

Presbytery of the Northwest Coast
Minutes of the 23rd Stated Meeting
February 10, 2022

All times Pacific Standard

Attachments indicated by endnotes in the text

The meeting was held by Zoom internet video conferencing software. A workshop about the GA overture concurrence appearing on the agenda was held at 2pm. The meeting was opened at 3:05 p.m. with prayer by Rev. Dean Strong and Jenine Taylor who led a Service of Installation of the Co-Moderators, Revs. Becca Niemeyer and Matt Paul.

Rev. Niemeyer led the presbytery in a land acknowledgment that recognized Indigenous Peoples as the traditional stewards of the land and the enduring relationship that exists between Indigenous Peoples and their traditional territories within the presbytery.

Features of the web conferencing software and the process for voting and other parliamentary procedures were reviewed by the Stated Clerk so that all could fully participate. The agenda was approved as posted. The minutes of the previous meeting had been previously approved by the presbytery's standing rule and posted on the presbytery website. Guests and first time commissioners were introduced.

Revs. Neil Trainer, Greg Lund, Becca Niemeyer and Jinsuk Kim led the worship liturgy. John Van Deusen, of Westminster PC, led the music. Former E.P. Corey Schlosser-Hall proclaimed the Word.

The business meeting convened at 3:44 p.m. A quorum was present; the roll is attached.¹

Board of Pensions

The Rev. Christine Long of the Board greeted the presbytery and provided an overview of the enhanced medical plan.

Stated Clerk

Dean Strong reviewed recent COM actions regarding online sexual misconduct prevention training requirements and new online annual reporting for clergy. All ministers members will be asked to acknowledge receipt of the presbytery's ethics and misconduct policies when they are redistributed later this spring. Rev. Strong also thanked the Clerks of Session who have been busy with year end reporting.

Executive Staff

Amy Delaney recognized and thanked Commissioned Pastor Nettie Covalt, of Wrangell First, for her service as Alaska Cluster Coordinator as she has resigned that position as of Jan. 1st.

Jinsuk Kim highlighted the diversity of the presbytery, encouraging continued and increased representation of Korean Americans and people of color on the entities and ministries of the presbytery.

General Assembly

GA Commissioners. The presbytery referred selection of GA commissioners to the Executive Board at the last regular meeting. Rev. Becca Niemeyer and Elder Sam Dechter were selected. Co-Moderator Matt Paul led the presbytery in a service of commissioning.

Overture Concurrence. The following resolution had been received from several members of the presbytery and placed on the agenda; "Shall the Presbytery Concur with the following GA Overture; *'On Recognition That Israel's Laws, Policies, and Practices Constitute Apartheid Against the Palestinian*

People". Former GA Moderator Rev. Dr. Fahed Abu-Akel was welcomed by the presbytery. He shared his experience as a Palestinian Christian, and pled for affirming the overture. After discussion, the resolution was APPROVED.

Examinations

The Examination Team of COM recommended that the Rev. Bruce Swanson, Honorably Retired member of Boise Presbytery, and the Rev. Laura Terasaki, of Seattle Presbytery, be received as members; Rev. Terasaki to serve as the Interim Pastor of Lake Forest Park PC.

Both were welcomed by the presbytery, and each offered a brief statement of faith and of commitment to the ministry of Word and Sacrament. The examination continued on "Christian Faith and views in theology, the Bible, the Sacraments, and the government of the church." A motion to end the examination was approved and Revs. Swanson and Terasaki were excused to the waiting room. Motions to receive them were taken up separately. After discussion, the motion to receive Rev. Swanson was approved. After further discussion, the motion to receive Rev. Terasaki was approved.

Revs. Swanson, Terasaki, and John Park, who had been received at a previously held COM meeting, were humorously quizzed about regional trivia and culture; all of them passed marvelously with the support and encouragement of the presbytery, who then prayed for them and that their ministries would bless all.

Commission on Ministry

Moderator Greg Lund presented the following report and entertained questions; there were none.

Delegated Actions Reported to the Presbytery

Pastoral Relationships & Transitions *alphabetically by church/pastor.*

Kennewick 1st/Merriman. Elder Bob Merriman's commission for limited pastoral service to the First Presbyterian Church of Kennewick was renewed as requested by the session for an additional three years commencing Nov. 4, 2021.

Lake Forest Park/Chaumont. A temporary change in Assoc. Pastor Andrea Chaumont's terms of call and position description to Acting Head of Staff Duties was approved, and she was appointed as moderator of the session until an interim pastor assumes office.

Lake Forest Park/Terasaki. A temporary pastoral agreement between the Rev. Laura Terasaki and the session of Lake Forest Park PC was approved upon her reception as a member of the presbytery (see Examinations).

Mountain View/Jones & Mason. The Revs. Dan Jones and John Mason were installed as co-pastors of Mountain View Presbyterian Church on Oct. 24, 2021, by the following administrative commission who is dismissed with thanks: Revs. Dean Strong, Bill Barnes, Elders Randy Finsen of Mountain View, Leah Grey of Tideland, and Corey Schlosser-Hall of Emmanuel.

Northern Light/McClellan. At the request of Pastor Rev. Faith McClellan, and of the congregation at a meeting held Jan 23, 2022, the pastoral relationship between Northern Light United Church and the Rev. Faith McClellan is dissolved as of May 10, 2022.

Port Angeles/Mattie. The session seeks to honor former pastor Rev. Ted Mattie, HR, by calling a congregational meeting to elect him Pastor Emeritus. COM approved the following, "That the honorary title of Emeritus be granted to the Rev. Ted Mattie upon congregation vote, with no explicit or implied

pastoral authority or duty and without any change to the established separation ethics or current relationship between the former pastor and the congregation.”

