

MINUTES
Presbytery of the Pines
99th Stated Meeting
The Presbyterian Church of Ruston
Ruston, Louisiana
February 19, 2011

CONSTITUTION

The 99th Stated Meeting of the Presbytery of the Pines was called to order by Moderator Nancy Bergeron at 10:00 a.m. in the sanctuary of the Presbyterian Church of Ruston. The Moderator opened the meeting with prayer.

The following members were present, constituting a quorum:

MINISTER MEMBERS

John C. Albright, John Arnold, Susan Arnold, Alford L. Branch, Dianne E. Brown, Barry W. Chance, Kris Crawford, Philip A. Faris, Wallace Faris, J. Daniel Hignight, Joseph W. Hill, Erin Kaye, Mark E. Kennedy, Stephen K. Kim, Young Doo Kim, John D. McClelland, Bryan L. McDowell, Gary W. Miller, Allison Moody, Lauren Moore, Michael D. Morgan, Kathy S. Muder, Pendleton B. Peery, Thomas K. Reinowski, Martha Robson, Bruce M. Rux, Sarah Cooper Searight, Beth B. Sentell, Rosemary Stelz, Jerry R. Tompkins, James A. VanHook, Jr., Bonnie J. Wilkins, George M. Wortham

SESSION COMMISSIONERS

Athens-Andy Pate, Baskin Union-Shirley Smith, Bastrop-Jeanne Anders, Belcher-John Glassell, Benton-James B. Thompson, Bossier City Trinity-Gordon Christy, Camden-Susan Bensberg, Chidester Tates Bluff- Elizabeth “Betsy” Carroll, Choudrant Alabama-Marijon Echols, Crossett-Patricia Barnett, Dermott-Frank Henry Jr., El Dorado-Nancy Arn Worrel, Frierson Good Hope-Charles E. White, Haynesville-Sherry T. Smith, Homer-Susan Herring, Hope-Mary E. Vail, Jonesville Trinity-Judy Sanson, Keatchie-Dudley M. Glenn, Lake Village-Harvey Howington, Magnolia-Pam Murphy, Mansfield First-Julia Hollowell, Minden-Robert Addison, Monroe First-Buddy Lawrence, Monroe Graceminster-Charles R. Venable, Monticello First-Rick Shelton, Monticello Holmes Chapel-Martiz Scott, Natchitoches-Donna Rose, Plain Dealing Cottage Grove-Hugh S. Coyle, Plain Dealing First-Tom Myrick, Plain Dealing Rocky Mount-Judy Watkins, Rayville-Evelyn Harwell, Ruston-Carol Young, Shreveport Broadmoor-Andy Mapp, Shreveport First-Julia Blewer, Anna Gnann, Shreveport Hollywood-Marjorie Conner, Shreveport John Calvin-Susan Armstrong, Shreveport St. Andrew-Lebanon Driggers, Texarkana-Sue Ellen Hall, Vivian-Bill Ethredge, Warren-Sam Fullerton, West Monroe Highland-Frank Kistler, Winnsboro-Kay Scott

COMMISSIONED LAY PASTORS

Ron Brown, Charlotte Cobb, Edith Hill

ELDERS ENROLLED IN PRESBYTERY

Allan Bean, Nancy Bergeron, Kay Hummel, Alan Thompson

CORRESPONDING MEMBERS SEATED

Wayne Parker Presbytery of Santa Fe

Rhodes Stipp Presbytery of South Louisiana

Troy Pritt, Honorably Retired member of Associate Reformed Presbyterian Church

WORSHIP

The Presbytery was led in divine worship by Nancy Bergeron, Edith Hill, Tom Myrick and the sermon given by Candidate William Searight. The sacrament of the Lord’s Supper was celebrated by Nancy Bergeron and Edith Hill.

WELCOME BY HOST CHURCH

CLP Edith Hill, pastor of the host church, offered words of welcome.

APPOINTMENT OF STANDING COMMITTEES

The Moderator appointed the following Standing Committees for this meeting:

Attendance: Dudley Glenn and John Travis

Resolutions: Sherry Smith and Lauren Moore

STATED CLERK’S REPORT

Dan Hignight, Stated Clerk presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the docket and time table be adopted as distributed.
2. That the Minutes of the October 16, 2010, meeting of Presbytery be approved.
3. That the following elders serving as moderators of Presbytery’s Council, committees and ministries be enrolled as members of Presbytery: Ron Brown, Corbet Lamkin, Allan Bean, Don Brice, and Alan Thompson
4. That the following Administrative Commission be elected to dissolve the Baskin Presbyterian Church, Baskin, Louisiana at the congregation’s request:

Ministers
George Wortham
Gary Miller
Allison Moody
Bruce Rux

Elders
John Guice
Donna Tiser
Shirley Smith

5. That the Administrative Commission be granted the following powers:
 - a. To dissolve the Baskin Presbyterian Church, Baskin, Louisiana
 - b. In consultation with the members of the Church, to grant certificates of dismissal to other churches.

- c. In consultation with the Real Estate Committee, and the appropriate jurisdiction of the United Methodist Church, to determine the final disposition of all properties and assets of the Baskin Presbyterian Church, Baskin, Louisiana
- 6. That Presbytery instruct the Trustees of Presbytery to execute and sign all necessary legal papers related to the dissolution and disposition of property and assets of the Baskin Presbyterian Church, Baskin, Louisiana.
- 7. That Presbytery adopt the following Roll of Ministers as of December 31, 2010.

Minister Members in Validated Ministries within Congregations

1. ALBRIGHT, John C.
2. ARNOLD, John C.
3. ARNOLD, Susan
4. BRANCH, Alford L.
5. BROWN, Dianne E.
6. CHANCE, Barry W.
7. CRAWFORD, Kris M.
8. FARIS, Philip A.
9. HIGNIGHT, J. Daniel
10. KAYE, Erin P.
11. KENNEDY, Mark E.
12. KIM, Young Doo
13. LOOMIS, Daniel G.
14. MCCLELLAND, John D.
15. MCDOWELL, Bryan L.
16. MCLARTY, Philip W.
17. MILLER, Gary W.
18. MOODY, Allison
19. MOORE, Lauren S.
20. MORGAN, Michael D.
21. MUDER, Kathy S.
22. PEERY, Pendleton B.
23. REINOWSKI, Thomas K.
24. ROBSON, Martha J.
25. SEARIGHT, Sarah Cooper
26. STELZ, Rosemary
27. VANCE, A. Arthur
28. VANHOOK, James
29. WILKINS, Bonnie J.
30. WILLIS, Bill
31. WORTHAM, George M.

Commissioned Lay Pastors Serving Congregations in the Church

1. BROWN, Ron
2. COBB, Charlotte
3. HILL, Edith
4. TRAVIS, Kay Childs
5. WEBBER, Clyde Ray

Minister Members who are Honorably Retired

1. BURNS, Ralph M - H.R.
2. FARIS, William W. - H.R.
3. GRISSO, E. Lee - H.R.
4. GROVES, Grantland M. - H.R.
5. KIM, Stephen K. - H.R.
6. MURRAY, Spencer C. - H.R.
7. PARKHILL, Ralyn - H. R.
8. RUX, Bruce M. - H.R.
9. SHEELER, Joe T. - H.R.
10. TOMPKINS, Jerry R. - H.R.
11. WEST, Mattie Sue - H.R.
12. YATES, Hugh - H.R.

Minister Members in Other Validated Ministry

1. HILL, Joseph W.
2. SENTELL, Beth B.

Minister Members who are Members at Large:

1. HIGNIGHT, R. Kathleen
2. KIM, Jung Jin
3. NYGAARD, Robin
4. PEERY, Lindsey W.

- d. That Presbytery amend the *Administrative Manual of Operation* by inserting the following sentence at the end of the first paragraph under **II. PRESBYTERY MINISTRIES:**

Each ministry shall establish its own quorum.

- and by inserting the following sentence at the end of the first paragraph under **III. PRESBYTERY ADMINISTRATIVE UNIT:**

Each committee shall establish its own quorum.

GENERAL PRESBYTER'S REPORT

Joe Hill, General Presbyter, gave an oral report.

COMMITTEE ON MINISTRY (partial report)

Barry Chance, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the presbytery receive their report as information.
2. That the presbytery enter into its records the following actions taken by the Committee on Ministry, acting under commission powers authorized by the Presbytery:
 - A. Dissolved the relationship between Arthur Vance and the John Calvin Presbyterian Church ,Shreveport, LA effective January 31, 2011.
 - B. In response to the call of First Presbyterian Church, Monroe, LA conducted the preliminary examination of Rev. David Roberts and granted him permission to move to the field effective January 1, 2011.
 - C. In response to the call of the Presbyterian Churches of Plain Dealing (Cottage Grove, First & Rocky Mount) conducted the preliminary examination of William H. Searight and granted him permission to move to the field effective December 1, 2010
 - D. Approved the following Stated Supply relationships for 2011:

Belcher	James A. VanHook, Jr.
Haynesville	Bruce Rux
Tallulah	Jim Sanders
Winnfield	Philip Azad
 - E. Appointed the following moderators of session:

ATHENS	JOHN MCCLELLAND
BELCHER	JIM VAN HOOK
CHIDESTER, Tates Bluff	CHARLOTTE COBB (CLP)
DEQUEEN	RALPH BURNS
DERMOTT	TROY PRITT

