



Presbytery of Coastal Carolina

One Presbytery ~ Three Covenant Communities

807 W. King Street ~ Elizabethtown, NC 28337-9587

910-862-8300 ~ www.presbycc.org



August 5, 2021

TO: Members of the Presbytery, Commissioned Ruling Elders, and Ruling Elder Commissioners and Guests

You are cordially invited to the 122nd Stated Meeting of
the Presbytery of Coastal Carolina
August 19, 2021

The meeting will be conducted on the Zoom platform and called to order at 4 PM.
(Note: If persons join by phone only, they may not be able to vote or speak.)

The Rev. Cindy Kohlmann, Co-Moderator of 223rd General Assembly, will be our preacher for worship. No offering will be taken.

There are two items from our Bills & Overtures committee which may generate discussion at this meeting. To handle the discussion smoothly, we respectfully ask persons **to register in advance if they plan to speak to either of these items** use this link: <https://forms.gle/8XcGKUSedfEuySnn9>

The two items are 1) The Utah proposal about a Russia Mission Partnership and 2) the item on increasing the minimum wage in North Carolina. We will still do our best to ensure individuals that wish to speak during the meeting are heard.

For the purpose of meeting electronically by Zoom, these will be the special rules of order and any standing rules that interfere with them will be suspended:

1. Enrolled Participants in the Zoom Stated Meeting will be limited to Presbytery minister members, Elder Commissioners, Commissioned Ruling Elders, Committee Chairs, individuals to be examined by PCC, persons needing Spanish language interpretation, and any other individuals invited by Stated Clerk.

2. Only enrolled participants will be permitted into the Zoom meeting. Efforts will be made to live-stream the meeting so others may observe. A link for guests to view the meeting will be provided in the packet.

All Zoom participants will be required to **pre-register by noon, Wednesday, August 18,** at

<https://us02web.zoom.us/meeting/register/tZUqf-qgrj0pGdVxj1EJg845W8O5Db02WzUr>

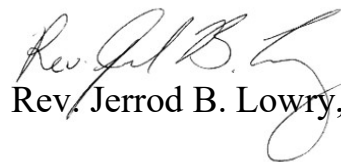
indicating whether they are a minister member (TE), a Ruling Elder Commissioner (RE), a Commissioned Ruling Elder (CRE), a PCC Committee Chair, a person needing Spanish translation, or those to be examined or otherwise invited by Stated Clerk. ***Same day registrations will not be possible.*** After registering the Zoom link is emailed to the registrant.

3. Participant access to Zoom will begin at 3:45 PM. There will be 15 minutes of fellowship before the meeting is called to order. If a participant gets disconnected, they may use the same link to reconnect to the meeting. (The livestream for observers will begin at 4 PM.)

The packet is online at www.PresbyCC.org/calendar/packets/ .

Friends, I look forward to seeing you Thursday, August 19th!

Blessings,



Rev. Jerrod B. Lowry, General Presbyter & Stated Clerk

Presbytery of Coastal Carolina
122nd Virtual Presbytery Meeting
August 19, 2021
Proposed Agenda

3:45 PM	Zoom log-in and Fellowship	
4:00 PM	Call to Order & Opening Prayer	Elder Naomi Newton, Moderator of Presbytery
4:05 PM	Declaration of Quorum	Rev. Jerrod Lowry, Stated Clerk
	Appoint Standing Committees	Elder Naomi Newton, Moderator of Presbytery
	Adoption of Agenda and Cabinet Report (3,6)	
		Elder Janet Brower-Penn, Moderator of Cabinet
4:15 PM	Worship	Rev. Cindy Kohlmann, Co-Moderator, 223 rd General Assembly
4:45 PM	Stated Clerk's Report (4-8)	Rev. Jerrod Lowry, Stated Clerk
5:00 PM	Commission on Ministry (9-16)	Rev. Rick Martindale, Chair
5:10 PM	Nominations Committee (17)	Elder Michael Fox, Chair
5:15 PM	Bills and Overtures (18-19)	Rev. Charles Elliott, Chair
	a. Utah Presbytery Overture (20-22)	
	b. Minimum Wage (23-24)	
6:00 PM	Thanks Committee	
6:05 PM	Closing Prayer and Adjournment	Rev. Bill Young, Presbytery Vice-Moderator

Clerks Report – August 2021

Correspondence:

- I must share for the record that I have received correspondence from Stanford PC on February 18, 2021 to rescind a previous request to be dismissed to another reformed body. They intend to remain in the PC(USA). The session has secured the services of a lawyer who is also a ruling elder within our presbytery to address all documentation. Any funds received by the congregation for dismissal have been refunded. The original session records have been returned. And I'm elated to share that they continue to be in good standing in the Presbytery of Coastal Carolina.
- Synod of Mid-Atlantic reports that the 2020 minutes of this presbytery were approved without exception.

