



843rd STATED MEETING OF NEW CASTLE PRESBYTERY
Presbyterian Church of the Covenant, 503 Duncan Road, Wilmington, DE
MINUTES
December 1, 2018

OPENING BUSINESS

The meeting was called to order at 10:15 am by the Moderator, Rev. Jeff Howard, who declared a quorum and opened the meeting with prayer. (Official Notice of Meeting: **Attachment #1**; Roll: **Attachment #2**)

WORSHIP

After approving the docket, the presbytery joined in worship, with Rev. Jessie MacMillan preaching and the singing of Advent hymns. The new Moderator (Rev. Dianne Deming) and Vice-Moderator (Elder Charles Collier, First Newark) were installed after answering the constitutional questions. An offering in the amount of \$740 was received for Covenant Pre-School and EDGE Tomorrow ministries.

CONSENT AGENDA

Following worship, Rev. Howard passed the gavel to the new Moderator, Rev. Dianne Deming, who assumed the chair. The Connectional Presbyter/Stated Clerk, Rev. Jessica MacMillan, presented the Consent Agenda, which included the following items:

THE STATED CLERK MOVES TO

- seat corresponding members
- confirm that the 844th Stated Meeting of New Castle Presbytery will be held on Saturday, January 12, 2019 at 10 AM at Limestone Presbyterian Church, Wilmington, DE
- approve amended September, 2019 date and location to the Easton Presbyterian Church, Easton, Maryland
- dissolve, with thanks, the Administrative Commission of the Presbyterian Church of the Covenant
- receive the written report of the Committee on Ministers & Congregations (**Attachment #3**) and Committee on Leadership (**Attachment #4**)
- approve the 2017 Review of Session Minutes from the following churches: *Presbyterian Church of the Covenant, Chesapeake City*
- receive the 2017 Committee on Representation & Nominations report submitted to Synod (**Attachment #5**)

THE COMMITTEE ON MINISTERS & CONGREGATIONS MOVES to increase the Total Effective Minimum Salary for New Castle Presbytery by the Social Security COLA adjustment for 2019 of 2.8% from \$50,917 to **\$52,343**.

THE COMMITTEE ON COORDINATION MOVES to nominate Ruling Elder George Hall (Community) to the Committee on Nominations and Representation, Class of 2021.

The Consent agenda was **APPROVED**.

The minutes of the 842nd Stated Meeting of New Castle Presbytery, held on September 18, 2018, were **APPROVED** as amended.

BOARD OF PENSIONS

Elder Martha Reisner, who is the Church Consultant for the Synod of the Mid-Atlantic, presented a report.

The new Healthy Pastors, Healthy Congregations program is intended to educate and promote financial stability for pastors and congregations, that all may thrive. The Board acknowledges that many of our pastors are dealing with seminary and undergraduate debt and that financial literacy of both pastors and congregations could be improved. The program was piloted in North Carolina and is now rolling out across the rest of the country beginning January 1, 2019. Participants will receive a personal financial assessment and consultation with Ernst and Young. Congregations/pastor participate in two hour seminars with the Presbyterian Foundation. At the end of the process, the pastor may apply for a grant of up to \$10,000. The Board has dedicated 5 million for 500 grants over the next three years. Eligibility requirements apply. Contact Martha Reisner if your church is interested.

VETERANS' PEACE VIDEOS

Rev. Tom Davis, the Interfaith Peacemaker for New Castle Presbytery, began the Interfaith Veterans Work Group in 2015. The intent was to work for a reduction in the rate of suicide among veterans. They focus on non-clinical efforts: hiking, meditation, a writers' group, an art project with the help of the *Pacem in Terris* board. He asked the presbytery to endorse a proposal called "Veterans' Peace Videos" (**Attachment #6**) to enable veterans to take photos and produce simple videos for peace. The presbytery endorsement will enable an application for Synod funds. A motion for endorsement by New Castle Presbytery was moved, seconded and **APPROVED**.

2019 PRESBYTERY BUDGET

Elder Mark Olson presented the 2019 Budget (**Attachment #7**) with only one minor change from the preliminary read- an additional \$4,000 in Income. **APPROVED**.

COMMITTEE ON MINISTRY AND CONGREGATIONS

Rev. Brad Martin gave the report for the committee. He introduced Rev. Randy Clayton, who has already been received, in order to serve as Interim Pastor of Red Clay Presbyterian Church. His biographical statement and statement of faith were made available. Welcome questions were presented, and answered with grace and wisdom.

The presbytery then recognized Rev. Jim Horn as Honorably Retired and heard sincere tribute from the last church he served, West Nottingham.

