

Consent Agenda Items, August 15, 2020

Report of the Stated Clerk

- 2. **FOR CONSENT AGENDA:** That the minutes of the Called Meeting of the Presbytery of the Peaks (June 13, 2020) as reviewed by those persons designated by the Standing Rules, be approved.
- 3. **FOR CONSENT AGENDA:** That motions be reduced to writing, transmitted to the Stated Clerk and presented to the meeting before discussion is concluded.
- 4. **FOR CONSENT AGENDA:** That all committee reports be received.
- 5. **FOR CONSENT AGENDA:** That the Statistical Summary of the Presbytery be received as information. (p. 5 of Consent Agenda packet)

Report of the Committee on Ministry

- 1. **FOR CONSENT AGENDA:** Recommend to the Presbytery to approve the Terms of Call for Rev. Kristie Miles and Westminster Presbyterian church effective April 12, 2020.

Salary & Compensation Package for Kristi Miles

Salary and Housing Allowance	\$60,000
SECA @50% reimbursement	\$ 4,590
(Not included in effective salary)	
Total Cash Payments	\$64, 590
Presbytery Board of Pension Dues	
Medical Insurance (25%)	\$15,000
Pension/Death+Disability Insurance	\$7,200
Professional Expenses	\$1,500
Continuing Education	\$1,200
Vacation	4 weeks
Study Leave	2 weeks
Family Leave	8 weeks for maternal 2 weeks for paternal
Sabbatical policy	In the 7 th year, per Presbytery
Total Cost to the Church	\$89,490

2. **FOR CONSENT AGENDA:** Recommend that the Presbytery find in order the Terms of Call for Rev. Elizabeth Broschart to be pastor of First Presbyterian Church, Danville.

Cash Salary	\$53,000
Supplement for Social Security Tax	\$ 4,973
TOTAL income reported to IRS	\$57,973
Housing (manse and/or amount of housing allowance)	\$12,000
Utilities Allowance	
Total Amount BOP Effective Salary	\$65,000

Dues for full medical, pension, disability and death benefit coverage under Board of Pensions	\$24, 050
BOP Medical	\$16,250
BOP Pension/Disability	\$ 7,800

Paid vacation leave	4 weeks annually
Paid continuing education leave	2 weeks annually
Family Leave	As Needed
Sabbatical	TBD

Moving Expenses 100%, excluding vehicles

It is understood that the following expenses of ministry will be reimbursed through an accountable plan:

Travel Expense	IRS Allowable Rate
Continuing Education reimbursement	\$ 1,500
Other-cell phone	\$ 1,080
Other Professional Expense	\$ 3,500

Total Cost to Church for Call \$100,103

3. **FOR CONSENT AGENDA:** Recommend transfer of membership for Rev. Elizabeth Broschart from Presbytery of Macinaw to Presbytery of the Peaks to serve as pastor of First Presbyterian Church, Danville, VA pending her successful examination by the Examinations Committee.

4. **FOR CONSENT AGENDA:** Recommend the approval of the 2020 Financial Terms of Call Report for Installed Pastors. (p. 6,7 of Consent Agenda packet)

5. **FOR CONSENT AGENDA:** Recommend to form an Administrative Commission for installation of Rev.'s Kelsey and Peter Hawisher-Faul at First Presbyterian Church of Radford.
6. **FOR CONSENT AGENDA:** Recommend to form an Administrative Commission for installation of Rev. Cheryl Peeples at Forest Hills Presbyterian Church.
7. **FOR CONSENT AGENDA:** Recommend to form an Administrative Commission for installation of Rev. Elizabeth Broschart at First Presbyterian Church, Danville.
8. **FOR CONSENT AGENDA:** Recommend to form an Administrative Commission for installation of Rev. Kristie Miles at Westminster Presbyterian Church.
9. **FOR CONSENT AGENDA:** Recommend approval of the call of Jeff Garrison to serve as pastor at Bluemont and Mayberry churches; and pending his successful examination be enrolled as a member of the Presbytery.
10. **FOR CONSENT AGENDA:** Recommend approval of the Terms of Call between Jeff Garrison and Bluemont and Mayberry Presbyterian Churches as installed pastor.

