



Addendum Report

November 9, 2013

Atascocita Presbyterian Church

Table of Contents

Revised Docket

3-4

Music

5

Committee on Ministry (D)

6-19

Committee on Preparation for Ministry (E) 19

General Council (F)

20

Congregational Resourcing (G.1)

22-25

Nominating (H)

26-29

Upcoming Events

30-32

Table of Motions

From Committee on Ministry (pg. 6)

A. The committee recommends and moves that **Teaching Elder Pamela A. Morgan** be granted Honorably Retired status effective January 1, 2014. (BIO Following the COM Report)

B. The committee recommends and moves that the Proposed Minimum Terms of Compensation for be approved. (Following the COM Report)

From Nominating (pgs. 26-29)

- A. To approve those nominated to serve as shown in the committee report.

The Presbytery of New Covenant

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

Stated Meeting – November 9, 2013

Atascocita Presbyterian Church, 19426 Atasca Oaks Drive, Atascocita, TX 77346
281/852-8990

This year’s theme – Revival

Offering: Pastor Special Needs Fund

9:00 Registration Opens Parlor
9:15 New Commissioner Orientation Library

Signs will direct you to a place available all day for prayer and meditation.
For your information, TE means Teaching Elder, and RE means Ruling Elder.

THE REVISED DOCKET Please silence all devices!

9:25 am Gathering Song “I Love Thy Kingdom, Lord”
9:30 am Call to Order and Opening Prayer Moderator, TE Winfield
“Casey” Jones

WORSHIP – Preaching today is Moderator Winfield “Casey” Jones

10:20 am Opening Business
Moderator and Stated Clerk

- Declaration of Quorum and Adoption of the Docket
- Welcome by Host Church – TE Jackie Hannan, Pastor
- 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
- Omnibus Motion (B.1)
- Moderator’s Remarks and Appointments
 - Tellers:
 - Nominations to Nominating Committee
Class of 2016
RE John Cronk, Houston, St. Thomas
RE Sabrina Hergert, Houston, Grace Houston
TE Robert (Bob) Murphy, Galveston, First
TE Steve Rehrig, Woodlands, Timber Ridge

10:35 am Ecclesiastical Affairs – Overture – “Supporting Middle East Peacemaking”

10:55 am CELEBRATION OF MINISTRY – Schreiner University RE Eldon
Sheffer

11:00 am **ORDER OF THE DAY - KEYNOTE** – Rev. Ray Jones
Coordinator for Evangelism Ministries, P.C. (USA)

11:55 am Blessing before the meal/Instructions

NOON FELLOWSHIP AT TABLE/OPEN SPACE CONVERSATIONS

1:00 pm Reconvening Hymn
"O For A World"

1:10 pm Candidate Preaching

1:45 pm Ministries Division
RE Jody Harrington

Congregational Resourcing – Church Officer Enrichment

CELEBRATION OF MINISTRY – CUPS
Flippin

Louise

Administrative Division
Jane Larkin
Finance
RE Celia Morgan
EAC – Parity Plan
Becky Downs

RE

TE

Committee on Ministry
Shelley Hernandez
1. Action Items

RE

CELEBRATION OF MINISTRY – CEDEPCA

TE Marie Mickey

Committee on Preparation for Ministry

TE Nora Fitch

Nominating Committee
Gayle Smith

RE

Report of General Council

RE John Jo

New Business (Only if submitted four days prior to meeting date, so it can be posted online 3 days prior)

Adjournment

(By rule of the presbytery, no later than 4:00 pm, unless the assembly votes by a 2/3 majority to extend beyond)

*Following adjournment, clerks will meet for session records review
in Classroom B.*

The next Stated Meeting of the Presbytery of New Covenant will be
Saturday, March 22, 2014 at Korean Central Presbyterian Church, Houston
14311 Park Row, 77084 www.kcpch.org

Postlude is the publication that highlights the events and business conducted at presbytery meetings. It will be posted on the presbytery's website:

Commissioners will receive an email notification when Postlude is available. Please share it with your sessions.

Comments and suggestions should be directed to Helen Wolf at



Committee on Ministry
Addendum Presbytery Report
November 9, 2013



I. Recommendations for Presbytery action

A. The committee recommends and moves that **Teaching Elder Pamela A. Morgan** be granted Honorably Retired status effective January 1, 2014. (BIO Following the COM Report)

B. The committee recommends and moves that the Proposed Minimum Terms of Compensation for be approved. (Following the COM Report)

II. Actions taken on behalf of Presbytery at the meeting on November 5, 2013

A. Teaching Elder Chelsea Chiu (Chiung-yuan Chiu) (Statements of Faith following the COM Report) (This information will also be in the 3/22/14 Presbytery Meeting Packet) COM sustained her examination on 11/5/13; 10/ 26/13 Committee on Examination sustained the examination, called to serve as pastor of Grace Taiwan Presbyterian Church, Houston effective 2/1/14, contingent upon a demonstration of theological understanding of the Reformed faith to a representative of the PC(USA), identified by the Presbytery of New Covenant, who is fluent in Taiwanese, and with the expectation of completion with a passing grade of a course in the polity of the PC(USA) within two years. Committee on Examinations was satisfied that the contingent was met. COM approved terms of call 10/1/13.

