

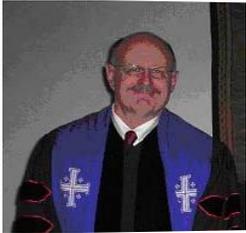


The Grapevine

CONNECTING THE CONGREGATIONS OF THE PRESBYTERY OF DETROIT

June 2010

Creating Cultural Capital



by the Rev. Dr. Allen D. Timm, Executive Presbyter

Recently I met with a group of fellow Executive Presbyters for study leave. We are from large, urban, and diverse presbyteries. When we meet, we engage as a learning community. This past year we decided to invite the Rev. Dr. George B. Thompson, Jr., who teaches at the interdenominational Theological Center in Atlanta, and is a Presbyterian minister. He has written extensively on leading change in congregations.

Two of his books are aimed at the start of ministry between a pastor and her/his congregation. One is [How to Get Along with your Church](#), and the other is [How to Get Along with Your Pastor](#). These two books, published by Pilgrim Press, are great tools for pastors and elders who wish to lay the foundation for a fruitful ministry.

Thompson discusses the theme, cultural capital, in his books. The theme is a lot like Stephen Covey's "emotional bank account." Every time we serve another person or care for them, we make a deposit in the bank account in emotional currency. But when we let another person down or hurt them, we make a withdrawal from that person's account.

New ministers and congregations need to understand the culture around them and within

the congregation. For a pastor to be accepted by the congregation, he /she needs to understand what capital as deposits in the emotional bank account. The pastor needs to take time to listen and learn what cultures exist in the congregation. What are the sub-groups and who belongs to them? What are their values and what do they expect from the pastor? The pastor needs to learn the stories and proverbs that are told about the congregation and put them to use in appropriate settings, showing the groups that the pastors respects who they are (34, [...Church](#)).

For a congregation to be accepted by the pastor, similar occurrences need to take place. The pastors need to be invited into all of the sub-groups to learn who they are, and the what, where, how and why of their ministry.

But the pastor must also be a visionary leader who understands the culture outside of the congregation. The leader needs to spend enough time outside of the context of the congregation, to learn what the community offers the church and what the congregation can offer the community. How does one do that? By finding meaningful ways to participate in the leadership groups of a community. The pastor and members need to know who makes the decisions. Are they at a service club or community committees?

The leader looks for which groups exist in the community of the church, and names them. As the leader begins to build cultural

capital in the congregation and in the community, the leader can help form a vision of where the congregation can show the love of Jesus Christ to the world. Pastors as leaders help congregations articulate a vision, and then lead towards change that establishes the vision (77, [...Church](#)).

Some congregations say they want to grow, but if they are honest with themselves, they have established set communities that are not open to new members. Their culture is fixed and they have lost a vision for serving their community. For a congregation to move from a closed community to servant community, the cultural has to change. The pastor and the session, working together, need to seek a new vision. They need to understand the community; they need to show their community that Jesus' way of life has meaning for them. They need to demonstrate the kingdom in word or in deed. In short, they become known as a congregation, which makes meaningful contributions to the community.

Pastors, are you building cultural capital in the congregation and in the community? Elders, are you building cultural capital with your pastor, by including him or her in the life of the members of your congregation? Are you thanking and celebrating your pastor at significant milestones of ministry?

Howell Conference & Nature Center

Event Calendar

High Ropes Adventure Days

Saturdays, June 26, July 24, August 28, September 25

SUMMER CAMP NOW REGISTERING!

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For more information, call 517-546-0249!

www.howellnaturecenter.org

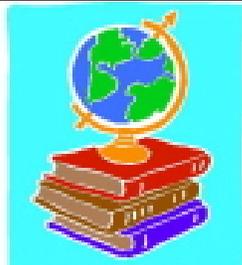
Clergy Ordination Anniversaries

June

LISTER, KENNETH D.	50
ZIEGLER, JACK T.	45
HANNA, J. RICHARD	40
CHOI, IN SOON	40
ANDREWS, DOYLL	35
KLINGER, JAMIE	15
THOMPSON, G. PATRICK	10

July

GERE, BREWSTER	40
ROBERTSON, ANN	25
ROBERTSON, WILLIAM	25
JUDSON, JOHN	25
BOHN, CHRISTINE	10
YUE, YUNG JA	05
MEANS, MATTHEW	05



2011 MISSION YEARBOOK FOR PRAYER & STUDY

SPECIAL DISCOUNT ORDER FORM

Order now and receive up to a 50% discount!

