



11.08

Western Work

News of Western Yearly Meeting of the Friends Church

Superintendent's Bible Study, Acts 4:31-33

“And when they had prayed, the place in which they were gathered together was shaken; and they were all filled with the Holy Spirit and spoke the word of God with boldness. Now the company of those who believed were of one heart and soul, no one said that any of the things which he possessed was his own, but they had everything in common. And with great power the apostles gave their testimony to the resurrection of the Lord Jesus, and great grace was upon them all.” [Acts 4:31-33, RSV]

“The Substance, Jesus Christ”

But when Jesus Christ was sacrificed and risen, and his ministers preached his resurrection, they did not hold up the types and figures then, but held forth the substance, Jesus Christ; and all who were gathered together in the substance, were of one heart, one mind, one soul, and met together, and exhorted one another, and builded up one another in the most holy faith, and all true building is in that which is holy; (and this faith I witness) which is but one, and all are one that are in it, if ten thousand, which purifies the heart, stands in God; glory and honor to the highest; and whom Jesus Christ made ministers, he made them not masters; but said, be ye not called masters, for ye have one master, even Jesus Christ.” [The Works of George Fox, Volume IV, The Doctrinals Volume I, with An Introduction to The Doctrinals by Arthur Berk., New Foundation Publication George Fox Fund, Inc., State College, Pennsylvania, 1990, reprinted from the edition of 1831, Philadelphia and New York, p. 44]

Administrative Council, 11/15/08

Fall Administrative Council of Western Yearly Meeting will be held at Carmel Friends Church on Saturday, November 15, 2008, at 10:00 a.m. Registration begins at 9:30 a.m. The lunch menu includes: chicken casserole, green beans, assorted salads, assorted desserts, lemonade, tea, and coffee. The cost is \$6.50. If you need child care, please call (317) 839-2789.

Missions Update

Belize Special Project

This year's special mission project for Western Yearly Meeting is to raise \$10,000 towards the spiritual and educational leadership for Belize. If each area could raise at least \$1,000 we could reach our goal! A power point presentation and speakers are available. If your meeting would like to hear more about the vision for Belize, contact: Florence Emma Peery (765) 436-7098 or flopeery@juno.com. Please send all contributions for the WYM Special Project to the WYM Benevolence Treasurer: Nadine Kemp, Friends Apartment Homes, 305 S. East Street #14, Plainfield, IN 46168.

Sam & Becky Barber Plan to Serve in Belize

Sam & Becky Barber and their four children will begin their service to the Friends Boys School in Belize the summer of 2009 (please see the *Western Work* attachment).

Friends Theological College, Kaimosi, Kenya Update

Ben & Jody Richmond, currently serving as Interim Principal, report much has happened in the life of the College:

- Implemented a full range of **school-based (summer) program** at the certificate, diploma and degree levels;
- Completed (most of) the work on the **new administration building** and the contractor turned it over to the College on August 25, prior to the fall semester.
- Partially **renovated the former administration** building to expand the amount of dormitory space available to men;
- Purchase **chairs for the Meetinghouse**
- Accepted and received a **record number of students** into our residential program (including three students from Tanzania and two from Congo who are in our Certificate program by special arrangement with FUM and the John Sarrin Scholarship Committee; and two widows who are on full scholarship provided by the Miriam McDonald Memorial Scholarship Fund);
- Invited Kenyan YM's to participate in an education day at the College and it was held on 19 September including a **dedication of the new administration building**;

For \$600 you can help provide a scholarship to a student at Friends Theological College! Send your check to Benevolence Treasurer, Nadine Kemp, 305 S. East Street #14, Plainfield, IN 46168 (mark in Memo: FTC Scholarship)

John Muhani Needs a New Truck

As the holidays approach, why not consider giving a gift to help purchase a new truck for John Muhanji, the Friends United Meeting Manager of African Ministries. Please see the attached bulletin insert which you can distribute at your church this holiday season!

Western Yearly Meeting of Friends
Minimum Base Guidelines for Full-Salaried Pastors for 2008

The Board on Christian Ministries and Evangelism recommends the following guidelines for the full-salaried pastor in 2008. *Full-time is regarded as 40 plus hours per week.* An increase of 4% for overall expense from the previous year is recommended based on the cost of living set by Social Security.

Salary	\$ 21,590.	per year
Auto/travel	6,625.	reimbursable
Professional Expense	1,275.	reimbursable
Utilities and furnishing Allowance	5,225.	reimbursable
Retirement Plan*	2,160.	Meeting pays
Sub-total	\$36,875.	
+ Medical Insurance		
+ Housing**		
Equals Total	\$ _____	

Medical Insurance: (Estimated cost - Meeting paying insurance)

Meetings are encouraged to explore options for health insurance including Medical Savings Account.

 Family \$ 9,000.

 Couple 7,000.

