

**REPORT TO PRESBYTERY FROM COMMITTEE ON MINISTRY**

Per G-11.0502

December 10, 2009

**M/S/P** to approve the call of **Rev. Michael Vaughn** to become Designated Pastor of Community Presbyterian Church, San Juan Capistrano, effective February 1, 2010, and pending approval by the congregation. The call will be for “not less than two nor more than four years.” Terms of call are as follows:

Effective Salary	\$70,000	
Board of Pensions	22,050	
Moving	4,000	
Auto	1,400	(vouchered reimbursable at IRS rates)
Continuing education	1,000	
Books, journals, etc.	3,500	
Vacation	1 month	
Study Leave	2 weeks	(cumulative to 6 weeks)

And that the Session be authorized to call a Congregational meeting for Sunday, January 3, 2010 for the purpose of acting on the recommendation of the PNC.

**MSP** to continue salary assistance from the Pastors Compensation Fund for **Rev. Peter I. Kim** in the amount of \$13,500 (15% less than last year). Canaan Presbyterian Church will pay back these funds.

**Background:** Canaan was given \$15,000 last year toward Rev. Kim’s salary. The distribution came from the Pastors Compensation Fund.

**M/S/P** to approve the Position Description for Designated Associate Pastor for San Clemente Presbyterian Church with the following correction: Item 2. of Responsibilities add the word “worship” so that it reads, “To oversee worship life and *worship* staff of San Clemente Presbyterian Church, . . .”

**M/S/P** to approve the **Initial Response Team Recommendations** regarding Minister X as follows:

- That COM invited Minister X to enter a counseling relationship for personal support with a private practice therapist. Steve Yamaguchi has identified a therapist; the IRT has recommended him to Minister X. Minister X will be able to receive 50% of the cost for this counseling from the Board of Pensions. The Presbytery will offer to pay half of the remaining half (25%) of the cost.
- That COM require Minister X to undergo a personality assessment with a second counselor who specializes in such assessments. Require Minister X to agree to sign a release which will allow the counselor to share his/her assessment with Mr. Yamaguchi. Mr. Yamaguchi will recommend Dr. Steven M. Harris, PhD as the counselor for the

assessment. The cost would be \$200/hour for eleven hours. We will offer to have the Presbytery pay half of this cost.

- That COM require Minister X to resign his position on the staff of “Church X” as of December 31, 2009.
- That COM commission the members of this IRT to follow through on the matter by hearing Mr. Yamaguchi report on the results of the psychological assessment done of Minister X and by considering all the factors known to them and by deciding on a recommendation to COM regarding Minister X’s fitness for ministry in the future.
- IRT will report to COM on the status of the situation no later than the June 2010 meeting of COM..

The Initial Response Team includes: The Executive Presbyter; COM Chair (Rev. Gary Collins); Sexual Misconduct Response Team Members, Susan Thornton and Amy Pope; “appropriate professional,” Betty Thompson.

January 14, 2010

Voted to elect Rev. Sara McCurdy Moderator of COM for 2010

Voted to elect Betty Thompson Vice Moderator.

### Validated Ministry

Voted to approve classifying **Rev. Ted Leenerts** as 797 (Member at Large) / 761 Navy Chaplain. [797 because he hopes to serve congregations in the presbytery when not serving as chaplain.]

### Nurturing Congregations

Voted to temporarily authorize the Presbytery Pastor and COM Moderator to approve Mission/Vision Studies until such time as it is determined the best process for providing resources (and timing) for doing the Studies..

### Supporting Pastors & Pastoral Relationships

**Tim McCalmont**

Pastors’ Retreat .

### Response Coordinating Team

Lombard Mennonite Mediation Training is confirmed for Fullerton, First, November 15-19. (COM previously approved up to \$5,000 of “Leadership” funds for expenses and scholarships.) There is some scholarship money available. Brochures will be available by next meeting.

## **MATTERS CONCERNING PASTORS**

### Approve Call/Contract

Anaheim Getsemani: Voted to approve change in terms of call for **Rev. Tino Naranjo** to 3/4ths time.

