

**117TH Stated Meeting
of
Foothills Presbytery**

May 15, 2021

**Virtual Meeting
Via Zoom**

Supplement

Presbyterian Historical Society

Organized in 1852, the Presbyterian Historical Society is the oldest denominational archives in the United States and serves as the national archives for the Presbyterian Church (U.S.A.) and its predecessor denominations. PHS exists to collect, preserve, and share the story of the American Presbyterian and Reformed experience with Presbyterians, the scholarly community, and the general public.

The Presbyterian Historical Society provides a broad range of services for Presbyterians, scholars, and the general public. Two of the services that are well known are deposit and digitization.

Deposit: PC(USA) congregations and mid councils are encouraged to [deposit](#) their records at no charge in the Presbyterian Historical Society's secure, climate-controlled archives with specialized fire detection and security systems.

Digitization: The Presbyterian Historical Society provides in-house [digitization](#) services for PC(USA) congregations, mid councils, and the general public. High quality digital facsimiles provide unlimited, remote access to collections and protect materials from damage and deterioration by eliminating the need to handle fragile originals. Digitization is available for bound or flat original materials up to 16" x 24".

Other services include:

- Reference Services: genealogy, transcripts, minister biographical research
- Records Management for congregations, mid-councils, national agencies
- Preservation: digital reformatting, records storage
- Resources/Opportunities: writing church history, providing workshops, etc.

For more information, you may contact David Staniunas via email at dstaniunas@history.pcusa.org or view the Presbyterian Historical Society website at www.history.pcusa.org.

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Presbyterian Historical Society
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Philadelphia, PA 19147-1516
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Antiracism Ministry Team Report For Presbytery on 5/15/21

Antiracism Ministry Team Members – Robert Bannon, Bessie Black, Kathy Chamblee, Mary Kathleen Duncan (co-chair), Joseph Gaston, Mike Hoyt, Elizabeth Jones (secretary), Ed Yokley, and Lerone Wilder (co-chair)

Presbytery Support Staff – Debbie Foster, Pressley Cox, and Robin Morris

The Antiracism Ministry Team **reports**.

This team began meeting in January 2021. We have continued to meet on the fourth Tuesday of each month at noon via Zoom. Meetings typically follow the following format:

- Prayer and Centering Moment
- Unpacking current event(s) related to antiracism work
- Sharing of resources
- Unpacking values and stories
- Closing in prayer

We have had one request from a Foothills congregation to meet with them about the work of Antiracism. We are currently working on scheduling a date for that meeting.

As part of our work together, we have created a list of resources that we have found helpful for us. We are sharing the current list with this report. (Please suggest any other resources that you have found helpful to you/your congregation.)

Respectfully submitted,
Mary Kathleen Duncan
Lerone Wilder

Antiracism Ministry Team Resources

Articles

Just Act, a newsletter and resource for the Center for Social Justice and Reconciliation, Union Seminary. (https://mcusercontent.com/8c434d97dd429932df02b02d4/files/4b7108a1-ca12-41f4-a0bb-08d8d235d870/21_UPS_04_JUSTACT_Spring_web1.pdf?mc_cid=97e4ec8ed7&mc_eid=31e2e-eb093)

The Case for Reparations by Ta-Nehisi Coates, The Atlantic, June 2014 (https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/?utm_source=share&utm_campaign=share)

The Struggle Continues: Faith Leaders on Chauvin's Conviction by Mitchell Atencio, Cojourners, April 20, 2021 (<https://sojo.net/articles/struggle-continues-faith-leaders-chauvins-conviction-george-floyd-christians-justice>)

Blogs

Twin Cities Blog: The Presbytery of the Twin Cities following the verdict in the Derek Chauvin trial, April 20, 2021 (<https://foothillspresbytery.org/anti-racism-resources/>)

Wild, Holy, and Free, A Decade, by Austin Channing Brown, April 16, 2021 (<https://austinchanning.substack.com/p/a-decade>)