<i>Salary</i>	<i>\$22,779.20</i>
<i>Housing, Utility Allowance</i>	<i>13,574.85</i>
<i>Other direct compensation/reimbursement</i>	<i>3,153.97</i>
<i>Other Allowance or Insurance Payment</i>	<i>2,391.97</i>
<i>Auto/Travel Expenses</i>	<i>2,400.00</i>
<i>Books, Professional Dues, etc</i>	<i>1,200.00</i>
<i>Cell Phone Allowance</i>	<i>1,400.00</i>
<i>Board of Pensions Dues</i>	<i>14,157.00</i>
<i>Study Leave Allowance</i>	<i>2,400.00</i>
<i>Study Leave</i>	<i>2 weeks</i>
<i>Vacation</i>	<i>4 weeks</i>
<i>Moving Expenses</i>	<i>yes</i>
<i>Annual Review</i>	<i>Dec 1, 2014</i>

Ordained: March 9, 1994; Transferring from: Presbyterian Church Taiwan

Formal Education: Taichung Chung/Tai Jr. College of Medical Tech. (Nursing) 1979 – 1983

Tainan Theological Seminary, BA 1983 – 1987

Tainan Theological Seminary, MDiv 1987 – 1990

Taipei Fu- Jen Catholic University, Master program of the Department of Religious Study 2005

Taiwan Theological Seminary, DMin course 2009

B. Teaching Elder Shelley Craig, Honorably Retired (Statement of Faith follow the COM Report): Committee on Examination sustained the examination on 10/26/13; COM sustained the examination of Committee on Examination and transferring membership from Northern Kansas Presbytery

Ordained: 3/14/98

Formal Education: Vanderbilt University, BA 1972

- C. Granted Subcommittee chairs permission to approved actions until 2/4/14 COM meeting.
- D. Approved second reading of the Temporary Pastoral Relationship Contract (Following COM Report)
- E. Approved New Church Development/New Worshipping Communities Pastor Contract (Following COM Report)
- F. Approved that COM considers an Involuntary Dissolution Policy to cover all installed pastors, including those who choose to remain with PC(USA) when their church chooses to leave the denomination.
- G. Approved to refer to General Council the matter of the issue of pastors left behind by churches that leave the denomination by the Gracious Reconciliation and Procedure for their consideration.
- H. Approved request from Teaching Elder Bryan Kile to be put on the Pulpit Supply List
- I. Approved Annual Report from Teaching Elder Carroll Pickett HR
- J. Approved Parish Associate Covenant
 - 1. Between Navasota, First and Teaching Elder Victor Dindot
 - 2. Between Houston, Pines and Teaching Elder Belinda Koenig
- K. Granted permission to Labor in the Bounds of New Covenant Presbytery
 - 1. Teaching Elder David Evans member of Mission Presbytery to officiate at wedding on 10/19/13
- L. Received Annual Compensation Review Report
 - 1. Between Teaching Elder Scott Cummings and Pearland, Peace - additional information concerning current (2013) and proposed (2014) terms of call to be requested.
- M. Approved renewal of Interim Pastor Contact
 - 1. Between Teaching Elder Helen Rose Moore and Webster as Interim Pastor for 12 months, 1/1/14 – 12/21/14

<i>Base Salary</i>	<i>\$35,000.00</i>
<i>Housing Allowance</i>	<i>25,000.00</i>
<i>Social Security Supplement (under 8.24%)</i>	<i>5,150.00</i>
<i>Board of Pensions contribution</i>	<i>21,875.00</i>
<i>Flexible Medical Account</i>	<i>2,500.00</i>
<i>Vacation (including days off) Deferred</i>	<i>4 weeks</i>
<i>Vacation (included days off)</i>	<i>4 weeks</i>
<i>Auto by Mileage Record (@ IRS allowed rate</i>	<i>4,000.00</i>
<i>Books, Professional Expenses</i>	<i>1,000.00</i>
<i>Cell Phone Expenses</i>	<i>1,200.00</i>

<i>*Prof Development Allowance</i>	<i>1,700.00</i>
<i>*Prof Development Leave</i>	<i>2 weeks</i>

N. Approved renewal of Commission Ruling Elder Contract

1. Between Ruling Elder Debbie Battise Kleinman and Livingston, Indian for one year, 10/31/13 – 10/31/14. And granted the following functions: Baptism, Lord’s Supper, Moderator Session, Voice at Presbytery Meeting; Vote at Presbytery Meeting and Perform Marriages.

<i>Salary</i>	<i>\$12,000</i>
<i>Mileage @ IRS Rate</i>	<i>4,000</i>
<i>Study Leave Allowance</i>	<i>1,000</i>
<i>Study Leave</i>	<i>2 weeks</i>

O. Approved Transfer of Membership

1. Mark L. Cooper, HR to Tres Rios Presbytery effective 11/5/13

P. Received a letter as information from Sharon Gazaway to Jasper, First Church regarding ending her contract as of 12/31/13.

Q. Approved MIFs

1. The Woodlands – Associate Pastor
2. Galveston, First – Pastor

III. FOR YOUR INFORMATION

- A. Committee on Ministry met on November 5, 2013
- B. Committee on Examinations met on October 26, 2013
- C. Presbytery Open House – Thursday, December 5, 2013, 11 – 2 pm

Statement of Faith

Rev. Shelley Craig

I believe.....With playful imagination and incredible love, God, the Source of all that is and will be, created all and called it good. In this goodness and being created in God’s image, we’re called to partner with God in calling forth goodness through service and our re-creative energies. Because we continue to mar this image, God calls us to repent, turn away from sin, and in confessing our very real humanness, we receive mercy beyond measure. In initiating covenant after covenant, steadfastly-loving God continues to call us back. In recognizing our own weaknesses and addictions, we can choose to act out of our dependence on God’s grace.

To help us know God, Jesus the incarnate Christ came among us, healing, teaching, and preaching - challenging us. As our mediator and counselor, we walk alongside the Son into the light. Through the passionate power of the Holy Spirit we can be transformed into people with faith in the power of God to raise Jesus from the dead – the ultimate sacrificial covenant. With our doubts we can delve more deeply into our ongoing walk of faith. With both faith and doubts, we’re kin in the kingdom partially realized here on earth - to be fully realized in life beyond this life.

