

# Addendum Report

## Presbytery of New Covenant

### Stated Meeting March 16, 2013

#### Errata from the Presbytery Meeting Packet

Pg. 13: 12 – F The proposed changes read as follows, “proposing to synod ~~or General Assembly~~ such measures as may be of common concern to the mission of the church and/or *proposing to General Assembly overtures that have received a concurrence from at least one other presbytery, and*”. The “e” was left of off the word “one”.

Pg. 36: The previous salary for David Leard of Houston, Northwoods was listed as \$20,200. It should have been \$30,200.

Pg. 38 – Dave Peterson’s retirement date is June 30, 2013, not June 31.

Pg. 57 – Seafarers Board nominee – Henry Bristol instead of Briston.

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## For Information

### **Letters assigned for report organization:**

- A – General Presbyter
- B – Stated Clerk
- C – Administrative Division
  - C.1, C.2, etc. – Committees
- D – Committee on Ministry
- E – Committee on Preparation
- F – General Council
- G – Ministries Division
  - G.1, G.2, etc. – Committees
- H – Nominating Committee
- I – Other Entities

# The Presbytery of New Covenant

*“Growing congregations that passionately engage their community to make disciples.”*

## Stated Meeting – March 16, 2013

Pines Presbyterian Church, 12751 Kimberly Lane, Houston, TX 77024  
713/467-2234

*This year’s theme – Revival*

Offering: PYCC youth Triennium Delegation

9:00 Registration Opens Hallway near Fellowship Hall

9:15 New Commissioner Orientation Parlor, Room C-1

There will be a place available all day for prayer and meditation. Signs will direct you to this location, which is the Prayer Room on the Classroom Hallway.

*For your information, TE means Teaching Elder, and RE means Ruling Elder.*

### THE REVISED DOCKET

**Please silence all devices!**

9:25 am **Gathering Hymn** **“Revive Us Again”**

9:30 am **Call to Order and Opening Prayer** Moderator, TE Winfield “Casey” Jones

**WORSHIP – Preaching today is Rev. Paul T. Roberts, President and Dean**

**Johnson C. Smith Theological Seminary**

**Minute for Mission – Rev. Caressa Murray and PYCC Triennium**

10:20 am **Opening Business** Moderator and Stated Clerk

- ✦ Declaration of Quorum and Adoption of the Docket
- ✦ Welcome by Host Church – TE Wayne Eberly, Pastor and Head of Staff
- ✦ Welcome of Others (First time Commissioners, Corresponding Members, New Minister Members, Visitors)
- ✦ Report of the Stated Clerk (B) TE Lynn Hargrove
  - Administrative Commissions for Installations/Ordinations
  - Dismissals (Galveston, West Isle; Freeport, First)
- ✦ Omnibus Motion (B.1)
- ✦ Moderator’s Remarks and Appointments
  - Tellers:
  - Nominations to Nominating Committee

10:45 am **CELEBRATION OF MINISTRY – Brazos Presbyterian Homes – Mike Wallace**

10:50 am **Ecclesiastical Affairs** – Amendments to the Constitution TE Becky Downs  
Heidelberg, 12-B

11:30 am ORDER OF THE DAY - State of the Presbytery Address – TE Mike Cole, General Presbyter

11:55 am Blessing before the meal/Instructions

NOON **FELLOWSHIP AT TABLE/OPEN SPACE CONVERSATIONS**

1:00 pm **Reconvening Hymn** **“Shine, Jesus, Shine”**



# 10 — Revive Us Again

WILLIAM P. MACKAY

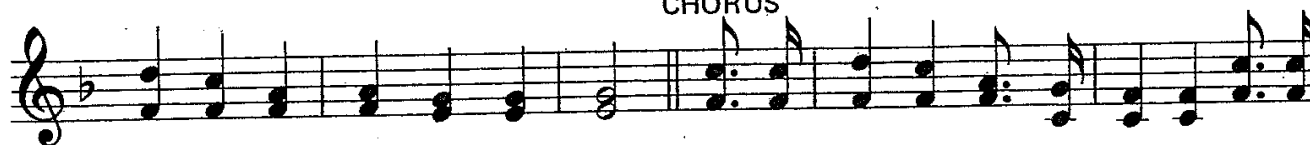
JOHN J. HUSBAND



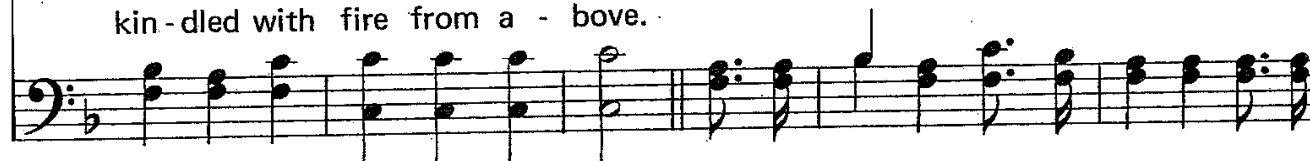
1. We praise Thee, O God, for the Son of Thy love, For Je - sus who
2. We praise Thee, O God, for Thy Spir - it of light, Who has shown us our
3. All glo - ry and praise to the Lamb that was slain, Who has borne all our
4. Re - vive us a - gain— fill each heart with Thy love; May each soul be re -



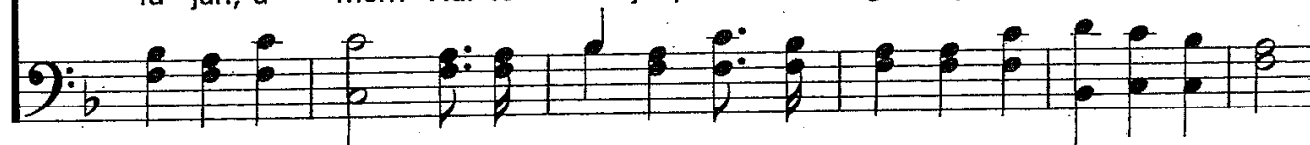
## CHORUS



died and is now gone a - bove.  
Sav - ior and scat - tered our night. Hal - le - lu - jah, Thine the glo - ry! Hal - le -  
sins and has cleansed ev - 'ry stain.  
kin - dled with fire from a - bove.



lu - jah, a - men! Hal - le - lu - jah, Thine the glo - ry! Re - vive us a - gain.\*



The author, William P. MacKay, was a Presbyterian minister from Scotland. This was written in 1863.

## Shine, Jesus, Shine



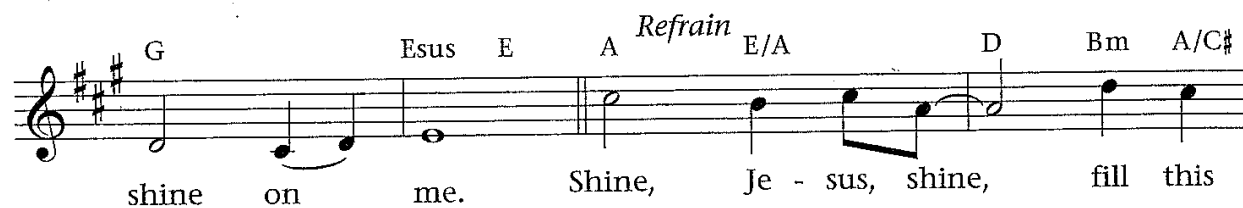
1 Lord, the light of your love is shin - ing in the midst of the  
 2 Lord, I come to your awe - some pres - ence, from the shad - ows in -  
 3 As we gaze on your king - ly bright - ness, so our fac - es dis -



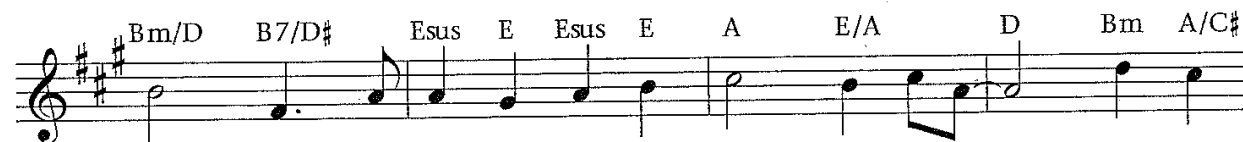
dark - ness, shin - ing. Je - sus, Light of the world, shine up - on us;  
 to your ra - diance; by the blood I may en - ter your bright - ness;  
 play your like - ness, ev - er chang - ing from glo - ry to glo - ry,



set us free by the truth you now bring us: Shine on me,  
 search me, try me, con - sume all my dark - ness: Shine on me,  
 mir - rored here may our lives tell your sto - ry: Shine on me,



shine on me. Shine, Je - sus, shine, fill this



land with the Fa - ther's glo - ry. Blaze, Spir - it, blaze, set our



hearts on fire. Flow, riv - er, flow, flood the na - tions with



grace and mer - cy. Send forth your Word, Lord, and let there be light!

The words are partially based on I John 1:7: "But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin." [Stuart Townend](#) has said, "I have no doubt that in 100 years time the name of Kendrick will be alongside [Watts](#) and [Wesley](#) in the list of the UK's greatest hymnwriters".

