

**The Presbytery of Detroit
Minutes of the Stated Meeting
January 25, 2011**

WE GATHERED IN GOD'S NAME

A quorum being present, the Presbytery of Detroit convened in a stated meeting with a litany and prayer on January 25, 2011 at Detroit Westminster Church at 4:00 p.m. Kent Clise moderated the meeting.

WE CELEBRATED OUR CONNECTIONS IN CHRIST (15)

By consent, the Moderator appointed Gay Montgomery the assistant to the Stated Clerk. The Moderator greeted new members and commissioners.

Upon motion, the Presbytery approved the docket.

Upon motion, the Presbytery excused those who have requested to be excused.

Upon motion, the Presbytery enrolled Rafaat Zaki, the new Executive of the Synod of the Covenant, as a corresponding member and granted him the privilege of the floor.

Neeta Nichols welcomed the Presbytery to Westminster Church.

Dianne Bostic Robinson began moderating the meeting.

Reports from Other Governing Bodies

Rafaat Zaki, the new Executive of the Synod of the Covenant brought the greetings of the Synod to the Presbytery, and brought thanks for our support on this ministry of Jesus Christ.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Presbytery heard announcements from on the Presbytery's youth education ministry, Presbyterians Organized in Nurture and Training activities, and the Presbytery's Youth Council

The Presbytery heard reports from the Multi-Cultural Ministries Work Group and the Metropolitan Urban Ministry Team.

Trustees. Don Morgan reported for the Trustees..

The Trustees report the following for the information of the Presbytery:

1. The Trustees elected the following officers:

Don Morgan as President

Marva Banks as Vice President

Al Timm as Secretary

The Trustees also coopted John Daniel for finances and Lou Prues for special projects.

2. The Detroit Southwest Church has decided they have reached the end of their ministry in that location and held their last worship on 12/26. The Trustees have voted to permit the Hispanic Ministry Group to use the building for 18 months. The NCD/RD is overseeing the work of the Hispanic Ministry Group, which is led by Elias Cabaracos Arroyo, reporting to NCD/RD on a monthly basis and approved by NCD/RD to use the building.

3. The Trustees met with Stan Edwards who declared his dissatisfaction with what he believed were opinions and attitudes of the Trustees about him and the Barnabas Project. The Trustees all agreed that Mr Edwards and his mission at Barnabas are commendable and should be sustained.
4. Because no further need exists to utilize the assumed name of Morang Street Mission, the Trustees decided not to file an extension of that name as a d/b/a of the Presbytery of Detroit, Inc.
5. The Church of Our Savior (West Bloomfield) has reported it intends to close as of 12/31/11. The Trustees are working with them about the procedures for closing and the disposition of the property.
6. Some time ago, the Howell Nature Center decided to file its own EIN, and they began the process. This had to be reversed because it is inappropriate. By the end of 2008, the Trustees believed that everything had been properly changed and reported. We have received a letter from the IRS claiming some taxes were not properly paid, and they are due. The Trustees have designated members to hold the IRS power of attorney on Form 2484, and have authorized overtime for Bev Auger and additional time for John Heber to resolve the matter.
7. Since the NCD/AC Far West probe is not planning on utilizing the vacant Hartland Township real property owned by the Presbytery of Detroit, Inc. and the holding cost exceeds \$5,000 per year, the Trustees are looking into the sale of that property.

Committee on Preparation for Ministry. Beth Downs reported for the Committee

The Committee reported the following:

Consultation Reports:

For Minister of Word and Sacrament:

1. CPM met with the following persons and enrolled them as an inquirers:

Sung Joon Moon	Southfield Korean	December 7, 2010
Jill Polich	Westminster, Ann Arbor	December 7, 2010
Brad Rito	Grosse Ile	January 4, 2011
 2. CPM met with the following inquirers/candidates for ordained ministry on the dates noted and sustained their annual consultations:

Kelly Pittman (cand.)	First, Port Huron	December 7, 2010
Mark Hovermale (inq.)	Plymouth	January 4, 2011
Christina Jensen (cand)	Greenfield	January 4, 2011
 3. CPM met with the following candidate on the date noted, sustained his annual consultation, and granted him final assessment, with permission to circulate his PIF

Brennan Pearson (cand.)	Rosedale Gardens, Livonia	December 7, 2010
-------------------------	---------------------------	------------------
- For Commissioned Lay Pastor:*
4. CPM met with the following CLP student and sustained her annual consultation:

Joanne Blair	First, Birmingham	December 7, 2010
--------------	-------------------	------------------
 5. CPM met with the following person and enrolled her as a CLP student:

Ruth Azar	Riverside, Detroit	January 4, 2011
-----------	--------------------	-----------------
 6. Daniel Portice (inq.) University, Rochester) was scheduled to meet with CPM on January 4 but failed to appear.

For Information:

1. The retreat for inquirers, candidates, and CLP students planned for December 29, 2010, was cancelled due to limited enrollment.

2. At the January 2011 meeting, the Committee decided on a moratorium for receiving more CLP students into care for 2011 until it has thoroughly reviewed the selection, training, certification, and placement process.
3. There is one candidate writing ordination exams on January 28-29 and two who are taking the Bible Content exam on February 4.

Spiritual Formation and Faith Development Team Doyll Andrews reported for the Team.

Mr Andrews reported that we are beginning the process of stewardship development for time and talents and mission for the year 2012 now..

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

By consent, the Presbytery granted Mr Timm 10 minutes for his report.

Executive Presbyter's Report. Allen D. Timm reported

Mr Timm thanked the officers of Presbytery, and those who serve on committees, our General Assembly commissioners, our staff and consultants, and the commissioners who come to the meetings of the Presbytery.

Mr Timm reported on the state of the Presbytery from his perspective. Detroit is the unemployment capital of the world, but it has generating interesting times. Detroit is reimagining itself; Presbytery has been right-sizing; We have made our 2010 budget. Even though we are making progress, he has some concerns: The shifting center of Christianity to the southern hemisphere; The general decline in North America. Our Presbytery follows the denominational trend. He believes we have so much to offer, and that we can reverse this trend. The Planning and Visioning Team has formed a task force to look at these trends, which has scheduled a clergy meeting to hear and consult and talk about what is working. Mr Timm encouraged every minister to come to the Clergy day where these matters will be presented. We have found that from 2000-2005 the average Presbytery of Detroit church declined 18% in worship attendance. Since 2005, that decline reduced to 8%, the national average.

Kent Clise began moderating the meeting.

The Moderator offered a brief prayer for openness.

Business Adopted by Motion and Debate

Treasurer: Elder Alvin Smith reported.

Mr Smith presented the Treasurer's report, which is appended to the minutes.

Ms. Bostic-Robinson began moderating the meeting

Coordinating Cabinet. Kent Clise reported for the Cabinet.

Amendments to the Constitution 10-J through 10 O, submitted by the 219th General Assembly, were placed on the floor for approval or disapproval of Presbytery. Amendment M was removed for separate consideration.

The Presbytery approved the following Amendments to the Constitution

10-J. Stay of Enforcement—On Amending D-6.0103

10-K. Preliminary Questions—On Amending D-6.0306, D-8.0302, and D-13.0302.

10-L. Reviewing Work of Investigating Committee—On Amending D-10.0202

10-N. Appeal of “Not Guilty” Verdict—On Amending D-13.0102 and D-13.0106

10-O. Decision of Permanent Judicial Commission—On Amending D-13.0404

After discussion and debate, the Presbytery approved the following amendment to the Constitution:

10-M. Time Limit—On Amending D-10.0401

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Approve the service of communion at the Clergy Day on February 4.
2. Change the location of the February meeting of the Presbytery from Milford to Plymouth First.

The motion was made to amend the 2011 budget for the Mission Interpretation/Projects/Partnerships Team to move \$2000 from Barnabas to the Second Mile Center and \$2800 from Campus Ministry to the Thika Partnership.

The motion was made to divide the motion.

\$2000 from Barnabas to the Second Mile Center

\$2800 from Campus Ministry to the Thika Partnership

The motion was defeated: 62 yes, 64 no.

Upon motion, Presbytery voted to end debate. The main motion was approved.

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

1. The Coordinating Cabinet is reviewing its 2009 decision to remove the Ranney-Balch Fund from the ordinary budget processes and make it a source of grants.
2. The Coordinating Cabinet has voted to form a committee to make preparations for the 2012 MLK celebration.
3. The Coordinating Cabinet has decided the \$800 designated for the MLK celebration may be used for an award for an essay contest on the life and ministry of Martin Luther King, Jr. to support college expenses. The Black Caucus will review the essays and make the award.

Committee on Ministry Dixie Elam reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

1. Approve the installation of **Rev. William L. Adams III** as Associate Pastor at **Kirk in the Hills, Bloomfield Hills**, on February 27, 2011, 11:00 AM, pending naming of an Administrative Commission.
2. Approve the ability of Temporary Pastoral Relations sub-committee to examine Commissioned Lay Pastors (CLP) and to allow the committee to distribute the candidates' Pastor Information Forms to suggested congregations within the bounds of the Presbytery of Detroit.
3. Approve the 12 month Interim Pastor Contract, effective February 14, 2011, between **First, Pontiac** and **Rev. Elizabeth Downs** with the following terms: Full time; Salary \$6,500;

Housing \$28,500; Deferred Compensation \$11,637; Social Security \$3,568; Medical deductible reimbursement \$1,399; Professional expense reimbursement \$4,000. Vacation of one month (4 Sundays) and Study Leave of 2 weeks, each pro-rated over the life of the contract.

4. Approve the extension of the **Temporary Supply** relationship between **Rev. James Kumin-Severance** and **White Lake** through May 1, 2011.
5. Transfer of **Rev. Karen Ferguson** to the Presbytery of Chicago to accept a call at Winnetka Presbyterian Church.
6. Transfer **Rev. Mickey Blair** to the Presbytery of Plains and Peaks to accept a call at First Presbyterian Church, LaSalle, Colorado.
7. Approve the terms of dissolution between **Cherry Hill, Dearborn** and **Rev. Dr. Drew Tomberlin, Jr.** effective December 12, 2010, with the following terms: Salary \$11,715; Housing arrangements \$12,670; Vacation pay \$7,882; Deferred compensation (403b/annuity), Life Insurance, Supplemental dental \$2,409; One time gift (to be paid before 1/31/2011) \$9,000; Pension/Medical to be paid \$13,563; Social Security \$3,147; Total \$60,396. And place him on the At-Large Roll.

The committee reported the following actions taken under the authority that has been granted to it. It has:

1. Approved the dissolution of the pastoral relationship between **First Korean Presbyterian Church of Royal Oak** and **Rev. Byeongjin Woo**, effective November 14, 2010. Terms: 3 months compensation and pension until February 15, 2011. Upon sale of the church building, KFPC will pay ½ monthly compensation and full monthly pension between February 15, 2011, and June 16, 2011, if Rev. Woo has not found another pastoral position.
2. Approved the 12 month Interim Pastor contract between **Rosedale Gardens, Livonia**, and **Rev. Anne Schaefer**, effective January 1, 2011. Terms: Full-time; Salary \$37,100; Housing \$30,500; Social Security \$5,171; Full Pension \$21,294; Travel/Study Leave/Professional Expenses (vouchered) \$1,000. One month vacation including 4 Sundays; Study leave 2 weeks.
3. Approved the 6 month renewal of the Interim Pastor contract between **Rev. Neeta R. Nichols** and **Westminster, Detroit**, effective October 16, 2010. Terms: Full-time, Salary \$24,000; Housing \$24,860; Tax Deferred Annuity \$15,000; Pension \$20,116.00; Medical Deductible \$639; Dental \$331; Social Security \$4,885; Auto \$1,200; Study Leave \$1,900; Business Expense \$1,242. Six weeks vacation including 6 Sundays; Study leave 2 weeks.

The Committee reported the following for the information of Presbytery. It has:

1. Approved the request from **Rev. Matthew B. Morse** to attend the first phase of Interim Ministry Training in March 2011.
2. Approved the submission of an application for selection as one of the Presbyteries to participate in a non-denominational initiative to serve congregations that are "underserved."
3. **Melissa Rogers** was installed at **First, Ann Arbor** on December 5, 2010.
4. Corrected the minutes from the August, 2010, COM meeting, and the subsequent report to the Presbytery of Detroit to read as follows:

"BY Motion, approved on behalf of Presbytery, the Parish Associate contract between **First, Plymouth**, and **Rev. Douglas Campbell**, effective June 15, 2010 for 12 months. Terms: Salary \$25,800; SECA \$1,973.70; Pastoral Expenses \$1,000; Vacation - one month (4 Sundays)."

5. Recommended that the Moderator of COM appoint a collegial support group (to report to COM) for the pastor at Fort Street, Detroit.
6. Co-opted the following to COM: Ron Case, Kimo Kim, Jean Loup, Dorothy Buchan, Sue Melrose, Martha Nelson, and Judy Shipman.

Committee on Nominations Ruth Ann Boulier reported for the Committee.

Upon nomination of the committee, there being no nominations from the floor, Presbytery elected the following:

For the vacancies in the Class of 2011 on the Committee on Preparation for Ministry

Elder Michael Gaubatz Canton- Geneva

For the vacancy in the Class of 2012 on the Committee on Preparation for Ministry

Rev. Paul Stunkel St. Paul's - Livonia

For the vacancies in the Class of 2013 on the Committee on Preparation for Ministry

Elder Phyllis Hunt Southminister - Taylor

Rev. Richard Brownlee At-Large

Stated Clerk: Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of November 23, 2010.
2. Dissolve Disciplinary 2010-2 with thanks.

The Stated Clerk reported the following for the information of Presbytery:

1. TRANSFERS COMPLETED
 - a. To the Presbytery of Detroit:
 - i. William Adams from Washington Presbytery
 - b. To the Church Triumphant
 - i. Ralph Stribe on 12/24/10
2. A disciplinary allegation has been received against a member of the Presbytery, and pursuant to the Blaws, Investigating Committee 2010-4 has been appointed to investigate. Members of the team
 - a. Frank Zinn
 - b. Dixie Elam
 - c. Patricia McCrary
3. Disciplinary Committee 2010-2 has decided it will not press charges.
4. The Accuser in Disciplinary Case 2010-3 has petitioned the Permanent Judicial Commission for a review of the Disciplinary Committee's decision not to file charges.

The Presbytery recessed at 5:46 pm for dinner.

WE WORSHIPPED GOD

The Presbytery reconvened at 7:00 p.m. for worship. During worship, Presbytery celebrated the sacrament of the Lord's Supper and installed Dianne Bostic Robinson as its Moderator and James Porter as its Vice Moderator for the year 2011.

There being no further business, the Presbytery adjourned by consent with the prayer and benediction at the end of the service at 8:20 p.m.

ATTEST:



EDWARD KOSTER, Stated Clerk

The next meeting of the Presbytery of Detroit will be Tuesday, February 22, 2011 at 4:00 p.m. at the Plymouth First Presbyterian Church .

ATTACHMENT ONE: The Roll

APPENDICES: The Treasurer's Report

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR January 25, 2011

CHURCHES: Of 86 churches, 51 were represented and 35 were not.

COMMISSIONERS: Of 155 eligible commissioners, 82 enrolled, and 73 did not.

OTHER ELDERS (Officers, Members of Council)::

Of 20 total, 10 were present, of whom 3 counted as commissioners, leaving 7 as the unduplicated count: 7 excused, and 3 absent.

MINISTERS: Of the 148 non-retired ministers on the combined rolls of active members and members-at-large, 61 were present, 32 were excused, and 55 were absent.

Of the 78 retired ministers on the rolls, 11 were present and 67 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 1 Commissioned Law Pastor on the rolls, 0 were present, 0 excused, 1 absent

Of the 0 Certified Educators on the rolls, 0 were present, 0 excused, 0 absent.

SUMMARY

VOTING MEMBERS PRESENT

	82	Elder Commissioners
+	7	Other Elders
+	61	Non-retired ministers
+	11	Retired Ministers
=	0	Commissioned lay pastors.
=	0	Certified educators.
=	161	Voting members present.

OTHERS PRESENT

- 1 Non-voting members
- 1 Corresponding members

Attendance: Elder Commissioners and Churches

ALLEN PARK, Allen Park

- 1 ROBERT MORTON
- 2 PAT MCBRIDE
- 3 E SUZAN MAXEY
- 4 MICHELE DARN
- ANN ARBOR, Calvary**
- 1 BOBBIE JO BARRETT
- ANN ARBOR, First**
- 1 BEN VAN TUYL
- 2 RUTH BARNARD
- 3
- 4
- 5
- 6
- ANN ARBOR, Northside**
- 1 CAROLINE L RICHARDSON
- ANN ARBOR, Westminster**
- 1 JOHN MASON
- 2
- AUBURN HILLS, Auburn Hills**
- 1 NOT REPRESENTED
- BELLEVILLE, Belleville**
- 1 CONNIE ETTER
- BERKLEY, Greenfield**
- 1 SUZANNE EDDINGS
- BEVERLY HILLS, Northbrook**
- 1 KATHY BAUHOF
- 2
- BIRMINGHAM, First**
- 1 ROSY M LATIMORE
- 2 ALAN L HUBERTY
- 3 CAROLYN BEAUWINS
- 4 BILL NEWMAN
- BLOOMFIELD HILLS, Kirk/Hills**
- 1 JOAN HANPETER
- 2 ED HANPETER
- 3
- 4
- 5
- 6
- 7
- BRIGHTON, First**
- 1 JAN JOHNSON
- 2
- 3
- CANTON, Geneva**
- 1 NOT REPRESENTED
- CLARKSTON, Sashabaw**
- 1 NOT REPRESENTED
- CLINTON TWP, Peace**
- 1 NOT REPRESENTED
- DEARBORN, Cherry Hill**
- 1 DAVID OKE
- 2 JAN HOLMES
- DEARBORN, First**
- 1 JAMES A BARBER
- 2
- DEARBORN, Littlefield**
- 1 EMILY NIETERING
- DEARBORN HGTS, St. Andrew's**
- 1 NOT REPRESENTED

DETROIT, Broadstreet

- 1 ALVIN SMITH
- 2 JUANETA STAFFORD
- DETROIT, Calvary**
- 1 MALENE EDWARDS
- 2 STANLEY EDWARDS
- DETROIT, Calvin East**
- 1 NOT REPRESENTED
- 2
- DETROIT, First**
- 1 NOT REPRESENTED
- DETROIT, Fort Street**
- 1 LORETTA STANTON
- 2 BOBBY PONDER
- DETROIT, Gratiot Avenue**
- 1 NOT REPRESENTED
- 2
- DETROIT, Hope**
- 1 MARY GREEN
- 2
- DETROIT, Jefferson Avenue**
- 1 NANCY BASE
- 2 NAIHI JOHNSTON
- DETROIT, Riverside**
- 1 KARI GORMAN
- DETROIT, St. John's**
- 1 JOE GERMAN
- 2 JEANE V MOORE
- DETROIT, Trinity Community**
- 1 NATALIE BROTHERS
- 2 THOMAS WILSON
- DETROIT, Trumbull Avenue**
- 1 MARTHA SINGLEY
- 2 ORLEAN WARREN
- DETROIT, Westminster**
- 1 ALICE HOSBACK
- 2
- 3
- FARMINGTON, First**
- 1 GERALD HOWE
- 2 TOM NEAL
- FERNDALE, Drayton Avenue**
- 1 JUDI ZACHARY
- FORT GRATIOT, Lakeshore**
- 1 NOT REPRESENTED
- GARDEN CITY, Garden City**
- 1 ILLEGIBLE
- GROSSE ILE, Grosse Ile**
- 1 HELEN MORRISON
- 2 DON HILL
- GROSSE POINTE, Memorial**
- 1 NOT REPRESENTED
- 2
- 3
- 4
- GROSSE PTE WOODS, Woods**
- 1 FRANK ZINN
- 2 NANCY MCENROE

HIGHLAND PARK, Park United

- 1 MARIE HUGHLEY
- 2
- HOWELL, First**
- 1 DAVE AHLQUIST
- 2
- LINCOLN PARK, Lincoln Park**
- 1 NOT REPRESENTED
- LIVONIA, Rosedale Gardens**
- 1 ALICE MCCLOSKEY
- 2 DYCHE ANDERSON
- LIVONIA, St. Paul's**
- 1 NOT REPRESENTED
- LIVONIA, St. Timothy's**
- 1 JIM HARRINGTON
- MACOMB, Church/Covenant**
- 1 ED PAKRZYWINSKI
- MILAN, Peoples**
- 1 JENNY BELL
- MILFORD, Milford**
- 1 ROGER ST JOHN
- 2 BILL BROSZY
- 3 MARK SACHER
- MT. CLEMENS, First**
- 1 PHYLLIS MATTHEW
- 2
- NORTHVILLE, First**
- 1 JOHN EMMERT
- 2 CAL STROM
- 3 WANDA MOON
- 4 DON KELLER
- 5 DAVE BADER
- NOVI, Faith Community**
- 1 NOT REPRESENTED
- 2
- ORCHARD LAKE, Community**
- 1 ANNE SCOTT
- 2 JAMIE RYDER
- 3
- PLYMOUTH, First**
- 1 KAREN ROBERTS
- 2
- 3
- 4
- PONTIAC, First**
- 1 NOT REPRESENTED
- PONTIAC, Joslyn Avenue**
- 1 NOT REPRESENTED
- PORT HURON, First**
- 1 ANN RANDALL KENDRICK
- 2 B MARK NEAL
- PORT HURON, Westminster**
- 1 DENNIS YOUNG
- REDFORD, St. James**
- 1 NOT REPRESENTED
- ROCHESTER, University**
- 1 DAVE FRYER

2 DOUG DENTON	SOUTH LYON, First	1 GEORGE TELFER
ROSEVILLE, Erin	1 NOT REPRESENTED	TROY, Northminster
1 PAM SPINELLA	SOUTHFIELD, Covenant	1 NOT REPRESENTED
	1 BARBARA SMITH	WALLED LAKE, Crossroads
	SOUTHFIELD, Korean	1 NOT REPRESENTED
	1 HI SONG	WARREN, Celtic Cross
	2 PETER OH	1 NOT REPRESENTED
	3	WARREN, First
	4	1 KELLY BROWN
ROYAL OAK, First	SOUTHFIELD, New Hope	WATERFORD, Community
1 NOT REPRESENTED	1 NOT REPRESENTED	1 NOT REPRESENTED
2	2	W. BLOOMFIELD, Church/Savior
3	ST. CLAIR SHORES, Heritage	1 NOT REPRESENTED
ROYAL OAK, Korean First	1 NOT REPRESENTED	WESTLAND, Kirk of Our Savior
1 NOT REPRESENTED	ST. CLAIR SHORES, Lake Shore	1 NOT REPRESENTED
2	1 NOT REPRESENTED	WHITE LAKE, White Lake
ROYAL OAK, Point of Vision	2	1 SUSAN E ILLEGIBLE
1 NOT REPRESENTED	STERLING HGTS, Utica	WYANDOTTE, Wyandotte
ROYAL OAK, Starr	1 NOT REPRESENTED	1 ANITA TERESKO
1 NOT REPRESENTED	TAYLOR, Divine Word	YPSILANTI, First
SALINE, First	1 NOT REPRESENTED	1 NOT REPRESENTED
1 NOT REPRESENTED	TAYLOR, Southminster	2
SHELBY TWP., St. Thomas	1 NOT REPRESENTED	
1 DIANE MATTHEW-MEANS	TROY, First	
2 TODD ALLAM		

Attendance: Clergy and Elder Members

C. ELDER MEMBERS	A COCHRAN, LINDA	E *KIM, Y. MONCH
E ANDERSON, FRANCILE, PM	A COOPER, QUINCY	E *KIM, YOUNGCHUL
P BOSTIC-ROBINSON, DIANE	P COWLING, NEIL D.	P KING, CATHERINE
E ELAM, DIXIE, PM	A DAVIS, ROXIE ANN	P KLINGER, JAMIE
P ELLIS, HAROLD	P DAVIS, WILLIAM	P KOSTER, EDWARD H.
C EMMERT, JOHN	A DE ORIO, ANTHONY	E KRUG, ERNEST
A GEAKE, BOB	E *DENNIS, WARREN	P KUMIN, JAMES
P HOLLOWELL, KENNETH	P DOWNS, ELIZABETH	P LANGWIG, JANICE
P HUTHWAITE, MOTOKO	P DOYLE, KATHLEEN	P LANGWIG, ROY
P HYLKEMA, CAROL, PM	P DUNIFON, WILLIAM	A LEE, FREDERICK
A LEWIS, STEFANIE	E *DYKSTRA, CRAIG R.	A MABEE, CHARLES
P MORGAN, DONALD	P ELE, HERSCHEL	A MADDEN, JULIE
C MORRISON, HELEN, PM	A EVANS, JONATHAN	A MARKS, JULIE
E PITTS, FRANCES, PM	P FAILE, JAMES	P McCLOSKEY-TURNER, CATHARINE
P PRIEST, TOM, PM	E FARRIS, LAWRENCE	P McDEVITT, JENNY
E SEABROOKS, DOROTHY M., PM	A FERGUSON, GUY THOMAS	P McMILLAN, JUDITH
E SHIRLEY, JAMES, PM	A FORGER, DEBORAH	A McRAE, BARBARA
C SMITH, ALVIN	A FOSTER, JOHN	P MEANS, MATTHEW
E SMITH, KENNETH, PM	A FRANCIS, RAPHAEL B.	E MELROSE, SUE ELLIS
A SZWED, ROBERT	A GABEL, PETER W.	P MICHALEK, DANIEL
E WINSLOW, PAUL, PM	E *GAST, TERRI	P MILLER, J. SCOTT
D. NON-RETIRED MINISTERS	A GEISELMAN, KEITH	A MISHLER, JOHN
P ADAMS, WILLIAM L III	P GERE, BREWSTER	A MONNETT, JAMES
P ANDERSON, BARBARA S	A GRANO, MARIANNE	E MOOK, SHARON
P ANDERSON, LINDA	A HANNA, RAAFAT	A MOORE, PETER
P ANDREWS, DOYLL	A HARMON, BREANNE	P MORGAN, AMY
P ARAKELIAN, ELIZABETH	E HARRIS, R. JOHN	P MORROW, DUKE
A AUE, CRAIG	E HARTLEY, THOMAS	A MORSE, MATTHEW
P AUSTIN, MARY	A HATCHER, RUFUS	P MOZENA, SUSAN
E *BAILEY, CLOVER	P HAYES, FRANCES	P NICHOLS, NEETA
A BIERSDORF, JOHN	P HENDERSON, RICHARD	P NICKEL, EMMA
P BLAIKIE, DOUGLAS	P HENRY, PETER J. M.	P NICKEL, MATTHEW
A BLEIVIK, DAVID	P HUFF, JASON	P OBERG, ARTHUR
P BOHN, CHRISTINE	P JARVIS, BRENDA	A OTT, JEFFREY
E BOLT, KENNETH	P JOHNSON, KEVIN	A PARKER, OPELTON
P BOURLIER, RUTHANNE	A JONES, RICHARD	A PAVELKO, JOHN H.
A BOUSQUETTE, PAUL	P JUDSON, JOHN	A PIECUCH, KEVIN
A CAMPBELL, DOUGLAS	P KAIBEL, KENNETH	P PITTMAN, JASON
E CAMPBELL, EMILY	E KELLY, KATE	P PORTER, JAMES
A CARL, STEPHEN	E KERR, DEBORAH	A PORTICE, GEORGE
E *CHOI, SEUNG KOO	A KIDDER, ANNEMARIE	E PRITCHARD, NORMAN

P PROVOST, KEITH
 A PRUES, LOUIS J.
 P PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 P RICE, THOMAS
 A RIKE, JENNIFER
 P RITTER, W STUART
 E RIZER, JAMES A
 A ROGERS, MELISSA ANNE
 E *RUSSELL, LANA
 A SCHAEFER, ANNE N.
 E *SHIH, SHENG-TO
 P SHINN, DAVID
 E SHIPMAN, JUDY
 E *SHREVE, MAGGIE
 A SIAS-LEE, LAURA
 E *SIMONS, SCOTT W.
 E SKIMINS, JAMES
 A SMALLEY, DIANE
 E SMITH, BRYAN DEAN
 A SMITH, PETER C.
 P SMITH, TRACI
 P SOEHL, HOWARD
 A SOHN, YO SUP
 P SOMMERS, CHARLOTTE
 E STUNKEL, PAUL
 P THOMPSON, G. PATRICK
 P THORESEN, KATHRYN R.
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TOMBERLIN, DREW
 A TUCKER-LLOYD, IRIS
 E *VAN SLUIJS, HENDRICK
 A VANDERBEEK, RONALD
 A WHITLOCK, KELLIE
 E *WIGGINS, GREGORY L.
 A WILES, SARAH
 P WILHELMI, MARJORIE
 A WINGROVE, WILLIAM N
 A WOO, BYEONGJIN
 E WRZESZCZ, JENNIFER
 E WRZESZCZ, MATTHEW
 A YU, SEUNG WON
 E *YUE, MYUNG JA
 A ZAMBON, WILLIAM
 P ZURAKOWSKI, GREGORY

D. RETIRED MINISTERS

P AARON, ESTELLE
 E ABBOTT, DAVID W.
 P ACTON, ELLEN
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E AUSTIN, ANNA MARIE
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BENNETT, JOHNE
 E BORCHARDT, HENRY
 E BORCHARDT, JUDITH
 E BROWNEE, RICHARD
 E BYARS, RONALD
 E CAMPBELL, VERN
 E CAPPS, HARRY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DANIELAK, RICHARD
 P DENTON, GRETCHEN
 E DUNCAN, THOMAS
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E GEISSINGER, HARRY L.
 P GEPFORD, WILLIAM G.
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HEINRICHS, THOMSON
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E JONES, VIRGIL L.
 E KESLER, JAMES W.
 E KIM, T. ANDREW

E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E LAMBERT, ROY F.
 E LARSON, ROBERT F.
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 P McCLOSKEY, CHARLES
 E McINTYRE, DEWITT
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 P OLSON, PHILIP
 E ORR, ROBERT C.
 E OWEN, DAVID
 E PALMER, F. WILLIAM
 E PETERS, RICHARD
 E PETERSON, LEROY J.
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 P ROBERTSON, DAVID W.
 E ROBERTSON, WILLIAM
 E RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SUTTON, PAUL
 P TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E ZIEGLER, JACK T.