With the flames and winds of Pentecost, God breathed light and life into the church. Within our particular family of faith, we receive the sacraments of communion and baptism as channels of God's invisible grace made visible. As we die with Jesus in the waters of baptism, so too are we raised to new life with his resurrection. As we sit at Table with our Host, we are drawn into the mystery of communion with our Lord and Savior. As we are washed, fed, and blessed we are charged to go out into the world boldly proclaiming how and where the Holy Spirit whispers, shouts, breathes, nudges, pushes, and pulls us on a daily basis. Where and how our passions erupt, there we will find our specific call to challenge injustice, care for creation, love the lost/least/lonely, comfort the broken, and seek reconciliation among those we would call "other."

The mutuality of the Trinitarian Godhead is our model for fellowship with one another. As they dance in equal and all-knowing-ness among themselves, so too are we to dance, pray, play, worship, teach, and reach out to one another.

In this ongoing dance, we can shout for joy that God claims us, names us, and calls us children. Isaiah 43: 1-2a ("Thus says the Lord, he who created you,...do not fear, for I have redeemed you; I have called you by name, you are mine. When you pass through the waters, I will be with you and through the rivers, they shall not overwhelm you") marked the beginning of my call to ministry. In this dance, my identity unfolds over time and in God's time. In this dance, as Christ follower, I shout my alleluias.

Chiung-yuan Chiu(Chelsea Chiu)

When I was young, I followed the faith of my family until I met the Lord Jesus. As it is stated in Psalms 1:2-4 I would like to say that my delight is in the law of the LORD; and in his law, I really like to meditate day and night.

I wish to be like a tree planted by the rivers of water, that yields the fruit in season and the leaf does not wither; and whatever I do shall prosper. The LORD knows the way of my life. He is my Guide and righteousness.

Until I meet the Lord Jesus as stated in Psalms 65:11, I believe that He is the great Grace in my life. I just follow Him who crowns the year with God's goodness; my paths overflow with abundance. He is the gracious Lord. Until I meet the Lord Jesus as stated in Psalms 65:2, I believe that He Is the One who hears prayers of all human beings whose faces are turned towards Him. When I confess my sins, He forgives my transgressions. He is the healer.

Until I meet the Lord Jesus as stated in 2 Samuel 22:3, I really understand that He is the God of my rock; in Him will I trust: He is my shield, and the horn of my salvation, my high tower, and my refuge, my savior; He will save me from violence. He is my Savior.

Until I meet the Lord Jesus as stated in the Genesis 24:7,40, He will send His Holy Spirit before me, He will send His peace with me and make my journey with Him prosperous.

BIO

The Rev. Pamela A. Morgan, PhD

A child of an unwed teenage mother, working on my own since age 11, that is until my mid 20's, while homeless, I met a very persistent Baptist lady. To get her off my back I promised her I would attend a Sunday worship service. I did. Clear Lake Presbyterian warmly welcomed me with no strings attached. Soon after, I joined the church and became their first Candidate for Ministry in Brazos Presbytery. Little did I know that I would become a trailblazer for women in ministry. I graduated from Centenary College, Shreveport, LA; attended Louisville Presbyterian Seminary, became ordained at Memorial Drive Presbyterian Church under the pastoral leadership of the Rev. Dr. Jim Wharton. I participated in two summer events that impacted my life forever: study at Harvard with Dr. Lawrence Kohlberg, study at Grailville with the women of Grail and the Rev. Dr. Katie G. Cannon.

My life is filled with wondering how come. To discover some more answers and generate more questions; I completed my PhD in Educational Psychology at the University of Houston with my dissertation on the faith development of women in crisis under the guidance and help of Dr. Dov Liberman, Dr. James W. Fowler and Dr. Rae Langford.

My ministry is filled with opportunities of grace. I have served as Director of Therapy and Pastoral Care for Women's Home, a halfway house in Houston; Parish Associate at St. Phillip Presbyterian Church under the pastoral leadership of the Rev. Bill Forbes and the Rev. Joe Rand; Pastor of Indian Presbyterian Church, and Interim Pastor for various New Covenant Presbytery churches including St. Luke's Presbyterian and Trinity Presbyterian - Port Neches. I am currently the Dean of The Institute for Pastoral Studies.

While volunteering in our denomination I did my best to do no harm. I have served on and chaired many committees for New Covenant Presbytery and Synod of the Sun. I have been a past Commissioner to the Synod of the Sun and General Assembly. I was honored to be a Moderator of New Covenant Presbytery.

I was touched to be chosen as managing editor to *Rising to the Risk: Stories of Small Congregations Embracing the 21st Century*, PCUSA book that includes my epilogue prayer: "God of the few left..."

I am the past Editor of: The Small Church Page of the Synod of the Sun newspaper; the national Association of Presbyterian Interim Ministry Specialists (APIMS) Bridge newsletter and handbook; and the international Journal of the Interim Ministry Network (IMN). I have contributed numerous articles to the Presbytery of New Covenant newsletter.

Teaching for me is to encourage student understanding. I have taught graduate and undergraduate students as a Visiting Professor at the University of Houston; as well as teaching graduates at Texas Woman's University. I have published articles in academic journals and presented research at both national and international research conferences focusing on how children and adults develop and make meaning and sense out of life.

I look forward to retirement. I plan to continue my active involvement in the world of iPads, computers, internet, design and implementation of web sites, distance education, and all things geeky. Do you need an online or DVD course created? Check out my webmaster work at goldentriangleemmaus.org. I plan to enjoy my pets and all their antics. Ask me about Ollie, Lil Bit or Punkin?

My own special thanks to some remarkable and caring Presbyterians: Dr. A. B. and Lela Rhodes, Carol Harris and family, Dr. Rae Langford, Jeanne West, Eula Battise, Cora Sylestine, Dr. Anne Young, and the Rev. Lynn Johnson. My gratitude goes out to all the strong women in my life and the congregations who nurtured and taught me how to improve and learn from my mistakes. Thank you all for caring and believing in me and my ministry.