Sunnyside/Valadez. The temporary relationship between Rev. Nick Valadez and the Sunnyside session was reviewed and approved effective Jan. 1, 2022 through May 31, 2022.

United Presbyterian Church of Seattle/Park. An Associate Pastor relationship was established between the Rev. John Park, a member of Atlanta Presbytery, to serve as Pastor of the English Ministry, and the Congregation, according to the following terms: Cash Salary \$20,000, Housing allowance \$33,000, all other items per presbytery minimum (compensation meets presbytery minimum). Rev. Park was interviewed by the Exam Team on Oct. 6th, who recommended that he be received as a member. The presbytery was invited to his examination for membership which was held Dec. 3rd during the regularly scheduled COM meeting, where he was received as a member. The Rev. John Park was installed Jan. 23 by the following administrative commission who is dismissed with thanks: Rev. Woojin Shim, Rev. Byung Kyu Kim, Rev. Jinsuk Kim, Minna Dimmick (North Creek), Eun Suk Choi (UPC of Seattle), William Kang (UPC of Seattle) Joong Bin Im (Community Church of Seattle).

Minister Members

Bailey. Pastor Rev. Brandon Baily submitted a plan for a sabbatical leave from Tidelands PC which was reviewed and commended to the session & congregation.

Neeley. The Rev. Mike Neeley has left Tierra Nueva and is applying to have his new ministry validated; until he is interviewed he has been granted membership at large.

Niemeyer. The call between Associate Pastor Rev. Becca Niemeyer, who has moved to Cashmere, WA for her spouse's work, and Bellingham 1st, was dissolved as of December 5th, and she has been granted membership-at-large.

Trainer. Pastor Rev. Neal Trainer of Calvin PC submitted plans for a sabbatical leave which were reviewed and commended to the session & congregation.

Policy.

Sexual Misconduct Prevention Training Revision. Since it has become prohibitive to offer in person training, and the presbytery's insurance company now recommends annual education, requirements to engage in ministry have been revised to be completed online using the Praesidium Academy which is offered by the Insurance Board, as follows. As of publishing, 71 minister members of the presbytery were out of compliance with the former requirement of completing a refresher course every three years. These members have until March 31 to complete the required courses. All other minister members and commissioned pastors must complete the required courses by December 31, 2022, and repeat them annually. Occasional course revisions are anticipated. Instructions will be distributed by staff.

Required of ALL ministers of the Word (MoW) & CPs to engage in *any* kind of ministry:

1. Promoting a Safe Environment: Employee Sexual Harassment Training
2. Duty to Report: Mandated Reporter.
3. Preventing Abuse and Exploitation in Pastoral Ministry.

Additionally required of all Church Pastoral Staff and volunteers working children, youth, or vulnerable adults (ordained/non-ordained)

1. Abuse Risk Management
2. Keeping Your Church Safe
3. Preventing Sexual Activity between Adolescents
4. Preventing Sexual Activity between Young Children
5. Social Media Safety

Additionally Required of Pastors Head of Staff (recommended for all church ministry leaders)

1. Promoting a Safe Environment: Supervisor Sexual Harassment Training

Commission on Preparation for Ministry

Commission Moderator Rev. Neil Trainer reported the following items:

Nicki Lang, of the First Presbyterian Church of Bellingham, and a student at Seattle University's School of Theology, was enrolled as an enquirer on Dec. 2, 2021. The church was also awarded an \$8,000 Miriam Snow Mathes grant for Ms. Lang to serve as an intern.

Inquirer Linda Erickson of Calvin PC, and a student at Fuller Seminary, was awarded \$1,000 Katie Allen Scholarship for CPE.

An annual consultation was held Oct. 28, 2021 with Amanda Sutherland of Mountain View PC, a student at Fuller Seminary; she was continued as a Candidate.

Executive Board

The complete minutes of the Executive Board were posted on the presbytery website and a link was provided on the agenda.

2022 Operating Budget. The presbytery had at its previous regular meeting delegated the details of 2022 budget to the Board with the provision that it not exceed 110% of the 2021 budget. The 2022 budget, as revised by the Board, was posted with the agenda. The following resolution was APPROVED, "Resolved, That the presbytery confirm the budget as amended by the Board December 9, 2021."²

Executive Presbyter Transition. A process of transition was proposed by the Board and included with the agenda. The resolution reported by the Board, "Resolved, That the *Executive Presbyter Transition Recommendation*, be adopted," was APPROVED as attached to these minutes.³

Executive Presbyter Nominating Committee. The following were elected to the committee, Revs. Mark Terayama, Matt McCoy, Elizabeth Shen O'Connor; church members Steve Kinney, Danielle Riley, Cindy Ryu; Dottie Villevik.

Summary of Board Actions. *The full Board's minutes are posted on the presbytery website.*

Sedro-Woolley Property. The Sedro-Woolley/Trinity property is being appraised for a possible sale to the church tenant.

GA Commissioners. Elder Sam Dechter of Kennewick 1st and Rev. Becca Niemeyer were selected as GA Commissioners.

Co-Moderators. Revs. Matt Paul and Becca Niemeyer were elected 2022 Co-Moderators of the Board.

Campbell Farm. Dionna Estrada Bennet was named as Executive Director of Campbell Farm and a Memorandum of understanding with the Campbell Farm Advisory Board was executed.