FERRIDAY	CLYDE R. WEBBER (CLP)
FORDYCE	KAY CHILDS TRAVIS (CLP)
FRIERSON, Good Hope	KATHY MUDER
GRAND CANE, Smyrna	RON BROWN (CLP)
HAYNESVILLE	BRUCE RUX
HERMITAGE, Calvary	DAN LOOMIS
KEATCHIE	BRYAN MCDOWELL*
MANSFIELD, First	RON BROWN (CLP)
MANSFIELD, Red Lick	DUDLEY GLENN
MONTICELLO, First	MARTHA ROBSON (Designated)
NEWELLTON	JOHNNY WILKINS
PLAIN DEALING FIELD	BARRY CHANCE*
PRESCOTT	CHARLOTTE COBB (CLP)
RUSTON	EDITH HILL (CLP)
SHREVEPORT, Broadmoor	DIANNE BROWN (Interim)
SHREVEPORT, Hollywood	PEN PEERY
STRONG, Ebenezer	BONNIE WILKINS
TALLULAH	GEORGE WORTHAM
VIDALIA	CLYDE R. WEBBER (CLP)
WARREN, First	KRIS CRAWFORD
WINNFIELD, First	PHILIP AZAD

*Until the date of Bill Searight's ordination, then Bill Searight

- F. Concur with the Stated Clerk on his report on the rolls of minister members of the Presbytery, and the types of work in which minister members are engaged as of December 31, 2010.
3. That the presbytery proceed to examine David Roberts, minister member of New Hope Presbytery, for membership in the Presbytery of the Pines.
 4. That Presbytery sustain in parts and as a whole the examination of David Roberts.
 5. That Presbytery approve the call from First Presbyterian Church (Monroe, LA) to the Rev. David Roberts to serve as Co-Pastor at the following terms effective January 1, 2011:

Annual Salary & Housing	\$40,000
Reimbursable Travel/Professional Expenses	\$3,600
Continuing Education	\$750
Social Security Offset	One Half
Board of Pensions	In Full
Annual Vacation	Four Weeks
Continuing Education Leave	Two Weeks
Moving Expenses to the Field	In Full

6. That the presbytery proceed to examine William H. Searight, candidate of Grace Presbytery, for ordination as a Minister of Word & Sacrament and membership in the Presbytery of the Pines.
7. Presbytery sustain in parts and as a whole the examination of William H. Searight.
8. That Presbytery approve the call from the Presbyterian Churches of Plain Dealing (Cottage Grove, First & Rocky Mount) to the William H. Searight to serve as Pastor at the following terms effective December 1, 2010:

Annual Salary	\$22,985
Housing Allowance	\$11,400
Travel Reimbursement	\$3,300
Continuing Education	\$1000
Social Security Offset	One Half
Board of Pensions	In Full
Annual Vacation	Four Weeks
Continuing Education Leave	Two Weeks

LUNCH RECESS

At 12:15 p.m. the body recessed for lunch, following a prayer by the Moderator.

RECONVENE

At 1:00 p.m. the body reconvened, led in prayer by the Moderator

BUDGET AND FINANCE COMMITTEE

By vote of the governing body, Budget and Finance Committee was given privilege to present their report. Allan Bean, Moderator, presented the report. IT WAS VOTED to receive the report as information.

ORDER OF THE DAY

Jerry Tompkins presented a report on the work of the Presbyterian Historical Society of the Southwest and invited people to attend the upcoming meeting in Shreveport.

POLITY COMMITTEE REPORT

Gary Miller, Moderator presented the report. IT WAS VOTED to receive the report as information.

The Presbytery voted on the proposed Amendments to the Book of Order, with the following results:

Amendment	Title	Presbytery Vote	
		Affirmative	Negative
10-A	Gifts and Requirements-On Amending G-6.0106b	36	44
10-B	Removing Stated Clerk or Clerk of Session-On Amending G-9.0203b	Affirmative	
10-C	Requiring Sexual Misconduct Policy-On Amending G-9.0404	Affirmative	

10-D	Nominating Committees-On Amending G-9.0801a	Affirmative
10-E	Presbytery Rolls and Registers-On Amending G-11.0407	Affirmative
10-F	Certified Christian Educators-On Amending G-11.0407 and G-14.0730	Affirmative
10-G	Synod Function-On Amending G-12.0100	Affirmative
10-H	Nomination Process-On Amending G-13.0108, G-13.0111a, G-13.0202b	Affirmative
10-I	Prayer Added to Ordination and Installation Services On Amending W-4.4003h, W-4.4004a(2) and W-4.4006b(2)	Affirmative
10-J	Stay of Enforcement-On Amending D-6.0103	Affirmative
10-K	Preliminary Questions-On Amending D-60306, D-8.0302, and D-13.0302	Affirmative
10-L	Reviewing Work of Investigating Committee-On Amending D-10.0202	Affirmative
10-M	Time Limit-On Amending D-10.0401	Affirmative
10-N	Appeal of "Not Guilty" Verdict-On Amending D-130102 and D-13.0106	Affirmative
10-O	Decision of Permanent Judicial Commission-On Amending D-13.0404	Affirmative

COMMITTEE ON MINISTRY (continued)

IT WAS VOTED to adopt the following recommendations:

9. That Presbytery approve the interim pastor agreement for two-thirds time service for a period of twelve months between Rev. Kris Crawford and First Presbyterian Church, Warren, AR at the following terms effective January 1, 2011:

Cash Salary	\$27,423.35
Housing	Manse
Professional Expenses	\$200
Cell Phone Reimbursement	\$70/month
Travel Reimbursement	IRS Rate
Social Security Reimbursement	One Half
Board of Pensions	In Full
Continuing Education Reimbursement	\$300.00
Continuing Education Leave	Two Weeks
Vacation	Three Weeks

10. That the presbytery adopt the following policy regarding the minimum compensation of Commissioned Lay Pastors:

Minimum Terms of Call for Commissioned Lay Pastors

All CLPs shall receive at least the same fee as set forth for a pulpit supply which is \$100 with \$50 for each additional service at the same church on the same day and travel reimbursement at the applicable IRS rate.

All CLPs shall receive four weeks of vacation a year and at least one week for continuing education.

Compensation for hours spent in the church office each week or time engaged in congregational Bible Studies, etc. shall be worked out between the individual CLP and the session of the church served.

The Committee on Ministry will review and approve all CLP compensation agreements.

11. That Presbytery receive Committee on Ministry Supplemental Report as information.
12. That the persons listed below be authorized to preside at the Sacrament of the Lord's Supper through March 1, 2012.

Name	Church
Carroll, Nancy S.	Athens
Bedard, Dr. David	Benton
Brock, Clay	Benton
Thompson, Jim	Benton
Thompson, Wanda	
Christy, Gordon	Bossier, Trinity
Bensberg, Susan	Camden
Martin, Gary	Camden
Murray, Jim	Camden
Singleton, Hamilton	Camden
Peterman, Trisha	Chidester, Tates Bluff
Walter, Jessica	Chidester, Tates Bluff
Barnett, Mary Kate	Crossett
Barnett, Patricia	Crossett
Coulter, Baker	Crossett
Smith, Martha	Crossett
Travis, Kay Childs	Fordyce
Travis, Johnnie	Warren
Bradford, Ella	Frierson, Good Hope
Parrott, Victoria	Frierson, Good Hope
Stull, Carl	Frierson, Good Hope
White, Hezekiah III	Frierson, Good Hope
White, Charles	Frierson, Good Hope
White, Willie J.	Frierson, Good Hope
Smith, Sherry T.	Haynesville
Boumtje, Martine	Magnolia
Boumtje, Pierre	Magnolia
Clinton, Harry	Mansfield, Red Lick
Clinton, Ponder	Mansfield, Red Lick
Bell, B. H. "Skip"	Monroe 1 st
Daniel, Warren	Monroe 1 st
Rose, Donna	Natchitoches
Smith, Susan	Natchitoches
Bergeron, Nancy	Ruston
Blackman, Gordon Jr.	Shreveport First
Morgan, Lee	Shreveport First

Broom, Elina	Shreveport Hollywood
Broom, Richard	Shreveport Hollywood
Conner, Margorie	Shreveport Hollywood
Henderson, Janice	Shreveport Hollywood
Porter, Claretha	Shreveport Hollywood
Mays, V.W.	Shreveport Hollywood
Williams, Nicole	Shreveport Hollywood
Grout, Robert	Shreveport John Calvin
Morgan, Chuck	Texarkana
Walker, Cynthia	Texarkana
Guice, John	Winnsboro

13. That Presbytery appoint the following administrative Commission, with the full power of Presbytery, to install Rev. David Roberts, as Co-Pastor of First Presbyterian Church (Monroe, LA) on Sunday, March 20, 2011 at 4:00pm:

Elder Nancy Bergeron - Moderator
Elder Franklin Clay
Rev. Philip Faris
Rev. Joseph Hill - Secretary
Rev. Rosemary Stelz

14. That Presbytery appoint the following administrative Commission, with the full power of Presbytery, to ordain and install William H. Searight, as Pastor of the Plain Dealing Field (First-Plain Dealing, Cottage Grove, & Rocky Mount) on Sunday, February 27, 2011 at 3:00 pm:

Rev. Dianne Brown
Rev. Barry Chance - Moderator
Elder Dudley Glenn - Secretary
Elder Karen Logan
Rev. Sarah Searight
To be seated with the commission:
Elder Matt Kinard of Preston Hollow Presbyterian Church in Grace Presbytery

THE COMMITTEE ON PREPARATION FOR MINISTRY

Edith Hill, Moderator, presented the report. IT WAS VOTED to receive the report as information.

PRESBYTERY COUNCIL

Ron Brown, Moderator, presented the report. IT WAS VOTED to receive the report as information.

COMMITTEE ON NOMINATIONS

Alan Thompson, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That this report be received as information

2. That Presbytery elect the following persons for service:

Frank Dodson for the Committee on Ministry, the Class of 2013
James Evans, Jr. for the Presbytery Council, the Class of 2013

CHURCH DEVELOPMENT AND MISSION MINISTRY

George Wortham, Moderator, presented the report. IT WAS VOTED to receive the report as information.

