

Presbytery of the Northwest Coast
Minutes of the 25th Stated Meeting
October 6, 2022

All times Pacific Daylight - Attachments are indicated by endnotes in the text

Worship preceded the meeting at 5:00 p.m. Elder Steve Kinney and Rev. Stephanie Hankey served as liturgists. The Rev. Andea Chaumont of Lake Forest Park Presbyterian Church preached a sermon entitled *The First and the Last* on Matthew 20:1-16. The Sacrament of the Lord's Supper was celebrated.

The meeting, held at Maplewood Presbyterian Church, Edmonds, WA, convened at 6:35 with prayer by Co-Moderator Rev. Becca Niemeyer. A quorum was present; (roll is attached.)¹ The agenda was approved as posted. The minutes of the previous meeting had been approved by the presbytery's standing rule and posted on the presbytery website. Guests and first time commissioners were introduced.

Stated Clerk

The Rev. Dean Strong reported the following:

Tieton Administrative Commission – The following were designated by the Executive Board on Sept. 15, 2022, to dissolve the congregation and corporation of Tieton Presbyterian Church, transferring all remaining property to the presbytery and authorized to execute the appropriate state and legal documents to accomplish the task: Ruling Elders Michelle Wyles & Laona Mason of Tieton; Rev. Bob Johnson, HR.

Spring Church Administrative Commission – Spring Church was declared an organized congregation, elders were ordained and installed, Rev. Matt McCoy was installed as Pastor, and Elder Jessie Bloss was commissioned as Commissioned Associate Pastor on June 19, 2022 by the following administrative commission: Revs. Amy Delaney, Mike Neelley and Andrea Chaumont; Ruling Elders Danielle Riley and Kevin Riley, who are dismissed with thanks.

Rev. Rob Christ Administrative Commission – Former Commissioned Pastor Rob Christ was ordained as a Minister of the Word and Sacrament and installed as Pastor of Edmonds Presbyterian Church on July 10, 2022, by the following administrative commission, who are dismissed with thanks: Bethany Reid, *Maplewood*, Linda K. Reynolds, *Edmonds*, Rev. Janine Moriarty, *Terrace View*, Rev. Emily Mitchell, *Calvin*, Rev. Hallack Greider, *Maplewood*.

Clallam Bay Administrative Commission – An Administrative Commission had been established February 20, 2020, “to assume the full powers of the Clallam Bay session, half of the members (ruling or teaching elders) to be designated from other churches, and half of the members to be the elected members of the session who will serve their current terms and be reelected or replaced by the congregation's rule for electing the session.” Some members of the original commission have left the presbytery; others had requested replacement. The following resolution was APPROVED, “*Resolved*, That the Clallam Bay AC be redesignated as follows: Rev. Carol McLaughlin, Moderator; Ruling Elders Donna Keys and Loretta Klock, and a teaching elder to be named by the presbytery moderator.”

Executive Staff

Acting EP Rev. Amy Delaney highlighted the ministry of the Tieton Presbyterian Church which has come to an end.

Rev. Delaney, with the Rev. Jinsuk Kim, Associate EP for Korean Ministries, recognized the ministry and work of the following members who have recently retired: Revs John Jung Il Park, *Oak Harbor Korean*, Frank Baresel, *Lake Forest Park*, Scott Anthony, *Cottage Lake*; Cody Ryu, *UPC of Seattle*.

Executive Presbyter Nominating Committee

The Rev. Mark Terayama reported that the committee was interviewing final candidates.

GA Commissioner Reports

Written reports² were received and reviewed from commissioners Rev. Becca Niemeyer and Elder Sam Dechter, *FPC Kennewick*; both offered additional personal comments.

Nominating Committee

The Rev. Scott Anthony reported a resolution that the following be elected or reelected; terms to begin Jan. 1, 2023:

Executive Board	2025 Rev. Kevin Nollette, HR*
2025 Brady Vardy, Mt. Vernon	2025 Dan Sanford, Cordata
2025 Rev. Matt Paul, Pt. Angeles 1st*	2025 Rev. Bob Johnson, HR
2025 Rev. Emily Mitchell, Calvin*	Permanent Judicial Commission
2025 Rev. Mark Terayama, Othello 1st*	2028 Howard Baird, Kennewick 1st
Commission on Ministry	Nominating Committee
2025 Karen Butler, North Creek	2025 Jim Alter, Kuneix Hidi NLUK
2025 Rev. Kurt Helmcke, North Creek	2025 Rev. Paul Kohler, HR
2025 Bob Merriman, Kennewick 1st	Presbytery Co-Moderators
2025 Vicki Mitchell, Kennewick 1st	2023 Rev. Matt Paul & Becca Niemeyer
2025 Rev. Janine Moriarty, Terrace View	Stated Clerk:
2025 Rev. John Park, United PC of Seattle	2025 Rev. Dean Strong
Commission on Preparation for Ministry	Treasurer:
2025 Dottie Villesvick, Everett 1st	2025 Matt Appel, Maplewood

There were no nominations from the floor. The resolution to elect was APPROVED. The resulting 2023 roster of commissions, committees and officers is attached.³

Executive Board

Co-Moderator Rev. Matt Paul began the report by handing out several “Covid Awards,” mugs and candy, recognizing new experiences and coping strategies people shared for surviving (and thriving) during the pandemic.

2023 Operating Budget⁴. Rev Paul reported, on behalf of the Board, the following resolution, “*Resolved*, That the 2023 budget and per capita be adopted, including a per capita apportionment of \$52.60 per member, (\$42.50 for presbytery \$0.25 for Synod, and \$9.85 for General Assembly); acknowledging that the 2024-2027 budgets in the attachment are pro forma forecasts and will be revised as needed each year.” Schedules were distributed with the agenda and are attached to these minutes. Treasurer Matt Appel provided further information. The resolution was APPROVED.

Program Calendar Year Revision.⁵ The Board has approved a revision to the presbytery's program calendar that will include electing officers, commission and committees in February, a retreat coinciding with a June face to face presbytery meeting, and terms beginning July 1st. Full implementation beginning in 2024 will require amending the bylaws, which will be proposed at the next presbytery meeting.

Summary of Board actions since the last meeting compiled from the minutes, which are posted online:

- Matthew Appel was hired as Budget Dir. & Treasurer, to be elected by the presbytery.
- A \$2,000 assistance grant was awarded to Collide.
- Cascade View was awarded \$7,000 to help convert the former presbytery office into transitional homeless housing.
- A church building & property in the village of Klukwan, AK, was deeded to the local tribe.
- Warren Weber inspected and reported on Alaska church property.

Examinations

The Examination Team of COM reported the following resolutions:

“Resolved, That Rev. Adam Tobey, of Utah Presbytery, be received as a member to serve in a validated ministry as Tall Timber Camp Director.

“Resolved, That Rev. Laurel Underwood, of Baltimore Presbytery, Honorably Retired, be received as a member.”

The Commission on Ministry reported the following resolution, *“Resolved, That Rev. Laura Krauss, of Pacific Presbytery, be received as a member to serve as interim pastor of Kunéix? Hídi Northern Light United Church”*

The three candidates 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 the candidates were excused to the waiting room. Motions regarding each candidate were taken up separately.

After discussion, the resolution for Rev. Adam Tobey to be received as a member was APPROVED.

After discussion, the resolution for Rev. Laurel Underwood to be received as a member was APPROVED.

After discussion, the resolution for Rev. Laura Krauss to be received as a member was APPROVED.

The new members were welcomed by the presbytery with additional nonsensical and humorous personal “examination,” gifts, and the laying on of hands and prayer.

Commission on Ministry

Moderator Greg Lund reported the following:

2023 COLA. The recommended 2023 Cost of Living Adjustment for Ministers and Commissioned Pastors serving in pastoral relationships is 8.3%.⁶

Delegated Actions Reported to the Presbytery

Pastoral Relationships & Transitions sorted by congregation.

Fruitland/Noh. A \$600 COM grant was awarded Sept. 1st to Fruitland for a salary bonus to Pastor Noh to help the church satisfy presbytery minimum salary.

