

September 2022 Meeting

**RECOMMENDATIONS TO THE PRESBYTERY**

THE COMMITTEE ON MONISTRY RECCOMENDS THAT PRESBYTERY:

***Calls / Contracts***

***Called and Installed Positions (Including Designated Pastor)***

1. **By Motion**, approve Designate Pastor Call with the **Rev. Kathy Nealand and First Presbyterian Church of Mount Clemens** effective August 1 2022.
  - Total Effective Salary: \$60,000
  - Total Benefits: \$29,790
  - Reimburse Expenses: \$2,500
  - Total Cost to the Church \$82,290
  - Moving Expense up to \$10,000
  - 4Weeks Vacations (including 4 Sundays)
  - 2Weeks Study leave (included 2 Sundays)
  - Church to pay and allow pastor to attend Transition in Ministry Workshop
2. **By Motion**, approve Designate Pastor Call with the **Rev. Kimberly Secrist Ashby and First Presbyterian Church of Saline** effective September 27<sup>th</sup> 2022.
  - Total Effective Salary: \$76,500
  - Total Benefits: \$35,604
  - Reimburse Expenses: \$5230
  - Total Cost to the Church \$117,334
  - Moving Expense up to \$6,250
  - 5Weeks Vacations (including 5 Sundays)
  - 2Weeks Study leave (included 2 Sundays)
  - Church to pay and allow pastor to attend Transition in Ministry Workshop

***Supply/ Interim/ CRE/ Parish Associate***

3. **By motion**, approve the Supply Pastor contract between **Starr Presbyterian Church** and **Rev. Charles Sadler** effective April 14 2022 through January 1<sup>st</sup> 2023. 10 Hours per week.
  - Total Effective Salary: \$16,000
  - Benefits (Social Security Reimbursements 7.65% of Effective): \$ 1,2224
  - Reimburse Expenses: \$500 Study Leave, \$816.60 Professional Expenses
  - Total Cost to the Church \$18,540.60
  - 4 Vacations (including 4 Sundays)
  - 2 Weeks Study leave (included 2 Sundays)

- Church to pay and allow pastor to attend Transition in Ministry Workshop
4. **By Motion**, approve the renewal of Commissioned Ruling Elder Contract with the **Ruling Elder Kathleen Mackie and Rosedale Gardens Presbyterian Church of Livonia** for a period of one-year effective May 18<sup>th</sup> 2022.
    - Total Effective Salary: \$61,200
    - Total Benefits: \$10,970
    - Reimburse Expenses: \$0
    - Total Cost to the Church \$73,170
    - 4 Weeks Vacations (including 4 Sundays)
    - 2 Weeks Study leave (included 2 Sundays)
    - Church to pay and allow pastor to attend Transition in Ministry Workshop
  
  5. **By Motion**, approve the renewal of Stated Supply Contract with the **Rev. Gregory Bryant and Calvary Presbyterian Church of Detroit** for a period of one-year effective March 14<sup>th</sup> 2022.
    - Total Effective Salary: \$49,128
    - Total Benefits: \$21,937
    - Reimburse Expenses: \$3090
    - Total Cost to the Church \$74,155
    - 5 Weeks Vacations (including 4 Sundays)
    - 3 Weeks Study leave (included 2 Sundays)
    - Church to pay and allow pastor to attend Transition in Ministry Workshop
  
  6. **By motion**, approve the Interim contract between **First Presbyterian Church of Dearborn** and the **Rev. Jim Faile** for a period of one year beginning May 1, 2021.
    - Total Effective Salary: \$72,000
    - Total Benefits: \$32, 148
    - Reimburse Expenses: 0
    - Total Cost to the Church \$104, 148
    - 4 Weeks Vacations (including 4 Sundays)
    - 2 Weeks Study leave (included 2 Sundays)
    - Church to pay and allow pastor to attend Transition in Ministry Workshop
  
  7. **By motion**, approve the Interim contract between **Grosse Ile Presbyterian Church** and the **Rev. David Montgomery** for a period of one year beginning September 1<sup>st</sup> 2022.
    - Total Effective Salary: \$86,250
    - Total Benefits: \$38,363
    - Reimburse Expenses: \$6332
    - Total Cost to the Church \$130,950
    - 4 Weeks Vacations (including 4 Sundays)
    - 2Weeks Study leave (included 2 Sundays)

Church to pay and allow pastor to attend Transition in Ministry Workshop

8. **By motion**, approve the Interim contract between **Kirk in the Hill Presbyterian Church of Bloomfield** and the **Rev. Andrew MacDonald** for a period of one year beginning August 1<sup>st</sup> 2022.