Ecumenical Relations – None

Presbytery Meeting October 9, 2021

October presbytery meeting will convene at 9:30 am on October 9th. First Sanford PC has graciously offered to host those attending in-person.

Offering

No offering will be collected during today's presbytery meeting. All are encouraged to support the mission and ministries of their local congregations.

PC(USA) Matthew 25 Initiative

Portions of the 2021 meetings of presbytery will share information on the PC(USA) Matthew 25 Initiative. The Synod of the Mid-Atlantic, several of our sister presbyteries, and some congregations in our presbytery have already joined this initiative. It is my hope that our exploration of the Matthew 25 Initiative will move this presbytery to consider whether this initiative will support the ministries taking place in our congregations and communities. Today's preacher is Rev. Cindy Kohlmann (bio below), co-moderator of the 223rd General Assembly & Connectional Presbyter of New Castle Presbytery. Her sermon raises the question about why we should prayerfully consider this Matthew 25 Initiative. Information on this initiative can be found with the following links:

- Brochure <https://www.presbyterianmission.org/wp-content/uploads/m25-brochure-en.pdf>
- FAQ <https://www.presbyterianmission.org/wp-content/uploads/Matthew25-FAQ.pdf>
- Worship <https://www.presbyterianmission.org/wp-content/uploads/M25-Worship-Guide.pdf>
- Bible Study <https://www.presbyterianmission.org/wp-content/uploads/M25-BibleStudy.pdf>

Brief Bio

Cindy Kohlmann

Cindy Kohlmann has served two churches as a solo pastor, in Carlisle, Ohio and Clinton, Massachusetts. She began serving the Presbytery of Northern New England as their Presbyter in 2010, and in 2015, she said goodbye to the church in Clinton and began serving Boston Presbytery. While serving these two Presbyteries as the Resource Presbyter, Cindy was elected in June 2018 as Co-Moderator of the 223rd General Assembly of the Presbyterian Church (USA). In January of 2021, she began service as the Connectional Presbyter and Stated Clerk for New Castle Presbytery. She is married to the Rev. Eric Markman, interim pastor of First Presbyterian Church in Newark, DE, and has two adult step-daughters.

Community Gatherings and Events

Please see the attached correspondence from our Community Steering Teams about events and activities taking place in the East, West, and Central Communities. Contact Mission Coordinators and steering team leaders about participation.

- As of the end of July, the **East Community Steering Team** has completed sessional record reviews for 31 churches, including 44 years of records. East Community churches whose records have not been reviewed should contact Katherine Brandi at katherinebrandi@att.net to schedule a review session. The review deadline is September 30, 2021.
- The Clerk of Session Virtual Training will be held Saturday, October 23, 2021, at 10:00 A.M. Kris Valerius will do a presentation on reporting church statistics online. She is the manager of Denominational Rolls and Statistics, and Assistant Stated Clerk of the Presbyterian Church, USA.
- West Review dates for 2019 and 2020 Sessional Records are:
Sunday, August 22 at 3 PM at Salem Presbyterian Church
Sunday, September 12 at 3 PM at Trinity Presbyterian Church
Sunday, September 19 at 3 PM at Vass Presbyterian Church

Mission Cabinet
Report to Presbytery
August 19, 2021

The Mission Cabinet met on Thursday, July 1, 2021.

Information:

- Minutes from the May 17, 2021 Presbytery Meeting and Minutes from the May 8, 2021 Mission Cabinet meeting were approved.
- The following individuals were elected to a “Tech Team” to evaluate possibilities and technical needs to conduct Presbytery hybrid meetings: Laura Lupton, David Almond, Hank Bellomy, Matt Bowman, and Bill Butler.
- Rev. Cindy Kohlmann will preach at the August 19th Presbytery meeting.
- The October 9, 2021 Presbytery meeting will be in-person, hosted by First Sanford.
- A team consisting of Katherine Brandi, Emile Harley, Matt Bowman, Jerrod Lowry, and former members of Pearsall Memorial PC are refining scholarship proposals with UNCW and once completed, will bring before Mission Cabinet for final approval.
- A team was elected to develop a policy outlining the distribution of proceeds when a congregation is dissolved or dismissed. Members are Bill Young, Tim Havlicek, Lornette McCaskill, Naomi Newton, Bonnie Barr, Jerrod Lowry, with two additional members from Finance and Property.

West Community
Session Records Review 2021

West Community of Presbytery

Review dates for 2019 and 2020 Session Records.

Sunday, August 22 at 3 PM

Salem Presbyterian Church, 3554 Avents Ferry Rd., Sanford, NC 27330
(Harnett Co/Lee Co)

Sunday, September 12 at 3 PM

Trinity Presbyterian Church, 13000 Blue's Farm Rd. Laurinburg, NC
28352 (Scotland Co/Hoke Co)

Sunday, September 19 at 3 PM

Vass Presbyterian Church, 310 Main St., Vass, NC 28394 (Moore Co/All)

Minutes may be brought to any one event. Choose the one that is most convenient for your schedule and location.

