

**171st Stated Meeting of the Presbytery of Southern New England
First Presbyterian Church
Greenwich, CT
November 18, 2017**

Changes voted at the
2/10/18 Presbytery
meeting. Changes in
red on pages 2 and 3
only.

CALL TO ORDER:

Moderator Elder Lisa Baker called the 171st Stated Meeting of the Presbytery of Southern New England to order at 9:35AM in the Sanctuary of First Presbyterian Church, Greenwich, CT with a prayer for the meeting and the Presbytery.

FORMING OF THE ROLL:

Stated Clerk Bill Thomas reported that a quorum was present. The roll was being formed through the registration for the meeting.

ADOPTION OF THE DOCKET

Presbytery **VOTED** to adopt amended docket. (Appendix I)

ENROLLMENT, INTRODUCTIONS, and ANNOUNCEMENTS

Rev. Sean Miller of First Presbyterian Church, Greenwich, CT welcomed PSNE to the church. Corresponding Members were introduced: Rev. Allison Seed, Heartland Presbytery, for Board of Pensions; Rev. Ramy Marcos, Synod of the Nile; Rev. Susan DeGeorge, Stated Clerk, Hudson River Presbytery.

CONSENT MOTION

Presbytery **VOTED** to approve:

- That the Presbytery grant excuses from attendance at the 171st Stated Meeting to those needing the same, but that the Presbytery suspend the reading of their names.
- That the Presbytery grant excuses for early departures from the 171st Stated Meeting for those requesting the same by signing their names on a list maintained at the Clerks' desk, but that the Presbytery suspend the reading of their names.
- That the Presbytery seat as Corresponding Members those ministers for whom a request is made at the beginning of the meeting.
- That the Presbytery receive the Treasurer's report listed in Appendices II, III, IV, V and VI.
- That the Presbytery receive, with regret, the resignation of:
 - Rev. Stanley Kim, a member of the Committee on Preparation for Ministry
- That the Presbytery approve the minutes of the 170th Stated Meeting held on September 20, 2017, as printed in the "Minutes" section of the PSNE website.

WORSHIP

"Listen" was the theme of worship in the Sanctuary. The worship team is comprised of Moderator Elder Lisa Baker, Elder Barbara Riihimaki, Rev. Julie Emery, Rev. Chris Tate, Rev. Jinny Smanik, and Rev. Jennifer Davis.

TEACHING ELDERS PRESENT: 29

Cadwallader, Jocelyn
Caton, Christine
Crawford, Adele
Curry Avery, Terrlyn
Davis, Jennifer
Delmar, Christine
Doll, Greg
Emery, Julie
Garren, Royal B.
Gilmore, Paul

Hager, Barbara G
Kim, Do Hoon
Laird, Kathryn Kibbie
McLaren, Nancy
Meyerhoffer, Anne Marie
Miller, Sean
Peek, Jenny R,
Pfeil, Susan
Priest, Joan Withers
Ramos, Jovelino

Reifsnyder, Richard
Shaw, Cass L.
Smalt, Ruth Herron
Smanik, Virginia
Tate, Chris
Thies, Mary Marple
Vance-Ocampo, Shannan
Webster, John
Wood, Jeffrey
Wright, Heather P.

MEMBERS OF THE ROUNDTABLE: 8

Elder Lisa Baker
Elder Anne Carney
Elder Judy Cunningham
Elder Dick Hasbany

Elder Arthur Riihimaki
Elder Barbara Riihimaki
Elder Tom Taylor
Elder William Thomas

COMMISSIONED RULING ELDER: 0

TEACHING ELDERS EXCUSED: 25

Annunciacao, Gerson
Bakker, Pamela Spence
Clark, Stephen
Dannenfelser, Richard
Duffy, Edward
Eberly, Wayne
Epperson, Eileen
Foster, Christine
Fuhrmeister, Anne

Hoover-Mulvany, Byeta
Kim, Sandra
Koons, Patricia
McPherson, Jimmy
Merz, John
Notley, Patrick
Opsahl, Laura
Santalucia, Jason

Schreiner, Sam
Seiders, John
Shippee, Arthur
Terry, Paul
Trucksess, Susan Power
Unsell, Frances
White, Shannon
Whitman, Candace