Parsonage or Housing Allowance** (Meeting pays or provides)

**Every pastor should be enrolled in a retirement plan. The FUM Retirement Plan is considered a participatory plan in which the Meeting and the pastor both contribute equal amounts, each 5% of the pastor's salary, totaling 10%. Half the contribution is considered to be income of the pastor and must be included for tax purposes.*

*** The I.R.S. regulations require that the rental value of a parsonage be set by a real estate person. I.R.S. regulations allow a church to furnish a pastor a complete home and furnishings, including lawn care as a non-taxable allowance. This amount is not included as salary for reporting income but is considered income when the pastor calculates the self-employment tax (Social Security).*

The above is a recommended minimum guideline. The Board encourages Meetings with full-salaried pastors to exceed these recommendations. For those Meetings that already meet or exceed these minimums, we recommend cost-of-living adjustments that equal the current year's inflation rate. Merit increases should be considered independent of cost-of-living adjustments.

It is recommended that a full-time pastor be given at least three weeks' vacation. Time away from the local meeting in ministry (youth camp or yearly meeting) should not be counted as vacation.

Financial arrangements for the pastor must be approved by the Monthly Meeting prior to the start of the Meeting's fiscal year in which it is to take effect.

It is recommended that a pastor be given a yearly evaluation, and that there be a written evaluation every two years.

Minimum Base Guidelines for Part-Time Salaried Pastors for 2008

The Board on Christian Ministries and Evangelism recommends the following guidelines for part-time pastors.

The arrangement of the pastoral call should clarify the number of hours per week expected of the pastor. This should take into account not only time spent with members or with meeting activities but also time required in preparation for preaching, teaching or other leadership.

We recommend that salary and benefits be proportional in regard to hours per week with the full-time guidelines.

 A thirty hour week would be 75% of full-time.

 A twenty hour week would be 50% of full time.

We caution meetings that new Department of Labor regulations affect the salaried/hourly status of employees earning less than \$455 per week (\$23,660 per year) and recommend that they seek guidance from a qualified accountant regarding their employment relationships.

Meetings are encouraged to consider offering some compensation toward selected benefits in proportion with time arrangement. Full compensation should be made in regard to travel and professional expense. Meetings are recommended to provide continuing education opportunities for their pastors. Three weeks of vacation is recommended, as such service is usually year round.

Guidelines for Compensation for Guest Worship Speakers

The Board on Christian Ministries and Evangelism recommends that Monthly Meeting consider preparation, travel and Sunday time required when inviting a visiting pastor to be a guest speaker. Compensation is recommended, taking this into account.

Meetings are recommended to offer a gift of \$50-\$100 **plus travel expense**. Travel expense is to be calculated dependent upon distance traveled. (Federal mileage rate allowed currently is 48.5 cents per mile.)

Christian Education Opportunities

Sundesmos Winter Retreat

WYM's college/young adult ministry, Sundesmos, is sponsoring another Winter Retreat for college students and young adults in WYM. This retreat is being planned for January 2-5, 2009 here at the WYM Hospitality Center in Plainfield. This event is open to college students and young adults in WYM. Our theme will be "What does it mean to be a Quaker?" We'll have special guests joining us including: C. Wess Daniels, Tom Palmer, Della Stanley-Green, Pat Byers, and Marlene Pedigo. Our goal will be to look at Quakerism through the Christ-centered lens of Western Yearly Meeting's *Faith and Practice*, the Richmond Declaration of Faith that was recently re-affirmed by FUM and our own post-modern worldviews.

Youth Cabinet Road

Shows

Our new WYM Youth Cabinet is on the road and coming to a Meeting near you. Don't miss it as we continue to explore ways to "Let Yo' Light Shine!"
Upcoming Road Shows:

Nov. 9, 2008

@ Georgetown Friends

Jan 25, 2009

@ Carmel Friends

Sustainable Youth Ministry Workshop

The Center for Congregations is hosting a four-part workshop on Youth Ministry with author and youth pastor Mark DeVries. DeVries will offer up-to-date information and practical advice on moving forward with your youth ministry. The workshop is 9 a.m. to 4 p.m. Wednesday, November 19, at Cornerstone Christian Church, 8930 N. State Road 267, Brownsburg. The cost is \$30 per person (\$25 a person for teams of three or more). The fee includes lunch and a copy of DeVries book *Sustainable Youth Ministry* and you must register by 11/12 to guarantee lunch and a copy of the book. Check out the website for more information and to register online.

http://centerforcongregations.org/blogs/education_events/archive/2008/05/16/Sustainable_5F00/Youth_5F00_Ministry.aspx

WYM CE Resource Library

Another reminder that the WYM Office has an ever growing CE Resource library for Meetings to use. If you are looking for some new ideas for your children's ministry, outreach, youth ministry or Sunday School for all ages, stop by the office or give Katy a call. We are here to be a resource to you.

Fall Impact Retreat

Thank you to all who helped out at our Young Friends' Fall Impact Retreat. Your time and prayers were greatly appreciated!

What's Happening in WYM

Mooresville Friends Quaker Fall Bazaar

Don't miss the opportunity to have lunch with Mooresville Friends on Saturday, November 1, 11:00 a.m. to 1 p.m. In addition to a great meal, you can purchase their special apple butter and stop to look at the homemade items and baked goods at their Christmas Store!