## OMNIBUS MOTION

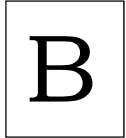
The Omnibus Motion is used to package the business motions of the day into one motion. Any item may be lifted out for discussion and vote individually. Otherwise, when the Omnibus Motion is passed, all of the items that were not lifted out are considered to have been approved. Review the Omnibus Motion and consider which items might be lifted out for discussion and individual vote. *UPDATE: Several items have been lifted prior to the meeting.*

<b>Item 1 – From EAC</b>	On Amending the Book of Confessions	
<b>12-1 – THIS ITEM HAS BEEN REMOVED FOR DISCUSSION AND VOTE</b>	The Heidelberg Catechism	Shall the Book of confessions be amended to include the proposed new translation of the Heidelberg Catechism, with accompanying Scriptural references?
<b>Item 2 – From EAC</b>	Amendments to the Book of Order	
Amendment 12-A	Business Proper to Congregational Meetings On Amending G-1.0503	Shall G-1.0503 be amended to add a new item f?
<b>Amendment 12-B - THIS ITEM HAS BEEN REMOVED FOR DISCUSSION AND VOTE</b>	Gifs and Qualifications for Ordered Ministry On Amending G-2.0104a	Shall G-2.0104a be amended?
Amendment 12-C	Presbytery Registers On Amending G-3.0104 and G-3.0305	Shall G-3.0104 be amended?
Amendment 12-D	Shared Synod Permanent Judicial Commission	Shall the following sections labeled 12-D.1 – 12-D.9 be amended?
Amendment 12-D.1	Judicial Commissions On Amending G-3.0109a	Shall G-3.0109a be amended?
Amendment 12-D.2	Administrative Commissions On Amending G-3.0109b(6)	Shall G-3.0109b(6) be amended?
Amendment 12-D.3	Reduced Function On Amending G-3.0404	Shall G-3.0404 be amended?
Amendment 12-D.4	Permanent Judicial Commissions On Amending D-5.0101	Shall D-5.0101 be amended?
Amendment 12-D.5	Permanent Judicial Commission Expenses On Amending D-5.0106	Shall D-5.0106 be amended?
Amendment 12-D.6	Permanent Judicial Commission Meetings On Amending D-5.0203	Shall D5.0203 be amended?
Amendment 12-D.7	Permanent Judicial Commissions Quorum On Amending D-5.0206	Shall D-5.0206 be amended?
Amendment 12-D.8	Initiating a Remedial Case On Amending D-6.0101	Shall D-6.0101 be amended?
Amendment 12-D.9	Filing a Complaint in a Remedial Case	Shall D-6.0202 be amended?

	On Amending D-6.0202a(6)	
Amendment 12-E	Enrolling Ruling elders as Members of Presbytery On Amending G-3.0301	Shall the first paragraph of G-3.0301 be amended?
Amendment 12-F	Concurrences for Overtures On Amending G-3.0302d	Shall G-3.0302d be amended?
Amendment 12-G	Service of Ordination, Installation, or Commissioning On Amending W-4.4002	Shall W-4.4002 be amended?
Amendment 12-H	Jurisdiction in Judicial Process On Amending D.3.0101b(2)	Shall D-3.0101b(2) be amended?
Amendment 12-I	Administrative Leave On Amending D-10.0106	Shall D-10.0106 be amended?
Amendment 12-J	Investigating Committee Responsibilities On Amending D-10.0202	Shall D-10.0202 be amended by inserting a new paragraph "a" and renumbering the remaining paragraphs as "b-l"?
<b>Item 3 – From SC</b>	Approving the restructure plan for the Synod of the Sun	Shall we approve the restructure plan for the Synod of the Sun?
<b>Item 4 – From Finance</b>	Approval of the 2013 budget	Shall we approve the budget?
<b>Item 5 – From COM – <i>This item has been removed for discussion and vote</i></b>	To grant permission to Houston, Heritage, to call TE Mark Plunkett as their installed pastor forgoing the election of a Pastor Nominating Committee.	Shall we grant permission for this action? This requires a three-fourths vote of presbytery.
<b>Item 6 – From CPM – <i>This item has been removed for discussion and vote</i></b>	To enroll William "Will" Briggs (Kingwood, First) as a candidate.	Shall we enroll William "Will" Briggs as a candidate?
<b>Item 7 – From CPM – <i>This item has been removed for discussion and vote</i></b>	To enroll Shelley Homeyer (Houston, First) as a candidate.	Shall we enroll Shelley Homeyer as a candidate?
<b>Item 8 – From CPM</b>	To approve that offering received from the ordination and installation services be split 50/50 between the CPM and the Pastors Emergency Fund.	Shall we approve this reallocation?
<b>Item 9 – From GC - <i>This item has been removed for discussion and vote</i></b>	To approve the transfer of the property of St. Giles Presbyterian Church to Pathways Church of Houston.	Shall we approve the transfer of this property?
<b>Item 10 – From Nom Com - <i>This item has been removed for discussion and vote</i></b>	To approve the slate of nominees to serve on presbytery committees	Shall we approve the proposed slate of nominees?



**Report of the Stated Clerk  
Presbytery of New Covenant  
March 16, 2013**



The following pages contain the reports from the Discernment Teams for Galveston, West Isle, and Freeport, First.

On behalf of the presbytery I would like to extend my gratitude to the teams that served these congregations.

The team for Galveston, West Isle was facilitated by CRE Peter Holmes (Tiki Island Chapel). Team members were TE David Green (Galveston, First, now Conroe, First) and TE Jolene Currie (At Large), RE Mary Ann Barnett (Houston, Clear Lake), RE Eric King (Pearland, First), and TE Bob Bullock, RE Nancye Bright, Esther Sjostrom and Mike Shriner all from the congregation at Galveston, West Isle.

The team for Freeport, First, was facilitated by TE Jake Gonzales (Chaplain, Memorial Hermann in the Medical Center). Team members were TE Debbie Measells (Brazoria, First), TE Mark Stoub (Bay City, First), RE Jim Coe (Bay City, First), RE Bill Hill (West Columbia, Bethel), and RE Lee Attema, RE John Seward, Charlie Porter and Pat Allen all from the congregation at Freeport, First.

Additionally, thank you to all who filed their annual statistical reports. These are the membership numbers by which we determine commissioners to presbytery meetings. We had a 92% compliance this year, with the last report being received at 1:00 am on Monday, March 11, prior to a very early morning deadline. These congregations did not file their reports by the deadline:

Conroe, First  
Houston, Korean Central  
Houston, Heights  
Houston, San Pablo+Trinity  
Houston, First Lao  
Houston, Thien-An  
Stafford, Biyaya  
Sugar Land, First

It is too late to file with the denominational offices, but I would appreciate receiving reports anyway. Also, the Supplemental and the Members of Session reports are used by the staff of the presbytery to update our database and to produce our directories. It is not too late to file those reports! Please send the information to Patricia Brantley at the presbytery office. The forms are available today at the meeting.

Finally, for your information, the first Discernment Team meeting for Houston, First, was held on Wednesday, March 6.

The congregation of West Isle Presbyterian Church, Galveston, Texas, has completed the process outlined in the Presbytery of New Covenant's Reconciliation and Discernment Procedure. They are seeking dismissal to the Covenant Order of Evangelical Presbyterians.

**Motion: to validate that the congregation of West Isle Presbyterian Church, Galveston, TX, has fulfilled the requirements for dismissal.**

*The presbytery thanks the discernment team for their diligent work. They are: facilitator Peter Homes (Tiki Island, Tiki Island Chapel); Mary Ann Barnett (Clear Lake Presbyterian), Eric King (Pearland, First), J. Currie (Minister at Large), David Green (Conroe, First), Nancye Bright (West Isle), Esther Sjostrom (West Isle), Mike Shriner (West Isle), and Bob Bullock (West Isle).*

**Report of the Discernment Team**  
**REPORT TO WEST ISLE PRESBYTERIAN CHURCH**  
**TOWN HALL MEETING**  
**January 13, 2013**

The request of the Session of West Isle Presbyterian Church to enter the Reconciliation & Dismissal Process was voted on by the Congregation on July 8 and a letter stating Session's and the Congregation's decisions to enter Presbytery's Reconciliation and Dismissal Procedure was sent to the Stated Clerk of the Presbytery of New Covenant, The Rev. Lynn Hargrove, on July 17, 2012, by Clerk of Session, Merri Edwards.

A Discernment Team was appointed, composed of four people from Presbytery and four from WIPC. Representing Presbytery are Mary Ann Barnett (RE, Clear Lake Presbyterian), Eric King (RE, Pearland, First), J. Currie (TE, at Large), David Green (TE, Conroe, First). Representing West Isle are Nancye Bright (RE), Esther Sjostrom (RE), Mike Shriner (RE), Bob Bullock (TE), and I, Peter Holmes (CRE, Tiki Island Chapel) was elected to serve as Facilitator.

The Discernment Team's first meeting was convened by The Rev. Lynn Hargrove in August at which time a gracious, conciliatory tone was set. The Stated Clerk explained the Procedure and suggested a Timeline of possible dismissal at the March 16, 2013, Presbytery Meeting. In accordance with the procedure established by the Presbytery, the team has met five times, and held three town hall meetings/listening sessions with the congregation (two led by Peter Holmes and the third by Mike Cole, who was asked by Session to speak on "Why Stay in the PC[USA]?")

The Discernment Team prayed together, shared faith stories, and discussed theological issues and concerns about the PC(USA). The members of the team from the West Isle Presbyterian Church expressed their appreciation for the Presbytery of New Covenant and the leadership of General Presbyter Mike Cole. They also shared their dissatisfaction with the changes that have been taking place in the PC (USA), particularly recent decisions made by the General Assembly.