In recognition of recent losses, Rev. Martin introduced three individuals, who gave memorial minutes for members of presbytery:

- Rev. Jim Horn gave a memorial minute for The Rev. Kevin Bowers (1950-2018), Honorably Retired Minister of Word and Sacrament, who last served at First Presbyterian Church of Milford.
- Rev. Lyle Dykstra spoke for the Rev. Jon Chapman (1946-2018), Honorably Retired Minister of Word and Sacrament, National Staff person, Coordinator for Southern and East Africa.
- Ruling Elder Winnie Wagner spoke for The Rev. Herbert Hoeflinger, 1920-2018, Pastor Emeritus, St. Andrews Presbyterian Church.

Following a prayer of thanks for the meal, the presbytery recessed for a delicious lunch. Business resumed at 1:10 pm.

COMMITTEE ON PREPARATION FOR MISSIONAL MINISTRY

Rev. Jerry Eggers gave the report for the committee. He introduced Inquirer Matt Waters, who has completed requirements for M.Div. at Lancaster Seminary and one unit of Clinical Pastoral Education, among other requirements. He currently serves as lay pastor at Elsmere Presbyterian Church. Matt responded to questions about the move to candidacy and what gives him joy in his emerging ministry. After Mr. Waters and his wife were escorted to a safe place, the Presbytery heard the motion that Elder Matt Waters be moved from inquirer to candidate status. Motion **APPROVED**. Mr. Waters and his wife re-entered to applause and the Moderator offered prayer.

COMMITTEE ON REPRESENTATION AND NOMINATIONS

Elder Penny Lindell then presented the slate of committee members for approval:

IGNITE: Class of 2020 -Stephen Bingham, RE, West Nottingham (1)

COMMITTEE ON MINISTERS AND CONGREGATIONS:

Class of 2019- Nancy Conklin, TE, Limestone (1) (filling out term of Jon Chapman)

Class of 2021-Rourke Moore, CRE, Community (1)

Dave Norton, CRE, Westminster Rehoboth (1)

COMMITTEE ON LEADERSHIP: Class of 2021-Chick Reed, RE, Greenhill (1)

PERMANENT JUDICIAL COMMISSION: Class of 2024- John Balaguer, RE, Trinity; Greg Jones, TE, Westminster Wilmington

SEXUAL MISCONDUCT RESPONSE TEAM: Class of 2020- Nancy Conklin, TE, Limestone (1); Doug Griffin, TE, Westminster Rehoboth (1)

Class of 2021 -Sudie Neissen Thompson, TE, Westminster Wilmington (1); John Riley, TE, Smyrna (1)

TEACHING ELDER ASSEMBLY COMMISSIONER TO SYNOD: Class of 2021-
Donna Bowers, TE, Member-at-Large

Hearing no nominations from the floor, the Moderator called for a voice vote and all nominations were **APPROVED**.

COVENANT AGREEMENT WITH CEDEPCA IN GUATEMALA

Ruling Elder Carrie Saathoff presented a Covenant Agreement between The Protestant Center for Pastoral Studies in Central America (CEDEPCA) and New Castle Presbytery (**Attachment #8**). The agreement was **APPROVED**.

IGNITE REPORT

Rev. Nona Holy gave an update on the activities of Ignite and goals for 2019. Much groundwork has begun, which continues into next year. On the to-do list:

- A working definition of missional ministry that we can all hold in common.
- Two grant cycles, more about this early in 2019.
- A Missional Presbyter joining the staff.
- Resources for congregations and church leaders who want to go deeper into a missional identity
- Nurturing the partnerships established with 2018 grants.
- Continuing to look at the questions which arise as you seek to be good stewards of the great big stack of firewood left to us by faithful Presbyterians through the centuries.

Rev. Holy affirmed that Ignite does not take its' responsibility lightly and that they are grateful for the trust the presbytery has placed in them.

Ruling Elder Julius Jackson (Community) updated the presbytery on the search for the new Missional Presbyter. They are meeting weekly and will be interviewing candidates in January.

Rev. Holy introduced presenters for 2018 Invitation to Partnership grants which received more than \$20,000. Each had a video presentation to share and expressed thanks to the Ignite Team for believing in these relational, connectional and bold attempts to witness to the Gospel.

1. Riverfront Church (Café @ Grace), a safe place to meet, serve, and heal our community. The Ignite funds will make possible the launching of the café, training folks to work there and implementing programming. Javy Diaz gave the report.
2. Community Presbyterian Church- Community Café. The Ignite funds will make possible discipleship, fatherhood programs, and enriched community service. Rev. Fred Hanna gave the report.
3. Guatemala Partnership of New Castle Presbytery- The Association of Mam Christian Women for Development and CEDEPCA are the partner organizations. The Ignite funds will take the partnership to the next level, including financially supporting CEDEPCA and a youth trip. Ruling Elder Carrie Saathoff gave the report.