E. COMMISSIONED LAY PASTOR

A HUTCHENS, PAMELA

F. CERT. ASSOC. CHRISTIAN ED.

A MERTEN, CINDY
 P PRICE, LAURA

G. CORRESPONDING MEMBERS

RAAFAT ZAKI
 SYNOD OF THE COVENANT

The Presbytery of Detroit
Statement of Revenues and Expenditures
From 11/1/2010 Through 11/30/2010

	This Month Actual	Year to Date Actual	2010 Budget	Budget Variance
Revenue				
Nominations	0.00	0.00	750.00	(750.00)
Representation	0.00	0.00	750.00	(750.00)
Committee on Ministry	0.00	0.00	750.00	(750.00)
Preparation for Ministry	0.00	496.00	750.00	(254.00)
Trustees	50,969.75	654,895.23	701,357.48	(46,462.25)
Presbytery Operations	0.00	4,558.24	750.00	3,808.24
Congregational Life	0.00	0.00	750.00	(750.00)
Social Justice & Peace	0.00	21,050.00	750.00	20,300.00
Mission Interpretation	0.00	40,370.00	31,370.00	9,000.00
Nurture & Support	0.00	0.00	750.00	(750.00)
Spiritual Formation & Faith Development	0.00	0.00	750.00	(750.00)
New Church Dev/Redevelopment	0.00	500.00	750.00	(250.00)
Outdoor Ministry	0.00	0.00	750.00	(750.00)
Presbyterian Women	0.00	1,500.00	7,000.00	(5,500.00)
Metro Urban Ministry Team	0.00	0.00	750.00	(750.00)
Planning & Visioning	0.00	0.00	750.00	(750.00)
Coordinating Cabinet	0.00	0.00	750.00	(750.00)
Total Revenue	50,969.75	723,369.47	750,227.48	(26,858.01)
Expense				
Nominations	0.00	0.00	650.00	650.00
Representation	0.00	0.00	100.00	100.00
Committee on Ministry	0.00	2,605.30	11,670.00	8,064.70
Preparation for Ministry	433.34	530.08	5,450.00	4,919.92
Trustees	10,188.86	100,566.09	130,764.00	30,197.91
Presbytery Operations	31,555.28	350,804.87	373,282.33	22,387.46
Congregational Life	3,916.67	12,921.96	24,528.00	11,606.04
Social Justice & Peace	2,458.66	55,907.33	55,854.00	(53.33)
Mission Interpretation	2,247.48	70,630.04	88,168.00	17,537.96
Nurture & Support	0.00	16,856.29	18,958.00	3,101.71
Spiritual Formation & Faith Development	(765.65)	8,041.67	27,510.00	19,468.33
New Church Dev/Redevelopment	3,243.67	51,417.72	87,580.00	36,162.28
Outdoor Ministry	3,651.41	40,165.51	43,817.00	3,651.49
Metro Urban Ministry Team	0.00	1,299.58	2,772.00	1,472.42
Planning & Visioning	0.00	0.00	3,364.15	3,364.15
Coordinating Cabinet	95.00	1,456.67	5,750.00	4,293.33
Total Expense	57,024.72	713,303.11	881,227.48	167,924.37
Revenues Over(Under) Expenditures	(6,054.97)	10,066.36	(131,000.00)	141,066.36

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 11/1/2010 Through 11/30/2010

	Current Period Actual	Current Year Actual	Total Budget	Percent Total Budget Remaining
Mission Revenue				
Shared Mission, Offerings and Donations	45,603.75	608,641.43	787,778.00	(22.74)%
POD ECO	13,050.00	83,685.04	150,000.00	(44.21)%
GA & Synod	0.00	15,796.63	85,000.00	(81.42)%
Directed Mission	416.67	28,155.70	12,000.00	134.63%
General Mission & Designated Projects	<u>2,169.29</u>	<u>82,304.03</u>	<u>125,000.00</u>	<u>(34.16)%</u>
Total Mission Revenue	<u>61,239.72</u>	<u>818,582.83</u>	<u>1,159,778.00</u>	<u>(29.42)%</u>
Apportionment & Investment Revenue				
Per Capita	25,472.84	532,140.00	762,363.00	(30.20)%
Investment	47,722.12	516,953.42	474,893.00	8.86%
Grant Income	3,083.00	101,370.83	110,620.00	(8.36)%
Other Income	<u>0.00</u>	<u>22,122.35</u>	<u>(142,391.00)</u>	<u>(115.54)%</u>
Total Apportionment & Investment	<u>76,277.96</u>	<u>1,172,586.60</u>	<u>1,205,485.00</u>	<u>(2.73)%</u>
Total Revenues	<u>137,517.68</u>	<u>1,991,169.43</u>	<u>2,365,263.00</u>	<u>(15.82)%</u>
Mission Expense				
Mission Expense	37,559.07	618,634.31	753,430.00	17.89%
POD ECO	15,300.00	80,042.84	156,000.00	48.69%
GA & Synod ECO	(837.44)	14,798.45	85,000.00	82.59%
Directed Mission	416.67	15,668.03	0.00	0.00%
General & Other Mission Expense	<u>256.45</u>	<u>6,539.45</u>	<u>50,000.00</u>	<u>86.92%</u>
Total Mission Expense	<u>52,694.75</u>	<u>735,683.08</u>	<u>1,044,430.00</u>	<u>29.56%</u>
Trustee Combined Expense				
Investment	59,947.45	297,441.81	192,352.78	(54.63)%
Professional Expense	2,922.00	26,006.80	11,500.00	(126.15)%
Machinery & Maintenance	4,283.69	68,568.69	17,428.00	(293.44)%
Rent & Security	2,859.79	46,670.04	57,136.00	18.32%
Insurance & Umbrella Liability	336.84	7,432.52	10,000.00	25.67%
Office & Other Expense	1,807.77	29,643.10	56,118.00	47.18%

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 1:1/2010 Through 11/30/2010

	Current Period Actual	Current Year Actual	Total Budget	Percent Total Budget Remaining
Total Trustee Combined Expense	<u>72,157.54</u>	<u>475,762.96</u>	<u>344,534.78</u>	<u>(38.09)%</u>
Total Grant Expense	<u>2,833.33</u>	<u>89,417.77</u>	<u>110,620.00</u>	<u>19.17%</u>
Total Ministry Teams (Committee)	<u>18,331.35</u>	<u>422,871.58</u>	<u>450,033.15</u>	<u>6.04%</u>
Administrative Expenses				
Salary & Benefits	26,791.80	356,323.72	341,663.18	(4.29)%
Payroll Taxes	<u>3,509.17</u>	<u>27,928.87</u>	<u>31,629.15</u>	<u>11.70%</u>
Total Administrative Expenses	<u>30,300.97</u>	<u>384,252.59</u>	<u>373,292.33</u>	<u>(2.94)%</u>
Total Expenditures	<u>176,317.94</u>	<u>2,107,987.98</u>	<u>2,322,910.26</u>	<u>9.25%</u>
Total Income Before Net Realized/Unrealized Gain Or Loss	<u>(38,800.26)</u>	<u>(116,818.55)</u>	<u>42,352.74</u>	<u>(375.82)%</u>
Net Unrealized/Realized Endowment Gain	<u>(96,183.80)</u>	<u>567,855.95</u>	<u>0.00</u>	<u>0.00%</u>
Total Income After Net Realized/Unrealized Gain or Loss	<u>(134,984.06)</u>	<u>451,037.40</u>	<u>42,352.74</u>	<u>964.95%</u>

**Presbytery of Detroit
Minutes of the Stated Meeting
February 22, 2011**

WE GATHERED IN GOD'S NAME

A quorum being present, the Presbytery of Detroit convened with prayer and litany in a stated meeting on February 22, 2011, at 4:00 p.m. at Plymouth First Presbyterian Church. Dianne Bostic Robinson moderated the meeting.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Susan Hagen and Steve Renaldi as assistants to the Stated Clerk.

The Moderator welcomed new ministers and commissionees.

Upon motion, the Presbytery approved the docket.

Upon motion the Presbytery excused those who requested to be excused.

Upon motion, the Presbytery seated Raafat Zaki, transitional executive of the Synod of the Covenant, Paul Silver, minister of the Church of God, and Carol Gregg, Chaplain at Alma College.

James Skimins welcomed the Presbytery to Pontiac First.

Report from a Presbytery-Affiliated Organization

Carol Gregg, the Chaplain at Alma College, brought greetings from Alma College and gave an update, including the new President, Dr Abernathy; celebrating 125th year; adding new majors, sports, facilities. Reporting on religious life, she reported an attendance increase at worship on Sunday nights and other activities.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

The Moderator offered a brief prayer for openness.

Committee Items for Action

Coordinating Cabinet. Kent Clise reported for the Coordinating Cabinet.

Amendment to the Constitution 2010-A, submitted by the 219th General Assembly, was placed on the floor for approval or disapproval of Presbytery. The Presbytery debated the matter for an hour. Traci Smith, Jim Rizer, Brian Spolarich, Christine Bohn began the discussion with presentations pro and con.

The Moderator appointed Gretchen Denton, Paul Thwaite, Marie Hugley, and Tom Andison as tellers. After the vote was taken, the tellers retired to count the votes.

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

1. The Coordinating Cabinet has conducted a consultation on the process for budgeting funds from the Ranney-Balch Fund. These funds will continue to be grants that are not a part of the budgeting process for the operating budget.
2. The Coordinating Cabinet has amended the Personnel Guidelines, which are appended to the minutes.

3. The Coordinating Cabinet has taken steps to ensure appropriate representation on the Committee on Local Arrangements for the 2014 General Assembly.
4. The Coordinating Cabinet is addressing grants from peacemaking funds that were not well announced before the grants were made.

Committee on Ministry. Dixie Elam reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

1. Approve the commission to install **Rev. William L. Adams, III** as Associate Pastor for Children, Youth and Families at **Kirk in the Hills, Bloomfield Hills**, on February 27, 2011, at 11:00 am.
Moderator: Elder Dianne Bostic. Robinson
Clergy: Rev. Dr. Norman Pritchard; Rev. Dr. Keith Provost; Rev. Linda Cochran
Elders: Barbara Littleton, Kirk in the Hills; Norma Barrett Adams, Center Presbyterian, McMurray, PA; Ray Tessier, Allen Park.
2. Approve the commission to install **Rev. Marjorie A. Wilhelmi** as Pastor at **Northbrook, Beverly Hills** on March 13, 2011 at 10:00 am.
Moderator: TBD
Clergy: Rev. Cathi King; Rev. Jaime Klinger; Rev. David Robertson
Elders: Rosy Latimore, First, Birmingham; Ron Verduin, Orchard Lake Community Church, Waterford; Kathy Doctor, Northbrook, Beverly Hills.
3. Rescind the approval to appoint **Rev. Bernard Taylor** as **Moderator of Gratiot Avenue**, effective March 11, 2011, per the request of the Gratiot Avenue Session.
4. Receive **Rev. Karen Stunkel** from Black Hawk Presbytery into the Presbytery of Detroit as a Member at Large.
5. Grant Honorable Retirement to Rev. Janice Langwig, effective March 21, 2011.
6. Grant Honorable Retirement to Rev. Roy Langwig, effective February 28, 2011.

The Committee reported the following actions taken under the authority that has been granted to it

1. Approved the 12 month Parish Associate contract between **First, Birmingham** and **Rev. Henry Borchardt**, effective January 1, 2011. No compensation is offered.
2. Approved the 12 month Parish Associate contract between **First, Birmingham** and **Rev. Kathryn Thoresen**, effective January 1, 2011. No compensation is offered.
3. Approved the 12 month Parish Associate contract between **First, Birmingham** and **Rev. Ernest Krug, M.D.**, effective December 1, 2010. No compensation is offered.
4. Approved the 12 month Parish Associate contract between **Jefferson Avenue, Detroit** and **Rev. Dr. Louis J. Prues**, effective February 1, 2011. Time: 4 hours/week. Salary \$4,132. Vacation: 12 Sundays
5. Approved the 12 month Parish Associate contract between **First, Royal Oak** and **Rev. Elizabeth B. Rice**, effective January 1, 2011. Time: 10 hours/week. Compensation: Salary \$8,315.19; Soc. Sec. \$636.11.
6. Approved the 12 month Interim Pastor contract between **Grosse Ile** and **Rev. Kathleen Doyle-Hohf**, effective January 1, 2011. Terms: Full time; Salary \$20,290; Housing \$20,500; Soc. Sec. \$2,820; Pension \$11,806; Medical Deductible \$600; Travel \$1,133; Study Leave \$1,200; Optional Dental \$675. Vacation: One month including 6 Sundays. Study Leave: 2 weeks

7. Approved the 10-month Parish Associate contract between **Grosse Pointe Woods** and **Rev. Ken Lister**, effective January 1 – May 31 and August 1 – December 21, 2011.
Compensation: Salary \$9,935; Travel & Professional Expenses \$960.
8. Approved the contract for Temporary Evangelist between the **NCD Administrative Commission of the Presbytery of Detroit** and **Rev. James Kumin-Severance**, effective for up to 6 months beginning September 14, 2010. Terms: Part-time averaging no more than 20 hours/week during any one-month period. Salary: \$20/hour for time spent. Housing: \$10/hour for time spent. All personal business expenses (inclusive) \$150/calendar month. Total Compensation: max \$2,600/month. Vacation time to accrue at the rate of one hour of vacation time for every twelve hours worked, over the life of the contract. Unused vacation time of up to forty hours will be paid at the agreed hourly rate at the conclusion of this contract.
5. Approved the request from **Rev. Richard Jones** to labor outside the bounds of the Presbytery of Detroit. (Point of information, Rev. Jones would serve at Joy Reigns Lutheran Church, Edgewater, MD.)

The Committee reported the following for the information of Presbytery, that it has:

1. Approved the request from Gordon Seiler to pursue a Commissioned Lay Pastor position at Calvin East.
2. Appointed Rev. Jim Russell moderator at Milford through May 2011 per the permission granted by Rev. John Harris.
3. Approved a \$2,500 grant to a pastor in need which will be matched by Board of Pensions.
4. Approved the requests from Peace, Clinton Township and Utica, Sterling Heights to hold congregational meetings to vote on a merger.

Stated Clerk. Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of January 25, 2011.
2. Dismiss Investigating Committee 2010-4 with thanks.
3. Approve the report of the following Commission and append it to the minutes:
 - a. Ordination of Linda Anderson on January 9, 2010

The Stated Clerk reported the following for the information of the Presbytery:

1. TRANSFERS COMPLETED
 - a. From the Presbytery of Detroit:
 - i. Karen Ferguson to Chicago Presbytery
 - ii. Mickey Blair to the Presbytery of plains and Peaks
2. The Permanent Judicial Commission has completed its review of the petition of the accuser in case 2010-3 and has not sustained the petition. The case is closed.
3. The Investigating Committee 2010-4 has decided it will not file charges.

The Stated Clerk reported the following communication from the Synod of the Covenant:
The formal decision of the Synod Permanent Judicial Commission in *Latimore, et. Al v. The Presbytery of Detroit*. (Appended to the minutes.)

WE SHARED GOD'S BOUNTY

Presbytery recessed for dinner and fellowship at 6:00 p.m.

WE PROCLAIMED THE GOOD NEWS

The Presbytery was led in worship by the Michigan Black Presbyterian Caucus: Stewardship of Spiritual Life group. During worship, Presbytery received and dedicated the 2011 pledges to the mission budget.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY cont'd

The Presbytery reconvened at 7:40 p.m.

The Moderator reported the results of the ballot on Amendment A:

Votes cast: 179

Votes in favor: 113

Votes opposed: 66.

James Porter began moderating the meeting.

Executive Presbyter's Report. Allen D. Timm reported.

Mr Timm report concerns for prayer and ordination anniversaries. He reported that Clergy Day drew over 60 pastors and candidates; it related the experiences of our 15 Growing congregations. He asked prayers for new direction; to reach people for Christ; about their purpose; and to engage folks in worship.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Announcements

Presbytery heard announcements about Presbytery Mission, Hands-On Mission, Youth Council, the Presbytery History Project, the Communication Work Group, Presbyterian Women, the Metropolitan Urban Ministry Team, and the Christian Education and Faith Development Retreat.

Reports

The Presbytery heard reports from the Self Development of People, and the following from the Trustees and Committee on Preparation for Ministry:

Committee on Preparation for Ministry. Beth Downs reported the following for the information of Presbytery:

Consultation Reports:

For Minister of Word and Sacrament:

1. CPM met with the following person and enrolled her as an inquirer:

Mattie Hunter	Trumbull Avenue, Detroit	February 1, 2011
---------------	--------------------------	------------------
2. CPM met with the following inquirers/candidates for ordained ministry on the dates noted and sustained their annual consultations:

Dan Heaton (cand.)	Erin, Roseville	February 1, 2011
Beth Delaney (cand.)	Canton, Geneva	February 1, 2011
Emma Ouellette (cand.)	Allen Park	February 1, 2011

Jason Morgan (inq.) First, Birmingham February 1, 2011

CORRECTION to the January 25 report:

Joanne Blair (inq.) First, Birmingham December 7, 2010

For Commissioned Lay Pastor:

3. CPM met with the following CLP student and sustained her annual consultation:

Nancy Bass Jefferson Avenue, Detroit February 1, 2011

Trustees. Don Morgan reported the following for the information of Presbytery:

1. The Trustees have reviewed the financial reports of the Howell Center and believe the center is healthy and functioning well. Their long-term goal is to be independent of the Presbytery by 2014. It will take them that much time to build a sufficient reserve.
2. The Trustees approved the change in the Northminster PILP loan from 6.25% to 4.25%, keeping the monthly payments the same but paying off the loan a year early.
3. The Trustees are reviewing the accounting software because we seem to be unable to get it to provide some reports the Trustees believe are necessary.
4. The Trustees decided that no principal of the Ranney-Balch will be released for this year of 2011. The Trustees point out that the 2011 Presbytery budget contains the information that the sum of \$38,802 is available as income from Ranney-Balch for potential release to uses approved by the Presbytery
5. The Trustees have approved the planning for a seminar on what congregations can do when their buildings are a problem.
6. The Trustees have invited members of Lakeshore to attend a Trustee meeting to discuss their request for approval of a PILP loan.
7. The Trustees are arranging for oversight of the SW Church property.

WE GAVE THANKS TO GOD

Presbytery shared joys and concerns, offered prayers of thanks and intercession, and shared Christ's peace with one Another

Ms Bostic Robinson resumed moderating the meeting.

Upon motion and prayer the Presbytery adjourned at 8:19 p.m.

The next meeting of the Presbytery will be Tuesday, April 22, 2011 at 4:00 p.m. at the Grosse Ile Presbyterian Church.

ATTEST:


EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

- The Coordinating Cabinet Personnel Guidelines revised as of 11/1/10
- Ordination of Linda Anderson on January 9, 2010

- The decision of the Synod Permanent Judicial Commission in *Latimore, et. Al v. The Presbytery of Detroit.*

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR February 22, 2011

CHURCHES: Of 86 churches, 64 were represented and 22 were not.

COMMISSIONERS: Of 155 eligible commissioners, 94 enrolled, and 61 did not.

OTHER ELDERS (Officers, Members of Council)::

Of 20 total, 8 were present, of whom 2 counted as commissioners, leaving 6 as the unduplicated count: 7 excused, and 5 absent.

MINISTERS: Of the 148 non-retired ministers on the combined rolls of active members and members-at-large, 70 were present, 22 were excused, and 56 were absent.

Of the 78 retired ministers on the rolls, 16 were present and 62 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 0 Commissioned Lay Pastor on the rolls, 0 were present, 0 excused, 0 absent

Of the 0 Certified Educators on the rolls, 0 were present, 0 excused, 0 absent.

SUMMARY

VOTING MEMBERS PRESENT

94 Elder Commissioners
 + 6 Other Elders
 + 70 Non-retired ministers
 + 16 Retired Ministers
 = 0 Commissioned lay pastors.
 = 0 Certified educators.
 = 184 Voting members present.

OTHERS PRESENT

1 Non-voting members
 3 Corresponding members

Attendance: Elder Commissioners and Churches

ALLEN PARK, Allen Park

1 B SZWED
 2 MICHELE DAM
 3 MEGAN CUTHBERT
 4

ANN ARBOR, Calvary

1 BOBBIE JO BARRETT

ANN ARBOR, First

1 RUTH BARNARD
 2 BEN VAN TUYL
 3 SUE LEONG
 4
 5
 6

ANN ARBOR, Northside

1 BRIAN SPOLARICH
 ANN ARBOR, Westminster
 1 JOANN HIRTH
 2 AL BANNING

AUBURN HILLS, Auburn Hills

1 BOB CHRISMON

BELLEVILLE, Belleville

1 CONNIE ETTER

BERKLEY, Greenfield

1 BETH MORRISON

BEVERLY HILLS, Northbrook

1 JOHN THOMAS
 2 KAREN VANDERWEIDE

BIRMINGHAM, First

1 CHARLOTTE FISCHER
 2 JUDY PERRYMAN
 3 AL HUBERTY
 4 ROSY LATIMORE

BLOOMFIELD HILLS, Kirk/Hills

1 GORDON ALLARDYCE

BLOOMFIELD HILLS, Kirk/Hills

2 SAM CLARK
 3 TOM HOLT
 4 NANCY LAW
 5 CHARLES TALLINGER
 6 BOB BECK
 7 MARGE WHITTENOW

BRIGHTON, First

1 NANCY MAMALI
 2 STEVE WILLIS
 3
CANTON, Geneva
 1 CINDY THOMAS
CLARKSTON, Sashabaw
 1 NOT REPRESENTED
CLINTON TWP, Peace
 1 KERRY BORDER
DEARBORN, Chery Hill
 1 CARRIE THORPE
 2 BRAD SHUMAKER
DEARBORN, First
 1 JIM BARBER
 2 BILL LESLIE
DEARBORN, Littlefield
 1 PAMELA MOORE
DEARBORN HGTS, St. Andrew's
 1 NOT REPRESENTED

DETROIT, Broadstreet
 1 ALVIN SMITH
 2
DETROIT, Calvary
 1 ADRIENNE ADAMS
 2
DETROIT, Calvin East
 1 NOT REPRESENTED
 2
DETROIT, First
 1 NOT REPRESENTED
DETROIT, Fort Street
 1 BOB PONDER
 2 ILLEGIBLE
DETROIT, Gratiot Avenue
 1 MARYANNE BRANTLEY
 2 GREG SYKES
DETROIT, Hope
 1 NOT REPRESENTED
 2
DETROIT, Jefferson Avenue
 1 KATHI JOHNSON
 2 VICKY COLWELL
DETROIT, Riverside
 1 KARI GORMAN
DETROIT, St. John's
 1 JEANE V MOORE
 2
DETROIT, Trinity Community
 1 NATALIE BROTHERS
 2
DETROIT, Trumbull Avenue
 1 MARTHA SINGLEY
 2
DETROIT, Westminster
 1 MARGARET WHITEHEAD
 2 ALICE HOSBACK
 3 DEBORAH FAIR
FARMINGTON, First
 1 KATHLEEN GAGE
 2 LAWRENCE GAGE
FERNDALE, Drayton Avenue
 1 JOAN STERLING
FORT GRATIOT, Lakeshore
 1 NOT REPRESENTED
GARDEN CITY, Garden City
 1 ILLEGIBLE
GROSSE ILE, Grosse Ile

1 DON HILL
 2 SUSAN HURST
GROSSE POINTE, Memorial
 1 WILLIAM BROWN
 2
 3
 4
GROSSE PTE WOODS, Woods
 1 NANCY MCENROE
 2
HIGHLAND PARK, Park United
 1 MARIE HUGHLEY
 2

HOWELL, First
 1 DAVE AHLQUIST
 2 PAT ROY
LINCOLN PARK, Lincoln Park
 1 NOT REPRESENTED
LIVONIA, Rosedale Gardens
 1 DYCHE ANDERSON
 2
LIVONIA, St. Paul's
 1 NOT REPRESENTED
LIVONIA, St. Timothy's
 1 JIM HARRINGTON
MACOMB, Church/Covenant
 1 NOT REPRESENTED
MILAN, Peoples
 1 NOT REPRESENTED
MILFORD, Milford
 1 KEITH MOUNTS
 2 IRENE TAYLOR
 3 DICK TAYLOR
MT. CLEMENS, First
 1 NOT REPRESENTED
 2
NORTHVILLE, First
 1 SEAN HOLLISTER
 2 CAL STROM
 3 WANDA MOON
 4
 5
NOVI, Faith Community
 1 NOT REPRESENTED
 2
ORCHARD LAKE, Community
 1 JUDY DAVIS
 2 DAVID DUTTON
 3 MICHAEL STARYNCHAK
PLYMOUTH, First
 1 TOM BRADY
 2
 3
 4
PONTIAC, First
 1 NANCY DUFFIELD
PONTIAC, Joslyn Avenue
 1 NOT REPRESENTED
PORT HURON, First
 1 THOS ANDISON
 2 ANN RANDALL KENDRICK
PORT HURON, Westminster
 1 DENNIS YOUNG
REDFORD, St. James
 1 NOT REPRESENTED
ROCHESTER, University
 1 DOUG DENTON

2 CATHERINE MARTINEZ
ROSEVILLE, Erin
 1 KEVIN SMITH
ROYAL OAK, First
 1 ELIZABETH PATTERSON
 2 SALLY GILREATH
 3 SUSAN ADAMS

ROYAL OAK, Korean First
 1 NOT REPRESENTED
 2
ROYAL OAK, Point of Vision
 1 NOT REPRESENTED
ROYAL OAK, Starr
 1 NOT REPRESENTED
SALINE, First
 1 JOYCE LESLIE
SHELBY TWP., St. Thomas
 1 LORI SADLER
 2
SOUTH LYON, First
 1 NOT REPRESENTED
SOUTHFIELD, Covenant
 1 BARBARA SMITH
SOUTHFIELD, Korean
 1 NOT REPRESENTED
 2
 3
 4
SOUTHFIELD, New Hope
 1 NOT REPRESENTED
 2
ST. CLAIR SHORES, Heritage
 1 NOT REPRESENTED
ST. CLAIR SHORES, Lake Shore
 1 NOT REPRESENTED
 2
STERLING HGTS, Utica
 1 NOT REPRESENTED
TAYLOR, Divine Word
 1 NANCY BURKE
TAYLOR, Southminster
 1 NOT REPRESENTED
TROY, First
 1 NOT REPRESENTED
TROY, Northminster
 1 THERESA CLANCY
WALLED LAKE, Crossroads
 1 NOT REPRESENTED
WARREN, Celtic Cross
 1 NOT REPRESENTED
WARREN, First
 1 TOM MACONOCHE
WATERFORD, Community
 1 ROBERT SIMMONS
W. BLOOMFIELD, Church/Savior
 1 SANDI RANDLETT
WESTLAND, Kirk of Our Savior
 1 CHERYL HARRISON
WHITE LAKE, White Lake
 1 SUSAN MYSLIWIEC
WYANDOTTE, Wyandotte
 1 DENISE ROBERTS
YPSILANTI, First
 1 NOT REPRESENTED
 2

Attendance: Clergy and Elder Members

C. ELDER MEMBERS						
P	ANDERSON, FRANCILE, PM	P	HARTLEY, THOMAS	P	SHINN, DAVID	
P	BOSTIC-ROBINSON, DIANE	A	HATCHER, RUFUS	P	SHIPMAN, JUDY	
P	ELAM, DIXIE, PM	P	HAYES, FRANCES	E	*SHREVE, MAGGIE	
A	ELLIS, HAROLD	P	HENDERSON, RICHARD	A	SIAS-LEE, LAURA	
A	EMMERT, JOHN	P	HENRY, PETER J. M.	E	*SIMONS, SCOTT W.	
A	GEAKE, BOB	A	HUFF, JASON	P	SKIMINS, JAMES	
A	HOLLOWELL, KENNETH	P	JARVIS, BRENDA	A	SMALLEY, DIANE	
P	HUTHWAITE, MOTOKO	P	JOHNSON, KEVIN	A	SMITH, BRYAN DEAN	
E	HYLKEMA, CAROL, PM	A	JONES, RICHARD	P	SMITH, PETER C.	
A	LEWIS, STEFANIE	P	JUDSON, JOHN	P	SMITH, TRACI	
P	MORGAN, DONALD	P	KAIBEL, KENNETH	A	SOEHL, HOWARD	
E	MORRISON, HELEN, PM	P	KELLY, KATE	A	SOHN, YO SUP	
E	PITTS, FRANCES, PM	A	KERR, DEBORAH	P	SOMMERS, CHARLOTTE	
P	PRIEST, TOM, PM	A	KIDDER, ANNEMARIE	A	STUNKEL, PAUL	
E	SEABROOKS, DOROTHY M., PM	E	*KIM, Y. MONCH	E	THOMPSON, G. PATRICK	
E	SHIRLEY, JAMES, PM	E	*KIM, YOUNGCHUL	P	THORESEN, KATHRYN R.	
C	SMITH, ALVIN	P	KING, CATHERINE	P	THWAITE, PAUL	
E	SMITH, KENNETH, PM	A	KLINGER, JAMIE	P	TIMM, ALLEN D	
C	SZWED, ROBERT	P	KOSTER, EDWARD H.	A	TOMBERLIN, DREW	
E	WINSLOW, PAUL, PM	P	KRUG, ERNEST	A	TUCKER-LLOYD, IRIS	
D. NON-RETIRED MINISTERS			A	KUMIN, JAMES	E	*VAN SLUIJS, HENDRICK
P	ADAMS, WILLIAM L III	P	LANGWIG, JANICE	A	VANDERBEEK, RONALD	
P	ANDERSON, BARBARA S	P	LANGWIG, ROY	A	WHITLOCK, KELLIE	
A	ANDERSON, LINDA	A	LEE, FREDERICK	E	*WIGGINS, GREGORY L.	
P	ANDREWS, DOYLL	A	MABEE, CHARLES	P	WILES, SARAH	
P	ARAKELIAN, ELIZABETH	P	MADDEN, JULIE	P	WILHELMI, MARJORIE	
A	AUE, CRAIG	A	MARKS, JULIE	A	WINGROVE, WILLIAM N	
P	AUSTIN, MARY	E	McCLOSKEY-TURNER, CATHARINE	A	WOO, BYEONGJIN	
E	*BAILEY, CLOVER	P	McDEVITT, JENNY	E	WRZESZCZ, JENNIFER	
A	BIERSDORF, JOHN	E	McMILLAN, JUDITH	P	WRZESZCZ, MATTHEW	
E	BLAIKIE, DOUGLAS	A	McRAE, BARBARA	P	YU, SEUNG WON	
P	BLEIVIK, DAVID	A	MEANS, MATTHEW	E	*YUE, MYUNG JA	
P	BOHN, CHRISTINE	P	MELROSE, SUE ELLIS	P	ZAMBON, WILLIAM	
A	BOLT, KENNETH	P	MICHALEK, DANIEL	P	ZURAKOWSKI, GREGORY	
P	BOURLIER, RUTHANNE	P	MILLER, J. SCOTT			
A	BOUSQUETTE, PAUL	A	MISHLER, JOHN	D. RETIRED MINISTERS		
P	CAMPBELL, DOUGLAS	A	MONNETT, JAMES	P	AARON, ESTELLE	
P	CAMPBELL, EMILY	E	MOOK, SHARON	E	ABBOTT, DAVID W.	
A	CARL, STEPHEN	P	MOORE, PETER	P	ACTON, ELLEN	
E	*CHOI, SEUNG KOO	P	MORGAN, AMY	P	ALBRECHT, GLORIA	
A	COCHRAN, LINDA	P	MORROW, DUKE	E	ANDERSON, JAMES	
P	COOPER, QUINCY	A	MORSE, MATTHEW	E	AUSTIN, ANNA MARIE	
P	COWLING, NEIL D.	P	MOZENA, SUSAN	E	AUSTIN, LARRY	
A	DAVIS, ROXIE ANN	P	NICHOLS, NEETA	P	BEERY, ELDON	
P	DAVIS, WILLIAM	P	NICKEL, EMMA	E	BENEDICT, IVAN L.	
P	DE ORIO, ANTHONY	P	NICKEL, MATTHEW	E	BENNETT, JOHNIE	
E	*DENNIS, WARREN	P	OBERG, ARTHUR	P	BORCHARDT, HENRY	
P	DOWNNS, ELIZABETH	E	OTT, JEFFREY	P	BORCHARDT, JUDITH	
A	DOYLE, KATHLEEN	A	PARKER, OPELTON	P	BROWNLEE, RICHARD	
A	DUNIFON, WILLIAM	A	PAVELKO, JOHN H.	E	BYARS, RONALD	
E	*DYKSTRA, CRAIG R.	A	PIECUCH, KEVIN	P	CAMPBELL, VERN	
A	ELE, HERSCHEL	A	PITTMAN, JASON	E	CAPPS, HARRY	
A	EVANS, JONATHAN	P	PORTER, JAMES	E	CARTER, DOUGLAS D.	
P	FAILE, JAMES	P	PORTICE, GEORGE	E	CATER, LAWRENCE H.	
P	FARRIS, LAWRENCE	E	PRITCHARD, NORMAN	E	CHAMBERLAIN, LAWRENCE	
P	FERGUSON, GUY THOMAS	A	PROVOST, KEITH	E	CHAMBERS, JAMES C.	
A	FORGER, DEBORAH	P	PRUES, LOUIS J.	E	CHOI, IN SOON	
A	FOSTER, JOHN	P	PUNTIGAM, JOEL	P	CLISE, W. KENT	
P	FRANCIS, RAPHAEL B.	P	REED, PHILIP	E	COBLEIGH, GERALD R.	
A	GABEL, PETER W.	A	RICE, ELIZABETH	E	COLON, LOIS	
E	*GAST, TERRI	P	RICE, THOMAS	P	CONLEY, JAMES H.	
A	GEISELMAN, KEITH	A	RIKE, JENNIFER	E	CORSO, LINDA	
A	GERE, BREWSTER	P	RITTER, W STUART	E	CRILLEY, ROBERT	
A	GRANO, MARIANNE	P	RIZER, JAMES A	E	CROSS, PAUL D.	
A	HANNA, RAAFAT	A	ROGERS, MELISSA ANNE	E	DANIELAK, RICHARD	
P	HARMON, BREANNE	E	*RUSSELL, LANA	P	DENTON, GRETCHEN	
A	HARRIS, R. JOHN	A	SCHAEFER, ANNE N.	E	DUNCAN, THOMAS	
		E	*SHIH, SHENG-TO	E	ELLENS, J. HAROLD	

E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E GEISSINGER, HARRY L.
 P GEPFORD, WILLIAM G.
 P GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HEINRICH, THOMSON
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E JONES, VIRGIL L.
 E KESLER, JAMES W.
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E LAMBERT, ROY F.
 E LARSON, ROBERT F.
 P LISTER, KENNETH D.

E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 E McCLOSKEY, CHARLES
 E McINTYRE, DEWITT
 P MIHOCKO, DAVID
 E NUSSDORFER, GUS
 E OLSON, PHILIP
 E ORR, ROBERT C.
 E OWEN, DAVID
 E PALMER, F. WILLIAM
 E PETERS, RICHARD
 E PETERSON, LEROY J.
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 P ROBERTSON, DAVID W.
 E ROBERTSON, WILLIAM

E RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 P TAYLOR, THEODORE, II
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E ZIEGLER, JACK T.

F. CERT. ASSOC. CHRISTIAN ED.

A MERTEN, CINDY
 P PRICE, LAURA

G. CORRESPONDING MEMBERS

RAAFAT ZAKI
 SYNOD OF THE COVENANT

Presbytery of Detroit
February 22, 2011
Ordination Commission

The Commission to ordain Reverend Linda A. Anderson, Minister of Word and Sacrament was convened with prayer by Past Moderator, Elder Thomas H. Priest Jr., at 3:40 p.m. on Saturday, January 9, 2010, at First Presbyterian Church of South Lyon, South Lyon, Michigan. The Commission members present were:

Elder Michael Horlocker (Jefferson Avenue Presbyterian Church, Detroit)
Elder Anne Lyke (First Presbyterian Church of South Lyon, South Lyon)
The Reverend Dr. Annemarie Kidder (Pastor, First Presbyterian Church, South Lyon)
Elder Thomas H. Priest Jr. (Past Moderator, Calvary Presbyterian Church, Detroit)
The Reverend Dr. Keith Provost (Kirk in the Hills Presbyterian Church, Bloomfield Hills)

After approving the order of worship, the Commission proceeded to worship, where it ordained Reverend Linda A. Anderson, Minister of Word and Sacrament. Upon conclusion of the worship service, the commission and congregation were dismissed by the benediction from Reverend Linda A. Anderson.

/s Elder Thomas H. Priest Jr.