COMMISSIONED RULING ELDER

EXCUSED: 1

Saber-Assad, April

RULING ELDER COMMISSIONERS FROM CHURCHES: 26

Ashaway: Babcock

Not represented

Barrington

Not represented

Brookfield

Lynn Ecsedy

Ann Thomas

Cumberland

Peter Cameron

Darien: Noroton

Louis DeLoma

Fairfield: First

Herb Smith

Fall River: Calvary

Not represented

Granby: Pioneer Valley

Not represented

Greenwich: First

Charlene Roberson

Cal Pandolfino

Groton: St. Andrew

Dale Green

Hamden: NH Korean

Not represented

Hartford: First

Thomas McNeill, Jr

June O'Neil

Milford: United

Bob Heerema

New Canaan: First

Dede Trefts McEvoy

New Haven: CT Korean

Soon Kang

Sung Chil Hong

Kee Kwon

New Haven: First

Ralph Jones

Mary Webber

Providence

Not represented

Springfield: MLK

Robert Baker

Joyce Davis

Stamford: First

Stephen Hart

Kerry Spearman

Alex Leach

David Vargas

Stamford: TOR

Not represented

Warwick: Greenwood

Not represented

Warwick: Woodbury

Not represented

Waterford: Crossroads

Penny Webster

John Succo

W. Hartford: Westminster

Nicole Aronson

Ed Carney

Westerly: Dunn's Corners

Not represented

Wilton

Not represented

-

ATTENDANCE:

Teaching Elders 29

Commissioned Elder 0

Ruling Elders 26

Elder Officers 8

Certified Lay Employee 1

Corresponding Members 3

Visitors 5

Total attendance: 72

OPEN SPACE

- Consequences to Pastoral Identity: Exploring Ambiguous Loss and Disenfranchised Grief with Closing a Church – Rev. Susan Pfeil
- Fossil Fuel Overtures- Elders Barbara Riihimaki, Ralph Jones, Dick Hasbany, and Rev. Susan DeGeorge.
- Bryce Wiebe, PCUSA Special Offerings
- Elder Steven Hart – discussion of possible preventative measures when there is an active gun shooter in the church

ANNOUNCEMENTS AND LUNCH

The meeting resumed as Moderator Elder Lisa Baker called us back to order at 12:45PM.

STATED CLERK

Bill Thomas requested personal privilege as Clerk to present the following action:

For the Presbytery of Southern NE to move to reinstate the membership of Mrs. Mary Waddell to the PCUSA and our Presbytery effective May 10, 2017.

Mary is a member of the Newport Church and did not take us up on her offer then to hold her membership in the PCUSA while she found another church, but she has now figured out that she is no longer PCUSA and is upset. This is a pastoral need, she is a woman in her 80's and so I am asking for the presbytery to allow me to exercise my personal privilege as your Clerk. The motion was moved and Presbytery **VOTED** to reinstate the membership of Mrs. Mary Waddell to the PCUSA and our Presbytery effective May 10, 2017.

REPORT FROM GENERAL PRESBYTER

Rev. Shannan Vance-Ocampo thanked the Presbytery for taking part in the all-Presbytery Landscape Survey earlier this fall. We had high participation, over 80% in nearly every category!

At a special meeting of the Roundtable with our consultant, we learned much about the Presbytery and where it is energetically, spiritually and emotionally. There is much discerning work to do with the results of the Landscape Survey. We plan to organize working groups at our January Roundtable meeting to deal with some of the needs for vision, relationship building and adaptive change that we are identifying.

That is where we need your help. We need names of persons you know who fit the following categories of leadership competencies we have identified with our consultant. I want to put in a special request that you send us names that are people who may not have previously served, who are not currently serving, or who are new to the life of the Presbytery. They do not have to be ruling elders!

We want to have a good blend of new and long-term voices as we discern together. Please tell us why you are nominating them and provide their contact info. I expect these teams to serve for 6-9 months, so this is a short-term assignment.

- **Critical Thinker** - able to think critically about the issues that are presented, seeing all sides of the issue at hand

- **Strategic/Global Thinker** - able to think outside the box, to imagine where God's Spirit is leading us in new directions
- **Low Reactivity** - able to work with the information at hand and not react personally to it, to have openness of spirit/mind
- **Future-Oriented** - looking to the future with joy and excitement, who is challenged and energized by what comes next
- **High Emotional Intelligence** - able to work with data that is driven by emotions, feelings, able to sense and work with the information pastorally
- **Spiritual Discernment** - committed to always asking questions about where God is leading the Presbytery and willing to follow the Spirit's leading

REPORT OF THE ROUNDTABLE (COUNCIL)

Elder Anne Carney reiterated that General Presbytery Shannan Vance-Ocampo is looking for volunteers that possess one or more of the following skill sets: critical thinkers, strategic global thinkers, low reactivity and an openness of spirit and mind, future oriented thinkers, high emotional intelligence, or spiritual discernment qualities to help guide the Presbytery through this transitional time.