Salary: \$37,500 [\$30,000 as housing]  
Full Pension and Medical  
\$1000 Travel

\$2,000 Study Leave  
No change in job description (except hours for doing them)

Fullerton, Morningside. Voted to concur with the Session of Morningside Presbyterian Church, to call **Rev. Sara McCurdy** as their Pastor, pending congregational meeting to act on this change of pastoral relationship from Designated Pastor to Pastor Head of Staff.

Westminster Primera Iglesia. **Jose Matos**

Having received medical approval to resume work, voted to approve **Rev. Jose Matos'** return to his pastoral duties at Primera.

Voted to approve the Temporary Supply Contract, 3/4<sup>th</sup> time, and following terms of call effective February 1, 2010 as following:.

Salary: \$44,375  
Full Pension and Medical  
Study Leave: \$1,000 and two week  
Vouchered Reimbursable Travel

Voted to approve the contract include the following clause: “A schedule for the completion of the classes required to be completed in the next three years will be worked out with the help of Jose’s CPM and COM Liaisons. This schedule to be presented to the CPM and COM by March 31, 2010.” 1) There needs to be inserted the words “...and COM...” after CPM and before Liaison. {This is now primarily a COM matter—but CPM has much information that will be helpful to COM.} Betty Thompson is the COM liaison

Whittier, Nueva Vida. Voted to approve the following terms of call for **Rev. David Alicea.**

Salary and Housing: \$50,000  
Full Medical and Pension  
Travel: Vouchered Reimbursable  
Study Leave: \$1,000 and two weeks (cumulative).

**Parish Associates:**

Voted to approve the Parish Associate relationship between **Rev. Kass Kassouni** and Tustin Presbyterian Church for 2010. Remuneration to be submitted when budget is finalized.

Voted to approve the Parrish Associate relationships between **Rev. Ron Eckert** and **Rev. Delores Hazen** and San Clemente Presbyterian Church for 2010.

**Changes in Ecclesiastical Status:**

Voted to approve **Rev. Jon Ho (Jay) Chin** to the status of US Army Active Duty Chaplain.

Voted to recommend that Presbytery grant **Rev. Michael D. Haggin** the status of Honorably Retired, effective January 1, 2010.

**Sabbatical:**

**Rev. Candie Blankman (Downey)** will be on Sabbatical February 15 to May 15.

Voted to appoint **Rev. Alfredo Delgado** as Moderator while Candie is on sabbatical and appoint Rev. Geoff Nelson to serve as liaison (including attending his first session meeting as support).

**MATTERS CONCERNING CHURCHES OF PRESBYTERY** (see Churches in Transition)

ANAHEIM HILLS, CANYON HILLS: (Whyte and Geckeler) PNC formed and have begun work. Keith working with them until Doug Whyte completes work at Fullerton. Reviewing CIFS to learn how to do theirs.

ANAHEIM, KOREAN: (Griffin and Kim). Dissolution of pastoral relationship. Voted that the terms of dissolution are three months full salary and pension payable over 6 months if he leaves 1/31/10. Mutually agreed.

Voted to appoint Rev. Yohan Pyeon to moderate the session for one month effective February 1.

BELLFLOWER (PNC) (Griffin & Kim)  
CIF submitted to Collins/Yamaguchi for attestation.  
Voted to approve Paul Kim as PNC liaison.

**FORMOSAN PRESBYTERIAN CHURCH OF ORANGE COUNTY:**

Voted to approve the following as Moderators:

**Rev. Billy Chang** (Irvine Taiwanese) January and February  
**Rev. Wu-Fu Sun** (Retired, member of Pacific). March to June plus February  
Congregational meeting.

FULLERTON (APNC) (Whyte)  
Continue to review PIF's and interview possible candidates.

LA MIRADA: Response Coordinating Team  
Session has assumed Personnel responsibilities and Keith and Winston continue working with them.

