



East Community Gathering
Presbytery of Coastal Carolina
“Walk the Talk”
May 31, 2018



Dear Friends:

The 113th Stated Meeting of Presbytery will be held in the East Community, **June 30th at First Presbyterian Church, 125 South 3rd St., Wilmington, NC 28401.** Directions are included in this packet.

The East Steering Team has been working enthusiastically to plan for our East Gathering, and is particularly excited about the opportunity to “Walk the Talk” together as “the Church leaves the building” to reach out to the Wilmington community. Based on teachings from the Book of Mark we seek to walk forward, far, fearlessly, faithfully, freely, full, and from now on as we love God, grow in grace, and share with others. Our hope is to provide models for outreach that can be taken back to our local communities of faith.

Recipients of East Community grants will share about their projects as we celebrate Shared Mission in our Community. Our worship time will include communion and inspiring music. We look forward to time for celebrating how God is already at work in our East Community, and may be calling us to build bridges reaching out to address challenges where we live and beyond. The **offering** received during worship will benefit continued Presbyterian Disaster Assistance outreach related to Hurricane Relief. *All checks for the offering are payable to Presbytery of Coastal Carolina.*

This **packet** includes the schedule for the day, the agenda for the business meeting, reports, and items of information. By going to the Presbytery’s website (www.presbycc.org), you will find *Guidelines for a First Time Elder Commissioner*. **To be excused** from the meeting, send an email to jankrause@presbycc.org or call the Presbytery office at 910-862-8300.

Please read all the materials in this packet in advance. **You can choose to print just the pages you need/want for the meeting at www.presbycc.org/.** Just view the pages on the screen and enter into the Print Command the numbers of the pages you want. A link on Presbytery’s website will enable you to register for your Walk the Talk service project, and give instructions for special project requirements. **It is crucial that anyone who chooses to attend, register so we can plan transportation and numbers.**

Lunch – Reserve a **box lunch** when you register for your service project. Payment accepted only on day of event. Cost is \$10. Checks are payable to Presbytery of Coastal Carolina.

Registration and Voting:

Registration begins at 8:45am. At each registration table there will be notebooks for you to print your name. There will be 3 groups: **(1) Teaching Elders and CREs, (2) Ruling Elder commissioners who will register under their church name, and Committee Chairs, and (3) Visitors.** Everyone will receive the same stick-on name tag, however, *only duly elected Ruling Elder commissioners and Teaching Elder members of the East Community may vote during the business meeting.*

Childcare will not be offered.

Our **Gathering activities begin at 9:15** with a message from Ben David, District Attorney for New Hanover and Pender counties, a video, and a send-off to our mission projects.

East Community Steering Team: Wanda Marks, Jeanette McNeil, Rev. Marie Cone, Rev. Emile Harley, Rev. Hank Bellomy, Pat Davis, Rev. Robb Lapp, Matlynn Yeoman, Rev. Bill Young, Rev. Nancy Gladden (staff resource)

Driving Directions
First Presbyterian Church
125 S 3rd Street
Wilmington, NC 28401

From US 74/76: Traveling east toward Wilmington, cross the Cape Fear Memorial Bridge. At the first light, turn left onto 3rd Street/US 17N. Continue about half a mile. First Presbyterian is on the right. For parking: turn right onto Orange Street just before the church, turn right into parking lot. **OR**, just past Orange St. turn right into the 3rd Street parking lot beside the office building entrance.

From points North (US 17, I40, US 421): Follow signs to downtown Wilmington US 17 S onto 3rd Street. Continue past Market Street. Continue to Orange Street. First Presbyterian Church is on the left just before Orange Street. For parking: Turn left onto Orange Street, turn right into parking lot. **OR**, make a U-turn on 3rd Street at Orange Street to use the 3rd Street parking lot.

Parking is available in the Orange Street parking lot, the 3rd Street parking lot, or on the street.

****Building accessibility:** The meeting is in Gilmour Hall which is upstairs. If you need to use the **elevator**, you will want to park in the 3rd St. parking lot and use the office entrance. Gilmour Hall is 3rd floor button. Reaching Gilmour Hall from the Orange St. entrance requires some stairs.



Next Presbytery meetings:

- | | |
|--------------------|--|
| • October 20, 2018 | St. Andrews-Covenant Presbyterian Church, Wilmington |
| • January 26, 2019 | East Community Gathering, place TBD |
| • March 2, 2019 | Laurinburg Presbyterian Church |
| • June 2019 | East Community Gathering, date & place TBD |
| • October 19, 2019 | First Presbyterian Church, Dunn |

East Community Gathering Schedule

Presbytery of Coastal Carolina

113th Stated Meeting

Saturday, June 30, 2018

First Presbyterian Church, Wilmington, NC



“Walk the Talk”

8:45	Registration and Refreshments	Library
9:15	Welcome! Morning Devotion and Send-Off for Service	Gilmour Hall
9:45	Walking the Talk! <i>Transportation to and from the work sites is provided.</i>	City of Wilmington
12:45	Lunch	Gilmour Hall
<i>You are invited to pick up a box lunch and drink as you arrive back in Gilmour Hall from your morning of service.</i>		
1:00	Presbytery Business Meeting (Lunch continues) <i>The business agenda is on the following page.</i>	Gilmour Hall
2:00	Worship Together	Gilmour Hall

Round Table Conversation:

1. How is God at work in the ministry/organization in which you participated?
2. As Walk the Talk ends, how can your experience today make a difference in your Christian walk and in your church community as you are sent out from this place?



113th Stated Presbytery Meeting – East Community
Business Agenda
1:00pm June 30, 2018
First Presbyterian Church, Wilmington, NC



Call to Order and Opening Prayer	Rev. Robbie Phillips, Moderator
Declaration of Quorum	
Call for New Business (must be presented in writing to the clerk's table within 15 min. of call)	
Adoption of the Agenda	Rev. Bill Young, Steering team chair

East Community Updates and Recognitions	Rev. Bill Young, Steering team chair
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- Today's meeting leadership includes Moderator Robbie Phillips, Vice-moderator Emile Harley, and Recording Clerk Marie Cone who were elected in June 2017 to serve one year. They will continue to serve the remaining months of 2018 with new leadership to be elected in January 2018. This aligns service with a calendar year.
- Ruling Elders attending for the first time
- Corresponding Members
- Welcome to pastors new to the East Community!
 - Rev. Ed Kahl – First Presbyterian Church, Jacksonville
 - Rev. Susan Lewis – Community Counseling Center
 - Rev. Derek Macleod – St. Andrews-Covenant PC, Wilmington
 - Rev. Sean Palmer – Chestnut Street Presbyterian Church, Wilmington
 - Rev. Cam Thomas – Topsail Presbyterian Church, Hampstead
 - Rev. Cynthia Williams – Minister at Large, Summer Interim Wallace Presbyterian Church
- Pentecost Offering special recognition – Bethel Presbyterian Church
- Shared Mission Grants
- Sessional Record Reviewer appreciation

Stated Clerk's Report	Rev. Bill Reinhold, General Presbyter/Stated Clerk
Report from General Assembly	RE Curt Simpson, TE Bill Young
Commission on Ministry Report	Rev. Tim Havlicek
Youth Council Report	Erin Wehrmeister, Presbytery Youth Associate

Other reports and announcements

- Mission Cabinet Report
- Preparation for Ministry Report
- Committee on African American Ministries Report
- Nominations Committee

Attendance Report	RE Matlynn Yeoman
Words of Thanks and Closing Prayer	Rev. Emile Harley

Presbytery of Coastal Carolina
Stated Clerk's Report
May 17, 2018

Correspondence – none received.

Minutes – On February 8, 2018, Mission Cabinet approved the **minutes** of the October 18, 2017, meeting of Presbytery and on May 17, 2018 it approved the March 3, 2018 minutes.

Updates on Dismissals – Presbytery approved the dismissal of **Cypress** and **Galatia** Churches at the October 18, 2017, meeting. Both congregations are working on completing the terms of their dismissal. A negotiating team is working with the **Antioch/Jacksonville** congregation to prepared terms for dismissal to be considered by a congregational gathering at some future date. A pastoral team has begun working with the **Grove/Dunn** congregation.

General Presbytery/Stated Clerk Search Process – The Search Committee elected by Presbytery on October 18, 2017, is hard at work.

CRE Candidates (or anyone who wants to learn more about their faith and ministry!)

