

Presbytery of the Northwest Coast
Minutes of the 17th Stated Meeting
February 20, 2020

The meeting was held at Emmanuel Presbyterian Church in Bothell, WA and started at 4:00 p.m. with two workshops, *Farm to Church to Farm*, which was about Campbell Farm & Emmanuel Farm, and a workshop on the GA overture and concurrence which were approved below. Workshops were followed by dinner and worship, which featured host pastor Rev. Dave Rohrer preaching and presiding at the Lord's Table with the Rev. Emily Mitchell of Calvin PC. The congregations participating in the Vital Congregations Initiative were also commissioned during the service.

The presbytery convened for discernment, discussion and decisions at 6:48 with prayer by Moderator Gustavo Carvajal. A quorum was present.¹ The agenda was approved as distributed. The minutes of the October 25, 2019 meeting were previously approved by the presbytery's standing rule, having been posted on the presbytery website. Guests and first time commissioners were introduced.

Executive Presbyter's Report

Dr. Corey Schlosser Hall's written report was received. He spoke about the presbytery's emphasis on safety as expressed in the revisions and distribution of the sexual misconduct prevention and child protection policies. He shared a video to the Vital Congregations Initiative featuring the participating congregations and Amy Delaney provided a short update. He also spoke about the new worshiping community in Bellingham recently named Spring Church which is led by Rev. Matt McCoy. He concluded by introducing Andrea Chaumont of Lake Forest Park PC who described their new Jazz Vespers service which connects the church and wider community.

Mission & Minister of Emmanuel Presbyterian Church

Host Pastor Rev. David Rohr shared about the ministry of the church as a place of hope, refuge and service.

Stated Clerk's Report

Carol McLaughlin was ordained as a Minister of the Word and Sacrament to serve at Quilcene Presbyterian Church on Dec. 7, 2019 by the following administrative commission: George Eastman, Pat Handly, Margy Gormly; Revs. David Eekhoff, Paul Heins and Wendy Taylor.

A letter of alleged offense against a congregational member was received by the Stated Clerk and referred to the Clerk of Session of the church of jurisdiction. An investigating committee has been appointed, trained by the Stated Clerk, and the letter has been referred to the committee; the investigation is underway.

Session Records Reviews – Sessions were requested to submit their 2018 minutes, required policies, and insurance report by Dec. 31st. Review of 2019 records will commence at the beginning of the second quarter.

The following sessions submitted 2018 minutes for review by the Dec. 31 deadline: Bellingham First, Cordata, Edmonds, Emmanuel, Everett First, Ketchikan, Mountain View, Port Angeles First, Port Townsend First, Quilcene First, Saint James, Terrace View, Tidelands, Westminster, Whidbey, Wrangell First.

Failed to submit: Acme, Baker Community, Calvin, Cascade View, Cashmere, Clallam Bay, Community of Seattle, Cottage Lake, Craig and Klowack, Friday Harbor, Fruitland, Hydaburg, Kennewick First, Korean of Central WA, Korean of Oak Harbor, Korean Zion, Lake Forest Park, Lord of Glory, Maplewood, Meadow Springs, Metlakatla, Mount Baker, Mount Vernon, Neah Bay, North Creek, Northern Light United, Othello First, Parker Heights, Petersburg First, Quincy First, Riverside, Snohomish First, Sunnyside, Tieton First, United of Seattle, Waterville Federated, Wilson Creek First, Yakutat.

Annual Statistics – The following session failed to file statistical reports by the deadline: Bellingham First, Hydaburg, Lord of Glory, Metlakatla, Mount Vernon, Neah Bay, Petersburg First, Tieton First, Yakutat.

Treasurer's Report

Financial Statements – Quarterly statements are posted on the website as they become available and are reviewed by the Executive Board. Unadjusted results for 2019 are showing \$172,438 deficit greater than what was planned. Further analysis will be available as the closing entries for 2019 are made.

	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>
Income	1,161,623	993,007	
Expense	<u>1,314,007</u>	<u>1,317,828</u>	
Total	\$ (152,384)	\$ (324,822)	\$ (172,438)

Presbyterian Foundation

The presbytery welcomed the Rev. Rob Hagen, Presbyterian Foundation Representative. He in turn introduced the Rev. Jim Mead, HR and former pastor of University Place PC in Tacoma, who is now offering stewardship and finance coaching to congregations and ministers.

GA Commissioner Election

The Rev. Faith McClellan was elected as the presbytery's teaching elder commissioner to the 224th General Assembly according to the presbytery's process.

Report of the Committee on a Non-geographical Korean Language Presbytery

At the June 13th meeting a committee was appointed to draft a GA Overture to allow other Korean congregations to join the presbytery with the intention that Northwest Coast would become a non-geographic presbytery if approved by the General Assembly. Since that meeting, the strategy for meeting the missional needs of west coast Korean language congregations changed and resulted in the following resolution reported by the committee moderators Amy Delaney and Moon Lee: "*Resolved*, That the presbytery submit the attached² overture requesting that the General Assembly create a task force regarding the creation of a Korean-language non-geographic presbytery on the west coast, and that the committee be authorized to address and resolve any needed unsubstantial issues that may arise before the assembly." The resolution was APPROVED.

G.A. Overture Concurrence

The session of the First Presbyterian Church of Port Townsend placed the following resolution before the presbytery, “*Resolved*, That the presbytery concur with General Assembly Overture 013, *On Fossil Fuel Divestment*.” After discussion the resolution was APPROVED.

Executive Board

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

Clallam Bay Administrative Commission – The Board, according to bylaw 8.600j; at the request of the session, and in consultation with COM, designated an administrative commission 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 congregations rule for electing the session, as follows: Rev. Pamela Hunter, Moderator, Clallam Bay, Donna Keys, Clerk of Session, Clallam Bay, Loretta Klock, Ruling Elder, Clallam Bay, Kim Bowlby, Ruling Elder, Clallam Bay, Paula Mitchell, Ruling Elder, Port Angeles, Rev. Matthew Paul, Rev. David Eekhoff, HR, COM Liaison, Port Townsend.

The Spring Church in Bellingham has been recognized as a new worshipping community of the presbytery.

Summary of Board Actions – The operating budget was adjusted to provide additional salary support to Mt. Baker PC and Tidelands.

Sexual Misconduct and Child Protection Policies were updated and sent to all sessions and ministers, along with the letter on the same subject from the Stated Clerk of the General Assembly.

Board Committees were appointed; the full roster of all commissions and committees is posted on the presbytery website.

The process of reviewing mission partners was started.

The Campbell Farm 2020 Gala plans were approved by the Board.

A property manager has been hired for the former Everson PC property.

Commission on Ministry

Commission moderator Karen Butler reported the following resolutions on behalf of the commission:

Jong Il Lee – Rev. Lee is pastor of Central WA Korean and is a temporary member of the presbytery during his period of service. The presbytery may “recognize his previous ordination” when he has furnished “credentials and evidence of possessing the qualifications required of candidates of this church” which includes satisfactory grades on standard ordination exams, and receive him as a permanent member. A minister of another Reformed church who has been ordained for more than five years may be granted an exemption for examination requirements by a two-thirds vote of the presbytery. He has completed an additional written examination to ensure he is well qualified.

Resolved, That the Rev. Jong III Lee, currently a temporary member of the presbytery, be enrolled as a permanent member upon receipt of evidence that he has surrendered his membership in the Presbyterian Church of Korea (TongHap) according to G-2.0505b,

2) That his “credentials, character and scholarship” submitted and reviewed by COM be judged as acceptable to the presbytery, including exemption from standard ordination examinations,

3) That he be installed as Pastor of Central WA Korean Presbyterian Church by an Administrative Commission to be designated by COM *when* the above evidence has been received by the Stated Clerk.

After discussion, the resolution was APPROVED.

Candidate Maggie Goodwin – “*Resolved*, That Candidate Maggie Goodwin proceed to ordination;

2. That Northwest Coast Presbytery, the presbytery of care, be understood as acting on behalf of Los Rancho Presbytery, the presbytery of jurisdiction, whose examination for membership is accepted by the presbytery of care as sufficient to substitute for its own examination for ordination;

3. That an ordination commission to be named by the moderator of COM ordain the candidate at at Maplewood Presbyterian Church at 3:00 p.m. on March 15th;

4. That Maggie Goodwin be dismissed to the Presbytery of Los Ranchos immediately upon ordination as a minister of the Word and Sacrament.”

After discussion, the resolution was APPROVED.

Actions taken by Delegated Authority

Calvin/Mitchell – A one year extension of the temporary pastoral relationship between the session and Rev. Emily Mitchell was approved, beginning Feb. 15th, according to the current terms; the session was directed to provide a status report to COM at its Sept. meeting.

Everson Fellowship – has ceased to operate as a fellowship; celebrating its final worship service January 5th.

Metlakatla/Emery – Former Pastor Larry Emery has been granted permission to return to Metlakatla during the July and August 100th anniversary celebration, upon a written request from the session, unless new pastoral leadership obtained by July 1, 2020.

Petersburg/Neeson – A temporary pastoral relationship between Rev. Bobbi Neeson of Cascades Presbytery and FPC Petersburg session was approved beginning February 1, 2020.

Whidbey – With consultation and approval of COM, the pastor search process was revised from seeking a temporary pastor to seeking an installed pastor.

Karell Coppock’s annual review of serving in a validated ministry outside the jurisdiction of the church was reviewed and approved.

Dan Holland was granted permission to engage in ministry outside the jurisdiction of the church with Renewal Ministries Northwest.

Bill Starr was dismissed to the Foursquare Church at his request Nov. 7, 2019.

Mark Leuschen of Meadow Springs and Glory Johnson of St. James have been enrolled in the commissioned pastor development process.

Commission on Preparation for Ministry

Valerie Grissom – An annual consultation and continuation in the preparation covenant relationship as an Inquirer was approved Dec. 5, 2019.

Keith Snavely was removed from a preparation covenant relationship Dec. 5, 2019.

Announcements & Adjournment

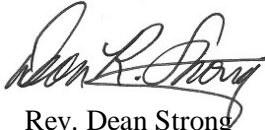
Annaweinita Miller, Mending Wings Students Learning About Mission (SLAMS) Director spoke about the program.

Tall Timber executive director Dave Saugen spoke about upcoming programs.

Warren Weber spoke about the Campbell Farm *Growing Side by Side* fellowship fundraiser.

The presbytery adjourned with prayer and the benediction at 8:23 p.m.

The next stated meeting of the Presbytery of the Northwest Coast is Thursday, June 11 2020, at the First Presbyterian Church of Port Angeles, at a time compatible with the Coupeville/Port Townsend and Edmonds/Kingston ferry schedules.



Rev. Dean Strong
Stated Clerk

These minutes were approved by the presbytery's standing rule
3/25/2020

Attachments:

¹Roll & Attendance.

² Overture to The 224th GA: *On Creating A Task Force Regarding The Creation Of A Korean-Language Nongeographic Presbytery (NGP) On The West Coast.*

**Presbytery of the Northwest Coast
Roll & Attendance
February 20, 2020**

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

	Present	Absent	Total
Ruling Elders:			
Church Commissioners	36	66	102
Other Continuing Members	5	8	13
Total Ruling Elders	41	74	115
Teaching Elders	41	119	160
Total Present and Absent	82	193	275
Church Representation	22	32	54

Teaching Elders Present (41)

J. Scott Anthony, Brandon Bailey, Frank Baresel, Muriel Brown, Douglas Bunnell, Gustavo Carvajal, David Casson, Chankil Chung, Amy Delaney, Alan Dorway, Richard Gibson, Heidi Greider, Rob Hagan, Holly Hallman, Paul Heins, Kurt Helmcke, Luke Hyder, Jinsuk Kim, Kyoung Chun Kim, Jong Il Lee, Young Rae Lee, Charles Lewis, Greg Lund, John Mason, Emily Mitchell, Michael Neelley, Kevin Nollette, Elizabeth Shen O'Connor, John Jung Il Park, Matthew Paul, Gerald Poole, David Rohrer, Cody Ryu, Ted Schuldt, Woojin Shim, David Song, Dean Strong, Mark Terayama, Seth Thomas, Neil Trainer, Henk Wapstra.

Teaching Elders Absent (119)

Tom Adams, Kyle Anderson, Paul Ashbrook, Robert Bacon, Jr., Hyun-Su Baek, Stephen Barker, William G. Barnes, Paul Beran, Joseph Bettridge, Ashley Birk, Jan Blankenship, Dennis Borgman, Charles Bovee, Alexander Brown, James Caulkins, David Hoonjin Chai, James Christensen, Charles Clarke, Lawrence Cole, Bruce Cook, Mark Cook, Edwin Coon, Karel Coppock, Kimberly Crispeno, David Dobler, Denise Easter, David Eekhoff, Grace Ekblad, Robert Ekblad, Greg Ellis, Larry Emery, Florence Evanoff, Dennis Evans, Pansie Evers, Duncan Ferguson, Brent Fisher, Hallack Greider, Tracee Hackel, Stephanie Hankey, Robert Higgins, Ann Hinz, Daniel Holland, Fredrick Hull, Pamela Hunter, Laurel Jackson, Robert Jackson, Philip Yoon Gi Jang, Robert Johnson, Daniel Jones, Lynn Jones, Barry Keating, Byeung Kyu Kim, Jean Kim, Koon Shik Kim, Yo Sub Kim, Yong In Kim, Richard Klein, Robert Klitz, Paul Kohler, Dianna Kunce, James Kutz, James Joon Kwon, G. David Lambertson, John Lann, Ann Lewis, Wayne Lowry, Robert Maxson, Faith McClellan, Matthew McCoy, Carol McLaughlin, Heather Mikelson, David Murphy, Milad Nakhla, Joshua Hyunsoo Nam, Barbara Neason, Rebecca Niemeyer, Kwang Hyun Noh, Richard Nordgren, Peter Notehelfer, John Hee Park, Tom Patterson, Hanna Peterson Shearer, Ronald Richardson, Raymond Riese, 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, Arden Snyder, Janet Sonnanburg, William Southwick, Mike Souza, Charles Strawn, Paul Strawn, Serena Sullivan, Karen Summers, Allan Swan, Dave Templin, Wendy Tingley, Nicholas Valadez, Jane Van Antwerp, Doug Waltar, John Wilson, Michael Young, William Zeiger, John Zimmerman.

Continuing Members, Present

**Counted as session commissioners*

Commissioned Pastors – Nettie Covalt, *FPC Wrangell*, George Eastman, *Neah Bay*, Kevin Riley, *Mount Baker*, Chris Hoke, *Underground Ministries*.

Executive Presbyter – Corey Schlosser-Hall.

Executive Board – Dottie Villesvick*, *FPC Everett*, JB Im*, *Community Church of Seattle*.

Commission Moderator – Karen Butler*, *COM*.

Continuing Members, Absent (6)

Commissioned Pastors – Kerrie Bauer, *FPC Bellingham*, Robert Merriman, *FPC Kennewick*.
Executive Board – John Collier, *Maplewood*, Freda Westman, *Northern Light United Church*.

Ruling Elder Church Commissioners (35)

<u>Calvin</u> Kristen Hitchcock Tim Julius	<u>Craig & Klawock, First</u> Ron Snyder	<u>Korean PC of Oak Harbor</u> Yonghwan Cha	<u>Parker Heights</u> Dick Moen
<u>Cascade View</u> Lorrie Nelson	<u>Edmonds</u> Linda Kenworthy- Reynolds	<u>Lake Forest Park</u> Loretta Edwards Stacie Johnson	<u>Port Angeles, First</u> Wayne Brown
<u>Cashmere</u> Linda Colby	<u>Emmanuel</u> Warren Weber	<u>Lord of Glory</u> Jiyon KIm	<u>Quilcene, First</u> Linda Lord
<u>Community Ch of Seattle</u> JB Im Young Kwon Wesley Pak Samuel Roh Hobyung Yoon	<u>Everett, First</u> Steve Hammond George Lockeman Dottie Villevik	<u>Mountain View</u> Stephanie Clark Marilyn Finsen Randy Finsen	<u>Terrace View</u> Lynn Norton
<u>Cottage Lake</u> Sandi Long	<u>Friday Harbor</u> Dan Zaehring	<u>North Creek</u> Karen Butler Stuart Carter	<u>Tidelands</u> Mandy Bladek
	<u>Kennewick, First</u> Sam Dechter	<u>United PC of Seattle</u> Tim Kim Danny Shin	
		<u>Minna Dimmick</u> Leslie Kastelk	

Churches Not Represented (32)

Baker Community, Bellingham First, Central WA Korean, Clallam Bay, Cordata, Cottage Lake, Fruitland, Hydaburg, Ketchikan, Korean Zion, Maplewood, Meadow Springs, Metlakatla, Mount Baker, Mount Vernon, Neah Bay, Northern Light United, Othello First, Petersburg First, Port Townsend First, Quincy First, Riverside, Saint James, Snohomish First, Sunnyside, Tieton First, Waterville Federated, Westminster, Whidbey, Wilson Creek First, Wrangell First, Yakutat.

Staff

Jenine Taylor, *Presbytery Connector*, Joey Mircea, *Lynnwood Pro Audio*, Janice Smith, *Pastoral Associate for Commissioned Ministries*.

Legible Registered Visitors

Andrea Chaumont, *Lake Forest Park*, Ed Choe, *Community Ch. of Seattle*, Terry Colby, *Cashmere*, Fred Dunlap, *Port Townsend First*, Moon Lee, *Community Ch. of Seattle*, Andrew Lewis, *Snohomish First*, James Mead, *HR Olympia Presbytery*, Annaweinita Miller, *Mending Wings*, Denny Norton, *Terrace View*, Heidi & Elie Saikaly, *Israel/Palestine Mission Network*, Dave Saugen, *Tall Timber Ranch*, Amanda Sutherland, *Mountain View*, Rosalee Wapstra, *Emmanuel*, Connie Weber, *Emmanuel*.

Thanks and Praise for the Emmanuel Crew Who Made it Possible

Drema Cooper, Larry Gibbons, Mary Anne Gibbons, Susan Sprague, Loren Steinhauer, Chris DeKay, Sue Hendrix, Kuiken Judy, Dick Kuiken, Anne Shelhorn, Carrell Tysver.

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Overture to The 224th GA: On Creating A Task Force Regarding The Creation Of A Korean-Language Nongeographic Presbytery (NGP) On The West Coast

The Presbytery of the Northwest Coast overtures the 224th General Assembly (2020) to establish a Task Force, in order to implement the action of the 222nd General Assembly (2016) regarding the creation of a Korean-language nongeographic presbytery (NGP) on the west coast, with responsibilities to:

1. Determine (a) which synod such a presbytery would best be a part of, recognizing it will likely cross any existing synod geographic boundaries, and (b) the organizational structure and mission design that would best accomplish the mission and ministry of the identified collective Korean congregations;
2. Identify congregations who are interested in and have demonstrated a significant level of commitment to join the NGP; and
3. If warranted after #1 and #2 above, submit a detailed plan creating and organizing a new NGP, along with a mission design in consultation with the prospective members and congregations, to the 225th General Assembly (2022).

The Task Force will consist of seven members familiar with cultural diversity, who represent (1) the synods that are likely be affected by the NGP and (2) a synod currently ministering with a Korean-language NGP in its bounds.

RATIONALE

Upon receiving a report of the Mid Councils Committee that the General Assembly “strongly advises that the western synods consider forming a nongeographic Korean presbytery,” the 216th General Assembly (2016) adopted a resolution to:

“Ask synods of the west (Alaska-Northwest, the Pacific, Southern California and Hawaii, the Southwest, the Rocky Mountains, and the Sun) to intentionally consider the viability of creating a new Korean, nongeographic presbytery in the western United States, consistent with the concerns addressed in this report regarding healthy relationships between Korean-language and geographic presbyteries and the constitutional protection of full representation of men and women in the leadership of such a presbytery and the congregations therein.”

The Northwest Coast Presbytery, which has been blessed with rich cultural diversity, has a long healthy history of ministering, learning from and working together with eight Korean-language congregations. The membership of the Korean-language congregations accounts for 30% of the total congregational membership of the presbytery, and is supported by a full time associate executive presbyter. The Presbytery at its stated meeting in October 2019 adopted a resolution to agree in principle to expand its commitment to Korean-American ministry, “inviting other west coast Korean-language congregations,” by providing them “greater self-governance” and continued and strengthened support in areas of polity and judicial process.”

The Presbytery has also established a committee to explore the feasibility of a NGP. The committee, in consultation with the Office of Manager for Korean-speaking Councils Support of OGA (and Stated Clerk of the Synod of Alaska-Northwest), has evaluated practical models that are not only readily adoptable but also mutually beneficial to both Korean and non-Korean ministries, such as a

shared ministry model between the new NGP and the host presbytery and a “hybrid” model in which the NGP is transitionally placed under the umbrella of the host.

There are about 100 Korean-speaking congregations in the west coast synods, and many of them have expressed interest in joining the NGP.

The Task Force for Korean-Speaking Congregations, created by the 221st General Assembly (2014) reaffirmed “the continuing need for Korean-language, nongeographic presbyteries,” particularly “in the western United States, where a large number of Korean-language congregations are located.” Despite the 2014 demise of the former Hanmi Presbytery in Southern California, the Task Force “urges consideration of whether a new beginning is possible, one in which a healthy presbytery can be created that fully respects and is committed to doing in its work in a manner that respects our polity and commitment to full participation by all who God calls into ordered ministry.”

Based on experience gained from its Korean-language ministry, the Northwest Coast Presbytery affirms that the “new beginning” can and should happen in the west coast of the United States, and urges the 224th General Assembly to initiate the new beginning by creating a task force.

Presbytery of the Northwest Coast
Minutes of the 18th Stated Meeting
June 11, 2020

The meeting was held by Zoom internet video conferencing software (all times are Pacific Daylight Time).^{*} The following workshops were held beginning at 2:00 pm, *Capacity and Calling: Listening for God's Invitations Amidst a Cacophony of Voices* led by the Revs. Stephanie Hankey and David Rohrer, and *Re-entering Church Facilities. What's Your Plan?* led by Rev. Ann Lewis.

Worship was held at 3:00 p.m. and was led by the Rev. Matt Paul of the First Presbyterian Church of Port Angeles. Church members Pam Carnahan, Dan Cobb, Anna Nichols, and Brittany Sofie assisted. The Rev. Emily Mitchell, Associate Pastor of Calvin Presbyterian Church preached a sermon entitled *Do Not Lose Heart* on 2nd Corinthians 4:1-18. The Rev. Paul Heins, Pastor of the First Presbyterian Church of Port Townsend presided at Communion.

The presbytery convened for discernment, discussion and decisions at 4:10 p.m. with prayer by Moderator Gustavo Carvajal. 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. A quorum was present.¹ The agenda was approved as distributed. The minutes of the February 2, 2020 meeting had been previously approved by the presbytery's standing rule and posted on the presbytery website. Guests and first time commissioners were introduced.

Executive Presbyter's Report

Dr. Corey Schlosser-Hall's written report was distributed with the agenda.² He shared a video showing how congregations have been creatively adapting to proclaiming the Gospel during a pandemic.

Dr. Schlosser-Hall also introduced Rev. Dr. Kathryn Threadgill, Director of Vital Congregations Initiative, Presbyterian Mission Agency, who was "visiting" from Louisville, KY. She brought greetings from Louisville and addressed the presbytery.

Associate Executive for Korean Language Ministries

Rev. Jinsuk Kim reported that the overture submitted by the presbytery to the General Assembly to create a task force to address the need for a Korean language non-geographical presbytery on the West Coast had been postponed to the next assembly due to Covid-19 pandemic. He also provided an update regarding the Korean language churches of the presbytery.

Stated Clerk's Report

The following annual reports were received and are attached: *Annual Statistics*,³ *2019 Necrology*,⁴ *Number of Elected Commissioners Per G-3.03*.⁵

^{*} *Historical Note: This was the first meeting of the presbytery held entirely by web conference which was necessitated by a world wide viral pandemic called Covid-19. Health regulations had banned churches and other large groups from assembling since March 11th.*

Treasurer's Report

A written report and financial statements were received and reviewed.⁶

Executive Board

Removal of Fund Designations – Former North Puget Sound Presbytery created a fund called the Community Blessing Grant Fund in 2008 from \$1.3 million in proceeds of the sale of property once purchased for a new church development. The proceeds were invested and four percent of the interest and earnings from the fund were available annually for congregational projects that benefit their surrounding communities, immigrants, people “on the margins of white middle class life,” and innovative new church development.

The “Alaska Fund” was the portion of unrestricted reserves brought by Alaska Presbytery to the merger of North Puget Sound and Alaska Presbyteries in 2014 that were set aside for capital projects in Alaskan churches. These did not include funds held by the Presbyterian Foundation, the earnings of which are and continue to be restricted by their donors for mission in the State of Alaska.

In response to the Covid-19 pandemic, and the ensuing financial crisis, the Board reported the following resolution to the presbytery to provide needed financial flexibility, “*Resolved*, That the resolutions previously adopted by the preceding presbyteries to designate the Community Blessing Grant Fund and the Alaska Fund be rescinded, resulting in those funds becoming undesignated & unrestricted.” After discussion, the resolution was APPROVED.

Mt Vernon MDC Loan – The Board, on behalf of the presbytery, approved the following resolution on May 25, 2020, “*Resolved*, That Mount Vernon Presbyterian Church be permitted to mortgage its property for a loan to fund long term sanctuary maintenance (roof, siding, windows, drainage, doors, security system) from Mission Development Certificates Northwest, as delineated in the attached commitment letter 1, in the amount of no more than \$600,000, at 4.75%, (subject to revision every 36 months), for a term of 180 months, and that the presbytery guarantee the loan as is ordinarily the case with MDC loans.”