Wild, Holy, and Free, other blogs, by Austin Channing Brown (<https://austinchanning.substack.com/>)

Books

Anxious to Talk About It: Helping White Christian Talk Faithfully about Racism by Carolyn Helsel**

Between the World and Me by Ta-Nehisi Coates

Caste: The Origins of our Discontents by Isabel Wilkerson

Good White Racist by Kerry Connelly

Getting smart about Race: an American conversation by Margaret L Anderson**

How to be an Antiracist by Ibram X Kendi

I'm Still Here by Austin Channing Brown

Just Mercy: A Story of Justice and Redemption by Bryan Stevenson

Lent of Liberation: Confronting the legacy of American slavery by Cheri L. Mills**

Me and White Supremacy by Layla F. Saad

Native: Identity, Belonging and Rediscovering God by Kaitlin B. Curtice

Nice Racism: How Progressive White People Perpetuate Racial Harm by Robin DiAngelo

Raising White Kids: Bringing up Children in a Racially Unjust America by Jennifer Harvey

Resist and Persist by Erin Wathen

Raise Your Voice by Kathy Khang
So You Want to Talk About Race by Ijeoma Oluo
Stuff That Needs to be Said by John Pavlovitz
The Color of Law by Richard Rothstein
The Sun Does Shine by Anthony Ray Hinton
Walking in the Wind: A Memoir of the Movement by John Lewis
Warmth of Other Suns: The Epic Story of America's Great Migration by Isabel Wilkerson
White Fragility by Robin DiAngelo
White Too Long by Robert Jones
Who Lynched Willie Earle? By Will Willimon
Working Class Rage by Tex Sample

Children/Youth Materials

All American Boys by Jason Reynolds and Brendan Kiley (youth)
Brown Girl Dreaming by Jacqueline Woodson (middle grades)
Dictionary for a Better World: Poem, Quotes, and Anecdotes from A to Z by Irene Lathan (middle grades)
For Beautiful Black Boys who Believe in a Better World, by Michael W. Waters and Keisha Morris**
Fry Bread: A Native American Family Story by Kevin Noble Maillard
God's Big Plan by Elizabeth F. Caldwell and Theodore Hiebert (children)
Stamped: Racism, Antiracism, and You by Jason Reynolds (Youth)
The ABC's of Diversity, Helping Kids and Ourselves, by Carolyn B. Helsel and Y. Joy Harris-Smith**
The Day You Begin by Jacqueline Woodson (children)
The Hate U Give by Angie Thomas (Youth)
When God Made You by Matthew Paul Turner (children)
When God Made Light by Matthew Paul Turner (children)
When Kids Ask Hard Questions edited by Bromleigh McCleneghan and Karen Ware Jackson

Instagram

Follow Cole Arthur Riley on Instagram @blackliturgies

Local Organizations

REEM: Greenville Racial Equity and Economic Mobility Commission:
<https://www.reemgvl.org/>

Other Materials

Confession of Belhar Study Guide, a PC(USA) publication

My Thoughts on the Death of George Floyd from Trinity Presbytery Executive, The Rev. Dr. Danny Murphy, available on Foothills Presbytery website under Antiracism Resources

Systemic Racism Explained, available on Foothills Presbytery website under Antiracism Resources

Podcasts

Scene On Radio, hosted by John Biewen with collaborator Chenjerai Kumanyika, from Center for Documentary Studies at Duke University

Statements

June 2020 Statement on Racial Injustice from Foothills Presbytery Coordinating Council
Available on Foothills Presbytery website under Antiracism Resources

Videos

Union Forum: What should white Christians do about racism? Available on Foothills Presbytery website under Antiracism Resources

We Stand - from mid council leaders of the Presbyterian Church (U.S.A.) Available on Foothills Presbytery website under Antiracism Resources

Why do Racist Symbols have to go? Available on Foothills Presbytery website under Antiracism Resources

