

COMMISSION ON PASTORAL TRANSITIONS
Presbytery Report
August 18, 2020

The Commission is actively working with 16 churches in transition.

Since the last meeting of Transylvania Presbytery on February 4, 2020, the Commission has met on February 19, 2020, May 27, 2020, June 9, 2020 and July 22, 2020 and reports the following has taken actions:

1. Dismissed the following Teaching Elders:
 - a. Jay Mumper (HR) to Peace River Presbytery (5/27/20)
2. Received the following Teaching Elders:
 - a. Lisa Baroody Culpepper as Member-at-Large from the Presbytery of New Harmony (2/19/20)
 - b. Jose Luis Casal (HR) from Mid-Kentucky Presbytery (5/27/20)
3. Appointed a Commission to Install Rev. Hannah McIntyre as Pastor of Pisgah Presbyterian Church, Versailles, on Saturday, February 1 at 2:00 pm
 Ruling Elders: Linda Crawford, Lexington Second, Moderator; Sue Fosson, Pisgah, Versailles; Eric Smith, Danville
 Teaching Elders: Rev. Sara Benedetti, Lexington Second; Rev. Stephan Fearing, Beaumont; Rev. Mary Seeger Weese, Midway
 Guest: Teaching Elder Rev. Carol Ferguson, Crescent Springs Presbyterian Church, Presbytery of Cincinnati
4. Appointed the following Session Moderators:
 - a. Teaching Elder Jose Luis Casal - Paris
 - b. Teaching Elder Janice Stamper – Hazard
 - c. Teaching Elder Janice Stamper – Guerrant Memorial, Jackson
 - d. Teaching Elder Barry Bainum - Sharon
5. Approved the following requests of Session to elect a PNC
 - a. Graham Memorial Presbyterian Church, Whitesburg - Pastor
 - b. Stanford Presbytery Church - Pastor
6. Consulted with the following churches searching for non-ordained ministry staff:
 - a. Danville – Interim Associate for Christian Formation
 - b. Lexington, First – Director of Children & Youth Ministries
7. Approved the request of Rev. Griffin Phillips Ryan for Ecclesiastical Endorsement for the Specialized Ministry of Chaplaincy.
8. Approved the Temporary Supply Covenant between the Session of First Presbyterian Church of Paris and Rev. Jose Luis Casal for temporary pastoral services (19.75 hours/week) with the revised dates of June 1, 2020 to June 1, 2021.

For Action:

- 1. The Pastoral Transitions Commission recommends that the Presbytery of Transylvania approve the *Proposed Minimum Terms of Call for 2021*.

Rationale: At its meeting of November 3, 2018, in Danville, KY, the Presbytery of Transylvania approved the following motion: *that the Presbytery of Transylvania Minimum Terms of Call, beginning in 2020, be tied to the percentage increase in the Board of Pensions Churchwide Median Effective Salary*. The Cash Salary figures in the *Proposed Minimum Terms of Call for 2021* reflect the 0.7% increase reported by the Board:

Full-time installed and temporary pastoral positions
With manse – increase from \$30,408 (2020) to \$30,621
Without manse – increase from \$42,991(2020) to \$43,292

Note: While the current recommendation only reflects changes in Cash Salary Compensation, the Commission is aware of the need to review and revise other provisions such as Continuing Education and Sabbatical Leave, Sick Leave, Involuntary Dissolution, with particular attention to Family Leave. The Commission is seeking feedback from pastoral leaders and churches and expects to bring recommendations to the next meeting of the presbytery.

Median effective salary

The Board uses salary information reported to it as of May 1 of each year to set *median effective salaries* for the next year. When a member's annual effective salary is less than the median, pension credits, disability benefits, and death benefits are calculated based on the applicable median salary.

Classification	Median effective salaries		% Change
	for 2021	for 2020	2021 vs. 2020
Ministers	\$61,200	\$60,800	0.7%
Employees	\$46,000	\$44,500	3.4%

The Board sets a median effective salary based on salary information for minister members of the Benefits Plan who are serving PC(USA) congregations. The congregational ministers' median effective salary applies to *all* minister members, whether they serve congregations or not, for purposes of calculating pension credits and benefits. The Board also sets a median effective salary based on salary information for non-minister members enrolled for pension and/or death and disability coverage. Median effective salaries are prorated for work schedules of less than 35 hours a week.