The complete text of the minutes of the Executive Board were posted on the presbytery website and a link was provided in the body of the agenda. Highlight of Board actions from the minutes:

- Responded to Covid-19 with grants, loans, guidelines, and resources.
- Cancelled office move & to be virtual beginning in 2021.
- Scheduled all remaining 2020 meetings as virtual/Zoom.
- Leased former Trinity and Everson properties; Sitka remains listed for sale.
- Obtained Presbyterian Disaster Assistance loans for Korean Congregation; Community College Outreach, and Campbell Farm and Collide.
- Revised the operating budget to eliminate all non-essential expenses.

Commission on Ministry

The Rev. Brandon Bailey of the commission reported on behalf of moderator Karen Butler, placing the following resolution before the presbytery:

Smith/National Ordination Exam Alternate Means – “*Resolved*, That according to G-2.0610, ‘there are good and sufficient reasons why Candidate Janice Smith, should not be required to satisfy the requirements of G-2.0607d’ (standard ordination examinations approved by the General Assembly), and that an ‘alternative means by which to ascertain the readiness of the candidate for ministry in the areas covered by the standard ordination examinations be authorized;’

That those reasons being that the candidate has demonstrated readiness and competence in all five areas of the standard exams by serving as the Commission Pastor to Acme Presbyterian Church in a carefully supervised, healthy, effective and fruitful ministry for 13 years, and for the past four years as the presbytery's Pastoral Associate for Commissioned Ministries;

That the alternative means is an oral examination in the areas of Biblical Exegesis and Theological Competence, (the two national exams the candidate did not pass) as administered June 2nd, 2020, by COM appointees Brandon Baily, Kimberly Crisepeno, Karen Butler, and Greg Lund, plus completed reference interviews with Rev. Doug Bunnell (her supervisor of 13 years), Dr. Darrell Johnson (exegesis professor in D.Min. program) and the session of Acme Presbyterian Church; the report of which was received, reviewed and approved by COM on June 4th and distributed to the presbytery for its review;

That having satisfying this alternative means, the candidate proceed to an examination for ordination by the presbytery"

After discussion, the resolution was APPROVED by the required three-fourths vote (see Examinations below).

Actions taken by Delegated Authority

Pastoral Relationships

Calvin Associate Pastor – The Calvin session has been given permission to call a congregational meeting to elect an Associate Pastor Nominating Committee, and Rev. Emily Mitchell has been permitted to apply for the position (if called, it must be established by a three-fourths majority of the presbytery). The PNC has been authorized to decide whether to list the position with CLC and accept other applicants.

North Creek/Easter & Kunce – The temporary relationships between Revs. Denise Easter Diane Kunce and the session entitled “Parish Associates” was renewed for one year, as requested by the session

Oak Harbor Korean/Park – The temporary relationship between Rev. Jung Ill Park has been renewed for one year beginning April 1st (see also action re: Rev. Park below).

Minister Members

Adams – Rev. Tom Adams reported that his validated position with Chaplaincy Health Care was eliminated; his status was revised to member-at-large as of April 2nd.

Borgan, Dennis – Rev. Borgman’s status was revised from member-at-large to active member engaged in a validated ministry to Quincy First as stated supply and moderator of the session.

Eekhoff – The Rev. David Eekoff completed continuing education in the area of ethics and boundaries as required by Washington State for licensed therapists, counselors, and social workers was approved as meeting the presbytery’s requirement.

Neason – A membership examination of the Rev. Barbara Neason, a member of Cascades Presbytery who is currently serving in a temporary relationship with the session as pastor of Petersburg Presbyterian Church was conduct on March 3, 2020. She was received as member and appointed moderator of the session by the commission on March 6th.

Park – Rev. Jung Ill Park has been granted Honorably Retired status as of April 1st.

Patterson – The Rev. Tom Patterson, at his request, “against whom no charges have been filed, and who otherwise is in good standing,” was released from the exercise of the ordered ministry of minister of the Word and Sacrament according to G-2.0507.

Poole – Rev. Jerry Poole has completed his appointment as interim Pastor of Edmonds United Methodist Church and was granted Honorably Retired status as of July 1st.

Annual Reports – “The presbytery shall review annually the work of all ministers of the Word and Sacrament engaged in validated ministries outside the congregation” (G-2.0503); “The status of member-at-large shall be reviewed annually.”(G-2.0503b). Reports were received and reviewed from the following:

Tom Adams, At-large	Doug Waltar, Validated, Ingalls Creek Ctr.
Dennis Borgman, At-large, substance abuse counselor	Heidi Greider, Validated, Childrens Hospital
Mark Cook, At-large, public school teacher	Tracy Hackel, At-large
Bruce Cook, Validated, Navy Chaplain	Jinsuk Kim, Validated, Associate EP
Karel Coppock, Validated, Evangelist, ECO	Dianna Kunce, Validated, Renwal Ministries NW
Kimberly Crispeno, At-large	Matthew McCoy, Validated, Spring Church
Denise Easter, Validated, Renwal Ministries NW	David Ro, Validated, Everett Providence
Bob Ekblad, Validated, Tierra Nueva	Esther Sanders, Validated, UCC Pastor
Gracey Ekblad, Validated, Tierra Nueva	Dean Strong, Validated, NWCP & Synod Stated Clerk
Robin Hagan, Validated, Presbytery Foundation	Nicholas Valdez, Validated, Virginia Mason
Michael Neelley, Validated, Tierra Nueva	Kyle Anderson, At-large, Faithlife
Robert Schmitt, At-large, Manager, Regulatory Affairs	Jane Van Antwerp, Validated, Beyond the Blue Ministries
Milad Nakhla, Validated, College Ministry	Mary Robinson-Mohr, At-large, Permanent Disability
Janet Sonnanburg, At-large	

Did not report: Laurel Jackson (Chaplain, Bend Or), Yo Sub Kim (Navy Chaplain), Heather Mikelson, Sooil Shim.

Not able to determine if engaged in validated ministry or fulfilling criteria for membership-at-large: Sooil Shim (*per G-2.0508, “names of such persons shall be reported annually to the presbytery by the stated clerk”, [they] “shall not have voice or vote in meetings of the presbytery . . . [and] after three years the presbytery may delete that person’s name from the roll of membership . . .”*).

Annual Terms of Call⁷ – All sessions and the presbytery must review annually terms of call for installed pastoral relationships, ensuring that terms meet or exceed the presbytery’s minimum requirements. The reported salaries (attached) for installed pastors, co-pastors, and associate pastors meeting presbytery minimum be were approved and reported to the presbytery. Reported salaries not meeting presbytery minimum will be addressed by the respective COM liaison (Fruitland, Zion, Lord of Glory, Sunnyside, UPC of Seattle).

Congregations

Acme/Smith – Former and retired Commissioned Pastor Janice Smith has been permitted to assist Acme PC with online worship and in other areas as needed until the current Covid-19 pandemic has subsided.

Metklaktla & Ketchikan Session Moderators – Retired and former pastor Rev. Larry Emery has been appointed moderator of both sessions until the Covid-19 crises has subsided. Rev. Emery was permitted to serve as temporary supply to Metlakatla from June 15 to August 15th.

Metlakatla has been delinquent on their regular Board of Pensions dues for over two years. The past due amount was renegotiated by the Board into a monthly payment plan upon which the church also defaulted. Per Board policy, when Rev. Larry Emery retired, the Board refused to pay his pension benefits until the account was current. The session requested that it be permitted to mortgage the manse in order to pay the amount past due. The Executive Board withheld permission, not wishing to jeopardize ownership of the manse, and instead authorized payment from unrestricted presbytery funds.

For Information

Family Leave Policy – COM reviewed and approved a policy as amended to include state requirements. The complete document will be posted to the presbytery website.

General Assembly Commissioners

The Rev. Cindy Kohlman, Resource Presbyter for the Presbyteries of Boston and Northern New England, and Co-Moderator of the 223rd General Assembly, joined the meeting and brought greetings. She then led the presbytery in a Service of Commissioning of Ruling Elder Moon Lee of the Community Church of Seattle, Rev. Faith McClellan, Pastor of Northern Light United Church, and Young Adult Advisory Delegate Maya Schlosser-Hall, of Emmanuel Presbyterian Church to the 224th General Assembly. The first page of that service is attached for historical purposes.⁸

Examinations

Janice Smith – COM conducted an alternative examination for two of the national ordination exams and the presbytery's examination for ordination concurrently. The commission reported the following resolution, "*Resolved*, That Candidate Janice Smith, of Northwest Coast Presbytery, proceed to ordination by an Administrative Commission appointed by the presbytery to serve in the validated ministry of Pastoral Associate for Commissioned Ministries."

The examination was continued by the presbytery of her Christian Faith and views in theology, the Bible, the Sacraments, and the government of the church, with several members asking questions and the candidate answering eloquently.

Seeing no more questions, the Moderator declared by common consent that the examination was concluded and the candidate was removed from the room. After discussion the resolution was APPROVED.

The candidate was readmitted to the room, and the Rev. Doug Bunnell led the presbytery in prayer.

Commission on Preparation for Ministry

Commission moderator Rev. Neil Trainer greeted the presbytery and encouraged members of the presbytery to identify and encourage those whom they believe may be called to pursue the Ministry of Word and Sacrament.

Delegated Actions Reported to the Presbytery:

Annual Consultations and Continuation in the Preparation Process Approved for:

Candidate Chris Chang, United Presbyterian Church of Seattle, May 28, 2020.

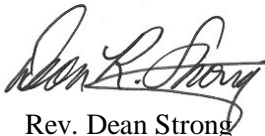
Certified Ready for Examination for Ordination Pending a Call: Kathleen Ganer-Jewett,
Bellingham First, April 30, 2020.

Ordination Exam Readers selected on behalf of the presbytery: Rev. Kevin Nollette, Elder Linda
Colby, Alternate Elder Dan Sanford.

Announcements & Adjournment

The presbytery adjourned with prayer and the benediction at 5:49 p.m.

The next stated meeting of the Presbytery of the Northwest Coast is scheduled for Friday, October 16th,
by web conference (as the Executive Board has cancelled all face to face meetings for the rest of 2020 due
to the pandemic; this may be revised depending on status of the pandemic)



Rev. Dean Strong
Stated Clerk

These minutes were approved per the Standing Rules June 18, 2020

Attachments:

¹Roll & Attendance.

²E.P. Report

³Annual Statistical Report.

⁴2019 *Necrology*.

⁵*Number of Elected Commissioners Per G-3.03.*

⁶Treasurer's Report.

⁷*Annual Report of Pastoral Relationships Terms of Call 2020.*

⁸*Commissioning of the 224th General Assembly Commissioners and Young Adult Advisory Delegate.*

**Presbytery of the Northwest Coast
Roll & Attendance
June 11, 2020**

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

Only those members who were present for any part of the business portion of the meeting, which opened at 4:10 p.m and adjourned at 5:49 p.m. PDT, can, by rule, be included in the determination of a quorum and the roll of those present. Minister and Elder commissions who left the meeting before 4:10 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 records when participants were present and it has been used for this report.

Attendance for workshops and worship are not recorded.

	Present	Absent	Total
Ruling Elders:			
Church Commissioners	34		107
Other Continuing Members			12
Total Ruling Elders			119
Teaching Elders	47	114	161
Total Present and Absent			280
Church Representation			54

Teaching Elders Present (41)

J. Scott Anthony, Brandon Bailey, Frank Baresel, Ashley Birk, Muriel Brown, Douglas Bunnell, Gustavo Carvajal, Charles Clarke, Kimberly Crispeno, Amy Delaney, Alan Dorway, Denise Easter, Greg Ellis, Dennis Evans, Richard Gibson, Robin Hagan, Holly Hallman, Stephanie Hankey, Paul Heins, Kurt Helmcke, Luke Hyder, Jinsuk Kim, Dianna Kunce, Jong Il Lee, Ann Lewis, Charles Lewis, Greg Lund, John Mason, Faith McClellan, Matthew McCoy, Emily Mitchell, Milad Nakhla, Barbara Neason, Kevin Nollette, Elizabeth Shen O'Connor, Matthew Paul, Gerald Poole, David Rohrer, Ervin Roorda, Esther Sanders, John Schuldt, Hanna Peterson Shearer, Mike Souza, Mark Terayama, Seth Thomas, Neil Trainer, Nicholas Valadez.

Teaching Elders Absent (119)

Tom Adams, Kyle Anderson, Paul Ashbrook, Robert Bacon, Jr., Hyun-Su Baek, Stephen Barker, William G. Barnes, Paul Beran, Joseph Bettridge, Jan Blankenship, Dennis Borgman, Charles Bovee, Alexander Brown, David Casson, James Caulkins, David Hoonjin Chai, James Christensen, Chankil Chung, Lawrence Cole, Bruce Cook, Mark Cook, Edwin Coon, Karel Coppock, David Dobler, David Eekhoff, Grace Ekblad, Robert Ekblad, Larry Emery, Florence Evanoff, Pansie Evers, Duncan Ferguson, Brent Fisher, Hallack Greider, Heidi Greider, Tracee Hackel, Robert Higgins, Ann Hinz, Daniel Holland, Fredrick Hull, Pamela Hunter, Laurel Jackson, Robert Jackson, Philip Yoon Gi Jang, Robert Johnson, Daniel Jones, Lynn Jones, Barry Keating, Byeung Kyu Kim, Jean Kim, Koon Shik Kim, Kyoung Chun Kim, Yo Sub Kim, Yong In Kim, Richard Klein, Robert Klitz, Paul Kohler, James Kutz, James Joon Kwon, G. David Lambertson, John Lann, Ki Chun Lee, Young Rae Lee, Wayne Lowry, Robert Maxson, Carol McLaughlin, Heather Mikelson, David Murphy, Joshua Hyunsoo Nam, Michael Neelley, Rebecca Niemeyer, Kwang Hyun Noh, Richard Nordgren, Peter Notehelfer, John Hee Park, John Jung Il Park, Ronald Richardson, Raymond Riese, David Ro, Mary Robinson-Mohr, John Rogers, David Ross, Thomas Ross, Claudia Rowe, Cody Ryu, Thomas Salmon, Scott Schaefer, Robert Schmitt, Faye Serene, Robert Shepard, Sooil Shim, Woojin Shim, Brian Shin, Donald Simpson, Robert Slater, Arden Snyder, David Song, Janet Sonnanburg, William Southwick, Richard Speer, Charles Strawn, Paul Strawn, Dean Strong, Serena Sullivan, Karen Summers, Allan Swan, David Templin, Wendy Tingley, Jane Van Antwerp, Doug Waltar, Henk Wapstra, John Wilson, Michael Young, William Zeiger, John Zimmerman.

Continuing Members, Present

**Counted as church commissioners*

Commissioned Pastors – Nettie Covalt, *FPC Wrangell*, George Eastman, *Neah Bay*, Kevin Riley, *Mount Baker*, Chris Hoke, *Underground Ministries*.

Executive Presbyter – Corey Schlosser-Hall.

Executive Board – John Collier*, *Maplewood*, JB Im*, *Community of Seattle*. Dottie Villevick*, *FPC Everett*.
Commission Moderator – Karen Butler*, *COM Moderator*.

Continuing Members, Absent (6)

Commissioned Pastors – Kerrie Bauer, *FPC Bellingham*, Robert Merriman, *FPC Kennewick*.
Executive Board – *Community Church of Seattle*, Freda Westman, *Northern Light United*.

Ruling Elder Church Commissioners (34)

<u>Acme</u> Judith Paulson	<u>Craig/Klawock 1st</u> June May	<u>Maplewood</u> John Collier Sheri Teesdale	<u>Port Townsend 1st</u> Steve Shively Julie Farrow
<u>Calvin</u> Judy Runions Gretchen Scheumann	<u>Edmonds</u> Linda Kenworthy Reynolds	<u>Mountain View</u> Stephanie Clark	<u>Sunnyside</u> Joyce Meeker Joel Rasmussen
<u>Community of Seattle</u> JB Im Moon Lee Samuel Roh	<u>Everett 1st</u> Steve Hammond George Lockeman Dottie Villevick	<u>North Creek</u> Tal Anderson Renee Dittman	<u>Terrace View</u> Lynnette Norton
<u>Central WA Korean</u> Lisa Choi	<u>Kennewick 1st</u> David Burrill Samuel Dechter	<u>Northern Light United</u> Myra Munson	<u>Tidelands</u> <u>Amanda Bladek</u>
<u>Cordata</u> Barbara Sanford	<u>Ketchikan</u> Vince G Gilmartin	<u>Othello 1st</u> Mark Fleshman	<u>Westminster</u> Ken Hunting Dee Fairbanks
<u>Cottage Lake</u> Sandi Long		<u>Parker Heights</u> Richard Moen	<u>Whidbey</u> Dick Gholston

Churches Not Represented (33)

Baker Community, Bellingham 1st, Cascade View, Cashmere, Clallam Bay, Emmanuel, Friday Harbor, Fruitland, Hydaburg, Korean Zion, Lake Forest Park, Lord of Glory, Meadow Springs, Metlakatla, Mount Baker, Mount Vernon, Neah Bay, Oak Harbor Korean, Parker Heights, Petersoburg 1st, Port Angeles 1st, Quilcene 1st, Quincy 1st, Riverside, Saint James, Snohomish 1st, Tieton 1st, United PC of Seattle, Waterville Federated, Wilson Creek 1st, Wrangell First, Yakutat.

Staff

Jenine Taylor, *Presbytery Connector*, Janice Smith, *Pastoral Associate for Commissioned Ministries*, Younghee Kim, *Korean Interpretation*

Visitors

Jan Allen, *Calvin*, Gregg Brekke, *Associated Church Press*, Donald Campbell, *Westminster*, Chris Chang, *North Creek*, Andrea Chaumont, *Lake Forest Park*, Bradley Clure, *Mt. Vernon*, Kathy Garde, *Westminster*, Margaret Gormly, *Pt. Townsend 1st*, Valerie Grissom, *Calvin*, Susan Hendrix, *Emmanuel*, Steve Kinney, *Ketchikan*, Cindy Kohlmann, *Boston Presbytery / 223rd GA Co- Moderator*, Victoria Merritt, *Craig & Klawock 1st*, Rene Myers, *PMA*, Danielle Riley, *Tierra Nueva*, Maya Schlosser-Hall, *YAAD | Emmanuel*, Kathryn Threadgill, *PMA*.

EP Report

NWC Presbytery Leadership Summit
June 11, 2020

NEW PENTECOST

How long oh Lord must we sing this song! Have mercy Lord! We need a new Pentecost! Many of our communities are gripped with protests and demonstrations to address the injustices of the killings of George Floyd in Minneapolis, and Ahmaud Arbery and Breonna Taylor by law enforcement personnel.

These actions are revealing again what has been true for a long time. That systemic racism continues in our country and in ourselves and needs to be dismantled. And that we all have parts to play to address it. That African-Americans and other people of color are often unjustly treated, harmed and killed by some law enforcement personnel. That these acts of brutality are wrong as are those that we didn't see. That there is a systemic pattern to these continuing tragedies.

As a Christian leader, who is a white, middle-class, man and who recognizes the privilege that grants me I stand with my African-American sisters and brothers, and all people of color. I stand against racism and police brutality. Lord have mercy! I also recognize that effective, just policing is also happening all over our communities and the country and is *essential* to the safety and health of our communities—thank you! And I stand firmly upon God's truth that we are all God's children and we are all called to build a better, more just world together where black and brown lives matter. May we each recognize our calling in this and do what we can to shift our own actions, behaviors, relationships, and systems we are part of to be part of the solution. And may we as NWC Presbytery recognize the ways that we consciously or unconsciously perpetuate racism, be brave enough to face it, and find a better way. You will be hearing more about this in the coming days.

What can you do? One great place to start is to take the **PC(USA) 21-day Dismantling Structural Racism Challenge** [here](https://www.presbyterianmission.org/ministries/matthew-25/racism/). We will share more in the days to come!

I also encourage you to view PC(USA) Stated Clerk, Rev. J. Herbert Nelson's message regarding these events [here](https://www.pcusa.org/news/2020/5/29/stated-clerk-remembers-recent-victims-racial-violence/).

Another is to pray for, support and stand together as white people and people of color to unify in addressing this together. This is more than an "issue." This is personal, real, especially for African-Americans. Please pray for and encourage Rev. Faith McClellan, Pastor at Northern Light UC in Juneau, a vibrant African-American woman. Pray for our PCUSA Stated Clerk, J. Herbert Nelson and Presbyterian Mission Agency Executive Director Rev. Dianne Moffett who are both African-American as they lead us our national church through these days. For Korean, Hispanic, Indigenous, and Native Alaskan brothers and sisters and for all people that we might come together and express God's vision for humanity! We need a new Pentecost, for the spirit to fall on each of us to listen, learn, unlearn, find a voice and follow Christ to set aright what has been wrong for so long. May it be so!

PENTECOST PIVOTS

A pivot, is a shift, a re-orientation, a change in direction to what we had planned. When we met together in February 2020 who could have foreseen? Since then COVID-19 has changed much of life and ministry. And now the lament, grief and calls for justice, ending racism, addressing white privilege are swimming together with the pandemic. I don't need to rehearse all the adjustments for you. You've been living them. And you are rising to the occasion. Thanks be to God!

You pivoted with worship, fellowship, discipleship, service, friendships, connecting with neighbors. Thanks be to God and to *you* for your resourcefulness, ingenuity, agility, perseverance, and climbing the tech-learning-curve! "The church," said our SE Alaska Cluster Coordinator, CP Nettie Covalt, "has gotten so BIG since we closed the building." We see that in many places throughout NWC Presbytery.

Congregations, please make sure you are giving your pastoral staff plenty of time off and away to rest, renew, restore their souls! This has been an exhausting season. Please insist that they step away regularly.

In NWC Presbytery and throughout the world we are now living in new circumstances and the approach we developed for pre-COVID-19 circumstances no longer fits. So we need to pivot and we are completely trusting God to be able to navigate these waters with grace and hope amid the grief and pain.

I want to give special thanks to our staff for their energy, focus and care for our congregations and their leaders. And to our Executive Board (EB) and board moderator Rev. Gustavo Carvajal who held many special meetings, made wise and efficient decisions, and have risen to meet the evolving circumstances we are addressing! Here's a brief overview of the pivots we have made or are making. And know that COVID-19 resources are always here

<https://www.northwestcoast.org/covid2019> and here: <https://www.pcusa.org/covid19/>

- 1) As soon as we heard about the initial cases of COVID-19 we began to focus our mission *to engage, equip and encourage congregations and their leaders* on providing guidance to make COVID-19 changes based on the best science and health advice we could find.
- 2) We asked all congregations to suspend in-person worship and immediately offered \$1000 grants to every congregation to acquire tech or subscriptions needed to adjust worship and meeting options.
- 3) We immediately began meeting weekly via ZOOM with English-speaking and Korean-speaking pastoral leaders, to engage, equip and encourage pastoral leaders in both the practical changes of ecclesial life and the effects these were having on pastoral leaders and keep our eyes on the horizon of what God is doing next.
- 4) We developed email groups for pastoral leaders to share resources with each other. And we provided guidance weekly for all our congregations, mission partners and others via our e-mail newsletter.
- 5) We provided encouragement and guidance for congregations to apply for Federal PPP Loans if they needed it to pay staff through this crisis. We helped our ministry at Campbell Farm acquire one and so did NWC Presbytery.

- 6) All our staff and COM have been regularly connecting with the congregations and leaders they serve to engage, equip and encourage through this season.
- 7) NWC Presbytery staff are all working from home.
- 8) All NWC Presbytery ministry that previously transpired in-person is happening virtually through Zoom through 2020. Including these leadership summits.
- 9) The EB made the decision for the Presbytery office and staff to go virtual in 2021. We will no longer have an "office" as of 2021 for the time being.
- 10) In mid-May the EB provided **Re-Entry Guidance** for re-engaging in-person worship, and re-entering our physical spaces that honors all state and local health guidance and expresses love and care for our neighbors as ourselves. Please find that guidance here: <https://www.northwestcoast.org/covid-19-re-entry>

In addition to the shifting the focus of our energy, intelligence, imagination and love we have made several pivots to our financial approach. See the Exec Board report for more info.

There are 3 factors that we anticipate will lead to a shortfall of more than \$500,000.

- 1) We have intentionally chosen to spend more than our income since 2014 in order to pursue the ministry God has called us to as a new presbytery from 3 former presbyteries, to employ staff to help guide those efforts, and to support mission partners, and care for the properties we have inherited.
- 2) We do *not* expect receive the income we anticipated because of some congregations' inability to pay per capita due to COVID-19 and because of significant losses in our investments due to COVID-19. And
- 3) We will need more than anticipated financial resources to support congregations, new expressions and partners through COVID-19.

The way we intentionally planned to engage ministry for pre-COVID-19 circumstances, no longer fits our current and future circumstances. So we need to pivot. Here are a few steps the EB has taken:

- Executive Board (EB) temporarily suspended all expenses on "programmatic" ministry plans. We will see how income from Per Capita and investments and the need for helping our congregations financially works out before resuming that spending.
- EB affirmed our 2020 financial commitments for staff, congregations and mission partners. And already begun to plan for potential changes to personnel and our whole financial approach for 2021.
- EB is working to share a program for a grant and/or loan for congregations effected by COVID-19.
- EB is requesting that NWC presbytery lift the Community Blessing Investment Fund (former North Puget Sound) and Alaska Fund (former Alaska Pby) designations so that we can diminish the former 3 presbytery parochiality into 1 presbytery and make those assets available to the whole presbytery for getting through this crisis and beyond.

Thank you for being a Presbytery who can look clearly at the new facts and circumstances of our reality, who holds onto the hope that God will prevail in the end, and who makes the "pivots" in order to follow God's will in these new circumstances. We are trusting God for his

provision and grateful that God has given and will continue to provide resources to see us through!