Please bring a completed copy of the check list for each year being reviewed with the minutes. The Check list is available at

www.presbycc.org/2021/session-records-review/

This is a simplified one-page check list.

The review session includes a time for question and answers and some training.

For questions, please call or email:

Robert Gordon
910-215-6893
Gordlock44@yahoo.com

Committee:

Robert Gordon, FPC Carthage
Edna Ann Loftus, Laurinburg PC
Jim Cruickshank, Lillington PC

Mission Coordinator: Rev. Laura Lupton, 910-818-9938, LauraLupton@presbycc.org

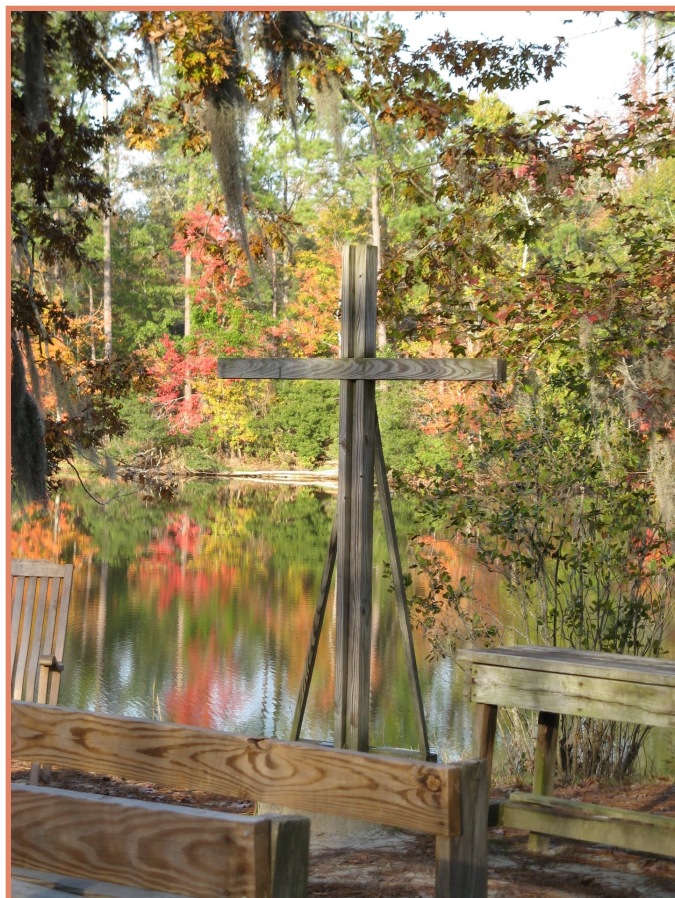
Save the Date: East Community Gathering

October 30th at Camp Kirkwood

What's Next? Mission, Ministry, and Caring as the Church in these Days

Planned Keynote, Worship, and Workshop Leaders include:

- **Ray Jones, Evangelism Ministries Office of the PCUSA**, speaking on the Reformed and transforming church past, present and future, and how to ask the right questions as we anticipate what is to come.
- **Sara Lisherness from the World Mission Agency of the PCUSA** exploring incarnational ministry at the intersection between mission and God's justice in conversation with local and world mission partners.
- **Kathryn Riley, and a team from Presbyterian Disaster Assistance** guiding us through the emotional and spiritual transitions experienced by individuals and church families, preparing to meet new challenges yet to come.
- **T. Wes Moore, Pastor of Pollockville Presbyterian Church**, encouraging us through the hymnody of the church to express the joy and despair, anticipation and fear, grace and heartache experienced as we have walked through this pandemic season into new life.
- **Susan Lewis, Teaching Elder and Acting Executive Director of the Community Counseling Center**, sharing strategies and tools for church leaders to care for themselves and others in this time of change, loss, and possibility.



Come enjoy the beauty of Camp Kirkwood in Autumn!

The East Community Steering Team is planning that this event be offered in-person (taking advantage of the ample outdoor space at Camp Kirkwood) with the option to attend virtually. We are planning with the hope and prayer that in October it is safe (and approved by Presbytery) for all who wish to do so to gather in this way.

Participant Cost \$10 - Look for sign-ups in September!



The schedule will include a brief East Community business meeting, morning keynote, first workshop block, lunch, second workshop block, and closing worship.

Camp Kirkwood Staff will also be offering a day program for children and youth.