I leave as my challenge to all of us who minister: *What does the Lord requires of us? -- To act justly and to love mercy and to walk humbly with our God.* Micah 6:8

**Presbytery of New Covenant
Contract for Temporary Pastoral Relationship
(New or Renewal)**

----- Church, of
-----, Texas, at a duly called Session Meeting on
-----, conforming with the Book of Order, voted to approve the
new/renewal (circle one) contract for Temporary Pastoral Relationship with the Rev.
----- as follows, and
requests the approval of the Committee on Ministry (COM) for one year beginning
-----.

The Temporary Pastoral Relationship is:

Interim _____ Stated Supply _____ Parish Associate (with remuneration) _____
Parish Associate (without remuneration) _____ Other

This contract is: Full Time _____ Part time _____ at $\frac{3}{4}$ time _____ $\frac{1}{2}$ time _____ $\frac{1}{4}$
time _____

NOTE: Ordinarily an interim contract is for one year. The exception to this is if a congregation is considering, or has approved, using the Designated Pastor search process. In this case, a six month contract may be submitted to COM for approval. A six month contract may contain a 30 day notice clause for termination, rather than 60 days. (Approved by COM: May 2010)

The minister meets the following requirements:

1. Is an ordained Teaching Elder in the P.C.(USA) Month/Year Ordained

2. Is a member in good standing of ----- Presbytery,

Synod of _____.

3. If not a member of Presbytery of New Covenant, granted permission to labor within the bounds by COM _____
4. If not ordained in the P.C.(USA), in what denomination?

5. Has completed Interim Pastor Training (attach verification with Addendum)
6. If has not completed the Interim Pastor Training, what is the deadline for its completion?

TERMS

- A. Any Party to the contract (Pastor, Session or COM) shall provide the others a minimum of 60 days-notice of a request for termination of a 12 month contract, 30 days for a 6 month contract.
- B. The vote by the congregation to extend a call to a candidate shall constitute notice of contract termination.
- C. A new contract shall be negotiated by the Session and the Temporary Pastor no less than 60 days prior to the expiration of this contract (30 days for a 6 month contract). The negotiation shall include both the relationship and the duties of the Temporary Pastor and the compensation and length of service of the new contract. The new contract shall be reviewed by the Committee on Ministry and become effective only upon their approval.
In no case shall the parties continue employment under the terms of the old contract past the expiration date. Only in extraordinary cases shall the term of the new contract be less than 6 months.
- D. Should the COM terminate this contract for cause before the end of its term, financial obligations of the session shall continue for 30 days from the notice of termination by COM.
- E. FOR INTERIM PASTORS ONLY: Should the Session terminate this contract without cause before the end of its term, the Session agrees to continue payment of the salary, including all benefits for 90 days, following notice or until the date of the Temporary Pastor's new assignment, whichever comes first. If the contract is a 6 month contract, benefits will continue for 60 days following notice.
- F. FOR INTERIM PASTORS ONLY: Should the Interim Pastor terminate this contract for any reason before its term, the Session shall not be obligated financially beyond the period of notice (unless stipulated otherwise in the Addendum). The Session shall not be required to provide compensation or benefits beyond the last day of work. The total of remainder in vacation days shall be added to the last day of work for compensation.
- G. FOR INTERIM PASTORS ONLY: Should the Session decide not to draw a new contract at the end of the current agreement, it is obligated to give notice and pay

compensation for 60 days from written notification to the pastor, or to the term of the contract, whichever comes later. This does not apply to 6 month contracts.

1. For any termination of the contract for any reason other than the vote of the Presbytery to call an installed pastor, the Session and Interim Pastor shall provide the Committee on Ministry with written notice, including any terms of severance, in a mutually signed document no later than 14 days from notice.
 2. Additional payment of Board of Pension benefits (Medical and/or Retirement, for a period of time after termination of compensation, may be specified in the Addendum.
 3. Terms of this contract may be amended only by written approval of the Session, the Interim Pastor, and the Committee on Ministry.
- H. FOR PARISH ASSOCIATES: The Parish Associate is nominated by the pastor. The relationship is formalized by the Session, and reviewed and endorsed by the COM annually. The Parish Associate relationship is dissolved upon dissolution of the pastor-congregation relationship. Former Parish Associates may remain within the fellowship of the congregations they have served as Parish Associates, but in doing so they will abide by the guidelines for ministerial conduct approved by the COM and the Presbytery of New Covenant. Any proposed Parish Associate covenant with remuneration, or renewal of such a covenant, must be submitted to COM for approval at least 30 days prior to its effective date.

GENERAL CONDITIONS

- A. The Temporary Pastor ORDINARILY shall NOT be eligible for a call to be installed as the Pastor of this church.
- B. During the term of this agreement, the Temporary Pastor will be accountable to the Presbytery through COM. Accordingly, a Temporary Pastor is not to be involved in an action of the congregation to leave the P.C. (USA) either by initiating, supporting, or encouraging the action or becoming part of the discernment team for the congregation served by the Temporary Pastor. If a session enters into official discussions regarding denominational affiliation during the tenure of a Temporary Pastor who serves as moderator, the COM will appoint an alternate moderator for the purpose of facilitating all discussions related to the denominational affiliation. (From "A COM Policy for Those Serving in Temporary Pastoral Relationships in the Presbytery of New Covenant", Approved by COM Sept., 2013)
- C. At the end of the contract, the Session agrees to provide a performance review.
- D. It is understood that should the Temporary Pastor have any serious differences or difficulties with any former Pastor of this congregation, the matter will be referred to the Presbytery's COM.
- E. The Temporary Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the Session and congregation about their progress.

