

ADMINISTRATIVE BOARD
Rev. Dr. James Aydelotte, Chair
October 26-27, 2012

The Administrative Board of the Presbytery makes the following recommendations:

RECOMMENDATIONS:

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| CA | <p>1. THAT the Presbytery elect the following persons to serve on the Nominating Committee:
 Ms. Florence Shelor (Black Mountain) Chair for 2013
 Rev. Riley Covin (Retired) (A) Class of 2015
 <i>(3 vacancies remains for the class of 2015. Representation is needed from Cluster B (2 people) and Cluster F (1 person).)</i></p> |
| CA | <p>2. THAT the Presbytery approve the Covenant with the Presbyterian Hunger Program, including the support for the Hunger Action Enabler Position.
 <i>(Background: This is an annual renewal with the General Assembly Hunger Program which helps fund the work of the Hunger Action Enabler, which is part of the responsibility of the Associate Presbyter.)</i></p> <p>3. THAT the Presbytery approve the “Presbytery Mission Study”, which has also been endorsed by the Committee on Ministry. (Administrative Board Attachment 1)</p> <p>4. THAT the Presbytery receive as information the accounts about Camp Woodson and Camp Grier in response to the resolution adopted at the last Presbytery meeting. (Administrative Board Attachments 2 and 3)</p> |
| CA | <p>5. THAT the Presbytery approve the rejoining of the Evangelism, New Church Development and Church Transformation Committees as one Evangelism Committee, effective January 1, 2013.</p> |
| CA | <p>6. THAT the Presbytery approve moving the Guatemala Partnership Task Force to the Leadership Team of the Guatemala Partnership, and become a sub-committee of the Mission Committee.</p> |

FOR INFORMATION:

- 7. THAT the Administrative Board approved the responsibilities and financial remuneration for an Interim Associate. (Administrative Board Attachment 4)**
- 8. THAT the Administrative Board approved the responsibilities for an Interim Part-time Mission and Guatemalan Partnership Coordinator. (Administrative Board Attachment 5)**

9. **THAT the Administrative Board established these dates for Presbytery meetings in 2014:**
 - Saturday, January 25, 2014 (Snow Date February 1 or 8)
 - Tuesday, April 29, 2014
 - Tuesday, July 29, 2014
 - Friday-Saturday, October 24-25, 2014
10. **THAT the Administrative Board will welcome invitations from churches or institutions willing to host Presbytery meetings in 2014.**
11. **THAT a list of upcoming events of the Presbytery can be found on the back of the Presbytery Docket.**
12. **THAT the following dates have been set for Youth Events in 2012-2013:**
 - November 9-11, 2012 - Middle School Retreat at Camp Grier
 - March 1-2, 2013 - High School Retreat at Black Mountain Home for Children, Youth and Families
 - April 28, 2013 - Rally Refreshed ~ Called and Be Called ~ Middle School Event
 - July 16-20, 2013 ~ Presbyterian Youth Triennium
13. **THAT the Christian Education Committee will sponsor an over-night spirituality retreat, to be held on Friday and Saturday, February 22-23, 2012 in Montreat.**
14. **THAT the following dates have been set for 2013 Presbytery Meetings:**
 - 2013**
 - January 26, 2013 ~ First Presbyterian Church, Hickory
 - April 30, 2013 ~ Montreat Conference Center
 - July 30, 2013 ~ Grandfather Home for Children
 - October 2013 ~ TBA

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ATTACHMENT 1

PRESBYTERY MISSION STUDY

The Presbytery of Western North Carolina, at its October 2012 meeting, agrees THAT

- A. It must be ever mindful of its opportunities and responsibilities set forth in the Constitution of the Presbyterian Church (USA), among which are:
- “The Spirit justifies us by grace through faith, sets us free to accept ourselves and to love God and neighbor, and binds us together with all believers in the one body of Christ, the Church.” (BC: 10.4)
 - “The Church is to be a community of witness, pointing beyond itself through word and work to the good news of God’s transforming grace in Christ Jesus its Lord.” (BO: F-1.0301)
 - “The presbytery is responsible for the government of the church throughout its district, and for assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope and witness. ... In the light of this charge, the presbytery has responsibility and power to: (a) provide that the Word of God may be truly preached and heard. ... (b) provide that the Sacraments may be rightly administered and received. ... (c) nurture the covenant community of disciples of Christ. ... “ (BO: G-3.0301)
 - “Presbytery ... has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations for the most effective witness to the broader community.” (BO: G-3.0303)
- B. A Mission Study for our Presbytery shall be conducted as soon as possible by a Task Force that addresses the following concerns:
1. The purpose of Presbytery
 2. Presbytery’s financial outlook
 3. The essential duties of our General Presbyter
 4. The necessary other staff members and their duties
 5. Simplification of Presbytery’s committee structure
 6. The need for a comprehensive and viable strategy plan for our Presbytery
 7. Any other related concerns
- C. The members of the Mission Study Task Force shall be selected by the chairs of the Administrative Board for 2012, 2013 & 2014 and the chair of the Committee on Ministry for 2012, Committee on Ministry chair for 2013, and the Stated Clerk – (*James Aydelotte, Patricia Clark, Don Scofield, John Lindsay, Mark Ramsey and Bert Sigmon*) subject to the ratification of the Administrative Board and the Committee on Ministry. There will be representation from the Personnel Committee on the Task Force, and any member of Presbytery or of one of its congregations is eligible to serve on the Task Force.

