

**Presbytery of Detroit
Minutes of the Stated Meeting
February 25, 2023**

The Presbytery of Detroit convened with prayer and a land acknowledgment in a stated meeting at 9:00am at First Presbyterian Church of Pontiac. The meeting was moderated by Elder Kevin Smith. Stated Clerk Rev. Marianne Grano served as recording secretary.

The Moderator declared the presence of a quorum.

The Moderator appointed Elder Bob Beck Assistant to the Stated Clerk.

The Moderator welcomed all new ministers and commissioners.

The Moderator apologized on behalf of himself and the Vice Moderator regarding a statement released last week which had caused pain.

Rev. Laura Kelsey welcomed the Presbytery on behalf of the host church. The following day would be the 199th anniversary of the founding of the church.

Upon motion of Elder Lon Kuehn, Presbytery approved the following as Omnibus #1:

1. DOCKET: Adopt the docket as presented.
2. EXCUSES: Excuse all continuing minister and elder members of Presbytery who have asked to be excused.
3. STANDING RULES: Adopt the Special Standing Rules for Hybrid Meetings, **Appendix A.**
4. MINUTES: Approve the minutes of the November 19, 2022 and January 30, 2023 meetings.
5. CORRESPONDING MEMBERS: Seat as corresponding members all eligible persons who are presented to the Presbytery and who register as corresponding members.

Motion carried by unanimous consent.

The Stated Clerk presented hybrid meeting instructions.

The Moderator recognized Rev. Chip Hardwick of Miami Valley Presbytery and Elder Jim Rissler of mid-Kentucky Presbytery as corresponding members.

Report from the Synod of the Covenant: Rev. Hardwick reported preaching helps and a three week webinar on The Church and Mental Health in March. In April, another webinar would address clergy loneliness. The Synod would also provide boundaries training April 26-27. The Synod would present a prevention of child sexual abuse training and an anti-racism training. The Synod AC regarding Detroit had been meeting multiple times weekly and conducting interviews,

8-10 so far this year.

Elder Adrienne Adams reported as Synod Commissioner that the Synod's theme was "we'll try anything to support and equip leaders who attend to God's creative, emerging future." The Synod was focusing on encouraging vital congregations, eradicating structural racism and modeling inclusion, and experimenting with new ways to be church. The next Synod meeting would be in May.

Report from Presbyterian Investment and Loan Program: Elder Rissler reported that PILP tried to work with congregations to obtain loans that were the right size for their church, its mission, and its cash flow. PILP's strategy regarding high interest rates was to grown the loan portfolio to spread operating costs over a larger base. PILP also worked with congregations regarding investment support. Detroit Presbytery had the 4th largest number of loans. Faith Community—Novi, First-Howell, First-Northville, Howell Nature Center, and University-Rochester were receiving rebate checks.

Report from Board of Pensions: Rev. Luke Choi of the Board of Pensions reported that the Board had a new program called Clergy Wellness Support for mental, spiritual, physical or professional health that could award up to \$5000, which would be eligible for anyone with Pastor's Participation earning less than \$80k in effective salary. The Board would also provide help for emergency financial assistance. Individual members could apply directly without going to mid-councils. Any church professional involved in any program of the Board (including the vision plan, costing \$4/month) could qualify for the financial assistance program. Minister Debt Relief was also available for any debt relief for any pastor's participation program member earning \$80k or less. Rev. Choi finally reminded 403b contributors that they could receive a tax credit for that.

Report from Associate Executive Presbyter: Elder Charon Barconey reported that in rejoicing in the birth of baby Riley and baby Wesley to families of pastors. Elder Barconey reported that in Black History Month the Presbytery should remember its Black churches. Elder Barconey encouraged the Presbytery to listen to "I Love When You Count Me Out." She reported that Black churches felt ignored and that the story had been changed. Elder Barconey also lifted up the Michigan State University community. Elder Barconey encouraged the Presbytery to "rejoice with those who rejoice and weep with those who weep." She shared that the past year had been personally challenging for her. She opined that the Presbytery was not dysfunctional and celebrated the gifts of the Presbytery, which she said had the best pastors of any Presbytery. She called the Synod of the Covenant to return to its original call.

Worship: The Assembly celebrated worship. Rev. Michael Johnson (ELCA) of Love Rising Lutheran Church in Detroit preached on Mark 3:1-6. In Black History Month, Rev. Johnson remembered the history of the Black church and its connection with Black nationalism, and that the Black church was founded because of exclusion from white churches. Rev. Johnson encouraged that women, trans siblings, gay siblings, and the rich racial diversity of the communities the church served be welcomed to the church's table. Rev. Johnson, in interpreting the healing of the man with the withered hand on the Sabbath, lifted up that the Gospels reported that Jesus was angry with those who opposed the healing, and pointed to Christ's anger because of the silence of the religious elites in the face of suffering. Rev. Johnson offered that the witness

of Christ's healing of the man with the withered hand on the Sabbath offered hope for those on the margins of society. Rev. Johnson spoke out against the silence of the church with regard to the many injustices and controversies facing the world. The assembly proceeded to the installation of Rev. Teresa Peterson as Vice Moderator. The Moderator asked the constitutional questions of Rev. Peterson and the assembly, led the installation prayer, and presented the Vice Moderator's stole. Rev. Peterson gave the charge and benediction, repeating the apology regarding her past actions, and sharing her excitement to walk beside the Presbytery. Rev. Lindsey Anderson, Elder Adam Delezenne, and the Prayze Band of First Presbyterian Church of Pontiac also assisted in leading worship.

Stated Clerk's Statement: Before giving hybrid instructions, the undersigned Clerk presented apologies for failing to post the final report of the The Committee to Review Issues Surrounding the Separation Agreement Between Dr. Floretta Barbee-Watkins and the Presbytery of Detroit. The paper had been posted late. Due to this error, the Clerk would encourage the new Clerk to allot time at the May meeting for additional consideration of the report.

Treasurer's Report: Treasurer Mike Gaubatz presented the report. **Appendix B.** The Treasurer reported a slight surplus in funds, but also that technical issues regarding the Presbytery's financial software prevented a full written report.

Trustees' Report: Elder Greg Sykes reported on behalf of the Trustees. **Appendix C.** Elder Sykes reported that the Trustees were available at any time for questions and concerns. On behalf of the Trustees, Elder Sykes moved the following:

Pursuant to Art. IX, Sec. 5 of the Presbytery bylaws, to authorize the Trustees to sell the property described below (the "Bacalis Estate Property"):

1. The following described premises situated in the TOWNSHIP OF GROSSE ILE, GROSSE ILE, MICHIGAN County, Michigan, to wit:

UNIT 111, BUILDING 20, HAWTHORN PLACE CONDOMINIUM, ACCORDING TO THE MASTER DEED RECORDED IN LIBER 23108, PAGE 676, WAYNE COUNTY RECORDS AND AMENDED IN FIRST AMENDMENT IN LIBER 23155, PAGE 458, SECOND AMENDMENT IN LIBER 23264, PAGE 316, THIRD AMENDMENT IN LIBER 23795, PAGE 898, AND FOURTH AMENDMENT IN LIBER 23890, PAGE 918, WAYNE COUNTY RECORDS AND DESIGNATED AS WAYNE COUNTY CONDOMINIUM SUBDIVISION PLAN NO. 212, TOGETHER WITH RIGHTS IN GENERAL COMMON ELEMENTS AND LIMITED COMMON ELEMENTS AS SET FORTH IN THE ABOVE MASTER DEED AND AS DESCRIBED IN PUBLIC ACT 59 OF 1978 AS AMENDED,

9899 HAWTHORN GLEN DR. BLDG. 20 UNIT 111, GROSSE ILE, MICHIGAN.

At fair market value, fair market value to be finally determined by the Trustees, and to a qualified buyer; and to refer the review and execution of the closing documents to the Trustees.

Rationale: The April 15, 1992 Garnette Bacalis Agreement of Trust directs all property to be divided equally between:

- a. the Presbyterian Church (USA),
- b. the Synod of the Covenant, and
- c. the Presbyterian of Detroit.

Mrs. Bacalis died on May 19, 2022. Elder Jesse Bacalis was an attorney and active member of the Presbytery of Detroit. The Presbytery has been named Successor Trustee of the Trust and has, through its Board of Trustees and after consultation with interested parties, undertaken the responsibility for the sale of the property and distribution of the assets to the Synod and PC(USA) as required by the Trust.

The Presbytery is not the owner of the entirety of the Bacalis Estate Property, which is still in probate court at this time. However, as the Presbytery is acting as Trustee and the proceeds of the sale will partially go to the Presbytery, the Trustees are submitting this property transaction to the Presbytery pursuant to the Bylaws in the interest of full transparency.

The disposition of any proceeds of the sale that remain, after settlement of encumbrances, costs, and distribution to the Synod and PCUSA, will be subject to the budget approval and amendment provisions of the Bylaws and Policies and Procedures of the Presbytery.

There was no discussion. Motion carried by unanimous consent.

Report of the Committee on Nominations: Elder Rosy Latimore presented for the Committee on Nominations. Elder Latimore encouraged the Presbytery to hand in Endorsement Forms. Elder Latimore moved the following from the floor, the names not being approved by the Committee:

Rev. Diane Bostic-Robertson, Class of 2023, Operations Ministry Team;
 Elder Robert Beck, Bloomfield Hills-Kirk, Class of 2025, Committee on Preparation for Ministry.

Motion carried by unanimous consent.

On behalf of the Committee, Elder Latimore moved the following:

Class 25	Larry Hoxey	Non-Presbyterian	UCC wyandotte
Co-Chair-23	Wand Moon	RE	Northville
Class-25	Wanda Moon	RE	Northville

Mission Interpretation (MIMT)

Class-24	Larry Hoxey	Non-Presbyterian	UCC-Wyandotte
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Motion carried by unanimous consent.

Stated Clerk’s First Report: Rev. John Judson moved to approve the following proposed amendments to the Book of Order:

Approve the following proposed amendments to the Book of Order:

1. Amendment 22A (foundational statements - disability and gender identity inclusivity);

2. Amendment 22B (foundational statements - disability and gender identity inclusivity);
3. Amendment 22E (“Honorably Retired” designation amendment to “Retired”);
4. Amendment 22F (transfer of ministers from immigrant fellowships);
5. Amendment 22G (boundary and sexual abuse prevention training for inquirers);
6. Amendment 22H (sexual misconduct allegation reporting for inquirers and candidates);
7. Amendment 22J (authorizing commissioned ruling elders serving in multiple ministries);
8. Amendment 22K (boundary and sexual abuse prevention training for commissioned ruling elders);
9. Amendment 22L (boundary and sexual abuse prevention training for certified Christian educators);
10. Amendment 22M (electronic Session meetings)
11. Amendment 22P (requiring councils to establish a sexual misconduct policy, a harassment policy, a child and youth protection policy, and an antiracism policy).
12. Amendment 22Q (requiring Presbyteries to establish minimum compensation for dissolution terms, for pastoral calls and for those serving in temporary pastoral service);
13. Amendment 22R (permitting Synods to enroll additional members not commissioned by Presbyteries in order to provide greater participation and representation).

The motion was seconded. The vote by secret electronic ballot was tallied as follows:

Yes: 83

No: 3

Motion carried.

Rev. Gretchen Denton reported that Bread for the World was requesting letters and more information would be provided.

The additional corresponding member Rev. Tim Beal, from Presbytery of the Pacific, was enrolled.

Report of the Coordinating Cabinet: On behalf of the Cabinet, Rev. Smart moved the following (Appendix D):

Amend the Bylaws in Article I (Identity and Authority), Section 3 (Membership and Composition) by inserting “Synod Commissioner,” after “Ministry Team,” and before “Commissioned Ruling Elder”. The Section would then read: “In addition to the teaching elder members and ruling elder commissioners prescribed in the Book of Order, each ruling elder who is elected an officer of the Presbytery or Corporation or chairperson of a standing committee, Planning and Visioning Team, Ministry Team, Synod Commissioner, Commissioned Ruling Elders currently serving in a validated ministry, and Certified Christian Educators (who are also ruling elders) currently serving as a Certified Christian Educator in a congregation of the Presbytery, shall be enrolled as a member of the Presbytery for their term of office. Past moderators, Certified Christian Educators (who are not ruling elders) and Associate Christian Educators currently serving in a congregation of the Presbytery, shall have voice in all Presbytery meetings.”

Rationale: Synod Commissioners serve as ongoing liaisons between the Presbytery and the Synod. They are in a position to speak to each from the perspective of the other. Synod

Commissioners who are teaching elders already have voice and vote at Presbytery meetings. This amendment would allow Synod Commissioners who are ruling elders to participate in the same way.

Motion carried by unanimous consent.

On behalf of the Cabinet, Rev. Smart moved the following:

1. Amend the Bylaws in Article IV (Officers), Section 3 (Terms and Elections), Subsection b (Stated Clerk,

Interim Stated Clerk, Treasurer and Assistant Treasurer) by striking out “the Presbytery Operations Ministry Team” and inserting “a committee of no less than three people representing the diversity of the Presbytery”. The Subsection would then read, “The Stated Clerk, the Treasurer and the Assistant Treasurer shall serve for three years or until a successor is installed. The elections shall be conducted as follows: The Coordinating Cabinet shall nominate one candidate, upon recommendation a committee of no less than three people representing the diversity of the Presbytery, which shall have conducted an open search; nominations from the floor shall not be in order; the Presbytery shall vote by ballot on the question, ‘Shall this person be elected to this Office?’”

Rationale: While the Presbytery Operations Ministry Team has traditionally invited other persons to join it in the search for a Stated Clerk or Treasurer, this amendment would allow the Coordinating Cabinet to select a committee designed specifically for each search with the diversity, knowledge, and perspective required at the time the search is being conducted.

Following discussion, Elder Latimore moved to amend by inserting in the amendment, following “upon recommendation of a committee,” the words “selected by the Cabinet.” The motion was seconded and discussion began.

Rev. Neeta Nichols moved to refer the motion to the Bylaws Committee to clarify the motion. Following discussion, the vote by secret electronic ballot was tallied as follows:

Yes: 68

No: 27

Motion to refer the motion and amendment carried.

Elder Suzanne Lewand reported on behalf of the Operations Ministry Team. (**Appendix E**). Elder Lewand reported that the Synod was assisting in the search for an Acting Stated Clerk. A new job description for Stated Clerk would be presented to the Presbytery in May, which might reflect additional hours for the Stated Clerk position.

On behalf of Operations, Elder Lewand moved to approve the terms of call for the Associate Executive Presbyter. Discussion followed regarding the Associate Executive Presbyter’s salary, comparators across staff positions with regard to race, the additional workload of having no

Executive Presbyter, and the bonus, which had been referred to Operations, and which Operations was still discussing with the Associate Executive. During discussion, a point of order was raised by Rev. Melissa Allison regarding allowing Michael Barconey to speak at a Presbytery meeting, as the bylaws prescribed who was granted voice and vote. The point of order was sustained; unless Michael was an elder commissioner from a congregation, there was no other basis to grant him voice; however, the body had allowed him to speak without interruption. Rev. Gretchen Denton moved the previous question.

The vote by secret electronic ballot on the previous question was tallied as follows:

Yes: 63

No: 20

Motion carried by the required two-thirds.

The vote on the terms of call was tallied by secret electronic ballot as follows:

Yes: 70

No: 13

Motion carried.

On behalf of Operations, Elder Lewand moved to approve the terms of call for the Stated Clerk:

Motion to amend the terms of call for the Stated Clerk for the minimum terms of call regarding Board of Pensions. The motion was seconded. Motion carried by unanimous consent.

Regarding the terms of call for the Stated Clerk, the vote by secret electronic ballot was tallied as follows:

Yes: 83

No: 7

Motion carried.

Rev. Smart continued the Cabinet report. Rev. Smart reported that Mission Interpretation Ministry Team had a new “Ministry Spotlight” program and ministries were encouraged to apply. **Appendix F.**

On behalf of the Social Justice Ministry Team, Rev. Sarah Logemann moved the distribution of the Ranney-Balch grants. **Appendix G.** Motion carried by unanimous consent.

On behalf of the Planning and Visioning, Elder Stefanie Lewis moved that, pending the approval of Coordinating Cabinet, Presbytery approve the Extra Commitment Opportunities of Thika Partnership and Second Mile Center.

The Stated Clerk was presented with a gift and card from the Coordinating Cabinet.

On behalf of Planning and Visioning Team, Elder Lewis moved that the line item Presbytery Response Team (PRT) under Committee on Ministry be moved to be a separate stand-alone budget item. The line item is in the amount of \$1,000.00. The rationale is that the PRT reports directly to Presbytery and some of its responsibilities take it outside of those of COM.

Committee on Preparation for Ministry: Rev. Jim Faille reported on behalf of the Committee. **Appendix H.** On behalf of the Committee, Rev. Faile presented Elder Lon Kuehn for enrollment as a candidate.

Elder Kuehn reported that he had worked in retail management for over thirty years. He shared that he immediately felt his call to membership of Starr-Royal Oak. Elder Kuehn reported he had long felt a sense of call to ordained ministry but felt he was too old. He reported that the Clerk, who was then his pastor, told him Moses was eighty. Elder Kuehn was questioned on his sense of call related to changing denominations and working in ministry at Pontiac-First.

On behalf of the Committee, Rev. Faile moved to sustain the examination and enroll Elder Kuehn as a candidate. Motion carried by unanimous consent.

On behalf of the Committee, Rev. Faile presented Inquirer Robyn Hudgins (First, Warren) to be examined by Presbytery for enrollment as a Candidate.

Robyn shared her sense of call first as a parent, and the adoption of a child from Guatemala, and then to ordained ministry. Robyn shared that after setbacks in life and rejection in the church, Robyn had been welcomed by First-Warren. Robyn responded to questions regarding Fr. Rohr as an important influence in her life through sobriety, and also to questions about becoming Presbyterian and reviewing the Book of Order.

On behalf of the Committee, Rev. Faile moved to sustain the examination and enroll Robyn Hudgins as a candidate. Motion carried by unanimous consent.

The Moderator offered prayers for the new candidates.

Committee on Ministry Report: Rev. Melissa Allison presented the report on behalf of the Committee. **Appendix I.** On behalf of the Committee, Rev. Allison moved approved the following calls:

1. The Solo Pastor/Head of Staff call between **Rev. Greg Larsen and St. Thomas Community Presbyterian Church**, effective January 4, 2023.

Total Effective Salary: \$77,700.00

Total Benefits: UCC Pension - \$18,966.00, Medical, Dental, Vision - \$4,920.00, SSI Allowance

—
\$5,994.00, Short and Long term Disability - \$2816.00, Presbyterian Polity Course –
\$400.00.

