

*If you have any questions about this report, contact
Stated Clerk **Jeremy Campbell** or Rev. Bobbie Arrowsmith prior to the meeting.
Email: jtcampbell@pnenj.org or RevArrow@gmail.com*

Commission on Ministry Report to Presbytery

Presbytery of Northeast New Jersey

Sept 21, 2024

Items for Presbytery Action

Consent Agenda

- A. Convert the relationship of Rev. Se Hyuk Park and Willow Grove Presbyterian Church (Scotch Plains) from temporary to installed. (see rationale and info below)**
- B. Convert the relationship of Rev. Jen Van Zandt and Springfield from Bridge Pastor to Installed (See rationale below)**

Full Presbytery Consideration

None

A. Actions Taken by the Transitions Team (Convener Heather Brannon)

At the June 6th 2024 meeting the Transitions Team took the following actions:

The Transition Team took the following actions:

- **Approved**, if the way be clear, the following Elders be allowed to serve communion: Nikkie Burnett, Mark Emerson, Linda Macari, Donna Frohnapfel
- **Unanimously approved** the Mission Study Report from **Central Presbyterian Church in Summit** along with the formation of a Pastoral Nominating Committee.
- **Approved** the change in Terms of Call for Pastor Marcy Ryan of the Presbyterian Church of **Westfield** from Associate Pastor for Congregational Life to Associate Pastor- Generalist.

- **Appointed** Rev. Teresita Chang as Moderator of Session at **Nueva Esperanza Presbyterian Church**.

Sept 5th 2024

Springfield

Approved a recommendation to the presbytery to convert the temporary pastoral relationship to an installed pastoral relationship between The Rev. Jen Van Zant and First Presbyterian Church of Springfield. Jen has been the bridge pastor the past year. There were 2 prior interims since Springfields installed pastor left and Jen did not lead the mission study. Springfield's PNC engaged in a healthy process and considered many candidates including on site visits with finalists before choosing Jen. The congregational vote to elect her pastor was unanimous.

Approved the Terms of Call for the Rev. Jen Van Zant, First Presbyterian Church of Springfield.

True Light, Paramus

Affirmed the AC's decision to concur with The Rev. Joo Whang's resignation and the dissolution of the pastoral relationship between Rev. Whang and True Light Presbyterian Church. Elders from True Light were offered an opportunity to be heard on this matter by COM.

Wyoming

Rev. Brannon was excused while Rev. Greg Horn, COM liaison, shared with COM's transitions team about recent tension between the session and Pastor at Wyoming. He and Rev. Campbell, Stated Clerk, conducted a listening session with the pastor and the session together, and will be listening to both the Pastor and the Session separately to see if there is a way forward and will have an update based on those meetings at the October COM meeting.

United, Paterson

The 1 year renewal of the temporary pastor Covenant between United Paterson and Rev. Danny Mitchell was **approved**. The Covenant covers the period from 9/11/2024-9/11/2025. It is compliant with the presbytery's compensation policy.

B. Actions taken by the Administrative Team (Convener Rev. Shelley Gardener)

June 6th Meeting—

1. Provided an update on Boundary Training. Number of participants steadily improving since May presbytery meeting.
2. Discussed Communion Training for Ruling Elders to preside at the table when Ministers of Word & Sacrament and/or Commissioned Pastors are no available with approval of church sessions.

Motion made/seconded/approved: Should the way be made clear, through training in June, to approve Ruling Elders Mark Amerson, Nikkie Burnett, Donna Frohnapfel, Linda Macari, and any other Ruling Elder from Jeremy's list yet unnamed to preside at the Communion table throughout our presbytery when invited by a pastor and/or approved by the church's session.

Training took place at FPC Cranford with Rev. Bae and Rev. Gardner on Thursday, June 13th all those mentioned above were in attendance.

3. Briefly discussed the need for an Administrative Leave policy under D-7.0905. A first draft of the policy was Emailed to the Team after the meeting for their review and comment for the July 11th COM meeting.
4. Discussed the upcoming Board of Pension changes for 2025 and will work on implementing these changes within the Terms of Call for 2025 (approved fall of 2024). Rev. Jin Bae is interested in attending the gathering of New Jersey presbyteries in July.
5. Briefly discussed the need to include dissolution terms (or severance) recommendation withing the Terms of Call in accordance with G-3.0303. Will develop language to include in Terms of Call for 2025.