COMMITTEE ON NOMINATIONS

Elder Art Riihimaki presented nominations and Presbytery **VOTED** to elect the following:

General Assembly Commissioners for 2018

- Rev. Julie Emery, Clergy Commissioner
- Elder Stephen M. Hart, Stamford: First, Elder Commissioner
- Elder Walter J. Manuel, Brookfield/Valley, YAAD

Committee on Ministry

- Elder Armin Thies, Class of 2020, Stamford: First

MEETING OF THE CORPORATION

Elder Moderator Lisa Baker recessed the Presbytery meeting.

Bill Thomas opened the meeting of corporation. Elder Art Riihimaki presented the nominees. Presbytery **VOTED** to elect the following retroactive to May 6, 2017:

- Rev. Paul Terry – President
- Elder William Thomas – Secretary
- Elder John Succo – Assistant Treasurer
- Elder Tom Taylor – Treasurer

Elder Moderator Lisa Baker adjourned the meeting of the corporation and resumed the meeting of the Presbytery.

PERSONNEL COMMITTEE

Presented by Rev. Jennifer Davis

- The Personnel Committee, with the support of Roundtable, moved, and Presbytery **VOTED** to make the following changes to The Rev. Shannan Vance-Ocampo's terms of call:

GP Terms of Call 2018

2018 Approved Salary and Benefits for General Presbyter

Cash Compensation	37,000.00
Housing	23,000.00
2% Medical Deductible	1,200.00
	61,200.00
Social Security	4,682.00
Full Pension and Medical Insurance	22,644.00
Supplemental Death/Disability	272.04 (added)
BOP Dental PPO	1,632.36
Auto/Professional Expenses	7,400.00
Technology Reimbursement	480.00 (added)
Continuing Ed	1,000.00
GA Expenses	1,200.00
	100,510.40

Annually: 4 weeks' vacation; 14 paid holidays plus one floating, 2 weeks study leave

- Presbytery **VOTED** to amend the 2018 budget to accommodate these changes. This represents an increase in Shannan's terms of call by \$752. Our office administrator has not been using the \$500 allotted in continuing education, so that has been eliminated from the budget. The aggregate change in the budget is \$252.00. Prior to the vote, Rev. Cass Shaw suggested that the Personnel Committee re-visit the continuing education line item for the office administrator.

COMMITTEE ON MINISTRY

Elder Barbara Riihimaki gave the report.

- Rev. Do Hoon Kim spoke to the Presbytery on how grateful he was for their support and his desire to bring further spiritual teachings not only to elders in his church, but all the congregation. Presbytery **VOTED** (three-quarters required) to approve Rev. Do Hoon Kim to be Pastor of New Haven Korean Presbyterian Church, Hamden, CT effective January 1, 2018. Rev. Kim's compensation is as follows:

Salary	\$ 34,000
Housing Allowance	\$ 18,000
403(b)(9) Plan	\$ 6,000
SECA Tax Allowance	\$ 2,601
TOTAL EFFECTIVE SALARY	\$ 60,601
Benefits Plan Dues	\$ 22,195
SECA Tax Allowance	\$ 2,601
Travel Reimbursement	\$ 2,000
Continuing Education	\$ 2,000
Medical Deductibles/Coinsurance	\$ 1,000
TOTAL COMPENSATION	\$ 90,397

A celebratory prayer was offered by Rev. Greg Doll

- Presbytery **VOTED** to approve the 2018 Policy for Pastoral Compensation that increases the effective minimum full-time salary to \$50,000. (Appendix VI)

BOARD OF PENSIONS

The Rev. Allison Seed, Regional Representative from the Board of Pensions, was here to answer questions regarding all benefits programs through the PCUSA-

PRESBYTERY IMMIGRANT MINISTRY

Rev. John Webster explained that PIM serves undocumented and incarcerated immigrants. He gave an overview of the programs involved. This ministry is again facing financial strains because churches and individuals are not giving at their prior years' level. They urgently need financial support.

REPORT OF STATED CLERK

Presbytery **VOTED** to approve the report of the Committee on Representation. The Committee on Representation needs a chair person and several members.