Reimbursed Expenses: Continuing Education - \$1,550, Profession Expenses - \$1,050 Total Cost

to Church: \$113,346.05

4 Weeks Vacation, including 2 Sundays

2 Weeks Continuing Education, including 2 Sundays

Church to pay for and allow Pastor to attend Pastors in Transition program. Church will share in cost for clergy coaching in first year.

2. The Designated Pastor call between **Rev. Dr. Richard Lapehn and Orchard Lake Community Church, Presbyterian**, effective January 22, 2023.

Total Effective Salary: \$85,000.00

Total Benefits: BoP dues - \$33,150.00, SSI - \$6502.50, Dental/Vision - \$1767.00 Reimbursed Expenses: Medical deductible - \$960.00, Continuing Education - \$1,500.00,

Professional Expenses - \$3,500.00, Other Benefits (Retirement Saving Matching Contribution) - \$1,500.00

Total Cost to Church: \$133,879.50

4 Weeks Vacation, including 4 Sundays

2 Weeks Continuing Education, including 2 Sundays

Church to pay for allow Pastor to attend Pastors in Transition program. Church will share in cost of clergy coaching in first year.

Motion carried by unanimous consent. On behalf of the Committee, Rev. Allison moved to approve the following contracts:

1. The Part Time Commissioned Ruling Elder Contract between **CRE Caleb Jones and St. John's Presbyterian Church**, effective January 1, 2023. 25 hours

Total Effective Salary: \$25,000.00 Total Benefits: \$5,942.00

Reimbursed Expenses: Study Allowance - \$1,000.00, Professional Expenses - \$1,058.00 Other Expenses: Pastors in Transition program, \$150.00

Total Cost to Church: \$33,150.00

4 Weeks Vacation, including 4 Sundays

2 Weeks Continuing Education, including 2 Sundays

Church to pay for and allow Pastor to attend Pastors in Transition program.

2. The Part Time Stated Supply Contract between **Rev. Charles Sadler II and Starr Presbyterian Church**, effective January 1, 2023. 12 hours.

Total Effective Salary: \$20,700.00 Total Benefits: \$1,583.65

Reimbursed Expenses: Study Allowance - \$500.00, Professional Expenses - \$845.65 Total Cost to Church: \$23,629.20

4 Weeks Vacation including 4 Sundays

2 Weeks Continuing Education including 2 Sundays

Church to pay for allow Pastor to attend Pastors in Transition Program.

3. The Part Time Stated Supply Contract between **Rev. Keith Cornfield and Calvary Presbyterian Church, Ann Arbor**, effective January 1, 2023. 28 hours

Total Effective Salary: \$49,849.00 Total Benefits: \$3,813.00

Reimbursed Expenses: Professional Expenses - \$2,210.00 Total Cost to Church: \$55,872.00

5 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

4. The Part Time Commissioned Ruling Elder Contract between **CRE Pamela Hutchens and Auburn Hills Presbyterian Church**, effective January 1, 2023. 10 hours
Total Effective Salary: \$20,440.00 Total Cost to Church: \$20,440.00
4 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays

5. The Part Time Interim Pastor Contract between **The Rev. Dr. Roxie Davis and First Presbyterian Church, Port Huron**, effective January 1, 2023. 19 hours
Total Effective Salary: \$31,413.00
Reimbursable Expenses: Medical Deductible - \$2,000.00, Study Allowance - \$2,000.00, Professional Expense - \$2,000.00
Total Cost to Church: \$37,413.00
6 Weeks Vacation including 6 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

6. The Commissioned Ruling Elder Contract between **CRE Deborah Lennis and White Lake Presbyterian Church**, effective October 1, 2022. 40 hours
Total Effective Salary: \$49,600.00
Reimbursed Expenses: Study Allowance - \$1,550.00, Professional Expense - \$1050.00 Total Cost to Church: \$52,200.00
4 Weeks Vacation including 2 Sundays
2 Weeks Study Leave including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

7. The Interim Pastor Contract between **Rev. Karen Stunkel and Westminster Church of Detroit**, effective January 1, 2023. 40 hours
Total Effective Salary: \$65,000.00
Total Benefits: BoP Medical, \$18,850.00, BoP Pension, \$5,525.00, Bop Death/Disability, \$650.00 BoP Temporary Disability, \$325.00
Reimbursed Expenses: Medical Deductible - \$950.00, Study Allowance - \$1,200.00, Professional Expense - \$4,975.00
Total Cost to Church: \$97,475.00
4 Weeks Vacation including 2 Sundays
2 Weeks Study Leave including 2 Sundays 1 Family Sunday

8. The Quarter-Time Stated Supply Contract between **Rev. Dr. Kenneth Kaibel and Belleville Presbyterian Church**, effective January 11, 2023.
Total Effective Salary: \$12,400.00 Total Benefits: \$6,000.00
Reimbursable Expenses: Study Leave and book allowance - \$1,000.00, Visitation and Transportation expense - \$1,600.00, Miscellaneous expense - \$2,000.00
Total Cost to Church: \$23,080.00

5 Weeks vacation including 5 Sundays
2 Weeks Continuing Education including 2 Sundays.
Church to pay for and allow Pastor to attend Pastors in Transition Program.

9. The Interim Pastor Contract between **Rev. Bryan Smith and Milford Presbyterian Church**, effective February 1, 2023. 40 hours
Total Effective Salary: \$102,800.00
Total Benefits: BoP Pension, \$8738.00, BoP Death/Disability, \$1,028.00, BoP Temporary Disability - \$514,00, BoP Retirement Savings - \$6,000.00, BoP Optional Dental/Vision – \$1,078.00
Reimbursed Expenses: Medical Deductible - \$1,200.00, Study Allowance - \$2,400.00, Professional Expenses - \$1,200.00
Total Cost to Church: \$124,958.00
4 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays

10. The Interim Pastor Contract between **Rev. Dr. Timothy Beal and Jefferson Ave. Presbyterian Church**, effective February 12, 2023. 40 hours
Effective Salary: \$100,000.00
Benefits: SSI Reimbursement \$7,6500.00
Reimbursed Expenses: Medical Deductible - \$1,000.00, Study Allowance - \$1,500.00, Professional Expense - \$2,500.00
Total Terms of Call: \$112,650.00
Other Expenses to Church: Post-Retirement Dues to BoP - \$12,000.00, Moving Expense – Up to \$13,000.00
Total Cost to Church: \$137,650.00
4 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

11. The Part Time Stated Supply Contract between **Rev. Linda Anderson and First Presbyterian Church** of South Lyon, effective February 17, 2023. 20 hours
Effective Salary: \$38,607.00
Reimbursed Expenses: Professional Expense - \$775.00 Total Cost to Church: \$39,382.00
4 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

12. The Parish Associate Covenant between **Rev. Dr. Keith Provost and Kirk in the Hills Presbyterian Church**, effective October 1, 2022. 10 hours per month.
Compensation will be to reimburse for:
Travel and Professional expenses - \$1,000.00 Preaching, single - \$150.00
Two - \$200.00
Three - \$250.00
If opportunity for study leave should arise, the Parish Associate will be allowed up to \$1,250.00.

13. The Parish Associate Covenant between **Rev. Marjorie Wilhelmi and Kirk in the Hills Presbyterian Church**, effective October 1, 2022. 10 hours per month.

Compensation will be to reimburse for:

Travel and Professional expenses - \$1,000.00 Teaching - \$100.00 per class session

Preaching, single - \$150.00

Two - \$200.00

Three - \$250.00

If opportunity for study leave should arise, the Parish Associate will be allowed up to \$1,250.00.

14. The extension of Parish Associate Contracts between **Rev. Julie Madden and Rev. Ted Thode and First Presbyterian Church Birmingham**, until a new Pastor is called.

Following discussion and correction of a typographical error, motion carried by unanimous consent.

On behalf of the Committee, Rev. Allison moved the following dissolution: The dissolution agreement between **First Presbyterian Church Birmingham** and **Rev. Bethany Peerbolte**, and transfer upon request from the **Presbytery of Denver**, effective Nov. 30, 2022. Terms of dissolution: \$8,963.53 - payment of salary/housing/vacation/HRA/Medical & Pension/Professional Expense difference.

Motion carried after correction of a typographical error by unanimous consent.

On behalf of the Committee, Rev. Allison moved the following transfers:

The transfer of **Rev. TC Anderson** from the **Presbytery of Chicago**.

The transfer of **Rev. Eddie Jusino** to the **New Castle Presbytery**.

The transfer of **Rev. Bethany Peerbolte** to the **Denver Presbytery**.

The transfer of **Rev. Nathan Achterhof** from the **Lackawanna Presbytery**.

Motion carried by unanimous consent.

Rev. Allison personally moved Rev. John Judson's retirement and the transfer of **Rev. John Judson** to the **Presbytery of New Covenant** and the motion was seconded. Motion carried by unanimous consent.

The assembly celebrated the retirement of Rev. John Judson. Elder Sandra Karam shared from fourteen years of leadership of Rev. Hudson at Birmingham-First that not only was he a great preacher and pastor, but he knew how to bind a staff into a cohesive team. He led with love, respect, and humility. Elder Karam reported that Rev. Judson had been active in Mission Presbytery in Texas and had been active in the Presbytery of Detroit. He had also created a plethora of resources, including a systematic theology for laypersons, a study guide of Calvin's Institutes, elder training materials, Bible studies, and videos for children and disability inclusion. Rev. Judson and his wife Cindy were returning to Texas to be with family.

Elder Tim Ngare presented a letter from the Moderator of the Presbyterian Church of East Africa

in Nairobi, Kenya congratulating Rev. Judson on his retirement and celebrating his work in ministry in East Africa. **Appendix J.**

The Moderator shared that he and his husband attended church in Birmingham-First and had always felt welcomed there.

Rev. Judson shared that it had been a great journey, and he could not have made this journey without Cindy. He shared that First-Birmingham was his favorite church he had ever served, and expressed his appreciation for the Session and their openness to his leadership.

The Stated Clerk's report was presented. **Appendix K.** Rev. Tim Marvil moved Omnibus Motion #3 and the motion was seconded. Following discussion, motion carried by unanimous consent.

The report of the Administrative Commission for Dearborn-Littlefield was presented (**Appendix L**):

1. MOTION: The Littlefield AC moves that \$100,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building will be paid to Littlefield Action 4 Social Justice, a non-profit organization for promoting peace and social justice.

The vote by secret electronic ballot was tallied as follows:

Yes: 55

No: 7

2. MOTION: The Littlefield AC moves that \$100,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building be administered by Presbytery's Congregational Development and Transformation Committee "to equip congregations and their leadership to live into the new thing that God is doing there with Resources that include grants and learning opportunities." We encourage the Committee to consider using these funds, according to the desires of the former members of Littlefield, to support activities such as a music ministry or a special mission project for smaller congregations that could not support the activity themselves."

Rev. Bass move to amend by adding "and that a former member of Dearborn-Littlefield be added to that Committee." The Moderator ruled that this amendment would not be in order, since the member would not go through Nominations, but that he would entertain the motion if the member were co-opted by CD&T. The motion put to the assembly was to add "and that a former member of Dearborn-Littlefield be added to that Committee." Following discussion, motion carried by unanimous consent.

The main motion carried by unanimous consent.

3. MOTION: The Littlefield AC moves that \$50,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building be administered by the session of the Cherry Hill Presbyterian Church. We encourage the session to consult with the former members of Littlefield PC who have joined that congregation in deciding the appropriate use for this money.

The motion carried by unanimous consent.

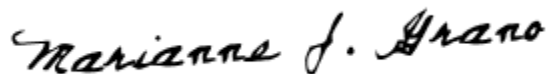
4. MOTION: The Littlefield AC moves that any remaining funds for the proceeds of the sale of the Littlefield Presbyterian Church Building after all applicable debts are satisfied, be administered by Presbytery's New Church Development Committee. It seemed fitting to us that, from the grievous loss of one beloved congregation of the Presbytery, seeds for a new congregation might be planted.

Motion carried by unanimous consent.

5. MOTION: The Littlefield AC moves that the Littlefield Administrative Commission be dissolved as of today's date, February 25, 2023. Following comments complimenting the Commission on their work in a difficult situation, the Moderator ruled the motion unnecessary as the Commission had completed its work and was dissolved.

Rev-Barbee-Watkins separation agreement: Rev. Judson reported on behalf of the committee charged with investigating this matter. Appendix X. Rev. Judson that all persons involved had acted with good faith in accordance to policies and procedures to the best of their ability and to protect the interests of the Presbytery. Rev. Judson reported that the report should be an impetus for revision of the Bylaws and policies and procedures of the Presbytery. **Appendix M.**

The meeting adjourned with a prayer of benediction by the Moderator at 1:29pm.



Marianne Grano, Stated Clerk

ATTACHMENT ONE: THE ROLL

APPENDICES:

Appendix A, Special Standing Rules
Appendix B, Treasurer's Report
Appendix C, Trustees' Report
Appendix D, Coordinating Cabinet Report
Appendix E, Operations Ministry Team Report
Appendix F, Ministry Spotlight Program
Appendix G, Ranney-Balch Grants
Appendix H, Committee on Preparation for Ministry
Appendix I, Committee on Ministry
Appendix J, Letter from Presbyterian Church of East Africa
Appendix K, Stated Clerk's Report
Appendix L, Report of Administrative Commission for Dearborn-Littlefield
Appendix M, Review of Rev. Barbee-Watkins Separation Agreement
Appendix N, Administrative Commission Reports

Proposed Special Rules of Order

For A Hybrid Meeting (in person or electronically via Zoom)

The Following Rules are proposed for adoption at the meeting by the Stated Clerk:

1. Participants joining the meeting in person:
 - a. Will seek recognition by raising their hands,
 - b. When recognized to speak, will move to the lectern at the front of the center aisle.
2. Participants joining the meeting electronically are encouraged to use a desktop or laptop computer. The following are requirements for such computers:
 - a. High speed internet access.
 - b. Sound output device (*preferably* a headset, earbuds, or Bluetooth device that delivers the sound directly to the participant's ear rather than into an open room),
 - c. A microphone device.
 - d. A webcam (optional).

If joining by computer is not possible, those joining electronically may use a tablet or smart phone device, using the free "Zoom" app, available from the device's app store. Regarding audio/visual devices, the same requirements and preferences exist as for computers.

3. The following rules also apply to those joining the meeting electronically:
 - a. The "raise hand" feature will be used for both seeking recognition and voting. Raise hand is accessed by clicking on the word "Reactions" on the bottom of the main Zoom window (or top right on some tablet/phone devices), then clicking on the "Raise Hand" bar. Clicking on raise hand causes a "virtual hand" to be raised both on your webcam feed and beside your name on the Participants list (which you may also access by clicking on the word "Participants").
 - b. If you have an "interrupting motion" (a point of order, a request for preference in recognition, etc.), you may message the hosts through the "chat" function. If you are not recognized in a timely manner, you may unmute your microphone and say "Mr/Madam Moderator!"
 - c. You may send a motion to the hosts through "chat" if it is complex or in writing, but you must still seek recognition.
 - d. Voting will take place through a third-party voting system. You must open up another browser window and log in to the third-party website. Log-in information will be sent separately and it is your responsibility to prepare to vote and secure your log-in credentials prior to the meeting. You may contact the Stated Clerk or Presbytery staff if you have any difficulty getting access to the voting system.
4. In-person participants shall use the provided remote controls to vote, which will show the choice cast on a small screen on the device. Please note that for both in person and online participants, you may change your vote at any time before the vote closes.
5. The Stated Clerk and/or assistant will allow approximately ten seconds for voting before finalizing the result.
6. In the case of an internet outage in the location of the Presbytery meeting, votes shall be taken in the following manner: in-person participants will vote by a counted rising vote, or secret ballot upon demand. Electronic participants will vote through the online voting system. The totals will then be added to determine the result.

Treasurer's Report for Presbytery on February 25, 2023

Due to a hardware issue with the server, the Treasurer's report will not be published for this meeting. (Note: all of the data is safe; it is just not accessible until the server is repaired and the software reloaded.)

The Treasurer will give a verbal update during the meeting with information about the expected 2022 year-end results. The paper report that would normally have been published for this meeting will be published for the May meeting, instead.

APPENDIX C

Presbytery of Detroit Report of the Trustees February 25, 2023

The Trustees recommend the following for Presbytery approval:

Pursuant to Art. IX, Sec. 5 of the Presbytery bylaws, to authorize the Trustees to sell the property described below (the “Bacalis Estate Property”):

1. The following described premises situated in the TOWNSHIP OF GROSSE ILE, GROSSE ILE, MICHIGAN County, Michigan, to wit:

UNIT 111, BUILDING 20, HAWTHORN PLACE CONDOMINIUM, ACCORDING TO THE MASTER DEED RECORDED IN LIBER 23108, PAGE 676, WAYNE COUNTY RECORDS AND AMENDED IN FIRST AMENDMENT IN LIBER 23155, PAGE 458, SECOND AMENDMENT IN LIBER 23264, PAGE 316, THIRD AMENDMENT IN LIBER 23795, PAGE 898, AND FOURTH AMENDMENT IN LIBER 23890, PAGE 918, WAYNE COUNTY RECORDS AND DESIGNATED AS WAYNE COUNTY CONDOMINIUM SUBDIVISION PLAN NO. 212, TOGETHER WITH RIGHTS IN GENERAL COMMON ELEMENTS AND LIMITED COMMON ELEMENTS AS SET FORTH IN THE ABOVE MASTER DEED AND AS DESCRIBED IN PUBLIC ACT 59 OF 1978 AS AMENDED,

9899 HAWTHORN GLEN DR. BLDG. 20 UNIT 111, GROSSE ILE, MICHIGAN.

At fair market value, fair market value to be finally determined by the Trustees, and to a qualified buyer; and to refer the review and execution of the closing documents to the Trustees.

Rationale: The April 15, 1992 Garnette Bacalis Agreement of Trust directs all property to be divided equally between:

- a. the Presbyterian Church (USA),
- b. the Synod of the Covenant, and
- c. the Presbyterian of Detroit.

Mrs. Bacalis died on May 19, 2022. Elder Jesse Bacalis was an attorney and active member of the Presbytery of Detroit. The Presbytery has been named Successor Trustee of the Trust and has, through its Board of Trustees and after consultation with interested parties, undertaken the responsibility for the sale of the property and distribution of the assets to the Synod and PC(USA) as required by the Trust.

The Presbytery is not the owner of the entirety of the Bacalis Estate Property, which is still in probate court at this time. However, as the Presbytery is acting as Trustee and the proceeds of the sale will partially go to the Presbytery, the Trustees are submitting this property transaction to the Presbytery pursuant to the Bylaws in the interest of full transparency.

