

Foothills Presbytery Meeting #114
Called Virtual Meeting
Presbyterian Church (U.S.A.)



Foothills Presbytery

2242 Woodruff Road
Simpsonville, SC 29681
864-288-5774

COMMISSIONER'S HANDBOOK
August 8, 2020 – 10:00 am

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Foothills Presbytery

Caring, Empowering and Celebrating the Churches in Foothills Presbytery

- Faith:** COM - Care and discipline of our Teaching Elders, Ruling Elders and Sessions
- Hope:** CPM - Guidance for those seeking ordination as a Teaching Elder in the PCUSA
- Love:** CSM - Empowering, connecting and celebrating the shared ministry of Foothill's Churches

MISSION

The identity, mission and ministry of Foothills Presbytery is rooted in the Constitution of the Presbyterian Church (USA):

1. G-3.03 "The presbytery is responsible for the government of the church throughout its district, and for assisting and supporting the witness of the congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love and witness. As it leads and guides the witness of its congregations, the presbytery shall keep before it the marks of the Church (F-1.0302), the notes by which Presbyterian and Reformed communities have identified themselves through history (F-1.0303) and the six Great Ends of the Church (F-10304).

In light of this charge, the presbytery has responsibility over **Ecclesial ministry** and the power to:

- a. Provide that the Word of God may be truly preached and heard;
 - b. Nurture the covenant community of disciples of Christ;
 - c. Provide that the Sacraments may be rightly administered and received.
2. G-2.0201 **Diaconal ministry** "as set forth in Scripture is one of compassion, witness, and service sharing the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures or anyone in distress."

As the Council of the Presbyterian Church in the United States of America for the congregations in the six Upstate Counties in South Carolina, by the Grace of God we gather to joyfully celebrate this Calling.