OLD AND NEW BUSINESS

None.

ADJOURNMENT

The meeting was adjourned with prayer by Moderator Elder Lisa Baker at 1:58PM.

Attested:

William G. Thomas
Stated Clerk

**171st Stated Meeting of the
Presbytery of Southern New England
First Presbyterian Church
Greenwich, CT
Saturday, November 18, 2017
PROPOSED DOCKET**

REVISED

9:00	Registration	
9:30	We Gather in God's Name	
	Call to Order, Prayer and Forming the Roll	Elder Lisa Baker
	Docket, Enrollment, Introductions	Elder Lisa Baker
	Consent Motion	Elder Bill Thomas
	Welcome & Arrangements	Rev. Sean Miller
9:45	Worship	
10:30	Open Space	
	<ul style="list-style-type: none"> • Consequences to Pastoral Identity: Exploring Ambiguous Loss and Disenfranchised Grief with Closing a Church 	Rev. Susan Pfeil
	<ul style="list-style-type: none"> • Fossil Fuel Overtures 	Elder Barbara Riihimaki
12:00	Announcements and Lunch	
	Interactive Reports available during and after lunch	
12:45	Report from General Presbytery	Rev. Shannan Vance-Ocampo
1:00	Mission and Ministry of the Presbytery	
	<ul style="list-style-type: none"> • Roundtable Report (Ref. A) 	Elder Anne Carney
	<ul style="list-style-type: none"> • Committee on Nominations (Ref. O) 	Elder Art Riihimaki
	<ul style="list-style-type: none"> • Meeting of the Corporation 	Elder William Thomas
	<ul style="list-style-type: none"> • Personnel Committee 	Rev. Jenny Davis
	<ul style="list-style-type: none"> • Committee on Ministry (Ref. H) <ul style="list-style-type: none"> ○ Board of Pensions 	Rev. Barbara Riihimaki
	<ul style="list-style-type: none"> • Presbyterian Immigrant Ministry 	Rev. Allison Seed
	<ul style="list-style-type: none"> • Committee on Preparation for Ministry 	Rev. John Webster
		Rev. Mary Thies
3:15	Stated Clerk's Report (Ref. B)	Elder Bill Thomas
	Old or New Business	
3:30	Adjournment	
	How our open space works:	
	<ul style="list-style-type: none"> • It is a time for connecting, learning, exploring, relating to your fellow Presbyterians. • Your participation will directly affect the outcome of the day and who we are as a spiritual community of God. • At the meeting you can invite others into a conversation about an issue/topic you are passionate about or something you have a question about. • You can join any conversation you wish. • Some topics may be announced ahead of time others only at the meeting. 	

**Treasurer's Report
as of 9/30/2017**

Presbytery of Southern New England - Statement of Financial Position			
	Balance as of	Balance as of	Difference
	12/31/2016	9/30/2017	
Assets:			
<i>Cash</i>			
Petty Cash	-	-	-
Debit Card Account	-	-	-
Checking Account for Operating Cash	257,700.18	837,522.55	A 579,822.37
ING Direct Savings Account	-	-	-
Ministerial Relief Cash	19,823.93	19,838.70	14.77
Simsbury NCD - ING Savings Account	89,009.39	89,306.64	B 297.25
<i>Investments</i>			
New Covenant Mutual Funds	-	-	-
Merrill Lynch	279,722.27	280,866.32	1,144.05
Accounts Receivable	237,200.00	228,147.70	C (9,052.30)
Fixed Assets	14,873.72	14,873.72	-
Accumulated Depreciation	(13,188.30)	(13,188.30)	-
Total Assets	885,141.19	1,457,367.33	572,226.14
Liabilities:			
Total Liabilities	-	-	-
Net Assets	885,141.19	1,457,367.33	D 572,226.14
Total Liabilities & Net Assets	885,141.19	1,457,367.33	572,226.14
A) Of the balance in the Checking Account the amount shown			
in the Dedicated Accounts Report for " Total Operating Cash Dedicated Acct s." is restricted.			
B) Simsbury dismissal agreement settlement designated for New Church Development.			
C) Balance at 12-31-16 includes PCOG Dismissal Agreement Balance of \$188,000; Enfield: Calvary Dismissal Agreement due of \$35,352; Springfield: Christ Dismissal Agreement Balance of \$13,848.			
D) Does not include the value of Church properties or charges against them.			