RESPONSIBILITIES AND SPECIFICATION OF PASTORAL DUTIES

Obviously, Sessions will vary widely in the duties required of Temporary Pastors, particularly in light of full time or part time work, and the needs of the congregation. *This listing provides a sample that may be sufficient in some cases, and may be a starting point in others.* Clarity of expectation from the beginning avoids confusion later.

The Temporary Pastor may be responsible for providing pastoral duties as indicated in this position description:

1. Plan, lead, and preach in Sunday worship and in other services as appropriate. Arrange for pulpit supply and leadership of worship on Sunday's not present.
 2. Provide pastoral care to the sick and homebound as time permits.
 3. Officiate at weddings and funerals as requested.
 4. Plan and moderate Session and congregational meetings.
 5. Work with Session, committees and church organizations to assist them in carrying out their assigned work.
 6. Train newly elected officers in conjunction with staff and selected members.
 7. Perform other administrative duties as requested (i.e. assist in preparing bulletins, newsletters, etc.)
 8. Supervise the various staff members with the Personnel Committee.
 9. Exercise general oversight of church facilities through the Session.
 10. Represent the congregation with Presbytery, church and community organizations.
- FOR PARISH ASSOCIATES: Parish Associates offer to congregations their gifts and commitments as a complement to the pastoral services provided by pastors and associate pastors.

COMPENSATION

<p>A. Effective Salary Base Salary(can include 403(b)(9) employee deferral) \$ _____ _____</p> <p>Housing Allowance \$ _____ _____</p> <p>403(b)(9) Employer Contribution (accrues BOP Credits) \$ _____ _____</p> <p>Other \$ _____ _____</p>	<p>C. Board of Pension Dues Effective Salary X requisite BOP rate \$ _____ _____</p>
<p>B. Reimbursements Travel (per IRS rate) \$ _____ _____</p> <p>Training (Study Leave) \$ _____ _____</p>	<p>D. Non Cash Compensation Vacation @ 4 weeks (includes Sundays) Study Leave @ 2 weeks (includes Sundays)</p>

<p>----- Telephone \$----- ----- Books/Professional Expense \$----- ----- 403(b)(9) Employer Match (No Pension Credits) \$----- ----- Other \$----- -----</p>	<p>Clergy Retreat @ 3 days = +\$250 to Study Leave</p>
<p>TOTAL COMPENSATION (A + B) \$----- ----- (must meet Presbytery's Minimum Terms of Call)</p>	<p>TOTAL FINANCIAL PACKAGE (A + B + C) \$----- -----</p>

The undersigned agree to the aforementioned conditions of employment:

Temporary Pastor Signature Date

Pastor Printed Name Contact Information (phone/email)

Clerk of Session Signature Date

Clerk of Session Printed Name Contact Information (phone/email)

COM Representative Signature Date

COM Representative Printed Name Contact Information (phone/email)

**PRESBYTERY OF NEW COVENANT
NEW CHURCH DEVELOPMENT/NEW WORSHIPPING COMMUNITIES
PASTOR CONTRACT**

This contract between the Rev. _____ and the Presbytery of New Covenant is for the purpose of providing services as listed below to the Presbytery.

MINISTRY MISSION

To design and prepare for a Presbyterian New Church Development OR New Worshipping Community, to be called _____.

ELEMENTS

The Rev. _____, a member of _____
Presbytery will:

1. Serve as Pastor/Evangelist to the above noted Ministry.
2. Work with the Ministry Task Force to develop a mission design for the new congregation and include projecting leadership and facility needs.
3. Be responsible for weekly Bible study leadership with individuals who can serve as the core of the new congregation.
4. Be responsible for weekly worship leadership, preaching, pastoral counseling and evangelism leadership to the Ministry.
5. Seek on-going coaching from a trained NCD coach
6. If not a member, work toward becoming a member of Presbytery.

GOALS FOR THIS MINISTRY

To become a fully organized, self-supporting Presbyterian Church by:

- Drawing people into the faith community and encouraging them to become followers of Jesus Christ in the reformed tradition.
- Developing leaders for the varied works of the Ministry.
- Establishing record keeping procedures as required by presbytery.
- Adhere to the presbytery's Guidelines for New Church Development.

ACCOUNTABILITY

During the length of this agreement, the Pastor/Evangelist will:

- Be accountable to the New Church Development Committee through the NCD Liaison person.
- Meet monthly with the Task Force/Steering Committee to report on the work of the Ministry and receive direction and support.
- Attend meetings of the New Church Development Committee as requested.
- Provide written updates and reports to the NCD Committee as required.

DURATION & TERMINATION

This agreement is for **full time** _____ /**part time work** _____ for a period of 12 months beginning _____ **through** _____. This agreement may be terminated by the Pastor/Evangelist or by the New Church Development Committee upon 30 days dated written notice. Upon receipt of such notice, salary and benefits shall be honored and prorated until the final date of termination. This contract may be extended in twelve-month periods with possible adjustments in the terms and conditions. At the conclusion of the agreement, the Pastor/Evangelist agrees to provide an evaluation of this Ministry.

COMPENSATION

The New Church Development committee of New Covenant Presbytery may not be able to offer financial assistance. If the Pastor/Evangelist is employed **Full Time** ____ / **Part Time** ____ s/he will be compensated as follows:

<p>A. Effective Salary</p> <p>Base Salary (includes 403b9 employee deferral) \$ _____ —</p> <p>Housing Allowance \$ _____ —</p> <p>403b9 Employer Contribution (accrues BOP Credits) \$ _____ —</p> <p>Other \$ _____ —</p>	<p>C. Board of Pension Dues</p> <p>Effective Salary X requisite BOP rate \$ _____ —</p>
<p>B. Reimbursements</p> <p>Travel (per IRS rate) \$ _____ —</p> <p>Training (Study Leave) \$ _____ —</p> <p>Telephone \$ _____ —</p> <p>Books/Professional Expense \$ _____ —</p> <p>403b9 Employer Match (No Pension Credits) \$ _____ —</p> <p>Other</p>	<p>D. Non Cash Compensation</p> <p>Vacation @ 4 weeks (includes Sundays)</p> <p>Study Leave @ 2 weeks (includes Sundays)</p> <p>Clergy Retreat @ 3 days = +\$250 to Study Leave</p>