Webinars

Website

Crossroads Antiracism Organizing and Training: <https://crossroadsantiracism.org/>

Speak Down Barriers: <http://www.speakdownbarriers.org/>

Notes:

*APCE resources are only available to members of Association of Presbyterian Church Educators

**Available from the Foothills Presbytery Resource Center

Foothills Presbytery
Selected Financial Information
Revenue and Expenditures
For the Year Ended December 30, 2020

	<u>YTD</u> <u>Actual</u>	<u>YTD</u> <u>Budget</u>
Revenue		
Unified Giving - from Foothills churches	416,890	582,366
Other-PYC fees, MIS trip, Hunger Prog, COM Emgncy, etc.	13,346	-
Total Revenue	<u>430,236</u>	<u>582,366</u>
Expenses		
Committee on Shared Ministry ¹	34,279	44,150
Committee on Preparation for Ministry	12,774	9,500
Council ²	461,544	490,716
Committee on Ministry	2,254	4,000
Racial Ethnic Cabinet	3,100	1,000
Presbytery Benevolences	13,000	8,000
Presbytery Operating Reserve	-	25,000
Total Expenditures	<u>526,951</u>	<u>582,366</u>
Net	<u><u>(96,715)</u></u>	<u><u>-</u></u>

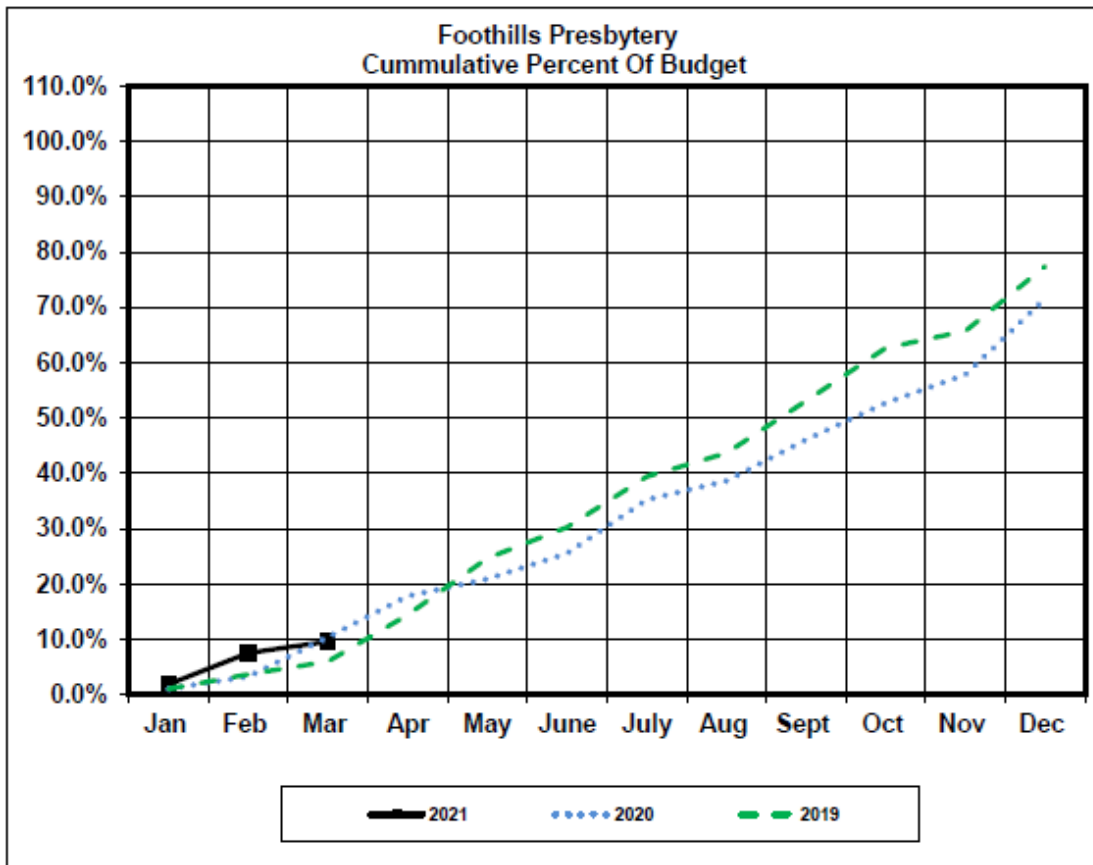
Notes:

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

2 - Office staff and facility expense

FOOTHILLS PRESBYTERY ANNUAL COMMITMENT

	2019	2020	2021
TOTAL BUDGET	\$534,142	\$582,366	\$612,665
From Prior Year Budget % Change	4.01%	9.03%	5.20%
End of Year Over/(Under) Bud	-\$120,632	-\$165,476	
End of Year % Budget Received	77.42%	71.59%	



	2019 Budget		2020 Budget		2021 Budget	
	Cumulative	Percent	Cumulative	Percent	Cumulative	Percent
January	\$ 5,872	1.1%	\$ 6,488	1.1%	\$ 11,834	1.9%
February	\$ 19,795	3.7%	\$ 19,233	3.3%	\$ 46,368	7.6%
March	\$ 32,149	6.0%	\$ 60,767	10.4%	\$ 59,094	9.6%
April	\$ 77,163	14.4%	\$ 103,962	17.9%	\$ -	0.0%
May	\$ 132,018	24.7%	\$ 121,865	20.9%	\$ -	0.0%
June	\$ 161,842	30.3%	\$ 148,890	25.6%	\$ -	0.0%
July	\$ 210,542	39.4%	\$ 205,433	35.3%	\$ -	0.0%
August	\$ 233,353	43.7%	\$ 225,046	38.6%	\$ -	0.0%
September	\$ 283,790	53.1%	\$ 268,514	46.1%	\$ -	0.0%
October	\$ 334,846	62.7%	\$ 307,138	52.7%	\$ -	0.0%
November	\$ 351,220	65.8%	\$ 337,058	57.9%	\$ -	0.0%
December	\$ 413,510	77.4%	\$ 416,890	71.6%	\$ -	0.0%

Staying Connected Missional Grants Update for Presbytery May 2021

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 has come along beside congregations seeking new ways of addressing needs with two rounds of grant funding.

In December of 2020, we awarded ten Foothills churches with technology grants of \$2,500. These grants helped these churches establish new technology for our virtual world of worship and other gatherings. A couple of churches used the grants to develop new church websites to help connect with the community.

Our second round of grants is focused on mission. The goal of these grants is to assist our churches in faithfully responding to the COVID-19 climate as they join in God's work in their respective communities. We invited churches to think about how they are being called to serve in new and different ways.

In April, we awarded missional grants (Round #2 of the Staying Connected Grants) to eight churches. Two other applications are under review. Once we receive clarification from those two churches, we expect they will be awarded a grant. The churches who received the missional grant are:

- First Anderson
- Good Hope
- North Anderson Community Church
- Nazareth
- Pickens
- Townville
- Tyger River
- Westminster, Westminster

In 2020, the Finance and Stewardship Committee approved using earnings from our investment funds for the Staying Connected Grants.

The Staying Connected Grants sub-committee members are Justin Cazel, Hudson Neely, Warren Templeton, and Debbie Foster.

Presbytery Youth Council Report May 2021

During the spring, PYC provided "On the Road" events at Easley, Central, Fourth, and Trinity. These events included recreation, energizers, youth keynote, and small groups. The events have been widely successful and PYC plans to offer them again next year during the months of November, January, February, April and May.

The following youth have been elected to serve for 2021-2022 and will be commissioned during the May 2021 Foothills Presbytery meeting.