Total Effective Salary: \$131, 500

Total Benefits: \$59, 860

Reimburse Expenses: \$8,640

Moving Expenses \$6,000

Total Cost to the Church \$206,000

4 Weeks Vacations (including 4 Sundays

2Weeks Study leave (included 2 Sundays)

Church to pay and allow pastor to attend Transition in Ministry Workshop

9. **By motion**, approve the Supply Pastor contract between **Jefferson Avenue Presbyterian Church of Detroit** and the **Rev. Dr. Robert Agnew** effective August 1<sup>st</sup> 2022 for a period of six months. 19 hours per week.

Total Effective Salary: \$59,000

Total Benefits: \$0

Reimburse Expenses: \$1,000

Total Cost to the Church \$60,000

2 Vacations (including 2 Sundays)

2 Weeks Study leave (included 2 Sundays)

Church to pay and allow pastor to attend Transition in Ministry Workshop

#### *Dissolutions*

1. By Motion, approve the dissolution agreement between **Jefferson Avenue and Rev. Matthew Nickel** effective July 24, 2022. Terms of the dissolution include payments of Salary, Equity Allowance, Board of Pension Coverage, and SECA through October 31<sup>st</sup> 2022. Provide use of the manse through August 31<sup>st</sup> 2002. Moving expenses up to \$4,000
2. By Motion, approve the dissolution agreement between **Grosse Point Memorial Church and Rev. Sarah Godbehere** effective August 22, 2022. Terms of the dissolution include payments of unused vacation time \$4,477.83

#### *Installation/ Ordination Commissions*

1. By motion, approve the Installation Commission to install **First Presbyterian Church of Ann Arbor**. on Sunday, September 18, 2022 at 2:00 p.m., members of the Commission are Moderator Rev. Jasmine Smart, Teaching Elders Rev. Mary Elizabeth Prentice-Hyers (member at-large) and Rev. Deborah Forger (member at-large), and Ruling Elders Kevin Smith (Warren, First) and Jim Clark (Ann Arbor First) [or alternate Carol Downton (Ann Arbor First), if needed].

## *Administrative Commissions*

1. **By motion**, Approved requesting the Presbytery Detroit form an Administrative Commission with the following function, powers, and responsibilities:

### *Function:*

The commission shall visit Milford Presbyterian Church which has been reported to be affected with disorder and inquire into and settle the difficulties therein. (G-3.0109b(5))

### *Powers:*

The commission shall assume original jurisdiction of the existing Session if the commission determines that the Session is unable or unwilling to exercise its authority and manage its affairs wisely (G-3.0303e). The commission shall report its action to assume original jurisdiction to the next stated meeting of the Presbytery of Detroit.

### *Responsibilities:*

The commission shall work with the Session and congregation to resolve the conflict and power struggles.

The commission shall, if needed, contract with a consultant to assess the conflict and assist in the resolution of the conflict.

The commission shall cooperate with the Committee on Ministry as COM seeks to secure transitional pastoral leadership for Milford Church.

The commission shall review the policies, procedures, and personnel practices of Milford Church, and work with the congregation to revise, up-date, and develop appropriate policies.

The commission shall review the structure of the Session and committees, working with the congregation to develop a workable structure with appropriate term limits and systematic rotation.

The commission shall provide education and training to develop leaders who have knowledge of Presbyterian process and procedures, skills in decision-making, and understand the role of leadership within the congregation.

The commission shall provide opportunities for members of the church to speak to the commission.

The existing Session of Milford Church shall not make any decisions regarding policy, procedures, or personnel until such time as the Administrative Commission can review and advise on the current conflict and power struggles within Milford Church.

