

Foothills Presbytery Stated Meeting #118
Presbyterian Church (U.S.A.)



First Presbyterian Church

393 East Main Street
Spartanburg, SC 29302
864-583-4531

COMMISSIONER'S HANDBOOK
November 9, 2021 – 10:00 am

Table of Contents

	<u>Page No.</u>
History - First Presbyterian Church	3-5
Foothills Presbytery Mission Statement	6
Foothills Presbytery Core Committees	7
Docket for 118 th meeting	8-9
Report of the Presbytery Leader and Stated Clerk	10-13
Moderator's Report	14
Committee on Ministry Report	15-25
Rev. Dr. Mary Anne Welch Biography	26
Rev. Dr. Mary Anne Welch Statement of Faith	27-28
Recognition of Honorable Retirement	29
Examinations Commission Report	30-31
Jacob Kennedy Biography	32
Jacob Kennedy Statement of Faith	33
Rev. Dennison Read Biography	34
Rev. Dennison Read Statement of Faith	35
Eliza Smith Biography	36
Eliza Smith Statement of Faith	37
Committee on Preparation for Ministry Report	38-39
Committee on Shared Ministry Report	40-42
Coordinating Council Report	43-46
Antiracism Ministry Team Report	47
Nominations Committee Report	48-49
Personnel Committee Report	50
Racial Ethnic Cabinet Report	51-52
Representation and Review Report	53
Worship Team Report	54

First Presbyterian Church Spartanburg, South Carolina History

On Sunday, April 30, 1843, eight Presbyterians gathered at the home of James Kelso Means on the south side of Main Street about midway in the block bounded by Union and Liberty Streets. In 1843, Spartanburg was a little village in the woods called Spartanburg Court House and had no Presbyterian church. The founding Elders came from the congregation of Nazareth Presbyterian Church, one of the oldest Presbyterian congregations in South Carolina. After signing a covenant binding them together as one church, they adjourned to the Baptist Church for preaching and a celebration of the Lord's Supper. On November 1, 1843, the congregation purchased a lot for \$300 from Richard Thomson in the block bounded by North Liberty and Converse Streets. The first church building was completed in 1845 at a cost of \$1820. It was in these early years that the congregation extended their first call to a minister. They received this reply: "I appreciate very much the honor you bestow upon me in inviting me to be your pastor, but I do not feel that the Lord calls me to that field, as I could not support my family on the small salary of \$300 a year. In addition, the field is very unpromising, such small growth has taken place during the time your church has been established that one would really doubt if it is well to have a Presbyterian Church in that locality."

During our first 15 years, growth was indeed slow with the membership never exceeding 25. It had only reached 60 in 1869 when the Reverend Thomas Law was called to be the first full-time pastor. The growing congregation decided to replace the initial building, and began construction on a new church in 1888, dedicating it on April 14, 1889. Unfortunately, this structure was destroyed by fire in 1898. A new building was dedicated on September 9, 1900. In these years the congregation was served by four more pastors. Dr. Benjamin F. Wilson was called in 1887. After serving for four years, he resigned to become the first president of Converse College. The church next called Dr. J. M. Rawlings who stayed only a year and a half before being called to be president of what is today known as Rhodes College.

Dr. J. S. Watkins became the fourth pastor of our church in 1892. He served for 25 years as pastor and then another 14 as pastor-emeritus. It was during his pastorate that the church burned and was rebuilt. In 1922, the congregation called Dr. Henry Wade DuBose to be its pastor. In only a short time after he had arrived, there was in this growing congregation need for a new and larger church building. Mr. Andrew M. Law, son of our first pastor, was chairman of the building committee. In presenting his plans to the church, he said, "Spartanburg is destined to grow; Presbyterianism will grow with it. The time has come in the history of First Presbyterian Church when something big should be done . . . Let us go forward in our plans and dreams for erecting a magnificent church." Ground was broken on our present sanctuary in 1925.

As our congregation grew, so did our facilities. During the ministry of Dr. William B. Ward, who served as pastor from 1948 through 1955, the Chapel was built. It was in this year that Dr. Marc C. Weersing began his ministry with us. Dr. Weersing left to become president of Presbyterian College in 1963. During the ministry of Dr. Fred Poag, who came in 1964, the congregation constructed a greatly needed parking facility and in 1968 added the Clark Building for the Christian Education of our children and youth. It was named for Miss Frances Clark, a dedicated, life-long servant of this church.

A new period of building began during the ministry of Dr. James E. Fogartie who was called in 1974. In 1984, the Family Life Center was completed and in 1987, a second major capital funds campaign was completed successfully, and the buildings completed in 1926 were renovated. During the 1970's and

80's, First Presbyterian Church reached out in new ways, taking a leadership role in Spartanburg as a church committed to ministry in our community.

In 1991, First Presbyterian Church called Dr. Todd B. Jones to serve as the church's twelfth pastor. In 1993, First Presbyterian celebrated its 150th anniversary with a moving historical pageant, the publishing of a church history, and other commemorative events, highlighted by the installation of the Sesquicentennial Bells in 1994.

The church's "Believe in the Future" Campaign of 2000-2003 raised about \$9 million which funded an additional educational wing and enabled Mobile Meals of Spartanburg to move into its remodeled and enhanced headquarters next to the church property. In the fall of 2003, the church dedicated its Family Life Center. This facility contains Fogartie Hall, several smaller dining rooms, a kitchen, space specially geared for the needs of the expanding youth ministries, and a gym with a walking track elevated above the basketball court. This addition was a major part of the "Believe in the Future" Campaign.

When Dr. Jones was called to First Presbyterian, Nashville, in 2002, he left a church reaching out to the world in many mission fields both at home and abroad, a growing congregation, an increasing budget and a community of faith looking forward. Dr. William H. Waterstradt served a brief pastorate of six months in 2003-2004. With the help of interim leadership, the church entered a period of self-assessment, restructuring, and planning. In May 2006, First Presbyterian called Dr. David A. Renwick, a native of Scotland and a self-described problem solver. Dr. Renwick helped the congregation rediscover its strengths. Congregational leadership, particularly in a greatly expanded Diaconate reaching out to the church membership through ministries of care, became a hallmark of Renwick's pastorate. The church implemented new technologies for ministry, producing a weekly video webcast of worship services and utilizing social media for communications and pastoral care.

The church also expanded worship services throughout the week. Evensong, a contemplative worship service, and the popular Healing and Wholeness service became regular parts of Wednesday evening activities. Youth-led Merge Worship and Family Worship for children and their families soon followed. In September 2010, First Presbyterian instituted MorningSong, a Sunday morning worship service characterized by contemporary music and an informal atmosphere.

Following Dr. Renwick's call to serve at National Presbyterian Church in Washington, D.C. in July 2011, the congregation called Dr. Thomas E. Evans as its new Senior Pastor on June 3, 2012. Under Dr. Evans's leadership, the vitality and diversity of the congregation's ministries thrived. A new Strategic Plan unveiled in February 2012 called for excellence in all ministries, for a renewal of the church's worship spaces and facilities, and for the church to step forward as a leader in serving the Spartanburg community. New international missions in Cuba and Haiti augmented the twenty-year commitment of the congregation to serve with the poor in the Dominican Republic and Ghana. Bible studies and prayer gatherings for children, youth, and adults filled the church and members' homes week after week.

Like the rest of society, First Presbyterian Church has been deeply affected by the Covid-19 pandemic. The church itself has been closed to congregation, staff, and visitors since March 15. Dr. Evans and his remarkable pastoral staff have been preaching, singing, and praying with the congregation virtually since that time. And the congregation has adapted to committee meetings, Bible studies, and prayers on Zoom. Remarkable videos have been made by young people of all ages and presented to the members. Giving to the church has increased.

In April 2018, Dr. Evans challenged First Presbyterian and the Spartanburg ecumenical community to end child poverty in this city. He guided the church in implementing a comprehensive strategic plan from his arrival in 2012 until 2015. Dr. Evans oversaw the successful capital campaign begun in 2017 to fund the renovation and remodeling of the historic Sanctuary and other spaces. Dr. Evans led the church during its wide-ranging and event-filled 175th Anniversary celebration in April 2019.

After eight years as Senior Pastor, in 2020 Dr. Evans accepted the call to Brick Presbyterian Church, a Manhattan congregation rich in history. A church as busy as First Presbyterian Church needs continued leadership. The church is fortunate that the Rev. Dr. Lewis Galloway agreed to accept the Interim Pastor position. Our Pastor Nominating Committee is at work, and we look forward to the future. Thanks be to God!



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."



CORDINATING COUNCIL

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

CORE MISSIONAL COMMITTEES

Faithful

COM demonstrates care and discipline with our Teaching Elders, Ruling Elders, and Sessions.

Committee on Ministry (21)

Triennial Visitation

Pulpit Supply

Work of the Minister/Terms of Call

PNC Training and Liaisons

Exam Commission

Commission on Ruling Elders

Certified Christian Educators

Ethics and Boundaries Policies and Training

Loving

Our CSM facilitates ways to engage, connect, and celebrate the shared ministry of Foothills' Communities of Faith.

Committee on Shared Ministry (24)

Leadership Development

Mission: Local, National, Global

Hospitality, Peer Ministry, Joys & Concerns

Technology and Communication

Resource Center

Outdoor Ministry

Youth Ministry

Campus Ministry

Child Advocacy & Awareness

Presbyterian Women

Small Church Connections

Hopeful

Our COM guides those seeking ordination as a Minister of Word and Sacrament.

Committee on Preparation for Ministry (18)

Session Orientation

Student Liaisons

Education & Ordination

Scholarships & Finance

Career and Professional Development

**Foothills Presbytery
118th Stated Meeting
Tuesday, November 9, 2021, 10:00 a.m.**

Orientation for New Elder Commissioners: 9:30

Special Orders of the Day

Worship and Celebration of the Saints	10:10
Lunch and Fellowship	12:10

Opening and Worship

A. Call to Order, Establishing a Quorum and Opening Prayer		10:00
	Terri Price, Moderator	
B. Welcome from Host Church	Lewis Galloway	10:05
C. Worship		10:10

Business

D. Presentation and Approval of the Docket		10:55
E. Presbytery Leader & Stated Clerk Report	Debbie Foster	11:00
F. Ecclesial and Diaconal Committees		
1. Committee on Ministry	Gordon Turnbull	11:10
a. Examinations Commission Report	Elizabeth Clayton Amos Workman	11:35
b. Commissioned Ruling Elder	Art Williams	11:55
2. <i>Committee on Preparation for Ministry</i>	Dottie Metropol	
3. Committee on Shared Ministry	Craig Foster	12:00
G. Lunch and Fellowship		12:10
H. Report of Coordinating Council	Nath Briley	1:20
1. <i>Antiracism Ministry Team</i>	Erin Farry & Lerone Wilder	
2. <i>Bills and Overtures</i>	Bill Lancaster	
3. Finance and Stewardship	Dennis Latham	1:35
4. Nominations	David Howell	1:45
5. <i>Personnel</i>	Phil Lyles	
6. <i>Racial Ethnic Cabinet</i>	Michael Sullivan	
7. <i>Representation and Review</i>	Susan Tompkins	1:55
8. <i>Worship</i>	Holt Andrews	

I. New Business

J. Adjournment and Closing Prayer

2:00

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.