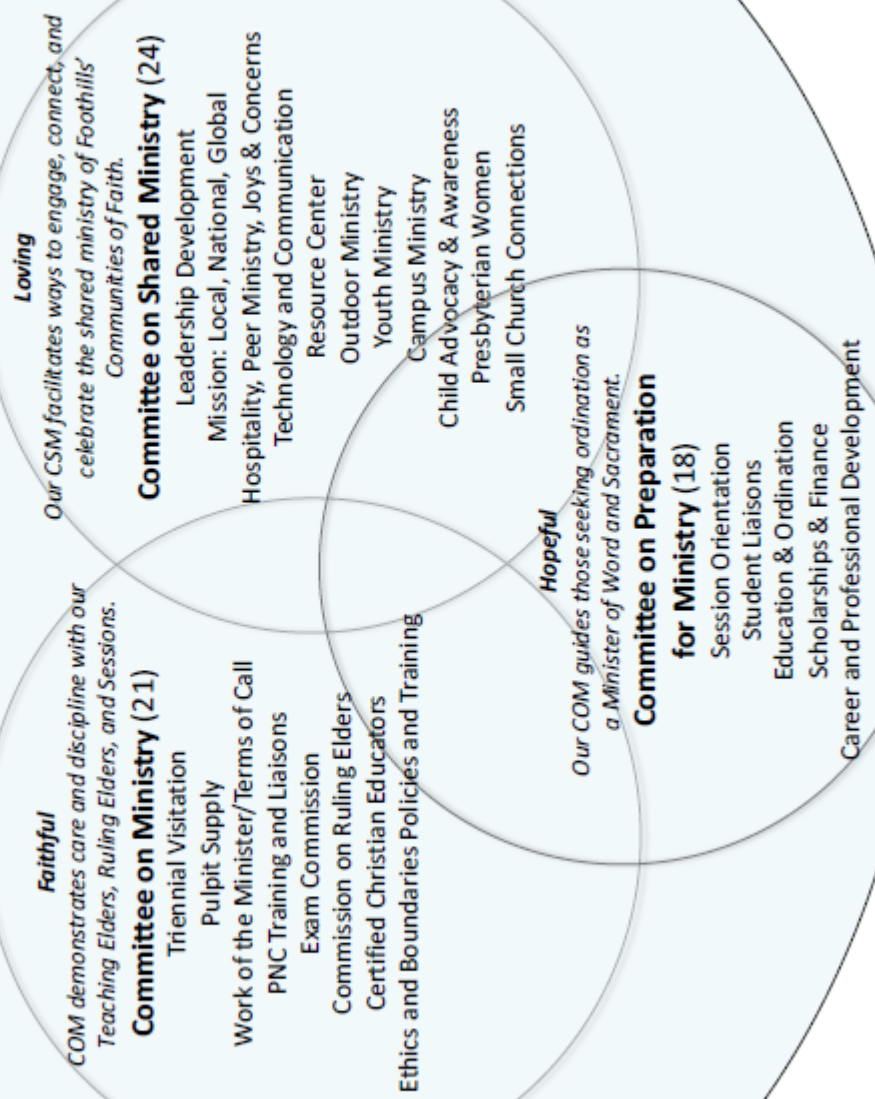
Foothills Presbytery

"Caring, Empowering, and Celebrating the churches in Foothills through shared ministry."

COORDINATING COUNCIL

(Worship, COM, CSM, CPM, Finance, Personnel, Bills & Overtures, Representation & Review, Nominations, REC)

CORE MISSIONAL COMMITTEES



#114
Called Meeting of Foothills Presbytery
(Virtual Meeting)
Saturday, August 8, 2020
10:00 a.m.

- I. Call to Order and Opening Prayer: Tom Evans, Moderator
- II. Approval of the Docket
- III. Report of the Stated Clerk
- IV. Business Items:
 - A. Election of Associate Stated Clerk
Ruling Elder Robin Morris (Limestone) as the next Associate Stated Clerk of Foothills Presbytery. Term: the rest of the 2020 Calendar Year. Election to a full 3-year Term (2021-2023) will be at the November Stated Meeting.
 - B. Recommendation from the Committee on Preparation for Ministry:
Request for Foothills Presbytery to approve an addendum to the CPM manual:
Owing to the adverse impact of Covid-19 on CPE (Clinical Pastoral Education) programs and corresponding student participation, The CPM, acting in its reasonable discretion, and for good cause shown, reserves the right to (temporarily) modify or (fully) even waive the CPE requirement for any particular student. This provisional addendum will expire on January, 31, 2021, unless extended by the CPM before to that date.
- V. *Consent Agenda Reports*
 - A. *Coordinating Council*
 - B. *Committee on Ministry*
 - C. *Examinations Commission*
 - D. Committee on Preparation for Ministry
- VI. Adjournment and Closing Prayer

Action on the Minutes: That the Stated Clerk, the Associate Stated Clerk, the Parliamentarian and the Moderator be empowered to read and approve the Minutes.

Next Stated Meeting: Tuesday, November 10, 2020 at First Spartanburg

Stated Clerk's Report

August 8, 2020

The Stated Clerk **reports**:

1. The Seneca Presbyterian Work Crew, with members from the Townville Church, continues its long-term clean-up efforts from the April 2020 tornado storm damage. Thus far, over \$8,300 (PDA grant monies and donations from churches and individuals) has been sent for community relief efforts.
2. Support for Ministers and church leaders during the COVID-19 pandemic continues to be a priority of all the presbytery staff and the core missional committees of Presbytery.
3. In response to the cries over racial injustice in our nation, the Coordinating Council endorsed a [statement](#) and sent it to all Pastors, Clerks, CREs, Christian Educators, and Youth Leaders. The statement included several resources to help our congregations, Sessions and leaders address the issues. The statement, along with a list of resources are on [Presbytery website](#). The subcommittee that worked on the statement is discerning the next steps in our continued efforts to engage in courageous dialogue around racism.
4. The Transition Think Tank continues its work with a focus on Presbytery's new model, the issues of our current culture and climate, and its effects on church life. They provided feedback on the survey sent in June and continue work on the two initiatives presented at the presbytery meeting last February.
 - **Faithful Innovation:** We know the challenges of “future” church are deeper than just institutional decline. We understand that the C-19 pandemic will leave its mark on the way we do ministry, and recognize that we live in a culture where belief in God is not assumed—let alone Jesus, let alone church participation. How might the Holy Spirit be calling us to communicate the gospel in such a context? The goal is to invite pastors and church leaders to engage in peer-learning opportunities.
 - **Legacy Partnership Project:** In this new era, what gifts do we (our communities of faith) want to hand down to our children? How can Presbytery partner with our churches, offer ways to assess their strengths/challenges, and plan for their future? We are partnering with the Presbyterian Foundation to do this work.
5. A survey with questions about stewardship, finance, worship, and congregational life was sent to all church leaders in June. Information from the survey was presented in a July 21 webinar hosted by the Presbyterian Foundation and our Presbytery. The [webinar](#) is on the Presbytery website.
6. The 224th General Assembly held its first virtual meeting in June. It was a pared-down assembly, based on items identified as “core and critical to our governance and ecclesiology.” Foothills Presbytery’s GA commissioners were: Leslie Lang (TE First Spartanburg, Jimmy Cheek (RE First Simpsonville), Lori Malvern (RE Townville), and Mel Davis (TE Fair Play). Their reports will be in the November Presbytery packet. As a

