Pastoral Partnership Proposal

First Presbyterian Church of Vassar and Vassar First United Methodist Church

Our Shared Beliefs and History:

We believe that our purpose as a church is to make disciples of Jesus Christ. We believe we are called to love and worship God with all our hearts, souls, mind, and strength and to love our neighbors as ourselves. To that end, we believe that our individual congregational callings are not to recruit Presbyterians or United Methodists, but to grow in our faith and work in partnership with God and with each other to bring hope and healing to the Vassar Area community.

Our two congregations have a long history of partnerships to serve our community: from programming like a shared youth ministry, to missional outreach like the Crop Walk and Backpack program, to shared worship services and combined vocal and bell choirs. We believe we are stronger when we cooperate and partner with each other.

Proposal:

Because of our historical success of witnessing and worship together, we are proposing a new partnership as outlined by this proposal. Each congregation will, as they have in the past, continue to retain their unique identity in the community, but will partner together for the agreed upon pastoral services.

Partnership Overview:

Both churches will continue to operate as independent congregations including but not limited to: having their own governing board to administer the church, maintaining their own physical property and assets as they deem appropriate, keeping separate membership rolls, finances separated from the other.

The proposal provides one more shared service in the spirit of past shared services: pastor services. The specific duties provided to the First Presbyterian Church of Vassar are outlined below. The Pastoral services and expectations for the United Methodist Church will continue as outlined by the Book of Discipline and by the expectations of the Bishop and the Cabinet for the appointment.

FEB 2 2023

Pastor's Duties and Responsibilities for the Presbyterian Church:

Time Structure:
20 hours/week, pastor in pulpit 42 Sundays per year. Sundays not in the pulpit include:

- Four (4) weeks paid vacation, including Sundays.
- Two (2) weeks paid study leave, including Sundays
- Four (4) weeks on the 5th Sundays of the month

Pastoral Duties:
To provide a balanced ministry of preaching, teaching, pastoral care, and organizational leadership to the congregation, and enable the church to grow to its full potential in spiritual vitality by leading members and introducing others to Jesus Christ.

Core Practices:

- Develop a lifestyle of prayer that encourages a culture of prayer.
- Be diligent in the study of Scripture.
- Practice habits of community and cultivate relationships that provide for spiritual friendship, mentorship, and accountability.
- Engage in on-going education as a preacher and steward of the Gospel.

Specific Duties/Responsibilities:

1. Preaching, teaching, prayer, and worship (45% of time)
    - Prepare and deliver biblically faithful sermons as led by the Holy Spirit.
    - Lead congregational worship services.
    - Participate in virtual worship services.
    - Celebrate the sacraments as approved by the Session.
    - Provide direction, short and long range planning support, and creative input to the worship service, in conjunction with the Worship and Music Ministry Team.
    - Utilize a lay worship leader each week.
    - Teach at appropriate opportunities, resource and develop teachers, and develop initiatives to encourage spiritual growth, learning, and challenge.
    - Promote biblical stewardship.
    - Pray for the congregation, publicly when appropriate and privately.

2. Pastoral Care (45% of time)

   - Visits and calls to those in the hospital, nursing homes or assisted living, in rehabilitation facilities, or at home.
   - Marriages, baptisms, funerals, and associated counseling
   - Support confirmation preparation
   - Individual or group interventions.

3. Administration (10% of time)

   - Moderate the Session.
   - Moderate congregational meetings.
   - Present an annual report to the Session.
   - Hold office hours 1/2 day a week or by appointment.

Division of Responsibilities of Pastor and the Congregation:

Pastor Duties:		Congregation Duties:
Preaching and Prayer	Shared	Preaching and Prayer
Pastoral Care	Shared	Pastoral Care
Administer Sacraments		Lead Worship
Eucmenical Worship Services		Lead Committees/Teams
Moderate Session and Congregational Meetings		Youth MInistry
Outreach	Shared	Outreach/Fellowship
Sunday School and Children's Messages When Needed		

Compensation:

In return for providing the above pastoral services for the Presbyterian Church, starting Jan 1, 2022, a yearly compensation package will be awarded in the amount of $37,824.00 Funds included to assist with the pastor's salary, mileage reimbursement, continuing education and professional development, health and retirement benefits. The funds shall be paid to the Vassar United Methodist Church on a monthly basis (As of Jan 1, 2022 $3152/month) to supplement the pastor's compensation package currently paid through the UMC.

