

**Committee on Ministry
Presbytery of Long Island
June 27, 2017**

#10 2:15 p.m.

ITEMS FOR ACTION:

At its meeting June 6, 2017:

1. The Committee moves that the presbytery approve the 2017 Compensation Report and Summary, including the reported changes in terms of call. It is included in the meeting packet.
2. The Committee moves that the presbytery approve the 2018 Compensation Program. It is included in the meeting packet.
3. The Committee voted to ask presbytery to examine Beatrix Weil for ordination as a teaching elder at the presbytery meeting on June 27th.

ITEMS FOR INFORMATION:

At its meeting on April 11, 2017:

1. The Committee voted to approve a certified letter to be sent from COM on May 1 to installed pastors stating that pastor's pensions will be frozen if the forms entitled Pastor's Annual Report on Compensation and Benefits are not submitted by May 15 as their terms of call cannot be approved.
2. The Committee voted to approve a Salary Supplement Grant of \$5,450 to The Presbyterian Church in Elmont for a period of one year, from May1, 2017 to April 30, 2018, to be paid in monthly installments.
- 3.. The Committee voted to approve the renewal of the Temporary Supply Pastor contract between Rev. Charles Delos Monts and the session of the Presbyterian Church in Elmont for the period May1, 2017, through April 30, 2018, at the following terms (half-time – 20 hours/week): Cash Salary, \$27,000; Manse Allowance, 250; Tax-Deferred Investment, NA; Free Use of the Manse (annual fair rental value, 28,000); Full Utilities, heat, electricity and water, 3,000; Pension and Medical Dues, NA; Additional Insurance, NA; SECA Tax Reimbursement, 4,456; Automobile Expense Reimbursement, church business mileage at IRS standard rate; Pastoral Ministry Expense Reimbursement, 500; Continuing Education Expense Reimbursement, 500; Vacation, two weeks, including 4 Sundays; Continuing Education Time, two weeks; including 2 Sundays; Paternity Leave, NA; Moving Expenses, NA. The benefits do not meet presbytery minimum.
4. The Committee voted to reappoint Rev. Mary Margaret Flannagan as Designated Pastor of the Presbyterian Church of Sweet Hollow, Melville, for the period June 1, 2017, through May 31, 2019, at the following terms (full-time): Cash Salary and Manse Allowance, \$48, 724; Tax-Deferred Investment, 3,400; Free Use of the Manse (annual fair rental value, 26,400); Full

Utilities, heat, electricity and water, 3,300; Pension and Medical Dues – Pension, 8,687; Death and Disability, 790; Medical, 19,347 = 28,824; Additional Insurance, Dental PPO, member only, 444; SECA Tax Reimbursement, 5,999; Automobile Expense Reimbursement, church business mileage at the IRS standard rate; Pastoral Ministry Expense Reimbursement, 800; Continuing Education Expense Reimbursement, 1,500; Vacation, 30 days, including 5 Sundays; Continuing Education Time, 14 days, including 2 Sundays; Maternity Leave, eight weeks, per presbytery guidelines; Moving Expenses, NA. The compensation must be reviewed in one year.

At its meeting on May 2, 2017:

1. The Committee voted to allow Rev. Ralph Wright to moderate a special session meeting at the Community Presbyterian Church in Merrick for the purpose of examining a confirmand.
2. The Committee voted to approve the request for Salary Supplement funds in the amount of \$11,165, for the period 6/15/17-6/14/18, contingent on the session approving the increase in fringe benefits for Rev. Adam Fischer.
3. The Committee voted to approve the plumblin study submitted by the Presbyterian Church of Islip and affirm them to form a PNC and begin the process of calling a Designated Pastor.
4. The Committee voted to approve a 2.6% increase for pastors' salaries for 2018.
5. The Committee voted to approve a change in terms of call for Rev. Adam Fischer as Designated Pastor of the First Presbyterian Church, Baldwin, for the period June 15, 2017 – June 14, 2019, at the following terms (full-time): Cash Salary, Housing Allowance and Tax-Deferred Investment, 74,438; Pension and Medical Dues – Pension, 8,222; Death and Disability, 747; Medical, 18,314 = 27,285; Additional Insurance, Dental DMO, member – 311; SECA Tax Reimbursement; 5,694; Automobile Expense Reimbursement, church business mileage at IRS standard rate; Pastoral Ministry Expense Reimbursement, 500; Continuing Education Expense Reimbursement, 1,500; Vacation, 30 days, including 5 Sundays; Continuing Education Time, 14 days, including 2 Sundays; Paternity Leave, 2 weeks, per presbytery guidelines; Moving Expenses, NA. The compensation must be reviewed in 1 year.

At its meeting on June 6, 2017:

1. The Committee voted to authorize Rev. Christine Hong to accept a teaching professor position at Columbia Seminary in Atlanta, Georgia.
The Committee voted to grant Rev. Christine Hong permission to labor outside the bounds of the presbytery of Long Island and inside the bound of the Presbytery of greater Atlanta, with the permission of that Presbytery.
2. The Committee voted to accept the 2017 Compensation Report and Summary as submitted, including the reported changes in terms of call. The Committee instructed the Stated Clerk to again write letters to the installed pastors who still did not report their compensation and to send them by certified mail, return receipt requested, informing them that he will communicate with

the Board of Pensions and ask them to freeze their pensions at the level that existed when they last reported to the presbytery.

3. The Committee voted to approve the 2018 Compensation Program's recommended increase of 2.6% for all pastors.

4. The Committee voted to approve Rev. Charles Cary as Interim Pastor at First Presbyterian Church of Southampton and to approve the Interim Pastor contract between the session of the First Presbyterian Church of Southampton and Rev. Charles M. Cary for the period June 7, 2017, through June 6, 2018, at the following terms (full-time): Cash Salary, \$53,708; Housing Allowance, 10,000; Tax-Deferred Investment, 23,000; Post-retirement service dues, 10,405; Health Reimbursement Account, 4,000; SECA Tax Reimbursement, 4,873; Automobile Expense Reimbursement, church business mileage at IRS standard rate; Pastoral Ministry Expense Reimbursement, 500; Continuing Education Expense Reimbursement, 750 per two quarters of service; Vacation, one week per quarter of service, with the possibility of one additional week of unpaid vacation; Continuing Education Time, one week per two quarters of service; Paternity Leave, NA; Moving Expenses, NA.

5. The Committee voted to validate Beatrix Weil's call to chaplaincy at Presbyterian College in Clinton, South Carolina.

6. The Committee voted to grant permission to Beatrix Weil to labor outside the bounds of Long Island Presbytery.