Fairfield Friends Feast and Country Store

A traditional menu of chicken pie and barbecue meatballs, mashed potatoes, green beans, slaw, yeast rolls, corn (from the Gladden garden), and homemade desserts will be served this year at the Fairfield Feast, Saturday, November 1, 4-7 p.m. Come and browse through the handmade crafts and home baked goodies.

New London Annual Fish Fry

New London Meeting's Annual Fish Fry will be held on November 1, 2008, serving 4-7 p.m. The dinner includes fish which is hand breaded and cooked over wood burning stoves in the pavilion at the east end of the meetinghouse, homemade potato salad, and baked beans. Please join us for the delicious evening meal!

West Newton Fund Raiser for John Muhanji Truck

West Newton Friends will have its fall fundraiser, "Cooking & Crafts," on Saturday, November 8, from 11:00 am to 7:30 pm. Cooking & Crafts includes an all-you-can-eat meal of chicken & noodles or stew, including salad and dessert; a bake sale, and a craft/fine arts sale. All items for sale are made by members and friends of West Newton Meeting. Come join us for a really fun event and help purchase the new vehicle for John Muhanji. ALL proceeds will go directly toward the purchase of John's truck.

Second Friends Thanksgiving Dinner

Second Friends is planning a Thanksgiving Dinner for their neighborhood on Sunday, November 23, following morning worship. If you would like to attend and/or donate canned or baked goods for this event, please contact Jessica Thornburg, (317) 750-0152.

Downers Grove Friends

This fall Downers Grove Friends began the on-site work for their new meetinghouse. Trees and bushes have been removed, the memorial garden has been re-located, and cold-weather construction is planned. The current meetinghouse will come down.

Carmel Friends Celebrated 175th Birthday

Carmel Friends Church celebrated their 175th Anniversary on Saturday, October 5 with a hog roast, fun-filled activities for the whole family, a pie judging contest, time of sharing from previous pastors, and a "Singspiration" in the sanctuary. The Mayor of Carmel proclaimed October 4 as "Quaker Heritage Day."

WYM Leadership Training Class

Western Yearly Meeting Training & Recording Committee will offer another class this fall, "Introduction to Christian Theology," taught by Mike Thornburg (pastor of Danville Friends). The second class will be held, November 14-15. Classes gather at the Western Yearly Meetinghouse. For more information contact the WYM Office, (317) 839-2789.

Bloomington Friends Auction of Dennis Hall

The Trustees of Bloomington Friends will sell the historic "Dennis Hall" and contents at public auction on Saturday, November 8, 2008 at 10:00 a.m. See advance sale bills on website: www.sellabrationauction.com.

Statistical Report

Adrene Brown reports there are new members at Tangier Friends who are "quite a lift to our meeting." We celebrate these new Friends: John & Ruth Isaacs, Bill Millikan, Israel & Christy Meagher; Bob & Missy Stites, and Bob & Gilberta Yater.

If you have any statistical information you would like to share, please feel free to contact the office for the next edition of Western Work.



Western Yearly Meeting

FRIENDS CHURCH

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Plainfield, IN 46168

(317) 839-2789

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Address Correction Requested

Western Yearly Meeting Calendar

**MATERIALS DEADLINE FOR NEXT
NEWSLETTER:
11/24/08, 9:00 a.m.**

Our Purpose Statement

*Seeking the guidance of the Holy
Spirit,
Western Yearly Meeting equips
Friends Meetings
in the Gospel of Jesus Christ
by exercising mutual care and
extending cooperative ministries.*

*Through various expressions of our
Christian faith,
we strive to inspire ministry and
the release of gifts of leadership.*

Office Hours:
9:00-12:00;1:00-3:00; Monday-
Thursday

Eleventh Month

- 1 Quaker Haven Camp Board Mtg.
New London Friends Fish Fry, 4-7
Fairfield Fall Feast, 4-7
Mooresville Quaker Fall Bazaar,
9-2
- 2 West Central Area Meeting at West
Union Friends, 4:00 – Program on
Missions & 5:00 – Carry-in Dinner
Hinkle Creek Friends Homecoming
& 172 Anniversary
- 8 West Newton “Cooking & Crafts,”
11:00-7:30
Bloomingdale Friends Auction of
Dennis Hall, 10:00 a.m.
- 9 Youth Cabinet Road Show at
Georgetown Friends
- 10 West Central Pastors’ Meeting, 7:00
p.m.
- 11 North Central Pastors’ Meeting, 9:30
a.m. at Noblesville Friends
- 14-15 Introduction to Christian Theology
Class
- 15 WYM Administrative Council at
Carmel Friends, 10:00 a.m.
- 18 Program Committee, 2:00 p.m.
- 23 Thanksgiving Dinner at Indianapolis
Second Friends, 12 noon

Twelfth Month

- 5 WYM Pastors’ Christmas Dinner at MCL
Cafeteria, 2370 W. 86th Street, 6:00 p.m.
- 6 Executive Committee, 9:00 a.m. Kelley
Conference Room
- 13 Second Friends Neighborhood Christmas
Party, 4 p.m.