We have benefited so much from being a covenant community of faith in the PC(USA). We have been able to network and connect with colleagues throughout the presbytery and throughout the nation for wise counsel and perspective on all these matters, for good ideas, best practices, and utilize the gifts of so many contributions to help inform our efforts. It's a gift to be part of a larger community of faith. We also received Presbyterian Disaster Assistance (PDA) grants for Campbell Farm, Korean congregations, Collide and Community College Outreach.

A mentor of mine once shared, "never waste a good crisis!" There is much to be grieved. People who are sick and have died. Their family and friends and communities of faith that have not been able to care and grieve as they'd like. The loss of a way of living and worshipping. The tragic actions against African-American people in our country and the resulting unrest. The divisions that have been revealed through this season.

And here you are, living in God's faith, hope and love. Courageous and resilient. Driven by Christ's great commandments to Love God and Love Neighbor. May we continue to express the unity and love we have been blessed with in NWC Presbytery and become who God is calling us to be through and beyond these current circumstances!

In Christ, Corey

Presbytery Northwest Coast
Address 1010 E Casino Rd, Everett, WA 98203
Phone 425-355-0922 **Fax** 425-355-0165
Email jenine@northwestcoast.org
Web Site www.northwestcoast.org

**Membership**

Prior Active Members	7318	Adjusted membership	7294
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Gains

Certificate	131
Youth Professions	51
Professions & Reaffirmations	153

Total Gains	335
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Total Ending Active Members	7082
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Losses

Certificate	145
Deaths	132
Deleted for any Other Reason	270

Total Losses	547
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Baptisms

Presented by Others	40
At Confirmation	32
All Other	20

Average Weekly Worship Attendance	5355
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Female Members	4148
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Friends of the Congregation	1073
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Ruling Elders on Session	355
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Do you have Deacons? Yes / No	36 / 11
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Age Distribution of Active Members

25 & Under	595
26 - 40	782
41 - 55	1384
56 - 70	1870
Over 70	2327

Total Age Distribution	6958
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People with Disabilities

Hearing impairment	310
Sight impairment	89
Mobility impairment	309
Other impairment	234

Christian Education

Birth - 3	213
Age 4	109
Kindergarten	111
Grade 1	108
Grade 2	132
Grade 3	140
Grade 4	153
Grade 5	144
Grade 6	137

Grade 7	111
Grade 8	107
Grade 9	113
Grade 10	78
Grade 11	91
Grade 12	86
Young Adults	368
Over 25	1285
Teachers/Officers	521

Total Christian Education	4007
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Racial Ethnic

Asian/Pacific Islander/South Asian	2054
Black/African American/African	50
Middle Eastern/North African	35
Hispanic/Latino-a	49

Native American/Alaska Native/Indigenous	71
White	4446
Multiracial	41

Total Racial Ethnic	6746
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Financial Data

Annual Income	17,750,493
Annual Expenses	16,681,190

Mission Expenses	1,236,698
Personnel Expenses	7,433,825
Facilities Expenses	1,898,136



2019 Necrology

We give thanks & praise to God for those who have faithfully served

Cashmere

Elder Anna Waltar, September 13
Elder Delbert Keifer, October 25

Cordata

Deacon Lois Byrd, March 20
Deacon Kenneth Nuckolls, June 10
Deacon Lucy Fredrickson, August 6
Elder Ted Genger, October 17

Edmonds

Elder Burgund Church, April 8
Deacon Ellen Hawkins, September 9
Deacon Marilyn Woitte, November 28

Everett First

Elder Jim Bloom, February 28
Deacon Myrtle Lorenzo, March 8
Deacon Ruth Ann Poynter, May 2
Elder John Villevik, May 24
Elder John Elwood, May 30
Elder Ralph Solberg, June 17
Elder Don Hoftstrand, August 16
Deacon Gail Lajo, October 31

Friday Harbor

Elder Sue Rich, January 25
Elder Dick Rich, April 12

Ketchikan

Elder Agnes Royer, January 6

Lake Forest Park

Elder Mary Ann Henning, March 11
Deacon Bea D'Aquila, July 17
Elder Joseph Bozick, July 28
Deacon Grace King, October 27

Meadow Springs

Elder Des Howarth, June 9

Mountain View

Deacon JoAnn Parker, May 1

Port Townsend First

Elder Roger Harding, August 17
Deacon Nancy Stroeder, October 5
Deacon Janet Freeman, October 9
Deacon Carol Lowery Slack, November 29

Snohomish First

Deacon Gee Gee Spada, May 3

St. James

Elder Rook VanHalm, August 31
Elder Barbara Harnden, October 30

Sunnyside

Deacon Russ Krumsick, December 28

Westminster

Deacon Ann Olsen, March 30
Elder John Giboney, December 20
Elder Francis Olsen, December 24

Presbytery of the Northwest Coast

Office of the Stated Clerk

Presbytery Commissioners

Effective May 1, 2020

Determined by Reported Statistics as of Dec. 31, 2019, Reported Jan 2020

Number of Elder Commissioners per G-3.03 and Bylaw 3.600 (parity requirement)

Teaching Elder members as of May 20, 2018	161
Less: Honorable Retired who did not attend 5/1/2018 - 5/1/2020	<u>54</u>
Number of eligible Teaching Elder voters	107
 Ruling Elders elected by sessions	 95
Ruling Elders - CRE's, Moderators, Exec. Board	<u>12</u>
Total Ruling Elder Commissioners	107
 Total Presbytery Commissioners	 214

Ruling Elders elected by Sessions based on congregation size:

100 members or less:	1	201 - 300	3
101 - 200	2	301 or more	4

Church	City	2019		2020		Gain/Loss	
		Mbrs	Cmnrs	Mbrs	Cmnrs	Mbrs	Cmnrs
Acme	Acme	-21	1	21	1	42	0
Baker Community	Mount Vernon	39	1	23	1	-16	0
Bellingham First	Bellingham	199	2	191	2	-8	0
Calvin	Shoreline	265	3	248	3	-17	0
Cascade View	Everett	119	2	119	2	0	0
Cashmere	Cashmere	77	1	74	1	-3	0
Central WA Korean	Richland	64	1	64	1	0	0
Clallam Bay	Clallam Bay	7	1	6	1	-1	0
Community Ch of Seattle	Bothell	1300	4	1300	4	0	0
Cordata	Bellingham	206	3	205	3	-1	0
Cottage Lake	Woodinville	80	1	60	1	-20	0
Craig & Klawock First	Craig	30	1	30	1	0	0
Edmonds	Edmonds	52	1	43	1	-9	0
Emmanuel	Bothell	122	2	125	2	3	0
Everett First	Everett	212	3	204	3	-8	0
Friday Harbor	Friday Harbor	198	2	191	2	-7	0
Fruitland	Puyallup	43	1	46	1	3	0
Hydaburg	Hydaburg	18	1	18	1	0	0
Kennewick First	Kennewick	459	4	471	4	12	0
Ketchikan	Ketchikan	33	1	24	1	-9	0
Korean Zion	Shoreline	103	2	106	2	3	0
Lake Forest Park	Lake Forest Park	291	3	247	3	-44	0
Lord of Glory	Shoreline	26	1	26	1	0	0
Maplewood	Edmonds	123	2	120	2	-3	0
Meadow Springs	Richland	106	2	108	2	2	0
Metlakatla	Metlakatla	40	1	20	1	-20	0
Mount Baker	Concrete	12	1	15	1	3	0
Mount Vernon	Mount Vernon	159	2	164	2	5	0
Mountain View	Marysville	237	3	244	3	7	0
Neah Bay	Neah Bay	10	1	10	1	0	0

Church	City	2019		2020		Gain/Loss	
		Mbrs	Cmnrs	Mbrs	Cmnrs	Mbrs	Cmnrs
North Creek	Mill Creek	461	4	441	4	-20	0
Northern Light United	Juneau	106	2	69	1	-37	-1
Oak Harbor Korean	Oak Harbor	18	1	18	1	0	0
Othello First	Othello	108	2	111	2	3	0
Parker Heights	Wapato	50	1	49	1	-1	0
Petersoburg First	Petersburg	25	1	22	1	-3	0
Port Angeles First	Port Angeles	186	2	205	3	19	1
Port Townsend First	Port Townsend	238	3	242	3	4	0
Quilcene First	Quilcene	39	1	38	1	-1	0
Quincy First	Quincy	30	1	33	1	3	0
Riverside	Desert Aire	12	1	10	1	-2	0
Saint James	Bellingham	135	2	122	2	-13	0
Snohomish First	Snohomish	252	3	239	3	-13	0
Sunnyside	Sunnyside	110	2	102	2	-8	0
Terrace View	Mountlake Terr	32	1	32	1	0	0
Tiedlands	Stanwood	39	1	37	1	-2	0
Tieton First	Tieton	23	1	20	1	-3	0
United PC of Seattle	Edmonds	365	4	351	4	-14	0
Waterville Federated	Waterville	9	1	7	1	-2	0
Westminster	Anacortes	204	3	200	2	-4	-1
Whidbey	Oak Harbor	179	2	167	2	-12	0
Wilson Creek First	Wilson Creek	9	1	10	1	1	0
Wrangell First	Wrangell	27	1	24	1	-3	0
Yakutat	Yakutat	10	1	10	1	0	0
Total Members/Commissioners		9295	96	7082	95	-194	-1
Total Churches		54					

Treasurer's Report
July 11, 2020

We have been watching the presbytery finances very carefully since the Covid-19 crisis began, and particularly our cash flow to ensure operations can be sustained, and the churches supported.

Some churches have reported decreased giving, while others have surprisingly reported increases. Some obtained PPP government forgivable loans. Many churches did not offer online giving before the pandemic; most have now added that capability which has helped maintain or even increase giving. As a result of stable church offerings, per capita payments appear to be on track compared to last year at this time. This is remarkable given the current climate of concern and anxiety. The coming months will reveal the pandemic's true financial toll, and how presbytery operations will be affected.

A severe economic downturn is predicted. As a prudent precautionary measure, all non-essential spending has been eliminated from the 2020 operating budget. The Executive Board received several revised future staffing scenarios, some of which reduced presbytery staff significantly, depending on what happens economically over the next several months. The appropriate plan for 2021 and beyond will be adopted by the Board in August for recommendation to the presbytery in October. The treasurer also recommended, and the Board concurred, that the presbytery remove past designations from its large investment funds, since these reserves maybe needed to address whatever lies ahead. Regional designations are especially important to remove, since we want to be able to use funds wherever needed. If the economy quickly rebounds, former designations can be reinstated, or new ones created.

Statements of Activities, Financial Position and Accounts Receivable (past due per capita), follow this narrative. When viewing the presbytery's finances, it is important to remember that the presbytery is nothing but all of the churches together, and that the funds belong to all of the churches. When a congregation seeks a loan from the presbytery, it is asking to borrow from all of the churches; when a session does not pay its per capita, all of the other churches must pay it for them. This is why church loans and owed per capita is disclosed,

Here are some comments on the statements for the period Jan. - April:

Operations – Per capita, interest and rental income of \$153,864 has failed to cover operating costs (meetings, overhead, and property management) of \$339,023, for a loss of -\$170,844

Per Capita Collections – 2020 per capita collections *appear* to be on schedule. Some churches have paid in full, others nothing. Unpaid per capita from the previous three to five year period is still owed by UPC of Seattle, Lord of Glory, and Metlakatla for whom additionally the Board recently authorized paying over two years of past due Board of Pensions dues on their behalf (see COM report).

All controllable operating expenses are under budget.

Losses – Investments lost \$96,145 while they were budgeted to gain \$24,133 during the period. Property Management costs, primarily the roof at Trinity, constitute \$75,086 of our year to date losses. The rest of our losses, approximately \$22,000, are the emergency Covid-19 grants provide to help churches continue proclaiming the Gospel (!) in new and technically intensive way.

An Observation – Severely neglected church properties recently inherited continue to bleed the presbytery. Some of those costs will be recovered if and properties are sold. When individual churches fail to maintain their property, the other churches of the presbytery eventually shoulder the expense.

Mission Giving – While mission giving is down, restricted gifts to mission causes, plus earnings on donor restricted investments (\$95,106) have more than funded Mission in & Beyond the Presbytery (\$80,791) Presbyterians continue to be generous both locally and nationally, even in the most of uncertain times.

**Presbytery of Northwest Coast
Financial Position - Foundation Endowment Omitted
As of April 30, 2020**

ASSETS

Cash	553,817
Accounts Receivable	71,990
Charles Schwab Account	893,731
Mission Development Certificates	471,991
New Covenant Funds	170,186
Meadow Springs Loan Receivable	67,534
United PC Loan	49,000
Sikta, Trinity, Everson Properties	1,206,607
Stanwood Property	261,500
Building Improvements	5,000
Equipment	3,538
Accumulated Depreciation	<u>(16,693)</u>
TOTAL ASSETS	3,738,201

LIABILITIES AND EQUITY

Liabilities

Accounts Payable	13,299
Accrued Payroll and Taxes	4,652
Stanwood MDC Loan	<u>111,354</u>
Total Liabilities	129,304

Net Assets

Unrestricted	2,448,802
Designated Funds	
SE Alaska	74,559
Community Blessing Grants Fund	<u>893,891</u>
Total Designated	968,450
Temporarily Restricted	
3200-03 Peacemaking Presbytery	7,003
3200-06 Katie Allen Scholarship	11,954
3200-09 Campbell Farm Fundraiser	20,812
3200-12 Oso Disaster Relief	90
3200-20 DeVries Scholarship Fund	2,027
3200-22 Morris Evangelism Fund	7,684
3200-24 Flood Support PDA	4,214
3200-36 Undesignated Mission	34,874
3202-09 MS Mathes Fund 0617/1744	45,987
3202-11 A Merchant Fund 0675/5347	32,575
3202-54 MS Mathes Whitworth Internships	5,000
3204-03 Phoebe Bakken Fund 5580	980
3204-12 Embert/Demmert Fund 5691	861
3204-18 J Earl Jackman Fund 2126	2,754
3204-21 Henry & Vineta Fawcett Fund 2890	13,594
3204-24 SE Alaska Mission Fund 2006	<u>1,236</u>
Total Temporarily Restricted	<u>191,644</u>
Total Net Assets	3,608,896

TOTAL LIABILITIES AND EQUITY **3,738,200**

Tuesday, May 12, 2020 02:54:42 PM GMT-7 - Accrual Basis

Presbytery of Northwest Coast
Budget vs. Actuals: 2020 Approved Budget - FY20 P&L
January - April, 2020, 33% of Annual Budget

	Actual	Budget YTD	Variance	%	Budget	Remaining
Income						
5000-00 Unrestricted Income						
5000-10 Per Capita Income	131,169	121,217	9,953		363,650	232,481
5000-30 Fees, Registrations, Books, Etc	599	2,000	(1,401)		6,000	5,401
5000-40 Interest Income	4,149	8,133	(3,984)		24,400	20,251
5000-65 Tidelands Lease	3,172	3,172	0		9,515	6,343
5000-70 Rent Received	14,775	8,800	5,975		26,400	11,625
Total 5000-00 Unrestricted Income	153,864	143,322	10,542		429,965	276,101
Designated Income (Community Blessing Fund)	✓ (96,145)	24,133	(120,278)		72,400	168,545
5200-00 Restricted Income			0			
5200-10 Investment/Endowment Income	10,900	6,780	4,120		20,340	9,440
5250-00 Restricted Grants	23,500	20,000	3,500		60,000	36,500
5300-00 GA Mission-Offerings	42,187	50,000	(7,813)		150,000	107,813
5400-00 Presbytery Mission	18,519	36,667	(18,147)		110,000	91,481
Total 5200-00 Restricted Income	95,106	113,447	(18,340)		340,340	245,234
5700-02 Unrealized gains/losses on Endowments						
Total Income	248,970	256,768	(7,798)	-3%	770,305	521,335
Expenses						
6000-00 Congregational Renewal & Revitalization	10,896	12,377	1,481		37,132	26,236
6100-00 Village & Small Church Ministries	15,838	23,023	7,185		69,068	53,230
6200-00 Multicultural Integration	23,635	28,564	4,929		85,691	62,056
6200-50 New Expressions of Church	2,958	40,000	37,042		120,000	117,042
6300-00 Mission In & Beyond NWCP						
6300-01 GA Mission-Offerings	42,187	50,000	7,813		150,000	107,813
6400-00 Presbytery Missions	15,936	30,000	14,064		90,000	74,064
6500-15 Comm Blessing Grants		13,467	13,467		40,400	40,400
6500-90 Campbell Farm Direct Support	544	0	(544)			(544)
6700-05 Grants to Mission Partners	22,125	25,833	3,708		77,500	55,375
Total 6300-00 Mission In & Beyond NWCP	80,791	119,300	38,509		357,900	277,109
7000-00 Governance & Congregational Support						
7000-02 GA Per Capita	21,832	21,829	(3)		65,486	43,654
7000-03 Synod Per Capita	610	610	(0)		1,829	1,219
7000-10 GA & OGA Events		1,667	1,667		5,000	5,000
7000-20 Presbytery Leadership Summit	1,450	5,500	4,050		16,500	15,050
7000-30 Exec Board & Committees	173	1,667	1,493		5,000	4,827
7000-35 Administrative Commission Expense		167	167		500	500
7000-40 COM Expenses	876	5,000	4,125		15,000	14,125
7000-50 CPM Expenses	2,053	1,000	(1,053)		3,000	947
7000-60 Nom, COR, PJC, IC		233	233		700	700
7000-70 Internship Support (funded by Mathis)	4,000	0	(4,000)			(4,000)
7000-80 Interest on Stanwood Loan	1,316	1,400	84		4,200	2,884
7000-90 Grants to Churches (Incl. Covid Tech Grants)	✓ 22,140	0	(22,140)			(22,140)
Total 7000-00 Governance & Congregational Support	54,450	39,072	(15,378)		117,215	62,765
7100-10 Office Expenses	12,772	19,097	6,325		57,290	44,518
7200-00 Office Staff Expenses	110,054	110,471	417		331,413	221,358
7300-00 Real Estate & Property Management	✓ 108,419	33,333	(75,086)		100,000	(8,419)
Total Expenses	419,814	393,503	(26,311)	-7%	1,180,509	760,695
Net Income (Loss) - Change in Net Assets	(170,844)	(136,735)	(34,109)	25%	(410,204)	

A/R AGING SUMMARY

As of May 12, 2020

	CURRENT	1 - 30	31 - 60	61 - 90	91 AND OVER	TOTAL
Baranof Realty					0.00	\$0.00
Faith McClellan					165.10	\$165.10
First PC - Craig-Klawock					1,345.80	\$1,345.80
Friday Harbor PC					0.60	\$0.60
Lord of Glory PC					7,918.92	\$7,918.92
Maplewood PC					-0.10	\$ -0.10
Matt McCoy	50.00					\$50.00
Metlakatla PC					7,702.32	\$7,702.32
Tidelands PC					-559.92	\$ -559.92
United PC					55,367.50	\$55,367.50
TOTAL	\$50.00	\$0.00	\$0.00	\$0.00	\$71,940.22	\$71,990.22

Lord of Glory owes per capita 2017-2020

United PC ows per capita for 2017 and 2018.

Presbytery of the Northwest Coast Reported Pastoral Relationships Terms of Call 2020

	Position	FTE	Cash Salary	Housing Utilities	Other Comp.	Manse Value	SECA Supp	Total Comp	BOP 37%	Reimbursed Business Expenses			Approx. Cost	over/under minimum
										Travel	Cont. Ed.	Books Other		
Acme														
	'19				0			0	0				0	
	'20				0			0	0				0	
Baker Community														
	'19	0.5	24,000		0			24,000	8,880	12,000			12,000	(3,000)
	'20	0.5	24,000		0			24,000	8,880	12,000			12,000	(3,000)
Bellingham First														
	'19	1.0	43,819	30,000	3,076			76,895	28,451	1,600	500	1,600	1,080	25,895
	'20	1.0	43,819	30,000	3,076			76,895	28,451	1,600	500	1,600	1,080	25,895
	'19	0.8	11,600	30,000	0			41,600	15,392	1,600	500	1,200	4,500	1,000
	'20	0.8	11,600	30,000	0			41,600	15,392	1,600	500	1,200	4,500	1,000
Calvin														
	'20	0.8	26,000	14,000	2,400	3,060		45,460	15,688		2,000		1,000	9,613
	'19	1.0	49,413	45,000	2,756	7,223		104,392	34,933				5,000	53,392
	'20	1.0	52,246	45,000	3,433	7,439		108,118	35,981	3,000			2,000	57,118
Cascade View														
	'19	1.0	30,000	32,000	3,000			65,000	22,940		2,500		2,781	14,000
	'20	1.0	32,505	32,106	3,000			67,611	23,906		2,500		2,500	16,611
Cashmere														
	'19	1.0	30,228	23,894	0	16,236		70,358	26,032	1,500	500	100	2,100	24,558
	'20	1.0	30,230	23,894	0			54,124	20,026	1,500	600		250	8,324
Clallam Bay														
	'19				0			0	0				0	0
	'20				0			0	0				0	0
Community of Seattle														
	'20	1.0	39,024	36,000	1,000	5,839		81,863	28,129				0	30,863
	'19	1.0			0			0	0				0	0
	'19	1.0	47,233	42,000	0	6,826		96,059	33,016	2,000	0	1,000	3,000	45,059
	'20	1.0	49,910	42,000	1,500	7,031		100,441	34,377				0	49,441
	'20	1.0	31,426	36,000	1,000	5,158		73,584	25,318				0	22,584
	'20	1.0	30,944	48,000	1,500	6,039		86,483	29,579				0	35,483
Cordata Birchwood														
	'19	1.0	38,027	39,000	2,480	5,893		85,400	28,500				4,800	34,400
	'20	1.0	39,876	39,000	2,540	6,034		87,450	29,184				4,800	36,450
Cottage Lake														
	'19	1.0	20,745	30,000	9,000	4,571		64,316	22,106		1,500		4,687	13,316
	'20	1.0	29,746	30,000	0	4,570	0	64,316	22,106	2,000	1,500	500	1,347	13,316
Craig & Kawock First														
	'19				0			0	0				0	0
	'20				0			0	0				0	0
Edmonds														
	'19	0.8	6,301	33,000	0			39,301	14,541				1,500	1,401
	'20	0.5	4,000	22,829	0			26,829	9,927				1,000	2,658

Presbytery of the Northwest Coast Reported Pastoral Relationships Terms of Call 2020

	Position	FTE	Cash Salary	Housing Utilities	Other Comp.	Manse Value	SECA Supp	Total Comp	BOP 37%	Reimbursed Business Expenses			Approx. Cost	over/under minimum	
										Travel	Cont. Ed.	Books Other			
Emmanuel															
'19	Pastor	1.0	47,476	32,000	0			79,476	29,406	2,200	1,200		1,200	112,282	28,476
'20	Pastor	1.0	48,860	33,000	0			81,860	30,288	1,800	1,800	1,200	4,800	116,948	30,860
Everett First															
'19	Pastor	1.0	51,000	21,000	0		0	72,000	26,640		1,500	0	600	100,140	21,000
'20	Pastor	1.0	51,000	21,000	600	0	0	72,600	26,640	0	0	0	2,100	99,240	21,600
Friday Harbor															
'19	Pastor	1.0	52,000	30,000	0	6,792		88,792	30,340	5,000	1,200		6,200	125,332	37,792
'20	Pastor	1.0	46,000	38,000	0	6,917		90,917	31,080		1,200		6,200	123,197	39,917
'20	Pastor	1.0	24,000	12,000	0	0	0	36,000	13,320				3,200	49,320	(15,000)
Hyadaburg															
'19	Vacant				0			0	0				0	0	
'20	Vacant				0			0	0				0	0	
'20	Vacant				0			0	0				0	0	
Kennewick First															
'19	Assoc	1.0	30,000	23,560	568			54,128	19,817	2,000	2,000	600	1,400	78,545	8,328
'20	Assoc	1.0	30,000	23,560	556	0	0	54,116	19,817	2,000	3,000	600		79,533	8,316
'19	Shearer	1.0	30,000	42,100	0		0	72,100	26,677	3,000	3,000	500	1,500	105,277	26,300
'20	Supply	1.0	30,000	43,400	0	0	0	73,400	27,158	3,000	3,000	500	1,500	107,058	27,600
Ketchikan															
'20	Supply		0	0	0	0	0	0	0	0	0	0	0	0	
'19	Vacant				0			0	0				0	0	
Korean of CW															
'19	Interim	1.0	20,000	20,000	0			40,000	14,800				0	54,800	(5,800)
'20	Interim	1.0	20,000	20,000	0			40,000	14,800				0	54,800	(5,800)
Korean Zion															
'19	Pastor	1.0	24,000	30,000	0		0	54,000	19,980		2,000	500	2,400	76,480	3,000
'20	Pastor	1.0	20,000	25,000	0			45,000	16,650		2,000	500	2,500	64,150	(6,000)
Lake Forest Park															
'19	Pastor	1.0	41,874	36,936	0			78,810	29,160				5,000	107,970	27,810
'20	Pastor	1.0	66,988	11,821	0			78,809	29,159				5,000	107,968	27,809
'20	Assoc	1.0			0			0	0				0	0	
'19	Assoc	1.0	40,585	25,851	0		5,644	72,080	24,581				8,600	96,661	21,080
Lord of Glory															
'19	Kim, B.	1.0			0			0	0				0	0	
'20	Kim, B.	1.0	25,000	15,000	400		400	40,800	14,948	1,500	2,000	1,000	4,500	60,248	(10,200)
Maplewood															
'19	Greider	1.0	30,000	35,819	3,012			68,831	24,353		2,000		2,000	95,184	17,831
'20	Greider	1.0	23,819	42,000	0			65,819	24,353		2,000		2,000	92,172	14,819
Meadow Springs															
'19	O'Conner	1.0	27,000	30,000	0	4,361		61,361	21,090	1,800	1,000	500	700	85,751	15,561
'20	O'Conner	1.0	27,570	30,000	0	4,404		61,974	21,301	1,200	600	200	400	85,275	16,174
Metlakatla															
'19	Emery	0.5			0			0	0				0	0	