reminder, the assembly's actions on all items of business can be found at [PC-Biz](#) and more information is available in the [Presbyterian News Service coverage](#).

7. On behalf of Council, I welcome our new Associate Stated Clerk, Robin Morris. Robin began her work with us on July 1. We welcome her to the Foothills family. Her bio is included in the presbytery packet.

The Stated Clerk **recommends:**

1. Having received requests for an excuse for the August 8, 2020 Stated Meeting of Foothills Presbytery, and having found them in order, moves their approval.

Respectfully submitted,
Debbie Foster, Stated Clerk

Robin Morris, Associate Stated Clerk

Robin Morris comes to us from Amdocs, Inc., where she served twenty-two years as an Account Manager and Director of Operations. Robin's business skills in communications and organization will be an asset to the Presbytery.



Robin is a member and Ruling Elder at Limestone Presbyterian Church in Gaffney, SC. She has served as Clerk of Session for the last four years. Robin is serving as the scribe for the Pastor Nominating Committee. Over the last 21 years as a Presbyterian (USA), she has led in variety of ways including: Adult Christian Education, as a Youth Advisor, a leader in Presbyterian Women, Missions, Congregational Retreats, Stewardship, Communications, and was Co-Chair of a Capital Campaign. She has two adult children: James who lives in Durham, NC, with his wife, Katelyn, and Emily who lives in Greenville, SC.

As the Associate Stated Clerk, she will be the primary support staff of our Presbytery Leader & Stated Clerk. She will be the primary driver for fulfilling the ecclesiastical, legal, and administrative duties of the presbytery.

Foothills Presbytery Coordinating Council Report

August 8, 2020

The Foothills Presbytery Coordinating Council met virtually for a Called Meeting on June 2, 2020 and **reports** the following:

1. It reviewed the temporary Administrative Commission Powers granted to it at the May Stated Meeting of Presbytery. No requests for review were made by the Stated Clerk, COM, CPM or the Examinations Commission at this meeting.
2. Heard a request from the Committee on Preparation for Ministry by Dottie Metropol, CPM Vice Chair. CPM requests that Council Call a Presbytery Meeting for Presbytery to temporarily amend the CPM Manual as regards the Clinical Pastoral Education requirement for Candidates for Ministry. The CPM Motion states:

Request for Foothills Presbytery to approve an addendum to the CPM manual:

Owing to the adverse impact of Covid-19 on CPE (Clinical Pastoral Education) programs and corresponding student participation, The CPM, acting in its reasonable discretion, and for good cause shown, reserves the right to (temporarily) modify or (fully) even waive the CPE requirement for any particular student. This provisional addendum will expire on January, 31, 2021, unless extended by the CPM before to that date.

Council thoroughly discussed the recommendation and reaffirmed the importance of the CPE Requirement, but affirmed the need for this temporary change. As this matter duly belongs to Presbytery, Council agreed to Call a meeting of Foothills Presbytery via virtual means on Saturday, August 8, 2020 at 10 a.m. (See #4 below for the full recommendation.

3. On behalf of the unanimous recommendation of the Associate Stated Clerk Search Committee and the unanimous endorsement of the Personnel Committee, Council voted unanimously to hire Ruling Elder Robin Morris (Limestone) as the next Associate Stated Clerk to begin July 1, 2020.
4. In light of the CPM request and the hiring of Robin Morris as the next Associate Stated Clerk, Council unanimously voted to Call a Presbytery Meeting via virtual means for Saturday, August 8, 2020 in order to:
 - a. To hear the recommendation from CPM regarding altering the CPM Manual
 - b. To elect Robin Morris as the Associate Stated Clerk. The specific recommendation is to elect her for a term of the rest of the 2020 Calendar year, and then at the November Stated Meeting to elect her for the full three-year term (2021-2023) to bring the election in line with our typical pattern.

