



## **Presbytery of Coastal Carolina**

*One Presbytery ~ Three Covenant Communities*

807 W. King Street ~ Elizabethtown, NC 28337-9587  
910-862-8300 ~ [www.presbycc.org](http://www.presbycc.org)



September 1, 2020

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

# You are cordially invited to the **119<sup>th</sup> Stated Meeting of the Presbytery of Coastal Carolina** October 3, 2020.

Unfortunately, the global pandemic continues to impact our lives and activities as a presbytery. The Executive Board of Mission Cabinet has decided that our stated October 3rd gathering will be virtual instead of in-person. This direction was taken knowing that our Manual of Administrative Operation was written with the understanding that actions of presbytery would be decided during in-person meetings and makes no allowance for virtual meetings. Similar to the actions of the PC(USA) General Assembly, our sister presbyteries across the country, and our congregations that have met virtually, the actions taken during a virtual meeting will need later ratification. We move forward under with the guidance of the Advisory Opinion from Constitutional Services of the PC(USA).

The stated meeting scheduled for October 3rd will be conducted on the ZOOM platform with all participants using devices with both audio and video. That, for the purpose of meeting electronically by ZOOM, these will be the special rules of order and any standing rules that interfere with them be suspended:

1. Enrolled Participants in the ZOOM Stated Meeting will be PCC minister members, Elder Commissioners, Commissioned Ruling Elders, Committee Chairs, individuals to be examined by PCC, and any other individuals invited by Stated Clerk.
2. Only participants will be enrolled and permitted into the ZOOM meeting. Efforts will be made to live-stream the meeting. A link for guests to view the meeting will be provided later.
3. All participants will be required to pre-register indicating whether they are a minister member of PCC (TE), a Ruling Elder Commissioner (RE), a Commissioned Ruling Elder (CRE), a PCC Committee Chair, or those to be examined or otherwise invited by Stated Clerk.
5. Participant access to the stated meeting will begin at 9 a.m. with Connection Gathering Time, thirty minutes prior to the start of the meeting. If a participant has been in the meeting and gets disconnected, every effort will be made to readmit them into the meeting.
6. The presence of a quorum shall be established by the PCC Stated Clerk, upon reviewing the participants' list in ZOOM, then informing the PCC Moderator, who will then make a declaration of a

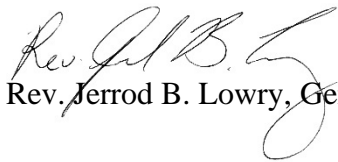
quorum present. Thereafter, the continued presence of a quorum shall be determined by monitoring the online list of participants.

7. While every effort will be made to provide stable access to ZOOM, each participant is responsible for their audio and internet connections; no action shall be invalidated on the grounds that the loss of, or poor quality of, a participant's individual connection prevented participation in the meeting.

Additionally, two items of business - 2021 Terms of Call and Budget for 2021 & 2022 - are coming to the presbytery without the traditional first reading that takes place at the June Community Gatherings. Since we were unable to meet for our June Gatherings, these action items are included in this letter. Paper copies and emails of both documents are being distributed to minister members and clerks of session mimicking our rules for amending the Manual of Administrative Operations when we are unable to provide two readings.

Friends, this will be new and strange and different. Hopefully we will also find that we have the capacity to navigate the new, strange and different with grace and love. Pray with us as the time draws near quickly.

Blessings



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

**Presbytery of Coastal Carolina**  
119th Presbytery Gathering Zoom Instructions

## Get Registered to Get the Link

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You are invited to the Meeting of the Presbytery of Coastal Carolina - a Zoom meeting.  
**Saturday, Oct 3, 2020**, Zoom Opens at 09:00 AM (The call to Order is 9:30AM)

The time is now to preregister. Registration is REQUIRED to get your **personalized zoom link**.  
**Pre-Register for this meeting, now at:**

<https://us02web.zoom.us/meeting/register/tZUkdO6rgD4pGt2iqg3hSvaoC9JF6Q61p1pV>

**Deadline for registration is Monday, September 28.** (This is not a link to the meeting.)

After registering, your registration will be reviewed and approved, then you will receive a confirmation email containing information and link about joining the meeting.  
Only Minister members, Ruling Elder Commissioners, CREs, Chairpersons, Hispanic participants, and invited guests and staff will be permitted to register for the Zoom interactive meeting.

**All observers and guests** will be able to see the meeting live streamed on Facebook or YouTube Live.  
[www.facebook.com/presbycc](http://www.facebook.com/presbycc) or on [youtube.com/c/PresbyccOrg807](https://www.youtube.com/c/PresbyccOrg807) (CoastalCarolinaPCUSA)

## ZOOM CONNECTION GUIDE:

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Thank you for registering for the 119th Meeting of the Presbytery of Coastal Carolina! Please help make this a productive and efficient meeting by following these guidelines.

1. **Prepare & Practice.**
  - a Have headphones or speakers, have a microphone, a webcam is optional.
  - b Know how to turn the volume up/down so you can hear.
  - c Please be sure your version of the zoom program is UpToDate by going to <https://zoom.us/download> and downloading the latest version.
  - d If you are unsure of Zoom, you can go anytime to [zoom.us/test](https://zoom.us/test) then click JOIN then click Join with Video. You can test your connection and your camera.
  - e Be familiar with these tips and instructions
2. You can access the meeting by using the link in your registration confirmation email. This email has the **subject "Stated Presbytery Meeting Link to Join"** it is from "Presbytery Zoom," [presbyterycc@gmail.com](mailto:presbyterycc@gmail.com). If you cannot locate it, contact [presbyterycc@gmail.com](mailto:presbyterycc@gmail.com) for assistance. We will have people ready to help you connect and trouble shoot.
3. You will have the best experience for the meeting if you join on a **desktop or laptop computer or tablet** with the following:
  - i. High speed internet access.
  - ii. Sound output device: speakers, headset, or earbuds.
  - iii. A microphone device.

- If joining by computer is not possible, a **tablet or smart phone** may be used, using the free Zoom app, available from the device’s app store.

*If absolutely necessary*, participants may dial into the meeting using a **phone** if the above hardware is unavailable. However, visuals will not be available and voting for persons in the meeting by phone call only will be a challenge. The phone numbers are long distance. The following commands can be entered via tones using your phone's dial pad while in a Zoom meeting: **\*6** - Toggle mute/unmute yourself and **\*9** - Raise hand to be recognized to speak.

4. **If you have a “bad internet” day**, please connect by phone then continue trying to connect via computer. Once your computer connection is reestablished, hang up your phone connection to avoid feedback.
5. **If you get dropped** (disconnected) or freeze up, simply use the same link to rejoin the meeting.
6. The Zoom event will open at **9:00am**. You are encouraged to join early with your camera and microphone to be sure everything is working. The call to Order is 9:30AM
7. This meeting will be recorded.

## Using Zoom

In Zoom, you will see a control bar on your screen like one of these. If you do not see the control bar, move your mouse or tap your screen so that it will appear.



*computer view*



*phone/tablet view*

The following options will be available:

- Mute:** The mute button toggles your microphone on and off. Once we move into the meeting portion, all microphones will be muted except when the moderator has recognized someone to speak. To activate your microphone when you have been recognized, press/click the mute button to unmute yourself. (If you have joined by phone, the mute function is controlled by pressing \*6.)
- Chat:** A button at screen bottom also toggles an interface with a scrolling chat feature. You can type in remarks into the chat publicly with everyone in the meeting or privately with an individual attendee. You can use this chat area to ask questions or make comments during the meeting.
- Participants:** Click the Participants button to see a list of everyone who has joined the meeting. You can double-click a name on the list to begin a chat with them. Also, you

will also see arrows beside the various images. You can scroll left and right to see the other participants in the meeting.

- d. **Raise Hand:** The raise hand feature will be used for seeking recognition for speaking or to object to a motion being passed through unanimous consent.
  - i To raise your virtual hand, click the Participants button,
  - ii then press the “Raise Hand” button. A little blue hand icon will appear next to your image and on the participants list. (On phones, entering \*9 activates the “raise hand” feature.)
- a **Voice on the Floor:** If at some point you wish to speak, press the “raise hand” button to indicate to the Moderator that you have something to say. The Moderator will recognize such individuals, send you a message to enable the mic, and then you will be un-muted temporarily to speak.
- b **Voting:** Most voting for this meeting will be by unanimous consent UNLESS there is objection. Such objections can be made through the raise hand function. If no one objects, the motion passes. If there IS an objection to the motion, a full vote will be taken through the polling function.
- c **Polling:** For some items, a poll question will appear on your screen and you will be asked to indicate yes or no or I’m not eligible to vote. If you are calling in on a phone, you may be asked to announce your vote, if the tally is close. Since the poll automatically counts the vote, the poll will be the final vote on a motion.

## Some Suggestions to Make It a Better Meeting

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1. **Be early**—get a good “view.”
  - a. Be early, as it can take a couple of minutes to get connected. The Zoom meeting will open at 9:00AM, and the meeting will begin with a brief orientation at 9:30am.
  - b. View: You can swap between speaker view and gallery view by choosing the appropriate control in the upper right. Once the meeting begins, you may wish to utilize the speaker view so that it is easier to follow the action of the meeting.
  - c. When there is screen sharing or videos showing, you may see a column of people. At the top of that column you can choose to see only the person speaking.
2. Tips and **etiquette**
  - a. Connect from a spot with a good wifi signal—or, even better, a wired connection via Ethernet cable.
  - b. Check your background in your video – we can see what is behind you.
  - c. If you get the message about an “unstable internet connection,” turning off your video might help you stay connected and hear better.
  - d. Check how your name is displayed. You can “rename” it if it is not correct.
  - e. Even before the meeting begins, **mute yourself** if you are not actively speaking.

- f. If you are in a noisy spot, use headphones to reduce background noise. NOTE If/When you speak we will hear ALL your background noise – TV, telephone, dogs, fans, radio, etc. please be in a quite environment.
- g. Bring a beverage and snack with you when you join the meeting and go to the bathroom ahead of time so you don't have to step away.
- h. Once the meeting gets going, co-hosts will control mute.
- i. If you are joining by phone, you'll need to start with "This is <name>" so that people know who is speaking.

### 3. **Troubleshooting & Assistance**

- a. Unstable internet – it may recover and reconnect if you get disconnected.
- b. Try joining the meeting by computer or tablet with your camera off to reduce bandwidth usage.
- c. Close all other open programs on your computer. Close open tabs on your web browser.
- d. Do not try to watch the YouTube or Facebook view of the meeting at the same time.
- e. **If you have issues and can't connect:**
  - 1. Start over.
    - a) Close all other open programs on your computer, then
    - b) open your email and click on the personalized link for the meeting.
    - c) Be patient for the Zoom window to open. –
    - d) if these steps did not work, follow the instructions to connect by phone only.
  - 2. Contact our tech team at [presbyterycc@gmail.com](mailto:presbyterycc@gmail.com) and provide us your phone number so we can call/text you to trouble shoot.

