

DRAFT-B MINUTES OF THE SEPTEMBER 7, 2024 STATED MEETING OF THE PRESBYTERY OF CARLISLE
In Person meeting at First United Presbyterian Church, Newville, PA

Attachments

1. Roll for Attendance at the September 7, 2024 Stated Meeting of the Presbytery of Carlisle
2. Report from Presbytery Leader for Governance and Congregational Leadership
3. Administration Committee Report
4. 2025 Proposed Line Item Budget
5. Report from Commission on Ministry

Following an outdoor Prelude of *Amazing Grace, Be Thou My Vision, Come Thou Fount*, and other sacred pieces, bagpiper Rhys Weibel led presbyters into the sanctuary. The meeting was called to Order at 9:33 AM by Roz Presby (Commissioned Ruling Elder At-Large). This was the first in-person-only meeting of the presbytery in more than a year. Of 41 congregations and new worshipping communities in the Presbytery of Carlisle, 29 congregations were represented by 83 Minister and Ruling Elder members in attendance.

Organist Owen McCulloch and a pick-up choir of presbyters led the congregation in song (Hymn 507 – *We Come with Joy*). Janice Tiedeck led the Confession (“Our country, communities, and congregations are dealing with conflict and division of our own making... Forgive and transform us – leaders of your local congregations – so that we might be living signs of your love and hope for the world”). Rev. Jeff Gibelius (TE, Second PC, Carlisle) led the Assurance of Forgiveness and Passing of the Peace of Christ.

Presbyters Destini Hodges (RE, Capital), Stuart Seelman (TE, Pine Street PC, Harrisburg), Nancy Conklin (TE, Camp Hill PC) and Don Wahlig (TE, Silver Spring PC, Mechanicsburg) shared worship leadership in the Commissioning of Presbytery Co-Leaders, based on readings from Matthew 25 “I was hungry and you gave me food” and 1 Corinthians 12: 4-7, 27 “There are a variety of gifts, but the same Spirit...to each is given a gift by the Spirit, to use it for the common good...”

Moderator Presby reminded presbyters that Rev. Kristal Smith and Rev. Dr. Jamie McLeod have been chosen by the voice of this presbytery to serve as our Co-Leaders to guide the presbytery into the future. The discernment process for transitioning to the Co-Leader model goes back to at least 2019. This replaces the previous model of an Executive Presbyter and a Stated Clerk. Co-Leaders are co-equal, with individual responsibilities; each supports different committees; both support congregations as needed.

Moderator Presby asked the commissioning questions of the Co-Leaders and of the Presbytery, which were answered in the affirmative. Prayer followed: “We thank you for Jamie and Kristal, whom you have called to serve you. Give them special gifts to do their work, and fill them with the Holy Spirit, so they may have the same mind that was in Christ Jesus. Be present with Jamie, as he seeks to guide us through a season of transformation; give him the wisdom to guide us through the ups and downs of changing seasons and times. May he experience support and encouragement, and help for the load he carries. Be present with Kristal, as she seeks to keep us decently in order, guiding us with wisdom and clarity. May she experience wonder and awe in the tasks at hand, and help steer us as she is guided by you.”

A robust singing of the *Doxology* was followed by an inspired Charge to the Co-Leaders by Emily McCachren (TE, McConnellsburg PC), wherein she enumerated ongoing cries of “How Long, O Lord,” and a charge to the presbytery by Jeff Gibelius (TE, Second PC, Carlisle) wherein he encouraged colleagues to be relational, not transactional. After the Lord’s Prayer, the Carlisle Presbytery Pick-up Choir – conducted

by Michelle Trefren – sang *Grace*, arr. Mark Hayes in preparation for coming to the Table for Communion. The Sacrament of the Lord's Supper was presided by the newly commissioned Presbytery Co-Leaders. After the singing of Hymn 339 (*Be Thou My Vision*) Vice Moderator Tiedeck offered a Benediction, then released presbyters briefly to move into the Social Hall; the meeting was suspended at 10:23 AM.

Moderator Presby resumed the meeting at 10:52 AM, calling on Vern Gauthier (TE, First United PC, Newville). TE Gauthier welcomed presbyters and described Neighbors in Christ, to which today's offering is designated: a ministry in Big Spring School District which assists those in need with rent, utilities, and car repair. Neighbors in Christ meets at First United PC. TE Gauthier thanked kitchen helpers Elaine and Mike Fry. He noted that while there have been many changes in the past 15 years since presbytery last met at First United, what hasn't changed is that God is still good, God is still sovereign.

