

Presbytery of Santa Fe
Report of the Commission on Ministry (COM)
June 22, 2019 at the First Presbyterian Church in Taos, NM

Since the last report to Presbytery on February 23, 2019, the COM met on Fridays,
March 7, April 5, May 3, and June 7, 2019, at the Presbytery Office.

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

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

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

May, 2019: COM voted unanimously to set aside requirements of the Orderly Exchange of Ministers among the PCUSA, UCC, ELCA and RCA regarding ministers from other denominations serving in temporary and permanent positions, thereby making it possible for the Rev. **Deborah Worley**, UCC, to be called and installed as pastor at the White Rock Presbyterian Church for an indefinite period of time.

On Monday, May 6, following the COM meeting on May 3, the following e-mail information was received by the Stated Clerk of this Presbytery, Stephen Rhoades, from the PCUSA Office of the General Assembly: "The call can be for an indefinite time or for a designated time, whichever the presbytery feels is appropriate for the congregation. G-5.0202, Appendix B and G-2.0504a. The presbytery also has the option to allow the individual temporary membership in the presbytery during the time of service under G-2.0506.

There is no limitation that a formula of agreement call must be temporary or designated."

June, 2019 COM approved the following terms of call for Deborah Worley beginning work on June 19, 2019: Cash Salary: \$13,500; Housing Allowance: \$30,000; Board of Pensions dues; SECA: \$500; Vacation: four weeks; Continuing Education: two weeks; Continuing Education: \$1200; Other Vouchered Expenses: \$2,750; Travel Allowance.

2. MEMBERS OF PRESBYTERY TRANSFERRED:

April, 2019: COM approved the job description and proposed Terms of Call for the PNC Candidate for the position of full time Designated Pastor, three year term, at **ABQ Immanuel** Presbyterian Church as follows: Cash Salary: \$42,600; Housing Allowance: \$20,400; Board of Pensions dues: \$23,310; Dental Ins: \$1168.44; SECA: \$4,819.50; Vacation: four weeks; Continuing Education: two weeks; Professional expenses and travel: \$1200; Continuing Education, books, materials: \$2,000; pending Congregational action on April 7.

May, 2019: COM approved the Call of the ABQ Immanuel Presbyterian Church, effective May 27, 2019, to the Rev. **Drew Henry**, serving at that time as the Pastor at Las Placitas Presbyterian Church.

April, 2019: COM approved the transfer of the Rev. **Brian L. Merritt**, who had served as Interim Pastor at ABQ, Immanuel, to the Newton Presbytery, effective March 12, 2019, at the request of the Newton Presbytery.

May, 2019: COM approved receiving Robert and Susan Haseltine as members of the presbytery pending approval by an examination team.

3. CONTRACTS APPROVED for Temporary Pastoral Positions:

Transitional Positions: Stated Supply/Interim Pastor:

March, 2019: COM approved the job description and Stated Supply Pastor contract between La Mesa Presbyterian Church and the Rev. **Patricia Davison**, effective March 1, 2019, for one year, renewable, with the following terms: this part-time position is described as “approximately 8 hours per week”; Salary: \$7,005; Soc. Sec. support at 7.65%: \$536; Medical benefits paid under Office Mgr. position: \$9,672; Board of Pensions: \$771; Death/Disability dues: \$70; Dental coverage paid under Office Mgr. position: \$444; Professional Development: \$267; Total: \$8,649. Personal leave: 4 days for Stated Supply position and 16 days for Office Mgr. at La Mesa: total of 20 personal leave days per year; Professional Development: 2 days per year.

March, 2019: COM approved the job description and continuing Stated Supply contract between the Ranchos de Taos Presbyterian Church and the Rev. **Richard D. Gould** for part-time, 30 hours per week, effective March 1, 2019, as follows: Salary: \$23,500.50; Housing: \$12,000; Continuing Education reimbursements: \$937.50; Unvouchered Allowance: \$742; Travel: reimbursed at \$0.58 per mile; Board of Pensions dues: \$4,500; four weeks paid Vacation; two weeks Study Leave.

March, 2019: COM approved the job description and terms of the contract for the continuing part-time Covenant Supply Pastor between the Rio Grande Presbyterian Church and the Rev. **Linda Roberts-Baca** for 20 hours per week, effective January 1, 2019, as follows: Cash Salary: \$5,700; Housing Allowance: \$20,500; Continuing Education: \$400; Study Allowance/Books: \$200; Vacation: four weeks; Continuing Educations: 2 weeks.