A group of 8 students have almost completed their two- year online program of study though Union Presbyterian Seminary. Two more are in their second year of the program and two more have signed up so far to begin this year. A new round of classes begins on September 11th and there is a Bible Survey course being offered this summer. Go to www.upsem.edu/pathways for details.

Terms of Call for Pastors

A list of Terms of Call as reported from congregations for installed pastors is attached to the Commission on Ministry Report. A motion to approve the terms of call for pastors in your individual communities will be made under the COM report. Another motion for the approval of minimum terms of call for 2019 will also be presented at each Community Gathering for first reading. Final approval will take place at the Full Presbytery meeting in October.

Continuing Education Reports

The Commission on Ministry will also present a summary of the reports from pastors on their continuing education taken in 2017. All pastors are encouraged to work with their sessions to plan for continuing education events/programs that will benefit both the pastor and the congregation being served.

Full Presbytery Meeting Dates and Places

- October 20, 2018 (Saturday) – St. Andrews-Covenant Presbyterian Church, Wilmington
- March 2, 2019 (Saturday) – Laurinburg Presbyterian Church
- October 19, 2019 (Saturday) – First Presbyterian Church, Dunn
- March 2020 – Pollocksville Presbyterian Church has indicated an interest in hosting again. Date to be determined according to availability of the Jones County Civic Center in Trenton.

Presbytery of Coastal Carolina
Commission on Ministry
Report to June Gatherings

COM Action Items:

- A. That the attached 2018 Terms of Call for pastors in this Community be approved.

For First Reading: 2019 Proposed Terms of Call for Minister and Christian Educator
(Attached)

**** Dr. Scott Cameron and Becky Durham** were approved for ordination and installation at the Central Gathering on June 2, 2018. Dr. Cameron will be ordained to a Validated Ministry and Becky Durham will be ordained in her home Presbytery and installed as Pastor at Peace Presbyterian Church. (Faith and Bio statements are attached.)

New Members in the Presbytery:

- Rev. Edward Kahl from the Cincinnati Presbytery serving as Pastor at First Jacksonville
- Rev. Cameron Thomas from New Harmony Presbytery serving as Pastor at Topsail
- Rev. Robert Martin from San José Presbytery serving as Pastor at Laurinburg
- Rev. Susan Lewis from Savannah Presbytery serving as a Minister in a Validated Ministry
- Rev. Cynthia Williams, Honorable Retired, from the Charlotte Presbytery
- Rev. Cynthia Brasher from Peace River Presbytery serving as a Minister in a Validated Ministry

Relationships established or renewed:

- Ø Rev. David McKirachan, Stated Supply, and Clarkton through October, 2018
- Ø Rev. Robert Haywood, Stated Supply, and New Hope through 2018
- Ø Rev. Ruth Bayley, Temporary Supply, and Oak Grove through 2018
- Ø Rev. Aaron Doll, Stated Supply, and Pearsall through 2018
- Ø Rev. Aaron Doll, Stated Supply, and Bethany Wilmington through 2018
- Ø Rev. Ruby Lennon, Temporary Supply, and Westminster Laurinburg through 2018
- Ø Rev. Thomas Spence, Stated Supply, and Summerville through 2018
- Ø Rev. Keith Miller, Stated Supply, and Euphonia through 2018
- Ø Rev. Rufus McLean, Stated Supply, and Shiloh through 2018
- Ø Rev. David Priddy, Temporary Supply, and Leaflet and Raven Rock through 2018
- Ø Rev. Cynthia Williams, Stated Supply, and Wallace from June through September 2018
- Ø Rev. Robert Johnson, Temporary Supply, and Olivia through December 2018
- Ø Rev. Dr. John Roberson, Temporary Supply, and Cameron Hill through April, 2019
- Ø Rev. Mark Fisher, Stated Supply, and Westminster Whiteville through 2018
- Ø Rev. Shan Palmer, Temporary Supply, and Chestnut Street through 9/22/2018

Moderators appointed:

- Ø Rev. David Hudson moderating at Culdee

Commissions Appointed to Install:

- Ø Rev. Robert Martin as Pastor at Laurinburg on June 3, 2018: Teaching Elders: Laura Lupton, Stephen Fitzgerald, Ruling Elders: David Herr, Bun Perkinson, Naomi Newton
- Ø Rev. Cameron Thomas as Pastor at Topsail on June 14, 2018: Teaching Elders: Bill Goodnight, Nancy Gladden, Howard Dudley, Ruling Elders: Ben Thomas, Matlynn Yeoman, Amy Garner

Honorable Retirement:

- Ø Rev. David Dudley effective July 1, 2018

Additions to Supply List:

- Ø Rev. Bob Johnson, Baptist with sacramental privileges
- Ø Randi Taylor with sacramental privileges

Dissolutions:

- Ø Rev. Matt Henderson and First Morehead effective April 15, 2018
- Ø Rev. David Dudley and Pocket effective July 1, 2018

Dismissals:

- Ø Rev. Matt Henderson to North East Georgia Presbytery
- Ø Rev. Bob Bardeen to Heartland Presbytery
- Ø Rev. Jake Young to St. Augustine Presbytery

Waiver of Rotation of Elders:

- Ø Bethany/Lumberton
- Ø Teachey

Other:

- Permission given for Rev. Charles Elliott, Honorable Retired, to labor outside the bounds in New Harmony Presbytery

Commissioned Ruling Elders

- Another year of courses is being organized for persons wanting to prepare to serve as Commissioned Ruling Elders (CREs) through the online “Pathways” program at Union Presbyterian Seminary.
- See next page for the Pathways courses for 2018/2019

Pathways to Learning and Leadership

- Summer 2018 Self-Directed courses in **Bible Survey** – 10 sessions on New Testament (10 sessions on Old Testament planned for fall 2018)

- **Foundational courses** (Tuesdays from 7-9 p.m. ET):
 - Ø September 11 – October 9, 2018: Biblical Interpretation
 - Ø October 23 – November 20, 2018: Reformed Theology and Church History
 - Ø January 8 – February 5, 2019: The Christian Life
 - Ø February 19 – March 19, 2019: Mission and Evangelism
- **Elective:**
 - Ø March 26 – April 30, 2019 (skipping April 16) (Tuesdays from 7-9 p.m. ET): The Gospel of Mark
- **Practical Courses** (Thursdays from 7-9 p.m. ET):
 - Ø September 6 – October 4, 2018: Worship and Sacraments
 - Ø October 18 – November 15, 2018: Polity and Administration
 - Ø January 3 – 31, 2019: Preaching the Bible
 - Ø February 14 – March 14, 2019: Pastoral Care
 - Ø March 28 – May 2, 2019 (skipping April 18): Teaching the Bible
- Each five-week course costs \$100, and requires the purchase of one book. Contact Marilyn Johns (mjohns@upsem.edu) for more information, or go to www.upsem.edu/pathways to read about the program, to look at classes for this spring, and/or to register for spring 2018 classes.

2016 East Community Pastor Terms of Call

NOTE: 1. Presbytery's Minimum Terms of Call for 2018 is \$67,163. 2. P/T denotes call is not full- time.

CHURCH (membership) (2) MINISTER	Effective Cash Salary	Board of Pensions	Professional Reimbursements	Other/SECA	TOTAL (1)
Antioch/Jacksonville (62) LaVera Parato P/T	No report				
BETHANY/WILMINGTON (46) Aaron Doll P/T (split)	\$15,434	\$5,634	\$1,720	\$1,184	\$23,972
BETHEL/BEULAVILLE (31) Mark Houston P/T	No report				
BEULAVILLE (186) Hank Bellomy	\$59,249	\$21,922	\$6,200	\$4,533	\$91,904
BOWDEN COMMUNITY (31)	No Minister				
BURGAU (150) Will Davis	\$44,805	\$16,031	\$6,000	\$5,455	\$72,291
CALYPSO (88) Nicholas Nielson	\$52,316	\$19,357	\$6,000	\$4,002	\$81,675
CAPE CARTERET (184) Ben Burrows	\$63,376	\$23,449	\$7,016	\$4,848	\$98,689
CAPE FEAR-WILMINGTON (159) Jonathan C. Watson	\$45,555	\$16,856	\$6,000	\$3,416	\$71,827
CAROLINA BEACH (170) Jonathan Bowling	\$62,324	\$23,060	\$6,000	\$4,768	\$96,152
CASWELL (51) Randa Scott, P/T	\$15,600			\$300	\$15,900
CHESTNUT STREET (67)	No Minister				
CHINQUAPIN (14) Charles Smiley P/T	\$8,500			\$100	\$8,600
CROATAN (109) Richard Boyd P/T	No report				
FAISON (80) Lyle Brickhouse	\$41,600	\$15,772	\$6,000	\$3,182	\$66,554
FIRST JACKSONVILLE (86) Ed Kahl	\$59,208	\$21,907	\$4,000	\$0	\$85,115
FIRST MOREHEAD (434) Timothy J. Havlicek	\$67,295	\$24,899	\$7,746	\$5,148	\$105,088
FIRST WILMINGTON (1214) Daniel Lewis	\$101,632	\$37,096	\$7,000	\$7,775	\$153,503
FUENTE DE AGUA VIVA (40) Eduardo Moreno	No Report				
GRACE (28) Ken Yearick P/T	\$12,000				\$12,000
GROVE -KENANSVILLE (71) David Vanderbilt P/T ends in May	\$14,216	\$1,292	\$1,050	\$765	\$17,323
HALLSVILLE (89) Mark Houston P/T	\$24,368		\$4,100	\$1,864	\$30,332
HARPER-SOUTHERLAND (35) Charles Love P/T	\$20,400				\$20,400
HOPEWELL (25) Ralph Evans P/T	\$10,400				\$10,400