ACTION

MSP to approve the docket as amended – there is no report from Camp Krislund.

Moderator Presby verged from the usual introduction of Corresponding Members and First-Time Ruling Elder Commissioners, Directors of Christian Education, and Special Guests, choosing instead to greet everyone who was present, roll-call style. Colleagues heartily welcomed each other as siblings in Christ.

Coordinating Council Report – Conversations on Matthew 25

Vice Moderator Tiedeck invited Presbytery Co-Leader McLeod to offer a report from the Coordinating Council. He reflected on the intricacies and depth of John Coltrane's 1965 album, *A Love Supreme*, and how it informs our life of faith. He described appreciation for Black Theology that came through being introduced to this album, widely regarded as a masterpiece by jazz aficionados. He then created space for presbyters to discuss how a particular piece of music or art intersects our own faith, how churches are living out the faith as expressed in Matthew 25, and what challenges they're facing as they do so. There was a lot of energy in the room as people talked about the ways they connect with their communities including:

- helping at medical clinics
- supplying resources to food banks
- hosting refugee families
- offering quarters and snacks at the laundromat
- working with local nursing homes so residents can participate remotely in worship
- providing tablets for homebound folks to do the same
- providing hygiene kits to the homeless
- befriending people who don't look like you
- offering aid at the migrant camp

Mention also was made of subway art to assure the homeless that they are not alone, and presbyters were invited to the October 12 Korean Food Festival at Harrisburg Korean Church. TE McLeod called on the presbytery to encounter Scripture with the willingness of having our entire world altered – willing to do something new, different, and alive – to better serve the communities around us.

Moderator Presby then called on Co-Leader Smith to present the first readings of several documents from the Coordinating Council that were included with the meeting materials for today's meeting.

- **Revised Gracious Separations Policy – first read (12 pages plus 2-page summary)**
 - After the dismissal of churches in Warfordsburg and Mercersburg in 2023, Coordinating Council (CC) realized that the Gracious Separations Policy (adopted in 2015) needed to be updated. Co-Leader Smith worked with Heather Sigler, Roz Presby, and Lucy

Bowerman on 10 revisions, with input from the Administration Committee and CC. A summary of significant changes was provided, highlighting:

- Clarification of communication channels and roles, especially when an Administrative Commission is in place.
 - Introduction of language lifting up the priority of the so-called Trust Clause in the *Book of Order* as a starting place for discernment: “All church property held by or for a congregation ... is held in trust ... for the use and benefit of the PC(USA).” (G-4.0203). A *gracious* separation is when both parties come to an agreement through respectful, prayerful dialogue. The presbytery didn’t *have* to let the two churches leave with their property – we *chose* to do that.
 - Addition of a reversionary clause stipulating that if a congregation leaves the PC(USA) for another Reformed body with the building – but within 10 years then leaves that Reformed body or closes – the property reverts back to Carlisle Presbytery.
- **Committee on Preparation for Ministry Standing Rules – first read (2 pages)**
 - The proposed revisions for CPM reflect changes that were brought before this body 1.5 years ago but there seems to be no record of the assembly voting to approve them. The new draft proposes changing the number of CPM members to read “nine-to-twelve”, instead of 12. We’re finding it’s generally not necessary to have 12 members on CPM at this time, but would like the option to add more should more people come under care.
- **Coordinating Council Standing Rules – first read (2 pages)**
 - The rules for Coordinating Council (CC), which last were updated in 2013, were reviewed by Presbytery Staff with CC members Kent Carter (TE, Paxton PC, Harrisburg), Janice Tiedeck (TE, Monaghan PC, Dillsburg), and Nickie Shaddock (RE, Mechanicsburg); they welcome questions and comments. Proposals for change include:
 - Updating the language and tasks to align with the new Co-Leader model, specifically, and presbytery structure, in general.
 - Changing the CC structure so that instead of it being comprised of the presbytery’s current Moderator, Vice-Moderator, and immediate past Moderator with 9 at-large members, it will be comprised of the presbytery’s current Moderator, Vice Moderator and immediate past Moderator with 6 at-large members, plus the Chairs or appointees of each Presbytery Committee or Commission: COM, CPM, Administration, New Worshiping Communities, and Nominating.
 - Changing the Moderator of the CC to the immediate *past moderator* of the presbytery instead of the Executive Presbyter (which we don’t have any more) or Presbytery Co-Leader. The origin of this shift came in 2023 when Executive Presbyter Cheryl Galan retired. Co-Leader Smith benefitted from meeting each month with Committee chairs, drawing on their collective wisdom as the presbytery navigated that transition. It was mutually beneficial for everyone to be in the same “room.” Hearing what was happening across the presbytery created better communication channels and reduced the silo effect.
 - **Proposed Anti-Harassment Policy and Proposed Anti-Racism Policy – first read (3 pages each)**
 - As of July 2023, both policies are required by the *Book of Order* (G-3.0106) at both the Presbytery and congregational levels. Once approved by the presbytery, these policies may be used as models for congregational policies. Essentially, each policy carries a commitment to live into Jesus’ command to love one another as he has loved us – to create and maintain space where harassment and racism have no place.