Cost with the discount is \$8.50 per Adult book

{There is NO Children's book this year.}

ORDERS MUST BE PREPAID & RECEIVED BY 08/16/2010

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THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

Coeditors: Herb Miller, Lyle E. Schaller, Cynthia Woolever - www.TheParishPaper.com

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How Much Should We Pay Our Pastor?

“It’s that time again,” says the chairperson. “Our personnel committee is responsible for proposing staff salaries to the finance committee. Then, that committee submits next year’s annual budget to the governing board.”

Karen, a new member of the committee unfamiliar with this process, asks, “Where do we begin...?”

George, another committee member, interrupts Karen with the firm tone of a judge pronouncing the final verdict: “Let’s begin by agreeing to keep the pastor’s salary exactly the same as last year. Times are tough! Besides, when you compare our pastor’s salary and benefits with others in the community, like school teachers, we’re already paying a lot.”

“I don’t agree,” says Sheila, an elementary school principal who is another new committee member. “If we make comparisons, some other professional groups are more valid. Plus, under this pastor, our church is doing better than it has in years. Why risk sending the wrong signal and losing our excellent pastor to another church?”

Brad, a CPA who prepares tax returns for a half-dozen clergy in the community, says, “How about if we begin by looking at the various factors that comprise a pastor’s salary?”

“That sounds good,” says the chair, happy to rescue the discussion from its abrasive trajectory. “What are some of those factors, Brad?”

What factors comprise a pastor’s salary? Responding to Sheila’s question, Brad’s monologue, interrupted by occasional questions, tutors the committee on clergy salary issues:

1. Our committee must think about the pastor’s *total compensation*, not just salary. For example, when a church provides a parsonage, or what some denominations call a manse, the pastor’s total compensation includes that house’s fair market rental value. In churches like ours (we don’t own a parsonage but instead provide a monthly housing allowance so the pastor can own or rent a home), total compensation includes that housing allowance.

2. Unlike the typical American worker, the IRS considers clergy *employees* for Federal Income Tax purposes but considers them *self-employed* for Social Security Tax purposes. Thus, churches must designate how many dollars are for salary and how many dollars are for housing.

Each church determines when and how often it sets and changes these amounts. It must do so in writing and in advance, including them in the minutes of an official meeting (we can’t designate the amounts retroactively).

3. Some churches like to designate a large percentage of the pastor’s salary as housing allowance, thinking that this lets the pastor avoid paying Federal Income Taxes on those housing dollars. That theory is erroneous. If the pastor does not use all of that housing allowance to pay for items such as rent, mortgage payments, property taxes, utilities, repairs, furnishings, etc., what’s left over is added back, in full, to the pastor’s taxable compensation. (The salary *and* the full amount of the housing allowance are used to compute the Social Security Taxes.)

4. Some churches compensate their clergy for a percentage of what they must pay in self-employed Social Security Taxes—which is about double the amount paid by workers who are classified as employees.

5. Churches provide additional types of compensation that are not taxable. Most full-time pastors receive (a) health insurance (often purchased through the de-



nomination) and (b) retirement benefits (usually through a plan provided by their denomination).

6. Another slice of the financial pie is reimbursements. If a church neglects these, they become an unfair financial drain on the pastor. For example, most churches reimburse pastors for transportation expenses (a per-mile figure established by the IRS that covers only ministry-related travel, not travel between the pastor's home and the church). Also, most churches establish line-items in their budgets for work-related continuing education, books for the pastor's personal library, and attending workshops or conferences. The IRS does not treat these reimbursements as personal income for tax purposes.

7. To choose a strategy that best fits the pastor and congregation, a personnel committee member should (a) talk with someone familiar with current clergy tax law (which keeps changing) and (b) may also want to study the most recent Clergy Tax Update that many denominations publish for their congregations.*

“How do we come up with a fair salary range?”