- c. To receive reports from the Stated Clerk, Council, COM, CPM, Examinations & to hear an update by the Finance & Stewardship Committee on the Annual giving to the Presbytery Budget. The Council, COM, CPM & Examinations reports will be on the consent agenda, and the Docket will be moved by the Stated Clerk at the usual time.
5. CSM Chair Pressley Cox and Debbie reported about the Presbytery and PDA response to the tornados in Seneca and Oconee County. Presbytery received a \$7500 grant from Presbyterian Disaster assistance and \$1300 in donations from congregations and individuals as of this meeting. Teaching Elder Richard Caldwell (HR) continues to organize the relief efforts. \$5000 was sent to the United Way in Oconee to support their work in coordinating relief efforts.
6. Council heard a 4-minute video from Mid-Council Leaders and GA Co-Moderator Cindy Kolhman. Various members of Council shared what was going on in their communities related to the nationwide unrest due to the death of George Floyd. Council appointed a subcommittee to write a statement on behalf of the Coordinating Council (members: Debbie Foster, Gordon Raynal, Mike Hoyt, Michael Sullivan, Lerone Wilder, Bill Lancaster, and Chad Wright Pittman.) Subsequently the statement was reviewed and approved by Council and sent out to all Pastors, Clerks, CREs, Christian Educators and Youth Leaders. The statement included a number of resources to help our congregations, Sessions and leaders address the issues.
7. Mike Hoyt presented a spreadsheet about the current numbers of COVID-19 cases in the Upstate Counties. The cases show signs of spiking. Council reaffirmed its statement to Foothills congregations and leaders sent out after the May 5, 2020 meeting. On behalf of Council Debbie re-sent an updated version of the statement with new resources to assist our Pastors and Leaders respond thoughtfully to the circumstances.

Respectfully submitted,

Mike Hoyt, Chair

Members: Mike Hoyt, Chair; Sidney Mize, Immediate Past Moderator of Presbytery; Tom Evans, Moderator Presbytery and Chair of Personnel, Holt Andrews (Worship), Nath Briley (COM), Dick Christopher (Nominations), Pressley Cox (CSM), Elizabeth Jones (R&R), Bill Lancaster (B&O), Dennis Latham (F&S), Michael Sullivan (REC), Ex Officio: Debbie Foster, Presbytery Leader & Stated Clerk; Gordon Raynal, Associate Stated Clerk; Stan Reid, Treasurer; De Calvert, Parliamentarian.

Foothills Presbytery
Committee on Ministry Report
August 8, 2020

The Committee on Ministry met via Zoom Conference and **reports** the following:

1. Approved the Regular Pulpit Supply between the Liberty Session and Ruling Elder Cyndi Banks (Pickens.)
2. Approved a three-month renewal of the Stated Supply contract between Central and Noelle Henry Read.
3. Appointed Art Williams (CRE Richland) as the CRE Mentor for Susan Oldham (CRE First Spartanburg).
4. Appointed Terri Price (SS Providence) as Moderator of the Faith Session.
5. Heard the report of the Transitional Supplies at St. Giles, Christi Brown & Patrick Jinks.
6. Email approval of the Stated Supply contract between the Providence Session and Teaching Elder Terri Price.
7. Thanked Gordon Raynal for his faithful work as Stated Clerk, and now Associate Stated Clerk (June 1, 2013 to July 31, 2020).

Respectfully submitted,

Nath Briley, Chair

Members: Nath Briley, Chair; Gordon Turnbull, Vice Chair, Christi Brown, Tom Hinchman, Julie Schaaf, Beth Templeton, Scott Berry, Ann Broom, Trish Gwinn, Patrick Jinks, Barbara Moran-Faile, Jacky Stamps, Sandy Thrasher, Art Williams, David Bailey, Phil Beckwith, Elizabeth Clayton, Ben Dorr, Mary Morrison, Ted Morlock, Judy Snipes; Ex Officio, Debbie Foster, Robin Morris

The Examinations Commission met on Thursday, July 16, 2020 at the Foothills Presbytery office. Those present in person or by Zoom were Bill Burns, Amos Workman, Ann Broom, Nan Jones, Elizabeth Clayton, Mary Morrison, Ann Coleman, and Debbie Foster. Amos Workman opened the meeting with prayer and explained the procedure for the meeting.