The disposition of any proceeds of the sale that remain, after settlement of encumbrances, costs, and distribution to the Synod and PCUSA, will be subject to the budget approval and amendment provisions of the Bylaws and Policies and Procedures of the Presbytery.

The Trustees report the following for the information of Presbytery:

1. The Trustees authorized the expenditure of funds towards technology for a media studio congregations could utilize, not to exceed the budget for technology updates.

2. The Trustees informed the Presbytery's insurer of a potential liability regarding Howell Nature Center and an investigation of its staff.
3. The Trustees approved a listing agreement with realtor Joyce Reedy for selling the Bacalis Property, after authorization by Presbytery.
4. The Trustees elected the following for 2023:

2023 Corporate Officers:

President: Gregory Sykes

Vice President: Ben Beale (self-nominated)

Secretary: Rev. Marianne Grano, Stated Clerk*

Treasurer: Michael Gaubatz, Treasurer*

Authorized Signers on Checking & Investment Accounts

Gregory Sykes

Michael Gaubatz, Treasurer*

Michael Starynychak, Asst Treasurer *

Martha Blenman (self-nominated)

Audit Sub-Committee

Chair: Ben Beale

Karen Strandholm

Ruthanne Herrington (self-nominated)

Ken Hollowell (self-nominated)

Investment Sub-Committee

Chair: Ruthanne Herrington

Robert Lee

Martha Blenman (self-nominated)

Karen Strandholm (self-nominated)

*The Stated Clerk, Treasurer, and Asst Treasurer terms expire March 31, 2023. Those elected to the positions beginning April 1, 2023 will automatically replace their predecessors as Officers and/or Signers (if the incumbent is not re-elected) without requiring a new vote on the matter.

5. The Trustees approved the Routine Bills List of the Presbytery.
6. The Trustees authorized Elder Blenman, Rev. Herrington, and Elder Beale to perform a requested financial review for Farmington-First.
7. The Trustees approved an internet installation agreement for Troy-First.
8. The Trustees authorized President Sykes to work with PILP to allocate invested funds for rebates to the churches with loans.

**Presbytery of Detroit
Report of the Coordinating Cabinet
February 25, 2023**

The Coordinating Cabinet recommends that Presbytery:

1. Amend the Bylaws in Article I (Identity and Authority), Section 3 (Membership and Composition) by inserting “Synod Commissioner,” after “Ministry Team,” and before “Commissioned Ruling Elder”. The Section would then read: “In addition to the teaching elder members and ruling elder commissioners prescribed in the Book of Order, each ruling elder who is elected an officer of the Presbytery or Corporation or chairperson of a standing committee, Planning and Visioning Team, Ministry Team, Synod Commissioner, Commissioned Ruling Elders currently serving in a validated ministry, and Certified Christian Educators (who are also ruling elders) currently serving as a Certified Christian Educator in a congregation of the Presbytery, shall be enrolled as a member of the Presbytery for their term of office. Past moderators, Certified Christian Educators (who are not ruling elders) and Associate Christian Educators currently serving in a congregation of the Presbytery, shall have voice in all Presbytery meetings.”

Rationale: Synod Commissioners serve as ongoing liaisons between the Presbytery and the Synod. They are in a position to speak to each from the perspective of the other. Synod Commissioners who are teaching elders already have voice and vote at Presbytery meetings. This amendment would allow Synod Commissioners who are ruling elders to participate in the same way.

2. Amend the Bylaws in Article IV (Officers), Section 3 (Terms and Elections), Subsection b (Stated Clerk, Interim Stated Clerk, Treasurer and Assistant Treasurer) by striking out “the Presbytery Operations Ministry Team” and inserting “a committee of no less than three people representing the diversity of the Presbytery”. The Subsection would then read, “The Stated Clerk, the Treasurer and the Assistant Treasurer shall serve for three years or until a successor is installed. The elections shall be conducted as follows: The Coordinating Cabinet shall nominate one candidate, upon recommendation a committee of no less than three people representing the diversity of the Presbytery, which shall have conducted an open search; nominations from the floor shall not be in order; the Presbytery shall vote by ballot on the question, ‘Shall this person be elected to this Office?’”

Rationale: While the Presbytery Operations Ministry Team has traditionally invited other persons to join it in the search for a Stated Clerk or Treasurer, this amendment would allow the Coordinating Cabinet to select a committee designed specifically for each search with the diversity, knowledge, and perspective required at the time the search is being conducted.

3. Approve the terms of call for called staff in Paper G-1.
4. Approve the Treasurer’s job description in Paper G-1.
5. Approve the Stated Clerk’s job description in Paper G-1.

The following motions come to Presbytery from committees and teams after consultation with Cabinet:

1. From Social Justice: approve the Ranney-Balch grant distribution (Paper G-4)
2. From Planning and Visioning: approve the following extra commitment opportunities (ECOs):
3. From Planning and Visioning: The line item Presbytery Response Team (PRT) under Committee on Ministry be moved to be a separate stand-alone budget item. The line item is in the amount of \$1,000.00. The rationale is that the PRT reports directly to Presbytery and some of its responsibilities take it outside of those of COM.

The Coordinating Cabinet reports the following for the information of Presbytery:

1. Cabinet determined to hold a separate meeting on February 20, 2023 to consider communications received from the Anti-Racism Team, the Associate Executive Presbyter, Multicultural Ministries, and the communication sent out by the Moderator and Vice Moderator, along with any other letters received relating to staff matters and racism concerns.
2. Cabinet referred a Bylaws motion regarding changing the Bylaws to eliminate a requirement of an Executive Presbyter back to Bylaws for further review.
3. Cabinet met with members of the Synod Administrative Commission and shared concerns with the AC.

Report from the Operations Ministry Team

Your Operations Team met twice in January and once in February prior to this report.

- We got to know each other, discussed the importance of the team being a safe space for all discussion, the confidential nature of some human resource issues, and that the goal is to only bring recommendations to Presbytery that the entire team supports.
- We discussed the current Terms of Call for the Associate Executive Presbyter and Stated Clerk as they exist pursuant to the budget approved by the Presbytery in November 2022 and brought those to Coordinating Cabinet for approval by the Presbytery at the February 2023 meeting.
- We discussed the current job descriptions for Treasurer and Stated Clerk, and how to proceed with the search.
- We discussed the suggestion from the AC that they provide candidates for temporary stated clerk so that the job description can be evaluated and modified.
- We discussed the motion from the floor of Presbytery regarding paying bonuses to the AEP, Office Manager and Business Manager.
- We discussed a request from a staff member for additional back pay to be provided for 2022 due to extra work caused by the vacancy at the Executive Presbyter position.

Stated Clerk and Treasurer Positions:

The Presbytery of Detroit is made up of different types of staff members. In our current structure, The Executive Presbyter, the Associate Executive Presbyter, and the Stated Clerk are called and installed positions.

The Stated Clerk is distinguished from other called and installed positions, however, in that per the Book of Order, they are elected for a three-year period. Our current clerk, Marianne Grano, was elected in March 2020 and her current term ends on March 31, 2020. Marianne has indicated that she will not be running for another term. We are thankful for Marianne's dedicated service to the Presbytery of Detroit and wish her the best as she moves forward in her career. We look forward to celebrating Marianne's tenure as Stated Clerk soon.

Operations, Strategic Planning, and Marianne have had conversation about the current job description for Stated Clerk, which is currently a half-time job. It has become clear that the duties set forth in the job description cannot be accomplished in a 20-hour work week. In addition, there continues to be a Synod Administrative Commission looking into the function of the Presbytery. The Administrative Commission has recommended that the Synod provide candidates for a temporary Stated Clerk to the Operations Committee to speak with and present to the Presbytery. This would be a contract position for a specific period which would allow for the current Stated Clerk job description to be reevaluated, rewritten, and voted on by the Presbytery before we conduct the search to find a called Stated Clerk. As a contract position, it would be presented to coordinating cabinet and Presbytery, but the candidate would not be elected to the position.

Another position on presbytery staff that is elected is the Treasurer. This position is also elected for a three-year term and us up for reelection. This is a volunteer position. The job description will not change for this position, and a candidate will be presented to Presbytery for election. The current Treasurer, Mike Gaubatz, has graciously agreed to continue serving the Presbytery until the search is complete, and a candidate is elected to the position. We are very grateful for his service.

2023 TERMS OF CALL

Terms of Call:

The Terms of Call based on the approved 2023 budget are as follows:

Associate Executive Presbyter

Effective Salary:	\$ 69,583.00*	Includes housing allowance and cash salary
	\$ 30,000.00	Housing
	\$ 39,583.00	Salary

- *This includes the 6% increase voted on at the November 2022 Presbytery Meeting*

Non-Salary Benefits:

SECA/FICA:	\$ 5,322.00
Medical Insurance (29%):	\$ 20,173.00
Pension (8.5%):	\$ 5,913.00
Death & Disability (1.5%):	\$ 1,043.00
Medical Reimbursement:	\$ 2,660.00
Travel Reimbursement:	\$ 5,000.00
Professional Expenses:	\$ 4,000.00
Continuing Education:	\$ 3,000.00

Total Benefits (Non- Salary) Expense **\$ 47,111.00**

TOTAL COMPENSATION: \$ 116,674.00

Stated Clerk

Effective Salary:	\$ 36,841.00**	Includes housing allowance and cash salary
	\$ 36,841.00	Housing

25 hours per week

*** This is the same rate of pay as for 2022*

Non-Salary Benefits:

SECA / FICA:	\$ 2,818.00
Medical Insurance (29%):	\$ 11,000.00
Pension (8.5%):	\$ 3,131.00
Death & Disability (1.5%):	\$ 553.00
Medical Reimbursement:	\$ 518.00
Travel Reimbursement:	\$ 1,400.00
Professional Expenses:	\$ 1,400.00
Continuing Education:	\$ 1,000.00

Total Benefits (Non-Salary) Expenses: \$ 21,820.00

TOTAL COMPENSATION: \$58,661.00

We Recommend that the Terms of Call be approved by Presbytery.

Motion from the floor of Presbytery to pay a bonus of \$5,000 to AEP Charon Barconey, \$2,000 to Office Manager Tanya Kudla, and \$2,000 to Business Manager Sarah Leight:

After discussion and debate we find:

- That this motion does not take into account any additional work by Stated Clerk Marianne Grano or Hunger Coordinator Unah Ngare.
- We recommend no bonus be paid to the Office Manager and Business Manager as their hours were increased to account for additional work.
- That the cost of giving a \$5,000 bonus to a called position is not \$5,000, but \$7,332.
- We Recommend that a bonus of \$8,000 be paid to AEP Charon Barconey with thanks for the additional work she has taken on since the departure of the AP and then the TGP. The cost to the Presbytery of this bonus is \$11,732
- Funding for this bonus will come from the line item set aside for the TGP/EP/Head of Staff pending approval from Planning & Visioning.
- This was considered a compromise between the recommended bonus suggested by Presbytery and the request for back pay.

We recommended that no bonus be paid to Office Manager Tanya Kudla and Business Manager Sarah Leight, and that an \$8,000. Bonus be paid to AEP Charon Barconey. This was rejected by coordinating cabinet, and we were instructed to negotiate with Charon Barconey.

Request from Staff member regarding back pay:

- We received a written request for \$16,250 in back pay for 2022.
- We requested an opportunity to ask questions.
- We received a written rationale.
- We discussed the initial request and written rationale and determined more information and discussion with the staff member was necessary to make an informed decision.
- We discussed the request with the staff member.

- We recommend that no additional compensation for the 2022 fiscal year be paid, but instead a bonus be paid in recognition of additional work done in the absence of and EP or TGP.

Respectfully Submitted,

Suzanne Lewand, Chair of Operations

Operations Team Members:

Rev. Patricia Jacobs, Kevin Smith, Rev. Kevin Johnson, Dennis Delezinne

PRESBYTERY OF DETROIT
17575 Hubbell, Detroit, MI 48235

POSITION DESCRIPTION

TITLE: Treasurer

Purpose: To serve as Treasurer of the Corporation and provide oversight and review of the financial condition of the Presbytery. This position is roughly 4-8 hours per week.

Accountability: The Treasurer is accountable to the Presbytery in consultation with the General Presbyter*, Trustees and the Presbytery Operations Team to ensure appropriate reporting of the financial condition of the Presbytery. An annual review is performed by Operations. The Treasurer shall be an ex-officio member of the Coordinating Cabinet.

**Currently, there is no General Presbyter in place, and the future structure of the Presbytery is being discussed, so accountability will be with the Trustees and Operations Ministry Team (1.24.23)*

Responsibilities: In consultation with the General Presbyter and Accounting Manager, coordinate the disbursement of all funds. Additionally,

1. Serve as Treasurer to the Corporation, Presbytery of Detroit, Inc.
2. Attend Presbytery meetings.
3. Review all request for cash disbursements and serve a signer for check disbursements.
4. Attend Trustee meetings and serve as a member of Trustee committees as assigned by Trustees.
5. Review of all accounting.
6. Report on the following to:

Presbytery

a. Provide standardized financial reports reflecting comparison data including YTD to previous years' income/revenue. Explain large variances.

Other financial reports as warranted by change.

b. Report on investment income to budget as needed

c. Report on the audit of the Presbytery of Detroit on an annual basis and move its adoption by the Presbytery.

- d. Educate congregations on Book of Order financial/accounting requirements.
- e. Educate congregations on accounting standards and requirements (GAAP) as they change as they pertain to their financial statements and review requirements (in consultation with external auditor).

Trustees

- a. Report on Fund 100 income/revenue YTD. Comparison YTD to previous YTD. Explain large variances.
- b. Report on POD consolidated balance sheet on a quarterly basis. Explain large variances.
- c. Report on Committee/Work Group expense variances to budget.
- d. Serve ex-officio on the Investment and Audit workgroups.
- e. Assist Trustee President on New Trustee training.
- f. Notify Trustees on changes in accounting standards and requirements (GAAP) as they pertain to financial statements and audit requirements (in consultation with external auditor).

Term and Election: The Treasurer is elected by Presbytery for a three-year term upon the nomination of the Operations Committee. There is no limit to the number of consecutive terms the Treasurer may serve if re-elected.

Renumeration: The Treasurer position is volunteer.

PRESBYTERY OF DETROIT POSITION DESCRIPTION

TITLE: Stated Clerk

PURPOSE:

The Stated Clerk shall provide service to the Presbytery in accordance with the Book of Order responsibilities for that office.

ACCOUNTABILITY:

The Stated Clerk is accountable to the Presbytery for his/her interpretation of the constitution and rulings. The Stated Clerk is accountable to the Presbytery through the Executive Presbyter* and Operations Ministry Team for the timely performance of his/her duties.

**At this time, there is no Executive Presbyter in place, so accountability will be through the Operations Ministry Team (1.24.23)*

RESPONSIBILITIES:

The responsibilities include but are not limited to the following:

1. Those defined by the Book of Order and by the actions of Presbytery.
2. Serve as recorder for the meetings of the Coordinating Cabinet, Trustees, and other committees as requested. This includes preparation of Presbytery assembly dockets, mailings, and all meeting arrangements (location, on-site arrangements, delivery of materials, etc.).
3. Interpret or cause to have interpreted points of Ecclesiastical Law as requested by members, committees, sessions and churches of Presbytery.
4. Maintain all official records, minutes and rolls of the Presbytery as required by the Book of Order.
5. Prepare and submit all official communications to the media and reports of the Presbytery to the Synod of the Covenant and the General Assembly. Relate to the appropriate unit(s) of the Synod of the Covenant and of General Assembly in the fulfillment of his/her work.
6. Serve as staff resource for the reading of Session minutes and the Permanent Judicial Commission.

RELATIONSHIPS:

The Stated Clerk shall work in a team relationship with all other members of Presbytery staff. With respect to timely performance of responsibilities, the Executive Presbyter ** is the supervisor of the work of the Stated Clerk.

***At this time, there is no Executive Presbyter in place, and the future structure of the Presbytery is being discussed. The Operations Ministry Team will serve to monitor timely performance of duties.(1.24.23)*

EVALUATION:

There is an ongoing performance review and evaluation conducted by the Executive Presbyter***, approved by Operations Ministry Team and reported to Coordinating Cabinet. An annual compensation review will be conducted and any recommended changes reported to Coordinating Cabinet.

**** At this time, there is no Executive Presbyter in place, and the future structure of the Presbytery is being discussed. The Operations Ministry Team will conduct performance reviews which shall be reported to Coordinating Cabinet. (1.24.23)*

TERM:

The Stated Clerk is elected by the Presbytery for a three year term.

August 18, 2003 April 8, 2013

APPENDIX G

2023 Ranney Balch Grant Recommendations

The Ranney-Balch Fund, on behalf of the Ranney Balch Grant Team under the Social Justice Ministry Team, move the following distributions for approval by Social Justice Ministry Team. The recommendation is in process to be approved by the Trustees and Planning and Visioning Ministry Team. The motion to distribute funds is set to be on the February Presbytery docket.

We received thirteen grant applications and had \$57,777 distribute. After prayerful deliberation and utilization of application rubrics previously established, we recommend the following distribution of Ranney-Balch funds:

The Recommendations are as follows:

Broadstreet Presbyterian Church - Detroit	\$5,000
Crossroads Presbyterian Church – Commerce Twp	\$1,500
Faith Community Presbyterian Church – Novi	\$2,500
Grosse Pointe Woods Presbyterian Church	\$5,888
Jefferson Avenue Presbyterian Church – Detroit	\$5,000
Park United Presbyterian Church – Highland Park	\$5,000
First Presbyterian Church – Pontiac	\$10,000
St. John’s Presbyterian Church – Detroit	\$5,000
Starr Presbyterian Church – Royal Oak (Welcome Inn/Home)	\$5,000
Village of Warren Glen – Warren	\$5,000
Westminster Church of Detroit	\$5,889
White Lake Presbyterian Church – White Lake	<u>\$2,000</u>
Total to be Disbursed	\$57,777

The Social Justice Ministry Team was encouraged by the numerous very worthy ministries that applied for funds. Thank you for this opportunity to be of service to the Presbytery and to the Kingdom.

The 2023 Ranney Balch Grant Proposed Awardees are as follows:

Broadstreet – Detroit: Community Transformation Taskforce provide activities and projects that address spiritual, mental and physical health of a worshipping community that extends to the surrounding urban residential community. These funds will be used to continue two important programs at Broadstreet: the Urban Garden and their Toiletry Pantry. These initiative along with their Music Ministry and the New Family Night Out program are designed to encourage healthy interactions for inter-generational families in the community.