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- D. The Mission Study Task Force, staffed by the General Presbyter, who shall be a voting member, and using any desired resources, shall report its initial findings and possible recommendations for consideration at Presbytery's January 2013 meeting and for discussion throughout the Presbytery over February & March 2013; and shall make through the Administrative Board, its final report at Presbytery's April 2013 meeting.
- E. The Administrative Board is authorized to make any necessary interim staff appointments and assignments, pending decisions at Presbytery's January and April 2013 meetings.

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ATTACHMENT 2

Camp Woodson Property

The Camp Woodson property (approximately 255 acres in Buncombe County) served as a camp property for the former Asheville Presbytery known as Camp Little Pisgah. After the Presbytery of Western North Carolina was created by boundaries that included the Camp Greer property in the Old Fort area, Camp Little Pisgah ceased to be operated as a Presbytery camp or retreat property.

For many years since, the camp property was leased to the State of North Carolina for use as a remote facility for rehabilitation for juvenile offenders. During much of the lease period, the State paid \$11,700 annually to the Presbytery, but expenses often exceeded or significantly diminished the revenue. Moreover, although the State has a high degree of immunity from liability, the Presbytery continued to be exposed to a higher risk of liability that was difficult to justify and afford. Needs for maintenance and repair of the facility were increasing, and the dam was in need of substantial reconstruction.

In late 2006, the Administrative Board (then Coordinating Council, but hereinafter referred to as the “Board”) began discussions about what might be a more appropriate stewardship of this underutilized and financially unproductive asset. An early decision was made to get an appraisal of the property so that discussions would proceed with a reliable knowledge of the asset value. The appraiser required a survey and title examination in order to determine relevant factors such as boundaries, acreage, topographical elevations and slopes, locations of water bodies and courses, rights of way, boundary conflicts and title encumbrances. Attorney Mike Begley performed a title examination, surveyor Hamp Hampton performed the survey, and appraiser Mac Swicegood determined the fair market value of the property. The value of the 255.83 acres was determined to be \$4,369,000 as of November 7, 2007.

The lease with the State was renegotiated as of January 2008 for \$15,000 annually, but terminated by the State a short time later due to budget cuts.

In the meantime, word spread that the Presbytery might choose to sell the property on the open market, perhaps for real estate development which had been identified by the appraisal as the “highest and best use”. In mid 2008, the Presbytery was approached by a loosely coordinated, but well-informed group of folks, several being members of First Presbyterian Church of Asheville, motivated (i) to sustain and expand the current use of the property for rehabilitating juvenile offenders, (ii) to dedicate the property for conservation purposes, or (iii) to prevent development, but mostly (iv) to accomplish a combination of such goals. Presbytery representatives met with such interested parties in August, 2008, and the Property Committee met again with them to review alternatives developed by David Tuck of Equinox Environmental. While the Property Committee made clear the need to develop a financially responsible stewardship proposal for the Presbytery, the presenting group was encouraged to pursue conservation opportunities and develop a favorable proposal reflecting a modest, but significant, reduction in price from the appraised value. The Presbytery representatives assured the other group that the property would be held off the market long enough to await a proposal. By August, 2009, Presbytery representatives and the group seeking a conservation alternative were meeting again to discuss next steps.