Upcoming Presbytery Meetings:

- Tuesday, February 15, 2022, at Trinity Church, Travelers Rest
- Saturday, May 21, 2022
- Tuesday, November 1, 2022

Report of the Presbytery Leader & Stated Clerk October 5, 2021

The Presbytery Leader & Stated Clerk **reports** that:

1. Future Church initiatives continue to support and inspire:
 - a. The **Staying Connected Grants** rounds one and two are complete. Twenty-one grants, for a total of \$50,650, were directed to churches for technology and missional projects. Congregations that received grants: Belton, Eastminster, Fair Play, First Simpsonville, Fountain Inn, Grace Covenant, McCarter, Piedmont, St. Giles, Unity, Mt. Zion, Pickens, First Anderson, First Woodruff, Good Hope, North Anderson Community, Nazareth, Townville, Tyger River, Westminster (Westminster), and Mattoon.
 - b. [Faithful Innovation Learning Communities](#) (FILC): This was presented to Presbytery in February 2020. It was an outcome of conversations between the Transition Think Tank, Luther Seminary, the Coordinating Council, and Presbytery staff. What is a FILC? Faithful Innovation Learning Communities help congregations, and their leaders develop deeper connections with God, each other, and their neighbors. This happens through introducing the practice of *action-reflection* involving listening, discernment, and small experiments. We are currently recruiting and training coaches for the next phase of this initiative and are inviting congregations to discern if they may like to participate. FILC will launch the next phase in February 2022. I refer you to the COM Report for more information.
 - c. [The Legacy Partnership Project](#) (LPP): This was presented to Presbytery in February 2020. It was an outcome of a conversation between the Transition Think Tank, Council, the Presbyterian Foundation, and Presbytery staff. It is a unique pilot project focused around these four questions:
 - i. What will our congregation be known for in this corner of South Carolina?
 - ii. What gifts do we want to hand down to future generations?
 - iii. What are the strengths and challenges for our congregation at this time?
 - iv. What are we called to do next?

The Legacy Partnership Project is a time of discernment for congregations to identify gifts of the congregation, reflect upon their impact on the community, and plan for the future. Eleven of our congregations have expressed interest in the LPP, and seven have started the process. As we continue to work with congregations in the LPP we have discovered this is an excellent foundation for a congregation before starting the Faithful Innovation process. Please refer to the COM Report for more detailed information.

2. **Support for pastors, church leaders, and Presbytery committees** continues to be a priority of all the core missional committees and staff of Presbytery.
 - a. COM (Committee on Ministry) is contacting all Ministers, Clerks, and CRE's.
 - b. CSM (Committee on Shared Mission and Ministry) is contacting all Christian Educators and Youth Directors.
 - c. Zoom forums with Pastors and CPM (Committee on Preparation for Ministry) students continue.
 - d. The Presbytery office continues to host committee meetings in a hybrid fashion (in-person and via Zoom). Everyone attending in-person is asked to wear a mask while in the building. The Insurance Board has provided an updated [COVID-19 resource](#).

3. I continue to meet with Presbyterian and Lutheran colleagues across the country for a monthly [Missional Ministry learning cohort](#). After spending time dwelling in a passage of scripture and prayer, we explore topics related to the ever-changing landscape of religious life.

4. I continue to participate in the PCUSA's Association for Mid-Council's Presbytery Leader Formation Program, which includes quarterly workshops, coaching, and support for new Stated Clerks and Presbytery Executives.

5. I invited the Foothills Presbytery's Permanent Judicial Committee (PJC) for an informal Zoom meeting on June 10th. The goal of the discussion was for members to meet each other, name a chair, and discuss getting a training schedule on the calendar.

6. That we continue to work on updating the Manual of Operations. Upcoming additions:
 - a. The Sexual Ethics and Misconduct Policy, which is currently under legal review.
 - b. The Finance and Stewardship Committee reviewed the first draft of a procedural operations document that will outline the financial office procedures. Once this is complete, it will accompany the Investment Policy in our Operations Manual.
 - c. After reviewing our current manual, I am making a recommendation to the Coordinating Council to update the Manual of Operations to include clarity about the PJC, Stated Clerk, Moderator, and Council's role in appointing a Committee of Counsel or an Investigating Committee after allegations are received (recommendation in Council Report).

7. Transition and change continue to be the theme in congregational life.
 - a. We hoped the pandemic would temper over time, but it continues to force us re-think the ways we worship, learn, serve, and fellowship.
 - b. We are experiencing a high level of Pastoral (Installed and Temporary) and staff transitions. Your three core committees (CPM, COM, CSM) and

your presbytery staff are coming alongside Sessions, Pastors, Search Committees, Church staff, and Pastor Nominating Committees as they navigate saying good-bye and welcoming new leadership. Please let me or our staff know if we can support your congregation as you traverse change and transitions.

8. I continue my role as a Trustee on the [Presbyterian Communities of South Carolina](#) (PCSC) Board. I met with the Program Committee in July and the entire Board in August and October. I continue to be impressed by the level of excellence in leadership by the staff of the PCSC. There are six PCSC: The Clinton Community, the Foothills Community, the Florence Community, the Columbia Community, the Village at Summerville, and Laurel Crest.
9. I continue to meet monthly with the South Carolina Presbytery Executives and Stated Clerks (SC5). We are exploring plans for a statewide training (February 2022) for COM, CPM, PDA, and PJs (sometimes referred to as the Alphabet Soup Retreat), a statewide Presbytery gathering (May 2022), and a Minister Educator Retreat at Montreat (October 2022).
10. The Pelzer Church (formally a part of the Pelzer Williamston Church, now Faith Church) property closed on July 27 with a net of \$117,000. As voted on by Presbytery and Council, the funds are to be used for the ongoing mission and ministry of [Faith Presbyterian Church](#), Williamston, SC. Sincere thanks and gratitude to the many hands that made this sale possible: Elders and leaders of the Faith Church, Stan Reid (Presbytery Treasurer), Pete Roe (Elder, Westminster Gvle), and Joe Teague (Commercial Realtor).
11. The Georgia Road property is still on the market and under a revised contract. A new zoning variance with an updated site plan is pending approval from Greenville County authorities. We continue to receive guidance support from Joe Teague (Commercial Realtor) along with legal assistance from Pete Roe (Elder, Westminster Gvle).
12. Robin Morris (Associate Stated Clerk), Pressley Cox (Associate for Shared Mission and Ministry), and I continue covenant training as a result of taking the [Intercultural Development Inventory \(IDI\)](#) training. We have participated in three sessions of [Crossroads](#) training and are beginning to discern plans moving forward that will include cultivating relationships with leaders in our historically African American Churches.
13. Our Associate for Shared Mission and Ministry (Pressley Cox), and I have been honored to lead in worship in and with many of our congregations during the Spring and Summer months.
14. Our Associate for Shared Mission and Ministry, Pressley Cox, and I attended an informational meeting about creating a [Greenville County Interfaith Justice](#)

[Network](#) (an extension of the same in Charleston, SC and rooted in the theology of [Nehemiah 5](#)) on August 30 at Triune Mercy Center. We were two of seven Foothills Ministers in attendance.

15. The [Presbytery Website](#) was designed in 2014 and updated in 2017. In cooperation with the Committee on Shared Ministry, the staff partnered with Worship Times to redesign, refresh and update our website, the communications hub of our Presbytery. The new site was launched on September 15th. We welcome your feedback.

The Stated Clerk **recommends:**

1. Having received requests for an excuse for the November 9, 2021 Stated Meeting of Foothills Presbytery, and having found them in order, moves their approval.

Respectfully submitted,
Debbie Foster, Stated Clerk & Presbytery
Leader

Moderator's Report October 2021

Foothills Presbytery Prayer Group

Following Council's approval in January, a committee comprised of Whitney Moss (TE), Ed Irick (RE), Mark Kemp (musician), Beverly Kelly (TE), Angie Rogers (RE) met virtually to discuss the feasibility of launching a virtual prayer group for Foothills Presbytery church leaders (lay, clergy, and musicians). At its first meeting, the group:

- 1) Experienced an abbreviated prayer service based on the model used by PAM for the national prayer groups.
- 2) Discussed who might be included.
- 3) Discussed time and frequency.
- 4) Determined next steps.

With input from Foothills staff, the team decided to offer a virtual prayer service and obtain feedback from participants. On August 12, we hosted two services – at 8:30 (7 participants) and 10:00 (8). Subsequently, we contacted all participants for feedback on the program, interest in participating, desired frequency and time, and willingness to help run the program. We had responses from 8 participants, with the following feedback:

- 1) All expressed a desire to attend future prayer groups.
- 2) Three participants suggested meeting monthly, 2 weekly, and 1 quarterly.
- 3) Scheduling was open, with every weekday other than Friday suggested.
- 4) All participants except one preferred a morning time.
- 5) All were willing to help by "hosting," creating PowerPoints, etc.

Based on this initial experience, we will officially launch the group in October, with meetings offered on the first Thursday of the month at 9 a.m. Specific information about the next gathering will be communicated through the newsletter, with all welcome to join. To ensure better technical management, the group leader will work from a location with high quality internet capability.

Respectfully submitted,
Terri Price, Pastor Providence Presbyterian
Moderator of Presbytery

Committee on Ministry Report Report for Council, October 2021

Committee Members

Class of 2021: Scott Berry, Ann Broom, Patricia Gwinn, Patrick Jinks, Barbara Moran-Faile, Jacky Stamps, Sandy Thrasher, and Art Williams

Class of 2022: David Bailey, Phil Beckwith, Elizabeth Clayton, Ben Dorr, Ted Morlok, and Judy Snipes

Class of 2023: Nath Briley, Beth Meyer, Susan Oldham, Mark Taylor, Gordon Turnbull

Staff: Debbie Foster (Stated Clerk) and Robin Morris (Associate Stated Clerk)

The Committee on Ministry **reports:**

1. The following Temporary Pastoral relationship contracts have been approved: Steve Phillips at First Woodruff, Noelle Read at Central, Jack Taylor at Roberts, Jan Culpepper at Good Hope and Morton White at Walhalla and West Union Chapel.
2. The following Commissioned Ruling Elder Covenants were approved: Cyndi Banks at Liberty, Art Williams at Fair Play, and Sarah Cornell at Belton.
3. That David Garnett was approved to labor within the bounds of Foothills. He is serving as the Transitional Minister at Central. David's contract was also approved.
4. That Exit Interviews were conducted with Mel Davis (Fair Play), David Bailey (Central), and Robert Bannan (First Spartanburg).
5. That the following Moderators were approved: Lud Weaver (Bethesda) and Art Williams (Fair Play).
6. That the positions of Denny Read (Chaplain at AnMed Health) and Eliza Smith (University Chaplain at Converse University) were approved as Validated Ministry.
7. That liaisons were assigned to PNCs: Susan Oldham (Limestone), Mark Taylor (Eastminster), Nath Briley (Trinity), and Beth Meyer (First Greer).
8. That Trish Gwinn was assigned as a mentor for CRE Sarah Cornell.
9. That Honorable Retirement was approved for Craig Kubias (Spartanburg Community College) as of 1/1/2021 and David Bailey (Central) as of 7/1/2021.
10. That approval was granted to transfer Steven Rhodes to the Presbytery of Florida and James L. Jackson to Savannah Presbytery.
11. The following pastoral relationship were dissolved: David Bailey and Central (8/5/2021), Michael Sanchez and Fort Hill (9/2/2021).
12. That we have two active Associate Pastor Nominating Committees and five active Pastor Nominating Committees seeking installed pastors at seven of our churches.
13. Analysis was conducted on the Terms of Call for our Installed Ministers based on size of church and years of service. A copy of the report is included with this report. See Attachment 1
14. That we received a Transition Plan for pastoral leadership from St. Andrews.
15. The development of a presentation on Temporary Pastoral relationships that has been shared with Fair Play, North Anderson Community Church, and Richland.