**Presbytery of Coastal Carolina  
116<sup>th</sup> Stated Meeting Agenda  
October 3, 2020**

9:00	Zoom Opening/Gathering	
9:30	Welcome & Declaration of Quorum	Rev. Jerrod Lowry, Stated Clerk
9:35	Call to Order and Opening Prayer	Moderator, Marie Cone
9:35	Appointment of Standing Committees	Moderator, Marie Cone
	o Attendance	
	o Temporary Clerks	
	o Thanks Committee	
9:40	Adoption of Agenda (7)	Moderator, Marie Cone
9:43	Clerk's Report (8-17) Clerk	Rev. Jerrod Lowry, Stated Clerk
10:00	Worship	Rev. Alonzo Johnson, SDOP
	o Installation of Youth Council	
	o Offering supports Presbyterian Disaster Assistance – Hurricane/Typhoon	
11:00	Clerk's Report continued	Rev. Jerrod Lowry, Stated Clerk
11:30	Youth Report	Erin Wehrmeister
11:35	Synod Report & Greetings	Rev. Warren Leasane
11:40	BOP Report & Greetings (18-19)	Elizabeth Little
11:45	Committee for Nominations (20-22)	Michael Fox, CRE, Chair
12:05	Mission Cabinet Report (23-24)	Janet Brower-Penn, Chair
	o 2021-2022 Budget Proposal	Jeff Turpin, Finance & Property Chair
12:20	Musical Interlude	
12:25	COM Report (25-28)	Elder Jay Bender, Chair
	o Recognition Honorably Retired Ministers	
	o Terms of Call	
	o Reception of Rev. Cassandra Thomas as a PC(USA) Teaching Elder	
1:00	Thanks Committee Report	Thanks Committee
1:15	Adjournment and Closing Prayer	Moderator

Presbytery of Coastal Carolina  
Stated Clerk's Report  
October 3, 2020

**Correspondence** - None

**Ecumenical Relations** – None

**New Business**

Since we are gathering virtually and have no way for the Bills and Overtures committee to gather during this meeting to address potential new business, no new business will come to the body during this meeting.

**Representation Committee**

The synod report of the Committee on Representation is included in the presbytery packet.

**Minutes**

The Synod of the Mid-Atlantic has approved 2019 Minutes of Presbytery without exception. Minutes from the March 7, 2020 meeting were approved.

**Sessional Records Review**

The report of the review of sessional records is included in the presbytery packet. Community Steering Team realized that the pandemic complicates the normal procedure. Therefore, sessional record reviews will be postponed until next year. Steering Teams will review 2019 and 2020 sessional records in 2021. The following churches were able to have their 2019 sessional minutes reviewed:

1. Calypso PC
2. Harper-Southerland PC,
3. Mt. Zion PC
4. Reilly Road PC,
5. Rockfish PC,
6. Shallotte PC,
7. Southport PC,
8. Woodburn PC,
9. Sherwood PC (approved with exception)
10. Pollocksville
11. Sneads Ferry
12. Topsail (approved with exception)
13. Clarkton

**Financial Audit**

A public accountant reviewed our finances and provided a clean audit report.

**Presbytery Meeting Dates**



Mission Cabinet has received and approved the invitation of the Hispanic Caucus to host the March 6, 2021 stated meeting at a location TBD. Additionally, Mission Cabinet has received and approved the invitation of First Presbyterian Sanford to host the October 9, 2021 stated meeting of presbytery.

**Presbytery Offering**

Today's offering will support

**Past Members of the PJC** – Those who have served on the Permanent Judicial Commission and whose terms have expired within the past six years are: (D-5.0206b)

ClassName

2008 Rodda, Richard D.

2008 Ward, Joyce

2010 Davis Jr., R. Ted

2010 Havlicek, Timothy

2010 Ludlum, Garrett

2012 Giles, J. William

2012 Griffin, John

.....Column Break.....ClassName

2012 Highfill, June Hicks

2014 Hix, Douglas W.

2014 Phillips, Robbie

2014Tabor, J. William

2014Williams, Betty

.....Column Break.....ClassName

2016 Douglas Hix

2016 Denise Moran

2016Robbie Phillips

2016 Kenneth Stealing

2018Doris Dees

2018Robert Price

2018 Troy Slaughter

## Report of a former member renouncing jurisdiction of PC(USA)

According to G-2.0509, as stated clerk, I must report to you that on June 9, 2020 I received correspondence from Mr. Glen Hallead, who most recently served as the pastoral voice for St. Andrews PC in Sanford, that it was his desire to renounce jurisdiction of the Presbyterian Church USA and withdraw from his ordination as a Minister of Word and Sacrament. His renunciation is to be reported in the minutes and his name deleted from the roll.

Additionally, I must report that Mr. Hallead renounced jurisdiction during an investigation in which he was identified as the accused. Prior to renunciation of jurisdiction, the investigation committee notified him of their intent to take the matter to the PJC of this presbytery for trial. The Investigative Committee was recommending a two-year temporary removal from office and supervised rehabilitation under the following terms:

- a) Rev. Hallead will come under supervision by a committee appointed by The Permanent Judicial Commission.
- b) Rev. Hallead will participate in individual counseling by a licensed professional that is approved by his supervising committee addressing the area of “Ethics”.
- c) Rev. Hallead will participate in and successfully complete a Clinical Pastoral Care Program approved by his supervising committee in the area of “Pastoral Care for the Congregation”.
- d) Rev. Hallead will successfully complete a remedial course in “PCUSA Church Polity” that is approved by his supervising committee.

Mr. Hallead’s decision to renounce jurisdiction of the church means that the accusations and the trial against him are halted (Advisory Committee to the 202 General Assembly).

Finally, I must stress most emphatically that Mr. Hallead’s decision to renounce jurisdiction while under investigation as the accused means that Glen cannot be invited to preach, teach, nor lead any activity in a PC(USA) congregation for pay or even as a volunteer. He can worship with a congregation. He may even join a congregation. However he cannot assume any leadership role in a PC(USA) congregation. Know that this is the responsibility of congregational leadership to ensure he cannot be confused as congregational leadership. According to G-2.0509 **“No congregation or entity under the jurisdiction of the Presbyterian Church (U.S.A.) shall be permitted to employ, for pay or as a volunteer, a former minister of the Word and Sacrament (teaching elder) who has renounced jurisdiction in the midst of a disciplinary proceeding as the accused.”** While Glen is no longer a member of the PC(USA), he is a brother in Christ and we should pray for his discernment as he seeks to find a church home.

Madame Moderator this concludes my report.

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION  
2020 Form for Year 2019

**Instructions: Please review the attached Guiding Statements page. For the edification of all, we ask that the Guiding Statements page be included when this report is submitted to the Presbytery.  
(Use additional pages to complete any questions as needed.)**

Presbytery Name: COASTAL CAROLINA

I a. If the Presbytery has a Committee on Representation (COR):

how often does it meet? As required

does it meet with the Presbytery Nominating Committee? Yes

how does it report to Presbytery? In the advance packet to Commissioners.

b. If the Presbytery does not have a COR, please describe how the oversight of appropriate representation is addressed? N/A

II What is the size of the Presbytery? Churches 175 Members 20544

What percentage of members are racial-ethnic minorities? 8.8% What percentage of

Presbytery Committee members and leadership are racial-ethnic minorities? 27.9%.

III. Of the Presbytery committee leadership positions:

How many are filled by women? 63 How many are filled by men? 98

IV. In the past 5 years, has the Presbytery elected an ethnic-minority Moderator of the Presbytery?

Yes

V. What actions or initiatives has Presbytery Committee on Representation taken to include and engage ethnic-minority, and other under-represented members, in the work and leadership of the Presbytery?

The committee Chair meets with the Nominations Committee and advises on racial/gender requirements.

VI. If the Presbytery employs paid staff, describe how attention is given for the need of diversity among applicants and among those hired? **The Administrations Manual provides guidance on hiring practices.**

VII. The **Presbytery** representative to the Synod Committee on Representation is:

**Rosia Freeman**, from **Haymount, Fayetteville** .  
(Name) (Church, City)

VIII. The Synod Committee on Representation stands ready to help. What might the Synod COR do to assist your efforts to embrace and achieve diversity in the leadership and committees of the Presbytery?

Report submitted by **George Wilson** Signature \_\_\_\_\_ (Signed) \_\_\_\_\_

Phone # **(910) 947-1725** e-mail **mrghwilsonjr@gmail.com**

This document will be part of COR's report to Presbytery on **TBA**

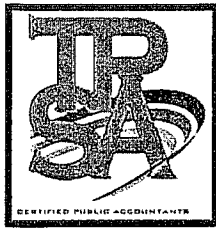
Stated Clerk **Jerrod B. Lowry** Signature \_\_\_\_\_

Date \_\_\_\_\_

Please return this form on or before **(In office Deadline Date of August 15, 2020)**: via email to [tscott@synatlantic.org](mailto:tscott@synatlantic.org) or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

	Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adult 36-64	Senior Adult 65+
1	Finance & Property	6	1	4		1			1					5					1	5
2	New Church Development	8	4	2		2			1		1			6					2	6
3	Ex. Committee	4	2			2			2					2					2	2
4	Mission Cabinet	12	4	2	1	5			3					9					8	4
5	Nominating Committee	5	1	3	1									5					3	2
6	Committee on Preparation	8	4		1	3			2					6					5	3
7	Committee on Representation	2		1		1			2										1	1
8	Permanent Judicial Commission	7	4			3								7					4	3
9	African American Ministry	7	1	3		3			5					2					3	4
10	Bills & Overtures	3	1	2										3						3
11	Elder Ministries	8	2	1		5			1					7					4	4
12	Committee on Ministry - Central	15	6	2	1	6			5	1	1			8					8	7

	Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adult 36-64	Senior Adult 65+
13	Committee on Ministry - East	14	4	6	2	2				1				13					7	7
14	Committee on Ministry-West	14	3	5	2	4			3					11					8	6
15	Central Steering Committee	9	3	1		5			1					8					6	3
16	East Steering Committee	13	4	5	1	3			4					9					8	5
17	West Steering Committee	8	4	1		3			1					7					5	3
18	Hispanic Ministries	9	1	7		1				9									7	2
19	Strategic Planning (SPOR)	9	1	3	3	2			1					8					6	3
	TOTAL	161	50	48	12	51			32	11	2			116					88	73
	Committee																			



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R. Bryon Scott, CPA  
Gregory S. Adams, CPA  
Alan W. Thompson, CPA

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## Independent Auditor's Report

Board of Directors  
The Presbytery of Coastal Carolina, Inc.  
Elizabethtown, North Carolina

We have audited the accompanying financial statements of The Presbytery of Coastal Carolina, Inc. (a nonprofit organization), which comprise the statement of assets, liabilities and net assets-modified cash basis as of December 31, 2019, and the related statement of support, revenue and expenses-modified cash basis for the year then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting as described in Note 1; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities and net assets of The Presbytery of Coastal Carolina, Inc. as of December 31, 2019, and its support, revenue and expenses for the year then ended in accordance with the modified cash basis of accounting as described in Note 1.