Moderator

Date: **January 15, 2010**

COORDINATING CABINET POLICY
PRESBYTERY OF DETROIT
Presbyterian Church (USA)

PERSONNEL GUIDELINES

October 6, 2008

As Amended November 1, 2010



17575 HUBBELL, DETROIT, MI 48235

Table of Contents

	<u>Page</u>
Introduction	4
Hiring	4
Equal Employment Opportunity	5
Employee Classifications	5
Regular Employment	6
Term Employment	6
Full-time or Part-Time Status	6
Exempt or Non-Exempt Status	6
Exempt Called Staff	6
Non-Employees	6
Introductory Period	6
Work Schedule	7
Exempt Called Staff	7
Exempt Non-Called Staff	7
Other Full-Time Staff – Non-Exempt	7
Flex Time-Non-Exempt Staff	7
Employment at Will	7
Employee Relocation	7
General Employee Complaints	8
Sexual Misconduct Complaints	8
Benefit Plans and Eligibility	8
Job Postings	9
Paid Time Off	9
Vacation Time	9
Vacation - Exempt Called Staff	9
Vacation - Exempt Non-Called Staff	10
Vacation - Non-Exempt Staff	10
Vacation – Grandfathered Employees	10
Vacation - Carry-over	10
Other Time Off	11
Sick Leave	11
Sick Leave - Carry-over	11
Sick Leave at Separation	11

Table of Contents (continued)

	<u>Page</u>
Personal Days	11
Leaves of Absences - Unpaid	11
Eligibility	11
Description of Benefit	11
Notice	12
Approval	12
Return to Work	12
Health Care Benefits during leave	12
Leaves of Absence - Paid	12
Bereavement	12
Jury Duty	12
Annual Study Leave - Exempt Called Staff	12
Sabbatical - Exempt Called Staff	12
Conduct in the Workplace	13
Conduct Outside the Workplace	13
Attendance	13
Tardiness	14
Unscheduled Absences	14
Annual Performance Review	14
On-the-Job Accidents and Injuries	14
Worker's Compensation	14
Employment Separations	15
General Dismissal	15
Reduction in Force/Job Elimination	15
Vacation leave - reimbursement to employee	15
Vacation leave - reimbursement to employer	15
Severance	15
Retirement	16
Employee Handbook Disclaimer	17

Appendix 1 – Presbytery of Detroit Sexual Misconduct Policy
Appendix 2 – Flex Time Agreement

INTRODUCTION

The Presbytery of Detroit is a Christian organization committed to Christian ethics and principles. These Personnel Guidelines reflect that philosophy and have been developed to help clarify what is expected of each employee, and to help each employee know what may be expected by the Presbytery of Detroit (hereafter referred to as "Employer").

The Personnel Guidelines are the policies of Employer and are not a contract between Employer and any employee. As circumstances demand, these policies can be amended or revised by Employer at Employer's sole discretion and without advance notice to any employee.

The policies outlined in these Personnel Guidelines, as amended from time to time, apply to all personnel staff of the Presbytery to the extent required by applicable law, including both hourly and salaried employees. Unless otherwise specifically provided, all amendments to these Personnel Guidelines will be given effect after the date of the applicable amendment (all prior actions will be grandfathered under the Personnel Guidelines as in effect prior to the amendment).

These policies are also subject to the current edition of the Book of Order of the Presbyterian Church (U.S.A.).

Questions about these Personnel Guidelines or other human resources procedures should be referred to your supervisor or to the Operations Ministry Team.

HIRING

These Personnel Guidelines shall apply to all paid positions and employees holding those positions who are hired by the Presbytery of Detroit, or at the request of entities related to the Presbytery of Detroit that are not separately incorporated and therefore legally unable to hire employees, except through the Presbytery of Detroit ("Presbytery Affiliates"). This will include all employees of Presbytery Affiliates who receive payment issued through the Presbytery of Detroit or otherwise, where the Employer Identification Number assigned to the Presbytery of Detroit is utilized with respect to the payment of such employees.

No person shall be hired, called, or otherwise placed in the Presbytery of Detroit's employee payroll system until the Presbytery of Detroit has completed the following approvals:

- 1) Approval of openings for Executive Director and Associate Director positions (Presbytery of Detroit approval is not required for lower level positions);
- 2) Approval of job description and salary ranges (provided, that approval of salary ranges is not required for positions with Presbytery Affiliates); and
- 3) Approval of the position posting process or, for Executive Director and Associate Director positions, approval of the candidate search process (including the search committee).

If the Board of Trustees determines that an employee working for a Presbytery Affiliate is legally considered to be an employee of the Presbytery of Detroit, then the Operations Ministry Team will have oversight over the hiring practices of such employee in conformity with these guidelines. All employee hiring practices by Presbytery Affiliates shall adhere to these Personnel Guidelines, including the applicable Equal Employment Opportunity ("EEO") guidelines and all applicable Presbytery Policies. The Presbytery Affiliates shall provide a report to the Operations Ministry Team on an annual basis on or before November 1 of each year, describing changes to employee positions, titles and responsibilities that are in the nature of organizational changes during the year, including all such changes that did not require compliance with the search process referred to in the following paragraph.

For any proposed new hires and any proposed promotions from a lower level position to the position of an Associate Director or Executive Director by a Presbytery Affiliate, the Presbytery Affiliate shall provide to the Operations Team evidence of a search process conforming to the EEO guidelines and all related Presbytery Policies. If the Operations Ministry Team determines that such guidelines and policies have not been followed, then the Operations Ministry Team may take action to address the non compliance, including

requiring that the proposed new hire be rejected and so informing the responsible entity, the Coordinating Cabinet and Presbytery. If a proposed new hire is hired under a process that is not in compliance with these Personnel Guidelines, then the Operations Ministry Team may take action to address the non compliance, including requiring that the new hire be terminated and so informing the responsible entity, the Coordinating Cabinet and Presbytery. Notice of any resulting employee terminations shall be given to the affected employee according to these Personnel Guidelines. If it is determined that the EEO guidelines have been followed, the position descriptions and the proposed employee hires shall be presented for approval by the appropriate bodies as indicated in these guidelines and other policies of the Presbytery of Detroit.

Each Presbytery Affiliate shall be responsible for providing funding for all employment related costs, including the cost of employment benefits, of the employees hired by or on the behalf of such Presbytery Affiliate. In addition, each Presbytery Affiliate shall be responsible for indemnifying and holding harmless the Presbytery of Detroit for any cost, expense, charge, or liability incurred by the Presbytery of Detroit that arises from the improper action or inaction of the Presbytery Affiliate or its officers and/or representatives in connection with the hiring, employment and subsequent termination of such employees (including the cost of any claims or litigation related to such employment). Each Presbytery Affiliate shall either directly pay all such costs that they are responsible for, or shall provide advance funding to the Presbytery of Detroit for any costs that the Presbytery of Detroit is required to pay directly. Upon failure of a Presbytery Affiliate to pay or provide advance funding for the salary or benefits of any employee, the Presbytery of Detroit shall discuss the situation with the Presbytery Affiliate. Following such discussion, the Presbytery of Detroit shall coordinate with the Presbytery Affiliate and determine the appropriate course of action, which may include requiring that the affected employee(s) be immediately placed on unpaid leave and be given notice of termination.

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the Presbytery of Detroit to engage in employment policies and practices which promote equality of opportunity in all aspects of employment.

All employment policies and practices including recruiting, selection, benefits, compensation, performance appraisal, promotion, transfers, discipline, training, and separation will be administered without discrimination based on race, color, national origin, gender, age, marital status, creed, disability, or religious affiliation (except where a category is determined to be a bona fide occupational qualification), Federal, state or local law.

Employer will make reasonable accommodation for the known physical or mental limitations of qualified individuals with disabilities unless to do so would impose an undue hardship on Employer.

It is the policy of Employer to act affirmatively to expand employment opportunities which contribute to a diverse workforce.

Pay Periods

Beginning on January 1, 2011, staff employees will be paid twice monthly – on the 15th and on the last day of each month.

EMPLOYEE CLASSIFICATIONS

The employee classifications are: regular, term, and interim. Where it is required by law, a distinction will be made between those considered exempt and non-exempt by the Fair Labor Standards Act (FLSA), or any other applicable statutes. Exempt employees are not eligible to receive overtime pay, while non-exempt employees are eligible to receive overtime pay, as pre-approved by the Executive Presbyter.

Notwithstanding anything else in this manual, all employees, regardless of status, are at-will employees as defined by the laws of the State of Michigan. The employment relationship may be terminated at any time for any lawful reason by either party.

No person may be employed in a position that is under the direct supervision of an immediate family member.

Three factors define the status of employees. These are: the period of employment (regular/term/interim), the number of hours regularly scheduled to work (full-time/part-time) and eligibility for overtime (exempt called staff, exempt staff and non-exempt staff).

Regular Employment

If the period of employment has no prearranged ending date, the employee's status is regular.

Term Employment

If the maximum period of employment for an employee is three months or more and has a prearranged ending date, the employee's status is term. Term employment is appropriate for:

- a. special projects of finite duration;
- b. projects of time-limited funding; or
- c. programs in transition

Full-Time or Part-Time Status

Full-time employees are those regularly scheduled to work a full work schedule as defined by Employer. Part-time employees are those regularly scheduled to work less than a full work schedule as defined by Employer.

Exempt or Non-Exempt Status

Employees whose positions meet specific exemption tests established by the Fair Labor Standards Act (FLSA) are exempt from overtime.

Employees whose positions do not meet those tests are not exempt and must be paid at least time and a half of their established hourly rate of pay or receive compensatory time in an amount equal to 1 1/2 multiplied by the amount of all time worked in excess of 40 hours per week.

Exempt Called Staff

Written calls to service are required for certain staff positions. These must be approved by Presbytery on the recommendation of the Coordinating Cabinet and the Presbytery Operations Ministry Team.

For persons employed in positions where ordination is not a minimum qualification, the terms of call and benefits will be established by the Employer and may or may not meet the Presbytery minimums but will be comparable to those offered to other exempt and non-exempt staff in similar positions.

For Ministers of the Word and Sacrament, Employer will provide detailed "terms of call" consistent with the *Book of Order* 11.0410 and the terms of call must at least meet the Presbytery minimums for salary and study leave.

Changes in the terms of the call or dissolution of the employment relationship for any exempt called employee shall be reported to the Presbytery.

Non-employees

Consultants, independent contractors, temporary agency workers, and volunteers are not employees, and are not eligible for any benefits available to employees, including withholding taxes, FICA contributions, etc.

INTRODUCTORY PERIOD

During the first three months of employment, newly hired employees will be evaluated on attendance, job performance, and compliance with all work rules by a supervisor. The employee will be advised if their

overall performance is deemed acceptable or unacceptable. If the employee's performance is unacceptable, employment will be promptly terminated. Following the introductory three month period of employment, each employee will continue to be subject to overall performance reviews and disciplinary action (including termination) if their performance is not acceptable.

WORK SCHEDULE

Exempt Called Staff

The standard work week for full-time Exempt Called Staff is 50 hours, including any time spent providing leadership for Presbytery-related work, meetings and or events held in the evenings, on Saturdays and/or Sundays.

Exempt Non-Called Staff

The standard work week for full-time Exempt Non-Called Staff is 40 hours The standard work week is Monday through Friday from 8:30 am to 5:00 pm with a 30 minute break for lunch and two additional 15 minute breaks. The standard work week number of hours and daily schedule for full-time Exempt Non-Called Staff may be reduced from time to time at the request of, or with the approval of, the Executive Presbyter. Any change in work schedules must be approved by the employee's supervisor.

Other Full-Time Staff – Non-Exempt

The standard work week for full time staff is 40 hours. The standard work week is Monday through Friday from 8:30 am to 5:00 pm with a 30 minute break for lunch and two additional 15 minute breaks. Any change in work schedules must be approved by the employee's supervisor.

Flex Time – Non-Exempt Staff

Flex Time arrangements are possible for temporary and specified periods of time. All such arrangements must be documented and signed by the employee and her/his immediate supervisor (See Appendix #2)

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 either party at any time for any reason. 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 termination of employment.

No representative of the 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.

EMPLOYEE RELOCATION

It is the policy of the Employer to assist new or transferred called employees, who must relocate more than 50 miles with certain moving expenses. However, it must be remembered that full reimbursement for all such expenses is not guaranteed, and reimbursement will be granted at the sole discretion of the Executive Presbyter and the Presbytery Operations Ministry Team.

The reimbursement for new or transferred employees of the Presbytery of Detroit may include the following types of expenses: house search, travel to new location, shipment of household effects, and temporary living costs up to three (3) months.

GENERAL EMPLOYEE COMPLAINTS

This policy relates to general complaints of unfairness, inappropriate application of policy, or similar work-related problems. It is the policy of the Employer to encourage good working relationships that affirm the importance of each individual and his or her contribution to the organization in an atmosphere of mutual respect.

Employees are encouraged to take initiative in seeking answers to their questions or offering solutions to work-related problems through open discussion with their immediate supervisor. Supervisors are expected to encourage honest and frequent communication with employees, to give prompt attention to suggestions, and to provide active assistance in dealing with concerns or complaints in a manner free from reprisal or retaliation.

The employee's immediate supervisor is the person through whom an employee should initially raise concerns. Other sources such as the Presbytery Operations Ministry Team are available to the employee to check information, clarify personnel policies, or obtain guidance.

In the event that the immediate supervisor is the subject of the concern or complaint, the employee may go to the Executive Presbyter, or if the Executive Presbyter is the subject of the concern or complaint, the employee may go to the Chair of the Presbytery Operations Team.

Supervisors or managers working with employees to resolve complaints shall take advantage of the full resources as identified by the Presbytery of Detroit for counsel and direction during the investigation and resolution process.

This complaint process may also be used to address concerns or complaints related to termination of an employee.

The employee must notify her/his immediate supervisor, or if that is not possible, the Executive Presbyter or the Chair of the Operations Ministry Team, in a timely fashion, of any complaint considered appropriate for handling under this policy. This complaint process is the exclusive remedy for employees with appropriate complaints. As used in this policy the terms "timely fashion," "reasonable time," "as soon as practical," and "promptly" generally mean within the span of five working days. The Employer will promptly investigate all complaints in conjunction or consultation with the Operations Ministry Team.

In all events, supervisors, managers and employees must act with mutual respect throughout the complaint process. Personal attacks, either verbal (including name-calling) or physical, will not be tolerated. Profanity and other vulgar language will also not be tolerated, nor will yelling and screaming. These and other inappropriate behaviors will be subject to disciplinary action (including termination).

SEXUAL MISCONDUCT COMPLAINTS

All complaints regarding sexual harassment or sexual misconduct shall be reported and handled pursuant to the Presbytery of Detroit Sexual Misconduct Policy, attached as Appendix #1.

BENEFIT PLANS AND ELIGIBILITY

It is the policy of the Employer to provide fair, competitive, and family-supportive benefit plans to attract and retain qualified employees. Regular full-time and part-time employees that work twenty hours or more a week are eligible for plan benefits. Term and interim employees may be eligible for certain benefits. Non-employees are not eligible for benefits.

Benefits offered by the Employer through the Board of Pensions of the Presbyterian Church (USA) and other providers, as appropriate, may include, but are not limited to:

- social security
- personal leave

- | | |
|--|--|
| <input type="checkbox"/> worker's compensation insurance | <input type="checkbox"/> sick leave |
| <input type="checkbox"/> medical insurance | <input type="checkbox"/> leave without pay |
| <input type="checkbox"/> dental insurance (optional) | <input type="checkbox"/> life insurance (basic and optional) |
| <input type="checkbox"/> 403(b) savings plan (optional) | <input type="checkbox"/> funeral, jury duty and military leave |
| <input type="checkbox"/> Holidays | <input type="checkbox"/> employee funded medical accounts |

Optional benefits are benefits which are not paid by the employer. Information regarding benefits may be obtained from your supervisor.

JOB POSTINGS

Current job postings for positions at the Presbytery of Detroit will be: (1) sent to all churches; (2) published in Newsletter; (3) distributed at Presbytery Meetings; (4) published on the website; and (5) posted on a bulletin board in the main hallway at the Presbytery Office.

PAID TIME OFF

It is the policy of the Employer to provide time off with pay for certain holidays and to allow employees to enjoy time away from work. Provided, however, that employees who have an unexcused absence on the day preceding or following a holiday are ineligible for holiday pay.

The following are designated holidays for the Presbytery of Detroit:

New Year's Day	Martin Luther King Jr. Day	Good Friday Labor
Memorial Day	Independence Day	Day Christmas Eve
Thanksgiving Day	Friday following Thanksgiving Day	Day
Christmas Day	New Year's Eve Day	

When a holiday falls on a Saturday or Sunday, it will be observed as a day off with pay on the nearest Friday or Monday, respectively.

Notwithstanding the foregoing, for so long as the Presbytery retains a reduced four (4) day work week of Monday through Thursday (and is closed on Friday), then the following will apply: (A) the designated holidays will not include either (i) Friday following Thanksgiving Day or (ii) Good Friday; and (B) when one of the remaining holidays falls on a Friday, Saturday or Sunday, it will be observed as a day off with pay on either the prior Thursday or the following Monday, as determined by the Executive Presbyter in his sole discretion.

VACATION TIME

It is the policy of the Employer to provide paid vacation time to employees. Each employee will accrue vacation time with respect to each pay period over the course of each calendar year. For each such pay period, the vacation time accrual will be computed as the pro rata portion of the annual vacation time allocated to the pay period.

Vacation – Exempt Called Staff

All Exempt Called full-time and part-time employees who work twenty (20) hours or more a week are eligible for 26 days of paid vacation time, based on a 50 hour work week. Term and interim employees may

also be eligible for up to 26 days of paid vacation time, depending on their length of service. Paid vacation eligibility for part-time employees is pro-rated based on the percentage of time worked.

Vacation – Exempt Non-Called Staff

All Exempt Non-Called full-time and part-time employees who work twenty (20) hours or more a week are eligible for 22 days of paid vacation time, based on a 40 hour work week. Term and interim employees may also be eligible for 22 days of paid vacation time, depending on their length of service. Paid vacation eligibility for part-time employees is pro-rated based on the percentage of time worked.

Vacation – Non - Exempt Staff

Paid vacation time is available to all non-exempt full-time and part-time employees who work twenty (20) hours or more a week. Paid vacation time for part-time employees is pro-rated based on the percentage of time worked.

On January 1 of each year, non-exempt employees with one or more years of service are eligible for paid vacation time according to the following service schedule (pro-rated for part-time employees):

Service Over One Year

<u>Years</u>	<u>Vacation Days</u>
1	10
2	11
3	12
4	13
5-6	14
7-8	15
9-10	16
11-12	17
13-14	18
15-19	19
20+	20

With prior approval of the employee's immediate supervisor, paid vacation time may be used in increments of four hours. Under extenuating circumstances, a lesser increment can be used with the approval of the Executive Presbyter or the Associate Executive Presbyter.

No more than eight hours of vacation may be charged to one working day. Employees must exhaust all paid vacation time before moving into an unpaid leave status (except time off for military obligations).

If an employee resigns or is terminated because of reduction in force or job elimination, the employee will be paid for any unused vacation time determined as a pro-rata portion of the vacation time available for the full year, based on the date of separation. If the employee has exceeded her/his vacation allocation at the time of separation, the employee will be asked to reimburse the Employer for the excess vacation time taken, based on the employee's base salary.

Vacation Pay Calculations for Grandfathered Employees

Notwithstanding the foregoing, all employees who were hired as full time employees and later asked by the Presbytery to reduce their work week from a five (5) day, forty (40) hour work week, to a four (4) day, thirty-two (32) hour work week will continue to accrue vacation leave based on a forty (40) hour work week. That accrual exception shall continue for so long as such employee works fewer than forty (40) hours per week at the request of the Presbytery.

Vacation Carryover – Exempt Called/Exempt/Non-Exempt

No more than 10 days of vacation time may be carried over into another calendar year. Any vacation time carry-over must be approved by the Operations Ministry Team.

OTHER TIME OFF

Sick Leave – Exempt Called/Exempt/Non-Exempt

Paid sick leave is available to all regular full-time and part-time employees and may be available to term and interim employees. Paid sick leave for part-time employees is prorated based on the percentage of time worked. Sick leave is available January 1 to eligible employees, and accrues at the rate of 4 hours per pay period. For newly hired employees, sick leave will begin accruing on the date of hire, and for the first pay period will be prorated based on days worked. The rate of accrual of paid sick leave does not increase with length of service.

An employee who cannot report to work because of illness or injury must notify his/her supervisor as soon as possible, but in any case before the start of the shift. A physician's statement may be required for any sick leave absence at the discretion of the employee's supervisor. Absences of three days or more require a doctor's statement.

Sick Leave Carryover – Exempt Called/Exempt/Non-Exempt

Unused sick leave may be accumulated up to a maximum of 120 days.

Sick Leave at Separation – Exempt Called/Exempt/Non-Exempt

Employees whose employment with the Presbytery of Detroit ends, for any reason, shall not be paid for any accumulated and unused sick leave.

Personal Days – Exempt Called/Exempt/Non-Exempt

Employees are entitled to three paid personal days per year to be used for personal business or emergencies. These personal days may be *used in 1 hour increments*. Personal days will not carry over from one calendar year to a subsequent calendar year.

In the first year of employment and in the year of termination of employment, personal leave will be prorated at the rate of 2 hours per month worked.

Employees whose employment with the Presbytery of Detroit ends, for any reason, will not be paid for any accumulated and unused personal leave.

LEAVES OF ABSENCE POLICY

UNPAID LEAVES OF ABSENCE

Eligibility

Only Regular full-time and part-time employees are eligible for a leave of absence. Employees shall not be entitled to a leave more than once in a 12 month period unless granted by the Presbytery Operations Ministry Team.

Unpaid Leaves of Absences may be used for:

- Parental - birth or adoption of a child
- Military - covered as required by law
- Family Emergencies
- Personal -for personal reasons

Description of Benefit

Eligible employees may request an unpaid leave of absence (maximum of three months). However, all paid personal and vacation time must be used before any unpaid leave of absence will be granted. The unpaid leave of absence must be continuous.

Notice of Use of Leave

The employee shall provide the Employer with thirty days' advance notice in writing. If the employee is unable to do this, reasonable justification must be provided.

Approval

Requests for leave without pay must be approved by the Executive Presbyter, in concurrence with the employee's supervisor, and the Presbytery Operations Ministry Team. While all requests will be considered, they will be granted or denied at the sole discretion of the Executive Presbyter after consultation with the Presbytery Operations Ministry Team.

Return to Work

Upon completion of the leave, the employee may be returned to his or her position. Failure to return at the end of a scheduled leave under this policy will constitute a voluntary resignation.

Health Care Benefits During Leave

Health care benefits will continue during unpaid Leaves of Absence. No other benefits, other than the Employer provided life insurance, are available during a Leave of Absence.

PAID LEAVES OF ABSENCE**Bereavement**

Regular full-time and part-time employees who work 20 or more hours a week are eligible for up to three days of paid leave, immediately following the death of a member of their immediate family (spouse, parent, parent-in-law, child, grandchild, brother, sister, grandparent). Verification of death and date of funeral is required to receive this benefit.

Jury Duty

Regular full-time and part-time employees shall be paid when summoned for jury duty. If the summon is for less than 3 hours, the employee shall return to work for the remainder of the day. Any compensation received for jury duty must be paid to the Employer.

Employees are required to submit appropriate documentation to their supervisor concerning jury duty, which documentation will be placed in their personnel file.

Annual Study Leave – Exempt Called Staff

Annual study leave with pay may be granted to Exempt Called staff at the discretion of the Executive Presbyter and Presbytery Operations Ministry Team in accordance with the approved salary package of the applicable Exempt Called staff.

Study leave will be granted only when the employee and the supervisor/Operations Ministry Team have agreed on the appropriate timing of the leave related to the needs of the employee and the Employer.

Annual study leave may be accumulated for up to three years. The total accumulation of annual study leave will be no more than six weeks. Pay in lieu of annual study leave will not be provided.

Sabbatical – Exempt Called Staff

After seven years of service, each Exempt Called staff person is eligible for a sabbatical leave of an additional eight weeks to be used within the next seven years. The sabbatical leave must be scheduled one year in advance and the purpose and timing approved by the Presbytery Operations Ministry Team. Requests for sabbatical leave shall be granted in the order of seniority.

CONDUCT/MISCONDUCT IN THE WORKPLACE

To ensure the highest standards of work, health and safety, all employees shall conduct themselves in a professional manner appropriate for a business setting, and perform their job duties with integrity. While no list can be all inclusive, any of the following offenses (and violations of other policies, procedures or practices detailed in these Personnel Guidelines) may, in the sole judgment of the Presbytery, result in disciplinary action up to and including dismissal:

- ☐ Smoking is prohibited in the Presbytery of Detroit building.
- ☐ Employees who report to work intoxicated or under the influence of illegal drugs will be disciplined and required to seek help.
- ☐ Weapons of all types (whether or not a permit is issued) are prohibited on Presbytery grounds (including the parking lot).
- ☐ Insubordination (disobedience to authority or willful failure to follow instructions) will not be tolerated.
- ☐ At all times, employees must act with mutual respect for other employees. Abusive language or behavior to fellow employees, supervisors, or vendors or other service providers will not be tolerated. Profanity and other vulgar language will also not be tolerated, nor will yelling and screaming.
- ☐ No employee shall make, publish or repeat false, vicious or malicious statements concerning the Presbytery, any Presbytery Affiliate, any employee of the Presbytery or of any Presbytery Affiliate, or any vendor of, or other service provider to, the Presbytery.
- ☐ No other form of harassment, intimidation or discrimination will be tolerated.
- ☐ No form of sexual misconduct will be tolerated. Any employee accused of such misconduct will be dealt with according to the terms of the Sexual Misconduct Policy (Attached as appendix #1) adopted by the Presbytery of Detroit.
- ☐ Communication systems, equipment, and other Presbytery resources shall be used solely for the purpose of conducting the business of the Presbytery and may be examined by the Employer without notice or warning.
- ☐ Presbytery records entrusted to an employee shall be protected against unauthorized access, loss, or destruction.
- ☐ Public statements shall be made in the name of the employee, and not the Presbytery.
- ☐ Advertised services, solicitations, or unauthorized collections may not be conducted by employees.
- ☐ The Presbytery of Detroit claims full property rights for all work created by employees that are created within the scope of their employment.
- ☐ Potential conflict of interest situations shall be immediately reported to the employee's supervisor. Supervisors should report conflict of interest situations of which they become aware immediately to the Executive Presbyter, who will take appropriate action to resolve the conflict.

CONDUCT/MISCONDUCT OUTSIDE THE WORKPLACE

Since the Presbytery of Detroit is a Christian organization committed to Christian ethics and principles, conduct by any employee outside the workplace that is inconsistent with these principles and Christian standards of morality, or that may be detrimental to the reputation of the Presbytery of Detroit may result in discipline or discharge.

ATTENDANCE

Each employee is expected to be present and ready to work during all scheduled work hours. Attendance records are kept to document absences for pay purposes and will be considered in evaluating performance.

If an employee develops a recurring pattern of lateness or unexcused absences, he or she will be subject to disciplinary action up to and including dismissal. An employee may be counseled by Executive Presbyter or designee for a recurring lateness pattern.

Under most circumstances, an employee must give adequate and timely notice of her/his intended absence or lateness to work. It is expected that this notice be prior to her/his scheduled start of work. The notice should include the reason for absence or lateness and the expected time of appearance. Failure to communicate with the employee's supervisor for three consecutive scheduled working days will be cause for termination of employment.

Tardiness (5 to 15 minutes late)

If there are 5 occurrences of tardiness in a 6 month period the employee shall receive a disciplinary warning that will be placed in her/his personnel file. If there is a sixth episode in the same six month period, the employee will be subject to termination.

Unscheduled Absences (16 minutes or more of unscheduled absence)

If there are 5 occurrences of unscheduled absences in a 12 month period the employee shall receive a disciplinary warning that will be placed in her/his personnel file. If there is a sixth episode in the same 12 month period, the employee will be subject to termination.

ANNUAL PERFORMANCE REVIEW

It is the policy of the Employer to conduct performance reviews/evaluations of all staff at least annually. These evaluations serve several purposes. They provide employees with feedback on performance; provide managers with an opportunity to coach, counsel, and motivate employees to exert their best efforts; serve as a measurement of organizational effectiveness; and provide a basis for merit salary increases.

Performance review is accomplished by comparison of the employee's performance to job responsibilities and pre-established performance goals and objectives.

Evaluations shall be conducted honestly and fairly and reflect the collaborative nature of the work environment. The evaluation must be documented in writing and signed by the reviewer; the employee should acknowledge the review and may add written comments.

An employee that receives a rating that is less than satisfactory shall be placed on probation.

ON-THE-JOB ACCIDENTS AND INJURIES

It is the policy of the Employer to provide worker's compensation or travel accident insurance at the employer's expense for injuries incurred by employees while performing duties specifically related to the employee's position or while traveling on Employer business.

Employees are responsible for reporting on-the-job accidents or injuries as soon as possible after the incident.

Worker's Compensation

Employees shall be covered by worker's compensation insurance in accordance with state law.

During a period of absence due to injury or illness, the employee's position may be filled due to business necessity on either a temporary or regular basis, depending upon the business needs of the department. Upon return, the employee will be placed in the same or equivalent position.

EMPLOYMENT SEPARATIONS

It is the policy of the Employer that employment relationships are at-will and may be terminated at any time with or without cause by the employee or the Employer (except where limited by Federal or state law).

Non-exempt employees ending employment voluntarily are requested to give at least two weeks notice; exempt employees are requested to give one month's notice.

Reduction in Force/Job Elimination

Reductions in force will be accomplished in a manner that best preserves overall organizational effectiveness as determined by the Employer. Decisions on which groups of jobs are affected will be based on functions being eliminated or changed. Where choices must be made between employees, decisions will be based on objective criteria such as job performance, individual experience and qualifications for the jobs which remain, need for specific skills and the number of people with similar skills. Staff members with outstanding performance ratings and exceptional qualifications should be the last to be affected by a reduction in force, giving appropriate consideration to affirmative action commitments and equal employment opportunity. Employees who choose to accept a voluntary severance package during a Reduction in Force process are not eligible for re-employment with the Employer for a minimum of five (5) years.

Exempt employees whose jobs will be eliminated in a reduction in force will receive three months notice of the separation date; non-exempt employees will receive thirty days notice. At its sole discretion, the Employer may require certain employees to continue to work through the notice period in order to phase out the responsibilities of their positions. Whether or not the employees are required to work during all of the notice period, the notice pay will continue as regular wages. These employees may also be eligible for severance pay at the end of the notice period. Employees required to work through the notice period who choose to resign before the official separation date as determined by the Employer may forfeit any remaining notice and severance pay. If the employee secures other employment, notice pay will cease on the first day of such other employment and no severance will be paid. If an employee is required to work through the notice period, he or she shall be granted an equivalent amount of notice pay from the time they leave.

Benefits continue for employees as long as they are receiving notice pay and severance in biweekly payments.

Vacation leave – reimbursement to employee

Any unused pro-rated vacation leave will be paid to the employee within 30 days of the termination or separation date, whichever is later, as well as accrued carryover vacation leave.

Vacation leave – reimbursement to employer

If the employee has used all of her/his vacation allowance and based on a pro-rated formula has exceeded the number of days available at the time of termination or separation, the employee may be required to reimburse the Employer for the number of days taken that exceed the prorated allocation. Any accrued carry-over is not subject for reimbursement to the employer.

Severance

It is the policy of the Employer to provide financial assistance, when able, to eligible employees whose employment is involuntarily terminated because of organizational structure change, fundamental change in objectives, significant change in financial outlook, or for other reasons unrelated to job performance. Severance, if available, is paid in addition to unused prorated vacation, notice pay, and any other compensation owed to the employee. This policy does not guarantee the payment of severance to any employee. Severance is granted at the sole discretion of the Executive Presbyter after consultation with 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. Severance for part-time employees will be prorated according to the percentage of time normally scheduled to work.

Employees who have received official notice of the date of job elimination but who choose to resign before the date of termination forfeit any remaining notice and may forfeit any severance pay.

This policy does not guarantee severance pay to any employee.

Retirement

As the Board of Pensions' Plan currently stands, employees must be at least 55 years of age to be eligible for retirement. Employees who retire and who are to receive pension benefits from the Board of Pensions will receive payment for hours worked up to their retirement plus payment for unused accrued vacation leave.

Employees who retire with 20 or more years of service will receive severance pay of one month's salary.

Employees who retire should give one month's notice of their intention to retire. Retirement benefits must be coordinated with the Board of Pensions.

[REMAINDER OF PAGE IS INTENTIONALLY BLANK]

EMPLOYEE HANDBOOK DISCLAIMER

I have received a copy of the Presbytery of Detroit's Employee Handbook and have read and understand its contents, specifically including the statements describing the purpose and effect of the Handbook. I understand that the Presbytery of Detroit is an "at will" employer and, as such, employment with the Presbytery of Detroit is not for a fixed term or definite period and may be terminated at anytime at the will of either party, with or without cause or notice, and that no one, except the Executive Presbyter and the Presbytery Operations Ministry Team can make any agreements to the contrary to this "at will" status, and such an agreement, to be enforceable, must be in writing and signed by the Executive Presbyter and the Chair of the Presbytery Operations Ministry Team. In addition, I understand that this Employee Handbook states the Presbytery of Detroit's policies and practices in effect on the date of publication. I understand that this Employee Handbook does not create or constitute a contract of any kind between any employee and the Presbytery of Detroit. I also understand that these policies and procedures are continually evaluated and may be amended, modified, or discontinued at any time by the Presbytery of Detroit.

Sign and date to acknowledge receipt of this document and return it to the Operations Ministry Team

Print Name: _____

Dated:

Signature: _____

THE PERMANENT JUDICIAL COMMISSION
of
THE SYNOD OF THE COVENANT
of
THE PRESBYTERIAN CHURCH (U.S.A.)

DECISION

Remedial Case No. 2010-02

ROSY M. LATIMORE et al.

Complainants

v.

THE PRESBYTERY OF DETROIT

Respondent

This is a remedial case which has come before this Permanent Judicial Commission as a result of a complaint filed by the above named Complainants against the Presbytery of Detroit, Respondent.

HISTORY

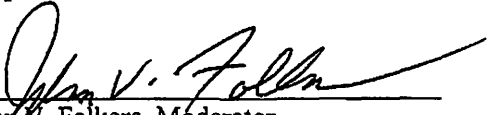
The Complaint was received in the office of the Synod of the Covenant on July 27, 2010. The clerk of the Permanent Judicial Commission recused herself from participating in this case because she is from the Presbytery of Detroit. The Moderator and Vice-Clerk of the PJC met by telephone conference call on September 15, 2010 to determine whether the Preliminary Questions listed in the Book of Order, D-6.0305, could be answered in the affirmative. It was determined that the governing body has jurisdiction and that the complainants have standing to file the case. It was further determined that the Complaint was not timely filed, and that the Complaint did not state a claim upon which relief could be granted. Therefore the Moderator and Vice-Clerk ruled that the case could not be accepted. The ruling of the Moderator and Vice-Clerk was delivered by United States Postal Service to the Complainants, the Respondent, and the members of the Synod Permanent Judicial Commission. No one challenged the findings and ruling of the Moderator and Vice-Clerk under the provisions of the Book of Order, D-6.0306.