All documents referenced above were available on the Presbytery's meeting page of the website.

Moderator Presby reminded presbyters that all these documents were presented today for a first reading. She encouraged presbyters to contact her, Bridge Leader Lucy Bowerman, or Co-Leader Smith with any questions or comments; presbytery will vote on these policies at the November 6, 2024 Presbytery meeting at Mechanicsburg PC.

Co-Leader Smith directed attention to her report that was available with meeting materials on the website (see Attachment 2) and added that anyone who needs printed copies of meeting documents should let her know; the presbytery office discontinued printing copies about 5 years ago, but arrangements can be made.

Administration Committee – 2025 Per Capita (see Attachment 3)

Moderator Presby called on Presbytery Treasurer Ed Blank (TE, Middle Spring) to come forward on behalf of the Administration Committee. TE Blank directed presbyters to the written report that was included with the meeting materials. He explained that the proposed per capita increase represents an increase of \$1.04 in the General Assembly portion of the per capita while the Synod and Presbytery portions remain at their respective 2024 levels.

ACTION

MSP to approve a per capita of \$34.04 per member for 2025.

Administration Committee – 2025 Narrative Budget

TE Blank introduced Co-Leader McCleod, who presented the proposed 2025 Narrative Budget for a first reading. He **told the story of the Presbytery in pictures and vignettes of how the things we do are part of the ever-flowing current of six blessings that run through us, between us, and beyond us.**

1. Vital Congregations – our churches are clear eyed about creative worship, including Blessing of the Animals; 11 faith communities are in transition; we celebrate our 2 new worshipping communities (Intertwined and Circle – Harrisburg)
2. Agile Governance – new Co-Leader staffing model, greater flexibility with RE training
3. Building relationships – Camp Krislund high ropes, Triennium 2025, addressing needs of congregations in need of pastoral care (new list)
4. Communication – we link ourselves with the Holy Spirit
5. Soul Tending – the healing touch of God is known through labyrinth, prayer, special service, knitting back together what has been rended – we're Children of God, equally in need of healing
6. Engaging our Mission – helping the neighbor in our midst

The Moderator gave presbyters the option of breaking for lunch or continuing to work through lunch. Presbyters preferred to carry on. Prayer was offered for God to bless the hands of those who prepared the meal, "that we may serve you in faithfulness all of our days."

2025 Proposed Line-Item Budget (see Attachment 4)

Treasurer Blank offered the 2025 Proposed Budget for a first reading; the Presbytery will vote on it in November. Treasurer Blank called attention to Mission giving, Personnel (a 2.5% increase in staff costs), and setting aside \$20K to help smaller churches with Board of Pensions (BoP) contributions. The 2025 Proposed Budget reflects a "significant" increase over 2024 due to BoP and our new staffing model.

Committee on Preparation for Ministry

Vice Moderator Tiedeck called on CPM Chair Buz Myers (TE, retired). TE Myers spoke about the two main tracks that provide pastoral leadership in our denomination: Commissioned Ruling Elder (CRE), and Minister of Word and Sacrament. There are differences in preparation between the two tracks:

- CRE requires 8 seminary courses; the CRE Training program has undergone some thoughtful revisions in the past couple years; usually those who feel called to this track serve within the local presbytery
- MWS requires a Bachelor Degree (4 years), Theological Seminary Degree (3 years), passing Greek and Hebrew languages, and Ordination Exams; usually those who feel called to this track are open to moving and serving wherever God leads beyond the presbytery

Both tracks are under the guidance of CPM; both require Boundary Training, Psychological Assessment, and Field Education. As the Body of Christ, we need to continue to encourage people with gifts for ministry to explore options such as these to serve the Church of the future.