### Basis of Accounting

We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is the basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

Thompson, Price, Scott, Adams & Co., P.A.  
Elizabethtown, North Carolina  
June 25, 2020

## 224<sup>th</sup> General Assembly Commissioner Report

I was so excited to have the opportunity to serve the Presbytery of Coastal Carolina as a Commissioner to the 224<sup>th</sup> General Assembly in Baltimore. I had heard so much about others' experiences attending the General Assembly. Imagine my dismay when the COVID-19 pandemic struck and the decision was made to hold the General Assembly in a virtual format. The theme for this assembly was "From Lament to Hope." This virtual format meant no trip to Baltimore, no harbor tour, no meeting fellow Presbyterians from across the denomination. However, every effort was made to keep the essential portions of the in-person assembly in the virtual format. Virtual events included the Marketplace, Bible Study, small group meetings for commissioners, the Poor People's Campaign, Youth Rising and Hands and Feet - Baltimore. There was even a virtual tour of Baltimore and virtual offering opportunities to support efforts in Baltimore. Each of the three days of the General Assembly included moving worship services.

Prior to the actual meetings, commissioners were required to attend a training session to learn how to "attend" the assembly and to vote during the plenary session. Commissioners were required to be on two sites, PC Biz and the General Assembly. All committee reports were available electronically on the PC Biz website. Commissioners gained recognition to speak using PC Biz. Voting was also conducted on PC Biz. The actual proceedings of the General Assembly were viewed on the General Assembly website using Zoom. Others could also view the General Assembly on Facebook.

The General Assembly met on June 19, 26 and 27, rather than the usual full week (June 20-27). This abbreviated format required the Committee on the General Assembly to confine the docket for the plenary sessions to only critical business. All other items were deferred to the 225<sup>th</sup> General Assembly. Committees have been working on their assignments during the two years since the 223<sup>rd</sup> General Assembly. It was apparent that some committees were concerned that their reports needed to be labeled as critical business and be addressed at this General Assembly and could not wait for another two years. Items could be added to the docket during the first plenary session. Two items that came up multiple times were the change in status of the San Francisco Theological Seminary and the reports from the committees addressing issues minority women's issues (Task Force on Predicament of Black Women and Girls) and issues of race in general. Two items were added to the list of critical business relating to the plight of Native Americans and their churches.

The first plenary session was moderated by co-moderators Ruling Elder Vilmarie Cintrón-Olivieri and the Reverend Cindy Kohlmann, Co-Moderators of the 223<sup>rd</sup> General Assembly. Their charge was to conduct the election of the Moderators of the 224<sup>th</sup> General Assembly. Three teams of co-moderators were considered. I had always heard that it took multiple votes to elect the moderators. Not this general assembly. The team of Teaching Elder Gregory Bentley and Ruling Elder Elona Street-Stewart were elected during the first vote. This election marked the first time that a Black man and a Native American woman were elected as co-moderators of a General Assembly. During one of the plenary sessions on June 27, Stated Clerk J. Herbert Nelson was elected for his second four-year term.

The budgets approved for 2021 and 2022 recognized the impact of decreased revenue due to the effects of the COVID-19 pandemic. The per capita apportionment of \$8.98



for both years reflect a slight increase. Agencies were asked to explore cost cutting measures.

The General Assembly voted to add two items of critical business to the docket: The Native American Coordinating Council Report and the Native American Church Property Report were added to the agenda. The Native American Church Property Report outlined the repair needs of the Native American churches. The general assembly voted to fund the repair needs of these churches, which resulted in a \$.03 increase in the proposed per capita of \$8.95.

Co-Moderators Bentley and Street-Stewart saw that there was a need to address the concerns regarding the determination of the status of the San Francisco Theological Seminary by the Committee on Theological Education (COTE). They agreed to hold meetings after the General Assembly to attempt to address the situation, which is being reviewed by the Permanent Judicial Commission and the courts. The ownership of the seminary changed, and COTE determined that it is no longer a Presbyterian seminary, thus making it no longer eligible for funding from the denomination. Supporters of the seminary argue that the General Assembly is the only one who can change the status of the seminary.

Due to the challenging times surrounding the General Assembly (the death of George Floyd and Breanna Taylor, the Black Lives Matter movement and the systemic racism experienced by minorities in this country, numerous attempts were made to add items to the docket regarding these issues. However, none were successful. The Co-Moderators agreed to address these issues in the time between general assemblies. Other items of business included to the passage of a revised Child, Youth and Vulnerable Adult Protection Policy.

I want to thank the Presbytery of Coastal Carolina for allowing me to serve as a commissioner to the 224<sup>th</sup> General Assembly. It gave me an opportunity to “see how the sausage is made!” We are a denomination that relies on our polity. The general assembly is the perfect opportunity to see our polity in action. The virtual format was a challenge, but it also provided an opportunity for more people to observe the process. I enjoyed being able to share my thoughts and experiences with fellow Presbyterians and commissioners via Facebook while the sessions were going on in real time. I had the chance to hear how things would have been if the general assembly were “live.” I think that the success of this assembly may influence how future general assemblies will be conducted. Meeting virtually obviously provided cost savings (no travel expenses) in perilous financial times for the denomination. I think that the format may have been challenging for our more seasoned saints because of the reliance on technology. I think the format may have limited the participation of some when it came to speaking “on the floor.” I saw some commissioners and advisory delegates spoke multiple times over the three days.

All in all, it was a great experience. I would highly recommend it to future commissioners, no matter what the format might be,

Matlynn Yeoman, Commissioner  
224<sup>th</sup> General Assembly  
Chestnut Street Presbyterian Church, Member



I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

**Elizabeth Little**  
Church Consultant  
M: 252-723-8653  
elittle@pensions.org

**Member/Employer Services**  
800-773-7752  
Mon-Fri 8:30-7:00pm EST

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### Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to [read the full text of the statement](#). Translations in [Korean](#) and [Spanish](#) are available as well.

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### 2021 Employer Agreements Available Now

Each year, Employer Agreements are updated and submitted online through Benefits Connect, the Board of Pensions' benefits portal. The season for selecting benefits to offer in 2021 begins July 20 and ends October 9. Highlights about the 2021 Benefits Plan are on the following page. The Employer Agreement provides key information about the cost of benefits and the opportunity to model different selections to help church leaders make informed decisions about what benefits to offer. The Board of Pensions website provides info to help the church's designated Employer Representative [follow the steps](#) to complete the Employer Agreement.

If help is needed, contact Employer Services at 800-773-7752, option 2.

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### Other Notable Headlines

- [A 2% Experience Apportionment for the Pension Plan took effect July 1](#)—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.
- [Don Walker succeeds Judy Freyer as Chief Investment Officer for the Board of Pensions](#)—Don served as the Director of Investments for the Board for 14 years and worked closely with Judy. Our deepest thanks to Judy for over 30 years of service to the Board!
- [Call to Health Continues!](#) Pastors and church staff covered under the Medical Plan have until November 13 to get the 1,000 points needed to lower their deductibles in 2021. Required annual check-ups may be completed virtually. Encourage them to 'Answer the Call' today!
- [State-based pricing for the dental PPO plan begins in 2021](#)—Previously, there was a single price for the national plan. Pricing details will be available in your employer agreement.

# Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

## Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

## New Financial Protection Programs

For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from \$5,000 to \$50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at \$50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.



### Retirement Programs

- Defined Benefit Pension Plan
- Retirement Savings Plan



### Financial Protection Programs

- Death and Disability Plan
- Term Life Plan
- Temporary Disability Plan
- Long-Term Disability Plan



### Health Programs

- Medical Plan, with PPO, EPO, and HDHP options
- Employee Assistance Plan
- Vision Eyewear Plan
- Dental Plan



### Tax-Advantaged Accounts

- Dependent care flexible spending account
- Healthcare flexible spending account
- Health savings account

Nominations Committee Report to Presbytery  
10-3-2020

*Nominees for Presbytery Committees Beginning January 2021*

<i>Committee</i>	<i>Class of</i>	<i>Name</i>
<b>Bills and Overtures</b>	2021	Vacancy
	2022	Naomi Newton
	2022	Robert Gordon
	2023	Larry Jackson
	2023	Rev. Charles Elliot, Chair
<b>COM (Full COM Chair)</b>		Rev. Rick Martindale
<b>COM (Central)</b>	2023	Joyce Peay
	2023	Rev. Patrick J Southam
	2023	Helane Church
	2023	Rev. Michael Garrett
	2023	Rev. Dari Rowen
<b>COM (East)</b>	2021	Rev. David Vanderbilt
	2023	Rev. Phil Gladden
	2023	Kay Bledsoe
	2023	
	2023	
	2023	
<b>COM (West)</b>	2022	Judy Boroughs
	2023	John Baker (CRE)
	2023	Rev. Bob Whitehouse
	2023	Rev. Shane Owens
	2023	Hal Jernigan
	2023	Vacancy
<b>Preparation for Ministry</b>	2022	Will Davis
	2022	Barbara Barnes
	2022	Randa Scott (CRE)
	2022	Vacancy
	2023	Stephanie Carona
	2023	Katif Peay
	2023	Cullen Edwards
	2023	Rev. David McDonald Rev. Karen Allen, Chair

**Peacemaking**

Subject to Proposed  
Changes Sent to Mission  
Cabinet by SPOR

<b>Committee</b>	<b>Class of</b>	<b>Name</b>
<b>Response Coordinating Team</b>	2023	Rev. Canessa Lagan
	2023	James Smith (CRE)
	2021	Vacancy
<b>Permanent Judicial Commission</b>	2026	Rev. Rob Martin
	2026	Vacancy
<b>Representation</b> New Structure with only one member from each Community	2022	Vacancy
	2023	Vacancy Vacancy, Chair
<b>Strategic Planning and Organizational Review</b>	2022	Paul Albritton
	2023	Rev. PJ Southam
	2023	Rev. Meg Dudley Rev. Martha Highsmith,
	2022	Chair
<b>Self-Development of People</b> (recommendations for Mission Cabinet)	<b>Communit</b>	<b>Name</b>
	West	Rev. Fred Goins (OD)
	West	Carolyn Cox
	West	Sue Wilson
	West	Alice Rachelle Baldwin
<b>New Church Development</b>	<b>Class of</b>	<b>Name</b>
		No Changes needed at this time
<b>Mexico Partnership</b>		Subject to Proposed Changes Sent to Mission

Cabinet by SPOR

**Hunger**

Subject to Proposed  
Changes Sent to Mission  
Cabinet by SPOR

**East Community Nominations for the October 3<sup>rd</sup> Presbytery meeting**

Class of 22

Ms. Joyce Winkler  
Ms. Carol Steen  
Rev. T. Wes Moore  
Rev. Tim Havlicek  
Dr. Cindy Pierson

Moderator – Rev. John Pflug

Vice-moderator – CRE Lora Rissmiller

Mission Cabinet:

Ms. Katherine Brandi

Rev. Emile Harley

Rev. Tim Havlicek

Mission Cabinet Exec. Com – Rev. Emile Harley

Recording Clerk – Rev. Marie Cone

Asst. Recording Clerk – Rev. Philip Gladden

**Central Community Nominations for 2021:**

Moderator, TE, Becky Durham, Peace Presbyterian Church

Vice Moderator, TE, Stephen Wilkins, Graves Memorial Presbyterian Church

Parliamentarian, TE, Patrick J. Southam, St. Pauls Presbyterian Church

Secretary, RE, Bonnie Barr, Graves Memorial Presbyterian Church

**The Presbytery of Coastal Carolina Inc.  
Finance and Property Report to Presbytery  
October 3, 2020**

**As of September 15, 2020, expenses exceeded revenue by close to (\$18,000).**

**Thank you to everyone who supports the work and mission of the Presbytery!!!!**

1. **Pearsall Memorial PC** in Wilmington closed in July 2020. The AC will have recommendations for the proceeds at the next in person Presbytery meeting.
2. **Pike-Rocky Point PC and Cemetery** are on the market for sale.
3. **Teachey** manse has sold. Finance & Property has agreed not to distribute the manse funds until the sanctuary has sold.
4. **Stanford PC** is still working on their dismissal. Funds of \$29,000 are currently in a designated account. Recommendations for the use of the funds will be made at the next in person Presbytery meeting.
5. **Bethesda PC** received approval from Finance & Property and Mission Cabinet for a \$50,000 loan to add an elevator.
6. **PILP Loans** – Finance & Property has decided to refrain from guaranteeing any additional PILP loans until Southport's PILP loan has decreased significantly. The only exception to this is Freedom East PC as their loan was approved previously.
7. **Investment Balance** update:
  - 02/17/2020 \$3,901,957
  - 09/15/2020 \$3,987,476

**Presbytery of Coastal Carolina, Inc.**

**Budget 2021 and 2022 with comparison to prior years**

	2018	2019	YTD Aug 2020	2020	FCST notes	2021	2022	Budget notes
Revenue-Budgeted Mission Support and Per Capita:								
Shared Mission Support-Supports Programs of Presbytery & GA Missions	703,465	711,596	425,326	678,877	2015-2019 Avg YTD Aug is 60% of actual (minus COVID reserve)	710,887	719,540	Average of 2018, 2019 & FCST 2020 (plus expected increase)
Per Capita-100% of apportionment to GA and Synod for their Governance budgets-amended	207,591	209,947	129,973	216,622	2015-2019 Avg YTD Aug is 60% of actual	211,000	211,000	Average of 2018, 2019 & FCST 2020 (plus expected increase)
Morgan-Foundation-Youth Ministry	13,000	-	-	-	Grant was not funded for CY	-	-	
Hispanic Grant	-	-	-	-	Grant was not funded for CY	-	-	
Transfer from Designated Hispanic Ministry Fund to help offset Moreno travel to Hispanic Missions - As Validated	-	6,000	2,750	6,500		3,000	3,000	
Assistance from Fuente de Agua Viva Church for support of Eduardo Moreno as their Teaching Elder	7,000	-	-	-		7,000	7,000	
Two Cents a Meal Administrative (5% Assistance)-helps offset adm costs of offering	2,875	3,064	1,060	1,591		2,510	2,510	Average of 2018, 2019 & FCST 2020
Total Actual/Forecasted/Projected Revenue	933,850	931,207	559,110	903,951		934,397	943,050	
Expenses-Budgeted:								
GA Support:								
GA Shared Mission Support-remitted to GA and includes General Mission support received	11,000	10,000	5,833	10,000	Mandated payment, amount due is set for CY	10,000	10,000	Mandated amount
Per Capita: Presbytery is mandated to pay this from reserves or mission funds if churches fail to remit their share	179,954	183,087	112,030	192,085	Mandated payment, amount due is set for CY	184,485	184,485	GA 8.99 for 2021 and 2022 for 20,544 members
GA Per Capita Apportionment-100% of amount collected - GA sets annual rate	19,812	18,336	14,397	24,681	Mandated payment, amount due is set for CY	23,626	23,626	Synod 1.15 in 2020 - 20,544 members
Synod Per Capita Apportionment-100% of amount collected - Synod sets annual rate	603,472	600,642	392,100	593,929		618,086	626,739	
Presbytery Mission Cabinet and Staff	73,925	65,898	50,325	71,125		73,000	73,000	
Presbytery Staff-Salaries, Benefits, Professional Expenses	1,095	561	663	886		700	700	
Presbytery Cabinet - Office Supp, Bldg Maint & Equip, Audit, Ins, Utilities, Cabinet expenses & NC Council/Churches	-	-	-	-		-	-	
Sub-committees of Cabinet	-	-	-	-		-	-	
Sub-committee for Christian Education - Resource Center	-	-	-	-		-	-	
Sub-committee for Communications	-	-	-	-		-	-	
Sub-committee for Hunger - Administrators the "Cents-a-billy" offering	-	-	-	-		-	-	
Sub-committee for New Church Development - Oversees the New Church Development Fund	-	-	-	-		-	-	
Sub-committee for Peace-making - Administrators the Peace-making offering	-	-	-	-		-	-	
Youth Ministries - Youth Activities/Events	3,634	6,000	1,288	3,288		6,000	6,000	Expected to increase for 2021 and 2022
Committee for Outdoor Ministries	5,000	1,700	-	567		1,700	1,700	
Committee for African-American Ministries - Committee expenses and activities	1,800	1,700	-	100		300	300	
Committee on Bills and Ordinances	1,966	371	71	538		1,400	1,400	
Committee for Latino/Hispanic Ministries - Committee expenses and activities	4,375	4,225	1,278	4,276		9,000	9,000	
Committee on Nominations - Recruits committee members and works with Committee on Representation	852	340	37	604		1,700	1,700	
Committee on Preparation for Ministry - Oversight of Inquirers and Candidates, annual consultation	3,500	2,699	-	-		2,700	2,700	
Committee on Representation - Ensures proper representation on committees	126	-	-	-		300	300	
Committee on Stewardship - Seeks to publicize and emphasize stewardship within Presbytery	180	328	65	499		1,000	1,000	
Committee on Strategic Planning & Organizational Review - Reviews/evaluates programming within Presbytery	909,791	904,209	578,098	902,613		934,397	943,050	
Permanent Judicial Committee	-	-	-	-		-	-	
Total Actual/Forecasted/Budgeted Expenses	24,160	26,998	(16,967)	978		(0)	0	
Revenues over (under) expenditures ->								
Opportunity Fund:								
Regional Activities - \$8,000 per region	24,000	24,000	11,887	24,000		24,000	24,000	
Mexican Partnership	2,000	2,000	-	2,000		2,000	2,000	
Unfunded Projects as requested & Emergency Grants	4,000	4,000	-	4,000		4,000	4,000	
	30,000	30,000	11,887	30,000		30,000	30,000	



**The Presbytery of Coastal Carolina**  
**Commission on Ministry**  
**Report to Mission Cabinet 9/17/2020 and Presbytery – 10/3/2020**

**Action Items:**

- 1. 2021 Minister Terms of Call**
- 2. Per the recommendation from COM, Rev. Cassandra Thomas be exempted from the language requirement, and that she be exempted from taking the standard ordination exams in Bible content and exegesis in accordance with the COM Manual. (3/4 majority)**
- 3. That Rev. Cassandra Thomas be received into membership of the Presbytery of Coastal Carolina**

**COM overview since March 2020**

**New minister members to Presbytery:**

Rev. Scott Bunting, Pastor, at Woodburn from Charlotte Presbytery

**Honorable Retirements:**

Rev. Chip Grammer

Rev. Catherine Taylor

**Relationships:**

Rev. Ron Williams, Temporary Supply, and Big Rockfish through 2020

Helene Church, Commissioned Ruling Elder, and Bethany/Lumberton, through 2021

Rev. Marvin Mervin, Temporary Supply, and Faison through 2020

Rev. George Walton, Stated Supply, and Buffalo through 2020

Rufus McLean, Stated Supply, and Shiloh through 2020

Rev. Scott Bunting, Designated Pastor, and Woodburn for 3 years

Brian DiCicco, Temporary Supply, and Warsaw, through March 15, 2021

Rev. Meagan Greene, Temporary Supply, and First Dunn through 2020

Rev. George Walton, Stated Supply, and Buffalo through 2020

Henry Cowan, Commissioned Ruling Elder, and Reilly Road through 2020

Rev. Richard Aylor, Associate Designated Pastor, and First Wilmington through September 2023

Lora Rissmiller, Commissioned Ruling Elder, and New Hope through 2020

Rev. Jane Love, Interim, and Culdee through January 6, 2021

Crystal Blue, Commissioned Ruling Elder, and Church in the Pines through 2020

Rev. Fred Goins, Temporary Supply, and Blandonia through 2020

Jim Smith, Commissioned Ruling Elder, and Antioch Red Springs through December 2021

Rev. Lauren Voyles, Stated Supply, and Grove Kenansville through 2020

Johnny Pickett, Commissioned Ruling Elder, and Pink Hill through 2020

**Validated Ministries/Member at Large Renewed for 2020:**

Rev. Scott Cameron's Validated Ministry to Friendship House in Fayetteville

Rev. Catherine Taylor as Member at Large

Rev. Lauren Voyles' Validated Ministry as Chaplain and Bereavement Coordinator at Vidant Home Health and Hospice

**Pastor Nominating Committees Approved:**

Highland's APNC

Ebenezer's PNC

**Moderators:**

Rev. Eva Ruth to moderate First Fairmont

Rev. Shane Owens to moderate Raeford

Rev. Harold Stone to moderate Broadway

CRE Tom Brown to moderate Salem

Rev. Jonathan Watson to moderate Oak Grove

CRE Donald Fisher and First Spring Lake

CRE Trinidad Martinez and Hope Mills

Rev. Helen Locklear and Iona

Rev. David Ruth and Sherwood

**Relationships dissolved:**

Rev. Tyler Williams and Salem effective April 12 and his dismissal to New Hope Presbytery

Rev. Steve Fitzgerald and Raeford effective February 15 and his dismissal to New Harmony

Rev. Chip Grammer and Sherwood effective June 30, 2020

Rev. Todd Davidson and West End effective July 31, 2020

**Other:**

Mars Hill not to rotate elders for one year ending Dec. 2021

College Heights, St. Andrews and Laurinburg granted exemption from rotation of elders for 2020

Permission granted to Mars Hill to allow Ernestine Wall to administer communion when needed

Glenn Hallead renounced jurisdiction June 6, 2020

Presbytery of Coastal Carolina  
**Proposed 2021 Minimum Terms of Call**  
for full-time installed ministers

*Financial Terms of Call*

**\$69,930 minimum**

- \$44,196 “**effective salary**”<sup>1,6</sup>
- \$16,353 estimated Board of Pensions required dues<sup>2</sup>
- \$3,381 one-half of minister’s **SECA tax**<sup>3</sup>
- \$4,000 **professional expenses reimbursement**<sup>4</sup>
- \$2,000 **additional salary, benefits, or reimbursement**<sup>5</sup>

**Minimum terms of call assume a normal, full-time work week of 40 hours, with 2 days off each week.**<sup>7</sup>

<sup>1</sup> **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](http://www.pensions.org).