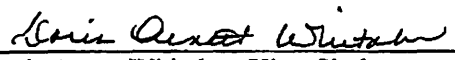
DECISION

The Permanent Judicial Commission concurs with the findings and ruling of the Moderator and Vice-Clerk and the case is not accepted.

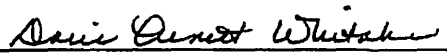
CERTIFICATIONS

We certify that the foregoing is a full and correct copy of the decision of the Permanent Judicial Commission of the Synod of the Covenant, Presbyterian Church (U.S.A.), in Remedial Case 2010-02, Rosy M. Latimore et al. v. The Presbytery of Detroit made by telephone conference call December 15, 2010.


 John V. Folkers, Moderator
 Permanent Judicial Commission of the Synod of the Covenant


 Doris Arnett Whitaker, Vice-Clerk
 Permanent Judicial Commission of the Synod of the Covenant

I further certify that I did transmit a certified copy of the foregoing to the Stated Clerk of the Synod of the Covenant, Presbyterian Church (U.S.A.) by United States Postal Service on Jan 31, 2011.


 Doris Arnett Whitaker, Vice-Clerk
 Permanent Judicial Commission of the Synod of the Covenant


I certify that I did transmit a certified copy of the foregoing to the following persons by United States Postal Service on February 18, 2011.

Rosy M. Latimore
 1762 Farmbrook Drive
 Troy, Michigan 48098

Thomas H. Priest, Jr.
 22668 Beckenham Court
 Novi, Michigan 48374

Dorothy M. Seabrooks
 4822 University Place
 Detroit, Michigan 48224

Edward H. Koster
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108


 George W. Baird, Stated Clerk
 The Synod of the Covenant

**Presbytery of Detroit
Minutes of the Stated Meeting
April 23, 2011**

WE GATHERED IN GOD'S NAME

A quorum being present, the Presbytery of Detroit convened with litany and prayer in a stated meeting on April 26, 2011, at 400 p.m. at the Grosse Ile Presbyterian Church. Dianne Bostic Robinson moderated the meeting.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Kathy Rankin the assistant to the Stated Clerk.

The Moderator welcomed new commissioners and commissioners.

Upon motion of the Stated Clerk, the Presbytery approved the docket as amended.

Upon motion of the Stated Clerk, Presbytery excused those who have requested to be excused.

Upon motion, Presbytery voted to grant Stephen Keiser, the regional representative of the Presbyterian Foundation, the privilege of the floor.

Phil Reed welcomed Presbytery to Grosse Ile Presbyterian Church.

Reports from Other Governing Bodies (5)

Stephen Keiser reported on the history and work of the Presbyterian Foundation.

Reports from Presbytery Affiliated Organizations

Dick Grant reported on the ministry, programs, and activities of the Howell Center.

James Porter began moderating the meeting.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Announcements. Presbytery heard announcements from:

The Coordinating Cabinet Communications group; Hands-On Mission; the Homosexuality & the Church Work Group; the Committee on Local Arrangements for the 2014 General Assembly's need to raise \$150,000 to host the Assembly; a meeting on The Book of Revelation at Birmingham First; the rebuilding of the NCD Administration Commission.

Reports. Presbytery heard reports about:

The Presbytery meeting as worshipful work; A Transformation seminar put on by the Synod of the Covenant; the Social Justice and Peacemaking Team Grant Policy (appended to the minutes); a proposed Michigan House Bill 4305 that is modeled after the Arizona bill on immigration; the work of the Metropolitan Urban Ministry Team to address the urban nature of the Detroit Presbytery; the grant process for the Seeley and Ranney-Balch Funds; Planning and Visioning Team plans to address issues of loss in Detroit and the Presbytery; and the Great Tomato Giveaway.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report. Allen Timm reported.

Mr Timm celebrated anniversaries of the ordinations of ministers in the Presbytery. He reported on his studies with Gil Rendel and his book, Journey in the Wilderness. He reported on activities and plans regarding church transformation. clergy growth. and new mission.

Dianne Bostic Robinson resumed moderating the meeting.

The Moderator offered a brief prayer for openness.

Business for Adopted by Motion and Debate**Treasurer:**

Alvin Smith presented his treasurer's report. (Appended to the minutes.)

Committee on Ministry. Dixie Elam reported for the Committee.

Upon motion of the Committee on Ministry, Presbytery voted to:

1. Grant Honorable retirement to Rev. **John Foster**, effective February 1, 2011.
2. Transfer Rev. **Lana Russell** to Mission Presbytery in Texas.
3. Transfer Rev. **R. Bruce Myers** to Foothills Presbytery in South Carolina.
4. Approve the call of Rev. **Fairfax F. Fair** as Pastor at **First, Ann Arbor**, effective May 30, 2011, with the following terms: Full time; Salary \$59,000; Housing \$59,000; Board of Pension dues \$34,791; Social Security \$7,264.60; Dental \$500; Auto/Travel \$2,000; Continuing Ed \$3,500; Business Expense \$4,000. Vacation 5 weeks including 4 Sundays; Study Leave 2 weeks, including 2 Sundays (cumulative to 6 weeks). One time moving expense estimated at \$10,000. AA/EEO Guidelines of the denomination were followed in the search.
5. Approve the call of Rev. **Carol Ann Tate** as Associate Pastor at **Kirk in the Hills**, Bloomfield Hills, effective no later than August 1, 2011, with the following terms: Full time; Salary \$50,000; Housing \$25,000; Board of Pension dues \$23,625; Medical deductible reimbursement \$1,780; optional Dental plan \$470; Auto/Travel \$1,350; Business Expense \$1,600; D-Min studies \$4,000. Vacation four weeks including four Sundays; Study leave four weeks including two Sundays. One time moving expense up to \$4,000. AA/EEO guidelines of the denomination were followed in the search.
6. Approve the Administrative Commission to install Rev. **Steven W. Clark** as Pastor at **Rosedale Gardens** on May 31, at 3:00 PM, and receive Rev. Clark into the Presbytery of Detroit.

Moderator: Dianne Bostic Robinson
 Clergy: Rev. Anne Schaefer; Rev. Richard Peters; Rev. Dr. Elizabeth Downs.
 Elders: Scott Yamazaki (Rosedale Gardens); Barbara Taylor (St. Timothy, Livonia); John H. Clark (Allen Park).
 Corresponding Members: Rev. Jennifer B. Clark (Detroit), Rev. Dr. Thomas Patterson (North Puget Sound Presbytery, Washington).
7. Approve the 12 month Commissioned Lay Pastor contract between **Gordon Seiler** and **Calvin East**, Detroit effective May 1, 2011. The contract includes permission to moderate the Session, administer the Sacraments, and officiate at weddings. Terms: Half time (20 hours/week); Salary \$14,000; Contribution to 401K (or similar) \$13,675. Vacation: Four weeks including four Sundays; Study Leave: Two weeks.

8. Approve the 6 month Temporary Supply contract between **Keith O. Provost and Kirk in the Hills**, Bloomfield Hills, effective June 1, 2011. Terms: Full time; Salary and Housing \$57,630; Pension \$8,900; Medical and Dental \$1,800; Auto reimbursement \$1,200; Study leave \$1,800. Vacation: One month including four Sundays; Study Leave: Two weeks.
9. Extend the Temporary Supply contract between **James Kumin-Severance** and White Lake through August 1, 2011.
10. Receive **Rev. Jennifer Clark** from Donegal Presbytery. Pennsylvania, into Presbytery of Detroit.
11. Give latitude to grant Honorable Retirement to **Rev. John Harris**, effective May 31, 2011, if so requested by the congregation.
12. Approve the resignation of the Rev **Debbie Kerr** from White Lake 3/20/2011

The Committee reported that under the authority given it, it has:

1. Approved the Transitional Minister contract between **Rev. Kent Clise and Milford**, effective March 1 through May 31, 2011. Terms: Half time; Salary \$5,000/month; Mileage at current approved IRS rate; Reimbursement for church/business expenses. Vacation one month including 4 Sundays, and Study Leave of two weeks, both pro-rated over the life of the contract.
2. Approved the 12 month Parish Associate contract between **Rev. Julie Madden and Faith, Novi**, effective March 15, 2011. Time: 10 hours/week. Terms: Salary \$10,200; Vacation: Four weeks; Study Leave: Two weeks.
3. Approved the 3 month Temporary Supply contract between **Rev. Karen Stunkel and Southminster, Taylor**, effective March 22, 2011. Terms: Full time; Salary \$26,500; Housing \$17,400; Annuity \$2,580; Social Security \$3,480; Full Pension \$16,100; Medical Deductible \$500; Travel (car) \$4,000; Professional Expenses \$1,000. Vacation: One month including four Sundays; Study Leave: Two weeks.
4. Approved the six month Interim Pastor contract between **Rev. Ellen Acton and Northside, Ann Arbor**, effective April 5, 2011. Time: 3/4; Salary \$24,400; Housing \$10,000; Social Security \$2,631.60; Pension \$4,128; Medical Deductible \$400; Travel \$1,940; Study Leave \$1,700; Retirement Savings \$600. Vacation one month including six Sundays; Study Leave two weeks.
5. Approved the 12 month Commissioned Lay Pastor contract between **Michael J. Hoffman and Allen Park**, effective September 15, 2010. The contract includes permission to administer the Sacraments and to officiate at weddings and funerals. Terms: Part time (10 hours/week); Salary \$10,000. Vacation: Two weeks including two Sundays; Study leave: One week.
6. Approved the 6 month Interim Pastor contract between **Rev. Neeta R. Nichols and Westminster, Detroit**, effective April 16, 2011. Terms: Full time; Salary \$24,000; Housing \$24,860; Annuity \$15,000; Pension \$20,116; Medical Deductible \$639; Dental \$331; Social Security \$4,885; Auto/Travel \$1,200; Study Leave \$1,900; Business Expense \$1,242. Vacation: Six weeks including six Sundays; Study Leave: Two weeks.
7. Approved the 12 month Interim Pastor contract between **Rev. Kathryn Kelly and Starr, Royal Oak**, effective September 23, 2010. Terms: Salary: \$17,048; Housing \$27,000; Social Security \$3,369.62; Pension \$15,650.46; Medical deductible \$993.68; Study Leave \$600; Professional Expenses \$1,000; Worship Paraments \$400; Medical Reimbursement

\$5,523.28 and Medical Deductible \$113.02 (in a medical savings account set aside from salary). Vacation: One month including four Sundays; Study Leave: Two weeks.

8. Approved the appointment of Rev. **John Pavelko** to serve as moderator at **St. John's, Detroit**, effective April 13, 2011.
9. Approved the call of Rev. **Steven W. Clark** as Pastor at **Rosedale Gardens, Livonia**, effective April 4, 2011, with the following terms: Full time; Salary \$42,000; Housing \$33,000; Board of Pension \$23,625; Social Security \$5,737.50; Medical deductible \$2,500; Auto/travel \$3,000; Continuing Education \$2,500. Vacation: Four weeks including four Sundays; Study Leave: Two weeks including two Sundays. AA/EEO guidelines of the denomination were followed in the search.

The Committee reported the following for the information of Presbytery:

1. Rev. Marjorie Wilhelmi was installed as Pastor at Northbrook, Beverly Hills, on March 13, 2011.
2. Rev. William L. Adams, III was installed as Associate Pastor at Kirk in the Hills, Bloomfield Hills on February 27, 2011.
3. Approved a grant of \$2,000 to a pastor in need and asked the BOP for a matching grant.
4. Co-opted **Rev. Phil Reed** to serve on the Pastoral Response team.
5. Co-opted **Rev. Eldon Beery** as a Consultant to COM.
6. Pastoral Search recommends, and COM concurs, that Coordinating Cabinet look into the merger of the Self Study Committee of Congregational Life and the Pastoral Search Committee of COM. The feeling is that this would centralize and simplify the pastoral search process for congregations.
7. Endorsed **Rev. Kathryn L. Kelly's** request to register for Interim Training, Week Two, conducted by the Synod of Mid-America in St. Louis.
8. Requested permission from the Christian Reformed Church for **Rev. Suk-Hyun Kim** and **Rev. Yun-Kyeong Jin** to serve as pulpit supply for **Korean First, Troy**.
9. Approved the request from **White Lake** to consider **Rev. James Kumin-Severance** as a candidate for Interim Pastor, as long as they conduct an open search to consider other candidates as well.
10. COM received a report from Elder Dixie Elam, Chair of COM; Elder Mary Jane Johnson; and the Rev. Dr. Allen D. Timm concerning a meeting that was held with the Session of Fort Street and Rev. Mook regarding the recommendations of the COM Commission. They (Elam, Johnson and Timm) were satisfied that the session actions that have been taken and promised to stand by for any invitations to support the session. Amendments to 9, 10 and 12.

The Committee on Ministry presented **Michael J Hoffman** for commissioning as a Commissioned Lay Pastor to **Allen Park** Presbyterian Church. The Committee on Ministry has approved his terms of call as follow:

Effective September 15, 2010 for 10 hours/week; Salary \$10,000; Vacation: two weeks including two Sundays; Study leave: one week.

The Committee on Ministry presented **Gordon Seiler** for commissioning as a commissioned lay pastor to **Calvin East** Presbyterian Church beginning May 1, 2010, with the following authorities: moderate session; administer the sacraments; and officiate at weddings. The terms of call are:

Half time (20 hrs/week); Salary \$14,000; contribution to 401k (or similar) \$13,675; Vacation 4 weeks including 4 Sundays; study leave3: 2 weeks.

The Moderator led Presbytery in a litany of commissioning. Upon their answering the questions for commissioning, the Moderator commissioned Michael Hoffman to serve as a commissioned lay pastor at Allen Park and Gordon Seiler to serve as a commissioned lay pastor at Calvin East.

The Presbytery entered into a discussion of the term “transitional minister.” It was explained as a case where the pastor is getting ready to retire and the transitional minister assists the church in that period.

Trustees: Don Morgan reported for the Trustees.

Upon motion of the Trustees, the Presbytery voted to:

1. Close and dissolve the Detroit Southwest Church as of 12/31/10.
2. Approve the following resolution:

The Presbytery of Detroit (a “Corporation”) of the Presbyterian Church (USA) having received and reviewed the loan application of the Lake Shore Presbyterian Church of St Clair Shores, Michigan, a member in good standing of this Presbytery, approves the loan application and guarantees the repayment of principal and interest on the loan to the Presbyterian Church (USA), a Corporation (“CLP”), in the amount of \$522,000.00, provided that that they change their Church Information Form to reflect their financial situation, and that the new pastor must have a gift for stewardship in order to facilitate the payoff of this loan. The officers of the Presbytery Corporation are authorized to sign a Guaranty Agreement for this loan as agents of the Presbytery corporation.

The time for the special order of the day having arrived, the Presbytery adjourned for dinner and worship at 6:02 p.m.

The Presbytery worshipped God.

The Presbytery reconvened at 6:40 PM.

WE RESPONDED TO CHRIST’S CALL TO MISSION AND MINISTRY cont’d

Trustees (continued)

The motion to approve the loan to Lake Shore Church was approved.

The Trustees reported the following for the information of Presbytery:

1. Thanks to the work of Bev Auger, the Presbytery has been exonerated in the matter of back taxes owed for Howell. The IRS has reduced our obligation to \$0.
2. Trustees voted to approve carryover of \$134,377.83 of the 510 Designated Fund Projects, as follow, deleting those which no longer exist:

POD Designated Funds	Bal 12/31/2010	Habitat for Humanity	\$	(353.36)
		COM/CPM Training	\$	4,938.83
Heathy Congregations	\$	Theological Education	\$	942.70

ETS/CLP Training	\$	3,603.17	Campus Min WSU	\$	9,695.15
ACTS 16.5	\$	-	Kenya Well	\$	9,006.00
Metro Urban Ministry Team	\$	292.82	Kenya	\$	500.00
Anti Racism	\$	-	Detroit Westminster		
Domestic Violence	\$	36.85	Thanks	\$	-
Two Cents A Meal	\$	2,909.36	Habitat for Humanity		
Helping Hand Fund	\$	4,224.82	Carter	\$	-
POD Hunger Fund	\$	3,081.52	ECO Alma College	\$	-
MOSES Econ Justice	\$	3,000.00	Youth Triageium Work Gp	\$	(169.48)
Middle East Projects	\$	2,776.51	Youth Council	\$	888.00
Peace Presbytery	\$	10,722.95	Alma Youth	\$	1,893.34
A Place of Refuge	\$	-	Clergy in Transition	\$	3,370.40
Lazarus Project	\$	-	Niche Mix	\$	-
Katrina Outbound Mission	\$	6,605.05	APCE Scholarships	\$	-
Detroit Inbound Mission	\$	4,084.92	SPE Small Group	\$	7,631.40
Iowa Mission	\$	2,186.69	NCD Site	\$	-
Georgia Mission Trip	\$	70.00	Eric Law	\$	-
Ecumenical Center	\$	-	MULTICULTURALISM		
Alma College	\$	-	(New)	\$	10,385.83
Texas Mission Trip	\$	1,060.00	Presbyterian Men	\$	1,096.35
Second Mile Center	\$	-	MLK Convocation	\$	-
Fort Street Open Door	\$	-	Presbytery History Project	\$	500.00
Park United Roof	\$	1,250.00	Reframing Presbytery Rox	\$	(206.04)
Barnabas Center	\$	-	Unallocated	\$	-
Hands On Mission	\$	(120.44)	Dexter/Chelsea NCD	\$	21,306.53
Ann Arbor Campus Ministry	\$	-	NCD 510	\$	1,000.00
Campus Min EMU	\$	14,167.96	SJC Literacy Work Group	\$	2,000.00
Campus Min Oakland U	\$	-	TOTAL	\$	134,377.83

3. Three churches in the Presbytery have received rebates from PILP.
4. The Trustees have approved the listing of the Church of Our Savior real property for \$1,185,000.
5. Trustees voted to loan Detroit Hope Church \$7,000 for 30 months at 5% simple interest, to be repaid at \$245/month.
6. The Trustees have responded to a request from one of the Presbytery teams to spend funds not expended from the 2010 budget on the grounds that they do not have the authority to authorize it.
7. The Trustees have been investigating the sale of the Hartland property. Because of the times, this is not a good time to sell property, so they have decided not to list it. They will place a sign on the property saying it is for sale by the owner.
8. The Trustees report on the serious situation of sexual misconduct at Vienna Presbyterian Church in the National Capital Presbytery. It was reported extensively by the Washington

Post, and can be found at http://www.washingtonpost.com/local/vienna-presbyterian-church-works-to-overcome-revelations-of-sexual-abuse/2011/03/30/AF3hNxQC_story.html. According to the article, teenage victims of sexual involvement with a youth leader reported incidents and the church initially supported the youth leader. It is a cautionary tale for churches of the Presbytery to ensure they have a sexual misconduct policy (as required in the new amendment to the Book of Order), and that they are scrupulous in following it. They would also like to inform Presbytery that for \$10, the Presbytery will do a national background check on staff and volunteers.

9. The Trustees have voted to accept full financial reviews from Presbyterian Women, Second Mile Center, and the Riverside NCD for purposes of the 2010 audit.
10. The Trustees have voted to advance a \$20,000 line of credit to Barnabas for the period 5/1-12/31/2011 at no interest if it is fully repaid by 4/30/2012.

Coordinating Cabinet: Kent Clise reported for the Coordinating Cabinet.

Amendment 10-2, the Belhar Confession, was placed on the floor by the General Assembly for Presbytery's approval or disapproval.

Mr Clise presented a history of the Belhar Confession and arguments *pro* and *con*.

The motion was made to postpone action on this motion until such time as there is an equal time given in opposition to the Belhar Confession as had been given in favor.

The motion was made to amend the motion to read "postpone until the next meeting of Presbytery."

After debate, the motion was put to postpone to the June meeting of Presbytery. The motion to postpone to the June meeting failed.

A point of order was raised that the motion approved was only whether to set the time of postponement to June. The Moderator ruled against the point of order since she put the motion as postponing until June.

Upon motion, the Presbytery voted to end debate.

The Presbytery voted to approve Amendment 10-2, the Belhar Confession, by a vote of 78 yes to 33 no.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Amend the 2011 budget by adding the following ECOs:
Hispanic Ministry for \$50,000
Domestic Violence & Sexual Assault Intervention Initiative for \$14,000
2. Approve the administration of the Lord's Supper at the Spring Gathering of the Presbyterian Women on May 4, 2011 at 9:45 at the Allen Park Church.

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

1. Because of the importance of the amendments, the Coordinating Cabinet has decided to schedule approval of the Proposed Form of Government for the June meeting, rather than their previously announced schedule of doing it at this meeting.
2. The Coordinating Cabinet voted to confirm the appointment of Peter Smith as chair of the Committee on Local Arrangements for the 2014 General Assembly; Sue Ellis Melrose and Elaine Terrell Ellis as co-vice chairs; Elaine Terrell Ellis as treasurer; and Budge Gere as chair of the fundraising committee.
3. The Coordinating Cabinet has approved the following as a Coordinating Cabinet policy:
"When non-budget funds or grants are available for use by units of the Presbytery of Detroit,

the amount of the funds, the process for application, and the use of such funds shall be made public before making grants.”

Committee on Preparation for Ministry: Beth Downs reported for the committee.

The Committee presented the following for the information of Presbytery:

1. CPM met with the following inquirers/candidates for ordained ministry on the dates noted and sustained their annual consultations:

Liz Ryder	Ann Arbor, First	Princeton	March 1, 2011
Adam Bowers	Milford, First	Princeton	April 5, 2011
2. CPM met with the following candidate and granted Final Assessment, with permission to circulate a PIF:

Liz Ryder	Ann Arbor, First	Princeton	March 1, 2011
-----------	------------------	-----------	---------------
3. CPM met with the following minister, ordained in the United Church of Christ, seeking transfer to membership in the PC(USA), and granted permission to circulate a PIF:

Larry Hoxey	Installed Pastor, First Congregational Church (UCC), Jackson Michigan
-------------	---
4. Kate Voskeritchian was removed from the rolls as inquirer upon her own request.
5. CPM met with the following CLP students and voted to continue the learning phase of preparation:

Monique Fube	Highland Park, United	ETS	March 1, 2001
Esket Stewart	Highland Park, United	ETS	April 5, 2011
Joelly Chiangong	Highland Park, United	ETS	April 5, 2011
Ann Lyke	Southfield Korean Metro	ETS	April 5, 2011

The Committee presented **Penny Pitts** for examination for the Ministry of Word and Sacrament. Ms Pitts has met the requirements specified in section G-14.050 of the Book of Order, has earned an M.Div. from McCormick Theological Seminary, and has received a call as the pastor of the First Presbyterian Church in Frostburg, Md. She is under care of the Presbytery of Detroit, and is a member of Grosse Pointe Memorial Presbyterian Church. The Presbytery of Baltimore has requested that we examiner and ordain her if the way be clear.

The Presbytery examined Ms Pitts faith and views in theology, the Bible, Sacraments, and the government of the church. Upon motion, the Presbytery voted to arrest the examination. After debate, the Presbytery voted to approve her ordination.

Committee on Nominations: Ruth Ann Boulier reported for the Committee.

Upon nomination of the Nominating Committee and after nominations were opened to the floor, Presbytery elected the following:

- | | | |
|---|-----------------------|-------------------------------|
| For the vacancy in the Class of 2013 on the Committee on Ministry | Rev. David Shinn | New Hope Church, Southfield |
| For the vacancy in the Class of 2013 on the Committee on Preparation for Ministry | Elder Sandra Nicholls | First Presbyterian Birmingham |
| For the vacancy of Chair 2011 on the New Church Development-Redevelopment Ministry Team | Rev. Theodore Taylor | H. R. |

Stated Clerk Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of February 22, 2011.
2. Approve the reports of the following Commissions and append them to the minutes:
 - a) The installation of Paul Stunkel as the Designated Pastor of Livonia St Paul's Presbyterian Church
 - b) The installation of Marjorie Wilhelmi as the pastor of Northbrook Church on March 13, 2011.
 - c) Installation of William Adams as associate pastor of the Kirk in the Hills on February 27, 2011.
 - d) Installation of Emma Nickel as pastor of Warren First on October 17, 2010
3. Approve the 2011 Elder Equalization.(Appended to the Munutes)
4. Approve the following 2011 Annual Report to the General Assembly:

Ministers on Roll (Retired and active)	221
12/31/09	
Died	2
Dismissed to other Presbyteries	7
Dismissed to other denominations	0
Other removals (administrative)	0
<u>Total Losses:</u>	9
Received from other Presbyteries	6
Ordained	3
<u>Received from other denominations</u>	0
<u>Total Gains:</u>	9

Ministers on Roll (Retired and active) 12/31/10: 221

	Churches	Membership
Number of churches		
12/31/09	86	30,530
12/31/10	86	29,240
Change:	0	-1290

The Stated Clerk reported the following for the information of Presbytery:

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) R. Bruce Meyer to Foothills Presbytery
 - ii) Lana Russell to Mission Presbytery
 - iii) Gregory Wiggins to Greater Atlanta Presbytery
 - b) To the Presbytery of Detroit:
 - i) Karen Stunkel from Blackhawk Presbytery
 - c) To the Church Triumphant:
 - i) F. William Palmer on 9/22/10
2. The accuser in case 2010-4 has petitioned the Permanent Judicial Commission for a review of the decision of the Investigating Committee not to file charges.

- 3. A disciplinary allegation has been received against a member of the Presbytery. Pursuant to the Bylaws and Policies of the Presbytery, Investigating Committee 2011-1 has been formed, and the following have been appointed to it:

Rosy Latimore
 Rafael Francis
 Annemarie Kidder

The Stated Clerk reported the letter from the Stated Clerk of the General Assembly thanking the Presbytery for our full payment of our *per capita* assessment.(Appended to the minutes).

Mr Porter began moderating the meeting.

WE GAVE THANKS TO GOD

Presbytery shared joys and concerns, offered prayers of thanks and intercession, and shared Christ's peace with each other.

WE WENT OUT IN GOD'S NAME

Upon motion and with prayer, the Presbytery adjourned at 9:32

The next stated meeting of Presbytery will convene June 28, 2011 at 4:00 p.m. at Detroit, St John's.

ATTEST:


 EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

- APPENDICES: Social Justice and Peacemaking Grant Policy
 Treasurer's Report
 Installation Commissions
 Elder Equalization
 Letter from the Stated Clerk of the General Assembly

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR April 26, 2011

CHURCHES: Of 86 churches, 50 were represented and 36 were not.

COMMISSIONERS: Of 155 eligible commissioners, 83 enrolled, and 72 did not.

OTHER ELDERS (Officers, Members of Council)::

Of 20 total, 8 were present, of whom 4 counted as commissioners, leaving 4 as the unduplicated count: 4 excused, and 4 absent.

MINISTERS:

Of the 143 non-retired ministers on the combined rolls of active members and members-at-large, 53 were present, 33 were excused, and 58 were absent.

Of the 80 retired ministers on the rolls, 13 were present and 67 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS:

Of the 0 Commissioned Law Pastor on the rolls, 0 were present, 0 excused, 1 absent

Of the 0 Certified Educators on the rolls, 0 were present, 0 excused, 0 absent.

SUMMARY

VOTING MEMBERS PRESENT
 83 Elder Commissioners
 + 4 Other Elders
 + 53 Non-retired ministers
 + 13 Retired Ministers
 = 0 Commissioned lay pastors.
 =) Certified educators.
 = 153 Voting members present.

OTHERS PRESENT

1 Non-voting members
 1 Corresponding members

Attendance Elder Commissioners

<p>ALLEN PARK, Allen Park 1 ROBERT MORTON 2 RICHARD HUEBLER 3 BOB SZWED 4 ANN ARBOR, Calvary 1 NOT REPRESENTED ANN ARBOR, First 1 SUE LEONG 2 RUTH BARNARD 3 BEN VAN TUYL 4 HENRY JOHNSON 5 6 ANN ARBOR, Northside 1 ALAN KISTE ANN ARBOR, Westminster 1 MARJURIE McROBERTS 2 JILL MILLS POLICH AUBURN HILLS, Auburn Hills 1 JUDY GEISLER BELLEVILLE, Belleville 1 CONNIE ETTER BERKLEY, Greenfield 1 NOT REPRESENTED BEVERLY HILLS, Northbrook 1 WILLIAM TRAVIS</p>	<p>2 BIRMINGHAM, First 1 ALAN HUBERTY 2 ROSY LATIMORE 3 BARBARA RUSSELL 4 CHARLOTTE FISCHER BLOOMFIELD HILLS, Kirk/Hills 1 GORDON ALLARDYCE 2 CHARLES TALLINGER 3 ILLEGIBLE 4 DON GUTHRIE 5 TOM HOLT 6 7 BRIGHTON, First 1 ILLEGIBLE 2 3 CANTON, Geneva 1 NOT REPRESENTED CLARKSTON, Sashabaw 1 NOT REPRESENTED CLINTON TWP, Peace 1 NOT REPRESENTED DEARBORN, Cherry Hill 1 CARRIE THORPE 2 ILLEGIBLE DEARBORN, First</p>	<p>1 NOT REPRESENTED 2 DEARBORN, Littlefield 1 ILLEGIBLE DEARBORN HGTS, St. Andrew's 1 NOT REPRESENTED DETROIT, Broadstreet 1 ALVIN SMITH 2 DETROIT, Calvary 1 KAREN HERBERT 2 PAMELA DAWSON DETROIT, Calvin East 1 ANDREE TARRANT 2 JOHN CLINKSCALES JR DETROIT, First 1 NOT REPRESENTED DETROIT, Fort Street 1 RUTH BOYCE 2 BOB PONDER DETROIT, Gratiot Avenue 1 NOT REPRESENTED 2 DETROIT, Hope 1 NOT REPRESENTED 2 DETROIT, Jefferson Avenue 1 JOHN LOVEGREN</p>
---	---	---

2 HOWARD RILEY
 DETROIT, Riverside
 1 KARI GORMAN
 DETROIT, St. John's
 1 NOT REPRESENTED
 2
 DETROIT, Trinity Community
 1 NATALIE BROTHERS
 2 FRANCES BEEMAN
 DETROIT, Trumbull Avenue
 1 MARTHA SINGLEY
 2
 DETROIT, Westminster
 1 RESHAWN WHETSTONE
 2 MARGARET WHITEHEAD
 3
 FARMINGTON, First
 1 LARRY GAGE
 2 BILL VINCENT
 FERDALE, Drayton Avenue
 1 BILL MALVITZ
 FORT GRATIOT, Lakeshore
 1 NOT REPRESENTED
 GARDEN CITY, Garden City
 1 ILLEGIBLE
 GROSSE ILE, Grosse Ile
 1 DON HILL
 2
 GROSSE POINTE, Memorial
 1 JOE KAISER
 2 LOIS ANN HERNQUIST
 3 JOHANNA GILBERT
 4 SUE ACTON
 GROSSE PTE WOODS, Woods
 1 VIRGINIA MERCHANT
 2 SUSAN MATTINGLY
 HIGHLAND PARK, Park United
 1 MARIE HUGHLEY
 2
 HOWELL, First
 1 NOT REPRESENTED
 2
 LINCOLN PARK, Lincoln Park
 1 CHRIS ADAMS
 LIVONIA, Rosedale Gardens
 1 ALICE McCLOSKEY
 2 DYCHE ANDERSON
 LIVONIA, St. Paul's
 1 JAN LAPENTA
 LIVONIA, St. Timothy's
 1 JIM HARRINGTON
 MACOMB, Church/Covenant
 1 NOT REPRESENTED

MILAN, Peoples
 1 VON R THOMPSON
 MILFORD, Milford
 1 ROGER ST JOHN
 2
 3
 MT. CLEMENS, First
 1 NOT REPRESENTED
 2
 NORTHVILLE, First
 1 JOHN EMMERT
 2 BARBARA ROSS
 3 KIRK SWARBRICK
 4 CAL STROM
 5 DON KELLY
 NOVI, Faith Community
 1 NOT REPRESENTED
 2
 ORCHARD LAKE, Community
 1 ANNE SCOTT
 2
 3
 PLYMOUTH, First
 1 SALLY DAUDERMAN
 2 DON MORGAN
 3
 4
 PONTIAC, First
 1 RICK NEWILL
 PONTIAC, Joslyn Avenue
 1 NOT REPRESENTED
 PORT HURON, First
 1 NOT REPRESENTED
 2
 PORT HURON, Westminster
 1 DENNIS YOUNG
 REDFORD, St. James
 1 NOT REPRESENTED
 ROCHESTER, University
 1 SONYA BROOKS
 2 DOUG DENTON
 ROSEVILLE, Erin
 1 NOT REPRESENTED
 ROYAL OAK, First
 1 SALLY GILREATH
 2
 3
 ROYAL OAK, Korean First
 1 NOT REPRESENTED
 2
 ROYAL OAK, Point of Vision
 1 NOT REPRESENTED
 ROYAL OAK, Starr

1 NOT REPRESENTED
 SALINE, First
 1 TROY NEWBERRY
 SHELBY TWP., St. Thomas
 1 LARRY TRIGGER
 2
 SOUTH LYON, First
 1 NOT REPRESENTED
 SOUTHFIELD, Covenant
 1 BARB SMITH
 SOUTHFIELD, Korean
 1 NOT REPRESENTED
 2
 3
 4
 SOUTHFIELD, New Hope
 1 NOT REPRESENTED
 2
 ST. CLAIR SHORES, Heritage
 1 NOT REPRESENTED
 ST. CLAIR SHORES, Lake Shore
 1 KURT HOHN
 2 GAIL HALL
 STERLING HGTS, Utica
 1 NOT REPRESENTED
 TAYLOR, Divine Word
 1 NOT REPRESENTED
 TAYLOR, Southminster
 1 DEL WONNACOTT
 TROY, First
 1 NOT REPRESENTED
 TROY, Northminster
 1 NOT REPRESENTED
 WALLED LAKE, Crossroads
 1 NOT REPRESENTED
 WARREN, Celtic Cross
 1 NOT REPRESENTED
 WARREN, First
 1 DOROTHY BUCHAN
 WATERFORD, Community
 1 CINDY BAIRD
 W. BLOOMFIELD, Church/Savior
 1 NOT REPRESENTED
 WESTLAND, Kirk of Our Savior
 1 NOT REPRESENTED
 WHITE LAKE, White Lake
 1 SUE MYSLIWIEC
 WYANDOTTE, Wyandotte
 1 MARYFERN THOEMAS
 YPSILANTI, First
 1 NOT REPRESENTED
 2