16. That we actively reached out to Pastors, Clerks, and other church leaders to provide support during the pandemic.
17. That Future Church initiatives are underway with the Legacy Partnership Project and Faithful Innovation Learning Communities.
 - a. Eleven churches have expressed interest in the Legacy Partnership Project and seven of those churches have begun the process. The churches are McCarter, Eastminster, First Simpsonville, Providence, Limestone, Fair Play, and Seneca. Foothills Presbytery is also engaging in this process. Please see Attachment 2 for additional information.
 - b. The Foothills Presbytery Faithful Innovation Learning Communities (FILC) Ambassador Team (Anthony Dawson, Susan Oldham, Hudson Neely, Debbie Foster, and Pressley Cox) completed training with Luther Seminary in May. The team is currently recruiting coaches who will work with congregations beginning in February 2022. The Ambassadors are also identifying churches who want to begin this process to discern what God is calling them to do at this time. FILC is a process of Listen, Act, and Share. Please see Attachment 3 for additional information.
18. That initial discussions are underway for Small Worshipping Communities. We are thinking about our smaller worshipping communities in three areas: Relationship in terms of fellowship and hospitality; Pastoral leadership, reviewing models and cases; and Sustainability, in terms of human and financial resources and innovation for the future.
19. That COM received a revised set of examination questions for pastors who have been previously ordained who are seeking to transfer into Foothills Presbytery that were approved by the Examinations Commission. The Exams Commission and COM express gratitude to Gordon Raynal (Honorably Retired) for his work on these exam questions. Please see Attachment 4.
20. That the Commissioned Ruling Elder Supervisory Committee has been active in the last quarter. Please see their report in Attachment 5.

The Committee on Ministry **recommends:**

1. The honorable retirement of Craig Kubias (Spartanburg Community College) as of 1/1/2021 and David Bailey (Central) as of 7/1/2021.
2. That the Presbytery receive the revised set of examinations questions for previously ordained Ministers of Word and Sacrament who are seeking to transfer into Foothills Presbytery.

Respectfully submitted,
Gordon Turnbull, 2021 Chair

2021 Terms of Call Report

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>

Installed Pastors Years of Service

#	range
8	0 – 5 years
6	6 – 10 years
8	11 – 20 years
7	21 – 30 years
5	> 30 years
34 Total	Avg 15.5 years

Median is 12 years.

Effective Salary by Years of Service

Category	0 – 5 yrs	6 – 10 yrs	11 – 20 yrs	21 – 30 yrs	>30 yrs
All	\$59,975 (8)	\$56,325 (6)	\$67,218 (8)	\$92,665 (7)	\$87,295 (5)
All Males	\$64,997 (4)	\$65,558 (1)	\$79,923 (3)	\$102,544 (4)	\$87,899 (4)
All Females	\$54,953 (4)	\$54,479 (5)	\$59,594 (5)	\$79,493 (3)	\$84,883 (1)
Male Pastors **	\$81,068 (2)	0	\$79,714 (2)	\$102,544 (4)	\$87,899 (4)
Female Pastors**	\$64,590 (1)	\$46,432 (2)	\$56,154 (4)	\$83,620 (2)	0
Male Associates	\$48,926 (2)	\$65,558 (1)	\$80,340 (1)	0	0
Female Associates	\$51,741 (3)	\$59,843 (3)	\$73,356 (1)	\$71,241 (1)	\$84,883 (1)

** Solo, Head of Staff

Notes:

1. Data does not include FT temporary positions: Chris Jones, Robert Bannan, and Noelle Read.
2. Active searches in progress for Installed Ministers: Fort Hill Associate, Limestone, First Spartanburg, Eastminster, First Greer Associate, and Trinity. (Central not listed as David Bailey's Terms of Call included in data.)



Legacy Partnership Project

A Partnership with Foothills Presbytery and the Presbyterian Foundation



- What will our congregation be known for in this corner of South Carolina?**
- What gifts do we want to hand down to future generations?**
- What are the strengths and challenges for our congregation at this time?**
- What are we called to do next?**

The Legacy Project is a time of discernment for congregations to identify gifts of the congregation, reflect upon their impact to the community, and plan for the future. Discernment is a gift from God, mediated through the presence of the Holy Spirit.

The 4–6-month process is a partnership with Foothills Presbytery, the Presbyterian Foundation, and a leadership team from the congregation.

- Who:** Foothills Presbytery representative
Presbyterian Foundation representative
Two point people from the congregation (Typically Pastor & Elder)
Leadership team (or Session)
- When:** Time to be determined between leadership team and Presbytery/Foundation.
Typically spans 4-6 months. Each gathering is 60-90 minutes.

Gathering Overview:

1. Covenant and Overview - Create a covenant, overview of the Legacy Partnership process, clarify expectations, and answer questions

(4 weeks between gathering #1 & #2)

(Financial Health Assessment conducted by the Presbyterian Foundation.)

2. Assessment Presentation

- a. Clearer Picture of Today’s Church
- b. Giving Trends of Congregation: Strengths, Challenges and recommendations.
- c. Expense report
- d. General Statistics about Giving and Spending
- e. **Invitation** to read **Sail Boat Church** by Joan Gray and engage in forty days of prayer and discernment.

(5 – 6 weeks between gathering #2 & #3)

3. Process & Reflect upon discoveries, inspiration and learnings from Financial Presentation and forty days of prayer & discernment. Ask the question, what is next?

4. Vision- Create actions, goals, and intentions for “this is what God is calling us to do next.”



FAITHFUL INNOVATION

Learning Communities

Participating congregations will be discerning their unique answer to this question: **"When we consider the gifts we have been given and the needs of our world, what future do we imagine God is bringing forth in our midst?"**

What is a Learning Community?

A learning community is a group of congregations who commit to one another in a learning experience. Through prayer, skill-building, action, and reflection, they address their most pressing questions about the future.

How will my congregation benefit?

You will:

- Learn to discern and participate in God's leading.
- Deepen your congregation's spirituality.
- Build connections with other congregations.
- Engage and inspire your membership.
- Affirm that God has a vital role for your congregation to play.

It is a **PROCESS: Listen, Act, Share**

The faithful innovation process works using three distinct practices: **Listen, Act, and Share.**

- Dwelling in the Word/ Listening with the heart
- Sharing our actions with each other
- Reflecting on what we have heard, what we have done, and consider how to incorporate our learning into the fabric of our congregation, and presbytery community.



**Examination Questions
For Previously PCUSA Ordained Teaching Elders**

Ministerial Experience:

1. What do you best love about Pastoral Ministry? What do you consider to be your greatest strengths? What do you consider your growing edges? How are you addressing them? What do you not like to do in ministry?
2. Tell us about the congregations you have served. What were some of the areas where you think your ministry was especially effective? What were some of the situations that were challenging? What were some of the situations where you were not able to be effective?
3. Tell us about your service to the denomination beyond the congregational setting? What presbytery committees have you served on? Have you served on any synod or General Assembly committees or task forces? What committee or committees of Foothills are you interested in serving? Have you ever been a commissioner to synod or General Assembly?
4. Tell us about your service and roles in civic or other community organizations?
5. Tell us about your past continuing education and your future plans for learning? Tell us about your long-term goals in ministry?
6. Tell us about your family's participation in the communities where you lived or served? Tell us about the joys and struggles you and your family have faced?
7. Tell us about what you do to find rest and recreation? How do you balance ministry with your personal or family life?

Views:**Bible:**

1. Tell us about your study of the Bible? What academic resources do you utilize to deepen your understanding? Tell us about what guides your preaching (lectionary use, utilization of the Confessions as a guide, how you choose sermon series)? Tell us about how you go about preparing sermons and lessons?
2. Tell us about a favorite Bible passage and what it means to your ministry?
3. Tell us about a troubling Biblical passage and how you wrestle with it?
4. Tell us about how you have dealt with members who have wanted to argue with you about the interpretation of Scripture?
5. Tell us about how you attempt to improve Biblical literacy in your congregational work?

Theology:

1. How have you used the Book of Confessions in your ministry?
2. Who are some of your favorite theologians? What theological works do you regularly rely upon?
3. Tell us a Reformed theological doctrine that brings you joy? Tell us a doctrine that you struggle or wrestle with?

4. Of the numerous titles with which the Bible and Reformed theology affirm about Jesus, tell us which you find to be most compelling in your ministry and why?
5. Talk to us about your prayer life and the life of prayer you seek to encourage in your congregation?

Sacraments:

1. Tell us about a Baptism you remember and how it was significant to you? To the person/ family? To the congregation?
2. Tell us about your leadership in the Lord's Supper in your previous congregations? What frequency do you think the Lord's Supper should be celebrated?
3. Tell us about your experience with children at the Table? Tell us about the Sacramental education you typically have used? With children? With individuals that join from other denominations or from no past affiliation?

Polity:

1. Tell us about how you go about teaching Ruling Elders and Deacons to prepare them for ordination?
2. Tell us about your approach to ongoing polity education to help Ruling Elders and Deacons grow in their understanding and practice of the polity?
3. Are there any particular areas of our polity with which you struggle?

Mandatory Questions:

1. **Are there any aspects of our church's Constitution to which you wish to declare objections of conscience? By "objection of conscience," we mean not merely intellectual disagreement, but an unwillingness to conform your behavior and/ or practice of ministry to a particular aspect of the Constitution?**
2. **Are you now willing to reaffirm your commitment to "be governed by our church's polity and abide by its discipline?" (W-4.4003e).**

Approved by Examinations Commission August 19, 2021

Received by Committee on Ministry September 2, 2021

Commissioned Ruling Elder Supervisory Subcommittee Report

The Commissioned Ruling Elder (CRE) Supervisory Subcommittee reports:

- Eight Commissioned Ruling Elders are currently commissioned to churches within Foothills Presbytery.

#	Name	Home Church	Serving
1	Holt Andrews	First Spartanburg	First Spartanburg
2	Cyndi Banks	Pickens	Liberty
3	Sarah Cornell	Fair Play	Belton
4	Jeff Gilstrap	Tyger River	St. Andrews
5	Elizabeth Jones	Piedmont	Flat Rock
6	Susan Oldham	First Spartanburg	First Spartanburg
7	Mike Turner	First Spartanburg	Unity Moderator at Florence Moore
8	Art Williams	Fort Hill	Richland

- One Ruling Elder who has completed the required coursework for CRE is serving as a Pulpit Supply Pastor: Marion Freeman.
- That we have two Ruling Elders who have completed the training courses and are in the final steps of becoming a CRE. (Susan Tompkins and Elliott Grow)
- That we have eight Ruling Elders who are in training to become a CRE.
- That we have developed a brochure to share with churches about the CRE program. (Copy attached.)

Respectfully submitted,

Art Williams,
Chair

Committee Members: Cyndi Banks, David Bailey, Sarah Cornell, Ed Irick, Mike Turner, and Art Williams (Chair)

Presbytery Staff: Debbie Foster and Robin Morris

Covenant for Commission

Once you have completed all requirements and have received a call to serve at a church, a written covenant between you, Session, and COM will be signed that lists the duties that you are commissioned to provide.

A CRE can be commissioned to the following responsibilities:

- Preaching
- Administering Sacraments
- Moderating Session meetings
- Officiating at weddings when approved by Session



Will I have any Support?

While a student, scholarships are available to assist you with costs associated with the course work.

Once you are commissioned, the Committee on Ministry assigns a Minister of Word and Sacrament as a Mentor to you. This pastor will help support you during your commission.

I'm interested! How do I get more information?

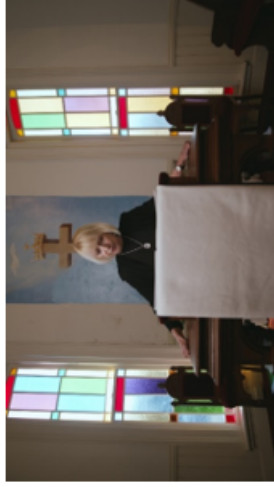
You can find information about becoming a Commissioned Ruling Elder on the Foothills Presbytery website | under the Committee on Ministry Commissioned Ruling Elder or by calling the Foothills Presbytery Office at 864.288.5774.

The Foothills Presbytery site for more CRE information is:

<https://foothillspresbytery.org/commissioning-ruling-elders/>



Commissioned Ruling Elder



Do you know a Ruling Elder who has a heart for serving the church and following God's call? Tell them about the Commissioned Ruling Elder (CRE) program!

The CRE program is an expansion of the Presbyterian Church's mission in a changing world. CREs and Ministers of Word and Sacrament are partners in mission as we seek to bring the good news of Jesus Christ to an ever-changing culture.

What is a Commissioned Ruling Elder (CRE)?

