GENERAL COUNCIL
Susan Denne, Chair
July 31, 2018

The General Council of the Presbytery makes the following recommendations:

1. **THAT the Presbytery of Western North Carolina concur with the General Council and the Personnel Committee to recommend that the Rev. Dr. D. Cameron Murchison be re-elected for a second three-year term as part-time Stated Clerk, beginning August 1, 2018.**

2. **THAT the Presbytery of Western North Carolina concur with the General Council to enter into a contract with Pinnacle Leadership Associates to determine an updated and fitting staffing model which more fully equips the Presbytery to live out its mission. (General Council Attachment 1)**

3. **THAT the Presbytery of Western North Carolina concur with the General Council of the appointment of a Discernment Team to work with Pinnacle Leadership Associates to fulfill their mission.**

   Rev. Luke Harkey (Shelby Presbyterian – PWNC Personnel Committee)
   Rev. Terry Hanna (Bryson City, Presbyterian – PWNC Personnel Committee)
   Mr. Melvin Meares (First Presbyterian, Hickory – PWNC Moderator/General Council)
   Mr. Russ Reighley (Sherrill's Ford Presbyterian – PWNC PneuMatrix)
   Rev. Blake Daniels (First Presbyterian Church, Sylva)
   Rev. Don Scofield (Rutherfordton Presbyterian)
   Rev. Keith Grogg (Montreat Presbyterian – General Council)
   Ms. Carrie Coward (Black Mountain Presbyterian)
   Ms. Tina Joyner (Kenilworth Presbyterian–General Council–Presbyterian Women)
   Rev. Bobbi White (General Presbyter)

The General Council of the Presbytery presents the following for information:

FOR YOUR INFORMATION

4. **THAT a list of upcoming events of the Presbytery can be found on the back of the Presbytery Docket.**

5. **THAT the Christian Education Committee will sponsor a Pastor's Retreat, September 17-19, 2018 at the William Black Lodge, Montreat.**

6. **THAT the General Council approved the Rev. Margie Stansell to serve on the UKirk Campus Ministry Board.**

7. **THAT the following dates have been set for youth events in 2018 - 2019:**
   September 30, 2018 – Youth Rally – Montreat
   November 9-11, 2018 - Middle School Retreat – Camp Grier

8. **THAT the Mission Committee will be offering the following mission trips:**
   Eastern North Carolina – September 16-22, 2018 – Lumberton, NC
   Eastern North Carolina – October 14-19, 2018 – Fayetteville, NC
   Guatemala Mission Trip – November 8-15, 2018

9. **THAT the General Council reports approval of the following regional and international Nickel-A-Meal Hunger grants:**

REGIONAL GRANT REQUESTS			
Agency	Location	Sponsor Church	Amount Granted
Highland Food Pantry	Highlands	First, Highlands	$7,400.
Bounty and Soul	Black Mountain	Montreat	$5,000.
Interfaith Assistance Ministry	Hendersonville	Trinity	$4,000.
Jericho Road Soup Kitchen	Rutherfordton	Rutherford	$5,000.
Neighbors Network	Conover	New Vision	$8,000.
At Risk Elderly, COA	Asheville	Kenilworth	$1,000.
		TOTAL	$30,400.

INTERNATIONAL GRANT REQUESTS			
Nkhoma Hospital	Malawi	Presbytery's Malawi Team	$23,000.
Thandizo Orphan Project	Malawi		$ 7,000.
		TOTAL	$30,000.

10. **THAT the General Council reviewed and approved the following application for Presbyterian Church (USA) Restricted Funds:**
    Canton Presbyterian Church - Fund Number F58529

11. **THAT the General Council received a report from General Presbyter, Bobbi White, of her visit with the representatives of the Wee Kirk Presbyterian Church in Linville, NC. This is a summer mission church of the Presbytery of Western North Carolina.**

12. **THAT the General Council will welcome invitations from churches or institutions willing to host Presbytery meetings in 2019 and 2020.**

13. **THAT the following dates have been set for 2018, 2019 and 2020 Presbytery Meetings:**

2018

Tuesday, July 31, 2018 – Banner Elk Presbyterian Church (Lees-McRae College)

Saturday, October 27, 2018 – First Presbyterian Church, Hickory

2019

Saturday, January 26, 2019 – First Presbyterian Church, Gastonia
Tuesday, April 30, 2019 – Montreat Conference Center (Co-Host - Montreat Pres. Church)
Tuesday, July 30, 2019 – Brevard-Davidson River Presbyterian Church
Saturday, October 26, 2019 – ***Need Host Location***

2020

Saturday, January 25, 2020 – Need Host Location
Tuesday, April 28, 2020 – Montreat Conference Center (Co-Host Montreat Presbyterian Church)
Tuesday, July 29, 2020 – Need Host Location
Saturday, October 24, 2020 – Waldensian Presbyterian Church, Valdese

14. THAT Brittain Presbyterian Church in Rutherfordton, NC celebrates its 250th Anniversary on August 5, 2018.

15. THAT Crossnore Presbyterian Church in Crossnore, NC celebrates its 100th Anniversary on July 22, 2018.

16. THAT the Rev. Vasco Kachipapa Banda, General Secretary (CEO) of the Synod of Nkhoma, Malawi will be visiting the Presbytery August 12-16, 2018.