A brief discussion followed the reports, with presbyters asking for future reports to include more specificity. Rev. Holy concluded by asking for prayer for Ignite in the work left to be done.

COMMISSIONING OF GUATEMALA TEAM

The Moderator invited the individuals forward who will be traveling to Guatemala in January and offered a commissioning prayer.

ANNUAL MEETING OF THE CORPORATION

The Annual Meeting of the Corporation was convened by Elder Mark Olson, President of the Board of Trustees. The only business was the election of a new Trustee. Over the past year, the Trustees have divided into two sub-committees: property and finance/investment.

Elder Penny Lindell came forward to put a name into nomination for Trustees:
Elizabeth Lyman, TE, Concord (1) was elected to the Class of 2021.

The annual meeting of the corporation and the meeting of the presbytery adjourned with prayer by Vice-Moderator, Charles Collier at 3:00 pm.

*Respectfully Submitted, Jessica MacMillan (Connectional
Presbyter / Stated Clerk)*



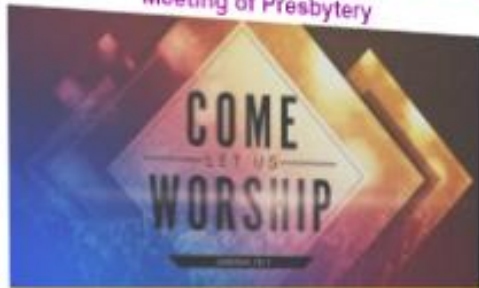
Next Stated Presbytery Meeting:

Saturday, January 12, 2019, 10:00 a.m.
Limestone Presbyterian Church, Wilmington, DE

Attachments:

- #1 Official Notice of Meeting
- #2 Roll
- #3 Committee on Ministers and Congregations
- #4 Committee on Leadership
- #5 Report to Synod on Representation and Nominations
- #6 Veterans' Peace Videos
- #7 2019 Presbytery Budget
- #8 Covenant Agreement with CEDEPCA in Guatemala

This is your official notice of the 843rd Stated Meeting of Presbytery



843rd Stated Meeting of Presbytery

Saturday, December 1, 2018, 10:15 a.m.

Presbyterian Church of the Covenant
503 Duncan Road, Wilmington, DE 19809



WORKSHOPS COMMENCE AT 9:00a, require pre-registration (available via the Presbytery meeting page) and include:

1. **IGNITE Grant Writing:** Most nonprofit organizations and churches trying to raise grant funds do it all wrong. This workshop by Rev. Dr. Sheldon Nix will show you an 8-step **system** for raising grant funds that has brought in \$60 million (and growing) over the last 20 or so years. You will leave the workshop with a total framework for what you need to do to get ready for a grant and the steps needed for a good proposal.
2. **Centering ourselves for the Advent Journey:** In the midst of the frazzle and dazzle of the Advent season, it seems that many of us, especially church leaders, need a time to step back and be quiet and reflect on what might be God's invitation to each of us during this holy season. This workshop will be offering a time of lectio/visio divina focusing on the Advent/Christmas story.
3. **Let's Make a Chrismon:** Chrismons are Christmas decorations with Christian symbols. They help Christians to remember that Christmas is a celebration of Jesus' birthday. The word Chrismon is a combination of Christ and monogram (meaning symbol) and this workshop will provide kits and instruction to create your special ornament this Advent season.

The Presbytery meeting will begin with joy-filled Advent worship and includes the installation of the 2019 Moderator and Vice Moderator, followed by:

- Consent Agenda
- GA Proposed Amendments first reading
- Board of Pensions Church Consultant, Martha Reisner, will visit and bring good news
- NCP Interfaith Peacemaker, Rev. Tom Davis, presents Veterans Peace Videos
- NCP Trustees final 2019 budget presentation and vote
- COMC memorial minutes for the Revs. Kevin Bowers, Jon Chapman and Herbert Hoeflinger
- Examination of CPMM Candidate, Elder Matt Waters
- Review of CRE Training Proposal
- Approval of new agreement with CEDEPCA in Guatemala
- Presentations by IGNITE grant recipients
- Commissioning of Guatemala travelers

Lunch will also be provided and we respectfully request your confirmation to participate via the registration link on the Presbytery meeting page. All documents and associated registration links are available at: <https://www.ncpresbytery.org/docket/>.

PARKING NOTICE: Assistance will be available with parking in the church lot, however as a point of reference, overflow parking is available directly across Duncan Road at the Bellevue Community Center. Please DO NOT PARK at St. Marks' Lutheran Church (which is next door to PCOC) as they will be holding their annual holiday bazaar.

We sincerely hope to see you at the 843rd Stated Meeting of Presbytery.

Blessings to all for a glorious Thanksgiving!

