



Dear NWCP,

In 2023, the Board of Pensions shared that with rising healthcare costs and the current long-unchanged BOP model, that the Board of Pensions offerings were unsustainable and that significant changes would need to be made. Over the last few months, many town halls and listening sessions have been had to develop a new plan. Yesterday, BOP finally made an announcement of their new plan with actual numbers. You can read about that here: <https://seasonofrebuilding.pensions.org/2025-plan-changes/dues-packages>

In my first review, some of the changes are for the better such as more access to benefits for commissioned pastors but there are also drawbacks such as no mandated coverage of healthcare for pastor's family members. These changes will have a significant impact. Naturally, these changes raise anxiety for pastors who wonder about the stability of a career in pastoral ministry. It also raises anxiety for churches who wonder how they are going to retain a pastor when they have limited financial means.

We honor whatever initial feelings this change stirs up for you. At the same time, I encourage you to slow-down and resist being emotionally reactive. Don't give up. We have time to figure this out and adapt together. We are a healthy, dynamic presbytery and God has been so faithful to us. None of these changes will take place in 2024 and even going into 2025, the changes will scale over a transitional period. One advantage we have in the NWCP is that being scrappy, creative, flexible, and deeply caring for one another is a part of our DNA. I know we will find a way together.

Going forward, I encourage you to keep your eye on this conversation nationally and I will do my best to share what I hear in my role. Get your information from trustworthy sources like the Board of Pensions directly and do not be led astray by the anxiety and misinformation circulating in the numerous niche PCUSA Facebook groups online.

Thankfully, Rev. Christine Long, former Executive Presbyter of the Olympia Presbytery and our current regional BOP representative, will be meeting with myself and our Stated Clerk on Monday and then she will also meet with our COM to educate us on the changes. I will also be going to the BOP conference in Philadelphia in late April/early May and will also attend their meeting at the General Assembly for Mid-Council Leaders in late June. I expect that over-the-summer, the NWCP team will be developing a response plan and resources for our presbytery as we move forward.

Please stay in touch. I want to hear from both pastors and churches if they are anticipating challenges and impacts with these changes. We will do our best to partner together to find solutions so that ultimately, we

"Therefore do not be anxious, saying, 'What shall we eat?' or 'What shall we drink?' or 'What shall we wear?' For the Gentiles seek after all these things, and your heavenly Father knows that you need them all." Matthew 6:31-32

*"But seek first the kingdom of God and his righteousness, and all these things will be added to you."
Matthew 6:33*

"But Jesus looked at them and said, "With man this is impossible, but with God all things are possible." Matthew 19:23

Blessings,



Laura Terasaki

Rev. Laura Terasaki
Executive Presbyter



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