Three highlights in particular should be noted: 1) the high degree of trust and presence of the Holy Spirit experienced by the Team throughout the process; 2) the desire of the Discernment Team members from West Isle to honor the discernment process with integrity, even in the face of adversity, and 3) the unanimous decision of

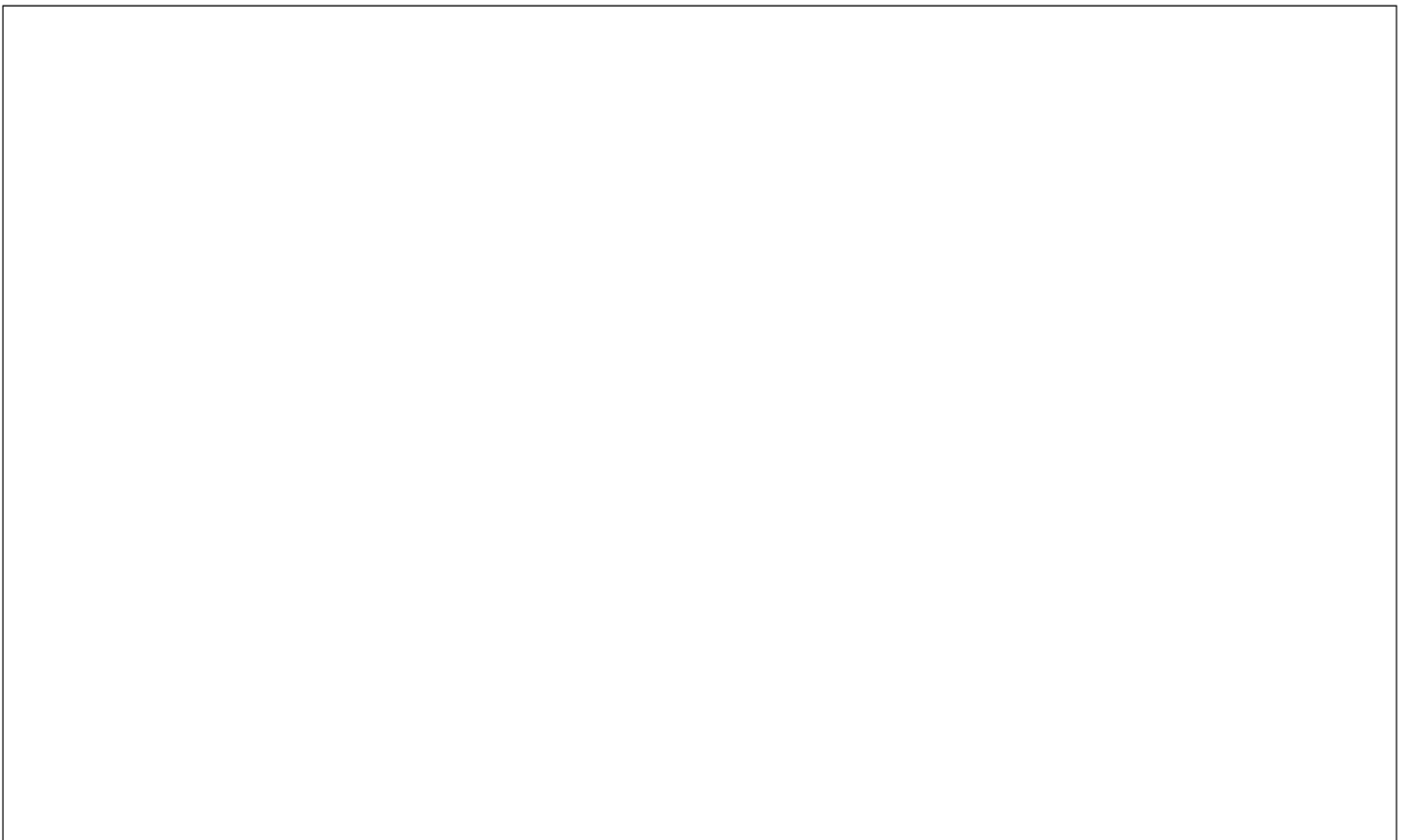
the Team that it is the will of the Session and the Congregation to depart from the PC(USA) due to Biblical and theological differences based upon recent decisions of the General Assembly. This decision is not a hasty one, but comes after their study of the issues, investigation of other Reformed Bodies, and faithful participation in the discernment process.

Therefore, the Discernment Team brings this recommendation to you, the members of West Isle Presbyterian Church.

Having gone through Presbytery of New Covenant's Procedure for Gracious Reconciliation and Dismissal, and after prayer and discussion together, it is the opinion of this Discernment Team that the congregation of West Isle Presbyterian Church is no longer called to be affiliated with the PC(USA), and therefore recommends dismissal of the WIPC congregation to another Reformed Body, if so requested by vote of the Session and the congregation.

*Membership at the time the process began was 70, with nearly a 66 2/3% quorum of 48 members present. The congregational vote on February 17, 2013 was forty-four (44) to three (3), with one undecided, to seek dismissal to the Covenant Order of Evangelical Presbyterians, which constitutes at least a two-thirds majority in favor of dismissal.*

**Motion: Having met the requirements for seeking dismissal, the congregation of West Isle Presbyterian Church of Galveston, is dismissed to the Covenant Order of Evangelical Presbyterians pending completion of the transfer.**





March 9, 2013

The Rev. Lynn Hargrove  
Stated Clerk  
The Presbytery of New Covenant  
1110 Lovett Blvd.  
Houston, TX 77006-3824

Re: West Isle Presbyterian Church, Galveston, TX (the "Church")

Dear Rev. Hargrove,

We are pleased to inform you that, pursuant to the Constitution of ECO: A Covenant Order of Evangelical Presbyterians ("ECO"), ECO Presbytery of the West has agreed to assume ecclesiastical authority over the West Isle Presbyterian Church, Galveston, TX, and the pastoral staff, the Rev. Robert S. Bullock, Jr., pending their dismissal from the Presbytery of New Covenant.

We agree to assume such authority immediately upon the Presbytery of New Covenant's dismissal of the Church and their Pastor from the Presbyterian Church (U.S.A.) to ECO.

Sincerely,

Rev. Dr. M.J. Romano  
Moderator, Presbytery of the West  
First Presbyterian Church  
111 E. 20th Street  
La Junta, CO 81050

***The Report of the Discernment Team  
to the Congregation of First Presbyterian Church, Freeport  
March 8, 2013***

Dear Members of the First Presbyterian Church, Freeport,

In August 2012, the session of the First Presbyterian Church in Freeport initiated a request to enter the Discernment Process of New Covenant Presbytery to consider the possibility of being graciously dismissed to another Reformed Body. In response to their request, the presbytery formed a team of 2 pastors (Teaching Elders) and 2 elders (Ruling Elders) representing the presbytery, a facilitator appointed by the stated clerk, and the pastor and 3 other members of the church. In accordance with the procedure established by the presbytery, the team has met five times, including a congregational meeting. During these meetings we have prayed, shared faith stories, and discussed theological issues and concerns about the P.C.(USA). The members of the team from the church expressed their dissatisfaction with the changes that have been taking place in the P.C.(USA) and described how these issues have affected their congregation adversely. During the discussion, Presbytery representatives of the team offered alternative ways of looking at the issues of concern in the hope of reconciliation. However, the team recognizes that the representatives of the church wish to proceed toward dismissal from the P.C.(USA). This decision is not a hasty one, but comes after their study of the issues, investigation of other Reformed Bodies, and faithful participation in the discernment process.

The Discernment Team discovered that though there were areas of common theological and ecclesiastical grounds with the P.C.(USA), the differences greatly outweigh the common ground. As such, there is no chance of a Gracious Reconciliation with the P.C.(USA).

Having gone through Presbytery of New Covenant's Procedure for Gracious Reconciliation and Dismissal, and after prayer and discussion together, it is the opinion of this Discernment Team that the congregation of First Presbyterian Church, Freeport is no longer called to be affiliated with the P.C.(USA), and therefore recommends dismissal of First Presbyterian Church, Freeport congregation to the Cumberland Presbyterian Church as requested by vote of the Session and the congregation.

Rev. Joaquin (Jake) Gonzales (facilitator); Rev. Debbie Measells (Brazoria, First); Rev. Mark W. Stoub (Bay City, First); Jim Coe (Bay City, First), Bill Hill (West Columbia, Bethel); and Lee Attema, John Seward, Charlie Porter and Pat Allen from the congregation.

*Membership at the time the process began was 18, with a 30% quorum of 6. The congregational vote on December 2, 2012 was unanimous in favor of seeking dismissal to the Cumberland Presbyterian Church.*

**Motion: to validate that the congregation of First Presbyterian Church, Freeport, has fulfilled the requirements for dismissal.**

**Motion: Having met the requirements for seeking dismissal, First Presbyterian Church, Freeport, is dismissed to the Cumberland Presbyterian Church pending completion of the transfer.**

*Update: The congregation voted at a called meeting to request dismissal from the Presbytery of New Covenant and the P.C. (USA). The vote was 21-0. A second motion to initiate action to become a member of Trinity Presbytery in the Cumberland Presbyterian Church was passed by a vote of 20-1. Membership was reported to be 31 at the time of the meeting with 21 in attendance. Lynn Hargrove moderated the meeting which was held on Sunday, March 10, 2013.*

Presbytery of the New Covenant, Attn: Mike Cole, General Presbyter

At your request, we have reviewed the following information furnished to us by the First Presbyterian Church of Freeport, Texas ("FPC Freeport"):

1. Treasurer's Report dated November 30, 2012
2. Insured and Appraised Value of Church
3. Listing of needed repairs

The purpose of our review was to determine if the payment of the dismissal contribution of \$3,200 is within the abilities of FPC Freeport. Based on our review, and in consideration of the factors listed below we believe that the payment of the dismissal contribution of \$3,200 will not present a financial hardship to FPC Freeport:

Membership - 29

Cash in bank as of November 30, 2012 of \$27,866

Investments with market value of \$16,070 as of November 30, 2012

Appraised value of Church property of \$849,840 as of June, 2009

FPC has no indebtedness

FPC is operating with a small surplus for the 11 months ended November 30, 2012

*Sandy Smith, Bill Strange*

March 3, 2013

## **Addendum Report Committee on Preparation for Ministry March 16, 2013**

**E**

### **I. Actions taken on behalf of Presbytery, March 9, 2013**

1. Approved **Chad Erb (Kingwood, First)** annual consultation and approved that he continues in the process.
2. Approved **Will Briggs (Kingwood, First)** job description.
3. **Jody Mass (Missouri City, Southminster)** passed his CPE evaluation at St. Luke's Hospital.
4. Approved **Joshua Young (Houston, Clear Lake)** enrolling as an inquirer.