**Commission on Ministry
Report to Presbytery
August 19, 2021**

First Reading:

1. 2022 Minimum Terms of Call for Full Time Ministers and Christian Educators and Associate Christian Educators (see below)
2. Vacationing and continuing education for pastoral voices serving less than full time be proportional to the number of Sunday's preached/scheduled per month.
3. A \$20/hr. minimum for pastoral leaders under annual contracts

Information:

1. Qualified Ruling Elders are not required to have 20 hours of continuing education yearly. However, Qualified Ruling Elders who are commissioned to a church, Commissioned Ruling Elders, are required to have 20 hours of continuing education yearly.

New Minister Members to Presbytery:

1. Rev. Cynthia Purvis, from Santa Barbara Presbytery, as Member at Large
2. Rev. Dr. Patricia Ramsden from East Tennessee Presbytery as Honorably Retired
3. Rev. Jean Sparks from Great Rivers Presbytery as Pastor at White Hill

Honorable Retirements:

- Rev. Richard McDuffie effective June 13, 2021
- Rev. Robert Whitehouse effective June 30, 2021
- Rev. Ann Jahnes effective August 31, 2021
- Rev. Kathryn Dudley effective September 1, 2021
- Rev. David Hudson effective September 30, 2021

New/Renewed Relationships:

1. Rev. LaVera Parato (New Hope Presbytery), Stated Supply, and Trinity Havelock through December 2021
2. Rev. Robert Bayley, Interim, and St. Andrews-Covenant through May 6, 2022
3. Rev. Chad Neal, Interim, and Edgewood beginning July 1, 2021
4. Rev. Janice Hodges, Temporary Supply, and Mars Hill beginning September 1, 2021, ending December 31, 2021

5. Julie Hughes, Commissioned Ruling Elder, and Salem effective July 1, 2021 through December 31, 2021
6. Charles Wentz, Commissioned Ruling Elder, and Laurinburg through December 31, 2023
7. Rachel Doll, Commissioned Ruling Elder, and Winter Park effective June 3, 2021

Relationships Dissolved

1. Rev. Richard McDuffie and Westminster Fayetteville effective June 13, 2021
2. Rev. Ann Jahnes and Southport effective August 31, 2021
3. Rev. Lauren Voyles, Stated Supply, and Grove Kenansville effective June 3, 2021
4. Rev. Canessa Lagan, Pastor, and Cameron effective May 26, 2021
5. Marlene Dean, Commissioned Ruling Elder, and Cameron Hill effective June 12, 2021
6. Rev. Robert Whitehouse, Stated Supply, and McDonalds Chapel effective June 30, 2021
7. Rev. Martha Highsmith, Stated Supply, and McClure Memorial effective June 20, 2021
8. Rev. David Priddy, Temporary Supply and Leaflet and Raven Rock effective October 12, 2021

Moderators:

1. John Baker at Cameron
2. Dari Rowen at Midway
3. May Craven at Black River
4. Roger Simmons at McDonalds Chapel
5. Aaron Doll at McClure Memorial

Supply List Additions:

1. Gracie Williams
2. Rev. Lauren Voyles
3. Rev. Dr. Patricia Ramsden

Other:

1. The request of Little Chapel on the Boardwalk for a waiver from the PNC policy was denied.
2. Formation of Associate Pastor Nominating Committee at Brownson Memorial approved.
3. Permission granted for waiver for McClure Memorial to elect session members in 2021.
4. Approved Caswell PC to waive election of elders for 2021.
5. Approved Stanford PC to waive election of elders for 2021.
6. Approved resignation from QRE status of Brent Edwards.

The report of the following commission was found to be in order and dismissed with thanks:

1. The Commission to install Rev. Richard Aylor as Temporary Associate Pastor at St. Andrews-Covenant on June 13, 2021: Teaching Elders: Jerrod Lowry, Robert Lapp, Aaron Doll, Ruling Elders: Bonnie Eksten, Leslie Watson

2. The Commission to install Rachel Doll as Commissioned Ruling Elder at Winter Park Presbyterian Church: TE: Samuel Murrell, Aaron Doll, Nancy Gladden, RE: Ivy Murrain, Ginny Holderness, Debbie Todd

Presbytery of Coastal Carolina
Proposed 2022 Minimum Terms of Call
for full-time installed ministers

Financial Terms of Call

\$69,930 minimum

\$44,196 **“effective salary”**^{1,6}
\$16,353 **estimated Board of Pensions required dues**²
\$3,381 **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.⁷

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 (27% of effective salary, based on a minimum salary of \$44,000); pension (8.5%), and death and disability coverage (1%), and temporary disability (.5%)

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 **Churches must meet the minimum effective salary**, but staff and congregations may negotiate professional expenses and reimbursable expenses to better tailor these portions of the terms of call to suit their needs and budget. Staff should actively participate in the negotiation of the final terms of call and not expect that they be routinely applied.”

⁷ **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 required

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.

B. FAMILY LEAVE may include such items below, 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.
- Caring for other family members.

