

Appointment of Administrative Commission for Getsemani Worshipping Fellowship

In concurrence with the Council's action on February 7, 2012, the Strategic Coordinating Team (SCT) and Committee on Ministry (COM) have approved the following presbyters to serve on an Administrative Commission to determine, and act upon, the appropriate course of action regarding (a) the future relationship of Getsemani Worshipping Fellowship and the Presbytery of Los Ranchos, and (b) the conclusion of the relationship of its Temporary Pastor, the Rev. Juventino Naranjo, and the presbytery:

1. Rev. Eliseo Morales (SCT)
2. Rev. Bill McReynolds (SCT)
3. Rick Norton (COM)

Be it moved, therefore, that the Presbytery of Los Ranchos appoint the above named individuals to an Administrative Committee (G-3.0109b) with the responsibilities enumerated below:

This three-person Administrative Commission (G-3.0109b) is empowered to act on behalf of the presbytery in providing a compassionate and pastoral transition for this ministry. To this end, it will empower the AC to:

1. Address all concerns and issue related to the present Temporary Pastor:
 - a. To set an effective date for conclusion of his ministry at Getsemani and
 - b. To provide for a salary continuation package consistent with the presbytery's Temporary Pastor contracts.¹ {from "Pastoral Support" fund within the Sale of Property Fund}
2. Begin conversations with the Steering Committee of Getsemani regarding the potential for continued ministry by this fellowship:
 - a. Serious conversations about the financial requirements of continuing ministry (including loss of free space at the end of 2012);
 - b. Exploration of options for pastoral leadership that would be feasible with financial information generated in "a";
 - c. Preparation for a covenant defining the relationship between the fellowship and the presbytery and the form of accountability and oversight.
3. If it is determined that the fellowship will be unable to move forward— or unwilling/unable to provide the financial resources necessary to

move forward—the AC is charged with providing pastoral assistance to the fellowship in bringing their ministry to an orderly conclusion.

The Administrative Commission will report to the SCT/COM and Council no later than April 30th with their actions taken and recommendations for next steps.

All parties agree that should Rev. Naranjo become engaged in other employment prior to the completion of any phase of this process, the amount of support provided by presbytery will be reduced to the dollar difference between his new employment and the amount of his current employment.

¹ Exit Provisions and Compensation Continuation

Recognizing that a Minister in a Temporary Pastoral Relationship may be placed at an economic disadvantage if employment is terminated prior to completion of the contract, the following covenant is made between the session, minister, and presbytery to provide clear requirements for all parties.

1. **TP Initiated.** The Minister may terminate this agreement with 30 days written notice and with no compensation continuation provision.
2. **Session Initiated: for Cause.** The session may terminate this agreement for cause with 30 days written notice and approval of the COM and with no compensation continuation provision.
3. **Session Initiated: 30/90**The session may terminate the agreement with 30 days written notice and approval of COM. The congregation shall then provide an additional 90 days of effective salary and Board of Pensions coverage beyond the termination date, provided the interim is not receiving retirement benefits and is not eligible for retirement benefits or until beginning another position.
4. **Non-Renewal:** The Session may terminate this agreement with 60 days written notice of non-renewal. Failure to extend the contract prior to 60 days from its expiration constitutes notice of non-renewal. The notice (or failure to extend the contract) shall include a provision for allowance for time for relocation search during the balance of the contract.

If the minister has not secured a new position by the end of 60 days from notification of non-renewal or failure to extend the contract, and provided the interim is not receiving or is not eligible for retirement benefits, the church shall continue effective salary and Board of Pensions coverage for an additional 30 days beyond the termination date or until succeeding interim employment is secured, whichever comes first.

5. **Notes:**
 - a. Severance compensation will be paid at the same rate of payment and date of payment during the Temporary Pastoral Relationship.
 - b. Severance is considered Effective Salary for Board of Pension purposes.

Rationale

On January 12, 2012, the Strategic Coordinating Team commissioned Eliseo Morales, a member of SCT's Racial-Ethnic Partnership Team and the Consultant for Hispanic Ministries, Alfredo Delgado, to meet with the Rev. Juventino Naranjo of Getsemani Worshipping Fellowship, and Getsemani's Steering Committee, to discuss Getsemani's financial shortfall* and to inform them of the SCT's intent to discontinue presbytery funding as of May 1, 2012, with the exception that a financial plan be presented to, and approved by, the SCT, that would compel the presbytery to act otherwise. In those meetings, Getsemani's leadership determined that self-sustainability was unattainable given (a) the current economic context and (b) the expense of Getsemani's current model of pastoral leadership. It was further determined that chartering as a congregation was not a possibility in the immediate future.

In response to this information, presbytery staff members Tom Cramer and Keith Geckeler recommended to the SCT and Council that an Administrative Commission be formed to compassionately address, and act upon, the issues arising from this transition, namely the conclusion of a Temporary Pastor's relationship with the presbytery and the possible conclusion of a worshipping fellowship. The SCT and Council approved the motion to appoint an Administrative Commission for this purpose.

***2011**

Presbytery Funding	=	\$21,704.04
Getsemani's Deficit	=	13,015.07
<u>TOTAL</u>	=	<u>\$34,719.11</u>

***2010**

Presbytery Funding	=	\$21,704.00
Getsemani's Deficit	=	10,349.98
<u>TOTAL</u>	=	<u>\$32,053.98</u>