Kunéix Hídi Northern Light. A MIF was approved by the moderator, EP, and Stated Clerk between meetings. A fit exam was completed for Rev. Dr. Laura Krauss (PCUSA) who will begin service on September 1st; terms were approved; Rev. Krauss was examined by COM on Sept. 29 and recommended for presbytery membership.

The associate pastor position is now vacant; Rev. Kristie McGuire, UMC, was reassigned July 1st.

North Creek/Helmcke. The session requested “If the results of the mission study are in alignment with Kurt’s long terms goals as an installed pastor for an indefinite term, that we are actually a church that Kurt continues to feel led to serve as installed pastor for an indefinite term, then we would ask that a PNC, when formed, be allowed to consider whether to do a national search or to call Kurt Helmcke directly”

Since an open search was not conducted when Rev. Helmcke was called as designated pastor amidst extraordinary circumstances, COM affirmed that constitution requires that an full open pastoral search be conducted, stating:

- a. That the session conduct a “mission study” by consulting with the congregation and the community to review and revise, if necessary, the church’s mission & vision;
- b. That a PNC be elected to
 - i. Write and post the MIF on Church Leadership Connection (CLC);
 - ii. Consider responses to the MIF and nominate a pastor. “Space” needs to be created for the PNC to discern, with integrity, who God is calling to be the pastor, without prejudice; the healthiest process will include considering and interviewing other candidates in addition to the current designated pastor;
 - iii. The current designated pastor is free to apply and the PNC is free to nominate him.

Sunnyside/Valdez. The temporary contract was extended (9/1) through Dec. 31st. A revised MIF was approved Sept. 29th.

Snohomish 1st/Temporary Associate Pastor. The following was APPROVED on July 21st: “That the session FPC Snohomish be permitted to hire a temporary Associate Pastor, who may be a candidate for an installed position upon approval by COM, and a 3/4ths vote of the presbytery to establish the call.”

Wrangell/Covalt. Commissioned Pastor Nettie Covalt was recommissioned on Sept. 1st for an additional three year term; authorized to moderate the session, administer the sacraments, and officiate at marriages; working under the supervision of Rev. Hanna Peterson Shearer, mentor and supervisor, as required by G-2.1004.

Minister Members & Commissioned Pastors, sorted by member.

Jackson. The ministry of Laurel Jackson as CEO of Chaplaincy Healthcare was recognized as a validated ministry beyond the jurisdiction of the church per G-2.0502.

Neason. Rev. Bobbie Neason, HR, was dismissed to Cascades Presbyery as of May 31, 2022.

Riley. The following was APPROVED on July 21st, “That CP Kevin Riley be permitted to officiate at a wedding outside of his commission, in Culpepper, VA, for the son of an elder at Mount Baker Presbyterian Church. (CPs must be authorized by the presbytery to officiate at weddings outside the context of their commissions).”

Smith. Rev. Jan Smith was granted Honorably Retired status as of June 30, 2022.

Tobey. The ministry of Adam Tobey as Director of Tall Timber Camp was recognized as a validated ministry beyond the jurisdiction of the church per G-2.0502 on Sept. 29th.

Congregations.

Craig & Klawock/CREs for communion. APPROVED July 21st: “*Resolved*, That REs Victoria Merritt and Adeline DeCastro be re-commission to preside at communion in the absence of a teaching elder for another 3 year term.”

Ketchikan. Larry Emery was named moderator of the session on July 21st. Talks continue with the UMC church about shared ministry.

Lake Forest Park. The session was granted permission on Sept. 1st to call a congregational meeting to elect a pastor nominating committee.

Metlakatla. Larry Emery was named moderator of the session on July 21st.

Petersburg/CREs for Communion . APPROVED July 21st: “*Resolved*, That commissions for REs Charley Streuli, Sue Erickson, Jeff Erickson, Joe Teter, and Merrily Jones to preside at communion in the absence of a teaching elder be renewed for three years.” A MIF was approved on Sept. 29th.

Tieton. The session has requested dissolution in consultation with the congregation, which held its final worship service August 28th (see Stated Clerk’s report).

Yakutat/CREs for Communion. RE Cathy Wassillie WAS recommissioned to preside at communion in the absence of a teaching elder for another 3 year term (9/1).

Information.

Congregations without Pastoral Leadership . Acme, Clallam Bay, Craig & Klawock 1st, Hydaburg, Metlakatla, Northern Light, Petersburg 1st, Riverside, Tieton, Wilson Creek, Yakutat.

COM Administration, Strategy, Policies, & Procedures.

Annual Reports of All Ministry Members will open via the presbytery’s website in mid October to be completed and reviewed by the end of the year.

Exit Interviews. *Pastor Exit Interview Suggested Questions* was adopted as a resource since COM now requires that all those leaving a call or the presbytery be interviewed.

Minimum Terms of Call was amended to include *Juneteenth* as a holiday (If the teaching elder works on a designated holiday, another day shall be scheduled within two weeks of the holiday. If a designated holiday falls on a teaching elder’s normally scheduled day off, it will be observed within two days before or two days after”).

Clergy Spouse Support Group. A self organizing group, coordinated by Carrie Hines was ENDORSED and AFFIRMED.

Commission on Preparation for Ministry

Rev. Neil Trainer reported the following Delegated Actions:

Kevin Nolette & Jean Hamilton were appointed as Ordination Exam readers; Linda Colby was appointed as the alternate.

Commissioned Pastor Danielle Riley, of Mt. Baker PC, was enrolled as an Inquirer on Sept. 22nd. She was present and the presbytery laid hands on her and prayed for her.

Linda Erickson, of Calvin PC, was enrolled as a Candidate on Sept 22nd.

Candidate Bill Whitney, FPC Snohomish, appeared for an Annual Consultation on July 28th. The commission approved his continuation in the preparation for ministry process.

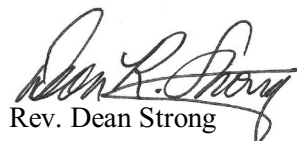
Announcements & Closing

The following were greeted by the presbytery as they made announcements:

Dionna Bennett, Campbell Farm Director, Rev. Doug Bunnell, for Pastor Support Groups, Rev. Kari McFarland, of Mission Development Certificates Program and Rev. Becca Niemeyer, for an Ingalls Creek pastoral wellness opportunity and the *VERGE* Conference on Saturday.

Co-Moderator Rev. Becca Niemeyer closed the meeting with prayer at 8:35 p.m.

The next regular meeting of the presbytery is February 9, 2023, to be held by *Zoom* virtual meeting software.



Rev. Dean Strong
Stated Clerk

Attachments:

¹ *Roll & Attendance.*

²GA Commissioner Reports.

³*2023 Roster of Commissions, Committees & Officers.*

⁴*2023 Operating Budget.*

⁵Program Calendar Year Revision Report.

⁶2023 Recommended Cost of Living Adjustment Rationale.

**Presbytery of the Northwest Coast
Roll & Attendance
October 6, 2022**

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

	Present	Absent	Total
Teaching Elders	53	107	160
Ruling Elders			
Continuing Members	8	5	13
Session Commissioners	38	52	90
Total Ruling Elders	46	58	104
Total	102	162	264
Church Representation	24	31	55

Teaching Elders Present (53)

J. Scott Anthony, Brandon Bailey, Frank Baresel, Muriel Brown, Steve Brundage, Douglas Bunnell, Andrea Chaumont, Rob Christ, Chankil Chung, Charles Clarke, Kimberly Crispino, Amy Delaney, David Dobler, Alan Dorway, Denise Easter, Grace Ekblad, Robert Ekblad, Richard Gibson, Stephanie Hankey, Paul Heins, Kurt Helmcke, Daniel Holland, Luke Hyder, Robert Johnson, Byeung Kyu Kim, Jinsuk Kim, James Kutz, Jong Il Lee, Young Rae Lee, Greg Lund, John Mason, Carol McLaughlin, Emily Mitchell, Janine Moriarty, Milad Nakhla, Rebecca Niemeyer, Kwang Hyun Noh, Kevin Nollette, Elizabeth Shen O'Connor, John Jung Il Park, Matthew Paul, David Rohrer, Cody Ryu, John Schuldt, Hanna Peterson Shearer, Woojin Shim, Janet Sonnanburg, Gregory Steible, Dean Strong, Laura Terasaki, Mark Terayama, Seth Thomas, Neil Trainer.