Presbytery of the Northwest Coast Reported Pastoral Relationships Terms of Call 2020

	Position	FTE	Cash Salary	Housing Utilities	Other Comp.	Manse Value	SECA Supp	Total Comp	BOP 37%	Reimbursed Business Expenses			Approx. Cost	over/under minimum
										Travel	Books	Other		
Vacant					0			0	0			0		
Mount Baker														
'19	CRE	0.3	12,000	6,000	0			18,000	6,660		300		300	24,960
'20	CRE	0.3	3,600	14,400	0			18,000	2,400	1,200	300		1,500	21,900
Mount Vernon														
'19	Pastor	1.0	51,456	30,000	1,318		6,231	89,005	30,139				3,000	119,144
'20	Pastor	1.0	53,411	30,000	1,319		6,381	91,111	30,862				3,000	121,973
Mountain View														
'19	Assoc	1.0	20,108	32,000	2,832		846	55,786	19,724	1,200	350	200	600	77,860
'20	Assoc	1.0	21,376	32,000	2,925			56,301	20,193	1,200	8,850	200	600	10,850
'19	Pastor	1.0	40,457	32,330	6,998		942	80,727	29,151	2,000	1,300	500	2,400	116,078
'20	Pastor	1.0	42,580	32,330	6,000			80,910	29,937	2,000	1,300	500	2,400	117,047
Neah Bay														
'19	CRE	0.5	15,000	0	0	5,370	0	20,370	7,537	2,400	500	0	2,900	30,807
'20	CRE	0.5	15,000	0	0	5,412	0	20,412	0	2,400	500	0	2,900	23,312
North Creek														
'19	Pastor	1.0	53,832	44,046	1,162		6,757	105,797	36,215				5,000	142,012
'20	Pastor	1.0	53,832	44,046	1,761		6,757	106,396	yes	2,000			2,000	108,396
'19	Assoc	1.0	54,258	27,189	1,162		5,405	88,014	30,135				4,400	118,149
'20	Assoc	1.0	54,258	27,189	1,853		5,405	88,705	30,135	2,000			2,000	120,840
Northern Light														
'19	Pastor	1.0	49,000	2,400	0	24,000		75,400	27,898	1,000	3,000	500	4,500	107,798
'20	Pastor	1.0	50,176	2,400	1,000	24,000		77,576	28,333	1,500	5,200		6,700	112,609
Oak Harbor Korean														
'20	Supply	0.3	3,900	4,275	0	0	0	8,175	3,025	0	0	0	0	11,200
'19	Temp	1.0			0			0	0				0	0
Othello First														
'19	Pastor	1.0	37,239	0	0	11,171	0	48,410	17,912	3,500	500	1,000	0	71,322
'20	Pastor	1.0	38,133		0	15,000		53,133	19,659	3,500	500	1,000	5,000	77,792
Parker Heights														
'19	Pastor	0.8	21,200	20,436	0		3,449	45,085	15,405			2,500	2,500	62,990
'20	Pastor	0.8	23,275	23,275	0		3,450	50,000	17,224				2,000	67,224
Petersburg First														
'20	Neason	1.0	35,000	4,000	0	18,000	4,329	61,329	21,090	1,000		2,260	3,260	85,679
'19	Vacant				0			0	0				0	0
Pt. Angeles First														
'20	Paul	1.0	76,800	27,000	0	0	3,672	107,472	38,406				4,000	145,878
'19	Paul	1.0	75,000		0			75,000	27,750			4,000	4,000	106,750
Pt. Townsend First														
'19	Heins	1.0	32,200	30,200	5,222		3,206	70,828	24,420	1,200	1,500	800	500	99,248
'20	Heins	1.0	32,200	30,200	21,098	0	3,206	86,704	24,420	1,200	1,500	1,300	0	115,124
Quilcene First														
'20	McLaughlin	0.5	12,000	14,400	0		0	26,400	0	3,600	0	0	3,600	30,000
'19	Vacant				0			0	0				0	0

Presbytery of the Northwest Coast Reported Pastoral Relationships Terms of Call 2020

	Position	FTE	Cash Salary	Housing Utilities	Other Comp.	Manse Value	SECA Supp	Total Comp	BOP 37%	Reimbursed Business Expenses			Total	Approx. Cost	over/under minimum	
										Travel	Cont. Ed.	Books				
Quincy First																
'19	Supply	0.2	350	0	0	0	0	350	130	0	0	0	0	0	480	
'20	Supply	0.2	16,800	0	0	0	0	16,800	0	0	0	0	0	0	16,800	
Riverside																
'19	Pastor	1.0	22,273	25,897	0	0	0	48,170	17,823	2,500	1,000	0	0	0	69,493	2,370
'20	Vacant				0			0	0						0	
Snohomish First																
'19	Co-Pastor	0.8	41,833	15,200	0	0	0	57,033	21,102	1,000	650	150	0	800	79,935	25,044
'20	Pastor	0.8	44,737	15,200	0	0	0	59,937	22,177		650	1,450	0	500	84,214	28,916
'19	Co-Pastor	0.8	41,833	15,200	0	0	0	57,033	21,102	1,000	650	150	0	800	79,935	25,044
'20	Pastor	0.8	44,737	15,200	0	0	0	59,937	22,177		650	1,450	0	500	84,214	28,916
St. James																
'19	Pastor	1.0	5,609	60,000	0	0	5,034	70,643	24,275					3,500	94,918	19,643
'20	Pastor	1.0	8,510	60,000	0	0	5,241	73,751	25,349					3,500	99,100	22,751
Sunnyside																
'19	Pastor	1.0	13,100	28,586	0	0	3,255	44,941	15,424	1,700	800	600	1,500	4,600	64,965	(859)
'20	Pastor	1.0	13,100	28,568	0	0	3,255	44,923	15,417	1,700	800	600	2,600	5,100	65,440	(877)
Terrace View																
'19	Vacant				0			0	0					0	0	0
'20	Vacant				0			0	0					0	0	0
Tidelands																
'19	Pastor	1.0	16,615	34,400	0	0	0	51,015	18,876				3,150	69,891	15	
'20	Pastor	1.0	16,615	34,400	0	0	0	51,015	18,876	1,500	1,150	0	500	0	73,041	15
Tieton First																
'20	Supply		800	0	0	0	0	800	0	0	0	0	0	0	800	
'19	Vacant				0			0	0					0	0	
United PC of Seattle																
'20	Assoc	1.0	19,334	24,168	0	0	0	43,502	16,096					0	59,598	(7,498)
'20	Supply	1.0	33,000	36,000	0	0	0	69,000	25,530	2,000	2,000	500	2,000	6,500	101,030	18,000
Waterville Federated																
'19	Pastor	1.0	0	0	0	0	0	0	NO	0	0	0	0	0	0	
'19	Pastor	1.0	33,000	3,625	6,100	12,000		54,725	17,991	2,000	3,000	500	0	5,500	78,216	8,925
Westminster																
'19	Pastor	1.0	38,523	39,000	0	0	5,930	83,453	28,684	2,300	1,300			3,600	115,737	32,453
'20	Pastor	1.0	42,322	39,000	600	0	6,221	88,143	30,311	2,300	1,300	0	0	0	122,054	37,143
Whidbey																
'19	Pastor	1.0	37,423	35,000	4,000	0	0	76,423	28,277					5,000	104,700	25,423
'20	Vacant	1.0			0			0	0					0	0	
Wilson Creek First																
'19	Weekly Supply		5,125	0	0	0	0	5,125	1,896	0	0	0	0	0	7,021	
'20	Weekly Supply		5,250	0	0	0	0	5,250	1,943					0	7,193	
Wrangell First																
'19	Covalt		0	0	0	0	0	0	0	0	0	0	0	0	0	0
'20	Covalt		150	0	0	0	0	150	0	0	0	0	0	0	150	150

Presbytery of the Northwest Coast Reported Pastoral Relationships Terms of Call 2020

Yakutat	Position	FTE	Cash Salary	Housing Utilities	Other Comp.	Manse Value	SECA Supp	Total Comp	BOP 37%	Reimbursed Business Expenses			Approx. Cost	over/under minimum
										Travel	Cont. Ed.	Books Other		
					0			0	0				0	
					0			0	0				0	



COMMISSIONING OF THE 224th GENERAL ASSEMBLY Commissioners and Young Adult Advisory Delegate in Presbytery of the Northwest Coast

PRESIDING

Rev. Cindy Kohlman, PC(USA) Co-Moderator and Resource Presbyter for Presbyteries of Boston and Northern New England.

COMMISSIONERS and YAAD

NORTHWEST COAST GA COMMISSIONERS & YOUNG ADULT ADVISORY DELEGATE



Ruling Elder Commissioner Moon Lee (Community Church of Seattle), Candidate for GA Co-Moderator



Teaching Elder Commissioner Rev. Faith McClellan (Northern Light United Church, Juneau)



Young Adult Advisory Delegate Maya Schlosser-Hall (Emmanuel Presbyterian Church)

The Rev. Faith McClellan, (Northern Light United Church, Juneau, AK)

Ruling Elder Moon Lee (Community Church of Seattle), and candidate for Co-Moderator of the 224th General Assembly;

Maya Schlosser-Hall (Emmanuel Presbyterian Church, Bothell, WA), Young Adult Advisory Delegate

COMMISSIONING SERVICE

Opening Remarks and Greetings by Rev. Cindy Kohlmann, PCUSA Co-Moderator

One: As many of you as were baptized into Christ have clothed yourselves with Christ;

Many: There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.

One: Lead a life worthy of the calling to which you have been called; making every effort maintain the unit of the Spirit in the bond of peace.

Presbytery of the Northwest Coast
Minutes of the Special Meeting
September 3, 2020,

Notice of a special meeting was provided to the presbytery August 20th by electronic mail as follows: *“A special meeting of the presbytery has been called for September 3, 2020 at 11am PDT / 10am ADT via Zoom by the Executive Board (per Bylaw 6.101) at the request of COM for the purpose of examining a Candidate for ordination to the ministry of Word and Sacrament and the examination and receiving of new minister members. An agenda with the usual background information on each person and their respective ministries will be published one week before the meeting. As is the case with all special meetings, only the business that may be addressed is that which is specified in this call. Pre-registration is required.”*

The meeting was opened with prayer by the moderator at 11:05 a.m. Pacific Daylight Time. A quorum was present. The Stated Clerk reviewed procedures for participating via Zoom.

Examination of New Members

The Exam Team followed the presbytery’s process (MMM 4.4201), reviewing candidates’ written responses, which were included in the agenda, and orally examining them according to Christian faith and views in theology, the Bible, the Sacraments, and the government of the church, and reported the following resolutions which were considered as a single main motion:

*“Resolved, That the **Rev. Crista Gregory**, a member at large in good standing of Tres Rios Presbytery be received as a member-at large, with a mentor to be appointed by the Commission on Ministry;*

*Resolved, That the **Rev. Greg Steible**, a member in good standing of Whitewater Valley Presbytery (Indiana), be received as a member to serve as Pastor of Whidbey Presbyterian Church, to be installed by an administrative commission to be designated by Commission on Ministry;*

*Resolved, That **Rev. Daesun Thomas Jeong**, a member in good standing of Eastern Hanmi Presbytery, be received as a member to serve as Pastor of Baker Community Presbyterian Church, to be installed by an administrative commission to be designated by COM, with a mentor to be appointed by Commission on Ministry.”*

Each offered a brief statement of faith and commitment to the ministry of the Word & Sacrament. The presbytery continued the examination. Seeing that there were no further questions, the moderator declared that the examination had ended. The examinees were excused. After discussion, the motion was APPROVED.

Examination for Ordination, Pending a Call

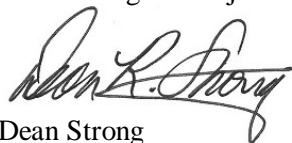
The Exam Team reported the following resolution, *“Resolved That **Andrea Chaumont**, a candidate for the ministry of Word and Sacrament certified by Sacramento Presbytery as ready for examination by a presbytery for ordination, pending a call, be examined and if successful, and if and only upon receiving a call to serve as associate pastor of Lake Forest Park Presbyterian Church by vote of the congregation on September 13th, proceed to ordination and installation by an administrative commission to be named by the Commission on Ministry.”*

Ms. Chaumont offered a brief statement of faith and commitment to the ministry of the Word &

Sacrament. The presbytery continued the examination of Christian faith and views in theology, the Bible, the Sacraments, and the government of the church. Seeing that there were no further questions, the moderator declared that the examination had ended. Ms. Chaumont was excused while the presbytery discussed the resolutions. The resolution was APPROVED.

Revs. Gregory, Steible, Jeong and Ms. Chaumont were welcomed with a celebration led by Doug Bunnel, and with prayers for each.

The meeting was adjourned with prayer at 1:07 p.m.



Dean Strong
Stated Clerk

¹Attached: *Roll & Attendance*, September 3, 2020.

**Presbytery of the Northwest Coast
Roll & Attendance - Special Meeting
September 3, 2020**

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

	Present	Absent	Total
Ruling Elders:			
Church Commissioners	10	85	95
Other Continuing Members	1	* 11	12
Total Ruling Elders	11	96	107
Teaching Elders	28	136	164
Total Present and Absent	39	232	271
Church Representation	7	47	54

Teaching Elders

Present (28). J. Scott Anthony, Frank Baresel, Paul Beran, Muriel Brown, Douglas Bunnell, Gustavo Carvajal, Kimberly Crispeno, Amy Delaney, Alan Dorway, Dennis Evans, Richard Gibson, Robin Hagan, Stephanie Hankey, Paul Heins, Kurt Helmcke, Jinsuk Kim, Jong Il Lee, Ann Lewis, Charles Lewis, Greg Lund, Barbara A, Michael Neelley, David Rohrer, Ervin Roorda, John Schuldt, Hanna Peterson Shearer, Janice Smith, Dean Strong.

Absent (136). Tom Adams, Kyle Anderson, Paul Ashbrook, Robert Bacon, Jr., Hyun-Su Baek, Brandon Bailey, Stephen Barker, William G. Barnes, Joseph Bettridge, Ashley Birk, Jan Blankenship, Dennis Borgman, Charles Bovee, Alexander Brown, David Casson, James Caulkins, David Hoonjin Chai, James Christensen, Chankil Chung, Charles Clarke, Lawrence Cole, Bruce Cook, Mark Cook, Edwin Coon, Karel Coppock, David Dobler, Denise Easter, David Eekhoff, Grace Ekblad, Robert Ekblad, Greg Ellis, Larry Emery, Florence Evanoff, Pansie Evers, Duncan Ferguson, Brent Fisher, Hallack Greider, Heidi Greider, Tracee Hackel, Holly Hallman, Robert Higgins, Ann Hinz, Daniel Holland, Fredrick Hull, Pamela Hunter, Luke Hyder, Laurel Jackson, Robert Jackson, Philip Yoon Gi Jang, Robert Johnson, Daniel Jones, Lynn Jones, Barry Keating, Byeung Kyu Kim, Jean Kim, Koon Shik 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, John Mason, Robert Maxson, Faith McClellan, Matthew McCoy, Carol McLaughlin, Heather Mikelson, Emily Mitchell, David Murphy, Milad Nakhla, Joshua Hyunsoo Nam, Rebecca Niemeyer, Kwang Hyun Noh, Kevin Nollette, Richard Nordgren, Peter Notehelfer, Elizabeth Shen O'Connor, John Hee Park, John Jung Il Park, Matthew Paul, Gerald Poole, Ronald Richardson, Raymond Riese, David Ro, Mary Robinson-Mohr, John Rogers, David Ross, Thomas Ross, Claudia Rowe, Cody Ryu, Thomas Salmon, Esther Sanders, Scott Schaefer, Robert Schmitt, Faye Serene, Robert Shepard, Sooil Shim, Woojin Shim, Brian Shin, Donald Simpson, Robert Slater, Arden Snyder, David Song, Janet Sonnanburg, William Southwick, Mike Souza, Richard Speer, Charles Strawn, Paul Strawn, Dean Strong, Serena Sullivan, Karen Summers, Allan Swan, David Templin, Mark Terayama, Seth Thomas, Wendy Tingley, Neil Trainer, Nicholas Valadez, Jane Van Antwerp, Doug Waltar, Henk Wapstra, John Wilson, Michael Young, William Zeiger, John Zimmerman.

Ruling Elder Continuing Members

Present (1).

Executive Presbyter. Corey Schlosser-Hall.

Executive Board. Dottie Villesvick*, FPC Everett, JB Im*, Community Church of Seattle, John Collier, Maplewood (*Counted as session commissioners).

Absent (7).

Commissioned Pastors. Kerrie Bauer, *Bellingham 1st*, Nettie Covalt, *Wrangell 1st*, George Eastman, *Neah Bay*, Chris Hoke, *Underground Ministries*, Robert Merriman, *Kennewick 1st*, Kevin Riley, *Mount Baker*.

COM Moderator. Karen Butler, *COM*.

Ruling Elder Church Commissioners (10)

Present (10). Callie Carmean, *North Creek* , John Collier, *Maplewood*, Dee Fairbanks, *Westminster*, George S Hammond, *Everett 1st*, Ken Hunting, *Westminster*, JB Im, *Community Church of Seattle*, Linda Kenworthy Reynolds, *Edmonds* , Moon Lee, *Community of Seattle*, Sandi Long, *Cottage Lake*, Dottie Villevik, *Everett 1st*

Absent (Churches Not Represented) (47). Acme, Baker Community, Bellingham First, Calvin, Cascade View, Cashmere, Central WA Korean, Clallam Bay, Cordata, Craig & Klawock First, Emmanuel, Friday Harbor, Fruitland, Hydaburg, Kennewick First, Ketchikan, Korean Zion, Lake Forest Park, Lord of Glory, Meadow Springs, Metlakatla, Mount Baker, Mount Vernon, Mountain View, Neah Bay, Northern Light United, Oak Harbor Korean, Othello First, Parker Heights , Petersoburg First, Port Angeles First, Port Townsend First, Quilcene First, Quincy First, Riverside, Saint James, Snohomish First, Sunnyside, Terrace View, Tiedlands, Tieton First, United PC of Seattle, Waterville Federated, Whidbey, Wilson Creek First, Wrangell First, Yakutat.

Staff

Jenine Taylor, *Presbytery Connector*.

Visitors

Chuck Ackerman, *Westminster*, Donna Bensley, *Lake Forest Park*, Andrea Chaumont, *Lake Forest Park* , Crista Gregory, Candidate *Tres Rios Presbytery*, Jean Hamilton, *Bellingham 1st*, Rev. Daesun Jeong, *Eastern Hanmi Presbytery*, Anne Kalkbrenner, *Lake Forest Park* , Younghee, Kim, Bellevue, *Seattle Presbytery* , , Kay Nickel, *North Creek*, Rev. Greg Steible, *Whitewater Valley Presbytery*, Frederick Wilmot, Whidbey.

* * *

**Presbytery of the Northwest Coast
Minutes of the 19th Stated Meeting
October 16, 2020**

The meeting was held by Zoom internet video conferencing software. Worship was held at 3:00 p.m. (all times are Pacific Daylight Time) and was led by the Rev. Jong Il Lee, Pastor of Central Washington Korean Presbyterian Church, who preached a sermon on Daniel 6: 1-14 entitled *Open Windows Toward Jerusalem*. Music was led by the Korean Zion Presbyterian Church Praise Team and the Community Church of Seattle Choir. Rev. Lee presided over the sacrament of the Lord's Supper.

The presbytery was called to order for discernment, discussion and decisions at 4:15 p.m. with prayer by Moderator Gustavo Carvajal. 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. A quorum was present.¹ The agenda was approved as corrected. The minutes of the June 11, 2020 meeting had been previously approved by the presbytery's standing rule and posted on the presbytery website. Guests and first time commissioners were introduced.

Consent Calendar

Resolutions from the First Presbyterian Church of Petersburg and the Commission on Ministry were approved by common consent as recorded below.

Stated Clerk & Treasurer's Report

Leadership Summit Schedule 2018-2022.² The schedule was received and is attached; the latest revision is regularly posted on the presbytery website.

Petersburg First Session Terms Waiver. The session of the First Presbyterian Church of Petersburg is struggling to find members to serve on the session. They submitted the following resolution, which was APPROVED as part of the consent calendar, "*Resolved, That the First Presbyterian Church of Petersburg be granted the following waiver to G-2.0404, Terms of Service, as provided by that section: An elder serving on the session, after serving six consecutive years, is eligible to serve an additional three year term if no member of the congregation is willing to 'undertake the ministry appropriate to the order,' and is elected by the congregation, provided a period of study and preparation, and is examined and approved by the session.*"

Sitka Property Administrative Commission. The National Park Service would like to purchase the property. After reviewing other offers, the commission and the Executive Board have agreed that selling to the Park Service is the best alternative for meeting the needs of the presbytery and the community. The government purchase process is slow and lengthy, but is under way.

Lord of Glory Administrative Commission. The Lord of Glory congregation formerly met at Wallingford PC in Seattle Presbytery. In 2015, when the pastor and a majority of the members of Myong Sung PC in Shoreline renounced the jurisdiction of the church, Lord of Glory was invited and moved to the Myong Sung facility. At that time two years of past due per capita were owed to Seattle Presbytery which Northwest Coast Presbytery eventually paid on their behalf. Since joining the presbytery, Lord of Glory has failed to remit any per capita. To assist the church with its finances and obligations, the Executive Board designated an administrative commission:

- 1) to obtain all current and past financial reports needed to assess the church's financial situation;
- 2) to review, assess, correct and oversee all financial processes and reporting to the session, obtaining the services of a CPA as needed at the session's expense;
- 3) to report its findings to the Executive Board and specifically address why per capita payments remain unpaid, including a determination of the obstacles to this basic financial obligation, and an opinion regarding the financial viability of the current congregation."

Designated to the commission: Moon Lee, moderator, *Community Church of Seattle*, Rev. Kevin Nollette, Rev. Amy Delaney, Rev. Philip Jang, Elder Susan Fisher, *Port Angeles First*.

Lord of Glory AC Report as of September 15th. The commission has met twice, and once with the session who submitted financial (year-end reports for 2017, 2018, and 2019; year-to-date activity and balance sheets), statistical (2017-2019) and organizational (contact information for the treasurer and clerk of session, list of all employees and their positions) data the commission requested, and at the joint meeting, shared their current concerns and hopes for the future.

The commission will further evaluate the financial and ministerial viability of the congregation, in conjunction with (1) restoration of a healthy relationship with the presbytery, (2) management of immediate financial difficulties and (3) the long-term growth and vitality of the congregation.

Financial reports were received, are attached³ and are posted on the presbytery website.

Correspondence. An email dated Oct. 12th was received from the Presbytery Moderator Gustavo Carvajal stating that he would not continue serving on the Executive Board when his term as moderator expires on Dec. 31st, 2020.

Executive Presbyter's Report

Dr. Corey Schlosser-Hall's written report was distributed with the agenda.⁴ He shared a humorous *Saturday Night Live* video about the frustrations of worshiping by Zoom, and then spoke about the lives of the churches and the presbytery. The Rev. Amy Delaney, who has served as the presbytery's Vital Congregations Catalyst, and who is leaving at the end of the year, also spoke of her ministry among the churches.

Associate Executive for Korean Language Ministries

The Rev. Jinsuk Kim offered comments about the Korean churches in addition to his written report.⁵

Elections

The Rev. Dan Jones reported a resolution from the Nominating Committee "That those nominated by the committee, as listed in their report, be elected." He noted that the committee was not able to secure nominees for presbytery moderator or vice-moderator. Since both positions hold seats on the Executive Board, both must be selected from the current board as elected. There were no nominations from the floor.

The following were ELECTED or REELECTED* to the indicated positions, service to commence on January 1, 2021 (the number ending each line indicates the consecutive years served if the term nominated to is completed; no person may serve for more than six consecutive years). Some persons already serving are being nominated for reelection to a different class for the purpose of balancing classes. The complete roster of presbytery commissions and committees is attached.⁶

Executive Board - 3 Yr. Term

2021 Linda Berkompas, *North Creek*, (1)
 2021 Rev. Greg Ellis, *Cordata*, (1)
 2023 Steve Kinney, *Ketchikan*, (3)
 2023 Darrell Kim, *Community of Seattle*, (3)
 2023 Rev. Becca Neimeyer, * *Bellingham First*, (4)
 2023 Susan Sprague, *Emmanuel*, (3)

Commission on Ministry (COM) 3 Yr. Term

2021 Rev. Ann Lewis, *Snohomish First*, (1)
 2022 Craig Weakley, * *Westminster*, (6)
 2023 Rev. Paul Heins, *Port Townsend First*, (3)
 2023 Tim Kim, *UPC of Seattle*, (3)
 2023 David Hallyburton, * *Meadow Springs*, (4)
 2023 Rev. Carol McLaughlin, *Quilcene First*, (3)
 2023 Myra Munson, *Northern Light United*, (3)
 2023 Rev. Elizabeth Shen O'Connor, *Meadow Springs*, (3)

Preparation for Ministry (CPM) - 3 Yr. Term

2021 Jean Hamilton, *Bellingham First*, (1)
 2023 Craig Hopkins, *Lake Forest Park*, (6)
 2023 Rev. Faith McClellan, *Northern Light United*, (3)
 2023 Rev. Neil Trainer, * *Calvin*, (6)

Permant Judicial Commission (PJC) - 6 Yr. Term

2025 Bill Simpson, *North Creek*, (5)
 2025 Rev. Stephanie Hankey, *Westminster*, (5)

Nominating Committee - 3 Yr. Term

2022 Rev. Erv Roorda, *HR*
 2023 Nettie Covalt, *Wrangell First*, (3)
 2023 Rev. Rob Hagen, *Presbyterian Foundation*, (3)

Executive Board

The proposed 2020-2025 ministry plan and budget schedules were distributed with the agenda.⁷ Board Moderator Gustavo Carvajal reported the following resolution, which was APPROVED, “*Resolved*, That the 2021 budget and per capita be adopted, including a per capita apportionment of \$49.73 per member, (\$40.50 for presbytery \$0.25 for Synod, and \$8.98 for General Assembly); acknowledging that the 2022-2025 budgets in the attachment are pro forma forecasts and will be revised as needed each year.”

