

GENERAL COUNCIL
April 26, 2016
Michael Bailey, Chair

The General Council of the Presbytery makes the following recommendations:

- | | | |
|-----------|-----------|--|
| CA | 1. | THAT the Presbytery elect the following persons to serve on the Nominating and Representation Committee:
Nominating:
Sylvia Smythe (Sylva) (A) Class of 2018
Mary Raine Moore (B) Class of 2018 |
| CA | 2. | THAT the Presbytery of Western North Carolina follow the special arrangements at this meeting of Presbytery for the discussion and action on the process for voting on the Overture Continuing Efforts to Dismantle Racism within Our Denomination and the Larger Society. (General Council Attachment 1) |
| CA | 3. | THAT the Presbytery of Western North Carolina approve the Ministry Information Form from the Search Committee for an Associate for Mission, Witness, and Church Support. (General Council Attachment 2) |

FOR INFORMATION:

- 4. THAT the General Council reviewed the responsibilities of General Council and approved the following to serve as the 2016 Leadership Team for the General Council:**
Michael Bailey, Barbara McLean, Susan Denne, Terry Hanna, and Keith Grogg
- 5. THAT the General Council approved the following members to serve on a Task Force to review the Camp Woodson Property. Those serving on the Task Force are:**
Richard Peck, Bob McFerren, Jim Henderson, and Tom Karvonen
- 6. THAT the General Council reviewed and approved the following Synod Grant Applications:**
Good Hope Presbyterian Church – Small Church Grant Application
Robinson Memorial Presbyterian Church – Small Church Grant Application
UKirk at WNC Campus Ministry – Visionary Grant Application
- 7. THAT the General Council approved Jane Laping as the Overture Advocate for Fossil Fuels and Divestment at the 222nd General Assembly in Portland, OR.**
- 8. THAT the General Council approved legal contracts between Begley Law Firm and the Presbytery of WNC for Westminster Presbyterian Church and First Presbyterian Church, Lenoir.**

- 9. THAT the General Council approved extending contract negotiations between the Presbytery of WNC Administrative Commission and the First Presbyterian Church, Lenoir from March 15, 2016 to April 29, 2016.**
- 10. THAT the General Council approved a two-year lease agreement with the Land of the Sky UCC Congregation for occupancy of the Westminster Presbyterian Church property.**
- 11. THAT the General Council approved the sale of Mother's Day Cards, designed by the Presbyterian Women, to be sold at the Presbyterian Women's Gathering and at the April 26, 2016 Presbytery meeting, with proceeds going to fund the second phase of the Micro Loan Project. (General Council Attachment 3)**
- 12. THAT the Presbytery of WNC Shower Trailer will be sent to Charleston, South Carolina for use by mission teams.**
- 13. THAT the Guatemala Partnership Leadership Team negotiated a new covenant between the Presbytery of WNC, Suchitepequez, and Sur Occidente Presbyteries. The fifth Partnership Covenant begins in January 2016 and ends in December 2025. The new ten-year Covenant, endorsed by the General Council, will be signed at the April 26, 2016 Presbytery meeting. (General Council Attachment 4)**
- 14. THAT the Articles of Incorporation for the Hillside Grind Coffeehouse (UKirk at WCU Cullowhee Campus Ministry) were received by the General Council. (General Council Attachment 5)**
- 15. THAT the General Council extended thanks to Barbara McLean, Moderator of the Presbyterian Women, for her work on the General Council during her two years as Moderator of PW.**

GENERAL COUNCIL ATTACHMENT 1

PROCESS FOR CONSIDERATION OF OVERTURE ON DISMANTLING RACISM WITHIN OUR DENOMINATION AND THE LARGER SOCIETY

- 1. At approximately 10:25 the Bills and Overtures Committee will convene in a designated room for up to one hour. The Committee will hear from persons (Commissioners and members of Presbyterian Churches in PWNC) who wish to speak for or against the overture. Individuals make speak for up to 5 minutes each.**
- 2. At the conclusion of the hour, the Committee will formulate its recommended action to Presbytery concerning the overture. Its may recommend that Presbytery endorse the overture to the 222nd General Assembly (2016); or that the Presbytery not endorse the overture; or that the Presbytery vote without a specific recommendation from the Bills and Overtures Committee.**
- 3. At approximately 11:50 a.m., the Bills and Overtures Committee will briefly report its process and present its recommended action.**
 - a. A member of the Committee will speak for up to 3 minutes concerning the rationale for the recommended action.**
 - b. If the Committee is divided in its recommended action, another member of the Committee will speak for up to 3 minutes for an alternative recommendation.**
 - c. Open debate (up to 2 minutes per commissioner; Moderator will seek to alternate between those in favor of the Committee's recommendation, and those opposed.)**
 - d. Silent Prayer**
 - e. Standing Vote, counted by Tellers (if close) and announced by Moderator**

General Council Attachment 2

Church Leadership Connection

The Call System for the Presbyterian Church (U.S.A.)