Sheila asks. Brad responds with another list of guidelines (this meeting was not Brad's first rodeo; he has educated several previous personnel committees):

1. Many denominations provide some printed or Website assistance; some of them suggest salary and benefit minimums or publish percentile rankings of all their clergy. But churches are in such different cost-of-living locations that general information is seldom helpful.

2. To some extent, the salaries provided by other congregations like ours, in our denomination, in this area, also influence salary levels. In other words, to some extent, we compete with them for the pool of clergy.

3. A church should also take into account its community's cost of living (see The U.S. Census, local Chamber of Commerce, or online estimates).

4. Are we theologically comfortable with “merit pay” in addition to cost of living raises?

5. What are our church's goals? What do we want our congregation to look like in five years? What kind of leader can help us get there?

6. If a church can't afford a full-time pastor, is it willing to explore a creative alternative—for example, a bivocational pastor, trained lay leadership, merger with another church, or a multi-point parish?

7. Churches make one of their biggest mistakes by failing to keep track of inflation. Over time, that failure can make a church's clergy compensation package uncompetitive—and the pastor feels no choice but to seek to move. In other words, every church's reality includes the replacement costs of existing clergy. High clergy turnover often generates moving expenses that exceed appropriate annual salary increases.

8. Clergy compensation discussions warrant a frank, annual discussion with the pastor. Committees that make arbitrary decisions without such a conversation with their pastor generate low-motivation in clergy.

“What factors should we *not* consider?” Karen asks. Again, Brad produces a list:

1. The size of the church's budget should not be a guiding factor in setting clergy compensation. Fairness to our paid staff is a moral and ethical issue, not to be confused with our natural inclination to “save money” by trimming expenses.

2. A church should not set a percentage of the total annual budget that it spends on staff salaries. Congregations in some denominations spend 65 percent of their annual budgets on staff (clergy, clerical, and custodial)—while congregations in other denominations spend 40 percent of their budgets on staff. Church governing boards seldom recognize that those differences are determined by whether a church has for several decades conducted an effective or an ineffective annual stewardship education program.

3. Churches should not get distracted by the clergy spouse's employment status and compensation. Using a clergy family's total household income as an excuse for underpaying their pastor is morally and ethically inappropriate.

4. Churches must not be tempted to cut salaries during difficult financial times. Review other budget areas and strategies first. Again, because it is the primary cause of this problem, ask whether the annual stewardship campaign should be replaced with a better one.

5. Salary compensation is both an ineffective and an unfair way to communicate dissatisfaction with a clergy-person's job-performance. The personnel committee is charged with communicating our members' expectations (time expectations, quality of performance). The personnel committee should conduct these conversations with clergy in their regular meetings throughout the year.

What's the point? An old story pictures three bricklayers working on a wall. Someone asks the first bricklayer what he is doing. “I'm laying bricks,” he replies. In response to the same question, the second bricklayer says, “I'm putting up a wall.” The third bricklayer replies, “I'm building a cathedral.”

Church leaders working on the question “What should we pay the pastor?” also respond in varied ways. Some say, “We're hiring someone to run our church.” Another group says, “We're funding the ministries our pastor does on our behalf.” A third group gets the point: “We're partnering to proclaim the Gospel.”

* Information in this *Parish Paper* issue is not intended as legal or tax-return advice. Contact a local tax preparer familiar with clergy tax laws for that counsel.



[POD Web Site](#)

NEW Presbytery of Detroit office hours
beginning **January 1, 2010**
Monday - Thursday 8:30 am - 5:00 pm
Friday Closed
313-345-6550

[Calendar of Events](#)

Presbytery Meeting
Tuesday, June 22, 2010, at 4:00 PM
Community Presbyterian Church
5171 Commerce Road
Orchard Lake, MI 48324

Pre-Presbytery Event

Middle East Peace Issues at GA 2010

**2:00-3:30, Tuesday, June 22nd
Orchard Lake Community PC**

A review of Israel/Palestine and other Middle East peace issues our commissioners will be discussing and voting on at General Assembly, including some context information and recommendations for action from the Israel/Palestine Mission Network.