Crossroads – Crossroads Club (Commerce Twp.): ‘Crossroads Club’ is designed for young adults aged 18-26 and/or older individuals with special needs (autism spectrum disorder or other

mental, physical, and emotional challenges) who are in or are recent alumni of Walled Lake Schools' Adult Transitions Program or other similar school programs. The purpose of this ministry is to provide a monthly opportunity during the school year of social and emotional growth by offering the young adults hands-on activities and fellowship opportunities while providing their parent/guardian caregiver an afternoon of needed respite. Parent Forums are held periodically on topics of interest to parents/guardians, with presenters addressing financial concerns, estate planning, life skills, therapeutic or community resources.

Faith Community – Hunger and Outreach Ministries (Novi): As a part of the original church charter of Faith Community, 20% of the church's income goes to mission funding. Sometimes this is very difficult. To continue the strong mission focus of Faith Community Church, these funds will help Faith continue their physical, monetary and hands-on support with Novi Emergency Food Pantry, Fort Street Open Door, Bethel AME Food Pantry (Detroit), Crossroads of MI Soup Kitchen (Detroit), Faith Communities Coalition on Foster Care, and the Novi Public Schools Elementary Weekend Meal Program.

Grosse Pointe Woods – Project Empower: Project Empower is designed for middle and high school students. It's purpose is to give students the necessary resources and information to lead their community and to succeed in society. It covers different topics such as creating communication, professionalism, civic engagement, financial literacy and college preparation. Project Empower also brings in successful motivational speakers who have similar backgrounds and experiences to provide insight on their failures and triumphs. The main goal of this program is to create youth leaders who can motivate their peers and leads them by example, making them stronger and more effective.

Jefferson Ave. – Tutoring Tree Enrichment Program (Detroit): Jefferson Avenue seeks to restart the Tutoring Tree Enrichment Program. Since 1985 and until the Pandemic, Tutoring Tree offered an enrichment session every week in the arts and physical education to help fill the gap created by cuts and eliminations of programs in the schools. These grant dollars will cover enrichment programs, one week of Creative Arts Camp and family events.

Park United – Food Pantry and Outreach Program (Highland Park): The Park United Outreach Center has continued to meet the community's needs as they have evolved through the pandemic. These funds will be used for the food pantry and to provide a summer camp program for inner-city children.

Pontiac-First Emergency Food Pantry: The Emergency Food Pantry, located at First Presbyterian Church-Pontiac provides access to a variety of non-perishable food items, limited fresh produce, baked goods, and dairy, and personal hygiene products on the 3rd Wednesday of each month. The Pantry is currently service about 175 food insecure families and 60 other food insecure individuals each time it is open. The Pantry was open weekly from 2020-2022 but has transitioned to monthly operation in 2023. The Pantry served about twice the number of folks on February 15, 2023, compared to the average of the four times open in February 2022.

St. John's Garden/Community Space (Detroit): The purpose of the Garden/Community Space at St. John's Presbyterian Church is to provide a freely available setting within the Elmwood Park

Neighborhood of Detroit where residents can boldly gather to identify, plan, and implement solutions to the detrimental effect of the lack of access to nutritious food has on health, welfare, and spiritual wellbeing of residents of this impoverished, urban community. In fellowship, neighbors will: 1) strategize plans for the use of the garden space at St. John's; 2) learn to plant crops according to season and ecosystem; 3) contribute to an overall healthy diet through the consumption of fresh fruits and vegetables which they have grown; 4) attend educational sessions on nutrition and health fairs to combat the onset of chronic disease and ameliorate its debilitating effects; 5) participate in outdoor activities aimed at achieving daily exercise recommendations; 6) develop good stewardship of God's creation and value for the earth; and 7) enhance trust in the faith community, believing in God as an agent of positive change.

Starr – Welcome Inn/ Welcome Home (Royal Oak): The integration of the existing Welcome Inn program with the new Welcome Home program is in part the result of Starr Presbyterian Church's desire to take tangible steps in eliminating/reducing homelessness in Oakland County by going above and beyond the current essential practice of providing emergency shelter in the winter months. This was a requirement that Starr insisted upon when it re-engaged with South Oakland Citizens for the Homeless (SOCH) in 2019, bringing the Welcome Inn winter day shelter back into Starr. The partnership between Starr and SOCH is strategic in that it will ensure maximum access to available funding sources as these programs continue to develop. This partnership also ensures ongoing access to a physical facility that is open to adaptive use for this purpose. SOCH will retain operational responsibility for both programs. This funding will support some of the incremental steps needed on a journey to make Starr a "Center of Community" in supporting assistance to the homeless in South Oakland County.

Village of Warren Glen – Inclusive Intergenerational Program (Warren): These funds will support intergenerational activities among older adults with very low incomes and young adults with disabilities from the Warren Consolidated School District. These dollars will provide the necessary resources needed to host monthly activities older adults and young adults can do together, such as painting, photography and cooking. The monthly activities make up the Inclusive Integrational program started by the First Presbyterian Church of Warren. This program provides a safe and welcoming place all participants to learn and grow together. They will share a meal, participate in an activity, and fellowship with one another, creating lasting friendships.

Westminster – Camperships (Detroit): Westminster Church has the unique capacity to provide faith formation opportunities within the church building and at their outdoor ministry location, Camp Westminster. This grant will help fund a transformative week of outdoor ministry to be accessible to low-income children and youth from the local Detroit community. Our partnerships help to make this week away a trusted activity for local children and youth.

White Lake – Food for Friends Food Pantry (White Lake): Food for Friends is a food pantry in White Lake Presbyterian Church, serving the local area. This pantry is open to residents in need of supplemental food. It serves the communities of White Lake, Highland, Commerce and Wixom. In the communities that are served, an average of 4.4% of the population live under the poverty line. They exist unseen among their more well-off neighbors. They often are not even recognized as being in need. While their urban neighbors are first in mind when potential donors think of who to support in their poverty and hunger, those being served by this food pantry have needs

that often go unknown and unmet. These are the silent victims of poverty Food for Friends hope to help.

Ministry Spotlight at the Presbytery of Detroit

Let the Mission Interpretation Ministry Team know what you are doing! We want to support and help you advertise!! Submissions will be considered for a spotlight on the Presbytery Calendar and Website.

* Required

1. Title of the event: *

2. Date of Event *

Example: January 7, 2019

3. Church or Organization Sponsoring Event *

4. Description of Event (200 Words Max)

5. Is the a yearly, regular, or ongoing event? *

Mark only one oval.

Yes

No

6. If this event has happened for more than one year, how long has this event happened?

7. If this is a regular or ongoing event, please describe.

8. Contact Person Name *

9. Contact Email *

10. Contact Phone Number *

11. Website, signup, or ticket URL *

12. Are you interested in writing an article for the Presbytery of Detroit about this event -- its history, the inspiration for it, its impact on the community, or the impact on the congregation -- to be posted on the POD website and social media?

Mark only one oval.

Yes

No

Maybe

13. Photo or Graphic

Files submitted:

This content is neither created nor endorsed by Google.

Google Forms

Committee on Preparation for Ministry Report to Presbytery February 25, 2023

- CPM removed CRET MariJo Hockley from the roll of Trainees.
- CPM sustained the Annual Consultation for Candidate Kate Mackie (St. Paul's, Livonia).
- CPM examined Candidate Kate Mackie and granted Final Assessment.
- Members of CPM met with members of COM to discuss matters of mutual concern.
- Winter Ordination Exams were administered written and graded; CPM had no candidates taking the exams this cycle.
- CPM sent a letter to Inquirers, Candidates and CRETs regarding the Exegesis Exam choice.
- CPM presents Inquirer Lon Kuehn (Starr, Royal Oak) to be examined by Presbytery for Candidacy. Biography and Statement of Faith attached.
- CPM presents Inquirer Robyn Hudgins (First, Warren) to be examined by Presbytery for examination for Candidacy. Biography and Statement of Faith attached.

Respectfully Submitted

Jim Faile, chair CPM

My name is Lon Kuehn and I currently live in Berkley, MI with my 94-year-old father Fred and a Cocker Spaniel named Anna Bates Kuehn (named after the character from the television show “Downton Abbey”, being a shy rescue from a family that had kept her living in their basement). I was born and bred in the southeast Michigan area, also living for times in Grand Blanc Township, Clinton Township, and Shelby Township. I moved back to my family home when my mother’s health began to fail, passing away in 2016, and remained there as a companion for my aging father.

I have worked retail management for over 35 years, since receiving my undergraduate degree from Oakland University in Economics. I have been exploring my calling since my early college days, knowing that God had a purpose for me, but that I was being prepared for future service. I’ve described this preparation as being kept on the bench, not really “Salvation Army” yet, rather “Salvation Army Reserve.” I had been a long-time church member with Kensington Church in Troy, MI, serving on the “Discovery Team” guiding prospective new members through Christian Education and the basic theologies of why Christians believe what we believe. But I began to feel that the church had grown too rapidly, with multiple campuses being planted, and it became difficult to truly connect with many members. I believe that the Holy Spirit led me to Starr Presbyterian to receive and accept my calling to ministry with the support of the church family God had specifically chosen for me.

In 2016, I became a member of Starr Presbyterian Church in Royal Oak, MI. I felt I had found my true church home in just a few visits, quickly becoming active in the church, and was asked to serve as an Elder at the end of that first year. I began a Starr Movie Night, hosting faith-based films and having discussions afterward. I’ve also planned and put on two “Church Revivals” hosted during the summer with an evening of food, worship, and a message held on the front lawn of the church so the public could see what was happening at our church and we even had a few neighbors walk up and join the events for the evening.

I had several conversations with my pastor, Rev. Marianne Grano, about attending seminary, being a little nervous having graduated college 33 years earlier, and being in my mid-50’s, but realizing that God does not care about the age of those he calls, he equips those he calls to service.

I accepted my calling in 2019 and began my studies at Moody Theological Seminary in Plymouth, MI. I wanted to take in person seminary classes, but remain in the area for my aging father, and I believe God was guiding me to Moody. I knew that I would need to take my Presbyterian coursework at another seminary, and Moody was encouraging my ordination path by being willing to work with me, transferring those credits towards my MDiv, being requirements for ordination. I am taking the additional required online classes needed at the University of Dubuque Theological Seminary.

I am confident in my calling by God to be ordained as a Minister of Word and Sacrament in the PC(USA). I believe that God has delayed my calling to equip me in my years of management as head of staff, to better understand how to interact with people from a variety of life experiences and to effectively guide and manage the operations of the church to which I am called. I am called to be a servant leader in pastoral ministry, and I devote my life in service to the Lord Jesus Christ.

I have been active with the presbytery, serving as Pulpit Supply for several churches during the past two years, and have recently completed a 16-week Field Internship with First Presbyterian Church of Pontiac focusing on Church Administration and Missions guided by Rev. Laura Kelsey.

I believe in one Triune God: God the Creator, Jesus the Savior, and the Holy Spirit the Sustainer. They have always been united and in perfect loving relationship with one another, and they always will be. God's perfect love wished to share the love the Trinity has with others, and God spoke into being the creation of everything out of nothing in a divine act.

I believe God created humankind in the image of the Trinity, male and female they were created. Humans were created to glorify and enjoy God forever, but all have sinned and fallen short of the glory of God, and the relationship between God and humanity was broken. No works performed by humans could repair that relationship and we fall short in God's standards.

I believe that out of the love for creation, Jesus Christ, God's only Son was sent in human form by way of miraculous birth into the world. Fully God and fully human. Jesus gathered twelve disciples to teach and prepare to carry his message to the world. While on earth Jesus taught about the Kingdom of God, performed miracles, cast out demons, and fulfilled prophetic scriptures concerning the Messiah. Jesus was condemned to die on a cross, he was crucified, and was buried. On the third day, he rose from the dead in a full resurrection of his earthly body. Jesus's death and resurrection was the atoning sacrifice for sin. Through Jesus's gift, his selfless act of mercy, humans can be reconciled and again be in perfect relationship with God. After appearing to many in resurrected form, Jesus instructed his disciples to go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and to teach what he had commanded them. Jesus promised he would send the Holy Spirit, the Sustainer, to them. Jesus then ascended bodily into heaven.

I believe the Holy Spirit was sent on the day of Pentecost and is indwelt in all Christian believers to guide them. She works through humanity to spread the Gospel message and brings God's light into the world. The Holy Spirit connects the believers together into the Body of Christ, the church.

I believe that the disciples, through the power of the Holy Spirit sent on Pentecost, established the church, with Jesus Christ as its head, which would grow to become the holy catholic church. The church is universal and eternal. Through the Holy Spirit the church ministers two Holy Sacraments: Baptism and Communion. These are the only two sacraments and are the visible holy signs and seals commanded by God and instituted by Jesus Christ, so that by their use God may make us understand more clearly the promise of the gospel and put God's seal on that promise. Through the Sacraments, God seals believers in redemption, renews our identity as the people of God, and marks us for service.

I believe that the Sacrament of Baptism is an act of God's grace, for the forgiveness of sin, and that we are claimed by the Holy Spirit in preparation to join the Body of Christ.

I believe the Sacrament of Communion is our opportunity to reflect on Jesus's sacrifice on our behalf, and we are united with Christ in Spirit through his command, "This do in remembrance of me." Through Communion, we receive the sustaining presence of Christ, remember God's covenant promise, and pledge our obedience anew.

Setting the stage: My name is Robyn Elizabeth Hudgins. I was born in Atlanta, Georgia and brought up in the Southern Baptist tradition by Jim and Annette Hudgins who were married fifty-nine years at death (both in 2020). I am the oldest child and have two brothers. I am the proud mother to my son Daniel, along with two dogs, Nora and Co-co and Loon, our cat. I graduated from Plymouth-Canton H.S. and went on to receive my bachelor's degree from Madonna University graduating with Highest Honors. By day, I work at a law firm fulltime as a litigation paralegal and at night I attend class at Central Baptist Theological Seminary as of 2019. I will graduate in the fall of 2023 with my MDIV. My son and I have been members of First Presbyterian Church of Warren since 2015 (Rev. Julie Delezenne), where I have served as an elder and led the mission committee. Currently, I am fulfilling my CPM field education requirements at Fort Street Presbyterian Church under the direction and care of Rev. Sarah Logemann and Rev. Garrett Mostowski. While at Fort Street I have had the opportunity to serve and establish relationships with those who have food insecurities or other challenges. Many have been joining us for bible study and continue to teach me what it means to care for another or stand up and help when no one else seems to be paying attention. They men and women my greatest teachers of what it means to do God's work.

Sense of Call: My Christian faith is not to be lived in isolation but to be a light to the world, so that others may see and give glory to God the Father in Heaven. I feel called to be used by God as a light to those who have been kept in darkness and bring joy to those who feel trapped in hopelessness. I am a person who participates and celebrates in the recovery program of Alcoholics Anonymous. My past, and the experiences I have thus far in life, is where I feel God will use me to carry the message of hope to the man and women who still suffer the bondage of self.

Christ is the church's hope (F-1.0204) and I feel called to share this joyous reality of the grace of God with others. I am blessed to be gifted with a sense of humor and also with a heart of compassion. Together, these gifts will both be used to bring glory and honor to God's name. I want folks to enjoy and look forward to coming to church whether if that is to sing, give praise, or to feel closer to our Lord and Savior, Jesus the Christ. Father Richard Rohr has said that it is easy to surrender when you know that absolutely nothing but Love and Mercy is on the other side. That is how I want the church to be seen in the community where I reside showing and demonstrating that God loves us in spite of ourselves. I believe and want to be a witness to a church where all should find love and mercy and for that I am responsible as a proud Presbyterian member.

Statement of Faith

I believe in God the Father, Jesus Christ the Son, and the Holy Spirit. Three distinct persons in one essence. I believe that in spite of our sinful nature God was merciful sending God's only son to die on the cross to save us from our sins. With arms wide open Jesus Christ took my sins and yours to the cross declaring 'it is finished'. Jesus transferred my transgressions onto himself making that which is his by nature to become mine through grace. God gave his Son to reconcile my life. I humbly accept this gift and am grateful for God's love and all that has been done through the Son. I am never farther than God's grace can reach.

Jesus Christ, both Son of God and Son of Man, is head of the church and is present in both Spirit and revealed through the Holy Scriptures. The Holy Scriptures are divinely inspired and contain the story of God's faithfulness to a fallen humanity culminating in the life, death, and resurrection of Jesus the Christ. Christ called the church into being and sent the church out into the world to bear witness to God's grace available to all. I believe the church is to be an event to be shared not an establishment to warehouse ideas; God is love therefore God is relational. Our Christian faith is not to be lived in isolation but to be a light to the world, so that others may see and give glory to God the Father in Heaven.

The Holy Spirit is a guide in my life and a voice to all believers. The Holy Spirit empowers us to live as God wants us to live. By faith, we receive the Holy Spirit's presence within us, encouraging believers in their spiritual growth. The Holy Spirit instructs, guides, leads, and creates in us love, joy, peace, and serenity.

Baptism and the Lords Supper are the two holy sacraments that should be celebrated with the community of faith. I believe baptism is the sign and seal of our incorporation into Jesus Christ, a sign of God's covenant. I believe the Lords Supper is another sign of God's love and grace, a privilege given to the undeserving who come in faith.

I believe God is Sovereign over all things, creator and ruler. I believe that God does what God is-LOVE. And because God loves us deeply, I believe that God not only weeps with us but also is a God of compassion and will be there to dry our tears. God is always present even when we don't feel it. I believe I have been saved by this loving and all powerful God and all I have to do is accept this truth and fall into the loving arms of my Savior. I have been saved by grace and grace alone. *For by grace (unmerited, undeserved favor) we are saved through faith; and that not of ourselves; it is the gift of God: Not of works, lest any person should boast* (Ephesians 2:8-9).

February 25, 2023
Minutes for Presbytery

RECOMMENDATIONS TO PRESYTERY

The Committee on Ministry Recommends that the Presbytery:

Calls/Contracts

Called and Installed Positions (Including Designated Pastor)

1. **By Motion**, approve Solo Pastor/Head of Staff call between **Rev. Greg Larsen and St. Thomas Community Presbyterian Church**, effective January 4, 2023.

Total Effective Salary: \$77,700.00

Total Benefits: UCC Pension - \$18,966.00, Medical, Dental, Vision - \$4,920.00, SSI Allowance – \$5,994.00, Short and Long term Disability - \$2816.00, Presbyterian Polity Course – \$400.00.

Reimbursed Expenses: Continuing Education - \$1,550, Profession Expenses - \$1,050

Total Cost to Church: \$113,346.05

4 Weeks Vacation, including 2 Sundays

2 Weeks Continuing Education, including 2 Sundays

Church to pay for and allow Pastor to attend Pastors in Transition program.