P0072466

View Ministry Information Form - Part I

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Ministry Details

Ministry ID	72466
Ministry Name	Presbytery of Western North Carolina
Mailing Address	114 Silver Creek Road Morganton, NC 28655
Telephone Number	828-438-4217
Fax Number	828-437-8655
E-Mail	rev.kathy.campbell@gmail.com
Website Address	www.presbyterywnc.org
Congregation/Organization Size	N/A
Average Worship Attendance	0
Church School Attendance	0
Curriculum	
Certified as eligible for participation in the Seminary Debt Assistance Program	False

Ethnic Composition

Ethnicity	Percentage
Black or African American (African Native, Caribbean)	4 %
White	96 %

Presbytery

Presbytery	WESTERN NORTH CAROLINA PRESBYTERY
Synod	SYNOD OF MID-ATLANTIC

General Council Attachment 2

Community Type	Small City
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Contact Details

Contact Type:	Organization
Name:	Dr. Cameron Murchison
Full Address:	114 Silver Creek Road, Morganton, NC 28655
Daytime Phone:	828-669-7238
Office Phone:	828-438-4217
Fax:	
E-Mail:	cmurc1@gmail.com

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Church Leadership Connection

The Call System for the Presbyterian Church (U.S.A.)

P0072466

View Ministry Information Form - Part II

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MIF #: 72466.AA0

Ministry ID: 72466

Ministry Name: Presbytery of Western North Carolina

City & State: Morganton, NC

Position Details

Position to be Filled: Mid-Council Program Staff
Employment Status: Full-time
Experience Level: 5 to 10 Years
Training/Certificate Requirements:
Other Training:
Language Requirements: English
Other Languages:
Statement Of Faith Required: Yes
Clergy Couples: No
Brief Church Mission Statement: SEE, We Are The Body of Christ We Covenant to . . . Strengthen Congregations Equip Disciples Engage in Mission

Narrative Questions

What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

The vision of the Presbytery of Western North Carolina is to Strengthen congregations, Equip disciples and Engage in mission, so that the world may **SEE** that we are the Body of Christ! Together we seek to serve our 107 churches and enhance the ministries of pastors and church

leaders, form and support networks of relationships, and expand communication for shared mission.

The way we live out this vision is by a committee structure that opens the door to new ways of functioning as a Presbytery. The General Council works with the Committee on Ministry and the Administration. The committees of our Presbytery are Congregational Development, Leadership Development, Youth and Outreach and Mission Development. There are also Affiliate Organizations like Presbyterian Women and Camp Grier working with the Presbytery. Every committee seeks to strengthen congregations, equip disciples and engage in mission.

Specific ways that this vision has been lived out through its committee structure: small church workshops, GA New Beginnings program, Asheville Youth Mission, youth rallies at Montreat, Youth Triennium, WNC campus ministry, Disaster Relief, Camp Grier, mission in Malawi and Guatemala, and the micro-loan program through PW. Through this committee structure we work together to Strengthen congregations, Equip disciples and Engage in mission so that the world may SEE that we are the Body of Christ!

How do you feel called to reach out to address the emerging needs of your community or constituency?

Our Presbytery's Mission/Vision is "SEE, We are the Body of Christ. We Covenant together to ... Strengthen Congregations, Equip Disciples, and Engage in Mission." The goal of our Presbytery is to strengthen and support our congregations to be faithful and vital witnesses to Jesus Christ in all ways. In the mission area, this is made visible through our recognition as a national leader in mission and international partnerships, including our support of a large number of missionaries around the world, long term partnerships with two presbyteries in Guatemala, the creation of education and health programs in Guatemala and Malawi, disaster relief teams, hunger programs, and countless other endeavors. We also serve as both support and resource for our congregations as they attempt to grow and strengthen their ministries and mission during these very challenging times. As a support for both growing and struggling churches, we attempt to assist them in seeking God's vision for them, working together as the Body of Christ, and reaching out to proclaim the Gospel by their words and their actions. In an effort to embolden the Presbytery's vision for Malawi, Guatemala, Camp Grier, and Vital Churches, it has begun the Building H.O.P.E. initiative, a Presbytery-wide funding campaign. This bold initiative involves a vision for a vigorous enhancement of these important ministries. Interested persons should review our website: <http://buildinghope.wncpresby.org/>

How will this position help you to reach your vision and mission goals?