Commission on Ministry Report – 2025 Minimum Terms of Call (see Attachment 5)

Vice Moderator Tiedeck called on Tony Lorenz (TE, First PC, Carlisle) to provide the COM report. He referred presbyters to the written report, which documents approval of new calls and Terms of Call, Ordination Commissions, assignment of Moderators, Covenants of Agreement, Pastoral Care List; reception and dismissal of members to and from the presbytery; Communion Training.

226th General Assembly Commissioner Reports

Vice Moderator Tiedeck called forward the presbytery's elected Commissioners to the 226th General Assembly of the PC(USA) – which was held in Salt Lake City, Utah, at the end of June. Commissioners Katy Yates Brungraber (TE, Member at Large), and Kemper Dyson (RE, Middle Spring PC, Shippensburg) spoke in person. Commissioners Gene Gordon (TE, retired) and Rose Jewell-Jordan (RE, Faith-Immanuel, Harrisburg) were unable to be present, but their reports were offered by Bruce Humphrey (TE, Market Square PC) and TE Brungraber. The Commissioners spoke of the weaving of deep spiritual experiences (e.g. prayer squares, worship, dance) alongside difficult conversations and deliberations (e.g. Israel and Palestine, fossil-fuel divestment), all the while knowing the presence of the Lord in that place filled with dignity and respect for all God's people. It was indeed holy ground.

Commissioners described the very unusual opportunity they had to confirm at once the election of *five* Theological Seminary Presidents. They also encouraged presbyters to share with their Sessions thanks for their support of per capita; it is through each congregation's commitment to per capita that the work of the connectional church can be accomplished. TE Brungraber also relayed that RE Jewell-Jordan, who served on the International Engagement committee, offered to visit churches to talk about the Palestine/Israel conversations. Moderator Presby thanked Commissioners for their service to the greater Church.

New Worshipping Communities Commission

Moderator Presby called upon Bruce Humphrey (TE, Market Square PC). He turned over his report time to Kevin Long (TE, Validated Ministry), who told the story of the ways Intertwined (a community focused on ecology and faith) has invited and shaped an unchurched person named Ray. Ray has become a leader within the community and a key evangelist for the group; he says Intertwined gives opportunity for spiritual development and introspection. TE Long connects with the unchurched and de-churched at weekly coffeehouse gatherings. He observed how interesting it is to be in a Bible Study with folks who aren't familiar with the Scriptures – they bring remarkable fresh insights and questions.

2025 Youth Triennium Planning Report

Vice Moderator Tiedeck invited youth from all congregations within the presbytery to attend a Capture the Flag event planned for Sunday, September 29 from 2 to 4 PM at Paxton PC. Based on responses from those present in the meeting, four churches within the presbytery have youth groups; eight churches present have one youth. Even churches with only one high-school-aged youth are encouraged to share information about the event because we are a connectional church and each person belongs! This event is a pre-Triennium opportunity; Triennium is often seen as a gateway to build leadership skills in Presbyterian youth, who then often feel called to serve at General Assembly.

Moderator Presby reminded presbyters that the offering will be given to Neighbors in Christ. Offering in the amount of \$609 was collected. Presbyters sang the last verse of *Be Thou My Vision*.

ACTION

MSP to adjourn. Moderator Presby closed the meeting with prayer at 1:09 PM.

Respectfully Submitted,

Kristal Smith, Presbytery Leader for Governance and Congregational Leadership / Stated Clerk