FAITH EDUCATION MINISTRIES

Rosemary Stelz, Moderator, presented the report. IT WAS VOTED to receive the report as information.

PERSONNEL COMMITTEE

Beth Sentell, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That Presbytery receive the report as information
2. That Presbytery modify the length of call of the General Presbyter’s term from a 5 year term to an indefinite term.
3. That Presbytery renew the call to Rev. Joseph W. Hill.

REPORT OF THE STANDING COMMITTEES

Committee on Attendance: Dudley Glenn presented the report on behalf of the committee. IT WAS VOTED to include the report in the minutes:

Ministers Present		Sessions represented	41
Serving Congregations	27	CLPs	3
In Other Service	2	Elders Enrolled	4
At Large	2	Corresponding Members	2
Retired	4	Visitors	30

Excused

Ministers	Sessions
Kathleen Hignight	DeQueen
Jung Jin Kim	Fordyce
Dan Loomis	Grand Cane
Robin Nygaard	
Lindsey Perry	Elders Enrolled
Art Vance	Don Brice

CLP
Kay Childs Travis

Unexcused

Ministers	Sessions	
Philip McLarty	Alto	Newellton
	Baskin	Prescott
	Bossier-Korean	Strong-Ebenezer
	Carthage	Tallulah
	Ferriday	Tulip
	Hermitage	Vidalia
	Lake Providence	Vivian
	Mansfield-Red Lick	Winnfield

CLPS

Clyde R. Webber

Elders Enrolled

Corbet Lamkin

Committee on Resolutions: Lauren Moore presented the report on behalf of the committee. IT WAS VOTED to adopt the following resolutions:

Be it resolved on this 19th day of February, 2011, that the Presbytery of the Pines, meeting at the Presbyterian Church of Ruston, give thanks to God for:

- the presence of all the commissioners, visitors, and helpers who have come to this meeting
- the hospitality of the host church as expressed by warm words of welcome and food for both body and soul
- worship that was inspiring and included a sermon that was well worth waiting for
- debate on difficult issues that was insightful and respectful
- reports that were informative and concise
- the presence of the Holy Spirit within and among all present.

INVESTIGATIVE COMMITTEE FORMED

Dan Hignight, Stated Clerk, reported that an allegation had been made against a member of the governing body and an Investigative Committee had been formed in accordance with the Manual of Operations.

ADJOURNMENT

With all business having been concluded, the meeting was adjourned at 3:50 p.m. with a prayer by the Moderator.

Elder Nancy Bergeron, Moderator

Rev. J. Daniel Hignight, Stated Clerk

MINUTES
Presbytery of the Pines
Special Meeting
Alabama Presbyterian Church
Choudrant, Louisiana
March 26, 2011

CONSTITUTION

A Special Meeting of the Presbytery of the Pines was called to order at 10:00 a.m. in the sanctuary of the Alabama Presbyterian Church, Choudrant, Louisiana, on March 26, 2011, by Moderator Nancy Bergeron. A quorum was declared present and the Moderator opened the meeting with prayer.

The following members were present, constituting a quorum:

MINISTER MEMBERS

John Arnold, Susan Arnold, Barry W. Chance, Philip A. Faris, Wallace Faris, J. Daniel Hignight, R. Kathleen Hignight, Joseph W. Hill, Mark E. Kennedy, John D. McClelland, Bryan L. McDowell, Gary W. Miller, Allison Moody, Lauren Moore, Michael D. Morgan, Kathy S. Muder, Pendleton B. Peery, Thomas K. Reinowski, David Roberts, Martha Robson, Bruce M. Rux, William H. Searight, Bonnie J. Wilkins, Bill Willis, George M. Wortham

SESSION COMMISSIONERS

Athens-Andy Pate, Belcher-Bruce Lynn, Benton-James B. Thompson, Bossier City Trinity-Gordon Christy, Camden-Susan Bensberg, Chidester Bates Bluff-Elizabeth "Betsy" Carroll, Choudrant Alabama-Will Gray, Crossett-Patricia Barnett, Dermott-Frank Henry, Jr., Jonesville Trinity-Donna Tiser, Lake Providence-Gayle Condrey, Lake Village-Lisa Moon, Magnolia-Ann Downs, Minden-Robert Addison, Monroe First-Chris LaNasa, Monroe Graceminster-Scott Flowers, Monticello First-Joe Guenter, Natchitoches-Donna Rose, Plain Dealing Cottage Grove Memorial-Hugh S. Coyle, Plain Dealing First-Tom Myrick, Plain Dealing Rocky Mount-RoseAnn Holomon, Ruston-Wayne Neuroth, Shreveport Broadmoor-Andy Mapp, Shreveport First-John Guth, Robert Folsom, Shreveport John Calvin-Susan Armstrong, Shreveport St. Andrew-Ben Land, Texarkana-Cynthia Walker, Warren-Maribeth Frazer, West Monroe Highland-Lauren Courtman

COMMISSIONED LAY PASTORS

Ron Brown, Charlotte Cobb, Edith Hill

ELDERS ENROLLED IN PRESBYTERY

Nancy Bergeron, Kay Hummel, Alan Thompson

CORRESPONDING MEMBERS SEATED

Melinda Hunt of the Texas Presbyterian Foundation

The following were absent, with excuse:

Ministers

John Albright, Dianne Brown, Erin Kaye, Jung Jin Kim, Dan Loomis, Philip McLarty, Robin Nygaard, Lindsey Peery, Sarah Cooper Searight, Beth Sentell, Rosemary Stelz, James Van Hook, Jr.

Session Commissioners

Alto, Baskin-Union, Bastrop, El Dorado, Grand Cane-Smyrna, Homer, Mansfield-First, Rayville, Winnsboro

Elders Enrolled in Presbytery

Don Brice, Edith Hill, Corbet Lamkin

The following were absent without excuse:

Ministers

Alford Branch, Kris Crawford, Young Doo, Kim, Art Vance

Session Commissioners

Carthage, DeQueen, Ferriday, Fordyce, Frierson-Good Hope, Haynesville, Hope, Keatchie, Mansfield-Red Lick, Monticello-First, Monticello-Holmes Chapel, Newellton, Prescott, Shreveport-Hollywood, Strong-Ebenezer, Tallulah, Tulip, Vidalia, Vivian, Winnfield, Shreveport-Bossier Korean

Elders Enrolled in Presbytery

Allan Bean,

Commissioned Lay Pastors

Kay Childs Travis, Clyde Ray Webber

The Stated Clerk stated the purpose of the meeting:

To vote on the proposed New Form of Government, and to hear and act upon other reports as are needed.

The Stated Clerk verified that the Call for the meeting was given by the Presbytery Council January 29, 2011, thus meeting the requirements of the Book of Order.

The Presbytery was led in a time of worship by John Arnold.

REPORTS

Committee on Ministry -- Barry Chance, Moderator, presented a report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. That the presbytery enter into its records the following actions taken by the Committee on Ministry, acting under commission powers authorized by the Presbytery:

- A. Appointed the following moderators of Sessions:
- | | |
|-------------------------|--------------------|
| CARTHAGE | HAMILTON SINGLETON |
| SHREVEPORT, JOHN CALVIN | BARRY CHANCE |
| TULIP | HAMILTON SINGLETON |
| WARREN, FIRST | ERIN KAYE |

B. Approved the preliminary examination of Rev. Robert Rhodes Stipp.

3. That the Rev. Rhodes Stipp, an Honorably Retired minister member of the Presbytery of South Louisiana, be examined for membership.
4. That the examination of the Rev. Mr. Stipp be sustained in its parts and as a whole.
5. That the Rev. Mr. Stipp be enrolled as an Honorably Retired member of this presbytery.
6. That Presbytery approve the following reported 2011 changes in Terms of Call:

NAME	CHURCH	DESCRIPTION	CHANGE
Arnold, John	Texarkana, First	Increase Salary	700
		Increase Housing/Utilities	313
Arnold, Susan	Texarkana, First	Increase Salary	700
		Increase Housing/Utilities	313
Branch, Alford	Monticello, Holmes Chapel	Increase CE time	1 week
		Increase CE	200
Chance, Barry	Shreveport, St. Andrew	Increase Salary	200
		Increase Housing/Utilities	1,000
Hignight, Dan	Bossier City, Trinity	Increase Salary	985
Kaye, Erin	Camden, First	Increase Salary	546
		Decrease Manse/Utility	(659)
McDowell, Bryan	Shreveport, First	Increase Salary	1,205
McLarty, Philip	Hope, First	Increase Deferred Comp.	1,800
Morgan, Mike	Magnolia, First	Decrease Housing/Utilities	(5,727)
		Increase Deferred Comp	6,836
		Decrease Non-reimburse. allowance	(1,000)
		Increase ARP	1,000
Muder, Kathy	Natchitoches	Increase Salary	1,203

Searight, Sarah C.	Shreveport, First	Increase Salary	900
Wilkins, Bonnie	Crossett	Increase Salary	2,000
		Increase Manse/Utilities	600
		Decrease Vacation time	(1 week)
Wortham, George	West Monroe, Highland	Increase Salary	985

Polity Committee -- Gary Miller, Moderator, gave a background on the proposed New Form of Government. A period of discussion followed. THE PRESBYTERY VOTED in the affirmative for the New Form Of Government.

ADJOURNMENT

With all business being concluded, the Moderator adjourned the meeting with prayer at 11:30 a.m.

Elder Nancy Bergeron, Moderator

Rev. J. Daniel Hignight, Stated Clerk

MINUTES
Presbytery of the Pines
100th Stated Meeting
Highland Presbyterian Church
West Monroe, Louisiana
May 14, 2011

CONSTITUTION

The 100th Stated Meeting of the Presbytery of the Pines was called to order at 10:00 a.m., in the sanctuary of Highland Presbyterian Church, West Monroe, Louisiana. by Moderator Nancy Bergeron The Moderator opened the meeting with prayer.