Attendance. Ministers and Elder Members

C. ELDER MEMBERS
 P ANDERSON, FRANCILE, PM
 P BOSTIC-ROBINSON, DIANE
 P ELAM, DIXIE, PM
 A ELLIS, HAROLD
 C EMMERT, JOHN
 A GEAKE, BOB
 A HOLLOWELL, KENNETH
 P HUTHWAITE, MOTOKO
 E HYLKEMA, CAROL, PM
 A LEWIS, STEFANIE
 C MORGAN, DONALD
 P MORRISON, HELEN, PM
 E PITTS, FRANCES, PM

P PRIEST, TOM, PM
 P SEABROOKS, DOROTHY M., PM
 E SHIRLEY, JAMES, PM
 C SMITH, ALVIN
 P SMITH, KENNETH, PM
 C SZWED, ROBERT
 E WINSLOW, PAUL, PM
 D. NON-RETIRED MINISTERS
 A ADAMS, WILLIAM L III
 E ANDERSON, BARBARA S
 A ANDERSON, LINDA
 P ANDREWS, DOYLL
 P ARAKELIAN, ELIZABETH
 A AUE, CRAIG

A AUSTIN, MARY
 E *BAILEY, CLOVER
 A BIERSDORF, JOHN
 P BLAIKIE, DOUGLAS
 P BLEIVIK, DAVID
 A BOHN, CHRISTINE
 E BOLT, KENNETH
 P BOURLIER, RUTHANNE
 A BOUSQUETTE, PAUL
 A CAMPBELL, DOUGLAS
 E CAMPBELL, EMILY
 A CARL, STEPHEN
 E *CHOI, SEUNG KOO
 A COCHRAN, LINDA

A COOPER, QUINCY
 E COWLING, NEIL D.
 A DAVIS, ROXIE ANN
 P DAVIS, WILLIAM
 A DE ORIO, ANTHONY
 E *DENNIS, WARREN
 P DOWNS, ELIZABETH
 P DOYLE-HOHF, KATHLEEN
 P DUNIFON, WILLIAM
 E *DYKSTRA, CRAIG R.
 P ELE, HERSHEL
 P EVANS, JONATHAN
 P FAILE, JAMES
 E FARRIS, LAWRENCE
 E FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 A FOSTER, JOHN
 P FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 E *GAST, TERRI
 A GEISELMAN, KEITH
 P GERE, BREWSTER
 P GRANO, MARIANNE
 A HANNA, RAAFAT
 A HARMON, BREANNE
 E HARTLEY, THOMAS
 A HATCHER, RUFUS
 P HAYES, FRANCES
 A HENDERSON, RICHARD
 P HENRY, PETER J. M.
 A HUFF, JASON
 A JARVIS, BRENDA
 P JOHNSON, KEVIN
 E JONES, RICHARD
 E JUDSON, JOHN
 P KAIBEL, KENNETH
 A KELLY, KATE
 A KERR, DEBORAH
 P KIDDER, ANNEMARIE
 E *KIM, Y. MONCH
 E *KIM, YOUNGCHUL
 P KING, CATHERINE
 A KLINGER, JAMIE
 P KOSTER, EDWARD H.
 E KRUG, ERNEST
 P KUMIN, JAMES
 A LEE, FREDERICK
 A MABEE, CHARLES
 E MADDEN, JULIE
 E McCLOSKEY-TURNER, CATHARINE
 A McDEVITT, JENNY
 E McMILLAN, JUDITH
 A McRAE, BARBARA
 A MEANS, MATTHEW
 P MELROSE, SUE ELLIS
 P MICHALEK, DANIEL
 P MILLER, J. SCOTT
 A MISHLER, JOHN
 A MONNETT, JAMES
 P MOOK, SHARON
 E MOORE, PETER
 A MORGAN, AMY
 P MORROW, DUKE
 E MORSE, MATTHEW
 P MOZENA, SUSAN
 E NICHOLS, NEETA
 P NICKEL, EMMA
 P NICKEL, MATTHEW
 P OBERG, ARTHUR
 A OTT, JEFFREY

A PARKER, OPELTON
 A PARKER-WRZESZCZ, JENNIFER
 E PARKER-WRZESZCZ, MATTHEW
 P PAVELKO, JOHN H.
 A PIECUCH, KEVIN
 P PITTMAN, JASON
 E PORTER, JAMES
 P PORTICE, GEORGE
 A PRITCHARD, NORMAN
 P PROVOST, KEITH
 A PRUES, LOUIS J.
 P PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 P RICE, THOMAS
 A RIKE, JENNIFER
 P RITTER, W STUART
 P RIZER, JAMES A
 A ROGERS, MELISSA ANNE
 A SCHAEFER, ANNE N.
 E *SHIH, SHENG-TO
 A SHINN, DAVID
 A SHIPMAN, JUDY
 E *SHREVE, MAGGIE
 A SIAS-LEE, LAURA
 E *SIMONS, SCOTT W.
 E SKIMINS, JAMES
 P SMALLEY, DIANE
 A SMITH, BRYAN DEAN
 P SMITH, PETER C.
 P SMITH, TRACI
 A SOEHL, HOWARD
 A SOHN, YO SUP
 P SOMMERS, CHARLOTTE
 P STUNKEL, KAREN
 P STUNKEL, PAUL
 E THOMPSON, G. PATRICK
 A THORESEN, KATHRYN R.
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TOMBERLIN, DREW
 A TUCKER-LLOYD, IRIS
 E *VAN SLUIJS, HENDRICK
 A VANDERBEEK, RONALD
 P WHITLOCK, KELLIE
 A WILES, SARAH
 E WILHELMI, MARJORIE
 A WINGROVE, WILLIAM N
 A WOO, BYEONGJIN
 A YU, SEUNG WON
 E *YUE, MYUNG JA
 P ZAMBON, WILLIAM
 P ZURAKOWSKI, GREGORY

D. RETIRED MINISTERS

P AARON, ESTELLE
 E ABBOTT, DAVID W.
 P ACTON, ELLEN
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E AUSTIN, ANNA MARIE
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BENNETT, JOHNIE
 E BORCHARDT, HENRY
 E BORCHARDT, JUDITH
 P BROWNLEE, RICHARD
 E BYARS, RONALD
 P CAMPBELL, VERN

E CAPPS, HARRY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DANIELAK, RICHARD
 P DENTON, GRETCHEN
 E DUNCAN, THOMAS
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E GEISSINGER, HARRY L.
 E GEPFORD, WILLIAM G.
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HARRIS, R. JOHN
 E HEINRICHS, THOMSON
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E JONES, VIRGIL L.
 E KESLER, JAMES W.
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNN
 E KREHBIEL, DAVID E.
 E LAMBERT, ROY F.
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LARSON, ROBERT F.
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 P MARVIN, FRANK C., JR.
 P McCLOSKEY, CHARLES
 E McINTYRE, DEWITT
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 E OLSON, PHILIP
 E ORR, ROBERT C.
 E OWEN, DAVID
 E PETERS, RICHARD
 E PETERSON, LEROY J.
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 P ROBERTSON, DAVID W.
 E ROBERTSON, WILLIAM
 P RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 P TAYLOR, THEODORE, II
 P WRIGHT, DONALD
 E YOON, HAK SUK
 E ZIEGLER, JACK T.

F. CERT. ASSOC. CHRISTIAN ED.

P MERTEN, CINDY
 P PRICE, LAURA

G. CORRESPONDING MEMBERS

[The following text is extremely faint and illegible due to low contrast and scan quality. It appears to be a list of names and affiliations.]



PEACEMAKING OFFERING GRANT POLICIES
 PRESBYTERY OF DETROIT
 SOCIAL JUSTICE & PEACEMAKING TEAM

1. Peacemaking Offering funds are available for use by churches and organizations within the bounds of the Presbytery of Detroit who wish to sponsor a special peacemaking program or event.
2. Applications for Peacemaking Offering Grants will be received by the Social Justice & Peacemaking (SJP) Team of the Presbytery of Detroit at any time.
3. Applications should be made on the form provided by the SJP Team, available on the Presbytery's website.
4. Action will be taken by the SJP Team three times a year on all applications received within 60 days prior to their meeting day.
5. Meetings when action takes place will ordinarily be in March, June, & October.
6. There will be a public announcement on the Presbytery website at least 90 days prior to the date of the meetings when the SJP Team will act on grant applications.
7. No church or organization will be eligible to receive a grant, if they have received one within the previous twelve months.
8. All grant recipients must submit quarterly reports, including financial reports, to the SJP Team until the grant funds are exhausted.
9. Grants will be limited to \$2,500.00 or less, based on the present amount of annual income from the Peacemaking Offering. Should the annual income increase, this policy will be reviewed by the SJP Team.

The Presbytery of Detroit
Statement of Revenues and Expenditures Fund 100 By Committee
From 12/1/2010 Through 12/31/2010

	This Month Actual	Year to Date Actual	2010 Budget	Budget Variance
Revenue				
Nominations	0.00	0.00	750.00	(750.00)
Representation	0.00	0.00	750.00	(750.00)
Committee on Ministry	0.00	0.00	750.00	(750.00)
Preparation for Ministry	0.00	486.00	750.00	(254.00)
Trustees	154,507.99	809,403.22	701,357.48	108,045.74
Presbytery Operations	0.00	4,558.24	750.00	3,808.24
Congregational Life	0.00	0.00	750.00	(750.00)
Social Justice & Peace	0.00	21,050.00	750.00	20,300.00
Mission Interpretation	750.00	41,120.00	31,370.00	9,750.00
Nurture & Support	0.00	0.00	750.00	(750.00)
Spiritual Formation & Faith	618.10	618.10	750.00	(131.90)
Development				
New Church Dev/Redevelopment	3,568.67	4,068.67	750.00	3,318.67
Outdoor Ministry	0.00	0.00	750.00	(750.00)
Presbyterian Women	0.00	1,500.00	7,000.00	(5,500.00)
Metro Urban Ministry Team	0.00	0.00	750.00	(750.00)
Planning & Visioning	0.00	0.00	750.00	(750.00)
Coordinating Cabinet	0.00	0.00	750.00	(750.00)
Total Revenue	<u>159,444.76</u>	<u>882,814.23</u>	<u>750,227.48</u>	<u>132,586.75</u>
Expense				
Nominations	0.00	0.00	650.00	650.00
Representation	0.00	0.00	100.00	100.00
Committee on Ministry	3,676.75	6,282.05	11,670.00	5,387.95
Preparation for Ministry	286.72	816.80	5,450.00	4,633.20
Trustees	16,233.75	116,799.84	130,764.00	13,964.16
Presbytery Operations	30,780.69	381,685.56	373,292.33	(8,393.23)
Congregational Life	3,624.40	16,546.36	24,528.00	7,981.64
Social Justice & Peace	8,915.38	64,822.71	55,854.00	(8,968.71)
Mission Interpretation	12,662.81	83,292.85	88,168.00	4,875.15
Nurture & Support	1,500.00	18,356.29	19,958.00	1,601.71
Spiritual Formation & Faith	8,590.55	16,632.22	27,510.00	10,877.78
Development				
New Church Dev/Redevelopment	8,009.05	59,426.77	87,580.00	28,153.23
Outdoor Ministry	3,651.41	43,816.92	43,817.00	0.08
Metro Urban Ministry Team	0.00	1,299.58	2,772.00	1,472.42
Planning & Visioning	0.00	0.00	3,364.15	3,364.15
Coordinating Cabinet	2,433.22	3,889.89	5,750.00	1,860.11
Total Expense	<u>100,364.73</u>	<u>813,667.84</u>	<u>881,227.48</u>	<u>67,559.64</u>
Revenues Over(Under) Expenditures	<u>59,080.03</u>	<u>69,146.39</u>	<u>(131,000.00)</u>	<u>200,146.39</u>
Fund Balance (Net Assets) 1/1/10		(210,772.71)		
Fund Balance (Net Assets) 12/31/10		(141,626.32)		

The Presbytery of Detroit
Statement of Revenues and Expenditures - Comparative Overall By Committee Fund 100
From 12/1/2010 Through 12/31/2010

	2010 Current Period Actual	2010 Current Year Actual	2009 Prior Year Actual	Current Year % Change
Revenue				
Committee on Ministry	0.00	0.00	500.00	(100.00)
Preparation for Ministry	0.00	496.00	1,006.00	(50.70)
Trustees	154,507.99	809,403.22	830,662.69	(2.56)
Presbytery Operations	0.00	4,558.24	7,000.00	(34.88)
Social Justice & Peace	0.00	21,050.00	2,550.00	725.49
Mission Interpretation	750.00	41,120.00	45,770.00	(10.16)
Spiritual Formation &	618.10	618.10	0.00	100.00
Faith Development				
New Church	3,568.67	4,068.67	50,248.00	(91.90)
Dev/Redevelopment				
Outdoor Ministry	0.00	0.00	500.00	(100.00)
Presbyterian Women	0.00	1,500.00	2,000.00	(25.00)
Total Revenue	<u>159,444.76</u>	<u>882,814.23</u>	<u>940,236.69</u>	<u>(6.11)</u>
Expense				
Nominations	0.00	0.00	598.55	(100.00)
Committee on Ministry	3,676.75	6,282.05	7,807.14	(19.53)
Preparation for Ministry	286.72	816.80	4,798.55	(82.98)
Trustees	16,233.75	116,799.84	179,090.56	(34.78)
Presbytery Operations	30,780.69	381,685.56	539,550.40	(29.26)
Congregational Life	3,624.40	16,546.36	22,011.00	(24.83)
Social Justice & Peace	8,915.38	64,822.71	25,759.54	151.65
Mission Interpretation	12,662.81	83,292.85	116,000.85	(28.20)
Nurture & Support	1,500.00	18,356.29	25,537.48	(28.12)
Spiritual Formation &	8,590.55	16,632.22	31,970.50	(47.98)
Faith Development				
New Church	8,009.05	59,426.77	149,873.26	(60.35)
Dev/Redevelopment				
Outdoor Ministry	3,651.41	43,816.92	38,871.96	12.72
Metro Urban Ministry	0.00	1,299.58	2,080.74	(37.54)
Team				
Planning & Visioning	0.00	0.00	196.61	(100.00)
Coordinating Cabinet	2,433.22	3,889.89	6,927.23	(43.85)
Total Expense	<u>100,364.73</u>	<u>813,667.84</u>	<u>1,151,074.37</u>	<u>(29.31)</u>
Revenues Over(Under) Expenditures	<u>59,080.03</u>	<u>69,146.39</u>	<u>(210,837.68)</u>	<u>(132.80)</u>

The Presbytery of Detroit
Statement of Revenues and Expenditures - Fund 100 By Committee
From 2/1/2011 Through 2/28/2011

	This Month Actual	Year to Date Actual	2011 Budget	Budget Variance
Revenue				
Committee on Ministry	0.00	0.00	1,000.00	(1 000.00)
Preparation for Ministry	0.00	0.00	1,000.00	(1,000.00)
Trustees	38,830.71	79,156.61	898,022.00	(818,865.39)
Presbytery Operations	0.00	0.00	1,000.00	(1,000.00)
Congregational Life	0.00	0.00	1,000.00	(1,000.00)
Social Justice & Peace	0.00	6,300.00	1,000.00	5,300.00
Mission Interpretation	0.00	0.00	31,620.00	(31,620.00)
Nurture & Support	0.00	0.00	1,000.00	(1,000.00)
Spiritual Formation & Faith	0.00	0.00	1,000.00	(1 000.00)
Development				
New Church Dev/Redevelopment	3,000.00	3,000.00	1,000.00	2,000.00
Outdoor Ministry	0.00	0.00	1,000.00	(1,000.00)
Presbyterian Women	0.00	0.00	2,000.00	(2,000.00)
Metro Urban Ministry Team	0.00	0.00	1,000.00	(1,000.00)
Coordinating Cabinet	0.00	0.00	1,000.00	(1,000.00)
Total Revenue	<u>41,830.71</u>	<u>88,456.61</u>	<u>942,642.00</u>	<u>(854,185.39)</u>
Expense				
Nominations	0.00	0.00	650.00	650.00
Representation	0.00	0.00	100.00	100.00
Committee on Ministry	3,012.73	3,012.73	10,630.00	7,617.27
Preparation for Ministry	0.00	0.00	4,550.00	4,550.00
Trustees	24,773.11	33,423.51	127,400.00	93,976.49
Presbytery Operations	31,869.26	66,157.90	395,672.00	329,514.10
Congregational Life	0.00	3,000.00	33,000.00	30,000.00
Social Justice & Peace	6,953.29	12,531.16	57,545.00	45,013.84
Mission Interpretation	6,721.79	11,110.39	92,238.00	81,127.61
Nurture & Support	2,203.24	4,012.84	41,750.00	37,737.16
Spiritual Formation & Faith	1,067.90	1,263.85	29,100.00	27,836.15
Development				
New Church Dev/Redevelopment	8,987.58	13,506.08	95,900.00	82,393.92
Outdoor Ministry	3,638.08	7,276.16	43,657.00	36,380.84
Metro Urban Ministry Team	0.00	0.00	3,150.00	3,150.00
Planning & Visioning	0.00	0.00	4,200.00	4,200.00
Coordinating Cabinet	74.83	124.83	3,100.00	2,975.17
Total Expense	<u>89,301.81</u>	<u>155,419.45</u>	<u>942,642.00</u>	<u>787,222.55</u>
Revenues Over(Under) Expenditures	<u>(47,471.10)</u>	<u>(66,962.84)</u>	<u>0.00</u>	<u>(66,962.84)</u>

The Presbytery of Detroit
Statement of Revenues and Expenditures - Comparative Overall By Committee Fund 100
From 2/1/2011 Through 2/28/2011

	2011 Current Period Actual	2011 Current Year Actual	2010 Prior Year Actual	Current Year % Change
Revenue				
Preparation for Ministry	0.00	0.00	496.00	(100.00)
Trustees	38,830.71	79,156.61	101,767.50	(22.22)
Presbytery Operations	0.00	0.00	1,357.89	(100.00)
Social Justice & Peace	0.00	6,300.00	21,050.00	(70.07)
New Church	<u>3,000.00</u>	<u>3,000.00</u>	<u>5,833.00</u>	<u>(48.57)</u>
Dev/Redevelopment				
Total Revenue	<u>41,830.71</u>	<u>88,456.61</u>	<u>130,504.39</u>	<u>(32.22)</u>
Expense				
Committee on Ministry	3,012.73	3,012.73	360.00	736.87
Preparation for Ministry	0.00	0.00	5.35	(100.00)
Trustees	24,773.11	33,423.51	16,604.49	101.29
Presbytery Operations	31,869.26	66,157.90	75,010.22	(11.80)
Congregational Life	0.00	3,000.00	471.93	535.69
Social Justice & Peace	6,953.29	12,531.16	24,484.75	(48.82)
Mission Interpretation	6,721.79	11,110.39	11,439.48	(2.88)
Nurture & Support	2,203.24	4,012.84	2,333.54	71.96
Spiritual Formation &	1,067.90	1,263.85	162.09	679.72
Faith Development				
New Church	8,987.58	13,506.08	16,199.27	(16.63)
Dev/Redevelopment				
Outdoor Ministry	3,638.08	7,276.16	7,302.82	(0.37)
Coordinating Cabinet	<u>74.83</u>	<u>124.83</u>	<u>659.53</u>	<u>(81.07)</u>
Total Expense	<u>89,301.81</u>	<u>155,419.45</u>	<u>155,033.47</u>	<u>0.25</u>
Revenues Over(Under) Expenditures	<u>(47,471.10)</u>	<u>(66,962.84)</u>	<u>(24,529.08)</u>	<u>172.99</u>

**Presbytery of Detroit
Ordination and Installation Commissions**

Ordination of Marjorie Wilhelmi

The Commission to install **The Reverend Ms. Marjorie Alice Wilhelmi** as Pastor of The Northbrook Presbyterian Church was convened with prayer by Minister-Commissioner Mary Austin, at 9:40 a.m. on Sunday March 13, 2011, at The Northbrook Presbyterian Church.

The Commission members present were:

- The Rev. W. Kent Clise, Moderator of the Commission Pastor at Large and Honorably Retired, Presbytery of Detroit.
- The Rev. Cathi King, Associate Pastor of Westminster Presbyterian Church, Ann Arbor
- The Rev. David Robertson, Pastor at-Large and Honorably Retired, Presbytery of Detroit
- The Rev. Jaime Klinger co-pastor St. Thomas Community Church, Shelby Township.
- Elder Rosy Latimore of the Birmingham First Presbyterian Church, Birmingham.
- Elder Ron Verduin of Orchard Lake Community Presbyterian Church, Orchard Lake.
- Elder Clyde Pritchard of Northbrook Presbyterian Church, Beverly Hills
- Elder Kathie Doctor of Northbrook Presbyterian Church, Beverly Hills

The Commission approved, upon a motion made by Elder Rosy Latimore and supported by The Reverend Mr. David Robertson, the Order of Worship and the seating of and the inviting of the following additional persons to participate in the worship service:

- Mrs. Sherrill Heinrichs, Director of Church Education Ministries, of the Northbrook Presbyterian Church, Beverly Hills.
- Ms. Grace Iglehart, Director of Youth Ministry of the Northbrook Presbyterian Church, Beverly Hills Detroit Presbytery

The Commission proceeded to worship, where it installed Marjorie Alice Wilhelmi as Pastor and Head of Staff of The Northbrook Presbyterian Church, Beverly Hills.

Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by The Reverend Ms. Marjorie Alice Wilhelmi at 11:20 am.

/s
Moderator W. Kent Clise
Date: March 22, 2011.

Installation of Emma C. Nickel

The Commission to install Rev. Emma C. Nickel as Pastor of First Presbyterian Church of Warren was convened by the vice moderator, Dianne Bostic Robinson, at 2:30 p. on October 17, 2010, at First Presbyterian Church of Warren. The Commission members present were:

- The Rev. Mathew Nickel, Lilly Resident, Ann Arbor First
- The Rev. Judi McMillan
- The Rev. Dr. Scott Miller, Pastor Drayton Avenue Presbyterian Church
- The Rev. Ruthanne Boulier, Chaplain, Glacier Hills Retirement, Ann Arbor

Elder Henry Johnson, of First Presbyterian Church of Ann Arbor
 Elder Bill Halstead, of First Presbyterian Church of Warren
 Elder Donna Johnson of Grosse Pointe Memorial Church
 Elder Beth Arnold of Celtic Cross

After approving the order of worship, the Commission proceeded to worship, where it installed Rev. Emma C. Nickel as Pastor of First Presbyterian Church of Warren. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Emma C. Nickel.

/s

Vice Moderator Dianne Bostic Robinson

Date: October 22, 2010

Installation of William L. Adams III

The Commission to install Rev. William L. Adams, III as Associate Pastor of Kirk in the Hills was convened by the moderator, Dianne Bostic Robinson, at 10:45 a.m. on February 27, 2011 at Kirk in the Hills. The Commission members present were:

The Rev. Dr. Norman M. Pritchard, Pastor, Kirk in the Hills

The Rev. Dr. Keith O. Provost, Temporary Stated Supply Associate Pastor, Kirk in the Hills

The Rev. Linda E. Cochran, Director of Christian Education for Children and Youth

Elder Norma Barrett Adams, Center Presbyterian Church, McMurray, Pennsylvania

Elder Ray Tessier, Allen Park Presbyterian Church

Elder Barbara Littleton, Kirk in the Hills

The Commission approved Elder Norma Barrett Adams, from the Washington Presbytery as a corresponding member.

After approving the order of worship, the Commission proceeded to worship, where it installed Rev. William L. Adams, III as Associate Pastor of Kirk in the Hills. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. William L Adams, III.

/s

Moderator Dianne Bostic Robinson

Date: February 28, 2011

Installation of Paul Stunkel

The Commission to Rev. Paul V. Stunkel as Designated Pastor of St. Paul's Presbyterian Church was convened with prayer by the moderator, Dianne Bostic Robinson, at 5:00PM, on March 6, 2011, at St. Paul's Presbyterian Church. The Commission members present were:

The Rev. Karen Stunkel, At large Member

The Rev. Joel Puntigam, St. Timothy Presbyterian Church

The Rev. Dr. J. Harold Ellens, Honorably Retired

Elder Kari Gorman of Riverside Community Church

Elder Rosy Latimore of First Presbyterian Church of Birmingham

Elder Janice Lapenta of St. Paul's Presbyterian Church

The Commission approved the seating of the following members as corresponding members:

The Rev. Dr. Robert Campbell of The Church of the Covenant, Cleveland, OH

After approving the order of worship, the Commission proceeded to worship, where it installed Paul V. Stunkel as Designated Pastor of St. Paul's Presbyterian Church. The Moderator invited the following person to participate in the worship service:

The Rev. Dr. Al Timm, Executive Presbyter")

Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Paul V. Stunkel.

/s

Dianne Bostic Robinson
Moderator

Date: March 7, 2011

**EQUALIZATION OF ELDER COMMISSIONERS
PRESBYTERY OF DETROIT
MAY, 2011-APRIL, 2012**

The Book of Order requires the Stated Clerk annually to ascertain the members of Presbytery who are active in the life of the Presbytery in order to determine the appropriate number of commissioners that the churches should be sending. The intention is to ensure that the number of ministers and elders is equal: G-11.0101

The Book of Order specifies certain representation according to the size of the church. G-11.0101a. It further states that if additional commissioners are needed to bring the representation to equal numbers, a Presbytery may select its own criteria for granting additional commissioners. By policy, the Presbytery of Detroit has given precedence to churches that have a majority of members who are an ethnic minority.

The number of ministers reported last year was 176. I report the number of active ministers this year as 161. I count the number of active ministers as those on the active roll who are resident in the area, plus those on the retired roll who are active in the life of Presbytery. I measured the latter by counting those retired ministers who are on a Presbytery committee, who have a position of some kind in a local congregation, or who attended a meeting last year.

The far-right column represents the number of commissioners a church should elect for the period May 1, 2011 to April 30, 2012. Commissioners should report this new figure to Session so the proper number will come to the June meeting.

City	Church	2010 Mbrs	2010- 11 Elders	2011 Mbrs	Ethnic ?	Book of Order	Add to Equalize	2011- 2012 Elders
Elder Members			21					20
Allen Park	Allen Park	1232	4	1203		3	1	4
Ann Arbor	Calvary	42	1	42		1		1
Ann Arbor	First	1790	6	1805		4	1	5
Ann Arbor	Northside	54	1	56		1		1
Ann Arbor	Westminster	430	2	428		1		1
Auburn Hills	Auburn Hills	75	1	72		1		1
Belleville	Belleville	80	1	80		1		1
Berkley	Greenfield	225	1	238		1		1
Beverly Hills	Northbrook	466	2	459		1		1
Birmingham	First	1,268	4	991		3	1	4
Bloomfield Hills	Kirk in the Hills	2248	7	2222		5	1	6
Brighton	First	746	3	753		2		2
Canton	Geneva	207	1	217		1		1
Clarkston	Sashabaw	33	1	30		1		1
Clinton Twp	Peace United	75	1	63		1		1
Dearborn	Cherry Hill	357	2	325		1		1
Dearborn	First	541	2	434		2		2
Dearborn	Littlefield	80	1	77		1		1
Dearborn Hts	St. Andrew's	115	1	106		1		1
Detroit	Broadstreet	92	2	88	Y	1	1	2
Detroit	Calvary	221	2	219	Y	1	1	2
Detroit	Calvin (East)	105	2	98	Y	1	1	2
Detroit	First	3	1	3		1		1
Detroit	Fort Street	374	2	329		1		1
Detroit	Gratiot Avenue	82	2	52	Y	1	1	2
Detroit	Hope	127	2	123	Y	1	1	2
Detroit	Jefferson Avenue	508	2	502		2		2
Detroit	Riverside Community	0		59		1		1
Detroit	Southwest United	51	1	0		0		0
Detroit	St. John's	186	2	169	Y	1	1	2

City	Church	2010 Mbrs	2010- 11 Elders	2011 Mbrs	Ethnic ?	Book of Order	Add to Equalize	2011- 2012 Elders
Detroit	Trinity Community	134	2	124	Y	1	1	2
Detroit	Trumbull Avenue	49	2	43	Y	1	1	2
Detroit	Westminster	455	3	448	Y	1	2	3
Farmington	First	442	2	442		1	1	2
Ferndale	Drayton Avenue	113	1	125		1		1
Fort Gratiot	Lakeshore	134	1	132		1		1
Garden City	Garden City	149	1	147		1		1
Grosse Ile	Grosse Ile	487	2	491		1	1	2
Grosse Pointe	Grosse Pte Mem	1,212	4	1229		3	1	4
Grosse Pte Wds	Grosse Pte Woods	539	2	493		1	1	2
Highland Park	Park United	53	2	51	Y	1	1	2
Howell	First	458	2	454		1		1
Lincoln Park	Lincoln Park	155	1	147		1		1
Livonia	Rosedale Gardens	704	2	673		2		2
Livonia	St. Paul's	257	1	245		1		1
Livonia	St. Timothy's	207	1	198		1		1
Macomb Cty	Church / Covenant	78	1	79		1		1
Milan	People's	142	1	126		1		1
Milford	Milford	940	3	678		2		2
Mt. Clemens	First	409	2	405		1		1
Northville	First	1,341	5	1342		3	1	4
Novi	Faith Community	345	2	314		1		1
Orchard lake	Community	914	3	936		2	1	3
Plymouth	First	1,224	4	1224		3	1	4
Pontiac	First	247	1	202		1		1
Pontiac	Joslyn Avenue	25	1	25		1		1
Port Huron	First	470	2	475		1	1	2
Port Huron	Westminster	68	1	64		1		1
Redford	St. James	78	1	78		1		1
Rochester	University	647	2	630		2		2
Roseville	Erin	153	1	149		1		1
Royal Oak	First	859	3	867		2	1	3
Royal Oak	Korean First	79	2	79	Y	1	1	2
Royal Oak	Point of Vision	14	1	14		1		1
Royal Oak	Starr	117	1	115		1		1
Saline	First	288	1	301		1		1
Shelby Twp	St. Thomas	453	2	466		1	1	2
South Lyon	First	177	1	177		1		1
Southfield	Covenant	246	1	126		1		1
Southfield	Korean	734	4	742	Y	2	1	3
Southfield	New Hope	79	2	84	Y	1	1	2
St. Clair Shores	Heritage	107	1	95		1		1
St. Clair Shores	Lake Shore	490	2	486		1	1	2
Sterling Heights	Utica	184	1	187		1		1
Taylor	Divine Word	41	1	28		1		1
Taylor	Southminster	168	1	160		1		1
Troy	First	169	1	161		1		1
Troy	Northminster	154	1	153		1		1
Walled Lake	Crossroads	101	1	99		1		1
Warren	Celtic Cross	240	1	237		1		1

City	Church	2010 Mbrs	2010- 11 Elders	2011 Mbrs	Ethnic ?	Book of Order	Add to Equalize	2011- 2012 Elders
Warren	First	177	1	166		1		1
Waterford	Community	269	1	267		1		1
West Bloomfield	Ch of Our Saviour	77	1	77		1		1
Westland	Kirk of Our Savior	136	1	123		1		1
White Lake	White Lake	223	1	197		1		1
Wyandotte	First	160	1	150		1		1
Ypsilanti	First	346	2	271		1		1
		30,530	176	29240		112	29	161



PRESBYTERIAN CHURCH (U.S.A.)

OFFICE OF THE GENERAL ASSEMBLY

April 5, 2011

Rev. Edward H. Koster, Stated Clerk
 Detroit Presbytery
 3772 Bridle Pass Court
 Ann Arbor MI 48108

Dear Ed:

On behalf of the General Assembly I want to extend a special word of appreciation to Detroit Presbytery for your faithful stewardship for 2010. More than ever, maintaining the covenant connection that links together the body of Christ is crucial for the faithful witness of the Presbyterian Church (U.S.A.). Your presbytery's full support for 2010 per capita apportionment is a tangible sign of commitment to that vision, and I am extraordinarily grateful.

As you well know, the per capita apportionment makes possible the General Assembly session through which Presbyterians seek to discern the mind of Christ for the church. It also enables us to uphold our *Constitution*, to promote the unity of Christ's church, preserve our historical records through the Department of History, and to facilitate communication throughout the church. We have sought to be good stewards of the resources that you have shared with the whole church and look forward to a continuing partnership in the Gospel with you in 2011.

Please share the deepest appreciation of all of us in the Office of the General Assembly for the faithful support of your presbytery and its particular churches for the per capita budget of the General Assembly. May God continue to richly bless your ministry.

Yours in Christ,

Gradye Parsons
 Stated Clerk of the General Assembly

GP/ms

**Presbytery of Detroit
Minutes of the Stated Meeting
June 28, 2011**

A quorum being present, the Presbytery of Detroit convened with litany and prayer in a stated meeting at the St John's Presbyterian Church on June 28, 2011 at 4:02 p.m. Dianne Bostic Robinson moderated the meeting.

WE CELEBRATED OUR CONNECTIONS IN CHRIST (15)

The Moderator appointed Pat McCrary the assistant to the Stated Clerk.

The Moderator welcomed new members and commissioners.

Upon motion of the Stated Clerk, Presbytery approved the docket

Upon motion of the Stated Clerk, Presbytery excused those members who requested to be excused.