The Commission met with Daniel Sansbury at 12:30 pm by Zoom. Daniel is an ordained minister serving an interim pastorate at Limestone Presbyterian Church in Gaffney, S.C. He wishes to become a member of Foothills Presbytery. He shared his faith journey and sense of call. Daniel was examined in the areas of Bible, Theology, Sacraments, and Polity with emphasis on ways he serves the church in these areas during the pandemic. His examination was unanimously approved, and he will work on completing the background check. The meeting was closed with prayer by Amos Workman.

Respectfully submitted,

Elizabeth Clayton, co-chair

Amos Workman, co-chair

Daniel Sansbury Bio & Call Statement **May 16, 2020**

I was fortunate, in the providence of God, to be raised by parents who took seriously their baptismal vows. My father, a life-long member of the Darlington, SC Presbyterian Church, served there as Sunday School teacher, deacon and elder. My mother, a native of Anderson, SC, was a typical mom of four Baby Boomer children. She served in the Presbyterian Women, Sunday School, Vacation Bible School, church retreats and much more. My father worked long-term as city attorney, plus his local law practice, and two terms in the state legislature. My mother, the former physical education teacher, taught Red Cross swimming lessons each summer for decades. Beyond our daily family devotions and every Sunday at church, we were taught that basic Presbyterian lesson: you are already loved and blessed by God, so share your blessings in service and witness to other people, in whatever opportunities come your way. I have always known “who made me,” and why God made us all – “for his own glory.”

For college, I attended USC in Columbia, as did my siblings, several cousins and future brothers-in-law. I knew throughout college that God had called me to the ordained ministry. I participated in the campus ministry led by the late Dr. Jerry Hammet, and worked three summers on staff at Camp Pee Dee, our presbytery camp. My next step was attendance at Columbia Theological Seminary, Decatur, GA. There I earned my Doctor in Ministry “in sequence” over the next 4 years.

During my seminary years, I sought to weave together my personal experiences of Christ at work in my life with the “faith seeking understanding” of Calvin and his successors. I was blessed to spend a summer, and then an entire school year, at the Pasadena Presbyterian Church, St. Petersburg, FL under the mentorship of Dr. Martin L. Harkey, Jr. “Marty” was a second career pastor. He had graduated from the University of Virginia with an electrical engineering degree, and worked for a time for General Electric. Then, in his 30’s, his call to the ordained ministry led him to a long, successful and inspirational career in Anderson, SC and St. Petersburg. He was a remarkable role model for me! His faith interwove personal relationship to Jesus Christ, Savior and Lord and academic understanding and articulation of Christianity. He led the congregation well, while also being deeply involved with his people out of genuine affection for them. I have sought to have a similar pastoral career.

My first pastorate was a traditional church on the north side of Salisbury, NC. I then served almost six years in new church development on the west side of Fayetteville, NC near Fort Bragg. Although I had not served in the military, I felt called to begin this work that provided worship, fellowship and witness to young military families and retirees. That was followed by a 20-year role as senior pastor of the 550-member Rivermont Presbyterian Church in Chattanooga, and 7-plus years back in my home county as pastor of First Presbyterian Church, Hartsville, SC. Nearing retirement but looking for a different role in the Church, I served 13 months as interim pastor of First Presbyterian Church, Cheraw, SC. I will now be serving a second interim pastorate at Limestone Presbyterian Church, Gaffney. During that long tenure in Chattanooga, I went to Haiti three times. My life and ministry priorities were changed by the great needs as well as great opportunities for missionary service, there and in this state. I have now served our Lord and his Church as an ordained pastor in four presbyteries in three states for 39 years. That includes 15 years on the Committee on Ministry. I was also a General Assembly commissioner in 1995, a member of the national Committee on Theological Education 1996-2003, the moderator of East Tennessee in 2007, and a synod commissioner in 2019.

I am married to Joye Chapman, a native of Cheraw. We have three young adult children and three grandsons.

The adult years of my life have been filled with quite a variety of challenges and opportunities for faith and service. I give thanks again and again for God’s gracious goodness to us all!

