

PERSONNEL COMMITTEE REPORT**Judy Nebrig - Chair****January 29, 2011**

The Personnel Committee feels that this Presbytery staff is excellent. The staff members are committed to building up the churches and working for God's kingdom. They are dedicated to providing outstanding support to the congregations and church leaders and professionals. In 2011, they will continue to focus on the implementation of the Mission and its direction for the Presbytery.

Dr. Robert Garrison has retired as Presbytery Associate effective the end of 2010 to spend more time with his family. The Personnel Committee is especially grateful for Robert's work. In 2001, Robert graduated from the first class of the School for the Laity/Commissioned Lay Pastor program and became the Commissioned Lay Pastor for Jack's Creek and Micaville Churches. He served those churches for six years. After retiring from that position, he served as half-time Presbytery Associate, working with churches in the Western and Northern Mountains, the Hendersonville and Brevard areas, and in the foothills. He was the presbytery staff person for several important committees: Evangelism, Transformation, Small Membership Churches, Commissioned Lay Pastors and School for the Laity Committees. He was instrumental in working with the Acts 16:5 Initiative. Robert will be missed for his leadership, pastoral care, and passion for working with the churches and pastors. An opportunity to celebrate his service will be announced in the near future.

The economic situation continued to be challenging in 2010. While recovery proceeds slowly, this committee has recommended a 2% salary increase for staff for 2011. In 2010, the General Presbyter continued receiving a voluntary cut of \$12,000, initiated in 2009. At her request, this rate will continue in 2011. This is an act of solidarity with many of the pastors in our Presbytery who are experiencing belt tightening.

Since the beginning of 2010, decreased staffing levels have continued as they were in 2009. The Personnel Committee has been in the process of evaluating the impact of these decreases. An evaluation process has been developed to provide helpful feedback to the Personnel Committee regarding the work of the General Presbyter, and responses will be used to provide direction for her work going forward.

In the coming year, a number of personnel changes will be made. A replacement or replacements will be needed to do the work that Robert had been doing, plus providing support to the Asheville area. A recommendation has been made by the Guatemala Task Force, and approved by the Personnel Committee, that Ellen Dozier assume the position of Coordinator of Guatemala Partnership for PWNC. She is willing to do this on an interim basis, having expenses covered, but without receiving a salary. Of the \$12,000 budgeted for the position, \$6,000 will be designated for expenses and \$6,000 for part time transitional work with churches and committees that Robert Garrison has supported. Grace Boyer, who took on the additional responsibility for the interim Guatemala Coordinator, along with her other responsibilities, will be able to devote more of her time to working with mission and churches.

The Personnel Committee will continue working with staff to support them in their work to help churches in the Presbytery. Its members are: Bill Martin, Hickory First; Bill Kantonen, Asheville First; Anne Morgan, New Hope; Daria Ragan, Belmont, First; Otis Wilson, Morganton, First; and Judy Nebrig, Brevard-Davidson River. We are open to your feedback, consultation, and support.

PERSONNEL COMMITTEE

RECOMMENDATION:

THAT the following Salary Packages for 2011 be accepted.

***Rev. Barbara (Bobbi) White
General Presbyter***

Salary	\$26,470
Housing	17,000
Deferred Compensation	10,500
FICA	4,128
Medical & Pension	17,000
Medical/Dental Reimburse	3,500
Travel/Business Expense	7,500
Continuing Education	5,000
TOTAL	\$91,098

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

Salary	\$10,082
Housing	10,082
FICA	771
Continuing Education	1,000
TOTAL	\$21,935

***Rev. Grace Boyer
Associate Presbyter***

Salary	\$25,130
Housing	21,000
FICA	3,529
Auto Allowance	4,000
Professional Expense	4,000
Medical & Pension	14,531
TOTAL	\$72,190

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

Salary	\$15,530
FICA	1,188
TOTAL	\$16,718

***Charles Davenport - Associate
(10 hours / week)***

Salary	\$12,424
Continuing Education	1,035
TOTAL	\$13,459

***Anita Bernhardt - Associate
(10 hours / week)***

Salary	\$12,424
Continuing Education	1,035
TOTAL	\$13,459

***Vacant - Part-time Associates
(Equivalent to 3/4 position)***

Salary/Housing/Cont Ed	\$42,014
TOTAL	\$42,014

***Guatemala Partnership Coordinator
(10 hours / week)***

Salary	\$13,000
TOTAL	\$13,000

***Travel Pool for Associates - \$12,000**