Terms of Call for Jeffrey Garrison

Compensation:

Annual Cash Salary	\$	45,400.00
SECA @50%	\$	5,692.00
<i>Housing Allowance</i>	* \$	24,000.00
Bonus - Lump Sum	\$	5,000.00
Total Compensation:		\$ 80,092.00

Benefits:

Medical, Pension, DD	\$	29,008.00
Deferred Income	\$	2,000.00
Dental Insurance	\$	1,632.00
Total Benefits:		\$ 32,640.00

Other Expenses:

<i>Travel Reimbursement</i>	** \$	4,700.00
Continuing Education	\$	2,000.00
Total Expenses:		\$ 6,700.00

Terms of call includes 4 weeks vacation and 2 weeks study leave.

- * *This is a projection for Housing Allowance. This can be modified based on actual housing costs. (Total Compensation would remain the same).*
- ** *Travel reimbursement will be at the Federal reimbursement rate. (This total is estimated based on prior pastor's reimbursement amount).*

11. **FOR CONSENT AGENDA:** Recommend approval to form an Administrative Commission for installation of Jeff Garrison at Bluemont and Mayberry Presbyterian Churches.
12. **FOR CONSENT AGENDA:** Recommend to approve the call of Isabella Fagiani to serve as associate pastor at Raleigh Court PC; and pending her successful examination and ordination be enrolled as a member of the Presbytery.
13. **FOR CONSENT AGENDA:** Recommend to approve the Terms of Call for Isabella Fagiani and Raleigh Court Presbyterian Church as associate pastor.

Terms of Call for Isabella Fagiani

Compensation:

Salary & Housing	\$51,000
SECA	\$3,902

Benefits:

Disability & Pension	\$6,120
Health Ins.	\$12,750

Other Expenses:

Continuing Ed	\$2,500
Cell Phone	\$600
Vision	\$75
Professional Expenses	\$500
Travel Reimbursement	\$500
Total	\$77,947

Vacation: 4 weeks
 Continuing Education: 10 days
 Sabbatical Leave: 12 weeks after six years of service

14. **FOR CONSENT AGENDA:** Recommend approval to form an Administrative Commission for the installation for Isabella Fagiani at Raleigh Court PC.

2019 Presbytery Statistical Report

Presbytery	The Peaks		
Address	1022 Floyd St Ste A, Lynchburg, VA 24501		
Phone	434-845-1754	Fax	434-847-4650
Email	office@peakspresbytery.org		
Web Site	www.peakspresbytery.org		



Membership

Prior Active Members	11748	Adjusted membership	11708
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Gains

Certificate	96
Youth Professions	62
Professions & Reaffirmations	113

Total Gains **271**

Total Ending Active Members **11342**

Losses

Certificate	129
Deaths	250
Deleted for any Other Reason	258

Total Losses **637**

Baptisms

Presented by Others	64
At Confirmation	5
All Other	6

Average Weekly Worship Attendance	4362
Female Members	6560
Friends of the Congregation	1120
Ruling Elders on Session	609
Do you have Deacons? Yes / No	17 / 60

Age Distribution of Active Members

25 & Under	1167
26 - 40	1390
41 - 55	1278
56 - 70	2456
Over 70	2972

Total Age Distribution **9263**

People with Disabilities

Hearing impairment	462
Sight impairment	124
Mobility impairment	452
Other impairment	497

Christian Education

Birth - 3	104
Age 4	82
Kindergarten	67
Grade 1	65
Grade 2	72
Grade 3	78
Grade 4	62
Grade 5	75
Grade 6	83

Grade 7	51
Grade 8	90
Grade 9	63
Grade 10	55
Grade 11	71
Grade 12	54
Young Adults	139
Over 25	1643
Teachers/Officers	443