PROPOSED 2022 minimum terms of call – reflects a 2% increase in Salary

Presbytery of Coastal Carolina
Proposed Commission on Ministry Minimum 2022 Terms of Call
Full Time¹ Certified Christian Educators

Salary (including suitable health and retirement plans)	\$46,668.00
Reimbursable Expenses²	\$1,225.00
Additional Compensation³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2022	\$48,493.00

Full Time¹ Certified Associate Christian Educators

Salary (including suitable health and retirement plans)	\$41,414.00
Reimbursable Expenses²	\$1,225.00
Additional Compensation³ (to be allocated in consultation with the employee)	\$600.00
Total Minimum compensation for 2022	\$43,239.00

Notes:

¹ For negotiations for service **less than full-time**, a normal (full time) work week is considered as 40 hours. Vacation and continuing education for Educators serving less than full time is proportional to the number of Sunday's scheduled per month.

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.

- b. Study Leave of 2 weeks including 2 Sundays. The purpose of Study Leave (Continuing Education) 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 required
 - A. FAMILY LEAVE is a mutual agreement between the Session and Educator 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.
 - B. FAMILY LEAVE may include such items listed below, 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.
 - 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.
 - Caring for other family members

Presbytery of Coastal Carolina
Committee on Nominations
August 19, 2021

The Nominations Committee places in nomination for the Committee on Preparation:
Rev. Dr. Patricia Ramsden – Class of 2024

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

Principal Commissioners to 2022 General Assembly (served as alternates in 2020):

Community	Name	Church	Ethnic	Gender
East TE	Eduardo Moreno	Fuente de Agua Viva	H	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

COMMITTEE ON BILLS AND OVERTURES
Report to the Presbytery of Coastal Carolina

August 19, 2021

The Committee on Bills and Overtures is bringing two items of business to the Presbytery for action.

I. Proposed Resolution on Minimum Wage in the State of North Carolina

In March, 2020, the Bills and Overtures Committee reported on a request for concurrence with an overture from New Hope Presbytery regarding the minimum wage in the state of North Carolina. The Committee recommended that our Presbytery not concur because data presented in the overture was confusing; some of it appeared inaccurate; and its political overtones seemed inappropriate.

Discussion at the March meeting revealed that many commissioners believed the intent of the overture should be supported in the interest of social and economic justice, though the specific language was problematic. To provide the Presbytery an opportunity to address the issue, it was referred to the Bills and Overtures Committee with instruction to bring to the next Stated Meeting of the Presbytery a resolution for consideration.

In the ensuing months, the intent of the original overture has been reviewed. Reputable sources have been consulted, including the Consumer Price Index from the Bureau of Labor Statistics, the Pew Foundation Research, the North Carolina Department of Labor Statistics, research from the National Conference of State Legislatures, the Board of Pensions of the Presbyterian Church (USA), Minutes and Policy Statements from various General Assemblies of the Presbyterian Church (USA), and the Bible and the Reformed theological tradition.

The attached resolution was written with the intention of making a faithful response to a social and humanitarian issue in the spirit of Christ and in a manner consistent with our Reformed heritage. The proposed resolution was approved unanimously by the Bills and Overtures Committee. The delay in presentation to the Presbytery has been due to the COVID-19 pandemic and our inability to meet in person for discussion and debate.

The resolution asks (1) that the Presbytery declare support for legislation in the North Carolina state legislature to raise the state's minimum wage incrementally over a period of years; (2) that the General Presbyter/Stated Clerk communicate this action to appropriate governing authorities; and (3) that congregations of the Presbytery who are in agreement be encouraged to share their support with state legislators.

MOTION:

--That the Resolution Regarding the Minimum Wage in the State of North Carolina be approved.

II. Request for Concurrence with Overture to 225th (2022) General Assembly –Presbytery of Utah

Our Presbytery received from the Presbytery of Utah a request for concurrence with their overture to the 225th (2022) General Assembly of the PC(USA) which asks the Office of World Mission to expand its presence in the region of Russia, Belarus, and Ukraine, and in cooperation with other agencies, to provide for study tours, conversations, enhanced information sharing, and resources to enable the Church and the churches to understand and to respond faithfully to the complex need for Christian witness in those regions. A copy of the overture from the Presbytery of Utah is attached.

The Bills and Overtures Committee has reviewed the overture and the request for concurrence and believes this is in order. We recommend concurrence.

MOTION:

--That the Presbytery of Coastal Carolina CONCUR in the overture from the Presbytery of Utah to the 225th (2022) General Assembly regarding a faithful response to the need for witness and understanding in Russia, Belarus, and Ukraine.

