

**115TH Stated Meeting
of
Foothills Presbytery**

November 10, 2020

**Virtual Meeting
Via Zoom**

Supplement

*Foothills Presbytery Stated Meeting #115
November 10, 2020*

*Teaching Elders and Ruling Elders who entered the Church Triumphant
November 2019 to October 2020*

Central Church

*Jack Dorroh Gilliland
Mary Elizabeth Carter Sitton
Theodore George "Ted" Lekorenos
Bill and Florrie Steele
Robert Reid "Robbie" Seawright
Paul W. Wright*

Fair Play Church

*Frances Feltman Prater
Barbara A. Hazen*

First Church, Greer

Steve Dillard

First Church, Spartanburg

*Thomas Michael Rudeen
John Edmond "Jack" Keith, Sr.
Joseph Alvin "Jay" Wilson
Billy Carlyle Terry*

Fort Hill Church

*Phil Prince
Janette Hamilton
Pansy Duke
Claudette Bennett
Phyllis Gupstill
Sue Hunter
Marie Staedeli*

Glenn Springs Church

Geneva West Pettit

Honea Path Church

Caroline Brock

*Foothills Presbytery Stated Meeting #115
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*Teaching Elders and Ruling Elders who entered the Church Triumphant
November 2019 to October 2020*

John Knox Church

*Susan Bracknell
Sue Auld
Kathy Roberson
Jean Baiden
Francis Blue*

Landrum Church

Mary Ulmer

Limestone Church

Ron Cope

Midway Church

William Harold "Bill" Kay

Pickens Church

Dorothy "Dot" Pence

Providence Church

Joseph Francis Connolly

St. Giles Church

James Shiflett

Seneca Church

*Robert F. "Bob" Norton
Martha Emogene Holleman*

Townville Church

*Samuel A. Glenn
Ronald G. Perkins*

Westminster Church, Greenville

Rick Carpenter

Westminster Church, Saxon

Dorothy Boyd

**Nominations Committee Report
November 10, 2020**

Finance & Stewardship Committee

Chair: Dennis Latham (Easley)

Investment Committee *(Nominated by Finance & Stewardship)*

Ann Castle (Seneca)

Class of 2023 (1)

Nominating Committee

Chair: Rev. David Howell (John Knox)

Mary Cooper, (Salem)

Class of 2023 (1)

2020 Nominations Committee

Chair: Dick Christopher

Class of 2020

Rev. Kathy Chamlee
Russell Harris
Carol Kendall

Class of 2021

Dick Christopher
Jeff Gilstrap, CRE
Rev. Aaron. Ochart

Class of 2022

Fran Bagwell
Jimmy Cheeks
Rev. David Howell

Presbytery Staff:

Rev. Debbie Foster

Robin Morris

LeAnne White

**Finance and Stewardship Committee
Report October 2020**

Current Financials –

Funds received through report date are consistent with the same period in previous years, reflecting a slightly slower pace year over year. As usual, we typically receive the largest portion of our income in the fourth quarter.

Staying Connected Grants –

A limited amount of grant funds have been made available to help offset the expense of adding technology or resources as we find the need to adjust our worship services, as well as furthering our local mission efforts. Please see the enclosed flyer for more details and the application.

**Foothills Presbytery
Selected Financial Information
Revenue and Expenditures
For the Quarter Ended September 30, 2020**

	YTD Actual	YTD Budget
Revenue		
Unified Giving - from Foothills churches	268,514	436,774
Other-PYC fees, MIS trip, Hunger Prog, COM Emgncy, etc.	47,573	-
Total Revenue	316,087	436,774
Expenses		
Committee on Shared Ministry ¹	21,367	33,112
Committee on Preparation for Ministry Council ²	6,582	7,125
Committee on Ministry	360,548	393,537
	1,691	3,000
Total Expenditures	390,188	436,774
Net	(74,101)	-