Total Christian Education **3297**

Racial Ethnic

Asian/Pacific Islander/South Asian	23
Black/African American/African	192
Middle Eastern/North African	2
Hispanic/Latino-a	14

Native American/Alaska Native/Indigenous	3
White	9396
Multiracial	19

Total Racial Ethnic **9649**

Financial Data

Annual Income	16,100,598
Annual Expenses	14,501,558

Mission Expenses	1,886,448
Personnel Expenses	7,394,187
Facilities Expenses	2,965,273

2020 Terms of Call for Pastor provided Housing

<u>Pastor</u>	<u>Church</u> Pastor provided housing	<u>Base Cash Salary</u>	<u>50% SECA @7.65%</u>	<u>Housing + Utilities</u>	<u>Total Cash</u>	<u>BOP Effective Salary</u>	<u>Total BOP Dues</u>	<u>2020 TOC Rec'd</u>	<u>Other Payments</u> (See Note 2)	<u>Cost to Church</u> (See Note 1)	<u>% of Call</u>
2020 Min. TOC		31,625	3,337	12,000	46,962	43,625	16,235	N/A		63,197	
Aldas, Matthew	Buchanan	35,951	5,049	25,000	66,000	60,951	22,552	Yes	1,600	88,303	100
Allen, Kyle	Covenant, Roanoke	42,265	6,080	33,924	82,269	77,389	29,374	Yes	3,200	116,043	100
Anderson, George	Second, Roanoke	70,046	9,566	55,000	134,612	143,973	53,269	Yes	19,657	205,326	100
Broschart, Elizabet	First, Danville	53,000	4,973	12,000	69,973	65,000	24,050	Yes		94,023	100
Brown, Dale	Cumberland	34,977	3,594	12,000	50,571	46,977	17,381	Yes		67,952	100
Chisom, Janet	Salem	18,166	3,205	24,000	45,371	48,166	17,821	Yes	6,000	69,192	100
Dickerson, Linda	Northside	29,963	4,205	25,000	59,168	57,120	21,134	Yes	1,252	81,554	75
Goard, Annette	Clarksville	36,886	3,709	11,593	52,188	48,479	17,937	Yes		70,125	100
Hawisher-Faul	Co-pastors										
Kelsey & Peter	Radford	42,000	4,682	19,200	65,882	61,200	22,644	Yes		88,526	100
Hickman, Michael	Gethsemane	0			0		0	No		0	
Hinchcliff, Mark	First, Martinsville	42,326	4,626	18,140	65,092	60,466	22,372	Yes		94,364	100
Jeffreys, Kim	Madisonville	18,524	1,953	7,000	27,477	26,400	14,168	No	876	42,521	60
Jeffreys, Herndon	Brookneal/Roanoke	28,091	2,810	8,640	36,731	37,200	15,464	Yes	469	55,474	75
Link, Elizabeth	Second, Roanoke	44,176	5,873	32,600	82,649	76,776	28,407	Yes	730	111,836	100
Marshall, Lisa	Low Moor	13,463	1,738	5,244	20,445	20,987	13,518	Yes	2,280	36,243	50
McCain, Chad	First, Lynchburg	26,580	3,946	25,000	54,388	55,526	19,085	Yes		74,611	100
McLavey, Robert	Floyd	40,000	3,978	12,000	55,978	52,000	19,240	Yes		75,219	100
McNair-King, Melissa	First Pulaski	34,500	3,825	15,500	53,825	50,000	18,500	Yes		72,325	100
Miles, Brian	Amherst	32,500	3,404	12,000	47,904	44,500	16,465	No		64,369	100
Miles, Kristie	Westminster	60,000	4,590		64,590	60,000	22,200	Yes		86,790	100
Miller, Cydney Bea	Trinity Ecumenical	45,105	6,511	40,000	85,105	78,594	29,080	No		114,185	100
Moss, James	McAllister Mem.	34,000	3,978	18,000	55,978	52,000	19,240	Yes		75,918	100
Peeples, Cheryl	Forest Hills	60,000	4,590		64,590	60,000	22,200	Yes		86,790	100
Salley, John	Bedford	32,380		24,000	56,380	58,780	21,749	Yes	2,400	80,529	100
Shepherd, Rachel	Peaks Presbytery	39,045	4,345	13,400	56,790	52,445	19,405	Yes	9,200	85,395	100
Soto, Eduardo	Altavista	30,750	3,478	14,400	48,629	45,474	16,825	Yes	324	65,454	100
Thompson, Peter	First, Lynchburg	45,073	6,508	40,000	91,581	85,073	32,081	Yes	2,832	123,894	100
Unroe, Allison	Fairlawn	27,818	3,998	24,000	55,816	52,261	19,377	Yes	443	75,636	100
Utley, Carl	Peaks Presbytery	70,975	6,874	12,000	89,849	82,975	30,701	Yes	15,200	135,750	100
Whaley, Andrew	Raleigh Court	60,948	6,499	24,000	91,447	86,971	32,180	Yes	2,023	125,650	100
Whitfield, Morgan	Forest	0			0		0	No		0	
Williams, Brent	Colonial	35,028	5,065	25,776	65,869	66,204	24,495	Yes	5,400	95,764	100