The body was led in worship by The Rev. Dr. George Wortham, the Rev. John Arnold and Elder Nancy Bergeron who proclaimed the Word. The Sacrament of the Lord's Supper was celebrated by Dr. Wortham.

The following were present, constituting a quorum:

MINISTER MEMBERS

John Albright, John Arnold, Alford Branch, Barry Chance, Wallace Faris, Daniel Hignight, Joseph Hill, Erin Kaye, Mark Kennedy, Young Doo Kim, John McClelland, Bryan McDowell, Philip McLarty, Gary Miller, Allison Moody, Kathy Muder, Lindsey Peery, Pendleton Peery, David Roberts, Martha Robson, Bruce Rux, William Searight, Sarah Cooper Searight, Rosemary Stelz, Rhodes Stipp, Bill Willis George Wortham

SESSION COMMISSIONERS

Athens-Andy Pate, Bastrop-Jeanne Anders, Bossier City Trinity-Gordon Christy, Camden-Susan Bensberg, Chidester Tates Bluff-Corbet Lamkin, Choudrant Alabama-Will P. Gray, El Dorado-Nancy Arn Worrel, Frierson Good Hope-Hezekiah White III, Homer-Susan Herring, Minden-Bob Addison, Monroe First-Frances Gregory, Monroe Graceminster-Charles R. Venable, Monticello First-Kathy Carmical, Monticello Holmes Chapel-Martiz Scott, Natchitoches-Susan E. Dollar, Plain Dealing Cottage Grove Memorial-Renee Boggs, Plain Dealing First-Tom Myrick, Plain Dealing Rocky Mount-Randy Watkins, Ruston-Wayne Neuroth, Shreveport Broadmoor-Alan Thompson, Shreveport First-Lisa Schrott, Robert Folsom, Shreveport John Calvin-Susan Armstrong, Shreveport St. Andrew-Paul Hoogendyk, Texarkana-Sue Ellen Hall, Warren-Jim Cross, West Monroe Highland-Karen Beck, Winnsboro-John Guice

COMMISSIONED LAY PASTORS

Ron Brown, Edith Hill

ELDERS ENROLLED IN PRESBYTERY

Nancy Bergeron, Kay Hummel

CORRESPONDING MEMBERS SEATED

Judy Fletcher, Synod Executive, member of Eastern Oklahoma Presbytery
Rick Young, Board of Pensions Representative, member of Grace Presbytery
Debra Freeman, member of the Presbytery of Arkansas

WELCOME BY HOST CHURCH

The Rev. Dr. George Wortham, pastor of the host church, welcomed the Presbytery.

APPOINTMENT OF STANDING COMMITTEES

The following Standing Committees for this meeting were appointed by the Moderator:

Attendance: Sarah Searight and Wayne Neuroth

Resolutions: Pen Peery and Kaye Hummel

STATED CLERK REPORT

Dan Hignight, Stated Clerk, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the Docket for this meeting be adopted.
2. That the Minutes of the Stated Meeting of February 19, 2011 be approved with the following addition to the Faith Education Report:

That Presbytery authorize the Budget and Finance Committee to use funds from the Texas Presbyterian Foundation as needed to make repairs to Camp Alabama to meet requirements set by the insurance inspection.

3. That the Minutes Special Meeting of March 26, 2011, be approved.
4. That Robert Folsom, Vice-Moderator of the Polity Committee be enrolled as a member of Presbytery for the rest of this year.
5. That it be entered in the Minutes of this meeting the Investigative Committee has reported that it has concluded its work and will not be filing charges.
6. That following corresponding members present be seated for this meeting:
Judy Fletcher, Synod Executive, member of Eastern Oklahoma Presbytery
Rick Young, Board of Pensions Representative, member of Grace Presbytery
Debra Freeman, member of the Presbytery of Arkansas
7. That Presbytery enters into record the minutes of the Administrative Commission to install the Rev. David Roberts as Co-Pastor of First Presbyterian Church, Monroe, Louisiana, and the Administrative Commission to ordain and install Bill Searight to the Plain Dealing field. (Appendix A)

GENERAL PRESBYTER'S REPORT

Joe Hill, General Presbyter, presented the report. He presented Judy Fletcher, Executive of the Synod of the Sun, who is retiring this year. Mrs. Fletcher addressed the body. Following her remarks she was recognized by the Presbytery for her service to the Synod and the Church.

REPORTS OF THE CONSTITUTIONAL AGENCIES

Committee on Ministry Barry Chance, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That presbytery receives their report as information.
2. That the Presbytery enters into its records the following action taken by the Committee on Ministry, acting under commission powers authorized by the Presbytery:
 In response to the call of Broadmoor Presbyterian Church, Shreveport, LA conducted the preliminary examination of the Rev. James D. Freeman.
3. That the Presbytery approves the interim pastor agreement for full time service for a period of twelve months between the Rev. Dianne Brown and Broadmoor Presbyterian Church, Shreveport, LA, at the following terms effective January 1, 2011:

Cash Salary	\$38,457
Housing	23,000
Professional Expenses	17,000
Social Security Reimbursement	One Half
Board of Pensions	In Full
Continuing Education	One week paid for each six months served
Vacation	4 Weeks

4. That the Presbytery proceeds to examine James D. Freeman, minister member of the Presbytery of Arkansas, for membership in the Presbytery of the Pines.
5. That the Presbytery sustains in parts and as a whole the examination of James D. Freeman.
6. That the Presbytery approves the call from Broadmoor Presbyterian Church, Shreveport, LA to the Rev. James D. Freeman to serve as Pastor at the following terms effective July 24, 2011:

Annual Salary & Housing	\$47,116
Annual Housing Allowance	14,800
Reimbursable Travel	6,217
Continuing Education	300
Social Security Offset	4,763
Board of Pensions	19,887
Dental Insurance	1,217
Annual Vacation	Four Weeks
Continuing Education Leave	Two Weeks
Professional & Moving Expenses to the Field	15,700

7. That the Presbytery appoints the following Administrative Commission, with the full power of Presbytery, to install Rev. James D. Freeman, as Pastor of Broadmoor Presbyterian Church, Shreveport, LA on Sunday, September 25, 2011:
 - Rev. Barry Chance - Moderator
 - Elder Cynthia Steele - Secretary
 - Elder Janice Henderson
 - Elder Frank Moore
 - Rev. Susan Arnold
 To be seated with the commission:
 - Rev. Debra Carl Freeman of Arkansas Presbytery

8. That the Presbytery concurs with the Committee on Ministry's recommendation to accept the examination of Catherine Dodson Goodrich by the Presbytery of Greater Atlanta as our own; the Committee on Preparation for Ministry has also concurred with this request.

9. That the Presbytery appoints the following administrative Commission, with the full power of Presbytery, to ordain Catherine Dodson Goodrich and transfer her membership to the Presbytery of Greater Atlanta after that presbytery has notified the stated clerk of her successful examination:
 - Elder Barbara Callaway - Secretary
 - Elder Janice Henderson
 - Elder Betty Henderson
 - Rev. Pen Peery - Moderator
 - Rev. Beth Sentell

10. That the presbytery confer on the Rev. Arthur Vance the status of Honorably Retired.

11. That the Presbytery approve the following reported terms of call for 2011:

Pastor	Church	Terms
Albright, John	New Covenant Parish	No Change
Moody, Alison	1 st -Monroe	No Change
Robson, Martha	1 st -Monticello	No Change
Willis, Bill	Alabama	No Change

12. That the presbytery approve the attached contract with Laurence Schmidt Counseling Center for the 2011-12 year.(Appendix B)

Presbytery Council Ron Brown, Moderator presented the report. IT WAS VOTED to receive the report as information.

LUNCH RECESS

At noon the body recessed for lunch, after grace given by the host pastor.

RECONVENED

At 1:00 p.m., the Moderator called the body to order and offered a prayer.

ORDER OF THE DAY

The Order of the Day having arrived, Bruce Rux and Alan Thompson gave a presentation on the ministry of the Presbyterian Cursillo.

REPORTS OF PRESBYTERY'S MINISTRIES

Faith Education Rosemary Stelz, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That this report be received as information.
2. That Presbytery authorize the celebration of the Lord's Supper at Louisiana Presbyterian Cursillo Ultreyas when a minister member of Pines is the celebrant.

Church Development and Mission George Wortham, Moderator, presented the report. IT WAS VOTED to receive the report as information.

REPORTS OF PRESBYTERY'S ADMINISTRATIVE UNITS

Polity Committee Robert Folsom, Vice-Moderator, presented the report. Presbytery then proceeded to debate the issue sent from the General Assembly "Shall the *Confession of Belhar* be included in the Book of Confessions of the PCUSA?" IT WAS VOTED to include the Confession.

Budget and Finance Committee Allan Bean, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. If the First Presbyterian Church of Fordyce, Arkansas, is able to repair its manse and if it is able to rent the manse, the Presbytery of the Pines grants them permission to do so.

Real Estate Committee In the absence of a member of the Committee, Joe Hill presented a report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. That the Real Estate Committee be instructed to study the possibility of retaining mineral and oil rights on church properties within the bounds of presbytery.