\$ _____ —	
TOTAL COMPENSATION (A + B) \$ _____ — <i>(must meet Presbytery's Minimum Terms of Call)</i>	TOTAL FINANCIAL PACKAGE (A + B + C) \$ _____ —

AGREED AND ACCEPTED BY

Pastor's Signature _____ Date _____

Printed Name _____

Contact Information (phone/email) _____

Chairman, NCD or NCD Task Force _____ Date _____

Printed Name _____

Contact Information (phone/email) _____

Date Approved by NCD Committee _____

Date Approved by Committee on Ministry _____

Date Submitted to Personnel & Operations _____

Cc: Forbes Baker, Sharon Darden

Minimum Terms of Compensation for Teaching Elders, 2014

PART ONE: Compensation

Experience

Newly ordained	\$41,900
1 year experience	\$42,700
2 years experience	\$43,200
3 years experience	\$43,800
4 years experience	\$44,300
5 years experience	\$44,800
6 years experience	\$45,300
7 years experience	\$46,000
8 years experience	\$46,500
9 years experience	\$47,100
10+ years experience	\$48,700

[Compensation consists of salary plus housing and utility allowance as well as Social Security Supplement 8.25%]

Part-time calls are to be prorated in accordance with the fraction of full-time service the call represents.

PART TWO: Reimbursed Expenses

Automobile Expenses—to be reimbursed at the IRS standard rate of compensation.

PART THREE: Benefits

a. Pension/Medical Dues

Full participation in the denominational Pension and Major Medical Insurance Program: 35.0% of the Total Effective Salary.

b. Study Leave

Study leave is two weeks (*including 2 Sundays*) with expense allowance of \$1,450 annually, accumulative for 3 years.

For those clergy who attend the Presbytery of New Covenant Clergy Retreat: Study leave is two weeks (*including 2 Sundays*), *plus 3 days*, with expense allowance of \$1,700 annually, accumulative for 3 years. This includes an additional allowance of \$250 for the Clergy Retreat and additional leave of three days (this leave is not cumulative).

Newly Ordained Clergy are strongly encouraged to participate in the Presbytery of New Covenant Clergy Retreat for the first three years of ministry.

c. Paid Vacation

Paid vacation for four weeks (includes 4 Sundays).

d. Actual Moving Expenses (where applicable).

NOTE: Study leave and vacation are not prorated for part-time calls or contracts. Study leave and vacation may be prorated for limited term calls or contracts.

PART FOUR: Annual Review

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 s/he 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]

The session shall report to the Committee on Ministry, not later than July 1 of each year, the date on which the annual review was conducted, and the date of the congregational meeting at which the revised terms of call were approved.

(NOTE: A change in the contribution amount to the Board of Pensions is viewed by the Committee on Ministry as a change in compensation and congregational approval of such change is required.)

Committee on Preparation for Ministry

E

I. Actions taken on behalf of Presbytery at the November 2, 2013 Meeting

- A. Approved Annual Consultation for Luke Gordon (Houston, Memorial Drive) and that he continue in the process.
- B. Granted Luke Gordon (Houston, Memorial Drive) permission to take all of the ordination exams.
- C. Approved that Joshua Silva-Noah (Houston, Heritage) is required to do a CPE.
- D. Approved assessing Becky Provence Prichard (Houston, Memorial Drive) ready to receive a call.

General Council



- I. Actions taken on behalf of the presbytery at its meeting on October 29:
 - A. To approve a Continuing Spending Resolution for the first three months of 2014 at 2013 levels until such time as the 2014 budget is passed.
 - B. To approve a proposal to review our core identity vision and mission, and to fund it from the refund of a New Life grant (which was returned by St. Giles).
 - C. To give permission to the Evangelism & Renewal and New Church Development committees to explore the possibility of merging.

Congregational Resourcing Team

G.1

Reports of Activity for 2013

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.**

Presbyterian Women's Presbytery Coordinating Team (PWPCT)

Spring Gathering was held at First Presbyterian, Conroe as 155 women from 19 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, received the \$1700 offering.

Elected Leadership for the 2014/15 year is as follows:

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

Cluster Coordinators:

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

The New Covenant PWPCT hosted the triennial *Synod Women's Gathering* at Grace Presbyterian Church on July 18-21. 207 registrants attended from across the 11 presbyteries that make up the Synod. New Covenant had 64 registered for the event which included worship, workshops, fellowship and entertainment. Star Starling (RE, First Livingston) chaired the planning team, Beverley Spencer (RE, First Bryan) served as Registrar and Carol Davis (RE, Grace) served as Host Church Coordinator. Fifty seven New Covenant Women served in some volunteer capacity making our guests welcome.

Regional training for Horizons Bible study leaders was offered in July and August. There were 35 churches represented and 151 attended the training events.

2013 Training Locations:

Saint Andrews, Beaumont	July 27
Spring Branch Presbyterian	August 8
First Pres., Angleton	August 9
Faith, Baytown	August 10
New Hope, Katy	August 16
Westminster, Nacogdoches	August 17

Plans are currently being finalized for 2014 training sessions.