Daniel Sansbury
May 16, 2020

Throughout my ministerial career, I have read books by gifted preachers and writers like Tom Long, Barbara Brown Taylor, Fred Craddock, Frederick Buechner, and William Willimon. I just finished reading Willimon's Accidental Preacher, which is sort of an autobiography. He writes of his upbringing near Greenville, SC, and then service as Methodist pastor, chaplain at Duke University and later bishop. He looks at life and faith somewhat sideways, as I also do. The chapter titles of his book include "Fortuitous Baptism," "Inadvertent Summons," "Unplanned Disruptions" and "Serendipitous Writer."

This lengthy introduction to my own faith statement is my roundabout introduction to a life constantly surprised by the gracious love of God. As I have said or preached hundreds of times, we did not and could not earn this grace, nor could we deserve it (it is grace, after all). Further, we cannot lose it, for God is determined to love us in spite of ourselves. We live into the gracious promise of our Lord when he said, "You did not choose me but I chose you." [John 15.16] All we can do is receive, trust and share the good news about this amazingly gracious, persistent love of God in Jesus Christ. We live in gratitude for what God has already done for us through Jesus Christ!

I find great joy in gathering with God's people for worship! Our hymns, prayers, scripture readings and messages inspire us to explore and live into this grace. We are invited to imagine a kingdom of God on earth, and to take steps in faith toward that kingdom reality. A highlight of every worship service is the assurance of pardon and a congregational response like, "We Are Forgiven." We are not called and forgiven for our own ends, but for the world. So, we also sing "Called as partners in Christ's service / called to ministries of grace . . ." While personal safety may be our over-riding concern, Jesus still calls us to go out and make a positive difference in his name. We respond to his call as best we can, while singing, "here I am, Lord . . . I have heard you calling in the night. I will go, Lord, if you lead me."

I affirm with the Church the essential tenets of the Reformed and trinitarian faith: the sovereignty of our gracious God who rules over us; Jesus Christ, Son of God incarnate, crucified Savior and resurrected Lord; and, Holy Spirit as the transforming and indwelling Spirit of the Risen Christ. God's written Word, the Bible, narrates God's salvific history with his people, as well as offers ethical guidelines for Christ's modern-day disciples. The Church of Jesus Christ, incomplete though it may be, is still the body of Christ on earth. The sacraments of baptism and communion reveal the gracious life, death and resurrection of Jesus Christ, and invite us together to follow our Lord faithfully. The simplest commandment is 2-fold: love God and love your neighbor. Thus, the Church of Jesus Christ is an inclusive, welcoming community of Christian hospitality to all people. Our Lord washed his own disciples' feet. He invites us to a similar life of downward mobility for ourselves in order to lift up people who might otherwise be downcast, discouraged and despairing. Despite the enormous challenges faced by Christians and the institutional Church today, we offer a joyful message of God's gracious love and inspiring hope to our community and the world. We long for the ultimate return of Christ and the world's recognition of him as Lord. In the meantime, every Christian and every congregation has untold opportunities to share God's forgiving and reconciling love.

I affirm our Presbyterian way of being church together and governing ourselves, as found in our constitution. I especially affirm the collaborative way that pastor and elders guide and govern the local church body. At the same time, I appreciate opportunities to do ministry and mission in collaboration with sisters and brothers in Christ of other denominations. Our requirement to listen to the Spirit of Christ and to listen to one another leads us closer to God's will for us all. I appreciate the "Six Great Ends of the Church" as clear statements of the overall purpose of God's Church. I seek to be an enthusiastic and faithful Presbyterian servant of our Lord.



I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

Elizabeth Little
Church Consultant
M: 252-723-8653
elittle@pensions.org

Member/Employer Services
800-773-7752
Mon-Fri 8:30-7:00pm EST

Statement on Racial Justice

The Board of Pensions stands in support of racial equality, and against deeply ingrained prejudices against Black Americans and other people of color simply because of the color of their skin. With full support of all at the Board, we share this statement with you. Follow the link to [read the full text of the statement](#). Translations in [Korean](#) and [Spanish](#) are available as well.

2021 Employer Agreements Available Now

Each year, Employer Agreements are updated and submitted online through Benefits Connect, the Board of Pensions' benefits portal. The season for selecting benefits to offer in 2021 begins July 20 and ends October 9. Highlights about the 2021 Benefits Plan are on the following page. The Employer Agreement provides key information about the cost of benefits and the opportunity to model different selections to help church leaders make informed decisions about what benefits to offer. The Board of Pensions website provides info to help the church's designated Employer Representative [follow the steps](#) to complete the Employer Agreement.