2016 East Community Pastor Terms of Call

CHURCH (membership) (2) MINISTER	Effective Cash Salary	Board of Pensions	Professional Reimbursements	Other/SECA	TOTAL (1)
LITTLE CHAPEL ON THE BOARDWALK (420) Patrick Rabun	No report				
MAPLE HILL (64) Richard Wurtzel P/T	\$19,788		\$2,619	\$1,514	\$23,921
MCCLURE (24) Martha Highsmith P/T	\$13,000		\$300		\$13,300
MOUNT ZION (73) Brian Doles	\$46,941	\$17,367	\$6,000	\$3,590	\$73,898
NEW HOPE (35) Robert Haywood P/T	\$12,000				\$12,000
OAK GROVE (52) Ruth Bayley P/T	\$125/Sunday				
OAK PLAIN (26) William Goodnight P/T	\$8,280				\$8,280
PEARSALL MEMORIAL (60) Aaron Doll P/T	No Report				
PIKE-ROCKY POINT (19) David McKirachan P/T	No Report				
PINK HILL (62) No Minister					
PLEASANT VIEW-ALBERTSON (26) Johnny Pickett P/T	\$14,600		\$3,425		\$18,025
POLLOCKSVILLE (92) No Minister	No Minister				
POTTS MEMEORIAL (21) William Goodnight P/T	\$9,600		\$4,200		\$13,800
RIOS DE AGUA VIVA (110) No Minister	No Minister				
ROCKFISH (32) Philip Siebbeles P/T	\$10,400			\$1,728	\$11,136
SHALLOTTE (280) John Causey	\$71,732	\$27,659	\$12,200	\$5,426	\$117,017
SMITH (57) Jim Wayne P/T	No report				
SNEADS FERRY (218) William Young	\$76,670	\$28,368	\$13,000	\$5,830	\$123,868
SOUTHPORT (277) Ann B. Jahnes	\$72,326	\$26,761	\$6,300	\$5,533	\$110,920
ST ANDREWS-COVENANT (930) Derek MacLeod	\$102,000	\$37,740	\$7,400	\$7,803	\$154,943
ST. ANDREWS-COVENANT (930) Robert H. Lapp	\$70,163	\$25,961	\$6,000	\$5,367	\$107,491
STANFORD (22) No Minister					
TEACHEY (5) No Minister	No Minister				
The bridge (121) Doug Cushing	\$ 67,600	\$25,012	\$6,000	\$5,171	\$103,783
TOPSAIL (339) Cameron Thomas	\$63,500	\$23,495	\$4,858	\$4,000	\$95,853
TRINITY-HAVELOCK (44) Juli Gicker-Anderson	No report				
WALLACE (291) Philip K. Gladden	\$83,000	\$31,972	\$3,500	\$6,793	\$125,265
WARSAW (107) No Minister					
WESTMINSTER/WILMINGTON (49) Robert Bayley (P/T)	\$10,000		\$500		\$10,500
WILDWOOD (72) Robbie C. Phillips (P/T)	\$20,000	\$13,579	\$2,503	\$1,495	\$37,577

2016 East Community Pastor Terms of Call

CHURCH (membership) (2) MINISTER	Effective Cash Salary	Board of Pensions	Professional Reimbursements	Other/SECA	TOTAL (1)
WINDERMERE (163) John Pflug	\$59,000	\$21,830	\$3,000	\$4,514	\$88,344
WINTER PARK (241) P. Emile Harley	No Report				
WINTER PARK (241) Aaron Doll P/T	No Report				
WOODBURN (79) Claude Gamble	No Report				
Presbytery of Coastal Carolina William T. Reinhold	\$75,489	\$27,931	\$8,200	\$5,775	\$117,395
Presbytery of Coastal Carolina Nancy Gladden	\$47,291	\$17,498	\$7,000	\$3,618	\$75,407
Presbytery of Coastal Carolina Laura Lupton	\$48,710	\$18,023	\$7,000	\$3,726	\$77,459
Presbytery of Coastal Carolina Clarence Page	\$43,000	\$16,160	\$7,000	\$3,290	\$69,450
Presbytery of Coastal Carolina Eduardo Moreno	\$42,710	\$16,125	\$4,000	\$3,267	\$66,102
Presbyterian Mission Agency G. Lee Hinson-Hasty	No report				

Presbytery of Coastal Carolina
2019 Minimum Terms of Call
for full-time installed ministers

Financial Terms of Call

\$68,330 minimum (approximately 1.7% overall increase)

\$42,900	“effective salary”¹ (approximately 2.3% increase)
\$16,148	estimated Board of Pensions required dues ²
\$3,282	one-half of minister’s SECA tax ³
\$4,000	professional expenses reimbursement ⁴
\$2,000	additional salary, benefits, or reimbursement ⁵

Minimum terms of call assume a normal, full-time work week of 40 hours, with 2 days off each week.⁶

- ¹**Effective salary** includes cash salary, housing allowance, and the value of the use of a manse, if provided. *An increase of approximately 2% has been added this figure.*
- Effective salary also includes any optional Board of Pensions benefits (such as dental insurance), 403(b)(9) salary reduction contributions, medical reimbursement plans, annual bonus, and other compensation.
- See the Board of Pensions “total effective salary calculator” at www.pensions.org.
- ² **Board of Pension required dues** include medical coverage (25% of effective salary, based on a minimum salary of \$44,000); pension (11%), and death and disability coverage (1%)
- ³ **One-half** of SECA tax is 7.65% of salary and housing
- ⁴ **Expenses reimbursement:** an amount set aside for mileage, continuing education, and other professional expenses, available only through monthly submission of mileage records and receipts. At the end of the year, unused funds remain in the church account – they are not part of the minister’s salary.
 - Mileage should be reimbursed at the IRS rate. Continuing education (including details of content and cost) must receive prior approval of the Session.
- ⁵ **Additional** funds provide choices appropriate to each minister’s situation and needs, such as medical reimbursement, deferred compensation, manse equity, additional professional expenses, etc. Decisions about how to use these funds must be made before congregational approval of terms of call for the new year and spelled out in the minutes of the congregation.

NOTE: By allocating “Additional Funds” to Effective Salary items, premiums for BOP and SECA may increase. Take those increases into account when allocating the additional funds. Changes may also impact the minister’s tax burden.
- ⁶ **Work schedule:** Since a minister’s actual schedule is unpredictable, work hours often vary week to week. Even on days off, the minister is usually still “on call.” Therefore, the Session and the minister must exercise flexibility, balancing work and rest to avoid pastoral burnout.

Important Notes:

1. The division of funds between Professional Expenses and Continuing Education should be determined by the session in consultation with the pastor. The division of funds can vary from year to year.