2013-2014 Presbytery's Youth Council (PYCC)

- *Conclaves 2013* were held 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.
- *"On the Road Again..." Summer Youth Adventures:* Numerous youth groups from our presbytery took to the road this summer for adventures in faith and mission. Ten of those churches comprising of seventy five youth and adults joined forces and ventured to Austin, Texas, for a week of mission with the homeless, hungry and impoverished. FPC Sugar Land, St. Thomas PC, Houston, St. Andrew's PC, Beaumont, FPC Dickinson, Faith PC, Baytown, Young Nak Korean Presbyterian, St. Paul's PC, Needville, New Hope PC, Katy, and Community of the Servant Savior PC, Houston, Westminster PC, Houston.
 "The work and fellowship touched many lives – of those served and those serving! We are hopeful that the Presbytery will sponsor more opportunities like this in future years!"

Upon return, one of the youth participants asked, "Where are we going next year?" Great question! Our Youth Council will be busy this fall planning

mission opportunities for Summer 2014, so stay tuned for more information!

- *Triennium*: July 16-20, our presbytery sent a delegation of 51 youth and adults, representing 17 congregations to the Presbyterian Youth Triennium, an international gathering of Presbyterian young people held every three years. Our delegates engaged in a week of worship, mission, Bible study, small groups and recreation, centered on the theme of “I AM” and met 5,300 new friends! Our presbytery was also represented by two small group leaders, one work crew member, and the Native American delegation from Livingston.
- *Youth Night at the Ballpark & David Crowder Band concert*: On September 14th 138 youth and adults representing 10 churches in our presbytery enjoyed an evening of Astros baseball, fellowship, and a concert by the David Crowder Band. It was a great way for youth to make new Presby friends and reconnect with friends made at other presbytery events and camps. It was also an opportunity for youth workers to meet and connect.
- *“Getting Unhooked” Drug Prevention Seminar*: September 28 for Youth & Parents at ChristChurch Presbyterian, Bellaire
- *YOUTH RALLY, Sunday, Oct. 20 - 11am – 2pm, FPC Sugar Land*. The PYCC led a full Presbyterian worship service with two youth preaching. Then we enjoyed lunch on the lawn, followed by games, energizers, and a hands-on mission project. The 225 youth and adults in attendance packaged 582 care boxes for the Seafarers ministry.
- *November 2 – Youth Worker Gathering*

Weekday Ministries Conference

This event for Preschool, Day Care and Mother’s Day Out teachers and directors was held July 30 – August 1, at Marriott Westchase Hotel at 2900 Briarpark. The event drew 1010 total participants who were inspired by outstanding keynoters and 60+ workshops. *Dates for 2014 are August 26, 27, 28.*

Nominating Committee



Note of explanation: The By-Laws of the Presbytery of New Covenant call for nine (9) people, but no fewer than seven (7), to serve on the Permanent Judicial Commission. The Book of Order states that the terms of service shall be six (6) years. Our Permanent Judicial Commission currently has four (4) people in the class of 2014, and three (3) in the class of 2016, which totals seven (7). There is no one in the class of 2018.

This year, we propose electing two (2) people to the Permanent Judicial Commission. Both will serve in the Class of 2018. Additionally, we will hold one vacancy for 2018. When the Class of 2014 term ends, we will nominate someone to fill that vacancy. We will also nominate three (3) people to the class of 2020. That will result in a total of nine (9) people serving on the Permanent Judicial Commission with three (3) in each class. The term of service begins in an odd numbered year, and would be elected typically at the end of the even number year preceding.

2014 MODERATOR: RE John Jo – Houston, Korean Central

2014 MODERATOR ELECT: TE Laurey Murphy – Houston, Spring Branch

Administrative Division (AD) - Steering

2014 RE Jane Larkin – Houston, St. Philip, Chair

2014 RE Jim Hegenbarth – Houston, MDPC, Vice Chair

AD - Center Operations

2014 RE Gail Northern – Houston, Pathways, Chair

2016 RE Gail Northern – Houston, Pathways

AD/Ecclesiastical Affairs

2014 TE Becky Downs – Houston, John Knox, Chair

2016 TE Becky Downs – Houston, John Knox

2014 ?

AD/Finance

2014 RE Don Murray (2014) – Baytown, Faith, Chair

2014 RE Dave Johnson (2015) – Houston, Clear Lake, Vice Chair

2016 RE Celia Morgan – Houston, St. Philip

2016 RE Cathy Bliton – Katy, New Hope

AD/Personnel

2014 TE Fred Seay (2015) – Sugar Land, First, Chair

2016 RE J.O. Dravis – Mo. City, Southminster

2014 RE Ginger Benfield – Houston, MDPC

Committee on Ministry (COM)

2014 TE John Hirling – Houston, Westminster, Moderator

2014 RE Dick Black – Galveston, First, Vice Moderator

COM/Calls and Contracts

2014 RE Mike Marcotte (2014) – Houston, Pines, Chair

2014 TE David Northcutt (2013) – Mo. City, Southminster, Vice Chair
2016 RE Nancy Hamilton – Houston, St. Thomas
2016 TE Tracy Williams – PNC At Large
2016 TE Craig King – Alvin, First
2016 RE Bob Patterson – Houston, St. Andrew's
2015 RE Oliver Aldridge – Houston, MDPC
2015 RE Jeff Corbett – Waverly, Waverly
2015 TE Ted Foote – Bryan, First

COM/Congregational Life

2014 TE Linda Herron (2015) – Houston, St. John's, Chair
2014 RE Chuck Johnson (2014) – Houston, St. Philip, Vice Chair
2016 TE Robert Ferguson – HR
2016 RE Doug Gehrman – Houston, MDPC
2016 ?
2016 ?
2015 RE Steve Haskins – Pasadena, First
2014 TE Helen Rose Moore – Webster, Webster

COM/Examinations

2014 RE Greg Feigh – Houston, Pathways, Chair
2014 TE Jim Currie (2015) – Pasadena, First, Vice Chair
2016 RE Greg Feigh – Houston, Pathways
2016 TE Jon Guyton – Houston, Pinecrest
2016 RE Ginny Raska – Brazoria, First
2016 TE Mark Plunkett – Houston, Heritage
2014 RE Joanne Purdy – Houston, St. Stephen