If help is needed, contact Employer Services at 800-773-7752, option 2.

Other Notable Headlines

- [A 2% Experience Apportionment for the Pension Plan took effect July 1](#)—These are increases in accrued pension benefits for both active and retired pension plan participants. Pensions have increased 26.4% over the past eight years due to experience apportionments.
- [Don Walker succeeds Judy Freyer as Chief Investment Officer for the Board of Pensions](#)—Don served as the Director of Investments for the Board for 14 years and worked closely with Judy. Our deepest thanks to Judy for over 30 years of service to the Board!
- [Call to Health Continues!](#) Pastors and church staff covered under the Medical Plan have until November 13 to get the 1,000 points needed to lower their deductibles in 2021. Required annual check-ups may be completed virtually. Encourage them to 'Answer the Call' today!
- [State-based pricing for the dental PPO plan begins in 2021](#)—Previously, there was a single price for the national plan. Pricing details will be available in your employer agreement.

Changes to benefit offerings for 2021

The Board of Pensions has announced changes to the Benefits Plan that extend support to more ministers and add benefits that promote financial protection for all church workers effective January 1, 2021. Employers can choose benefits for 2021 beginning July 20.

Minister's Choice benefits package added

To address the Board of Pensions' concern that too many ministers are not enrolled in the Benefits Plan, the 2021 plan offers two benefits packages for PC(USA) ministers: the existing Pastor's Participation and the new Minister's Choice.

Enrollment in Pastor's Participation, a comprehensive benefits package with medical coverage and pension participation, is required for installed pastors and may be offered to any minister with a minimum 20-hour workweek. Dues, paid in full by the employer, will remain at 37 percent of effective salary for 2021, with no reduction to existing benefits and the addition of the new Temporary Disability Plan.

 <p>Retirement Programs</p> <ul style="list-style-type: none"> • Defined Benefit Pension Plan • Retirement Savings Plan
 <p>Financial Protection Programs</p> <ul style="list-style-type: none"> • Death and Disability Plan • Term Life Plan • Temporary Disability Plan • Long-Term Disability Plan
 <p>Health Programs</p> <ul style="list-style-type: none"> • Medical Plan, with PPO, EPO, and HDHP options • Employee Assistance Plan • Vision Eyewear Plan • Dental Plan
 <p>Tax-Advantaged Accounts</p> <ul style="list-style-type: none"> • Dependent care flexible spending account • Healthcare flexible spending account • Health savings account

Benefits Packages		
	Pastor's Participation	Minister's Choice
Medical Plan	● PPO (includes EAP)	EAP only
Death and Disability Plan	●	●
Temporary Disability Plan	●	●
Defined Benefit Pension Plan	●	●

● Included in package

Minister's Choice, available for non-installed ministers working at least 20 hours a week, includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10 percent of effective salary, also fully employer paid.

Minister's Choice also opens the door for eligibility to assistance and education programs that have been available only through Pastor's Participation, such as CREDO and Minister Educational Debt Assistance.

New Financial Protection Programs

For 2021, the Board of Pensions has added financial protection options, including the Temporary Disability Plan, Long-Term Disability Plan, and an expanded term life benefit.

The Temporary Disability Plan provides a partial weekly income for up to 90 days of disability, with a 14-day waiting period before benefits payments begin. Employers pay the full cost for ministers enrolled in Pastor's Participation and Minister's Choice. Employers may offer it outside of those benefits packages, with the employer or the member paying the full cost.

The Long-Term Disability Plan offers financial protection for employees with a disability that surpasses 90 days, providing a partial monthly income throughout their disability. Employers may offer the plan to employees who are not enrolled in the Death and Disability Plan (which includes a long-term disability benefit) and are working at least 20 hours per week. Employers pay the full cost of coverage.

The Term Life Plan offers the same low-cost coverage available in the 2020 Benefits Plan. But in addition to a fixed amount of coverage (from \$5,000 to \$50,000), it includes a new feature — an income-based benefit amount, equal to one times a member's effective salary, capped at \$50,000. Under either option, employers pay the full cost of coverage.

The Board of Pensions' goal is for every minister and church worker to have access to quality benefits in support of well-being. The 2021 Benefits Plan advances on that goal while also enabling more ministers to access assistance and education programs designed to help them devote their best gifts to ministry.