*Transfers into the Presbytery of Detroit*

**By motion, approve:**

1. Transfer of membership of Rev, David Montgomery from the Presbytery of Maumee Valley to Presbytery of Detroit
2. Transfer of Membership of Rev. Andrew Montgomery from Presbytery of Western Reserve to Presbytery of Detroit.
3. Transfer of Membership of Rev. Kathy Nealand from Lake Michigan to the Presbytery of Detroit
4. Transfer of Membership of Rev. Kimberly Ashby from Baltimore Presbytery to the Presbytery of Detroit.

*Transfers out of the Presbytery of Detroit*

1. By motion, approve Transfer of Membership of the Rev. Nate Phillips from Detroit Presbytery to Presbytery of New Castle.

*At- Large*

1. Move Rev. Matthew Nickel's membership to member at large with the Presbytery of Detroit.
2. Move Rev. Sarah Godbehere's membership to member at large with the Presbytery of Detroit.

2023 Minimum Terms of Call

1. By motion, to approve a 5 percent increase to the Minimum Terms of the Call in the Presbytery of Detroit (see attached).
2. The Committee on Ministry moves that Moderators fee be increased to \$150.00 for the first two hours of the Session or Congregational meeting. If the meeting goes beyond two hours, the additional fee is \$50.00 additional hour. This includes mileage. (This applies to pastors who moderate session or congregational meetings for a church other than the one they serve as pastor.)
3. The Committee on Ministry moves that the Pulpit Supply Fee be raised to \$200.00 with an additional \$50.00 for each additional service held on the same day or when multiple trips to the church are needed to prepare recorded messages, etc. This includes mileage.

*Other Motions for the Presbytery (I am not sure we need to do this or if this is coming from Trustees?)*

1. Approved the Littlefield Presbyterian Church AC filing a quick claim deed to transfer the Littlefield Church property to the Presbytery.
2. Approved listing the Littlefield Church property with Real Estate Professional Services with an asking price of \$389,900 (assuming City of Dearborn will permit sale as is).

### **INFORMATION TO THE PRESBYTERY**

#### THE COMMITTEE ON MINISTRY:

1. By Motion, ratified the electronic poll of May 4, 2022 approving Westminster Church's sale of Westminster Camp property in Roscommon, MI.
2. By Motion, approve Saline First's sale of property consisting of two parking lots, legally described as: Lot 8 of Assessor's Plat No. 6, Lot 9 of Assessor's Plat No. 6 Exemption 211.7' South, The South 50 feet of Lot No. 10 of Assessor's Plat 6 and Tax ID No. 18-18-01-107-05.
3. Approve the Rev. Susan d'olive Mozena for the Pulpit Supply List
4. Rev Dan Michalek's request to labor outside the bounds of the Detroit Presbytery to serve as visiting pastor of the American Church in Paris, France June 2022- March 2023
5. Rev Lauren Scribner serve as moderator of Congregational meeting at Grosse Isle on 7/31/2022.
6. Approved request of St. Thomas Presbyterian to transition their pastor search from Designated to called and installed. Cluster 3 approved the change and the MIF for the position. Allow congregational meeting to vote on the change.
7. Approved Grosse Pointe Memorial MIF for Interim Associate Pastor.
8. Concurrence with Trustees regarding the Report of the Administrative Commission for Covenant Presbyterian Church Southfield
9. Self-Study from First Presbyterian Church Dearborn and permission granted to elect a PNC. (Cluster #1)
10. COM appoint a Task Force to study, assess, and define the need for pastoral leadership within the Presbytery of Detroit, especially with those congregations who perceive themselves as struggling to meet the requirements for full-time pastoral leadership, and recommend new and innovative strategies to address POD's need for pastoral leadership so all congregations will thrive in ministry and mission.
11. Approved MIF for Port Huron
12. Approved not renewing the current Interim Contract between Milford Church and Mary Bahr-Jones
13. Approved to recommend to the Bylaws Committee of the Presbytery of the Detroit change to the process for formation of Administrative Commissions

**PRESBYTERY OF DETROIT**  
**PROPOSED 2023 MINIMUM TERMS OF CALL FOR FULL-TIME CLERGY\***  
 Reflects a 5% increase in effective salary - 6.2% overall increase