Presented by the Middle East Work Group

**A Pre-Presbytery Event
June 22
Orchard Lake Community
Presbyterian Church
2-3:30 PM**

Opportunity for information & discussion about this major document coming from Christians in 1986 apartheid South Africa & proposed for inclusion in our Presbyterian Book Of Confessions

"The Belhar Confession speaks to the persistent reality of racism today -- in its call for unity and reconciliation as marks of faithfulness in the church . . ." (from the Rationale in the Resolution to Study the Belhar Confession for Inclusion in the Confessional Documents of the Presbyterian Church [U.S.A.], 2008)

**The Presbytery of Detroit
Weekly Update**

June 17, 2010

Prayer of the Week:

God of humanity,
We give you thanks for friendships, old and new;
For the opportunity to connect with others,
To share stories and different perspectives,
And to live, learn and laugh together.
Amen

~ Rowena Aberdeen-de Voil

Missionary Connection

At the February 23, 2010 meeting of Presbytery it was approved that the Presbytery of Detroit would become a 100% supporter of the [Missionary Connection](#).

RATIONALE:

Years ago the PCUSA had a Personal Interest Program (PIP) which assigned a missionary or couple or family to each congregation. This program generated a great amount of information about our PCUSA missionaries across the denomination. We've been asked by the World Mission Division in Louisville to connect again with someone on the mission field.

That is the purpose of this [Missionary Connection](#).

If you already have such a connection, please indicate this on the [flyer](#). If you would like a personal missionary, just let us know and Louisville will connect you with someone.

We can all pray for our missionaries! Herein lies the power of our [Missionary Connection](#).

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BizHub c550 available for lease. Terms of lease and Color Service Contract negotiable, based on number of copies.

For information, call Matt Aaron, Konica Minolta, 248-866-3085



[PCUSA Web Site](#)

June 2010	
20-25	Youth Mission Challenge
21-25	Birmingham, First Inclusion Vacation Bible School Flyer or Registration Form
22	Presbytery Meeting at Orchard Lake, Community Pre Presbytery A Confession from Africa - Belhar.doc sponsored by SJP
25-27	Synod of the Covenant Presbyterian Women invite you to experience "The Many Faces of Mission" at Dearborn, First 600 Brady Road, Dearborn, MI 48124
26	Living and Leaving a Legacy seminar and discussion on financial stewardship values at Detroit, Westminster Brochure
27-July 2	Youth Mission Challenge
July 2010	
3-10	219th General Assembly at Minneapolis, MN
4-9	Covenant Gathering at Michindoh Camp & Conference Center
5	Presbytery Office Closed for Independence Day
6	Taizé Worship 7:00 pm at Dearborn, Littlefield
6-10	Faith Blitz Build Phase II Interior
10-16	Alma College hosting High School Leadership Academy More Information
18-23	Interim Pastor Education "The Art of Transitional Ministry" at Zephyr Pointe Presbyterian Conference Center on Lake Tahoe, Nevada July 18-23, 2010 Online registration
20	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
20-22	Dearborn, Littlefield Peace Camp
20-24	Triennium at Purdue University
August 2010	
3	Taizé Worship 7:00 pm at Dearborn, Littlefield
15-21	Pittsburgh Theological Seminar offering Perspectives on the World Christian Movement Leaders' Intensive Version. Information
16	Deadline for ordering 2011 Mission Yearbooks Order Form
17	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
24	Presbytery Meeting at Ferndale, Drayton Avenue
September 2010	

Sponsored By the Social Justice & Peacemaking Team

THE COMMITTEE ON NOMINATIONS
Needs the help of all the churches in the Presbytery of Detroit.

We have vacancies on the following Ministry Teams:

Mission Interpretation
One in the class of 2011 minister

New Church Development / RD
One in the class of 2011 elder (Non - Caucasian)

Presbytery Operations
One in the class of 2012 minister

We are also in need of nominations for all 15 committees and Synod of the Covenant for the class of 2013.

PLEASE E-mail Jim Elam, Chair at jelam@twmi.rr.com

Presbytery of Detroit's
Howell Conference & Nature Center



Summer Camps Now Registering!