Church will share in cost for clergy coaching in first year.

2. **By Motion**, approve Designated Pastor call between **Rev. Dr. Richard Lapehn and Orchard Lake Community Church, Presbyterian**, effective January 22, 2023.

Total Effective Salary: \$85,000.00

Total Benefits: BoP dues - \$33,150.00, SSI - \$6502.50, Dental/Vision - \$1767.00

Reimbursed Expenses: Medical deductible - \$960.00, Continuing Education - \$1,500.00, Professional Expenses - \$3,500.00, Other Benefits (Retirement Saving Matching Contribution) - \$1,500.00

Total Cost to Church: \$133,879.50

4 Weeks Vacation, including 4 Sundays

2 Weeks Continuing Education, including 2 Sundays

Church to pay for allow Pastor to attend Pastors in Transition program.

Church will share in cost of clergy coaching in first year.

Supply/Interim/CRE/Parish Associate

1. **By Motion**, approve the Part Time Commissioned Ruling Elder Contract between **CRE Caleb Jones and St. John's Presbyterian Church**, effective January 1, 2023. 25 hours

Total Effective Salary: \$25,000.00

Total Benefits: \$5,942,.00

Reimbursed Expenses: Study Allowance - \$1,000.00, Professional Expenses - \$1,058.00

Other Expenses: Pastors in Transition program, \$150.00

Total Cost to Church: \$33,150.00

4 Weeks Vacation, including 4 Sundays

2 Weeks Continuing Education, including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition program.

2. **By Motion**, approve the Part Time Stated Supply Contract between **Rev. Charles Sadler II and Starr Presbyterian Church**, effective January 1, 2023. 12 hours.
Total Effective Salary: \$20,700.00
Total Benefits: \$1,583.65
Reimbursed Expenses: Study Allowance - \$500.00, Professional Expenses - \$845.65
Total Cost to Church: \$23,629.20
4 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for allow Pastor to attend Pastors in Transition Program.
3. **By Motion**, approve the Part Time Stated Supply Contract between **Rev. Keith Cornfield and Calvary Presbyterian Church, Ann Arbor**, effective January 1, 2023. 28 hours
Total Effective Salary: \$49,849.00
Total Benefits: \$3,813.00
Reimbursed Expenses: Professional Expenses - \$2,210.00
Total Cost to Church: \$55,872.00
5 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.
4. **By Motion**, approve the Part Time Commissioned Ruling Elder Contract between **CRE Pamela Hutchens and Auburn Hills Presbyterian Church**, effective January 1, 2023. 10 hours
Total Effective Salary: \$20,440.00
Total Cost to Church: \$20,440.00
4 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays
5. **By Motion**, approve the Part Time Interim Pastor Contract between **The Rev. Dr. Roxie Davis and First Presbyterian Church, Port Huron**, effective January 1, 2023. 19 hours
Total Effective Salary: \$31,413.00
Reimbursable Expenses: Medical Deductible - \$2,000.00, Study Allowance - \$2,000.00,
Professional Expense - \$2,000.00
Total Cost to Church: \$37,413.00
6 Weeks Vacation including 6 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.
6. **By Motion**, approve the Commissioned Ruling Elder Contract between **CRE Deborah Lennis and White Lake Presbyterian Church**, effective October 1, 2022. 40 hours
Total Effective Salary: \$49,600.00
Reimbursed Expenses: Study Allowance - \$1,550.00, Professional Expense - \$1050.00
Total Cost to Church: \$52,200.00
4 Weeks Vacation including 2 Sundays
2 Weeks Study Leave including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

7. **By Motion**, approve the Interim Pastor Contract between **Rev. Karen Stunkel and Westminster Church of Detroit**, effective January 1, 2023. 40 hours
 - Total Effective Salary: \$65,000.00
 - Total Benefits: BoP Medical, \$18,850.00, BoP Pension, \$5,525.00, Bop Death/Disability, \$650.00
BoP Temporary Disability, \$325.00
 - Reimbursed Expenses: Medical Deductible - \$950.00, Study Allowance - \$1,200.00, Professional Expense - \$4,975.00
 - Total Cost to Church: \$97,475.00
 - 4 Weeks Vacation including 2 Sundays
 - 2 Weeks Study Leave including 2 Sundays
 - 1 Family Sunday

8. **By Motion**, approve the Quarter-Time Stated Supply Contract between **Rev. Dr. Kenneth Kaibel and Belleville Presbyterian Church**, effective January 11, 2023.
 - Total Effective Salary: \$12,400.00
 - Total Benefits: \$6,000.00
 - Reimbursable Expenses: Study Leave and book allowance - \$1,000.00, Visitation and Transportation expense - \$1,600.00, Miscellaneous expense - \$2,000.00
 - Total Cost to Church: \$23,080.00
 - 5 Weeks vacation including 5 Sundays
 - 2 Weeks Continuing Education including 2 Sundays.
 - Church to pay for and allow Pastor to attend Pastors in Transition Program.

9. **By Motion**, approve the Interim Pastor Contract between **Rev. Bryan Smith and Milford Presbyterian Church**, effective February 1, 2023. 40 hours
 - Total Effective Salary: \$102,800.00
 - Total Benefits: BoP Pension, \$8738.00, BoP Death/Disability, \$1,028.00, BoP Temporary Disability - \$514,00, BoP Retirement Savings - \$6,000.00, BoP Optional Dental/Vision – \$1,078.00
 - Reimbursed Expenses: Medical Deductible - \$1,200.00, Study Allowance - \$2,400.00, Professional Expenses - \$1,200.00
 - Total Cost to Church: \$124,958.00
 - 4 Weeks Vacation including 24Sundays
 - 2 Weeks Continuing Education including 2 Sundays

10. **By Motion**, approve the Interim Pastor Contract between **Rev. Dr. Timothy Beal and Jefferson Ave. Presbyterian Church**, effective February 12, 2023. 40 hours
 - Effective Salary: \$100,000.00
 - Benefits: SSI Reimbursement \$7,6500.00
 - Reimbursed Expenses: Medical Deductible - \$1,000.00, Study Allowance - \$1,500.00, Professional Expense - \$2,500.00
 - Total Terms of Call: \$112,650.00
 - Other Expenses to Church: Post-Retirement Dues to BoP - \$12,000.00, Moving Expense – Up to \$13,000.00
 - Total Cost to Church: \$137,650.00
 - 4 Weeks Vacation including 4 Sundays

2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

11. **By Motion**, approve the Part Time Stated Supply Contract between **Rev. Linda Anderson and First Presbyterian Church** of South Lyon, effective February 17, 2023. 20 hours
Effective Salary: \$38,607.00
Reimbursed Expenses: Professional Expense - \$775.00
Total Cost to Church: \$39,382.00
4 Weeks Vacation including 4 Sundays
2 Weeks Continuing Education including 2 Sundays
Church to pay for and allow Pastor to attend Pastors in Transition Program.

12. **By Motion**, approve the Parish Associate Covenant between **Rev. Dr. Keith Provost and Kirk in the Hills Presbyterian Church**, effective October 1, 2022. 10 hours per month.
Compensation will be to reimburse for:
Travel and Professional expenses - \$1,000.00
Preaching single - \$150.00
 Two - \$200.00
 Three - \$250.00
If opportunity for study leave should arise, the Parish Associate will be allowed up to \$1,250.00.

13. **By Motion**, approve the Parish Associate Covenant between **Rev. Marjorie Wilhelmi and Kirk in the Hills Presbyterian Church**, effective October 1, 2022. 10 hours per month.
Compensation will be to reimburse for:
Travel and Professional expenses - \$1,000.00
Teaching - \$100.00 per class session
Preaching single - \$150.00
 Two - \$200.00
 Three - \$250.00
If opportunity for study leave should arise, the Parish Associate will be allowed up to \$1,250.00.

14. **By Motion**, approve the extension of Parish Associate Contracts between Rev. Julie Madden and Rev. Ted Thode and First Presbyterian Church Birmingham, until a new Pastor is called.

Dissolutions

1. **By motion**, approve the dissolution agreement between First Presbyterian Church Birmingham and Rev. Bethany Peerbolte, and transfer upon request from the Presbytery of Denver, effective Nov. 30, 2023. Terms of dissolution: \$8,963.53 - payment of salary/housing/vacation/HRA/Medical & Pension/Professional Expense difference.

Transfers

1. **By motion**, approve requesting transfer of credentials for Rev. TC Anderson from the Presbytery of Chicago.
2. **By motion**, approve the transfer of Rev. Eddie Jusino to the New Castle Presbytery.
3. **By motion**, approve the transfer of Rev. Bethany Peerbolte to the Denver Presbytery.
4. **By motion**, accept the transfer of Rev. Nathan Achterhof from the Lackawanna Presbytery.

INFORMATION FOR THE PRESBYTERY

The Committee on Ministry:

1. **Approved** forming a task force to work with congregations in conflict, not limited to COM.
2. **Approved** adding Rev. Susan Mozena to the Pulpit Supply List.
3. **Approved** adding Candidate for Ministry Lon Kuehn, (member of Starr Presbyterian) to Pulpit Supply List.
4. **Approved** appointing Rev. Beth Delaney Moderator for Milford Presbyterian Church for November and December 2022.
5. **Approved** change to First Presbyterian Church Birmingham MIF to 2-5 years experience.
6. **Approved** adding Rev. Eddie Jusino to the Pulpit Supply List.
7. **Approved** Milford Presbyterian Church Ministry Information Form.
8. **Approved** Jefferson Ave. Presbyterian Church Interim Position Description.
9. **Approved** request by Rev. Al Timm to labor inside the bounds of the Presbytery of Detroit to teach a course at Ecumenical Theological Seminary via zoom.
10. **Approved** appointing Rev. Neeta Nichols Moderator for First Presbyterian Church Birmingham, beginning March 1, 2023.
11. **Approved** appointing Rev. David Downton Moderator for Calvary Presbyterian Church Ann Arbor, effective February 1, 2023.
12. **Approved** Position Description for Parish Associate at First Presbyterian Church Northville.
13. **Approved** Transitional Team Proposal
14. **Approved** Rev. Bryan Smith taking Interim Training Week One.
15. **Approved** payment of Clergy Coaching Funds in the amounts of \$300.00 (\$100/3 session) and \$233.00 for a new to the Presbytery Pastor per ToC contract.



Presbyterian Church of East Africa

OFFICE OF THE GENERAL ASSEMBLY

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22nd February, 2023

Rev. John Judson
First Presbyterian Church of Birmingham
USA

Dear Rev. Judson,

RE: LETTER OF APPRECIATION

Greetings from Nairobi and the Presbyterian Church of East Africa. We pray that you and your family are well in the Lord. We recently learned of your upcoming retirement. We congratulate you on this milestone and wish you God's blessings in all your future endeavors.

The PCEA would like to take this opportunity to thank you, your wife, Cindy, and the great First Presbyterian Church of Birmingham, (Everybody's Church) for the unwavering support of our shared partnership in the gospel of Jesus Christ - notably the Outreach Foundation trips to build Churches in Kenya, participation in the Presbytery of Detroit/Thika Partnership to drill boreholes for clean water, and the longstanding support for program to encourage girls' education and prevent FGM in Samburu. We pray that others in the Church would continue such friendship and support after your retirement.

Again, we wish you the best in retirement, and we would gladly welcome you back to Kenya for a visit or safari.

Yours in Christ's Service,

Rt. Rev. Thegu Mutahi
MODERATOR – 23RD G.A.

- c.c.
- Secretary General
 - Deputy Secretary, General
 - Presbytery of Detroit Clerk
 - Moderator - Thika Presbytery
 - Director - Mission & BSR
 - Chair - Detroit -Thika Presbytery Partnership

**RECOMMENDATIONS OF STATED CLERK MARIANNE GRANO
TO THE PRESBYTERY OF DETROIT**

February 25, 2023

RECOMMENDATIONS UNDER BUSINESS:

FOR ACTION AS OMNIBUS MOTION (2):

Approve the following proposed amendments to the Book of Order (**Paper F-1**, all proposed amendments; **Paper F-2**, amendments voted on at this meeting):

1. Amendment 22A (foundational statements - disability and gender identity inclusivity);
2. Amendment 22B (foundational statements - disability and gender identity inclusivity);
3. Amendment 22E (“Honorably Retired” designation amendment to “Retired”);
4. Amendment 22F (transfer of ministers from immigrant fellowships);
5. Amendment 22G (boundary and sexual abuse prevention training for inquirers);
6. Amendment 22H (sexual misconduct allegation reporting for inquirers and candidates);
7. Amendment 22J (authorizing commissioned ruling elders serving in multiple ministries);
8. Amendment 22K (boundary and sexual abuse prevention training for commissioned ruling elders);
9. Amendment 22L (boundary and sexual abuse prevention training for certified Christian educators);
10. Amendment 22M (electronic Session meetings)
11. Amendment 22P (requiring councils to establish a sexual misconduct policy, a harassment policy, a child and youth protection policy, and an antiracism policy).
12. Amendment 22Q (requiring Presbyteries to establish minimum compensation for dissolution terms, for pastoral calls and for those serving in temporary pastoral service);
13. Amendment 22R (permitting Synods to enroll additional members not commissioned by Presbyteries in order to provide greater participation and representation).

FOR ACTION AFTER DISCUSSION: To approve the recommendations of the Administrative Commission for Dearborn-Littlefield (Paper F-3):

1. **MOTION:** The Littlefield AC moves that \$100,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building will be paid to Littlefield Action 4 Social Justice, a non-profit organization for promoting peace and social justice.
2. **MOTION:** The Littlefield AC moves that \$100,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building be administered by Presbytery’s Congregational Development and Transformation Committee “to equip congregations and their leadership to live into the new thing that God is doing there with Resources that include grants and learning opportunities.” We encourage the Committee to consider using these funds, according to the desires of the former members of Littlefield, to support activities such as a music ministry or a special mission project for smaller congregations that could not support the activity themselves.”
3. **MOTION:** The Littlefield AC moves that \$50,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building be administered by the session of the Cherry Hill Presbyterian Church. We encourage the session to consult with the former members of Littlefield PC who have joined that congregation in deciding the appropriate use for this money.
4. **MOTION:** The Littlefield AC moves that any remaining funds for the proceeds of the sale of the Littlefield Presbyterian Church Building after all applicable debts are satisfied, be administered by Presbytery’s New Church Development Committee. It seemed fitting to us that, from the grievous loss of one beloved congregation of the Presbytery, seeds for a new congregation might be planted.
5. **MOTION:** The Littlefield AC moves that the Littlefield Administrative Commission be dissolved as of today’s date,

February 25, 2023.

FOR ACTION AS OMNIBUS MOTION (3):

1. ADMINISTRATIVE COMMISSIONS:

Approve the reports of the following Administrative Commissions:

Interim Report of the Administrative Commission for Dearborn- Littlefield (Paper F-3)

Interim Report of the Administrative Commission for St. John's Detroit (Paper F-4)

Interim Report of the Administrative Commission for Southfield-Covenant (Paper F-5)

Interim Report of the Administrative Commission for Detroit-Westminster (Paper F-6)

Interim Report of the Administrative Commission for Milford (Paper F-7)

2. Approve the results of the Review of Session Records for 2021:

Submitted and not approved at this time:

Detroit- Calvin East

Sterling Heights- New Life

Approved with exceptions:

Dearborn Heights- St. Andrews

Approved without exceptions:

Dearborn-Cherry Hill

3. Approve the request of Dearborn Heights-St. Andrews for a waiver from the six-year term limit pursuant to G-2.0404.
4. To dissolve the Administrative Commission for Southfield-Covenant and thank the members for their service.

FOR INFORMATION

1. The Synod of the Covenant reports on the grants given in 2022 and additional items of interest. (Paper F-8). The Synod also reports that the reconfigured AC for Detroit has been named, and has had an orientation meeting. They'll begin their work early in January and plan to meet twice a month.

The members include

- Cal Bremer, TE, Lake Michigan
- Jeanne Gay, TE, Maumee Valley
- Jim Wilson, RE, Scioto Valley
- Jessie MacMillan, TE, Western Reserve
- Alice McCollum, RE, Miami Valley
- Robert Sullivan, RE, Cincinnati

Jeanne and Robert return from the previous incarnation of the AC. Alice has served as vice-moderator, moderator, and chair of council of her presbytery. Jeannie, Cal, and Jessie all have experience as EP (and in Jessie's case, also Stated Clerk).

2. The following transfers have been completed:

FROM DETROIT PRESBYTERY

Rev. Samuel An, to Long Island

Rev. Andrew Frazier, to Mission

Rev Eun Joo (Angela) Ryo, to Wabash Valley

3. The Investigating Committee formed to investigate a statement of alleged offense received May 21, 2022 has made its final report. (Paper F-9)
4. The Committee to Review Issues Surrounding the Separation Agreement Between Dr. Floretta Barbee-Watkins and the Presbytery of Detroit has issued its final report. (Paper F-10).
5. A letter was received by the Presbytery on February 23 celebrating the retirement of Rev. John Judson from the Presbytery of Nairobi. (Paper F-11).

February 2023



The Synod of the Covenant

Presbyterian Church (U.S.A.)

2023 Upcoming Synod Programs and Ministry

- 3/1 10:00 – 11:30 by zoom: Preaching Workshop **“Preaching about Racism in an Era of CRT Bans”** with Rev. Carolyn Helsel, PhD, of Austin Seminary
- 3/9, 3/16, and 3/23 1:00 – 2:00 by zoom: **The Church and Mental Health** webinar (Science for the Church)
- 4/5 No Preaching Workshop due to Holy Week
- 4/20, 4/27, and 5/4 10:00 – 11:30 by zoom: **Pathways to Belonging: Overcoming Clergy Loneliness** webinar (LeaderWise)
- 4/25-26/23 1:00 – 3:30 pm by zoom: **Boundaries Training** (LeaderWise)
 - Also offered by zoom 10/2-3/23 6:00 – 8:30 pm and 11/7-8/23, 1:00 – 3:30 pm
- 5/10/23 10:00 am – 12:30 pm by Zoom: **The Leader’s Table** Webinar (The Missional Network)
- 9/11 and 9/14/23 6:00 – 8:30 by Zoom: **Child Sexual Abuse Protection Training** (LeaderWise)
- 9/13, 9/27, 10/11, 10/25/23 10:00 – 11:30 am by Zoom: **The Leader’s Table** Cohort meetings
- **Anti Racism Training** Pending for Fall 2023

For more information contact Synod Executive Chip Hardwick at chip@synodofthecovenant.org or 309-530-4578.

We’re the Synod of the Covenant.