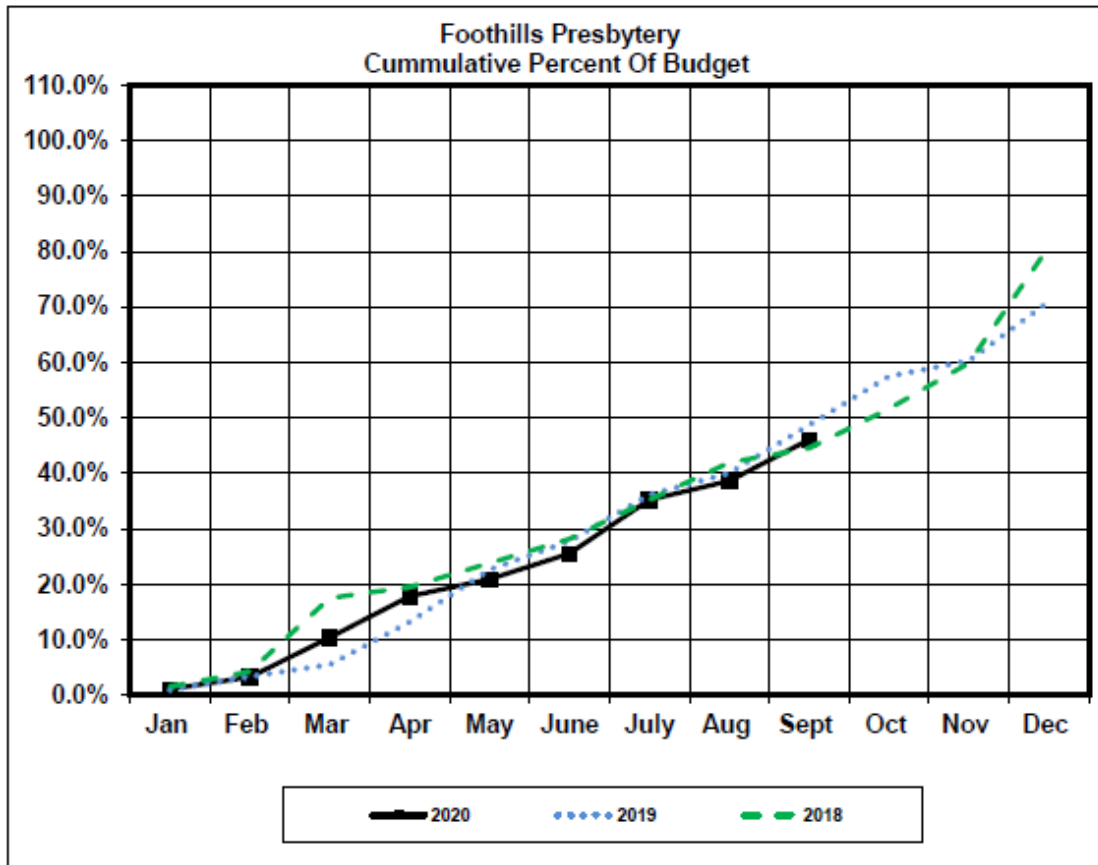
Notes:

1 - Includes Mission Expense, Youth Council, Resource Library, Leader Training, etc.

2 - Office staff and facility expense

FOOTHILLS PRESBYTERY ANNUAL COMMITMENT

	<u>2018</u>	<u>2019</u>	<u>2020</u>
TOTAL BUDGET	\$513,559	\$534,142	\$582,366
From Prior Year Budget % Change	1.8%	4.01%	9.03%
End of Year Over/(Under) Bud	-\$81,576	-\$120,632	
End of Year % Budget Received	84.12%	77.42%	