- **Accountable Reimbursable Expenses** are usual, customary and reasonable expenses incurred in support of the ministry provided to the congregation by the pastor. They do not include commuting from home to church/office. Expenses are reimbursed upon the submission of appropriate receipts or mileage logs and **should not** be paid in regular monthly installments. **If** Accountable Expenses **are** paid in monthly installments then they **must** be counted as income and listed on the pastor's W-2 form. Pension, Disability, and Medical Dues would also have to be paid on them. It is up to the pastors to monitor their use of Accountable Expense funds so as not to run over by the end of the year.
Any unused funds revert to the church treasury at the end of the year. Unexpended budgeted funds for Accountable Reimbursable Expenses are **not** available to a pastor as compensation.
 - Since **Continuing Education** funds are provided by the church in order to equip the pastor to be a more effective leader in the congregation, it is the responsibility of the pastor to consult with the session about the content, location, and cost of any continuing education before taking time off or incurring costs. The expenses will be reimbursed (within the limits of the agreement) upon presentation of receipts. Accrued Continuing Education time and money are forfeited upon dissolution of the pastoral relationship. Unexpended Continuing Education money are **not** available to a pastor as compensation.
2. For negotiations for service **less than full-time**, a normal (full time) work week is considered as 40 hours.
 3. **Other benefits** (part of minimum terms of call):
 - a. Vacation of 4 weeks including 4 Sundays.
 - b. Study Leave of 2 weeks including 2 Sundays. The purpose of Study Leave will be planned in consultation with the Session.
 - c. Holidays as established by Presbytery policy.
 - d. Full usual, customary, & reasonable cost of moving to the field by a licensed carrier.
 - e. FAMILY LEAVE is recommended.

EITHER

- A. FAMILY LEAVE is a mutual agreement between the Session and Pastor for the good and welfare of the whole of God's holy people. *A Covenant of Care and Compassion* is a formal opportunity to express agreement in family leave policies. Guidelines for *A Declaration of Family Leave Policy* and *A Covenant for Care and Compassion* are available at the Presbytery Office.

OR

- B. FAMILY LEAVE is time released for medical care and treatment.
 - Sick Leave shall accumulate at least 1 ¼ days each month to 90 days total. Sick Leave of 5 days shall be accrued to newly installed pastors. When sick leave taken exceeds 5 days in a 6-month period, a church may require a statement from the attending physician.
 - Maternity/Paternity Leave – 4 weeks with payment of salary and benefits excluding reimbursable expenses. An additional two (2) weeks may be granted from accumulated sick leave if needed.
 - Adoptive Leave – 4 weeks with payment of salary and benefits excluding reimbursable expenses.

PROPOSED 2019 minimum terms of call – reflects a 2% increase in total

Presbytery of Coastal Carolina
Commission on Ministry Minimum 2019 Terms of Call
Full Time¹ Certified Christian Educators

Salary (including suitable health and retirement plans)	\$45,300.00
Reimbursable Expenses ²	\$1,225.00
Additional Compensation ³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2019	\$47,125.00

Full Time¹ Certified **Associate** Christian Educators

Salary (including suitable health and retirement plans)	\$40,200.00
Reimbursable Expenses ²	\$1,225.00
Additional Compensation ³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2019	\$42,025.00

Notes:

¹ For negotiations for service **less than full-time**, a normal (full time) work week is considered as 40 hours.

² **Reimbursable expenses:** an amount set aside for mileage, continuing education, and other professional expenses, available only through monthly submission of mileage records and receipts. At the end of the year, unused funds remain in the church account – they are not part of the educator's salary.

° Mileage should be reimbursed at the IRS rate.

° Continuing education (including details of content and cost) must receive prior approval of the Session.

³ **Additional compensation** provides choices appropriate to each educator's situation and needs and should be added to salary, health coverage, retirement coverage, or expenses before a contract is approved.

Other benefits (part of minimum terms of call)

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- Adoptive Leave – 4 weeks with payment of salary and benefits excluding reimbursable expenses.

Becky Durham Statement of Faith

I believe in God the Father, the one Jesus called Abba and the giver of the Spirit. I believe that God created humans in God's own image and yearns to provide all good things for creation.

I believe in Jesus Christ, the Word of God the Father and the one who promised his disciples the Holy Spirit. I believe Jesus lived a life that witnessed to the radical, accepting love of God. I believe he ministered to those who were on the margins of society and called his disciples do the same. I believe that because of this witness and ministry, he was crucified. Death did not have the final word, however, and Jesus overcame death and rose again, forever reconciling humanity and God. I believe that Jesus Christ is coming again, and that his second advent will usher in God's Kingdom, where all evil in the world will fall away and creation will be fully restored.

I believe in the Holy Spirit, given by God to fulfill Jesus' promise of comfort and guidance to his disciples. I believe the Spirit is active among the Body of Christ, enlightening each mind with understanding and empowering each believer to live faithfully, creatively, peacefully, and wisely.

I believe that the Trinitarian God conspires with those God chooses, and that it is through the faithful witness of these elect, in partnership with the Holy Spirit, that the gospel of Jesus Christ is shared and humanity comes to know the love and care of the Creator. God is providing a way to be reconciled with all of humanity through the work of the son, Jesus Christ, and the witness of his disciples. I believe that God equips each human with gifts and talents that can be used in this witness and work.

I believe that God, through the ministry of Jesus Christ, has given the Church sacraments to serve as visible, experiential reminders of God's great love and calling. The ordinary elements of water, bread, and wine are a way for the Church to connect with the Triune God, as well as with believers in every time and place, remembering Christ's ministry and grace.

I believe that God gave the witness of the Holy Scriptures and the gift of the stories of his chosen followers throughout history to compel disciples in gratitude and service. I believe the Holy Spirit is an active teacher that enlightens the minds of people who read the words of Scripture.

I believe that the Body of Christ, the Church, is called to minister in the way of Jesus Christ, offering the world compassion and hope. I believe that God calls the Church to live in peaceful contrast to the ways of the unreconciled world. To be great in God's Kingdom, one must be willing to be a servant of others, to live humbly, and to live a life of obedience to God.

I believe that in all circumstances, we each belong to God who created our bodies, intellects, and souls, who redeems us through his Son, Jesus Christ, and who inspires and equips us for service to God and to creation through the Holy Spirit.

Becky Durham
Biographical Information

I was raised in the First Presbyterian Church of Merrillville, IN. Church was the central part of my life growing up. I can name the trio of women who taught me about Jesus, starting in the preschool Sunday School room and making my way through the graded program to the 4th-5th grade room. I was confirmed and became a weekly attender of youth group activities in middle school and high school. I benefited from teachers and leaders who patiently guided and instructed me.

Around the time I would graduate high school in the spring of 1996, I was invited by my pastor to participate in a church trip he was leading in Israel. On that trip, the stories I had learned in the Sunday School rooms at my church became real in a way I had not considered. After spending an afternoon at the Garden Tomb in Jerusalem, I went back to my hotel room and opened the olive wood Bible I had bought for a friend. In the days before Google and my Biblical Studies degree, I had to thumb through pages in the gospels until I found the section I needed in John. I read the words about the crucifixion and about the post-resurrection encounters with Jesus that followed. As I read v. 31, "But these (words) are written so that you may come to believe that Jesus is the Messiah, the Son of God, and that through believing you may have life in his name," I knew that I did believe this and that I wanted to follow Jesus from then on.

I went to college at the University of Evansville in the fall of 1996. I found a good group of friends who started a Bible Study in our dorm and encouraged me to join them for church and the campus Christian club that met on Friday nights. I grew in my faith and my understanding. In the spring of my sophomore year, I knew I was being called into youth ministry. I changed my major to religion with an emphasis in Biblical Studies and started preparing for ministry.

In the Spring of 2000, I began looking for a job in youth ministry. Applications everywhere, yet it was a Presbyterian church right across the Ohio River from my college that called me for an interview. Six days before graduation, the Rev. Dr. J. Douglas Blair's voice sounded a bit like the voice of God in my ear when he called to offer me the job at the Presbyterian Church of Henderson, KY. Eighteen years later, I continue to serve that church and the Presbytery of Western, Kentucky in youth and family ministry.

Always hungry for education, I eagerly accepted the opportunity to participate in the Presbytery's CRE program in 2004. As I learned about subjects relevant to being a pastor, something stirred in me that felt a bit like my biggest desire and my biggest fear, simultaneously. Yet, my family and I were not in a place to pursue the formal education that an MDiv would require. My husband, Jason, and I were raising a child in elementary school at the time. I finished the lay pastor program in May 2006 and continued to grow as a pastor by joining a discussion group of others who had graduated the program. I would continue to serve my church as Director of Youth and Family and finally become a CRE at that same church in May of 2015.

In April of 2013, I took a week to discern what was next. I silenced my phone, disconnected from the internet, and spent a week meeting with people who had mentored me, letting them speak honestly and pray for me. One of them suggested that I check out the distance MDiv offered by the University of Dubuque. I will graduate from that institution on May 19.