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	Balance as of	Balance as of	Difference
	12/31/2016	9/30/2017	
Assets:			
Cash			
Petty Cash	-	-	-
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Checking Account for Operating Cash	257,700.18	837,522.56	A 579,822.37
ING Direct Savings Account	-	-	-
Ministerial Relief Cash	19,823.93	19,838.70	14.77
Simsbury NCD - ING Savings Account	89,009.39	89,906.64	B 897.25
Investments			
New Covenant Mutual Funds	-	-	-
Merrill Lynch	279,722.27	290,896.32	1,174.05
Accounts Receivable	237,200.00	228,147.70	C (9,052.30)
Fixed Assets	14,873.72	14,873.72	-
Accumulated Depreciation	(13,188.30)	(13,188.30)	-
Total Assets	885,141.19	1,457,367.33	D 572,226.14
Liabilities:			
Total Liabilities	-	-	-
Net Assets	885,141.19	1,457,367.33	D 572,226.14
Total Liabilities & Net Assets	885,141.19	1,457,367.33	572,226.14
<p>A) Of the balance in the Checking Account the amount shown in the Dedicated Accounts Report for "Total Operating Cash Dedicated Accts." is restricted.</p> <p>B) Simsbury dismissal agreement settlement designated for New Church Development.</p> <p>C) Balance at 12-31-16 includes PCOG Dismissal Agreement Balance of \$188,000; Enfield: Calvary Dismissal Agreement due of \$35,352; Springfield: Christ Dismissal Agreement Balance of \$13,848.</p> <p>D) Does not include the value of Church properties or charges against them.</p>			

**DEDICATED
ACCOUNTS
AS OF 9/30/2017**

Ref. C-2

OPERATING CASH DEDICATED ACCOUNTS:					
Revised	Balance		Year to Date	Year to Date	Balance
	12/31/2016		Receipts	Expenses	9/30/2017
Committee					
Leadership Training	750				750
Coaching	4,226.52				4,226.52
Total Committee on Ministry	4,976.52				4,976.52
Grants/Donations					
Tri-Presbytery Consultant	1,288.68		-		1,288.68
Total Grants	1,288.68				1,288.68
Social Justice:					
Peacemaking Donations	3,258.22		176.87		3,435.09
Total Social Justice	3,258.22		176.87		3,435.09
Presbytery Immigrant Ministry	56,151.02		16,120.00	32,932.76	39,338.26
PIM - Presbytery Women Grant	5,967.84			1,100.00	4,867.84
Total PY Immigrant Ministry	62,118.86		16,120.00	34,032.76	44,206.10
Total Operating Cash Dedicated Accts.	71,642.28		16,296.87	34,032.76	53,906.39
Discerning The Way	(8,800.10)		8,462.50	2,386.40	(2,724.00)
Cranston: Faith Closing	(2,402.48)		550,558.99	23,369.78	524,786.73
Dismissal Agreement Income	237,200.00		3,928.00		241,128.00
Simsbury /NCD Reserve	89,009.39		297.25		89,306.64
TOTAL DEDICATED ACCOUNTS	386,649.09		579,543.61	59,788.94	906,403.76

Presbytery of Southern New England								
Investment Summary as of 9/30/2017								
		December		Transfers	Transfers	Unrealized		
		2016	Fees	In	Out	Gain(Loss)	9/30/2017	
		Balance					Balance	
Merrill Lynch - Cash Account		276,546.54	-	-		132.99	276,679.53	
Equities		3,225.73	-	-	-	961.06	4,186.79	
New Covenant Mutual Funds - market value								
acct.#10001030716		-				-	-	
acct.#0001036710 Endowment		-				-	-	
Simsbury NCD-ING Savings Account		89,009.39		-	-	297.25	89,306.64	
Totals		368,781.66	-	-	-	1,391.30	370,172.96	
Restricted Investment Funds:								
Endowment		-						
Simsbury NCD-ING Savings Account	89,306.64							
Total Restricted Funds	89,306.64							
Unrestricted Investment Funds:								
Merrill Lynch	280,866.32							
New Covenant	-							
Total Unrestricted Funds	280,866.32							