<sup>2</sup> **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%)

<sup>3</sup> **One-half** of SECA tax is 7.65% of salary and housing

<sup>4</sup> **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.

<sup>5</sup> **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.

<sup>6</sup> **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.”

<sup>7</sup> **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.

Report from the Committee on Preparation for Ministry  
October 3, 2020  
Submitted by Philip K. Gladden, Chairperson

The Committee on Preparation for Ministry met via Zoom on Saturday, September 12. The committee members voted unanimously to enroll Cathy Haynes as an Inquirer. Ms. Haynes is a member of the Community Presbyterian Church in Pinehurst, NC and enrolled at the Campbell University Divinity School. Annual consultations were held with Candidates Christopher Taylor and Travis “T” Worrell.

Roster of Inquirers and Candidates

Inquirers

Cathy Haynes

Community Presbyterian Church, Pinehurst, NC  
Enrolled at Campbell University Divinity School

James “Jamie” Nobles

First Presbyterian Church, Lumberton, NC  
Enrolled at Louisville Presbyterian Theological Seminary

Austin Vernon

Brownson Memorial Presbyterian Church, Southern Pines, NC  
Graduate, Princeton Theological Seminary  
Taking courses at Union Presbyterian Seminary – Charlotte

Candidates

Thomas Miller

Bethesda Presbyterian Church, Aberdeen, NC  
Enrolled at Columbia Presbyterian Theological Seminary

Christopher Taylor

Brownson Memorial Presbyterian Church, Southern Pines, NC  
Graduate, Pittsburgh Presbyterian Theological Seminary

Travis “T” Worrell

St. Andrews-Covenant Presbyterian Church, Wilmington, NC  
Graduate, Union Presbyterian Seminary -- Charlotte

Dear Church Leaders,

In 2020, our children missed out on the character building and God encountering time at summer camp. *So we are excited by the possibility that the 2021 Summer Camping weeks will be overflowing with joyful children*, if we keep Camp Monroe running well. As you can imagine the lack of 2020 summer camp and the cancelation of all user groups has taken a toll on the camp's budget. However, the Board of Directors and you, our churches, remain deeply committed to ministering to children through Camp Monroe.

As we together create space for children and adults to discover Christ's call to discipleship, *the Board respectfully asks you and your church to support Camp Monroe now in three ways.*

1. First is always to have Camp Monroe on your prayer list, especially in these days leading up to our event Oct 4th.
2. **Second, please promote the 2020 Virtual Friend of Monroe Day happening online Sunday, October 4 at 4PM**
  - a. The document below provides wording for newsletter, bulletin, and Facebook announcements and links
  - b. *Please run these announcements in bulletins and emails now through October 4 and in the October newsletter.*
  - c. Please share the event on your social media using both the church's page and your personal page!
3. Lastly, but not least, please include **general support of Camp Monroe in the 2021 church budget.** Budgeting not just to provide for camper scholarships but also supporting general camp operations. Just think
  - a. If 3 churches budgeted \$5,000+, and
  - b. If 7 budgeted \$2,500 and
  - c. If 25 churches budgeted \$1,000 and
  - d. if 30 churches budgeted \$500 and
  - e. if 25 churches budgeted \$300,



With these gifts, Camp Monroe would be empowered for an excellent 2021 season and the stage set for the continuing development of the ministry to children. Please don't say no to the children!

Might your church feel called to support our Presbyterian camp where children's lives are changed for the Glory of God? I believe that if we don't nurture our children in our faith tradition, some other group will steal their hearts.

*If you, or members of the session, are unsure of the real impact of Camp Monroe, please tune in to our Friends of Monroe Day event to hear from camp alumni, past camp leaders and current campers. LIVE Sunday, October 4, at 4PM on [www.facebook.com/CampMonroeNC](http://www.facebook.com/CampMonroeNC) and on the YouTube.com channel "CampMonroeNC" (subscribe to it now).*

The Presbytery has a long-standing covenant relationship with Camp Monroe to encourage support of its programs and mission.

Thank you for your consideration,

*Johnny Robertson*, Chairman of the Board, [johnny@johnsfuelservice.com](mailto:johnny@johnsfuelservice.com)

**Greetings from Camp Monroe!** You are invited to visit **Camp Virtually on Sunday, October 4, 2020 at 4:00PM** for **Friends of Monroe Day festivities!** Friends of Monroe is LIVE online this year!



Come hear about the impact Camp Monroe has made in lives, see campus improvements, be part of the first *Ann McNeill Award of Excellence* and visit with your family and friends via the chat. *You don't want to miss this event!* The MC is **Dwight Williams**, enjoy a short keynote by **Jonathan Sherrod**; hear from **Bob & Leigh Ann Bryant, Beachum McDougald, plus recent counselors and past campers.** Enjoy a few of the all-time favorite camp songs too!

**Here is how to join in the fun!**

1. To get the direct link in your email, RSVP at [www.MonroeCamp.org](http://www.MonroeCamp.org) (look for Friends of Monroe Day) or by calling the Camp Office 910-276-1654.



2. *Registration is not required*, just Join in the celebration LIVE on **Sunday, October 4, 2020 from 4:00pm - 5:00pm** on the camp Facebook page: Monroe Camp & Retreat Center



([facebook.com/CampMonroeNC](https://facebook.com/CampMonroeNC)) and/or on the YouTube channel "CampMonroeNC" (subscribe to it now!)



Ways to **give now** in support of life changing Christian Presbyterian Summer Camping programs:

- Visit the Camp giving page at [www.monroecamp.org/financial](http://www.monroecamp.org/financial) for several giving options including donation using PayPal.
- Look for the Camp Monroe Facebook Fundraisers
- Checks can be sent to: Camp Monroe, 24501 Camp Road, Laurel Hill, NC 28351

***Thank you!***

**Presbytery of Coastal Carolina**  
**116<sup>th</sup> Stated Meeting Agenda – Updated for Supplemental Packet**  
**October 3, 2020**

9:00	Zoom Opening/Gathering	
9:30	Welcome & Declaration of Quorum	Rev. Jerrod Lowry, Stated Clerk
9:35	Call to Order and Opening Prayer	Moderator, Marie Cone
9:35	Appointment of Standing Committees	Moderator, Marie Cone
	o Attendance	
	o Temporary Clerks	
	o Thanks Committee	
9:40	Adoption of Agenda (7, 32)	Moderator, Marie Cone
9:43	Clerk's Report (8-17, 33-34) Stated Clerk	Rev. Jerrod Lowry,
10:00	Worship	Rev. Alonzo Johnson, SDOP
	o Installation of Youth Council	
	o Offering supports Presbyterian Disaster Assistance – Hurricane/Typhoon	
11:00	Clerk's Report continued	Rev. Jerrod Lowry, Stated Clerk
11:30	Youth Report	Erin Wehrmeister
11:35	Synod Report & Greetings	Rev. Warren Leasane
11:40	BOP Report & Greetings (18-19)	Elizabeth Little
11:45	Committee for Nominations (35-38)	Michael Fox, CRE, Chair
12:05	Mission Cabinet Report (23-24,39)	Janet Brower-Penn, Chair
	o 2021-2022 Budget Proposal	Jeff Turpin, Finance &Property Chair
12:20	Musical Interlude	
12:25	COM Report (25-28, 39-50)	Elder Jay Bender, Chair
	o Recognition Honorably Retired Ministers	
	o Terms of Call	
	o Reception of Rev. Cassandra Thomas as a PC(USA) Teaching Elder (40-41)	
1:00	Thanks Committee Report	Thanks Committee
1:15	Adjournment and Closing Prayer	Moderator



## Clerks Report Supplemental Charges Against Glen Hallead

According to G-2.0509, as stated clerk, I must report to this body that on June 9, 2020 I received correspondence from Mr. Glen Hallead, who most recently served as the pastoral voice for St. Andrews PC in Sanford, that it was his desire to renounce jurisdiction of the Presbyterian Church USA and withdraw from his ordination as a Minister of Word and Sacrament. His renunciation is to be reported in the minutes and his name deleted from the roll.

Additionally, I must report that Mr. Hallead renounced jurisdiction during an investigation in which he was identified as the accused. Prior to renunciation of jurisdiction, the investigation committee notified him of their intent to take their findings to the PJC of this presbytery for trial. These must also be issued into public record.

- Mr. Hallead is accused of causing harm to the congregation he was called to serve taking actions contrary to vows to “further the peace, unity, and purity of the church” (W-4.0404g)
- Mr. Hallead is accused of abuse of the power and authority of the office of minister by utilizing social media to bully and inappropriately chastise congregation members in tactics contrary to Jesus’ wisdom in Matthew 18:15.
- Mr. Hallead is accused of abuse of the power and authority of the office of minister taking actions contrary to vows that we be “governed by our church’s polity...abide by its discipline...be a friend among colleagues in ministry, working with them, subject to the ordering of God’s word and Spirit.”
  - The accused was openly hostile to the theology and polity of the PC(USA).
  - The accused failed to show friendship and mutual forbearance among colleagues in ministry (elders and members) by dividing the congregation in camps and developing a fiefdom of support.

- The accused redirected funds from the Mary Margaret McLeod Fund for the building of a playground without session approval.
- The accused appears to have manipulated the nominating committee policy of St. Andrews Presbyterian Church.

The Investigative Committee was recommending a two-year temporary removal from office and supervised rehabilitation under the following terms:

- a) Mr. Hallead will come under supervision by a committee appointed by The Permanent Judicial Commission.
- b) Mr. Hallead will participate in individual counseling by a licensed professional that is approved by his supervising committee addressing the area of “Ethics”.
- c) Mr. Hallead will participate in and successfully complete a Clinical Pastoral Care Program approved by his supervising committee in the area of “Pastoral Care for the Congregation”.
- d) Mr. Hallead will successfully complete a remedial course in “PCUSA Church Polity” that is approved by his supervising committee.

Mr. Hallead’s decision to renounce jurisdiction of the church means that the accusations and the trial against him are halted (Advisory Committee recommendation to the 202 General Assembly).