REPORTS OF THE STANDING COMMITTEES

Committee on Attendance Wayne Neuroth presented the report. IT WAS VOTED to include the report in the Minutes of this meeting:

Present at this Meeting

Ministers serving congregations	23	Sessions Represented	27
Ministers in Other Service	1	Commissioned Lay Pastors	2
Ministers at Large	1	Elders Enrolled in Presbytery	4
Retired Ministers	1	Corresponding Members	3
		Visitors	10

Absent with Excuse

Ministers

Susan Arnold
Philip Faris
Kathleen Hignight
Jung Jim Kim
Dan Loomis
Lauren Moore
Mike Morgan
Robin Nygaard
Tom Reinowski
Beth Sentell
Jim VanHook
Bonnie Wilkins

Sessions

Alto
Baskin – Union
Benton
Dermott
DeQueen

Elders Enrolled
Don Brice

Commissioned Lay Pastors

Charlotte Cobb
Kay C. Travis

Absent without Excuse

Ministers

Dianne Brown
Kris Crawford
Art Vance

Commissioned Lay Pastors

Clyde Ray Webber

Corresponding Members

Philip Azad
Johnny Wilkins

Sessions

Baskin
Belcher
Carthage
Crossett
Ferriday
Fordyce
Grand Cane
Haynesville
Hermitage, Calvary
Hope
Jonesville
Lake Providence

Lake Village
Magnolia
Mansfield, 1st
Mansfield, RL
Newellton
Prescott
Shv., Hollywood
Strong, Ebenezer
Tallulah
Tulip
Vidalia
Vivian
Winnfield

Committee on Resolutions That the Presbytery adopt the following report of the Resolution Committee (Kay Hummel and Pen Peery). Pen Peery presented the report. IT WAS VOTED to adopt the following resolution:

Whereas the Highland Presbyterian Church hosted the centennial meeting of the Presbytery of the Pines.

Whereas we are grateful for the Highland congregation who extended commissioners and guests Christ's gracious welcome – where we feasted on food and hospitality.

Whereas we were nourished in worship by word and at table – including a fine sermon by elder and moderator Nancy Bergeron that broke open the gospel for all to hear and would make any minister of the word and sacrament jealous.

Whereas we heard the heart-felt testimony from one of our members who declared a burden on his conscience upon the change of our ordination standards.

Whereas we recognized the faithful work of Synod Executive Judy Fletcher upon the news of her retirement, and were encouraged to keep “carrying on”

Whereas we welcomed the Rev. Jim Freeman into our membership and celebrated with the Broadmoor Church his new call.

Whereas Alan Thompson and the Rev. Bruce Rux encouraged us to partake in the transformative experience of Cursillo in order to connect more deeply to the faith we hold in common.

Whereas we voted to include the Belhar Confession into our Book of Confessions.

Be it resolved that the Presbytery of the Pines meeting this 14th day of May, 2011 be recognized as a faithful expression of our being church together.

ADJOURNMENT

With all business being concluded, the Moderator adjourned the meeting with prayer at 1:50 p.m.

Elder Nancy Bergeron, Moderator

Rev. J. Daniel Hignight, Stated Clerk

MINUTES

Administrative Commission Appointed to Ordain and Install
William H. Searight

to the Ministry of Word and Sacrament
and to Install him as pastor of
Cottage Grove Memorial Presbyterian Church
First Presbyterian Church
Rocky Mount Presbyterian Church
Plain Dealing, Louisiana

February 27, 2011

The Administrative Commission appointed by the Presbytery of the Pines, to Ordain and Install William H. Searight to the Ministry of Word and Sacrament of the Presbyterian Church (USA), and Install him as pastor of Cottage Grove Memorial, First, and Rocky Mount Presbyterian Churches, Plain Dealing, Louisiana met on Sunday, February 27, 2011, at First Presbyterian Church, Plain Dealing, Louisiana with the following members present, thereby constituting a quorum:

The following members of the Administration Commission were present:

Rev. Dianne E. Brown, Rev. Barry W. Chance, Rev. Sarah Cooper Searight, Elder Karen B. Logan, and Elder Dudley M. Glenn

Elder Matt Kinard, Preston Hollow Presbyterian Church in Grace Presbytery was invited to sit with the commission.

February 19, 2011, Presbytery appointed Rev. Barry Chance Moderator of the Commission and Elder Dudley Glenn as Clerk.

The Commission was called to order with prayer by Dudley Glenn.

The Commission reviewed the liturgy approved by the Committee on Ministry and recessed into the Sanctuary, where during worship, William H. Searight was Ordained to the Ministry of Word and Sacrament of the Presbyterian Church (USA), and Installed as Pastor of Cottage Grove Memorial, First, and Rocky Mount Presbyterian Churches, Plain Dealing, Louisiana.

The Commission reconvened. IT WAS VOTED to approve the minutes of this meeting and to adjourn with prayer.

s/ Barry W. Chance
Rev. Barry W. Chance, Moderator

s/ Dudley M. Glenn
Dudley M. Glenn, Clerk

MINUTES

Administrative Commission Appointed to Install
Rev. David Roberts as
Co-Pastor of
First Presbyterian Church, Monroe, Louisiana

March 20, 2011

The Administrative Commission appointed by the Presbytery of the Pines, to Install Rev. David Roberts as Co-Pastor of First Presbyterian Church, Monroe, Louisiana, met on Sunday, March 20, 2011, at First Presbyterian Church with the following members present, thereby constituting a quorum:

The following members of the Commission were present:

Elder Nancy Bergeron, Elder Franklin Clay, Rev. Philiip Fairs, Rev. Joseph W. Hill, Rev. Rosemary Stelz.

Rev. Allison Moody, Elder Frances Gregory, and Elder Kath Wyatt were invited to sit with the Commission.

The Commission was called to order with prayer by Nancy Bergeron.

February 19, 2011, Presbytery appointed Elder Nancy Bergeron, Moderator of the Commission and Rev. Joe Hill as Clerk.

The Commission reviewed the liturgy approved by the Committee on Ministry and recessed into the Sanctuary, where during worship, Rev. David Roberts was installed as the Co-Pastor of the First Presbyterian Church, Monroe, Louisiana.

The Commission reconvened. IT WAS VOTED to approve the minutes of this meeting and to adjourn with prayer.

s/Nancy Bergeron

Elder Nancy Bergeron, Moderator

s/Joseph W. Hill

Rev. Joseph W. Hill, Clerk

CONTRACT/COVENANT AGREEMENT

The Laurence E. Schmidt Center, a ministry of Vera Lloyd Presbyterian Home and Family Services, covenants/contracts with the Committee on Ministry of the Presbytery of the Pines to provide the following services from July 1, 2011 to June 30, 2012:

Services to the Minister Members of the Presbytery who are residing in the Presbytery, Commissioned Lay Pastors, Certified and Certified Associate Christian Educators, and their immediate family members which include:

- 3 free counseling sessions and emergency pastoral care when needed for each person covered and every member of their immediate family.

Counseling includes individual (child, adolescent and adult), family, marital, couples, and pre-marital counseling. It does not include after-hour emergency services, which the Laurence E. Schmidt Center does not provide to any client.

Services will be provided by Rev. Rebecca Spooner LPC, and other therapists selected by the Laurence Schmidt Center. All therapists will be licensed by and in good standing with their respective licensing board, maintain their own liability insurance, are people of Christian faith and have experience working with church professionals. The Laurence Schmidt Center will contract with therapists in Louisiana who will see individuals who are covered under this contract but who live too far away to use the Schmidt Center either in El Dorado or Little Rock. The Schmidt Center will provide a list of therapists to those covered under this contract.

The annual covenant relationship fee is 1000.00, and may be paid at any time after July 2011 and before June 2012.

The Presbytery of the Pines will provide the Laurence Schmidt Center with a current, updated list of all individuals (including all contact information) covered under this contract.

The Presbytery of the Pines may initiate action to cancel this contract if it has reason to believe that the Laurence Schmidt Center has not fully performed its responsibilities in accordance with this agreement, but only after the Laurence Schmidt Center has received 10 calendar days written notice stating the specific problems and suggesting ways in which these problems can be corrected.

Counseling services at the Schmidt Center are provided by Rev. Rebecca Spooner LPC, PLLC. She is licensed by the Arkansas Board of Examiners in Counseling and is bound by the legal and ethical statutes of her profession. She also carries her own professional liability insurance. The Presbytery of the Pines is not liable for any actions of the Laurence Schmidt Center, Rev. Rebecca Spooner LPC, PLLC, nor any therapists who provide services under this contract.

All counseling records of the Laurence Schmidt Center, or any therapist providing services under this contract are confidential and information will only be released to the Presbytery

with written consent from the client. The Laurence Schmidt Center or any therapist covered under this contract does not provide letters of reference for Ministers, Commissioned Lay Pastors, Certified Christian Educators or any of its clients.

Rev. Rebecca Spooner LPC, PLLC may refer clients to another therapist if there is a conflict of interest on behalf of the client or the counselor, or when the counselor believes it to be therapeutically necessary. The Presbytery of the Pines, nor its Committee on Ministry shall in any way control either the Schmidt Center or Reverend Spooner as they carry out the terms of this agreement. The Schmidt Center and Reverend Spooner are responsible for the performance of the work pursuant to this contract and the selection of the methods used to accomplish the terms of this contract. The Presbytery of the Pines and its Committee on Ministry are only concerned with the results. The Presbytery has no jurisdiction over the actions of the Laurence Schmidt Center and therefore is not responsible for its methods or outcomes. Rev. Spooner will report to the Committee on Ministry annually and at the request of the committee's moderator.

If the Presbytery or its Committee on Ministry is dissatisfied with the performance of the Laurence Schmidt Center, a formal complaint may be made to the Vera Lloyd Board through the Program Committee (1501 N. University, Suite 345, Little Rock, AR 72207-5278). If the Presbytery is dissatisfied with the actions of one of the center's counselors, then a formal, written complaint may be made to the Vera Lloyd Board and/or the State Board of Examiners in Counseling (P.O. Box 70, Magnolia, AR 71754).

In signing this document, I attest that I am authorized by the Board of Directors to sign this document on behalf of Vera Lloyd Presbyterian Home & Family Services and the Laurence Schmidt Center.

