

Consent Agenda Updated

February 8, 2025

The consent agenda consists of items deemed essentially non-controversial that the presbytery will vote on as a package without debate or amendment, unless any presbyter requests, at the time the consent agenda is on the floor for approval, to have a particular item pulled from the consent agenda. In the case that an item is pulled, that item is considered separately at a different place in the meeting docket, and the vote may proceed immediately on the remaining items in the consent agenda that have not been pulled.

The consent agenda exists to help move along the flow of more routine business to allow time for in-depth consideration of other items. This agenda also includes reports from committees or commissions that make decisions on behalf of the presbytery. However, the consent agenda is never a vehicle to prevent discussion and votes on items that presbyters believe should receive more extensive review.

ON MOTION: to approve this meeting’s Consent Agenda consisting of the action items below:

Stated Clerk

Approved the following actions of the Stated Clerk:

1. **Minutes** of the November 9, 2024, stated presbytery meeting as distributed, and that the Stated Clerk be authorized to make any technical and non-substantive corrections as needed.

(A-3)

Leadership Council:

Approved the action of the Leadership Council to: None

Receive the report of the Leadership Council:

A MOTION PREVAILED to approve an amount not to exceed \$3000 from Acct. #330200 for travel, hospitality and miscellaneous items for speaker Tod Bolsinger on Aug. 23, 2025.

A MOTION PREVAILED to approve a membership to Practical Resources for Churches at a cost not to exceed \$840 to be taken from account #330200.

Committee on Ministry:

Approve the action of the Committee on Ministry: None

Receive the report of the COM:

+ **approved** the dismissal of and directed the Stated Clerk to transfer MWS Kenneth Locke to White Water Valley Presbytery.

+ **approved the** following contracts:

Honey Creek - to approve the action of the session of the Honey Creek Presbyterian Church to renew the part-time Stated Supply Pastor appointment of MWS Lynette Bova for the period of Jan. 1, 2025 – Dec. 31, 2025 at the following terms, and continue her appointment as moderator of the session:

Annual Salary* (780 hours @ \$30.00 per hour)	\$ 23,400.00
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*Payment to be made monthly.

TOTAL EFFECTIVE SALARY	\$ 23,400.00
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BOP Contribution (26% of \$23,400)	\$ 6,084.00
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Pension (10%)	\$ 2,340
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Medical (Congregational Package)	
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SECA (50%)	\$ 1790.10
Travel (at current IRS rate, if claimed, up to a total of)	\$ 500.00
Professional Expenses (goes away if not used)	\$ 500.00
Continuing Education (can accrue if not used)	\$ 1,750.00
Total annual compensation package:	\$ 34,024.10

Annual Leave Time:

Vacation: 4 weeks including 4 Sundays

Study Leave: 2 weeks including 2 Sundays

Other Provisions:

1. Vacation time and study leave can accrue up to six (6) weeks. However, it is anticipated by both parties that leave will be taken at reasonable and regular intervals during the year to obviate any significant accrual.
2. Study Leave and Continuing Education expenses may accrue up to three years.

Severance and Termination Package: This agreement may be terminated by the Pastor with 60 day notice. In this event the Pastor shall forfeit all claim for compensation beyond the 60 days. This agreement may be terminated by the session with 60 day notice. In this event the above compensation will be continued for two months after the Session terminates this relationship if the Pastor has not found employment in another church.

Upon receiving notice as provided herein, the Pastor shall diligently pursue new employment and shall be entitled to such time off as shall reasonably facilitate this effort, without interfering with their primary duties.

The Pastor shall be entitled to accelerate the termination hereof once notice is given, so as to be available for any such new employment as they shall choose to accept, and all compensation shall cease during the notice period upon commencement of the new employment.

This agreement may be extended or changed as mutually agreed upon. Failure to extend the contract prior to 60 days from its expiration date or notice of non-renewal of the contract shall be considered notice of termination.

Seven Mile – In keeping with the Book of Order of the Presbyterian Church (U.S.A.) and to set forth clearly the agreement for the Commissioned Ruling Elder relationship between the Seven Mile Presbyterian Church in Seven Mile, Ohio and Ruling Elder Cheryl (Gidget) Collins, the following covenant is mutually agreed to:

Ruling Elder Cheryl (Gidget) Collins agrees to provide pastoral leadership and guidance in the following ways during the period of this commission:

1. Preach and involve the congregation in worship, thereby facilitating spiritual growth;
2. Administer the Sacraments of Baptism and the Lord's Supper if authorized by the Presbytery and the Session;

Serve as Moderator of Session and congregational meetings.