For the Committee on Bills and Overtures,
Charles D. Elliott, Committee Chair

Overture to General Assembly

The Presbytery of Utah submits this overture to the 225th General Assembly (2022): that World Mission expand its presence in the region of Russia, Belarus, and Ukraine to listen deeply and broadly to the many different voices in the region. The people in each of these three nations are struggling under the weight of multiple conflicts and crises, both inside their countries and in their relationships with each other. It is important for the Church to understand these conflicts and to be aware of our own country's participation in them. The purpose of this proposed increased presence in the region is to educate our constituency about the complexities of the situations, enabling Presbyterians to evaluate critically and neutralize the effects of propaganda.

The Matthew 25 vision of PC(USA) encourages us to “actively engage in the world,” challenging us not only to boldly take action in our own communities and nation, but to reach out to others in the world, to hear their pain, to understand their challenges, and to be instruments of peace, love, and justice.

Actions Recommended

Three study trips have already been accomplished during this time of war in Ukraine, two sponsored by The Office of Middle East and Europe and one jointly sponsored with the International Peace-making Program. In each case, a small group of staff and constituents met with church leaders in Russia and Ukraine to listen and explore their understanding of the conflict and the church's role in it.

These were powerful trips for the small number who participated, but the impact on the broader church's understanding has not been significant.

To expand that impact, we ask the Office of Middle East and Europe in collaboration with the Office of Compassion, Peace and Justice, to include the International Peacemaking Program and the Office of Public Witness, to implement the following actions:

- Conduct annual study tours of 6-8 Presbyterians accompanied by staff,
- Engage in discussions, in-person or virtually, with a diversity of voices from Orthodox and Protestant churches and faith-based Non-Governmental Organizations (NGOs) in the three countries,
- Utilize Presbyterian News Service to publish articles that help Presbyterians understand the complexities within the region and our own country's engagement in the region,
- Develop and distribute a toolkit for churches interested in learning more and/or participating in future study tours,
- Develop a reading list for churches who want to understand the conflicts in the region,
- Develop and distribute study guides in cooperation with the Belarus, Ukraine, and Russia Mission (BURM) Network,
- Identify opportunities for youth engagement across the region, that would include youth from the United States.

Rationale:

As observers in the United States, we sometimes find ourselves participating or taking sides in the conflicts of the region, without fully grasping the many different points of view and the historical complexities that influence them.

There is clearly a serious need for reconciliation between Russia and Ukraine, but the need is also great within Ukraine itself among churches, cultures, and language groups. We need reconciliation between the United States and Russia, as well as between the United States and Ukraine; a reconciliation that is only possible when we listen for understanding to the diverse voices within these two countries.

The current conflict in Belarus began between the government and the people, particularly the younger generation, complicated by the regional geo-political context and the threat of Russian interference, and exacerbated by the tension between Russia and the West.

We need to hear what the churches in these countries are (or are not) doing toward reconciliation and peacemaking, and reflect on our own role in the process. The effect of our sanction policies is that ordinary people are being impoverished and are struggling.

There is a pattern of division across the globe, with increasing efforts to separate people. By expanding our awareness and understanding of positive steps toward peacemaking and negative steps that deepen the divides or violate human rights, we are better able to recognize similar patterns in our own context.

The current global trends demand that we, the Church, work intentionally with others to overcome propaganda that fuels divisions by seeking to build bonds of trust. It is only through efforts to understand and appreciate each other that we are able to engage ecumenically and become witnesses for peace and unity in the Body of Christ.

Desired Outcomes

With these focused actions:

- Presbyterians will have the tools they need to evaluate critically what they hear in the media.
- A larger community will develop of Presbyterians committed to peacemaking in this context and globally.
- Local congregations will be better equipped to engage with global partners, enriching both.
- The Church will have a better-educated constituency who are more prepared to be advocates for peace and justice.
- The Church will expand its Matthew 25 vision of eradicating systematic poverty, dismantling racism, and building congregational vitality through dialogue with partners in the region.
- The youth of all four countries do not carry the weight of our history, which propaganda preys on, and therefore will play a meaningful role in dialogue.

Financial Impact

The cost of implementing this overture is relatively small and might include:

- Cost of preparing and distributing information,
- Partial scholarships, particularly for youth engagement, which are a powerful investment in the future.

The cost of study tours for staff will be covered by participants, so the only cost for World Mission is staff time. In order to make this time, we acknowledge the necessity of a shift in priorities, but the critical nature of the situation in this region warrants the investment.

