

PERSONNEL COMMITTEE REPORT
Bill Martin-Chair
January 26, 2013

During 2012 the Personnel Committee conducted performance reviews of Bert Sigmon, Stated Clerk and Bobbi White, General Presbyter. For Bert's review we solicited input from the General Presbyter, Presbytery staff, past chair of COM and past moderator. Based on uniformly positive inputs regarding Bert's performance, we recommended Bert be nominated for a second 3 year term beginning July 1, 2012. This nomination was made and approved at the April Presbytery meeting.

Bobbi White's performance review was conducted by soliciting responses from 47 people representing pastors, CLPs, elders, COM members, Administrative Board members and Presbytery staff. The quantitative results were very positive with 93% of respondents rating Bobbi's overall performance as excellent or very good. Based on this strong affirmation of Bobbi's ministry, the committee reported the results to the Administrative Board.

Staffing for PWNC in 2012 remained the same as prior year with some minor adjustments of part-time hours and the addition of Barbara Ross as a volunteer serving the Mayland area as associate Presbyter. The salary budget for 2013 does not include any pay increases for Presbytery employees which will be the fifth consecutive year without raises. The staff accepts this as a necessary sacrifice given the current economic conditions and continues to enthusiastically support the churches and pastors of PWNC. This staff under the leadership of Bobbi White is truly exceptional in their commitment to "supporting the witness of congregations to the sovereign activity of God in the world."

As an affirmation of Bobbi White's leadership skills, she has been asked to serve as president-elect of the Association of General Presbyters. This is a 2 year commitment that starts in January 2013 and is unanimously supported by the Personnel Committee.

PERSONNEL COMMITTEE

RECOMMENDATION:

THAT the following Salary Packages for 2013 be accepted.

Rev. Barbara (Bobbi) White
General Presbyter

Salary	\$21,962
Housing	15,000
Deferred Compensation	17,000
FICA	4,128
Medical & Pension	17,808
Medical/Dental Reimburse	3,500
Travel/Business Expense	7,500
Education/Business Expense	5,000
TOTAL	\$91,898

William A. (Bert) Sigmon
Stated Clerk

(15 hours/week)

Salary	\$10,082
Housing	10,082
FICA	771
Education/Business Expense	1,000
TOTAL	\$21,935

Anita Bernhardt
Interim Associate Presbyter

Salary	\$21,500
Housing	21,500
FICA	3,290
Professional Expense	2,500
Medical Reimburse/ Pension	14,190
TOTAL	\$62,980

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

Salary	\$16,685
FICA	1,276
TOTAL	\$17,961

Charles Davenport - Associate
(10 hours / week)

Salary	\$12,548
Continuing Education	1,045
TOTAL	\$13,593

Vacant - Associate
(10 hours / week)

Salary	\$12,548
Continuing Education	1,045
TOTAL	\$13,593

Guatemala Partnership Coordinator
(10 hours / week)

Salary	\$8,000
TOTAL	\$8,000

*Travel Pool for Associates - \$12,000