Seniors

Caleb Briley- Pickens
Max Gassner- Eastminster
Nevaeh Harden- Pickens
Gracelyn Latham- Easley
Emma Moore, John Knox
Grace Short, Trinity
Caroline Wingard, Trinity

Sophomores

Kathryn Carlson- Eastminster
Emily Cox- Foothills Presbytery
Sara Cox- Foothills Presbytery
Ashlyn Price- Central
Madison Ricard- Fountain Inn
Sanjana Samuel- Eastminster
Hope Watkins- Eastminster

Juniors

Caroline Anthony- Easley
Sophie deMaine- John Knox
Eva Grow- Fourth
Mary DuPre Pannell- Central

Adults

Kelli Burnett, Easley
Joan Jones, PYC Clerk/Point Person
Nelson Jones, Second
Becky Schafer, First Greer

In addition to PYC Clerk/Point Person, PYC is currently looking for 2-3 adult advisors to serve from the 2021-2022 year.

At this time, PYC is planning to host middle school and senior high retreats again next year. More information will be available in the fall.

Middle School Bonclarken- October 29-31, 2021
High School Mini-Montreat- March 4-6, 2022

Respectfully submitted,
Joan Jones
PYC Clerk/Point Person

CAMP FELLOWSHIP

CELEBRATING CAMPING MINISTRY SINCE 1948



HEY! FROM THE DIRECTORS

We are so happy to welcome your camper family to Camp Fellowship this year! Camp Fellowship is committed to creating impactful relationships in an environment that fosters growth through unique experiences. We love to see campers, staff, and guests learning new skills, paddling around on the lake, singing during campfires and worship, and of course, making the yummiest of s'mores.

If you've been to Camp Fellowship before, things may look different than a typical summer. We have increased our cleaning & sanitizing procedures, and introduced new safety protocols. However, that special camp feeling you get when you are here - the one that makes memories for a lifetime - will be as strong as ever. We're committed to keeping the Camp Fellowship experience as consistent and magical as possible.

All of these experiences, paired with an intentional small group model, allow for the perfect environment for exploring, growing in faith, and learning what it means to live in community.

We can't wait for you and your camper family to join us in the rich history of Camp Fellowship!

Kevin Carter & Emily Hughes
Camp Directors



WHY CHOOSE CAMP FELLOWSHIP?

- Well-trained & enthusiastic staff that receive extensive training in all camp activities, and also receive certifications in child protection, American Red Cross First Aid, CPR, and Lifeguarding.
- Enhanced sanitizing & cleaning procedures, as well as changes in logistics to lower the risk of viruses.
- A unique setting on Lake Greenwood that provides many opportunities for nature exploration, perfect sunsets, and cool waters.
- An intentional faith-filled community that welcomes & celebrates all.
- Curriculum that nurtures and celebrates faith formation & growth.
- Activities that are fun, safe, and challenging for all ages

Our 2021 summer schedule & program offerings are available online & in our summer brochure. Head over to our website to learn about more opportunities to get involved! www.campfellowship.org

CONNECT WITH US!

www.campfellowship.org | 864.998.3400 | @campfellowship | @campfellowship

Foothills Presbytery
2021 Terms of Call Report as of 5/4/2021

We have received the terms of call for 34 of 34 **Installed Pastors**. The data below is an analysis of the Effective Salaries for Pastors, defined a solo pastor or head of staff, and for Associate Pastors. **Effective Salary** = Cash Salary + Housing + ½ SECA + 403 (b) contributions.

