

PERSONEL COMMITTEE REPORT
The Reverend Otis Wilson, Chair
January 30, 2016

2015 was a year of change in the staff of the Presbytery of Western North Carolina. In 2015, Cam Murchison became the Stated Clerk, when Bert Sigmon decided not to continue after his contract ended. Marie Palacios became the Guatemalan Coordinator. Both of these people have added strength to the staff.

In 2016, we also anticipate changes in staff. Anita Bernhardt will be joining her husband James, who has accepted a call in Erie, Pennsylvania. We will be looking for a replacement for the position of Associate Presbyter. A preliminary job description has been approved by the General Council and will be taken to Presbytery. At the Presbytery meeting, we will be electing a search committee to look for a replacement.

Since Anita has been key in the Ministry Campaign, she will continue part-time in February, working both in the Presbytery office and from Erie through August. We hope to have her replacement on board by the April or July Presbytery meeting at the latest.

The Building Hope Campaign has contracted with Dick Larson to serve as the part-time campaign manager through August.

Barbara Ross has worked about half time as a volunteer Presbytery Associate for the last three years. The Personnel Committee will make this a part-time paid position for 2016. We thank Barbara for the tremendous work that she has been doing and will be doing in the presbytery. She has done the majority of the work in training and working with Pastor Nominating Committees, doing elder training throughout the presbytery, and working with churches in the Mitchell, Avery, Yancey (Mayland Fellowship), and McDowell counties. We are extremely grateful for her work.

We also are appreciative of the incredible work that Cam Murchison is doing, who began as the Stated Clerk in August. His experience as a pastor and seminary professor has been wonderfully helpful. We give thanks to Bert Sigmon, who served this presbytery as Stated Clerk faithfully for six years.

The Personnel Committee voted to provide 2% raises to the following staff - Robbin Buchanan, Marcia Puckett, and Tonya Williams, Administrative Assistants; Lisa Pressley, Comptroller; Beth Gunn, Associate for Youth Ministry; and Marie Palacios, Guatemalan Partnership Coordinator. Other staff compensation will remain as before.

PERSONNEL COMMITTEE

RECOMMENDATION:

THAT the following Salary Packages for 2016 be accepted.

Rev. Barbara (Bobbi) White

General Presbyter

Salary	\$23,960
Housing	15,000
Deferred Compensation	17,000
FICA/SSA	4,282
Medical/Dental Reimburse	2,550
Travel/Business Expense	9,600
Cont Education/Business Exp	5,000
SUBTOTAL	\$77,392
Medical & Pension	19,586
TOTAL	\$96,978

Rev. Dr. Duncam (Cam) Murchison

Stated Clerk

(19 hours/week)

Salary	\$9,450
Deferred Compensation	18,000
Medical/Dental Reimburse	2,550
TOTAL	\$30,000

Associate Presbyter*

Salary	\$23,338
Housing	21,200
FICA/SSA	3,407
Cont Education/Business Exp	2,500
Medical/Dental Reimburse	500
SUBTOTAL	\$50,945
Medical & Pension	15,588
TOTAL	\$66,533

*Anita Bernhardt will fill this position full-time through January, then part-time February until replacement is hired

Beth Gunn - Associate for Youth

(12.5 hours/week)

Salary	\$17,707
FICA	1,355
TOTAL	\$19,062

Rev. Charles Davenport - Associate

(10 hours / week)

Salary	\$13,092
Cont Ed/Business Exp	1,050
TOTAL	\$14,142

Barbara Ross- Associate

(10 hours / week)

Salary	\$13,092
Cont Ed/Business Exp	1,050
TOTAL	\$14,142

Marie Palacios

Guatemala Partnership Coordinator

(10 hours / week)

Salary	\$8,323
FICA	637
TOTAL	\$8,960

****Travel Pool for Associates - \$13,000**