Teaching Elders Absent (107)

Tom Adams, Kyle Anderson, Robert Bacon, Jr., Hyun-Su Baek, William G. Barnes, Paul Beran, Joseph Bettridge, Jan Blankenship, Dennis Borgman, Alexander Brown, Gustavo Carvajal, David Casson, James Caulkins, David Hoonjin Chai, James Christensen, Bruce Cook, Mark Cook, Edwin Coon, Karel Coppock, David Eekhoff, Greg Ellis, Larry Emery, Dennis Evans, Pansie Evers, Duncan Ferguson, Brent Fisher, Crista Gregory, Hallack Greider, Heidi Greider, Tracee Hackel, Robin Hagan, Holly Hallman, Cynthia Harris, Robert Higgins, Ann Hinz, Fredrick Hull, Robert Jackson, Heather James, Philip Yoon Gi Jang, Daesun Jeong, Daniel Jones, Lynn Jones, Barry Keating, Koon Shik Kim, Kyoung Chun Kim, Yo Sub Kim, Yong In Kim, Richard Klein, Paul Kohler, Dianna Kunce, James Joon Kwon, G David Lambertson, John Lann, Ki Chun Lee, Ann Lewis, Charles Lewis, Wayne Lowry, Robert Maxson, Faith McClellan, Matthew McCoy, Heather Mikelson, David Murphy, Joshua Hyunsoo Nam, Michael Neelley, Richard Nordgren, Peter Notehelfer, John Hee Park, John Heungson Park, Gerald Poole, Ronald Richardson, David Ro, Mary Robinson-Mohr, John Rogers, Ervin Roorda, David Ross, Thomas Ross, Claudia Rowe, Thomas Salmon, Esther Sanders, Scott Schaefer, Robert Schmitt, Faye Serene, Robert Shepard, Sooil Shim, Brian Shin, Donald Simpson, Robert Slater, Jan Smith, Arden Snyder, David Song, William Southwick, Richard Speer, Charles Strawn, Paul Strawn, Serena Sullivan, Karen Summers, Allan Swan, Bruce Swanson, David Templin, Wendy Tingley, Nicholas Valadez, Jane Van Antwerp, Doug Waltar, Henk Wapstra, Timothy Yi, Michael Young, John Zimmerman.

Continuing Members

Commissioned Ruling Elders, Executive Board Ruling Elders

Commissioned Ruling Elders Present (4). Jessie Bloss, Chris Hoke, Danielle Riley, Kevin Riley.

Commissioned Ruling Elders Absent (5). Kerrie Bauer, Nettie Covalt, Chris Hoke, Mark Leuschen, Robert Merriman, George Eastman,

Board Members Present (5). Darrel Kim, Steve Kinney, Lorraine Nelson, Susan Sprague, Kevin Riley

Board Members Absent (1). JB Im.

Ruling Elder Session Commissioners (38)

<u>Acme</u> Judith Paulson	<u>Cottage Lake</u> Sandi Long	<u>Lake Forest Park</u> Carol Lyons	<u>Othello 1st</u> Frances Irwin
<u>Bellingham 1st</u> John Freal Jean Hamilton	<u>Emmanuel</u> Carrell Tysver	<u>Maplewood</u> John Collier	<u>Port Angeles 1st</u> Wayne Brown Nancy Jacobson Tom McCulloch
<u>Calvin</u> Carol Jean Chandler Jerry Janacek Benj. Parrilla	<u>Friday Harbor</u> Dan Zaehring	<u>Meadow Springs</u> David Hallyburton Leota Hallyburton	<u>Seattle Lord of Glory</u> Jiyon Kim
<u>Cashmere</u> Linda Colby	<u>Ketchikan</u> Steve Kinney	<u>Mount Vernon</u> Rebecca Holland	<u>Terrace View</u> Liz Peterson
<u>Community Ch. of Seattle</u> JB Im Moon Lee Wesley Pak Samuel Rohrer	<u>Korean PC of Central WA</u> Lisa Choi	<u>Mountain View</u> Marilyn Finsen Randy Finsen	<u>United of Seattle</u> Sang Kim Tim Kim
	<u>Kunéix Hídi NLUC</u> Margaret MacKinnon	<u>North Creek</u> Karen Butler Vic Chaloupka Cindy Little LeAnn Venn	<u>Westminster</u> Kenneth Hunting David Lucas

Sessions Not Represented (31)

Baker Community, Cascade View, Clallam Bay, Cordata, Craig & Klawock 1st, Edmonds, Everett 1st, Fruitland, Hydaburg, Korean Zion, Metlakatla, Mount Baker, Neah Bay, Oak Harbor Korean, Parker Heights, Petersburg 1st, Port Townsend 1st, Quilcene 1st, Quincy 1st, Riverside, Saint James, Snohomish 1st, Spring, Sunnyside, Tidelands, Tieton 1st, Waterville Federated, Whidbey, Wilson Creek 1st, Wrangell 1st, Yakutat.

Staff

Matthew Appel, *Budget Director/Treasurer*, Jenine Taylor, *Presbytery Connector*.

(Many thanks to) Maplewood Volunteers

Ian Alvarez, Anne & John Collier, Stephen Eddy, Pat Hendrickson, Dick, Kamin, & Shelley Rondeau, Fran Steffen, Dayle Zimmer, *Office Manager*

Visitors

Dionna Bennett, *The Campbell Farm*, Dewy Bill, *Mending Wings*, Douglas Chandler, *Counseling Centers of the NPS*, Terry Colby, *Cashmere PC*, Minna Dimmick, *North Creek PC*, Rev. Rebecca Dix, *San Jose Presbytery*, Corey Greaves, *Mending Wings*, Lynette Habegger, *Renewal Ministries Northwest*, Jamie Henning, *Lake Forest Park PC*, Young Kim, *Korean PC of Central WA*, Rev. Laura Krauss, *Pacific Presbytery*, Judy Kutz, *Everett 1st*, Kari McFarland, *MDC Program*, Velda Millard, *Tall Timber Ranch*, Annaweinita Miller, *Mending Wings*, Alvin Shim, *OPOP - Underground Ministries*, Kinder Smoots, *Eagle Wings Ministries*, Rev. Adam Tobey, *Utah Presbytery*, Rev. Laurel Underwood, *Baltimore Presbytery*.

* * *

This was my first time serving as a commissioner to GA on behalf of the Presbytery. I grew up in a PC(USA) congregation, attended a PC(USA) seminary, and have been a PC(USA) pastor for nearly 10 years and this was by far the most Presbyterian I have ever felt in my life! I had a mixture of feelings heading into this gathering based on the variety of intel I've received over the years regarding past GA's. As you are likely well aware, this is the hub of where our governance takes place, which means many watch and comment with a myriad of opinions and critique, for better or for worse. I know these gatherings have been any number of things - divisive, unifying, invigorating, daunting, etc. I have to say, I was pleasantly surprised.

I served as a commissioner on the Race, Gender, and Justice committee. Preparation for participation started in early spring, as we got acquainted with the online database to be able to read all the documents and learn how to vote as well as submit motions. Each item for discussion includes not just the request/motion, but also the rationale, resources for further education, and commentary from various offices/committees of the Presbytery who have a stake in the outcome. It was like being in Seminary all over again! We were invited to zoom gatherings in order to get to know our fellow commissioners, and to try and set the tone for our time together. I am quite simply deeply appreciative for anyone who volunteers to be a commissioner. It is a lot of hours of preparation and involvement - prayer and education combined. I was especially thankful to those who volunteer to co-moderate these committees - ours set the tone as being a 'Brave Space' - if you are unfamiliar with the term, I encourage you to engage with the ideology. Here is a poem that is often shared which more or less highlights the ethos:

AN INVITATION TO A BRAVE SPACE

*Together we will create brave space
Because there is no such thing as a "safe space"
We exist in the real world
We all carry scars and we have all caused wounds.
In this space
We seek to turn down the volume of the outside world.
We amplify voices that fight to be heard elsewhere,
We call each other to more truth and love
We have the right to start somewhere and continue to grow.
We have the responsibility to examine what we think we know.
We will not be perfect.
It will not always be what we wish it to be
But
It will be our brave space together,
And
We will work on it side by side.*

by Micky Scottbey Jones

I think this sets a great tone for events like GA - we do not all agree on everything. We will likely offend one another. But we gather trusting God's Spirit to guide our conversation as

we pursue honesty and truth, and commit to working together to discern God's best for our denomination. Anyone who serves on Session recognizes the brave spaces those need to be - working together is HARD! So imagine expanding your Session to over 300 people...