MINISTER/CRE/ELDER SERVING CHURCHES:

CHURCH	MINISTER(s)	ELDER(s)
Beaver Dam	P-Chuck Taber	
Buckingham	Vacant	
Calvary	A-Holly Clark-Porter	
Chesapeake City, <i>First</i>	Vacant	
Chestertown	E-John Ames A-Caitlan Gartland	Ruth Vietri-Green
Christiana	Vacant	Paula Sims
Church of the Covenant	P-Ginny Jones (CRE)	Patricia Todd
Church on Main	Vacant	
Community	P-Fred Hanna	Julius Jackson
Concord	P-Elizabeth Lyman	Carol Haas; Marjorie Johnson
Coolspring	Vacant	David H. Wall
Delaware City, <i>First</i>	P-Grace Howard	
Dover, <i>Presbyterian Church of</i>	P-Kim Jackson	
Easton	P-Duke Dixon	
Elkton	E-John Paderson	Dave Spence; Mary Kearns; Carol McArthur
Elsmere	P-Matt Waters (Lay)	
Faith Chapel	P-Pam Ruarke (CRE)	
First & Central	P-Doug Gerdts	
Frankford	P-Peter Maurer	
Georgetown	P-Mike Williams	
Green Hill	P-Tom Speers	Charles Reed
Hanover	A-Tim Arnold (CRE) E-Andy Jacob	Karen Palermo; Eloise Downing
Head of Christiana	P-Hilary Livingston	
Limestone	A-Nancy Conklin	
Lower Brandywine	A-Dave Lovelace	
Makemie Memorial	A-David Jones A-Pat Schang E-Kerry Shull	John Curtis
Manokin	E-Lee Johnson (CRE) E-David Parke	
Milford, <i>First</i>	P-Dianne Deming	Judy Adams
Newark, <i>First</i>	P-Steve Brundage P-Emma Horn	
New Castle	P-Jenny Warren	Scott Matthews; Diana Reilly
New Covenant	P-Jeff Howard	Joel Leeson
Ocean City, <i>First</i>	A-Dan McKenty	
Ocean View	P-Terrence Dougherty	
Olivet	P-Mawuna Gardesey (CRE)	Betty Siriboe
Perryville	P-Anne Gunn (CRE)	
Pitts Creek	P-Chuck Taber	
Port Deposit	Vacant	
Port Penn, <i>First</i>	A-Tim Arnold (CRE)	
Red Clay Creek	P-Randy Clayton	Nancy James; Sandy Sarjeant; Joan English
Rehoboth (MD)	P-Kirk Dausman	
Rehoboth Midway	Vacant	
Riverfront (NWC)	P-Edwin Estevez	
Rock	A-Tom Euston	
St. Andrews	Vacant	Winnie Wagner
Seaford	E-Laurie Hiller	

Smyrna, <i>First</i>	E-John Riley	
Trinity	P-Brad Martin P-Barbara Price-Martin	Jean Bostwick; David Ganfield
West Nottingham	E-Beth Thomas	Susan Orndorf
Westminster Rehoboth	E-Doug Griffin	
Westminster Wilmington	J-Greg Jones A-Sudie Niesen Thompson	Cathy Higgins; Carrie Saathoff; Mark Mosher; Jeanne Checkel
Wicomico	A-Maggie Gillespie	

****CHART LEGEND: P=Present; A=Absent; E=Excused**

COMMISSIONED RULING ELDERS SERVING PRESBYTERY:

P-Mark Douyard
P-Rourke Moore
P-David Norton
A-Richard Watters

HONORABLY RETIRED:

E-Francis Ackerman	E-Nancy Ferguson	E-Cliff Richards
E-Alex Ayers	E-Charles Gilmore	E-Eric Ruoss
E-Kevin Bowers	E-Richard Hays	E-Everett Sahrbeck
E-Earl Brooks	E-Jim Herrington	E-Julius Schiedel
E-Scott Burkley	E-Sara Holben	E-Bob Snable
E-Brian Childs	E-Jim Horn	E-Bob Stoddard
P-Tom Davis	E-David Kaminsky	E-Jane Stover
E-John Dean	E-Richard Loring	E-Arthur Thompson
P-Frank Deming	P-Laurie Loveless	E-Edward Torsch
E-Beth Doty	E-Barbara Macfie	E-Will Shackleford
E-Stuart Dunlap	E-Carl Mazza	E-Robert Undercuffler
P-Lyle Dykstra	E-John Potter	E-Francis Wolf
P-J. Gerald Egger	E-Neta Pringle	E-Cameron Yorkston
E-Edee Fenimore	E-Bob Prior	E-Al Yuninger

OTHER MINISTERS ON THE ROLL:

A-Donna Bowers	E-Anne Ledbetter	P-Tim Rodden
A-Elisa Diller	E-Kai Moore LeFranc	A-Emily Schwenker
P-Marge Egger	E-Kim Long	E-Kate Simons
P-Edwin Estevez	P-Jessica MacMillan	E-Beth Thomas
P-Nona Holy	A-Randy Otto	A-Patrick Vaughn
A-Catherine Jackson	E-Koo Suh Pak	E-Tim Woodruff
E-Debra Latture	A-Kathie Pownall	

CORRESPONDING MEMBERS:

ELDER COMMISSIONERS BY VIRTUE OF PRESBYTERY OFFICE:

Charles Collier, NCP Vice Moderator-elect	Gary Patterson, COL Chair
Lynette C. Kenton, NCP Treasurer	Marlene Quinn, COMC Co-Chair
Penny Lindell, CORN Chair	Winnie Wagner, IGNITE
Mark Olson, President, Trustees	

GUESTS:

Stephen Bingham, West Nottingham	Yaz Waters, Elsmere
Susie Baer, Ocean View	
George Hall, Community	
Shannon Hanson, First & Central	
Chris Hickey, Westminster-Wilmington	
Jim Pletz, Chestertown	
Martha Reisner, Board of Pensions	
Donna Scully, NCP Administrator	
Deb Trevino, NCP Candidate Certified Ready	
Matt Waters, Elsmere	

ATTENDANCE TOTAL:

90 (Ministers: 38; Elders: 41; Guests: 11)

Committee on Ministers and Congregations
Report to New Castle Presbytery
Saturday, December 1, 2018

Welcome Minister of Word and Sacrament Randy Clayton, Temporary Pastor/Interim of the Red Clay congregation, effective June 20, 2018. COMC acted to receive Mr. Clayton as a member of New Castle Presbytery, transferring from Baltimore Presbytery.

COMC has recognized the Minister of Word and Sacrament Jim Horn as Honorably Retired, effective July 1, 2018.

COMC moved to increase the New Castle Presbytery Total Effective Minimum Salary of \$50,917 for 2018 by the Social Security COLA adjustment of 2.8% for a new minimum of **\$52,343** for 2019.

Updates

Minister of Word and Sacrament Beth Thomas has been approved as part-time Temporary Pastor of the West Nottingham congregation, effective October 8, 2018

Nancy Conklin, Temporary Pastor/Interim of the Limestone congregation, contracted renewed October 1, 2018 – September 30, 2019

Memorial Minutes

The Rev. Kevin Bowers, 1950 – 2018, Honorably Retired Minister of Word and Sacrament, First Presbyterian Church of Milford

The Rev. Jon Chapman, 1946 – 2018, Honorably Retired Minister of Word and Sacrament, National Staff person, Coordinator for Southern and East Africa

The Rev. Herbert Hoeflinger, 1920 – 2018, Pastor Emeritus, St. Andrews Presbyterian Church

**Committee on Leadership Report to the
843rd Stated Meeting of Presbytery**

November 15, 2019

The Committee in its fourth, and last, scheduled meeting of the year said good bye to members Laurie Hiller and Anne Gunn who have, and continue, to serve the Presbytery so well with their time and talents. We will miss them.

Committee has concluded its required staff evaluations with the successful annual review of the Administrator and six month conversation with the Connectional Presbyter. Members are well pleased with both individuals and their efforts during this transition year.

Anne Gunn developed, and members approved, additional basic competencies to add to each position description that focus on necessary technological skills.

Committee agreed to initiate the hosting of a December Christmas reception at the Presbytery offices.

Gary B. Patterson, Chair

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION
2018 Form for Year 2017

Page 1 of 2

Presbytery of New Castle

I a If you have a COR:

how often does it meet? 4-5 times per year

does it meet with the Presbytery Nominating Committee? yes

how does it report to Presbytery? with Nominating

b If you do not have a COR, please state how you handle oversight of appropriate representation?

II What is the size of your presbytery? Churches 48, 2 NWC _____ Members 7669

What percentage of members are minorities? 8% What % ages 12-30? 32%

What % are women? 60 What % are men? 40

Beyond race, gender, and age, are there other groups – people who work ‘for profit’, live in rural areas, attend large congregations, have children at home, etc - who may be under-represented or of concern? Please identify and state what could be done on their behalf.

We are addressing the difficulties with geographical distances through increased use of electronic meetings. However, we are finding that in some of our rural areas, high speed internet is unavailable or unreliable. We try to meet at central locations whenever possible if an in person meeting is necessary.

III Generally, what successes and/or frustrations have you experienced this past year?

We are still working through the ramifications of a new structure. Our Committee on Preparation is now under the Committee on Leadership, so we no longer nominate members for that one, which has caused some confusion.

IV What might the Synod COR do to assist your efforts to be more effective in your work?