CPM REPORT TO PRESBYTERY

August, 2020

The Committee on Preparation for Ministry reports that:

1. On April 23, 2020, we:
 - a. Received reports and updates on students under care of CPM.
 - b. Given current CPE requirement limits and the delays as a result of the COVID-19 pandemic, CPM requested the Vocational Development Subcommittee develop recommendation to amend or suspend the requirement to complete CPE by CPM in case-by-case exceptions, requiring a manual change and presbytery approval.
 - c. CPM reviewed ongoing CPM Manual updates and revisions – more work ending.
2. On May 28, 2020, we:
 - a. Received reports and updates on students under care of CPM.
 - b. Approved a recommendation for modifying CPE requirements in the CPM manual and sent to Foothills Coordinating Council.
 - c. Approved the Annual Consultation for inquirer Martin Pruitt with move to Candidacy pending receipt and approval of a parish internship report.
 - d. Approved enrolling Lindsay Odom as an Inquirer
3. On June 25, 2020, we met by ZOOM video conferencing:
 - a. Received reports and updates on students under care of CPM.
 - b. Met (by ZOOM) with pre-Inquirer Ashley Brown, who will be enrolling at Austin Presbyterian Seminary. CPM will take up enrolling Ashley as an Inquirer, pending her receipt of her transcript and MDS report.
 - c. Presbytery Council added the CPM motion to the August 8th called Presbytery meeting for vote: *“Owing to the adverse impact of Covid-19 on CPE (Clinical Pastoral Education) programs and corresponding student participation, the CPM, acting in its reasonable discretion, and for good cause shown, reserves the right to (temporarily) modify for (fully) waive the CPE requirement for any particular student. This provisional addendum will expire on January 31, 2021, unless extended by the CPME before to that date.”*

Respectfully submitted,
The Rev. Dr. Dennis Tedder, CPM Chair

Current Members of the Foothills CPM

RE = Ruling Elder TE = Teaching Elder

<i>Class of 2020</i>	<i>Class of 2021</i>	<i>Class of 2022</i>
TE Jennifer Fouse Sheorn*	RE Jennifer Biber*	RE John Byce
TE Dottie Metropol	RE Ed Irick	TE Leslie Lang*
RE Cherie Setzler	RE Judy Pearson*	TE Will Nickles*
RE Mary Strom	TE Terri Price*	TE Allen McSween*
RE Fred Tolly*	TE Stan Reid*	TE Dennis Tedder*
RE David Weneck		TE David Howell
TE Amos Workman*		

*LeAnne White, Staff and Debbie Foster, ex-officio; * denotes 2nd Term;*

List of Students Currently Under Care of Foothills CPM

Candidates (3)

<u>Date of Cand.</u>	<u>Name</u>	<u>Church</u>	<u>Educational Status</u>	<u>Liaison to CPM</u>
08.27.15	Ginger Shuler*	1 st Spartanburg	2017 Grad of Union Pres - Chlt	Judy Pearson
08.17.13	Landon Hammett	1 st Spartanburg	2017 Grad of Union Pres - Chlt	Dottie Metropol
01.28.16	Whitney Moss*	1 st Greer	2020 Grad of Union - Chlt	Fred Tolly

(Signifies "Certified Ready" for a call)*

Inquirers (5)

<u>Date of Inquiry</u>	<u>Name</u>	<u>Church</u>	<u>Educational Status</u>	<u>Liaison to CPM</u>
02.23.15	Glenda Wickstrom	John Knox	Columbia Sem. (4 th Yr 17-18)	
12.15.16	John DuBose	Easley	Union - Chlt (4th Yr 19-20)	Allen McSween
03.23.17	Martin Pruitt	1 st Anderson	2018 Grad of Union - Chlt	Jennifer Biber
02.27.20	Mary Moore Driggers	1 st Greer	Union – Rchmd (1 st Yr 19-20)	Leslie Lang
05.28.20	Lindsey Odom	Easley	Union Charlotte	Jennifer F.Sheorn

Pre-Inquirers (4)

Sarah Cornell (Fair Play) Currently CRE at Belton - Dubuque
Ashley Brown (Westminster) – Austin Seminary
Eddie Hall (Covenant) – In the application process
Cyndi Banks (Pickens) – Union Charlotte