Serving in the committee was hard work - not just the due diligence it takes to engage with the content, but implementing proper parliamentary procedure alongside the technology, speaking up in a way to be understood, listening well to really understand, having fruitful dialogue and debate around things that are rife with emotion and personal story, the list goes on. Particularly in our committee, many voiced the reality of having to pay deeper and closer attention to issues they have never had to personally engage before - it was difficult, eye opening, and healing. One of the gifts of diversity in our denomination is the exposure we give to one another to see as the kingdom of God sees - our regional, ethnic, socioeconomic, generational diversity brought together in those rooms centered around Christ really helped us bring voice to the family of God in order to see the fuller picture of what God is calling us to work towards together. It was a special blessing to serve on the committee where the Northern Light Overture was presented and participate in helping it pass.

Serving at this level is a strange work - it is governance mixed with theology. Business practicalities mixed with heartfelt conviction. Our spaces and time were intentionally peppered with prayer and time for devotional contemplation so we could do our best to discern God's guidance in every decision. We had to lean on the movement of God's Spirit to be responsible with what was before us. I know the summaries of what we receive and share with our congregations on the back end of GA are a bit dry and succinct, and likely lead your congregants to more questions and concern rather than curious conversation - the summaries don't reflect the blood, sweat and tears that accompanied the faithful journey each commissioner made to participate in making these decisions.

I was physically present during my committee meetings (so hot and sticky out in KY!), and everyone attended plenaries virtually. I was impressed by the ability of our co-moderators to listen, move us along, prayerfully focus us, and assertively handle business. I am thankful for the diligence of those in our denomination bringing to light topics that may not affect my local congregation but do have an impact on the welfare and flourishing of our brothers and sisters in Christ. I am thankful to participate in a denomination that takes issues of justice and equality seriously, who theologically discern what creation care for our world means, and are willing to wade into the complexity of divisive topics faithfully and carefully.

Please know that I am open to further conversation and dialogue to process GA with any of you - it is a unique experience and one I know not all are privy to get a chance to attend. I also realize translating the content of GA to our local communities is a hefty daunting task, and I pray for each of our church leaders - Teaching and Ruling Elders, that God would bestow wisdom, compassion, and curiosity in the conversations that flow from the decisions made this summer.

TL;DR - Working together is hard, God is good. Be a part of this craziness the next chance you get!

Many blessings to each of you!
Becca



The General Assembly (GA) 225 Plan

- The plan was a hybrid mix of in-person meetings and online Zoom meetings.
- All committees met in-person during the first two weeks of the assembly.
 - The 16 committees were divided into four groups of four committees each.
 - Each group of four committees met for three days in turn.
- All committee meetings were available for online viewing by non-commissioners and other interested persons.
- Only official committee members and support staff were permitted to speak, make motions, and vote.
- The opening day plenary sessions were conducted in-person in a single large meeting room.
- The initial group of four committees plus the B&O committee comprised the in-person attendees at the initial plenary sessions of Day 1. The remaining Commissioners and Delegates were able to attend via Zoom.
- The final plenary sessions with all commissioners and delegates participating met via Zoom for five days during the final week of the assembly.

Comments on the Plan

- Committee meetings were conducted in-person, as in previous GAs, leading to energetic and productive discussion of the overtures assigned as business.
- Plenary sessions were less effective in generating discussion among participants (Remember the lengthy lines of Commissioners waving colored placards as they waited to be heard?).

- At times there were more than 500 online participants in a plenary session.
- I did not feel a sense of participation in the larger community.
- Commissioners were able to speak, make motions, etc., but only a few participated in discussing an issue.
- There was inadequate time in the agenda for Commissioners to review items included on the Consent Agenda to determine whether to recall items for discussion in a plenary session.
- My opinion: The Day 1 opening plenary sessions meeting space was too small for the meetings – see photo.



My Assignment

- I was assigned to the B&O (Bills and Overtures) Committee.
 - The B&O role at the GA is to manage Commissioner Resolutions, to provide oversight of committee and plenary business, to stay alert for duplicate items, to monitor the flow of business, to look for potential traffic jams, and to manage plenary time requirements.
 - Each B&O member was assigned to monitor a specific committee as a non-participant. I was assigned to monitor the work of the Mid-Councils Committee.
 - The B&O Committee was included in the opening Plenary Sessions, along with the four Group 1 committees to establish a voting quorum to conduct business, to modify the GA standing rules to permit online meetings, and to elect the new Moderator/Co-moderators.
 - The West coast B&O members then stayed on in Louisville to observe the first group of committees; others on B&O did their monitoring assignment remotely via Zoom.

- During the committee meetings, YAADs did not hesitate to participate in, and at times lead, the floor discussion of an overture.
- As in previous GAs, a few participants seemed to dominate the discussion in committee meetings and during Plenary sessions.



General Comments

- For all in-person meetings, meals were provided at no cost. We had a choice of box meals with better contents than most airline offerings ☐. (Remember the catered meals for 1500 or so persons in a large ballroom? Not this time around.)
- Mealtime breaks did provide an opportunity for small group conversation and dialog.
- During the Plenary meetings, it was very tiring to sit in front of a computer, with and without a headset, for hours and hours each day for five days in a row.



GA Action Highlights

- Israel was declared by a wide margin to be an apartheid state based on its actions against the Palestinian people.
- Fossil Fuel Divestment: The Assembly called for divestment from five oil companies because they don't do enough to combat global warming. This topic generated less discussion/debate than divestment recommendations in previous General Assemblies.
- The OGA (Office of the General Assembly) and the PMA (Presbyterian Mission Agency) will be unified into a single agency.
- A unified Budget for OGA, PMA, and the A Corporation was established at \$88.3 million in 2023 and \$89.4 million in 2024.
- The assembly condemned the Russian Invasion of Ukraine.

- The assembly dealt at length with several Race and Gender issues.
- The 226th GA (SLC) will be flipped from GA225 in that Committee meetings will be conducted online via Zoom and the plenary sessions will be in-person meetings.
 - MY OPINION: This will not work well with the Committees meeting online. Much of the important work of the GA takes place in the committee meetings. I feel that a vital element of the GA decision making process will be lacking.
- Additional items and discussion details may be obtained through the PC(USA) website.

Submitted by:

Samuel J Dechter, First Pres Kennewick
NWCP Ruling Elder Commissioner to GA225

September 14, 2022

Attached: **A Summary of General Assembly Actions**

Presbytery of the Northwest Coast: Boards, Commissions, Committees
Nomiating Committee Report October 6, 2022 **NOMINEES INDICATED BY "#"**

Presbytery Commissions & Committees

1. Executive Board - 3 Yr. Term

	Class	Elder Name	Elected	Reelected	Began	Yrs	Gender	PoC
#	1 2023	R _____, (Ruling Elder)	10/6/2022		2023	1	M	
	2 2023	R Kinney, Steve (Ketchikan)	10/16/2020		2021	3	M	
	3 2023	T Neimeyer, Becca (Member-at-lar)	10/25/2019	10/16/2020	2020	4	F	P
	4 2023	R Sprague, Susan (Emmanuel, Bot)	10/16/2020		2021	3	F	
	1 2024	T Hankey, Stephanie (Westminster)	10/8/2021		2022	3	F	
	2 2024	T Mason, John (Mountain View, M)	10/19/2018	10/8/2021	2019	6	M	
	3 2024	R Nelson, Lorrie (Cascade View, E)	10/8/2021		2022	3	F	
	4 2024	R Riley, Kevin (Mount Baker, Conc)	10/8/2021		2022	3	M	
#	1 2025	R Vardy, Brad (Mt. Vernon)	10/6/2022		2023	3	M	
#	3 2025	T Paul, Matt (Port Angels 1st)	10/25/2019	10/6/2022	2020	6	M	
#	2 2025	T Mitchell, Emily (Calvin, Shoreline)	10/25/2019	10/6/2022	2020	6	F	
#	4 2025	T Terayama, Mark (Othello 1st)	10/25/2019	10/6/2022	2020	6	M	P
	12	6 6				7	5	2