GENERAL COUNCIL ATTACHMENT 1

Rev. Susan Denne, Council Chair
Rev. Bobbi White, General Presbyter
Presbytery of Western North Carolina
114 Silver Creek Road
Morganton, North Carolina 28655

Dear Rev. Denne, June 18, 2018

Talking with you again recently was a pleasure. Thank you for the update on your planning team's work. I've adjusted the proposal based on that work and our subsequent conversation. Please look this over, providing any feedback needed. I look forward to gathering with your Council on July 11.

Anticipated Outcome

To recommend to the Coordinating Council of the Presbytery an updated and fitting staffing model which more fully equips the Presbytery to live out its mission.

Forming A Discernment Team

This is the primary team working with the consultant to accomplish this work. We would rely on your judgement regarding the formation of this team. We would suggest that staff members not serve on this team, given the potential conflict of interest. On the other hand, their input is invaluable, since they are the more familiar with their roles and functioning than anyone else. The Discernment Team would interview and consult with the staff of the Presbytery regularly, while the staff persons would not be involved in the recommending, thereby avoiding an actual or perceived conflicts of interest.

First Discernment Team Activity
Mini-Retreat – 4-5 hours. Purpose = Team Formation (Praying, Covenanting, Guidelines), Clarifying Purpose, Identifying Process, Planning Activities

Staffing Model

Components of Part Two May Include:

1. Gathering Input From Constituents
    a. Gathering Input on Current Purpose and Function of Staff Team
    b. Gathering Input on Current Staffing Model's Effectiveness Toward Mission Implementation

   c. Gathering Input from Staff Persons Regarding a and b
   d. Gathering Input from Personnel Team Regarding a and b
2. Learning From Other Presbyteries
3. Identifying Book Of Order Mandates And Permissions Regarding Staffing
4. Identifying Current Role Of Staff Regarding Mission Advancement
5. Exploring and Identifying Future Role Of Staff Regarding Mission Advancement
6. Assessing Funding Trends
7. Crafting/Adjusting/Identifying A Fitting Staffing Model, Along With An Implementation Plan
8. Testing And Refining With Pertinent Leadership In The Presbytery
9. Recommending A Staffing Model To The Coordination Council Of Presbytery
10. Implementation, Once Approved By Presbytery

Part Two Activities

1. In our Mini-Retreat, we would plan our methodology for gathering input from Presbytery constituents regarding staff. This work includes identifying what we need to know and then the best format gathering this input.
2. Components 2 – 9 above would be the work of the Discernment Team after gathering input

Time And Budget

Given the fluid nature of this project, identifying a hard number for the costs is challenging. What we decide about methodology, including consultant involvement, directly influences costs. So, this is the best estimate below. If there was a need to expand the consultant's role, we would discuss this before undertaking that work, approving the changes. At this point we don't foresee the need for expanding the consultant's role, believing this is an accurate estimate for the project.
Six Months - Total Time Estimate For This Project

Estimated Budget

- $0, plus mileage – Initial Meeting April 30 in Morganton
- $450, plus mileage – Half Day with Presbytery Council July 11
- $900, plus mileage – Mini-Retreat With Discernment Team
- $1350, plus mileage - Gathering Input – Again, this one depends on consultant's role
- $3600, plus mileage - Numbers 2-9 – Series of in-person gatherings, video conferences, phone calls, and emailing largely with Discernment Team
- $500 - Report Writing
- $500 – Survey Design, Construction, and Administration

$7300, plus mileage for 6 in person trips – Total Budget Estimate For This Project

Denominational Groups With Whom We Have Done Visioning And/Or Staffing Work:

- New Harmony Presbytery, Florence, SC. Rev. Julie Cox contact person (Rev. Bruce Ford just retired)
- Trinity Presbytery, Lexington, SC. Rev. Danny Murphy, General Presbyter as contact person

- Foothills Presbytery, Greenville, SC. Rev. Gordon Raynal, General Presbyter and Deborah Foster, Associate. Neither were on staff when we did a consultation with this Presbytery. Rev. Laura Conrad, Pastor at Fort Hill Presbyterian in Clemson, SC was Team Chair and would be a good contact person.
- Providence Presbytery, Rock Hill, SC. Rev. Mark Verdery, General Presbyter as contact person. We've done a variety of activities together…now considering congregational development process.
- Charleston-Atlantic Presbytery, Rev. Donnie Woods, General Presbyter as contact person…a variety of activities with them.
- South Carolina Synod, ELCA. Rev Herman Yoos, Bishop as contact person. Visioning and Staffing Consultation.
- Episcopal Diocese of Upper South Carolina, Rev. Andrew Waldo, Bishop. Consulted with them on their Strategic Plan, plus provided a congregational development process: Making The Shift, based on one of my books.
- Tennessee Cooperative Baptist Fellowship, Transition Consulting after their Coordinator Retired. Current Coordinator is Rev. Rick Bennett who knows our work, though he was not there then.

We look forward to the conversation on July 11 and welcome any questions or conversation before then.

Sincerely,

Rev. Mark E. Tidsworth, President
Pinnacle Leadership Associates