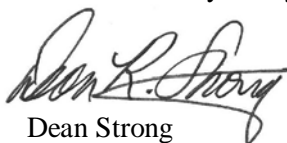
EP Transition. The resignation of EP Corey Schlosser-Hall was received and the Rev. Amy Delaney was hired as Acting Executive Presbyter. Stephanie Hankey, JB Im, Becca Niemeyer (moderator), George Eastman, Steve Kinney, Mark Terayama, and Dean Strong were designated as an Immediate EP Transition Team.

Samish Island Fellowship was recognized as a New Worshiping Community of the presbytery led by Rev. Jan Smith.

New Church AC. The following persons were designated to an Administrative Commission to charter Spring Church and New Life Fellowship as organized congregations according to the attached document:⁴ Revs. Brandon Bailey, Andrea Chaumont, Janine Moriarty; Elders JB Im, Darrell Kim

Closing

The Sacrament of the Lord's Supper was celebrated with the Co-Moderators presiding. The Charge was delivered by Corey Schlosser-Hall. A benediction was pronounced by Rev. Amy Delaney at 6:05 p.m.



Dean Strong
Stated Clerk

Attachments:

¹ *Roll & Attendance.*

² *2022 Operating Budget.*

³ *Executive Presbyter Transition Recommendation*

⁴ *New Church Organizing Administrative Commission.*

**Presbytery of the Northwest Coast
Roll & Attendance
February 10, 2022**

Summary of the Roll (Ruling Elder/Teaching Elder Balance per Bylaw 3.600).

Only those members and visitors who were present on Zoom (not phone) for any part of the business portion of the meeting, which opened at 3:45 p.m and adjourned at 6:05 p.m. PDT, can, by rule, be included in the determination of a quorum and the roll of those present. Minister and Elder commissioners who left the meeting before 3:05 p.m and did not return are not listed as present. While this is difficult to determine during an in person meeting, Zoom Web Conference Software provides recorded data that shows precisely when participants were present and it has been used for this report.

	Present	Absent	Total
Teaching Elders	50	110	160
Ruling Elders			
Continuing Members*	10	3	13
Session Commissioners	45	57	102
Total Ruling Elders	55	60	115
Total	105	170	275
Church Representation	28	26	54

Teaching Elders Present (50)

Scott Anthony, Muriel Brown, Doug Bunnell, Gustavo Carvajal, Bruce Cook, Kimberly Crispeno, Amy Delaney, Alan Dorway, Denise Easter, Gracie Ekblad, Greg Ellis, Dennis Evans, Richard Gibson, Robin Hagan, Stephanie Hankey, Paul Heins, Kurt Helmcke, Pamela Hunter, Luke Hyder, Heather James, Jinsuk Kim, Jong Lee, Ann Lewis, Charlie Lewis, Gregory Lund, John Mason, Faith McClellan, Matt McCoy, Carol McLaughlin, Emily Mitchell, Janine Moriarty, Bobbi Neason, Michael Neelley, Becca Niemeyer, Kevin Nollette, ElizabethShen O'Connor, John Heungson Park, John Il Park, Matt Paul, Gerald Poole, David Rohrer, Ervin Roorda, Cody Ryu, Ted Schuldt, WooJin Shim, Janice Smith, Greg Steible, Dean Strong, Mark Terayama, Neil Trainer,

Teaching Elders Absent (110)

Tom Adams, Kyle Anderson, Paul Ashbrook, Robert Bacon, Jr. Hyun-Su Baek, Brandon Bailey, Frank Baresel, William Barnes, Paul Beran, Joseph Bettridge, Ashley Birk, Jan Blankenship, Dennis Borgman, Alexander Brown, David Casson, James Caulkins, David Hoonjin Chai, Andrea Chaumont, James Christensen, Chankil Chung, Charles Clarke, Mark Cook, Edwin Coon, Karel Coppock, David Dobler, David Eekhoff, Robert Ekblad, Larry Emery, Florence Evanoff, Pansie Evers, Duncan Ferguson, Brent Fisher, Crista Gregory, Hallack Greider, Heidi Greider, Tracee Hackel, Holly Hallman, Cynthia Harris, Robert Higgins, Ann Hinz, Daniel Holland, Fredrick Hull, Robert Jackson, Philip Yoon Gi Jang, Daesun Jeong, Robert Johnson, Daniel Jones, Lynn Jones, Barry Keating, Byeung Kyu Kim, Kyoung Chun Kim, Yo Sub Kim, Yong In Kim, Richard Klein, Paul Kohler, Dianna Kunce, James Kutz, James Joon Kwon, G David Lambertson, John Lann, Ki Chun Lee, Young Rae Lee, Wayne Lowry, Robert Maxson, Heather Mikelson, David Murphy, Milad Nakhla, Joshua Hyunsoo Nam, Kwang Hyun Noh, Richard Nordgren, Peter Notehelfer, John Hee Park, Ronald Richardson, David Ro, Mary Robinson-Mohr, John Rogers, David Ross, Thomas Ross, Claudia Rowe, Thomas Salmon, Esther Sanders, Scott Schaefer, Robert Schmitt, Faye Serene, Hanna Peterson Shearer, Robert Shepard, Sooil Shim, Brian Shin, Donald Simpson, Robert Slater, Arden Snyder, David Song, Janet Sonnanburg, William Southwick, Richard Speer, Charles Strawn, Paul Strawn, Serena Sullivan, Karen Summers, Allan Swan, David Templin, Seth Thomas, Wendy Tingley, Nicholas Valadez, Janet Van Antwerp Doug Waltar, Henk Wapstra, Michael Young, John Zimmerman.