In our Synod, we’ll try anything to equip and support leaders for God’s emerging, creative future.

PRESS RELEASE

--- For Immediate Distribution ---

11/23/22

The Synod of the Covenant

Presbyterian Church (U.S.A.)



The Synod of the Covenant Announces Matthew 25 Grant Winners

The Synod of the Covenant is delighted to announce that it has awarded \$48,000 in grants to eighteen congregations and ministries in seven presbyteries. These awards range from \$1,000 to \$5000.

The focus of the grants is to support ministries to build congregational vitality, dismantle structural racism, and/or eradicate systemic poverty. These goals stem from the denomination's Matthew 25 movement. Of thirty-two grant applications, eighteen were awarded.

Here are the grant awardees for the 2022:

Cincinnati Presbytery

Crescent Springs Presbyterian Church

\$2,500 for the Elementary School Weekend Meal Program

Immanuel Presbyterian Church

\$2,000 for Buddy Bags

Joint Northern and Crescent Springs Presbyterian Churches

\$1,000 for the Joint Youth Group Program

Pleasant Run Presbyterian Church

\$1,000 for the Non-Food Pantry

Detroit Presbytery

First Presbyterian Church of Pontiac

\$5,000 for the Emergency Food Pantry



The Synod of the Covenant

Presbyterian Church (U.S.A.)

Lake Michigan Presbytery

First Presbyterian Church of Cadillac

\$1,700 for Fleet Feet for Lincoln

First Presbyterian Church of Lansing

\$1,000 for the Justice League of Greater Lansing Michigan

Maumee Valley Presbytery

First Presbyterian Church of Defiance

\$5,000 for Tools for School

First Presbyterian Church of Tiffin

\$1,000 for the Non-Food Pantry

Hanmi Presbyterian Church

\$2,500 for Meals for College Students

Miami Valley Presbytery

First Presbyterian Church Fairborn

\$2,000 for the Church Outside Project

Trinity Presbyterian Church

\$4,800 for the Saturday Breakfast

Scioto Valley Presbytery

Various Congregations in Scioto Valley

\$2,000 for Capital City Helping Hands

First Presbyterian Church of Logan

\$3,000 for the Vegetable Garden



The Synod of the Covenant

Presbyterian Church (U.S.A.)

Scioto Valley Presbytery (continued)

First Presbyterian Church of Waverly

\$2,500 for the Drivers Education Project

Presbytery of the Western Reserve

North Presbyterian Church

\$4,000 New Administrative Staff

St. Marks Presbyterian Church

\$2,000 Technology

Various Presbyteries

Synod of the Covenant Korean Presbyterian Churches

\$5,000 Pastor's Retreat

These grants, as well as the Higher Education Scholarships previously announced, are funded in part by per capita payments from the almost 700 Presbyterian Church (USA) congregations and more than 100,000 members, mostly in the states of Ohio and Michigan, throughout the Synod of the Covenant.

The Grants Committee includes Lisa Allgood (Cincinnati Presbytery), Betty Angelini (Eastminster Presbytery), Amy Duiker (Miami Valley Presbytery), Jackie Humphries (Detroit Presbytery), Skip Jackson (Scioto Valley Presbytery), Matt Meinke (Maumee Valley Presbytery), and Georgia McCall (Lake Huron Presbytery). In this Thanksgiving season, the committee is grateful for all who applied for these grants:

“In this Thanksgiving season, we are thankful for you. Peace and love with faith to you from God the Father and the Lord Jesus Christ. God’s grace to all of you who love our Lord Jesus Christ with love that never ends” (Ephesians 6:23-24).

TO: Rev. Marianne Grano
Stated Clerk
Presbytery of Detroit

FR: Presbytery of Detroit Investigating Committee

RE: Disciplinary Complaint dated May 21, 2022

Date: February 20, 2023

An Investigating Committee of the Presbytery of Detroit has completed its work regarding a disciplinary complaint which was received by the Stated Clerk of Detroit Presbytery on May 21, 2022. The Investigating Committee has determined, in accordance with G-3.0102 and D-2.0203b, that there are no probable grounds or cause to believe an offense was committed by the accused. All parties were informed of the decision. This matter is closed.

Elder Doug Fryer, Moderator
Rev. Julie Madden
Elder Loretta Stanton

February 2023 New Church Development Report

At its January 4, 2023 meeting the New Church Development Committee voted to rescind existing outdated and inaccurate language under Items NCD-1 and NCD-2 from the current policy/procedure manual.

Wanda Moon, Co-Moderator, NCD

The full text to be rescinded is:

~~NEW CHURCH DEVELOPMENT~~

~~NCD-1. GUIDELINES FOR DISSOLUTION OF A CHURCH~~

For use by: ~~—The Administrative Commission
Presbytery Committees, Teams, Cabinets and Trustees
Local Church Session and Trustees
The Congregation of a local church~~

~~*Just as the presbytery has the authority to dissolve churches or to dismiss churches to another denomination. (G-11.0103i). Just as the presbytery consults with members at the time of organizing, merging, and forming a federated or a union church, such a consultation takes place at the time of dissolution or dismissal. (G-15.0203a,b; G-16.0201w; G-16.0401q)*~~

~~*In the Presbyterian Church (U.S.A.), property is held in trust by the particular church on behalf of the denomination. When a particular church is dissolved, the real and personal property is held, used, or transferred as directed by the presbytery. (G-8.0401)*~~

~~*Just as the compelling question at the time of organizing a church is, “How can Christ’s mission be carried out most effectively?”, the same question is asked at the time of dissolution. Again, it is appropriate for the presbytery to celebrate the mission carried out by that church and the people whose lives were positively enriched during its years of service.*~~

~~The Companion to the Constitution, 1999, p.33~~

~~There shall be a meeting of the Session and Trustees of the church with the Presbytery Church Strategy Committee and Trustees prior to any action for dissolution of the church, in order to go over this policy. (Significant parts of this policy are taken from the section on Dissolution of a Particular Church from the old publication “Presbyterian Law for Presbytery and Synod”, Chapter V, Paragraph 10, page 73-74.)~~

- ~~1. —The power to dissolve a particular church is specified among the powers listed in Form of Government, (G-11.0103i). The two constitutional provisions cited below, provide for~~

- ~~such dissolved and extinct churches.~~
- ~~a. — Grounds for the dissolution. These grounds are intimated in the following clause in the Constitution: the church has become “extinct by reason of the dispersal of its members, the abandonment of its work, or other cause.” G-8.0401~~
 - ~~b. — Such information may be brought to the attention of presbytery in any one of various ways: (1) by report of a member or members of the session (or former session); (2) by petition of some of those whose names are on the roll of the particular church; (3) by report of the committee on session records that (a) no records have been presented by the church, or (b) such records as are presented indicate that the church is not functioning properly; (4) by report of the committee on ministerial relations that the church has abandoned its work as an organized group; (5) by report of the committee on strategy or some other committee that, in the opinion of the committee, a church should be dissolved. In whatever form the information or request may come to presbytery, the general council or special administrative commission should be directed to make inquiry into all the circumstances and recommend reorganization or dissolution. If dissolution is decided, two matters of constitutional duty are prescribed. (See Dig., pp. A380 if.)~~
 - ~~c. — Records and members. When a church is dissolved, the presbytery of jurisdiction shall take possession of its records, have jurisdiction over its members, and grant them~~

certificates of transfer to other churches. G-10.0302b.(2). Care should be taken concerning members removed from the bounds of the dissolved church and those resident members who may have become inactive. The presbytery shall a/so determine any ease-of discipline begun by the session and not concluded. (D-10.0105.) Discipline here has the broad meaning of the term, making it the duty of presbytery to attempt to transfer all members of the dissolved church who can be located. Such responsibility should be placed upon the stated clerk in consultation with the general council or upon a special commission or committee appointed for the purpose, and reporting to presbytery upon completion of the task, ordinarily within two years of the dissolution of the church.

- d. ~~Real and personal property. "Whenever a particular church is formally dissolved by the presbytery, or has become extinct by reason of the dispersal of its members, the abandonment of its work, or other cause, such property as it may have shall be held, used, and applied for such uses, purposes, and trusts as the presbytery may direct, limit, and appoint, or such property may be sold or disposed of as the presbytery may direct, in conformity with the Constitution of the Presbyterian Church (U.S.A.)." G-8.0401. This provision of the Constitution needs little elaboration. The corporation of presbytery, whatever its form may be, should carry out the instructions of the presbytery. If the property or properties are sold, the proceeds of such sale should be treated as capital assets: held by the presbytery to be used for rotary loans to particular churches for property improvement or church building aid; or reserved as endowment funds, the income from which may be used as grants to struggling churches, mission work, etc., as the presbytery may direct. The assets of church organizations, as well as the corporate holdings of the particular church, are included in the responsibilities of the presbytery. The corporation of the particular church should be terminated to complete the action of dissolution.~~
- 2) ~~Procedure on dissolution. It is important that presbytery follow a procedure that is deliberate and fair. This involves fulfilling three conditions. These are, investigation of the facts, an opportunity of the church or its representatives to be heard, and a fair and open hearing by the presbytery. In fulfilling these conditions, five steps are suggested:~~
- a) ~~Preliminary investigation of the facts by the presbytery or a committee or commission of the presbytery appointed for the purpose.~~
- b) ~~Report to the presbytery on the investigation, if done by a committee or commission, with a recommendation as to whether or not the presbytery should consider the possible dissolution of the church.~~
- c) ~~If on hearing the report the presbytery decides to consider the possibility of or advisability of dissolution of the church, then notice of the time and place that presbytery will conduct a hearing should be given to all parties in interest to allow them an opportunity to be heard before the presbytery. It would seem that such notice, as to the church, could be given to the clerk of session and the pastor, if any. The time and place of the hearing should be reasonably convenient to the interested church and the presbytery. The notice should contain a statement that the church and interested persons shall appear at the time and place stated and show cause, if any they have, why the presbytery should not dissolve the church.~~
- d) ~~Presbytery should hold a hearing at the time and place given in the notice and, with an open mind, consider all the evidence, testimony, and arguments pro and con.~~
- e) ~~At the end of the hearing, presbytery should take such action, as it deems proper. If the~~

presbytery decides to dissolve the church, it should include in its order (a) that all property of the church be turned over, transferred and conveyed to the trustees of the presbytery pursuant to the provisions of “Whenever a particular church is formally dissolved by the presbytery, or has become extinct by reason of the dispersal of its members, the abandonment of its work, or other cause, such property as it may have shall be held, used, and applied for such uses, purposes, and trusts as the presbytery may direct, limit, and appoint, or such property may be sold or disposed of as the presbytery may direct, in conformity with the Constitution of the Presbyterian Church (U.S.A.)” G-8.0401 of the Form of Government; (b) authorize and direct the moderator or the stated clerk of the presbytery or both, to take any civil action necessary to effectuate the order of the presbytery; (c) declare that the church has become extinct; (d) provide for the preservation of the records of the church, and the care of and dismissal of the church members to some other church; and (e) provide for such other matters that may be involved in the dissolution of the church.

It should be remembered that the order or judgment of the presbytery does not *ipso facto* transfer legal title in property to the trustees of the presbytery. It may be necessary to have the legal title to property transferred by one of two methods: First, by proper officials of the church corporation voluntarily conveying the legal title in property to the trustees of the presbytery; or, second, by legal procedure in which (a) the church corporation is dissolved according to state law and, in the process, the property is ordered to be transferred to the trustees of the presbytery, or (b) the church corporation is ordered in a civil action to transfer the property as directed by the presbytery. In any case, where the legal title is not voluntarily transferred to the presbytery, the laws of the state must be consulted on procedure.

- f) — After the congregation votes to dissolve, another meeting shall be held with the Session, Trustees and the Administrative Commission appointed by the Presbytery over the church, to go over these guidelines carefully so that all know and understand the process and the options and limitations open to the church. At this meeting the following shall be clarified:
 - i) — There shall be a clear understanding of what “title to Presbytery means”, (Session and Trustees are stewards and Presbytery holds residual title.)
 - ii) — An account of investments, property and any limitations on use shall be given to the Administrative Commission.
 - iii) — A current list of church members, their addresses and phone numbers shall be given to the Administrative Commission; any changes made in the list shall be conveyed to the Administrative Commission.
 - iv) — A copy of the budget, which was approved by the session for church’s current year and covering the period to the final dissolution, shall be placed in the hands of the Administrative Commission. An understanding shall be reached that no funds beyond the line items in the budget can be expended without permission of the Administrative Commission.
- g) — Pastors whose churches are within the parish area of particular members of the church being dissolved, shall be asked to call on these members prior to the date of dissolution to invite them to their churches so the members can have a ministry and an opportunity to continue their ministry within the Presbytery. Special concern shall be given to persons in nursing facilities and shut-ins, and any member of the dissolved church shall be invited

- to join at least one Presbyterian Church regardless of residence address. This shall be coordinated by the Moderator of the dissolving church.
- h) ~~A copy of any history of the church shall be obtained (or duplicated) to place in the archives of the Presbytery.~~
 - i) ~~Wherever possible, the will of the members of the church shall be considered in the disposal of any memorials, remembering paragraph #1, page #1. All items to be removed from the church shall be removed before listing for sale with a real estate broker.~~
 - j) ~~At least one active elder from the church shall be a member of the Administrative Commission to dissolve the church.~~
 - k) ~~During a meeting of the Presbytery, there shall be a celebration of witness of the church, coordinated and scheduled by the New Church Development/Redevelopment Team, the Administrative Commission and the Planning and Visioning Team through Coordinating Cabinet. If the church so desires, the last worship service in the church shall be a celebration of its witness, with the Presbytery assisting in any way it can as invited by the Session.~~
 - l) ~~Any action relative to funds or property on the part of the church shall be properly moved, seconded and approved by the majority of the Session or Trustees (as the situation would require), and supported by the Administrative Commission. The Administrative Commission shall be most considerate in conveying to the Presbytery any desires by the Session and/or Trustees (Congregation or Corporation) pertaining to the use or disposal of any of the funds or property of the church.~~
 - m) ~~The Administrative Commission of the Presbytery shall empower to intervene, and if necessary replace the Session when properties and /or funds are being disposed of without the approval of the Presbytery or its duly authorized Commission—the Administrative commission appointed for that church. The Administrative commission shall have authority to seek restitution for any property improperly disposed of, if necessary.~~
 - n) ~~The Presbytery shall receive all books of the trustee and all Session Records (Minutes and Registers), all cancelled checks and paid bills, with a list of any outstanding obligations, and all bankbooks, checkbooks or other financial records after all bills of the church have been paid and all pledges are fulfilled. In addition, the Presbytery shall receive the following:~~
 - ~~Insurance Policies;~~
 - ~~Titles, deeds, abstracts of all property;~~
 - ~~Government reports if any;~~
 - ~~Employee records;~~
 - ~~Statements of position regarding outstanding obligations, with full disclosure;~~
 - ~~Notice of any suits pending, or claims likely to result from suit;~~
 - ~~Authority to list property for sale and show property before final dissolution;~~
 - ~~Authority of the Administrative Commission to countermand budget if not proper (viz. self-serving, such as a bonus to the minister);~~
 - ~~Adequate notice of intention to dissolve.~~
 - o) ~~Listing of property for sale shall be by the Trustees, subject to approval by the New Church Development/Redevelopment Team and Presbytery. Sale of property by the Trustees shall be subject to approval by Presbytery.~~
 - p) ~~Net proceeds of sale of building and land shall be added to the New Church~~

~~Development/Redevelopment Fund of Presbytery after payment of all expenses and carrying charges, as well as commissions incurred from time of dissolution to sale. The Trustees shall oversee the investments of these funds. The New Church Development/Redevelopment Team shall designate dispersal of the funds, with approval of Presbytery.~~

- ~~q) — Any other assets, of a local church, at the time of dissolution, shall become the property of the Presbytery of Detroit and, except as otherwise designated, shall be added to the Unrestricted Endowment Fund of Presbytery.~~
- ~~r) — Every effort shall be exercised to complete disposal of property at the time of the final service of local congregation.~~

~~NCD-2. POLICY FOR NEW CHURCH DEVELOPMENTS~~

~~New Church Development Vision and Strategic Plan~~

~~Presbytery of Detroit~~

~~December 2007~~

~~Prepared by~~

~~Philip J. Reed, Brenda Jarvis, Mickey Blair~~

~~Our Call~~

~~We believe God is calling the Presbytery of Detroit to grow in faith, membership, and impact.~~

- ~~• We believe God is calling our Presbytery to grow in faith by presenting us with a significant challenge — to reverse the current downward trends of membership loss and re-establish the PCUSA as a vibrant missionary body sharing the good news of Jesus Christ in word and deed.~~
- ~~• We believe God is calling our Presbytery to grow in membership by reaching more and more people currently not connected to a Presbyterian church and inviting them to faith in Jesus Christ and service in his name.~~
- ~~• We believe God is calling our Presbytery to grow in impact as we re-position ourselves as a moral and visionary leader in shaping our community and culture as “the salt of the earth” and “the light of the world.” These are tough economic times within our Presbytery. Unemployment, declining real estate values, corporate downsizing, increasing foreclosure all add up to poor economy. With it comes despair and hopelessness. Because of our faith in God, however, we believe in the people of Detroit and Southeast Michigan. We believe God is calling us to encourage the spiritual revitalization in this area.~~

~~In order to fulfill God’s call, we envision launching 4 new Presbyterian congregations within the bounds of the Presbytery of Detroit in the next 36 months.~~

- ~~1. — Detroit Downtown (Woodward Corridor)~~
- ~~2. — Dexter/Chelsea~~
- ~~3. — Hartland~~
- ~~4. — Oxford~~

~~This plan is unique~~

~~**This plan is unique is that we are proposing a unified effort of the entire to launch these congregations. Most Presbyterian New Church Developments are isolated efforts that do not take full advantage of all Presbytery resources and they suffer because of it. We propose are intentional and**~~

~~consorted effort of the Presbytery, giving all Pastors and congregations opportunity to invest in and rally behind this major project. In addition, there are major economies as we pull resources together.~~

- ~~• We envision one general fund to launch all 4 new church developments.~~
- ~~• We envision sharing of support staff and other administrative functions for a time.~~
- ~~• We envision a common fund raising effort from a variety of sources.~~
- ~~• And we envision a coming together within our Presbytery that will generate excitement, enthusiasm and commitment.~~

Typical Reactions to the Proposal of New Church Development

(Please see Tim Keller's article in Appendix A.)

~~1. We already have plenty of Presbyterian congregations and other mainline churches that have lots and lots of room for all the new people who have come to the area. Let's get them filled before we go off starting new ones.~~

Response: This concern assumes that existing congregations reach new people as well as new congregations. This is not typically the case.¹ But to reach new generations and people groups will require *both* renewed older churches and lots of new churches.