**ATTACHMENT 1
ATTENDANCE ROLL**

Totals									
Pastors		35							
Elders		33							
Voters		68							
Guest		13							
Corr. Member		2							
Attendance		83							
Excused		2							
Honorably Retired					Active MWS				
Name		Status	Present	Excused	Name		Status	Present	Excused
Beck	William	HR			Billings	Peter	NP		1
Beltzner	Doug	HR			Blank	Edward	P		1
Best	Charles	HR			Bowerman	David	NP		1
Black	Jon	HR			Bowerman	Lucy	NP		1
Bowne	Dale	HR	1		Bowerman	Scott	P		
Bradburn	W. Wilson	HR			Brungraber	Katy Yates	NP		1
Buffaloe	Marie	HR		1	Carter	Kent	P		1
Carroll	Karin	HR			Chase	Lisa	P		1
Derrickson	Barbara	HR			Conklin	Nancy	P		1
Derrickson	Paul	HR			Cook	Robert	P		
Dunn	Arlene	R			Christopher	Donna	NP		
Galan	Cheryl	HR		1	Dietz	Peter	NP		
Green	John	HR			Englund-Krieger	Mark	P		
Hamel	Bertha	HR			Folts	Tom	NP		
Hammann	William	HR			Fowler	Graham	P		1
Houtz	Richard	HR			Gauthier	Vernon	P		1
Humphrey	Bruce	HR		1	Gibelius	Jeff	P		1
Jessen	Charles	HR			Gordon	Gene	P		
Kline	Darlene	HR			Hart	Andrew	P		
Larson	John	HR			Hostetter	Andrew	P		
Martin-Minnich	Ron	HR			Johnston	Kathryn	P		
Mater	Jeanette	HR		1	Kang	Inho	P		1
McCall	Myrtle	HR			Long	Kevin	NP		1
McKenna	Jennifer	HR			Lorenz	Anthony	P		1
Medina	Mark	HR			McCachren	Emily	P		1
Mitchell	Donald	HR			McLeod	James	NP		1
Morgan	Troy	R			McClure	Caleb	P		
Myers	Anne	HR			McClure	Nancy	P		
Myers	Charles	HR		1	Meilands	Pam	NP		
Pace	Art	HR			Melton	Stephen	P		
Park	John	HR			Miller	Lynn	P		1
Potter	Donald	HR			Morgan	Robin	P		1
Reinert	Nancy	HR			Neubaum	Christian	P		1
Rhoades	Robert	HR		1	Opitz	Don	NP		
Richwine	Lois	HR		1	Robinson	Matthew	NP		
Richwine	James	HR		1	Saturno	Anthony	P		
Roach	Timothy	HR			Schwab	Rachel	NP		
Ross	Anne	HR			Seelman	Stuart	P		1
Schmidt	John	HR			Smith	Allison	NP		
Sheffield	Dick	HR			Smith	Kristal	NP		1
Sigler	Heather	HR			Stewart	Anne	NP		
Sproat	John	HR			Stockstill	Andrew	NP		
Strauss	Sandra	HR			Sutphin	Emily	P		1
Sullivan	Russell	HR			Tiedeck	Janice	P		1
Sweet	Thomas	HR			Velthius	Stephen	NP		
Thomas	Thomas D.	HR			Vickery	Caroline	P		1
Trask	Edward	HR			Wadlington	Kim	P		
Uittenbogaard	Roger	HR			Wahlig	Donald	P		1
Uittenbogaard	Susan	HR			Whitaker	Stephen	P		
Van Schenkhof	Carol	HR		1	West	Howard	NP		
Washburn	Mary	HR			Wiant	Kelly	NP		
Williams	Dale	HR			Yaroschuk	Kathryn	NP		
Winsheimer	Harry	HR							
Work	Galen	HR			Dale Francis from Lehigh Presbytery				
Wright	David	HR			Tom Johnston from West Virginia Presbytery				
					Corresponding Member			2	1
					Total HR Pastors			9	1
					Total Installed and NP Pastors			24	2
					Total MWS			35	

ATTACHMENT 2
Report of the Presbytery Leader for Governance and Congregational Leadership
September 7, 2024

Items for Information

Approval of Presbytery Meeting Minutes:

Rev. Jim Richwine and RE Jenn Robertson (Greencastle) reviewed and approved the minutes of the Special meeting on March 11, 2024. Rev. Emily Sutphin and RE Bob Kerr (Pine Street) reviewed and approved the minutes of the May 1, 2024 meeting of the Presbytery. Sincere appreciation to Jenn, Jim, Emily, and Bob for their careful attention to this task!

Reported to the Office of the General Assembly:

- The Ordination of Shawn Gray
- Requested transfer of the Rev. James McLeod from Mid-Kentucky Presbytery
- Received the Rev. Richard Boyer (Honorably Retired) from Northeast New Jersey Presbytery.
- Moved the Rev. Kim Wadlington to At-Large status
- Moved the Rev. Stuart Seelman from Camp Hill to Pine Street effective August 5, 2024.