The request for information on this report does not correspond to the categories of the statistical report- for instance the tracking of % in ages 12-30 years. Also, a google form instead of a word document would make the reporting easier, and creating one document with both narrative report and membership breakdown.

VI.

2016 COMMITTEE ON REPRESENTATION REPORT

PRESBYTERY:

	Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adul 36-64	Senior Adult 65+
1	Trustees	9	3	4		2		1					8					4	5
2	Ignite	10	3		4	2		2	1				7				4	2	4
3	Committee on Ministry and Congregations	18	7	2	5	4	0	2					16				1	8	9
4	Presbytery Officers	4	1	2		1							4					4	
5	Committee on Leadership	7	3	1	2	1							7					1	6
6	Nominating Committee	6	1	2	2	1							6				1	2	3
7	Commissioner to GA/ SOMA Assembly	5		2	2			1					4			1		1	3
8																			
9																			
10																			
11																			
12																			
13																			
14																			
	TOTAL	59	18	13	15	11	0	6	1				53			1	6	24	30

Veterans' Peace Videos

A Community Based Peace Studies Project

APPROVED December 1, 2018 by New Castle Presbytery

{Note from Interfaith Peacemaker- Rev. Tom Davis- I intend to apply for some peacemaking funds from the Synod of the Mid Atlantic, and that will require approval first by the presbytery. The proposal has already been approved by the session of the Presbyterian Church of the Covenant, which is where the Interfaith Veterans' Workgroup is headquartered. It has also received support from several interfaith leaders in the greater Wilmington area.}

What are "peace studies?"

Reference <https://kroc.nd.edu/about-us/what-is-peace-studies/>

"Peace studies is an interdisciplinary academic field that draws on political science, sociology, history, anthropology, theology, psychology, philosophy, and other fields to: understand the causes of armed conflict; develop ways to prevent and resolve war, genocide, terrorism, gross violations of human rights; and build peaceful and just systems and societies.

Rationale:

A veterans' peace studies project would give veterans with moral injury 1) an opportunity to promote values which they feel were violated by what they had to do or did accidentally in the line of duty. 2) an opportunity to find camaraderie with a group of veterans who, in their work of peace building, are finding a new purpose for their lives. **At the IVW website we say that we welcome veterans home to share their warrior wisdom for peace building. This project would facilitate that mission.**

Across the U.S. peace studies are mostly offered at the university level. There is a lack of ongoing peace studies at the level of small cities and towns. I have not been able to find any ongoing peace studies program at any institution of higher learning in Delaware. So, Delaware would appear to be a promising development area for peace studies, and **especially at the community level.**

There are many communities of faith and not-for-profit agencies in Delaware dedicated to promoting peace and justice. Very few are already producing their own videos. This project aims to teach basic film making skills so that community groups can use video for publishing their peace building stories. These are the steps involved:

1. Train volunteers from the Interfaith Veterans' Workgroup to be teachers of basic photography and video skills, using cell phones and inexpensive point and shoot cameras.
2. Send these IVW instructors to communities of faith and not-for-profit agencies to impart those basic skills so that their members can provide good photos and video clips going forward.
3. Teach basic video editing skills to the community members who learned the basic capturing skills in step 2.
4. Teach the organizations that are now producing their own videos how to deploy them in social networks and embed them on web pages.
5. Organize the participating organizations in order to review their work via case studies, sharing tips about how to improve their videos.
6. The participating organizations now collaborate to produce peace studies videos, telling the world about what we learned at the local level via this project.

A veterans' peace studies program could work cooperatively with active duty military personnel. One wouldn't need to become a pacifist to join this effort. I quote from the "What is Peace Studies" page, <https://kroc.nd.edu/about-us/what-is-peace-studies/>:

"Some peace scholars and educators are absolute pacifists (opposing the use of military force in all circumstances), but many are not, and there is no litmus test for one's place in the field. Scholars and peacebuilders are united not by ideology, but by a commitment to finding nonviolent solutions rooted in justice. Many see themselves as contributing to a body of knowledge and practice that historically has been neglected in favor of the study and practice of war. But peace studies is not "anti-military." Many peace scholars are in conversation with the military, and many in the military are supportive of peace studies."

Why video?

Video is the way that most young people learn these days, and if we want to change the values of our society toward peace building, we need to reach young people especially, because they will be tomorrow's leaders. Also, a lot of the funds spent on peace studies at the university level go toward maintaining buildings as venues for learning. Distance education is a cheaper way of getting a message across, and it tends to reach a wider and more diverse audience.

Some Local Resources: The following not-for-profits and other volunteer agencies could provide video content for this project. (This is not an exhaustive list. Wilmington has many organizations working on some aspect of building peace).