CHURCH GIVING AS OF 9/30/2017							
		PRESBYTERY	PRESBYTERY		PRESBYTERY	PRESBYTERY	PRESBYTERY
		GENERAL MISSION	GENERAL MISSION		PER CAPITA DUE	PER CAPITA	PER CAPITA
PIN#	CHURCH	YEARLY PLEDGE	RECEIVED TO DATE		MONTHLY	DUE TO DATE	RECEIVED
							DUE TO DATE
4620	Ashaway: Babcock	\$ -	\$ -		\$ 209.03	\$ 1,881.27	\$ 1,881.27
1274	Barrington	\$ -	\$ 1,160.00		\$ 239.28	\$ 2,153.52	\$ 2,153.52
10562	Brookfield: Valley	\$ -	\$ 350		\$ 319.05	\$ 2,871.45	\$ 2,871.45
10027	Cumberland: Calvin	\$ -	\$ -		\$ 511.57	\$ 4,604.13	\$ 649.32
4581	Darien: Noroton	\$ -	\$ -		\$ 4,241.02	\$ 38,169.18	\$ 38,169.18
4574	Fairfield: First	\$ -	\$ 1,400.00		\$ 1,017.63	\$ 9,158.67	\$ 9,158.67
1779	Fall River: Calvary	\$ -	\$ -		\$ 90.77	\$ 1,089.24	\$ 1,089.24
4578	Granby: First	\$ -	\$ 1,050.00		\$ 93.52	\$ 841.68	\$ 841.68
4576	Greenwich: First	\$ -	\$ -		\$ 2,057.26	\$ 18,515.34	\$ 18,515.34
3716	Groton: St. Andrews	\$ -	\$ -		\$ 495.06	\$ 4,455.54	\$ 4,455.54
10645	Hamden: Korean	\$ -	\$ 5,600.00		\$ 811.35	\$ 7,302.15	\$ 7,302.15
4577	Hartford: First	\$ -	\$ 1,312.50		\$ 346.55	\$ 3,118.95	\$ 3,118.95
4579	Milford: United	\$ -	\$ -		\$ 222.78	\$ 2,005.02	\$ 772.27
3719	New Canaan: First	\$ -	\$ 13,000.00		\$ 1,592.45	\$ 14,332.05	\$ 14,332.05
10985	New Haven: Korean	\$ -	\$ -		\$ 165.02	\$ 1,485.18	\$ 1,485.18
4580	New Haven: First	\$ -	\$ 4,556.25		\$ 638.08	\$ 5,742.72	\$ 5,742.72
4613	Newport: First	\$ -	\$ -		\$ 745.35	\$ 6,335.48	\$ 6,335.48
10939	Providence	\$ -	\$ 1,400.00		\$ 363.05	\$ 3,267.45	\$ 3,267.45
10530	Springfield: MLK	\$ -	\$ -		\$ 192.53	\$ 1,732.77	\$ 1,540.24
4583	Stamford: First	\$ -	\$ 12,784.00		\$ 1,212.90	\$ 10,916.10	\$ 10,916.10
4586	Stamford: TOR	\$ -	\$ -		\$ 137.53	\$ 1,237.77	\$ 1,237.77
4609	Warwick:Greenwood	\$ -	\$ -		\$ 970.88	\$ 8,737.92	\$ 1,263.15
4607	Warwick: Woodbury	\$ 1,680.00	\$ 1,890.00		\$ 302.55	\$ 2,722.95	\$ 2,722.95
9427	Waterford:Crssrds	\$ -	\$ 6,744.71		\$ 261.29	\$ 2,351.61	\$ 2,351.61
4585	West Htfd:West	\$ -	\$ -		\$ 965.37	\$ 8,688.33	\$ 8,688.33
4618	Westerly:Dunns	\$ -	\$ -		\$ 833.36	\$ 7,500.24	\$ 7,500.24
960	Wilton	\$ -	\$ -		\$ 827.86	\$ 7,450.74	\$ 7,450.74
							\$ -
TOTAL		\$ 1,680.00	\$ 51,247.46		\$ 19,863.09	\$ 178,667.45	\$ 165,812.59

Paid in 2017 for 2016 Mission

**Presbytery of Southern New England
Policies for Pastoral Compensation
For the Year 2018**

2. Requirements:

~~Effective Salary: Effective minimum salary for full-time service shall be \$40,000.~~
Effective minimum salary for full time service shall be \$50,000. PSNE uses the Board of Pensions (Board) definition of effective salary which is explained on the Board website and in the instructions for Board of Pensions form enr-111. A copy of the Parish Clergy terms of call annual reporting form is attached for your information. (The Board of Pensions considers thirty-five hours per week to be full time.)