Dorothy Seabrooks welcomed Presbytery to St John's Church.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

James Porter began moderating the meeting.

Announcements

The Presbytery heard announcements about hosting the 2014 General Assembly, the Presbytery Youth Council, the Second Mile Center, a Place of Refuge, and workshops in evangelism,

Reports

Eldon Beery reported on the Presbytery History Project.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report. Allen Timm reported.

Mr Timm asked Mr Pearson to report on the summer programs at the Howell Center. Mr Timm lifted up ordination anniversaries. He reported on a meeting to be held in October for ruling elders about how to change church culture to make it more inviting.

Moderator Dianne Bostic Robinson resumed moderating, and offered a prayer for openness.

Committee Items for Action:

Committee on Preparation for Ministry. Sam Clark reported for the Committee.

The Committee reported the following for the information of Presbytery:

Consultation Reports

For Minister of Word and Sacrament:

1. CPM met with the following inquirers/candidates for ordained ministry on the dates noted and sustained their annual consultations:

Mary Bahr-Jones	First, Northville	Princeton	May 3, 2011
Joanne Morgan	Greenfield, Berkley	ETS	May 3, 2011
David Oh	Korean Metro, Southfield	Princeton	May 3, 2011
Julie Daysa	Rosedale Gardens, Livonia	Princeton	June 7, 2011
Edwin Fabre	Calvary, Detroit	ETS	June 7, 2011
T. C. Anderson	Geneva, Canton	McCormick	June 7, 2011
Jeff Kline	First, Royal Oak	McCormick	June 7, 2011

2. CPM met with the following applicant and voted to enroll her as an Inquirer:

Allyson Brosky	First, Birmingham	McCormick	June 7, 2011
----------------	-------------------	-----------	--------------

3. CPM met with the following applicant and voted not to enroll him as an Inquirer:

Kenneth Rip	Westminster, Port Huron	June 7, 2011
-------------	-------------------------	--------------

4. The following were granted permission to take or re-take ordination exams:

Julie Daysa, Edwin Fabre, Lucas Keppel, Emma Ouelette, Joon Moon

For Commissioned Lay Pastor:

1. CPM met with the following CLP student and voted to continue the learning phase of preparation:

Kerry Border	Peace, Clinton Twp.	ETS	June 7, 2011
--------------	---------------------	-----	--------------

The Committee on Preparation for Ministry presented Mary Bahr-Jones for examination for the ordination to the Ministry of Word and Sacrament. It reported she has met the requirements for ordination specified in section G-14.0450 in the *Book of Order*, has her M.Div. from Princeton Theological Seminary, and has received a call as Temporary Supply Associate to the Orchard Lake Community Church, Orchard Lake, MI, in the Presbytery of Detroit.

Ms Bahr-Jones presented her statement of faith, after which Presbytery examined her on her views in theology, the Bible, the Sacraments, and the governance of the church. Upon completion of the examination and upon motion, Presbytery voted to approve Mary Bahr Jones for ordination.

The Committee on Preparation for Ministry presented Brennan Pearson for examination for ordination as a Minister of Word and Sacrament. It reported he has met the requirements for ordination specified in section G-14.0450 in the *Book of Order*, has his M.Div. from Louisville Theological Seminary, and has received a call as Lilly Resident to the First Presbyterian Church of Ann Arbor, MI, in the Presbytery of Detroit.

Mr Pearson presented his statement of faith, after which Presbytery examined him on his views in theology, the Bible, the Sacraments, and the governance of the church. Upon motion that the examination be arrested, and upon motion, Presbytery voted to approve Brennan Pearson for ordination.

The Committee on Preparation for Ministry presented Elizabeth Prentice-Hyers for examination for ordination for Ministry of Word and Sacrament. It reported she has met the requirements for ordination specified in section G-14.0450 in the *Book of Order*, has her M.Div. from Austin Theological Seminary, and has received a call as Lilly Resident to the First Presbyterian Church of Ann Arbor, MI, in the Presbytery of Detroit.

Ms Prentice-Hyers presented her statement of faith, after which Presbytery examined her on her views in theology, the Bible, the Sacraments, and the governance of the church. Upon

motion that the examination be arrested, and upon motion, Presbytery voted to approve Elizabeth Prentice-Hyers for ordination.

Coordinating Cabinet. Kent Clise reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Amend the 2011 budget by adding the following items:

From the Ranney-Balch Fund (pending Trustee approval):

Barnabas	\$16,800
Christian Perf. Arts	6,000
del Camino	5,000
MBPC Hagar	5,000
Second Mile	<u>6,000</u>
	\$38,800

From the Seeley Fund:

Conversations,	
Peace Camp,	
Open Door.	<u>\$3970</u>

2. Amend the 2011 Committee on Ministry budget by moving already-approved expenditures as follow:
 - \$1,000 from Training Programs to Clergy Support
 - \$500 from Background Checks to Clergy Support
 - \$500 from Travel/mileage to Clergy Support
3. Amend the 2011 Social Justice and Peacemaking Team budget by moving already approved expenditures as follow:
 - \$200 from the Middle East Work Group to the Domestic Violence Work Group.
 - \$300 from the Homosexuality and the Church Work Group to the Domestic Violence Work Group.

The motion was made to amend the motion to move \$150 from the Social Justice and Peacemaking Team Greening Work Group to the Domestic violence. The motion was ruled of order because budget motions must come from the Coordinating Cabinet.

Amendment 10-1, the Proposed Form of Government was placed on the floor by the General Assembly for the approval or disapproval of the Presbytery:

John Judson spoke against the new Form of Government, Catherine Kelly spoke against it, and the Stated Clerk described the probable effects of its approval.

WE SHARED GOD'S BOUNTY

Presbytery recessed at 6:00 p.m. for dinner.

WE PROCLAIMED THE GOOD NEWS

Presbytery worshipped God, during which it commissioned the youth mission trip to Katrina.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY cont'd

Presbytery reconvened at 7:37.

Amendment 10-1, the Foundations of Presbyterian Polity and Form of Government, having been placed on the floor by the General Assembly, Presbytery debated the merits of approving the Amendment 10-1. Upon motion, the Presbytery voted to end debate. Presbytery voted not to approve Amendment 10-1.

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

1. The Coordinating Cabinet heard a report from the Presbytery Operations Team on their plans for an associate executive Presbyter. They are working with the Planning and Visioning Team, and are addressing whether it would be better to call an associate or to continue with consultants. If we do call someone, they are looking to November of this year. They are also looking at the Presbytery structure to see if there are any areas of the Presbytery structure that can be streamlined.
2. The Committee on Nominations reported that the Committee needs input from the Coordinating Cabinet for suggestions on whom to nominate to teams and committees, and who would be good for chair persons.
3. The Coordinating Cabinet spent some time discussing the April meeting and the discussion on the Belhar Confession. The discussion of the proposed Form of Government at the June 28 meeting will be preceded by reports *pro* and *con*.
4. The Coordinating Cabinet has appointed Charlotte Fischer the new chair of the Coordinating Cabinet Communications Work Group. The Work Group is working on redesigning our web site and on-line presentations.
5. The Social Justice and Peacemaking Team announced it has established a Foster Care Workgroup, Chair Kate Thoresen.
6. The Coordinating Cabinet has referred a letter from Drayton Avenue re the Presbytery docket to the Planning and Visioning Team.

Committee on Nominations. Ruth Ann Boulrier reported for the Committee

Upon nomination of the Nominations Committee, there being no nominations from the floor, Presbytery elected the following:

For the vacancy for the 2011 Chair, on the MUMT

Rev. Dr. Duke Morrow Divine Word, Taylor

For the vacancy in the class of 2011 on the MUMT

Elder Stefanie Lewis Hope, Detroit

For the vacancy in the Class of 2013 on the Committee on Preparation for Ministry

Elder Margaret Bell St. John's, Detroit

Treasurer. Alvin Smith reported.

Mr Smith reported the Treasurer's Report (Appended to the minutes.)

Stated Clerk. Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of April 26, 2011.
2. Approve the report the Commission:
 - a) Installation of Steven Clark as Pastor of Rosedale Gardens Church on May 8, 2011. (Appended to the Minutes)
3. Approve the minutes and records of sessions as follow:

Ann Arbor First	Approve with exceptions	Orchard Lake	submitted
Ann Arbor Northside	Approve with exceptions and corrections	Community Plymouth First	Approve
Auburn Hills Auburn Hills	Approve with exceptions and corrections	Port Huron First	Approve with exceptions and correction
Birmingham First	Approve	Royal Oak First	Approve with exceptions and corrections
Brighton First	Approve	Royal Oak Starr	Approve with exceptions
Canton Geneva	Approve with exceptions	Southfield Covenant	Approve
Clinton Twp Peace	Approve	South Lyon First	Approve with correction
Dearborn First	Approve	Sterling Heights	Approve with exceptions
Dearborn Littlefield Boulevard	Approve	Utica	Approve with exceptions
Detroit Broadstreet	Approve	Taylor Southminster	Approve with Exceptions
Detroit Calvary	Approve with exception and correction	Troy First	Approve
Detroit Fort Street	Approve	Walled Lake	Approve
Detroit Jefferson Avenue	Approve	Crossroads	Approve
Detroit St. John's	Approve	Warren First	Approve
Detroit Westminster	Approve	White Lake	Approve with exception
Farmington First	Approve	Wyandotte First	Approve
Garden City	Approve		
Grosse Ile	Approve		
Grosse Pointe Farms	Approve		
Grosse Pointe Memorial			
Grosse Pointe Woods	Approve		
Lincoln Park	Approve		
Howell First	Approve		
Livonia St Paul's	Approve with exceptions		
Livonia St Timothy	Approve with exceptions and corrections		
	Register not		

The Stated Clerk reported the following for the information of Presbytery:

1. **TRANSFERS COMPLETED**

- a) To the Presbytery of Detroit:
 - i) Fairfax Fair from the Presbytery of Mid-Kentucky
 - ii) Carol Ann Tate from Mission Presbytery
 - iii) Jennifer Clark from Mid-Kentucky Presbytery

2. **Judicial Matters.**

- a) The Permanent Judicial Commission has reported that it has examined the petition by the accuser in case 2010-4 for a review of the decision of the Investigating Committee not to file charges, and has sustained the decision of the Investigating Committee.
- b) The Presbytery has been served with a series of remedial complaints:
 - i) A remedial complaint by the Session of Detroit Calvary with the Synod of the Covenant, Synod Case 2011-01. (The complaint is appended to the minutes.)
 - a) The answer of the Presbytery of Detroit to Synod Case 2011-01 is appended to the minutes.
 - ii) A second remedial complaint by the Session of Detroit Calvary with the Synod of the Covenant, Synod Case 2011-03. (The complaint is appended to the minutes.)
 - iii) A remedial complaint by Thomas Priest with the Synod of the Covenant, Synod Case 2011-04. (The complaint is appended to the minutes);
 - iv) A remedial complaint by the Session of Detroit Calvary against the Presbytery with the Presbytery, Presbytery Case 2011-1 Remedial. (The complaint is appended to the minutes.)
 - a) Answer of the Presbytery of Detroit to Presbytery Case 2011-1.
 - b) The decision of the Presbytery Permanent Judicial Commission on the complaint by Detroit Calvary, Presbytery Case 2011-1 Remedial. (The decision is appended to the minutes.)
- c) All complaints arise out of the same facts, make similar claims of irregularity, and seek similar remedies.

For the three complaints filed with the Synod, the Moderator has appointed the following Committee of Counsel:

Mark Schneider
Betsy Rice

For the complaint filed with the Presbytery, the Moderator has appointed the following Committee of Counsel:

Richard Brownlee
Terina Piazza

- 3. **Presbytery Minutes.** The Presbytery minutes have been reviewed by the Synod and approved with the following exception: There was no report from the Committee on Representation.
- 4. **The new Form of Government.** The new Form of Government has been approved and will take effect on July 11th. While it will not materially affect the operation of congregations, it will require that churches take some steps to conform to it. The most

immediate involves the bylaws. The Michigan Nonprofit Corporation Act governs the corporate structure of our churches. Under the current Book of Order, the necessary provisions are present that preserve our polity. Since many of those provisions are not in the new Form of Government, bylaws may need to be amended. The most urgent needs are to change the quorum of a congregational meeting to 10% of the membership (the current rule), since state law requires 50%; to ensure that there is a 10-day notice for calling a meeting; and to change the quorum of a session meeting to the pastor plus 1/3 of the elders. (This latter is not urgent as long as the pastor and 50% of the elders are present at a session meeting.)

Later this summer, after I get a chance to review state law and the new FoG, I will prepare a more thorough set of recommendations for congregations and sessions.

The effect on the Presbytery is of a different kind. With the exception of a committee on representation, there are no longer any required committees. Moreover, a general mission mandate of the Presbytery has been changed from “initiat[ing] mission through a variety of forms in light of the larger strategy of the synod and the General Assembly,” G-11.0103c, to “assisting and supporting the witness of congregations to the sovereign activity of God in the world” G-3.0301. Because our current structure is established in both our Bylaws and Policies and Procedures Manual, no urgent changes are required. It is likely that a revision of the Bylaws will be prudent.

Committee on Ministry. Dixie Elam reported for the Committee

Upon motion of the Committee, Presbytery voted to:

1. Validate the Ministry at the **Filipino American Presbyterian Fellowship**, which meets at Covenant Church, Southfield.
2. Approve the call of **Beth Delaney** into the Ministry of Word & Sacrament as Temporary Supply to the **Filipino American Fellowship**, pending approval of her ordination.
3. Grant **Rev. Dr. Louis Prues** honorable retirement effective August 1, 2011.
4. Grant permission for **Rev. Dr. David Robertson** to labor outside the bounds of the Presbytery of Detroit, as Interim at Midland Memorial Church in Lake Huron Presbytery.

The Committee on Ministry reported the following actions taken under the authority that has been granted to it

1. Approved the Administrative Commission to ordain Penny Pitts on Saturday, May 14, 2011, at 4:00 PM, at Grosse Pointe Memorial Church, and to serve communion at the service: Moderator: Dianne Bostic Robinson. Clergy: Rev. Dr. Keith Provost; Rev. Dr. Beth Downs, Rev. Dr. Peter Henry. Elders: Susan Acton (Grosse Pointe Memorial); Harold Ellis (St. John’s, Detroit).
Upon ordination, transfer Ms. Pitts’ credentials to the Presbytery of Baltimore in order that she may accept the call as Pastor of First Presbyterian Church of Frostburg, MD.
2. Approved the dissolution of the pastoral relationship between **Rev. R. John Harris** and the **Milford Church**, effective May 31, 2011.
3. Approved the dissolution of the pastoral relationship between **Rev. Matthew Morse** and **Taylor, Southminster**, effective March 23, 2011.

4. Approved the 12 month Temporary Supply contract between **Mary Bahr-Jones** and **Orchard Lake**, effective June 1, 2011, pending validation by Credentials and approval of ordination by the Presbytery. Terms: Part time (35 hours/week); Salary \$3,340; Housing \$28,000; Social Security \$2,397; Pension \$9,871; Medical Deductible \$800; Travel/Business Expense \$1,125; Study Leave \$750; Dental Insurance \$1,217. Vacation One month including 4 Sundays; Study Leave Two weeks.
5. Approved the 12 month Co-Interim contract between **Rev. W. Kent Clise** and **Milford**, effective June 15, 2011. Terms: Full-time co-pastorship with each co-pastor serving Part time at the rate of 20-25 hours/week. Salary \$11,750; Housing \$36,750; Travel per IRS standards. Vacation four weeks including four Sundays; Study leave two weeks including two Sundays.
6. Approved the 12 month Co-Interim contract between **Rev. Anne Schaefer** and **Milford**, effective June 15, 2011. Terms: Full-time co-pastorship with each co-pastor serving Part-time at the rate of 20-25 hours/week. Salary \$14,863; Housing \$30,000; Social Security \$3,637 (7.5%); Travel per IRS standards. Vacation four weeks including four Sundays; Study leave two weeks including two Sundays
7. Approved the request of **Lake Shore, St. Clair Shores**, to grant the title of Pastor Emeritus to **Rev. Thomas Duncan**, effective June 12, 2011.

Upon motion and second, the Presbytery voted to:

1. Approve the transfer of Rev. Sarah Wiles to Olympia Presbytery as per her request.
2. Approve Rev. Linda Cochran to labor outside the bounds of the Presbytery of Detroit in a validated ministry as Director of Christian Education at St. Paul's Methodist Church in Rochester, Michigan.
3. Approve the following Administrative Commission to ordain Brennan Pearson as a Lilly Minister in Residence at First Church Ann Arbor. Ordination to be held at Rosedale Gardens, Livonia, on July 24, 2011 at 3:00PM. Administrative Commission: Moderator Elder Dianne Bostic Robinson. Clergy: Rev. Richard Peters, Rev. Kellie Whitlock, Elders: Richard Grant (First Howell, Howell); Bobby Ponder (Fort Street, Detroit); Dixie Elam (Rosedale Gardens, Livonia); Corresponding Member: Rev. Dr. Clifton Kirkpatrick (Mid-Kentucky Presbytery).
4. Approve the following Administrative Commission to ordain Mary Bahr-Jones as Temporary Supply for Orchard Lake Community. Ordination to be held at First of Northville on August 14, 2011 at 3:00PM. Administrative Commission: Moderator's designee Rev. Kent Clise. Clergy: Rev. Marjorie Wilhelmi, Elders: Marie Hughley (Park United, Highland Park), Reem Cassel, (Church of Our Savior, West Bloomfield), Ted Payne (Orchard Lake Community, Orchard Lake)

The Committee on Ministry reported that it has:

1. Appointed Rev. Iris Tucker-Lloyd moderator of the Session at Detroit, Trumbull Avenue.
2. Appointed Rev. Phil Reed moderator of the Session at Starr, Royal Oak.
3. Appointed Rev. Larry Chamberlain moderator of the Session at Westminster, Port Huron, and granted permission for him to officiate at communion.
4. Approved the final report from the Cherry Hill Administrative Commission and dissolved the commission with thanks.

5. Approved a Shared Grant of \$2,100 be distributed among 3 pastors in need (each to receive \$700). This action is based on adjustments in the COM budget, which will be acted upon by Presbytery.
6. Voted to ask Operations to come up with a plan to address the "New Form Government," which could include a project manager.
7. Voted to grant authority to the COM Committee Chairs to deal with issues that come before COM over the next month, in lieu of a meeting of the whole COM in July.
8. Approved that Appointed Moderators be reimbursed for mileage at the approved Presbytery rate, in addition to the moderating honorarium.

Trustees: Donald Morgan reported for the Trustees.

Upon motion of the Trustees, the Presbytery voted to:

1. Authorize the Trustees to approve on behalf of Presbytery the sale of the following properties by Allen Park Church if the sale price is above the prices noted:
 15439 Cleveland Avenue, (A84A259 LOT 259 ALSO NE ½ ADJ VAC AL- LEY
 LINCOLNLAWN SUB PC 84, 86, 9) at a price not less than \$80,000
 and
 15446 Harrison Avenue (Lot 407 also Sly 1/2 ADJ vacated alley of Lincolnlawn Sub) at
 a price not less than \$120,000.
2. Approve Kirk in the Kills' granting an easement to DTE Energy for electrical service from the utility pole on the west side of the manse, across the land on the western and northern borders of the west parking lot, towards the refectory where it will be connected to the transformer located in the maintenance area of the Kirk, in accordance with the metes and bounds description to be provided by DTE Energy.
3. Dissolve Peace Church as a congregation effective August 31, 2011, and that the assets of Peace Church be transferred to Utica Church for \$1 consideration as to real property and \$1 as to all tangible and intangible personal property on the effective date of dissolution of Peace Church, pursuant to the Plan of Union agreed to by both churches and reviewed by the Trustees.

The Trustees reported the following for the information of Presbytery:

1. The Trustees have amended the due date for the repayment of funds borrowed by Barnabas on their \$20,000 line of credit from 4/30/12 to 6/30/12.
2. The Trustees have authorized Allen Park Church to list manses for sale as follow:
 15439 Cleveland Avenue (Lot 258 and also NE 1/2 ADJ vacated alley of Lincolnlawn Sub) at not less than \$80,000
 15446 Harrison Avenue (Lot 407 also Sly 1/2 ADJ vacated alley of Lincolnlawn Sub) at not less than \$120,000.

James Porter began moderating the meeting.

After sharing joys and concerns, and offering prayers of thanksgiving and information, by consent the Presbytery adjourned with prayer at 8:18 p.m.

The next meeting of the Presbytery will be Tuesday, August 23, 2011 at 4:00 p.m. at

Northbrook Church.

ATTEST:


EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

- APPENDICES:
- A. Treasurer's Report
 - B. Installation of Steven Clark as the Pastor of Rosedale Gardens
 - C. Complaint by Detroit Calvary (1) Synod Case 2011-01
 - D. Answer of the Presbytery of Detroit to Complaint by Calvary, Synod Case 2011-01
 - E. Complaint by Detroit Calvary (2) Synod Case 2011-03
 - F. Complaint by Thomas Priest Synod Case 2011-04
 - G. Complaint by Detroit Calvary against the Presbytery of Detroit, Presbytery Case 2011-1 Remedial
 - H. Answer of the Presbytery of Detroit to Presbytery Case 2011-1 Remedial
 - I. Decision of the Presbytery of Detroit Permanent Judicial Commission on Presbytery Case 2011-1 Remedial.

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR June 28, 2011

- CHURCHES: Of 86 churches, 50 were represented and 36 were not.
- COMMISSIONERS: Of 141 eligible commissioners, 81 enrolled, and 60 did not.
- OTHER RULING ELDERS (Officers, Members of Council)::
- Of 20 total, 8 were present, of whom 0 counted as commissioners, leaving 8 as the unduplicated count: 7 excused, and 5 absent.
- TEACHING ELDERS:
- Of the 147 non-retired teaching elders on the combined rolls of active members and members-at-large, 52 were present, 29 were excused, and 66 were absent.
- Of the 81 retired teaching elders on the rolls, 10 were present and 71 were excused.
- COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS:
- Of the 0 Commissioned Law Pastor on the rolls, 0 were present, 0 excused, 1 absent
- Of the 0 Certified Educators on the rolls, 0 were present, 0 excused, 0 absent.

SUMMARY

	VOTING MEMBERS PRESENT
	81 Elder Commissioners
+	8 Other Ruling Elders
+	52 Non-retired teaching elders
+	10 Retired teaching elders
=	0 Commissioned lay pastors.
=	0 Certified educators.
=	151 Voting members present.
	OTHERS PRESENT
	7 Non-voting attendees
	0 Corresponding members

Ruling Elder Commissioners

ALLEN PARK, Allen Park
 1 CHRIS WHITNEY
 2 CYNTHIA HARMON
 3 JUDITH OUELLETTE
 4 RAY TESSIER
ANN ARBOR, Calvary
 1 J F ESCARA-WILKE
ANN ARBOR, First
 1 SUE LEONG
 2 BEN VAN TUYL
 3 RUTH BARNARD
 4
 5
ANN ARBOR, Northside
 1 ALAN KISTE
ANN ARBOR, Westminster
 1 GAIL ARNOLD
AUBURN HILLS, Auburn Hills
 1 NOT REPRESENTED
BELLEVILLE, Belleville
 1 CONNIE ETTER
BERKLEY, Greenfield
 1 MICHAEL FRITSCH
BEVERLY HILLS, Northbrook
 1 BARBARA BURNHAM
BIRMINGHAM, First
 1 BARBARA RUSSELL
 2 ROSY LATIMORE
 3 AL HUBERTY
 4
BLOOMFIELD HILLS, Kirk/Hills
 1 ILLEGIBLE
 2 SAM CLARK
 3
 4
 5
 6
BRIGHTON, First
 1 NOT REPRESENTED
 2
CANTON, Geneva
 1 BETH DELANEY
CLARKSTON, Sashabaw
 1 NOT REPRESENTED
CLINTON TWP, Peace
 1 KAREN BORDER
DEARBORN, Cherry Hill
 1 NOT REPRESENTED
DEARBORN, First
 1 NOT REPRESENTED
 2
DEARBORN, Littlefield

1 TRUDY McCREADIE
DEARBORN HGTS, St. Andrew's
 1 PEGGY NELSON
DETROIT, Broadstreet
 1 LEOLA BLACK
 2 A BERNARD OGLESBY
DETROIT, Calvary
 1 STANLY EDWARDS
 2 DARRELL REYNOLDS
DETROIT, Calvin East
 1 LINDA WILLIAMS
 2
DETROIT, First
 1 NOT REPRESENTED
DETROIT, Fort Street
 1 ILLEGIBLE
DETROIT, Gratiot Avenue
 1 MARY ANN BRANTLEY
 2
DETROIT, Hope
 1 MARY GREEN
 2 DARYL TAYLOR
DETROIT, Jefferson Avenue
 1 REBECCA UNDERWOOD
 2 MARY WATERSTONE
DETROIT, Riverside
 1 KARI GORMAN
DETROIT, St. John's
 1 JEANE V MOORE
 2
DETROIT, Trinity Community
 1 NATALIE BROTHERS
 2
DETROIT, Trumbull Avenue
 1 MARTHA SINGLEY
 2 ANGELA LACOUR
DETROIT, Westminster
 1 JEANNE WHITE
 2 LYNN BURDELL
 3 PRINCE ELLA CUNNINGHAM
FARMINGTON, First
 1 TOM NEAL
 2 KAREN SPICA
FERNDALE, Drayton Avenue
 1 CHRIS WOOD
FORT GRATIOT, Lakeshore
 1 NOT REPRESENTED
GARDEN CITY, Garden City
 1 ILLEGIBLE
GROSSE ILE, Grosse Ile
 1 DON HILL
 2

GROSSE POINTE, Memorial
 1 BILL BROWN
 2 PEG CARPENTER
 3 BETH BAERGEN
 4
GROSSE PTE WOODS, Woods
 1 NOT REPRESENTED
 2
HIGHLAND PARK, Park United
 1 MARIE HUGHLEY
 2
HOWELL, First
 1 NOT REPRESENTED
LINCOLN PARK, Lincoln Park
 1 NOT REPRESENTED
LIVONIA, Rosedale Gardens
 1 DYCHE ANDERSON
 2
LIVONIA, St. Paul's
 1 JOYCE BARTON
LIVONIA, St. Timothy's
 1 JIM HARRINGTON
MACOMB, Church/Covenant
 1 ED ILLEGIBLE
MILAN, Peoples
 1 VAN THOMPSON
MILFORD, Milford
 1 KEITH MOUNTS
 2 MARK SCHORER
MT. CLEMENS, First
 1 NOT REPRESENTED
NORTHVILLE, First
 1 MATTHEW FRICK
 2 CARL STROM
 3 KIRK SWARBRICK
 4 DON KELLEE
NOVI, Faith Community
 1 DAVE BARBER
ORCHARD LAKE, Community
 1 TED PAYNE
 2 DAVID DUTTON
 3 MIKE STARYNCHAK
PLYMOUTH, First
 1 NOT REPRESENTED
 2
 3
 4
PONTIAC, First
 1 TOM DUFFIELD
PONTIAC, Joslyn Avenue
 1 NOT REPRESENTED
PORT HURON, First

1 VALERIE TOCCO
 2 HOWARD BORGMAN
 PORT HURON, Westminster
 1 DENNIS YOUNG
 REDFORD, St. James
 1 NOT REPRESENTED
 ROCHESTER, University
 1 BOB QUICK
 2
 ROSEVILLE, Erin
 1 NOT REPRESENTED
 ROYAL OAK, First
 1 LIZ SPRY
 2
 3
 ROYAL OAK, Point of Vision
 1 NOT REPRESENTED
 ROYAL OAK, Starr
 1 NOT REPRESENTED
 SALINE, First
 1 BARBARA BALOG
 SHELBY TWP., St. Thomas
 1 NOT REPRESENTED
 2

SOUTH LYON, First
 1 NOT REPRESENTED
 SOUTHFIELD, Covenant
 1 SOLOMON IRWECHCH
 SOUTHFIELD, Korean
 1 HI SONG
 2
 3
 SOUTHFIELD, New Hope
 1 NOT REPRESENTED
 2
 ST. CLAIR SHORES, Heritage
 1 GAYE L WHITE
 ST. CLAIR SHORES, Lake Shore
 1 NOT REPRESENTED
 2
 STERLING HGTS, Utica
 1 DAVID ILLEGIBLE
 TAYLOR, Divine Word
 1 NOT REPRESENTED
 TAYLOR, Southminster
 1 JUDY CALDERONE
 TROY, First
 1 MARESE GLAC

TROY, Korean First
 1 NOT REPRESENTED
 2
 TROY, Northminster
 1 NOT REPRESENTED
 WALLED LAKE, Crossroads
 1 ILLEGIBLE
 WARREN, Celtic Cross
 1 NOT REPRESENTED
 WARREN, First
 1 NOT REPRESENTED
 WATERFORD, Community
 1 CINDY BAIRD
 W. BLOOMFIELD, Church/Savior
 1 NOT REPRESENTED
 WESTLAND, Kirk of Our Savior
 1 NOT REPRESENTED
 WHITE LAKE, White Lake
 1 NOT REPRESENTED
 WYANDOTTE, Wyandotte
 1 CARVIL KULBERG
 YPSILANTI, First
 1 NOT REPRESENTED

Ruling Elder and Teaching Elder Members

C. RULING ELDER MEMBERS
 E ANDERSON, FRANCILE, PM
 P BOSTIC-ROBINSON, DIANE
 P ELAM, DIXIE, PM
 P ELLIS, HAROLD
 A EMMERT, JOHN
 A GEAKE, BOB
 A HOLLOWELL, KENNETH
 E HYLKEMA, CAROL, PM
 A LEWIS, STEFANIE
 P MORGAN, DONALD
 E MORRISON, HELEN, PM
 P MORTON, JANET
 E PITTS, FRANCES, PM
 P PRIEST, TOM, PM
 P SEABROOKS, DOROTHY M., PM
 E SHIRLEY, JAMES, PM
 P SMITH, ALVIN
 E SMITH, KENNETH, PM
 A SZWED, ROBERT
 E WINSLOW, PAUL, PM
 D. NON-RETIRED TEACHING
 ELDERS
 A ADAMS, WILLIAM L III
 A ANDERSON, BARBARA S
 A ANDERSON, LINDA
 P ANDREWS, DOYLL
 A ARAKELIAN, ELIZABETH
 A AUE, CRAIG
 E AUSTIN, MARY
 E *BAILEY, CLOVER
 A BERSDORF, JOHN
 A BLAIKIE, DOUGLAS
 A BLEIVIK, DAVID
 P BOHN, CHRISTINE
 E BOLT, KENNETH
 P BOURLIER, RUTHANNE
 A BOUSQUETTE, PAUL
 E CAMPBELL, DOUGLAS
 E CAMPBELL, EMILY
 A CARL, STEPHEN
 E *CHOI, SEUNG KOO

P CLARK, JENNIFER
 P CLARK, STEVEN
 A COCHRAN, LINDA
 A COOPER, QUINCY
 P COWLING, NEIL D.
 A DAVIS, ROXIE ANN
 A DAVIS, WILLIAM
 A DE ORIO, ANTHONY
 E *DENNIS, WARREN
 A DOWNS, ELIZABETH
 E DOYLE-HOHF, KATHLEEN
 A DUNIFON, WILLIAM
 E *DYKSTRA, CRAIG R.
 A ELE, HERSCHEL
 P EVANS, JONATHAN
 P FAILLE, JAMES
 P FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 P FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 E *GAST, TERRI
 A GEISELMAN, KEITH
 P GERE, BREWSTER
 A GRANO, MARIANNE
 A HANNA, RAAFAT
 P HARMON, BREANNE
 P HARTLEY, THOMAS
 A HATCHER, RUFUS
 E HAYES, FRANCES
 P HENDERSON, RICHARD
 P HENRY, PETER J. M.
 A HOFFMAN, MICHAEL (CLP)
 P HUFF, JASON
 A JARVIS, BRENDA
 P JOHNSON, KEVIN
 A JONES, RICHARD
 P JUDSON, JOHN
 P KAIBEL, KENNETH
 P KELLY, KATE
 A KERR, DEBORAH
 A KIDDER, ANNEMARIE

E *KIM, Y. MONCH
 E *KIM, YOUNGCHUL
 A KING, CATHERINE
 A KLINGER, JAMIE
 A KOSTER, EDWARD H.
 P KRUG, ERNEST
 A KUMIN, JAMES
 A LEE, FREDERICK
 A MABEE, CHARLES
 A MADDEN, JULIE
 E McCLOSKEY-TURNER, CATHARINE
 P McDEVITT, JENNY
 P McMILLAN, JUDITH
 A McRAE, BARBARA
 A MEANS, MATTHEW
 E MELROSE, SUE ELLIS
 E MICHALEK, DANIEL
 A MILLER, J. SCOTT
 P MISHLER, JOHN
 A MONNETT, JAMES
 E MOOK, SHARON
 P MOORE, PETER
 P MORGAN, AMY
 P MORROW, DUKE
 A MORSE, MATTHEW
 E MOZENA, SUSAN
 P NICHOLS, NEETA
 P NICKEL, EMMA
 P NICKEL, MATTHEW
 P OBERG, ARTHUR
 A OTT, JEFFREY
 A PARKER, OPELTON
 P PARKER-WRZESZCZ, JENNIFER
 A PARKER-WRZESZCZ, MATTHEW
 P PAVELKO, JOHN H.
 A PIECUCH, KEVIN
 P PITTMAN, JASON
 P PORTER, JAMES
 A PORTICE, GEORGE
 A PRITCHARD, NORMAN
 P PROVOST, KEITH
 P PRUES, LOUIS J.

