

**Committee on Ministry Report  
Co-Moderators – Mike Gross and Deanna Robertson**

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**For Action:**

- 1) That Presbytery increase the Presbytery minimum to \$40,000.00 (see attachment).

**For Information:**

- 2) COM VOTED to encourage churches to give a one percent pay raise to their installed pastors.
- 3) COM VOTED to appoint the Reverend Mary Jo Dean as the moderator of the session of First Presbyterian Church in Alliance, Nebraska, effective September 1, 2020.
- 4) COM VOTED to appoint the Ruling Elder Jay Kintzel as the moderator of the session of First Presbyterian Church in LaSalle, Colorado, effective October 8, 2020.
- 5) COM VOTED to appoint the Reverend Jim Webb as the moderator of the session of Mountain View Presbyterian Church in Loveland, Colorado, effective November 1, 2020.
- 6) COM VOTED to appoint Ruling Elder Deanna Robertson as the moderator of the session of Buckhorn Presbyterian church in Masonville, Colorado, effective November 1, 2020.
- 7) COM VOTED to accept the dissolution agreement with the Reverend Michael Moore and the Presbyterian Community Church of the Rockies in Estes Park, Colorado, effective September 1, 2020.
- 8) COM VOTED to accept the dissolution agreement with the Reverend Gary LeTourneau and Mountain View Presbyterian Church in Loveland, Colorado, effective November 1, 2020.
- 9) COM VOTED to renew the part-time (20 hours/week) interim pastor between the session of Family of Christ Presbyterian Church in Greeley Colorado, and the Reverend Laura Krauss, beginning October 1, 2020 and expiring March 31, 2021 with the following terms of call:

**Effective Salary**

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$17,625.00
Employing organization contributions to 403(b)(9) plans, tax-sheltered annuity plans, and equity allowances	\$6,000.00
<b>Total Effective Salary (sum of all above lines).</b>	<b>\$23,625.00</b>

**Optional Compensation not included in Effective Salary**

SECA Offset under 50%	\$1,800.00
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**Accountable Reimbursable Expenses**

Car Allowance	\$500.00
Business Expenses/Professional Expenses	\$600.00
Book Allowance	\$100.00
Continuing Education Allowance	\$300.00
Other Accountable Reimbursables	\$500.00
Medical Savings Plan	

October 24, 2020

Vacation – Four (4) weeks including four (4) Sundays

Continuing Education – Two (2) weeks per year cumulative up to six (6) weeks

Pension, medical, disability, and death benefit coverage under the Board of Pensions

10) COM VOTED to approve the contract between the session of the Presbyterian Church of Kimball, in Kimball, Nebraska and CP Alan Foutz for 80 hours per month, beginning August 1, 2020 and ending July 31, 2021 with the following terms:

Effective Salary

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$16,000.00
<b>Total Effective Salary (sum of all above lines).</b>	<b>\$16,000.00</b>

Accountable Reimbursable Expenses

Car Allowance	\$7,000.00
Professional Expenses	\$100.00
Continuing Education Allowance	\$200.00

List any other provisions:

Vacation – Negotiated

Continuing Education – Negotiated

11) COM VOTED to find the call in order and concur with Westview Presbyterian Church in Longmont, Colorado, which voted to call the Reverend Dan Dolquist as Pastor, full-time, beginning on September 24, 2020 with the following terms of call:

Effective Salary

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$33,200.00
Housing, utility, and furnishing allowances	\$33,200.00
Employing organization contributions to 403(b)(9) plans, tax-sheltered annuity plans, and equity allowances	\$800.00
<b>Total Effective Salary (sum of all above lines).</b>	<b>\$67,200.00</b>

Optional Compensation not included in Effective Salary

SECA Offset under 50%	\$5,046.40
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Accountable Reimbursable Expenses

Car Allowance	\$1,200.00
Business Expenses/Professional Expenses	\$1,750.00
Book Allowance	\$250.00
Continuing Education Allowance	\$1,000.00
Other Accountable Reimbursables – Dental Insurance	\$1,000.00