<b>Effective Salary</b>	2022	2023
a. Cash Salary & Housing Allowance **	\$49,128	\$51,584
b. Self-Employment Contribution Act (Any reimbursement over 7.65% of Effective Salary)	\$ N/A	\$ N/A
c. Other	\$ N/A	\$ N/A
<b>TOTAL EFFECTIVE SALARY</b>	<b>\$ 49,128</b>	<b>\$51,584+</b>
<b>Benefits (Based on Pastor's Participation Program of BOP)</b>		
a. BOP Medical – 29% of Effective Salary (27% in 2022) ***	\$13,265	\$14,959
b. BOP Pension – 8.5% of Effective Salary	\$ 4,176	\$ 4,385
c. BOP Death/Disability – 1% of Effective Salary	\$ 491	\$ 516
d. BOP STATED Disability – 0.5% of Effective Salary	\$ 246	\$ 268
e. Social Security Reimbursement (7.65% of Effective Salary)	\$ 3,758	\$ 3,946
f. Other	\$ N/A	\$ N/A
<b>TOTAL BENEFITS</b>	<b>\$21,936</b>	<b>\$24,064</b>
<b>Reimbursed Expenses (vouchered and reimbursed to pastor)</b>		
a. Medical Reimbursement or contribution to Flexible Spending Account (based on 1% of Effective Salary)	\$ 490	\$ 516
b. Study Allowance	\$ 1,050	\$ 1,050
c. Professional Expenses (Includes mileage at current IRS Rate; business expenses such as books, dues, etc.)	\$ 1,550	\$ 1,550
<b>Total Reimbursed Expenses</b>	<b>\$ 3,090</b>	<b>\$ 3,116</b>
<b>GRAND TOTAL OF TERMS OF CALL</b>	<b>\$ 74,154</b>	<b>\$78,764</b>
<b>OTHER EXPENSES TO THE CHURCH (i.e., Transition Workshop, etc.)</b>	<b>\$ N/A</b>	<b>\$ N/A</b>
<b>TOTAL COST TO THE CHURCH</b>	<b>\$ 74,154</b>	<b>\$ 78,764</b>

*Approved by Committee on Ministry, August 4, 2022*

## OTHER REQUIREMENTS

- a. New pastors are expected to attend the Transition in Ministry Workshop. This expense is paid by the church and time off is to be provided outside vacation and study leave.
- b. Four weeks of vacation (including 4 Sundays); and two weeks of study leave (including 2 Sundays) are required for full and part-time positions.
- c. Study Allowance and Leave may be accumulated up to 6 weeks by Session action.
- d. All installed pastors are required to enroll in the Pastor's Participation Plan in the Board of Pensions. Transitional Pastors may elect other options.

\*This minimum applies to all clergy serving in a full-time position in Detroit Presbytery. For clergy serving in a part-time position, the amounts are pro-rated from the Grand Total Terms of Call. Pastors in transitional positions (Interim or Stated Supply) have greater flexibility in determining their terms of call. Their terms must still meet, or be pro-rated from, the Grand Total Terms of Call. For more information, contact the Committee on Ministry or the Board of Pensions.

\*\*The Board of Pensions considers manse value 30% of Effective Salary. Cash housing allowance is flexible but must reflect actual expenses of operating the home.

\*\*\*The Board of Pensions will increase the cost of the medical for pastors in the Pastor's Participation Program from 27% to 29% in 2023. The presbytery has no control over this increase. Minimum and Maximum amounts apply per the Board of Pensions.

\*\*\*\*The setting aside of a Medical Reimbursement amount is optional (the amount may be moved elsewhere). As an alternative, many presbyteries and pastors are moving away from requiring a medical deductible amount paid by the church and opting for contributions to Flexible Spending Accounts (as approved by Session) as such account can be used for a wider array of medical/health expenses. There is also a tax advantage for the pastor in such an arrangement. For more information and list of options visit the Board of Pensions website, [www.pensions.org](http://www.pensions.org)

+The Board of Pensions Median Salary for 2023 is \$62,100.