2. Commission on Ministry (COM) 3 Yr. Term

	Class	Elder Name	Elected	Reelected	Began	Yrs	Gender	PoC
	1 2023	R Hallyburton, David (Meadow Spri)	10/25/2019	10/16/2020	2020	4	M	
	2 2023	T Heins, Paul (Port Townsend 1st)	10/16/2020		2021	3	M	
	3 2023	R Kim, Tim (United PC of Seattle)	10/16/2020		2021	3	M	P
	4 2023	T McLaughlin, Carol (Quilcene 1st)	10/16/2020		2021	3	F	
	5 2023	R Munson, Myra (Northen Light Un)	10/16/2020		2021	3	R	
	6 2023	T O'Connor, Elizabeth Shen (Mead)	10/16/2020		2021	3	F	
	1 2024	R Gasper, Ken (Cordata, Bellingha)	10/8/2021		2022	3	M	
	2 2024	T Lewis, Ann (Snohomish)	10/16/2020	10/8/2021	2021	4	F	
	3 2024	T Lund, Greg (Friday Harbor)	10/25/2019	10/8/2021	2020	5	M	
	4 2024	R Pak, Wesley (Community Church)	10/8/2021		2022	3	M	P
	5 2024	R Riley, Danielle (Mt. Baker, Concr)	10/8/2021		2022	3	F	
	6 2024	T Schuldt, Ted (HR)	10/19/2018	10/8/2021	2019	6	M	
#	1 2025	R Butler, Karen (North Creek)	10/6/2022		2023	3	F	
#	2 2025	T Helmcke, Kurt (North Creek)	10/6/2022		2023	3	M	
#	3 2025	R Merriman, Bob (Kennewick 1st)	10/6/2022		2023	3	M	
#	4 2025	R Mitchell, Vicki (Kennewick 1st)	10/6/2022		2023	3	F	
#	5 2025	T Moriarty, Janine (Terrace View)	10/6/2022		2023	3	F	
#	6 2025	T Park, John (United PC of Seattle)	10/6/2022		2023	3	M	
	18	9 9				10	8	2

3. Preparation for Ministry (CPM) - 3 Yr. Term

	Class	Elder Name	Elected	Reelected	Began	Yrs	Gender	PoC
	1 2023	R Hamilton, Jean (Bellingham 1st)	10/16/2020	10/8/2021	2021	3	F	
	2 2023	R Hopkins, Craig (Lake Forest Par)	10/20/2017	10/16/2020	2018	6	F	
	3 2023	T McClellan, Faith (Northen Light L)	10/16/2020		2021	3	F	P
	4 2023	T Trainer, Neil (Calvin, Shoreline)	10/20/2017	10/16/2020	2018	6	M	
	1 2024	T Lewis, Charlie (Snohomish 1st)	6/10/2021	10/8/2021	2021	4	M	
	2 2024	R Long, Sandi (Cottage Lake, Woo)	10/8/2021		2022	3	F	
	3 2024	R Peterson, Liz (Terrace View, Mo)	10/8/2021		2022	3	F	
	4 2024	T Steible, Greg (Whidbey, Oak Har)	10/8/2021		2022	3	M	
#	1 2025	R Villevik, Dottie (Everett 1st)	10/6/2022		2023	3	F	
#	3 2025	T Nollette, Kevin (HR)	10/25/2019	10/6/2022	2020	6	M	
#	3 2025	R Sanford, Dan (Cordata, Bellingha)	10/25/2019	10/6/2022	2020	6	M	
#	4 2025	T Johnson, Robert (Honorably Reti)	10/6/2022		2023	3	M	
	12	6 6				6	6	1

4. Permanent Judicial Commission - 6 Yr. Term, No More than 1/2 in one class

	Class	Elder Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2023	T Dobler, David (Honorable Retirec	10/25/2019		2020	4	M	
2	2023	R Munson, Myra (Northen Light Un	10/17/2017		2018	6	F	
3	2023	T Robinson-Mohr, Mary (At-large)	10/25/2019		2020	4	F	
4	2025	T Hankey, Stephanie (Westminster	10/16/2020		2021	5	F	
5	2025	R Simpson, Bill (North Creek, Mill C	10/16/2020		2021	5	M	
7	2027	T Valadez, Nick (Sunnyside)	10/8/2021		2022	6	M	
#	2028	R Baird, Howard (Kennewick First)	10/6/2022		2023	6	M	
7	4	3					4	3 0

5. Nominating Committee - 3 Yr. Term

	Class	Elder Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2023	T Hagen, Rob (Presbyterian Found	10/16/2020		2021	3	M	
2	2023	T _____, (Teaching Elder	10/16/2020		2021	3	F	
1	2024	M Owen, Kathy (Kennewick 1st)	10/8/2021		2022	3	F	
2	2024	R Johnson, Curt (Snohomish 1st)	10/8/2021		2022	3	M	
#	1	2025	R Alter, Jim (Kuniex Hidi NLUC)	10/6/2022	2023	3	M	
#	2	2025	T Kohler, Paul (Honorably Retired)	10/6/2022	2023	3	M	
6	3	3					4	2 0

7. Presbytery Officers

	Class	Elder Name	Elected	Reelected	Began	Yrs	Gender	PoC
#	2023	T Neimeyer, Becca (Bellingham 1s	10/8/2021	10/6/2022	2022	2	F	P Presbytery Co-Moderato
#	2023	T Paul, Matt (Port Angeles 1st)	10/8/2021	10/6/2022	2022	2	M	Presbytery Co-Moderato
#	2025	T Strong, Dean (Stated Clerk)	5/21/2003	10/6/2022	2003	23	M	Stated Clerk
#	2025	T Appel, Matt (Maplewood)	10/6/2022		2022	4	M	Treasurer
4	3	1					3	1 1

8. Synod Commissioners

	Class	Elder Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2023	1 Mitchell, Emily (Calvin, Shoreline	7/9/2021		2021	3	F	
2	2023	1 Sprague, Susan (Emmanuel, Bot	7/9/2021		2021	3	F	
2	1	1					0	2 0

Serving on Commission & Committees:

Males	34	55.7%
Females	<u>27</u>	44.3%
Total	61	

Churches' Composition:

Male	40.2%
Female	59.7%
Ministers	32 52.5%
Ruling Elders	<u>29</u> 47.5%
Total	61
Asian/Pacific	29.5%
African American	0.7%
Middle Eastern	0.5%
Hispanic/Latino	0.6%
Native American	1.7%
White	66.5%
Multiracial	0.5%
Male Teaching Elders	124 75.0%
Female Teaching Elders	41 25.0%
Persons of Color	6 9.8%

Presbytery of the Northwest Coast
2023 Proposed Operating Budget, 2024-2027 Pro Forma