Presbytery of Coastal Carolina  
Nominations Report  
Supplemental Packet  
10-3-2020

Nominees for Presbytery Committees Beginning January 2021

<b><i>Committee</i></b>	<b><i>Class of</i></b>	<b><i>Name</i></b>
<b>Bills and Overtures</b>	2021	Vacancy
	2022	Naomi Newton
	2022	Robert Gordon
	2023	Larry Jackson
	2023	Rev. Charles Elliot, Chair
<b>COM (Full COM Chair)</b>		Rev. Rick Martindale
<b>COM (Central)</b>	2023	Joyce Peay
	2023	Rev. Patrick J Southam
	2023	Helane Church
	2023	Rev. Michael Garrett
	2023	Rev. Dari Rowen
<b>COM (East)</b>	2021	Rev. David Vanderbilt
	2023	Rev. Phil Gladden
	2023	Kay Bledsoe
	2023	Hilda Miller
	2023	Rev. Hanna Vaughn
	2023	Randi Taylor (CRE)
<b>COM (West)</b>	2022	Judy Boroughs
	2023	John Baker (CRE)
	2023	Rev. Bob Whitehouse
	2023	Rev. Shane Owens
	2023	Hal Jernigan
	2023	Vacancy
<b>Preparation for Ministry</b>	2022	Will Davis
	2022	Barbara Barnes
	2022	Randa Scott (CRE)
	2022	Vacancy
	2023	Stephanie Carona
	2023	Katif Peay

	2023	Cullen Edwards
	2023	Rev. David McDonald Rev. Karen Allen, Chair
<b>Peacemaking</b>		Subject to Proposed Changes Sent to Mission Cabinet by SPOR
<b>Response Coordinating Team</b>	2023	Rev. Canessa Lagan
	2023	James Smith (CRE)
	2021	Abelina Sosa Capote
<b>Permanent Judicial Commission</b>	2026	Rev. Rob Martin
	2026	Vacancy
<b>Representation</b> New Structure with only one member from each Community	2022	Vacancy
	2023	Vacancy Vacancy, Chair
<b>Strategic Planning and Organizational Review</b>	2022	Paul Albritton
	2023	Rev. PJ Southam
	2023	Rev. Meg Dudley
	2022	Rev. Martha Highsmith, Chair
<b>Self-Development of People</b> (recommendations for Mission Cabinet)	<b>Communi ty</b>	<b>Name</b>
	West	Rev. Fred Goins (OD)
	West	Carolyn Cox
	West	Sue Wilson
	West	Alice Rachelle Baldwin
<b>New Church Development</b>	<b>Class of</b>	<b>Name</b>
		No Changes needed at this time
<b>Mexico Partnership</b>		Subject to Proposed

Changes Sent to Mission  
Cabinet by SPOR

**Hunger**

Subject to Proposed  
Changes Sent to Mission  
Cabinet by SPOR

## **Community Nominations:**

### **East Community Nominations for the October 3<sup>rd</sup> Presbytery meeting**

#### Class of 22

Ms. Joyce Winkler

Ms. Carol Steen

Rev. T. Wes Moore

Rev. Tim Havlicek

Dr. Cindy Pierson

Moderator – Rev. John Pflug

Vice-moderator – CRE Lora Rissmiller

Mission Cabinet:

Ms. Katherine Brandi

Rev. Emile Harley

Rev. Tim Havlicek

Mission Cabinet Exec. Com – Rev. Emile Harley

Recording Clerk – Rev. Marie Cone

Asst. Recording Clerk – Rev. Philip Gladden

### **Central Community Nominations for 2021:**

Moderator, TE, Becky Durham, Peace Presbyterian Church

Vice Moderator, TE, Stephen Wilkins, Graves Memorial Presbyterian Church

Parliamentarian, TE, Patrick J. Southam, St. Pauls Presbyterian Church

Chair, Rev. Matthew Bowman

Vice-Chair, RE Jerome Brown

Treasurer, RE Johnny Roberson

Secretary, RE Bonnie Barr

Presbytery of Coastal Carolina  
Supplemental Packet  
October 3, 2020

**Mission Cabinet:**

**F&P Action Item:**

**Background:** Bethesda PC in Aberdeen requested \$50,000 loan to help with the installation of an elevator so that members can access upper floors. This is a part of the funds needed with additional funding coming from other sources and contributions. The Session and congregation have given their approval. The Executive Committee can approve up to \$20,000 in emergency funding and granted this upon recommendation from Finance and Property with a 60-month payback with 0% interest. The remaining \$30,000 will need Presbytery approval at the October Presbytery meeting.

**Motion:** Approve the request of Bethesda PC for \$30,000 (meeting the criteria of the Manual of Administrative Operations) to be issued after providing proof that all funding is in place for the elevator project. Terms are a 60-month payback with 0% interest.

**Commission on Ministry:**

New Minister Members to the Presbytery:

Rev. James “Barrett” Ingram, Pastor, at Clarkton Presbyterian Church from South Louisiana Presbytery.

## Reverend Cassandra O. Thomas' Statement of Faith

I, Cassandra O. Thomas, believe with my heart, soul, mind, body and strength the following:

The Triune God, the true and living God is more majestic, marvelous, mysterious, miraculous, and merciful than human intelligence can adequately express. God is the highest holy agape love whose steadfast love endures forever. I believe in the Trinitarian baptismal response of "Father, Son, and Holy Spirit" realizing also that God's Holy Word reveals God is many additional expressions, analogies and symbols to provide a full scope of greater understanding of God for example such as God as Creator, Redeemer, Sustainer.

In the fullness of God's appointed time, God's only begotten Son, Jesus born of the Virgin Mary came into the world, fully God and fully human, obedient to the Father, to be Savior of the world that whosoever believes in Him should not perish but have life eternal. Jesus, my Lord and Savior, taught, healed, raised the dead, called men and women to be His followers/disciples, loved and blessed the children, shared the Good News setting captives free, was crucified, dead, buried, and resurrected. Jesus, after revealing His risen self to His disciples, ascended to heaven and will one day return to bring all believers to heaven to be with Him forever.

The Holy Spirit, Paraclete-Helper, being the third person of the Trinity, three in one God, provided spiritual power, discernment, guidance, and wisdom from the beginning of Creation, and throughout Creation, to the people of God for God's purposes and plans. The Holy Spirit enables Christ-followers to be and do more than they could ever imagine or believe possible. The Holy Spirit is the mark and seal of believer's adoption into God's family.

Essential Tenets in the Reformed Faith are central to what I believe: Jesus is the Son of God and Savior/Messiah redeeming the world by His crucifixion back to God; "Scripture Alone is our ultimate authority"-- the Holy Scripture is God's Holy Word (the 66 books of the Old and New Testaments) inspired by God for humans to know God deeper; it is by faith in Christ Jesus alone, and not our works, by which we are saved for it is by God's grace, mercy and love that sent His Son to pay for our sins; the priesthood of all believers calls each believer to holy, Good News living and witnessing in the home, community, and all parts of the world.

The Holy Sacraments of Baptism and the Lord's Supper (Communion) were established by Jesus for the community of believers and are signs of God's relationship to all believers. I believe in baby baptism as Jesus called for adults not to hinder the children from coming to Him and in the New Testament when the head of households, such as Cornelius in Acts, was baptized so was the entire household. Communion reminds us of the saving death of the Jesus until He comes again.

The Body of Christ (the Church, Disciples, Believers in Christ) is holy, catholic, and apostolic, set apart to worship and glorify God, to be lights to a dark world needing to hear and receive the Good News of Jesus Christ as Savior. The Body of Christ is called to build one another up using the gifts, talents, and fruits given by God as good stewards accountable to God for all we do and say. We are called to ministry within the body but also, social justice, reconciliation, ecumenical service, helping the poor, orphans, widows, those in prison, strangers, even our enemies even as Jesus Christ did.





**Biography on  
Reverend Doctor Cassandra O. Thomas (Sandy)  
Temporary Member of Presbytery of Coastal Carolina  
since June 2014  
Pastor, Sunnyside Presbyterian Church, Fayetteville, NC  
since August 2019**

Doctor Thomas was born to the late Sergeant First Class Baxter Thomas (US Army Retired) and the late Willie Dell Thomas (retired elementary school teacher). She was born and raised in Fayetteville, North Carolina, as an Army family member, in the Cumberland County public school system and spiritually at College Heights PC(U.S.A.). She was baptized at College Heights PC(U.S.A.) in December 1975. She served in the U. S. Air Force from 1986-2008. Her two sisters, one brother-in-law, one nephew and two grandnieces reside in North Carolina near her. She enjoys reading, traveling, music and time with her grandnieces.

Reverend Doctor Cassandra O. Thomas is an ordained minister in good standing with Red River Presbytery of the Cumberland Presbyterian Church (CPC). She was ordained on December 19, 1998, and she was selected as a chaplain in the United States Air Force effective October 1999, after serving over 14 years as a line officer in administrative and personnel leadership positions in the United States Air Force. As a chaplain, Doctor Thomas ministered as a Protestant, Senior Protestant, and Wing Chaplain in diverse stateside, overseas, and combat locations. She retired with an honorable discharge from the United States Air Force after 22 years on active duty in May 2008 in the rank of Lieutenant Colonel.

Doctor Thomas has ministered within the bounds of the Presbytery of Coastal Carolina (PC(U.S.A.)) since 2009 and as a temporary member since June 2014. She is currently serving as pastor to Sunnyside PC(U.S.A.) in Fayetteville, NC doing transitional ministry. In the past 11 plus years, she has been temporary supply pastor to College Heights PC(U.S.A.) in Fayetteville, NC and Mars Hill PC(U.S.A.) in Hope Mills, NC. She has served on the Presbytery's Commission on Ministry (COM) and Central Community Launch Team/Steering Team. She has served on administrative commissions, been keynote speaker for Presbytery Middle School Retreats, Presbyterian Women's Gathering, Central Community Officers' training, COM training and CRE/QRE training. Doctor Thomas received her Doctor of Ministry (DMin) degree from Campbell University Divinity School, Buies Creek, NC in 2018. Her DMin project focused on self-care resources of seminarians, clergy, and church leaders within the Presbytery of Coastal Carolina.

Doctor Thomas was a CPC representative on the Presbyterian Council for Chaplains and Military Personnel (PCCMP) from 2013-2019. She was the Chair for the PCCMP the last two years of her tenure with the council. PCCMP endorses ministers from four Presbyterian denominations: (PC(U.S.A.), CPC, CPC in America, and Korean Presbyterian Church Abroad) to chaplaincy in the U. S. military, the Department of Veterans Administration, Bureau of Federal Prisons, other federal agencies, and the Civil Air Patrol.

## 2019 West Community Pastor Terms of Call

NOTE: 1. Presbytery's Minimum Terms of Call for 2020 is \$68,843. 2. P/T denotes call is not full-time.