This Presbytery sees its mission as strengthening congregations to be vital witnesses to Jesus Christ through establishing relationships and partnerships. The Presbytery Associate will seek to match churches' needs with perceived gifts and skills, bringing people and churches together in ways that release the Spirit's energy.

The Presbytery Associate is part of a team. Decisions are made in consultation with other staff.

Assignments are often determined according to who will relate best to the situation rather than by geographical convenience.

This position requires that the person be ready to travel frequently in order to know and be known and trusted by our churches. The P. A. needs to be flexible enough to be present when significant activities are occurring in the different regions of our Presbytery and be able to make informed decisions in harmony with staff colleagues while in the field.

As the demands on the P. A. could be overwhelming, the person who occupies this position must be able to recognize where his/her service can be most effective. This position is best served not by a micro-manager, rather a person who can recognize and nurture leadership in others. The P.A. must be a person who can live with incompleteness and be able to "let it go" at the end of a day. The P.A. must be able to be a non-anxious presence in the midst of conflict and be a positive influence for change where he/she sees the Spirit working.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization.

1. Lives a life that demonstrates the Gospel of Jesus Christ.
2. Educational and/or experiential skills: Exhibits the knowledge/experience relevant to the needs of the position.
3. Works well with staff/others for effective ministry in a diverse organization and builds relationships.
4. Organizational skills: Makes use of the gifts that people bring to ministry, sets priorities and manages time, able to work with budgets.
5. Leadership Skills: Compassion, Collaboration, Change Agent, Willingness to Engage in Conflict, Communicator (written and electronic means), Inter-personal Engagement, Risk Taker, Strategy and Vision, Flexibility, Spiritual Maturity.
6. Understands and is committed to the Reformed Tradition as lived out in the PC(USA).
7. Understands church dynamics and can work with churches in a variety of situations, including transition and conflict.
8. Understands small congregations.
9. Able to interpret and explain the mission and vision of the Presbytery of Western North Carolina.
11. Preferably has had mission leadership experience, has an understanding of cross-cultural relationships, and has traveled in the developing world.
12. Prefer an ordained minister with pastoral skills but will accept applications from others.
13. Being competent in Spanish would be an "extra gift."

What specific tasks, assignments, and program areas will this person have responsibility?

The Presbytery Associate will engage in Congregational Development and Transformation, which seeks to support and equip congregations to reach out in new ways as a witness to God's love. Through this position varied resources, support, and encouragement will be provided to

General Council Attachment 2

congregations, pastors, and sessions, including the use of new and innovative ideas and programs that spiritually inspire and challenge. The Presbytery Associate will serve to build positive relationships by providing support and presence and serving as a resource within the Presbytery.

The Presbytery Associate will engage in Mission and Outreach, which seeks to support and equip mission leaders in local and global mission projects and programs including: the twenty year partnership with two presbyteries in Guatemala; the ten year partnership with the hospital and school which our Presbytery started in Malawi; and the U-Kirk Campus Ministry at Western Carolina University. Additional responsibilities include Hunger Relief, Disaster Relief, Care of Creation, and Peace and Justice.

The Presbytery Associate's responsibilities will vary depending on experience, skills, passion, and the needs of the Presbytery. In this regard, collaboration with the Presbyter and leaders in the Presbytery are very important and, in particular as a colleague with the General Presbyter, to whom the Presbytery Associate reports.

Provide below any links to online information that may help call seekers understand your congregation or organization.(e.g. organization or community websites, online newsletters, demographic information)

Leadership Competencies

Compassionate
 Spiritual Maturity
 Communicator
 Change Agent
 Risk Taker
 Willingness to Engage Conflict
 Strategy and Vision
 Collaboration
 Interpersonal Engagement
 Flexibility

Compensation and Housing

Minimum Effective Salary: \$40,000	Maximum Effective Salary: \$50,000
Housing Type: Housing Allowance	

Equal Employment Opportunity

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity,

General Council Attachment 2

age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating Committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the Church "...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus."

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form of Government in this regard?