The complete minutes of the Executive Board were posted on the presbytery website and a link was provided on the agenda. A digest of board actions was distributed with the agenda and is attached.⁸

G.A. Commissioners & Delegate Report

Commissioners Rev. Faith McClellan and Elder Moon Lee had recorded video reports which were linked to the agenda. Each shared briefly. A written report was received from Young Adult Advisory Delegate Maya Schlosser-Hall.⁹

Examination for Presbytery Membership

The examination of the Rev. Cynthia Harris, a member in good standing of Southeastern Illinois Presbytery, was referred to the Commission on Ministry.

Commission on Ministry (COM)

Extension of Officer Terms of Service. Edmonds PC and Everett First have requested one year extensions for expiring terms of Elders and Deacons due to Covid-19’s impact on the nominating and election process as allowed by the constitution: “The presbytery may, upon written request and by majority vote, grant a congregation a waiver of this limitation on terms.” (G-2-0404). Therefore, the commission reported, through its moderator, Karen Butler, the following resolution, which was APPROVED on the

consent calendar as follows: “*Resolved*, That any congregation, upon written request to the Stated Clerk, may extend the term of ruling elders serving on the session, or deacons, whose terms expire Dec. 31, 2020, for no more than one year or until a successor is elected, trained, examined and installed during 2021.”

Delegated Actions Reported to the Presbytery

Pastoral Relationships

Baker Community/Jeong. An installed pastoral relationship for an indefinite period between the Rev. Daesun Jeong and Baker Korean Community Church was APPROVED according to the following terms:

Full time commencing October 4, 2020.

Salary + housing allowance, division to be determined by the pastor & session, \$51,000.00.

Full Board of Pensions Benefits

Vacation, Holidays Sick Leave, Study Leave per presbytery minimum approved 6/8/2017.

Rev. Jeong was examined and received as a member at the Sept. 3rd special presbytery meeting.

Community Church of Seattle (New Life)/Noh. The Rev. Eric Noh, ordained by the Evangelical Church Alliance, was examined Oct. 10th for temporary membership in the presbytery during his period of service as Associate Organizing Pastor of Seattle New Life (CCS's English-speaking Ministry), and as Organizing Pastor when the ministry is identified as a PCUSA new church development, per G-2.0506. Enrollment has been delayed until his standing with the ECA is clarified. A course of study has been adopted for preparation for permanent transfer to the presbytery/PCUSA and/or ordination according to G-2.0505 *Transfer of Ministers of Other Denominations*, or ordination according to G-2.0610 *Preparation for Ministry, Accommodations to Particular Circumstances*.

Edmonds/Delaney. The Rev. Amy Delaney announced her resignation as pastor and has requested dissolution of her call to Edmonds Presbyterian Church effective Jan. 31, 2021.

Lake Forest Park/Chaumont. The congregation elected candidate Andrea Chaumont, certified ready for examination for ordination by Sacramento Presbytery, as Associate Pastor, on September 13th according the terms below which were approved by COM on Aug. 6th. Ms. Chaumont was examined and approved to proceed to ordination at the Sept. 3rd special meeting of the presbytery. A Service of Ordination and Installation is scheduled for Jan. 17, 2021 by an administrative commission to be named by COM.

Terms:

Full time commencing September 20, 2020.

Salary + housing allowance, division to be determined by the pastor & session, \$65,250.00

Full Board of Pensions Benefits

Vacation, Holidays Sick Leave, Study Leave per presbytery minimum approved 6/8/2017.

Mount Baker/Riley. The terms of Commissioned Pastor Kevin Riley’s commission to Mount Baker were revised from .375 FTE to 1.00 FTE beginning Jan. 1, 2021, with increased financial terms to be provided by the presbytery and a fundraising plan adopted by the session and the Executive Board.

North Creek/Casson. (See also the *Executive Board Digest*) On June 9th, the commission dissolved the call between David Casson and North Creek PC, and called a congregational meeting to concur and to vote on continuation of salary and benefits. On June 28th, the congregation voted to dissolve the call and to provide seven months of salary and benefits.

On June 25th, COM approved the terms of dissolution, which included continuation of salary and benefits for a period of up to seven months beginning July 1st, to be discontinued if Rev. Casson secures full time employment before Jan. 31, 2021.

North Creek/Helmcke. Terms of Call and the position description for Kurt Helmcke serving as Associate Pastor were revised by vote of the congregation on Aug. 2nd, moderated by COM appointee Rev. Kimberly Crispeno, and by COM on July 23rd, as follows:

Salary & Housing from \$82,700.00 to \$94,700.00.
 SECA Supplement from \$5,405.00 to \$7,244.00.

North Creek/James. A temporary relationship, including appointment as moderator of the session, beginning Sept. 1st was established between the Rev. Heather James of Olympia Presbytery and the session. Rev. James was examined and received as a member on Oct. 1st.

Whidbey/Steible. An installed pastoral relationship for an indefinite period between the Rev. Greg Steible and Whidbey Presbyterian Church was APPROVED according to the following terms:

Full time commencing September 14, 2020.
 Salary + housing allowance, division to be determined by the pastor & session, \$67,220.00.
 Contributions to 403b retirement account. 1,500.00.
 SECA Supplement, 7.65% of Salary + Housing.
 Full Board of Pensions Benefits + family dental + member only vision coverage.
 Non Compensation Annual Reimbursements:
 Travel and business expenses, not to exceed. \$5,143.00.
 Continuing education allowance, accruable to \$3,600. \$1,200.00.
 Vacation, Holidays Sick Leave, Sabbatical per presbytery minimum approved 6/8/2017.
 Sabbatic leave every seven years or as approved by the session.

Rev. Steible was examined and received by the presbyery on Sept. 3rd. The congregation elected Rev. Steible as pastor and approved the terms of call on August 2nd.

Minister Members

Sonnanburg. A COM visitation report was received for Janet Sonnanburg, member-at-large.

Coppock. The Rev. Karel Coppock was designated honorably retired as of Dec. 31, 2020.

For Information

Family Leave Policy. The policy was updated to include current Washington State requirements and will be posted on the website.

Commissioned Pastor Development. COM has adopted and will publish *Ordination as a Minister of the Word and Sacrament for the Experienced Commissioned Pastor: a Guide for the Commission on Ministry*, which clarifies a path, conforming to the *Book of Order*, to ordination as a minister of the Word and Sacrament for serving and qualified commissioned pastors.

Secondly, the psychological and spiritual assessments currently required of candidates for minister of Word and Sacrament are now required of those in the CP development process before commissioning. The requirement also applies retroactively to those commissioned pastors currently serving.

The recommended 2021 COLA for ministers serving in pastoral relationships is 1.3 percent.

Commission on Preparation for Ministry

Moderator Neal Trainer reported and urged commissioners to identify, encourage and refer those who may be called to serve in ordered ministries. The following actions were taken by the commission by delegated authority:

Approved Annual Consultations and Continuation in the Preparation Process

Inquirer Andrew Lewis, First Presbyterian Church of Snohomish, June 25th.

Candidate Bill Whitney, First Presbyterian Church of Snohomish, Aug. 27th.

Certified Ready for Examination for Ordination, Pending a Call

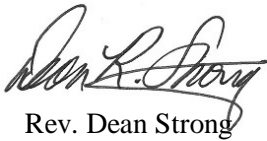
Candidate Chris Chang, United Presbyterian Church of Seattle, July 25th.

Board of Pensions

Rev. Mark Frey, Board of Pensions Church Consultant, addressed the presbytery about new developments and offering support for current challenges. He also shared that he will be retiring on Dec. 31st. The presbytery gave thanks for his lengthy ministry, and prayed for him.

Adjournment

The presbytery adjourned with prayer and the benediction at 5:49 p.m. The next stated meeting of the Presbytery of the Northwest Coast is scheduled for Thursday, February 11, 2021 by web conference.



Rev. Dean Strong
Stated Clerk

These minutes were approved per the Standing Rules _____.

Attachments:

¹*Roll & Attendance.*

²*Leadership Summit Schedule 2018-2022.*

³*Financial Reports.*

⁴*Executive Presbyter's Report.*

⁵*Associate Executive Presbyter's Report.*

⁶*Boards, Commissions, Committees, as of January 1, 2021.*

⁷*2021 Ministry Plan & Budget.*

⁸*Executive Board Digest*

⁹*Young Adult Advisory Delegate Report of the 224th General Assembly*

**Presbytery of the Northwest Coast
Roll & Attendance
October 16, 2020**

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

Only those members who were present for any part of the business portion of the meeting, which opened at 3:15 p.m and adjourned at 4:32 p.m. PDT, can, by rule, be included in the determination of a quorum and the roll of those present. Minister and Elder commissions who left the meeting before 3:15 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 a report that shows precisely when participants were present and it has been used for this report.

	Present	Absent	Total
Ruling Elders:			
Church Commissioners	35	60	95
Other Continuing Members	7	3	10
Total Ruling Elders	42	63	105
Teaching Elders	56	108	164
Total Present and Absent	98	171	269
Church Representation	22	32	54

Teaching Elders Present (56)

Scott Anthony, Brandon Bailey, Frank Baresel, Ashley Birk, Muriel Brown, Doug Bunnell, Gustavo Carvajal, David Chai, Chankil Chung, Charles Clarke, Amy Delaney, Denise Easter, Bob Ekblad, Greg Ellis, Dennis Evans, Hallack Greider, Rob Hagan, Holly Hallman, Stephanie Hankey, Paul Heins, Kurt Helmcke, Luke Hyder, Daesun Jeong, Dan Jones, Jean Kim, Jinsuk Kim, Dianna Kunce, James Kwon, Jong Ill Lee, Young Rae Lee, Ann Lewis, Gregory Lund, John Mason, Faith McClellan, Carol McLaughlin, Emily Mitchell, Joshua Nam, Bobbi Neason, Becca Niemeyer, Kevin Nollette, Elizabeth Shen O'Connor, John Park, Matthew Paul, David Rohrer, Ervin Roorda, Cody Ryu, John Schuldt, Hanna Shearer, Woojin Shim, Janice Smith, David Song, Mike Souza, Dean Strong, Mark Terayama, Seth Thomas, Neil Trainer.

Teaching Elders Absent (108)

Continuing Members, Present (8/7)

**Counted as session commissioners*

Commissioned Pastors – Nettie Covalt, *FPC Wrangell*, Kevin Riley, *Mount Baker*, Chris Hoke, *Underground Ministries*.

Executive Presbyter – Corey Schlosser-Hall.

Executive Board – Dottie Villevik, *FPC Everett*, JB Im, *Community Church of Seattle*, John Collier*, *Maplewood*.

Commission Moderator – Karen Butler, *COM*.

Continuing Members, Absent (3)

Commissioned Pastors – Kerrie Bauer, *FPC Bellingham*, Robert Merriman, *FPC Kennewick*, George Eastman, *Neah Bay*.

Executive Board – George Eastman.

Ruling Elder Church Commissioners (35)

<u>Acme</u> Judith Paulson	<u>Cordata</u> Thomas Linvog David Ruble	<u>Korean Zion</u> Karl Kim	<u>Parker Heights</u> Richard Moen
<u>Calvin</u> Jerry Janacek Judy Runions Hank Weaver	Barbara Sanford <u>Cottage Lake</u> Shirley Handley	<u>Maplewood</u> John Collier <u>Meadow Springs</u> Ronald Snyder	<u>Port Angeles 1st</u> Don Chesebro Pat Hyden Paul Stutesman
<u>Cascade View</u> Patricia Bate	<u>Edmonds</u> Linda Kenworthy Reynolds	<u>Mountain View</u> Stephanie Clark George Rasmussen	<u>Port Townsend 1st</u> Steve Shively
<u>Cashmere</u> Linda Colby	<u>Everett 1st</u> George Lockeman	Marilyn Finsen <u>North Creek</u> Minna Dimmick	<u>Terrace View</u> Lynnette Norton
<u>Central Washington</u> <u>Korean</u> Lisa Choi	<u>Kennewick 1st</u> Samuel Dechter	<u>Northern Light United</u> Myra Munson	<u>Tidelands</u> Jeff Adams
<u>Community of Seattle</u> Moon Lee, Wesley Pak	<u>Ketchikan</u> Grace Kinney	<u>Othello 1st</u> Frances Irwin	<u>Westminster</u> Ken Hunting Bonnie Underwood

Churches Not Represented (30)

Baker Community, Bellingham First, Clallam Bay, Craig & Klawock First, Emmanuel, Friday Harbor, Fruitland, Hydaburg, Lake Forest Park, Lord of Glory, Maplewood, Metlakatla, Mount Baker, Mount Vernon, Neah Bay, Oak Harbor Korean, Petersburg First, Quilcene First, Quincy First, Riverside, Saint James, Snohomish First, Sunnyside, Tieton First, United PC of Seattle, Waterville Federated, Whidbey, Wilson Creek First, Wrangell First, Yakutat.

Staff

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

Registered Visitors

Choon Cha, *Central Washington Korean*, Rev. Mark Frey, *Board of Pensions*, *Cascades Presbytery*, Ken Gasper, *Cordata*, Tracy Maycock, *University PC*, *Seattle Presbytery*, Danielle Riley, *Mt Baker & Tierra Nueva*, Yongsoon Shin, *Central Washington Korean*, Jongmin Woo, *Central Washington Korean*.

* * *

**Presbytery of the Northwest Coast
2021 - 2025 TENTATIVE SCHEDULE
Leadership Summit Meetings**

Revised: 10/16/2020 (SUBJECT TO CHANGE - Always check for latest revision)

2nd Thursday of February
2nd Thursday of June
2nd Friday/Saturday of October: Annual face-to-face

Locations & methods are under review until pandemic has ended.

Date	type	Site
Thu. Feb 11, 2021	web conference	
Thu. Jun 10, 2021	web conference	
Fri. Oct 08, 2021	(and Sat) Annual face to face	TBD
Thu. Feb 10, 2022	web conference	
Thu. Jun 09, 2022	web conference	
Fri. Oct 14, 2022	(and Sat) Annual face to face	TBD
Thu. Feb 09, 2023	web conference	
Thu. Jun 08, 2023	web conference	
Fri. Oct 13, 2023	(and Sat) Annual face to face	TBD
Thu. Feb 08, 2024	web conference	
Thu. Jun 13, 2024	web conference	
Fri. Oct 11, 2024	(and Sat) Annual face to face	TBD
Thu. Feb 13, 2025	web conference	
Thu. Jun 12, 2025	web conference	
Fri. Oct 10, 2025	(and Sat) Annual face to face	TBD

**COM meets first Thursday of the month, 9:00 a.m. @ North Creek PC
CPM meets last Thursday of the month @ Presbytery Office
Executive Board meets 3rd Thu. Of Sept, Jan, April, 1st Thu. of June**

Presbytery of the NW Coast
Financial Statements Notes and Explanations
August 31, 2020

Statement of Activities

This statement looks at Jan - August for 2019 and 2020, and compares 2020 to the revised Covid-19 budget. The variance is calculated by subtracting the 2020 annual budget figure from the actuals through August 31. 67% would be on budget. Notes,

The original 2020 budget, before Covid-19, featured a gain in Net Assets (net income) of \$810,047. As of August 31, net income is \$852,173.

Notes by line number:

Income

2. Churches pay **per capita** over a ten month period; **all per capita is due by September 30th**. This includes per capita paid to the synod and GA. While 88% of per capita has been collected, some of this represents past due amounts from previous years. **The Accounts Receivables Aging Summary shows 14 churches are now in arrears**. Keep an eye on this over the coming weeks as it will determine our 2020 budget shortfall. We need a Board strategy for addressing this (contact churches now, wait a month, encourage payment, offer automatic forgiveness, etc.?).

4. **Interest Income** consists of MDC, Covenant funds, and now changes in Schwab account value since it is no longer designated. In April we forecasted a \$90,000 loss on the Schwab Account & a budgeted loss of \$74,344 overall due to Covid 19. Instead, the Schwab account has regained all of its early year losses (*is the stock market out of touch with the economy?*) so we have gained \$122,000 more in interest and earnings than predicted.

8. **Adjustments for Property**. This income is the book value for properties that were either inherited due to church closures or were never booked.

If this income is omitted, the net loss, year to date, is \$197, 897

12. **\$30,500 in Restricted Grants** have been received from the PCUSA and distributed to churches and ministries, mostly for Covid-19, see line 56 below.

Expenses

36. **These New Church Expression Grants** were funded by PCUSA Restrict Grants (see line 12). Neither were anticipated.

55. **Grants to Churches**. The Board voted earlier this year to provide up to \$300,000 in grants to churches for Covid pandemic related issues. \$54,618 has been granted as of August 31. **See attached report for all related Covid Grants** made as of Sept. 14th.

All other operating expenses are running under budget even as it was revised in light of Covid-19.

Statement of Financial Position

Summary – This statement is a snapshot of the presbytery’s financial position, what it owns and what it owes, as of September 14th. The corpus of the permanently restricted Foundation Funds are omitted since they cannot ever be accessed. **Total usable net assets are approximately \$3.6 Million.** For comparison, the financial position for Jan. 1st. is also shown, with the amounts of the major changes shown in the last column.

By Line:

1. **Bank Accounts.** Checking and Savings are \$344,018 less than at the first of the year. All of the grants, and the operating deficit have been funded by cash; no investments have been sold. We may need to liquidate some investments by the end of the year to cover our cash needs.

2. **Accounts Receivable** are primarily owed per capita. **See the attached Aging Report.**

10. Over the past two years, the presbytery has inherited **Real Property** in Sitka, and Trinity. Everson and Campbell Farm, both of which are also owned by the presbytery, were never booked. These accounting entries were made early this year; they represent real values increasing our assets in real property to \$1,206,607. These are **estimated book values**; the real value cannot be known until a property is sold (while attempts are made to appraise the value of property, property is actually worth what someone will actually purchase it for). If sold, the assets will simply shift from real property to cash held in bank accounts.

29-30. The **SE Alaska Fund** and the **Community Blessing Grant Fund** are no longer designated funds, by action of the presbytery. Those amounts have been added to **Unrestricted Funds.**

**Budget vs. Actuals: 2020 Covid-19 Revised Budget
January - August, 2020 (67% of Budget)**

	Actual	Budget	Variance	% of Budget
Income				
1 5000-00 Unrestricted Income			0	
2 5000-10 Per Capita Income	320,754	363,650	(42,896)	88%
3 5000-30 Fees, Registrations, Books, Etc	3,922	6,000	(2,078)	65%
4 5000-40 Interest Income (inc. Schaub losses)	48,073	(74,344)	122,417	-65%
5 5000-65 Tideland's Lease	6,344	9,515	(3,171)	67%
6 5000-70 Rent Received	34,275	45,600	(11,325)	75%
7 5000-80 Miscellaneous Income	2	3,500	(3,498)	0%
8 Adjustment for Sitka, Trinity, Everson, Campbell F.	1,050,000	1,050,000	0	100%
9 Total 5000-00 Unrestricted Income	1,463,370	1,403,921	59,449	104%
10 5200-00 Restricted Income				
11 5200-10 Investment/Endowment Income	16,373	18,325	(1,952)	89%
12 5250-00 Restricted Grants	30,500	0	30,500	
13 5300-00 GA Mission-Offerings	69,740	85,250	(15,510)	82%
14 5400-00 Presbytery Mission	49,809	67,838	(18,029)	73%
15 Total 5200-00 Restricted Income	166,422	171,413	(4,991)	97%
16 Total Income	1,629,792	1,575,334	54,458	103%
17				
18 Expenses				
19 6000-00 Congregational Renewal & Revitalization				
20 6000-05 Studio E3 Catalyst	12,550	18,000	(5,450)	70%
21 6000-10 Congregational Resources	3,548	3,548	0	100%
22 Total 6000-00 Congregational Renewal & Revitalizat	16,098	21,548	(5,450)	75%
23 6100-00 Village & Small Church Ministries				
24 6100-05 Pastoral Associate	6,145	12,000	(5,855)	51%
25 6100-20 Salary Support	25,712	44,000	(18,288)	58%
26 6100-30 CRE Recruitment & Formation	420	120	300	350%
27 6100-35 Alaska Coord Salary & Expenses	6,577	13,200	(6,623)	50%
28 Total 6100-00 Village & Small Church Ministries	38,854	69,320	(30,466)	56%
29 6200-00 Multicultural Integration			0	
30 6200-05 Korean Min AEP Expenses	46,519	74,391	(27,872)	63%
31 6200-15 Translation & Community	242	500	(259)	4%
32 Total 6200-00 Multicultural Integration	46,761	74,891	(28,131)	62%
33 6200-50 New Expressions of Church				
34 6200-60 New Church Expressions Grants	37,718		37,718	
35 6200-70 Staff for NCE Development & Support	236	2,500	(2,264)	9%
36 Total 6200-50 New Expressions of Church	37,954	2,500	35,454	1518%
37 6300-00 Mission In & Beyond NWCP				
38 6300-01 GA Mission-Offerings	69,740	85,250	(15,510)	82%
39 6400-00 Presbytery Missions	45,034	67,838	(22,804)	66%
40 6500-90 Campbell Farm Direct Support	544	0	544	
41 6700-05 Grants to Mission Partners	33,250	67,500	(34,250)	49%
42 Total 6300-00 Mission In & Beyond NWCP	148,568	220,588	(72,020)	67%
43 7000-00 Governance & Congregational Support				
44 7000-02 GA Per Capita	43,664	65,486	(21,822)	67%
45 7000-03 Synod Per Capita	1,220	1,829	(609)	67%
46 7000-10 GA & OGA Events	0	2,000	(2,000)	0%
47 7000-20 Presbytery Leadership Summit	2,410	750	1,660	321%
48 7000-30 Exec Board & Committees	173	500	(327)	35%
49 7000-35 Administrative Commission Expense	0	500	(500)	0%
50 7000-40 COM Expenses	1,256	5,000	(3,744)	25%
51 7000-50 CPM Expenses	3,128	3,000	128	104%
52 7000-60 Nom, COR, PJC, IC	0	500	(500)	0%
53 7000-70 Internship Support	8,000	0	8,000	
54 7000-80 Interest on Stanwood Loan	2,611	4,200	(1,589)	62%
55 7000-90 Grants to Churches (Covid 19)	54,618	300,000	(245,382)	18%
56 Total 7000-00 Governance & Congregational Suppor	117,079	383,765	(266,686)	31%
57 Total 7100-10 Office Expenses	30,313	44,827	(14,514)	68%
58 Total 7200-00 Office Staff Expenses	220,825	305,912	(94,587)	70%
59 Total 7300-00 Real Estate & Property Management	121,165	140,000	(18,835)	87%
60 Total Expenses	777,619	1,263,351	(495,233)	61%
61				
62 Change in Net Assets (Loss)	852,173	311,983	540,190	173%

**Presbytery of Northwest Coast
Balance Sheet Comparison**

OCTOBER 16, 2020

As of September 14, 2020

Presbyterian Foundation Permanently Restricted Endowment Omitted

	Sept. 14	Jan 1st		
ASSETS				
Current Assets				
1	Total Bank Accounts	406,489	750,507	\$ (344,018)
2	Total Accounts Receivable	144,667	73,251	
3	1500-05 Charles Schwab	995,243	955,059	
4	1600-00 Mission Development Certificates	474,395	471,991	
5	1600-05 New Covenant Funds	170,186	170,186	
6	1700-25 Meadow Springs Loan	66,034	70,534	
7	1700-35 United PC Loan	49,000	49,000	
8	Total Current Assets	2,306,013	2,540,528	
9	Fixed Assets			
10	1800-10 Real Property	1,206,607	6,607	\$ 1,200,000
11	1800-15 Stanwood Property	261,500	261,500	
12	1800-20 Building Improvements	5,000	5,000	
13	1800-30 Equipment	3,538	3,538	
14	1800-99 Accumulated Depreciation	(16,693)	(16,693)	
15	Total Fixed Assets	1,459,952	259,952	
16	TOTAL ASSETS	3,765,965	2,800,480	\$ 965,485
17				
18	LIABILITIES AND EQUITY			
19	Liabilities			
20	Total Accounts Payable	6,218	42,528	
21	Total 2000-14 Accrued Payroll and Taxes	(39)	5,711	
22	2000-25 Stanwood MDC Loan	109,477	113,209	
23	2000-30 PPP Loan Payable	36,524		
24	Total Liabilities	152,180	161,449	
25				
26	Equity			
27	3000-00 Unrestricted/Undesignated Net Assets	3,434,239	1,408,513	
28	3200-00 Temporarily Restricted			
29	3000-33 SE Alaska Fund	-	95,913	
30	3100-03 CBG Investment Fund	-	955,059	
31	3200-00 Total Temporarily Restricted		1,050,973	
32	3200-03 Peacemaking Presbytery	1,803	4,333	
33	3200-06 Katie Allen Scholarship	10,879	13,427	
34	3200-09 Campbell Farm Fundraiser	20,812	20,848	
35	3200-12 Oso Disaster Relief	90	90	
36	3200-20 DeVries Scholarship Fund	2,027	2,027	
37	3200-22 Morris Evangelism Fund	-	7,684	
38	3200-24 Flood Support PDA	4,214	4,214	
39	3200-36 Undesignated Mission	36,985	32,521	
40	3202-09 MS Mathes Fund 0617/1744	42,692	45,580	
41	3202-11 A Merchant Fund 0675/5347	34,452	28,824	
42	3202-54 MS Mathes Whitworth Internships	5,000	5,000	
43	3204-03 Phoebe Bakken Fund 5580	1,032	865	
44	3204-12 Embert/Demmert Fund 5691	922	738	
45	3204-18 J Earl Jackman Fund 2126	2,932	2,398	
46	3204-21 Henry & Vineta Fawcett Fund 2890	14,013	12,756	
47	3204-24 SE Alaska Mission Fund 2006	1,692	514	
48	Total 3200-00 Temporarily Restricted	179,546	179,546	
49	Total Equity	3,613,784.57	2,639,031.67	
50				
51	TOTAL LIABILITIES AND EQUITY	3,765,965	2,800,480	\$ 965,485

Presbytery of Northwest Coast

OCTOBER 16, 2020

A/R AGING SUMMARY

As of October 6, 2020

	CURRENT	1 - 30	31 - 60	61 - 90	91 AND OVER	TOTAL
Calvin PC	375.00					\$375.00
Community Church-Seattle		8,203.33	8,203.33	8,203.34		\$24,610.00
Cottage Lake PC		795.20				\$795.20
Emmanuel PC		2,021.13	2,021.13	2,021.14		\$6,063.40
First PC - Kennewick		2,534.70				\$2,534.70
First PC - Port Townsend		1,086.80				\$1,086.80
First PC - Quilcene		646.10	646.10	646.10		\$1,938.30
First PC - Snohomish		-174.93				\$ -174.93
Hydaburg PC		298.20	298.20	298.20		\$894.60
Lord of Glory PC *		689.07	689.07	199.92		\$1,578.06
Metlakatla PC		662.67	662.67	662.66	7,702.32	\$9,690.32
Mount Vernon PC	69.80					\$69.80
Mountain View PC			-279.00			\$ -279.00
Neah Bay PC		165.67	165.67			\$331.34
Terrace View PC				174.93		\$174.93
TOTAL	\$444.80	\$16,927.94	\$12,407.17	\$12,206.29	\$7,702.32	\$49,688.52

*Lord of Glory has recently paid \$9,408.06 for past years' per capita, not displayed above, leaving only the above 2020 balance.