Lyn Whaley, CEO
Vera Lloyd Presbyterian Home & Family Services

Date

STATE OF ARKANSAS

County of _____

Subscribed, sworn to and acknowledged before me by _____,

on this ____ day of _____.

Witness my hand and official seal.

Notary Public

Commission Expires

In signing this document, I attest that I am authorized to do so by and on behalf of the Committee on Ministry of the Presbytery of the Pines.

s/ Barry W. Chance
Representative
Committee on Ministry
Presbytery of the Pines

May 19, 2011
Date

STATE OF LOUISIANA

County/Parish of Lincoln

Subscribed, sworn to and acknowledged before me by Barry W. Chance

on this 19th day of May, 2011.

Witness my hand and official seal.

J. N. Walpole
Notary Public

Life
Commission Expires

In signing this document, I attest that I am authorized to do so by and on behalf of the Presbytery of the Pines.

s/ J. Daniel Hignight
Representative
Presbytery of the Pines

May 19, 2011
Date

STATE OF LOUISIANA

~~County~~/Parish of Lincoln

Subscribed, sworn to and acknowledged before me by J. Daniel Hignight,

on this 19th day of May, 2011.

Witness my hand and official seal.

J. N. Walpole
Notary Public

Life
Commission Expires

This contract was written by Rev. Rebecca Spooner, LAC; Director of the Laurence Schmidt Center.

MINUTES
Presbytery of the Pines
101st Stated Meeting
First Presbyterian Church
Magnolia, Arkansas
October 15, 2011

CONSTITUTION

The 101st Stated Meeting of the Presbytery of the Pines was called to order at 10:00 a.m., in the sanctuary of First Presbyterian Church, Magnolia, Arkansas, by Moderator Nancy Bergeron. The Moderator opened the meeting with prayer.

The body was led in worship by Elders Nancy Bergeron, Kathy Wyatt and the Rev. Jim Freeman who proclaimed the Word. The Sacrament of the Lord's Supper was celebrated by the Rev. Mike Morgan.

The following were present, constituting a quorum:

MINISTER MEMBERS

John Arnold, Alford L. Branch, Barry W. Chance, Philip A. Faris, Wallace Faris, James D. Freeman, J. Daniel Hignight, R. Kathleen Hignight, Joseph W. Hill, Erin Kaye, Mark E. Kennedy, Stephen K. Kim, Young Doo Kim, Daniel G. Loomis, John D. McClelland, Gary W. Miller, Michael D. Morgan, Kathy S. Muder, Pendleton B. Peery, David Roberts, William H. Searight, Beth B. Sentell, Rosemary Stelz, R. Rhodes Stipp, James A. VanHook, Jr., Bonnie J. Wilkins, Bill Willis, George M. Wortham.

SESSION COMMISSIONERS

Athens-Freddy Studdard, Baskin Union-Shirley Smith, Bastrop-Jeanne Anders, Belcher-Danny Logan, Benton-David Bedard, Bossier City-Shreveport Korean-Hyung Park, Camden-Dan Martin, Chidester Bates Bluff-Trisha Peterman, Choudrant Alabama-Carolyn Willis, Crossett-Thaddeus Wilkins, Dermott-Frank Henry, Jr., El Dorad-Nancy Arn Worrel, Frierson Good Hope-Victoria W. Parrott, Homer-Melody Ceccarelli, Magnolia-Mike Bentley, Minden- Robert Addison, Monroe First-Kathy Wyatt, Monticello Holmes Chapel-Martiz Scott, Natchitoches-Mary Lou Brown, Plain Dealing Cottage Grove-Kitty Coyle, Plain Dealing First-Ada Myrick, Plain Dealing Rocky Mount-Rose Ann Holomon, Rayville-Sandra Watson, Ruston-Wayne Neuroth, Shreveport Broadmoor-Alan Thompson, Shreveport Hollywood-Janice Henderson, Shreveport John Calvin-Susan Armstrong, Texarkana-Margo Strickland, Warren-Maribeth Frazer, West Monroe Highland-Robert Day

COMMISSIONED LAY PASTORS

Charlotte Cobb, Edith Hill

ELDERS ENROLLED IN PRESBYTERY

Allen Bean, Nancy Bergeron, Don Brice, Kay Hummel, Corbet Lamkin, Alan Thompson

WELCOME BY HOST CHURCH

The Rev. Mike Morgan, pastor of the host church, welcomed Presbytery.

APPOINTMENT OF STANDING COMMITTEES

The following Standing Committees for this meeting were appointed by the Moderator:

Attendance: Dan Loomis and Maribeth Frazer

Resolutions: David Roberts and Gary Martin

STATED CLERKS REPORT

Dan Hignight, Stated Clerk, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. That the Minutes of the May 14, 2011, meeting of Presbytery be approved as circulated.
3. That Presbytery enter into record the death of Teaching Elder Mattie Sue West Fairchild on August 26, 2011.
4. That Presbytery enter into record the Minutes of the Administrative Commission to install Rev. James D. Freeman as pastor of Broadmoor Presbyterian Church, Shreveport. (Appendix A)
5. The following Session Minutes were read and found to be with no exception:
Athens, Benton, Bossier City – Trinity, Camden, Homer, Magnolia, Minden, Monroe - First, Natchitoches, Ruston, Shreveport – Broadmoor, Shreveport – First; Shreveport – St. Andrew, Warren, Winnsboro

The following Session Minutes were read and found to have exceptions:

Belcher, Prescott, Plain Dealing – First, Shreveport - Hollywood

The following Sessions did not submit Minutes for review:

Alto, Baskin, Bastrop, Bossier City – Korean, Carthage, Chidester, Choudrant, Crossett, DeQueen, Dermott, El Dorado, Ferriday, Frierson, Grand Cane, Haynesville, Hermitage, Hope, Jonesville, Keatchie, Lake Providence, Lake Village, Mansfield – First, Mansfield – Red Lick, Monticello – First, Monticello – Holmes Chapel, Newellton, Plain Dealing –Cottage Grove, Plain Dealing – Rocky Mount, Rayville, Shreveport – John Calvin, Strong, Tallulah, Texarkana, Tulip, Vidalia, Vivian, West Monroe, Winnfield

ELECTION OF THE NOMINATING COMMITTEE

IT WAS VOTED to elect by acclamation the following to the Nominating Committee, Class of 2014: Sarah Searight and Wayne Newsom. John Albright was elected Moderator and Amy McGhee was elected as Vice-Moderator.

GENERAL PRESBYTER'S REPORT

Joe Hill, General Presbytery gave an oral report. IT WAS VOTED to receive the report as information.

REPORTS OF CONSTITUTIONAL AGENCIES

Committee on Preparation for Ministry Edith Hill, Moderator, presented the report. It WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. That the Presbytery of the Pines receive Courtney Bacon as a Candidate for the Office of Teaching Elder under the care of this presbytery, effective this date.

Committee on Ministry Barry Chance, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. That the presbytery enter into its records the following actions taken by the Committee on Ministry, acting under commission powers authorized by the Presbytery:

In response to the call of Hollywood Presbyterian Church (Shreveport, LA) conducted the preliminary examination of the Rev. Ronald P. Lawrence.

3. That the presbytery approve the temporary supply agreement for part time service for a period of six months between Rev. Dianne Brown and First Presbyterian Church, DeQueen, AR at the following terms effective August 7, 2011:

Cash Salary	\$200/week
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4. That the presbytery approve the call from John Calvin Presbyterian Church, Shreveport, LA to the Rev. Beth Sentell to serve as Designated Pastor at $\frac{3}{4}$ time at the following terms effective July 17, 2011:

Annual Salary & Housing	\$25,788
Reimbursable Travel	3,000
Continuing Education	500
Social Security Offset	1,972
Board of Pensions	9,799.65
Dental Insurance	675
Annual Vacation	Four Weeks
Continuing Education Leave	Two Weeks

Three-quarter time service is understood to mean that the Rev. Sentell will take off one week (7 days including 1 Sunday) a month to be scheduled in consultation with the session.

5. That the presbytery appoint the following administrative Commission, with the full power of Presbytery, to install Rev. Beth Sentell, as Pastor of John Calvin Presbyterian Church (Shreveport, LA) on Sunday, November 20, 2011:
 - Rev. Barry Chance
 - Rev. Dan Hignight – Moderator
 - Rev. Kathleen Hignight
 - Rev. Joe Hill
 - Ruling Elder Amy McGhee - Secretary
 - Ruling Elder Dana Stinson
 - Ruling Elder Prissy Quinn

6. That the presbytery proceed to examine the Rev. Ronald Lawrence, Teaching Elder member of Grace Presbytery, for membership in the Presbytery of the Pines.

7. That Presbytery sustain in parts and as a whole the examination of the Rev. Ronald Lawrence.

8. That the presbytery approve the call from Hollywood Presbyterian Church, Shreveport, LA, to the Rev. Ronald Lawrence to serve as Pastor at 3/4 time at the following terms effective July 17, 2011:

Annual Salary & Housing	\$22,934.80
Reimbursable Travel	4,640.93
Continuing Education	1,000
Social Security Offset	1,754.21
Board of Pensions	6,934.35
Annual Vacation	Two Weeks
Continuing Education Leave	Two Weeks
Relocation Expenses	2,500

9. That the presbytery appoint the following administrative Commission, with the full power of Presbytery, to install Rev. Ronald Lawrence, as Pastor of Hollywood Presbyterian Church (Shreveport, LA) on Sunday, October 30, 2011:
 - Rev. Alford Branch
 - Rev. James D. Freeman
 - Ruling Elder Janice Henderson
 - Rev. Barry Chance - Moderator
 - Rev. Bryan McDowell
 - Ruling Elder Carl Stull - Secretary
 - Ruling Elder James Williams

To be seated with the commission:

 - Ruling Elder Pat Davis (St. Luke Presbyterian Church of Dallas, TX – Grace Presbytery)

10. That the presbytery approve attached minimum terms of call for full-time service in 2012. (Appendix B)

11. That the Rev. Bryan McDowell replace the Rev. Joe Hill on the commission to ordain Cat Dodson, and that the Presbytery order the Sacrament of the Lord's Supper to be celebrated as part of the service.