### **III. Items for Information**

1. Committee on Preparation for Ministry met on March 9, 2013

**COMMITTEE ON MINISTRY  
ADDENDUM REPORT  
MARCH 16, 2013**

D

**I. Recommendations for Presbytery action:**

- A. The committee recommends and moves that the examination of **Kathy Sebring**, Candidate for Ordination, be sustained.
- B. The committees recommends and moves that the examination of RE **Craig Wood** be sustained and that he be commissioned to serve as Commissioned Ruling Elder for a Particular Pastoral Service at First Presbyterian Church, Caldwell, TX and that he be granted following functions: Baptism, Lord's Supper, Voice and Vote at Presbytery Meetings and Perform marriages and Moderate session.
- C.1 The committee recommends and moves that the examination of RE **Jim Mayer** be sustained and that he be commissioned to serve as Commissioned Ruling Elder for a Particular Pastoral Service as chaplain at Solari Hospice Care Center be that he be granted the following functions: Lord's Supper and Baptism.
- C.2 And that RE **Jim Mayer** be commissioned to serve as Commissioned Ruling Elder for a Particular Pastoral Service at St. Luke's Presbyterian Church, Houston and that he be granted the following functions: Lord's Supper and Baptism.

**II. Actions taken on behalf of Presbytery  
February 5, 2013**

- A. Approved validation of ministry
  - 1. **Kathy Sebring**, candidate for ordination under care of Los Rancho Presbytery to serve as Chaplain at Innovative Senior Care Hospice. 2/5/13 COM approved transferred; 2/23/13 Committee on Examinations sustained examination; 3/5/13 COM sustained examination of Committee on Examination.  
Formal Education:  
3/2007 MDiv Fuller Theological Seminary, Pasadena, CA  
BA, Social Science and Fine Arts, San Diego State University, San Diego, CA  
**(Statement of Faith follows COM Report)**
- B. Approved transfer of membership into presbytery
  - 1. **Teaching Elder Stewart MacColl**, HR, 2/5/13 COM approved transferred; 2/23/13 Committee on Examinations sustained examination; 3/5/13 COM sustained examination of Committee on Examination. Ordained 6/20/53. Transferred from Southern New England Presbytery  
Formal Education: Princeton University, Union Theological Seminary in New York City  
**(Statement of Faith follows COM Report)**
- C. Approved renewal of Commissioned Ruling Elder contract
  - 1. Between **Jane Whitney** and **Houston, St. Andrew's** effective 6/1/12 – 5/31/15; and that she be granted the following function: Lord's Supper – for the homebound.

**March 5, 2013**

- A. Approved new Commissioned Ruling Elder contract
  - 1. Between **Ruling Elder Craig Wood** and First Presbyterian Church, Caldwell, TX and for one year, effective 4/1/13 – 4/1/14; and that he be granted the following functions: Baptism. Lord's Supper, Voice and Vote at Presbytery Meetings and Perform Marriages.  
**(Statement of Faith follows COM Report)**

2. a. Between **Ruling Elder Jim Mayer** and Solari Hospice Care Center for one year, effective 4/1/13; and that he be granted the following functions: Baptism and Lord's Supper upon request as a part of the duties as Hospice Chaplain and supervised by Chaplain Matthew Stephens.
- b. Between Jim Mayer and St. Luke's Presbyterian Church, Houston, TX for one year, effective 4/1/13; and that he be granted the following functions: Baptism and Lord's Supper as supervised by Teaching Elder Scott Harbison.

**(Statement of Faith follows COM Report)**

B. Granted **Mike O'Neil** permission to Labor out of Bound of New Covenant Presbytery and in Grace Presbytery to officiate at wedding of stepbrother on 10/19/13.

C. Approved Parish Associate Covenant

1. Between College Station, Covenant and Callie Candee
2. Between College Station, Covenant and George Klett
3. Between Dickinson, First and Allan Anderson

D. Approved Compensation Reports

1. Between **David Jones** and **The Woodlands Community** 1/1/13

<i>Salary</i>	\$53,859
<i>Housing and Utility Allowance</i>	47,109
<i>Additional Death Benefits</i>	828
<i>Auto Allowance</i>	2,225
<i>Books, Professional Dues</i>	500
<i>Board of Pensions</i>	33,795
<i>Study Leave Allowance</i>	2,500
<i>Study Leave Time</i>	2 weeks
<i>Vacation</i>	4 weeks
<i>Dental/Family</i>	1,440
<i>Social Security Offset *</i>	8,271
<i>* The Offset is the Church's half of SS</i>	
<i>Annual Review</i>	<i>Fall 2013</i>

2. Between **Christa Brewer** and **The Woodlands Community** effective 1/1/13

<i>Salary</i>	\$28,210
<i>Housing and Utility Allowance</i>	18,200
<i>Additional Retirement Benefits</i>	1,392
<i>Auto Allowance</i>	2,000
<i>Books, Professional Dues</i>	500
<i>Board of Pensions</i>	15,893
<i>Study Leave Allowance</i>	2,500
<i>Study Leave Time</i>	2 weeks
<i>Vacation</i>	4 weeks
<i>Dental</i>	360
<i>Social Security Offset *</i>	3,555
<i>* The Offset is the Church's half of SS</i>	
<i>Annual Review</i>	<i>Fall 2013</i>

3. Between **Houston, Memorial Drive** and **David Peterson** effective 3/1/13

<i>Salary</i>	\$106,725	\$154,725
<i>Housing and Utility Allowance</i>	100,000	52,000
<i>Social Security Compensation 8.25% &amp; Above</i>	3,975	3,975
<i>Auto Allowance</i>	.555	.565
<i>Books, Professional Dues</i>	500	500



<i>Board of Pensions</i>	<i>Full</i>	<i>Full</i>
<i>Study Leave Allowance</i>	1,450	1,450
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Annual Review</i>		<i>November Annually</i>

4. Between **Houston, Memorial Drive** and **David Steane** effective 3/1/13

<i>Salary</i>	\$75,325	\$75,325
<i>Housing and Utility Allowance</i>	50,000	50,000
<i>Social Security Compensation 8.25% &amp; Above</i>	3,975	3,975
<i>Auto Allowance</i>	.555	.565
<i>Books, Professional Dues</i>	500	500
<i>Board of Pensions</i>	<i>Full</i>	<i>Full</i>
<i>Study Leave Allowance</i>	1,450	1,450
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Annual Review</i>		<i>November Annually</i>

5. Between **Houston, Memorial Drive** and **Rick Myers** effective 3/1/13

<i>Salary</i>	\$53,125	\$53,125
<i>Housing and Utility Allowance</i>	37,400	37,400
<i>Social Security Compensation 8.25% &amp; Above</i>	3,975	3,975
<i>Auto Allowance</i>	.555	.565
<i>Books, Professional Dues</i>	500	500
<i>Board of Pensions</i>	<i>Full</i>	<i>Full</i>
<i>Study Leave Allowance</i>	1,450	1,450
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Annual Review</i>		<i>November Annually</i>

6. Between **Houston, Memorial Drive** and **Vicky Jones** effective 3/1/13

<i>Salary</i>	\$60,425	\$60,425
<i>Housing and Utility Allowance</i>	30,100	30,100
<i>Social Security Compensation 8.25% &amp; Above</i>	3,975	3,975
<i>Auto Allowance</i>	.555	.565
<i>Books, Professional Dues</i>	500	500
<i>Board of Pensions</i>	<i>Full</i>	<i>Full</i>
<i>Study Leave Allowance</i>	1,450	1,450
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Annual Review</i>		<i>November Annually</i>

7. Between **Houston, Memorial Drive** and **Kristin Huffman** effective 3/1/13

<i>Salary</i>	\$58,525	\$58,525
<i>Housing and Utility Allowance</i>	32,000	32,000
<i>Social Security Compensation 8.25% &amp; Above</i>	3,975	3,975
<i>Auto Allowance</i>	.555	.565
<i>Books, Professional Dues</i>	500	500
<i>Board of Pensions</i>	<i>Full</i>	<i>Full</i>
<i>Study Leave Allowance</i>	1,450	1,450
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Annual Review</i>		<i>November Annually</i>

8. Between **Houston, Memorial Drive** and **Mauricio Chacon** effective 3/1/13

<i>Salary</i>	\$35,825	\$35,825
<i>Housing and Utility Allowance</i>	43,600	43,600
<i>Social Security Compensation 8.25% &amp; Above</i>	3,975	3,975

<i>Auto Allowance</i>	.555	.565
<i>Books, Professional Dues</i>	500	500
<i>Board of Pensions</i>	Full	Full
<i>Study Leave Allowance</i>	1,450	1,450
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Annual Review</i>		November Annually

9. Between **Atascocita** and **Jacqueline Hannan** effective 1/1/13

<i>Salary</i>	\$32,001	\$30,365
<i>Housing and Utility Allowance</i>	38,416	40,671
<i>Auto Allowance</i>	5,000	5,000
<i>Books, Professional Dues</i>	500	500
<i>Board of Pensions</i>	22,709	25,547
<i>Study Leave Allowance</i>	1,500	1,500
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Other: paid insurance</i>	1,674	1,674
<i>Social Security Compensation up to 8.24%</i>	4,743	6,379
<i>Annual Review</i>		December 1, 2013

10. Between **Wharton, First** and **Deborah Cenko** effective 1/1/13

<i>Salary</i>		\$31,500
<i>Housing and Utility Allowance</i>		5,500
<i>Value of Manse</i>		11,100
<i>Auto Allowance</i>		4,800
<i>Books, Professional Dues</i>		3,450
<i>Board of Pensions</i>		15,873
<i>Study Leave Allowance</i>		4,700
<i>Study Leave Time</i>		3 weeks
<i>Vacation</i>		4 weeks
<i>Annual Review</i>		December 21, 2012