Non-cash compensation such as paid vacation and study leave will be commensurate with the UMC position.

Support, Supervision and Accountability:

The pastor shall be supported, prayed for and evaluated by the members of the Staff-Parish Relations Committee (SPRC). Membership of the SPRC shall contain appointed representatives from both congregations with 2 members appointed by the Session. The SPRC shall meet at least quarterly with the pastor present at all meetings. Yearly the SPRC will evaluate the pastor's effectiveness using the UMC Clergy Review process (The 2021 form is attached) and set pastoral goals for the upcoming year in conjunction with the pastor.

Future Compensation:

The SPRC shall set future compensation packages adhering to the minimum salary guidelines set by the Michigan Area Conference of the UMC. (2021 Table attached) Future changes in the pastoral compensation including but not limited to salary, health benefits and retirement will be shared equitably between both congregations.

Future Appointments:
When in the course of the pastoral tenure the pastor is required to itinerate through the UMC, future appointments for both congregations shall be made by the Bishop and Cabinet of the Michigan Area Conference of the UMC. The newly appointed pastor will provide pastoral services for both congregations as outlined in this agreement.

A new pastor appointment will be required to submit to a background check through the Presbytery, and an interview with the Presbytery Committee On Ministry.

Dissolution of Partnership:

If either church wishes to dissolve the partnership, it shall be submitted in writing before Jan 1st of the calendar year with the partnership terminating on the subsequent Jun 30th . This will allow ample time for both churches to reassess their clergy staffing requirements and seek suitable replacements. The pastor's appointment will run from July 1 - June 30th each year.

Future Hope:

As the framers of this proposal, it is our hope that providing shared pastoral services will create and foster additional opportunities for shared worship, outreach, discipleship and mission work in our community. We pray both congregations continue to grow in their faith and witness to Jesus Christ.

First Presbyterian Church of Vassar: Chair Mary Kennard, Sue Campbell, Steve Franko, Lynn Franko
Vassar First United Methodist Church: Pastor Scott Sherrill, Art Reimus, Pat Middlin, Chuck Parsell

Document Location: http://bit.ly/303yYk0

Addendum: The salary rate for 2023-2024 has been modified to $39,300.00, to be paid in monthly installments directly to the Vassar First United Methodist Church.

Approved by the Session of the Vassar First Presbyterian Church on 15 December 2022.



1-31-23

Scott Sherrill, Pastor, Vassar First United Methodist and Vassar First Presbyterian Churches

Stephen Franko 1-31-23

Stephen Franko, Elder and Clerk of Session, Vassar First Presbyterian Church

Minimum Salary Schedule adopted for 2023 by the Michigan Conference.

In addition, the CEC asks churches to budget a minimum of $1,500 for professional expenses and continuing education, exclusive of mileage reimbursements for each full-time clergy person under appointment. For clergy serving less than full-time, the amount set should equal no less than the appointment percentage (i.e., a half-time appointment's minimum would be at least $750, etc.)

Churches are strongly urged to compensate clergy whose years of service are beyond this chart's years by considering both years of service as clergy and inflation forces. While electing not to provide clergy with a raise might alleviate pressure on the church budget, it places unfair stress on clergy and is demoralizing. For years after 10 it is recommended to add 1% of the year 10 amount for each year the clergy person has served beyond the 10th year. For example, for a Full Elder in the 15th year of ministry, the suggested amount would be $52,390 + $2,619.5 (that is, 523.90. x 5 = 2619.5) or a total of $55,009.50.