~~2. Every church in this community used to be more full than it is now. A new church here will just take people from churches already hurting and weaken everyone.~~

Response: This concern assumes that new church developments will only reach current active churchgoers or will only tap into the market of existing congregations. But new churches do far better at reaching those who are not currently connected to any church, especially younger adults.²

¹Tim Keller, Why Plant Churches; "Dozens of denominational studies have confirmed that the average new church gains most of its new members (60-80%) from the ranks of people who are not attending any worshipping body, while churches over 10-15 years of age gain 80-90% of new members by transfer from other congregations. This means that the average new congregation will bring 6-8 times more new people into the life of the Body of Christ than an older congregation of the same size.

So though established congregations provide many things that newer churches often cannot, older churches in general will never be able to match the effectiveness of new bodies in new reaching people. Why would this be? As a congregation ages, powerful internal institutional pressures lead it to allocate most of its resources and energy toward the concerns of its members and constituents, rather than toward those outside its walls. This is natural and to a great degree desirable. Older congregations therefore have a stability and steadiness that many people thrive on and need.

However, new congregations, in general, are forced to focus on the needs of its non-members, simply in order to get off the ground. So many of its leaders have come very recently from the ranks of the un-churched, that the congregation is far more sensitive to the concerns of the non-believer. Thus a congregation filled with people fresh from the ranks of the un-churched will have the power to invite and attract many more non-believers into the events and life of the church than will the members of the typical established body."

²Ibid. Younger adults have always been disproportionately found in newer congregations. Long established congregations develop traditions (such as time of worship, length of service, emotional responsiveness, sermon topics, leadership style, emotional atmosphere, and thousands of other tiny customs and mores), which reflect the sensibilities of long-time leaders from the older generations who have the influence and money to control the church life

3. ~~Let's help churches that are struggling first. A new church doesn't help the ones we have that are just keeping their nose above water. We need better churches, not more churches.~~

~~Response: This concern assumes that new church development will discourage existing congregations. There may be some prospect that this might happen, but it is not necessarily so. It is very difficult to turnaround a congregation that is in decline. It is not correct to assume that a declining congregation will be able to reach new people as and new people groups as they move into the area. New church development may revitalize existing congregations by becoming the Research and Development for the Presbytery, testing new ideas for communication, new models for discipleship, new way to reach out and make them available to the entire Presbytery.~~

4. ~~Been there, done that in this Presbytery. We tried new church development four times in the past ten years in this Presbytery and it has not worked well, plus we had some spectacular failures. All that money and time wasted.~~

~~Response: No, not wasted because we learned extremely valuable lessons. We learned what does not work. We learned that what does not work is an isolated, unsupported effort of the Presbytery. We learned that what does not work in pastoral leadership that has not been assessed specifically for New Church Development. We learned that what does not work is poor communication and a general lack of awareness in Presbytery of what is happening in New Church Developments. We failed because we had the wrong leadership in place and we did not support the effort of the people gathered. But just because we failed, it does not mean we should give up on New Church Development within the Presbytery of Detroit! Let's not waste what we've learned the hard way.~~

Time to Act!

Let us redefine the Presbytery of Detroit's understanding of successful New Church Development success. We define failure as doing nothing and success as trying new models with renewed energy for New Church Development. We realize that all our New Church Developments may not develop into large thriving congregations. But we know we won't have any new congregations unless we try

The Plan

3 primary target areas within 24 months, an additional 1 within 36 months, and 3 more for the next 72 months.

Within 24 months:

Downtown Detroit—Woodward Corridor

Far West Suburbs—Dexter/Chelsea with a satellite in Hartland

Within 36 months

Far Northern Developing Suburbs—Oxford

Downriver

Within 72 months

Canton
Milford
Detroit

Launch Models: How it might work

1. ~~Presbytery initiated Parachute Drop—One Pastor, one area, and go to it! Highest risk, longest start up.~~
2. ~~Jet Landing—One Pastor, plus leadership team.~~
3. ~~Cruise Ship Launch—One Pastor, Leadership Team, plus missionaries from other congregations. Lowest risk, fastest start up.~~

We believe each of these models will work in the Presbytery of Detroit.

Tentative Timeframes

1. ~~Downtown Detroit
 - ~~Plan Landing in the First Quarter 2008~~
 - ~~Pastor begins several bible studies in the area with an “emerging target.” 25 to 40-year old—working professionals~~
 - ~~Continue to develop core team~~
 - ~~Define vision and mission~~
 - ~~Public launch Advent 2008 to January 2009~~
 -~~
2. ~~Dexter/Chelsea
 - ~~Cruise ship in the fall 2008~~
 - ~~Saline, Westminister in Ann Arbor, and others contribute missionaries~~
 - ~~Pastor begin bible studies in the spring 2008~~
 - ~~Define vision and mission~~
 - ~~Public launch Christmas 2008~~~~
3. ~~Hartland Satellite
 - ~~Parachute drop in the spring of 2008~~
 - ~~Pastor begins several bible studies in the area focused on suburban, family target.~~
 - ~~Develop a core team~~
 - ~~Define vision and mission~~
 - ~~Public launch spring 2009~~~~
4. ~~Oxford
 - ~~Parachute drop in the spring 2008~~
 - ~~Pastor begin several bible studies~~
 - ~~Develop core team~~
 - ~~Define vision and mission~~
 - ~~Public launch spring 2009~~~~

Cost

(Detailed spreadsheets in Appendix B)

7 Sources of Income/3-Year Timeframe

- 10 Partner Churches
5,000 each year
- Member Support
50,000
- POD Budget Support
380,000
- Feasibility Grant
10,000 POD
10,000 Synod
- Special Gifts
150,000 Congregations
150,000 Individuals
- POD Capital Support
100,000
- NCD Grants
450,000

Total = \$1,450,000 over 3 years

Presbytery Support and Leadership is Key!

- A unified effort of POD
- Properly assessed pastoral leadership who recognize the value of PCUSA New Church Development coaching and recognize the fund-raising will be a major part of their responsibilities as Organizing Pastor!
- There are 3 Pastors within POD who believed they are called to New Church Development. 2 have already been assessed by PCUSA and are ready to begin.
 1. Brenda Jarvis (already assessed by PCUSA)—Downtown Detroit
 2. Philip Reed (already assessed by PCUSA)—Dexter/Chelsea and Hartland satellite
 3. Mickey Blair (pending assessment)—Oxford

Action Step 1

(See Chuck Dennison, *Connectional Church Development: A Presbytery Handbook for Creating New Churches* available at <https://www.pcusa.org/newchurch/pdf/ncdhandbook.pdf>.)

Establish POD Church Development Team

Action Step 2

(See PCUSA Guidelines for Starting a New Church Development in Appendix C)

Encourage Brenda, Phil and Mickey to refine their specific vision for new church development within target areas. Have them to “Write the vision and make it plain on tablets so that a runner may read it.” (Habakkuk 2:2) These vision statements must include the following:

- Statement of Vision
- Statement of Mission
- Description of Target Community

Demographic Information
Religious Picture of Target Community
Statement of Your Call to These People
Launch Plan
Networking Plan
Ministry Plan
Timetable that will include key tasks each
month
Tentative Budget
Funding Plan
Presbytery Oversight Plan

Additional Steps

- Seek advice and support of other pastors in the target area and similar church types
- Authorize NCD Pastor to create a steering committee
- Authorize NCD Pastor to begin work

Jesus Calls Us to New Church Development

~~“Go therefore and make disciples~~ of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey all that I have commanded you.” (Matthew 28:28)

Baptism means incorporation into a worshipping community of faith. Teaching means an on-going relationship to a community of faith. Jesus calls us not to just make disciples but to also ground them in communities of his followers, the church.

Jesus Calls Us to New Church Development

- The best way to reach new people!
- The best way to reach people we are least effective in reaching now—20s and 30s
- The best way to strengthen and encourage existing congregations
- The best way to bring new ideas to Presbytery.
- The best way to surface new and creative leaders in Presbytery.
- The best way for us to do what Jesus asks us to do, “Go, therefore . . .”

2/3rds of God is “Go!”

Let's Act Now!

(Note: Appendices are found in the minutes of Presbytery for February 26, 2008.)

Amended by replacement 2/26/08

[End]

Littlefield Administrative Commission Report
February 25, 2023
Final Report

The Littlefield Administrative Commission was formed at the February Meeting of Presbytery, consisting of

- a. Trustee Ken Hollowell
- b. Elder Wendy Back
- c. Rev. Tim Marvel
- d. Rev. Kenneth Kaibel, chairperson

We learned that the Littlefield congregation had already voted to dissolve in January of 2022. They had previously vacated their building due to the discovery of black mold. They chose not to merge with another congregation because that would burden their new congregation with the building.

Before they voted to dissolve, they paid their ongoing bills through June of 2022 and paid staff-members a severance pay equaling their salaries through August of 2022. With the money left, a non-profit agency was started as the "Littlefield Action 4 Social Justice" to continue their commitment to the mission projects they had started.

Since there was no active session, the AC assumed Original Jurisdiction as instructed by the Presbytery of Detroit at the May 2022 meeting.

We met with members and friends of the church on May 22, 2022 at the Cherry Hill Presbyterian Church and heard their concerns over the dissolution of the congregation. We encouraged them to transfer to other Presbyterian Churches and offered our assistance.

On September 27, 2022, the Presbytery of Detroit dissolved the congregation at the AC's recommendation.

The AC has completed the following projects:

We secured the building to prevent vandalism.

We kept the trash picked up and snow removed and continued the grass mowing service through the summer.

Thinking the building would likely be demolished, we authorized Care Village Outreach to retrieve tables, chairs, doors, etc. to use for building churches in Africa.

We listed the building for sale through MiRealSource, and, with Trustee approval, It sold for \$400,000.

All ongoing contracts have been paid and cancelled and the corporation dissolved.

The ministry and mission of the Littlefield congregation was celebrated at the November meeting of presbytery.

We forwarded the session and membership records to the Presbyterian Historical Society.

Today, believing our assigned task to be successfully completed, we make the following motions:

MOTION: The Littlefield AC moves that \$100,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building will be paid to Littlefield Action 4 Social Justice, a non-profit organization for promoting peace and social justice.

MOTION: The Littlefield AC moves that \$100,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building be administered by Presbytery's Congregational Development and Transformation Committee "to equip congregations and their leadership to live into the new thing that God is doing there with Resources that include grants and learning opportunities." We encourage the Committee to consider using these funds, according to the desires of the former members of Littlefield, to support activities such as a music ministry or a special mission project for smaller congregations that could not support the activity themselves."

MOTION: The Littlefield AC moves that \$50,000 of the proceeds of the sale of the Littlefield Presbyterian Church Building be administered by the session of the Cherry Hill Presbyterian Church. We encourage the session to consult with the former members of Littlefield PC who have joined that congregation in deciding the appropriate use for this money.

MOTION: The Littlefield AC moves that any remaining funds for the proceeds of the sale of the Littlefield Presbyterian Church Building after all applicable debts are satisfied, be administered by Presbytery's New Church Development Committee. It seemed fitting to us that, from the grievous loss of one beloved congregation of the Presbytery, seeds for a new congregation might be planted.

MOTION: The Littlefield AC moves that the Littlefield Administrative Commission be dissolved as of today's date, February 25, 2023.

Kenneth Kaibel (TE),
Chairperson

**Final Report of the Committee to Review Issues Surrounding the Separation Agreement
Between Dr. Floretta Barbee-Watkins and the Presbytery of Detroit**

Our Charge:

"... that the Moderator in collaboration with the Committee on Nominations of the Presbytery of Detroit, select three people whose committee or any individual which was not involved with the approval of \$10,000.00 separation payment given to Rev. Dr. Floretta Barbee-Watkins after her resignation, to analyze and audit the why and how of this transaction, for proper procedures/complete transparencies, and report its findings to this presbytery no later than the 2023 January Presbytery meeting."

Our Team:

John Judson, T.E.
Gretchen Denton, T.E.
Sharon Moore, R.E.

Context:

Context always matters. Context matters in Biblical interpretation and, as this section hopes to point out, in the situation our team was asked to review. The context of the situation detailed in this report has several facets:

1. There was disruption in the life and work of the Presbytery of Detroit and in Presbytery staff relationships, much of which centered around the Transitional General Presbyter. These disruptions had progressed to the point that the Coordinating Cabinet asked the Synod of the Covenant to form an Administrative Commission to investigate the dysfunction with relation to the complaints/grievances which occurred in October 2022.
2. Dr. Barbee-Watkins resigned unexpectedly and made requests for a particular end date of employment and a request to be paid for unused vacation and sick leave.
3. Dr. Barbee-Watkins sent her letter of resignation, not to the presbytery, but to the Operations Team. She made it clear that this letter was confidential and not to be shared with the presbytery as a whole.
4. Our Bylaws and Policies and Procedure Manual give great authority to the Executive Presbyter to deal with matters of severance and separation, without any guidance as to how these issues ought to be addressed when there is no Executive Presbyter.
5. The Bylaws and Policies and Procedures of the Presbytery of Detroit are not always in agreement with one another and are occasionally contradictory. Several of these contradictory statements made the termination process and separation discussions more difficult.

These facets placed the Operations Team in a difficult position as it tried to maintain the peace, unity, and purity of the church. In conjunction with the Trustees and Coordinating

Cabinet, and in consultation with representatives of both Synod and General Assembly, Operations attempted to appropriately end the tenure of Dr. Barbee-Watkins and protect the Presbytery of Detroit from any possible repercussions due to the way Dr. Barbee-Watkins' tenure was concluded.

To many on the outside it may have appeared that this process was secretive, but because of the contextual facets mentioned above, and because much of the discussion and deliberation surrounding these issues concerned personnel issues, the discussions and deliberations needed to be conducted in a confidential setting. At the appropriate time, Trustees, Coordinating Cabinet, Synod, and General Assembly were brought into the discussions of process and ultimately the presbytery was informed.

Below you will find a timeline of events, a series of questions that we believed needed to be answered, issues needing clarification, and a series of relevant documents.

Timeline:

August 4, 2020 - Dr. Barbee-Watkins is hired by action of the Presbytery (POD Minutes August 2020)

May 17, 2022 - Dr. Barbee-Watkins accepts call to the Presbytery of the James with her start date as June 27, 2022 (Presbytery of the James Minutes summary May 23, 2022)

May 18, 2022 – Dr. Barbee-Watkins submits a letter of resignation to Operations with an employment termination date of June 10, 2022, that includes a request for "30 days severance of my effective salary and benefits."

May 18, 2022 – Chair of Operations meets with Synod representative to discuss situation.

May 21, 2022 – Special meeting of Coordinating Cabinet to approve motion from Operations to request presbytery to dissolve the relationship between the POD and Dr. Barbee-Watkins. This motion was approved.

May 24, 2022 – Operations, with the approval of Coordinating Council, requests that Dr. Barbee-Watkins' relationship with the Presbytery of Detroit be dissolved on May 24, 2022. Presbytery votes to dissolve Dr. Barbee-Watkins' call (on that date. POD Minutes May 2022)

May 31, 2022 - Operations Chair meets with staff

June 3/6, 2022 – Operations meets to discuss letter of resignation and the dysfunction within the presbytery staff.

June 6, 2022 - Operations informs Trustees of the separation discussions

June 7, 2022 - The Chair of Trustees, the Chair of Operations, and the Stated Clerk discussed the matter by telephone and decided to consult with an attorney regarding a separation agreement. Operations and Trustees hire employment attorney to negotiate separation terms. A separation agreement was drafted by the attorney with input from the Chair of Trustees, Chair of Operations, and the Stated Clerk.

June 8, 2022 - Operations votes to approve separation agreement.

June 9, 2022 - The Chair of Trustees brought the agreement to Trustees for its approval, along with the separation payment amount. Trustees vote to approve separation agreement (as per Trustees minutes June 9, 2022).

June 21, 2022 – Dr. Barbee-Watkins signs agreement.

July 1, 2022 – Funds are dispersed to Dr. Watkins through payroll. The approval was given by Kara Hildebrandt and Suzanne Lewand, who approved on behalf of Trustees and Operations.

September 27, 2022 – Presbytery is informed of the separation agreement and payment (Page G-1 POD Minutes September 2022)

Pertinent Questions and Answers:

1. Was Dr. Barbee-Watkins called and installed?

She was called and installed. Her date of call was August 4, 2020 (POD August 2020 minutes) *Elder Lewis, on behalf of the Coordinating Cabinet, moved that pursuant to Article V, Section (3) of the Bylaws, Presbytery approve the call of Rev. Floretta Barbee-Watkins to the position of Transitional General Presbyter. (Biography attached as Appendix B). Rev. Barbee-Watkins was moved to the waiting room. Her terms of call were again voted on in 2022*

2. Did Dr. Barbee-Watkins have a contract?

No. there was never a signed contract. The only document was a job description, and there is no documentation that Dr. Barbee-Watkins saw or signed this job description. The relationship between Dr. Barbee-Watkins and the POD was never formalized in a contract. The Stated clerk made the ruling that Dr. Barbee-Watkins' position was a called position rather than a contractual one.

3. Did Dr. Barbee-Watkins set a resignation date?

Yes, she set June 10th, 2022, as her resignation date and asked for 30 days severance which was based on accumulated sick leave and vacation. (as per Dr. Barbee-Watkins' letter of resignation to Operations)

4. Was Dr. Barbee-Watkins Terminated?

No. She had offered a resignation and an end date (see above) but Operations did not accept her proposed last in-person day, and instead recommended that for the health of the Presbytery, Dr. Barbee-Watkins' last day be May 24, 2022.

5. Did Operations request a date of dissolution?

Operations, with the approval of Coordinating Council, requested that presbytery accept Dr. Barbee-Watkins' resignation with an end date of May 24, 2022. The presbytery approved that request. (as per POD Minutes of the May 2022 presbytery meeting)

6. Who had the authority to negotiate and commit to a Separation agreement on behalf of the presbytery?

Operations Ministry Team and Trustees believed that in the absence of an Executive Presbyter, they had the authority to negotiate an agreement and bring it to Coordinating Cabinet. The Personnel Policy of POD states: *"This policy does not guarantee severance to any employee. Severance pay, if available, is paid in addition to unused prorated vacation, notice pay, and any other compensation owed to the employee. Severance pay will be granted to an eligible employee at the sole discretion of the Executive Presbyter and the Presbytery Operations Ministry Team."*

In addition, throughout this process, Operations was in contact with the POD Stated Clerk, the Synod, and General Assembly, including the Stated Clerk, to ensure that Operations actions were appropriate and in line with POD bylaws and Policies and Procedures.