March, 2019: COM approved the job description, including Moderator of Session, and Transitional Part-Time Pastoral contract between the Aztec Presbyterian Church and the Rev. **Charles Packard**, effective March 17, 2019: Annual Cash Salary: \$21,750; free housing thanks to a church member; study leave: \$625; Board of Pensions dues payments if/as required; travel reimbursed at the rate of \$0.37/mile; SECA: \$1,141.32; Vacation: one month; Continuing Education: two weeks.

And in May, 2019, COM approved the following Terms of Call for Aztec and the Rev. **Charles Packard**, effective April 1, 2019: Cash Salary: \$7,000; Housing Allowance: \$18,000; Continuing Education: \$712.50; Travel reimbursement at \$0.37 per mile; SECA: \$1,912.50; Board of Pensions post-retirement dues.

April, 2019: COM approved the contract for the part-time position of Supply Pastor between Smith Memorial Presbyterian Church and El Buen Pastor Presbyterian Church and the Rev. **Ann Graham-Johnson**, effective January 1, 2019 for one year, for 12 hours per week, including Moderator of the Sessions, with the following terms: Total Salary: \$10,400; Housing Allowance: \$1400; Continuing Education and books: \$375.00 plus two weeks for Continuing Education; Mileage: paid at the current IRS rate; Vacation: four weeks. One check will be from one church on the 1st and one check from the other church on the 15th in equal payments.

May, 2019: COM approved the job description and contract for the Transitional position of Co-Pastor-In-Charge for the Las Placitas Presbyterian Church and the Rev. **Ken Cuthbertson**, effective May 19, 2019, as follows: Monthly compensation of \$1,500; Travel: \$200 per month.

May, 2019: COM approved the job description and contract for the Transitional position of Co-Pastor-In-Charge for the Las Placitas Presbyterian Church and the Rev. **Karl Gustafson**, effective May 19, 2019, as follows: Monthly compensation of \$1,500; Travel: \$200 per month.

June, 2019: COM approved the job description and terms of the contract for the part-time Stated Supply Pastor between New Life Presbyterian Church and the Rev. **Barbara Giltz McGarey** for 25 hours per week, effective June 7, 2019, as follows: Cash Salary: \$22,136; Housing Allowance: \$10,000; Vacation: five weeks; Continuing Educations: 2 weeks.

June, 2019: COM approved Ken Cuthbertson returning to a Parish Associate position at Las Placitas pending the hiring of an Interim Pastor at 20 hours per month. Monthly compensation of \$500; Mileage Reimbursement: up to \$200 per month; Profession Travel, Presbytery Related Expenses, Books and Continuing Education Reimbursement: \$1,500.

Commissioned Pastor:

April, 2019: COM approved the call of the Socorro and Magdalena Congregation to **Terry Buckman** to serve as Commissioned Pastor, including Moderator of Session and presiding a the Sacraments, for a three-year contract, effective April 28, to be reviewed annually, as follows:

for Socorro, half-time; salary: \$20,300; Housing Allowance: \$8,700; SECA: \$1,479; Book Allowance: \$500; Professional Expenses: \$2,000; Reimbursable Travel at \$0.58 per mile; Continuing Education: 2 weeks and \$900; Vacation: 4 weeks; Moving expenses: \$2,500 estimated.

AND for Magdalena at .15 time: Salary and Housing: \$6,395; SECA (est): \$489; Reimbursable Travel at \$0.37 per mile; Continuing Education: 2 weeks and \$250; Vacation: 4 weeks; Pension/Medical Insurance estimated: \$2,110;

Parish Associate:

Related: In April, 2019, COM received and approved the Covenant for Mutual Ministry for pastoral leadership and care for the Cuba Presbyterian Church with the Las Placitas and Rio Rancho Presbyterian Congregations, including preaching stipends for the following clergy:

-the Rev. **Kathryn Barlow Westmoreland**: \$100 to the Rio Rancho Presbyterian Church;

-the Rev. **Drew Henry**: \$100 to the Las Placitas Presbyterian Church;

-the Rev. **Ken Cuthbertson**: \$100 and mileage paid to him;

-the Rev. **Karl Gustafson**: \$100 and mileage paid to him.