	Local Pastor			Associated Member			Provisional Member (Elder)			Elder in Full Connection / Full Membership		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Year 1	$37,992	$38,752	$41,038	*	*	*	$42,397	$43,245	$45,796	***	***	***
Year 2	$38,372	$39,140	$41,449	*	*	*	$42,819	$43,677	$46,254	***	***	***
Year 3	$38,753	$39,528	$41,863	*	*	*	$43,243	$44,109	$46,717	$45,238	$46,143	$48,865
Year 4	$39,132	$39,916	$42,282	*	*	*	$43,668	$44,541	$47,184	$45,700	$46,604	$49,354
Year 5	$39,514	$40,304	$42,705	$41,296	$42,122	$44,607	$44,091	$44,973	$47,656	$46,158	$47,065	$49,848
Year 6	$39,895	$40,692	$43,132	$41,706	$42,543	$45,053	$44,514	$45,505	$48,133	$46,613	$47,526	$50,346
Year 7	$40,274	$41,080	$43,563	$42,116	$42,964	$45,504	$44,937	$45,837	$48,614	$47,026	$47,987	$50,850
Year 8	$40,654	$41,468	$43,999	$42,531	$43,385	$45,959	$45,362	$46,269	$49,100	$47,528	$48,448	$51,358
Year 9	$41,035	$41,856	$44,439	$42,951	$43,806	$46,418	**	**	**	$47,988	$48,909	$51,872
Year 10	$41,415	$42,244	$44,883	$44,350	$44,227	$46,883	**	**	**	$48,447	$49,370	$52,390

Year one of each category was increased by 5.9% based on the Social Security increase for 2022. Years two through ten were increased by an additional 1% of the beginning amount in each category. We also looked at the of the Consumer Price Index average of 4.7% and yearly 7.0%. Please refer to www.bls.gov for the figures.

¶322.1 (3) of the 2016 United Methodist Book of Discipline explains *
¶327 of the 2016 United Methodist Book of Discipline explains **
¶335 of the 2016 United Methodist Book of Discipline explains ***

2022 MICHIGAN CONFERENCE OF THE UNITED METHODIST CHURCH
Self-Evaluation by Elders/Local Pastors/District Superintendent Assignments

Completed form due in the District Office as directed.
Submit completed form electronically as email attachment.

Charge: District **Pastor:**

INSTRUCTIONS: After careful reading of the descriptions, score each area for evidence of effectiveness using the following scale: *(if an item does not apply to you, please mark N/A)*

5 – Exceptional **4 - Exceeds Expectations** **3 - Meets Basic Expectations**
2 - Needs Intentional Growth **1 - Unsatisfactory**** **N/A - Not Applicable or Unknown**

IMPORTANT NOTE
A score of "1" should only be used when a prior *SPRC Annual Assessment* has identified an area as needing "*Intentional Growth*" and the pastor has failed to address or make adequate progress. Please include reflections on growth areas you have identified and strengths you intend to build upon along with any additional comments in the boxes provided.

A. Ministry of Word: Preaching & Teaching

(Score 1 to 5 or N/A)

1. Sermons reflect careful preparation that is prayerful and complete. _____
2. Sermons teach Christian discipleship that is relevant to daily living. _____
3. Sermons have a balance of good news and a challenging call to discipleship. _____
4. Sermons and Worship have an appropriate level of passion. _____
5. Worship creates opportunities for people to experience or connect with God. _____
6. Shares leadership roles in worship with lay servants, speakers, and the laity in general. _____
7. Communicates clearly and effectively in both written and spoken forms
8. Supports Christian Education needs of all age groups and personally leads Bible studies.

Comments:

B. Ministry of Order: Leadership & Equipping of Laity

(Score 1 to 5 or N/A)

1. Demonstrates effective leadership and overall administration of the church.
2. Demonstrates effective and appropriate leadership of staff. (Where applicable)
3. Actively encourages and fosters a culture of shared ministry with the laity.
4. Encourages laity to develop and use their spiritual gifts for ministry and leadership.
5. Regularly offers Confirmation & Membership Classes for youth and adults.
6. Is intentional in developing and inviting newer members into leadership positions.
7. Regularly encourages laity to consider where God may be calling them into ministry.
8. Actively encourages laity to participate in District and Conference events. _____

Comments:

C. Ministries of Sacrament and Pastoral Care:

(Score 1 to 5 or N/A)

