

Lead Presbyter Nominating Committee Report

April 29, 2023

- ❖ Members of the Lead Presbyter Nominating Committee (LPNC): Penny Frame, Julio Garcia, Maura McGrath Nagle, Kathy Mitchell, Adam Quine, Nathan Rush, and Marilyn Simmons present Rev. Ann Mills Schwartz for the position of Lead Presbyter.

- ❖ Timeline of committee's work:
 - Committee elected at the November 19, 2022
 - December 1st committee met at First Federated in person and discussed expectations and time commitments of those on the committee; assigned who would work on writing what portions of the Ministry Information Form (MIF); these portions were then to be sent to Nate Rush for editing; assigned all to make a list of supplemental questions to ask individuals to answer and submit; Adam Quine and Maura McGrath Nagle became co-moderators; Kathy Mitchell became scribe. Deadlines were set for when writings needed to go to Nate and a preliminary timeline of process set.
 - December 16th committee met via zoom to work on completing MIF and finalize what the supplemental questions would be.
 - December 20-21 the MIF was entered into the Church Leadership Connection (CLC)
 - Deadline for applications was March 19th and the committee met on March 27th via zoom to review applications
 - April 3rd committee met via zoom making final decisions on which applicants to bring for in-person interviews and assign reference checks to be made
 - April 12th – 14th in person interview process occurred

- ❖ MOTION
 - The Lead Presbyter Nominating Committee moves that the Reverend Ann Mills Schwartz be hired as the Lead Presbyter of the Presbytery of Great Rivers and be received as a member of the Presbytery of Great Rivers.

- ❖ MOTION
 - The Lead Presbyter Nominating Committee moves that the terms of the contract for the Lead Presbyter be approved. (see attached contract)

- ❖ MOTION:
 - The Lead Presbyter Nominating Committee moves that, upon the successful completion of our work, the committee be dismissed with thanks by the Assembly. Members of the committee are glad to be among those the Rev. Ann Mills Schwartz can call on for support in her work with us.

**The Presbytery of Great Rivers of the Presbyterian Church (U.S.A.)
Lead Presbyter Contract and Covenant
with the Rev. Ann Mills Schwartz**

The Presbytery of Great Rivers contracts and covenants with the Rev. Ann Mills Schwartz to serve as Lead Presbyter for a term beginning June 12, 2023 and concluding June 11, 2026. This term may be extended upon recommendation of the Personnel Committee and approval by the Presbytery. She will be head of staff and this position is designated a full-time, exempt position.

POSITION PURPOSE

Great Rivers Lead Presbyter's role is to provide visionary leadership, practical support and connectional, team-building assistance to the Presbytery and its members. In collaboration with the Stated Clerk and Leadership Team, this person will facilitate the transition to a new Presbytery structure, building upon the work of the Finance & Staffing Task Force report, 2020 Mission Statement and our Matthew 25 Initiative.

➤ **PRIMARY TASKS**

- Lead the presbytery in refining and implementing a new structure that will awaken, enliven and enhance our worshipping communities, building upon the work of the Finance & Staffing Task Force Report, 2020 Mission Statement and the Matthew 25 Initiative.
- Participate in the life of the churches of the presbytery, through a regular schedule of visitation, worship participation and faith-filled leadership.
- Work with the Leadership Team to assist congregations and members to connect and support one another in our common ministry goals and fellowship needs.
- Provide pastoral support, and coaching to our minister members.
- Provide ongoing assessment of the ministry and mission of the Presbytery of Great Rivers, developing and facilitating plans to address challenges, cultivate accountability and build upon our strengths.
- Encourage and foster new forms of ministry and new visions of worship and service in alignment with the intent of our 2020 Mission Statement.
- Coach and encourage the development and training of lay leadership, and encourage participation in the work of Presbytery by all of our churches.

➤ **SECONDARY TASKS**

- Be a staff resource to Presbytery committees--in particular working closely with the Leadership Team, Committee on Ministry and the Committee on Preparation for Ministry.
- Oversee critical tasks such as background checks.
- Serve as head of staff for Presbytery Personnel.
- Speak for the Presbytery on issues which call for public comment.
- Relate to local seminaries, Presbyterian Colleges, the Synod of Lincoln Trails, and the General Assembly to discover and share resources for our shared mission.

ANNUAL COMPENSATION, VACATION, AND STUDY LEAVE

- Effective Salary (to be annually reviewed):
 - Cash Salary (12-month equivalent prior to any elective deductions) \$ 42,000.00
 - Housing Allowance \$ 30,000.00
 - **TOTAL ANNUAL EFFECTIVE SALARY** \$ 72,000.00
- Full Membership in the Board of Pensions
 - Medical – Lead Presbyter and spouse \$ 20,880.00
 - Pension \$ 6,120.00
 - Death and Disability \$ 720.00
 - Temporary Disability \$ 360.00
 - **TOTAL ANNUAL EMPLOYER DUES** \$ 28,080.00
- Optional Dental Coverage
 - Lead Presbyter and spouse \$ 1,025.28
- Vacation: Four weeks
- Study Leave: Two Weeks (may be accumulated up to three years)

ANNUAL REIMBURSABLE EXPENSES (BY VOUCHER)

- Continuing Education: \$1,500 (may be accumulated up to three years)
- Professional Expenses: \$2,500
- Transportation/Mileage \$10,000

FAMILY LEAVE POLICY – In Accordance with G-2.0804, the Presbytery of Great Rivers provides for a minimum of twelve weeks of paid family leave. Family leave is defined as:

- Leave to accommodate the birth, foster placement, or adoption of a child.
- Leave to provide care to an ill or disabled family member.
- Leave to heal following a loss or tragic event

MOVING AND RELOCATION EXPENSES: none requested

REVIEW OF SERVICE: A review of service will be made at the 6 month mark and then annually thereafter.

TERMINATION OF AGREEMENT:

The Lead Presbyter may terminate this agreement with 60 days' notice. In this event, she shall forfeit all claim to compensation beyond the effective date of termination except for accrued vacation and study leave allowance.

The Presbytery may terminate this agreement with a minimum of 60 days' notice. At the end of the 60-day period, effective salary and Board of Pensions membership shall continue for a period of 90 days, or until the Lead Presbyter secures full-time employment, whichever occurs first.

Lead Presbyter: _____ Date _____

Stated Clerk: _____ Date _____