

VIRTUAL-ASSEMBLY CHECKLIST FOR PGR COMMITTEES

Submit to Leadership Team at or before Assembly Planning Meeting

For presbytery assembly on **August 24, 2021** (DATE)

SUBMIT ALL REPORTS, MOTION TEXT, AND MULTIMEDIA TEN DAYS BEFORE ASSEMBLY

REPORT

Who will give your committee's report?

[Kathie Whitson](#)

How much time will your total report need?

[Good question - 30 minutes?](#)

MULTIMEDIA

Will you use media? [Yes](#)

If so, can you run your own slides from Zoom screen-share?

[Yes](#)

[Will want to have the Excel spreadsheet available if requested](#)

Send a copy of media (slides, video, pictures, PowerPoint, etc.) to moderator 10 days prior to Assembly. Include report placement and slide advancement notes.

MOTION A

What is the exact text for the motions you will bring to the floor?

[It is the recommendation of the Committee on Ministry that the minimum effective salary be raised by 2% for 2022.](#)

What is the stated rationale? What, from Book of Order or bylaws, gives this committee jurisdiction to make this motion?

✚ [Book of Order G-3.0106 paragraph 6 reads:](#)

[The administration of mission demonstrates the unity and interdependence of the church, in that councils share with one another responsibilities, rights, and powers \(F-3.0203\). *Through their members and elected commissioners, lower councils participate in planning and administration of the work of higher councils, and in consultation between bodies concerning mission, budget, staffing and fair employment practices, and matters of equitable compensation.*](#)

† PGR Manual of Operations - COM Handbook page 38 of 111, version 5 update 3-08-2021 reads:

Section III: Part 1 - Policy for Pastor Compensation

A. Biblical Basis The presbytery encourages congregations to be generous in compensating pastors and associate pastors. In his first letter to Timothy (5:17-18), Paul wrote, “Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching; for the scripture says, ‘You shall not muzzle an ox while it is treading out the grain,’ and, ‘The laborer deserves to be paid.’ . . .” NRSV *Minimum compensation requirements, adopted annually by our presbytery, provide the starting point for full-time clergy compensation.* While no full time pastor may be reimbursed at a lower level, these figures are not intended to set the maximum remuneration. Congregations are encouraged to pay their pastors a fair, just and generous salary, in relation to positions requiring comparable education.

The committee researched the Cost of Living Adjustment (COLA) from the following websites for discussion at the July 7th and August 3rd meetings:

- From the website InflationData.com, accessed for this report on August 12, 2021: https://inflationdata.com/Inflation/Inflation_Rate/CurrentInflation.asp?reloaded=true

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.5 percent in July on a seasonally adjusted basis after rising 0.9 percent in June, the U.S. Bureau of Labor Statistics reported today. ***Over the last 12 months, the all items index increased 5.4 percent before seasonal adjustment.*** The indexes for shelter, food, energy, and new vehicles all increased in July and contributed to the monthly all items seasonally adjusted increase.

- From the website HealthCareFinanceNews.com, article *Medicare Part D average premiums to increase nearly 5% in 2022, CMS says* accessed for this report on August 12, 2021: <https://www.healthcarefinancenews.com/news/medicare-part-d-average-premiums-increase-nearly-5-2022-cms-says>

The Centers for Medicare and Medicaid Services has released its projections for average basic monthly premiums for standard Medicare Part D coverage in 2022, which the agency expects will be about \$33 -- ***a 4.9% increase*** from the \$31.47 average premium in 2021.

- From the website AARP.org, article *Social Security COLA 2022: How Much Will Benefits Increase Next Year?* accessed for this report on August 12, 2021: <https://www.aarp.org/retirement/social-security/info-2021/cola-2022-increase-forecast.html>

Estimates for the 2022 COLA range from 4.5 percent from Moody's Analytics to 6.1 percent from The Senior Citizens League. Economist Bill McBride, who writes the finance and economics blog Calculated Risk, estimates the 2022 ***COLA at 5.5 percent***.

- Resourced the Social Security Administration website accessed for this report on August 12, 2021: <https://www.ssa.gov/oact/solvency/provisions/cola.html>

The Committee on Ministry, tasked by 2020 Moderator Maura McGrath-Nagle to research which churches would be affected by wage increases, assigned an ad hoc committee to gather information and report back to the plenary. Rev Kay Daniel and Rev Sterrett Collins volunteered for this work. They compiled an Excel spreadsheet that notated each church within the Presbytery, the reported salaries paid according to Terms of Call and contracts, reported church expenses, percent of employment rate (full time, part time etc), minimum salary requirements and the Community Household income for each church location.

All of these resources and information were consulted as the Committee deliberated on the recommendation to bring before the Presbytery.

The breakdown of the proposed increases would be as follows:
exact increases for each category are:

Level 1 (0 to 4 years): \$911.7 annually or \$75.98 per month
Level 2 (over 4 years): \$981.62 annually or \$81.80 per month
CLP: \$729.32 annually or \$60.78 per month

All numbers are rounded up to the cent.

What are expected objections/discussion points and how will you address them? (A good indicator is the committee discussion)

Traditionally, this is a hot button topic whichever way we recommend. This year, we have an ABUNDANCE of research and documentation to bring to the Assembly, so we are hopeful that it will not be a huge upheaval as it has been in the past.

MOTION B

What is the exact text for the motions you will bring to the floor?

COM recommends to Presbytery of Great Rivers to update section 4, Part 2, point B, sub-section f, of the COM handbook to read:

- The PGR will provide an annual training workshop on misconduct for all ministers [**members of Great Rivers Presbytery**], candidates, and elders serving as Commissioned Lay Pastors in the PGR [**including all those leading congregations**], who shall be required to attend each year. Employees and volunteers of the PGR will be encouraged to attend. The Stated Clerk will report annually to PGR the names of those ministers, candidates and elders serving as Commissioned Lay Pastors who have not attended a workshop, and communicate to their session or employer their failure to attend. The content of the workshop will include at least the following: (bullet points on page 46 of 93 will follow unchanged).

[bold is the addition to the current document]

What is the stated rationale? What, from Book of Order or bylaws, gives this committee jurisdiction to make this motion?

To clarify the language of who is to participate in annual Ethic Training. This aligns with the 2020 Vision Statement: Resource - We aspire to be resourced and resourcing, *to teach and to learn, as we respond to the unique challenges of today*. We want spaces to reflect on our effectiveness and sharpen our discipleship, attentive to our heads, our hearts, and our bodies. We want to be strengthened, trained, and equipped for 21st century ministry in our local contexts.

What are expected objections/discussion points and how will you address them? (A good indicator is the committee discussion)

We do not anticipate any discussion as the motion is to simply clarify the language of who is to participate in annual Ethic Training.

GENERAL

What else about the report would be important for the moderator(s) to know in creating the docket? (tone of report, intensity of debate, afternoon or evening preference, etc).

TOC/contracts will be given in paperwork only

Celebrations for Rev Teri Ott, Rev Eric Vinsel, Rev Rene Whitaker