A Commissioned Ruling Elder (CRE), previously called a Commissioned Lay Pastor, is a Ruling Elder who has completed training and other requirements to be commissioned to service in a PC(USA) call. They are Ruling Elders in the Presbyterian Church who have been called to serve in a variety of roles in support of churches, the Presbytery, or other types of ministries. The leadership role can vary depending on the needs of the congregation and range from preaching, teaching, serving as moderator, and other important leadership roles in the church.

The PC(USA) **Book of Order** defines the functions, training, commissioning, and supervision of a Commissioned Ruling Elder.

Foothills Presbytery, along with the other four SC Presbyteries, supports the SC Lay School of Theology. The Lay School offers courses each Fall and Spring for Ruling Elders.

How can I become a CRE?

To enter the program to become a Commissioned Ruling Elder in the Foothills Presbytery, you must be an active member of a Foothills congregation and an ordained Ruling Elder, who has completed at least one full, active 3-year term in the Presbyterian Church U.S.A.



Course Requirements

Foothills Presbytery requires 8 (eight) core courses as part of the training to become a Commissioned Ruling Elder. The courses are:

1. Old Testament Survey
2. New Testament Survey
3. Reformed Theology
4. Presbyterian Polity
5. Preaching
6. Worship and Sacraments
7. Pastoral Care
8. Church History

These courses are offered through the SC Lay School of Theology, a joint venture of the five South Carolina presbyteries. Upon completion of these courses, a diploma is issued. Online courses through Union Seminary Pathways and Dubuque Seminary may meet the course requirements. Students need pre-approval for these online courses.

The endorsement and applications form can be obtained by contacting the Foothills Presbytery office at 864-288-5774 or through this link:

<https://foothillspresbytery.org/commissionson-ruling-elders/>

Rev. Dr. Mary Anne Welch bio

I was born in Greenwood, SC, and grew up there. My parents began taking me to church when I was in the Infants Sunday school class. Back then, there was no such thing as having a nursery provided during worship, so I was in worship almost every Sunday from an early age.

I graduated from Lander University (Greenwood, SC) with a dual degree in Early Childhood and Elementary Education. That may sound impressive, but it was only a matter of taking a few extra courses. It did allow me to be certified to teach anything from kindergarten to eighth grade. My teaching career in Gaston County (NC) Schools spanned thirty years. Half that time was in an inner-city school with all that entailed—poverty, drugs, violence, chronic unemployment, and all the rest. The rest of my teaching career was in what was termed a “rural” school; it was more of a small-town area than a rural area. Teaching was truly my “first call,” and it laid the foundation for my ministry in the Presbyterian Church.

After retiring from the school system, I entered Union Presbyterian Seminary in Charlotte, NC, and earned a Master of Divinity degree. My first call was to a small church in Great Falls, SC. While there, I earned a Doctor of Ministry degree from Pittsburgh Theological Seminary.

In 2015, I was called to Sharon Presbyterian Church. My first visit with the PNC was not the kind of visit a PNC would wish if they are desiring to impress the person they are interviewing to be the next minister. First, I spent 13 hours in O’Hare airport. My flight to Cedar Rapids was cancelled, and they kept bumping me to a later and later flight. Instead of arriving about 11:00 am, I think I arrived at 11:00 pm. On the drive down to Farmington, it began to snow. And it snowed. And it snowed. And it snowed some more. In one night, I saw more snow than I usually saw in four or five winters combined. I am sure the members of the PNC thought they’d never see or hear from me again. But a few months later, my husband, our three dogs, and I made the 900-mile drive to our new home. Even after some bitter winters (even the Mississippi River freezes over), we have no regrets.

Lawrence and I met and dated in high school and married after college. The aftereffects of a childhood bout with polio forced him to retire on disability when he was 40. I retired June 1, 2021, and we have moved back to South Carolina to be near family. Now I am listening to see what God has in store for me next.

Dr. Mary Anne Welch Statement of Faith

I believe in the triune God. Throughout Scripture and throughout history, God chooses to reveal God's word to people such as Abraham and Moses and Samuel, and through them to Israel and the church. God chose to live in a covenant relationship with Israel, and in Jesus Christ, to draw all people into this covenant life. I believe that God is fully revealed in the life, death, and resurrection of Jesus Christ as attested in Scripture. The God who is revealed in Jesus Christ is also the God whom the church has confessed as "the Creator of heaven and earth." This God tell us that all that was created is created "good." God continues to care for creation. Because God is definitely made known in Jesus Christ, we know that in life and in death we belong to God whom we worship and serve. This God is faithful and rules in justice with grace and mercy beyond measure.

I believe in Jesus Christ, the Messiah longed for by Israel and promised by God through the prophets for generations. Jesus was fully human and fully divine. As fully human, Jesus experienced the fullness of human life with all its trials and temptations, joys and sorrows. As fully divine, Jesus was obedient to God even unto death, the one truly righteous man. Because Jesus is both fully human and fully divine, he can understand our weaknesses and can be our advocate. In his power and authority, Jesus showed us God's work in our lives and in our world. Jesus was crucified, bearing our sins and suffering the death we deserved. The one righteous man took the place of al who are unrighteous. The cross is God's victory over everything that threatens to separate us from God's love. In his resurrection, we are also raised to life eternal. As a result of the life, death, and resurrection of Jesus, it is possible for human beings to be brought into a healed, unbroken, and joyous relationship with God.

I believe in the Holy Spirit, who is fully divine with the Father and the Son. The Holy Spirit unites us to Christ and forms and renews the community of faith. The Spirit enables sinful, broken people to hear and understand God's word, trusting their lives to God and becoming disciples of Jesus Christ. Also the Spirit equips the church, the body of believers, to carry out the work of God in the world. The work of God performed by the church includes representing the reign of God. The church should function as a fellowship that lives out the love and forgiveness practiced by Jesus. The church also symbolizes the reign of God by service globally and locally and by proclaiming and teaching the word. Through the presence of God's Spirit, we are supported, sustained, empowered, and encouraged.

God's love does not depend upon our intelligence, virtue, or piety. God takes the initiative and draws us into the triune life through the Word. Jesus is the living Word of God, and Scripture becomes the Word of God where and when it makes God known. Inspired by God, Scripture provides the church with a word to proclaim, which also, by God's grace, becomes God's word for God's people. Our proclamation, based upon scripture, testifies to the living Word of God, Jesus Christ. Faithful understanding of Scripture reveals the unique nature of God as the one who loves and forgives sinners and who, as Father, Son, and Holy Spirit, gives them covenant life. Scripture is the witness to Jesus Christ through whom our life with God is mediated.

The church is the body of Christ. It is a community of sinners who know that they are saved by grace. We sinners are also in ongoing need of God's precious forgiveness in Christ as well as the caring forgiveness of those against whom we sin. As with any group of humans, the church has problems, but it remains the place where God's grace abounds.

The Presbyterian Church recognizes two sacraments, baptism and the Lord's Supper. In these sacraments of baptism and the Lord's Supper, the church experiences visible signs of invisible grace which point to the love and faithful presence of God. Instituted by Jesus, these sacraments are open and available to all and are God's gifts to us to sustain our faith. Baptism makes known that we are children of God, even before we can understand what this means. In the waters of baptism, we die to our old selves and are raised in Christ's resurrection to new life. The Lord's Supper also is open to all who believe. Through this meal, we remember Christ's sacrifice on the cross. It connects us to believers in every time and place and shows Christ's presence with us.

**Foothills Presbytery
Committee on Ministry
Recognition of Honorable Retirement
from the Ministry of Word and Sacrament**

Acknowledgement of Retirees

Call to Worship (from Psalm 90:1-2 and Psalm 103:1-5)

Leader: Lord, you have been our refuge from one generation to another.

People: Before the mountains were brought forth, or the land and the earth were born, from age to age you are God.

Leader: Bless the Lord, O my soul, and all that is within me, bless God's holy name.

People: Bless the Lord, O my soul, and forget not all God's benefits,

Leader: Who forgives all your sins and heals all your infirmities

People: Who redeems your life from the grave and crowns you with mercy and loving-kindness;

Leader: Who satisfies you with good things.

People: And your youth is renewed like an eagle's.

Celebrating the Retirees' Service

Fulfillment of Call

Closing Prayer

**Foothills Presbytery
Examinations Commission
Report for Council October 2021**

The Examinations Commission **reports:**

On August 19, 2021:

1. Jacob Kennedy, a candidate for ordination from New Hope Presbytery, was examined. Jacob is being called as Associate Pastor for Youth and Mission Ministries at Fort Hill Church. Jacob preached on Mark 1:16-20. He shared his faith journey and sense of call to Fort Hill with the Exams Commission. Jacob was examined in the areas of Bible, Theology, Sacraments, and Polity. His sermon and examination were unanimously approved.

Jacob's Terms of Call were approved: Salary/Housing \$45,054.00; Half SECA \$3,446.63; Total effective salary \$48,500.63; half SECA \$3,446.63; Medical Insurance \$13,095.17; Pension \$4,122.55; Annuity/Death/disability \$727.51; Total salary and benefits \$69,893.49. Also 4 weeks of vacation, 2 weeks of continuing education, 10 days or less service to the larger church; phone expense of \$540.00; professional expense of \$3,500.00; and moving expenses.

2. The Examinations Commission also met with Rev. Dennison (Denny) Read, who was seeking approval to transfer from Northeast Georgia Presbytery. Denny has accepted a position as Chaplain at AnMed Health in Anderson. Rev. Read shared his faith journey and sense of call as a chaplain at AnMed Health. He was examined in the areas of Bible, Theology, Sacraments, and Polity. His examination was unanimously approved. Foothills Presbytery accepts Rev. Denny Reads' transfer from Northeast Georgia Presbytery.

The Examinations Commission approved Rev. Denny Read to administer the sacraments as part of his duties at AnMed Health after his Chaplaincy is approved as a Validated Ministry by the Committee on Ministry. Denny will be introduced at the November Stated Presbytery Meeting.

3. That the Examinations Commission approved a revised set of examination questions for pastors who have been previously ordained and who are seeking to transfer into Foothills Presbytery. The Exams Commission expresses gratitude to Gordon Raynal (Honorably Retired) for his work on these exam questions.

On September 16, 2021:

4. That the Examinations Commission approved the Installation Commission for Rev. Julia Watkins. Her Installation Service will be on October 17, 2021, at Westminster Church in Greenville. The Commissioners will be: Teaching Elders Rev. Ben Dorr (Westminster), Rev. Leslie Lang (Spartanburg), Rev. Kate Taber (Furman University), also Ruling Elders Ted Gentry (Westminster), and Robin Morris (Limestone). Guests on the Commission will be Rev. Lauren Slingerland (Westminster), Rev. Amos Workman (Westminster), and Rev. Rachel Hood Vogado from the Presbytery of Charlotte, NC. Rev. Benn Dorr will be the Moderator and Elder Ted Gentry will be the Recording Clerk for the Installation.
5. The Examinations Commission met with Rev. Eliza Smith, who was seeking approval to transfer from Trinity Presbytery. Eliza has accepted a position as the University Chaplain at Converse University in Spartanburg. Eliza shared her faith journey and sense of call to ministry at Converse University. She was examined in the areas of Bible, Theology, Sacraments, and Polity. Her examination was unanimously approved.

The Committee on Ministry has already approved Rev. Smith's work as a Chaplain at Converse University as a Validated Ministry. The Commission gave approval for her to administer the sacrament of the Lord's Supper when needed in this Validated Ministry position. Eliza will be introduced at the November Stated Presbytery Meeting.

The Examinations Commission **recommends**:

1. That Jacob Kennedy be examined for ordination at the Stated Meeting in November. Jacob is being called as the Associate Pastor for Youth and Mission Ministries at Fort Hill, Clemson.