MISSION VIEJO: Pastor (Leah Stout will become Liaison when PNC elected)  
Mission/Vision Study complete and committee to nominate PNC completed. Keith meets with Session on Tuesday January 19<sup>th</sup> to prepare for congregational meeting.  
Betty Thompson volunteered to be the COM representative to join Keith.

NEWPORT BEACH, ST. ANDREW'S: Associate Pastor (Sweet)  
The APNC is on a fast track.

SAN CLEMENTE Designated Associate Pastor (Norton)  
The Designated Associate Pastor Nominating Committee was elected and has begun work. They're also on a fast track.. The CIF was approved; waiting for PIF's

SANTA ANA, CANAAN: (Griffin and Kim)  
Steve will ask him Mark Hong if he is available and willing.

ST. PETER’S BY THE SEA. Associate Pastor (Baker)  
Associate Pastor Nominating Committee up and working.

IRVINE – having candidate pastor and wife come out this weekend.

SAN JUAN CAPISTRANO  
**Rev. Michael Vaughn** called as Designated Pastor beginning February 1. EEO Report received.

TRABUCO CANYON (PNC) (Presnall)  
Down to final candidates

WESTMINSTER, PRIMERA IGLESIA NCD. Appoint Liaison: {Steve, Keith and John G. will be authorized to find a person to be a liaison – committee wants someone that understands Spanish}

The Covenant of Separation from Sarmiento received.

WHITTIER. Has voted to unmerge effective February 1.

Voted to approve Hilary Baker, Rick Norton, and Doug Whyte as COM representatives to help both congregations follow through on the agreement of the “unmerger.” Sara McCurdy and Bill McReynolds will be invited to join the group.

**OLD BUSINESS**

**Compensation Minimums:** (???) (Supporting Pastors and Pastoral Relations)  
Report on process for identifying and contacting churches that are below minimum or will likely be below minimums in 2010.

*In the past Churches have not been contacted regarding their pastor’s compensation being below the minimum. COM will be vigilant about the terms of call received next year. Those churches that are not compensating their pastor(s) with the minimum will be contacted and the COM can then determine the situation – whether they are unaware of the minimum or whether it is a matter of declining funds*

\*\*\*\*\*

February 11, 2010

**4:45 p.m.**

**Examination for Membership: Curtis Bronzan**

Candidate of Los Ranchos, Certified Ready to Receive a Call.  
Call to Associate Pastor, Los Alamitos Good Shepherd,  
(pending congregational approval). Chuck Wakamoto,  
Liaison. Examination for membership in presbytery sustained.

5:30 p.m.

Examination for Call: Candidate for Trabuco Canyon.

**Shepherding & Validation** –

**Doug Whyte**

**Validated Ministry**

The following ministers in Validated Ministries have submitted their Annual Reports and the S&V Sub-Committee recommends that their ministry be validated through December 31, 2010.

**Buck, Delgado, Eckert, Hernandez, Headley, Moore, Okholm, Lee, Rozean, Stafford-Lewis, Thorndike.**

➔ **Neutral Pulpits.**

*Proposed new wording {Master Document}:*

*“Of the finalists, you may choose to use a “neutral pulpit” to hear them preach—or may visit their congregation to hear them preach—or may find electronic offerings sufficient to satisfy your questions about preaching ability. You will want to conduct a thorough, face-to-face interview process with them, usually involving a full weekend. It is appropriate to send a packet of information about your community prior to this visit (Chamber of Commerce is helpful).”*

➔ **Proposed Revised Wording for Salary Continuation section of Temporary Pastoral Relationship Covenants. [full wording end of Docket]**

Approved as “Guidelines” for Sessions and Temporary Pastors; there must be clarifying language, but it does not have to be this exact wording.

**Nurturing Congregations** –

ST. PETER’S CIF READY FOR APPROVAL.

**Response Coordinating Team**

**Betty Thompson**

Lombard Mennonite Mediation Training: Confirmed for Fullerton, November 15-19.