<b>CHURCH (membership) (2) MINISTER</b>	<b>Effective Cash Salary</b>	<b>Board of Pensions</b>	<b>Professional Reimbursements</b>	<b>Other/SECA</b>	<b>TOTAL (1)</b>
Antioch/Red Springs (86) Jim Smith P/T	No report				
BARBECUE (1969) David Sherrod	\$49,398	\$18,277	\$6,000	\$3,779	\$77,454
BETHESDA (351) David Hudson	\$64,561	\$23,887	\$3,000	\$4,939	\$96,387
BISCOE (101) Bruce Lax	\$58,825	\$21,765	\$6,000	\$4,500	\$91,090
BLANDONIA (117)	No Minister				
BROADWAY (24)	No minister				
BROWNSON MEMORIAL (1146) John Hage	\$119,387	\$44,173	\$6,000	\$9,133	\$178,693
BROWNSON MEMORIAL (1146) Karen Allen	\$68,239	\$25,249	\$6,000	\$5,220	\$104,708
BUFFALO (87) George Walton P/T	\$18,000				\$18,000
BUNNLEVEL (30) Thomas Brown	\$18,200				\$18,200
CAMERON (73) Canessa Lagan	\$56,134	\$20,770	\$5,000	\$4,294	\$86,198
CAMERON HILL (58) Marlene Dean P/T	No report				
CAPE FEAR/LILLINGTON (55) Roger Horn P/T	\$22,200				\$22,200
CHURCH IN THE PINES (40) Crystal Blue P/T	No report				
COMMUNITY (708) Roderick D. Stone	no report				
CULDEE (144) Jane Love	\$71,500	\$23,569	\$4,873	\$4,000	\$103,942
EBENEZER (96) David Greene P/T	\$11,200				\$11,200
EDGEWOOD (97) Cindy Neal	\$22,000				\$22,000
ELISE (26) Jon Neuhs P/T	\$29,084				\$29,084
EPHESUS (27)	No Minister				
EUPHRONIA (34) Keith A. Miller P/T	No Report				
EUREKA (69) Julie Hughes P/T shared	\$21,360				\$21,360

## 2019 West Community Pastor Terms of Call

<b>CHURCH (membership) (2) MINISTER</b>	<b>Effective Cash Salary</b>	<b>Board of Pensions</b>	<b>Professional Reimbursements</b>	<b>Other/SECA</b>	<b>TOTAL (1)</b>
FAITH (37) Jeffrey Mercer P/T	\$42,000		\$1,000		\$43,000
FIRST CARTHAGE (152) Richard Martindale	\$60,216	\$22,280	\$5,000	\$4,607	\$92,103
FIRST DUNN (345) Howard Dudley	No report				
FIRST LILLINGTON (23) split Kenneth Stealing P/T-	\$7,300				\$7,300
FIRST SANFORD (295) Joseph Bradford Simpson	\$65,000	\$24,050	\$7,720	\$4,835	\$101,605
FREEDOM EAST (40) Willie McCaskill	No Report				
HORSESHOE (13) Michael Fox P/T	No report				
INGRAM BRANCH (37) Fred Goins P/T	No Report				
JACKSON SPRINGS (67) Elizabeth Forester P/T	\$30,400		\$7,500	\$2,326	\$40,226
JOHN HALL (13) No report	No report				
JONESBORO (210) John Taylor	\$43,329	\$16,199	\$5,886	\$3,315	\$68,729
LAKEVIEW (15) Julie Hughes P/T shared	\$8,740		\$1,440		\$10,180
LAUREL HILL (111)					
LAURINBURG (417) Robert Martin	\$76,500	\$30,470	\$3,762	\$5,852	\$116,584
LEAFLET (36) David Priddy P/T w/ Raven Rock	\$40,320		\$1,500		\$41,820
LILLINGTON (147) Barrett Payne	\$52,500	\$19,425	\$6,000	\$4,016	\$81,941
MANLY (38) Ronald Holmes P/T	\$22,140				\$22,140
MCDONALDS CHAPEL (38) Robert Whitehouse	\$16,500	\$12,836	\$1,800		\$31,136
MONTPELIER (69) John Baker P/T	No report				
MORNINGSIDE (18) Wendell McGee P/T	No report				
MOUNT PISGAH (305) B. Douglas Houston	\$59,300	\$21,866	\$0	\$4,536	\$85,702
OLIVIA (75) Robert Johnson	\$33,000		\$1,500	\$2,525	\$37,025
PHILIPPI (52) Michael Baker P/T	\$15,600				\$15,600
PLEASANT VIEW-LAURINBURG (21) Cullen Edwards P/T	\$10,000				\$10,000
POCKET (151) Chad Neal	\$54,180	\$20,047	\$4,000	\$4,145	\$82,372
PRIEST HILL (24) Archie Stevens P/T	\$26,004				\$26,004
PROVIDENCE (12) Edward Williams	No report				
RAEFORD (213) No minister	No minister				

## 2019 West Community Pastor Terms of Call

CHURCH (membership) (2) MINISTER	Effective Cash Salary	Board of Pensions	Professional Reimbursements	Other/SECA	TOTAL (1)
RAVEN ROCK (55) David Priddy P/T w/ Leaflet	\$28,840		\$1,500		\$30,340
SALEM (68)	No minister				
SHILOH (28) Rufus McLean P/T	\$18,610		\$500		\$19,110
SILVER HILL (49)	No Minister				
SPOUT SPRINGS (39) (Split) Kenneth Stealing P/T	No report				
ST ANDREWS (133)	No minister				
SUMMERVILLE (39) Bill Pauley P/T	\$15,336				\$15,336
TRINITY - LAURINBURG (83) Jim Morgan P/T	\$26,400				\$26,400
UNION (62) Shane Owens	\$43,329	\$16,199	\$6,000	\$3,315	\$68,843
VASS (58) Wendell McGee P/T	\$14,400				\$14,400
WEST END (241) Maggie Beamguard	\$68,000	\$25,160	\$6,000	\$5,202	\$104,362
WESTMINSTER/L'BURG (68)	No minister				
WHITE HILL (150) Kathryn Dudley P/T	\$38,826	\$14,939	\$3,000	\$2,719	\$59,484
Williams Chapel (17) Ernest parish P/T	No Report				
Presbytery of Coastal Carolina Jerrold Lowry	\$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 Foundation G. Lee Hinson-Hasty	No report				

## 2020 East Community Pastor Terms of Call

NOTE: 1. Presbytery's Minimum Terms of Call for 2020 is \$68,843. 2. P/T denotes call is not full-time.

<b>CHURCH (membership) (2) MINISTER</b>	<b>Effective Cash Salary</b>	<b>Board of Pensions</b>	<b>Professional Reimbursements</b>	<b>Other/SECA</b>	<b>TOTAL (1)</b>
BETHANY/WILMINGTON (64) Aaron Doll P/T (split)	\$31,502	\$11,656	\$3,000	\$2,410	\$48,568
BETHEL/BEULAVILLE (25) Mark Houston P/T	No report				
BEULAVILLE (190) Hank Bellomy	\$62,373	\$23,079	\$6,200	\$4,772	\$96,424
BURGAW (155) Will Davis	\$47,958	\$22,026	\$6,000	\$4,683	\$80,667
CALYPSO (74) Nicholas Nielson	\$53,752	\$19,888	\$6,000	\$3,868	\$83,508
CAPE CARTERET (180) Ben Burrows	\$66,844	\$24,732	\$7,000	\$5,114	\$103,690
CAPE FEAR-WILMINGTON (158) Jonathan C. Watson	\$45,555	\$16,856	\$4,000	\$3,416	\$69,827
CAROLINA BEACH (166) Jonathan Bowling	\$62,324	\$23,060	\$3,000	\$4,768	\$93,152
CASWELL (51) Randa Scott, P/T	\$19,800				\$19,800
CHESTNUT STREET (63) Sean Palmer P/T	No report				
CHINQUAPIN (15) Charles Smiley P/T	\$7,200				\$7,200
CROATAN (111) Richard Boyd P/T	No report				
FAISON (65) Marvin Mervin	No report				
FIRST JACKSONVILLE (67) Ed Kahl	No report				
FIRST MOREHEAD (420) Timothy J. Havlicek	No report				
FIRST WILMINGTON (1279) Daniel Lewis	\$105,706	\$39,116	\$7,000	\$8,087	\$159,909
FIRST WILMINGTON (1279) Richard Ayler	\$52,000	\$19,240	\$6,000	\$3,978	\$81,218
FIRST WILMINGTON (1279) Nicole Newton	\$52,000	\$19,240	\$6,000	\$3,978	\$81,218
FUENTE DE AGUA VIVA (28) Eduardo Moreno P/T	No Report				
GRACE (25) Ken Yearick P/T	\$12,000				\$12,000
GROVE -KENANSVILLE (66)	No Minister				
HALLSVILLE (89) Mark Houston P/T	\$31,727			\$2,427	\$34,154
HARPER-SOUTHERLAND (36) Charles Love P/T	\$20,400				\$20,400
HOPEWELL (25) Ralph Evans P/T	No Report				

## 2020 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 (423) Patrick Rabun	No report				
MAPLE HILL (67) Richard Wurtzel P/T	\$19,788		\$4,361	\$3,392	\$27,541
MCCLURE (36) Martha Highsmith P/T	No report				
MOUNT ZION (69) Brian Doles	\$47,645	\$17,628	\$6,000	\$3,645	\$74,918
NEW HOPE (32) Laura Rissmiller P/T	\$12,300				\$12,300
OAK GROVE (20) Ruth Bayley P/T	No report				
OAK PLAIN (26) William Goodnight P/T	\$9,000				\$9,000
PINK HILL (59) Bruce Berry/ Jamie Lee Thompson	No report				
PLEASANT VIEW-ALBERTSON (24) Helen 'Randi' Taylor	\$4,800		\$2,200		\$7,000
POLLOCKSVILLE (88) T. Wes Moore	\$45,962	\$17,006	\$5,000	\$3,516	\$71,484
POTTS MEMEORIAL (24) William Goodnight P/T	\$14,600		\$3,000		\$17,600
RIOS DE AGUA VIVA (110) No Minister	No Minister				
ROCKFISH (29) Philip Siebbeles P/T	\$12,600			\$2,016	\$14,616
SHALLOTTE (275) No Minister	No Minister				
SMITH (56) Jim Wayne P/T	\$36,000				\$36,000
SNEADS FERRY (239) William Young	\$79,020	\$29,237	\$13,000	\$6,336	\$127,593
SOUTHPORT (292) Ann B. Jahnes	\$75,986	\$28,115	\$6,300	\$5,813	\$116,214
SOUTHPORT (292) Joanna Hipp	\$43,758	\$16,251	\$6,000	\$3,348	\$69,357
ST ANDREWS-COVENANT (886) Derek MacLeod	\$107,553	\$39,794	\$7,400	\$8,228	\$162,975
ST. ANDREWS-COVENANT (886) Robert H. Lapp	\$70,460	\$26,070	\$6,000	\$5,390	\$107,920
STANFORD (22) The bridge (144) Doug Cushing	No Minister No report				
TOPSAIL (354) Cameron Thomas	\$67,783	\$24,608	\$4,000	\$4,986	\$101,377
TRINITY-HAVELOCK (37) Juli Gicker-Anderson	No report				
WALLACE (296) Philip K. Gladden	\$82,750	\$30,617	\$1,200	\$6,973	\$121,540
WARSAW (99) Sills/Dicicco	No report				
WILDWOOD (73) No Minister	No Minister				