Respectfully submitted,
Amos Workman
Co-Chair

Elizabeth Clayton
Co-Chair

Commission Members: Dan Sansbury, Bill Burns, Nan Jones, Amos Workman (Co-Chair), Phil Beckwith, Scott Berry, Ann Broom, Elizabeth Clayton (Co-Chair), Barbara Moran-Faile, Ann Coleman, and Audrey Reese

Presbytery Staff: Debbie Foster and Robin Morris

Jacob Kennedy
Biography/ Call to Ministry

My name is Jacob Kennedy, I was born and raised in Wilson, North Carolina. The Presbyterian Church has always been important to our family, having been baptized as an infant in the First Presbyterian Church of Wilson. From early on we went to Church on Sunday and learned about the gospel of Jesus Christ. After going through confirmation in 8th grade, tough decisions needed to be made. My passion at that time in life was baseball and offers were made to go and play showcase baseball on the weekend, which meant missing a lot of Church. My parents let me make the decision of whether or not I would want to play baseball on the weekends and miss Church or find other ways to play. I chose to find other ways, at that moment I realized that my faith became mine, and I had many more questions and answers about who God is and how God is at work in my life. That decision was accompanied by my first trip to the Montreat Youth Conference. After experiencing and realizing the Church was larger than my home Church, I knew this was amazing and felt God was calling me to be a part of this work. I became involved in everything I could at Church, serving as a Deacon, participating in Presbytery Youth Council, and working on various conference planning teams. During these times, many people would mention Seminary and becoming a Pastor, but I would always brush them off. At this time, my brother was embracing his call to ministry. That was his thing, it wasn't mine.

After coming home from Montreat Youth Conference my Junior year of high school, I sat my best friends down and said, "guys, I want to be a minister." They replied, "well about time you realized." That's how this journey of discernment began, which took me to Presbyterian College, where I learned to critically analyze Biblical texts, to faithfully write lesson plans, to teach, to research and how to lead congregations. My summers of college were spent serving congregations of various sizes in Charlotte, North Carolina and Tallahassee, Florida. After the completion of my Christian Education degree, I knew this was the time to push myself out of my comfort zone and to experience a new place and to see God at work in a context that was much different than the American South. This led me to Princeton Theological Seminary. While there I furthered my education and sought to see God at work in different communities. I served a congregation as their student minister on the Upper East Side in New York City. Then I completed Clinical Pastoral Education at Robert Wood Johnson University hospital. Both of these experiences created opportunities for so much self-reflection, while also allowing me to continue to grow in my faith.

All of these experiences have shaped me and my call to ministry. These experiences have taught me to glorify the gospel of Jesus Christ, while not being afraid to ask questions. They have reminded me that I am a simple servant, but the movement of the holy spirit is still rushing and shaping my call each and every day. My greatest hope is to lead communities into who God is calling them to be, but also that I might fully live into who God is calling me to be in this loving and wonderful call to serve in ministry in the PC(USA).

Jacob Kennedy - Statement of Faith

I believe in the **Triune God**, Creator, Redeemer, and Sustainer. All persons unique in their own way, and yet, all parts working together to guide all people. In this Holy mystery, we are able to come to know who God is and how God is at work in our lives.

I believe in **God the Creator**, who created everything and everyone and saw "...that it was good." (Genesis 1:4) Creation occurred as an example of God's love. This shows us, who sin and fall short of the glory of God, that there is goodness all around us. Although we are made in God's image, we fall short and seek things that are the opposite of God's intention. However, God's love is so abundant that our chaos and imperfection is met with love and grace, bonded together from the beginning. This cannot be broken.

I believe in **God the Redeemer**. God's love is so abundant that God came into the world through the person of Jesus Christ, fully God and fully human. Christ's earthly ministry displays the revelation of God. However, Christ's ministry of love, peace, and reconciliation led him to an unjust death at the hands of imperfect people. Christ's death was a salvific act of love for all of humanity, reconciling us to God. On the third day, Jesus rose from the grave, defeating sin and death all at once, while extending grace to all those who believe and proclaim Christ as Lord. The ministry of Christ was in opposition to a world that was imperfect and evil. Christ brought a message of peace, hope, and reconciliation, so Christ's continual reign at the right hand of God reminds us that hope is found only in Christ and that we are called to enliven the reign of Christ in the world.

I believe in **God the Sustainer**. I believe that we are sustained by the Holy Spirit, who lives and is rushing among us, moving us to be the people of God for all time. God's presence as the Spirit furthers the work of creation because we, in covenant with God, continue to work so that all people might flourish. Empowered by the Spirit, we are called to share and live out all of this good news.

I believe that the **Scriptures of the Old and New Testaments** are the revelation of God's love and activity in the world and continues to speak to us today. I believe that the Spirit is present in **the Sacraments** of baptism and communion, both being the visible signs of God's invisible grace. These acts bring individuals and communities into a deeper connection with Christ's life, death, and resurrection. In these simple acts, we witness a piece of the Kingdom of Heaven where all of creation is welcomed into Christ's community and will lift us in heavenly communion with the Triune God.

I believe that **the Church** is charged with doing God's work in the world today. I believe that the Church is tasked with living into the example of Christ set forth by showing love, grace, mercy to all people, and seeking justice at all times. I believe that worship is at the center of all that the Church does. Through confession, sacraments, word read and proclaimed, and praise, we witness the work of Christ and know that God is at work in our world. The Church seeks to be creative, imagining and working towards a world that reflects Christ's call to community, radical love, and empathy until Christ comes again.

Rev. Dennison (Denny) Read Biographical Sketch, 2021

I was born February 12, 1975, in Richmond, Virginia. Both of my parents were young medical professionals and eventually moved to Atlanta, Ga in 1978. They joined Shallowford Presbyterian Church where I was baptized, confirmed, and raised through high school. That year, I had a severe head injury resulting from a car accident. Two parts of this story are remarkable in my life. First, I had a near death experience in which I had a conversation with God as vivid as any conversation I have ever had. I remember God telling me “It’s not your time.” This experience has always served as a centerpiece for understanding my call to ministry. Second, the doctors were certain that, given the severity of my injury, all my parents could hope for was a minimally functioning child. On the one hand is a deep personal experience with God, and on the other is the circumstance suggesting that my full recovery was nothing short of miraculous. Shallowford Presbyterian Church was instrumental in supporting my parents who grieved over potentially losing their middle child. The church became an integral part of my own faith journey, particularly when I entered high school. With an exceptional congregation who nurtured my faith and listened to my constant questions about God, I came to understand how God calls and cares for people. In high school, I did not yet fully understand what God would do with my life. I simply knew that God was doing something.

Upon graduating from high school, I attended the Citadel with the thought that I might be headed into the military. As a junior, though, I knew that God was calling me elsewhere. I applied to Columbia Seminary and was accepted into the Master of Divinity Program. After my first year in seminary in 1998, I spent a summer in Kenya as part of Columbia’s Supervised Ministry Internship. Then, after my second year of seminary I worked as the Assistant Director for Camp Cherokee in the Cherokee Presbytery (1999). At the beginning of the summer ’99, I had applied to serve as a Chaplain Resident in a Clinical Pastoral Education program at St. Vincent’s in Indianapolis, IN while my wife served a two year residency as a Resident in Parish Ministry at Second Presbyterian Church, also in Indianapolis, IN. At the conclusion of my CPE residency in 2000, I served one year as the College Outreach Ministry Intern at Second Presbyterian Church in Indianapolis. In June 2000, my wife Noelle and I got married and returned to Atlanta for me to finish seminary. Not long after graduating from seminary, South Highland Presbyterian Church in Birmingham, AL called Noelle and I to serve as co-associate pastors. After serving as co-pastors (2002-2009), we were called to serve as co-pastors at First Presbyterian Church in Natchez, MS (2009-2017). In the spring of 2017, our family felt the call to continue in ministry but to do so closer to our aging parents. After moving to Anderson, SC, I accepted a call in the fall of 2017 to serve Wiley Presbyterian Church part-time as a temporary non-installed contract pastor under the care of the Northeast Georgia Presbytery. Over the summer, I was asked to consider working as a chaplain at AnMed Medical Center. I felt as though God was calling me toward a ministry of caregiving that was, and is, undeniable. I accepted the call to serve as a chaplain and began serving on August 2, 2021.

Rev. Dennison (Denny) Read
Statement of Faith, 2021

I believe in the one Holy and Triune God who spoke the world into being and continually articulates the new reality of His presence through the incarnation of Jesus Christ and the continuing work of the Holy Spirit in the Church and the world.

I believe in the Triune God as one essence in three persons. I believe in the One God who created a good creation, who created freedom for the Israelites oppressed by the Egyptians; who established a covenant with this people; who became Jesus Christ to know us and to fulfill the covenantal promise of salvation and redemption of humanity. I believe in God's continuing work in the world and through the Church defined by God's unique revelation in Jesus Christ whose vision and presence are sustained by the power of the Holy Spirit.

I believe in the One God of covenant as revealed in Scripture, itself a testimony and revelation of God's sovereignty and salvific work within and for the sake of all creation. I also believe in God as the One in whom we live and move and have our being who acts decisively as Provider, Nurturer, and Liberator.

I believe in Jesus Christ as the Son of God, the incarnation of the Word, both Lord and Savior, and the unique revelation of God and His justice in the world. In Christ are salvation, redemption, and justice for this world. In Him, I have found the conviction and the courage to live as a forgiven sinner. I put my faith in Him who is God's unique revelation, fully human and fully divine, who has died at the hands of worldly principalities and powers. I gratefully proclaim our Lord's resurrection as a sign of God's power and victory over sin and death. The new life in Christ, opposed to worldly notions of power, status, and wealth, is liberation from death to fullness of life in the present and in eternity. Jesus Christ bears our sins and sends the Holy Spirit to continue His work in the Church.

I believe in the Holy Spirit, who salvific and redemptive works continue in history. It is the breath of God that renews the lives of all. I believe in the Spirit's movement to heal humanity of sickness, to pull humanity from death to life, to liberate the oppressed, and to move His people to faithful lives despite our sinfulness. The Holy Spirit calls us to be faithful disciples of Jesus Christ.

In Baptism, God has claimed my life from worldly norms and standards that I may have the fullness of life in Jesus Christ. The Holy Spirit moves me to discern where God would have me serve. I am moved, called, and empowered by the Holy Spirit to faithful discipleship nourished by sacramental remembrance: the cup of salvation and the bread of life.

In the one Holy and Triune God, I trust, depend, and serve with strong personal conviction and steadfast, grateful faith.

Eliza Smith Bio/Journey of Faith

I believe strongly in the power of an unorthodox cloud of witnesses, for it is a set of perpetually unforeseen circumstances and unconventional saints that have revealed truth, beauty and goodness most clearly to me throughout my life. My family has always loved and supported me, teaching me at an early age that I was somebody who mattered. This gave me a sense of inherent self-worth that no one could take away, proving to me that I was made in the image of God and that my life held purpose. My grandmother was the closest friend and greatest hero to my sister and me. She had a quick wit and a zeal for life that is, to this day, unparalleled. Though we never spoke in theological jargon or prayed together in the pews, my Grandmother's thoughts were a theology and her life a prayer. She was a continual example in my life, from early childhood to young adulthood, of what faith looks like in action. I saw God so clearly through the work and laughter of my grandmother that I began to believe in a relational God, who calls us to love and serve one another and to be joyful and strong.

I grew up with my home church, Shandon Presbyterian, as the backbone of my development in multiple ways. Shandon is responsible for giving me many of my favorite memories; it was the place in which I was baptized and later confirmed, the preschool room where I cut my bangs, the pulpit where I preached my first wobbly sermon and the risers where I sang boldly but terribly off pitch as a part of the choir for 12 long years. Shandon gave me community growing up and friends who embraced me, and still do to this day. Shandon taught me from an early age that my thoughts mattered, and that part of being faithful involved asking difficult questions. It is the first place that I learned to speak my mind and the spot that showed me the importance of vulnerability from a circle of worn-out bean bag chairs.

