

PERSONNEL COMMITTEE REPORT
January 30, 2010

In light of the tight economic times, it is incumbent upon the Personnel Committee to report to the Presbytery of Western North Carolina that the recommendations they are making takes into consideration both the economic situation for churches, the presbytery and its staff

In 2009, many of our churches were looking at reduced income. They were unable to support both their ministries and PWNC as they have in the past. Several of our pastors in the Presbytery took reduction in their salaries, so we also tightened PWNC's personnel budget.

In 2009, the Reverends Bobbi White and James Aydelotte, General Presbyter and Stated Clerk respectively, volunteered to take a 10% to 12% reduction in salary for 2009, over the objection of the Personnel Committee. Other staff were not granted cost of living increases, despite the fact that most received no cost of living increase for 2008. This decision was initiated by Bobbi White and reluctantly accepted by the Personnel Committee.

In 2010, the economic condition is still poor. However, because program staff received no cost of living increase for two years, the Personnel Committee recommended a 1.5% cost of living increase for staff. At the initiation of the Administrative Staff, the Coordinating Council agreed to give them additional days off in lieu of a cost of living increase. The Administrative Staff offered this to Council after the Personnel Committee had met, since they are also concerned with the tight budget. Three of the administrative staff, who also support program committees, have almost 50 years of combined service to this presbytery. The General Presbyter is receiving no increase or reinstatement of salary at her request in solidarity with some of the pastors in this presbytery.

Since the beginning of 2009, the Personnel Budget has also decreased because the staffing level has decreased. The 2010 staffing level has decreased by the reduction of a 1/4 time Calls, Covenants & Vacancies position (Sandy Jividen), who did reference checking for churches searching for pastors and worked with getting interims for churches, the retirement of the part-time Guatemalan coordinator (Ginnie Stevens), and a reduction in hours from the previous Stated Clerk to the current position of 15 hours per week. During the next year, the Personnel Committee will be evaluating the impact of those changes, because these reductions are in addition to significant reductions in staff in 2007 and 2008.

The Personnel Committee feels that this Presbytery staff is excellent. The staff is committed to try to build up the churches and the kingdom. They are committed to providing outstanding support to the congregations and church professionals and leaders. In 2010, they will focus on the implementation of the Mission and its direction for the Presbytery. They will continue a process that will help churches grow and/or continue to grow in discipleship, nurture, worship, evangelism, and mission. They will continue to support small churches with potential for growth by helping them afford a full-time pastor. Much of their work is a well kept secret, so invite them to come to your Session or congregational gathering to talk about what you are doing by being a part of this Presbytery. This staff is committed to support you in the work of ministry.

Sincerely,

Judy Nebrig, 2009 Chair

Personnel Committee, PWNC

PERSONNEL COMMITTEE

RECOMMENDATION:

THAT the following Salary Packages for 2010 be accepted.

Rev. Barbara (Bobbi) White
General Presbyter

Salary	\$30,000
Housing	12,000
Deferred Compensation	10,000
FICA	3,978
Medical & Pension	16,380
Medical/Dental Reimburse	3,000
Travel/Business Expense	8,954
Continuing Education	5,000
TOTAL	\$89,312

William A. (Bert) Sigmon
Stated Clerk
(15 hours/week)

Salary	\$9,875
Housing	9,875
FICA	755
Continuing Education	1,000
TOTAL	\$21,505

Rev. Grace Boyer
Associate Presbyter

Salary	\$24,000
Housing	20,000
FICA	3,366
Auto Allowance	6,500
Professional Expense	3,046
Medical & Pension	13,860
TOTAL	\$70,772

Beth Gunn - Associate for Youth
(12.5 hours/week)

Salary	\$15,225
FICA	1,165
TOTAL	\$16,390

Robert Garrison - Associate
(19 hours/week)

Salary	\$24,390
FICA	1,864
Medical Reimbursement	1,000
Continuing Education	1,000
TOTAL	\$28,254

Charles Davenport - Associate
(10 hours / week)

Salary	\$12,195
Continuing Education	1,000
TOTAL	\$13,195

Anita Bernhardt - Associate
(10 hours / week)

Salary	\$12,195
Continuing Education	1,000
TOTAL	\$13,195

***Travel Pool for Associates - \$16,250**