7. Did the Operations Team request Coordinating Council to recommend accepting her resignation and changing the end date of her relationship with the presbytery?

Yes

8. Who was on the negotiating team and who put them there?

The Labor and Employment attorney negotiated the settlement at the request of Trustees, Operations, and the Stated Clerk.

9. Who wrote the legal documents of the settlement and on whose authority?

The Labor and Employment Attorney wrote the documents at behest of Operations and Trustees. (as per Paper G-1 Presbytery minutes September 2022)

10. Who had the authority to make a check request for the attorney?

The funds came from the Trustees account covering legal services, over which the Trustees have sole discretion.

11. How was the \$10,000 amount of the severance computed?

The severance was computed as 30 days of Dr. Barbee-Watkins package which included remaining sick leave and vacation.

12. Where did the funds come from for the severance and who authorized the payment?

Operations, with Trustees concurrence, used existing funds in the compensation package line item of the TGP, and Operations approved the payment per the separation agreement.

13. What role should the Synod Administrative Commission have played in this process?

None. The Synod and the PCUSA were aware of these negotiations. The Administrative Commission was tasked with examining the dysfunction with relation to the personnel complaints/ grievances which occurred in October 2021. The resignation of the TGP did not fall within what the Administrative Commission was tasked to do.

14. Was there a threat of legal action if there was no severance?

There was no direct threat, but a cost-benefit analysis was done by Operations, Trustees, and the Labor and Employment attorney which indicated a separation agreement was the most prudent response to the situation.

15. What role did the Coordinating Cabinet play in this endeavor?

The Coordinating Cabinet approved Operations' motion to the Presbytery, that Dr. Barbee-Watkins last day be May, 24 in the special Coordinating Cabinet meeting held on May 21, 2022.

Issues Needing Future Clarification by Presbytery

- 1. When is severance/separation agreement appropriate? Our Policies appear to leave it to the sole discretion of the Executive Presbyter and Operations, rather than having additional guidelines.**
- 2. When an Executive Presbyter is not present does this prevent committees from carrying out necessary tasks that require the Executive Presbyter to participate? Does this preclude action when there is a Transitional General Presbyter or acting Presbyter because the title of the acting head of staff is not the Executive Presbyter? Does it preclude action when the position is vacant? The POD Policy and Procedures manual is silent on these issues.**

Conclusion:

Our Book of Order states that, *"...we also believe that there are truths and forms with respect to which men of good characters and principles may differ. And in all these we think it the duty both of private Christians and societies to exercise mutual forbearance toward each other."* (F-3.0105) While this statement was originally intended to refer to theological disagreements, we believe it ought to refer to disagreements over issues of

polity and governance as well. It is our conviction that those persons and Teams whose actions are mentioned in this report did what they believed the Bylaws, Policies and Procedures of the Presbytery of Detroit allowed them to do. This belief was reinforced by authorities at the Presbytery, Synod, and General Assembly levels. We also understand that there are grounds to disagree with this assessment. Nevertheless, our team believes:

1. That all persons involved in this situation acted in good faith and with only the best of intentions for the Presbytery of Detroit and Dr. Barbee-Watkins.
2. That this situation will be used by the Presbytery as an impetus to reexamine and clarify the issues mentioned above as the Presbytery rewrites its bylaws, policies, procedures, and reorganizes its structure.

“Finally, siblings...put things in order...agree with one another...live in peace; and the God of love and peace will be with you.” (2 Corinthians 13:11)

Relevant Documents:

JOB DESCRIPTION/CONTRACT FOR DR. BARBEE-WATKINS

Job Description Transitional General Presbyter Presbytery of Detroit

Title:

Transitional General Presbyter (TGP)

Purpose:

The purpose of this position is to lead the Presbytery of Detroit through a process of healing and discernment such that at the end of the contract period, the presbytery is healthier, better connected and has a clear sense of its corporate mission.

Job Duties:

Head of Staff: the TGP will serve as head of staff, ensuring good communication and relationships among the various members of Presbytery staff as well as ensuring that staff are carrying out the functions assigned to them. In conjunction with the Operations Team (responsible for staff relationships) the TGP will conduct annual staff reviews.

Staff Liaison: The TGP will serve as the liaison between presbytery staff and the following committees:

Trustees (Who are responsible for the finances of presbytery)

Planning and Visioning (Who are responsible for long term vision casting and preparation of the annual budget)

Operations (Who are responsible for oversight of presbytery staff)

Ex-officio: will serve ex-officio on the Coordinating Cabinet and other committees and work groups as necessary

Relationship Building: The TGP will intentionally build relationships with pastors, elders and congregations in order to build trust with presbytery leadership

Accountability and Review:

This position is accountable to the Coordinating Cabinet and the Presbytery for implementation of decisions and matters of strategy, program, and resources.

This position will be reviewed annually by the Operations Team

Contract: this is a contract position, with the length of the contract being two years with the possibility of extending it a year at a time if necessary.

FROM TRUSTEES POLICIES IN POD POLICIES AND PROCEDURES MANUAL

P&V-1.3 CHANGES TO ADOPTED BUDGET

- 1.All budget changes must be reported to the Planning and Visioning Team.
- 2.Budget changes within a committee responsible and not across category lines may be approved by the committee.
- 3.Budget changes affecting more than one department of division must be recommended to the Planning and Visioning Team.
- 4.Budget changes across category lines must be recommended to Planning and Visioning Team

P&V-1.5 BUDGET CONTROL

- 1.Expenditure control of the Program Budget is lodged in the Planning and Visioning Team. All requests for adjustments in Program Budget allocations must have approval of the Planning and Visioning Team, which shall recommend any proposed amendments to the Coordinating Cabinet.
- 2.Standing Committee Financial Procedures a) Teams, Cabinets, and Required Committees of the Presbytery are responsible directly to the Presbytery.
b) Annual budget requests are submitted to the Planning and Visioning Team and by it to the Coordinating Cabinet, that presents an annual Operating Budget for approval by the Presbytery.
c)Responsibility for approved budget management for their work rests with each Team, Cabinet, or Committee.
d) Requested expenditures will be within the Committee. Team, or Cabinet budget.
E)Required Committees may make necessary shifts within their budgets, but any significant variance in projected expenditures shall be reported by them to the Planning and Visioning Team.

T-10. SIGNING CONTRACTS.

No money shall be paid on a contract unless the contract is signed by an authorized signer, with indication of the budgeted source of funds. Contracts can only be signed by the Executive Presbyter

and his or her designee, or the President of the corporation and his or her designee, after obtaining approval as follows:

a. Items under \$100 which are Covered by Budget. Items costing under \$100 for which money is appropriated in the operating budget are approvable by executive staff and paid for out of the operating budget.

b. Items between \$100 and \$3,000 which are Covered by Budget. Items costing between \$100 and \$3,000 for which money is appropriated in the operating budget are approvable by the Executive Presbyter, paid for out of the operating budget and reported retroactively to the Board of Trustees.

c. Items of \$3,000 or more which are Covered by Budget. Items costing over \$3,000 must be approved in advance by the Executive Presbyter and approved in advance by the Board of Trustees.

d. Items which are not Covered by Budget. Any items, which are not included in the Budget (or for which funds do not remain in the Budget), must be approved in advance by: (a) the committee or subcommittee of Presbytery, which has authority for such item in budget authorizations, (b) the Executive Presbyter and (c) the Board of Trustees.

Operations: Works with Executive Presbyter to evaluate personnel positions, structure, compensation, procedures in accounting, purchasing, payroll, administration, and policy

FROM PERSONNEL POLICIES IN POD POLICIES AND PROCEDURES MANUAL

EMPLOYMENT SEPARATIONS It is the policy of Employer that employment relationships are at-will and may be terminated at any time with or without cause by Employer.

EMPLOYMENT AT WILL The employment of all employees covered by these policies, is not pursuant to any contract (either written or oral, expressed or implied) and is not for any set period or upon any set conditions and is terminable by Employer at any time with or without cause. Any manuals, handbooks, or other personnel-related material which employees or supervisory personnel may receive, do not constitute a commitment of employment or require any graduated disciplinary steps prior to the termination of employment with any employee.

No representative of Employer has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing, unless such agreement is in writing and signed by the Chairperson of the Operations Ministry Team and the Executive Presbyter

Severance This policy does not guarantee severance to any employee. Severance pay, if available, is paid in addition to unused prorated vacation, notice pay, and any other compensation owed to the employee. Severance pay will be granted to an eligible employee at the sole discretion of the Executive Presbyter and the Presbytery Operations Ministry Team. In order to be eligible for severance, termination must not be voluntary or due to unsatisfactory performance. Only exempt/non-exempt full-time or part-time employees on the date of termination are eligible for severance. Term employees are not eligible or entitled to severance pay. Employees who have received official notice of the date of job elimination but who choose

to resign before the date of termination will be treated as resigning for all purposes under this policy

OPERATIONS LETTER TO PRESBYTERY SEPTEMBER 2022

The Operations team learned, as so many did, about Dr. Flo's departure through social media, just days before the Presbytery meeting. The day after Dr. Flo Barbee-Watkins' new position was announced via social media, the Operations Team received a letter of resignation that they were asked to keep confidential. In that letter, a proposed end date was given, and a request was made to honor any unused vacation and sick time. Other issues were also brought forth in the letter, and because those issues may have caused pain and divisiveness within the Presbytery as well as the fact that some issues involving the Presbytery, its staff, and Dr. Barbee-Watkins, were, and continue to be under review by a Synod commission, the Operations Team discussed and then recommended to the Presbytery that the relationship with Dr. Barbee-Watkins end immediately following the Presbytery vote so that healing could begin.

Upon reading of the by-laws and the policies of the Presbytery, Operations believed that a separation agreement would then be discussed with Dr. Barbee-Watkins, considering both her requests for the terms of termination of the relationship as well as the best interests of the Presbytery. The Operations Team met several times to discuss these issues and to come up with a proposal that would be in the best interest of the Presbytery. Trustees, as the entity with the authority to contractually bind the Presbytery were consulted, as well as the Stated Clerk. The Synod was also contacted for advice mostly on procedure, and to ensure that nothing in the agreement would interfere with the issues that are currently being investigated by the Synod commission. After evaluating the issues that were brought forth in the resignation letter, Operations, Trustees, and the Stated Clerk sought legal advice to ensure that the separation agreement was fair and justified, and that the Presbytery would be protected from any potential claims against it. A cost-benefit analysis was done to determine what the worst-case scenario might be and attempt to negotiate an agreement that would best protect the interests of the Presbytery. The employment attorney offered an extremely reduced fee and was retained to draft the separation agreement as well as to negotiate with Dr. Barbee-Watkins. Dr. Barbee-Watkins accepted the offer and signed the separation agreement and release. It became effective July 5, 2022. Both the Operations Team and the Trustees reviewed the final Separation Agreement and were unanimously in agreement that the cost of the separation package was worth the protection that the Presbytery received in return.

The total separation package totaled approximately \$10,000. In return, Dr. Barbee-Watkins signed a release of any and all possible claims she might have against the Presbytery both at the present time and in the future, and she also agreed that she would not speak disparagingly about the Presbytery of Detroit. The amount paid was well within the Operations Budget for 2022, and thus, no motion to amend the budget was required.

**St. John's Presbyterian Church Administrative Commission Report to the Presbytery of Detroit
February 2023**

The members of the Administrative Commission for St. John's Presbyterian Church continue to work collaboratively with St. John's Elders, Deacons, and members. In January 2023, new church officers elected in late 2022 took their seats on the Session and the Board of Deacons, and those individuals have assumed greater autonomy as the AC works to transition out and hand back responsibilities for the church to its duly elected officers. Once the outstanding accounting and financial reports are completed and the new and returning church officers have completed their training, it is the hope of the Administrative Commission to complete its work. We are heartened by the energy and enthusiasm of Commissioned Ruling Elder Caleb Jones and the new slate of church officers and pray that St. John's continues its outreach initiatives with Bunche Elementary School and the Hunger and Garden Ministries, while continuing to seek tenants for the spaces the church has available, in order to offset the expense of the large building for this small yet mighty congregation. Challenges remain to the long term financial sustainability of the congregation at its present location, but nothing is impossible with God.

Respectfully submitted,

Joshua Archey, CRE

Clerk of the Administrative Commission for St. John's Presbyterian Church

On Behalf of the members of the Administrative Commission:

Rev. Lindsey Anderson, Love Rising Lutheran Church

Commissioned Ruling Elder Joshua Archey, Crossroads Presbyterian Church

Rev. Laura Kelsey, 1st Presbyterian Pontiac

Ruling Elder Rosy Latimore, 1st Presbyterian Birmingham

Ruling Elder Tim Ngare, Calvary Presbyterian Church

Rev. Paul Stunkel, Honorably Retired

Milford AC Report: February 8, 2022

Members:

Mark Dunny
Dana Stonerook

Alexander Haines
Marjorie Wilhelmi

Debbie Lennis

Actions to date:

1. Recommended to the Session of Milford Presbyterian Church that they hire Beth Buelow, a certified coach and trained mediator and facilitator, to assist in a three-month process designed to promote congregational learning, healing, and restoration. This process will include listening sessions, a retreat and a discernment process.

The session adopted this recommendation to being in the immediate future.

2. Bryan Smith, who has been moderating our AC, has been called to the position of Interim Pastor at MPC. As such, he has stepped down from the AC. We elected Dana Stonerook to be our moderator in his stead.
3. We are currently in the process of reviewing the Manual of Operations, By-Laws and other congregational policies.
4. We have no motions to bring before Presbytery at this time.

Respectfully submitted,

Marjorie Wilhelmi
Parish Associate, Kirk in the Hills

**Final Actions from the Administrative Commission for
Covenant Presbyterian Church
February 25, 2023**

The Administrative Commission for Covenant Presbyterian Church reports that all final actions associated with the dissolution of Covenant Presbyterian Church have been completed. All bank accounts have been closed, and final outstanding debts have been paid. A committee has been created with Trustees and Committee on Ministry to develop procedures for managing the Covenant Presbyterian Church Legacy Grant.

Therefore, the Administrative Commission for Covenant Presbyterian Church moves its dissolution.

Stefanie Lewis, Clerk

February 14, 2023

To: Presbytery of Detroit

From: AC Camp Westminster, Westminster Church of Detroit

On behalf of the Administration Commission following is a summary of the activities to date:

1. Integration of the camp into the operation of Westminster Church of Detroit continues in the following areas: governance, HR policies and finance.
2. Camp registration is underway for the summer of 2023.

ATTENDANCE ROLL 2/25/23 PRESBYTERY MEETING

COORDINATING CABINET

Dave	Bunch	Coordinating Cabinet
Adam	Delezenne	St Timothy/Livonia
Jasmine	Smart	Kirk in the Hills
Kevin	Smith	Moderator
Rosy	Latimore	First Pres
Suzanne	Lewand	Operations team
Stefanie	Lewis	Hope Presbyterian Church
Joan	Lockard	PWPD
Mary	Lloyd	MBPC
Chuck	Sadler	Presbyterian Men
Greg	Sykes	Trustees
Marilyn	Thibideau	CPM

CORRESPONDING MEMBER

Adrienne	Adams	The Synod of the Covenant
Chip	Hardwick	The Synod of the Covenant

CRE

Josh	Archev	Crossroads Presbyterian
Charon	Barconey	AEP, Presbytery of Detroit
Nancy	Bass	Celtic Cross Presbyterian
Joelly	Chiangong	Park United Presbyterian Church
Caleb	Jones	St. John's Presbyterian Church
Kate	Mackie	Rosedale Gardens

PAST MODERATOR

Carol	Hylkema	Former Littlefield Church
Anne	Schaefer	

POD STAFF

Tanya	Kudla	
Sarah	Leight	
Unah	Ngare	

TEACHING ELDER

Nate	Achterhof	St Paul's Presbyterian Church
Melissa	Allison	Ann Arbor Westminster
Lindsey	Anderson	GP Woods
Kimberly Secrist	Ashby	Saline First
Ashley	Ashley	First Presbyterian Church of Plymouth
Timothy	Beal	Jefferson Ave.
Michael	Beckman	Kirk of Our Savior
Eldon	Berry	HR
Gregory	Bryant	Calvary
Beth	Delaney	Southminster Taylor
Julie	Delezenne	First Presbyterian Church of Warren
Grace	Denton	Social Justice and Peacemaking

David	Downton	Ann Arbor, Calvary
Anders	Edstrom	Greenfield Presbyterian Church
James	Faile	First Dearborn and CPM
Sarah	Godbehere	POD
Marianne	Grano	Stated Clerk, Presbytery of Detroit
RuthAnn	Herrington	Jackson First Presbyterian Church
Kara	Hildebrandt	Lincoln Park Presbyterian Church
Michelle	James	Faith Community Presbyterian Church
John	Judson	First Presbyterian
Ken	Kaibel	Belleville Presbyterian Church
Laura	Kelsey	First Presbyterian Church
Ed	Koster	HR
Greg	Larsen	Shelby Twp., St. Thomas
Ben	Larson-Wolbrink	Northbrook Presbyterian
Esther	Lee	Korean Presbyterian Church of Metro Detroit
Jeff	Lincicome	Memorial
Sarah	Logemann	Fort Street
Hannah	Lundberg	First Presbyterian Church, Ann Arbor
Tim	Marvil	Allen Park
Theda	McBryde	Garden City Presbyterian Church
Catherine	McCkloskey-Turner	At Large
J Scott	Miller	Drayton Presbyterian Church
David	Montgomery	Grosse Ile Presbyterian Church
Kathy	Nealand	First Presbyterian of Mount Clemens
Neeta	Nichols	Honorably Retired
Matt	Nickel	At Large
Opelton	Parker	HR
Teresa	Peterson	Geneva Canton
Mark	Phillips	Cherry Hill Presbyterian Church
Scott	Phillips	First Presbyterian Church of Brighton
Joel	Puntigam	St Timothy Presbyterian Church
Phil	Reed	Grosse Ile Presbyterian Church
Amy	Ruhf-Brien	Ann Arbor, First
Bre	Ryan	Lakeshore Presbyterian
Jenny	Saperstein	Northside Presbyterian Church Ann Arbor
Laura	Sias-Lee	Clarkston, Sashabaw
Jacqueline	Spycher	First Presbyterian Church of Northville
Paul	Stunkel	HR
Barbara	Swartzel	Hope Presbyterian
Hotek	Tan	Taiwanese Community Fellowship Ann Arbor
Dana	Wilmot	Community P.C. Waterford
NON-VOTING GUEST		
Michael	Barconey	NOT REGISTERED
Mike	Gaubatz	POD Treasurer