In my life, God has worked through a variety of people and experiences to prepare me for this day. I am grateful for the Henderson church members for walking alongside me since my days of marked inexperience in ministry and trusting me as I practiced leading and pastoring in a variety of circumstances. I am grateful for my family and my circle of friends and mentors who encourage me and nudge me onward, even on the most difficult days. I am grateful for the faculty and classmates at my seminary who teach me and push me to learn and grow and be prepared for faithful ministry. I am grateful to the gracious, loving, patient, persevering God who continues to speak to and lead me. I am looking forward to serving God and God's Church as a Minister of Word and Sacrament.

Will you in our own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?

I will, with God's help. As a disciple of Jesus, I am called to follow my Lord and Savior, Jesus Christ, and be guided by and obedient to his teachings. Jesus called his disciples to be people who love neighbors and people who seek and work for reconciliation (Jn 13:34, Lk 10:37, Mt 5:24, Mk 1:15, Jn 3:16-17). This is not always an easy road to walk, as very often in relationship with my neighbors I find that I would rather act from a place of selfish motive and withhold forgiveness or love. A mark of maturing in faith, however, is the ability to treat all neighbors with love, grace, and mercy, just as Christ has treated us each with love, grace, and mercy immeasurable. I hope that the people who know me well would say that I am a person who is mature in these things, able to overcome any internal inclinations I might have otherwise.

This vow reflects that pastors have a calling to witness to this love and reconciliation in Christ. We do not just teach and preach Jesus' words about loving neighbors, we model these postures and call others to do the same. We do not just hold out forgiveness and reconciliation as Kingdom values, we seek ways to further reconciliation between humanity and God, between brothers and sisters and neighbors, and between humanity and the created world. As we walk with people through some difficult, unloving, broken situations, most of which we cannot fix or change, we can hold out the one who is reconciling all of creation to himself and restoring all that is broken and unloving, and proclaim hope and resurrection.

Will you be a faithful teaching elder, proclaiming the good news in Word and Sacrament, teaching faith and caring for people? Will you be active in the government and discipline, serving in the councils of the church; and in your ministry will you try to show the love and justice of Jesus Christ?

I will, with God's help, serve faithfully as the pastor of Peace Presbyterian Church, as a member of Coastal Carolina Presbytery, as a pastor in the Synod of the Mid-Atlantic, and as a pastor of the Presbyterian Church (USA). Serving as a teaching elder in the PCUSA is a broad ministry, and I will understand that my calling is first to a particular church, but also to a connectional church in many councils.

Called to a particular church, I will shepherd a flock as their pastor, providing for their pastoral care needs, praying for members by name daily, leading worship that includes the Word of God proclaimed to the Glory of God and the sacraments rightly administered, and caring for the needs of the church, spiritual and practical, as assigned to me as pastor. I also understand a call of service to the wider church as part of this vow, and will gladly serve the other councils in ways I am called upon to do so. I will attend Presbytery meetings, support my fellow pastors as a friend and encourager, serve on committees, and seek out ways the gifts given to me by God might be of service to others.

John's gospel introduces us to Jesus as one who is "full of grace and truth (Jn 1:14)." These two traits create a bit of tension in Jesus' ministry, and they can create a bit of a tension for pastors to balance as well as we "try to show the love *and* justice of Jesus Christ." Sometimes it's tempting to sacrifice one for the other, and set aside truth for the sake of loving neighbor OR cast aside love in order to proclaim the what is just. In ministry, it is not an either/or situation. As I pastor a church and as I serve this presbytery and my colleagues in ministry, I will strive to be someone who keeps both justice and love as guiding principles in my ministry.

Statement of Faith

I believe in the Trinity: the Father, the Son, and the Holy Spirit. The nature of the Trinity is communion; the perfect community sharing the perfect love. I confess this one God alone. The only way I know what our God desires for his creation, everything in the universe, is through what has been revealed by His Son, Jesus, the Christ.

I believe in the Incarnation: the Word became flesh in Jesus. At Jesus' Baptism, the Father attested that Jesus was His Son and the Holy Spirit anointed Jesus. Although Jesus was without sin, He insisted on being baptized in order to identify Himself with sinners and to fulfill all righteousness. I am a sinner who is unable to fulfill the Law. At my baptism, I died to what separates me from God, my sin, and I am given the opportunity to participate in Jesus' death and resurrection.

I believe in the Jesus' Life, Death, and Resurrection: Jesus preached repentance, performed miracles, and shared meals with His followers during His earthly ministry. During this time, Jesus began His work of reconciliation. Jesus taught His followers to love the Lord their God with all their hearts, and with all their souls, and with all their minds and to love their neighbors as themselves. During the last meal before His death, Jesus spoke of the bread as His body and the wine as His blood. This was to be the sign of the new covenant: God's self-giving in Jesus Christ for the forgiveness of all sins. This Good News led religious authorities to crucify Jesus on a cross. This sacrifice by the Father for His prodigal children was costly. Jesus died, and he was buried. On the third day, Jesus rose again and ascended into heaven leaving the Holy Spirit to equip the faithful to make disciples of all nations in the name of our merciful, loving, triune God.

The work has been done. I merely, but joyfully, live in a state of grace as a justified sinner. As a Reformed Christian, I am called to faithfully: read and interpret Scripture using the Reformed creeds and confessions, praise and worship God including celebration of the Sacraments of Baptism and the Lord's Supper, pray and meditate in order to hear what is God is saying; and adhere to our representative form of polity while serving and glorifying our Lord in community.

Biographical Sketch

I was born and raised in Fayetteville, North Carolina. I was baptized and attended Haymount United Methodist Church with my family through high school. After college graduation, I worked as a biochemistry technician at the Duke Marine Lab in Beaufort. During that time, I was dating my future wife, an elementary school teacher and Presbyterian, who lived in the Research Triangle but was also from Fayetteville. She was not interested in moving to Beaufort...so I moved to the Research Triangle; she was also not interested in becoming a Methodist...so I became a Presbyterian. After two years, I attended medical school and ultimately completed a fellowship in neonatology. A NICU position became available in Fayetteville so we moved back home to be closer to both sides of our families. At this point, my wife and I had three children.

Shortly after our move, my wife and I attended a North Carolina Presbyterian Pilgrimage spiritual weekend at Camp Dixie, which was a pivotal point in our lives. Seeking how God would use us after this weekend, we became involved with medical mission work through Samaritan's Purse. In 2009, we served in the pediatric and neonatal wards at Tenwek Hospital in Kenya for one month. In 2010, our family returned to Kenya for an additional month. During this trip, I developed a large bowel obstruction that required major abdominal surgery including the resection of 2 ½ feet of my colon. By God's grace, I made a complete recovery. This second trip to Tenwek was a time of both physical healing by the medical team and spiritual healing by the chaplain team. This experience opened my eyes to the need for improved spiritual care in U.S. hospitals. This ultimately led me to a Master of Divinity program where I became increasingly interested in the integration of faith and medicine.

One particular seminary experience actively shaped my call. I lived in Friendship House Durham during my first year of seminary. Friendship House works alongside persons with intellectual and developmental disabilities (friends) and seminary students to secure safe, affordable, community oriented housing as a matter of justice and belonging. The daily rhythm of Friendship House is eat (table fellowship), pray (morning/evening prayer), and celebrate. The friend in our duplex had Down Syndrome. My initial relationship with him was uncomfortably awkward due to my preconceived notions. Over time, his patience and unconditional love for me, forged our strange friendship that has transformed my medical practice. Whereas I previously would have offered a negative prognosis for a family with a newborn at high risk for developmental delay, I now see my friend and others who live with disabilities as integral parts of our community who reflect God's love for us. Alongside a large group of stakeholders, the Friendship House model has been adapted to include healthcare professional students living in Fayetteville with the hope of providing them an opportunity to imagine a more compassionate way of providing healthcare for patients who cannot be "cured". I will serve as chaplain and reside in this community with my family.

Engaging with the Ordination Questions

Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?

God's call is to love God and to love your neighbor. Importantly, there is a call *and* a response. In our Reformed tradition, this call and response extends beyond the clergy. This theology is reflected in the *Book of Order*. W-5.6000 "Christian Vocation" says that God calls a people, not just the clergy, to believe, to follow, and to serve Jesus Christ as Lord and Savior in every sphere of our lives. As clergy, we are simply charged to bring this mandate to the entire body of believers. This is especially challenging in our post-Christendom context.