	2018 Budget		2019 Budget		2020 Budget	
	Cumulative	Percent	Cumulative	Percent	Cumulative	Percent
January	\$ 8,440	1.6%	\$ 5,872	1.0%	\$ 6,488	1.1%
February	\$ 22,936	4.3%	\$ 19,795	3.4%	\$ 19,233	3.3%
March	\$ 93,614	17.5%	\$ 32,149	5.5%	\$ 60,767	10.4%
April	\$ 104,344	19.5%	\$ 77,163	13.2%	\$ 103,962	17.9%
May	\$ 127,299	23.8%	\$ 132,018	22.7%	\$ 121,865	20.9%
June	\$ 150,519	28.2%	\$ 161,842	27.8%	\$ 148,890	25.6%
July	\$ 188,466	35.3%	\$ 210,542	36.2%	\$ 205,433	35.3%
August	\$ 224,086	42.0%	\$ 233,353	40.1%	\$ 225,046	38.6%
September	\$ 238,064	44.6%	\$ 283,790	48.7%	\$ 268,514	46.1%
October	\$ 276,067	51.7%	\$ 334,846	57.5%	\$ -	0.0%
November	\$ 320,058	59.9%	\$ 351,220	60.3%	\$ -	0.0%
December	\$ 431,983	80.9%	\$ 413,510	71.0%	\$ -	0.0%



FOOTHILLS PRESBYTERY

Staying Connected Grants *in response to COVID-19 pandemic*

COVID-19 has highlighted the importance of finding new ways of doing ministry. As our congregations continue to respond to both the challenges and opportunities of the pandemic, Foothills Presbytery is excited to offer two rounds of grant funding.

(10 Foothills churches will receive Staying Connected Grants; five different recipients per round.)

ROUND 1: Technology Grant of up to \$2,500 (awarded Oct-Nov 2020)

This grant is intended to help congregations upgrade their technology or online presence in response to COVID-19 gathering and ministry challenges. Each grant recipient will be paired with a presbytery “mentor” experienced with their type of project.

Possible Uses Include (but not limited to):

Website Design & Launch: approx. project cost \$4,000

Video recording/editing: approx. project cost \$3,500

Basic Live-streaming: approx. project cost \$3,000

As is clear from the approximate project costs, these grants will likely not cover the full investment required. Congregations will need to pair these grants with their own resources.

To apply for a Staying Connected Technology Grant, please submit the application below by Monday, November 9. Please have your Session’s approval before submitting your application.

If you’d like to discuss your church’s technology needs and possible projects before submitting an application, please contact Justin Cazel (Justin.Cazel@southstatebank.com) or Hudson Neely (Hudson@theyger.com)

ROUND 2: Local Mission Grant of up to \$2,500 (awarded Nov-Dec 2020)

The goal of these grants is to assist our churches in faithfully responding to the COVID-19 climate as they demonstrate the love of God through local mission opportunities. *More information about the grant and application process to come.*



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 Annual Enrollment

The selections you made on your [2021 Employer Agreement](#) determine the benefits options and costs your employees will see during this year's annual enrollment, from October 26 through November 13. Look for emails, news articles, and more from the Board of Pensions to help your employees understand their options and make the best decisions when choosing their benefits coverage for 2021. For more information about this, you can access the [Annual Enrollment Employer Toolkits](#).

Other Notable Headlines

- [PC\(USA\) racial justice resources](#) – For more resources regarding racial justice, please visit PC(USA)'s website.
- [COVID-19 resources](#) – For more resources from the Board of Pensions regarding COVID-19, please visit our website.
- [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.
- [THRIVE](#) - Plan members and their spouses or partners are educated and engaged in personal financial planning as part of a larger exploration of identity, health, and vocation in retirement.
- [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.
- [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!

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.

	<h3>Retirement Programs</h3> <ul style="list-style-type: none"> • Defined Benefit Pension Plan • Retirement Savings Plan
	<h3>Financial Protection Programs</h3> <ul style="list-style-type: none"> • Death and Disability Plan • Term Life Plan • Temporary Disability Plan • Long-Term Disability Plan
	<h3>Health Programs</h3> <ul style="list-style-type: none"> • Medical Plan, with PPO, EPO, and HDHP options • Employee Assistance Plan • Vision Eyewear Plan • Dental Plan
	<h3>Tax-Advantaged Accounts</h3> <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.