P PUNTIGAM, JOEL
 E REED, PHILIP
 A RICE, ELIZABETH
 P RICE, THOMAS
 A RIKE, JENNIFER
 P RITTER, W STUART
 A RIZER, JAMES A
 P ROGERS, MELISSA ANNE
 E SCHAEFER, ANNE N.
 P SEILER, GORDON (CLP)
 E *SHIH, SHENG-TO
 A SHINN, DAVID
 P SHIPMAN, JUDY
 E *SHREVE, MAGGIE
 A SIAS-LEE, LAURA
 E *SIMONS, SCOTT W.
 E SKIMINS, JAMES
 E SMALLEY, DIANE
 E SMITH, BRYAN DEAN
 P SMITH, PETER C.
 A SMITH, TRACI
 P SOEHL, HOWARD
 P SOHN, YO SUP
 P SOMMERS, CHARLOTTE
 P STUNKEL, KAREN
 A STUNKEL, PAUL
 A TATE, CAROL ANN
 A THOMPSON, G. PATRICK
 E THORESEN, KATHRYN R.
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TOMBERLIN, DREW
 A TUCKER-LLOYD, IRIS
 E *VAN SLUIJS, HENDRICK
 A VANDERBEEK, RONALD
 A WHITLOCK, KELLIE
 A WILES, SARAH
 P WILHELMI, MARJORIE
 A WINGROVE, WILLIAM N
 A WOO, BYEONGJIN
 A YU, SEUNG WON
 E *YUE, MYUNG JA
 A ZAMBON, WILLIAM
 P ZURAKOWSKI, GREGORY

D. RETIRED TEACHING ELDERS
 P AARON, ESTELLE
 E ABBOTT, DAVID W.
 P ACTON, ELLEN

E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E AUSTIN, ANNA MARIE
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BENNETT, JOHNIE
 E BORCHARDT, HENRY
 E BORCHARDT, JUDITH
 P BROWNLEE, RICHARD
 E BYARS, RONALD
 E CAMPBELL, VERN
 E CAPPS, HARRY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DANIELAK, RICHARD
 E DENTON, GRETCHEN
 E DUNCAN, THOMAS
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEISSINGER, HARRY L.
 P GEPFORD, WILLIAM G.
 P GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HARRIS, R. JOHN
 E HEINRICHS, THOMSON
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E JONES, VIRGIL L.
 P KESLER, JAMES W.
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E LAMBERT, ROY F.
 E LANGWIG, JANICE

E LANGWIG, ROY
 E LARSON, ROBERT F.
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 E McCLOSKEY, CHARLES
 E McINTYRE, DEWITT
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 E OLSON, PHILIP
 E ORR, ROBERT C.
 E OWEN, DAVID
 E PETERS, RICHARD
 E PETERSON, LEROY J.
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, DAVID W.
 E ROBERTSON, WILLIAM
 E RUSSELL, JAMES P.
 P SCRIBNER, LOREN
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E ZIEGLER, JACK T.

E. STAFF & OTHERS

P AZAR, RUTH
 P BARCONEY, CHARON
 P FABRÉ, EDWIN
 P GRANT, RICHARD
 P HIGGINS, JOANNE
 P LLOYD, MARY

F. CERT. ASSOC. CHRISTIAN ED.

P PRICE, LAURA

G. CORRESPONDING MEMBERS

Appendix A
Paper C

The Presbytery of Detroit
Statement of Revenues and Expenditures Fund 100 By Committee
From 4/1/2011 Through 4/30/2011

	Year to Date		2011 Budget	Percent Total Budget
	This Month Actual	Actual		Remaining
Revenue				
Committee on Ministry	0.00	0.00	1,000.00	(100.00)%
Preparation for Ministry	0.00	0.00	1,000.00	(100.00)%
Trustees	43,490.08	239,410.73	898,022.00	(73.34)%
Presbytery Operations	0.00	0.00	1,000.00	(100.00)%
Congregational Life	1,000.00	1,000.00	1,000.00	0.00%
Social Justice & Peace	500.00	6,800.00	7,300.00	(6.85)%
Mission Interpretation	3,000.00	7,080.09	31,620.00	(77.61)%
Nurture & Support	1,500.00	1,500.00	1,000.00	50.00%
Spiritual Formation & Faith	0.00	0.00	1,000.00	(100.00)%
Development				
New Church Dev/Redevelopment	0.00	3,000.00	1,000.00	200.00%
Outdoor Ministry	0.00	0.00	1,000.00	(100.00)%
Presbyterian Women	0.00	500.00	2,000.00	(75.00)%
Metro Urban Ministry Team	500.00	500.00	1,000.00	(50.00)%
Coordinating Cabinet	0.00	0.00	1,000.00	(100.00)%
Total Revenue	<u>49,980.08</u>	<u>259,790.82</u>	<u>948,942.00</u>	<u>(72.82)%</u>
Expense				
Nominations	0.00	0.00	650.00	100.00%
Representation	0.00	0.00	100.00	100.00%
Committee on Ministry	550.00	5,757.73	10,630.00	45.84%
Preparation for Ministry	0.00	0.00	4,550.00	100.00%
Trustees	8,098.38	49,009.76	127,400.00	61.53%
Presbytery Operations	28,561.47	124,996.76	395,672.00	68.41%
Congregational Life	0.00	3,548.93	33,000.00	88.25%
Social Justice & Peace	5,147.98	23,516.37	63,845.00	63.17%
Mission Interpretation	4,721.79	20,552.97	82,238.00	77.72%
Nurture & Support	2,203.24	8,859.87	41,750.00	78.54%
Spiritual Formation & Faith	1,596.71	3,442.04	29,100.00	88.17%
Development				
New Church Dev/Redevelopment	6,111.66	26,108.50	95,900.00	72.78%
Outdoor Ministry	3,538.08	14,552.32	43,657.00	66.87%
Metro Urban Ministry Team	0.00	0.00	3,150.00	100.00%
Planning & Visioning	0.00	114.89	4,200.00	97.26%
Coordinating Cabinet	60.00	270.58	3,100.00	81.27%
Total Expense	<u>60,689.31</u>	<u>280,830.72</u>	<u>948,942.00</u>	<u>70.41%</u>
Revenues Over(Under) Expenditures	<u>(10,699.23)</u>	<u>(21,039.90)</u>	<u>0.00</u>	<u>0.00%</u>

Appendix A

The Presbytery of Detroit
Statement of Revenues and Expenditures - Comparative Overall By Committee Fund 100
From 4/1/2011 Through 4/30/2011

	2011 Current Period	2011 Current Year	2010 Prior Year Actual	Current Year
	Actual	Actual		% Change
Revenue				
Preparation for Ministry	0.00	0.00	496.00	(100.00)
Trustees	43,490.08	239,410.73	279,265.66	(14.27)
Presbytery Operations	0.00	0.00	1,363.89	(100.00)
Congregational Life	1,000.00	1,000.00	0.00	100.00
Social Justice & Peace	500.00	6,800.00	21,050.00	(67.70)
Mission Interpretation	3,000.00	7,080.09	750.00	844.01
Nurture & Support	1,500.00	1,500.00	0.00	100.00
New Church	0.00	3,000.00	(2,583.23)	(216.13)
Dev/Redevelopment				
Presbyterian Women	0.00	500.00	500.00	0.00
Metro Urban Ministry	500.00	500.00	0.00	100.00
Team				
Total Revenue	<u>49,990.08</u>	<u>259,790.82</u>	<u>300,842.22</u>	<u>(13.65)</u>
Expense				
Committee on Ministry	550.00	5,757.73	360.00	1,499.37
Preparation for Ministry	0.00	0.00	(36.62)	(100.00)
Trustees	8,098.38	49,009.76	34,405.43	42.45
Presbytery Operations	28,561.47	124,996.76	137,007.17	(8.77)
Congregational Life	0.00	3,548.93	2,138.61	65.95
Social Justice & Peace	5,147.98	23,516.37	37,852.06	(37.87)
Mission Interpretation	4,721.79	20,552.97	24,515.55	(16.16)
Nurture & Support	2,203.24	8,959.87	4,942.64	81.28
Spiritual Formation &	1,596.71	3,442.04	2,260.65	52.26
Faith Development				
New Church	6,111.66	76,108.50	17,365.63	50.35
Dev/Redevelopment				
Outdoor Ministry	3,638.08	14,552.32	14,605.64	(0.37)
Metro Urban Ministry	0.00	0.00	1,299.58	(100.00)
Team				
Planning & Visioning	0.00	114.89	0.00	100.00
Coordinating Cabinet	60.00	270.58	934.03	(71.03)
Total Expense	<u>60,689.31</u>	<u>280,830.72</u>	<u>277,650.37</u>	<u>1.15</u>
Revenues Over(Under)	<u>(10,699.23)</u>	<u>(21,039.90)</u>	<u>23,191.85</u>	<u>(190.72)</u>
Expenditures				

Date:

Page: 2

Appendix B

**Presbytery of Detroit
June 28, 2011**

ORDINATIONS AND INSTALLATIONS**Installation of Steven W. Clark**

The Commission to install Rev. Steven W. Clark as Pastor of Rosedale Gardens Presbyterian Church was convened by the moderator, Dianne Bostic Robinson, at 2:30 p.m. on May 8, 2011 at Rosedale Gardens Presbyterian Church. The Commission members present were:

The Rev. Ann Schafer

The Rev. Richard Peters

The Rev. Dr. Elizabeth Downs

The Rev. Jennifer B. Clark

Elder Scott Yamazaki, Rosedale Gardens Presbyterian Church, Livonia

Elder Barbara Taylor, St. Timothy's Presbyterian Church, Livonia

Elder John H. Clark, Allen Park Presbyterian Church

The Commission approved Rev. Dr. Thomas Patterson, from the Presbytery of North Puget Sound as a corresponding member.

After approving the order of worship, the Commission proceeded to worship, where it installed Rev. Steven W. Clark as Pastor of Rosedale Gardens Presbyterian Church. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Clark.

s/ Dianne Bostic Robinson, Moderator

Date: May 9, 2011



Appendix C

Calvary Presbyterian Church

19125 GREENVIEW

DETROIT, MICHIGAN 48219

REV. KEVIN R. JOHNSON, PASTOR

(313) 637-2590

The Rev. George Baird, Stated Clerk
 Synod of the Covenant
 1911 Indian Wood Circle, Suite B
 Maumee, OH. 43537

RECEIVED APR 15 2011

April 11, 2011

Received May 9, 2010

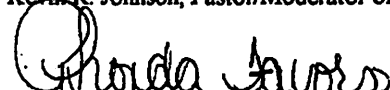
Attn: Rev. Baird

The Session of Calvary Presbyterian Church of Detroit alleges an irregularity in the discharge of duty within the work of the Committee on Preparation for Ministry of the Presbytery of Detroit. Thomas Priest, an elder in good standing of Calvary, is currently under the care of this Presbytery's CPM. Allegations were brought against Elder Priest by another member of the Presbytery and an investigating process was initiated. The investigating committee of Calvary has since completed its work and a report has been discharged to all necessary parties. During the course of CPM's care of Thomas Priest, an investigating committee was empowered and it is here that the Session of Calvary sees the irregularity. In as much as CPM is not a governing body, we contend that such action (empowering an investigating committee) is irregular.

Enclosed are two documents. One is a copy of an agenda for the 2/1/11 CPM meeting. The other is a copy of correspondence sent to Elder Priest from CPM. We are asking your office to initiate a process with the hope that at the end thereof the Committee on Preparation for Ministry of the Presbytery of Detroit be instructed to arrange a meeting with the Session of Calvary to give an account of its actions in this matter to us.

Sincerely,


 Kevin R. Johnson, Pastor/Moderator of Session


 Rhonda Favors, Clerk of Session

Appendix C

COMMITTEE ON PREPARATION FOR MINISTRY
PRESBYTERY OF DETROIT
17575 HUBBELL
DETROIT, MI 48235
313-345-6550

Thomas H. Priest, Jr.
22668 Beckenham Ct.
Novi, MI 48374

March 10, 2011

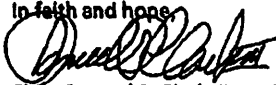
Dear Tom:

Enclosed are the minutes of the Committee on Preparation for Ministry (CPM) open meeting for the morning of March 1, 2011, which include a record of the complaint, the report and recommendations of the investigating committee, and any motions related to it.

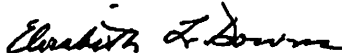
In brief, the CPM adopted the report of the investigating committee. It also adopted the recommendation that you attend the Mennonite mediation training, followed by a Midwest Counseling Service (Columbus, Ohio) assessment of its effects. In order to focus this assessment, the Committee will provide Midwest with a copy of the report and requirements and will receive from Midwest a copy of the final evaluation once completed.

We realize that this is not what you had hoped for, but this is serious enough for you to do some deep self-reflection on your interactions with others. We pray that you will come to understand the wisdom of this course of action and that it will strengthen your abilities to perform ministry.

In faith and hope



Elder Samuel S. Clark III, Co-Moderator, CPM, Presbytery of Detroit



Rev. Dr. Elizabeth L. Downs, Co-Moderator, CPM, Presbytery of Detroit

CC: Rev. Edward Koster, Stated Clerk, Presbytery of Detroit
Rev. Dr. Allen Timm, Executive Presbyter, Presbytery of Detroit
Rev. Archibald Wallace

Enclosure

Appendix C**2-1-11 Report to the CPM of the Investigating Committee
Agenda**

Call to order

Prayer

**Introductions
Court Recorder**

Motion to approve the agenda

Explanation of the purpose and process

Motion to adopt the report and its recommendations

**Hearing Stage
Investigating Committee's report and recommendations
Mr. Priest's response
Excuse Mr. Priest and any advocate(s) who is not a member of CPM**

**Executive Session
Prayer
Reading of the motion
Review Mr. Priest's documents, if any
Debate and vote on the motion
Present Mr. Priest's concerns
Reading of and motion to approve Executive Session minutes
Dismiss the IC with thanks**

**Move to Open Session
Recall Mr. Priest
Read the motion as adopted**

Prayer

BREAK

Rev. January 27, 2011



Appendix C

Calvary Presbyterian Church

18125 GREENVIEW

DETROIT, MICHIGAN 48219

REV. KEVIN R. JOHNSON, PASTOR

(313) 537-2590

The Rev. George Baird, Stated Clerk
 Synod of the Covenant
 1911 Indian Wood Circle, Suite B
 Maumee, OH. 43537

RECEIVED APR 15 2011

April 11, 2011

Received May 9, 2010

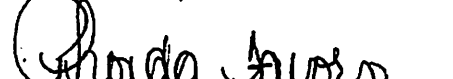
Attn: Rev. Baird

The Session of Calvary Presbyterian Church of Detroit alleges an irregularity in the discharge of duty within the work of the Committee on Preparation for Ministry of the Presbytery of Detroit. Thomas Priest, an elder in good standing of Calvary, is currently under the care of this Presbytery's CPM. Allegations were brought against Elder Priest by another member of the Presbytery and an investigating process was initiated. The investigating committee of Calvary has since completed its work and a report has been discharged to all necessary parties. During the course of CPM's care of Thomas Priest, an investigating committee was empowered and it is here that the Session of Calvary sees the irregularity. In as much as CPM is not a governing body, we contend that such action (empowering an investigating committee) is irregular.

Enclosed are two documents. One is a copy of an agenda for the 2/1/11 CPM meeting. The other is a copy of correspondence sent to Elder Priest from CPM. We are asking your office to initiate a process with the hope that at the end thereof the Committee on Preparation for Ministry of the Presbytery of Detroit be instructed to arrange a meeting with the Session of Calvary to give an account of its actions in this matter to us.

Sincerely,


 Kevin R. Johnson, Pastor/Moderator of Session


 Rhonda Favors, Clerk of Session

Appendix D

**PRESBYTERIAN CHURCH (U.S.A.)
SYNOD OF THE COVENANT
PERMANENT JUDICIAL COMMISSION**

Session of Cavalry Presbyterian Church,

Complainant

Case No 2011-01

v.

The Presbytery of Detroit,

Respondent.

**ANSWER
OF THE PRESBYTERY OF DETROIT**

The Committee of Counsel of The Presbytery of Detroit submits the following answer to the complaint of the irregularity alleged in the complaint of the Session of Cavalry Presbyterian Church, as follows:

1. Allegation: The Session of Calvary Presbyterian Church of Detroit alleges an irregularity in the discharge of duty within the work of the Committee on Preparation for Ministry of the Presbytery of Detroit.

Response: Respondent denies that an irregularity occurred in the discharge of duty within the work of the Committee on Preparation for Ministry ("COPM") of the Presbytery of Detroit for the reason that it is untrue or mistakenly stated.

2. Allegation: Thomas Priest, an elder in good standing of Calvary, is currently under the care of this Presbytery's CPM.

Response: Respondent admits that Thomas Priest is an elder and a candidate for ministry under the guidance, care and oversight of the COPM. Respondent does not have personal knowledge that Thomas Priest is an elder in good standing with Complainant and so denies that allegation and leaves the Complainant to its proofs.

Appendix D**3. Allegation: Allegations were brought against Elder Priest by another member of the Presbytery and an investigating process was initiated.**

Response: Respondent admits that certain allegations were made against Elder Priest by another member of the Presbytery and brought to the attention of the COPM. Respondent admits that the COPM formed a sub-committee to investigate those allegations. Respondent denies for the reason that it is untrue or mistakenly stated that COPM initiated an investigating process pursuant to the Rules of Discipline to investigate those allegations.

4. Allegation: The investigating committee of Calvary has since completed its work and a report has been discharged to all necessary parties.

Response: Respondent does not have personal knowledge of the facts of this allegation and so denies the allegation and leaves Complainants to its proofs.

5. Allegation: During the course of CPM's care of Thomas Priest, an investigating committee was empowered and it is here that the Session of Calvary sees the irregularity.

Response: Respondent admits that a sub-committee of COPM investigated allegations made against Mr. Priest by another member of Presbytery in furtherance of the COPM's responsibility to provide guidance, care and oversight to a candidate under its care. See G-14.0412. Respondent denies as untrue or mistakenly stated that the sub-committee of COPM was an investigating committee organized pursuant to the Rules of Discipline.

6. Allegation: In as much as CPM is not a governing body, we contend that such action (empowering an investigating committee) is irregular.

Response: Respondent admits that COPM is not a governing body. Respondent admits that a COPM may not organize an investigating committee pursuant to the Rules of Discipline (see D-10.0201; G-14.0411). Respondent denies the COPM empowered an investigating committee pursuant to the Rules of Discipline and also that an irregularity has occurred for the reason that it is untrue or mistakenly stated.

7. Allegation. Enclosed are two documents. One is a copy of an agenda for the 2/1/11 CPM meeting. The other is a copy of correspondence sent to Elder Priest from CPM.

Response: This paragraph does not make a factual allegation. The documents speak for themselves. To the extent Respondent must otherwise respond to this paragraph, Respondent denies the allegation and leaves Complainants to its proofs.

Appendix D

8. Allegation. We are asking your office to initiate a process with the hope that at the end thereof the Committee on Preparation for Ministry of the Presbytery of Detroit be instructed to arrange a meeting with the Session of Calvary to give an account of its actions in this matter to us.

Response: This paragraph requests a remedy and does not make a factual allegation. The documents speak for themselves. To the extent Respondent must otherwise respond to this paragraph, Respondent denies the allegation and leaves Complainants to its proofs.

**OTHER FACTS THAT MAY EXPLAIN THE SITUATION IDENTIFIED AS AN
IRREGULARITY OR DELINQUENCY - D-6.0303**

1. Mr. Thomas M. Priest is a candidate under the care of Respondent. See Exhibit A – January 18, 2011 Report of COPM Sub-Committee at pg. 1.

2. Mr. Priest is also a former moderator of Respondent. *Id* at 2.

3. In 2010, a member of Presbytery wrote to Respondent's Committee on Ministry ("COM") and COPM complaining about remarks made by Mr. Priest when he visited a mission center of Respondent's known as the Second Mile Center. See Exhibit B – Letter from Ruth Azar dated April 20, 2010.

4. Mr. Priest was then visiting the center in his capacity of a seminary student writing a paper. See Exhibit A.

5. The member's letter alleged that Mr. Priest's remarks were racist. See Exhibit B.

6. Respondent's Stated Clerk informed the COM that COM had no jurisdiction over Mr. Priest, but that COPM would have jurisdiction over him in since he is a candidate for ministry. See also G-14.0411.

7. Respondent's Stated Clerk further informed the member of Presbytery who wrote the letter that the letter could not be considered a complaint under the Rules of Discipline, since such a complaint would need to be filed with the Complainant. See G-14.0411.

8. The letter was subsequently filed, and Complainant formed an investigating committee in accordance with the Rules of Discipline. See Complaint.

9. Complainant's investigating committee declined to bring charges against Mr. Priest. *Id.*

10. While the investigating committee of Complainant declined to file charges, Respondent's COPM had a separate duty pursuant to G-14.0412, including a duty to provide guidance and instruction to Mr. Priest in light of the allegations in the letter and determine his fitness for ministry. See Exhibit A.

Appendix D

11. The COPM formed a sub-committee, which it labeled an investigating committee. *Id.*

12. The sub-committee of COPM conducted interviews and wrote a report with recommendations to the COPM. *Id.*

13. Mr. Priest objected to the recommendations in the report, which would have required him to pursue counseling. See Exhibit C – Minutes of COPM dated March 1, 2011.

14. Respondent's Stated Clerk informed COPM that COPM not only must give Mr. Priest a copy of the report, it must schedule a hearing concerning the recommendations of the report.

15. COPM was further informed by Respondent's Stated Clerk that Mr. Priest had the right to full knowledge of the allegations against him, the right to defend himself before a neutral body, the right to counsel, and the right to have advocates with him.

16. Mr. Priest availed himself of all of the rights identified in paragraph 15, *supra*.

17. A COPM hearing on the report was scheduled for the February 2011 meeting of COPM, but was postponed to the March 2011 meeting at Mr. Priest's request; his counsel was not able to come to the February meeting. See Exhibits D and E – hearing transcripts.

18. The COPM hearing on the report was conducted at the March 2011 meeting of COPM, where Mr. Priest was represented by attorney/minister Archibald Wallace III of Richmond, Va. See Exhibit E.

19. Following the public portion of the hearing, the COPM adjourned to executive session, where the COPM voted to adopt the report and an augmented set of recommendations. See Exhibits C and E.

20. Complainant has now filed the remedial suit against Respondent the focus of which is that the COPM did not have the right to form a sub-committee to evaluate a candidate under its care.

Appendix D

ARGUMENTS RELATED TO D-6.0305 – EXAMINATION OF PAPERS**a. Does the governing body has jurisdiction;**

Respondent's comment: No

A remedial case is one in which an irregularity or a delinquency of a lower governing body ... may be corrected by a higher governing body. D-2.0202 (*emphasis added*). The complaint here did not allege any action by a lower governing body. The only action alleged was that of the COPM, which is not a governing body. Therefore, Respondent respectfully submits that this Commission does not have jurisdiction to hear the complaint.

There is absolutely no dispute that Respondent's COPM is not a governing body. See Allegation no. 6, *supra*. There is also no dispute that the complaint focused exclusively on actions taken by the COPM. This limited factual scope in the complaint is wholly attributable to that fact that Complainant never took its concerns regarding the COPM to the floor of the presbytery. As a result, Respondent has never had occasion to address or otherwise act on Complainant's concerns.

If Complainant had a problem with the COPM, and the procedure the COPM used to investigate Mr. Priest's fitness for ministry, then Complainant had a clear avenue of appeal to the floor of presbytery. Indeed, Complainant through its commissioner could have requested from Respondent (by way of a motion from the floor) the very remedy Complainant now demands from this Commission. Stated directly, Complainant could have made a motion on the floor of Presbytery that COPM be instructed to meet with Complainant. Had Complainant taken even this basic step, and had Respondent then failed (in Complainant's mind) to act appropriately, Complainant would then be able to point to at least SOME action by a lower governing body with which to vest this Commission with jurisdiction. But that is not what happened here. What happened (and is happening) here is that Complainant is attempting to use this Commission and the judicial process to circumvent standard parliamentary procedure, Respondent's wide discretion in considering the worthiness of candidates for ministry, and the Constitution. Complainant's efforts should not be rewarded.

In addition, if at any time the Commission concludes that Respondent did not form a disciplinary committee in accordance with the Rules of Discipline then this case should be dismissed for lack of jurisdiction. The inappropriate formation of a disciplinary committee in violation of the Book of Order is the only Constitutional violation alleged in the complaint. Absent that allegation, all that remains is a question of policy. However, under prevailing caselaw, the Commission only has jurisdiction to hear violations of the Constitution, not violations of policy. See e.g., See 2004, 217-1 Hope v. Pby of San Francisco.

Appendix D**b. the complainant has standing to file the case;**

Respondent's comment: None.

c. the complaint was timely filed; and

Respondent's comment: No.

D-6.0301(f) required Complainant to deliver a copy of the complaint to Respondent by certified delivery or personal service. See 2004, 217-1 Hope v. Pby of San Francisco ("...personal service or certified delivery is a requirement of the Book of Order"). Complainant here failed – completely – to deliver a copy of the complaint to Respondent. Respondent only learned of the complaint after the Stated Clerk of the Synod mailed a copy to Respondent's Stated Clerk.

Complainant was also required to file with the stated clerk of the higher governing body a receipt signed by Respondent or an affidavit of personal service. Here again Complainant did not comply with the Constitution. The complaint did not include a receipt or an affidavit of personal service.

Section D-6.0301 begins, "A complaint shall state the following: ..." Use of the term "shall" confirms that the provisions of D-6.0301(f) were mandatory. And, as a result, Complainant's failure to comply with the notice requirements renders its complaint incomplete and untimely filed – the 90 day window from March 1 having expired. *Compare, Order in the Matter of John F. Veldhuizen*, 11.056 (GAPJC May 13, 1991)(appeal dismissed for failure to comply with content requirements for a notice of appeal).

d. the complaint states a claim upon which relief can be granted.

Respondent answers: No.

The complaint confuses the separate duties and obligations of Complainant and Respondent's COPM concerning the oversight of a candidate – Mr. Priest. Paragraph G-14.0412 of our Constitution granted Complainant original jurisdiction to investigate the *disciplinary* complaint against Mr. Priest. However, that same paragraph also granted Respondent's COPM original jurisdiction to *administratively* determine Mr. Priest's fitness for ministry. It is well established that a COPM may appoint a task force to investigate allegations made against a candidate. See 2004, 217-1 Hope v. Pby of San Francisco. The *Hope* decision is particularly relevant because there, as here, the COPM "... appointed a task force to investigate concerns about the candidate's ability to resolve conflicts..." See also *Robert's Rules of Order Newly Revised*, 10th ed. 480 (Cambridge, Mass.: Perseus Publishing, 2000)("A committee can appoint a subcommittee, which are responsible to and report to the committee and not to the assembly.")

Appendix D

Respondent's COPM did not need to resort to the Rules of Discipline to investigate and exercise oversight of Mr. Priest when considering his fitness for ministry, because our Constitution and numerous GAPJC decisions make clear that the COPM inherently has that authority. See e.g. 1997, 210-2 Bevensee v. Pby of New Brunswick (upholding Presbytery removal of inquirer from roles for not complying with counseling requirement mandated by CPM). Therefore, even if the allegations in the complaint are taken as true, the complaint failed to state a claim. Respondent's COPM did investigate Mr. Priest, but that investigation was not a disciplinary investigation. Rather, the COPM conducted an *administrative* investigation of Mr. Priest in accordance with the COPM's constitutionally mandated duty to provide oversight of candidates under its care. See G-14.0412. Moreover, during that investigation and subsequent hearing, Mr. Priest was treated with fundamental fairness. He was supplied with copies of relevant documents. He was afforded the opportunity to speak on his behalf. And, he was granted a right to counsel.

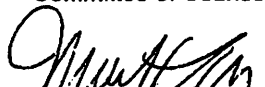
In addition, Respondent submits that this entire case is now moot. The only relief requested by Complainant was that Respondent be "instructed to arrange a meeting with the Session of Calvary to give an account of its actions in this matter to us." Respondent's COPM has requested a meeting with Complainant. Complainant has, however, not responded to that request.

Finally, Respondent points out that the relief requested by Complainant is somewhat of a non sequitur. The irregularity complained of is an allegation that the COPM usurped the authority of the Complainant and inappropriately functioned as an "investigating committee" in accordance with Rules of Discipline. However, even if that were true, the relief requested – a meeting – would not remedy in whole or in part the harm alleged. The COPM recommendations against Mr. Priest would remain in place.

FURTHER CONSIDERATIONS

Respondent reserves the right to file a motion to dismiss in the event the Commission decides to accept the case notwithstanding the arguments set forth above.

Presbytery of Detroit
Committee of Counsel


Elder Mark Schneider

6/18/2011


Rev. Betsy Rice

CPM SUBCOMMITTEE
CONVENED IN THE MATTER
OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.
Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

Appendix D

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their

Appendix D

frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

Appendix D

RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

Appendix D

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Re: Your visit - 'atl.net Mail'

Appendix D
Page 1 of 1

YAHOO! MAIL

Re: Your visit

Sunday, March 1, 2009 8:15 PM

From: "T Harrison Priest Jr" <thomasprj@earthlink.net>
To: "second mile living" <secondmileliving@sbcglobal.net>

Greetings Ruth,

I am not sure what you are referring to. I have not shared a report from my visit. So I am a little confused. Please provide more information. Thanks, Tom

On Mar 1, 2009, at 7:48 PM, second mile living wrote:

Tom,

After careful thought and prayer I have decided to directly address some of the results of your visit with us at The Second Mile Center.

Immediately, it had come to my attention that much had been said to others about racism which caused them distress. I believe a meeting would be appropriate inviting those offended to discuss the issue in my presence.

Please call me,

Ruth Azar

313-245-5252

Appendix D

Dear Al Tim in regards
 To Tom Priest visit
 @ second mile.

If Mrs. Azar gives me
 something now & then it
 is no one business
 and I am not prejudice
 and we do not need this
 here at second mile so
 we need to be attentive of
 that we do not look @ color
 here
 spider
 Address

About the Institute

Schedule

The Mediation Skills Training Institute runs daily from 8:30 a.m. to 5:00 p.m., with the exception of Monday, which starts at 9:00 a.m., and Friday, which concludes at 4:00 p.m.

Monday, 3/21, 5/2, 8/1, 10/3, 11/14

Impediment: The Nature and Role of Conflict
Conflict in the Workplace: Finding Resolution in Conflict
Understanding Your Own Style of Response to Conflict
Your Personal Style: Public for Communication or Work
Alleviating Your Emotions and Managing Your Emotions

Tuesday, 3/22, 5/3, 8/2, 10/4, 11/15

Interpersonal Problem-Solving Skills: How to Be Effective
When People Are Angry
Interpersonal Problem-Solving Skills: Mediating With Win-Win Solutions
Mediating Conflict Between Individuals: An Overview of the Process
Mediation Skills: Choosing People in the Task
Mediation Skills: The Introduction Stage

Wednesday, 3/23, 5/4, 8/3, 10/5, 11/16

Mediation Skills: The Story Telling Stage
Mediation Skills: The Problem-Solving Stage
Mediation Skills: The Agreement Stage

Thursday, 3/24, 5/5, 8/4, 10/6, 11/17

Mediating Multi-Party Disputes
Congregational Conflict: Understanding Conflict in Groups
Family Systems Theory and Church Conflict
Congregational Ethics: Crisis Decision-Making Procedures
Congregational Conflict: Discovering Dialogue Through Anxiety in High

Friday, 3/25, 5/6, 8/5, 10/7, 11/18

Mediating Congregational Disputes: An Overview of the Intervention Process
Mediation Skills: Early Phases of the Intervention
Mediation Skills: Mediating and Problem-Solving Phases
Mediation Skills: Bringing Closure to the Intervention

Overview

The Institute includes lectures, discussion, and guided practice in role-plays. Active and practical in focus, the sessions emphasize hands-on skills training and real-life role-plays based on the kinds of conflicts faced by participants. A more detailed description of the sessions is available upon request.

Locations

March 21-25, 2011
 St. Paul United Church of Christ
 31654 Mound Rd. — Warren, MI

May 2-6, 2011
 Gethsemane Lutheran Church
 65 Sagesboro St. — Manchester, NH

August 1-5, 2011
 First Presbyterian Church of Wheaton
 715 North Carlton Ave. — Wheaton, IL

October 3-7, 2011
 Lower's Lane United Methodist Church
 6200 Inwood Rd. — Dallas, TX

November 14-18, 2011
 Forest Lake Presbyterian Church
 6500 N. Trenholm Rd. — Columbia, SC

A map with travel information from airports will be sent with confirmation of registration in any of the institutes.

Meals and Accommodations

Daily refreshments and lunches on Monday and Friday are included. Participants will need to arrange for their own lodging and the other meals. Lodging options, directions, and a registrant list will be sent with confirmation of registration, after the pre-registration deadline.

Tuition

Tuition is \$695 when paid by: February 21 for the March Institute; April 4 for the May Institute; July 1 for the August Institute September 2 for the October Institute; October 17 for the November Institute, or \$770 after those dates. Participants receive a training manual and other materials upon arrival. Cancellations are subject to a \$75 non-refundable fee if LMPC is notified at least two weeks prior to the Institute, or half of the registration fee otherwise. Enrollment is limited, so register early. Send form and full payment.

Trainer

Richard Blackburn is the Executive Director of the Lombard Mennonite Peace Center. LMPC desires to equip others to be ministers of reconciliation in our life. Richard has led hundreds of workshops on conflict transformation and mediation skills, and serves as a mediator and consultant for individuals, churches, schools, and other organizations.

For Further Information

Write: Lombard Mennonite Peace Center
 101 West 2nd Street, Suite 206
 Lombard, IL 60148
Call: (630) 677-0507 **Fax:** (630) 677-0519
E-mail: Admin@LMPCenter.org
Web Site: www.LMPCenter.org

Other LMPC Programs

Next 3 Dates:
Leading Change Through Self-Determination
 August 14-16, 2011 - Lombard, IL
How I Feel equips persons to address congregational patterns of conflict, blaming and denouncing by creating modern based power clarity of core beliefs and strategies.
 clergy clinic in Family Emotional Process
 clergy clinic in Family Emotional Process is designed to enhance the ability of participants to function as interdependent leaders in their ministry settings. The clinic runs 3 times each program year, 3 days each, for 9 full days of training. See the LMPC web site www.LMPCenter.org for dates for the 2011-12 program year.