Average Effective Salary – All	\$71,783 (34)
Average Salary – all males	\$82,943 (16)
Average Salary – all females	\$61,863 (18)
Average Salary – Pastors (solo, head)	\$77,745 (21)
Average Salary – Associate pastors	\$62,152 (13)
Average Salary – Male Pastors (solo, head)	\$90,278 (12)
Average Salary – Female Pastors (solo, head)	\$61,034 (9)
Average Salary – Male Associates	\$60,937 (4)
Average Salary – Female Associates	\$62,692 (9)

Terms of Call data by size of church

Category	>1000	>500 < 1000	>150 < 500	< 150
All	\$73,852 (8)	\$80,459 (13)	\$69,207 (9)	\$45,243 (4)
All Males	\$109,442 (2)	\$83,905 (9)	\$70,612 (5)	0
All Females	\$61,989 (6)	\$72,708 (4)	\$67,451 (4)	\$45,243 (4)
Male Pastors (solo, head)	\$138,545 (1)	\$98,622 (6)	\$70,612 (5)	0
Female Pastors (solo, head)	0	\$98,536 (1)	\$67,451 (4)	\$45,243 (4)
Male Associates	\$80,340 (1)	\$54,470 (3)	0	0
Female Associates	\$61,989 (6)	\$64,099 (3)	0	0

Foothills Presbytery Minister Members

We have a total of 138 Minister Ministers in Foothills Presbytery. Of those, 103 Ministers are active: serving a church, in validated ministry, service to the Presbytery, etc. Of the 103 active ministers, 34 are installed pastors or associate pastors.

Board of Pensions Data

The Board of Pensions publishes a document called **Living by the Gospel**. This document outlines benefits and other programs. The Benefits Plan of the Presbyterian Church (USA) is grounded in theology. This theological foundation supports wholeness and well-being in four areas: spiritual, health, financial, and vocational. The document also includes a study of Effective Salary in the appendix. Here's the link to the **Living by the Gospel** document: <https://www.pensions.org/our-role-and-purpose/the-connectional-church/living-by-the-gospel>

Mary Moore Driggers Bio and Sense of Call

From a young age I have felt the call to service in the Church. Growing up my comfort zone sat between Victoria St and School St in Greer, SC where my two worlds of dance and church fit well together. I love to dance, and many times members from FPCG would catch a glimpse of my moves down the street and into the social hall. This congregation that I am still happy to call not only a home, but a family, uniquely teaches their young people the value of a rooted and reaching community. What that meant for me growing up was stepping out of my comfort zone and building relationships with people from all areas of life. Much of my adolescence was spent between the two counties of Greenville and Spartanburg. The City of Greer and First Presbyterian of Greer sit between the two, and I as a member of the church and a member of the community, I enjoyed being a part of both. I was very active throughout my schooling in Spartanburg, and I wanted to be just as involved with the Church. God, and my parents, allowed me to have a lot of healthy irons in the fire. Through my high school years, I discovered a passion for volunteering and started to learn from my various leadership roles about my privilege. I wanted to keep the fire of service alive in me and attend a school that I knew would offer multiple opportunities to get involved.

I spent four years loving everything about Presbyterian College, where they truly lived out their motto, *Dum Vivimus Servimus*, "While we live, we serve." At PC, I majored in Religion and Christian Education and minored in music. Throughout my time there, I had the opportunity to take on many leadership roles on campus and, during the summers I worked at camps and interned at different churches. During these formative years I saw myself as an educator. I have had amazing women throughout my life who have guided me through ministry and affirmed the gift of education. I am grateful for every phone call, letter, message of encouragement, and also push to continue in my journey to ministry.

After college, I was supported by the Presbyterian Mission Agency to serve a year in Los Angeles, CA working with the YAV (Young Adult Volunteer) program. There I worked directly with people experiencing homelessness on the streets of Hollywood and learned about the intersection of extreme wealth and poverty. I worked for the Lord's Lighthouse, a nonprofit shelter and feeding program through First Presbyterian Church of Hollywood. My time in LA, inspired a passion for social justice and working with people on the margins. From that experience, I realized there that I wanted to continue to build relationships and bring people together, something preached and practiced at both my home congregation and at PC. I had felt nudges about attending seminary before, but it wasn't until my YAV year that I felt the Holy Spirit calling me to higher education and learning deeply about intersections. My time at Union Presbyterian, thus far, has been eye opening and filled with joy. There have been a few bumps along the way with the COVID-19 Pandemic moving us to online schooling in the Spring of 2020. However, I was still allowed to return to Los Angeles for the summer to complete my Clinical Pastoral Education requirements working in the Spiritual Care Department at Cedars-Sinai Medical. There my love of relationship-building grew through chaplaincy.