My college experience at Furman allowed me to press into topics of religious study, interfaith collaboration and fellowship. Interning with Greenville Area Interfaith Hospitality Network was the most significant turning point in terms of my understanding of God's call for my life. GAIHN, which was an ecumenical nonprofit collaboration involving local congregations, sought to transition families out of homelessness. This was the place where I began to believe in the nexus point where the church meets the world. This experience taught me the importance of practical compassion, humility and preservation of human dignity. I began to understand these as integral parts of faithful and responsible advocacy. I have since come to know them as central pieces of pastoral care as well.

Over the course of my time in seminary, I completed internships in campus ministry, parish ministry, non-profit and hospital settings. I worked in urban and rural locations, my areas of concentration spanning from youth to older adults. Through my residency in the hospital, I discovered a deep call to pastoral caregiving, particularly in times of grief and loss. This experience confirmed for me that I have learned theology in the classroom and well beyond it. I have been shaped through experiential growth, reflection and learning, and the process of discernment has been ongoing for me. It is a joy to now walk with my students through their own vocational journeys.

Overall, I can firmly say that I believe in a God of both justice and mercy revealed not only in the sacred but so often in the ordinary. I believe in a God who seeps into places of brokenness, bringing about restoration and reconciliation. Most deeply, though, I believe in a God who never leaves us or forsakes us, holding us up when we cannot stand on our own and believing for us when we can't muster up hope for ourselves.

Eliza Smith
Statement of Faith

I believe that God is the ultimate creator, sustainer and redeemer, three in one. God spoke the world into being, creating everything in it. These things include those which can be seen and touched and those that are invisible. God breathes all life and guides all growth. God formed human beings with intentionality, creating humans to be distinct and relational. As such, humans are called by God to be aware of and connected to all of God's creation. God instilled in humans the ability to reason and discern truth, but humans are not all-knowing. In this way, humans are not capable of completely comprehending the divine, though God expresses truth to humans through revelation.

I believe God is the Father, Son and Holy Spirit and that the three persons of the trinity are co-equal, co-eternal, of the same being and of the same substance. I believe that Jesus Christ is one person in two natures, fully divine and fully human. I believe that the life, death and resurrection of Christ reveals who God is, and has always been, to humanity. The life of Jesus is a model for Christian action and accountability, demonstrating justice, mercy and compassion to all of God's people. Jesus Christ was obedient to God in all things, his life an example of complete dedication to the will of God. The Holy Spirit is God's continual presence with and among us, which reminds us of this forgiveness, for through the Holy Spirit, God never separates God's self from the world.

Sin is an undeniable part of our nature as humans, and sin is separation from God. We recognize that we are sinful people and confess this sin before God. God's grace is extended to humanity, never something we can earn, but a gift. Though sin is individual, it is also communal and systemic, for humans together have comprised systems that fundamentally oppose the goodness that God intends for God's people and God's earth. The death and resurrection of Jesus reconciles God and God's people, forgiving human sin. The resurrection of Jesus overcomes the reality of physical death and declares the revelation of life eternal that God intends for God's people.

I believe that the Bible is the Word of God, written by humans and divinely inspired. The sacraments of baptism and communion are ways in which we, as people of faith, remember God's covenant promises. Both baptism and communion are visible signs of an invisible grace. Baptism and communion remind us that God chooses us, claims us and calls us to the table of remembrance and renewal. Christian worship involves both praise and response. Worship is both the recognition of the wonder and grace of God and a call to action to serve one another as a response to this tremendous (and undeserved) gift. The work, then, of Christian vocation involves the realization that life, in all aspects, should be an act of worship. When people gather in formal recognition of God's goodness, providing thanks and praise, we must then scatter into the world expressing that same thanks and praise in all that we do.

Committee on Preparation for Ministry Council Report for October 2021

The Committee on Preparation for Ministry reports:

1. On May 27, 2021, we:
 - a. Welcomed new member RE Jean Mahaffey (First, Anderson) to our committee.
 - b. Received reports and updates on students under care of CPM.
 - c. Met with Candidate Martin Pruitt for his Annual Consultation. Following successful completion, Martin's Annual Consultation was approved.
 - d. Heard the report of May 24, 2021 Zoom forum with Foothills CPM seminary students went well. A third meeting has been planned.

2. On June 24, 2021, we:
 - a. Received reports and updates on students under care of CPM.
 - b. Approved scholarship requests for six of our students.
 - c. Met with Candidate Landon Hammett (First, Spartanburg) for his Annual Consultation. Following successful completion, Landon's Annual Consultation was approved.
 - d. Met with Inquirer Ashley Brown (Westminster, Greenville) for her Annual Consultation. Following successful completion, Ashley's Annual Consultation was approved.
 - e. Next Foothills Presbytery Seminary Student Zoom forum will be held on September 20, 2021.

3. On July 22, 2021, we:
 - a. Received reports and updates on students under care of CPM.
 - b. Met with Pre-Inquirer Langley Hoyt (Fourth, Greenville). Following successful completion, Langley was approved as an Inquirer pending approval of her MDS.

4. On August 26, 2021, we:
 - a. Approved the motion to amend the CPM manual: *Modify the existing table, Appendix G: Education Checklist to reflect the following:*
 - i. *Initial courses in Biblical Old Testament and New Testament require a subsequent course for each category, which can be satisfied by:*
 1. *Biblical Exegesis for Old Testament and New Testament, or*
 2. *The CPM requirement for Hebrew Exegesis and Greek Exegesis*
 - b. Received reports and updates on students under care of CPM.
 - c. Met with Inquirer Sarah Cornell (Fair Play) for her Annual Consultation. Following successful completion, Sarah's Annual Consultation was approved.

5. Inquirers, Langley Hoyt and Will Delaney, each received a \$6,000 Presbyterian Study Grant for the academic year of 2021-22 from PCUSA Office of Financial Aid for Service.

Respectfully Submitted,

The Rev. Dottie Metropol, CPM Chair

The Rev. Will Nickles, CPM Co-Chair

Current Members of the Foothills CPM

<i>Class of 2021</i>	<i>Class of 2022</i>	<i>Class of 2023</i>
RE Jennifer Biber*	RE John Byce	TE Mel Davis
RE Ed Irick	TE Leslie Lang*	RE Jan Ellis
RE Judy Pearson*	TE Will Nickles*	TE Dottie Metropol*
TE Terri Price*	TE Allen McSween*	RE Cherie Setzler*
TE Stan Reid*	TE Dennis Tedder*	TE Lauren Slingerland
RE Carolyn Brice	TE David Howell	

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

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>CPM Liaison</u>
07.23.15	Ginger Shuler*	1 st Spartanburg	2017 Grad of Union Pres - Chlt	Judy Pearson
05.23.13	Landon Hammett	1 st Spartanburg	2017 Grad of Union Pres - Chlt	Dottie Metropol
08.27.20	John DuBose	Easley	Union - Chlt (4 th year)	Allen McSween
02.16.21	Martin Pruitt	1 st Anderson	2018 & 2020 Grad of Union - Chlt	Jennifer Biber
04.22.20	Mary Moore Driggers	1 st Greer	Union – Rchmd (2 nd year)	Leslie Lang

(* Signifies "Certified Ready" to receive a call)

Inquirers (8)

<u>Date of Inquiry</u>	<u>Name</u>	<u>Church</u>	<u>Educational Status</u>	<u>CPM Liaison</u>
05.28.20	Lindsey Odom	Easley	Union Chlt (3 rd year)	Lauren Slingerland
06.25.20	Ashley Brown	WPC, Greenville	Austin (2 nd year)	Mel Davis
09.24.20	Sarah Cornell	Fair Play	Dubuque (2 nd year)	Stan Reid
10.22.20	Cyndi Banks	Pickens	Union Chlt (2 nd year)	Ed Irick
11.19.20	Will Delaney	2 nd Spartanburg	Duke (2 nd year)	John Byce
07.22.21	Langley Hoyt	Fourth, Greenville	Austin (1 st year)	Cherie Setzler

**Committee on Shared Ministry
Council Report – October 2021**

CSM Mission and Core Values from Foothills Presbytery Handbook:

Mission: To equip, connect, and nurture the churches of Foothills Presbytery.

Core Values: We will celebrate an adaptive environment where grace abounds while striving to strengthen our connectional church and share mission in a spirit of experimentation.

How: We will explore our mission by offering opportunities for faith formation, gatherings, fellowship, service, encouragement, resources, and support.

The Committee on Shared Ministry has been through a process of restructuring and is now structured around four subcommittees: 1) Communications and Resources, 2) Leadership Development, 3) Mission and Outreach, and 4) Youth, Camp, and Campus. Additionally, we have revamped our meeting schedule and structure to allow each of these committees to meet within the time allotted for the monthly CSM meeting. CSM will now meet monthly, on the second Thursday of each month at noon, alternating between in-person (hybrid) meetings at Fourth Presbyterian Church in Greenville, and fully online meetings. An initial in-person planning retreat with the new structure was held at John Knox Presbyterian on August 28, followed by a Zoom meeting on September 9.

CSM Leadership	Communication s & Resources	Leadership Development	Mission & Outreach	Youth, Camp & Campus
Craig Foster (chair)	Beth Burris (chair)	Noelle Read (chair)	Peggy Swann (chair)	Jessica Meggs (chair)
Audrey Reese (vice-chair)	Pat Fuller	Joseph Gaston	Indy Dennis	Mary Kathleen Duncan
Pressley Cox (ex-officio staff)	Ralph May	Peggy Hayes	Bob Phillis	Jennifer Poag
	Pat Schufeldt (ex-officio)	Jackie Putnam	April Swanson	Natalie Schwartz
		Minnie Thomas	Rick Turner	Andrea Storie

Communications and Resources:

Focus: To support the churches as they connect and communicate in electronic and other traditional ways.

- A new Presbytery website has been launched! Foothills Presbytery continues its fruitful relationship with Worship Times for the development and maintenance of the presbytery website, which can be found at foothillspresbytery.org.
- The subcommittee is reviewing resources for social media policies for the presbytery and individual churches.

Leadership Development:

Focus: To equip congregations to connect and nurture members and leaders.

- A scholarship form is being put together for the Association of Presbyterian Church Educators Annual Event, February 9-12, 2022 in Chicago. This event will

celebrate APCE's 50 years of service to the church (delayed a year because of the pandemic). The deadline for the scholarship application is November 1.

- Camp Fellowship is hosting an event on Mental Health First Aid, focusing on suicide prevention, on October 13.
- Camp Fellowship is also hosting a "Darkness to Light" training event focusing on child abuse prevention on October 17. Kevin Cartee from Camp Fellowship is available to facilitate this training in Foothills Presbytery. The cost would be the cost of the workbook.
- A Spiritual Retreat is in the works.
- Plans for Clerk and Officer Training are being developed.
- As part of the Future Church Initiatives, Foothills Presbytery will be inviting congregations to be a part of Faithful Innovation Learning Communities (FILC) beginning in 2022. FILC help congregation members and leaders develop deeper connections with God, each other, and their neighbors. More information may be found on the Presbytery website <https://foothillspresbytery.org/future-church-initiatives/>
- CSM approved a recommendation from the Leadership Development Subcommittee to budget up to \$1,500 to help offset the costs of the Wee Kirk Conference at Montreat, October 18-20, for persons within Foothills Presbytery.

Mission & Outreach:

Focus: To initiate, incubate, implement connectional mission opportunities locally, nationally, and globally to share God's love.

- The Cents-ability offering (formerly known as Two-Cents-a-Meal) has decreased significantly during the pandemic. The subcommittee requests time to make a presentation about this offering during the lunch break at the Presbytery meeting in November, if the meeting is held in-person.
- Foothills Presbyterian Disaster Assistance efforts are ongoing. People are needed to serve on the commission. Names can be submitted to the nominating committee. Kits are being developed with information for congregations to use in making a disaster preparedness plan and form a preparedness team.
- There is the possibility of offering a trip to the New York or New Jersey area to assist with clean-up from Hurricane Ida. It usually takes 3-5 months for the upfront work to be completed before teams can be deployed. Teams will not be allowed until it is deemed safe and meaningful work can be done.
- The possibility of sending volunteers to Ferncliff to help with assembling PDA kits is also being considered.
- CSM approved a recommendation from the Mission & Outreach Subcommittee that \$2000 from the Mission subcommittee budget be sent to the Ferncliff Disaster Assistance Center (<https://ferncliff.org/outreach/disaster-assistance/>) to be used for PDA kits, including but not limited to flood buckets. This will help replenish the supply of flood buckets after Hurricane Ida, but also allow for additional kits, including the new Welcome Backpacks that are being put together in partnership with Church World Service for refugee children (<https://cwsglobal.org/donate/welcome-backpacks/>).