**Grants to Churches - Covid Related
Transaction Report
January 1 - September 14, 2020**

Date	Name	Memo/Description	Amount	
03/26/2020	Acme	Stan Adams	Online Tech Grant - Acme	641.19
07/01/2020	Bellingham 1st	Rebecca Niemeyer	Online tech grant - First -Bellingham	597.60
07/08/2020	Bellingham 1st	Doug Bunnell	Online tech grant - First -Bellingham	358.69
09/01/2020	Bellingham 1st	First Bellingham	Beyond COVID-19 grant	5,000.00
03/26/2020	Calvin	Calvin	Online Tech Grant	189.98
03/26/2020	Calvin	Steve Malone	Online Tech Grant - Calvin	165.28
04/22/2020	Calvin	Calvin	USA - PDA COVID Continuity grant	2,500.00
05/18/2020	Cascade View	Cascade View	Online tech grant	277.00
05/18/2020	Cascade View	Luke Hyder	Online tech grant - Cascade View	617.60
08/18/2020	Cascade View	Luke Hyder	Check voided by bank - funds returned	-617.60
08/24/2020	Cascade View	Luke Hyder	Online tech grant - Cascade View (replace lost check)	617.60
05/05/2020	Cashmere	Cashmere	Online tech grant	179.10
06/15/2020	Cashmere	Charles C Clarke	Online tech grant - Cashmere	303.12
08/24/2020	Cashmere	Cashmere	Online tech grant	517.78
05/18/2020	Cordata	Cordata	Online tech grant	794.25
07/01/2020	Cottage Lake	J Scott Anthony	Online tech grant - Cottage Lake	1,000.00
06/25/2020	Edmonds	Edmonds	Online tech grant	66.16
04/22/2020	Emmanuel	David Rohrer	Online tech grant - Emmanuel	119.29
04/22/2020	Everett 1st	Alan Dorway	Online tech grant - First -Everett	642.32
07/01/2020	Everett 1st	Amy Delaney	Online tech grant - Edmonds	340.28
06/15/2020	Friday Harbor	Friday Harbor	Online tech grant	469.46
06/25/2020	Friday Harbor	Friday Harbor	Online tech grant	278.59
07/08/2020	Friday Harbor	Friday Harbor	Online tech grant	216.49
04/07/2020	Fruitland	Fruitland	Online tech grant	589.13
05/01/2020	Fruitland	Fruitland	USA PDA - COVID Continuity grant	1,666.67
04/07/2020	Kennewick 1st	Ashley Birk	Online tech grant - First -Kennewick	100.04
05/18/2020	Kennewick 1st	BettyGrace Wharton	Online tech grant - First -Kennewick	434.39
06/04/2020	Kennewick 1st	Stephen Jansons	Online tech grant - First -Kennewick	32.54
07/01/2020	Ketchikan	Ketchikan	Online tech grant	979.49
09/01/2020	Ketchikan	Ketchikan	Beyond COVID-19 grant	4,910.00
04/01/2020	Korean -Central WA	Korean -Central WA	Online tech grant	1,000.00
08/03/2020	Korean -Central WA	Korean -Central WA	Beyond COVID-19 Grant	4,800.00
05/01/2020	Korean -Oak Harbor	Korean -Oak Harbor	USA PDA - COVID Continuity grant	1,666.67
03/26/2020	Korean Zion	Korean Zion	Online Tech Grant	1,000.00
05/01/2020	Korean Zion	Korean Zion	USA PDA - COVID Continuity grant	1,666.67
03/26/2020	Lord of Glory	Lord of Glory	Online Tech Grant	1,000.00
05/01/2020	Lord of Glory	Lord of Glory	USA PDA - COVID Continuity grant	1,666.67
07/24/2020	Lord of Glory	Lord of Glory	Return of Online tech grant	-1,000.00
09/01/2020	Lord of Glory	Lord of Glory	USA COVID-19 Continuity Grant	7,000.00
04/07/2020	Maplewood	Hallack Greider - vender	Online tech grant - Maplewood	62.96
04/15/2020	Maplewood	Dayle Zimmer	Online tech grant - Maplewood	165.45
06/04/2020	Maplewood	Dayle Zimmer	Online tech grant - Maplewood	145.22
04/07/2020	Meadow Springs	Meadow Springs	Online tech grant	104.37
06/25/2020	Meadow Springs	Meadow Springs	Online tech grant	154.92
07/01/2020	Metlakatla	Larry Emery	Online tech grant - Metlakatla	1,000.00
04/22/2020	Mount Baker	Mount Baker	Online tech grant	162.64
07/01/2020	Mount Baker	Mount Baker	Online tech grant	667.21
09/01/2020	Mount Baker	Mount Baker	Beyond COVID-19 grant	5,000.00
07/08/2020	Mount Vernon	Mount Vernon	Online tech grant	968.14
05/18/2020	Mountain View	Mountain View	Online tech grant	1,000.00
04/01/2020	North Creek	North Creek	Online tech grant	1,000.00

03/11/2020	Northern Light United	Northern Light United	Youth scholarships to Point Hope Conf	2,600.00
07/01/2020	Northern Light United	Northern Light United	Online tech grant	1,000.00
03/26/2020	Othello 1st	First Othello	Online Tech Grant	636.71
06/04/2020	Othello 1st	First Othello	Online tech grant	119.01
03/26/2020	Parker Heights	Gustavo Carvajal	Online Tech Grant - Parker Heights	1,000.00
04/15/2020	Petersburg 1st	Bobbi Neason	Online tech grant - First -Petersburg	149.90
04/07/2020	Port Angeles 1st	First Port Angeles	Online tech grant	866.27
09/01/2020	Port Angeles 1st	First Port Angeles	Beyond COVID-19 grant	5,000.00
04/01/2020	Port Townsend 1st	First Port Townsend	Online tech grant	307.39
07/08/2020	Quilcene 1st	Carol McLaughlin	Online tech grant - First -Quilcene	150.77
07/08/2020	Quilcene 1st	First Quilcene	Online tech grant	101.31
07/01/2020	Saint James	Saint James	Online tech grant	905.71
09/01/2020	Saint James	Saint James	Beyond COVID-19 grant	5,000.00
03/19/2020	Seattle New Life	Seattle New Life	Online Tech Grant	1,000.00
07/01/2020	Snohomish 1st	First Snohomish	Online tech grant	922.81
03/19/2020	Spring Church Bellingham	Spring Church Bellingham	Online Tech Grant	162.94
09/01/2020	Spring Church Bellingham	Spring Church Bellingham	Beyond COVID-19 grant	5,000.00
06/04/2020	Sunnyside	Mike Souza	Online tech grant - Sunnyside	161.74
08/03/2020	Terrace View	Terrace View	Online tech grant	1,000.00
04/07/2020	Tidelands	Brandon Bailey	Online tech grant - Tidelands	810.89
04/22/2020	Tidelands	Tidelands	Online tech grant	162.94
05/01/2020	United of Seattle	United	USA PDA - COVID Continuity grant	3,333.32
07/08/2020	Westminster	Westminster	Online tech grant	1,000.00
05/18/2020	Whidbey	Whidbey	Online tech grant	225.04
08/10/2020	Whidbey	Whidbey	Beyond COVID-19 Grant	1,340.00
03/19/2020	Wrangell 1st	First Wrangell	Grant for heat pump	5,000.00
07/01/2020		Bellingham NWC	Online tech grant	837.06
08/27/2020			Excess online tech grant funds returned	-483.53
				\$ 91,527.64
Awarded 9/14				
	Cashmere		Beyond COVID-19 Grant	\$5,000
	Cordata		Beyond COVID-19 Grant	\$5,000
	Cottage Lake		Beyond COVID-19 Grant	\$5,000
	Emmanuel		Beyond COVID-19 Grant	\$5,000
	Port Townsend 1st		Beyond COVID-19 Grant	\$1,000
	Snohomish 1st		Beyond COVID-19 Grant	\$4,800
	Maplewood		Beyond COVID-19 Grant	\$5,000
	Mt. Vernon		Beyond COVID-19 Grant	\$4,800
	Northern Light United		Beyond COVID-19 Grant	\$5,000
	Parker Heights		Beyond COVID-19 Grant	\$4,917
	Quilcene		Beyond COVID-19 Grant	\$5,000
	Tidelands		Beyond COVID-19 Grant	\$1,847
	United of Seattle		Beyond COVID-19 Grant	<u>\$5,000</u>
				\$57,364
			Total Grants	<u>\$148,891.64</u>



EP Report (Dr. Corey Schlosser-Hall)

October 16, 2020

Peace and courage of Christ be with you! 2020 has been a sign-post year. A year by which others will be compared. Many wish we could get far away from 2020. A recent social media post jokingly said, “we might as well start pronouncing the ‘L’ in ‘salmon’ because that’s the kind of year it is.”

All jokes aside, NWC Presbyterians have been heroic, adaptive, fast-learners. And friends, let’s admit it...exhausted, beleaguered, sometimes depressed and anxious, irritable and irritating. We’ve been alternately hopeful and hopeless, confident and listless, engaged and completely apathetic. Wherever you’ve been this last year, the promise of the gospel is that God is with you and has been with you. Throughout the corona-coaster and all the adaptations you’ve made; the illness, death and health you’ve known; the racial injustice and the coming together of people from all races; in the smoke, fire and the clear air; in the divisiveness of our political season and the kindness of neighbors. Even when we don’t recognize it...God is with us...Emmanuel. God loves us, buoys us, comforts us, challenges us.

And let’s take a moment to give thanks for how God has blessed NWC Presbytery the midst of it all. Here are a few recent NWC Presbytery developments I hope you find encouraging:

- 1) NWC Presbytery has given over \$160,000 in grants to our congregations and new expressions to help them adapt to COVID-19 and implement changes beyond COVID-19.
- 2) Congregations have been endlessly adaptive and creative. They have called new pastors, concluded pastoral relationships, and taken next steps in ministry.
- 3) Adapted the Vital Congregations Initiative to COVID-19 and are expanding the blessings of the Vital Congregations approach to ministry.
- 4) Among New Expressions we have helped Jazz Vespers, spring up at Lake Forest Park, Spring Church in Bellingham take another step, and Fe Y Esperanza (Faith and Hope Church) in Everett take a bold step right in the middle of corona-virus through grants and encouragement.
- 5) Started a weekly pastoral leaders gathering, admin leaders gathering, and HR pastors gathering. Our weekly pastors gathering helps people stay connected and informed, care for each other and learn. Lately we’ve incorporated more fantastic speakers and teachers to engage—creative synchronous and asynchronous online learning; mental and emotional health ministry; suicide prevention training; leading through trauma and conflict, and gentle self-evaluation of ministry in this season; COVID-19 ecclesiology shifts. More to come!
- 6) Revs. Dave Rohrer, Doug Bunnell, and Hallack Greider launched pastoral spiritual direction cohorts for over 20 pastoral leaders to go deeper and authentic in God’s leading and spiritual community. More will join in the coming year.
- 7) Launched a new website <https://equip.northwestcoast.org> to engage and deliver ongoing learning for congregations, new expressions, elders and other leaders. **VERGE 3.0 on October 17** is hosted from this site. It’s gonna be fantastic! Register now: equip.northwestcoast.org
- 8) Are forming a Racial Justice, Equity and Privilege task force to address these matters together.
- 9) Are becoming a virtual presbytery—Presbytery 3.0—moving out of the presbytery office that has served us well since 1990.
- 10) And ¾ of the way into 2020 we are financially in better shape than anyone anticipated back in March when we took significant steps to halt spending in many areas. See Treasurer’s Report.

Please spend some time reviewing our **2021 Ministry Plan** the Executive Board is proposing for 2021. It’s an honor to be in ministry with you. Let’s follow God’s lead into the future. Onward!



Associate EP Report to NWCP Leadership Summit of Oct. 16, 2020**By Jinsuk Kim**

What a year it has been? What we had planned as we were supposed to was all of sudden disrupted by the unannounced pandemic, forcing us to alter our priority to navigate the season as safely as possible and find new ways to lead worship services and conduct other ministries.

The churches quickly adopted virtual means of worship and health protocols mandated by government and our presbytery which I immediately translated and sent to the Korean churches. Sudden financial reduction was big source of worries and many churches learned to install virtual means of giving.

Unclear about how its impact would be, I first focused on offering information on available financial aids to the Korean churches. On my assumption that the churches might not be able to pay the pastors, which I was vastly wrong, I helped them to apply financial assistance from PDA of emergency grants from whom the applicants received grants for food and living necessities. The pastors and leaders had learned themselves much quicker, and wiser ways than I expected to manage the pandemic crisis affecting the churches. At the present time, the eight Korean churches are stable while few are facing significant hardships. All eight churches provide worships both virtually and physically with limited numbers except one church that does not know yet how to conduct video worship.

Beginning with Covid-19 and for following three months, paralleling with the weekly pastors' gatherings led by Corey, I too led the Korean pastors' zoom meetings in which some joined. These were significant learning moments for me to see how free discussions could provide great ideas on managing the crisis and received comforts making sure that they were not alone. Also it was moments to contemplate together on what God was telling us and how new opportunities were given to reach out people in timely manner.

The zoom talks included how to apply financial assistances such as PPP, Presbytery's grants and loans, and GA's assistances for which some churches received supports. Also included was, pastoral encouragements and share of each other's unique ways to deal with the crisis.

During this disruptive time period, yet two Korean churches have gone through pastoral transition and another had seen wonderful adjustments with the new pastor after the transition. With Rev. Jong Il Lee's new pastoral leadership, after the successful interim pastorate by Rev. David Chai, Central Washington PC is thriving back with new energy. Rev. Lee's passion for the ministry is strongly felt. His installation service is yet to be done which has been postponed due to Covid after they had planned. It will be held early 2021 under pandemic protocols.

Rev. Daesun Jeong began his pastorate at Baker Community Church as of the first Sunday of October 2020 and his installation is planned on November 22. Thanks to Rev. Kyoung Chun Kim who also successfully helped the transition by his faithful interim pastorate during last one and half year. New pastor Woojin Shim of UPCS, after Rev. Philip Jang honorably retired, is showing great leadership with the members as he calmly yet solidly meets the new needs of the church.

Led by the leadership of Amy Delaney on Vital Congregations Initiative, I joined the program intending to engage the Korean churches. I had succeeded as much as to introducing the program to them but I could not succeed in generating enthusiasm to move forward what this rich program can offer. The church renewals in its principle teaching of Seven Marks are, in my view, essential ways to access the churches' current statuses and move to gradual transformation of the churches.

As supported by our presbytery, we sent an overture to GA 2020 to form a GA task force to study the feasibility of creating Non-Geographic Language Presbytery and its effective structure in relationship with sponsored presbytery or synod. Although the overture did not get acted on as many overtures were postponed to GA 2022 due to covid-19, in a strange way, our overture became in effect as GA allowed synods to do "organizing new presbyteries ..." (G 3.0403 c) through GA AC. Therefore as soon as GA nominating committee elects AC, the NGLP projects can be studied and AC may propose to begin the new presbytery after 2022 GA. My prayer and hope as to this project is that we make a creative tie between the new presbytery and the sponsoring presbytery or synod so that the Korean churches in the West can thrive with meaningful autonomy while growing into better connection with NWCP.

Sitting in the presbytery's nominating committee, I have continued to make efforts to multi-cultural leadership in the presbytery. And we made some fruits. For the first time in history, perhaps, the nominating committee itself consists of majority with Korean-Americans among five members. Although it is still very challenging to find Korean-American presbyters whose English is fluent enough to be able to serve in the commissions or committees, two more individuals will be added to the commissions from 2021. It is our projection that more second generation Korean-Americans will serve in the leadership in the years to come, as is a good example in that this year an elder from CCS New Life (English-speaking Ministry congregation who are mostly Korean-American second generations and other Asians) will serve in one of the commissions.

Looking forward into the future, we are increasingly demanded to prepare for more diverse presbytery, not only in number but also in the make-up of the leadership. Therefore several areas are being concerned, among which are, transitioning of Korean-American churches into more second generation's leadership, increasing women's leadership in the Korean-American churches serving in the sessions and presbytery, structuring possible Non-Geo Language presbytery as mentioned above, developing Hispanic and other minority group churches/worshipping communities and dismantling systemic racism.

For the time being, I am mindful of two Korean churches for which we want to help them to make future-oriented transitions in the years to come. We have made some progress on women leadership in the Korean churches over the years. Community Church of Seattle is now having at least several women elders in the session, Central Washington KPC two women elders in the session, Lord of Glory also two in the session and at other Korean-American churches. Our next goal is to put Korean-American women elders to the NWCP commissions beginning 2022. In terms of Hispanic ministries, comparing with their overwhelming populations in many of our areas, our ability to draw them into our presbytery seems to be limited. I hope that in the future a joint program between the Korean churches and non-Korean churches will be made to enhance Hispanic ministry. In terms of systemic racism and white privilege issues, we will have to adapt programs or trainings that are already active in the General Assembly level into our presbytery. That way, we seriously deal with these issues which PCUSA and U.S.A have struggled over the centuries.

Lastly I want to thank my presbytery staff colleagues and officers who have given me so much space and opportunity to grow in the ministry I am doing until now, and the eight Korean-American churches in NWCP who have received me well respecting AEP's position and the delightful friendship with their pastors and leaders.

Respectfully submitted by

Jinsuk Kim

Presbytery of the Northwest Coast: Boards, Commissions, Committees

Office of the Stated Clerk

Resulting if Nomnees () are Elected 10/16/2020*

Constituted and Verified by the Minutes

Presbytery Standing Commissions & Committees**1. Executive Board - 3 Yr. Term**

	Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2021	T	*Ellis, Greg, (Cordata)	10/16/20		2021	1	M	
2	2021	R	*Berkompas, Linda (North Creek)	10/16/20		2021	1	F	
3	2021	R	Eastman, George (Neah Bay)	10/16/15	10/19/18	2016	6	M	
4	2021	T	Mason, John (Mountain View)	10/19/18		2019	3	M	
1	2022	R	Im, JB (Community Church of Seattle)	10/19/18	10/25/19	2019	4	M	PoC
2	2022	T	Mitchell, Emily (Calvin)	10/25/19		2020	3	F	
3	2022	T	Paul, Matt (Port Angels 1st)	10/25/19		2020	3	M	PoC
4	2022	T	Terayama, Mark (Othello)	10/25/19		2020	3	M	PoC
1	2023	R	*Kinney, Steve (Ketchikan)	10/16/20		2021	3	M	
2	2023	R	*Kim, Darrell (CCS)	10/16/20		2021	3	M	
3	2023	T	*Neimeyer, Becca (Bellingham 1st)	10/25/19	10/16/20	2020	4	F	PoC
4	2023	R	*Sprague, Susan (Emmanuel)	10/16/20		2021	3	F	
12		6	6					8	4 5

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

	Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2021	R	Butler, Karen (North Creek, Mill Creek)	10/16/15	10/19/18	2016	6	F	Moderator
2	2021	R	DeCastro, Adeline (Craig & Klawock 1st)	10/25/19		2020	2	F	PoC
3	2021	R	Dimmick, Minna (North Creek, Mill Creek)	10/16/15	10/19/18	2016	6	F	
4	2021	T	Lund, Greg (Friday Harbor)	10/25/19		2020	2	M	
5	2021	T	Schuldt, Ted (HR)	10/19/18		2019	3	M	
6	2021	T	*Lewis, Ann (Snohomish)	10/16/20		2021	1	F	
1	2022	T	Bailey, Brandon (Tidelands)	10/20/17	10/19/18	2018	5	M	
2	2022	T	Crispeno, Kimberly (At-large)	10/25/19		2020	3	F	
3	2022	R	Lee, Moon (Community Church of Seattle)	2/21/19	10/25/19	2019	4	M	PoC
4	2022	T	Nakhla, Milad (Calvin, Shoreline)	11/4/16	10/25/19	2017	6	M	PoC
5	2022	R	Waite, Dorothy (Whidbey)	10/25/19		2020	3	F	
6	2022	R	*Weakley, Craig (Westminster, Anacortes)	11/4/16		2017	6	M	
1	2023	T	*Heins, Paul (Port Townsend)	10/16/20		2021	3	M	
2	2023	R	*Kim, Tim (UPC)	10/16/20		2021	3	M	PoC
3	2023	R	*Hallyburton, David (Meadow Springs)	10/25/19	10/16/20	2020	4	M	
4	2023	T	*McLaughlin, Carol (Quilcene)	10/16/20		2021	3	F	
5	2023	R	*Munson, Myra (N Light)	10/16/20		2021	3	R	
6	2023	T	*O'Connor, Elizabeth Shen (Meadow Spring)	10/16/20		2021	3	F	
18		9	9					9	9 4

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

	Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2021	R	Colby, Linda (Cashmere)	2/23/17	10/19/18	2017	5	F	
2	2021	R	*Hamilton, Jean (Bellingham 1st)	10/16/20		2021	1	F	
3	2021	T	Souza, Mike (Sunnyside)	10/20/17	10/19/18	2018	4	M	
1	2022	T	Birk, Ashley (Kennewick 1st)	11/4/16	10/25/19	2017	6	F	
2	2022	T	Nollette, Kevin (HR)	10/25/19		2022	1	M	
3	2022	R	Sanford, Dan (Cordata)	10/25/19		2020	3	M	
1	2023	R	*Hopkins, Craig (Lake Forest Park)	10/20/17	10/16/20	2018	6	F	
2	2023	T	*McClellan, Faith (Northern Light United)	10/16/20		2021	3	F	PoC
3	2023	T	*Trainer, Neil (Calvin)	10/20/17	10/16/20	2018	6	M	Moderator
9		5	4					4	5 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	2021	T Templin, Dave (HR)	11/16/15	11/25/19	2016	6	M	
2	2021	R Vardy, Brad (Mount Vernon)	1/25/19		2020	2	M	
1	2023	R Munson, Myra (Northern Light)	10/17/17		2018	6	F	
2	2023	T Robinson-Mohr, Mary (At-Large)	10/25/19		2020	4	F	
1	2025	R *Simpson, Bill (North Creek)	10/16/20		2021	5	M	
2	2025	T Hankey, Stephanie	10/16/20		2021	5	F	
3	2025	vacant	10/16/20		2021	5		
7	3	3					3	3
								0

5. Nominating Committee - 3 Yr. Term

Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2021	R Kim, Younghee (Lord of Glory)	8/15/19		2019	6	F	PoC
2	2021	R Paulson, Judy (Acme)	10/25/19		2020	2	F	
1	2022	T Jones, Dan (Mountain View, Marysville)	11/4/16	10/25/19	2017	6	M	
2	2022	T Roorda, Erv (HR)	10/16/20		2020	3	M	
1	2023	R *Covalt, Nettie (Wrangell 1st)	10/16/20		2021	3	F	
2	2023	T *Hagen, Rob (Presbyterian Foundation)	10/16/20		2021	3	M	
2		Ryu, Cindy (United PC of Seattle)	10/25/19		2020	3	F	PoC
6	3	3					3	4
								2

Advisory Member

6. Synod Commissioner - 2 Yr. Term

Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2021	R Weber, Warren (Emmanuel)	10/17/17	10/25/19	2018	4	M	
2	2022	T Carvajal, Gustavo (Parker Heights, Wapato)	11/4/16		2017	6	M	PoC

7. Presbytery Officers

Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
	2021	T Presbytery Moderator, TBD	10/16/20		2021			
	2021	Presbytery Vice Moderator, TBD	10/16/20		2021			
	2022	T Strong, Dean (Stated Clerk)	5/21/03	10/25/19	2003	19	M	
	2022	T Strong, Dean (Treasurer)	9/29/16	10/25/19	2016	6	M	

Current Administrative Commissions

Lord of Glory Administrative Commission

Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2021	T Delaney, Amy (Edmonds)	8/12/20		2020	2	F	
2	2021	R Fisher, Susan (Port Angeles 1st)	8/12/20		2020	2	F	
3	2021	T Jang, Philip (HR)	8/12/20		2020	2	M	
4	2021	R Lee, Moon (CC of Seattle)	8/12/20		2020	2	M	
5	2021	T Nollette, Kevin (HR)	8/12/20		2020	2	M	
3	2						3	2
								0

Sitka Property Administrative Commission

Class	Elder	Name	Elected	Reelected	Began	Yrs	Gender	PoC
1	2021	R Frank, Jean (Sitka)	6/7/18		2018	4	F	
2	2021	R Kinney, Grace (Ketchikan)	2/21/19		2019	3	F	
3	2021	R Merriman, Bob (Kennewick 1st)	6/7/18		2020	2	M	
4	2021	R Reckley, Eve (Northern Light)	6/7/18		2018	4	F	
4	0	4					1	3
								0

Males	35	55%
Females	29	45%
Total	64	
Ministers	32	50%
Ruling Elders	32	50%
Total	64	
Persons of Color	13	
Percentage	20%	



2021 MINISTRY PLAN

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2021 MINISTRY PLAN

2020 *rocked* us all. Every congregation and ministry is dealing with the COVID-19 pandemic at the same time. In 2020 we also rose. Those with adaptive spiritual leadership muscles rose to the challenge, made the shifts, and are now leaning into a longer-term adapting ministry. Compounding the pandemic is our greater awareness and action regarding racial injustice and working toward equity, and living faithfully in a divisive political season.