1. Provides regular opportunities to participate in Holy Communion during worship. _____
2. Clearly communicates that all are welcome to participate in Holy Communion.
3. Ensures that shut-ins and those in nursing homes receive communion on a regular basis. _____
4. Encourages parents to have children baptized and takes time to prepare them. _____
5. Invites all members of the community to remember/renew their baptismal covenant. _____
6. Regularly visits shut-ins and the hospitalized and encourages laity to do so as well. _____
7. Offers opportunities for healing prayer in worship and other appropriate times/settings. _____
8. Provides pre-marital and marriage counseling to those who are engaged or married. _____
9. Takes time with families in preparing funerals and does follow up visitation afterwards. _____

Comments:

D. Ministry of Mission and Service:

(Score 1 to 5 or N/A)

1. Regularly lifts up and encourages participation in mission and service opportunities.
2. Personally participates in mission and service in the local church and the community.
3. Challenges members to share Christ in practical ways in the wider community.
4. Is present at fellowship gatherings and activities of the church.
5. Is personally visible and active in the local community seeking to build relationships.

Comments:

E. Interpersonal and Relational Skills

(Score 1 to 5 or N/A)

1. Is available and approachable.
2. Is trustworthy, confidential, and non-judgmental.
3. Is even-tempered.
4. Is a "non-anxious presence" (able to be calm in the moment) in meetings and one on one.
5. Works at building and strengthening relationships with others.
6. Is open to feedback and takes critique well.
7. Is able to communicate in honest and caring ways.
8. Deals appropriately with those who have authority and oversight of her/his ministry (D.S., Board of Ordained Ministry, SPRC)

Comments:

F. Personal Spiritual Formation & Self Care

(Score 1 to 5 or N/A)

1. Demonstrates evidence of a consistent personal devotional life.
2. Lifts up accountable discipleship and spiritual formation as a priority for all people.
3. Demonstrates integrity; actions and behaviors that reflect stated beliefs.
4. Participates in continuing professional education and study for ministry (please indicate specifics in comment box below).
5. Is involved in a peer group for learning, accountability, mentoring, and support.
6. Is attentive to regular self-care of body, mind, and spirit.
7. Demonstrates a balanced personal and family life outside of church and ministry.
8. Takes personal Sabbath time, days off, and all four weeks of vacation.

Comments:

G. Connectionalism / Stewardship

1. Supports and invites participation in District and Conference Events: i.e. Camping, Emmaus, District Leadership Training, etc.
2. Serves in District and Conference leadership: Mentoring, Boards/Agencies, Connectional Responsibilities, etc. (List below Committees/Boards on which Pastor serves).
3. Special Sundays – Promotes and encourages participation in Special offerings (UMCOR Sunday, etc...).
4. Personally tithes and encourages tithing and proportional giving as a Spiritual principle.
5. Is aware of and uses resources and programs that effectively develop a healthy and growing climate of stewardship in the church.
6. Provides clear leadership in helping the congregation fully participate and celebrate the connectional work accomplished through Ministry Shares.

Comments:

District and Conference Leadership:

After reviewing the responses given above, please identify the strengths and growth areas which may have the most impact in your current ministry setting:

H. Pastoral Strengths:

1.

2.

3.

I. Areas Needing Intentional Growth/Improvement:

1.

2.

3.

Continuing Education

As part of the three-way covenant between clergy, S/PPRC, and DS, each clergy shall experience continuing education yearly:

Topic	Leader/Presenter	Date	Cost/Fees	Contact Hours

What continuing education have you experienced to address anti-bias/anti-racism (ABAR) in the past year?

Topic	Leader/Presenter	Date	Cost/Fees	Contact Hours

Continuing education is attainable by individual study, reading, and reflective writing on the way it impacts personal ministry. List books below and attach reflection papers to this form.

Title	Author	Subject

Are you current with the Michigan Conference's Boundary Training? YES ☐ NO ☐

Continuing Education plans to address growth areas and enhance strengths:

Any other Information you would like to share?

Signatures

Pastor	Date	SPRC Chair	Date