-a stipend of \$75. will be paid for moderating Session and Congregational meetings.

Stipends for funerals, weddings, etc. will be negotiated directly with the ministers involved.

4. CHANGE IN MINISTERIAL STATUS:

April, 2019: COM received and approved the request of Commissioned Pastor, **Gay M. Veit**, to dissolve her commission with the Session of the First United Presbyterian Church in Las Vegas, NM, and the pastoral relationship with the Mora Presbyterian Church, effective May 1, 2019.

May, 2019: COM closed the called and installed position of Pastor at New Life Presbyterian Church effective June 7, 2019.

5. TRIENNIAL VISITS COMPLETED:

COM representatives conducted scheduled Triennial Visits as follows:

at Farmington, First, on April 23, 2019
at Westminster, Gallup on May 11, 2019

6. EXAMINATIONS APPROVED / EXIT INTERVIEWS CONDUCTED:

the Rev. **Drew Henry**, as he leaves the Pastoral position at Las Placitas P.C.
the Rev. **Bill Humphreys**, as he leaves the Transitional position at White Rock P.C.
the Rev. **Tony Aja**, as he leaves the Pastoral position at Westminster Santa Fe.
the Westminster Santa Fe session.

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

April, 2019: COM approved the working job descriptions of the **Santa Fe, Westminster** Session for two Transitional "Bridge" Pastors, one-half time each, with emphasis that at least the position including Moderator of Session will be filled with someone not already a participant in the worshipping congregation, and with the salaries of \$2400 per month and \$2100 per month, as described with somewhat different responsibilities.

8. SESSION MODERATORS APPOINTED

COM, at the monthly meeting indicated, appointed the following members of Presbytery to moderate Session and/or Congregational meetings as noted below:

March, 2019: the Rev. **Rob Craig** at ABQ Immanuel, effective March 1.
March, 2019: the Rev. **Ted Mattie** at Magdalena and Socorro for March Congregational meetings.
April, 2019: the Rev. **Kathryn Barlow Westmoreland** at Cuba
April, 2019: the Rev. **James Roghair**, at Santa Fe, Westminster
May, 2019: the Rev. **Frank Yates** to Las Placitas for the June 11 Session meeting
May, 2019: the Rev. **Richard Safford** to Mora

9. SABBATICAL PLANS:

March 2019: COM approved sabbatical plans for the Rev. **Harry Eberts** at Santa Fe, First: March through May, 2020.
April, 2019: COM approved sabbatical plans for the Rev. **Lorelei Kay** at Gallup, Westminster, for June-August, 2019.

10. THE PULPIT SUPPLY LIST:

11. ADDITIONAL ACTIONS:

As reported to Presbytery in February, 2019, in November 2018 COM adopted the policy that effective January 1, 2019, pastoral calls will include that the time and funds for Continuing Education may accumulate for up to three years.
And: in November, COM approved the updated Terms of Call form.

March, 2019: COM adopted the policy that COM and minister members of the Presbytery will be invited to attend services of the installation of pastors, wear red, and participate in the procession.

March, 2019: COM reaffirmed the policy that Clergy and Commissioned Pastors serving in pastoral positions in the Presbytery of Santa Fe must become a member of this Presbytery of Santa Fe, if/as the way is clear.

11. MEMORIAL NOTES:

COM NOTES

An appointed group of COM members serves as a preliminary search team for recommending to local sessions a small number of applicants for Transitional positions such as Designated Pastor and Interim Pastors. The convener of this small group is the Rev. Catherine Robinson.

In April, 2019, COM approved her resignation from COM and offered sincere thanks for the work of COM member, the Rev. Robyn Kleinschmidt leaving COM and the Presbytery for U.S. Air Force Chaplaincy work elsewhere.

In April, 2019, COM recognized the seemingly natural dissolution of the “Small Church Group”, supported primarily by COM member, Stephen Daniels, CP, with expressions of gratitude for the ministry of that group in recent years.

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

2019 Ann Graham-Johnson MWS (1) Richard Safford MWS (1st plus; 1/18; 10/18)
Susan Quass MWS(1) John Sitler RE(1) Beverly Wilkins RE(1st;10/18)
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)

2021 Bryan Beck RE (2) Judy Belvin RE (2) Stephen Daniels CP (2)
Catherine Robinson MWS (1) Frank Yates MWS (2)

COM Consultant Bill Humphreys MWS

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