Ruling Elder Communion Training

Having attended the Communion Training for Ruling Elders on April 13, 2024, COM authorizes the following list of Ruling Elders with approval from their Session to preside at the Lord’s Table for a 3-year term in their respective congregations and, in the case of shared ministry arrangements, in their partner congregation/s as invited by the Moderator of Session and approved by action of the Session:

Camp Hill	Beth Fine
Christ	Joe Calhoun
Faith Immanuel	Susan Anthony
Lower Tuscarora	Cheryl Pittman
Middle Spring	Kemper Dyson
	Jan Ile
Paxton	Mary Myers
PC of Middletown	Norma Mateer
St. Andrews	David Overholt

Commission Report: Received the report of the Commission to ordain Rev. Shawn Gray as Temporary Supply Pastor for Christian Education at Derry Presbyterian Church. All the constitutional questions were answered in the affirmative.

Respectfully submitted,

Kristal Smith
 Presbytery Leader for Governance and Congregational Leadership

ATTACHMENT 3
Administration Committee Report
Presbytery of Carlisle

Action Items

The Administration Committee recommends an increase in per capita for 2025 from \$33 to \$34.04.

Rationale

Actions of the General Assembly (GA) increased the GA portion of the per capita apportionment by \$1.04. Because the Presbytery of Carlisle is utilizing investment income to support its ministries and to avoid adding undue burden to its member congregations, the Presbytery has decided to maintain its portion at the 2024 level. The breakdown of the proposed per capita is:

General Assembly	\$10.84
Synod of the Trinity	\$ 2.40
<u>Presbytery of Carlisle</u>	<u>\$20.80</u>
Total	\$34.04

Informational Items

- The 2025 line-item and narrative budgets are presented for a first reading. These will be voted on at the November 6, 2024 meeting of the presbytery.
- The Committee approved Pine Street Presbyterian Church selling the property located at 224 Pine Street in Harrisburg. This sale was finalized on August 15, 2023.
- The Committee approved Second Presbyterian Church Carlisle selling the property located at 1003 Rockledge in Carlisle on December 4, 2023.

ATTACHMENT 4 2025 Proposed Line Item Budget

2025 Proposed Line Item Budget				
Income		2025 Proposed	2024 Approved	Notes:
	4010 - Mission Giving/Shared (Received in 2023)	133,520.00	112,172.00	20% goes to GA
	4121 - Presbytery Mission (Received in 2023)	70,000.00	73,411.00	
	4200 - Per Capita Assessment 8231 Members @ \$34.04 = \$280183 \$1.04 increase	224,146.40	219,595.00	
	Investment Income	130,000.00	90,000.00	With 2.4 million under management this amount is equal to a 5.41% return
	Anticipated Grant Income	0.00	0.00	
	4900 - Misc. Income (includes Synod / other Insurance rebates)	5,600.00	100.00	
	Total Income	563,266.40	495,278.00	
Expenses				
2025 Proposed Increase of 2.5%				
Staff				
	Total Staff Expense	280,626.89	5,649.06	289,471.32
Administration Expenses				
2025 Proposed Budget				
	Total Admin Expense	11,084.00		
Office Expenses				
	Office Rent	6,550.80		
	Storage Rent	1,400.00		
	Total Office Operations	2,180.00		
	Total Office Expense	10,130.80		
Committee Expenses				
Commission on Preparation for Ministry				
	CPM Total	15,500.00		
Commission on Ministry				
	Total COM	24,000.00		
Coordinating Council				
	Total Coordinating Council	15,000.00		
Administration Committee				
	Administration Committee	1,000.00		
Missions				
	Camp Krisslund Grant	35,000.00		
	New Worshipping Communities	30,000.00		
	GA Shared Mission	22,434.40		
	GA per Capita Allocation	90,167.12		\$10.84 per member
	Synod per Capita Allocation	19,344.00		\$2.40 per member
	Total Misson Payments	196,945.52		
	Total Projected Revenue	563,266.40		
	Total Projected Expenses	563,131.64		
	Surplus /Deficit	134.76		

ATTACHMENT 5
COM Report to Presbytery
September 2024

Action Item: Recommend approval of the COM Policy for New Board of Pensions Coverage which includes a 2.5% increase in minimum Terms of Call effective January 1, 2025.