11. Between **Bryan, First** and **Ted Foote** effective 1/1/13

<i>Salary</i>	\$57,994	\$59,494
<i>Value of Manse and Utilities</i>	18,911	18,911
<i>Auto Allowance</i>	@ IRS Rate	@ IRS Rate
<i>Board of Pensions</i>	Full	Full
<i>Study Leave Allowance</i>	2,325	2,325
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Social Security Compensation up to 8.24%</i>	5,883	5,998
<i>Annual Review</i>		July 2013

12. Between **Bryan, First** and **Marie Mickey** effective 1/1/13

<i>Salary</i>	\$38,283	\$40,283
<i>Housing and Utility Allowance</i>	17,146	17,146
<i>Auto Allowance</i>	@ IRS Rate	@ IRS Rate
<i>Board of Pensions</i>	Full	Full
<i>Study Leave Allowance</i>	1,725	1,725
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Social Security Compensation up to 8.24%</i>	4,240	4,393
<i>Annual Review</i>		July 2013

13. Between **Webster** and **Helen DeLeon** effective 2/1/13

<i>Salary</i>		\$26,375
<i>Housing and Utility Allowance</i>		22,500

<i>Other direct compensation/reimbursement</i>		2,500
<i>Auto Allowance</i>		7,200
<i>Books, Professional Dues</i>		1,000
<i>Cell Phone</i>		1,200
<i>Board of Pensions</i>		16,954
<i>Study Leave Allowance</i>		1,700
<i>Study Leave Time</i>		2 weeks
<i>Vacation</i>		4 weeks
<i>Annual Review</i>		November 2013

14. Between **Houston, St. Andrew's** and **Jeff Smith** effective 1/1/13

<i>Salary</i>	\$69,368	\$69,368
<i>Housing and Utility Allowance</i>	20,600	20,600
<i>Other direct compensation/reimbursement</i>	4,800	4,800
<i>Deferred Income</i>	3,000	3,000
<i>Books, Professional Dues</i>	3,000	3,000
<i>Board of Pensions</i>	31,530	32,263
<i>Study Leave Allowance</i>	1,485	1,485
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Social Security Compensation up to 8.24%</i>	8,056	8,056
<i>Annual Review</i>		December 2013

15. Between **Houston, St. Andrew's** and **John Melsness** effective 1/1/13

<i>Salary</i>	\$51,706	\$51,706
<i>Housing and Utility Allowance</i>	5,100	5,100
<i>Value of Manse</i>	15,900	15,900
<i>Housing and Utility Allowance</i>	30,000	31,000
<i>Books, Professional Dues</i>	3,000	3,000
<i>Board of Pensions</i>	23,448	23,993
<i>Study Leave Allowance</i>	3,700	3,700
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Social Security Compensation up to 8.24%</i>	5,991	5,991
<i>Annual Review</i>		December 2013

16. Between **Houston, John Knox** and **Becky Downs** effective 1/1/13

<i>Salary</i>	\$19,000	\$19,650
<i>Housing and Utility Allowance</i>	30,000	31,000
<i>Auto Allowance</i>	2,500	2,500
<i>Board of Pensions</i>	15,750	17,394
<i>Study Leave Allowance</i>	1,700	1,700
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Other paid insurance</i>	1,000	1,000
<i>Social Security Compensation up to 8.24%</i>	4,120	4,256
<i>Annual Review</i>		December 1, 2013

17. Between **Dickinson, First** and **Alan Brehm** for ½ time effective 1/1/13

<i>Salary</i>	\$12,075	\$12,075
<i>Housing and Utility Allowance</i>	12,075	12,075
<i>Social Security Compensation 8.25% &amp; Above</i>	1,989	1,989
<i>Auto Allowance</i>	500	1,500
<i>Board of Pensions</i>	8,430	8,625
<i>Study Leave Allowance</i>	150	175
<i>Study Leave Time</i>	2 weeks	2 weeks
<i>Vacation</i>	4 weeks	4 weeks
<i>Social Security Compensation up to 8.24%</i>	2,154	2,154

## E. Approved renewal of Stated Supply Contract

1. Between **Sealy, First** and **Timothy Marquez** ¼ time contract for one year effective 1/1/13

Salary	\$12,000	\$13,800
Housing Allowance	12,000	\$13,800
Medical & Pension * Limited to Life/Disability Insurance Only		

2. Between **Rosenberg, First** and **Rhonda Detenbeck** ½ time contract for one year effective 1/24/13

Salary	\$13,600	\$13,600
Housing Allowance	7,200	7,200
Auto Expense Reimbursement	400	400
Medical & Pension – BOP rates	9,594	9,995
Professional Development Allowance	500	500
Professional Development Time	100	100
Vacation	2 weeks	2 weeks
Other: LTC	0	2,400
Annual Review		August 2013

3. Between **Houston, Formosan** and **Michael Chen** full time contract for one year effective 1/1/13

Salary	\$27,000	\$27,000
Housing Allowance	21,564	21,564
Auto Expense Reimbursement	3,000	3,000
Medical & Pension	17,955.96	17,955.96
Study Leave Allowance	1,670	1,670
Study Leave Time	2 weeks	2 weeks
Vacation	4 weeks	4 weeks
Other: Books/Adm. Supply	500/400	500/400
Annual Review		January 1, 2014

F. Approved new contract between **PCUSA Mission Agency** and **Alcimar Dantas Dias** effective 3/11/13; part- time position for one year. Annual salary \$12,000G. Approved Agreement of Dissolution between **Houston, Community of Servant Savior** and **Alan Brehm** effective 6/30/13H. Received Separation Ethics between **Houston, Memorial Drive** and **David Peterson**

I. Approved Revised 2013 Compensation Report Form and 2013 Compensation Worksheet (follows the COM report)

## J. Approved Pastoral Call information

1. Between **Houston, Heritage** and **Mark Plunkett** effective 3/11/13

Salary	\$17,600
Housing & Utility Allowance	17,600
Other Direct compensation/reimbursement	3,000
Auto Allowance at IRS Rate	.565
Board of Pensions Dues	13,166
Professional Development Allowance - cumulative for 3 years	1,700
Professional Development Leave - cumulative for 3 years	2 weeks
Vacation	4 weeks
Social Security Compensation up to 8.24%	1,697
Annual Review	TBD

- K. Appointed transition team
  1. Houston, St. Stephen – needs a teaching elder
  2. Houston, Westminster – Sharon Carey
  3. Galveston, Westminster – Dick Black
  
- L. Appointed moderator
  1. Houston, San Pablo Trinity – Ray Feyes
  
- M. Granted Permission to elect PNC
  1. Galveston, Westminster
  2. Galveston, First
  3. Houston, Memorial Drive
  
- N. Approved revisions to Administrative Commissions to install Teaching **Lynne Buckridge** as Designated Pastor of **Heights Presbyterian Church** on 3/3/13 at 11 am  
 The revisions are:  
 To charge the congregation: Rev. Rick Myers, Associate Pastor, Houston, Memorial Drive  
 To complete the commission: Elder Terry Myers, Houston, Heights; Elder Stephanie Goldsby, Houston, Heights; Elder Younhe Shin, Houston, Pathways
  
- O. Approved CIF
  1. Baytown, Faith – Pastor
  2. Houston, St. Philip – Associate Pastor
  3. Houston, Memorial Drive – Interim Pastor –Head of Staff
  4. Galveston, Westminster
  
- P. Received Reports from Churches Vidor, First and Silsbee, First
  
- Q. Received FastTrac Report from College Station, Covenant

**III. FOR YOUR INFORMATION:**

- A. The Committee on Ministry met on March 5, 2013

## **STATEMENTS OF FAITH**

**KATHY SEBRING**

I believe in the Trinity; God the Father, God the Son and God the Holy Spirit. God is the Almighty who was called Yahweh in the Old Testament and Abba/Father by Jesus in the New Testament. God is a God of wonder and awe; a sovereign God; Creator of all things in heaven and on earth in whose image all beings are formed. All human life, men, women, all races were created in equality to live in community, loving and serving God and each other. God is a gracious and loving God but is also a just God. Sin was brought into the world when both Adam and Eve disobeyed God. It is because of this disobedience that we are separated from God.

God does desire all people to be reconciled to Him. This is apparent in the covenants made with Noah, Abraham and Sarah, and Moses in the Old Testament. These covenants required that humans love and worship only Yahweh, but they were unable and unwilling to live by these covenants. Even so, God did not give up on the human race but instead wrote his laws on our

hearts so that we would desire to love and worship God. We were given a new covenant in the form of Jesus Christ and that through Christ our sins are no longer remembered. I trust that in all things, in life and death we belong to God. There is nothing that can separate us from God's love.

Jesus Christ is the Son of God, fully human and fully God. We can know God because through Jesus we have had a glimpse of God's nature. Jesus reconciled us to God by taking on the sins of the world. Through the human side of Jesus we were given the example on how to live and to transform society for God. We are commanded to feed the hungry, speak out against evil, help the poor, visit and pray for those who are ill; because that was Christ's example. I believe in the virgin birth and that Christ was crucified, died and rose from the dead. We have the witness of Mary Magdalene, the disciples and others who testified to Christ's resurrection. It is through Christ's resurrection that we can be assured that death has been defeated and there is the promise of eternal life for those that believe in Him. Our salvation comes by the grace of Jesus Christ, alone, there is nothing we can do or say that will earn us salvation. Only God's grace saves us. Jesus Christ will return to us then all people will know that Christ is God.

I trust in God the Holy Spirit, who is my comforter, guide, sustainer and teacher. The word of God is given to us through the Scriptures. Our understanding of the Scriptures comes to us only through the discernment given by the Holy Spirit. I believe that the Holy Spirit comes into our hearts, minds and souls. In this our old self dies and we put on the new self that enables us to be kind, compassionate, and loving to others. The Holy Spirit works in us giving us discernment and direction in all things.

