

**Presbytery of Santa Fe
Report of the Commission on Ministry (COM)
October 20-21, 2018 at Ghost Ranch Conference Center**

Since the last report to Presbytery on July 28, 2018, the COM met on Fridays, August 3, September 7, and October 5, 2018, at the Presbytery Office.

A. **ACTION REQUIRING A VOTE BY PRESBYTERY:** None expected.

B. **ACTIONS TAKEN UNDER AUTHORITY AS A COMMISSION**
(No Presbytery Action Required)

1. NEW PASTORS RECEIVED AND/OR ORDAINED AND/OR INSTALLED

COM, at its August meeting, received the report of the June 17, 2018, Ordination and Installation of the Rev. Patricia Davison at ABQ La Mesa as Designated Associate Pastor, effective July 1, 2018.

The La Mesa Presbyterian Church of Albuquerque, calls Patricia Davison to undertake the office of Designated Associate Pastor of this congregation, for 8 hours per week. The following Terms of Call shall apply, effective July 1, 2018:

Annual Cash Salary	_\$3,780._	TOTAL EFFECTIVE SALARY	_\$4,200._
Housing allowance	_\$420._		

Board of Pensions dues paid as required.
Travel expenses paid at IRS rate of \$0.545/mile

Personal Absence _4 days_
Continuing Education _2 days_
Continuing Ed _\$250._

At its September meeting COM approved the Terms of Call from ABQ Shepherd of the Valley to the Rev. Sarah Chivington-Buck, from the Presbytery of Cimarron, effective August 20, 2018. And at the September meeting COM approved installation plans for her for October 7, 4:00 PM.

The Shepherd of the Valley Presbyterian Church of Albuquerque calls the Rev. Sarah Chivington-Buck to undertake the office of Associate Pastor of this congregation. The following Terms of Call shall apply, effective August 20, 2018:

Annual Cash Salary	_\$45,000._	TOTAL EFFECTIVE SALARY	_\$45,000._
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Board of Pensions dues paid in full.
Moving costs _Reimbursed_
Business and Professional Expenses _\$1500._
Vacation (# weeks: min: 4 weeks) _4 weeks_

Continuing Education _2 weeks_
Continuing Ed _\$1500._
Continuing Ed time and funds may accumulate for up to 3 years.
SECA allowance _\$3022._

Clergy Renewal Leave in 7th year of service: yes.
Parental leave and Sick leave as per Shepherd of the Valley Policy Handbook

At its September meeting COM approved the Terms of Call from Farmington, First, to the Rev. Megan Cullip from Southern New England Presbytery, and plans for her installation on September 23, 2018, at 3:00 PM.

The First Presbyterian Church of Farmington, NM calls the Rev. Megan Cullip to undertake the office of Pastor of this congregation.

The following Terms of Call shall apply, effective August 6, 2018:

Annual Cash Salary	_\$35,200._	Deferred Compensation	_\$3,600._
Housing allowance	_\$19,200._	TOTAL EFFECTIVE SALARY	_\$58,000.

Board of Pensions dues paid in full.	Vacation	_4 weeks_
Moving costs	Continuing Education	_2 weeks_
Business/Professional Expenses	Continuing Ed	_\$1,250._
\$2,000.		

Continuing Ed time and funds may accumulate for up to 3 years.)

Info resources & technology_\$1,000._

SECA allowance _\$4,000._

Clergy Renewal Leave in 7th Year of Service: Yes.

At its October meeting COM approved the Terms of Call from Belen First to the Rev. Jayne Ruiz, from the Presbytery of Northern Kansas, for a 3-year term as Designated Pastor, noting that this Call is for 35 hours/week, effective November 1, 2018. Note: COM considers “full time” to be 40 hours/week.

The First Presbyterian Church of Belen, NM calls the Rev. Jayne L. Ruiz to undertake the office of Designated Pastor of this congregation for a term of 3 years.

The following Terms of Call shall apply, effective November 1, 2018:

Annual Cash Salary	_\$27,000._	TOTAL EFFECTIVE SALARY	_\$44,000._
Housing allowance	_\$17,000._		

Board of Pensions dues paid in full.	Vacation	_4 weeks_
Moving costs	Continuing Education	_2 weeks_
Business/Professional Expenses	Continuing Ed	_\$1,250._
\$1,000.		

3. MEMBERS OF PRESBYTERY TRANSFERRED:

At its August meeting COM approved the transfer, retroactively, of the Rev. Dwain DePew, effective November 16, 2017, to the Presbytery of Southeastern Illinois. (There apparently was a disconnection somewhere in cyber space in the intervening months.)

4. CONTRACTS APPROVED for Temporary Pastoral Positions:

Stated Supply/Interim:

At its August meeting COM received and approved the August 31, 2018 resignation of the Rev. Mary Ann Banning as Interim Pastor at White Rock.

At its August meeting COM recognized the temporary part-time position filled by the Rev. Joe Mares at the UCC congregation in ABQ.

At its September meeting COM approved the renewed contract for the Rev. Brian H. Merritt as Interim Pastor at ABQ Immanuel, effective October 1, 2018 through March 2, 2019, as follows:

Annual Cash Salary	_\$37,600._	Reimbursable Expenses paid by voucher:	
Housing Allowance	_\$17,400._	Auto Allowance	_\$300.00_
SECA Allowance	_\$4,207.50_	Business and Professional Expenses	_\$400._
Supplemental and Medical Ins. and Pension IRA		Moving Expenses: up to \$4,000.	
Board of Pensions	_\$18,572_	Continuing Education	_\$1,250.00_
Dental Insurance	_\$1,161.00_	Vacation: 2.5 days/month accumulated to 4 weeks	
		Continuing Education: 1 day/month accumulated to 2 weeks	

At its October meeting COM approved the job description and contract for Temporary Pastor of White Rock Presbyterian Church between WRPC and the Rev. Bill Humphreys, effective October 15, 2018.