Approved by the Executive Board 9/15/2022

	Note	12/31/2021	22 Budget	YTD 8/31	Proposed 2023	2024	2025	2026	2027
Revenue									
Unrestricted	(1)	716,171	479,117	176,080	456,549	458,262	459,592	460,265	460,329
Designated Income (CBG)		65,403	-	-	-	-	-	-	-
Restricted Income	(2)	203,855	201,525	154,389	162,676	163,810	165,001	166,251	167,563
Real Property Values	(a)	(115,958)	-	-	200,000	-	200,000	-	-
Endowment Principle Value Gain (loss)		151,384	-	(167,015)	-	-	-	-	-
Total Income		1,020,856	680,641	163,453	819,225	622,072	824,593	626,515	627,893
Expenses									
Vital Congregations: Renewal	(3)	-	9,000	-	-	-	-	-	-
Village & Small Church Ministries	(4)	81,981	75,499	25,515	50,362	35,500	21,025	21,576	22,155
Multi-Cultural Integration	(5)	58,950	64,828	49,465	64,305	65,326	11,050	11,050	11,050
New Expressions of the Church	(6)	2,057	70,000	750	500	-	-	-	-
Mission In & Beyond NWCP	(7)	226,528	206,000	164,741	173,500	160,000	160,000	160,000	160,000
Governance & Management	(8)	99,984	107,664	70,117	112,312	102,972	101,101	106,367	97,767
Distributed Office/Tech Expenses	(9)	38,746	51,658	21,685	37,750	38,151	39,986	41,913	43,937
Operating Staff Expenses	(10)	319,330	298,835	129,787	299,339	310,520	320,642	331,225	342,293
Real Estate & Property Management	(11)	38,178	27,901	44,002	32,701	34,336	36,053	37,856	39,749
Church Asst: Per capita, loans, grants	(12)	6,000	-	-	25,000	25,000	25,000	25,000	25,000
Total Expenses		871,754	911,386	506,063	795,769	771,804	714,857	734,987	741,950
				759,095	<i>12/31/2022 forecasted expenses</i>				
Change in Net Assets (Net Income - Loss)		149,102	(230,744)	(342,610)	23,456	(149,733)	109,736	(108,472)	(114,057)
				<i>(595,642)</i>	<i>12/31/2022 forecasted net loss</i>				
USABLE Net Assets		3,113,676	2,882,932	2,939,879	2,963,335	2,813,602	2,923,338	2,814,866	2,700,809
Cumulative Change in Net Assets 2022-2027					23,456	(126,277)	(16,541)	(125,013)	(239,070)
(a) Assumes congregations close with assets reverting to the presbytery.									

Overhead Funding & Expenses

	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
Per Capita (Traditionally funds overhead)	353,241	285,930	286,821	281,138	285,768	289,578	292,626	294,967
Less: Management & Support Services								
Presbytery Meetings & Commissions	32,351	35,500	7,653	36,000	36,650	37,333	38,049	38,802
Office Expenses	38,746	51,658	21,685	37,750	38,151	39,986	41,913	43,937
Presbytery Staff								
Executive (Salary, Taxes, Benefits, Travel)	166,905	164,451	49,027	158,845	165,182	171,817	178,761	186,032
EAP for Korean Ministries	51,924	51,328	37,861	53,255	54,276	-	-	-
Stated Clerk	64,729	48,330	32,549	34,300	35,950	37,683	39,502	41,412
Treasurer/Budget Manager	-	-	178	18,773	19,696	20,666	21,685	22,754
Admin	54,442	56,054	29,355	57,421	58,191	58,976	59,777	60,595
Bookkeeping	25,464	27,500	14,230	27,500	30,000	30,000	30,000	30,000
Web, Tech (EJ Lee)	5,325	2,500	669	2,500	3,000	3,000	3,000	3,000
Alaska Coordinator	9,657	8,865	(582)	5,000	5,250	5,513	5,788	6,078
CP Coordinator	9,448	-	4,008	-	-	-	-	-
Vital Congregations	-	-	-	-	-	-	-	-
Total Management & Support Services	458,991	446,186	196,634	431,344	446,346	404,973	418,475	432,608
Gain/(Loss)	(105,751)	(160,256)	90,187	(150,207)	(160,578)	(115,395)	(125,849)	(137,641)

REVENUE SUBSCHEDULES

Sched. 1 - Unrestricted Revenue	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
Membership (a)	9,295	7,060	7,082	6,615	6,350	6,096	5,853	5,618
Per Capita Assessment	\$ 40.50	\$ 40.50	\$ 40.50	\$ 42.50	\$ 45.00	\$ 47.50	\$ 50.00	\$ 52.50
Presbytery Per Capita	353,241	285,930	286,821	281,138	285,768	289,578	292,626	294,967
Synod Per Capita (\$.25)	1,771	1,765	1,732	1,654	1,588	1,524	1,463	1,405
GA Per Capita 2021-22 \$9.85	63,596	63,399	41,482	65,158	62,234	59,745	57,355	55,061
5000-10 Per Capita Income	353,241	351,094	317,561	347,949	349,590	350,847	351,444	351,433
5000-30 Fees, Registrations, Books, Etc (b)	5,492	3,000	4,315	3,000	3,000	3,000	3,000	3,000
5000-40 Investments Interest & Earnings (c)	143,130	81,423	(179,811)	54,000	54,000	54,000	54,000	54,000
5000-65 Tidelands Lease	1,586							
5000-70 Rent Received (d)	55,550	40,000	30,000	48,000	48,000	48,000	48,000	48,000
5000-80 Miscellaneous Income (Synod)	41,215	3,600	4,015	3,600	3,672	3,745	3,820	3,897
Total Unrestricted Revenue	600,213	479,117	176,080	456,549	458,262	459,592	460,265	460,329

(a) 2023 = 6615 then forecasting 4% decline per year, national average

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

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

(d) Trinity \$2,500; Everson \$1,500 per month

Sched. 2 - Restricted Revenue, 5200	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
5210-10 Temporarily Restricted Income from Foundation (4%)								
Alaska Mission (2006)	2,561	1,558	1,169	1,636	1,718	1,804	1,894	1,988
Allington (1790)	2,743	2,737	2,053	2,874	3,018	3,168	3,327	3,493
Bakken (mission churches, 5580)	174	236	123	248	260	273	287	301
Demmert (Native Americans SE Alaska, 5691)	245	244	183	256	269	282	297	311
Everson (5349)	83	-	49	66	69	72	76	80
Fawcett (leadership seminar, 2890)	1,664	1,660	1,245	1,743	1,830	1,922	2,018	2,119
Jackman (lay pastoral leadership, 2126)	707	705	529	740	777	816	857	900
Lesch (5542)	103	103	57	108	114	119	125	131
Mathes (Seminary Interns, 1744 & 0617)	6,772	6,757	5,068	7,095	7,450	7,822	8,213	8,624
Merchant (Small Churches & NCD, 0675)	7,455	7,439	4,597	7,811	8,201	8,612	9,042	9,494
Pisgah (0718)	72	95	49	100	105	110	115	121
Synod of AK NW Endowments	4,496	-	-	-	-	-	-	-
Sub-total Temporarily Restricted Foundation Reven	27,074	21,534	16,139	22,676	23,810	25,001	26,251	27,563
5250-00 Temporarily Restricted Grants								
Gifts from Congregations for NWC Ministries	-	5,000	-	-	-	-	-	-
PCUSA Grants/other foundations/corporations (a)	17,500	35,000	10,000	-	-	-	-	-
Sub-total Temporarily Restricted Grants	17,500	40,000	10,000	-	-	-	-	-
5300-00 GA Mission-Offerings (pass throughs)	97,315	80,000	86,842	80,000	80,000	80,000	80,000	80,000
5400-00 Presbytery Mission (pass throughs)	61,966	60,000	41,408	60,000	60,000	60,000	60,000	60,000
Total 5200-00 Restricted Revenue	203,855	201,534	154,389	162,676	163,810	165,001	166,251	167,563

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

EXPENSE SUBSCHEDULES

Sched. 3 - Vital Congregations & Renewal	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
6000-05 Studio E3 Catalyst/Vital Cong Coordinator" in	-	-	-	-	-	-	-	-
6000-10 Congregational Resources (Cap Improvements	-	9,000	-	-	-	-	-	-
Sub-total	-	9,000	-	-	-	-	-	-

Sched. 4 Village & Small Church Ministries

6100-05 Pastoral Associate (CP Program only)	9,448	-	4,008	-	-	-	-	-
6100-15 Capital Improvements	5,000	-	-	-	-	-	-	-