Youth, Camp, and Campus:

Focus: To equip and connect the ministries of our Presbytery that provide faith formation for children, youth, and young adults.

- Presbytery Youth Council (PYC) met on September 12 and is making plans to continue the “On the Road” program that was developed last year. The theme for 2021-2022 is “One” from Ephesians 4:4-5 “One hope, One faith, One baptism and One God.”
- Bonclarken Middle School Retreat was scheduled for October 29-31, 2021. The PYC leaders have made the difficult decision to cancel the retreat due to the concerns of taking a large group of unvaccinated youth into a setting with numbers as COVID numbers rise. The tentative plan is to have a Middle School retreat in the spring at a different venue.
- High School Mini Montreat is scheduled for March 4-6, 2022.
- Presbyterian Youth Triennium (July 24-27, 2022) is in need of a coordinator within Foothills Presbytery to handle notices to churches, travel, communication, etc.
- Due to staff changes, the Clemson and Spartanburg UKirk ministries are in a time of transition.
- The Youth, Camp, and Campus Subcommittee is working with the Leadership Development Subcommittee to highlight the events at Camp Fellowship mentioned above.
- The Presbytery-wide Family Camp Day has been moved to March 12, 2022, and will be a half-day event instead of a full day. Those who had signed up for the event have been notified of the postponement.
- A Confirmation Retreat is being planned for sometime during the 2022-2023 school year.
- 12 Camperships and 5 full scholarships were offered to campers attending Camp Fellowship over the summer.
- CSM approved a recommendation from the Youth, Camp, and Campus Subcommittee that \$2,000 be sent to Camp Fellowship.

Recommendations to Coordinating Council:

- CSM requests 10 minutes on the November 9, 2021 presbytery docket.
- If that presbytery meeting is in-person, the committee also wishes to make a presentation on Cents-ability during lunch.

Respectfully submitted,
Craig Foster

Foothills Presbytery Coordinating Council Report October 2021

- I. The Coordinating Council **reports** the following information and actions since April 13, 2021.
 - a. Council began its October meeting by reading and listening to Luke 10: 1 – 12. This practice of “dwelling in the word” (reading, listening, and reflecting) is being used in the Legacy Partner Project and Faith Innovation Learning Communities work, our Future Church Initiatives.
 - b. Future Church Initiatives:
 - i. Council received an update about the work of the Legacy Partnership Project (LPP) with the Presbyterian Foundation. We currently have eleven churches who have expressed an interest in the Legacy Partnership Project. Of these, seven have begun the process. (McCarter, Fair Play, Eastminster, First Simpsonville, Providence, Limestone and Seneca.) More information about the LPP is in the Committee on Ministry (COM) report.
 - ii. Council received an update about the work of the Faithful Innovations Learning Communities (FILC). Our Ambassador Team, Susan Oldham (CRE First Spartanburg), Anthony Dawson (Elder Mattoon), Hudson Neely (Minister Tyger River), Pressley Cox (Associate Presbyter), and Debbie Foster (Presbytery Leader), completed the training with Luther Seminary in May. The team is continuing with monthly training calls and has started recruiting coaches. Invitations for congregations to join FILC will begin in the next few months. More information about the FILC is in the COM report.
 - c. Property:
 - i. Pelzer Church
 1. On May 7, 2021, we approved entering into a contract for the Pelzer Church property with a buyer, Thomas Watson, for \$130,000.
 2. Heard a report from the Stated Clerk & Presbytery Leader, that the Pelzer Church property closed on July 27, with a net of \$117,000. As voted on by Presbytery and Council, the funds were given to the Faith Church for their ongoing mission and ministry. Sincere thanks and gratitude to the many hands that made this sale possible: Elders and leaders of the Faith Church, Stan Reid (Presbytery Treasurer), Pete Roe (Elder, Westminster Gville), and Joe Teague (Commercial Realtor).
 - ii. West Georgia Road

1. On May 27, 2021, we approved entering into a new contract with Anderson Ridge Development, LLC, for the purchase of the West Georgia Road Property for \$1,050,000.
 2. Heard a report from the Stated Clerk & Presbytery Leader reported that the Georgia Road property is still on the market and under a revised contract with Anderson Ridge Development, LLC. A new zoning variance with an updated site plan is pending approval from Greenville County authorities. We continue to receive guidance support from Joe Teague (Commercial Realtor), along with legal assistance from Pete Roe (Elder, Westminster Gville).
- d. Council expressed appreciation for the new Presbytery website (originally designed in 2014 and updated in 2017). The site has been refreshed and updated in cooperation with the Committee on Shared Ministry, the Presbytery staff and Worship Times (design, build and host). The new site launched September 15th. www.foothillspresbytery.org
- e. Stewardship:
- i. Celebrated the final results of the Staying Connected Grants. Technology Grants, were approved for ten churches and totaled \$24,000. Missional Grants were approved for eleven churches and totaled \$26,650. Overall, twenty-one churches received grants totaling \$50,650. Grant funds came from proceeds of our investment funds targeted for Future Church initiatives.
 - ii. We were reminded that in November of 2019, Foothills Presbytery pledged \$250,000 to Forth Hill's Presbyterian Student Association Crucial Calling Campaign. We anticipate disbursing \$100,000 in 2021 and the remaining \$150,000 in 2022.
- f. Approved the staffing and budget recommendations from the Personnel Committee and the Finance and Stewardship Committee:
- i. The approval a one-year extension of contracts for 2022 for Warren Templeton (Office Administrator and Bookkeeper), LeAnne White (Communications Coordinator and Assistant Office Administrator), and Joan Jones (Presbytery Youth Council Coordinator).
 - ii. The approval of a cost-of-living adjustment (COLA) of 2.8% for Presbytery employees: Debbie Foster, Warren Templeton, Robin Morris, Pressley Cox, LeAnne White, and Joan Jones.
- g. Approved the slate of officers for election: Stan Reid (Treasurer), De Calvert (Parliamentarian), Leland Burch (Recording Clerk), and Phil Lyles (Assistant Recording Clerk).
- h. Confirmed the dates of the 2022 Presbytery Stated Meetings. February 15, 2022 at Trinity;

May 21, 2022 at Presbyterian College; and
November 1, 2022 – location to be determined.

- i. Council reviewed the Docket for the November 9, 2021 Stated Meeting of Presbytery (118). New Commissioner Orientation will be held at 9:30 and registration will begin at 9:30 for a meeting start time of 10:00 am.
- j. Received and approved a recommendation from our Stated Clerk & Presbytery Leader that Council ask Presbytery to update the Manual of Operations (Permanent Judicial Commission section) to include a specific process to establish (when needed) formation of a Committee of Council (Remedial Process) or formation of an Investigating Committee (Disciplinary Process).
 - i. **Formation of a Committee of Counsel**
In the interim between meetings of Foothills Presbytery Coordinating Council upon receipt of a Complaint of an Irregularity (Book of Order, D-6.0102 Remedial Case), the Stated Clerk shall inform the Chair of the Permanent Judicial Commission of the complaint and shall form a Committee of Counsel in accordance with the provisions of the Book of Order, D-6.0302. The Stated Clerk shall form the Committee of Counsel with consultation of the Chair of Permanent Judicial Commission. The Stated Clerk shall report the formation of a Committee of Counsel and the names of the individuals serving to the Presbytery Coordinating Council by or at the next meeting of the Presbytery Coordinating Council.
 - ii. **Formation of an Investigating Committee**
In the interim between meetings of Foothills Presbytery Coordinating Council upon receipt of a Statement of Offense (D-10.0102 Disciplinary Case), the Stated Clerk, with input from the Moderator of the Presbytery, shall form an Investigating Committee in accordance with the provisions of the Book of Order, D-10.0201. The Stated Clerk shall report the formation of an Investigating Committee and the names of the individuals serving to the Presbytery Coordinating Council in accordance with the provisions of the Book of Order, D-10.0201b, by or at the next meeting of the Presbytery Coordinating Council.

II. The Coordinating Council **recommends:**

- a. That presbytery vote to update the Manual of Operations (Permanent Judicial Commission section) to include a specific process to establish (when needed) formation of a Committee of Counsel (Remedial Process) or formation of an Investigating Committee (Disciplinary Process).
- b. The election of the following Officers: Stan Reid (Treasurer), Mark Sucher (Assistant Treasurer), De Calvert (Parliamentarian), Leland Burch (Recording Clerk), and Phil Lyles (Assistant Recording Clerk).

Respectfully submitted,
Nath Briley, Chair

Members: Nath Briley, Chair; Terri Price, Moderator; Patrick Jinks, Moderator-Elect; Phil Lyles (Personnel); Craig Foster (Committee on Shared Ministry); Dennis Latham (Finance & Stewardship); David Howell (Nominations); Dottie Metropol (Committee on Preparation for Ministry); Holt Andrews (Worship); Susan Tompkins (Representation and Review); Michael Sullivan (Racial Ethnic Cabinet); Gordon Turnbull (Committee on Ministry); Lerone Wilder and Erin Foster Farry (Antiracism Ministry Team); John Hartman (Sexual Ethics); and Bill Lancaster (Bills & Overtures) **Ex Officio:** Debbie Foster, Presbytery Leader & Stated Clerk; Robin Morris, Associate Stated Clerk; Pressley Cox, Associate for Shared Mission and Ministry; Leland Burch, Recording Clerk; De Calvert, Parliamentarian; and Stan Reid, Treasurer.

**Foothills Presbytery
Antiracism Ministry Team
Report for Council October 2021**

The Antiracism Ministry Team **reports:**

This team began meeting in January 2021. We continued to meet on the fourth Tuesday of each month at noon via Zoom until August 2021. Now, we meet every third Tuesday of each month at 7:30pm via Zoom, due to Dr. Wilder's new position as an Assistant Professor of Religion at Newberry College. 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
- Close in prayer

The Reverend Erin Foster Farry (Furman UKirk) agreed to serve as Co-Chair, as of last summer while the Reverend Mary Kathleen Duncan is on leave.

The Reverend Robert Bannon accepted a call to another presbytery, having left a vacancy on the Antiracism Ministry Team.

We had one request from a Foothills congregation to meet with them about the work of Antiracism. It will be scheduled at a future date.

We are currently reading ***Reproducing Racism: How Everyday Choices Lock in White Advantage*** by Daria Rothmayr.