Yes

References

Name	Address	Phone Numbers	Relation	Email
Rev. Michael Bailey	100 Silver Creek Road, Morganton, NC 28655	828-437-1811	Chair of General Council, Past Moderator of the Pr	mrb@firstpresmorganton.org
Rev. Terry Hanna	P.O. Box 549, Bryson City, NC 28713	828-736-7727	APNC, Pastor, previously served at part-time Assoc	thanna@bcpcusa.org
Rev. Bobbi White	114 Silver Creek Road, Morganton, NC 28655	828-438-4217	General Presbyter	bwhite@presbyterywnc.org

Pastor Nominating Committee/Search Committee Chairperson

Name: Rev. Kathy Campbell	Full Address 121 Woodwinds Lane, Banner Elk, NC 28604
Preferred Phone 828/260-2512	Alternative Phone 828-733-1939
Fax	E-mail rev.kathy.campbell@gmail.com

Status Information

Deadline date for this MIF: 5/31/2016 12:00:00 AM

General Council Attachment 2

Approval Status:

COM Chair has approved it.

CLC has approved it.

MIF Version Track Info

The initial version of this MIF was submitted by user P0072466 on 4/13/2016

The current version of this MIF was last updated by user crs00011 on 4/14/2016

MIF Approved by crs00011 on 4/14/2016 4:36:56 PM

[Modify MIF](#)

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General Council Attachment 3

Mother's Day Card's Available to benefit the *Guatemala Microloan Project*

Purpose: Honor important women on Mother's Day while also providing greater opportunities for women of our sister presbyteries in Guatemala.

How: In exchange for a donation to the *Guatemala Microloan Project*, you will receive a card to give to someone special telling of your gift in their honor.

What: Donations to the *Guatemala Microloan Project* provide Guatemalan women opportunities to grow in self esteem, hope, and freedom and enable them to develop sources of economic income for themselves and their families.

Donations of any amount are welcome. Checks should be made payable to Presbyterian Women - PWNC.



See display at 4/26 presbytery meeting to purchase cards.
Consider making these cards available to members of your congregation.
For more info contact *Debby Vial* at debby.vial@gmail.com or 502-407-7402.

General Council Attachment 4



COVENANT

Partnership of Suchitepéquez and Sur Occidente Presbyteries (IENPG) and Presbytery of Western North Carolina (PCUSA)

Why We Are Partners

I. This partnership exists to:

Glorify God (Romans 15:5-6)

Testify and demonstrate to all the reconciling love of Christ (Romans 12: 9-21)

Mutually encourage one another (Romans 1:12)

Help our pastors, churches and their members gain a better understanding of God's shalom and experience God's abundant life in all aspects of our lives.

Affirm our integral faith in Jesus Christ, declaring our intention to work as partners in support and mission in our respective countries, learning from each other, sharing our joys and pains in order to appreciate those gifts that each church offers for God's purpose.

General Council Attachment 4

B. GUIDING PRINCIPLES

1. Working holistically
 - a. Integrate and coordinate programs
 - b. Include elements of health and education in the microloan program
 - c. Recover our holistic mission in the church (education, health and economic development) that will include children, youth and women)
 - d. Initiate the process in the presbyteries to have an Education Committee that includes theological, Christian and secular.
 - e. Include representatives of education, women and health in the Partnership Committees
 - f. Strengthen the relationships of parents of scholarship recipients with the churches
 - g. Share reports of all partnership committees with other committees annually

2. Spending versus Investing
 - a. Work toward a partnership that facilitates true holistic development, versus a donor who controls and creates dependency on the part of the receiver
 - b. The Presbytery Education Committee and the churches that have scholarship programs designate a scholarship for their pastor for the continuation of his/her education
 - c. Name people to the committees who are capable of administrating and coordinating resources
 - d. Create a data base for the donations and beneficiaries of projects
 - e. The major part of the 5% of the scholarship money would be used for the functioning of the education committee. A report of the use of this money should be given annually.