6100-30 CP Recruitment & Formation	5,885	3,500	-	-	-	-	-	-
Sub-total	20,333	3,500	4,008	-	-	-	-	-
6100-05 Salary Support								
Mt. Baker (Concrete) (EB Min. 9/16/2020) (a)	47,036	33,134	22,089	15,362	-	-	-	-
Acme PC (EB minutes 12/9/2021)	-	15,000	-	15,000	15,000	-	-	-
Other Churches	4,955	10,000	-	10,000	10,000	10,000	10,000	10,000
6100-25 Alaska Cluster Meetings	-	5,000	-	5,000	5,250	5,513	5,788	6,078
Alaska Coordinator & Expenses	9,657	8,865	(582)	5,000	5,250	5,513	5,788	6,078
Total Village & Small Church Ministries	81,981	75,499	25,515	50,362	35,500	21,025	21,576	22,155

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

Sched. 5 - Multicultural Integration 6200-0	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
AEP for Korean Ministry (.5 FTE 2021) 6200-06	34,134	34,985	23,323	36,174	36,898	-	-	-
BOP Benefits 6200-07	16,403	12,944	11,012	13,384	13,652	-	-	-
Payroll Taxes 6200-08	667	1,399	514	1,447	1,476	-	-	-
Reimbursable Prof Exp. 6200-09 (Big Tent, NCKPC)	703	1,500	2,905	2,000	2,000	-	-	-
Continuing Education 6200-10 (Big Tent & NCKPC)	18	500	107	250	250	-	-	-
Intepretation & Translation 6200-15	350	500	-	1,050	1,050	1,050	1,050	1,050
Fellowship & Education 6200-20	6,676	13,000	11,604	10,000	10,000	10,000	10,000	10,000
Total Multicultural Integration	58,950	64,828	49,465	64,305	65,326	11,050	11,050	11,050

Sched. 6 -New Expressions of Church	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
New Church Expressions (NCE) Grants	1,382	70,000	750	-	-	-	-	-
Leader Assessments 6200-65	675	-	-	500	-	-	-	-
Staff & Ops for (Cyclical Catalyst) 6200-75	-	-	-	-	-	-	-	-
Total New Church Expressions	2,057	70,000	750	500	-	-	-	-

Sched. 7 - Mission In & Beyond NWCP	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
<i>GA Mission & Offerings, 6300-01 (Pass-Through)</i> (a)	97,315	80,000	86,842	80,000	80,000	80,000	80,000	80,000
Presbytery Mission 6400-00 (Pass-Through)	80,013	60,000	41,149	60,000	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)	16,000	20,000	15,000	20,000	20,000	20,000	20,000	20,000
Mending Wings (4/21/22 EB Minutes) (c)	13,000	13,000	9,750	13,500	-	-	-	-
Underground Ministries	-	-	10,000	-	-	-	-	-
Renewal Ministries	20,000	-	-	-	-	-	-	-
Collide	200	-	2,000	-	-	-	-	-
Sub-Total Direct Grants to Mission Partners	49,200	33,000	36,750	33,500	20,000	20,000	20,000	20,000
Total Mission In & Beyond NWCP	226,528	173,000	164,741	173,500	160,000	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

Sched. 8 - Governance & Congregational	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
GA Per Capita Expense, 70000-02	63,596	63,399	41,482	65,158	62,234	59,745	57,355	55,061
Synod Per capita expense, 7000-03	1,771	1,765	1,732	1,654	1,588	1,524	1,463	1,405
Written Off Per capita	-	-	-	-	-	-	-	-
GA and OGA Events, 7000-05 (a)	-	-	-	2,500	2,500	2,500	2,500	2,500
Triennium (b)	-	7,000	-	7,000	-	-	7,000	-
Sub-total	65,367	72,164	43,214	76,312	66,322	63,769	68,318	58,965

Presbytery Leadership Summit									
Supplies & Food, 7000-20		4,036	500	2,030	500	525	551	579	608
Travel - Airfare 7000-23	(c)	-	1,000	-	7,500	7,875	8,269	8,682	9,116
Lodging, 7000-24	(d)	-	1,000	-	5,000	5,250	5,513	5,788	6,078
Speakers & Verge Expenses, 7000-25	(e)	4,564	8,000	-	8,000	8,000	8,000	8,000	8,000
Sub-total		8,601	10,500	2,030	21,000	21,650	22,333	23,049	23,802
Executive Board & Subcommittees, 7000-30	*	2,593	1,000	870	1,000	1,000	1,000	1,000	1,000
Administrative Commissions, 7000-35		-	500	-	500	500	500	500	500
Commission on Ministry (COM) 7000-40	* (f)	16,858	20,000	985	10,000	10,000	10,000	10,000	10,000
Commission on Prep for Ministry (CPM), 7000-50	*	4,300	3,000	3,550	3,000	3,000	3,000	3,000	3,000
Internship Support		-	-	19,250	-	-	-	-	-
Nom, COR, PJC, IC		-	500	218	500	500	500	500	500
Stanwood Loan Expenses		2,266	-	-	-	-	-	-	-
Total Governance and Congregational Sup		99,984	107,664	70,117	112,312	102,972	101,101	106,367	97,767

- (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
 - (g) See "Major Off Budget Grants, 2020-2022"
- *Travel included

Sched. 9 - Distributed Office Expenses	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
7100-16 Bank Charges	223	386	101	394	402	410	418	426
7100-20 Books & Resources (formerly reimbursable)	1,912	2,435	249	2,556	2,684	2,818	2,959	3,107
7100-22 Depreciation	1,133	-	-	-	-	-	-	-
7100-24 Copier Lease	3,912	7,177	2,258	3,400	3,570	3,749	3,936	4,133
7100-26 Equipment Purchase	(a) 888	8,000	-	2,000	1,000	1,050	1,103	1,158
7100-28 Hospitality/Cleaning	396	-	1,750	-	-	-	-	-
Internet service staff supplement	(b) -	1,500	-	1,500	1,200	1,200	1,200	1,200
7100-30 Insurance (Office)	(1,670)	1,000	1,355	1,800	1,890	1,985	2,084	2,188
7100-34 Legal Fees	-	1,561	-	1,000	1,050	1,103	1,158	1,216
7100-36 Office Supplies	501	1,000	48	500	525	551	579	608
7100-38 Postage	604	600	751	600	630	662	695	729
7100-40 Financial Review	-	3,000	-	3,000	3,150	3,308	3,473	3,647
7100-44 Reimbursables	3,257	3,000	2,779	3,000	3,150	3,308	3,473	3,647
Software: Basecamp, Calendy, Database, Docusign, Google, Intuit, Knowledge Anywhere, Microsoft, Simplecast, Squarespace, Zoom	27,590	22,000	12,396	18,000	18,900	19,845	20,837	21,879
Total Office Expenses	38,746	51,658	21,685	37,750	38,151	39,986	41,913	43,937

- (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.

Sched. 10 Operating Staff Expenses	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
7200-02 Operating Salaries	194,340	187,583	75,236	187,911	196,234	204,951	214,083	223,649
7200-03 Employee Benefits	74,288	57,228	33,412	55,948	56,784	57,642	58,521	59,424
7200-08 Payroll Taxes	12,660	11,024	3,945	12,080	12,602	13,149	13,721	14,320
7200-20 Continuing Education/Books	5,021	2,500	747	2,500	4,000	4,000	4,000	4,000
7200-46 Financial Services (Bookkeeping)	25,464	27,500	14,230	27,500	27,500	27,500	27,500	27,500
7200-48 Admin Services Contractor (E.J. Lee)	5,325	2,500	669	2,500	2,500	2,500	2,500	2,500
7200-32 Staff Travel & Business Expenses	2,232	10,500	1,548	10,900	10,900	10,900	10,900	10,900
Total Operating Staff	319,330	298,835	129,787	299,339	310,520	320,642	331,225	342,293