Committee on Representation Corbet Lamkin, Moderator, presented the report. IT WAS VOTED to receive the report as information.

RECESS FOR LUNCH

The body recessed at 12:15 for lunch, being led in prayer by the Moderator.

RECONVENED

The body reconvened at 1:00. The Moderator opened the session with prayer.

ORDER OF THE DAY

The time appointed for an Order of the Day arrived. Presbytery was led in a Memorial Service for the Rev. Mattie Sue West Fairchild by the Revs. Joe Hill and Dan Hignight.

REPORTS OF CONSTITUTIONAL AGENCIES RESUME

Presbytery Council John Arnold, Member of Council, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. That Presbytery endorse an annual offering for the Living Waters Mission Fund to be held on the second Sunday in September.
3. That Presbytery adopt the 2009-2011 Book of Order as an appended portion of the Presbytery Administrative Manual of Operations until such time as Presbytery is able to fully revise the current manual (no later than Dec. 31, 2012).
4. That Presbytery empower the Moderator to appoint an Outdoor Ministries Management Team of 7 to 9 persons that would be a standing committee of the Presbytery with the following initial responsibilities:
 - a. divest in Camp of the Pines
 - b. negotiate with Med-Camps of Louisiana regarding use of Camp Alabama
 - c. if the way be clear, to negotiate a new lease with Med-Camps regarding use of Camp Alabama
 - d. investigate and, if appropriate, enter into an agreement with Ferncliff Presbyterian Center, Little Rock AR, for children's camping opportunities
 - e. other responsibilities may be added as developed
5. That the Camp Study Task Force be dismissed with thanks.

Committee on Nominations Alan Thompson, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.

2. That Presbytery elect the following persons for service as members of the following agencies of the Presbytery:

CONSTITUTIONAL AGENCIES

Presbytery Council

Class of 2012

Class of 2014

Edith Hill
David Roberts
Bill Searight

Moderator of Presbytery Council 2012
Moderator of Presbytery 2012
Moderator-Elect of Presbytery 2012
Presbyterian Women’s Moderator

Elder Nancy Bergeron
Rev. John Arnold
Rev. Kathy Muder
Elder Kay Hummel

Committee on Representation

Class of 2013

Carolyn Willis
Nancy Arn Worrel

Class of 2014

_____ (ethnic male)
_____ (youth)
_____ (ethnic male)

Moderator: Corbet Lamkin
Vice Moderator: Mary T. Bethel

Committee on Preparation for Ministry

Class of 2013

Barbara Callaway

Class of 2014

Rosemary Stelz
Alan Thompson

Moderator: Edith Hill
Vice Moderator: Alan Thompson

Committee on Ministry

Class of 2013

Sandra Watson
Dudley Glenn

Class of 2014

Kathleen Hignight
Dan Loomis
Ham Singleton
Rhodes Stipp
_____ (elder)
_____ (elder)

Moderator: Barry Chance
Vice Moderator: Erin Kaye

PRESBYTERY MINISTRIES

Church Development and Mission

Class of 2013

Thad Wilkins

Class of 2014

Robert Folsom

Wayne Neuroth

Moderator: George Wortham

Vice Moderator: Robert Folsom

Faith Education Ministries

Class of 2012

Claretha Porter

Class of 2014

John McClelland

Bryan McDowell

David Roberts

Beth Sentell

Moderator: Nancy Arn Worrel

Vice Moderator: Beth Sentell

PRESBYTERY ADMINISTRATIVE UNIT

Budget & Finance Committee

Class of 2013

Class of 2014

Philip Brown

Chris LaNasa

Moderator: Allen Bean

Vice Moderator: _____

Personnel Committee

Class of 2014

Beth Sentell

Moderator: Beth Sentell

Vice Moderator: Denzer Burke

Committee on Polity

Class of 2012

Robert Folsom

Moderator: James A. VanHook, Jr.

Vice Moderator: Robert Folsom

Real Estate Committee

Class of 2014

Phil Brown

Moderator: Don Brice

Vice Moderator: _____

Response Team At Large Class of 2013

Elders: Betty Jo Fagan

Ministers: Alford Branch

General Assembly Commissioners 2012

Principle Elder: Brenda Jacobs

Alternate Elder: _____

Principle Minister: Bill Willis

Alternate Minister: Allison Moody

Synod of Sun Commissioners

Class of 2013

Sue Ellen Hall

Erin Kaye

Louisiana Board of Publications Representatives

Class of 2014

John Albright

Philip Faris

REPORTS OF PRESBYTERY MINISTRIES

Faith Education Rosemary Stelz, Moderator, presented the report. IT WAS VOTED to receive the report at information.

ORDER OF THE DAY

Related to the report of the Faith Education Ministry was an immediate Order of the Day. Presbytery was asked to go outside to explore the Solar Under the Sun trailer, and to hear a report on the work of the Synod's in initiatives Haiti.

REPORTS OF PRESBYTERY MINISTRIES RESUME

Church Development and Mission George Wortham, Moderator, presented the report. IT WAS VOTED to receive the report as information.

REPORTS OF PRESBYTERY'S ADMINISTRATIVE UNITS

Budget and Finance Committee Allan Bean, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. Receive the report as information.

2. Approve Per Capita of \$9.00 as presented.
3. Approve Tithes and Offerings for the Operation of Presbytery distribution as 90% Presbytery, 5% Synod, and 5% General Assembly as presented.
4. Approve the proposed Presbytery General Operating Budget for 2012 as presented.

Budget and Finance Committee	42,374
Camp and Conference Centers	68,925
Church Development and Mission	21,000
Committee on Ministry	8,850
Committee on Nominations	50
Committee on Representation	50
Faith Education Ministries	17,200
Permanent Judicial Commission	50
Personnel	263,445
Polity	3,100
Preparation for Ministry	3,400
Presbytery Council	750
Real Estate	25,500
	454,694

5. Re-elect the Rev. Joseph W. Hill as Treasurer for 2012.

Real Estate Committee Don Brice, Moderator, presented the report. IT WAS VOTED to adopt the following recommendations:

1. That the report be received as information.
2. That the Real Estate Committee list the 8.93 acres in West Ouachita Parish with Wilkes Real Estate Company for a period not to exceed six months, at a sales price of not less than \$377,000 with a commission fee not to exceed. 5%.
3. That Presbytery authorize the Real Estate Committee and the Trustees to dispose of the house at 6015 Fairfield Avenue, Shreveport, LA.

REPORTS OF THE STANDING COMMITTEES

Attendance Dan Loomis presented the report. IT WAS VOTED to enter the report in record.

Attendance			
TEs serving congregations	23	Sessions represented	29
TE in other service	1	CLPs present	2
TE at large member	1	REs enrolled in Presbytery	6
TEs retired	3	Visitors	27

Absences

Excused

Ministers

John Albright
Dianne Brown
Jung Jin Kim
Bryan McDowell
Philip McLarty
Lauren Moore
Robin Nygaard
Sarah Searight

CLP

Ron Brown

Sessions

Alto
Bossier City – Trinity
DeQueen
Grand Cane, Smyrna
Lake Providence
Lake Village
Monroe, Graceminster
Shreveport, St. Andrew
Winnsboro

Without Excuse

Ministers

Susan Arnold
Kris Crawford
Allison Moody
Lindsey W. Peery
Tom Reinowski
Martha Robson

Sessions

Baskin
Carthage
Ferriday
Fordyce
Haynesville
Hermitage, Calvary

Without Excuse

Sessions (continued)

Hope
Jonesville, Trinity
Keatchie
Mansfield, First
Mansfield, Red Lick
Monticello, First
Newellton
Prescott
Shreveport, First
Strong, Ebenezer
Tallulah
Tulip
Vidalia
Vivian
Winnfield

CLPs

Kay Childs Travis
Clyde R. Webber

Resolutions David Roberts presented the report. IT WAS VOTED to adopt the following resolution.

Whereas the 101st Stated Meeting of the Presbytery of the Pines was opened decently and in order at First Presbyterian Church in Magnolia, Arkansas, on October 15, 2011, with Elder Nancy Bergeron, Moderator, and the Rev. Dan Hignight as Stated Clerk; and

Whereas the liturgy of Word and Sacrament included a passionate, thought provoking, and lively proclamation of Scripture from the Rev. Jim Freeman, and the celebration of the Lord's Supper presided over by the Rev. Mike Morgan; and

Whereas the Presbytery welcomed Courtney Bacon as a Candidate for ministry, and the Rev. Ronald Lawrence as a new member, approving and celebrating his call to Hollywood Presbyterian Church; and

Whereas the Presbytery bore witness to the resurrection in the our Lord Jesus Christ as celebrated the life of the Rev. Mattie Sue West Fairchild; and

Whereas the Presbytery will soon install the Rev. John Arnold as Moderator of Presbytery for 2012 and express its gratitude to retiring Moderator Nancy Bergeron:

Be it Resolved that the Presbytery of the Pines in its 101st Stated Meeting in Magnolia, Arkansas, express its sincere appreciation to:

Soon used to be Moderator Nancy Bergeron for presiding over the meeting and conducting business in a decent and orderly manner;

All who led and participated in the morning's worship;

Moderators of ministries and committees for diligently attending to the necessary business for their reports today;

Dr. Rollin Wycoff and Danny Logan who spoke during the Order of the Day on behalf of Living Waters for the World and Solar Under the Sun;

the Congregation, Session, and staff of First Presbyterian Church, Magnolia, for being a gracious host, providing wonderful food, and allowing us use of their facilities;

the Presbytery staff for seeing that the agenda and all other matters were handled efficiently, effectively, and prayerfully.