We have been given the sign and seal of God's covenant of grace through the sacraments of baptism and the Lord's Supper. We participate with the community of believers in Christ's death and resurrection through baptism; we die to the life that separates us from God and are raised to a newness of life in Christ. Jesus Christ is present in Spirit as the host of the Lord's Supper. When we participate in the breaking of bread and drinking the cup we recognize Christ's body and blood that was shed for our salvation. We recognize and remember His life, death and resurrection and the life to come. We look forward to sharing this heavenly meal with Christ when He returns and we spend eternity with Him. With this confidence as we partake of the Lord's Supper we are renewed as followers of Christ.

The Church is the body of Christ. We receive faith in Jesus Christ through the Holy Spirit and desire to join with others who share this faith. The Holy Spirit inspires us to share this faith with others who do not know Christ or of the gift of eternal life that He makes possible. The Church has been commissioned to go into the world and share the good news of Christ. We proclaim Christ when we share the Word and partake of the sacraments. We proclaim Christ when we live our lives reflecting the examples He gave us. We serve God when the Holy Spirit calls both men and women to serve the Church and others in Christ's name.

## **W. STEWART MACCOLL**

Thirty four years ago this spring, I stood before this presbytery offering a statement of faith. I have no record of what I said on that occasion, but I'm sure it was an acceptable neo-orthodox expression of Presbyterian doctrine. I cannot duplicate that now. The journey into old age seems either to make one more rigidly certain or less able to affirm traditional statements of faith. The

latter is true for me. The older I get the less certain I am of the details of doctrine but the more certain of an encompassing Mystery.

I know there is a creating, summoning, affirming, caring, challenging, healing power and presence which humans call God but is Mystery beyond our naming or comprehending.

For me that Mystery is most clearly understood in the life and words, deeds and death, living presence of Jesus, who has been and is my guiding hero and redeeming lover. In Muslim Arabic Shariah literally means “the way to the watering hole”. For me the way to the watering hole of life now and forever is the prodding and affirming grace I have known and keep discovering through Jesus.

I also discover that Mystery which we name God in the stories, laws, and teachings of Scripture which are for me the most helpful history of the human attempt to understand and respond to the purposes of the creating Presence.

I affirm the Presbyterian description of the human condition, that we are all flawed folks, sinners, who are never free from self-deception or foolish self-justification. So we must be redeemed continually by “the final form of love, which is forgiveness”.

That flawed human condition and the saving way the Mystery responds through the death of Jesus are illuminated by each of the three major theological interpretations of the crucifixion (by Athanasius, Anselm, and Abelard). Each explores a different area of the human struggle (evil, sin and guilt, alienation) and helps us to understand how God shapes a healing response. However, none of the three or all of them together should be assumed to describe the inner necessities of God’s love for that is beyond human understanding.

The body of sinners, who are addressed by Paul as saints, a collection of flawed folk summoned by God into community and service, the church of Jesus Christ, has always been for me a necessary home and one of the ways God continues to work in this world. The last church of which I was pastor had a one phrase mission statement: “the church that makes a difference”. That sums up for me what a church should be and do, a group, large or small, that makes a difference in personal lives, in the community that surrounds it, in the wider world through the power of Jesus Christ.

I must end, though, where I began - with old age uncertainty. A few years ago I heard a minister offer a strong sermon challenging each of us “to do what God dreams for us”. It was a necessary prodding, but I keep discovering that Christians disagree on what God dreams for us, and what I assume God dreams for me or you may be mistaken. So I find more helpful the prayer of another old man, Thomas Merton, and I end by quoting part of it:

“My Lord God, I have no idea where I am going and the fact that I think I am following your will does not mean that I am actually doing so. But I believe that the desire to please you does in fact please you. And I hope I have that desire in all that I am doing. And I know that if I do this you will lead me by the right road, though I may know nothing about it. Therefore I will trust you always. Amen

## **JIM MAYER**

The most concise statement of my faith as a disciple, follower and servant of Jesus Christ is set forth in the Apostle’s Creed which we recite as a faith community every Sunday and which I meditate on daily during my early meditation walk centering myself for service by God’s calling into the chaplaincy, pulpit supply ministry and Christian leadership.

I believe in God, our Father Almighty and the Creator of heaven and earth and all things we see and those things invisible to us. I believe that God has revealed Himself in three Divine persons, Father, Son and Holy Spirit. God the Creator of the heavens and the earth is all powerful, all knowing and all loving. We have all sinned. As sinful men and women we are not worthy of God's presence or entering His Kingdom without the gift of grace, Jesus Christ, His only Son and the Lord of my life. I believe Christ was one substance with the Father and for our salvation, came from heaven and became man after conception by the Holy Spirit. He lived among us as Emmanuel, God with us, and shared our human experiences as He taught humanity to repent and believe in Him as the way to be reconciled to God and have eternal life. Christ suffered for me, a sinner, was crucified by Pontius Pilate, died and was buried. On the third day after His burial Christ arose again and appeared to His Disciples and many others according to the Scriptures. Christ ascended back into heaven and sits at the right hand of God, the Father. He will come again in glory to judge the living and the dead and the kingdom of God will last forever.

I believe in God's Holy Spirit, the Giver of Life, who proceeded from the Father and the Son and is to be worshiped and glorified with the Father and Son. Faith comes to us by the Holy Spirit who guides and directs my life to fulfill God's purposes and will. I believe in the Universal Church, the celebration of Holy Communion, I believe in the forgiveness of sins because of Christ's sacrifice, the resurrection of the dead and life of the world to come.

I believe that the Bible was inspired by the Holy Spirit, is our guide for faith and daily living and is useful for teaching, correcting and training so we can be proficient and equipped for God's work and His purposes(2 Tim 3:16-17). God desires that we be more Christ-like in how we think, what we say and what we do. I seek God in this world and seek to join Him in His work.

## **CRAIG WOOD**

I believe in the triune God, who is the creator of all things, who is God the Father, Jesus Christ and the Holy Spirit. God created humankind to be in relation him and with others. Christ was conceived by God, born of the Virgin Mary, thereby fully human and fully God. Christ was given full authority of God's kingdom. Through God's grace I believe that Christ has removed our sins and has reconciled us to God by dying on the cross.

I believe there are two revelations of God. One is a general revelation that occurs when we look at the world and see how marvelously it was made that causes us to believe that there must be a God. The other is a special revelation that we receive through the reading of scriptures, hearing the word, and participation in the sacraments. I believe that the Holy Scriptures were inspired by God through the Holy Spirit and that they are the one and only authority. Scripture is the special revelation where we find God the Father, Jesus Christ and the Holy Spirit. Through the reading of these scriptures I find that Christ is the true revelation of God. They reveal the miracles, the birth, the death and the resurrection of Christ that hold the promise of eternity through his redeeming love. I believe that the scriptures speak to us individually through the power of the Holy Spirit. I believe that God alone is the Lord of my conscience and that God will provide for my understanding. I believe that even though I am a sinner, undeserving of God's grace, scripture reveals that God's free gift to humans is grace through Jesus Christ. Because of this grace I believe that Christ must love sinners and to those that believe that grace has been given. Through these scriptures I believe that God calls his church to serve others and to share the specific gifts that we have been given by God.



God desires for us to be in a covenant relationship with him and through the observance and participation in our sacraments we are brought into that relationship. Christ gave us the sacraments of Baptism and of Holy Communion. I believe that these sacraments make Christ real in our lives and are both signs and seals of God's work. Through Baptism we are cleansed of sin and bound to God. The water is the outward sign of our relation with God and the Holy Spirit binds the church to the Lord our God. I believe that each time we witness a baptism we acknowledge God's grace over and over again. I believe during Holy Communion we are reminded that Christ died for our sins. At the same time we gather as a covenant community to the table of our Lord with the expectation of the return of Christ. I believe that during the sacraments we are in communion with Christ and with all who belong to Christ.

I believe in the traditions of the reformed faith as expressed in our creeds and confessions. I believe we are a church that is reformed and always reforming. The creeds and confessions bear this out. I believe that the historical meaning of them sheds light on a specific people for a specific time. I further believe that our creeds and confessions support, but do not replace, the authority of scripture. I find that these confessions help convey our knowledge of God and the true nature of God.

**2013 COMPENSATION WORKSHEET  
THE PRESBYTERY OF NEW COVENANT**

The 2013 Compensation Worksheet is intended to assist clerks, treasurers and pastors as they define and report income to Presbytery, the Board of Pensions and, of course, the IRS. It is not intended to serve as a comprehensive tax-planning tool or replace consultation with a Certified Public Accountant or other tax professional. While reasonable efforts have been made to ensure the accuracy of the information contained in this form, it is not necessarily complete and cannot be guaranteed.

**1. COMPENSATION**

(Includes salary, housing, certain reimbursement and Self-Employment Contribution Act tax obligations, and other forms of reimbursement/ compensation all of which are subject to Board of Pension Dues.)

**Before completing this document be sure to check the Presbytery Minimum Terms of Call for 2013.**

a. **Salary** \$\_\_\_\_\_

Salary - Annual Cash Salary refers to compensation paid to a minister on a regular basis (Monthly, Semi-Monthly or Weekly). Employed minister's salary is reported on Form W-2, Box 1.

b. **Housing, Utility and Furnishings Allowance** \$\_\_\_\_\_

Housing Allowance - The amount designated as Housing Allowance is to be reported. The estimated figure for a minister's cost for utilities is usually included under Housing Allowance. However, if a separate payment for utilities is made to the minister it should be reported here. The Utility Allowance may be in addition to the value of the manse. (If the utility service is registered in the name of the employing organization and the utilities are paid directly by said organization, the value of these services is not included in Effective Salary.)

• **Ministers who own their home** – Ministers who own (or are purchasing) housing may exclude from taxable gross income the smallest of the following amounts:

- The amount actually used to provide a house.
- The amount officially designated as a housing allowance.

Ministers who own their home may designate a housing amount to cover the total cost of owning, cost of their furnishings, cost of decorating, utilities, yard maintenance, etc. Any housing allowance that exceeds actual costs must be included as taxable gross income.