Perform weddings and funerals if authorized by the Presbytery and the Session and in accordance with the laws of the State of Ohio;

Provide pastoral care, including visitation;

Advise the Personnel Committee, serve ex officio with the Nominating Committee, and act as a resource to other committees as necessary;

Maintain personal growth programs through formal and informal study as required and as appropriate;

Attend meetings of the Presbytery of the Miami Valley, and serve on presbytery committees and commissions as appropriate;

Participate in evaluations of the pastoral experience with the Committee on Ministry;

Agree to only perform pastoral duties for the church named in this agreement, and agree to cease all pastoral functions with this church when this commission ends;

During the commission, the Commissioned Ruling Elder will be a member of Fairmont Presbyterian Church.

The congregation will support and cooperate with the Commissioned Ruling Elder in every way and will assume responsibility for:

1. Attending worship services and meetings;
2. Supporting the Commissioned Ruling Elder by engaging fully in the church's ministry to the community;
3. Providing clerical assistance as needed;
4. Participating in evaluation during and at the end of the commission.

This Commissioned Ruling Elder's service will be part-time at 20 hours weekly.

- a. The Commissioned Ruling Elder may take one Thursday per month, at their discretion, as either a day off or a telework day.

This covenant is effective from 1 January 2025 through 31 December 2025, and is reevaluated annually as mutually agreeable, pending appropriate approval of the Presbytery's Committee on Ministry.

The church agrees to provide the following compensation to the Commissioned Ruling Elder, with due regard to the minimums set forth in the presbytery-approved 2025 Pastors' Compensation Recommendation:

Cash Salary	\$29,580.00
Mileage and Professional Expense Reimbursement	\$500.00
Continuing Education Allowance (must meet presbytery minimum-for 2022, \$1,750)	\$1750.00
Total package:	\$31,830.00
Vacation, at one week per quarter, cumulative to four weeks per year	4 weeks
Study leave, at one week per six months	2 weeks

NOTE: Either the Session or the Commissioned Ruling Elder can terminate the pastoral relationship, with notice of at least 60 days.

A MOTION PREVAILED to authorize the Wilmington First Presbyterian Church PNC to request that Session call a congregational meeting for the purpose of electing a candidate chosen by the PNC and approved by COM to be elected to serve as pastor and to agree to the terms of call:

Start Date: Jan. 2, 2025

Annual Cash Salary	\$ 30,000
Free Use of Manse yes / no	\$ no
Annual Housing &/ or Utilities Allowance	\$ 25,000
Medical Supplement Reimbursement	\$ 0
SECA ¹ (portion <u>above</u> 50% only)	\$ 0
Deferred Income (Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	\$ 6000

Other (please specify) _____

\$ 0

TOTAL EFFECTIVE SALARY **\$ 61,000**

BoP² Estimated Pension/Medical Dues (total) (\$ 15,860)

Pension/Disability (10%) \$ 6,100

Covering Health Insurance for: Pastor (16%) \$ 9,760

Spouse \$ _____

Children \$ _____

Family \$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance: Wife and children are on wife's insurance.

SECA¹ (portion up to 50%) \$ 4,666.50

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 2,000

Continuing Education (<u>required</u> : must meet entire presbytery minimum including part-time work \$1750 for 2025)	\$ 1,750
Professional Expenses/Books	\$ 1,000
Other (please specify)	\$ 0

Moving Costs: Full: ___ or up to a Limit of \$2800
(This is considered taxable income for IRS purposes)

TOTAL COMPENSATION **\$ 89,076.50**

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)
Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays);
cumulative to weeks.

(PMV recommends that 3 years of study leave or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve (12) weeks paid family medical leave per the Book of Order G-2.0804 is included in these terms of call. YES

A MOTION PREVAILED: To authorize the COM chair to take any necessary urgent actions, in consultation with the Executive Presbyter and Vice Chair, prior to the first COM meeting in January 2025, subject to the ratification of those actions by the COM at that first January meeting.

A MOTION PREVAILED to approve RE Bethany Stewart be added to the list, pending the question/answer session with Michele, Galen, and Josh.

A MOTION PREVAILED to approve MWS Brian Maguire to serve as Justin Miller's mentor.