## 2020 East Community Pastor Terms of Call

<b>CHURCH (membership) (2) MINISTER</b>	<b>Effective Cash Salary</b>	<b>Board of Pensions</b>	<b>Professional Reimbursements</b>	<b>Other/SECA</b>	<b>TOTAL (1)</b>
WINDERMERE (166) John Pflug	\$67,500	\$24,975	\$3,000	\$5,164	\$100,639
WINTER PARK (226) P. Emile Harley	No report				
WINTER PARK (226) Aaron Doll P/T	No Report				
WOODBURN (69) Scott Bunting	No Report				
Presbytery of Coastal Carolina Jerrod Lowry	\$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 Foundation G. Lee Hinson-Hasty	No report				

## 2019 Central Community Pastor Terms of Call

NOTE: 1. Presbytery's Minimum Terms of Call for 2020 is \$68,843. 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)
ACME (13) Rebecca Raynor P/T	\$8,400		\$960		\$9,360
ASHPOLE (6) Rowland Bill Almond P/T shared	\$10,080		\$1,620		\$11,700
BETHANY - LUMBERTON (55) Helane Church P/T	\$18,000				\$18,000
BETH CAR (26) Johnny Simpson	No Report				
BIG ROCKFISH (14)	No Report				
BLACK RIVER (16)	No Minister				
BLUFF (100) Margaret Dudley	\$43,329	\$16,280	\$6,000	\$3,314	\$68,923
CENTRAL PRESBYTERIAN (15)	No Minister				
CENTRE (87) Scott Miller P/T	No Report				
CHADBOURN (34)	No Report				
CHURCH OF THE COVENANT(24) Floyd Benfield P/T	No Report				
CLARKTON (90 )	No Minister				
COLLEGE HEIGHTS (93) Lesley Bligen	\$58,500	\$16,650	\$6,000	\$3,442	\$84,592
DOTHAN (17) Earnest Parish, Jr.	No Report				
ELIZABETHTOWN (292) David Holloway	\$61,057		\$16,000	\$4,625	\$81,682
FIRST FAIRMONT (32) Ronald Hughes P/T	No Report				
FIRST - FAYETTEVILLE (611) Michael Garrett	\$109,141	\$40,381	\$7,000	\$8,349	\$164,871
FIRST HISPANIC-F'VILLE (32) Trinidad Martinez	No Report				
FIRST LUMBERTON (554) David Ruth	\$88,913	\$32,928	\$6,307	\$6,423	\$134,571
FIRST MAXTON (58) Gene Miller P/T	\$17,880		\$500		\$18,380
FIRST SPRINGLAKE (35) Gary Borcharding P/T	\$25,800				\$25,800
FIRST WHITEVILLE (167) Joe Washburn	\$70,478	\$26,932	\$7,000	\$5,200	\$109,610
GODWIN (14) Chris McMillian P/T	\$3,600				\$3,600
GRAVES MEMORIAL (379) Stephen Wilkins	\$98,053	\$36,280	\$4,000	\$7,501	\$145,834
HARMONY (1)	No Report				
HAYMOUNT (59) James Belle P/T	\$24,000	\$13,880	\$5,133	\$1,836	\$44,849
HIGHLAND (655) Chip Stapleton	\$80,790	\$29,893	\$7,500	\$6,180	\$124,363
HOLLY GROVE (26)	No Minister				
HOPE MILLS (54) Debra Patterson P/T	No Report				
IONA (20)	No Minister				



## 2019 Central Community Pastor Terms of Call

<b>CHURCH (membership) (2)</b> <b>MINISTER</b>	<b>Effective Cash Salary</b>	<b>Board of Pensions</b>	<b>Professional Reimbursements</b>	<b>Other/SECA</b>	<b>TOTAL (1)</b>
LAKE WACCAMAW (79) Steuart Link	\$45,526	\$16,846	\$4,000	\$3,483	\$69,855
LUMBER BRIDGE (86) Eugene Bach P/T	\$28,200		\$1,700		\$29,900
MACPHERSON (287) James W. Randall, Jr.	\$69,964	\$25,887	\$2,000	\$5,352	\$103,203
MARS HILL (26)	No Minister				
MCMILLAN (9)	No Report				
MIDWAY (65) Michael McGehee P/T	\$28,800				\$28,800
Monte de los Olivos (37)	No Report				
MOUNT HOREB (5)	No Minister				
MOUNT OLIVE (14)	No Minister				
MOUNT PELIER (61)	No Minister				
PALESTINE (40) Donald Fischer	No Report				
PANTHERSFORD (58) Willie McCaskill P/T	No Report				
PARKTON (57) Robert Price P/T	\$17,560		\$3,000		\$20,560
PEACE (61) Becky Durham	\$44,905	\$16,614	\$6,000	\$3,435	\$70,954
PHILADELPHUS (16) Gene Miller P/T	No Report				
RED SPRINGS (100) Dari Rowen	\$62,400	\$23,088	\$6,000	\$4,779	\$81,867
REILLY ROAD (78) Henry Cowan P/T	\$20,800				\$20,800
REX (29) Vivian Millar P/T	No Report				
ROWLAND (26) Bill Almond P/T shared	No Report				
SARDIS (46) Matthew Bowman	\$47,737	\$17,662	\$4,000	\$3,652	\$73,051
SECOND - Elizabehtown (18)	No Minister				
SHERWOOD (45)	No Minister				
SOUTHVIEW (47)	No Minister				
ST. PAULS (64) PJ Southam	\$61,464	\$5,400	\$3,000	\$3,507	\$73,371
SUNNYSIDE (34) Cassandra Thomas P/T	\$30,000		\$2,696	\$2,295	\$34,991
VAUGHAN MEMEORIAL (17) Douglas Jordan P/T	No report				
VILLAGE (25) Larry Hogan P/T	\$9,600			\$100	\$9,700
WESTMINSTER/FAYETTEVILLE (270) Richard McDuffie	\$67,500	\$24,975	\$5,684	\$5,163	\$103,322
WESTMINSTER/WHITEVILLE (46) Mark Fisher P/T	No Report				\$16,275
WHITE PLAINS (31) Chris Carlisle P/T	\$4,200				\$4,200
WILSON CHAPEL (14) Ernest Parish	No Report				
Presbytery of Coastal Carolina Jerrold Lowry	\$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

**2019 Central Community Pastor Terms of Call**

CHURCH (membership) (2) MINISTER	Effective Cash Salary	Board of Pensions	Professional Reimbursements	Other/SECA	TOTAL (1)
Presbyterian Mission Agency G. Lee Hinson-Hasty	No report				

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## *News & Announcements from the West Community*

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### **OFFICER TRAINING:**

We give thanks for the work of the East Community which is putting together Officer Training Videos that will be available for use throughout the Presbytery. They will be on the Presbytery's YouTube Page then promoted to the congregations through email.

### **TECHNOLOGY GRANTS FOR THE WEST COMMUNITY CHURCHES**

The West steering Committee is offering a limited number of grants up to \$500 to assist with purchasing technology to get a congregation online with worship or improve their live streaming or recording equipment. An application form will be available from Laura Lupton [LauraLupton@presbycc.org](mailto:LauraLupton@presbycc.org) and the applications will be due by Nov. 16 so they can be reviewed and approved before the end of 2020.

### **WEST COMMUNITY MEETING – JANUARY 2021**

The West Community will hold a virtual meeting on Saturday, January 30, 2021. 9:30AM to 11:30AM using Zoom. This meeting will include worship, business meeting and training opportunities.

### **CONFIRMATION RETREAT 2021**

We will be consulting with Erin Wehrmeister about how we might plan a Virtual Confirmation Retreat with the possibility of a Day Camp Event at Camp Monroe. This is tentative and no dates have been set but we would be aiming for February.

### **SESSION RECORDS REVIEW**

In 2020, 2019 session records were not reviewed in the West Community. When it is safe to resume in 2021, the Sessional Records Committee will set dates to review both 2019 and 2020 session minutes and records. Robert Gordon is chair of that committee.

Respectfully Submitted,

*The West Steering Team, Shane Owens, Chair*

Alice Baldwin (Westminster-Laurinburg), Bill Evans (Antioch-RS), Shane Owens (Union-Carthage), Sarah Spencer (First Lillington), David Priddy (Raven Rock & Leaflet), Wendy Tomczak (Priest Hill-Carthage), Brad Simpson (First Sanford) Ex Officio with Vote: David Dudley(HR), John Taylor (Jonesboro)  
Staff: Laura Lupton Ex Officio: Robert Gordon, Clerk

## Robert Hill, Commissioner report

The 224th General Assembly of the Presbyterian Church (USA) took place June 19-27, 2020. I was honored to be a Ruling Elder Commissioner, representing the Presbytery of Coastal Carolina. Obviously, due to the COVID-19 pandemic, it could not take place in Baltimore as planned, so it was held virtually. Each Commissioner and Delegate was supposed to use two screens, one with the Zoom Meeting and one with PC-Biz active. As I understand it, PC-Biz would have been used at an in-person GA anyway - it is used to keep all the Commissioners, Delegates and other attendees up to date as to the business before the body and to cast votes.

Because this was the first virtual GA in the history of the PC(USA), and because there had never before been a need or an expectation for holding a virtual GA, the Book of Order requires, “a stated meeting at least biennially”. A virtual GA does not meet this requirement, so everything that the 224th GA approved will have to be ratified by the 225th GA in 2022. Knowing this, and because most of the big decisions are usually done in committee meetings, there were many things that were not allowed to be brought up, including changes to the Book of Order, and anything not considered “critical business”. A normal GA has each Commissioner assigned to a committee, and each and every item of business to come before the body is first reviewed in committee. Since nobody travelled to Baltimore, there were no committees meeting during this GA. Before the first plenary, on June 19, a committee that most of us were not part of decided which items that had been submitted for consideration were critical and which were not. This did help quite a bit in keeping the meeting moving.

The theme of this General Assembly was, “Lament to Hope”. Obviously, we all lamented the missed experience of a “real” General Assembly. Some of our other lamentations included the racial injustices and riots that were foremost in most of our country’s minds in late June, the impact the Corona Virus was having on our economy, and on some of our personal finances, and the confrontational attitude many of our elected leaders have foisted upon the population.

I was VERY proud that our church, in dealing with all the “critical business” that was before us, made a conscious effort to be inclusive,

rather than divisive, in every decision that had any kind of racial, gender, or sexual orientation ramifications. Jesus didn't preach divisiveness - He preached LOVE. I think that this, more than anything, shows that the PC(USA) is trying to be a leader in social and moral change. This, from a denomination that had racially segregated presbyteries as late as the 1980s!

The General Assembly was closed with 8 minutes and 46 seconds of silence, in remembrance of how long George Floyd had a police officer's knee pressed into his neck, leading to his death by asphyxiation. The church has come a long way, and I hope it continues to lead by example, sharing God's love for ALL people, whether they are like me or not.

Assignment:

*Reflect on how you feel now. What does this GA say about where the church has been? How did this GA speak to the issues of our day? Did you see signs of hope/concern about where the church is heading? What issue were you hoping to hear the church address and how do you feel about the way it was addressed? What issue impacts churches elsewhere that you heard about for the first time or in a new way? What does the theme "Lament to Hope" now mean to you?*