Respectfully submitted,
the Reverend Dr. Lerone Wilder and the Reverend Erin Foster Farry, Co-Chairs

Committee Members: Reverend Bessie Black, Reverend Kathy Chamblee, Reverend Erin Foster Farry (Co-Chair), Reverend Joseph Gaston, Reverend Dr. Mike Hoyt, Elizabeth Jones, CRE, (Secretary), Ed Yokley, and Reverend Dr. Lerone Wilder (Co-Chair)

Presbytery Staff: Reverend Pressley Cox, Reverend Debbie Foster, and Robin Morris

**Nominations Committee Report
November 2021**

Presbytery Moderator:	Rev. Patrick Jinks (At-Large)	2022-2023
Moderator-Elect:	Rev. Patricia Gwinn (Grace Covenant)	2023-2024
Committee on Ministry (COM):		
Elder Rudy Painter (First Greer)		Class of 2023 (1)
Rev. Whitney Moss (Fountain Inn)		Class of 2024 (1)
Elder Anna Johnson (Central)		Class of 2023 (1)
Rev. Deborah Broadwell (Honea Path)		Class of 2022 (1)
Rev. Patrick Jinks (Prisma Health)		Class of 2024 (2)
Elder Scott Berry (Limestone)		Class of 2024 (2)
Elder Barbara Moran-Faile (Townville)		Class of 2024 (2)
CRE Art Williams (Richland)		Class of 2024 (2)
Elder Sandy Thrasher (Trinity)		Class of 2024 (2)
Committee on Preparation for Ministry (CPM):		
Elder Elliott Grow (Fourth)		Class of 2024 (1)
Elder Josh Pannell (Central)		Class of 2024 (1)
Rev. Julie Schaaf (Nazareth)		Class of 2024 (1)
Rev. Will Shelbourne (First, Greer)		Class of 2024 (1)
Elder Ed Irick (Eastminster)		Class of 2024 (2)
<u>Ordination Exam Readers:</u>		
<i>Rev. Will Nickles (At-Large)</i>		
<i>Elder Lori Malvern (Townville)</i>		
Committee on Shared Ministry (CSM):		
Jacob Kennedy (Fort Hill)		Class of 2024 (1)
Shannon Weinel (Fountain Inn)		Class of 2024 (1)
Rev. Joseph Gaston (Presbyterian Communities)		Class of 2024 (2)
Jennifer Poag (Central)		Class of 2024 (2)
Rev. Indy Dennis (Piedmont)		Class of 2024 (2)
Beth Burris (First Spartanburg)		Class of 2024 (2)
Jessica Meggs (John Knox)		Class of 2024 (2)
Antiracism Ministry Committee:		
Rev. Erin Farry (Ukirk Furman)		Class of 2023 (1)
Rev. Joseph Gaston (Presbyterian Communities)		Class of 2024 (2)
Elizabeth Jones (CRE)		Class of 2024 (2)
Elder Ed Yokley (North Anderson Community)		Class of 2024 (2)
Bills & Overtures Committee:		
Elder Kathy Lyles (Easley)		Class of 2024 (1)
Elder Bill Fuller (John Knox)		Class of 2024 (2)
Disaster Preparedness & Response Administrative Commission:		
Elder Scott Tompkins (First, Greer)		At-Large
Elder Helen Mohr (Fort Hill)		At-Large
Examinations Commission:		
Rev. JoAnne Hull (First Spartanburg)		Class of 2024 (1)

Finance & Stewardship Committee:

Elder Brian Johnson (Central)
 Rev. Chris Jones (Trinity)

Class of 2024 (2)
 Class of 2023 (1)

Nominating Committee:

Elder Connie Lane (Walkers Chapel) *
 *Approved by Moderators (current and past).

Class of 2024 (1)

Personnel Committee:

Rev. Christie Gravely
 Elder Robert Barkley (Central)
 Elder Fred Tolly (First, Anderson)

Class of 2022 (1)
 Class of 2024 (2)
 Class of 2024 (2)

Permanent Judicial Committee (PJC):

Elder Rosa Webber (Bethesda)
 Rev. Barbara Stoop (Honorably Retired)

Class of 2027
 Class of 2027

Racial Ethnic Cabinet:

Rev. Charlie Pratt (McCarter)

At-Large

Representation & Review Committee:

Rev. Beth Templeton (Eastminster)
 Rev. Morton White (Walhalla)

Class of 2024 (1)
 Class of 2024 (2)

Sexual Ethics Committee:

Elder Betsy Chapman (Belton)

Class of 2024 (1)

Worship Committee:

Elder Jimmy Cheeks (First, Simpsonville)
 Hank Hinnant (Fourth)

Class of 2024 (1)
 Class of 2024 (1)

2021 General Assembly Commissioners:

Ruling Elder: Robin Morris (Limestone)

Synod Commissioner:

Elder Jimmy Cheeks (First Simpsonville)

For Member Information. Not elected by Presbytery:

SC5 Lay School Board:

Elder Robin Morris (Limestone)
 Elizabeth Jones, CRE

Class of 2022 (1)
 Class of 2024 (2)

William Black Lodge Board of Directors:

Rev. Charlie Pratt (McCarter)

2021 Nominations Committee:

Class of 2021: Dick Christopher, Jeff Gilstrap, Kathy Chamlee

Class of 2022: Fran Bagwell, Jimmy Cheeks, David Howell (Chair)

Class of 2023: Kathy Chamlee, Mary Cooper, Sonya Dawson, Ginna Lister

Presbytery Staff: Debbie Foster, Robin Morris, LeAnne White

**Foothills Presbytery
Personnel Committee
Report to Council, October 2021**

The Personnel Committee **reports**:

- At our meeting on September 27, 2021, we discussed a process for staff performance reviews for 2021 and 2022. For 2021, Phil Lyles will seek input from Coordinating Council in the performance of Debbie Foster (Presbytery Leader/Stated Clerk), Robin Morris (Associate Stated Clerk), and Pressley Cox (Associate for Shared Mission and Ministry).

The Personnel Committee **recommends**:

- That Coordinating Council approve a one-year contract extension (for 2022) for Warren Templeton (Office Administrator and Bookkeeper), LeAnne White (Communications Coordinator and Assistant Office Administrator), and Joan Jones (Presbytery Youth Council Coordinator).
- That Coordinating Council approve a Cost-of-Living Adjustment (COLA) of 2.8% for the Presbytery employees.

Respectfully submitted,
Phil Lyles, Chair

Committee Members:

Robert Blakely, Fred Tolly, Deborah Broadwell, Phil Lyles (Chair), Angie Rodgers, and Lud Weaver.

Presbytery Staff: Debbie Foster and Robin Morris

Racial Ethnic Cabinet Report April-October 2021

Greetings to you all!

The REC wants to thank you for your continued prayers. As you are well aware, we are all having a challenging year. We like many of the Foothills Presbytery are utilizing new and various styles of worship formats. Some of the churches are “live streaming,” others are using “telephone conferencing.” And lastly some are fortunate to do a form of “hybrid worship,” which include optional in-person worship and live stream or parking lot hosting service.

I again want to thank you all for your many phone calls, cards and well wishes on behalf of Foothills, the Council, your churches and personally! All your support has been nothing less than a divine blessing from the Lord through you.

We have tried to continue contact by phone calls to each of the member churches. I must admit that it is sometimes done with the same outcome. That is, we are all still hosting our services the same as before in accordance with the Covid-19 pandemic. We have not hosted any meetings because of it. I hope that perhaps we can get back to our regular structure as we feel comfortable with concepts based on the new vaccine status of members. Or technology available to us.

I met with our Foothills Presbytery Stated Clerk, Rev. Debbie Foster on September 23, 2021. The meeting focused on many things. One of which we believed was most important was not only the direction of the REC’s future, but also, to identify some of the areas that the REC and our new committee on racial affairs are committed which may be duplicating efforts according to the outline of the PCUSA General Assembly website for the REC. Where duplication exists to mainstream it to where the most effective results are accomplished.

It is our commitment to function with the new structure of the Council that harmony and fluidity is accomplished! It is my desire to always be committed to the high standards that moves our Council forward!

Thanks, and may God richly bless you one and ALL!

Humbly Submitted October 5, 2021,
Rev. Michael L. Sullivan, Chair of REC

Bethesda Presbyterian Church, (MAILING) P.O. Box 2203, Gaffney, SC 29342
Church Location: 431 Hetty Hill St., Gaffney, SC 29340
Church Telephone # 649-1975
Pulpit Supply – Rev. Rafus Camp
Church Membership: 18

Mattoon Presbyterian Church, 415 Hampton Avenue, Greenville, SC 29601
Church Telephone # 235-4499
Rev. Lerone Wilder
Clerk of Session – Elder Carmilla Brinkley Pianist – Elder Angela Bailey
Church Membership: 23

Nicholtown Presbyterian Church, (MAILING) P.O. Box 17005, Greenville, SC 29606
Church Location: 201 Carter St., Greenville, SC 29607
Church Telephone # 232-9975
Pastor: Rev. Michael Sullivan
Clerk of Session – Daisy Blake Treasurer – Leroy Sanders
Church Membership: 15

Rock Hill Presbyterian Church, (MAILING) P.O. Box 196, Norris, SC 29667
Church Location: 126 Church Hill Street, Norris, SC 29667
Supply Preachers
Clerk of Session – Jennie Keasler P.O. Box 33, Norris 29667
Church Membership: 8

Salem Presbyterian Church, 1100 Dooley Ave., Anderson, SC 29624
Church Telephone # 225-3173
Pulpit Supply Pastors
Clerk of Session – Vernon Williford Treasurer – Teresa Davis
Church Membership: 50

Walkers Chapel Presbyterian Church, (MAILING) P.O. Box 99, Reidville, SC 29375
Church Location: 370 Cunningham Circle, Reidville, SC 29375
Church Telephone # 433-8509
Supply Pastors
Clerk of Session – Belton Lane
Church Membership: 38

Westminster (Saxon) Presbyterian Church, (MAILING) P.O. Box 5052, Spartanburg, SC 29304
Church Location: 680 Saxon Ave., Spartanburg 29301
Church Telephone – Contact # 582-0500 or Fax: 582-2790
Stated Supply – Bessie Black
Church Office Hours: Sun, 10 – 12:15, Tues, 5 – 7:30 pm
Church Membership: 24

**Foothills Presbytery
Representation and Review
Report to Council October 5, 2021**

The Representation and Review committee **reports**:

1. Due to COVID-19, the committee asked the Clerks of Session to drop off their 2020 Session Minutes at the Presbytery Office for the Representation and Review Committee to review them rather than gathering in groups to review the minutes.
2. Session Minutes were received from 51 churches, compared to 45 in the previous year.
3. Our committee is working with the Committee on Shared Ministry to schedule training for Clerks of Session. We are currently exploring two opportunities.
 - a. Trinity Presbytery is hosting Officer's Training at Camp Fellowship on October 30th. Foothills Presbytery will join Trinity.
 - b. Our Foothills Staff, Pressley Cox and Robin Morris, will develop Clerk's Training for the Spring of 2022.
4. The Representation and Review Committee is in the process of revising the Clerk's Session Minutes Review Form and the Annual Review of Session Minutes Form. These new forms will be completed for use when reviewing the 2021 Session Minutes.

Respectfully Submitted,
Susan Tompkins
Representation and Review, Chair

Committee Members

Class of 2021: Tandy Taylor, Morton White

Class of 2022: Michael Sullivan

Class of 2023: Fred Hyslop, Jeff Motes, Susan Tompkins

Presbytery Staff: Robin Morris

**Worship Committee
Report to Council
October 5, 2021**

Since the last meeting of Foothills Presbytery, the Foothills Worship Team met to address:

- 1) The Worship plans for the Foothills Presbytery Meeting on November 9.
 - a. In honor of All Saints, the worship service will include the annual recognition and celebration of the lives of ruling elders, teaching elders and teaching elder spouse who entered the Church Triumphant.
 - i. We will explore a variety of ways to make worship more creative and meaningful.
 - ii. Ideas include a hammered dulcimer, liturgy, body prayers, candles, and tolling of the bells.
 - b. There will not be any congregational singing. Vocal leadership will be limited (and behind plexiglass glass partitions). Special music may include dulcimer or guitar.
 - c. The worship team is working with two of Foothills Presbytery Ministers to craft a worship service that will allow those gathered to reflect on the last eighteen months in pandemic and “name” our collective losses and grief, while celebrating new ways of being the church.
 - d. If the Presbytery meeting is held virtually, the Worship Team is prepared to produce a shorter recorded service as has been done since the pandemic began.

- 2) Plans for the Worship team to develop and produce a virtual worship service (approximately 45-minute) for Sunday, December 26, 2021.

Faithfully submitted,

Holt Andrews
Chair, Worship Team

Worship Committee members: Holt Andrews (Chair), Allyson Helvie, Mandy Keathley, Beverly Kelly, Chad Wright-Pittman, and Cynthia Sims. Presbytery Staff: Pressley Cox and Debbie Foster