I am currently working as the youth director at a church in Richmond, VA that is filled with diversity and creativity. My various jobs and experiences provide opportunities to work with bright individuals who also have a deep passion for justice and a call from God to grow, dig deeper, and reach out. I feel privileged to have worked in these different areas of ministry and I give thanks that God has pulled me closer to ordination in each step.

Mary Moore Driggers Statement of Faith

I believe that I am on a life-long journey of discipleship where the promises at my baptism by my parents and members of my congregation guided and nurtured me by word and deed while encouraging me to follow Christ and be a faithful member of the church. I have known from an early age that I am a beloved child of God who has an amazing cloud of witnesses. I believe first and foremost that the God who reveals is the same God who creates and guides. Through the goodness and grace of God, I have been justified through faith, and it is my faith which strengthens me into a continual life of discipleship. Knowing God is central to my understanding of life.

God has given Godself from the beginning and has given Godself again more clearly in the face of Christ. The only true redeemer of God's elect is Jesus Christ, the eternal son of God who became human by taking to himself a body and soul conceived by the power of the Holy Spirit and born without sin. Christ in his life holds three offices of prophet, priest, and king. It is through Jesus that we have the body of Christ which is the Church. The Church is not just a means to advance our own walk with God, but a divinely appointed institution that seeks justice, loves mercy, and walks humbly with God. I believe coming together faithful now is of the utmost importance in regard to COVID-19, systemic racism, and environmental care.

God is not only over us and for us, but also at work in us and in all creation. Humanity participates in the great deeds of creation, reconciliation, and transformation by the power of the Holy Spirit which enables us to share in the life and activity of the triune God. The Spirit is the one who initiates faith, nurtures faith, and brings faith to fruition. The Spirit is God at work within us and active in the world that brings forth human wisdom, culture, and creativity. The Spirit opens our eyes and gives the gift of faith which is the means by which our salvation is made real to us. It is the Spirit that makes the work of Christ authentic to us by testifying and witnessing to his work that God was sent to live, die, and be raised again for our salvation (1 Cor. 12:3).

Scripture that we have been given is the story of God's activities in the created world. Through the Hebrew Scriptures we see what the people of faith in the nation of Israel believed God was doing. God chose Israel to be a special people to carry out the divine purposes in the world, telling stories of faith through relationships. It is through the New Testament Scriptures we see the climax of God's divine revelation in the personhood of Jesus the Christ who is the Messiah. We rely on the Holy Spirit to guide our interpretation in the Bible and prayerfully ask the Spirit to lead us into God's truth that will help us better understand what it is God would have us to know as the ultimate authoritative source. We begin with Scripture and our faith is drawn from what it teaches.

We have also been taught through sacraments, which when rightly administered are a characteristic of the church that begins with faith, are nourished, and continually grow. The people whom God has called to be the body of Christ, the people of God, are a fellowship of believers who partake in these signs of faith. In the two sacraments of baptism and the eucharist, our faith is strengthened and nourished by God's gifts. They are visible signs of invisible grace. The church that administers these gifts is a part of the large community of faith, the people of God who are drawn together across all lines of nationality, gender, or status by the common work of God's Spirit. It is the corporate body of believers who are called by God and drawn together by the Holy Spirit to live as God's people and disciples of Jesus Christ. We are the body, the people of the covenant who hear the gospel message in the context of the church. The church is open to all who confess Jesus as Lord that choose to be reconciled to God and sent into the world as God's reconciling community (The Confession of 1967).