This policy is provided as a separate document.

Information Items

- Approved the Ordination Commission for Shawn Gray on May 28, 2024 at Derry Church:
 - Moderator Rosamond Presby (RE, St. Andrews and formerly CRE, Faith-Immanuel)
 - Rev. Dr. Stephen McKinney-Whitaker (TE, Derry)
 - Wally Patton (RE, Derry)
 - John Green (TE, Honorably Retired)
 - Kevin Long (TE, Intertwined)
 - LaVerne Collins (RE, Paxton)
- Approved the call between the Rev. Stuart Seelman and Pine Street Presbyterian Church pending congregational approval.
- Received the Rev. Richard Boyer (Honorably Retired) from Northeast New Jersey Presbytery and added him to the pulpit supply list.
- Added the Rev. Dale Francis (Honorably Retired) from Lehigh Presbytery to the pulpit supply list.
- Moved the Rev. Kim Wadlington to At-Large status
- Approved the Ministry Discernment Profile for Faith-Immanuel
- Received the resignation of the Rev. Gene Gordon from Capital Presbyterian Church and moved him to Retired status effective September 1, 2024.
- Approved the following moderators:
 - The Rev. Katy Yates Brungraber at Wells Valley effective immediately
 - The Rev. Charles “Buz” Myers at Capital effective September 1, 2024.
- Approved the following Covenants of Agreement:
 - Between the Rev. Kent Carter and Paxton
 - Between the Rev. Kevin Long and the Presbytery of Carlisle
 - Between Robin Holman Loy/Tara Hartley and Lower Tuscarora/East Waterford
 - Between the Rev. David Bowerman and Centre
 - Between the Rev. Bruce Humphrey and Market Square
 - Between the Rev. Peter Roy (ELCA) and Gettysburg
 - Between the Rev. Don Potter and Camp Hill
 - Between the Rev. Ivo Meilands and PC of Middletown
- Approved a [Pastoral Care List](#) and fee structure for those churches needing pastoral care. Several minister members in the Presbytery have agreed to provide pastoral care in emergency and routine situations to support churches without regular pastoral leadership.
- Approved revisions to the Boundaries in the Church policy due to changes to the Book of Order in July 2023. This policy is available on the COM web page.
- Having attended the Communion Training for Ruling Elders on April 13, 2024, COM authorizes the following list of Ruling Elders with approval from their Session to preside at the Lord’s Table for a 3-year term in their respective congregations and, in the case of shared ministry arrangements, in their partner congregation/s as invited by the Moderator of Session and approved by action of the Session:

Camp Hill	Beth Fine
Christ	Joe Calhoun
Faith Immanuel	Susan Anthony
Lower Tuscarora	Cheryl Pittman
Middle Spring	Kemper Dyson
	Jan Ile
Paxton	Mary Myers
PC of Middletown	Norma Mateer
St. Andrews	David Overholt

- Approved these Terms of Call for 2024 as reported by the congregations:

Church	Pastor	Effective Salary
Westminster (22,869)	McClure	Included with HUPC
Waynesboro	Vickery	\$ 59,666.00
Big Spring	Melton	\$ 61,200.00
McConnellsburg	McCachren	\$ 63,469.00
Harrisburg Korean	Kang	\$ 65,772.00
First United	Gauthier	\$ 77,568.00
St. James	Saturno	\$ 59,666.00
Lost Creek	Fowler	\$ 60,450.00
HUPC (40,656)	McClure	\$ 63,525.00
Monaghan	Tiedeck	\$ 61,911.00
Lower Marsh	Krieger	\$ 90,100.00
Christ	Miller	\$ 63,000.00
St Andrews	Morgan	\$ 82,910.00
First	Lorenz	\$ 71,063.00
Camp Hill	Conklin	\$ 81,993.00
Camp Hill	Seelman	\$ 60,245.00
Central	Bowerman	\$ 105,523.00
Second	Gibelius	\$ 120,563.00
Mechanicsburg	Johnston	\$ 103,505.00
Mechanicsburg	Sutphin	\$ 59,740.00
Silver Spring	Chase	\$ 71,360.00*
Silver Spring	Wahlig	\$ 112,092.00
Gettysburg	McClure	\$ 79,568.00
Falling Spring	Hart	\$ 87,790.00
Derry	Whitaker	\$ 123,100.00

*Corrected 10/24/24

ATTACHMENT 5
Carlisle Presbytery COM Policy for New BOP Coverage
(proposed August 2024)

The new Board of Pension (BOP) coverages for congregational pastoral leaders* can be found on the BOP website or by clicking [here](#). The Presbytery of Carlisle's Commission on Ministry (COM) policy presented below covers aspects of coverage requirements and guidelines not contained in the new BOP policy.