October 24, 2020

Moving expenses will be paid in the amount of actual invoiced expense + incurred income tax

Vacation – Four (4) weeks including five (5) Sundays

Continuing Education – Two (2) weeks per year cumulative up to six (6) weeks

Leadership and service to the larger church: up to one (1) week per year, non-cumulative

Pension, medical, disability, and death benefit coverage under the Board of Pensions

12) COM VOTED to sustain the examination, welcome, and admit the Reverend Dan Dolquist into the Presbytery from the Presbytery of Denver, effective September 24, 2020.

13) COM VOTED to approve the mission study for First Presbyterian Church in LaSalle, Colorado.

14) COM VOTED to move the Reverend Jay Kim to a member-at-large, effective September 1, 2020.

15) COM VOTED to approve Dee Gorman as the liaison to:

- a) St. Andrew Presbyterian Church in Boulder, Colorado;
- b) Westview Presbyterian Church in Longmont, Colorado; and
- c) Community Presbyterian Church in Nederland, Colorado.

16) COM VOTED to approve Judy Cuthbertson as the liaison to United Church of the Plains in Dalton, Nebraska and Central Presbyterian Church in Longmont, Colorado.

17) The annual review of Commissioned Pastor Archie Stevenson has been completed for 2020.

### **Minimum Compensation Policy for 2021**

**Effective – January 1, 2021**

G-2.0804 – Terms of Call – The terms of call shall always meet or exceed any minimum requirement of the presbytery in effect when the call is made. The session shall review annually the minister's terms of call and shall propose for congregational action (G-1.0501) such changes as the session deems appropriate, provided that they meet the presbytery's minimum requirements. The call shall include participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.

#### **Minimum Annual Compensation for Installed Pastoral Positions**

Effective Salary	At least \$40,000.00 (full-time)
Pension and Major Medical	Full coverage mandated per <i>Book of Order</i>
Paid Vacation	Four (4) weeks including four (4) Sundays
Paid Continuing Education	Two (2) weeks cumulative up to six (6) weeks

#### *Reimbursements by Voucher:*

Continuing Education	At least \$600.00 cumulative up to three (3) years
Automobile Allowance	Reimbursed at the current IRS per mile rate

#### **Minimum Annual Compensation for Part-Time Installed Pastoral Positions**

Effective Salary	At least \$40,000 prorated, based on full time being a forty (40) hour week
Pension and Major Medical	Full coverage mandated per <i>Book of Order</i>
Paid Vacation	Four (4) weeks including four (4) Sundays

October 24, 2020

Paid Continuing Education Two (2) weeks cumulative up to six (6) weeks

*Reimbursements by Voucher:*

Continuing Education At least \$600.00 cumulative up to three (3) years  
Automobile Allowance Reimbursed at the current IRS per mile rate

**Minimum Annual Compensation for Interim Pastoral Positions**

Effective Salary for Interims At least 95% of the previous installed pastor salary unless revised terms have been approved by COM  
Pension and Major Medical Full coverage  
Paid Vacation Four (4) weeks including four (4) Sundays  
Paid Continuing Education Two (2) weeks cumulative up to six (6) weeks

*Reimbursements by Voucher:*

Continuing Education At least \$600.00 cumulative up to three (3) years  
Automobile Allowance Reimbursed at the current IRS per mile rate

**Minimum Annual Compensation for Temporary Pastoral Positions**

Effective Salary for Temporary Supply Negotiable as approved by COM  
Pension and Major Medical Negotiable  
Paid Vacation Four (4) weeks including four (4) Sundays  
Paid Continuing Education Two (2) weeks cumulative up to six (6) weeks

*Reimbursements by Voucher:*

Continuing Education At least \$600.00 cumulative up to three (3) years  
Automobile Allowance Reimbursed at the current IRS per mile rate