A Motion PREVAILED to approve the consent agenda including:

+ **approved the** following contracts:

Sugar Creek - to approve the action of the Session of the Sugar Creek Presbyterian Church to renew the appointment of MWS Amy Duiker for the period of Jan. 1, 2025 – December 31, 2025 as Stated Supply and Moderator of Session 2025 at the following terms:

This position is full time during the program year and part-time (32 hours/week) during the months of June, July, and August.

Annual Cash Salary	\$33,405.62
Annual Housing and/or Utilities Allowance	\$32,217.59
Deferred Income (403b)	\$17,300.00
TOTAL EFFECTIVE SALARY	\$82,923.21
BoP Pension & Disability	\$ 8,292.32
Medical	\$ 0

If not covering health insurance for spouse or family, please note the other source for health insurance:

NOTE: Spouse's health insurance covers pastor and family. Deferred income is intended to provide additional coverage if needed.

SECA¹ (portion up to 50%) \$ 0

Reimbursable Expenses:

Auto(@ current IRS rate)	\$ 0
Continuing Education (<u>required</u> : must meet entire presbytery minimum including part-time work - \$1750 for 2025)	\$ 1,750.00
Professional Expenses/Books	\$
3,000.00 Other (please specify)	\$ 0

TOTAL COST TO THE CHURCH \$ 95,965.53
ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 6 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days' written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days' written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

Southminster, Dayton: to approve the action of the session of Southminster Presbyterian Church, Dayton, to renew the full-time Stated Supply Associate Pastor appointment of MWS Stan Gockel for the period of Dec. 12, 2024-Dec. 11, 2025 at the following terms:

Annual Cash Salary	\$ 47,158.00
Annual Housing &/ or Utilities Allowance	\$ 38,000.00
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion above 50% only)	\$ _____
Deferred Income	\$ _____

(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)

TOTAL EFFECTIVE SALARY \$ 85,158.00

BoP² Estimated Pension/Medical Dues (Total) \$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance: see footnote

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 1,000.00

Continuing Education \$ 1,750.00

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ 1500.00

Other (please specify)

Bureau of Workman's Compensation \$ 96.30

TOTAL COMPENSATION \$ 96,018.89

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to ___ weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

Plus 4 additional Sunday's, paid time off, scheduled in conjunction with the HOS.**

A provision for a minimum of twelve weeks paid family leave is included in these terms.

Footnotes:

- Pastor Stan Gockel does not participate in Board of Pension plans or any of their benefits. Based on conversation with representative from Board of Pension, no dues are therefore required.

** The additional Sundays off were requested to be able to travel out of state to visit family and help care for grandchildren.

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery’s Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery’s Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

BATH, DAYTON: to approve the action of the session of the Bath Presbyterian Church to renew the part-time (19 hours/week) Supply Pastor appointment of MWS Emily Haddox for the period of January 1, 2025-December 31, 2025 at the following terms and continue her appointment as moderator of the session:

Annual Cash Salary	\$ 41,000.00
Annual Housing &/ or Utilities Allowance	\$ _____
Medical Supplement Reimbursement	\$ 1,026.00
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ 2,000.00
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$ 44,126.00
BoP ² Estimated Pension/Medical Dues (Total)	\$ _____
Pension/Disability (10%)	\$ _____
Covering Health Insurance for: Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance: The entire family is covered under the spouse’s insurance.

SECA¹ (portion up to 50%) \$ 0 _____

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 0 _____

Continuing Education \$ 1,750.00 _____

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ 250.00 _____

Other (please specify) \$ _____

TOTAL COMPENSATION \$ 46,126.00

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 2 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.
YES

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 90 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 90 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

One Community Church, Monroe: to approve action of the session of One Community Church, Monroe, to renew the part-time (10 hours/week) Stated Supply Pastor appointment of Rev. Dr. Steven Copeland for the period of January 1, 2025 - December 31, 2025 at the following terms and to continue his appointment as moderator of the session:

Annual Cash Salary	\$ 19,500.00 (\$375 week)
Other:	\$ 6,100.00 (\$5,200 + \$900)

Care Pastor (\$100/week)	
Moderator of Session (\$75/month)	

TOTAL EFFECTIVE SALARY	\$ 25,600.00
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REIMBURSABLE EXPENSES

Continuing Education	\$1,750.00
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TOTAL COMPENSATION:	\$ 27,350.00
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ANNUAL LEAVE:

Vacation (up to 4 weeks as approved by Session)