[Calendar of Events May through September 2010](#)

For more information - 517-546-0249
hcnc@howellnaturecenter.org
www.howellnaturecenter.org



2011 MISSION YEARBOOK
FOR PRAYER & STUDY

SPECIAL DISCOUNT ORDER FORM
Order now and receive up to a 50% discount!
Cost with the discount is \$8.50 per Adult book
{There is NO Children's book this year.}
ORDERS MUST BE PREPAID & RECEIVED BY 08/16/2010

XXX

Adult Mission Summer Work Week in West Virginia

This year we (First Presbyterian Church of Farmington) have a wonderful opportunity to help those devastated by floods and poverty in the Mingo County of West Virginia. Prayerfully consider joining us for some healthy work activity volunteering your time and talent as a good Samaritan. We will be doing this activity the **week of July 25th.**

These adult mission trips enable us to be disciples of good works in service to others and by our actions to share the good news of the gospel. Our typical day starts with breakfast, and then proceeds to the work site, finishing by 5:00p.m. After dinner we schedule a devotion hour to sing, share and pray. We typically invite those we are assisting to join us in a worship service at the conclusion of our visit.

Our plan is to stay in a nearby motel. There is some cost involved for supplies and food. This project is run by the West Virginia Ministry for Advocacy and Work camps, a Presbytery of West Virginia sponsored organization. Please consider joining us for a fun and rewarding week of service to others this summer.

Contact Tom Neal (tneal@sbcglobal.net) if you would like to participate in this year's West Virginia project or need more information. If you are unable to join us we would be grateful for your prayers on behalf of those in need we are hoping to serve.

2010 Deadlines for:

Being on the Presbytery Meeting Docket
Contact: Ed Koster: ehkoster@aol.com
By: The Friday before the Cabinet meets in the month of a Presbytery meeting

Papers to be printed for Presbytery meeting mailing
Contact: Sandy Jensen: sandy@detroitpresbytery.org
or Bev Knox: beverly@detroitpresbytery.org
By: Three Monday's BEFORE the meeting

Papers to be printed to go on the table at the Presbytery meeting
Contact: Sandy Jensen: sandy@detroitpresbytery.org
or Bev Knox: beverly@detroitpresbytery.org
By: One week BEFORE the meeting or you are responsible for printing and getting the paper to the meeting

Posting information on the Web Site or the Weekly Update
Contact: Sandy Jensen: sandy@detroitpresbytery.org
By: Noon on Monday by email attachment **ONLY**

XXX

6	Presbytery Office Closed Labor Day
7	Taizé Worship 7:00 pm at Dearborn, Littlefield
16	Taizé Worship 7:00 pm at Troy, Northminster
18	Clerk Training 9:00 am - 11:00 am at the Presbytery office
18	Worship Workshop (details to follow)
21	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
25	Minutes Reading (alternate for those who did not make it to either of the two previous readings) 9:00 am - 12:00 pm in the lounge at Detroit, Westminster
October 2010	
5	Taizé Worship 7:00 pm at Dearborn, Littlefield
5-7	North Central Wee Kirk Conference near Angola, Indiana (Pokagon State Park Lodge) This is for churches with 200 members or less Brochure & Registration Form
16	Pathways gathering in Cleveland Heights, OH
19	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
21	Taizé Worship 7:00 pm at Troy, Northminster
26	Presbytery Meeting at Wyandotte, First
30-Nov 7	Katrina XII Mission Trip to New Orleans, LA
November 2010	
2	Taizé Worship 7:00 pm at Dearborn, Littlefield
6-14	Texas I Mission Trip to Port Neches, TX
12-14	Alma Youth Mix
16	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
18	Taizé Worship 7:00 pm at Troy, Northminster
23	Presbytery Meeting Grosse Pointe Memorial
25-26	Presbytery Office Closed Thanksgiving Holiday
December 2010	
7	Taizé Worship 7:00 pm at Dearborn, Littlefield
11	Men's Advent Communion Breakfast
16	Taizé Worship 7:00 pm at Troy, Northminster
21	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
24-27	Presbytery Office Closed Christmas Holiday
30-31	Presbytery Office Closed New Year Holiday

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