COMMISSION ON MINISTRY AND MINISTRY PREPARATION
Meeting Minutes
April 23, 2025

The meeting of the Commission on Ministry and Ministry Preparation was held via Zoom and called to order by Dawn Russell at 10:00 a.m. April 23, 2025, following prayer and devotions by Brant Piper.

Members present: Robbie Carnes, Janette Gonzales, Brant Piper, Dawn, Russell and Kim Strunz.

Members excused: Jon Baker, Linda Gibbs, Al Hosler, Christina Jensen, Rob Minard and Jane Young.

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

Guest: Luke Choi

MOTION WAS SUSTAINED to approve the agenda.

Luke Choi, our Board of Pensions representative, gave a presentation. The information he shared is in ATTACHMENT A.

The **Admin Team** reported that they will bring the Pulpit Supply Boundary Training Policy information to the May meeting.

The **Committee on Preparation for Ministry** reported that Nikelle Johnson has been Certified Ready To Receive a Call.

MOTION WAS SUSTAINED to approve the minutes of the March 26, 2025 stated meeting.

MOTION WAS SUSTAINED to adjourn at 10:35 am following closing prayer by Brant Piper. The next scheduled meeting of the Commission on Ministry and Ministry Preparation will be held Wednesday, May 28, 2025 at 10:00am via Zoom. Christina Jensen will lead devotions.

Staci Percy
Communications Manager/Recording Clerk

ATTACHMENT A – Board of Pensions Report

THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH (U.S.A.)

Presbytery Action Required:
- Signature on form
- Written Verification from Stated Clerk/EP

Information for Presbytery Leaders 2025

Candidates/Inquirers/CPM
- Medical coverage for seminary students (See Quick Facts and Dues 2025 for costs)
- First Call, First Steps Seminar (See First Call, First Steps)

First Call
- Structuring Terms of Call (See Living by the Gospel)
- Enrollment at start of service, not Ord/install date; church Employer Representative administrates

Covenant Package (CP) - 10% of Effective Salary
- Any qualified employee serving 20+ hrs./wk.
- Pension (8.5%), Temporary Disability (0.5%), Death & Disability - D&D (1%)
- Access to: EAP, Education, Assistance Programs

Congregational Pastors Package (CPP) - 26% of Effective Salary (+ flat national pricing for dependent coverage)
- Installed Positions (required; no hourly work requirement) or optional for non-installed PCUSA ministers and CREs* serving PCUSA congregations 20+ hrs./wk.
- Member-only medical (16%) Pension (8.5%), Temporary Disability (0.5%), D&D (1%)
- Access to: EAP, CREDO and Education Programs, Assistance Programs

**CREs with sacramental responsibilities are also eligible for housing allowance*

Transitional Pastor's Participation (TPP) - 43% of Effective Salary (includes full-family medical)
- Available for any pastor enrolled in Pastors Participation on Dec. 31, 2024 – no new enrollments in 2025
- Full-family medical (33%); Pension (8.5%), Temporary Disability (0.5%), D&D (1%)
- Access to: EAP, CREDO, Assistance Programs
- Will increase by at least 4% every year until this program sunsets in 2028

Decision Guide for Minister Benefits – Calculator for most pastoral position benefit options.

Presbyterian CREDO
- Three Versions: Newly Ordained; CREDO I (mid-career); CREDO II (age 55-70)
- In 2025 eligibility determined by 2024 enrollment in PP or MC. For 2026 any pastor enrolled in BoP Medical and/or Pension

Minister Member Termination of Service
- CPP/TPP: Benefits to end of month; + 1 month no-cost medical; + 1 month no-cost death benefit; employers can extend benefits end date
- Covenant Package: up to 1 month no-cost death benefit
- May enroll in Ministers Bridge Coverage/Medical Continuation

Ministers Bridge Coverage
- Up to 24 months for clergy in CPP/TPP; can cover whole family

Medical Continuation
- 18 months - May follow Ministers Bridge Coverage, but not *vice/versa*
- Same medical plan (does NOT include Pension, Death & Disability)
- May provide medical coverage beyond 18 months for eligible early retirees (Rule of 70)

Resignation/Forced Termination - Dissolution of Call
- Severance payments impact dues
- Reporting continuation of salary and benefits
- Renunciation of jurisdiction: **Notify BoP immediately**--Benefits end on date of notification of the presbytery

Disability - Determined by BoP and actively managed by Lincoln Financial

ATTACHMENT A – Board of Pensions Report (Continued)

- Temporary Disability Plan: benefits begin on 8th day, 70% of Effective salary, can last until 90th day. Employer continues to pay benefits
- Death and Disability Plan: Disability (core long-term) initiates on the 91st day if approved, 70% Effective Salary or Church Median. Benefits provided by and handled by the Board

Retirement (see dedicated webpage: For Members Planning to Retire)
- Encourage participation in pre-retirement seminar (THRIVE or Retirement Conversations).
- Members should call Member Services to request **Retirement Packet** 4 to 6 months before date to begin receiving pension; *Retired status processed separately by Presbytery/COM*
- The Board notifies Presbytery Stated Clerk when minister member's retirement is processed

Post Retirement Service and Dues: Administrative Rule 801: Post-Retirement Service
- Under 20 hours – no dues. Over 20 hours 12% dues which *Note: Post Retirement Dues* support Innovative Ministry Grants
- Reported to the Board by employer within 60 days. *Presbytery Letter no longer required*
- Does not affect Pension Benefits
- *Note: Retirees can return to active service, enroll in benefits, and earn additional pension credits. Pension payments are suspended while retired member is in active service*

Death
- Report to Member Services by calling 800-773-7752 or email: memberservices@pensions.org
- Active/Disabled Members: Salary Continuation (12 mo.); Lump Sum Benefit
- Retiree Death Benefit: $12,500

Innovative Ministry Grants
- Organizing Pastors/Evangelists (Job code 301): Board pays 100% for 3yrs, 66% in yr 4, 33% in yr 5
- Shared Ministry – grant applications beginning Jan 1, 2025
- Pathways to Renewal – sunset in 2023. Will honor those grants in TPP through end of grant period.

Employee Assistance Program (EAP)
- SpringHealth: New EAP provider (Previously CIGNA). Integrated into BCBS Network. 6 free visits/ year
- Management Consultations & Referrals, Emotional Health, and Other Support

Assistance Programs
- Assistance Program Expansions : highlights recent changes
- Clergy Wellness Support
- Emergency Assistance Grants
- Adoption Assistance, and Transition to College
- Ministers in CPP or TPP: Minister Debt Relief, Minister Educational Debt Assistance (MEDA) and Sabbath Sabbatical Support Grants
- For Retirees: Housing Supplements, Income Supplements, and Retiree Medical Grants

Other Relevant Topics
- Understanding Effective Salary – Comprehensive guide to what compensation is/is not included
- Validated Ministries – Employer/Presbytery complete and sign registration form to BoP first time; annual verification done via email reply (Stated Clerk)
- **Collections** – Presbytery notified when church is +90 days delinquent on dues
- **Split Service**: Members can serve more than one employer; employers may share cost of benefits. Must call Employer Services to establish a split service.

Helpful Resources
- Season of Rebuilding Microsite containing the most recent information about the 2025 Benefits Plan
- Documents on pensions.org – printable documents with plan information and other helpful guidance

Contact Information:
Member/Employer Services, 800-773-7752, memberservices@pensions.org
Rev. Luke Choi, Church Consultant 609-575-6321 | Lchoi@pensions.org