The White Rock Presbyterian Church of White Rock, invites the Rev. William Humphreys to undertake the work of part-time 20 hours/week Temporary Pastor of this congregation. The following Terms of Call shall apply, effective October 15, 2018:

Annual Cash Salary	_\$9,800._	TOTAL EFFECTIVE SALARY	
Housing allowance	_\$13,200._	_\$23,000_	
Board of Pensions post-retirement dues paid in full.		Vacation	_4 weeks_
Travel expenses (not commuting) up to \$2,000/yr. (at IRS rate of \$0.545)		Continuing Education	_2 weeks_
		Continuing Ed and professional expenses	_\$3,000._

Parish Associate: At its August meeting COM approved the contract between ABQ First and the Rev. Frank Yates, effective June 1, 2018.

The First Presbyterian Church of Albuquerque invites the Rev. Frank Yates to undertake the position of Parish Associate in this congregation for up to 10 hours per week

The following Terms of Call shall apply, effective June 1, 2018:

Annual Cash Salary	_\$15,000_
SECA: one-half of SECA amount	
TOTAL EFFECTIVE SALARY	_\$15,000 plus one-half of SECA amount

Travel expenses _reimbursable_

Vacation: up to 40 hours and 4 Sundays

5. CHANGE IN MINISTERIAL STATUS: No other changes in status are effective at this time.

6. TRIENNIAL VISITS COMPLETED:

July 9, 2018: A COM team of visitors completed their visit with the pastor and session at ABQ La Mesa.

August 21: A COM team visited with co-pastor the Rev. David Elton and leaders of the United Church in Los Alamos.

7. EXAMINATIONS APPROVED / EXIT INTERVIEWS CONDUCTED:

On June 17, COM members conducted an incoming interview with the Rev. Megan Cullip.

On June 20, COM members conducted an incoming interview with the Rev. Sarah Chivington-Buck.

At its September meeting COM received the report of the incoming interview with the Rev. Jayne Ruiz, the candidate of the PNC at Belen.

At its September meeting COM received the report of the exit interview team who visited with the Rev. Mary Ann Banning on August 31, the day of her departure from the Interim Position at White Rock.

8. APPROVED MISSION STATEMENTS (MIF's) / JOB DESCRIPTIONS:

At its August, 2018 meeting, COM approved the proposal that ABQ Immanuel may form a PNC, develop a MIF, and move forward in the search for a 3-year Designated Pastor.

At its August meeting, COM approved the MIF for Belen, First.

At its August meeting, COM approved the MIF for Magdalena; and

At its August meeting, COM approved the MIF for Socorro. These two congregations have a combined PNC to search for pastoral leadership that will be shared for time and funding.

9. ADDITIONAL ACTIONS:

At its August meeting COM decided to notify participants in this Presbytery of soon-to-be-announced or current searches for pastoral leadership positions in the Presbytery, by way of announcements in the Presbytery newsletter, Nuevas Noticias.

At its August meeting COM approved support for the Socorro and Magdalena request to participate in the Seminary-debt reduction program.

At its August meeting COM approved the request to celebrate the Sacrament of Holy Communion at the coming August gathering of the Jicarita Cluster.

At its September meeting COM approved the appointment of the Rev. Jim Brown as Moderator of Session at White Rock for September.

COM NOTES At its August meeting COM accepted the resignation of Bill Lumm, for health reasons, with regret and many thanks for his energetic work as a member of COM.

In its recent meetings COM is working to update the Terms of Call FORM, to clarify the Board of Pensions inclusions in the Total Effective Salary, and to indicate Presbytery minimum requirements for time and funds for Continuing Education and time for vacations, especially for part-time contracts.

IMPORTANT: As reported also at the October, 2017 meeting of the Presbytery, COM adopted the following changes to the presbytery's minimum terms of call: Raise the minimum salary by slightly more than 10% over a three-year period.

2017: \$1000, resulting in a minimum salary of \$40,500

2018 \$1500, resulting in a minimum salary of \$42,000

2019 \$1500, resulting in a minimum salary of \$43,500

Monthly COM meetings include devotions led by an assigned member of COM, and the celebration of anniversaries of ordination for clergy members of the Presbytery and anniversary dates of the establishment of congregations!

The monthly meetings of COM regularly include training sessions.

COM ROSTER: Class year, name, RE for ruling elders; MWS for Ministers of Word and Sacrament; (1st or 2nd term and start date for serving an unexpired term).

Judy Belvin and David Elton, co-moderators

2018 Bryan Beck RE (1) Judy Belvin RE (1) Stephen Daniels CP (1)
Robyn Kleinschmidt MWS(1) Richard Safford MWS (1st; 1/18) Frank Yates MWS(1)

2019 Ann Graham-Johnson MWS (1) Lorna Kuyk MWS (2) Bill Lumm RE (2)
Susan Quass MWS (1) John Sitler RE (1) Linda Wilson RE (1st; 9/17)

2020 Jim Brown MWS (2) Rob Craig MWS (2) David Elton MWS (1)
Kay Huggins MWS (1) Judith Mead RE (2) Beth Miller RE (2nd; 10/16)

COM Consultant Bill Humphreys MWS

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