

## **SALEM PRESBYTERY CONSENT AGENDA ADDENDUM**

**July 19, 2008**

The consent agenda is to be used only if there is no anticipated dissent or discussion. Such items might be approval of minutes, accepting resignations, etc.

The consent agenda may be used to group, in a single action, a number of matters not controversial or that are closely related. It may include as many as six, ten, or more items of simultaneous vote. To make the best use of the consent agenda, keep the following in mind:

1. The matters included should be absolutely non-controversial.
2. Any commissioner has the right to ask for any item to be removed and debated and voted upon separately. Such removal is done without debate or vote.
3. It may not be time saving to use the consent agenda if there are only a few items to be included.
4. If a consent agenda is used, the proper format will be followed in the written report. This includes:
  - a) Marking all included items with an asterisk in the list of referrals;
  - b) Listing the consent agenda as the first item of business in the report;
  - c) Marking all included items within the body of the report with an asterisk; and
  - d) Stating the action the committee is recommending in Section I for each item.

### **How the consent agenda works:**

The Moderator announces, "the next business in order is the consent agenda" and briefly covers each item. At this time, commissioners wishing to do so may ask for any of the items on the agenda to be taken out and placed on the regular agenda. If the item is taken out, it will be considered in its regular place on the agenda.

After the consent agenda has been reviewed, the Moderator asks, "Is there any objection to the approval of any of these items?"

After a slight pause, the Moderator states, "Since there is no objection, the consent agenda is approved by general consent."

Used properly, the consent agenda can simplify meetings and save valuable time.

## RECOMMENDATIONS:

Move approval of the Consent Agenda, which includes the following recommendations from the:

**STATED CLERK REPORT (A):**

- CA 1.** That Camp Grier be authorized to sell a portion of the Camp property, in order to financially support Camp Grier operation plans.

NOTE: This is a request being made of three presbyteries – Charlotte, Salem, and Western North Carolina.

**COMMITTEE ON MINISTRY (H):**

## PARISH ASSOCIATE RELATIONSHIPS

- CA 6.** That the Parish Associate Relationship between the **Reverend Mary McNeal** and the Session of Oak Ridge Presbyterian Church, Oak Ridge, North Carolina, be approved, effective July 19, 2008.
- CA 7.** That the Parish Associate Relationship between the **Reverend Jean Rodenbough** and the Session of Fellowship Presbyterian Church, Greensboro, North Carolina, be approved, effective July 19, 2008.

## AUTHORIZATION OF CLP TO PERFORM WEDDINGS

- CA 9.** The following Commissioned Lay Pastor, **Ms. Mandy Santolla**, has completed the Presbytery approved curriculum to prepare her to perform weddings; therefore the Committee on Ministry recommends that **Ms. Mandy Santolla** be authorized to perform services of Christian Marriage in the congregations of Hills and Pine ridge Presbyterian Churches, where she is Commissioned Lay Pastor.

## 2009 MINIMUM COMPENSATION

- CA 12.** That the Committee on Ministry recommends the following for the 2009 Minimum Compensation.

**I. Recommendation for 2009 Minister's Annual Compensation****Background Information**

The Book of Order (G-11.0103n) requires Presbytery to adopt annual compensation guidelines for ministers.

The Consumer Price Index for All Urban Consumers (CPI-U) rose 3.98% from March 2007 to March 2008. (Previous years' comparisons were from March to March.)

Current minister minimums for full-time service, as approved by Salem Presbytery in July 2007, are as follows:

Salary:	\$25,700
Housing Allowance:	\$7,965
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Continuing Education and/or Book Reimbursement:	\$1,025
Vacation:	4 weeks

Study Leave:	2 weeks
Maternity Leave with full pay:	2 months
Days off per week:	1
Moving (to the field) expenses reimbursement:	Provided

The Committee on Ministry continues to urge that a minister's Call include a sabbatical leave of three months duration after six years of continual service, for study, refreshment, and self-evaluation of goals and the direction of the ministry.

### **Recommendation for Presbytery action**

The COM recommends to Presbytery the adoption of the following ministerial minimums for full-time service in 2009:

Salary:	\$26,725 (3.98% over 2007)
Housing Allowance:	\$8,280 (4.01% over 2007)
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Continuing Education and/or Book Reimbursement:	\$1,065 (3.98% over 2007)
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months
Days off per week:	1
Moving (to the field) expenses reimbursement:	Provided

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in the ministry (up to 10 years) should be added to the minimum salary adopted by presbytery.

The COM further recommends that churches adjust the financial terms of call of existing ministers by at least 3.98% for 2009.

If ministers are provided with a manse in which to live, the churches to which such ministers are called are encouraged to establish an equity allowance for the minister.

The COM asks the Small Church Task Force to serve as a resource for those churches that may need a greater understanding for the need to meet these minimum standards.

## **II. Recommendation for 2009 Certified Christian Educator Annual Compensation**

### **Background Information**

The Book of Order (G-11.0103n) requires Presbytery to adopt annual compensation guidelines for certified Christian educators.

The Consumer Price Index for All Urban Consumers (CPI-U) rose 3.98% from March 2007 to March 2008. (Previous years' comparisons were from March to March.)

Current certified educator minimums for full-time service, as approved by Salem Presbytery in July 2007, are as follows:

Salary:	\$33,665
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,025

Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.

As is the case of ministerial calls, the Committee on Ministry urges that the educator's contract include a sabbatical leave of three months duration after six years of continual service, for study, refreshment, and self-evaluation of goals and the direction of the educator's ministry.

### **Recommendation for Presbytery action**

The COM recommends to Presbytery the adoption of the following minimums for 2009 for full-time service for certified Christian educators in Salem Presbytery:

Salary:	\$35,005*
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,065 (3.98% over 2007)
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.

(\*Note: It is intended that the minimum salary of a certified Christian educator not exceed the minister minimum. This particular recommendation herein is a combination of the recommended 2009 salary and housing allowance for ministers.)

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by presbytery.

### **Recommendations from COM to hiring churches**

The following salary minimums are offered as guidelines for 2009, and have increased 3.98% over the 2008 recommendations:

Non-certified Educator, Bachelor's degree or less:

Salary:	\$22,725
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,065
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.

Non-certified Educator, Master's in Christian education:

Salary:	\$25,450
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,065
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.

Non-certified, non-ordained M.Div. in Christian education or youth:

Salary:	\$31,025
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,065
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.

Certified Associate (Bachelor's level)

Salary:	\$29,390
Auto Reimbursement:	Federal allowable rate
Board of Pensions:	Provided
Professional Development:	\$1,065
Vacation:	4 weeks
Study Leave:	2 weeks
Maternity Leave with full pay:	2 months.

For all levels of educators:

In order to recognize the value of experienced church professionals, the COM recommends to hiring agencies of the church that \$100 per year's experience in church education (up to 10 years) should be added to the minimum salary adopted by presbytery.

**COMMITTEE ON PREPARATION FOR MINISTRY (k):**

**CA** 1. That Salem Presbytery authorize the **Reverend Ken Broman-Fulks** and **Elder John Edwards** to serve as readers for the PCUSA Ordination Exams in October 2008.

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