Continuing Members (13)*Commissioned Ruling Elders, Executive Board***Present (10), Counted (7)** (*counted as session commissioners)*Commissioned Ruling Elders.* Rob Christ, Nettie Covalt, George Eastman, Danielle Riley, Kevin Riley.
Executive Board. JB Im,* Darrel Kim, Steve Kinney, Lorraine Nelson, Susan Sprague***Absent (3)***Commissioned Ruling Elders.* Kerrie Bauer, Chris Hoke, Bob Merriman.**Ruling Elder Session Commissioners (45)**

<u>Acme</u> Judith Paulson	<u>Cordata</u> Ken Gasper	Samuel Dechter	Callie Carmean	<u>Snohomish 1st</u> Curt Green
<u>Bellingham 1st</u> Jean Hamilton	<u>Cottage Lake</u> Shirley Handley	<u>Ketchikan</u> Grace Kinney	<u>Northern Light United</u> Kate Burkhart	Erin Ramirez Pat Sanvik George Vasil
<u>Calvin</u> Mike Bowerman Benj Parrilla Hank Weaver	<u>Edmonds</u> Linda K. Reynolds	<u>Lake Forest Park</u> Jessie Elenbaas	<u>Othello 1st</u> Frances Irwin Shelley Kensler	<u>Terrace View</u> Liz Peterson
<u>Cashmere</u> Linda Colby	<u>Emmanuel</u> Susan Sprague	<u>Maplewood</u> John Collier Bethany Reid	<u>Petersburg 1st</u> Mary Ellen Anderson	<u>Tidelands</u> Judy Lang
<u>Central WA Korean</u> Lisa Choi	<u>Everett 1st</u> Steve Hammond	<u>Mountain View</u> Denise Gritton Jason Kreutz George Rasmussen	<u>Port Angeles 1st</u> Rosalie Doty Iantha Frazer 1st Pat Hyden	<u>United of Seattle</u> Tim Kim
<u>Community of Seattle</u> JB Im Wesley Pak	<u>Friday Harbor</u> Bill Severson Thomas Starr	<u>North Creek</u> Karen Butler Vic Chaloupka	<u>Quilcene 1st</u> Cleone Telling	<u>Westminster</u> Tim Fairbanks Debra Forman Dee Holtgeerts
	<u>Kennewick First</u>			

Sessions Not Represented (26)

Baker Community, Cascade View, Clallam Bay, Craig & Klawock 1st, Fruitland, Hydaburg, Korean Zion, Lord of Glory, Meadow Springs, Metlakatla, Mount Baker, Mount Vernon, Neah Bay, Oak Harbor Korean, Parker Heights, Port Townsend 1st, Quincy 1st, Riverside, Saint James, Sunnyside, Tieton 1st, Waterville Federated, Whidbey, Wilson Creek 1st, Wrangell, 1st, Yakutat.

Staff

Jenine Taylor, *Presbytery Connector*, Younghee Kim, *Interpreter*.

Visitors

Rev. Fahed Abu-Akel, *Atlanta Presbytery*, Carol Bates, *Cottage Lake*, Jim Beidle, *Cascade View*, Mandy Bladek, *Tidelands*, Paul Davidson, *New Hope Parish - Heartland Presbytery*, Sarah Humphrey, *Presbytery of Greater Atlanta*, Rev. Christine Long, *Board of Pensions*, Sandi Long, *Cottage Lake*, Annaweinita Miller, *Mending Wings*, Myra Munson, *Northern Light United*, Rene Myers, *Presbyterian Mission Agency*, Bill Palmer, *Bellingham 1st*, Heidi Saikaly, *Snohomish 1st*, Adrienne Schlosser-Hall, *Emmanuel*, Corey Schlosser-Hall, *Presbyterian Mission Agency*, Rev. Bruce Swanson, *Boise Presbytery*, Rev. Laura Terasaki, *Seattle Presbytery*, Sarah VanderVort, *Westminster*, Dottie Villevik, *Everett 1st*.

**Presbytery of the Northwest Coast
2022 Operating Budget, 2023-2026 Pro Forma**

Revised and Approved by Exec. Board 12/9/2021

BUDGET SUMMARY

	Schedules	12/31/2020	Approved 2021	Actual YTD 10/31/2021	2022	2023	2024	2025	2026
Income									
Unrestricted	(1)	622,990	480,732	566,142	479,117	469,216	460,082	451,703	450,065
<i>Designated Income (CBG)</i>		65,403	-	-	-	-	-	-	1
Restricted Income	(2)	281,141	264,058	165,853	206,107	212,152	198,238	214,367	200,542
Real Property Values	(a)					200,000	200,000	200,000	200,000
Endowment Principle Value Gain (loss)		-	-	-	-	-	-	-	-
Total Income		969,534	744,791	731,995	685,224	881,368	858,320	866,070	850,608
Expenses									
Vital Congregations: Renewal	(3)	22,052	15,850	5,000	9,000	-	-	-	-
Village & Small Church Ministries		73,667	79,901	19,468	75,499	54,497	38,865	23,865	23,866
Multi-Cultural Integration	(4)	71,929	64,706	49,908	64,828	59,815	9,500	9,500	9,500
New Expressions of the Church	(7)	73,208	84,000	20,000	70,000	82,000	50,000	82,000	52,000
Mission In & Beyond NWCP	(8)	255,993	219,000	161,693	173,000	160,000	160,000	160,000	160,000
Governance & Management	(9)	369,369	94,367	84,562	107,664	94,557	92,055	96,653	87,347
Distributed Officing/Tech Expenses	(10)	51,869	30,120	35,765	51,658	42,092	46,533	42,984	47,444
Presbytery 3.0 (\$30K, mostly software)			30,000		<i>see office expense</i>				
Operating Staff Expenses	(11)	339,448	306,729	288,676	301,013	307,305	312,194	278,218	282,307
Real Estate & Property Management		139,813	20,000	33,177	27,901	28,738	29,600	30,489	31,403
Church Asst: Per capita, loans, grants		-	-	-	-	-	-	-	-
Total Expenses		1,397,348	944,673	698,250	880,563	829,004	738,747	723,708	693,866
				837,900	<i>12/31/2021 forecasted expenses</i>				
Change in Net Assets (Net Income - Loss)		(427,814)	(199,883)	33,746	(195,339)	52,364	119,573	142,362	156,742
				(105,904)	<i>12/31/2021 forecasted net loss</i>				
USABLE Net Assets, Dec 31, 2020			3,399,583	3,433,329	3,204,244	3,256,608	3,376,181	3,518,543	3,675,284
Total Change in Net Assets 2019-2024									
(a) Assumes 1 congregation may close each year, assets revert to the presbytery.									