Our response requires character. In "Clerical Character," Stanley Hauerwas, the Christian ethicist, writes that ministry is not just another profession where learning takes precedence over call. In short, Hauerwas says that ministry is about service to God by serving people who require no other service than to have their lives constantly directed to the living God. He describes persons of character as: 1) self-assured and not easily distracted from duty even though it may mean acting against one's own self-interest; 2) wisdom through self-knowledge and apprenticeship; and 3) constancy. This kind of character, which can only be afforded through the Holy Spirit, empowers all Christians, clergy and laypeople, to faithfully respond to God's call by catching up to Jesus and joyfully participating in His work of reconciling the world.

I will seek to respond to the Great Commandment and the Great Commission by calling on the Holy Spirit and living in Christian community.

Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?

The concept of serving others can be found throughout Scripture but is probably best exemplified by the Christ Hymn found in Philippians 2:5-11. Most biblical scholars agree that this Christ Hymn represents the core of the Apostle Paul's gospel message. In fact, Michael Gorman, the New Testament scholar, refers to this passage as Paul's "master story." Gorman postulates that Paul realized this simple but powerful hymn encapsulated not only the story of Christ but also his (Paul's) own story. Paul and his coworkers concretely connected this abstract, but life-giving, Christ Hymn to the church by not only interpreting God's self-giving in Jesus Christ for the forgiveness of all sins but also by providing the church with the witness of their own lives which were fully dedicated to Jesus Christ.

Unfortunately, the 21st century in which we live is no more welcoming of this story of humiliation then exaltation than was the 1st century Roman city of Philippi. But like Paul and his coworkers, we too can claim this narrative as our own. We need only call on the Holy Spirit to help us discern how to faithfully serve others.

I will pray for and seek to serve all people with energy, intelligence, imagination, and love by calling on the Holy Spirit to narrate our Christian community.

Presbytery of Coastal Carolina
Commission on Ministry
Introduction to the Continuing Education Reports

June, 2018

Part of our commitment to an educated ministry is the extensive preparation that each minister of the Word and Sacrament is required to complete before being ordained to this ministry. In addition we require every congregation that calls (or engages) a minister as pastor to provide within the terms of call both time and funds for continuing education. Ministry, like every other profession, demands continuous learning to practice well. This is especially true in the rapidly changing environment in which the church finds itself today. As an encouragement to take advantage of continuing education opportunities each year the Presbytery sends out a self report form to each pastor and clerk of session. It is our hope in doing so that the pastor will consult with the session about continuing education plans so that each year there will be a conversation about what additional skills or knowledge will benefit the congregation's life and witness as well as the pastor's.

Despite the fact that pastors' terms of call require both time and funds for continuing education and despite the fact that their wellbeing and that of their churches requires pastors to thoughtfully and systematically add to their understanding of their role in God's mission, many report that they do not do so or simply do not return the report form.

The Commission on Ministry has not undertaken a formal survey on this matter, but anecdotally we hear of several reasons why this is so. Some churches – it is reported – do not make funds available despite the contracts that have been signed. Some pastors report – almost proudly – that they are so busy in their ministry that they do not take time for either continuing education or vacation! Others report that the cost of continuing education events exceeds their allowances.

Therefore you will find following this introduction a listing of the reports that we have received for Continuing Education done in 2017. It is hoped that this information will occasion conversations between sessions and their pastors regarding the role of continuing education in the wellbeing of the congregations of this Presbytery.

In addition, the Commission on Ministry is setting up a task force to explore the hosting of high-quality, relevant continuing education events within the Presbytery and the promotion of such events in neighboring presbyteries or seminaries.

Church	Pastor	Study Topic/Course
Antioch/Jacksonville	LaVera M. Parato	No Report Received
Bethany/Wilmington	Aaron Doll	Officer Training; Pastor Peer Group
Bethel/Beulaville	Mark Houston	CRE - No Report Given
Beulaville	Hank Bellomy	Company of New Pastors: CREDO
Bowden Community	No Pastor	No Pastor
Burgaw	Will Davis	Pastoral Renewal Seminar; Union/Montreat - Bible Study on race and ethnicity
Calypso	Nicholas Nielson	Reformed Theology @ Datona Beach; Wee Kirk
Calypso	Dee Clare	QRE - 53 hrs. - CRE Saturdays; Mt. Olive U: Spiritual Formation Course
Cape Carteret	Ben Burrows	Reported None Taken
Cape Fear/Wilmington	Jonathan C. Watson	No Report Received
Carolina Beach	Jonathan Bowling	B of P Retirement Seminar
Caswell	Randa Scott	CRE - 23 hrs. Community Training; Romans Course
Chestnut Street	No Pastor	No Pastor
Chinquapin	Charles Smiley	CRE - 14 hrs. Central Gatherings; CRE Saturdays
Croatan	Richard C. Boyd	No Report Received
Faison	Lyle Brickhouse	Reported None Taken
First Jacksonville	Marie Cone	Self Study - planning/ spiritual formation
First Morehead City	Matthew Henderson	Reading Ordination Papers
First Morehead City	Timothy J. Havlicek	Foundation for Reformed Theology; Pastors Retreat
First Wilmington	Dan Lewis	No Report Received
First Wilmington	Richard Aylor	No Report Received
First Wilmington	Charles D. Lee, Jr.	No Report Received
Fuente de Agua Viva	Eduardo Moreno	No Report Received
Grace	Ken Yearick	Reported None Taken
Grove/Kenansville	David Vanderbilt	No Report Received
Hallsville	Mark Houston	CRE - No Report Given
Harper Southerland	Charles R. Love	Reported None Taken
Hopewell	Ralph M. Evans	No Report Received
Little Chapel/Boardwalk	Patrick T. Rabun	No Report Received
Maple Hill	Richard Wurtzel	CRE - 52 hrs. CRE Saturdays; Wee Kirk
McClure Memorial	Martha Highsmith	Yale Divinity Convocation
Mount Zion	Brian C. Doles	Reported None Taken (family issues) but reads a lot
New Hope	Robert W. Haywood	No Report Received
Oak Grove	No Pastor	No Pastor
Oak Plain	Bill Goodnight	Reported None Taken
Pearsall Memorial	Aaron Doll	Officer Training; Pastor Peer Group
Pike-Rocky Point	David McKirachan	No Report Received
Pink Hill	No Pastor	No Pastor

Church	Pastor	Study Topic/Course
Pleasant View/Albertson	Johnny Pickett	CRE - No Report Given
Pollocksville	No Pastor	No Pastor
Potts Memorial	Bill Goodnight	Reported None Taken
Presbytery Staff	Nancy Gladden	Rehoboth; Pastors Retreat; Union - Cultural Understanding of New Testament
Rios de Agua Viva	Jacob Santizo	No Report Received
Rockfish	Philip Siebbeles	No Report Received
Shallotte	John N. Causey	Pastors Retreat; Monthly reading with Phil Gladden
Smith	James H. Wayne	CRE - No Report Given
Sneads Ferry	William G. Young	Reformed Theology @ Datona Beach; Pastors Retreat
Southport	Ann B. Jahnes	Seminar cancelled due to husband's illness; read instead
St. Andrews-Covenant	John Frye	CRE - No Report Given
St. Andrews-Covenant	Robert H. Lapp	Louisville - Festival of Theology; Pastors Retreat; Duke - Pastors Convocation (Race Relationships)
Stanford	No Pastor	No Pastor
Teachey	No Pastor	No Pastor
The Bridge	Doug Cushing	Intensive Study with Andrew Purves
Topsail	Jake Young	No Report Received
Trinity/Havelock	Juli Glicker-Anderson	No Report Received
Wallace	Philip K. Gladden	Buechner Writers Conf; Reading with John Causey; Personal Retreat
Warsaw	No Pastor	No Pastor
Westminster/Wilmington	Robert Bayley	No Report Received
Wildwood	Robbie C. Phillips	Pastors Retreat; Union/Montreat
Windermere	John Pflug	Reported None Taken
Winter Park	Aaron Doll	Officer Training; Pastor Peer Group
Winter Park	Emile Harley	No Report Received
Woodburn	Claude D. Gamble, Jr.	No Report Received

PRESBYTERY YOUTH MINISTRIES

Thank you to everyone who made the Presbytery's Middle School Youth Retreat at Camp Kirkwood, such a success.