INSTALLATION OF THE MODERATOR

The Rev. John Arnold was installed as Moderator of Presbytery of 2012.

ADJOURNMENT

With all business being concluded, the Moderator declared the meeting adjourned at 3:00 p.m., and led the body in prayer.

Elder Nancy Bergeron, Moderator

Rev. J. Daniel Hignight, Stated Clerk

MINUTES

Administrative Commission Appointed to Install
Rev. James D. Freeman of
Broadmoor Presbyterian Church, Shreveport, Louisiana

September 25, 2011

The Administrative Commission appointed by the Presbytery of the Pines, to Install Rev. James D. Freeman as Pastor of Broadmoor Presbyterian Church, Shreveport, LA met on Sunday, September 25, 2011 at 3:00 p.m. in the Church with the following members present, thereby constituting a quorum:

Rev. Susan Arnold, First Presbyterian Church, Texarkana, AR
Rev. Barry Chance, St. Andrew Presbyterian Church, Shreveport, LA
Elder Janice Henderson, Hollywood Presbyterian Church, Shreveport, LA
Elder Frank Moore, Broadmoor Presbyterian Church, Shreveport, LA
Elder Cynthia Steele, First Presbyterian Church, Homer, LA

Rev. Debra Carl Freeman, First Presbyterian Church, Jacksonville, AR guest of the Commission

The meeting was opened with prayer.

Presbytery appointed Rev. Barry Chance Moderator of the Commission, and Elder Cynthia Steele as Clerk.

The Commission reviewed the liturgy and recessed into the Sanctuary, where during worship, Rev. Jim Freeman was installed as the Pastor of the Broadmoor Presbyterian Church.

The Commission reconvened. IT WAS VOTED to approve the minutes of this meeting and to adjourn with prayer by Rev. Susan Arnold.

s/Barry W. Chance
Rev. Barry W. Chance, Moderator

s/Cynthia G. Steele
Elder Cynthia G. Steele, Clerk

**The Presbytery of the Pines
Committee on Ministry
Compensation for 2012**

I. Minimum Terms of Call for full-time ordained personnel

The Presbytery of the Pines has established the following minimum terms of call for ordained personnel during 2012. These changes reflect an alignment with the Board of Pensions level of minimum participation for that year. If churches are concerned about meeting these minimums, please contact any member of the Committee on Ministry.

	2012	2011	2010
A. EFFECTIVE SALARY/PENSION BASE			
1. Cash Salary + Housing Allowance without Manse	\$34,385	\$34,385	\$33,020
2. Cash Salary with Manse	26,450	26,450	25,400
Presumed Value of Manse + Housing Allowance	7,935	7,935	7,620
B. PENSION/ MEDICAL *	\$12,255	\$10,831	\$10,579
C. PROFESSIONAL REIMBURSEMENTS			
1. TRAVEL/PROFESSIONAL EXPENSES	\$3,000	\$3,000	\$3,000
2. CONTINUING EDUCATION	\$300	\$300	\$300
D. VACATION LEAVE WITH PAY	Four Weeks	Four Weeks	Four Weeks
E. CONTINUING EDUCATION LEAVE	Two Weeks	Two Weeks	Two Weeks
F. SOCIAL SECURITY OFFSET	\$2,630	\$2,630	\$2,526
TOTAL COST TO CHURCH	\$52,570	\$51,146	\$49,425
Increase	<i>\$1,424</i>		

* (See explanation below in B.1.)

ELEMENTS OF THE CALL:

A. EFFECTIVE SALARY/PENSION BASE

1. Effective Salary/Pension Base includes cash salary plus housing and utilities. Housing is either the fair rental value of the manse as determined by a real estate appraisal or a housing allowance negotiated between the pastor and the congregation. In no case shall the housing allowance be less than 30% of the cash salary. In order to permit flexibility, no minima are suggested for utilities or other benefits, but the total must meet or exceed a total effective salary/pension base of \$34,385
2. **A minister living in a manse shall have a minimum cash salary in 2012 of \$26,450 PLUS FULL UTILITIES.** Utilities are defined as heat, light, gas, water, and basic telephone service.
3. Other financial benefits in the name of the pastor may be added and may or may not be included in pension calculations. Deferred compensation held in the name of the church need not be included in pension computations.

RECOMMENDATION FROM COMMITTEE ON MINISTRY:

1. Pastors who have worked within a given church for a period of ten (10) years should be considered over and above any agreed upon increase for salary. (5 yrs. of continuous eligible for a 5% increase service = 2.5%)
2. Sessions and congregations should consider an increase in allowances as a means to increase effective salary. Congregations are also encouraged to explore the feasibility of such plans as the Flexible Spending Plan to assist in payments of medical deductibles, medical co-payments, childcare and/or elder care.

NOTE: Pastors serving as Interims shall be compensated at a level of within 10% of the previous pastor's cash salary, provided the years in ministry and experience as an Interim are comparable.

B. PENSION/ MEDICAL

1. The Board of Pensions requires a percentage of the TES (Total Effective Salary) for pension and medical dues payment. The 2012 percentage will be comprised of 11% for Pension, 20.25% for Medical coverage, and 1% for Death & Disability coverage for a total of 32.25%.
2. The 2012 minimum participation level for the Board of Pensions is a TES of \$38,000. Congregations paying less than \$38,000 are required to pay dues as if they were paying that amount.

C. PROFESSIONAL REIMBURSEMENT

Travel/Professional Expenses

1. The Travel and Professional Reimbursement covers professional expenses paid by the church. Churches should adopt *Accountable Reimbursement Plans* whereby clergy are reimbursed for properly documented professional expenses. An *Accountable Reimbursement Plan* describes a plan that reimburses an employee for the employee's expenses of carrying out duties benefiting the employer. Such a plan must be administered by the church and will require record keeping by the pastor, use of vouchers supported by receipts and contemporaneous records, and following applicable Federal rules of reimbursement for expenses. Professional travel is reimbursed and documented in the same manner. They should be part of a reimbursement policy.
2. The auto use reimbursement may be actual expenses or the IRS mileage rate. The IRS allowance for business use of personal vehicle in 2011 is 55.5 cents per mile. The rate for 2012 is to be determined. If the IRS business mileage rate is used, we suggest that the agreement not include the specific rate, as the IRS often changes the rate more than once in a particular year.
3. Travel expenses not reimbursed by the church should be claimed as an income tax deduction. (Form 2106).
4. Travel allowances paid not as part of a accountable reimbursement plan are considered income and should be declared to the IRS and the Board of Pensions appropriately.

Continuing Education Allowance

1. Continuing Education Leave Allowance is an Accountable Reimbursement item and includes the extra costs incurred for Continuing Education such as tuition, materials, travel and lodging.
2. Continuing Education Leave Allowance may be accumulated up to three years, with Session approval.

Accountable Reimbursement Plan

Congregations may elect by approval of the Session to account for reimbursable expenses by using a single Accountable Reimbursement Plan (ARP) so long as

1. The ARP may be applied to travel, professional expenses, and continuing education.
2. The ARP meets or exceeds the minimums set by the presbytery for travel, professional expenses, and continuing education.
3. The ARP includes a policy that allows for the accumulation of funds for up to three years for continuing education purposes.

D. VACATION LEAVE WITH PAY

1. Four weeks vacation consists of twenty-eight (28) days including four (4) Sundays.

E. CONTINUING EDUCATION LEAVE

2. Two weeks Continuing Education Leave consists of fourteen (14) days including two (2) Sundays.
3. Continuing Education Leave may be accumulated up to three years with Session approval.
4. Time absent for Continuing Education Leave is paid as part of salary and does not extend or augment a call.

NOTE: Sabbatical leave is to be viewed as separate from regular vacation time, but in a given year may be combined with continuing education leave. During the sabbatical leave, the Pastor might not receive travel or continuing education reimbursement. (See Presbytery of the Pines *Guidelines for Sabbatical Leave*).

F. SOCIAL SECURITY OFFSET

Social Security Offset is intended to compensate pastors for the additional tax collected from them because they pay the self-employment tax which is calculated at 7.65% of item A, (\$2,630 for 2012), is fully taxable, and is not included in the Effective Salary. Clergy are considered self-employed by the Social Security Administration and are required to pay 15.3% of their salary. The Social Security Offset allowance, though taxed as income, alleviates this considerable tax burden. Social Security Offset allowance is not part of the calculation for pension/medical purposes.

OPTIONAL ELEMENTS OF THE TERMS OF CALL

Medical Coverage for pastor(s) for medical expenses not covered by the Medical Plan of the Board of Pensions is optional. Such a benefit can be provided in different ways including self-insurance, the purchase of supplemental coverage, a Section 125 Plan (Cafeteria Plan, Flexible Spending Account, Salary Reduction Plan), or a Section 105 Plan. Each of these ways of providing benefits has implications with respect to the calculation of IRS Withholding Tax, SECA tax, and Effective Salary for the Board of Pensions. Regulations regarding the provision of benefits equally for all employees must also be observed. Churches considering the provision of a supplemental medical benefit may wish to consult with a qualified tax advisor and with the Committee on Ministry for further information.

Seminary Debt Assistance Policy

When a congregation with fewer than 150 members and an annual budget of \$250,000 or less calls a pastor in the first seven years of their ministry to a full-time position and the pastor has a college or seminary debt to pay, the pastor is eligible to receive a grant up to \$1,500 a year for 4 years. This additional compensation is provided by the Board of Pensions under special circumstances and is limited to the time there are funds available for this purpose. Applications must be made through the presbytery.