Study leave (up to 2 weeks as approved by Session)

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 30 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 30 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

MONROE: to approve action of the session of One Community Church, Monroe, to renew the part-time (10 hours/week) Stated Supply Pastor appointment of MWS Vaughn Lewis for the period of January 1, 2025-December 31, 2025 at the following terms and to continue his appointment as moderator of the session:

Annual Cash Salary	\$ 19,500.00 (\$375 week)
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TOTAL EFFECTIVE SALARY	\$ 19,500.00
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REIMBURSABLE EXPENSES

Continuing Education	\$1,750.00
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TOTAL COMPENSATION:	\$ 21,250.00
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ANNUAL LEAVE)

Vacation (up to 4 weeks as approved by Session)

Study leave (up to 2 weeks as approved by Session)

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery’s Committee on Ministry. The Session may terminate the contract with 30 days written notice and with the concurrence of the Presbytery’s Committee on Ministry. The Pastor may terminate the contract with 30 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

Yellow Springs: to approve the action of the session of the Yellow Springs Presbyterian Church to renew the part-time (18 hours/week) Stated Supply Pastor appointment of MWS Daria Schaffnit for the period of January 1, 2024 – December 31, 2024 at the following terms and continue her appointment as moderator of session:

Annual Cash Salary	\$ 13,046
Annual Housing &/ or Utilities Allowance	\$ 13,046
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ _____
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$26,092
SECA ¹ (portion <u>up to</u> 50%)	\$ _____

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 500.00

Continuing Education \$ 1,750.00

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ _____

Other (please specify) \$ _____

TOTAL COMPENSATION \$ 28,342.00

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to ___ weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery’s Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery’s Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay

those expenses. Board of Pensions coverage ceases at termination.

Faith, Huber Heights: to approve the action of the session of Faith Presbyterian Church, Huber Heights, to renew the part-time (20 hours) Stated Supply Pastor appointment of MWS Julia Williamson for the period of Jan. 1, 2025 – Dec. 31, 2025 at the following terms, and continue her appointment as moderator of the session

Annual Cash Salary	\$ 31,229.08
Annual Housing &/ or Utilities Allowance	\$ _____
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ 5,259.22
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	

TOTAL EFFECTIVE SALARY \$ 36,488.30

BoP² Estimated Pension/Medical Dues (Total) \$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

Rev Julia Williamson is a member of the UCC denomination and is not required to have Board of Pensions coverage.

SECA¹ (portion up to 50%) \$ 2791.36

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 800.00 (up to)

Continuing Education \$ 1,750.00

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ 500.00 (up to)

Other (please specify) \$ _____

TOTAL COMPENSATION \$ 41,829.66

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 2 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.

Termination Agreement

Unused vacation is prorated quarterly from January 1, 2025. and may be claimed at the time of contract termination. No more than two (2) weeks of unused vacation can be carried over to the next period with approval of the Session upon renewal of the contract. Annual study leave is earned effective with the starting date of the contract, January 1, 2025, and unused leave cannot be carried over to the next period unless approved by the Session.

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 30 days' written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 30 days' written notice to the Session. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

NOTE: this contract has reduced Julia's hours from 30 hours to 20 hours)
Bellbrook: to approve the action of the session of the Bellbrook Presbyterian Church to renew the part-time (30 hours/week) Stated Supply Pastor appointment of MWS Diane Ziegler for the period of January 1, 2025 – December 31, 2025 at the following terms, and continue her appointment as moderator of the session:

Annual Cash Salary	\$ 14,500.00
Annual Housing &/ or Utilities Allowance	\$ 32,500.00
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ _____
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$ 47,000.00
BoP ² Estimated Pension (only) Dues (Total)	\$ 3,995.00
If not covering health insurance for spouse or family, please note the other source for health insurance: Covered by her husband's insurance	
SECA ¹ (portion <u>up to</u> 50%)	\$ _____
Reimbursable Expenses:	
Auto (@ current IRS rate)	\$ _____
Continuing Education	\$ 1,750.00
(<u>required</u> : must meet entire presbytery minimum including part-time work - \$1750 for 2025)	
Professional Expenses/Books	\$ 250.00
Other (please specify)	\$ _____
TOTAL COMPENSATION	\$ 52,452.00

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 5 weeks (including 5 Sundays)
 Study leave (minimum of 2 weeks) 15 weeks (including 4 Sundays); cumulative to 12 weeks.
 (PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)
 A provision for a minimum of twelve weeks paid family leave is included in these terms.
 yes

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

NOTE- this is a change in hours from full-time to part-time (30 hours).