Overhead Funding & Expenses

	2021	10/31/2021	2022	2023	2024	2025	2026
Presbytery Per Capita (Traditionally funds overhead)	286,821	286,821	285,930	274,493	263,513	252,973	248,850
Less: Management & Support Services							
Presbytery Meetings & Commissions	29,000	27,528	35,500	29,500	29,500	29,500	29,500
Office Expenses	30,120	35,765	51,658	42,092	46,533	42,984	47,444
Presbytery Staff							
Executive (Salary, Taxes, Benefits, Travel)	167,617	169,106	164,285	167,341	170,458	173,637	176,880
EAP for Korean Ministries	51,706	42,882	51,328	52,315	-	-	-
Stated Clerk/Budget Manager	54,280	59,811	48,330	49,272	50,232	12,250	12,251
Admin	54,832	54,832	56,054	56,798	57,556	58,329	59,120
Bookkeeping	27,500	19,044	27,500	27,500	27,500	27,500	27,500
Web, Tech (EJ Lee)			2,500	2,500	2,500	2,500	2,500
Alaska Coordinator	8,865	7,298	8,865	8,865	8,865	8,865	8,865
CP Coordinator	7,500	7,785	-	-	-	-	-
Vital Congregations	6,000	-	-	-	-	-	-
Total Management & Support Services	437,420	424,052	446,021	436,181	393,144	355,565	364,060
Gain/(Loss)	(150,599)	(137,231)	(160,091)	(161,689)	(129,631)	(102,593)	(115,210)

INCOME SUBSCHEDULES

Schedule 1 - Unrestricted Income	2020	2021	10/31/2021	2022	2023	2024	2025	2026
Membership (a)	9,295	7,082	7,082	7,060	6,778	6,506	6,246	5,996
Per Capita Assessment	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50	\$ 41.50
Presbytery Per Capita	376,448	286,821	286,821	285,930	274,493	263,513	252,973	248,850
Synod Per Capita (\$.25)		1,771	1,771	1,765	1,694	1,627	1,562	1,499
GA Per Capita 2021-22 \$8.98	-	63,596	63,596	63,399	60,863	58,428	56,091	53,848
5000-10 Per Capita Income	364,579	352,188	353,041	351,094	337,050	323,568	310,625	304,197
5000-30 Fees, Registrations, Books, Etc (b)	4,180	6,000	5,273	3,000	3,000	3,000	3,000	3,000
5000-40 Investments Interest & Earnings	85,235	78,974	120,166	81,423	85,494	89,769	94,257	98,970
5000-65 Tideland Lease	9,515		1,586					
5000-70 Rent Received (e)	50,075	40,000	45,850	40,000	40,000	40,000	40,000	40,000
5000-80 Miscellaneous Income (Synod)	109,406	3,570	40,226	3,600	3,672	3,745	3,820	3,897
Total Unrestricted, Income	622,990	480,732	566,142	479,117	469,216	460,082	451,703	450,065

notes:

(a) 2022 = 7060 then forecasting 4% decline per year, national average

(b) Includes Triennium, Misconduct Prevention, CCLI, Checking interest, etc.

(c) Interest on MCDs, New Covenant Funds, Savings, Loans

(e) /mo; Trinity \$2,200; Everson \$1,250

Schedule 2 - Restricted Income, 5200	2020	2021	10/31/2021	2022	2023	2024	2025	2026
5210-10 Temporarily Restricted Income from Foundation (4%)								
Alaska Mission		1,386	1,441	1,558	1,620	1,685	1,753	1,823
Allington		2,434	2,532	2,737	2,846	2,960	3,079	3,202
Bakken (mission churches, PFxxx5580)		201	209	209	218	227	236	245
Demmert (Native Americans SE Alaska, PF 5691)		217	226	244	254	264	274	285
Fawcett (leadership seminar, PFxxx2890)		1,477	1,536	1,660	1,726	1,795	1,867	1,942
Jackman (lay pastoral leadership, PF2126)		627	652	705	733	763	793	825
Lesch		91	95	103	107	111	116	120
Mathes (Seminary Interns), PFxxx1744)		6,009	6,250	6,757	7,027	7,308	7,601	7,905
Merchant (Small Churches & NCD, PFxxx0675)		6,615	6,880	7,439	7,737	8,046	8,368	8,703
Pisgah		91	95	95	99	103	107	111
Synod of AK NW Endowments	21,728	-	-	-	-	-	-	-
Subtotal			4,618	4,600	4,784	4,975	5,174	5,381
Sub-total Permanently Restricted Income from Fo	21,805	19,058	22,578	26,107	27,152	28,238	29,367	30,542
5250-00 Restricted Grants								
Elective Gifts from Congregations for NWC Mi (a)		10,000		5,000	5,000	5,000	5,000	5,000
PCUSA Grants/other foundations/corporations (b)		40,000	10,000	35,000	40,000	25,000	40,000	25,000
Sub-total Total Restricted Grants	65,000	55,000	10,000	40,000	45,000	30,000	45,000	30,000
5300-00 GA Mission-Offerings (pass throughs)	101,007	120,000	85,144	80,000	80,000	80,000	80,000	80,000
5400-00 Presbytery Mission (pass throughs)	71,601	70,000	48,131	60,000	60,000	60,000	60,000	60,000
Total 5200-00 Restricted Income	281,141	264,058	165,853	206,107	212,152	198,238	214,367	200,542

Notes:

(a) A new opportunity for congregational giving.

