

**Revised Proposed Agenda
 Presbytery of Coastal Carolina
 Central Missional Community
 The Seventh Gathering
 First Presbyterian Church, Lumberton, NC
 Saturday, June 1, 2019**

8:30-9:00	Registration and Fellowship	
9:00-9:30	Praise Songs and Worship	
9:30-11:50	Town Hall Conversations	
12:00-12:50	Lunch	
1:00-1:10	Opening of Meeting	
	1. Call to Order with Prayer	Rev. Chip Grammer, Moderator
	2. Declaration of Quorum	Rev. Chip Grammer
	a. (20 people: 10 TE, 10 RE from 7 different congregations)	
	b. Corresponding Members Received	
	c. Welcome New TEs, CRES, and QREs	
	3. Appointment of Standing Committees	Rev. Chip Grammer
	a. Temporary Clerks: First Presbyterian, Lumberton	
	b. Attendance: Jerome Brown RE, Haymount Church	
	c. Thanks Committee: Scott Miller CRE, Centre Church	
	4. Adoption of Agenda	Rev. Chip Grammer
	5. Reception of New Business (must be in writing)	Rev. Chip Grammer
	6. Report from Stated Clerk	Rev. Clarence Page
	7. Mission Cabinet Report	Rev. Clarence Page
	8. Central Steering Team Report	Elder Stan Mertz
1:10-1:35	9. Youth Council	Erin Wehrmeister
	10. Peacemaking Committee	Elder Teresa Page
	11. Preparation for Ministry	Rev. Clarence Page
	12. Commission on Ministry	Rev. Steuart Link
	A. First Reading: 2020 Terms of Call	
	B. First Reading: Process for Becoming a Temporary Member of Presbytery	
	13. Nominations Committee	Rev. Chip Grammer
	A. First Reading of 2020 Commissioners/Alternates	
1:35-1:45	14. Attendance Committee	Elder Jerome Brown
1:45-1:55	15. Thanks Committee	CRE Scott Miller
1:55-2:00	16. Adjourn with Prayer	Rev. Chip Grammer

Presbytery of Coastal Carolina
Proposed 2020 Minimum Terms of Call
for full-time installed ministers

Financial Terms of Call

\$68,843 minimum

\$43,329	“effective salary” ¹ (1% increase from 2019)
\$16,199	estimated Board of Pensions required dues ²
\$3,315	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.

- 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 2020 minimum terms of call – reflects a 1% increase in Salary

Presbytery of Coastal Carolina
Commission on Ministry Minimum 2020 Terms of Call
Full Time¹ Certified Christian Educators

Salary (including suitable health and retirement plans)	\$45,753.00
Reimbursable Expenses²	\$1,225.00
Additional Compensation³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2020	\$47,578.00

Full Time¹ Certified Associate Christian Educators

Salary (including suitable health and retirement plans)	\$40,602.00
Reimbursable Expenses²	\$1,225.00
Additional Compensation³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2020	\$42,427.00

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)

- a. Vacation of 4 weeks including 4 Sundays.
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- c. Holidays as established by Presbytery policy.
- d. Full usual, customary, & reasonable cost of moving to the field by a licensed carrier.

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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 employed educators. When sick leave taken exceeds 5 days in a 6-month period, a church may require a statement from the attending physician.
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**Full Commission on Ministry
Proposed Process for Becoming a Temporary
Member of the Presbytery of Coastal Carolina
First Reading – June Gatherings, 2019**

The Commission on Ministry has agreed to a process that, we hope, will make it easier and more welcoming for ministers of other denominations to serve our churches as temporary members of the Presbytery of Coastal Carolina. (Fulfilling requirements in the *Book of Order* in G-2.0506)

(The process for transferring full membership into the Presbyterian Church (USA) is laid out in the *Book of Order* G-2.0505 which basically requires any minister seeking full membership in the Presbyterian Church (USA) to fulfill the same requirements that we demand of our own candidates for ordination. The list of these requirements is found at G-2.0607.)

Temporary members are those who continue to maintain their membership in another denomination but are also determined to be qualified to serve as a Temporary Member in the presbytery serving one (or more) of our churches. The Commission on Ministry will present to the Presbytery for Temporary Membership, subject to the 3/4 majority vote for exceptions to the usual practice, ministers who:

1. Are in good standing in their current denominations (i.e. no disciplinary charges have been filed),
2. Have an invitation to serve as a Temporary Member Pastor in one of the churches of the Presbytery of Coastal Carolina, after having served successfully as a Temporary Supply for a period of at least six months, Temporary Membership expires when the pastoral relationship ends.
3. Possess a M.Div. degree from a seminary or school of theology accredited by the Association of Theological Schools at the time of graduation.
4. Demonstrate the qualifications of character and scholarship we expect by having served as ordained ministers for at least 7 years in pastoral ministry in a congregation,
5. Participate in and pass course requirements for the Presbytery CRE training (or equivalent) in 1) Reformed Theology, 2) Reformed Worship and Sacraments, and 3) Presbyterian Polity. Successful fulfillment of these requirements is mandatory before the Presbytery will vote on granting temporary membership in the presbytery.
6. Answer all the questions in W-4.0404 (a-i) [constitutional questions for ordination/installation]
7. Temporary Members may moderate only the session and congregation at the church where they are serving and will be assigned a COM member or teaching elder of the presbytery to mentor the Temporary Member during their initial session meetings.

Presbytery of Coastal Carolina
Central Gathering
June 1, 2019

Committee on Nominations

The Committee on Nominations places before the Presbytery the following names for first reading:

Principal Commissioners to 2020 General Assembly in Baltimore (served as alternates in 2018):

Community	Name	Church	Ethnic	Gender
Central TE	Johnie Bennett*	Honorably Retired	AA	M
Central RE	Robert C Hill, Sr.	Parkton	W	M
East TE	Emile Harley	Winter Park	W	M
East RE	Matlynn Yeoman	Chestnut Street	AA	F
West TE	Karen Allen	Brownson Memorial	W	F
West RE	Linda Hayes	First, Dunn	W	F

*Johnie Bennett replaces Evan Harrison who is working in New Hope Presbytery

Alternate Commissioners to 2020 General Assembly in Baltimore – **Principal Commissioners** to 2022 General Assembly in Columbus, Ohio

Note: According to the criteria that presbytery has established for ruling elder commissioners to General Assembly, fifty-four churches were eligible to submit applications for elder commissioners. We received four applications. According to the criteria that presbytery has established for teaching elder commissioners to General Assembly, forty-six were eligible to submit applications. We received four applications.

Community	Name	Church	Ethnic	Gender
East TE	Eduardo Moreno	Fuente de Agua Viva	H	M
East TE	Pat Rabun	Little Chapel	W	M
West TE	John Taylor	Jonesboro	W	M
West RE	Wendy Tomczak	Priest Hill	W	F
West RE	Aziz Ahmad	Brownson Memorial	W	M
West RE	John Kelly	Ephesus	W	M

Addition to Central Clergy Compensation Report:

	Cash Salary	BOP	Prof Reimb	SECA	Total
HIGHLAND (719) Chip Stapleton	\$77,632	\$28,724	\$7,500	\$5,939	\$119,795