• **Ministers who rent or lease their home** – Ministers who rent or lease housing may designate an amount to cover the actual rent paid, cost of decorating, utilities, yard maintenance, etc. Any housing (rental) allowance that exceeds actual costs must be included as taxable gross income.

**DO NOT SUBMIT: Worksheet is for calculation purposes ONLY.**

**2013 COMPENSATION WORKSHEET  
THE PRESBYTERY OF NEW COVENANT**

c. **Manse** (if provided) \$ \_\_\_\_\_

If the congregation provides a manse, there is no direct payment to the minister related to housing. Nevertheless, the congregation is required to pay pension dues on the fair rental value of the manse. For Board of Pension calculations this figure should be at least 30% of the total of lines 1a thru 1f (not including line 1c). The value of the manse is not subject to income tax; however, the value of the manse is still subject to Self-employment tax.

Subtotal of lines 1a through 1f (not including line 1c) \$ \_\_\_\_\_ X .30 =  
\$ \_\_\_\_\_

d. Reimbursement of Self-Employment Contributions Act (SECA)  
tax obligation in excess of 7.65% \$ \_\_\_\_\_

Since the minister is considered as Self-Employed by the Social Security Administration, churches often provide income to offset the required "Self-Employment Tax" (currently 15.3% of compensation excluding housing allowances.)

- Compensation provided UP TO one-half of the member's Self-Employment Compensation Act Tax liability is to be entered on line 3.f.
- Any income provided that is MORE than one-half of the member's Self-Employment Compensation Act tax liability is subject to BOP dues and is to be entered on line 1.d.

e. **Other direct compensation/ reimbursement** \$ \_\_\_\_\_

Bonuses, special allowances, employer gifts, unvouchered professional expenses, overtime pay, additional allowances paid or reimbursed by the congregation to the minister (other than dues for participation in the basic benefits provided by the Board of Pensions) are included in Effective Salary. Lump sum allowances which are not part of an accountable reimbursement pay (as defined by the IRS), gifts from the church or employing organization (not gifts from private donors), down payment grants, and savings from interest-free loans (not loan principal) are compensation to be included in Effective Salary.

\$ \_\_\_\_\_

Also included is any deferred income, offered by some congregations to their minister. Deferred income includes tax-sheltered annuities, IRS 403(b) Plans, Housing Equity Allowance, and other forms of funded or unfunded arrangements, with the exception of Employer Matching Contributions to the Presbyterian Church (USA) Retirement Savings Plan. (These are reported on line 3f.)

**DO NOT SUBMIT: Worksheet is for calculation purposes ONLY.**

**2013 COMPENSATION WORKSHEET  
THE PRESBYTERY OF NEW COVENANT**

**f. Other Allowances/Insurance Payments** \$ \_\_\_\_\_

Premiums for individual insurance policies (auto, disability, life, supplemental medical, etc.), other than dues for participation in the basic benefits provided by the Benefits Plan of the Presbyterian Church (U.S.A.), that the employing organization pays for or reimburses to the member at his/her request are compensation to be included in Effective Salary. Subscription dues for optional benefit coverage under the Benefits Plan paid for by the employing organization are to be included in Effective Salary on the same basis.

**TOTAL COMPENSATION** \$ \_\_\_\_\_

(Effective Salary as defined by Board of Pensions) Effective Salary is the sum of lines 1a through 1f. **The Effective Salary is the amount subject to Board of Pension Dues.**

**2. REIMBURSED EXPENSES:**

An Accountable Reimbursement Plan for ministry related expenses has several advantages for the minister and congregation. It is a way to more accurately estimate the minister's true income for the purposes of calculating tax and pension dues. The underlying principle of such a plan is that the minister is not liable for Board of Pension dues on these expenses. For the congregation's dues calculation, continuing education, professional and auto expenses are not included in Effective Salary for dues compensation IF they are reimbursed to the minister through an Accountable Reimbursement Plan.

According to the IRS to qualify as an Accountable Reimbursement Plan, ministers must "adequately account" to their employers for their ministry related expenses. They must give their employers documentary evidence of all their expenses -- maintaining the same type records and supporting information they would have to furnish the IRS to substantiate a deduction. To qualify, an Accountable Reimbursement Plan must meet the following requirements:

- All expenses reimbursed under the plan must be ministry related.
- There must be adequate accounting.
- There must be provision for a return of any excess reimbursement. If the excess is not returned

this amount must be reported as other applicable income (line 8), and it must be reported as income for tax purposes.

a. Auto Expenses (at IRS standard) \$ \_\_\_\_\_

Please refer to the current IRS rate for business mileage at <http://www.irs.gov/>

b. Books, Professional Dues, etc. \$ \_\_\_\_\_

(Not included in study leave allowance) Books and other Professional Expenses includes such items as books, subscriptions to magazines, office supplies, computers, computer software, meals related to the practice of ministry, vestments, etc., and should be reimbursed as spent to the minister.

**DO NOT SUBMIT: Worksheet is for calculation purposes ONLY.**

**2013 COMPENSATION WORKSHEET  
THE PRESBYTERY OF NEW COVENANT**

**3. BENEFITS:**

- a. Medical and Pension Insurance (Board of Pension Dues)      \$ \_\_\_\_\_

*If the pastor is part time or is paid less than the minimum basis on the more than the maximum basis for dues established by the Board of Pensions, other factors are involved in calculating the dues. The best way to determine Board of Pension dues in this case is to visit Board of Pensions webpage and use their calculator. It can be found at:*

<http://www.pensions.org/portal/server.pt?open=514&objID=449&mode=2>

Dues are paid to the Board of Pensions Benefit Plan of the PCUSA. Dues for 2013 are computed on the basis of 33% of the Effective Salary. The total dues of 33% consist of 11% for Pension, 1% death and disability benefits and 21% for Major Medical benefits.

**PRESBYTERY DOES NOT REPORT CHANGES TO THE BOARD OF PENSIONS.**

Church Treasurers are to report salary changes to the Board of Pensions by using Salary Change Form ENR-111 found in the Forms & Publications tab of the Board of Pensions.

<http://www.pensions.org/portal/server.pt>

- b. Study Leave /Professional Development Allowance (cumulative for 3 years)

\$ \_\_\_\_\_

This includes such items as tuition, room, board, and travel to study events. If this amount is not spent during the calendar or fiscal year it is cumulative for up to three years.

The Presbytery minimum is for 2013 is \$1450 for those ministers who do not attend the Presbytery of New Covenant Clergy Retreat. For those Clergy who do attend the Presbytery of New Covenant Clergy Retreat; expense allowance is \$1,700 annually, which includes the approximate cost of the Clergy Retreat of \$250.

NEWLY ORDAINED CLERGY shall participate in Entry into Ministry Events sponsored / supported by the Presbytery of New Covenant. Full provision shall be made for the actual cost for one year (approximately \$750) and the time needed to participate in these events.

**This means during a newly ordained teaching elder's first year, the study leave/professional development allowance should be at least \$2,450.**

**DO NOT SUBMIT: Worksheet is for calculation purposes ONLY.**

**2013 COMPENSATION WORKSHEET  
THE PRESBYTERY OF NEW COVENANT**

- c. Paid Study / Leave/Professional Development \_\_\_\_\_ weeks  
(cumulative for 3 years) Presbytery has set a minimum Study Leave / Professional Development to be 2 weeks that is cumulative for three years. Each week includes one Sunday. Continuing Education Leave is cumulative for up to six weeks.

**NOTE: Additional leave of three days will be granted only for participation in the New Covenant Presbytery Clergy Retreat (this leave is not cumulative).**

- d. Paid Vacation \_\_\_\_\_ weeks/ days  
Presbytery has set a minimum vacation for its church professionals as 4 weeks, which includes 4 Sundays.

- e. Other Paid Group Insurance \$ \_\_\_\_\_  
(premiums for group coverage provided by an employing organization to all employees are not included in effective salary.)

- f. Matching employer contributions to PC(USA) \$ \_\_\_\_\_ Retirement Savings Plan

- g. Reimbursement of Self-Employment Contribution Act \$ \_\_\_\_\_  
(SECA) tax obligations up to 7.65%  
(In order to encourage churches to help members pay these tax obligations, the Board of Pensions allows churches to exclude certain payments from Effective Salary.)

4. **ANNUAL REVIEW** will be held: (Date) \_\_\_\_\_

The Session will establish a review committee to meet with the Minister every twelve months to discuss:

- The congregation's expectations of the minister and how well he/ she meets those Expectations;
- The minister's expectations of the congregation and how well it (and its members) meet those expectations; and
- Adequacy of compensation.
- The review committee is encouraged to utilize the resources provided by the Committee on Ministry "Guidelines for Church Professional Evaluations."