The spiritual, emotional, and psychological toll of dealing with them along with economic dislocation for many of our members and friends and an aggressive season of climate-affected wildfires have made this one of the most challenging years in memory. What now? How will God lead us? Is it too bold to ask what if 2020 is the year we have been waiting for to make the changes we know need to happen. What if now is the time to give up the tired assumptions of who we thought we were, and become who God is shouting at us to become? What if?

NWC Presbytery is making made significant shifts that inform this 2021 budget and plan:

- The **Vital Congregations** Initiative will shift from an initiative to saturating NWC Presbytery's perspective on vital, healthy congregations and ministries. In addition to being a focused initiative and "process" it will become more of a "perspective"—a way of living—for our staff, commissions, congregations, and ministries.
- Our **Multicultural Integration** focus will rise to address systemic racism, racial equity and privilege. A new task force is being formed to help us all live out that dimension of God's call.
- **New Expressions of Christ's Church** will continue to sprout, grow and develop. We expect more will be born in the coming year and current ones will take next steps. It's just like God to bring new life out of crises.
- NWC Presbytery will shift to embrace becoming a virtual presbytery with temporary physical manifestations. We call it **Presbytery 3.0**. Presbytery 1.0 was when we used to be 3 presbyteries and most of our "ministry" was engaged in person with phone, email, and occasional teleconference (2012 and prior). Presbytery 2.0 began roughly in 2012 when we embraced doing so much of our ministry in a "hybrid" way (some in person and some via videoconference). Presbytery 3.0 began in March 2020 and embraces the gifts of virtual communication and collaboration for all NWC ministry. AND we will add in-person engagement when it is safe to do so. Maximizing each medium of engagement for its' greatest strengths.

Each of these areas along with our other key ministry priorities: Village and Small Church Ministries, Mission in and Beyond NWC Presbytery, & Healthy Governance and Integrity are addressed in this narrative.

2 | 2021
MINISTRY PLAN & BUDGET

But first, here is our overall proposed 2021 Expense Budget. The line-item budget is also provided in the October 16 leadership summit papers at northwestcoast.org/leadershipsummit.

2021 NWC EXPENSE BUDGET = \$944,673

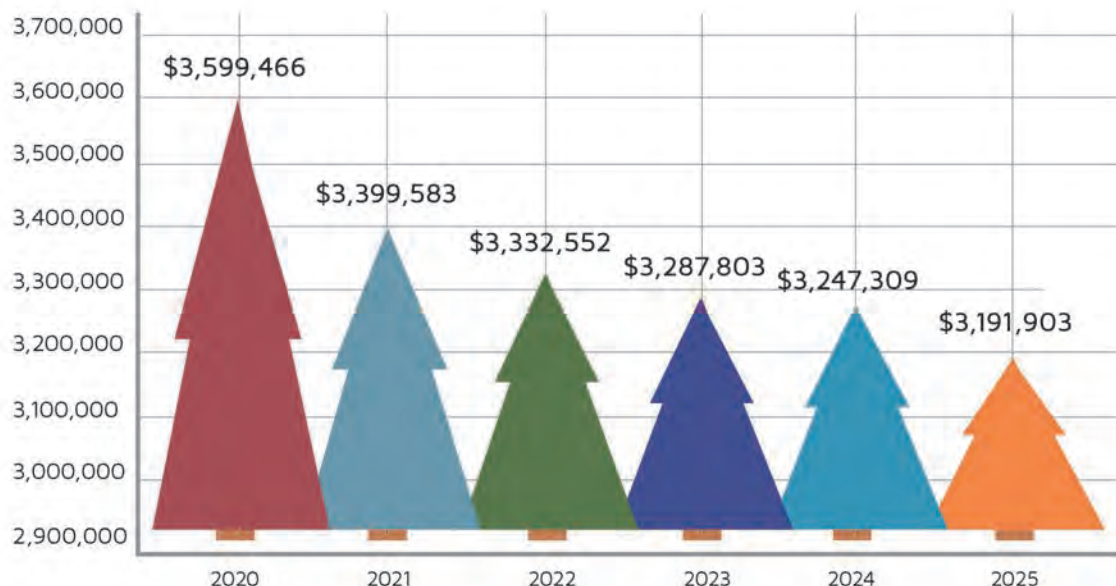
INCOME ANTICIPATED= \$744,791

BUDGETED DEFICIT= -\$199,883*

*(Deficit will be covered by ample unrestricted net assets.)



FORECASTED USEABLE NET ASSETS 2020-2025



Vital Congregations: From Initiative To Perspective In 2021

In 2019-20, Rev. Amy Delaney recruited and coordinated a group of 16 congregations to engage in a 2-year Vital Congregations initiative. Sadly Rev. Delaney will be leaving Edmonds PC in January, and NWC Presbytery at the end of 2020. We are so grateful for her pastoral, persistent, and insightful leadership on our staff! Thank you Amy! For 2021 we will call another person to serve as a part-time Vital Congregations coordinator to continue this initiative and invite more congregations to be involved in the 2-year process.



In 2021 we will extend and deepen this emphasis from a 2-year process for committed and commissioned congregations to a perspective that saturates all our ministries. The Seven Marks are a faithful, scripturally sound, evidence-based set of qualities that will guide how we see vital ministry.

Our COM, CPM, Exec Board, Nominating Committee, and staff will all be trained in these Seven Marks. COM Liaisons and anyone collaborating with our congregations and ministries will embrace and use the language and perspective of the Seven Marks as guides to healthy ministry. We hope that within five years every congregation and ministry will know the Seven Marks and will appreciate how they are uniquely gifted in particular marks. And with this understanding, each congregation will be encouraged to prayerfully and adaptively grow more vital in one or more of these marks.

LEARN MORE AT:

northwestcoast.org/nwc-vital-congregations



Vital Congregations facilitators (from left): Rev. Jinsuk Kim, CP
 Nettie Covalt, Rev. Amy Delaney, Rev. Gustavo Carvajal



4 | 2021 MINISTRY PLAN & BUDGET

VILLAGE AND RURAL CHURCH MINISTRIES

We are blessed with several “village and rural” congregations throughout all of our regions. We strive to support all of our villages as they engage in the ministry God calls them to. In 2021-23 we want to enter into a 3-year partnership with one of them—Mt. Baker PC in Concrete, WA—to help that congregation engage in broader community development. The partnership is to support CP Riley’s salary and benefits in a declining amount over 3 years after which NWCP’s support will end and CP Riley and MBPC will engage in fundraising to rise to meet the need.

Poverty is life in Concrete. Right now the Concrete School District is at 73% poverty rate as determined by the amount of kids who qualify for free/reduced lunches. The overall poverty rate for Concrete community is 37.3%. In this context MBPC is serving students and families in the Concrete schools, and people who are homeless and/or in recovery.

In 2019-20 MBPC built broad networks of care throughout Concrete and Skagit County. One example is the cold weather shelter the church championed in February 2020 in partnership with Skagit County and Welcome Home Skagit. This witness to Christ in the community is building faith in and around Concrete. Pictured below, CP Kevin Riley administered the sacrament of baptism with new members Shan and Brandon Boyd in September.



LEARN MORE about Mt. Baker’s ministry and NWCP’s support for it by reading the MBPC proposal approved by the COM and Executive Board to include in proposed 2021 budget on our website here: northwestcoast.org/mbpcproposal



Top row: Cold weather shelter at Mt. Baker Presbyterian Church; Second row: Lisa Janicki (Skagit County Commissioner, left) and Larry Paise (President of Welcome Home Skagit, right) pictured with CP Kevin Riley (center) on the day the cold weather shelter opened at Mt. Baker PC; 3rd row: CP Kevin Riley administered the sacrament of baptism with new members Shan and Brandon Boyd

New Expressions of Christ’s Church

Jazz Vespers at Lake Forest Park PC is a new expression that began in 2020 and we are supporting with a seed grant. And two New Expressions—**Spring Church** in Bellingham and **Fe Y Esperanza** in partnership with the Northwest WA of the ELCA—took next steps in 2020. We are supporting them with investment grants. We anticipate more new expressions in 2021 and new steps for our existing expressions.



LEARN MORE ABOUT:

- our new expressions at northwestcoast.org/newexpressions
- Jazz Vespers on Facebook at facebook.com/JazzVespersLFP
- Spring Church at springchurchbellingham.com
- Fe Y Esperanza by searching Facebook or googling “Fe Y Esperanza Everett”

Top row from left: Ash Wednesday at St. Joseph’s Hospital before COVID-19; During the toilet paper crisis in March, Spring Church friends rallied together to make sure our friends at the Lighthouse Mission had what they needed; Spring Church Easter Service. Our first Zoom worship service.

2nd row, from left: Fe y Esperanza Zoom Bible Study during COVID-19. Fe y Esperanza transferred their Bible study to Zoom and they initiated a Zoom worship service; Rev. Arhiana Shek Dill is in the middle upper screen; Fe y Esperanza tutored kids with volunteers from local congregations including Cascade View PC in person before COVID-19. Now they do it virtually.

3rd row, from left: Jazz Vespers before COVID-19. Bill Anshell, Jean Chaumont, Gail Pettis, Phil Sparks, Jazz Vespers “A Christmas Story,” December 8, 2019. Photo by David Walton; And after COVID-19. Top: Kelsey Mines, Lavon Hardisson. Bottom: Alex Dugdale, Jean Chaumont. Jazz Vespers “The Power of Story,”



Multicultural Integration and Equity *by Rev. Jinsuk Kim*



When one of us suffers, we all suffer. When one celebrates, we all celebrate. And this year following the killings of Ahmaud Arbery, Breonna Taylor and George Floyd and the acceleration of the Black Lives Matter movement so many of our congregations have reflected and learned about white privilege and systemic racism and that emphasis will continue in the coming years. NWC Presbytery is forming a Racial Equity, Justice and Privilege Task Force to learn deeply and make any recommendations for us to move justly and humbly into God’s vision for us and treating all people with equity!

NWC Presbytery is so blessed with great diversity consisting of Native (indigenous) Americans, African Americans, Korean Americans, Hispanic Americans, Pakistani Americans, European Americans and more.

Our Native-American Presbyterians have been rooted from long ago in our region many worshipping in a variety of congregations and especially in Southeast Alaska and the beginning of the world . . . Neah Bay. We are blessed to minister together with Campbell Farm and Mending Wings Ministries on the Yakama reservation. NWC Presbytery consists of 30% Korean-Americans worshipping at eight different churches. We support Iglesia Fe y Esperanza a new church expression in partnership with Cascade View Presbyterian Church in Everett and the ELCA Northwest Synod. And there is a robust Pakistani fellowship at Mountain View PC in Maryville. I also want to share the remarkable primary school (pre-k through 5th grade) called “UCiC” that the Community Church of Seattle founded to extend God’s mission to its neighbors. UCiC is now attended by more Indian-Americans than any other people of color.

God has called us to become one Church out of many (E Pluribus Unum). We know it’s not easy to find common ground. And we will use every means possible to translate, bring more representatives of color into presbytery leadership, share each others’ faith traditions and foods and grow into God’s beloved community one step at a time.

Please keep praying for our multi-Cultural ministry.

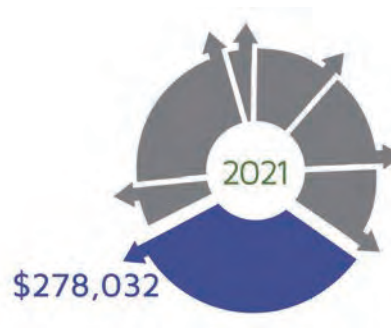
LEARN MORE:
northwestcoast.org/multicultural



Top row from left: Mending Winds celebrating COVID-19 graduation, 2020; Rev. Faith McClellan (far right) and Northern Light United friends before COVID-19; Bottom row: Seattle New Light, stay healthy

Mission in and Beyond NWC Presbytery

NWC Presbytery partners with several ministries in either a “covenant” or “endorsed” mission partnership to extend and deepen our mission to engage, equip and encourage congregations and their leaders! NWC congregations support them with prayer, people and financial gifts. A listing of all our partners and their designation is on page 8. Here is a story about one—Mending Wings Youth Ministry on the Yakama Reservation.



MENDING WINGS YAKAMA YOUTH MINISTRY

There is nothing more freeing as a Native follower of The Jesus Way than to follow, know and worship Creator through one’s own cultural expressions and worldview. Mending Wings exists to decolonize the Gospel and be who Creator made us to be—Yakama—as we follow the path of beauty we call The Jesus Way.

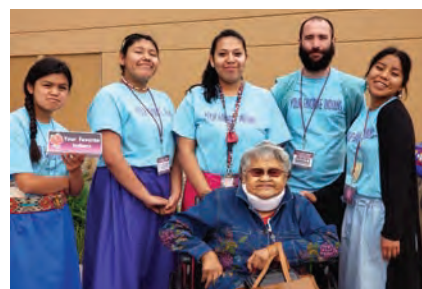
We empower Native American young people and families to walk together in wholeness and beauty; honor Creator through our cultures and lives; heal with the help of programs that facilitate wholeness; and share with others the life-changing hope we find as followers of The Jesus Way.

Our mission is accomplished through our empowering programs that include cultural revitalization and retention classes, youth group and “Dancing Our Prayers” to name a few.

Mending Wings became a non-profit, Native youth organization in 2006 as we individuated from, and closely partnered with, the Central Washington Presbytery. We became a covenant mission partner of the NWCP upon the merger between NWC and Central WA presbyteries in 2016-17.

We are so deeply thankful to the NWC Presbytery for their sincere commitment to the life and work of Creator through Mending Wings to our Yakama people. We hope to be a good partner to the Presbytery in return. We do not have a word in our language for “Thank you.” The closest we have would be Kw’aʔanúshamatash—We are happy.

LEARN MORE about our partners:
northwestcoast.org/partners



Top row: Yakama Language Bowl winners.
 Bottom row, from left: Dancing Our Prayers performing; Members of Dancing Our Prayers

8 | 2021
MINISTRY PLAN & BUDGET

Partners

Ministries of NWC and Covenant Mission Partners may receive a specified \$ amount and/or a % of mission gifts from congregations and individuals to NWC Presbytery that are distributed directly this partner.

ECCLESIASTICAL PARTNERS (WE BELONG TO EACH OTHER)

Presbyterian Mission Agency of the PC(USA) & all agencies of the PC(USA) presbyterianmission.org

NWC PRESBYTERY

2021 FINANCIAL COMMITMENT

Campbell Farms, thecampbellfarm.org \$16,000+5%

COVENANT MISSION PARTNERS

Eagle Wings disAbility Ministries, eaglewingsministries.org	20%
Mending Wings Yakama Youth Ministries, mendingwings.net and https://slamtrips.com/	\$13,000+5%
Renewal Ministries NW, renewalminnw.org	20%
Tall Timber Ranch, talltimber.org	30%
Tall Timber Camper Scholarships	10%
Underground Ministries, undergroundministries.org	10%
Whitworth University Office of Church Engagement whitworth.edu/cms/administration/church-engagement/	0%

ENDORSED MISSION PARTNERS

Endorsed Mission Partners receive 100% of financial gifts from congregations and individuals designated for that partner. No amounts are listed here because we do not predict who will designate gifts to these partners.

Collide: Run into Jesus, wecollide.net

Counseling Centers of North Puget Sound, samaritanncps.com

Community College Outreach, calvinpc.org/community-college-outreach

Jean Kim Foundation for Homeless Education, jeankimhome.com

The Garden Bellingham (formerly the INN), thegardenbellingham.com

Tierra Nueva, tierra-nueva.org

Trailseekers of Central Washington, trailseekerswa.org

Healthy Governance and Integrity



During COVID-19 we are enacting our governance virtually. We will take this virtual model of governance beyond COVID-19 with continued all virtual commission meetings and leadership summits. We will maximize our in-person engagement time when it's safe and responsible to do so. In 2019 we revised all our misconduct prevention policies and require each church to revise theirs by the end of 2020. We continue to require and offer Healthy Boundaries 101, 201, and 301 courses virtually.

Our governing commissions (Commission on Ministry (COM), Commission

on Preparation for Ministry (CPM), Executive Board (EB), Nominations (NOM)) continue to improve their faithfulness and effectiveness. Each shifted their onboarding and orientation for new and existing members to a virtual mode of engagement.

In 2020 our Fall Leadership Summit will be virtual and feature VERGE 3.0 equip.northwestcoast.org on October 17 2020 with speakers who will be addressing the key issues we are all dealing with: Pandemic, racial equity, divisive politics, and spiritual leadership in changing times.

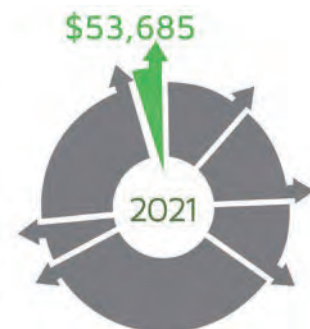
In addition to congregations revising their misconduct prevention and safe church policies we offer an updated Paid Family and Medical Leave Policy for all pastors/commissioned pastors and NWC Presbytery Staff in compliance with WA State law (northwestcoast.org/familyleave). A new property maintenance checklist for all ministries to adapt for their own buildings is available at northwestcoast.org/propertymaintenance.

Policies are available at northwestcoast.org/policies.

In 2021 we will continue to advance and improve healthy self-governance and integrity.

Presbytery 3.0

COVID-19 has accelerated NWCP becoming a virtual/digital presbytery with temporary physical incarnations! Our most significant mode of connecting and engaging our ministry has become digital. COVID-19 and beyond provides us the opportunity to embrace the next evolution of NWC Presbytery! We are moving out of our office in Everett by the end of 2020. 2021 will be our first full year with staff officing at home or other locations (churches, coffee shops, etc.). We are so grateful to Cascade View PC for leasing our office to us since 1990.



MORE 3.0 ADVANCEMENTS IN 2021:

- a. **Current website update.** northwestcoast.org
- b. **New website—equip.** equip.northwestcoast.org—for all our educational or equipping content. And launch a cloud-based, online learning management system (LMS) on equip.northwestcoast.org for equipping elders, deacons, members and pastoral leaders.
- c. **NWCP smartphone app** so every NWC Presbyterian and friends can have access to NWC Presbytery wherever they are.
- d. **Launching NWC Podcast** with producer EJ Lee.
- e. **Records:** Stated Clerk Rev. Dean Strong and Jenine Taylor are scanning all our print records that we need to keep from CWP, Alaska Pby, and North Puget Sound and storing them for access and sending many to Presbyterian Historical Society.

**Presbytery of the Northwest Coast
2021 Operating Budget, 2022-2025 Pro Forma**

Approved by the Presbytery 10/16/2020

BUDGET SUMMARY

	Schedules	12/31/2019	Approved 2020	Covid-19 2020 Rev.	2021	2022	2023	2024	2025
Income									
Unrestricted	(1)	456,149	434,965	457,765	480,732	469,165	458,285	448,076	438,522
Designated Income (CBG)		147,544	40,400	-	-	-	-	-	-
Restricted Funds	(2)	278,279	340,340	171,413	264,058	254,821	260,614	261,438	262,296
Real Property Values	(a)		1,050,000	1,050,000					
Endowment Principle Value Gain (loss)		-	-	-	-	-	-	-	-
Total Income		881,973	1,865,705	1,679,178	744,791	723,986	718,898	709,514	700,818
Expenses									
Vital Congregations: Renewal Village & Small Church Ministires	(3)	115,118	106,200	90,868	15,850	-	-	-	-
Multi-Cultural Integration	(4)	80,938	85,691	74,891	64,706	57,457	58,402	59,367	60,351
New Expressions of the Church	(7)	123,710	40,000	2,500	84,000	50,000	52,000	50,000	52,000
Mission In & Beyond NWCP	(8)	286,313	377,900	220,588	219,000	190,000	190,000	190,000	190,000
Governance & Management	(9)	156,457	117,215	83,765	94,367	92,252	82,742	80,332	78,019
Office Expenses	(10)	82,086	57,289	44,827	30,120	30,603	31,095	31,597	32,108
Presbytery 3.0					30,000				
Operating Staff Expenses	(11)	345,193	331,412	305,912	306,729	295,706	299,912	304,847	309,881
Real Estate & Property Management		114,198	100,000	140,000	20,000	10,000	10,000	10,000	10,000
Church Asst: Per capita, loans, grants		-	-	300,000	-	-	-	-	-
Total Expenses		1,304,011	1,215,707	1,263,351	944,673	791,017	763,648	750,008	756,224
Change in Net Assets (Net Income - Loss)		(422,038)	649,997	415,828	(199,883)	(67,031)	(44,749)	(40,494)	(55,406)
Net Assets 9/14/2020				4,595,030					
Less: Endowment				829,064					
Less Anticipated Grants & Writeoffs				166,500					
USABLE Net Assets, Dec 31, 2020				3,599,466	3,399,583	3,332,552	3,287,803	3,247,309	3,191,903
Total Change in Net Assets 2019-2024				(407,563)					

(a) Values not previously booked or sales; Sitka \$250K, Trinity \$400k, Everson \$200k, Campbell Farm \$200k.