By May 2010, the Property Committee structured an option proposal for sale of the property to The Pisgah Center, Inc., a newly organized tax exempt, non-profit corporation with significant leadership resources providing therapeutic residential programming for at-risk males between the ages of 16 and 20. The option price was \$20,000 upon signing; \$30,000 in the 2nd year; \$40,000, 3rd; \$50,000, 4th; and \$60,000, 5th. Upon exercise, the sales price was to be 85% of the fair market value at the time of exercise with credit for all option payments previously made. In October 2010, the Option was signed and the \$20,000 first payment was made. In mid 2011, with no further payments made, and at the request of The Pisgah Center, Inc., the property was reappraised for \$3,564,000, and the Option was modified to reduce the sales price to \$3,000,000. At the initiative of The Pisgah Center, Inc., the deadline for exercise of the Option was moved up to July 30, 2012. Then again, in November, 2011, The Pisgah Center, Inc requested that there be yet another renegotiation, and the Board

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authorized James Aydelotte, David Stover and Mike Begley to negotiate on behalf of the Board and Presbytery. This negotiating team met again on several occasions with the would be purchasers in March through July, 2012.

When negotiations finally ceased, the Board, on behalf of the Presbytery and subject to the final approval of a vote of the Presbytery, had offered to accept a reduced price of \$2,000,000 with \$1,000,000 down and the remaining \$1,000,000 to be financed and paid over seven (7) years with no interest for the initial three (3) years after closing and two percent (2%) annual interest on the unpaid balance thereafter until fully paid. This proposal included an agreement that 235 acres would become a permanent conservation easement. This last proposal was declined by The Pisgah Center, Inc. At each stage of the negotiations, the Board accepted and authorized all of the recommendations made by the Presbytery negotiating team.

Because the current economy has resulted in dramatically depressed real estate values for such acreage tracts of land, the Presbytery negotiating team has now recommended to the Board that the property be held off the market for several years until real estate values recover, perhaps significantly, from what appears to be the bottom of the market. In the meantime, the Board has taken steps to maintain and safeguard this property, which may yet produce significant revenue for the Presbytery.

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ATTACHMENT 3

CAMP GRIER

Camp Grier – a beautiful tract of approximately 640 acres near Old Fort NC, just off I-40 – is facing a serious crisis that may end its service as a Presbyterian camp, which Presbytery and its churches, if at all possible, should not allow to happen.

Though it began in 1952, Camp Grier has been jointly owned since 1989 by three contiguous Presbyteries: Charlotte, Salem and Western, which have each annually contributed money towards the camp's operations. Thousands of young people and adults have enjoyed many weeks of creative and enriching camping – as a major part of the Church's Christian ministry.

However, Salem Presbytery recently decided not to give Camp Grier any further funding. And Charlotte Presbytery has sharply reduced its grant, with the likelihood of further cutbacks in the future, if not a total halt. That leaves our Presbytery, which cannot afford, on its own, to replace the lost revenue.

For the last three years, a team of representative from all three Presbyteries has been slowly drafting documents that will shift the ownership of the camp from the three Presbyteries to an independent board of directors, which will be in total charge. Those negotiations must reach a good conclusion soon! Once in place, that independent board will obtain the 501-c-3 status from the U.S. Internal Revenue Service, which will enable donors to claim a charitable tax deduction.

And that is when the real work of rescuing Camp Grier must start – and start in earnest. The board will have to organize an extensive capital campaign to raise significant sums to ensure the camp's continued ministry.

In the meantime, we are all grateful to the camp's Executive Director, David Cohn, and his staff – and many dedicated church people – who have been keeping this fine camp running, and running well, despite real financial difficulties and an uncertain future.

Your Administrative Board strongly feels that this Presbytery and its churches must do all it can to ensure the continuation of a strong Christian camp in WNC.

SUPPORT FROM THE THREE PRESBYTERIES

Presbytery	2010	2011	2012
Charlotte	\$75,000.00	\$75,000.00	\$55,000.00
Salem	\$35,000.00	35,000.00	0.00
Western North Carolina	\$43,525.00	43,525.00	\$40,000.00
TOTAL SUPPPORT	\$153,525.00	\$153,525.00	\$95,000.00

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ATTACHMENT 4

RESPONSIBILITIES OF INTERIM ASSOCIATE FOR MISSION, WITNESS, AND CHURCH SUPPORT

The Interim Associate's responsibilities shall include the following:

- Resource the committees and projects of the Witness Division, including Hunger, Peace and Justice, Self-Development of People, Mission (Malawi Mission, Disaster Relief, Mission Co-worker Support), Evangelism and New Church Development. Also resource the Campus Mission Committee of the Discipleship Division.
- Understand and articulate the Biblical and theological basis for engaging in mission, hunger, peace and justice, creation care, evangelism and new church development work.
- Be an advocate to the Presbytery of Western NC and its churches, helping them develop an understanding of and commitment to their call from God to be missional and respond to the needs of individuals and society, locally and globally.
- Be available to congregations and prepared to interpret and promote support for the ministries of the Presbytery, the denomination and the wider Body of Christ.
- In conjunction with mission trip co-leaders, plan and provide the orientation for team members, arrange trip logistics, and provide guidance for participants in integrating and sharing their mission team experience upon return.
- Focus on renewal and transformation, as congregations seek to grow in new ways responding to God's call in Jesus Christ.
- Along with presbytery staff, Committee on Ministry and others, work with churches, pastors and sessions building strong relationships and providing resources, support and encouragement.
- Along with other Presbytery staff, provide pastoral care to pastors, educators and other church professionals, and encourage colleague groups.
- Support COM liaisons and trainers and their work with churches in the call process, and churches struggling or in conflict about their mission.
- Visit churches in order to provide a Presbytery presence through teaching, preaching and resourcing.
- Coordinate with the Interim Guatemala Coordinator the Presbytery's role in the Guatemala Partnership.
- Be part of a Presbytery team to further the mission and vision of the Presbytery.

This position encourages missional churches and a missional presbytery. It is a combination of church and pastor support, outreach, witness and mission. The exact responsibilities can vary depending on experience, skills and passion of the individual and current need of the Presbytery. The position requires flexibility as the needs of a presbytery are always changing. The person filling the interim position, who can be clergy or laity and will be able to apply for any permanent positions. The Interim position's maximum salary, housing, and continuing education is \$63,000. Travel expenses come from a travel pool. This position reports to the General Presbyter.

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ATTACHMENT 5

INTERIM PART-TIME MISSION AND GUATEMALAN PARTNERSHIP COORDINATOR

The Guatemalan Partnership is an 18 year old formal covenant relationship with two presbyteries, Sur Occidente and Suchitepéquez, on the west coast of Guatemala. The original Covenant was signed in 1994, and has been renewed every five years. In addition to the presbytery-to-presbytery partnership, there are 32 church-to-church partnerships. The two presbyteries in Guatemala each have a part-time partnership coordinator and a partnership committee.

The Leadership Team Committee of this Presbytery's Guatemala Partnership is organized with a partnership coordinator and six other leadership team committee members who each organize a ministry area: Health/Nutrition, Presbyterian Women, Church Partners, Youth, Scholarships, Delegation Trips.

In addition to the Partnership Coordinator responsibilities, this position can also be paired with another area of mission in the Presbytery, depending upon the person's interest, experience, and passion. Other areas could be Hunger, Malawi mission, Mission Co-Worker support, Peace & Justice, Evangelism, or New Church Development.

The Guatemalan Partnership Coordinator is responsible for all aspects of the partnership, working with the other six Leadership Team Committee members and the partners in Guatemala.

The Specific roles of the Partnership Coordinator:

- * Participate in regular Leadership Team meetings
- * Participate in annual November trip to Guatemala
- * Maintain communication with PWNC staff, monthly staff meetings or a written report for monthly meetings. Prepare report for quarterly Presbytery meetings.
- * Send out monthly email updates to partner church representatives with information about partnership
- * Keep list of partner church representatives up to date and share list with committees
- * Plan gatherings of partner church representatives
- * Maintain and update web page
- * Maintain communication with two Coordinators in Guatemala
- * Keep track of different budget accounts and the line item on Guatemala Partnership in the Presbytery budget. Make request to accountant in Presbytery office when money needs to be wired to Guatemala
- * Be sure that each committee has sent computer files and hard copies as needed to Presbytery office every 6 months
- * Resource sub-committees of the Leadership Team as needed

Experience:

This person should either speak Spanish or be in the process of learning to speak Spanish.

The annual three-presbytery Guatemalan Partnership Leadership Team meeting occurs every October/November in Guatemala to work out plans for the following year. This year, the trip will be October 30-November 7, 2012. In addition, in 2013, the PCUSA Guatemalan Mission Network will meet in

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Guatemala January 29-February 1. The Coordinator's travel expenses will be paid as a part of his/her work expenses.

In addition, this person would be a part of the Presbytery staff, and therefore have a broad view of the work of the Presbytery. The person would be a part of staff meetings, as needed, and also need to be in the office regularly for communication purposes. All minutes and materials should be available in the office. As a part of the office staff, this person on occasion would represent the Presbytery in a support role.

The position is considered part-time and/or quarter time (12 hours per week), although there are times when the position will require more hours. This contract position will be \$6,000 to \$12,000 per year, based on the position responsibilities and the person's experience. This position has an indefinite time frame.

This person will work closely with the Associate Presbyter for Mission, Witness and Church Support, who resources the Witness Division, which includes the Guatemalan Partnership.

This person will be accountable to and report to the General Presbyter.