[http://www.pbyofnewcovenant.org/forms/2008\\_01\\_Guidelines\\_for\\_Evaluations.pdf](http://www.pbyofnewcovenant.org/forms/2008_01_Guidelines_for_Evaluations.pdf)

5. **EFFECTIVE DATE** of Change of Terms of Call: (Date) \_\_\_\_\_

Minimum Terms of Call adopted by Presbytery November 2012.  
Revised by COM 11-09; 12/10/10; 10/22/12; 03/05/13

**DO NOT SUBMIT: Worksheet is for calculation purposes ONLY.**

**The Presbytery of New Covenant  
Compensation Report Form 2013**

*Please use the Compensation Report Form Worksheet before filling out this form.*

**Note: Compensation changes must also be reported to the Board of Pensions by using Form ENR-111**

Church Name and City \_\_\_\_\_

Minister's Name & Date Ordained \_\_\_\_\_

**If Part-Time, Indicate Fraction or Percentage of Full-Time** \_\_\_\_\_

**PART ONE: Compensation Subject to Board of Pensions Dues**

	<b>Existing Terms</b>	<b>New Terms</b>
a. Annual Cash Salary	\$ _____	\$ _____
b. Housing, Utility and Furnishings Allowance	\$ _____	\$ _____
c. Value of Manse (if provided)	\$ _____	\$ _____
d. Reimbursement of Self-Employment Contribution Act (SECA) tax obligations in excess of 7.65%	\$ _____	\$ _____
e. Other direct compensation/reimbursement	\$ _____	\$ _____
f. Other Allowances or Insurance Payments, including medical deductible/medical expense reimbursement allowances for additional insurance coverage for individual employees not paid through a group benefit plan .	\$ _____	\$ _____
<b>Total Effective Salary (1.a. through 1.f.)</b>	\$ _____	\$ _____

**PART TWO: Reimbursed Expenses**

a. Auto Allowance @ IRS Rate	\$ _____	\$ _____
b. Books, Professional Dues (NOT included in Study Leave Allowance)	\$ _____	\$ _____

**PART THREE: Benefits**

a. Board of Pensions Dues (Full Participation for 2013 is normally 33 % of effective salary)--(11% Pension, 1% Death & Disability; 21 % medical) SEE WORKSHEET FOR ADDITIONAL GUIDANCE ON BOP DUES).	\$ _____	\$ _____
b. Study Leave Allowance (cumulative for 3 years)	\$ _____	\$ _____
c. Paid Study Leave (Time is cumulative for 3 years)	_____ weeks	_____ weeks
d. Paid Vacation	_____ weeks	_____ weeks
e. Other paid group insurance	\$ _____	\$ _____
f. Matching employer contributions to PC(USA) Retirement Savings Plan	\$ _____	\$ _____
g. Reimbursement of Self Employment Contribution Act (SECA) tax obligation up to 7.65%	\$ _____	\$ _____

**PART FOUR: Annual Review**

Date Annual Review will be held: \_\_\_\_\_

**PART FIVE: Effective Date**

The Effective Date of Terms of Call (date): \_\_\_\_\_

Date of Congregational Meeting: \_\_\_\_\_

Moderator: \_\_\_\_\_ Clerk: \_\_\_\_\_

R 2-2103

**SUBMIT THIS FORM -- NOT THE WORKSHEET**

## The Presbytery of New Covenant

### Annual Review Report

[Due by July 1 in any year in which Compensation Report Form not filed, to verify that an annual review has been conducted]

*Church Name and City* \_\_\_\_\_

*Minister's Name & Date Ordained* \_\_\_\_\_

If a compensation report form containing the date of the annual review of the minister and the date of the congregational meeting considering the terms of call has not been filed by July 1 of any year, the moderator and the clerk shall file this report by July 1 for each minister:

**Date the session conducted a review of the pastor's terms of call review was conducted by a committee:**  
**(Book of Order G-2.0804)** \_\_\_\_\_

We certify that the terms of call meet or exceed the minimum requirements established by The Presbytery of New Covenant.

**Clerk of Session:** \_\_\_\_\_

**Moderator of Session:** \_\_\_\_\_

**Date of report:** \_\_\_\_\_

Committee on Ministry  
1110 Lovett Blvd., Houston, TX 77006-3824  
[sdarden@pbyofnewcovenant.org](mailto:sdarden@pbyofnewcovenant.org)

R 2-2013



# Congregational Resourcing Team

## March 16, 2013

G.3

### Church Officer Enrichment (COE)

The 2013 COE was held at Spring Branch Presbyterian on Saturday, Jan. 26 with 128 workshop leaders and participants in attendance. Representatives of 33 congregations participated in a day filled with a keynote address delivered by Rev. Henry Brinton on the *Roots and Fruits of Christian Hospitality* and 11 workshops. **The date of Jan. 25 has been set for the 2014 event.**

### Youth ministry

**Conclaves** The Presbytery's Youth Connection Council did an **OUTSTANDING** job planning and leading the 2013 Conclaves retreat weekends at Camp Cho-Yeh, February 22-24, and March 1-3. In attendance were 325 youth and adults and 60 PYCC leaders, representing 32 churches. Through dynamic worship, mission projects, singing, games, keynote and small groups, we explored the nature of God's love and learned how we can share that love with others, with "Love Like God Today" - 1 John 4:7-21 serving as the key scripture.

**Triennium** Our presbytery will send a delegation of 43 high school youth and 9 adults (representing 17 congregations) to the 2013 Triennium held at Purdue University in West Lafayette, IN, next July 16-20. A pre-trip gathering will be held on Saturday, April 6, at Northwoods PC, to enable the delegation to fellowship and discuss trip details. Our presbytery's delegation has received a \$1500 grant from the Synod of the Sun and a special offering will be taken at the March 16<sup>th</sup> presbytery meeting.

**Mission Trips** In conjunction with the Presbytery's Outreach Committee, NCP Youth Ministry is coordinating two youth mission trips to Austin, Texas. Our goal and purpose is to help coordinate mission opportunities for young people and build relationships between youth groups and churches while serving God and others. The trips are for junior and senior high youth and we require adult sponsors from their home church accompany them. One trip will be held in mid-June and the other in mid-July. Our host churches are University Presbyterian and Hope Presbyterian of Austin, TX. The mission work will encompass feeding the hungry, ministry to homeless youth and at risk children, clothes closet, food pantry, and community garden. As of Tuesday, March 05, we have nine churches participating (approximately 70 people).

### Presbyterian Women's Presbytery Coordinating Team (PWPCT)

**Spring Gathering** was held at First Presbyterian, Conroe as 155 women from 17 churches came together to worship and for fellowship. Rev. Dr. Andrew Dearman provided an excellent overview of Exodus and Deuteronomy, subject of the 2013-14 Horizons bible study. A style show and boutique was provided by the Assistance League of Montgomery County, the local mission gifts designee of PWCT in 2013. The global partner, Solar Under the Sun was recipient of the \$1700 offering.

Leadership for the coming year is as follows:

Moderator	Carol Davis, Grace PC, Houston
Moderator-Elect	Linda Taylor, Grace PC, Houston
Secretary	Betty Russell, Grace PC, Houston
Treasurer	Star Starling, First PC, Livingston
Mission, Justice & Peace Coordinator	Beverly Spencer, First PC, Bryan
Historian	Charlotte Etgen, First PC, Houston
Asian PW Moderator	Miriam Murthy, Southminster PC, Missouri City

Cluster Coordinators:

Carol Davis, #1	Grace PC, Houston
Janice Bradshaw, #2	First PC, Bryan
Marge Johnson, #3	Providence Church, Nederland
Sandy Denmon, #4 & #7	Atascocita PC, Atascocita
Cynthia Rogan, #5	New Hope PC, Katy
Sue Hyde, #6	First PC, Livingston
Nancy Vogt, #8	First PC, Conroe
Sandra Truxillo, #9	St. Philip PC, Houston
Linda Taylor, #10 & #12	Grace PC, Houston
Cindy Wightman, #11	Atascocita PC, Atascocita

The New Covenant PWPCT is delighted to host the triennial Synod Women’s Gathering at Grace Presbyterian Church on July 18-21. Registration and event details are on the presbytery website.

Regional training for Horizons Bible study leaders will be offered in August.

Saint Andrews, Beaumont	July 27	9:15 - noon
Spring Branch Presbyterian	August 8	9:30 - noon
First Pres., Angleton	August 9	9:30 - noon
Faith, Baytown	August 10	9:30 - noon
New Hope, Katy	August 16	9:30 - noon
Westminster, Nacogdoches	August 17	11:30-3 pm

## Weekday Ministries Conference

This event for Preschool, Day Care and Mother’s Day Out teachers and directors will be held July 30 – August 1. Registration information will be available in early May. For additional information contact Carrie Walker, [cwalker@byofnewcovenant.org](mailto:cwalker@byofnewcovenant.org). This year only the event will be held at Marriott Westchase Hotel at 2900 Briarpark.

**PRESBYTERY OF NEW COVENANT COMMISSIONING SERVICE FOR  
RULING ELDERS COMMISSIONED TO A PARTICULAR PASTORAL SERVICE**

*CALL TO DISCIPLESHIP*

We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

**The great ends of the church are the proclamation of the gospel for the salvation of humankind; the shelter, nurture, and spiritual fellowship of the children of God; the maintenance of divine worship; the preservation of the truth; the promotion of social righteousness; and the exhibition of the kingdom of Heaven to the world.**

The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is both a gift and a commitment, an offering and a responsibility.

The grace bestowed on you in Jesus Christ is sufficient for your calling because it is God's grace. By God's grace we are saved, and enabled to grow in the faith and to commit our lives in ways that serve Christ. God has called you to particular service. Show your purpose by answering these questions:

Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?

**I do.**

Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you?

**I do.**

Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?

**I will.**

Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?

**I will.**

Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?

**I will.**

Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciling of the world?

**I will.**

Do you promise to further the peace, unity, and purity of the church?

**I do.**

Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?

**I will.**

Will you be a faithful ruling elder in this commission, serving the people by proclaiming the good news, teaching faith and caring for the people, and in your ministry will you try to show the love and just of Jesus Christ?

**I will.**

To the members of presbytery, do we, as the Presbytery of New Covenant, accept these people as ruling elders commissioned to a particular pastoral service, chosen by God through the voice of this body to lead us in the way of Jesus Christ?

**We do.**

Do we agree to pray for them, to encourage them, and to respect their decisions, and to follow as they guide us, serving Jesus Christ, who alone is Head of the Church?

**We do.**

*COMMISSIONING PRAYER*

**Almighty God, in Jesus Christ you called disciples, and by the Holy Spirit, make them one church to serve you. Be with these ruling elders who are now commissioned to a particular service in your church. Fill them with your life. Help them to welcome new things you are doing in the world and to respect old things you keep and use. In their service, bring about what is best for us and for all people. Let your Holy Spirit guide them in love and service to Jesus Christ, who, having gone before us, is coming to meet us in the promise of your kingdom. Amen.**

*CHARGE*

You are commissioned as Ruling Elders to a Particular Service in the Presbytery of New Covenant. Whatever you do, in word and deed, do everything in the name of the Lord Jesus, giving thanks to God through him. --  
Colossians 3:17