Note 1: Cost to Church does not include travel reimbursement, continuing education or professional reimbursement expenses for the pastor.

Note 2: Other Church Payments include additional SECA payments over 50%, deferred payments (403b, etc.), optional dental or other insurance, utilities paid by the church.

2020 Terms of Call for Pastors with Church Manse

<u>Pastor</u>	<u>Church</u>	<u>Base Cash Salary</u>	<u>50% of SECA</u>	<u>Total Cash Salary</u>	<u>Manse Rental Value</u>	<u>BOP Effective Salary</u>	<u>POP Escrow</u>	<u>Total BOP Dues</u>	<u>2020 TOC Red'd</u>	<u>Other Ch. Payments</u> (See Note2)	<u>Cost to Church</u> (See Note 1)	<u>% of</u>
2020 Minimum TOC	with Church Manse	31,813	3,164	34,977	9,544	44,000	1,200	15,963	N/A		50,943	100
Brokaw, Paul	Clifton Forge	38,400	3,819	42,219	11,520	49,920	1,200	18,470	No		61,889	100
Nixon, Sara Jane	New Dublin	36,968	3,697	40,665	11,362	49,235	1,200	18,217	Yes	905	60,987	100
Fraser, Janice	New Concord	34,824	4,228	46,252	12,754	55,268	1,200	20,449	Yes	7,690	67,901	100
Grimes, Jason	High Bridge	39,360	3,955	43,315	12,336	53,454	1,200	19,778	Yes	1,758	66,051	100
Leach, M. Keith	College	39,834	3,944	43,778	11,950	51,784	1,500	19,160	Yes		64,438	100
Makin, Don	Christiansburg	30,945	5,716	36,661	17,084	74,029	4,149	27,391	Yes	26,000	94,201	100
Marshall, Gary	Mallow	34,710	3,657	38,367	11,965	51,847	1,300	19,183	Yes	5,172	68,772	100
Mitchell, Christy	Diamond Hill	31,813	3,164	34,977	9,544	41,357	1,200	15,963	Yes		52,140	100
Pugh, Mikel	Chatham	41,468	4,124	45,592	12,440	53,908	1,500	19,946	Yes		67,038	100
Wiederholt, John	First, Collinsville	25,736	2,649	28,385	7,992	34,633	800	15,156	Yes	905	45,246	70

Note 1: Cost to Church does not include travel reimbursement, continuing education or professional expenses reimbursement for pastor.

Note 2: Other Church Payments include additional SECA payments over 50%, deferred payments (403b, etc.), optional dental or other insurance, utilities paid by the church, etc.