COM/Professional Life

2014 TE Helen Deleon (2014) – Webster, Webster, Chair
2014 TE Margaret Desmond (2015) - Port Neches, Trinity, Vice Chair
2016 RE Dorothy Murphey – Houston, First
2016 TE Bill Wade – HR
2016 RE Linda Owens – Katy, New Hope
2016 RE Jennifer Plummer – Mo. City, Southminster

Committee on Representation (COR)

2016 TE Ed Triem, HR – serves as Stated Supply, Eagle Lake, First

Committee on Preparation for Ministry (CPM)

2014 TE Kevin Boyd (2014) – Houston, St. Paul, Chair
2014 Vice-Chair ?
2016 TE Peter Lee – PNC At Large
2016 TE Jolene Currie – Chaplain
2016 TE Isabel Rivera-Velez – Houston, Juan Marcos
2016 RE Kate Burkart – Houston, St. Philip
2016 ?

CPM/Commissioned Ruling Elders

2014 TE Sharon Gazaway (2014) – Jasper, First, Chair

2014 CRE Melissa Brown (2014) – Houston, Grace, Vice Chair
2016 TE Mary Currie – Houston, Clear Lake
2016 RE Karen Morris – Houston, St. Philip
2016 RE Jim Braswell – Pasadena, First

GA Assembly Commissioners Class of 2014

RE Forbes Baker – Houston, Westminster
TE Jacqueline Hannan – Atascocita, Atascocita
RE Ann Hardy – Houston, St. John's
RE Jody Harrington – Houston, MDPC
RE John Hathaway – Woodlands, Woodlands PC
TE Sam Jun – Houston, Pines
TE Stephen Oglesbee – Houston, Clear Lake
RE Nancy Penney – Conroe, First
TE Leigh Wisner-Hargis – Texas City, First
TE Tomas Spath – Houston, Woodforest

GA Assembly Commissioners/Alternates

TE Dan Alexander – Waverly, Waverly
TE David Green – Conroe, First
TE Becky Ardell-Downs – Houston, John Knox
TE Helen DeLeon – Webster, Webster
RE Carolyn Leggington – Beaumont, Pioneer
RE Regena Bass – Wharton, First
RE Gary Denman – Atascocita, Atascocita
RE Johnna Cormier – Port Neches, Trinity

General Council

2014 TE Laurey Murphy (2014) – Houston, Spring Branch, Chair (Moderator-Elect)
2016 RE Shelley Hernandez – Houston, Pathways
2016 RE Julia Moffett – Atascocita, Atascocita
2016 RE Jennifer Salyer – Galveston, First
2016 TE Katie Cummings – Houston, Grace

Ministries Division - Steering

2014 RE Jody Harrington – Houston, MDPC, Chair
2014 RE Carlton Currie – Houston, First, Vice Chair

MD/Congregational Resourcing Team

2014 TE David Leard (2014) – Houston, Northwoods, Chair
2014 TE David Green (2014) – Conroe, First, Vice Chair
2016 CRE Debra Battise-Kleinman – Livingston, Indian
2016 RE Christy Gurley – Houston, St. Thomas
2016 RE Linda Smith Gregory – Webster, Webster
2016 RE Gary Denman – Atascocita, Atascocita

MD/Evangelism & Renewal

2014 Chair ?
2014 Vice-Chair ?

2016 TE Andrew Keyes – Mo. City, Southminster
2016 RE Margaret Swarts – Houston, St. Paul
2016 RE Ginger Benfield – Houston, MDPC
2016 ?

MD/New Church Development

2014 TE Wayne Eberly (2014) – Houston, Pines, Chair
2014 TE Chris French (2014) – Houston, Grace, Vice Chair
2016 TE Jim Gill – Baytown, Faith
2016 TE Andrew Adair – Validated Ministry
2016
2016

MD/Outreach

2014 TE Mark Downs (2014) Validated Ministry, Chair
2014 RE Karen Persely (2015) Bellaire, ChristChurch, Vice Chair
2016 RE Cathy Moore – Houston, MDPC
2016 TE Honorio Theodoro – Brazilian NCD
2016 RE Melba Nixon – Houston, Pinecrest
2016 RE Nathaniel Breaker – Houston, Christ
2014 ?
2015 ?

Permanent Judicial Commission

2018 RE Julie McLemore – Houston, St. Philip
2018 RE Jane Henson – Houston, MDPC

Synod of the Sun

2014 ?

RE = Ruling Elder CRE = Commissioned Ruling Elder TE = Teaching Elder
HR = Honorably Retired

UPCOMING EVENTS

Thursday, December 5	Presbytery Open House	10:00-2:00
Monday, January 6	General Council Retreat	9:00-3:00
Saturday, January 4	Young Adult Ministry Kickoff	
Saturday, January 11	COM Training Retreat	9:00-2:00
Saturday, January 25 9:00-Noon	Church Officer Enrichment @ Northwoods	
January 28-29 Roundtables	Small Church Financial Matters	
January 29 – February 1	APCE in San Jose, CA	
February 21-23	Conclave #1 @ Cho-Yeh	
February 28 – March 2	Conclave #2 @ Cho-Yeh	
Saturday, March 22	Presbytery Meeting @ Korean Central	
Saturday, April 5	PW Spring Gathering @ Spring Branch	
April 29-May 1	Clergy Retreat	
June, July, August	Peru Mission Trips	
June, July	Youth Mission Trips	
June 14 – 21	General Assembly in Detroit	
July 19 College Station	Presbytery Meeting @ Covenant,	
July 21-26 Tulsa	Synod Youth Workshop @ University of	
August 26-28	Weekday Ministries Conference	
November 8 or 15	Presbytery Meeting @ Livingston, Indian	
Thursday, December 4	Presbytery Open House	



