod and General Assembly portions have increased. The proposed rate for 2025 is as follows:

General Assembly	10.84
Synod	3.40
Presbytery	16.45
Total	30.69

The **COMMISSION ON PREPARATION FOR MINISTRY** report was given by Robbie Carnes

MOTION WAS SUSTAINED to present Nathanial Asperger to be Examined for Ordination at the September stated meeting of presbytery.

Discussion was held regarding the need for Ordination Examination Readers. CPM will get a list to the Nomination Team to be voted on at the September stated meeting.

It was noted that the CRE Manual is being reviewed and will be presented to the full commission at the September meeting.

The **TRANSITION Team** report was given by Linda Kennan.

- There are currently no called and installed positions open
- Ithaca-First has a part-time opening

A report from the **LISTENING TEAM** regarding Tawas was given by Brant Piper.

The 2023 Necrology Report will be presented to presbytery at the September stated meeting. [ATTACHMENT B]

It was noted that Flint-First will be hosting a Worship and Wonder Training September 13-14. Clergy and CRE are encouraged to attend.

MOTION WAS NOT SUSTAINED to reimburse the cost of attending the Worship and Wonder Training at Flint-First for members of LHP congregations.

NEW BUSINESS

- Devotions – Christina Jensen will lead the September meeting; Stll need volunteers for the months of October and November.

MOTION WAS SUSTAINED to adjourn at 11:40 am following closing prayer by Linda Kennan. The next scheduled meeting of the Commission on Ministry and Ministry Preparation will be held Wednesday, September 25, 2024 at 10:00am via Zoom. Christina Jensen will lead devotions.

Staci Percy
Communications Manager/Recording Clerk

ATTACHMENT A – 2025 Proposed Minimum Terms of Call

For 2025, the minimum terms of call for the Presbytery of Lake Huron will include an effective salary of at least $50,325. This is 75% of the 2023 Church Wide Median of $67,100.

Minimum Terms of Call shall also include 4 weeks of vacation including 4 Sundays; 2 weeks of Study Leave including 2 Sundays and up to 12 weeks of family leave. All of these various times off apply whether full-time or part-time, whether installed, temporary or CRE status.

> For family leave, the congregation and/or pastor can contact COMMP for both planning and to access possible assistance with the costs to the congregation for family leave.

Medical and Pension Benefits

It is a long-standing value of the Presbyterian Church USA and our Presbytery that those who serve as ministers or pastors have their entire households, including spouses and dependents, provided with medical insurance. In 2025, it is the expectation of Presbytery that this continue to be one of our core values. No pastor should have to worry about whether their spouse and/or dependents are covered from medical events that can strike any one, at any time.

How that coverage is provided has changed in 2025.

For those in an installed call, either full-time or part-time: Participation in the Board of Pensions' Pastor Participation Plan is still required by the Book of Order in the following manner:

Pension and Income Assistance Programs -	10% of effective salary
Medical Coverage (installed pastor only)	16% of effective salary
TOTAL for Full-time Installed Pastor **only**	26% of effective salary

** for 2025, 2026, and 2027, participation in the Traditional Plan is available as a percentage of effective salary and covers pastor, spouse, and dependents. For 2025, for pension and medical, that totals 43% of effective salary. That effective salary percentage increases *at a minimum*, to 47% in 2026 and 51% in 2027. It could be higher.

For those in a full-time, temporary position (interims/stated supply)

Pension and Income Assistance Programs	10% of effective salary
Medical Coverage (for pastor only)	Coverage provided either through a Board of Pensions program or marketplace equivalent, with the concurrence of COMMP.

For the spouse and dependents of all full-time clergy, installed or temporary

> Medical Coverage for spouse and dependents shall be provided by the congregation either through a Board of Pensions program or equivalent (whether government sponsored like Medicare or provided by a spouse's employer or purchased on the open market) with the concurrence of COMMP.

For part-time, non-installed service or those serving as Commissioned Pastors, there is not a coverage requirement. But various options are available through the Board of Pensions and the marketplace. Talk with our Board of Pensions representative Luke Choi; or Jessica Schira, Presbytery Financial Secretary; or Ted McCulloch, Presbytery Stated Clerk on some of the different options available.

ATTACHMENT B – 2023 Necrology Report

2023 Necrology Report to Presbytery

Clergy	Age at Death	Date of Death
James Offrink	77	May 2
Michael Loenshal	71	September 1
Ken Hetzel	81	November 17

Church	Elder	Date of Death
Alma-First	Carol Layman	April 24
	Roy Roach	June 9
Bay City-Westminster	Ronald Deuscher	February 9
	Mary Kay Prudden	July 13
	David Fenske	August 23
	Bonnie Scheddel	August 27
	John Tapley	September 21
	Russel Marvin	December 5
Birch Run-Taymouth	Kay Blessing	December 13
Breckenridge-Emerson	Dorothy Stellow	February 8
	Charlotte Jenkins	March 9
Cass City-First	Gerald Whittaker	August 5
	Robert Fischer	October 6
Deckerville-First	Jean R. Pardy	November 19
Fenton-First	Jesse James	April 12
	Dale Goss	May 21
	Spencer Sutherby	November 12
Fenton-Tyrone	Linda Living-Hawley	November 9
Flint-First	Kathryn Smith	March 6
	Nancy Nichols	May 6
	William Kinloch	May 20
	Janice Pike	July 17
	Ruth Gage Burns	July 20
	Yvonne Wismer	August 27
	Frank Young	December 24
Flint-Trinity United	Jerome Auger	September 3
Flushing	Mary Ellen Zellers	July 30
	Joyce Tassell	November 28
Grand Blanc-Kirkridge	Peter McLeod	August 29

ATTACHMENT B – 2023 Necrology Report (Continued)

Church	Elder	Date of Death
Holly	Peggy Ranger	August 10
Houghton Lake-Kirk of the Lakes	Robert Kepler	July 19
Linden	Nettie Holtslander	January 5
	Mylan Huyck	July 24
Midland-Memorial	Nancy Ann Vander Woude	January 12
	David Tompkins	March 5
	A. Robert Conant	August 2
	William David Betts	August 8
	William Richard Bowen	August 19
	Susan Pearsey	December 23
Saginaw-First	Donald Johnston	June 15
	Blake Johnson	August 5
	Ellen Archambeau	August 6
	Julie Stevens	December 1
	M. Nancy Baxter	December 6
Saginaw-Second	Ray Shepherd	March 12
Twining-Maple Ridge	Richard Gawne	November 8