A RESOLUTION OF
THE PRESBYTERY OF COASTAL CAROLINA
REGARDING THE MINIMUM WAGE IN NORTH CAROLINA

WHEREAS, Jesus began his ministry by announcing that God had anointed him “to proclaim good news to the poor” (Luke 4:18); and

WHEREAS, we learn from the example of Jesus, as well as from the teachings of the Apostle Paul, and from the reflections of St. Augustine and the writings of John Calvin, that followers of Jesus are to do deeds of love and mercy, to work for the resolution of problems in society, and to seek social, economic, and political achievements that will enhance human life; and

WHEREAS, we believe the “good news” of Jesus calls us to witness courageously in support of justice and compassion for the poor, including our neighbors in North Carolina who are among the working poor and who struggle daily to support themselves and their families; and

WHEREAS, according to statistics from the North Carolina Department of Labor, more than 2 million workers, nearly 1 in 3, are paid poverty-level wages, which ranks North Carolina as the second worst state in the nation in this regard, and which forces many families to choose between rent, food, or health care; and

WHEREAS, the North Carolina minimum wage of \$7.25 per hour has not been raised since 2009, while, according to the Bureau of Labor Statistics, the Consumer Price Index was 20.25% higher in 2020 than it was in 2009; and

WHEREAS, the Pew Foundation Research indicates that the federal minimum wage of \$7.25 per hour was set in 2009, making the 12 years since then the longest period of time since the Great Depression without an increase; and if the minimum wage had only kept pace with inflation, it would be just over \$12.00 per hour; and

WHEREAS, to lend some perspective to consideration of this issue, the Board of Pensions of the Presbyterian Church (USA) increased benefits to retired and disabled members of the pension plan by 28.9% during the period 2012 – 2021; and

WHEREAS, many large and small municipalities, from Seattle, Washington, to Chapel Hill, Charlotte, and Durham, North Carolina, as well as corporations such as UNC Health Care, Target, and Amazon, have raised their minimum wage to \$15 per hour or more; and

WHEREAS, the 217th General Assembly (2006) of the Presbyterian Church (USA) urged the United States Congress to raise the U. S. minimum wage to reflect the actual cost of living, and encouraged local congregations to support efforts to increase the minimum wage at state levels as well; and

WHEREAS, the National Conference of State Legislatures reports that 21 states began the year 2020 with higher minimum wages: seven states automatically increased their rates based on the cost of living, while 14 states increased their rates due to previously approved legislation or ballot initiatives; and a total of 14 states will have a minimum wage of at least \$12 per hour within the next 2 – 4 years; and

WHEREAS, a group of North Carolina lawmakers, with the support of a coalition of essential workers, businesses, faith leaders, and policy advocates, have reintroduced inclusive legislation that would raise the state's minimum wage from \$7.25 an hour to \$15 per hour by 2023, and indexes it to the cost of living, ends the subminimum wage for persons with disabilities, and phases it out for tipped workers, and repeals exemptions for agricultural and domestic workers;

NOW THEREFORE BE IT RESOLVED, that the Presbytery of Coastal Carolina supports legislation in the North Carolina state legislature (Senate Bill 673 and House Bill 612) that proposes increasing the North Carolina minimum wage incrementally to \$15 per hour by 2023; and

BE IT RESOLVED, that the Presbytery directs the General Presbyter/Stated Clerk to communicate such support to the Governor, the Speaker of the State House, and the President of the State Senate; and

BE IT FURTHER RESOLVED, that the Presbytery encourages its member churches that are in agreement with this resolution to communicate to the North Carolina state legislature their support for legislative action to raise the state's minimum wage to \$15 per hour as an act of social and economic justice for the working poor.

PRESBYTERIAN NIGHT AT THE BALLPARK!



Vs.



FAYETTEVILLE WOODPECKERS VS. CAROLINA MUDCATS!

FRIDAY, SEPT 17, 6:30PM

GAME CONCLUDES WITH FIREWORKS AT SEGRA STADIUM

406 HAY STREET, FAYETTEVILLE

TICKETS \$10/PERSON—RESERVE SEATING.
OPTIONAL MEAL VOUCHER \$10/PERSON,

MEAL VOUCHER IS FOR HOT DOG ,CHIPS AND DRINK



SIGN UP ON THE
ROSTER TO GO WITH OUR GROUP!

SIGN-UP BY SUNDAY, SEPT 5



Learn more about the Woodpeckers
and the Segra stadium at
www.FayettevilleWoodpeckers.com

	Name(s)	Number of Admission Tickets (\$10)	Number of Meal Vouchers (\$10)	Total number of both		Total Due to Group Leader	Pd?
1					x \$10		
2					x \$10		
3					x \$10		
4					x \$10		
5					x \$10		
6					x \$10		
7					x \$10		
8					x \$10		
9					x \$10		
10					x \$10		
11					x \$10		
12					x \$10		
13					x \$10		
14					x \$10		
15					x \$10		
16					x \$10		
17					x \$10		
18					x \$10		
19					x \$10		
20					x \$10		

TOTALS (add up the columns) _____

Total amount ordered _____

GROUP LEADER:

Email the TOTALS for your group by Monday 9/6 to Laura Lupton

Total # of admission Tickets including the pastor's

Total # of Meal Vouchers

Remember subtract the cost of Pastor's ticket covered by PCC

Total Amount you will be paying

Please plan to pay for you group with one check, payable to Presbytery of Coastal Carolina

Laura cannot accept payment from all of your individual group members!