Staff subschedules:	(c)	12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
Executive Presbyter Salary (1 FTE Exempt)		107,302	110,208	29,845	105,000	110,250	115,763	121,551	127,628
Benefits		44,736	34,312	16,899	34,312	34,998	35,698	36,412	37,140
Payroll Taxes (7.65%)		8,048	8,431	2,283	8,033	8,434	8,856	9,299	9,764
Business/Travel Expenses		2,133	10,000	-	10,000	10,000	10,000	10,000	10,000
<i>Continuing Ed. (2021 included \$8000 for sabbati(a))</i>		4,686	1,500	-	1,500	1,500	1,500	1,500	1,500
Total Executive Presbyter		166,905	164,451	49,027	158,845	165,182	171,817	178,761	186,032
<i>(a) 2021 inc. \$8,400 for sabbatical approved by EB 9/26/19</i>									
Stated Clerk/Treasurer (.75 to .50 FTE)	(d)	53,300	42,800	27,647	30,000	31,500	33,075	34,729	36,465
Benefits (BOP 10% 22)		11,429	4,280	4,903	3,000	3,150	3,308	3,473	3,647
Reimbursable Expenses		-	250	-	300	300	300	300	300
Continuing Ed		-	1,000	-	1,000	1,000	1,000	1,000	1,000
Total Stated Clerk		64,729	48,330	32,549	34,300	35,950	37,683	39,502	41,412
Treasurer/Budget Director (.25 FTE)		-	-	165	17,160	18,018	18,919	19,865	20,858
Payroll Taxes (7.65%)		-	-	13	1,313	1,378	1,447	1,520	1,596
Reimbursable Expenses		-	-	-	300	300	300	300	300
Total Treasurer/Budget Director		-	-	178	18,773	19,696	20,666	21,685	22,754
Admin Assistant/Presbytery Connector (.8 FTE)		33,739	34,575	17,745	35,751	36,466	37,195	37,939	38,698
Benefits (30%)		18,122	18,636	11,610	18,636	18,636	18,636	18,636	18,637
Payroll Taxes (7.65%)		2,581	2,645	-	2,735	2,790	2,845	2,902	2,960
<i>Business Expenses</i>		-	250	-	300	300	300	300	300
Total Admin Assistant		54,442	56,106	29,355	57,421	58,191	58,976	59,777	60,595
Sched. 11 Property Management									
		12/31/2021	22 Budget	YTD 8/31	2023	2024	2025	2026	2027
Everson Insurance & Taxes		8,582	9,600	7,304	9,600	10,080	10,584	11,113	11,669
Trinity Insurance & Taxes		10,578	6,012	11,310	6,012	6,313	6,628	6,960	7,308
Sitka Insurance & Taxes		3,237	-	-	-	-	-	-	-
Alarms		303	400	303	400	420	441	463	486
Yard Maintenance		-	1,199	150	1,199	1,259	1,322	1,388	1,457
Everson Utilities		2,941	1,236	2,495	1,236	1,298	1,363	1,431	1,502
Sitka Utilities		1,693	-	-	-	-	-	-	-
Trinity Property Manager		3,000	3,000	8,250	3,000	3,150	3,308	3,473	3,647
Everson Property Manager		1,273	1,254	500	1,254	1,317	1,383	1,452	1,525
Misc. Repairs & Maintenance (Incl. pest control)		6,571	5,200	13,690	10,000	10,500	11,025	11,576	12,155
Total		38,178	27,901	44,002	32,701	34,336	36,053	37,856	39,749

Presbytery Calendar/Meeting Task Force Proposal

Resolved:

The presbytery meeting and nomination calendar shall be revised to a July 1 to June 30 orientation effective in 2024. The result of which will align presbytery meetings and terms of service according to the following schedule (with primary business noted):

February (Virtual Meeting)

- Financial report of the previous calendar year is received
- Annual terms of call are reported
- Elections (Officers, Board Commissions, Committees)

Note: Terms begin for new officers, commissioners, and committee members on July 1

June (Face-to-Face Meeting)

- Annual Statistics reported
- Number of Church Commissioners determined by statistics
- Necrology (previous calendar year)
- GA Overtures, every other year (deadline 365 days from close of GA)
- GA Overture Concurrences, every other year (one year before GA)
- GA Commissioner/YAAD Elections, every other year (one year before GA)

October (Virtual Meeting)

- Operating Budget received and approved.
- GA Commissioner reports

If approved, the Nominating Committee will adjust terms of service for new officers, commissioners, and committee members beginning in 2023 in preparation for implementation of the new calendar in 2024.

Background/Rationale:

With the move to more virtual presbytery meetings, the importance of an annual face-to-face grows. Face-to-face meetings in October are problematic due to the likelihood of inclement weather conditions for people traveling from Southeast Alaska and over the Cascade Mountain passes. The same is true for committee orientation meetings held in January. Also, October meetings come just as people are spending more time indoors, increasing the chance of viral transmission.

Under the proposed format, committee orientation meetings will be held in the days immediately preceding to the June meeting, saving the expense of additional travel for new officers, commissioners, and committee members (see notes below).

The fiscal calendar would remain the same—January 1 through December 31.

Other Notes:

The task force proposes the following schedule for June presbytery meetings beginning in 2024:

- [Thursday noon-Friday noon, Onboarding Retreat for presbytery leaders]
- Friday evening, fellowship banquet
 - Thank-yous for people finishing their terms
 - Celebration of presbytery people/events
 - Ask Doug Bunnell to emcee!
- Saturday morning worship/meeting, finishing by noon
- Optional Saturday evening Mariners game when they are in town!

Presbytery would cover the following costs for commissioners:

- Transportation and Friday night stay
- Extra night—or perhaps two, depending on flight schedules—for Alaska commissioners

Proposed Cost of Living Adjustment (COLA) recommendations for 2023

Proposed COM Recommendation for 2023

Cost of Living Adjustments (COLA) of 8.3% and Merit Increases

The Commission on Ministry is recommending a 8.3 % Cost of Living Adjustment (COLA) for Terms of Call for 2023. A COLA is an attempt to deal honestly with the effects of inflation and price increases. The COLA recommendation is for the ordained staff, but many churches will use this rate for their non-ordained staff as well. We encourage merit salary increases where appropriate.

Regional variations in cost of living are expected. 8.3% is based on US Bureau of Labor and Statistics reporting mid-year (April) of 2022 for the Western US region where all our congregational pastors live. You may want to consult your local cost of living data to adjust the 8.3% down or up depending on how much or little the cost of living has shifted in your particular state/county. For example, the comparable number for Urban Alaska this year is 7.5%, and for the Greater Seattle urban area is 9.1%.

COM background - How we get the numbers – :

The “cost of living” is based on the percentage increase or decrease in the consumer price index, using data from the U.S. Bureau of Labor Statistics. (<http://data.bls.gov>). The Commission on Ministry has historically calculated changes in the cost of living using data on the “Consumer Price Index for Urban Consumers” in the “Seattle-Tacoma-Bellevue” area, the only region available for Washington State. This year the increases are significantly higher than the national and regional average (we use the April-to-April numbers). The percentage increase for the 12 months can be seen on these tables:

9.1% Seattle-Tacoma-Bellevue Urban area:

https://data.bls.gov/timeseries/CUURS49DSA0&output_view=pct_12mths

8.3% US Average: https://data.bls.gov/timeseries/CUUR0000SA0&output_view=pct_12mths

8.3% West Region https://data.bls.gov/timeseries/CUUR0400SA0&output_view=pct_12mths

7.5% Urban Alaska: https://data.bls.gov/timeseries/CUURS49GSA0&output_view=pct_12mths And the state statistics for Alaska (which use the same data sources) can be found here:

<https://live.laborstats.alaska.gov/cpi/index.html> 8.4%, based on the June numbers not the April numbers.

For 2022, the recommended increase was 3.4%. For 2023, the recommended increase is 8.3%

For your reference, this is the recommendation from last year - for 2022 NWCP

Cost of Living Adjustments (COLA) of 3.4% and Merit Increases. The Commission on Ministry is recommending a 3.4 % Cost of Living Adjustment (COLA) for Terms of Call for 2022. A COLA is an attempt to deal honestly with the effects of inflation and price increases. The COLA recommendation is for the ordained staff, but many churches will use this rate for their non-ordained staff as well. We encourage merit salary increases where appropriate.

Regional variations in cost of living are expected. 3.4% is based on US Bureau of Labor and Statistics reporting mid-year of 2021 and living in Western Washington where the majority of pastors live. You may want to consult your regional cost of living data to adjust the 3.4% down or up depending on how much or little the cost of living has shifted in your region.