**MATTERS CONCERNING PASTORS**

**Approve Call/Contract**

- ➔ Concur with the recommendation of PCD to approve up to \$30,000 (\$10,000 per year for three years, 2010, 2011, 2012) from Pastor’s Compensation Fund, to help with insurance and stipend for the Rev. Erin Dunigan, Building Bridges Partnership. *{this clarifies the wording of motion approved earlier}*

**Parish Associates:**

- ➔ Approve Terms for **Rev. Kass Kassouni**, Tustin, Parish Associate. \$12,545 for 2010.
- ➔ **Rev. Mike Vaughn.** Approve dissolution of Parish Associate Relationship with St. Mark, effective February 1, 2010.

### Changes in Ecclesiastical Status:

- **Rev. Yohan Pyeon:** To Member at Large. [It was discovered he served as Interim Associate in 2002—and has had no contract since that time.]
- **Rev. Craig Williams:** To 404, “General Assembly Field Staff” effective April 1<sup>st</sup> (GAMC Coordinator of Church Growth, West Coast Office; ECO position) and to grant him permission to Labor Outside the Bounds, 5/23/10 to 8/23/10 to serve as TS to a church in Cascades Presbytery while the pastor is on sabbatical.
- **Rev. David Tomlinson.** From Interim, other denomination, to HR. Effective 9/09.

### Transfers:

- **Rev. Joseph Ko, HR** to the Presbytery of New Covenant, effective January 23, 2010.

### MATTERS CONCERNING CHURCHES OF PRESBYTERY

ANAHEIM HILLS, CANYON HILLS: (Whyte and Geckeler) PNC formed and have begun work on their CIF.

ANAHEIM, KOREAN: (Griffin and Kim). Dissolution of pastoral relationship. Interim issues.

Recommendation from Paul Kim (following conversations with Session) regarding interim arrangements.

1. John Griffin re 1 month Salary Continuation for former pastor.
2. Approved recommendation that Johan Pyeon not be considered for any role during transition except to moderate in February.

BELFLOWER (PNC) (Griffin & Kim)

CIF submitted to Collins/Yamaguchi for attestation.

They have begun advertising. Requesting a COM representative at next PNC meeting.

FORMOSAN PRESBYTERIAN CHURCH OF ORANGE COUNTY:

➔ **Need Liaison**

FULLERTON (APNC) (Whyte)

Continue to review PIF's and interview possible candidates.

HUNTINGTON BEACH, ST. PETER'S BY THE SEA. Associate Pastor (Baker)

Associate Pastor Nominating Committee CIF ready.

IRVINE. (Lois Butler, Liaison). Report on possible Call.

LA MIRADA: Response Coordinating Team

Keith and Winston continue to work with Session on Personnel Issues. Secretary has resigned.

LOS ALAMITOS: Associate Pastor (Wakamoto)

**SEE ABOVE: BRONZAN**

MISSION VIEJO: Pastor (Leah Stout; Liaison. PNC to be elected )

NEWPORT BEACH, ST. ANDREW'S: Associate Pastor (Sweet)  
APNC On fast track. (Two interviews scheduled in March)

SAN CLEMENTE Designated Associate Pastor (Norton)  
Designated Associate Pastor Nominating Committee on fast track.

SANTA ANA, CANAAN: (Griffin and Kim)  
Mark Hong serving as Moderator.  
Report on evolving situation.

SAN JUAN CAPISTRANO  
➔ **Rev. Michael Vaughn.** Installation scheduled for March 7<sup>th</sup>.

TRABUCO CANYON (PNC) (Presnall)

➔ WESTMINSTER, PRIMERA IGLESIA. **NEED LIAISON**

WHITTIER. Ministry Commission appointed. Name Moderator:

\*\*\*\*\*

## **OLD BUSINESS**

### **Compensation Minimums:**

Report on process for identifying and contacting churches that are below minimum or will likely be below minimums in 2010.

*Churches have not been contacted regarding their pastor's compensation being below the minimum. COM will be vigilant about the terms of call received next year. Those churches that are not compensating their pastor(s) with the minimum will be contacted and the COM can then determine the situation – whether they are unaware of the minimum or whether it is a matter of declining funds*