

PERSONNEL COMMITTEE REPORT**January 31, 2009**

In light of the tight economic times, it is incumbent upon the Personnel Committee to report to the Presbytery of Western North Carolina actions which it is taking to help to address a budget reduction for Presbytery. With many of our churches looking at reduced income for 2009, they are unable to support PWNC as they have in the past. Several of our pastors in the Presbytery are having to sustain a reduction in their salaries. We have also found it necessary to tighten PWNC's personnel budget.

Reverends Bobbi White and James Aydelotte, General Presbyter and Stated Clerk respectively, volunteered to take a 10% to 12% reduction in salary for 2009, over the objection of the Personnel Committee. Other staff will not be granted cost of living increases despite the fact that most received no cost of living increase for 2008. This decision was initiated by Bobbi White and reluctantly accepted by the Personnel Committee.

To more clearly understand PWNC staffing changes, it should be noted that three years ago we had five full-time program staff, a part-time individual in youth work, and four full-time administrative individuals. Today, with the addition of Rev. Grace Boyer, we have two full-time program staff and with the addition of Rev. Anita Bernhardt, six part-time program staff, including James Aydelotte, Stated Clerk, spread out across Presbytery for improved contact with churches. The administrative staff, of necessity, has assumed a larger role in managing the committee and program responsibilities of Presbytery.

Though a reduction in staff is often the first consideration in tight economic times, PWNC has already sustained a reduction from approximately 5.25 full-time equivalents in program staff over the last four years to the current 4.0 full-time equivalents, a reduction of 1.25 full-time equivalents in program staff. It is the opinion of our General Presbyter and the Personnel Committee that any further reduction of staffing would negatively affect the functioning of vital Presbytery programs and support for churches when they most need Presbytery support.

If the pressure on the economy and on our churches and Presbytery eases, it is the plan of the Personnel Committee to re-instate the reductions which are being taken. We are thankful for having a staff committed to Jesus Christ and to supporting churches, sessions, pastors and educators. We appreciate the jobs being done by all of our dedicated Presbytery staff and encourage you to let them know how much you value them as you have opportunity. We are particularly grateful for General Presbyter Bobbi White and her willingness to confront a difficult situation. We truly appreciate her leadership.

Both Bobbi White and James Aydelotte have a vision of a Presbytery that provides outstanding support to the churches. They are committed to continue to work toward that in 2009. Presbytery is bringing in a process that will help churches grow and/or continue to grow in discipleship, nurture, worship, evangelism, and mission. The Presbytery is supporting six churches with potential for growth by helping them afford a full-time pastor. Much of their work is a well kept secret, so invite them to come to your Session or congregational gathering to talk about what you are doing by being a part of this Presbytery. This staff is committed to support you in the work of ministry.

Sincerely,

Jane Holt, 2008 Chair
Personnel Committee, PWNC

PERSONNEL COMMITTEE

January 31, 2009

RECOMMENDATION:

THAT the following Salary Packages for 2009 be accepted.

Rev. Barbara (Bobbi) White
General Presbyter

Salary	\$27,000
Housing	15,250
Deferred Compensation	7,500
FICA	3,806
Medical & Pension	15,671
Medical/Dental Reimburse	8,000
Auto Allowance	8,085
Continuing Education	4,000
TOTAL	\$89,312

Rev. James Aydelotte
Stated Clerk

Salary	\$15,000
Housing	12,000
FICA	4,131
Medical Reimbursement	6,000
TOTAL	\$40,131

Grace Boyer
Associate Presbyter

Salary	\$24,000
Housing	20,000
FICA	3,366
Auto Allowance	6,000
Professional Expense	2,500
Medical & Pension	13,860
TOTAL	\$69,726

Beth Gunn - Associate for Youth
(12.5 hours/week)

Salary	\$15,000
FICA	1,148
TOTAL	\$16,148

Robert Garrison - Interim Associate
(19 hours/week)

Salary	\$24,000
FICA	1,836
Medical Reimbursement	1,000
Continuing Education	1,000
TOTAL	\$27,836

Charles Davenport - Interim Associate
(10 hours / week)

Salary	\$12,000
Continuing Education	1,000
TOTAL	\$13,000

Anita Bernhardt - Interim Associate
(10 hours / week)

Salary	\$12,000
Continuing Education	1,000
TOTAL	\$13,000

Sandy Jividen - Interim Associate
(10 hours/week) - thru 3/31/09

Salary	\$3,000
FICA	230
TOTAL	\$3,230

***Travel for Interim Associates**
\$16,250

****Ginnie Stevens, Coordinator,**
Guatemala Partnership - \$8,000