(b) PC (USA) grants for new church expression startups will usually match the amount NWC provides.

EXPENSE SUBSCHEDULES

Schedule 3 - Vital Congregations & Renewal	2021	10/31/2021	2022	2023	2024	2025	2026
6000-05 Studio E3 Catalyst/Vital Cong Coordinator ⁱⁿ 2021	6,000		-	-	-	-	-
6000-10 Congregational Resources (Cap Improve	-	9,850	5,000	9,000	-	-	-
Sub-total	22,052	15,850	5,000	9,000	-	-	-
Schedule 4 Village & Small Church Ministries							
6100-05 Pastoral Associate (CP Program only)	7,500	7,785	-	-	-	-	-
6100-30 CP Recruitment & Formation	1,500	4,385	3,500	-	-	-	-
Sub-total	9,000	12,170	3,500	-	-	-	-
6100-05 Salary Support							
Mt. Baker (Concrete) (a)		47,036	33,134	15,632	-	-	-

Acme PC			15,000	15,000	15,000		
Other Churches	15,000	-	10,000	10,000	10,000	10,000	10,000
6100-25 Alaska Cluster Meetings	-	-	5,000	5,000	5,000	5,000	5,001
Alaska Coordinator & Expenses	8,865	7,298	8,865	8,865	8,865	8,865	8,865
Total Village & Small Church Ministries	73,667	79,901	19,468	75,499	54,497	38,865	23,865

(a) MBPC Support is on target from MBPC 2020 Proposal approved by the Board 9/16/20

Schedule 5 - Multicultural Integration 6200-00	2021	10/31/2021	2022	2023	2024	2025	2026
AEP for Korean Ministry (.5 FTE 2021) 6200-06	51,600	33,834	28,195	34,985	35,684	-	-
BOP Benefits 6200-07	18,537	12,519	13,669	12,944	13,203	-	-
Payroll Taxes 6200-08	699	1,353	555	1,399	1,427	-	-
R reimbursable Prof Exp.(Inc. Big Tent, NCKPC)	459	3,000	463	1,500	1,500	-	-
Continuing Education 6200-10 (Big Tent & NCKP <i>Intepretation & Translation 6200-05</i>)	43	1,000	-	500	500	-	-
<i>Fellowship & Education 6200-20</i> (a)	224	7,000	6,676	13,000	7,000	7,000	7,000
Total Multicultural Inclusion and Integratic	71,929	64,706	49,908	64,828	59,815	9,500	9,500

(a) For 2022 this includes \$8000 for fellowship/retreat and \$5000 for Officer Education partnership with Confluence

Schedule 6 -New Expressions of Church	2021	10/31/2021	2022	2023	2024	2025	2026
New Church Expressions (NCE) Grants	72,715	80,000	20,000	70,000	80,000	50,000	80,000
Leader Assessments 6200-65		4,000	-	2,000	-	2,000	2,000
Staff & Ops for (Cyclical Catalyst) 6200-75	493	-	-	-	-	-	-
Total New Church Expressions	73,208	84,000	20,000	70,000	82,000	50,000	82,000

Schedule 7 - Mission In & Beyond NWCP	2021	10/31/2021	2022	2023	2024	2025	2026
<i>GA Mission & Offerings, 6300-01 (Pass-Throug(a)</i>	101,007	120,000	85,144	80,000	80,000	80,000	80,000
<i>Presbytery Mission 6400-00 (Pass-Throughs)</i>	63,942	70,000	47,349	60,000	60,000	60,000	60,000
<i>Eagle Wings (20%), Mending Wings (5%), Renewal Ministries NW (20%), Tall Timber (30%), TT Scholarships (10%), Underground Ministries (10%)</i>							
Grants to Mission Partners (6700-05)							
Campbell Farm Ministry of NWC Presbytery (b)	23,544	16,000	16,000	20,000	20,000	20,000	20,000
Mending Wings Yakama Youth Ministry (c)		13,000	13,000	13,000	-	-	-
Collide			200				
Sub-Total Direct Grants to Mission Partners (6700-05)	67,500	29,000	29,200	33,000	20,000	20,000	20,000
Total Mission In & Beyond NWCP	255,993	219,000	161,693	173,000	160,000	160,000	160,000

(a) Special Offerings, unified and designated giving to PCUSA ministries, etc.