The theme was "You Are the Light" and the weekend was filled with fun, worship, and a LOT of glow sticks. Youth enjoyed canoes, zip-lining, basketball, Gaga Ball and even a "Glow-in-the-Dark" party AND Fashion Show where youth dressed their Models (AKA AMAZING-Adult-Leaders) in outfits that personified

"You are the Light"

****PLEASE check out Facebook for photos!**



Over the weekend, Dr. Sandy Thomas of College Heights Presbyterian brought the message to our young people reminding us that we are vessels of the light of Christ (Matthew 5:14-16) and we need to look for AND BE the light of Christ - during happy

times, and particularly in times of tragedy.

The Western Community again hosted a Presbytery-Wide Confirmation Retreat at Camp Monroe in February. Popularity for this retreat continues to grow and we ESPECIALLY thank Rev. Howard Dudley of First Presbyterian of Dunn and Rev. Meg Dudley of Bluff Presbyterian for your leadership, energy, and creativity over this weekend.



<<< Thank you to the wonderful folks at Little Chapel on the Boardwalk for hosting our PYC End-Of-Year Beach Retreat. A LOT of wonderful work was done and we can't wait to spread the word on the exciting events coming in 2018-2019. The over-arching theme chosen by the group for next year is: *"God Remains the Same."*

Applications for the 2018-2019 Council will be accepted until August.

If you, your youth leaders, or prospective council members have questions about the PYC, please feel free to have them contact Ms. Erin directly - whether via email or over the phone.



MONTREAT 2018. There is one additional opening for a much-needed adult-male chaperone. If your congregation has someone who is interested, and available to join our group on Sunday, July 29 - Saturday, August 4, please have them contact Ms. Erin. We would ESPECIALLY love it if this person had a CDL license, but it *certainly* isn't required.

Triennium 2019. Triennium 2019 will be NEXT summer. This is an international event, with a lot of travel involved, so please begin discussing this opportunity within your church-family. See REVERSE for details

As always — please reach out and let me know how I can support your congregation and your youth program. I love to hear the new ideas and resources, so don't be shy in sharing your successes. Thank you for your support of young people and youth programs in our community.

- Erin Wehrmeister (Assoc. for Youth Ministries)
presbyccyouth@gmail.com ; (910) 578-7724 [cell]



PRESBYTERIAN YOUTH TRIENNIUM

JULY 16-20, 2019 ■ PURDUE UNIVERSITY

Every three years the Presbyterian Church (USA) partners with the Cumberland Presbyterian Church to put together an international event for high school-aged youth. This event is called **Triennium**. Held at Purdue University (West Lafayette, IN), around 6,000 normally attend. Registration for this event is done through presbyteries and is limited to a certain number of spaces.

APPLICATIONS AVAILABLE: FALL 2018

Some info to help determine if a young person is interested and/or eligible to attend:

When: July 16-20, 2019 - We may travel late on the 15th and return on the 21st

Cost: *In 2016, the cost was \$640.00* - included registration fee, room, board, and transportation. Churches are encouraged to help delegates with expenses.

Criteria Considered for Delegate Selection:

- Will the delegate be 15 years old or no more than 18 years old on July 16, 2019?
- Has the delegate attended Triennium in the past?
- Will the delegate be able to attend in 2022?
- How many delegates have applied from a single church? (Churches are limited until the first deadline. If there are spaces remaining at that point, churches may add participants.)
- Why does the applicant wish to participate?
- How would attending an event like Triennium effect the delegate? Their church? Community?

The Presbytery of Coastal Carolina Mission Cabinet Report to the June, 2018 Gatherings

Information:

- The Mission Cabinet through Finance and Property recommends to Presbytery for first reading the 2019/2020 proposed budgets of \$928,797 each year, to be adjusted for Per Capita when the applicable amounts are known (Attached)
- An emergency grant of \$1,000 from the Opportunity Fund and a loan of \$5,000 to **Monroe Camp and Retreat Center** for 3 months at 0% interest to be used to replace the pool pump which recently broke and had to be replaced and authorize an appeal for churches in the presbytery for funds.
- The loan to Trinity Havelock was not used as Easter Seals did not sign a contract.
- The Presbytery's **Vision Statement** was edited for minor changes.

Adjustment to Presbytery's Vision Statement (Provocative Proposal)

(Delete ~~struck through~~ text and add underlined text.)

Empowered by our large size and rich diversity we help one another to share Christ's ministry and mission in a changing world.

1. As an entire Presbytery, we bear witness to our historic Reformed faith and learn from one another ~~how to~~ so that we can be God's sent-out church in our own day.
 2. Gathered in Three Covenant Communities, we strengthen our relationships by finding ways to partner with nearby congregations, joining in God's mission in our communities, and learning from one another ~~how to~~ so that we can be Christ's Spirit-filled apostles to the whole world.
 3. ~~When~~ We gather in worship, in prayer, and in study, so that we can awaken our own spiritual imagination and stir one another to greater congregational vitality.
 4. We gather in times of fellowship, in occasions of learning, in ministries of compassion, and in joint worship of God, so that our various congregations become increasingly open to the movement of the Spirit in our lives.
 5. As Each of us brings our gifts and skills to the table, so that we can effectively develop the leaders that our Presbytery and our congregations need.
- **Transformational Coaching** – the Mission Cabinet postponed (tabled) until its August 30, 2018 meeting, the recommendation from SPOR (Strategic Planning and Organizational Review) that the coaching contract between the Presbytery and Rev. Drs. Beverly and George Thompson be extended for an additional two years (December 31, 2020). Instead a task force was created to examine other possible arrangements with the Thompsons.
 - **Disaster Response** – the Mission Cabinet asked the Nominations Committee to set up an ongoing group to be ready to respond to disasters similar to the previous PANDA (Presbyterian Aid Network for Disaster Response).

- **Strategic Planning and Organizational Review (SPOR)** – the Mission Cabinet approved adding the three Mission Coordinators as *ex officio* members of SPOR.
- **New Church Development** – the Mission Cabinet applauded the new local initiatives towards developing new worshipping communities in the Greater Wilmington area and in northern Harnett County. Nominations is working on re-staffing the NCD Committee.
- **Youth Ministry** – the Mission Cabinet expressed its appreciation to Ms. Erin Wehrmeister for her work as our Associate for Youth Ministry and encouraged her to consider hosting both the Triennium event and a reduced size Montreat Youth event in 2019.
- **Manual of Operations** – the Mission Cabinet recommended to the Stated Clerk that the conflict in wording between 4.02 and 6.02 of the Presbytery’s Manual of Operations be resolved by deleting the reference in 4.02 to the service of the past-moderator on the Presbytery Mission Cabinet and keep only the two current moderators (Principal and Vice) as members of the Mission Cabinet.

2019/2020 Biennial Budgets Proposed

	2019	2020	
Revenue-Budgeted Mission Support and Per Capita:			
Shared Mission Support--Supports Programs of Presbytery & GA Missions	701,000	701,000	
Per Capita--100% of apportionment to GA and Synod for their Governance budgets-amended when new figures are known	202,497	202,497	
Morgan Foundation-Youth Minister	13,000	13,000	
Transfer from Designated Hispanic Ministry Fund to help offset Moreno travel to Hispanic Missions-As Validated	3,000	3,000	
Assistance from Fuente de Agua Viva Church for support of Eduardo Moreno as their Teaching Elder	6,500	6,500	
Two Cents a Meal Administrative (5%) Assistance--helps offset adm costs of offering	2,800	2,800	
Total Projected Revenue	928,797	928,797	
Expenses-Budgeted:			
GA Support:			
GA Shared Mission Support--remitted to GA and includes General Mission support received	10,000	10,000	
Per Capita: Presbytery is constitutionally mandated to pay this from reserves or mission funds if churches fail to remit their fair share			
GA Per Capita Apportionment --100% or amount collected will be updated for new figures when known	182,436	182,436	
Synod Per Capita Apportionment--100% or amount collected .85 in 2018 updated when new figures are known	20,061	20,061	
Presbytery Mission Cabinet and Staff:			
Presbytery Staff--Salaries, Benefits, Prof. Exp.	611,000	611,000	
Presbytery Cabinet--Office Supp, Bldg Maint & Equip.(new AC), Audit, Ins.increase, Utilities increase, Comm of Cabinet expenses, NC Council/Church	80,100	80,100	
Presbytery, Cabinet, & Regional Meetings support as needed, and expenses for other committees if required			
Sub-committees of Cabinet:			
Sub-committee for Christian Education-Resource Center	700	700	
Sub-committee for Communications	0	0	
Sub-committee for Hunger-Administers Cents-a-bility offering-travel	100	100	
Sub-committee for New Church Development--Adm/travel exp-oversee New Church Development Fund	100	100	
Sub-committee for Peacemaking-Administers Peacemaking offering-travel, Admin. Expenses	100	100	
Youth Ministries-Youth Activities/Events	6,000	6,000	
Committee for African-American Ministries--Committee expenses and activities	1,700	1,700	
Committee on Bills and Overtures	300	300	
Committee for Latino/Hispanic Ministries-committee expenses and activities	1,400	1,400	
Commission on Ministry--Provides oversight of churches and ministers, church visitations	9,000	9,000	
Committee on Nominations--recruits committee members and works with Comm on Representation	1,700	1,700	
Committee on Preparation for Ministry-Oversight of Inquirers and Candidates, annual consultation	2,700	2,700	
Committee on Representation-Travel/adm exp.--ensures proper representation on committees	300	300	
Committee on Stewardship-publicize and emphasize stewardship within Presbytery	0	0	
Committee on Strategic Planning & Organiz. Review-Reviews/evaluates programming within Presbytery	1,000	1,000	
Permanent Judicial Committee--Travel/adm exp.	100	100	
Total Budgeted Expenses	928,797	928,797	
	0	0	
Opportunity Fund-For Regional Activities (\$8,000 ea.), Mexican Partnership(\$2,000), Unfunded Projects as requested & Emergency Grants (\$4,000)	30,000	30,000	