A Motion Prevailed to remove Rev. Bob Wade from the pulpit supply list per his request. The clerk will remove him from the list.

A Motion Prevailed to approve the consent agenda including:
 + **ratified the email vote to approve** the following to serve on the Administrative Commission to Install MWS Cynthia Holder Rich for an undesignated term on February 2 during worship:
 Moderator CRE Janet Miller

RE Hank Baust, Corinth Presbyterian, Dayton
 RE Donna Courtney, Sugar Creek Presbyterian, Kettering
 RE Steve Davis, Southminster Presbyterian, Dayton
 RE Bridget Hawkins, First United Presbyterian, Bellefontaine
 MWS Robert Wade, HR
 MWS Angie Schenck, HR

+ **approved the** following contracts:

Yellow Springs: to approve the action of the session of the First Presbyterian Church Yellow Springs (FPCYS) to renew the part-time (18 hours/week) Stated Supply Pastor appointment of MWS Daria Schaffnit for the period of January 1, 2025 – December 31, 2025 at the following terms and continue her appointment as moderator of session:

Annual Cash Salary	\$ 13,503
Annual Housing &/ or Utilities Allowance	\$ 13,503
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ _____

(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)

TOTAL EFFECTIVE SALARY	\$27,006
BOP – Covered on her spouses insurance.	
SECA ¹ (portion <u>up to</u> 50%)	\$ _____

Reimbursable Expenses:

Auto (@ current IRS rate)	\$ 500.00
Continuing Education	\$ 1,750.00
(<u>required</u> : must meet entire presbytery minimum including part-time work - \$1750 for 2025)	
Professional Expenses/Books	\$ _____
Other (please specify)	\$ _____

TOTAL COMPENSATION	\$ 29256
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ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)
 Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 4 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

The primary pastoral duties include, but are not limited to: Prepare and lead worship, including regular Sunday worship, weddings, funerals and special services. Administer the sacraments. Provide pastoral assistance to parishioners. Moderate the Session and congregational meetings. Communicate pastoral concern and interest to membership and the larger community. Attend meetins and participate in work and fellowship of the PMV. Maintain regular office house, as time permits.

It is agreed that the Pastor retains the copyright to original intellectual property created by the Pastor while employed by FPCYS and the Pastor grants perpetual license to the FPCYS to use that original work created during the Pastor's employment with PPCYS, without paying royalties to the Pastor.

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice

to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

A provision for a minimum of twelve weeks paid family leave is included in these terms.
No

Fairborn: to approve the action of the session of the First Presbyterian Church, Fairborn, to renew the full-time Stated Supply Pastor appointment of MWS Joe Hinds for the period of January 1, 2025-December 31, 2025 at the following terms and continue his appointment as moderator of the session:

Annual Cash Salary	\$ 42,772
Annual Housing &/ or Utilities Allowance	\$ 20,000
Medical Supplement Reimbursement	\$
SECA ¹ (portion <u>above</u> 50% only)	\$
Deferred Income	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$ 62,772
BoP² Estimated Pension/Medical Dues (Total)	\$ _____
Pension/Disability (10%)	\$ 6278
Covering Health Insurance for: Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

Covered under spouse's family coverage through Slifers Presbyterian Church and sharing in the cost.

SECA¹ (portion up to 50%) \$ 4802

Reimbursable Expenses:

Auto (@ current IRS rate - \$.70) \$ 1800

Continuing Education \$ 1,750.00

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ 1500.00

Other (please specify) \$ _____

TOTAL COMPENSATION \$ 78,902.00

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 4 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.

?

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice

to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

Bellefontaine: to approve the action of the session of the First United Presbyterian Church, Bellefontaine, to renew the full-time Transitional Pastor appointment of MWS Greg Menssen for the period of February 14, 2025-February 13, 2026 at the following terms and continue his appointment as moderator of the session:

Annual Cash Salary	\$ 27,651
Annual Housing &/ or Utilities Allowance	\$ 29,849
Medical Supplement Reimbursement	\$
SECA ¹ (portion <u>above</u> 50% only)	\$
Deferred Income	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$ 57,500
BoP² Estimated Pension/Medical Dues (Total)	\$ _____
Pension/Disability (10%)	\$ 5,750.00
Covering Health Insurance for:	
Transitional (33%)	\$18,975
Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

Covered under spouse's family coverage through Slifers Presbyterian Church.