(b) in 2022 begin regular grant support of CF as "Ministry of" NWC Presbytery

(c) Mending Wings requested 1 more year of grant support at same level as 2021 to move through COVID-19 season

Schedule 9 - Governance & Congregational Support	2021	10/31/2021	2022	2023	2024	2025	2026
GA Per Capita Expense, 70000-02	65,496	63,596	52,997	63,399	60,863	58,428	56,091
Synod Per capita expense, 7000-03	1,830	1,771	1,771	1,765	1,694	1,627	1,562
Written Off Per capita	56,946						
<i>GA and OGA Events, 7000-05</i> (a)		-	-	2,500	2,500	2,500	2,500
Triennium (b)		-	-	7,000	-	-	7,000
Sub-total	124,272	65,367	54,767	72,164	65,057	62,555	67,153
Presbytery Leadership Summit							
Supplies & Food, 7000-20	5,237	500	3,636	500	500	500	500
Travel - Airfare 7000-23 (c)	46			1,000	7,500	7,500	7,500
Lodging, 7000-24 (d)				1,000	3,500	3,500	3,500
Speakers & Verge Expenses, 7000-25 (e)	2,475	5,000	4,564	8,000	8,000	8,000	8,000
Sub-total	7,758	5,500	8,201	10,500	19,500	19,500	19,500
<i>Executive Board & Subcommittees, 7000-30</i> *	173	2,000	2,389	1,000	1,000	1,000	1,000
<i>Administrative Commissions, 7000-35</i>		500	-	500	500	500	500
<i>Commission on Ministry (COM) 7000-40</i> * (f)	39,513	17,500	12,638	20,000	5,000	5,000	5,000
<i>Commission on Prep for Ministry (CPM), 7000-50</i> *	5,628	3,000	4,300	3,000	3,000	3,000	3,000
Nom, COR, PJC, IC		500	-	500	500	500	500
Stanwood Loan Expenses	3,883	-	2,266	-	-	-	-
Grants to Churches	188,142	-	-	-	-	-	-
Total Governance and Congregational Su	369,369	94,367	84,562	107,664	94,557	92,055	87,347

Notes:

- (a) Staff to GA, Moderator's Conference, etc. 2022 will be virtual. OGA may resume travel in 2023
 - (b) Triennium is every 3 years. This includes budgeting for presbytery's one-third share.
 - (c) Starting in 2023 10 AK airfare @ \$475 three times a year
 - (d) Lodging YTD costs + 40 nights @ \$125.
 - (e) Based on actual VERGE 2021 expenses for nation-wide speakers and conference "virtual" hospitality
 - (f) COM plans to host "Non-Profit Leadership for Pastors" again in 2022 = \$12,000 & support for Pastor Spiritual Direction groups = \$3000.00
- *Travel included

Schedule 10 - Distributed Office Expenses	2021	10/31/2021	2022	2023	2024	2025	2026
7100-16 Bank Charges	287	379	196	386	394	402	418
7100-20 Books & Resources (formerly riembursal)	585	2,387	1,912	2,435	2,483	2,533	2,635
7100-24 Copier Lease	3,892	7,036	3,354	7,177	7,320	7,467	7,769
7100-26 Equipment Purchase	a) 7,193	-	819	8,000	-	4,000	4,000
Internet service staff supplement	b)			1,500	1,530	1,561	1,592
7100-30 Insurance (Office)	3,546	4,547	906	1,000	1,020	1,040	1,061
7100-34 Legal Fees	2,375	1,530	-	1,561	1,592	1,624	1,689
7100-36 Supplies, Utilities	16,567	816	4,135	1,000	1,020	1,040	1,061
7100-38 Postage	1,014	796	558	600	612	624	649
7100-40 Financial Review		3,060	-	3,000	3,060	3,121	3,184
7100-44 Reimbursables	3,324	3,570	2,624	3,000	3,060	3,121	3,247
<i>Software: Basecamp, Calendly, Database, Docusign, Google, Intuit, Knowledge Anywhere, Microsoft, Simplecast, Squarespace, Zoom</i>	13,088	6,000	21,262	22,000	20,000	20,000	20,000
Total Office Expenses	51,869	30,120	35,765	51,658	42,092	46,533	47,444

- (a) includes new laptops for staff. Printer/scanner for new AEP
- (b) Work from home agreements include provision for reimbursing staff \$25/month for internet service.

Schedule 11 Operating Staff Expenses	2021	10/31/2021	2022	2023	2024	2025	2026
7200-02 Operating Salaries	203,431	178,730	184,153	187,583	191,334	195,161	166,718
7200-03 Employee Benefits	86,771	66,597	63,189	57,228	58,000	58,787	56,048
7200-08 Payroll Taxes	12,774	10,502	10,516	10,859	11,076	11,297	11,754
7200-20 Continuing Education/Books	305	10,400	4,922	2,500	4,000	4,000	4,000
7200-46 Financial Services (Bookkeeping)	32,186	27,500	19,044	27,500	27,500	27,500	27,500
7200-48 Admin Services Contractor (E.J. Lee)	2,663	2,500	5,320	2,500	2,500	2,500	2,500
7200-32 Staff Travel & Business Expenses	1,318	10,500	1,533	12,843	12,895	12,948	13,057
Total Operating Staff	339,448	306,729	288,676	301,013	307,305	312,194	282,307

Staff	2021	10/31/2021	2022	2023	2024	2025	2026
Executive Presbyter Salary (1 FTE Exempt)	106,584	107,969	110,208	112,412	114,660	116,953	119,292
Benefits	33,639	33,639	34,312	34,998	35,698	36,412	37,140
Payroll Taxes (7.5%)	7,994	8,098	8,266	8,431	8,600	8,771	8,947
Business/Travel Expenses	10,000	10,000	10,000	10,000	10,000	10,000	10,000
<i>Continuing Ed.(2021 included \$8000 for sabb(a))</i>	9,400	9,400	1,500	1,500	1,500	1,500	1,500
Total Executive Presbyter	167,617	169,106	164,285	167,341	170,458	173,637	176,880

