

**PRESBYTERY COUNCIL REPORT TO PRESBYTERY**  
**November 12, 2019**

**For Action:**

Council presents the following nominations for the Nominating Committee: Ed Conklin (RE), Karen Gerhard-Conner (MWS) and Mark Hughey (MWS) are nominated for the Class of 2022.

Council recommends Presbytery approve the slate for Stronghold Board of Directors as detailed in the report of the Stronghold Committee. The slate includes Stephen Bowie, Susan Krummel, Ray Lantz, Terry Mohaupt, Rebecca White Newgren, Howard Strong, and Randall Stukenberg.

Council recommends adoption of the position description and title for a Transformational Presbyter (see separate document).

Council also recommends the Transition Team engage in a search for a Bridge or Gap Presbyter to assume responsibilities between April 1, 2020 and the calling of a new executive.

Council recommends Presbytery concur on an Overture to GA submitted by Beaver-Butler Presbytery; "On establishing the authority of Presbyteries to define severance plans for installed ministers". The complete text follows.

**On establishing the authority of Presbyteries to define severance plans for installed ministers**

The Presbytery of Beaver-Butler overtures the 224rd General Assembly (2020) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0303(c) be amended as follows: [Text to be added is shown as italic.]

G-3.0303 Relations with Sessions

- c. establishing minimum compensation standards *including provisions for severance payments* for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the presbytery.

Rationale for Overture from Beaver/Butler Presbytery 8/27/19

In 1993 the General Assembly Permanent Judicial Commission ruled in the case Saurbaugh v. the Presbytery of Great Rivers that "The *Book of Order* does not give the presbyteries power to require congregations to pay compensation upon dissolution of pastoral relationships." (Remedial Case 206-13,11.094 attached)

In subsequent years the church has maintained that while a presbytery can have guidelines and policies concerning severance for ministers at the dissolution of a pastorate, the presbytery has no authority to enforce those policies.

This overture seeks to remedy that omission in the *Book of Order* by making explicit the authority of presbyteries to create and enforce severance policies by linking that authority to the power to set minimum wages and approve calls.

The overture does not attempt to set a national severance policy, but to clarify the presbytery's relationship to both the session and the minister during times of transition.