Overhead Funding & Expenses

	2020	2020 Rev.	2021	2022	2023	2024	2025
Presbytery Per Capita (Traditionally funds overhead)	296,334	296,334	286,821	275,348	264,334	253,761	243,610
Less: Management & Support Services							
Presbytery Meetings & Commissions	40,700	10,250	29,000	22,500	22,500	22,500	22,500
Office Expenses	57,289	44,827	30,120	30,603	31,095	31,597	32,108
Presbytery Staff							
Executive (Salary, Taxes, Benefits, Travel)	160,745	158,087	167,617	162,181	165,205	168,289	171,435
EAP for Korean Ministries	74,391	74,391	51,706	49,957	50,902	51,867	52,851
Stated Clerk/Budget Manager	81,738	78,488	54,280	54,341	55,422	56,526	57,651
Admin	52,931	51,681	54,832	55,551	56,284	57,032	57,795
Bookkeeping	26,000	26,000	27,500	27,500	27,500	27,500	27,500
Web, Tech (EJ Lee)	10,000						
Alaska Coordinator	18,200	13,200	8,865	13,865	13,865	13,865	13,865
CP Coordinator	12,000	12,000	7,500	7,500	-	-	-
Vital Congregations	18,000	18,000	6,000	-	-	-	-
Total Management & Support Services	551,993	486,923	437,420	423,997	422,773	429,175	435,705
Gain/(Loss)	(255,659)	(190,588)	(150,599)	(148,649)	(158,439)	(175,414)	(192,095)

INCOME SUBSCHEDULES

Schedule 1 - Unrestricted Income

	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
Membership (a)	7,702	7,317	7,317	7,082	6,799	6,527	6,266	6,015
Per Capita Assessment	\$ 40.00	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50	\$ 40.50
Presbytery Per Capita	308,080	296,334	296,334	286,821	275,348	264,334	253,761	243,610
Synod Per Capita (\$.25)	3,851	1,829	1,829	1,771	1,700	1,632	1,566	1,504
GA Per Capita 2021-22 \$8.98	56,148	65,486	65,486	63,596	61,053	58,610	56,266	54,015
5000-10 Per Capita Income	369,542	363,650	363,650	352,188	338,100	324,576	311,593	299,130
5000-30 Fees, Registrations, Books, Etc (b)	15,963	6,000	6,000	6,000	6,000	6,000	6,000	6,000
5000-40 Interest Income (Bank, MDC, New Covenant) (c)	14,732	24,400	9,500	30,000	30,000	30,000	30,000	30,000
5000-40 Interest & Earnings (Schwaub @ 5%)			20,000	48,974	51,423	53,994	56,694	59,529
5000-65 Tidelands Contributions/Lease (d)	9,515.28	9,515	9,515	-	-	-	-	-
5000-70 Rent Received (e)	31,200	26,400	45,600	40,000	40,000	40,000	40,000	40,000
5000-80 Miscellaneous Income	8,196	5,000	3,500	3,570	3,641	3,714	3,789	3,864
5000-85 Shared Staffing	7,001	-	-	-	-	-	-	-
Total Unrestricted, Income	456,149	434,965	457,765	480,732	469,165	458,285	448,076	438,522

notes:

- (a) 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

	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
5210-10 Permanently Restricted Income from Foundation (4%)								
Alaska Mission	1,568		1,332	1,386	1,441	1,499	1,559	1,621
Allington	2,754		2,341	2,434	2,532	2,633	2,738	2,848
Bakken (mission churches, PFxxx5580)	228		194	201	209	218	227	236
Demmert (Native Americans SE Alaska, PF 5691)	246		209	217	226	235	244	254
Fawcett (leadership seminar, PFxxx2890)	1,670		1,420	1,477	1,536	1,597	1,661	1,728
Jackman (lay pastoral leadership, PF2126)	710		603	627	652	678	706	734
Lesch	103.36		88	91	95	99	103	107
Mathes (Seminary Interns), PFxxx1744)	6,798		5,778	6,009	6,250	6,500	6,760	7,030
Merchant (Small Churches & NCD, PFxxx0675)	7,483		6,361	6,615	6,880	7,155	7,441	7,739
Pisgah	103		87	91	95	98	102	106
Sub-total Permanently Restricted Income from Foundati	21,662	20,340	18,325	19,058	19,821	20,614	21,438	22,296
5250-00 Restricted Grants								
Elective Gifts from Congregations for NWC Ministries (b)		5,000	-	10,000	15,000	20,000	20,000	20,000
Foundations/Corporations/PCUSA Grants (d)	52,500	50,000	-	40,000	25,000	25,000	25,000	25,000
Internship Contributions from churches	-	-	-	-	-	-	-	-
Whitworth Contributions for Internships	-	5,000	-	5,000	5,000	5,000	5,000	5,000
Sub-total Total Restricted Grants	52,500	60,000	-	55,000	45,000	50,000	50,000	50,000
5300-00 GA Mission-Offerings (pass throughs)	113,666	150,000	85,250	120,000	120,000	120,000	120,000	120,000
5400-00 Presbytery Mission (pass throughs)	90,451	110,000	67,838	70,000	70,000	70,000	70,000	70,000
Total 5200-00 Restricted Income	278,279	340,340	171,413	264,058	254,821	260,614	261,438	262,296

Notes:

- (a) Every other year Ministry Initiative Campaign from individuals
- (b) A new opportunity for congregational giving.
- (c) Expected income from Cyclical fundraising. We are designing Cyclical to become a ministry that contributes to its own financial support over time.
- (d) PC (USA) grants for new church expression startups

EXPENSE SUBSCHEDULES

Schedule 3 - Vital Congregations & Renewal

	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
6000-05 Studio E3 Catalyst/"Vital Cong Coordinator" in 2021	15,951	18,000	18,000	6,000	-	-	-	-
6000-10 Congregational Resources	21,220	19,000	3,548	9,850	-	-	-	-
Sub-total	37,171	37,000	21,548	15,850	-	-	-	-

Schedule 4 Village & Small Church Ministries

6100-05 Pastoral Associate (CP Program only)	17,761	12,000	12,000	7,500	7,500	-	-	-
6100-30 CP Recruitment & Formation	-	5,000	120	1,500	500	-	-	-
Sub-total	17,761	17,000	12,120	9,000	8,000	-	-	-
Capital Improvements to church buildings	40,734	10,000	-	-	-	-	-	-
6100-05 Salary Support								
Clallam Bay (c)	5,000	6,000	6,000	-	-	-	-	-
Mettlakatla	3,000	-	20,000	-	-	-	-	-

Mt. Baker (Concrete)	(a)	11,452	12,000	12,000	47,036	33,134	15,632	-	-
Other Churches		-	6,000	6,000	15,000	10,000	10,000	10,000	10,000
Sub-total 6100-05 Salary Support		19,452	24,000	44,000	62,036	43,134	25,632	10,000	10,000
6100-25 Alaska Cluster Meetings			5,000	-	-	5,000	5,000	5,000	5,000
Alaska Coordinator & Expenses		265	13,200	13,200	8,865	8,865	8,865	8,865	8,865
Sub-total			18,200	13,200	8,865	13,865	13,865	13,865	13,865
Total Village & Small Church Ministries		115,118	106,200	90,868	79,901	64,999	39,497	23,865	23,865

(a) MBPC Support is inserted from MBPC 2020 Proposal approved by the Board 9/16/20
 (c) \$1,041.67/mo 2/1/2018-1/31/2019, \$729.17/mo 2/1/2019-1/31/2020, \$416.67/mo 2/1/2020-1/31/2021.

Schedule 5 - Multicultural Integration 6200-00	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
AEP for Korean Ministry (.5 FTE 2021) 6200-06	48,926	50,100	50,100	33,834	34,511	35,201	35,905	36,623
BOP Benefits 6200-07	18,103	18,287	18,287	12,519	12,769	13,024	13,285	13,551
Payroll Taxes 6200-08	592	2,004	2,004	1,353	677	677	677	677
Riembursable Prof Exp.(Inc. Big Tent, NCKPC)	5,412	3,000	3,000	3,000	1,500	1,500	1,500	1,500
Continuing Education 6200-10 (Big Tent & NCKPC)	157	1,000	1,000	1,000	500	500	500	500
Intepretation & Translation 6200-05	64	2,000	500	1,000	500	500	500	500
Fellowship & Community 6200-20	7,684	9,300	-	7,000	7,000	7,000	7,000	7,000
Racial Equity, Justice & Privilege TF	-	-	-	5,000	-	-	-	-
Total Multicultural Inclusion and Integration	80,938	85,691	74,891	64,706	57,457	58,402	59,367	60,351

Schedule 6 -New Expressions of Church	2019	2020	2020	2021	2022	2023	2024	2025
New Church Expressions (NCE) Grants	96,200			80,000	50,000	50,000	50,000	50,000
Leader Assessments 6200-65	-			4,000		2,000		2,000
Staff & Ops for (Cyclical Catalyst) 6200-75	27,510	40,000	2,500	-	-	-	-	-
Total New Church Expressions	123,710	40,000	2,500	84,000	50,000	52,000	50,000	52,000

Schedule 7 - Mission In & Beyond NWCP	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
GA Mission & Offerings, 6300-01 (Pass-Through)	(a) 113,666	150,000	85,250	120,000	120,000	120,000	120,000	120,000
Presbytery Mission 6400-00 (Pass-Throughs)	55,350	110,000	67,838	70,000	70,000	70,000	70,000	70,000
<i>Eagle Wings (20%), Mending Wings (5%), Renewal Ministries NW (20%), Tall Timber (30%), TT Scholarships (10%), Underground Ministries (10%)</i>								
Community Blessing Grants, 6500-15	35,296	40,400	-	-	-	-	-	-
Grants to Mission Partners (6700-05)								
Campbell Farm		23,000	23,000	16,000	-			
Mending Wings Yakama Youth Ministry		14,500	14,500	13,000	-			
Underground Ministries		30,000	30,000	-	-	-	-	-
Ministry Internship Stipends		10,000	-	-	-	-	-	-
Sub-Total Direct Grants to Mission Partners (6700-05)	(b) 82,000	77,500	67,500	29,000	-	-	-	-
Total Mission In & Beyond NWCP	286,313	377,900	220,588	219,000	190,000	190,000	190,000	190,000

(a) Special Offerings, unified and designated giving to PCUSA ministries, etc.
 (b) These grants to mission partners will conclude after 2022. In the 2023 projection you will see \$0 in this section.

Schedule 9 - Governance & Congregational Su	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
GA Per Capita Expense, 70000-02	66,239	65,486	65,486	63,596	61,053	58,610	56,266	54,015
Synod Per capita expense, 7000-03	3,701	1,829	1,829	1,771	1,700	1,632	1,566	1,504
Written Off Per capita	11,645							
GA and OGA Events, 7000-05	(a)	5,000	2,000	-				
Triennium	(b) 7,968	-	-	-	7,000	-	-	-
Sub-total	89,553	72,315	69,315	65,367	69,752	60,242	57,832	55,519
Presbytery Leadership Summit								
Supplies & Food, 7000-20	8,379	500	700	500	500	500	500	500
Travel - Airfare 7000-23	(c) 10,673	7,500	50		7,500	7,500	7,500	7,500
Lodging, 7000-24	(d) 8,596	3,500	-		3,500	3,500	3,500	3,500
Speakers & Verge Expenses, 7000-25	3,765	5,000	-	5,000	1,000	1,000	1,000	1,000
Sub-total	31,413	16,500	750	5,500	12,500	12,500	12,500	12,500
Executive Board & Subcommittees, 7000-30	* 4,462.65	5,000	500	2,000	1,000	1,000	1,000	1,000
Administrative Commissions, 7000-35	588	500	500	500	500	500	500	500
Commission on Ministry (COM) 7000-40	* (e) 13,323	15,000	5,000	17,500	5,000	5,000	5,000	5,000
Commission on Prep for Ministry (CPM), 7000-50	* 5,866	3,000	3,000	3,000	3,000	3,000	3,000	3,000
Nom, COR, PJC, IC	-	700	500	500	500	500	500	500
Interest on Stanwood Loan	4,065.99	4,200	4,200	-	-	-	-	-
Grants to Churches	7,185	-	-	-	-	-	-	-
Total Governance and Congregational Support	156,457	117,215	83,765	94,367	92,252	82,742	80,332	78,019

Notes:

- (a) Staff to GA, Moderator's Conference, etc.
 - (b) Includes airfares and registrations fees that were reimbursed. Future years are presbytery's one third share.
 - (c) 2019 inc. Juneau mtg. Future:10 AK airfare @ \$475 three times a year
 - (d) Lodging YTD costs + 40 nghts @ \$125.
 - (e) COM plans to host "Non-Profit Leadership for Pastors" 6 month online course = \$10,000 & support for Pastor Spiritual Direction groups = \$2500.00
- *Travel included

Schedule 10 - Office Expenses

	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
7100-16 Bank Charges	242	371	371	379	386	394	402	410
7100-18 Bldg Maint & Repair		1,020		-	-	-	-	-
7100-20 Books & Resources (formerly reimbursables)	4,697	4,776	2,340	2,387	2,435	2,483	2,533	2,584
7100-24 Copier Lease	4,619	6,898	6,898	7,036	7,177	7,320	7,467	7,616
7100-26 Equipment Purchase	1,374	3,500	-	-	-	-	-	-
7100-28 Hospitality/Cleaning	3,295	1,561	582	-	-	-	-	-
7100-30 Insurance	4,789	4,457	4,457	4,547	4,637	4,730	4,825	4,921
7100-34 Legal Fees	25,210	1,061	1,500	1,530	1,561	1,592	1,624	1,656
7100-36 Supplies	1,178	1,561	800	816	832	849	866	883
7100-38 Postage	962	780	780	796	812	828	845	862
7100-43 Propose Office Move	2,500							
7100-40 Financial Review	89	3,000	3,000	3,060	3,121	3,184	3,247	3,312
7100-44 Reimbursables	3,689		3,500	3,570	3,641	3,714	3,789	3,864
7100-46 Rent	11,862	12,100	12,100	-	-	-	-	-
Tech, Software, IT	13,008	13,963	5,957	6,000	6,000	6,000	6,000	6,000
7100-52 Fees & Taxes	1,480	-	-	-	-	-	-	-
7100-54 Utilities	3,092	2,242	2,540	-	-	-	-	-
Total Office Expenses	82,086	57,289	44,827	30,120	30,603	31,095	31,597	32,108

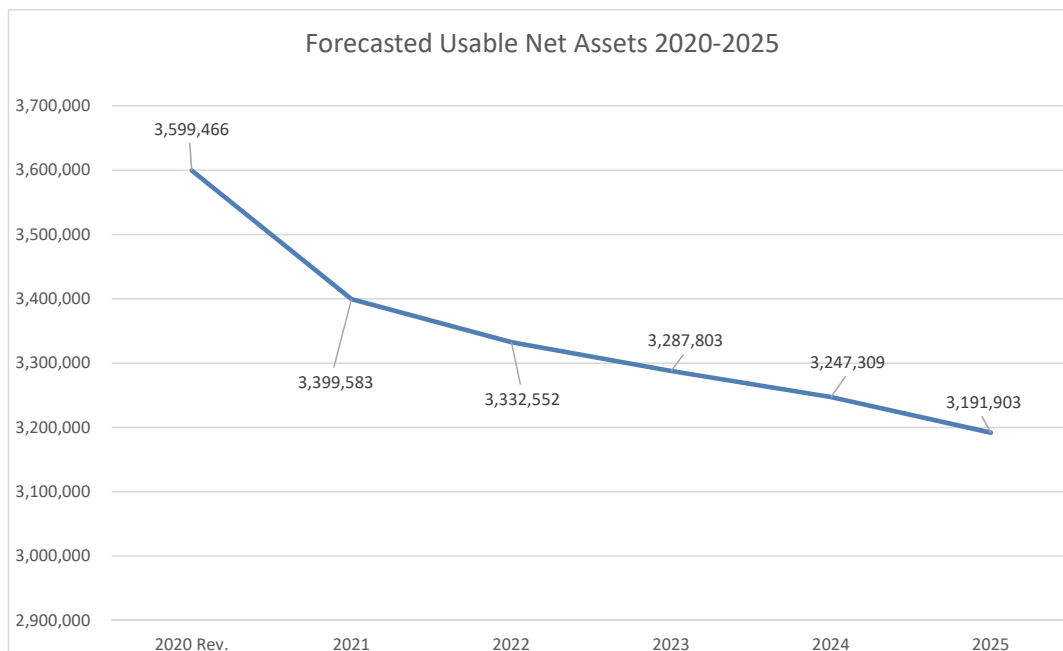
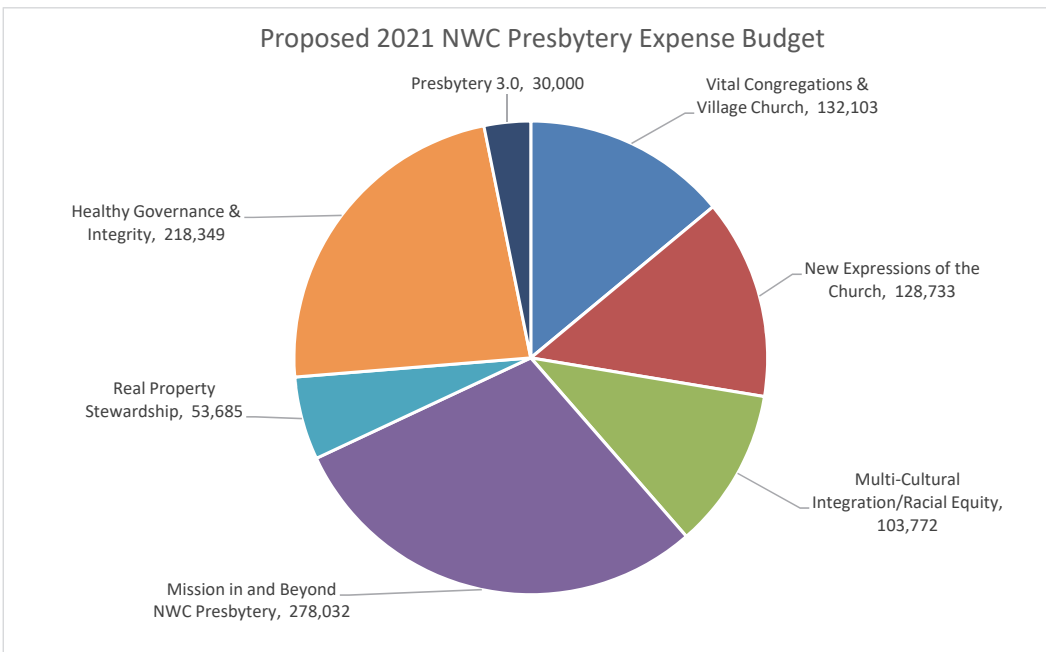
Schedule 11 Operating Staff Expenses

	2019	2020	2020 Rev.	2021	2022	2023	2024	2025
7200-02 Operating Salaries	204,628	200,607	200,607	178,730	182,305	185,951	189,670	193,463
7200-03 Employee Benefits	74,340	64,400	64,400	66,597	67,556	68,535	69,533	70,551
7200-08 Payroll Taxes	13,772	10,905	10,905	10,502	11,345	10,926	11,144	11,367
7200-20 Continuing Education/Books	7,716	3,500	2,000	10,400	1,000	1,000	1,000	1,000
7200-46 Financial Services (Bookkeeping)	29,175	26,000	26,000	27,500	27,500	27,500	27,500	27,500
7200-48 Admin Services Contractor (E.J. Lee)	3,403	10,000	1,000	2,500	1,000	1,000	1,000	1,000
7200-32 Staff Travel & Business Expenses	12,159	16,000	1,000	10,500	5,000	5,000	5,000	5,000
Total Operating Staff	345,193	331,412	305,912	306,729	295,706	299,912	304,847	309,881

	(c)	2,019	2020	2020 Rev.	2021	2022	2023	2024	2025
Staff									
Executive Presbyter Salary (1 FTE Exempt)		103,153	105,216	105,216	106,584	108,716	110,890	113,108	115,370
Benefits		42,516	32,980	32,980	33,639	34,312	34,998	35,698	36,412
Payroll Taxes (7.5%)			8,049	7,891	7,994	8,154	8,317	8,483	8,653
Business Expenses		9,711	12,500	10,000	10,000	10,000	10,000	10,000	10,000
Continuing Ed.(inc. coaching)	(a)	7,696	2,000	2,000	9,400	1,000	1,000	1,000	1,000
Total Executive Presbyter		163,076	160,745	158,087	167,617	162,181	165,205	168,289	171,435
(a) 2021 inc. \$8,400 for sabbatical approved by EB 9/26/19									
Stated Clerk/Budget Director (.75 to .50 FTE)	(d)	61,089	57,317	57,317	38,708.08	39,482	40,272	41,077	41,899
Benefits (BOP 37% '21)		22,581	20,921	20,921	14,322	14,608	14,901	15,199	15,503
Reimbursable Expenses		221	2,000	250	250	250	250	250	250
Continuing Ed		20	1,500	-	1,000	-	-	-	-
Total Stated Clerk		83,911	81,738	78,488	54,280	54,341	55,422	56,526	57,651
Admin Assistant/Presbytery Connector (.75 FTE)		32,386	38,075	38,075	33,438	34,107	34,789	35,485	36,194
Benefits (30%)		9,243	10,500	10,500	18,636	18,636	18,636	18,636	18,636
Payroll Taxes (7.5%)			2,856	2,856	2,508	2,558	2,609	2,661	2,715
Business Expenses		202	1,500	250	250	250	250	250	250
Total Admin Assistant		41,831	52,931	51,681	54,832	55,551	56,284	57,032	57,795
Alaska Coordinator		8,000	See above S	See above S	See above S	See above S	See above S	See above S	See above S
Business Expenses		2,025							
Total Alaska Coordinator		10,025							
Total Staff		298,843	295,413	288,256	276,729	272,073	276,912	281,847	286,881

Resource Distribution, Expense Allocations, Forecasted Net Assets

Narrative Budget Categories	From	Staff &				Other		Total	% of Whole
	Line-Item	Resources	Corey	Dean	Jenine	Staff	Office		
Vital Congregations & Village Church	95,751	36,351.76	15%	5%	10%	0%	10%	132,103	14.0%
New Expressions of the Church	84,000	44,732.60	20%	5%	10%	0%	10%	128,733	13.6%
Multi-Cultural Integration/Racial Equity	64,706	39,065.76	15%	10%	10%	0%	10%	103,772	11.0%
Mission in and Beyond NWC Presbytery	219,000	59,032.16	15%	10%	30%	30%	10%	278,032	29.4%
Real Property Stewardship	20,000	33,684.91	10%	10%	10%	10%	10%	53,685	5.7%
Healthy Governance & Integrity	94,367	123,981.96	25%	60%	30%	60%	50%	218,349	23.1%
Presbytery 3.0	30,000	-	0%	0%	0%	0%	0%	30,000	3.2%
	577,824	336,849	100%	100%	100%	100%	100%	944,673	



Executive Board Digest
Compiled by the Stated Clerk

It was a busy late spring and summer for the Executive Board dominated by the presbytery's response to COVID-19 and a season of civic unrest. Here is a digest of the Board's activities compiled from the minutes. Since the Board is a commission of the presbytery, and often acts on behalf of the presbytery, elders are encouraged to review the full minutes of the Board which are posted on the presbytery website after each of its meetings. All policies and documents approved during meetings are attached to the minutes.

Covid 19. The Board has supported and revised as needed, Covid-19 safety protocols and guidelines developed by the Executive Presbyter. 42 churches have received Covid-19 related grants for technology or "beyond Covid" projects, see the financial report on page 10.

In addition to early pandemic technology grants.

Task Force on Racial Equity and Privilege. The Board formed, but has yet to name, a task force to be comprised of ministers, ruling elders and members who represent the racial identities within the presbytery;

To study, learn, and unlearn the key dimensions and challenges facing us in relation to racial equity and privilege, becoming a learning community who can model respectful, engaged learning and unlearning while making mistakes, forgiving one another, and trying again;

To publicize and share resources with NWC Presbytery;

To provide learning and unlearning opportunities for NWC Presbyterians;

To recommend changes to the presbytery's policies, practices, and organizational culture to move toward God's vision of equity and justice."

Bellingham New Worshiping Community/Spring Church. The new worshiping community, served by Rev. Matt McCoy, has taken the name of "Spring Church." The Board awarded the church a \$25,000 New Church Expressions grant and it has applied for a matching \$25,000 PCUSA New Worshiping Community grant.

Lake Forest Park PC Jazz Vespers Seed Grant. The Board approved "a \$7,500 Seed Grant for a season of experimentation with the Jazz Vespers new church expression at Lake Forest Park PC" and endorsed an application to the PC(USA) 1001 New Worshiping Communities program for a matching \$7,500 grant.

Mount Baker PC Support. The session and Commission Pastor has developed a program, with input and support from both COM and the Board, to raise funds outside the church and the presbytery so that CP Kevin Riley can increase his service to both the church and the community (with equal emphasis on each) to full time. The proposed presbytery budget includes annually declining funding for three years.

North Creek Support (see also COM report). A conflict developed over the past 18 months between the former pastor Rev. David Casson and several session members. A leadership feedback process was implemented, and upon presentation of the results to the session, the pastor decided he could not continue; the call was dissolved in June by COM with the concurrence of the congregation. Associate Pastor Rev. Kurt Helmcke remained, with increased responsibilities, while the session and COM developed a pastoral transition plan. It is unlikely that the church can support two full time pastors after this transition. Seven months of continuing salary and benefits for the former pastor were approved by the congregation and

COM upon dissolution. Loss of membership and coinciding revenue over the past few months, with the additional budget strain of Covid-19, has created financial stress with paying the former pastor's full salary, the associate pastor an increased salary due to additional responsibilities, and a part-time temporary pastor who is skilled in navigating difficult transitions. At the request of COM, the Board approved up to \$32,000 of unrestricted funds to be allocated to support the transitional staffing plan through the end 2020.

Presbytery Staff Family & Medical Leave Policy. On June 4th the COM approved the document *Paid Family Medical Leave*, as updated to include state requirements, for ministers of the Word and sacrament and commissioned pastors. The Board approved the document for presbytery staff as well.

Y Fe Esperanza Investment Grant. Iglesia Luterana Fe y Esperanza is a new worshipping community sponsored jointly by Cascade View Presbyterian Church, the ELCA Synod of Northwest WA and the presbytery. Having received a prior PCUSA Seed Grant, they are now applying for a PCUSA New Worshipping Communities Investment Grant. The Board awarded a \$25,000 grant to the community and endorsed the application for a matching \$25,000 grant from the Presbyterian Mission Agency.

Quilcene First Community Blessing Grant. An application to the recently discontinued Community Blessing Grant Program was received from Quilcene First for the Quilcene & Brinnon Weekend Nutrition Program, which provides breakfast and lunch on weekends to students who receive those meals from the school districts on weekdays. After review of the application and discussion, the Board awarded a \$2,500 grant for the program from unrestricted funds.

United PC of Seattle Per Capita Forgiveness. United of Seattle continues to suffer from a 2016–2017 conflict during which they did not remit per capita. Payments since then are current, including 2020. Presbytery staff have been working closely with the session and its financial team. At the request of the session, the Board voted to forgive past due per capita assessments from 2016 in the amount of \$29,066.50 and 2017 in the amount of \$26,301.00.

Personnel. Reviews of all staff were completed, and the Board conducted its own review for officers elected directly by the presbytery: Executives & Stated Clerk.

Property Management. A property maintenance checklist was adapted from New York City Presbytery, then adopted, and will be distributed to congregations to foster good stewardship of church property.

Maya Schlosser-Hall

Young Adult Advisory Delegate
224th General Assembly 2020

Being a Young Adult Advisory Delegate in 2020 brought on new and different responsibilities for fellow young adults. Although we couldn't be together physically, the YAADs nevertheless thrived under the long zoom calls and pressures to postpone legislation to the next meeting. We anticipate that the next General Assembly (2022) will reassemble in-person.

Prior to this experience, I would have said I knew a fair amount about the PCUSA's values. However, those three days of virtual engagement changed all that. We dove in deep to understand what issues we must confront and what we must ponder until the next assembly. During this process, we witnessed and participated in the beauty of democracy. #TrustBlackWoman filled the zoom screen in support of those whose voices have yet to be heard. A demonstration that we see all around us today, carrying on the legacy of justice for those without a voice.

Reverend Dr. J. Herbert Nelson will continue to thrive as Stated Clerk and his fan club will live on in the YAAD 2020 group chats. Along with the #TrustBlackWomen hashtag that will be remembered for years to come.

Being a YAAD gave me an experience that hopefully won't be repeated, but was unique in a way that impacted me and all the YAADs. Fueled by the injustices that continue to surround us, I am hopeful and confident that the new generation of PCUSA leadership will continue to advocate for and expand the diversity of the Presbyterian Church USA.

