Commission on Ministry
Minutes

August 28, 2024
online

Those present: Rev. Tom Paine, Elder Sheri Martin, Rev. Dave Emery, Elder (commissioned pastor) Liz Hylton, Rev. Laura Nile Tuell, Elder Gary Jackson, Rev. Linda Flatley, Rev. John Murphy, Elder Fay Garrett, Elder Jerry Katt. Shari Jackson Monson (Ex Officio)
Guests: Cynthia Stelle, Finance Coordinator.
Excused: Rev. Tammy Stampfli, Rev. Mark McHugh (on study leave).

A brief time of check in took place then Tom opened the meeting with prayer at 2:04.
Shari led a time of reflection on Jesus' interaction with the Canaanite woman as found in the Gospel of Matthew 15:21-31.

Old Business: May and July minutes approved.

New Business:

Clergy compensation for 2025 was discussed and data provided Board of Pensions (national context) and Cynthia Stelle (local context)
Minimum Salary for 2025 was approved for clergy with 0-9 years of service at $65,000. For clergy with 10 or more years of service the Minimum Salary for 2025 was approved at $70,000. Minimum Salary for CRE/Commissioned Pastors is $48,500 which is a percentage of the clergy salary minimum.
Cost of Living Adjustment for 2025 was approved as a range from 2.8 to 3.8% depending on local context. WA state minimum wage will be announced on Sept 30, 2024. This information has been shared with Clerks of Session and Treasurers. Once the minutes are approved, it will be posted on the website.

Discussion on proposed Presbytery restructure**.** As this new structure begins to be put in place COM supports the following:

1. Committee for Enhancement of Congregations and Committee for Enhancement of Clergy will report to COM.
    a. COM will appoint some members of COM to serve on these committees

b. The Nominating Committee may seek additional people to serve on these committees.
c. Sessions may nominate people to serve on these committees.
    i. Being a TE or RE is not required.
d. [Referring to feedback from May COM minutes] enhancing multi-generational ministry in congregational life should be included if not emphasized so that investments are made in ministry to children, youth, and parents.

2. The Evangelism Committee will not report to COM.

Mineral PC in response to the AC report update: Rev Robin Crawford (retired) and Rev Larry Veith (Packwood) were appointed to serve as alternate moderators of Session and congregational meetings when/if Bill Ward is not available.

FPC Puyallup Rev. Sue Watkins is retiring at the end of Sept. Rev Tom Paine has been hired by the session to serve as Transitional Pastor. Rev. Tammy Stampfli was appointed to moderate the congregational meeting to dissolve the pastoral relation with Sue Watkins, called for September 29th.

Umoja PC has made an offer to purchase the property of the former Cornerstone PC. An online meeting of OP is anticipated in September to approve the sale. In the process of seeking to make this purchase, Pastor Joseph has indicated that Umoja plans to hire an Associate Pastor in the near future. Umoja will coordinate with COM to appoint a search committee.

Rev. Arleigh Champ-Gibson requested to transfer membership from Seattle to Olympia as approved.

Rev John Bangs (member of Seattle Presbytery) request to be listed as Pulpit Supply was approved.

Rev. Mey [Megan] Filer, ELCA pastor, request to be listed as Pulpit Supply was approved.

The 2024 Clergy Covenant is now available in an online format. COM is glad to see the significant uptick in submissions.

The meeting was adjourned with prayer at 4:45.
Note about upcoming COM meetings:

- Sept 28 in person meeting at Lakewood PC (note earlier start time) 1:30-4 pm

- Oct 30 online 2 pm to 4 pm
- Nov 20th online 2 pm to 4 pm
- December 11 (if a meeting is necessary).