Delaware Pacem in Terris, a leading peace organization on the east coast with almost 50 years of experience

Interfaith Veterans' Workgroup, a recently certified 501C3, helping veterans come home and use their warrior wisdom for peace building.

Non-Violent Wilmington, a new coalition of peace builders from diverse faith communities, dedicated to reversing Wilmington's reputation as "murderville USA".

The Interfaith Leaders' Group--Convened by Jo and Ed Klinge, Christians, Jews, and Muslims in the Wilmington area who are working on peace at the neighborhood level.

302 Guns Down, a not-for profit addressing the problem of gun violence in Delaware.

The Wilmington Peacekeepers--An interfaith and racially integrated group of volunteers who visit neighborhoods where there has been a recent injury or death due to gun violence, to comfort grieving families and friends and strengthen neighborhood leadership.

Serviam Media--the not-for-profit arm of Teleduction, a professional video production company in Wilmington. Serviam Media has empowered youth for decades to shoot and edit videos that promote social justice and peace. Serviam media has the technical expertise to train volunteers for this project; and one of the staff persons and a filmmaker, Dan Collins has extensive experience working with veterans recovering from PTSD and moral injury. He produced the documentary film, "From War to Wisdom."

Startup Funding:

For his work as a Commissioned Interfaith Peacemaker, Tom Davis, is likely to receive a credit line of \$1000 for 2019 from New Castle Presbytery, which covers all of Delaware and the Eastern Shore of Maryland. The Synod of the Mid Atlantic of the Presbyterian Church USA has grant monies available for peacemaking projects.

Interfaith Veterans' Workgroup, a recently certified 501C3, can solicit public donations and act as a fiscal agent for the project.

**New Castle Presbytery
Budget - 2019**

INCOME

Withdrawal from Invested Funds	161,777	
Per Capita	185,000	
Miscellaneous	10,000	
Mission - Undesignated	80,000	
Speer Trust	801,017	
Offerings For Candidates/Installations	2,000	
TOTAL INCOME		1,239,794

EXPENSES**Administration****Employee Expense**

Missional Presbyter	116,875	
Connectional Presbyter	129,010	
Administrator	81,349	
Treasurer	16,923	
Total Employee Expense		344,157

Office Overhead	81,709	
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Total Administration		425,866
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Mission and Program

Presbytery Ministry Expenses	121,052	
Governing Bodies Per Capita	74,887	
Ignite	617,989	

Total Mission and Program		813,928
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TOTAL EXPENSES		1,239,794
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Excess/(Deficit) of Income over Expenses		0
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2019 NCP Budget
Primary Detail

Withdrawal from Invested Funds	Annual withdrawal 5% of Trustee investment portfolio at 12/31 of preceding year	
Per Capita	Based on per capita of \$29.80 for 6,208 members	
Speer Trust	Distribution 5% of average account balance for trailing 20 quarters	
Missional Presbyter	Compensation package (TES, mandated benefits and reimbursements \$127,500 for 11 mos.	
Connectional Presbyter	Salary	56,849
	Retirement Savings Plan	12,000
	Housing allowance	20,000
	Total Effectice Salary	88,849
	Mandated benefits	
	BOP Pension (11% TES)	9,773
	BOP Dental (1% TES)	888
	Reimbursements	
	Continuing education	2,500
	Automobile expense	5,000
	Business and professional expense	16,000
	Social Security allowance	6,000
	Total Compensation/Cost to budget	129,010
Administrator	Salary	56,650
	Benefits	
	BOP Medical/Dental/Vision	13,000
	Retirement Savings Plan (11% of salary)	6,232
	Medwrap	1,133
	Total Compensation	77,015
	Social Security	4,334
	Total cost to budget	81,349

2019 NCP Budget
Secondary Detail

Comm. On Leadership		
CPMM	7,000	
HR & leadership development	9,500	
Staff development & mileage	6,000	
		<u>22,500</u>
Comm. On Co-Ordination		
Beach Retreat	15,000	
Pastors Retreat	10,000	
Gathering w/ administrators	500	
Presbytery Meetings	4,500	
Contingency	10,000	
		<u>40,000</u>
Hayloft		
Rental income		17,100
Expenses		
Property tax	850	
Commission (rental agent)	2,100	
Ordinary repairs & maintenance	2,500	
Seasonal Cleaning	500	
Telephone	700	
Utilities	2,500	
Yard maintenance	500	
Misc. expenses	100	
Reserve for repairs & replacements	7,350	
Total expenses		17,100
Excess/(Deficit) of income over expenses		<u>0</u>
Campus Ministry		
Income		
Rentals	53,580	
Donations - individuals	1,000	
Donations - Partner churches	1,000	
Presbytery support	23,052	
Total income		78,632
Expenses		
Ordinary repairs & maintenance	5,500	
Licenses & permits	1,000	
Misc. expenses/emergencies	1,000	
Utilities	12,900	
Interns	1,000	
Professional staff - compensation	41,200	
Professional staff - pension & benefits	4,532	
Professional staff - automobile reimb.	500	
Professional staff - business/prof. expense	2,500	
Student programming	8,500	
Reserve for repairs/replacements	0	
Total expenses		78,632
Excess/(Deficit) of income over expenses		<u>0</u>
Other Program Expenses		
Denominational Events (Big Tent, etc.)	10,000	
Mission Advocate	4,000	
Interfaith Peacemaker	1,000	
		<u>15,000</u>