The guiding principles for COM's requirements of congregations that have a **full-time installed pastor** are:

- Full family coverage in whatever form that coverage may take is a matter of just compensation, and not optional, discretionary, or a negotiating point. (See examples below)
- Congregations should keep the same or commensurate coverage for the congregational pastoral leaders when most recent terms of call were approved.
- The Minimum Terms of Call shall require full participation for the pastor in the Board of Pensions benefits program. This includes medical, pension, and income protection (Covenant Package) through the Congregational Pastors Package (CPP). The Transitional Pastor's Participation (TPP) is also available in 2025-2027). This is required in the Book of Order in G-2.0804.
- Congregations shall provide a strategy, which shall be approved by the COM, to address the coverage of a spouse and/or children to ensure that the spouse and/or children are appropriately covered.
- Commitment not to reduce the overall Terms of Call to a full-time installed pastor at or near 2024 Minimum Terms of Call.

Below are some examples for how these principles may be enacted by congregations:

- Recognize that pastoral leaders have multiple family situations with differing medical coverage needs: pastor only, pastor + spouse, pastor + children, pastor + spouse and children. The definition of "full family coverage" will be different for each of these situations.
- Recognize that pastoral leaders' spouse may have medical coverage. In such circumstances, it is appropriate for churches to define "full family coverage" as pastor only or pastor + children, as appropriate to the situation.
- Recognize that spouses with medical coverage may have contributory requirements for such coverage. In such circumstances, it is appropriate for the congregation to reimburse the pastoral leader for the contributory cost. However, pastoral leaders should recognize that such a contribution is a taxable event. (COM recommends that pastors consult with their tax preparer regarding how best to structure the Terms of Call.)
- Congregations may negotiate with their pastoral leaders to provide "full family coverage" through the Affordable Care Act marketplace. While the BOP and COM require the pastoral leader to be covered through the 16% of effective salary cost from BOP, the leader's spouse and/or children may be covered through the marketplace.

The Commission on Ministry is working to develop an assistance plan for congregations that will struggle to pay the additional costs associated with these changes. Criteria and more information will be forthcoming.

***Congregational pastoral leader is Minister of Word and Sacrament or commissioned pastor employed by a congregation and sanctioned by the presbytery, must be a PCUSA minister and a PCUSA congregation and if not installed, must work at least 20 hours.**

**2025 Recommendations:
Minimum Effective Salary for 2025**

COM recommends a 2.5% increase, from \$59,666.00 to \$61,158.00

Here are some numbers using the Presbytery minimums for comparison.

2024 minimum: \$59,666.00
Current 29% for full family medical: \$17,303

2025 proposed minimum:
\$61,158.00 Proposed 16% for
pastor only medical: \$9,785
Difference between 2024 minimum and 2025 minimum: **\$7,518 decrease**

Family Coverage Options:

Congregational Pastor's Package

- **2025 Dependent/s coverage:** \$8,950 (total \$18,735 which is a **\$1,432 increase** over 2024 dues based on 2025 minimum salary)
- **2025 Spouse coverage:** \$11,000 (total \$20,785 which is a **\$3,482 increase** over 2024 dues based on 2025 minimum salary)
- **2025 Full Family coverage:** \$20,600 (total \$30,385 which is a **\$13,082 increase** over 2024 dues based on 2025 minimum salary)

Transitional Pastor's Participation – dues are 43% of effective salary for 2025

- **2025 Full Family coverage:** \$20,182 (**\$2,879 increase** over 2024 dues based on 2025 minimum salary)

PLEASE NOTE: These examples do NOT include the 10% dues for pension, death, and disability (income protection benefits) which are part of the overall terms of call. These examples are solely focused on the impact of change in medical coverage. In 2024 total dues (medical, pension, death and disability) are 39%. In 2025 total dues will be 26% for the pastor only.