Laura prefers that you bring payment to the game in exchange for your tickets.

LauraLupton@presbycc.org 910-818-9938

Day of Game

Laura & others will be outside the gate starting at 5:15 to give you your tickets

Group Leaders need to arrive at the gate no later than 6:15

Please allow time for parking and walking to gate

Tickets & Vouchers will only be given to a designated group leader upon payment

Bring this sign-up sheet with you so you know who ordered what.

Presbytery Youth

Save-the-Date for 2021-2022 Events**

Senior High Event: November 20-21

Montreat College Conference: Jan 2-5

Confirmation Retreat: February 2022

Middle School Event: March 19-20

Presbyterian Triennium: July 24-28

**Pending COVID restrictions

presbyccyouth@gmail.com

Presbytery of Coastal Carolina
122nd Virtual Presbytery Meeting
August 19, 2021
Proposed Agenda

3:45 PM	Zoom log-in and Fellowship	
4:00 PM	Call to Order & Opening Prayer	Elder Naomi Newton, Moderator of Presbytery
4:05 PM	Declaration of Quorum	Rev. Jerrod Lowry, Stated Clerk
	Appoint Standing Committees	Elder Naomi Newton, Moderator of Presbytery
	Adoption of Agenda and Cabinet Report (3,6, 28)	
		Elder Janet Brower-Penn, Moderator of Cabinet
4:15 PM	Worship	Rev. Cindy Kohlmann, Co-Moderator, 223 rd General Assembly
4:45 PM	Stated Clerk's Report (4-8, 29)	Rev. Jerrod Lowry, Stated Clerk
5:00 PM	Commission on Ministry (9-16)	Rev. Rick Martindale, Chair
5:10 PM	Nominations Committee (17, 30)	Elder Michael Fox, Chair
5:15 PM	Bills and Overtures (18-19)	Rev. Charles Elliott, Chair
	a. Utah Presbytery Overture (20-22)	
	b. Minimum Wage (23-24)	
6:00 PM	Thanks Committee	
6:05 PM	Closing Prayer and Adjournment	Rev. Bill Young, Presbytery Vice-Moderator

Supplemental Clerks Report August 19, 2021

Addition to the Report from COM

- The Commission on Ministry, on behalf of the presbytery, approved the effective date for the dissolution of the pastoral relationship between Rev. David Hudson and Bethesda PC be September 30, 2021.

Update from Community Steering Team

- The East Community Steering Team announces that the East Community will gather on October 30th, however, due to Covid considerations, plans as indicated on the flyer in the packet will likely be modified. Updated information will be sent to East churches in the coming weeks.

Update from Mexico Partners

- On August 9, 2021, the presbytery was notified that Pastor Francisco Magana of Presbiterio del Golfo de México, passed due to Covid complications. Condolences were sent on behalf of this Presbytery to his family and our siblings in Tabasco.

Action on Emmanuel PC

- Whereas Emmanuel PC was properly dissolved by the Presbytery of Coastal Carolina through an Administrative Commission requested by the congregation in 2009,
- Whereas the Presbytery of Coastal Carolina dismissed the Administrative Commission for Emmanuel PC and retains possession of the property,
- Whereas retaining the property of Emmanuel PC incurs cost to the presbytery,
- Whereas Robert Price, lawyer in Lumberton and commissioned ruling elder for Parkton PC, has been correcting the deed work regarding possession of the manse to its long-time occupant,
- Whereas Church Mutual, the presbytery insurance company, will no longer insure the property,
- Whereas the property of Emmanuel PC has been the worship space for The Greater Gospel Pentecostal Deliverance Ministries Inc for nearly 10 years and they are offering to purchase the property,
- Therefore, I move that presbytery authorize Finance and Property of Mission Cabinet to negotiate and sell the property of the former Emmanuel PC in Aberdeen, NC, and funds to be held in a designated account until Mission Cabinet presents a recommendation to presbytery for distributing proceeds from the sale.

Presbytery of Coastal Carolina
Committee on Nominations
August 19, 2021

The Nominations Committee places in nomination:

- TE Patricia Ramsden – Class of 2024 for the Committee on Preparation
- RE Robert McIver – Class of 2024 East COM

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

Principal Commissioners to 2022 General Assembly (served as alternates in 2020):

Community	Name	Church	Ethnic	Gender
East TE	Eduardo Moreno	Fuente de Agua Viva	H	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
Central TE	Patrick “PJ” Southam	St. Pauls	W	M

Alternates to 2022 General Assembly:

Community	Name	Church	Ethnic	Gender
West RE	David Bailey	Jonesboro	W	M
East RE	Gary Galloway	Windermere	W	M
East TE	John Pflug	Windermere	W	M
East TE	Joanna Hipp	Southport	W	F
East RE	Lyle	Swanger	W	M