(a) 2021 inc. \$8,400 for sabbatical approved by EB 9/26/19

Stated Clerk/Treasurer (.75 to .50 FTE)	(d) 38,708.08	42,745.00	42,800	43,656	44,529	10,000	10,001
Benefits (BOP 10% 22)	14,322	15,816	4,280	4,366	4,453	1,000	1,000
<i>Reimbursable Expenses</i>	250	250	250	250	250	250	250
<i>Continuing Ed</i>	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Total Stated Clerk	54,280	59,811	48,330	49,272	50,232	12,250	12,251
Admin Assistant/Presbytery Connector (.8 FTE)	33,438	33,438	34,575	35,267	35,972	36,691	37,425
Benefits (30%)	18,636	18,636	18,636	18,636	18,636	18,636	18,637
Payroll Taxes (7.5%)	2,508	2,508	2,593	2,645	2,698	2,752	2,807
<i>Business Expenses</i>	250	250	250	250	250	250	251
Total Admin Assistant	54,832	54,832	56,054	56,798	57,556	58,329	59,120

Executive Presbyter (EP) Transition Recommendation

The Executive Board reports the following resolution to the presbytery:

Resolved, That

1. That the presbytery immediately form a search committee of seven people (must be clergy/lay balanced and representative, see below) to call the next installed EP (not transitional).

The Rationale to not call a transitional/interim EP:

- i. We affirm that the mission statement is strong, and doesn't need to be reworked, which would likely be the role of a transitional/interim EP
 - ii. We'd like to maintain our current momentum— expecting the new EP to grab onto current projects with energy and imagination, and within the first year take time to evaluate our current staffing for visioning 5 years out. Hiring a transitional/interim EP at this time has the potential to press pause on the momentum and energy we already have.
2. The Board will clearly communicate to the Presbytery the mission and vision of how we know ourself today and hope to maintain that momentum. A new EP will impart more energy into the work that is already in motion. Our NWCP mission and vision is embodied in the members of our presbytery serving, and we'd expect a new EP to embody it as well.
 3. Per the bylaws, the Board will nominate members of the NWCP to a nominating committee, to be elected by the presbytery, with a cross section of various presbytery roles: Geographical regions (Alaska, Central, WA Coast), ethnic groups, traditional and innovative congregational exposure, ruling/teaching elder split, (triple threats as much as possible – e.g. Korean new worshipping congregation). This team would be put forward to the Presbytery to elect.
 4. This committee is be encouraged to take the time it needs, to not rush the process.
 5. The EPNC evaluates job description for review and changes (2-4 weeks to explore who is implicated by the job description and if changes need to be made) – identify core functions so that we hire to those core values, removing what was specific to the former EP.
 6. The EPNC will draft a Mission Information Form for posting on Church Leadership Connection, to be approved by the Board and subsequently the Presbytery.
 7. The EPNC will publicize: Time limit for applications to be received and reviewed, evaluate if open time needs to be extended (work with Acting EP around extending time or not)
 8. The EPNC will conduct interviews, review recommendations, conduct background checks, and select a nominee, and when ready, request that the Board call a presbytery meeting for an election.
 9. The Board will provide ample opportunity for the Presbytery to become aware of the transition and understand the EP selection process, ask questions, and participate in the process as appropriate.

Presbytery of the Northwest Coast
New Church Organizing Administrative Commission

On January 14, 2022, The Executive Board authorized the Co-Moderators to designate an Administrative Commission to organize New Life Church and Spring Church according to the Book of Order, G-1.02

Receive applications for membership from those members of the New Life Church wishing to unite as a congregation of the Presbytery of the Northwest Coast, Presbyterian Church (U.S.A.), by obtaining the signatures of those persons on an Organizing Covenant, who shall covenant together as follows:

"We, the undersigned, in response to the grace of God, desire to be constituted and organized as a congregation of the Presbyterian Church (U.S.A.), to be known as _____. We promise and covenant to live together in unity and to work together in ministry as disciples of Jesus Christ, bound to him and to one another as a part of the body of Christ in this place according to the principles of faith, mission, and order of the Presbyterian Church (U.S.A.);

2. Oversee the process of educating applicants regarding the meaning of membership, entry, and ministry of membership according to the Book of Order, G-1.03, receive those who have covenanted together as church members according to G-1.0303;
3. With church leaders, review the New Life Church organization structure expressed in the bylaws, incorporation, and various policies, ensuring that governing documents are compatible with the Constitution of the PCUSA and that all policies required by the Book of Order are written and in effect, including, but not limited to,
 - a. Articles of Incorporation, State UBI number, Federal EIN.
 - b. Bylaws
 - c. Sexual Misconduct Policy
 - d. Child Protection Policy
 - e. Employment policies, benefits and contracts
 - f. Establish generally accepted financial policies and procedures, and bank accounts.
 - g. Purchase adequate insurance.
 - h. Obtain a General Assembly PIN from the Stated Clerk
4. With church leaders, develop a process of selecting or continuing current church officers, preparing them for service as elders and, if they so decide, deacons.
5. At its sole discretion, declare them an organized congregation of the presbytery. A member of this administrative commission will serve as moderator of a congregational meeting where the congregation shall then proceed to the election of ruling elders and, if they decide, deacons.
6. When all of the above items are executed, the presbytery, through this administrative commission, shall prepare, examine, ordain, and install these newly elected deacons and elders, and a pastor duly called by the presbyery, hosting a service of charter, ordination and installation.
7. In consultation with the Commission on Ministry, coordinate the calling and installing of pastoral leadership.
8. As the Presbytery, it shall continue to work closely with the congregation in plans for the service and witness of the congregation, in coordinating its work with other congregations, and in giving other forms of support and encouragement that will strengthen the mission of the congregation in the larger life of the denomination.