The Presbytery of Coastal Carolina, Inc.
2019 Salaries

0% Raise in 2018												
0% Raise in 2016 and 2017												
1% Raise in 2015												
0% Raise in 2014												
1% Raise in 2013												
1% Raise in 2012												
2% Raise in 2011			Utilities/	Effective	Est.		Employer			Total		Net Salary
0% Raise in 2010		Salary	Housing	Salaries		12.00%	0.0765			Package	Less	Package
Name		2019	2019	2019	Medical	BOP	FICA/SECA	Travel	Con't Ed	2019	Grants	2019
												Per
												Hr
General Presbyter/Stated Clerk		57,489	18,000	75,489	18,872	9,059	5,775	6,000	2,200	117,395		117,395
Mission Coordinator-East		37,291	10,000	47,291	11,823	5,675	3,618	6,000	1,000	75,407		75,407
Mission Coordinator-West		28,710	20,000	48,710	12,178	5,845	3,726	6,000	1,000	77,459		77,459
Mission Coordinator-Central		22,000	21,000	43,000	11,000	5,160	3,290	6,000	1,000	69,450		69,450
Treasurer/Bus Mgr		47,384	0	47,384	16,159	5,686	3,625	1,000	1,000	74,854		74,854
Hispanic Evangelist/Teaching Elder-Fuente de Agua Viva		24,710	18,000	42,710	11,000	5,125	3,267	3,000	1,000	66,102	9,500	56,602
Assoc for Youth Ministries		12,000	0	12,000	0	0	918	1,000	0	13,918	13,000	918
Admin. Assist./Recording Clerk/Financial Admin.		39,300	0	39,300	16,159	4,716	3,006	0	0	63,181		63,181
Receptionist/Adm Asst/Database Mgr-3/4		23,274	0	23,274	13,856	2,793	1,780	0	0	41,703		41,703
Total Salaries/Benefits		292,159	87,000	379,159	111,047	44,059	29,006	29,000	7,200	599,470	22,500	576,970
Budgeted for Staff-Salaries/Benefits/Travel										611,000		
Balance Available for contingencies and 2019 and 2020 BOP Dues Increases										11,530		
Notes:												
Source of Funds for Budgeted Salaries/Benefits/Related Contingencies:												
Morgan Foundation-Youth Ministry				13000								
Designated Hispanic Ministry-Moreno Travel				3,000								
Fuente de Agua Viva-E. Moreno is their Installed Teaching Elder				6,500								
				22,500								

Report from Committee on Preparation for Ministry
to Mission Cabinet

May 14, 2018

Submitted by Philip K. Gladden

The Committee on Preparation for Ministry will have a called meeting on Thursday, May 31, 2018 at the Wallace Presbyterian Church to consider Inquirer Elizabeth Hipp's application to become a Candidate for Ordination as a Minister of Word and Sacrament.

Elizabeth is endorsed by the session of the First Presbyterian Church in Wilmington, North Carolina, a student at Dubuque Theological Seminary, and employed as the Ministry Associate for Children and Youth at the Community Church of Vero Beach, Florida (covenanted with the United Church of Christ).

If the Committee on Preparation for Ministry approves Elizabeth's application, she will be recommended to the Central Community gathering on Saturday, June 2, 2018 for examination and enrollment as a candidate.

CPM Chairperson Philip Gladden will be on ministerial sabbatical leave during the months of June - September 2018. Rev. Will Davis, pastor of the Burgaw Presbyterian Church and member of CPM, will assume the responsibilities of chairperson during those months.

Committee for African American Ministries

Chairperson for 2018 – Ms. Joyce Peay – peayjoycea@gmail.com

Usual Meeting Dates – Every 3rd Saturday

Mission and Responsibilities:

To strengthen the ministries and develop unity among the African-American congregations within the Presbytery and to assist the Presbytery to become more aware of the needs and gifts of African American congregations.

- a. to work closely with Presbytery and Missional Community leadership to plan and promote programs of training, education and fellowship designed to meet the needs of African-Americans in ministry and affirm their role as an integral part of the whole Presbytery.
- b. to develop ways to respond to and work with developing and emerging African-America constituencies in the bounds of Presbytery;
- c. to develop and maintain open lines of communication with other ethnic congregations and groups, as well as with the general leadership of the Presbytery;
- d. to coordinate with the National Black Presbyterian Caucus and work with other ethnic groups and other committees of Presbytery in a common advocacy for racial justice and Inclusiveness;
- e. to develop and provide scholarship grants for racial/ethnic persons preparing for ministry;

Special Events:

Annual Gathering - August 11, 2018

CAAM 5th Sunday Fellowship Program – Every 5th Sunday Evening

Presbytery of Coastal Carolina
Committee on Nominations
May 17, 2018

Meetings

The Committee on Nominations last met on April 28, 2018. Next meeting is June 23, 2018.

Nominations

Bills and Overtures – Class of 2020

- TE Charles Elliott, HR, Myrtle Beach, SC
- RE Larry Jackson, White Hill PC

Latino-Hispanic Council

- **Pastors**
 - Ø Eduardo A. Moreno A. – Faison, Fuente de Agua Viva
 - Ø Trinidad E. Martínez S. – Fayetteville, Primera Iglesia Hispania
 - Ø Jacob Santizo Z. – Seven Springs, Rios de Agua Viva
 - Ø Miguel A. Aragón – Sanford, Misión Hispana de Sanford
 - Ø José G. Perez – Fuquay-Varina, Manatíal de Vida
- **Church Representatives**
 - Ø Abraham Ramos, Fayetteville First Hispanic
 - Ø Delmi Walker, Manatíal de Vida de Fuquay-Varina
 - Ø Juan Sánchez, Manatíal de Vida de Fuquay-Varina - **Secretary**
 - Ø Francisco A. Manuel, Reynaldo C. López, G. Adriana A. M., Fuente de Agua Vida, Faison
 - Ø Huber Bravo, Monte de los Olivos, St. Pauls
 - Ø Pedro Diaz, Monte de los Olivos, St. Pauls, **Chairperson**
 - Ø Vacant – Seven Springs (Rios de Agua Viva)
 - Ø Vacant – Sanford (Sanford Hispanic Mission)

Synod Commissioner – Class of 2021 – TE Tyler Williams, Salem Church

Vacancies

The Nominations Committee has identified people to approach for the following vacancies:

- Permanent Judicial Commission (PJC) – 2 for class of 2024
- Self Development of People (SDOP) – 6 for 3 classes: 2019, 2020, 2021
- Strategic Planning and Organizational Review (SPOR) – 2 more people plus Mission Coordinators as *Ex Officio* members

Other Actions

1. **Recommended** that Mission Coordinators be added as *ex officio* members of SPOR.
2. Raised question for **Mission Cabinet** – Should we have an *ongoing Disaster Response Committee/Task Force*?
3. Began review of GA Commissioner Nomination Guidelines in light of the three Missional Communities meeting schedules.
4. Commended Laura Lupton for her assistance with suggestions of people to serve on Synod committees and as commissioners.
5. Began process of developing a description of each committee to share with prospective members.
6. Researching ways to hold online meetings using Zoom or other conference facility.