September 5th Meeting — During plenary, the Administrative Team presented 2025 Terms of Call. As a recommendation, there was a motion to approve Transitional Pastor 's Participation Plan as the baseline for this year's minimum terms of call as well as a recommendation that the total minimum cost to churches be held equal for pastors opting for TPP or new CPP, giving the pastor the flexibility to determine the allocation of the cost savings. There will be no COLA increase in 2025. Updates/Corrected Version included with Stated Meeting Packet.

During the Administrative Team meeting, the team approved \$3,000 from the COM budget for John Fong for the church Growth Initiative completed by 6 congregations. It is still our understanding that 1/3 from COM, 1/3 for Outreach & Mission; and 1/3 from participating

congregations for total of \$9,000 invoiced to PNENJ. Shelley has letters from all 6 participating congregations as verification of participation.

Update on Boundary Training: to date, 78 have registered for boundary training and 62 have completed. 36 signed up for Clergy Ethics and 32 completed. However, everyone who completed the first should also have enrolled in the second course. Additionally, we are not sure how many ministry members there are; so not sure is 78 is close to full participation by ministry members. We would like the Presbytery Administrator to confirm number of ministry member and assist in reaching out to pastors and churches that are not compliant with Boundary Training.

Reminder that Coaching Training for presbytery leaders (COM, CPM, etc.) is scheduled for Saturday, October 19th at 10 am – 2 pm at the Presbytery Office at the Bloomfield Church on the Green. Jeremy is hoping to also conduct an hour training for COM after this training.

C. Actions Taken by the Membership Team (Convener Rev. Susan Friedl)

June 6 2024 Meeting

West Orange, United

Rev. Becca Migliore and Rose Sheehan from United West Orange Presbyterian church. It was moved and voted to **approve** Rose's covenant with the church and that Rose be commissioned as lay pastor as an associate pastor and that she can both to moderate session and celebrate the sacraments when Becca is unavailable.

Verona

Met with the Rev. Rhonda Myers and the elders from the Verona Presbyterian Church. It was moved and voted to **accept** the Mission Study and **approve** their forming of a pastor nominating committee

Sept 5 2024 Meeting

Scotch Plains, Willow Grove

Having completed CPM requirements as requested of a pastor transferring denominational affiliation from KPCA to PCUSA, and upon interview with the Reverend Se Hyuk Park and members of the Willow Grove Presbyterian Church, the membership team voted unanimously to change Rev. Park's membership from "temporary member" to "member" in Presbytery of Northeast New Jersey. Rev.

Park will assume all privileges and responsibilities of a PCUSA Minister of Word and Sacrament, including moderating the Session and officiating the sacraments.

The membership team voted unanimously to recommend to the presbytery that Rev. Park's leadership role to change from "Temporary Pastor" to "ready to be installed as Pastor" of Willow Grove Presbyterian Church.

D. General

June 6 2024 Meeting was the crossover meeting with New COM members and the final meeting for members whose terms completed. COM expressed their great gratitude for the service of members completing their terms including Robert Mason, Milton Nunez-Coba and Kirk Woodward.

Emma Gritch Ordination Commission — **approved** the Commission for the Ordination of Emma Gritsch, to be held Sunday, June 9, 2024, 6:30 p.m. at Upper Montclair Presbyterian church. The Commission includes:

Teaching Elders - Dan Martian, Co-Moderator, Presiding, Greg Horn, and Valencia Norman

Ruling Elders - Andrew Bortey, Pam Osborne, Doris Peterson, and Laura Phillips

2025 Compensation Policy — At the September 5th meeting the Full COM adopted the 2025 compensation policy as recommended by the Admin Team. While it does not require a COLA adjustment for 2025 because of the increased BOP costs this year, it makes clear that pastors are to be enrolled in the Transitional Pastors Participation plan (TPP) which is priced at 43% of effective salary. If the pastor would like to be enrolled in a different plan offering, and has adequate other healthcare coverage for their family, the difference in cost between that plan and the 43% may be used in a way agreeable to the pastor. They shared that this helps to maintain a sense of call neutrality.

Summer Work — COM did not meet in regular session during July or August as there wasn't actionable business ready for them at those times. They used the meeting time instead to conduct individual check in sessions with the Liaison teams and COM leadership to share updates on church statuses and needs.