PARTNERSHIP AGREEMENT BETWEEN CEDEPCA AND NEW CASTLE PRESBYTERY

The Protestant Center for Pastoral Studies in Central America (CEDEPCA) and New Castle Presbytery (NCP):

- ❖ Are guided by the transforming power of God;
- ❖ Seek to share the good news of Jesus Christ through word and deed; and
- ❖ Affirm that all people are made in God's image and deserve love and respect, even though they are different in heritage, skills, income, gender, age, and nationality.

Moreover, through God's guidance, CEDEPCA and NCP:

- ❖ Share their love of Jesus through action that helps others;
- ❖ Seek to transform lives through education and spiritual growth;
- ❖ Articulate clearly defined visions and missions;
- ❖ Implement well-crafted programs to fulfill their ministries;
- ❖ Offer strong spiritual and practical leadership;
- ❖ Possess the capacity to meet emergencies; and
- ❖ Have already worked together successfully.

CEDEPCA and NCP believe that God has bestowed great blessings upon them. Building on their mutual strengths and their previous collaboration, they feel drawn to work together formally. They thus agree to enter into an ongoing relationship of support. Through this Agreement, they commit to maintaining a nurturing and sustaining relationship. They will grow together spiritually. They will discern what God is calling them to do as partners.

The foundation of this Agreement is based upon I Corinthians 12:4-13 (NIV) that emphasizes the different gifts with which each person is endowed and encourages everyone to use these gifts to form one body in Christ:

⁴There are different kinds of gifts, but the same Spirit distributes them. ⁵There are different kinds of service, but the same Lord. ⁶There are different kinds of working, but in all of them and in everyone it is the same God at work.

⁷Now to each one the manifestation of the Spirit is given for the common good. ⁸To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, ⁹to another faith by the same Spirit, to another gifts of healing by that one Spirit, ¹⁰to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues and to still another the interpretation of tongues. ¹¹All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines.

¹²Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.

¹³For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. ¹⁴Even so the body is not made up of one part but of many.

The mutual expectations of CEDEPCA and NCP are:

- ❖ Praying for each other;
- ❖ Sharing knowledge, resources and skills;
- ❖ Discerning how best to address the challenges facing communities and the world;
- ❖ Developing, nurturing, and supporting future leaders;
- ❖ Maintaining regular communication and reporting;
- ❖ Extending hospitality; and
- ❖ Working on projects of common interest, including those affecting women, youth, and families.

CEDEPCA and NCP each bring different resources, gifts, and experiences to this partnership.

Specifically, CEDEPCA agrees to:

- ❖ Receive at least one group from NCP annually via their Intercultural Encounters Program;
- ❖ Send at least one delegate to the United States each year to visit NCP and member churches;
- ❖ Provide insight and guidance to NCP, as NCP maintains and nurtures its relationships with other partners in Guatemala (primarily with the Association of Mam Christian Women for Development);
- ❖ Support smaller delegations from NCP during additional relationship-building trips to Guatemala, assisting travelers with transportation, translation, and other logistics when possible.

Specifically, NCP agrees to:

- ❖ Provide financial support to CEDEPCA;
- ❖ Send at least one group annually to Guatemala via CEDEPCA's Intercultural Encounters Program. Groups may consist of adults, youth, clergy, staff, and laypersons of NCP and member churches;
- ❖ Promote the work and mission of CEDEPCA within NCP and beyond, with the intention of garnering additional interest and support from churches and individuals.

This Agreement is in effect for years 2019, 2020, and 2021. After this three-year term, the parties will re-evaluate the relationship and decide whether to continue this Agreement.

CEDEPCA and NCP have signed two identical copies of this Agreement, each one of which is considered an original copy.

This Agreement is entered into prayerfully and CEDEPCA and NCP ask God to bless their efforts.

Judith Castañeda
General Coordinator
CEDEPCA (Guatemala)

Date: _____

Rev. Jessica MacMillan
Stated Clerk & Connectional Presbyter
New Castle Presbytery

Date: _____

Flor de Maria Cox
President, Board of Directors
CEDEPCA (Guatemala)

Date: _____

Rev. Jeff Howard
Moderator
New Castle Presbytery

Date: _____

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