3. Relations among brothers and sisters in Christ
 - a. Improve communication, including the use of technology
 - b. Facilitate a deeper understanding of the meaning of partnership
 - c. Improve the relationship between Sur Occidente and Suchi, for example, two joint meetings per year
 - d. Improve transparency and accounting of the funds received
 - e. Develop education programs for the promotion of peace and human rights
 - f. Establish and maintain dialogue with the appropriate government agencies and embassy in order to facilitate the process of obtaining visas
 - g. Improve bilingual communication

4. Pilot projects in communities and churches
 - a. Be open to new methods for new partnership initiatives, such as Women's Microloans and Books for Children

5. Collaboration with Others
 - a. Look for resources and help outside the partnership in order to implement the partnership's vision, (such as Mission Impact, CEDEPCA, CEIPA, CONALFA, and those in the US)

Philippians 1:3-6:

"I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the Gospel from the first day until now. I am confident of this, that the One who began a good work among you will ring it to completion by the day of Jesus Christ"

General Council Attachment 4

The fifth Partnership Covenant begins in January 2016 and ends in December 2025.

This covenant will be approved by the three Presbyteries in the next meeting of their Presbyteries.

As honorable witnesses those present, who created and wrote this covenant, sign this covenant.

San Felipe, Retalhuleu, Guatemala, on the 15th day of the month of January, 2016



General Council
Attachment 5

NORTH CAROLINA

Department of the Secretary of State

To all whom these presents shall come, Greetings:

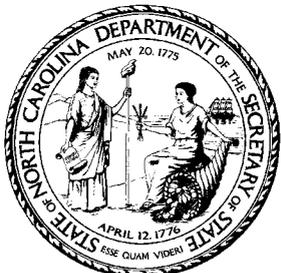
I, Elaine F. Marshall, Secretary of State of the State of North Carolina, do hereby certify the following and hereto attached to be a true copy of

ARTICLES OF INCORPORATION

OF

HILLSIDE GRIND COFFEEHOUSE, INC.

the original of which was filed in this office on the 17th day of November, 2015.



Scan to verify online.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal at the City of Raleigh, this 17th day of November, 2015.

Elaine F. Marshall

Secretary of State

ARTICLES OF INCORPORATION

OF

HILLSIDE GRIND COFFEEHOUSE, INC.

The undersigned citizens of the United States, acting as incorporators for the purpose of creating a nonprofit corporation under the laws of the State of North Carolina, as contained in Chapter 55A of the General Statutes of North Carolina, and entitled "Nonprofit Corporation Act," and the several amendments thereto, do hereby set forth:

Article I: Name

The name of the Corporation is Hillside Grind Coffeehouse, Inc.

Article II: Purpose

The Corporation is organized, as a charitable and religious organization, to serve the Western Carolina University community and the local community by offering a safe and welcoming, non-profit coffeehouse environment, as an outreach and extension of the UKirk Presbyterian Campus Ministry at WCU.

ARTICLE III: Members

The Corporation shall not have members.

ARTICLE IV: Board of Directors

The Corporation shall be managed by a Board of Directors. The appointment of each director must be approved by the General Council of the Presbytery of Western North Carolina.

General Council Attachment 5

ARTICLE V: Incorporators

The names and addresses of the incorporators are:

<u>Name</u>	<u>Address</u>
Mark Hanna	594 Centennial Drive, Cullowhee, NC 28723

Article VI: Nonprofit Corporation

The Corporation is a nonprofit corporation and will be tax-exempt under section 501(c)(3) of the Internal Revenue Code, as it is organized and operated exclusively for charitable, religious, and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. No part of the net earnings of the corporation shall accrue to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purpose set forth in Article II hereof. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these articles, the Corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Article VII: Registered Office and Agent

The address of the initial registered office of the Corporation in the State of North Carolina is: 594 Centennial Drive, Cullowhee, Jackson County, North Carolina, 28723.

The name of the initial registered agent at such address is Mark J Hanna.

General Council Attachment 5

Article VIII: Principal Office

The Principal office address of the corporation is:
594 Centennial Drive, Cullowhee, Jackson County, NC 28723

The Principal Office phone number is: 828-508-2354

ARTICLE IX: Bylaws

The Corporation shall maintain a set of bylaws for governing its internal administration and the regulation of its affairs. The bylaws may contain any provisions not inconsistent with the law or the Articles of Incorporation. The initial bylaws must be adopted by the Board of Directors.

ARTICLE X: Dissolution

Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for religious, charitable, educational, scientific or literary purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Code as the Board of Directors shall determine, or to federal, state, or local governments to be used exclusively for public purposes. Any such assets not so disposed of shall be disposed of by the Superior Court of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organizations, such as the court shall determine, which are organized and operated exclusively for such purposes, or to such governments for such purposes.

IN WITNESS WHEREOF, the undersigned incorporators have hereunto set their hand this 12 day of November, 2015.



Mark J Hanna, Board Chair

INCORPORATOR