SECA ¹ (portion <u>up to</u> 50%)	\$ 4398
Reimbursable Expenses:	
Auto (@ current IRS rate)	\$ 500
Continuing Education	\$ 1,750.00
(<u>required</u> : must meet entire presbytery minimum including part-time work - \$1750 for 2025)	
Professional Expenses/Books	\$ 1500.00
Other (please specify)	\$ _____
TOTAL COMPENSATION	\$ 90,373.

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 6 weeks.

Unused vacation is prorated quarterly from Feb. 2025 – Feb. 2025 and may be claimed at the time of contract termination.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.
?

This transitional pastor shall submit quarterly reports to the Presbytery's Committee on Ministry and, in consultation with the Session, establish a Transitional Team in the local church that consists of at least three members.

The addendum to the original contract did not change.

It is understood that this Transitional Pastor may be a candidate for Pastor of this Presbyterian Church and will be involved with the work of the PNC, in partnership with the Presbytery's COM Liaison, for training and support purposes only, or as directed by the COM.

Termination of Employment Agreement

The Session may terminate the contract with 30 days written notice and with the concurrence of the Presbytery's Committee on Ministry.

The Transitional Pastor may terminate the contract with 30 days written notice to the Session and the concurrence of the Committee on Ministry. The Transitional Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

This contract will be terminated at its conclusion but may be renewed for a specified period of time with approval of the Transitional Pastor, the Session and the Presbytery's COM.

The contract may be terminated by the announcement that a call has been extended and accepted. If there is no transition agreement, the minimum written notice to the Transitional Pastor is 30 days. When a transition agreement is included, the terms of that agreement will be effective the day notice is given. At the conclusion of the contract, Board of Pensions benefits will be granted for an additional 30 days as needed.

The Transitional Pastor relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. Board of Pensions coverage ceases at termination.

SLIFERS: to approve the action of the session of Slifers Presbyterian Church, Farmersville, to renew the full-time Transitional Pastor appointment of MWS Kazy Hinds for the period of January 1, 2025-December 31, 2025 at the following terms and continue her appointment as moderator of the session:

Annual Cash Salary	\$ 43,200
Annual Housing &/ or Utilities Allowance	\$ 15,000
Medical Supplement Reimbursement	\$
SECA ¹ (portion <u>above</u> 50% only)	\$
Deferred Income	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	

TOTAL EFFECTIVE SALARY \$ 58,200

BoP² Estimated Pension/Medical Dues (Total) \$ 25,026

 Pension/Disability (10%) \$ 5,820.00

Covering Health Insurance for:

Transitional (33%)	\$ 19,206
Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

NOTE: the cost of health insurance is being shared with Fairborn.

SECA¹ (portion up to 50%) \$

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 2,000

Continuing Education (<u>required</u> : must meet entire presbytery minimum including part-time work - \$1750 for 2025)	\$ 1,750.00
Professional Expenses/Books	\$ 500.00
Other (please specify)	\$ _____
TOTAL COMPENSATION	\$ 87,476

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to __ weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.
Yes

This transitional pastor shall submit quarterly reports to the Presbytery's Committee on Ministry and, in consultation with the Session, establish a Transitional Team in the local church that consists of at least three members.

It is understood that this Transitional Pastor may be a candidate for Pastor of this Presbyterian Church and will be involved with the work of the PNC, in partnership with the Presbytery's COM Liaison, for training and support purposes only, or as directed by the COM.

Termination of Employment Agreement

The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry.

The Transitional Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Transitional Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

This contract will be terminated at its conclusion but may be renewed for a specified period of time with approval of the Transitional Pastor, the Session and the Presbytery's COM.

The contract may be terminated by the announcement that a call has been extended and accepted. If there is no transition agreement, the minimum written notice to the Transitional Pastor is __ days. When a transition agreement is included, the terms of that agreement will be effective the day notice is given. At the conclusion of the contract, Board of Pensions benefits will be granted for an additional __ days as needed.

The Transitional Pastor relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry.

A motion prevailed to remove Angie Schenck, at her request, from the pulpit supply list. There is a new pulpit supply list on the website.

A Motion Prevailed to approve payment of \$240.50 from account 501200, COM operating budget, to CRE Janet Miller for travel and expenses.