Registration Form

Yes! Register me for the Mediation Skills Training Institute. Enclosed is full payment. (Checks payable in U.S. funds to LMPC) (Cg and mail to: LMPC, 101 W. 2nd Street, Suite 206, Lombard, IL 60148)

Name (s) _____ Home Phone _____ Zip _____
 Address _____ City _____ State _____
 Congregation/Organization _____ Work Phone _____
 Personal Email? _____ Other Email? _____

Please register me for the: _____ March 21-25, 2011, Warren, MI _____ May 2-6, 2011, Institute
 _____ August 1-5, 2011, Wheaton, IL _____ October 3-7, 2011, Dallas, TX _____ November 14-18, 2011, Columbia, SC

Please send me _____ more copies of this brochure for distributing to others in my church or organization.

Please send me information about conflict transformation skills and other workshops that can be held in my community.

Please send me the brochure for *How I Feel: Leading Change Through Self-Determination*.

Please send me the brochure for *How I Feel: Leading Change Through Self-Determination*.



Mediation Skills Training Institute for Church Leaders

March 21 - 25, 2011
Warren, Michigan
(Detroit Area)

May 2 - 6, 2011
Manchester, New Hampshire

August 1 - 5, 2011
Wharton, Illinois
(Chicago Area)

October 3 - 7, 2011
Dallas, Texas

November 14 - 18, 2011
Columbia, South Carolina



Sponsored by
Lombard Menonite Peace Center
Lombard, Illinois

Everyone Has to Deal with Conflict

Conflict is normal and inevitable — whether in the home, school, community, church or workplace. Leaders in all walks of life often have a responsibility to help others work through their conflicts.

The Mediation Skills Training Institute presented by the Lombard Menonite Peace Center (LMPC) is designed to equip church leaders with the skills necessary to deal effectively with interpersonal, congregational, and other forms of group conflict. The five-day institute also includes a component on congregational intervention and consultation, placed within the context of family systems theory.

Although focused primarily on the church setting, the skills learned are directly transferable to other settings. Thus, managers in business, attorneys, experienced mediators and others in leadership will be enriched by the training as well, gaining skills in a transformational model of mediation.

Who Will Benefit

- **PASTORS and INTERIM PASTORS** of all denominations — to enhance skills for managing conflict in the church.
- **JUDICATORY LEADERS** — Bishops, Conference Ministers, District Superintendents, Diocesan Presbytery, Synod Staff — to assist pastors and congregations in handling conflicts.
- **DENOMINATIONAL OFFICIALS and CHURCH CONSULTANTS** — to bring healing in the midst of divisive church fights.
- **LAY LEADERS and PASTOR-PARISH COMMITTEE MEMBERS** — to receive valuable leadership training to benefit the church, while also gaining insight for peaceful conflict transformation in the home.
- **ADMINISTRATORS** — to introduce conflict transformation to the organizations they oversee.
- **MANAGERS and SUPERVISORS** — to help workers diminish conflict and enhance productivity.
- **COLLEGE and SEMINARY STUDENTS** — to gain hands-on skills training not typically offered in regular classes.
- **ATTORNEYS** — to gain skills in alternative dispute resolution procedures.
- **COMMUNITY MEDIATION CENTER STAFF and VOLUNTEERS** — to acquire additional skills in a transformational model of mediation for working with both individuals and groups.

"All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation." — 2 Corinthians 5:18

LOMBARD MENONITE PEACE CENTER
 104 WEST MAIN STREET, SUITE 203
 LOMBARD, IL 60148-4987



Appendix D
Exhibit B

**RUTH AZAR
 21478 MORINGSIDE DRIVE
 GROSSE POINTE WOODS, MI 48236
 (313) 881-6651**

April 20, 2010

Rev. Elizabeth Rice, Chairperson
 Committee on Preparation for Ministry
 Rev. James Russell,
 Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

Appendix D

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Appendix **Exhibit C**

Committee on Preparation for Ministry
PRESBYTERY OF DETROIT
 March 1, 2011

P Bell, Margaret	P Hartley, Tom	P Krug III, Ernest	P Stunkel, Paul
P Brownlee, Richard	P Hughley, Marie	P McDevitt, Jenny	P Warren, Orlean
P Clark, Sam	P Hunt, Phyllis	P McMillen, Judi	P Wilhelmi, Marjorie
P Downs, Elizabeth	P Jackson, Barbara	P Pittman, Jason	P Timm, Allen
P Gage, Larry	P Jackson, Robert	P Pritchard, Norman	
P Gaubatz, Mike	P Johnson, Henry	P Rice, Betsy	

1. **Call to Order:**
 CPM co-chair Beth Downs called the meeting to order at 9 am with prayer. The minutes were approved, as corrected.
2. **Introductions:**
 All members were introduced and the following were seated: Tom Priest, Stanley Edwards, elder Calvary Presbyterian, Darryl Reynolds, elder Calvary Presbyterian, Rev. Archibald Wallace, attorney and advisor to Tom Priest, Mrs. Courter as court reporter, Christine Bohn as member of the Investigative Committee, and Ed Koster, Stated Clerk of Presbytery.
3. **Motion to Approve Agenda:**
 The agenda was approved
4. **Explanation of Purpose and Process:**
 Beth Downs reminded the committee that we are reconvening the CPM hearing on the motion to adopt the report and recommendations of the investigative sub-committee regarding the complaint of Ruth Azar, of Second Mile Center, against Tom Priest, candidate. The complaint is included here:

**RUTH AZAR
 21478 MORINGSIDE DRIVE
 GROSSE POINTE WOODS, MI 48236
 (313) 881-6651**

April 20, 2010

Rev. Elizabeth Rice, Chairperson
 Committee on Preparation for Ministry
 Rev. James Russell,
 Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

Appendix D

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."
7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached).

I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

(end of letter)

Appendix D

The investigative committee included David Abbott, Christine Bohn (COM), Elizabeth Rice, and Henry Johnson. Beth urged fairness and diligence in our task to assess the report, and to determine Tom's fitness for ministry, in accordance with the process outlined in the Book of Order, and the manual for CPM of the Presbytery of Detroit. We do not have function or power to determine disciplinary action, and this is not a legal or disciplinary hearing.

5. Hearing Stage

- On February 1, 2011, a motion was *made and seconded to adopt the Investigating Committee's report and recommendations*. Having been postponed and not withdrawn, it was still on the floor. The Investigating Committee's report and recommendations were read.
- Mr. Wallace acknowledged CPM's right and responsibility to evaluate suitability for ministry, but maintained that the style and tone of the report and process of the investigative committee are disciplinary in nature and therefore in excess of that right.
- Mr. Wallace responded to the issues raised in the report, specifically: that Mr. Priest did not abuse his authority as Moderator of the Presbytery; and that Mr. Priest values justice and equity highly and never intended prejudice or malice in any interactions he had with Ms. Azar.
- Mr. Wallace submitted that Mr. Priest does not object to the recommendations of the sub-committee, but to the nature of the report, its conclusions, and the process by which this has been handled. They requested that the committee approve the recommendations, but not the report.
- Mr. Priest stated that he is committed to his call to ministry, and submits to the authority of this body and the recommendations for growth and training. He suggested that all parties involved should be offered the training as an opportunity to build community. He maintained that any conflict resolution should include all involved.
- Mr. Wallace submitted a narrative from Mr. Stan Edwards, elder, Calvary Presbyterian Church and director of Barnabas Center, about his participation in the meetings with Tom (copy attached).
- The committee went into executive session. Mr. Koster was asked to remain.

6. Executive Session

- The approved minutes of this session are sealed and on file in the offices of the Presbytery of Detroit.

7. Move to Open Session

- The Committee approved a motion to separate the January 18, 2011 report of the CPM Subcommittee, which was convened in the Matter of Complaint by Ruth Azar against Thomas H. Priest, Jr., from the recommendations
- The Committee adopted the report of the Subcommittee.
- The Committee adopted the recommendations of the Subcommittee, as amended.
- The report and the recommendations as amended and adopted are included below:

CPM SUBCOMMITTEE
CONVENED IN THE MATTER OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.
Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

Appendix D

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

Appendix D

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

~~This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.~~

[This assessment will include asking Mr. Priest to present a report on what he has learned personally and professionally. CPM requires Mr. Priest to subsequently undergo professional assessment through Midwest Career Counseling Center. CPM will furnish Midwest with the CPM Sub-Committee report and require that Midwest furnish their assessment to CPM. Pastoral counseling may also be helpful in Mr. Priest's learning and healing through this process, and CPM encourages Mr. Priest to pursue that option.]

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

(end of report)

- **The motion passed.**
- Since Mr. Priest and Mr. Wallace were unable to remain until the executive session concluded, the Co-Moderators of CPM will contact them and give them written copies of the committee's action.

9. Examinations and Annual Consultations:

- Groups A and B met with Liz Ryder for Final Assessment (I-11/07, C-6/08, McDevitt). Upon examining Liz on her responses to Form 3, a motion was made *to sustain her annual consultation*. **Seconded. Approved.** Upon examining Liz on her statement of faith, her exegesis and her sermon, a motion was made and seconded *to grant her final assessment and give her permission to circulate her PIF*. **Approved.** Liz was dismissed with prayer.
- Group C met with Monique Fube for Annual Consultation (CLP, Rice). A motion was made *to continue her in the learning phase of CLP, while urging her to complete her field placement*. **Seconded. Approved.** Although she submitted her exam after the due date, a recommendation is made to proceed to grade it. Jenny McDevitt and Judi McMillan agreed to help. Monique was dismissed with prayer.
- Group D met with Cynthia Rouse-Baird for Annual Consultation (CLP, Barbara Jackson). Group D does not recommend any action to be taken by CPM at the moment. They recommend that we *not sustain her annual consultation*, because her paperwork was late, incomplete and her written responses hard to evaluate. This is a time for discernment for her and the committee. She has yet to decide if she will retake the exam. The committee requests a follow-up assessment with Cynthia in two months. Tom raised concerns about the lack of appropriate care and nurture provided by the committee, lack of clear instructions, and constructive feedback. Cynthia was dismissed with prayer.

10. Business:

- **Report from Al Timm:**
 - Al reported on the clergy event in February. It was well received, and 8 candidates attended.

Appendix D

- o There will be a workshop on stewardship on March 26, at Ypsilanti. Robert Hunter is the presenter.
- o AI will offer a course on Polity at ETS in the Fall, depending on what the educators want, either AI or Ed Koster will teach it.
- **Sub-committee Reports:**
 - o **Lay Pastor Preparation Sub-Committee Report** (formerly CLP report).
 - The committee will meet in April at 9:30 am, focusing on the issue of the final examination for the CLP candidates. Larry has collected other samples for the committee to compare and consider for the recommendation for the format of the examination.
 - o **Ordination Exams** – The exam results are due in about two weeks.
 - o **Session Relations** – No new business.
 - o **CPM Retreat** – No new business to be reported.
- **Coordinating Cabinet** – Operations requests us to describe what we would require in an associate executive presbyter. Richard Brownlee will attend in March. Betsy will attend in April.
- **Liaison Reports:**
 - o We need a new liaison for David Oh, who is currently working in California.
 - o We thank David Abbott for his faithful service, and relieve him of any co-opt responsibilities.
 - o There are three other people who would like to be reassigned to a new liaison. We need to assess how assignments are made, rather than default to whoever raises their hand.
 - o We need to ensure appropriate liaison oversight. Larry suggests a half-day retreat to regroup for reorientation. Richard recommends that the covenant include clear responsibilities on the candidate's part.

There being no further business, CPM adjourned at 3:50 pm with prayer. ***The next gathering of CPM is scheduled for April 5, 2011 at 11:00 am at Drayton Plains Community Church, Waterford. Tom Hartley and Beth Downs will be our hosts, and Larry Gage will lead in prayer.***

Respectfully submitted,
Marjorie Wilhelm

Exhibit D

THOMAS H. PRIEST, JR.

February 1, 2011

1

IN THE MATTER OF:
 PRESBYTERY OF DETROIT
 COMMITTEE ON MINISTRY
 HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME I

Taken by the Committee on Ministry on the 1st day of
 February, 2011, at the Presbytery of Detroit, 17575 Hubbell,
 Detroit, Michigan, at 9:52 a.m.

APPEARANCES:

For the Presbytery
 of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
 Presbytery of Detroit
 Presbyterian Church (U.S.A.)
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108
 (734) 358-5403
 ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
 Certified Shorthand Reporter



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
 www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

2

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS

HEARING OF THOMAS H. PRIEST, JR.:	PAGE:
Beginning of Hearing	3

EXHIBITS:

None.



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

3

1 Detroit, Michigan,

2 Tuesday, February 1, 2011 - 9:52 a.m.

3 - - -
4 COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME I

5 (Introduction, 9:52 a.m.)

6 REV. KOSTER: I'm Ed Koster, K-o-s-t-e-r. This is
7 Elizabeth Downs. I'm Stated Clerk of the Presbytery, and she
8 is the Chairman of the Committee on Preparation for Ministry
9 which is meeting today.

10 There will be no sworn testimony. The purpose of
11 this meeting is to hear and consider approval adopting,
12 adopting a report from the Investigating Subcommittee in the
13 Matter of Thomas Priest.

14 Mr. Priest is here, members of the committee will be
15 here shortly, and we believe it's likely that the hearing
16 portion of this will be postponed. We are not sure, because
17 it will be a vote of the committee.

18 Do you have anything else you want to say?

19 REV. DOWNS: No, I don't think so. I am co-chair of
20 the committee, but I will be leading these proceedings today.

21 REV. KOSTER: Okay. Thank you.

22 (End of Introduction, 9:55 a.m.)

23 (Meeting Called to Order, 9:59 a.m.)

24 REV. DOWNS: Okay, I would like to call this meeting
25 to order. Is there anybody here who does not have a copy of



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

4

1 the agenda? You don't have one? Barb, Bob sat down over
 2 here. I don't know if you want to sit together or not.
 3 Anybody else need a copy of this?

4 REV. RICE: I have a whole bunch in back if anybody
 5 needs one.

6 REV. DOWNS: They will be right here on the corner
 7 if anybody needs them.

8 I would like to open us with prayer.

9 Eternal God who came to us in Jesus Christ and is
 10 still with us today in the movement of the Holy Spirit, You
 11 called us to be a special people, to preach the Gospel through
 12 justice, show mercy, and walk humbly. You called us to this
 13 work of preparing others for ministry. Keep Your spirit with
 14 us this day as we meet together so that in everything we may
 15 do Your Will. Guide us lest we stumble or be misguided by our
 16 own desires. May all we do be done for the reconciling of the
 17 world, for the upbuilding of the Church, and for the greater
 18 glory of Jesus Christ, Our Lord.

19 And all God's people say, Amen.

20 GROUP: Amen.

21 REV. DOWNS: I think we may need some introductions.
 22 I don't know if everybody knows everybody here or not. I'm
 23 Beth Downs. I'm the co-moderator here of the Committee on
 24 Preparation for Ministry, and I am a minister At Large for two
 25 more weeks then I start at Pontiac First as the interim



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

5

1 minister.

2 Barb, would you like to introduce yourself?

3 ELDER BARBARA JACKSON: I'm Barbara Jackson and I'm
4 an Elder of Troy First. My husband is here. He's an Elder at
5 Troy First.

6 ELDER CLARK: Sam Clark. I'm also a co-moderator of
7 CPM and an Elder, Kirk in the Hills, co-moderator of CPM.

8 REV. DOWNS: I'm sorry, Tom. I want to introduce
9 this person sitting back here listening real hard. This is
10 Mrs. Courter. She is a court reporter. So when you speak,
11 please speak up so that she can hear your name and what you're
12 saying so she can be accurate in her notes. Thank you. I'm
13 sorry, Tom.

14 ELDER PRIEST: My name is Tom Priest. I'm a
15 candidate undercare for the Presbytery.

16 REV. ROBERTSON: I'm Reverend Dave Robertson,
17 retired, and Tom's pastoral advocate.

18 ELDER WARREN: I'm Orlean Warren, Elder from
19 Trumbull at New Presbyterian Church.

20 REV. MCMILLAN: Judy McMillan, Pastor of First
21 Presbytery Troy.

22 REV. GAGE: I'm Larry Gage, Elder at Farmington
23 First Presbyterian and also Associate Lay Pastor Preparation
24 Subcommittee.

25 REV. DR. TIMM: I'm Al Timm, Executive Presbytery.



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

6

1 REV. DR. KRUG: Ernest Krug, Parish Associate First
2 Presbyterian Church of Birmingham.

3 ELDER BELL: Margaret Bell, Elder, St. John's.

4 REV. STUNKEL: Paul Stunkel, designated Pastor, St.
5 Paul's of Livonia.

6 ELDER HUNT: Phyllis Hunt, Elder at Southminster in
7 Taylor.

8 REV. RICE: I'm Betsy Rice or Elizabeth Rice. I am
9 a Parish Associate at Royal Oak First, and I'm part of
10 Investigative Subcommittee.

11 Christine Bohn from Committee on Ministry should be
12 here momentarily from the same subcommittee. And Henry
13 Johnson assured me he would be here. He's having a root
14 canal. He said he'd be here. And Dave Abbot is improving.

15 REV. HARTLEY: Tom Hartley, Ordination Subcommittee
16 for this Committee and Pastor Community Presbyterian
17 Waterford.

18 REV. WILHELMI: I'm Marjorie Wilhelmi, the Pastor at
19 Northbrook.

20 REV. KOSTER: I'm Ed Koster. I'm not a member of
21 this committee. I've been asked to support the process. I'm
22 Stated Clerk.

23 ELDER JACKSON: Bob Jackson from First Presbyterian
24 Church of Troy and my wife Barbara.

25 REV. DOWNS: Marie, would you like to turn around



ESQUIRE
an Alcanstar Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

7

1 and introduce yourself?

2 ELDER HUGLEY: Marie Hugley from Park United.

3 REV. DOWNS: You all should have a copy of the
4 agenda. I like to have a motion to Approve the Agenda. This
5 may change momentarily.

6 REV. GAGE: Motion here.

7 REV. DOWNS: Are there any additions or changes to
8 the Agenda? So all in favor of the Agenda as it stands say
9 "yes".

10 GROUP: Yes.

11 REV. DOWNS: Opposed "no". All right.

12 I've had a jumble of thoughts over these last
13 several weeks as this was approaching in and have had a lot of
14 input from a lot of people and a lot of time in prayer. And I
15 would like to, and I ended up writing down some opening
16 remarks, because what I want to do is to clarify what we're
17 doing here, what our purpose is, and how we got here. And
18 then at the end of that, I will hear a Motion to Adopt the
19 Report and the Recommendations of the Investigating
20 Subcommittee, and at that point I know that Tom Priest would
21 like to speak to the group after that motion.

22 So this meeting is a meeting of Committee on
23 Preparation for Ministry to hear the Report and the
24 Recommendations of the Special Investigative Subcommittee
25 regarding a complaint by Ruth Azar against a candidate for



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

8

1 ministry, Thomas H. Priest, Jr.

2 We're here at this portion of our meeting
3 reluctantly I think. I know I am, and I'm reluctant because
4 we're faced with a decision regarding someone we all like and
5 admire. It's easy to serve on CPM when all goes well, and
6 when it inquires, a candidate sails through the process. It's
7 hard when it appears that that may not be the case, but that's
8 our job. The CPM is one of the few committees actually
9 required by the Book of Order. Our overall charge is to
10 determine Fitness for Ministry within the Presbyterian Church
11 USA of those who are under our care.

12 There's a long checklist of things that helps make
13 this easy in some ways. Do you have an undergrad degree?
14 Check it off. Are you endorsed by your Session? Check it
15 off. Are you working on, have and give from an accredited
16 theological school? Check. Have you satisfactorily completed
17 field placement, clinical pastoral education, and all
18 ordination exams? Check, check, check.

19 Our task, however, is not just to check off a list.
20 Our task is also to determine the more elusive parts of what
21 we call Fitness for Ministry, and this is why I love you guys
22 on this committee and why I love our Presbyterian calling.
23 It's because we not only look at checklists, but we wrestle
24 with concerns and take action with candidates who haven't
25 completed the checklist, still something needs to happen.



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

9

1 Something that's a lot less measurable, whether it's in
 2 theology or in self-confidence, whether it's in recognition of
 3 the various pastoral roles or in academic competence, whether
 4 it's in emotional difficulties or instabilities and so on.
 5 And we have required some of those under our care to have
 6 additional experience, supervision, and training, another
 7 course or two, another field placement, psychological
 8 counseling, and other things. We have required those of our
 9 candidates even when they're all done with that checklist.

10 And it's with pride that I say about the people on
 11 this committee, that we do wrestle with these things and we
 12 don't take that task lightly. We struggle to both properly
 13 guide and nurture those under our care as well as determine
 14 whether or not they would serve the church well which we call
 15 the Presbyterian Church USA. This task has made me fall in
 16 love with our calling all over again because of quality, if we
 17 use it, it ensures fairness, considered deliberation, and not
 18 knee jerk or emotional reactions while counting votes on one
 19 side or another. It's grounded in Scripture. It's open to
 20 the Rules of the Holy Spirit and the Body of Christ which is
 21 the whole Church.

22 So today we aren't here as a disciplinary committee.
 23 We don't have that function, and we don't have that power.
 24 Disciplinary action is not ours to decide. That belongs to
 25 other bodies. Sessions for their members and Presbytery for



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

10

1 the members who are ordained ministers. So if we're not here
2 as a disciplinary body, why the heck are we here? Our task is
3 always and not only to determine Fitness for Ministry. Always
4 and only to determine Fitness for Ministry. That's why we're
5 here right now.

6 Ms. Azar's Letter of Complaint was sent to both the
7 Committee on Ministry and the Committee on Preparation for
8 Ministry. Ms. Azar's complaint alleges misconduct on the part
9 of one of our candidates, and since Mr. Priest is not
10 ordained, COM does not have jurisdiction and that
11 responsibility to investigate this falls to us. We're
12 obligated to investigate a written complaint. We have to. No
13 one sitting here would want to have such a complaint filed
14 against him or her or be the one filing it and not have a fair
15 hearing. It's not our immediate task to determine a motive
16 for any complaint. It is our task to sufficiently determine
17 its validity, and whether and to what degree it might impact
18 our evaluation of Fitness for Ministry.

19 Because Ms. Azar's letter initially came to COM as
20 well as CPM, we informed the Investigative Subcommittee last
21 night, we included a representative from COM, Reverend
22 Christine Bohn. We also included active and co-opted members
23 of our CPM, Reverend Betsy Rice, Elder Henry Johnson, and
24 Reverend Dave Abbot. Dave is unable to be with us today
25 because his illness.



ESQUIRE
an Alexander O'Leary Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

11

1 The Investigative Subcommittee Report states the
2 following:

3 "The committee's task was to investigate and make a
4 recommendation to CPM concerning Mr. Priest's suitability
5 for ordination as a Minister or Word and Sacrament. It
6 was not this committee's task to determine whether or not
7 the Constitution of the PC(USA) was violated. This
8 committee was advisory to CPM on matters of suitability
9 and preparation for ministry; disciplinary or judicial
10 proceedings were not this committee's purview."

11 Because this isn't a disciplinary report, we have
12 much more leeway in how we receive it and act upon it or not
13 act upon it. This is a hearing, not a trial, to help us
14 determine Fitness for Ministry. It's not to look at
15 violations of the Constitution, because this is a legislative
16 action, not a legal one. We're not guided by the same strict
17 rules of evidence such as beyond a reasonable doubt required
18 in legal proceedings, and we can even consider hearsay.

19 So no new witnesses are permitted today during this
20 hearing. We can permit new evidence if you choose to accept
21 it, because this is an action of this committee and not of the
22 investigative committee. Any comments that we hear need to be
23 directed to the CPM committee, not to the investigative
24 committee. And then in Executive Session, members of CPM can
25 discuss and ask questions, and we will raise on behalf of



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

12

1 Mr. Priest any questions he brings before us. That's our job.

2 You all know me. I'm co-moderator of this
3 committee. We'll be following parliamentary procedures. Any
4 questions about that or about Book of Order, I will refer you
5 to Mr. Koster if I don't know them, and it's likely I won't.
6 We will have a verbatim of the hearing portion so that when
7 you speak or ask a question, identify yourself by name and
8 what your position is in the Presbytery for the record.

9 Our decision need not go before Presbytery, unless
10 the very unlikely chance the decision to remove Tom Priest
11 from the role of standing, otherwise the decision remain right
12 here with notice to COM. Our discussion today could feel as
13 if it's a legal or disciplinary one, but that is not the case.
14 Our responsibility is strictly to determine Fitness for
15 Ministry within the Presbytery Church USA, through our
16 Presbytery. That's the only task we have. And I know we are
17 up to that task. We are up to that task, because we are a
18 faithful people who love the church. We take our mandate to
19 mentor seriously, and we give consideration not only to facts
20 and checklists, but to the growth and nurture of our
21 candidates and our churches. We're up to it, because we've
22 dealt with sticky issues before. We're up to it because we
23 rely not merely on ourselves, but on the guidance of the Holy
24 Spirit. We do this faithfully, follow the scripture, acting
25 in common with Mr. Priest, the Presbytery, and one another as



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

13

1 the Body of Christ, and we listen for God's word in our work.
2 We're up to the task because it's God who's calling us to do
3 this work.

4 And now I will hear a Motion to Adopt the Report and
5 its Recommendations.

6 REV. RICE: Madam Moderator, I move the Adoption of
7 the Report by the Investigative Subcommittee, and I would like
8 to read that report.

9 UNIDENTIFIED MALE: Second.

10 REV. DOWNS: What that means is we discuss the
11 report, however, before we get there, I like to grant Tom an
12 opportunity to speak.

13 REV. RICE: May I read this before Tom speaks? We
14 were concerned that, as often happens, people may not have
15 read and digested the report before this moment.

16 REV. DOWNS: My understanding is that Tom wants to
17 request a postponement.

18 ELDER WARREN: Can you speak a little louder?

19 REV. KOSTER: You can do either way. It's up to
20 you.

21 REV. DOWNS: Tom will request a postponement of this
22 hearing, and we can read it now.

23 REV. RICE: I think part of making the motion is.

24 REV. DOWNS: Go ahead.

25 REV. RICE: The Report of the Investigative



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

14

1 Subcommittee is in three parts. It's three-pages written by
 2 the four of us. It includes the Complaint by Ruth Azar
 3 against Tom Priest, and a one-page flier from the Lombard
 4 Mennonite Peace Center.

5 "CPM Subcommittee, Convened in the Matter of
 6 complaint by Ruth Azar Against Candidate Thomas H.
 7 Priest, Jr. Date of Report is January 18, 2011.

8 After prayerful consideration, the CPM of the
 9 Presbytery of Detroit, on May 4, 2010, authorized the
 10 formation of a subcommittee to investigate the above
 11 referenced complaint. The composition of the
 12 subcommittee was approved June 1: Reverend David Abbot,
 13 Reverend Christine Bohn, Elder Henry Johnson, and
 14 Reverend Elizabeth Rice.

15 The committee convened its first meeting on June 9,
 16 2010, the intent being to determine its agenda and the
 17 process for achieving outcomes. The committee received
 18 guidance from the Stated Clerk, Ed Koster, concerning
 19 process and the parameters of its investigation.

20 The committee's task was to investigate and make a
 21 recommendation to the Committee on Preparation for
 22 Ministry concerning Mr. Priest's suitability for
 23 ordination as a Minister of Word and Sacrament. It was
 24 not this committee's task to determine whether or not the
 25 Constitution of the PC(USA) was violated. This committee



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

15

1 was advisory to CPM on matters of suitability and
 2 preparation for ministry; disciplinary or judicial
 3 proceedings were not this committee's purview.

4 We met again on June 22, 2010, to begin scheduling
 5 interviews and to clarify our approach to the
 6 investigation.

7 On July 15, 2010, we interviewed Ruth Azar. Key
 8 issues included:

9 Concerns about Mr. Priest's interactions with staff
 10 and volunteers at Second Mile Center (SMC), disturbing
 11 statements made by Mr. Priest during his visit to SMC, a
 12 perception that Second Mile Center was being targeted by
 13 Mr. Priest and its ministry devalued and undermined.

14 On July 28, 2010, we met to discuss the interview
 15 with Ms. Azar and plan for the interview with Mr. Priest.

16 On August 9, 2010, we interviewed Mr. Priest, who
 17 was accompanied by his Advocate, Elder Darrell Reynolds.
 18 The committee found it notable that Mr. Priest gave
 19 lengthy responses to the questions and frequently
 20 redirected the conversation. Key issues included: a
 21 denial of certain comments and insistence that others
 22 were taken out of context. Mr. Priest's desire that
 23 Barnabas Youth Opportunities Center and Second Mile work
 24 together, share resources, and visit other urban
 25 ministries. His preferred model of urban ministry and



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

16

1 his interpretations of his observations of Second Mile
2 Center.

3 On August 13, 2010, we met to discuss and plan.

4 On September 28, 2010, we interviewed separately
5 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
6 Edwards. We interviewed each person specifically about
7 their personal interactions with Mr. Priest during his
8 visits to Second Mile Ministries and Barnabas Youth
9 Opportunities Center and a later meeting at Second Mile.

10 On November 19, 2010, we met for discussion and
11 further planning.

12 On November 30, 2010, we met for further discussion
13 and also to interview another witness, who was present at
14 the later meeting at Second Mile Center.

15 On December 10, 2010, we met again for further
16 discussion of past interviews and also to interview a
17 final witness.

18 On January 11, 2011, we met again to draft a report
19 and recommendation.

20 We finalized our report on January 18, 2011.

21 **CENTRAL ISSUES**

22 Three primary areas of concern were identified by
23 this committee.

24 One of these concerns has to do with use of
25 authority. In arranging his first visit to Second Mile



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

17

1 Center, Mr. Priest identified himself as a seminary
 2 student preparing a paper for a class. In subsequent
 3 activities, however, Mr. Priest regularly used his
 4 influence and authority as Moderator of Presbytery and
 5 former moderator of the Metropolitan Urban Ministries
 6 Team to lobby decision-making bodies within presbytery to
 7 share his view of work and structure of Second Mile
 8 Center. At the same time, Mr. Priest did not notify
 9 Second Mile that he was taking his findings and
 10 interpretation of those findings to presbytery, nor did
 11 he use that same influence and authority to provide an
 12 opportunity for Second Mile to have voice in actions
 13 intended to affect dramatically the future of the Center.
 14 In other words, Mr. Priest represented himself as a
 15 student to the subjects of his investigation, but freely
 16 applied the authority of presbytery office to pursue
 17 actions against those subjects.

18 This committee also observed a consistent pattern of
 19 Mr. Priest prejudging the opinions and experiences of
 20 others without listening to what they had to say about
 21 their own opinions and experiences. People
 22 self-identifying with three different racial-ethnic
 23 groups (white, Arab-American, and African-American)
 24 indicated to the committee their frustration and
 25 discomfort when they perceived that Mr. Priest assumed he



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

18

1 knew what they thought about certain issues (or what they
2 should think) based on his perception of their
3 racial-ethnic identity. At least in certain
4 circumstances, it appears that Mr. Priest was unwilling
5 to listen to what people had to say about their
6 experience and opinions and was, instead, rather
7 forceful verbally in attributing his experience and
8 opinion to others.

9 It is evident to this committee that Mr. Priest is
10 fiercely devoted to his preferred model of urban
11 ministry. This committee is concerned that Mr. Priest is
12 unwilling to acknowledge the legitimacy of alternative
13 ministry styles and routinely uses methods of
14 confrontation and intimidation.

RECOMMENDATIONS

15 It is the opinion of this committee that Candidate
16 Priest's current pattern of confrontational behaviors
17 would cause great difficulty in a congregation and in a
18 presbytery.
19

20 Therefore, this committee moves that CPM require
21 Mr. Priest to participate in the Mediation Skills
22 Training Institute for Church Leaders led by the Lombard
23 Mennonite Peace Center.

24 Additionally, we move that at an appropriate future
25 time CPM examine Mr. Priest to assess his pastoral



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

19

1 development in the areas identified above.

2 This assessment might include such tools as asking

3 Mr. Priest to write papers on what he has learned

4 personally and professionally from the mediation skills

5 training and his own sense of pastoral identity and

6 authority.

7 Respectfully submitted, Reverend David Abbot,

8 Reverend Christine Bohn, Elder Henry Johnson, and

9 Reverend Elizabeth Rice."

10 REV. DOWNS: Thank you.

11 Tom would like to put another suggestion in motion

12 on the floor.

13 ELDER PRIEST: Can I make a motion?

14 REV. DOWNS: Request made on your behalf.

15 ELDER PRIEST: Thank you so much. I appreciate

16 that. On the advice of my attorney, I like to say for the

17 record, ask for a postponement of this hearing due to the

18 timely notice that it did not allow my attorney to be

19 available at this meeting, and for discussion I need the

20 reasons why he requested that.

21 REV. DOWNS: So someone move postponement?

22 REV. KOSTER: You can do that either now or after he

23 leaves, whichever you wish to do.

24 REV. DOWNS: Do now and he can talk to the reasons.

25 UNIDENTIFIED MALE: I accept Mr. Priest's request of



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

20

1 postponement.

2 REV. DOWNS: Is there a second in support?

3 ELDER CLARK: Support.

4 REV. DOWNS: Motion is to postpone this hearing and
5 we need to have a date for that.

6 ELDER PRIEST: One month he said.

7 REV. DOWNS: To the March 1st meeting, which we'll
8 be here at 10:00. Now we can talk the motion.

9 ELDER WARREN: On what request?

10 REV. DOWNS: On his request only.

11 ELDER WARREN: I think I'm understanding this was
12 not a legal matter?

13 REV. DOWNS: Right.

14 ELDER WARREN: So I'm wondering what the necessity
15 of having an attorney if this is not something that's legal?

16 REV. DOWNS: This is a choice that Tom has to have,
17 and if he chooses to have an attorney with him there are
18 parameters that our Book of Order require, that this attorney
19 be Presbyterian and which he is. He's a Presbyterian minister
20 as I understand and a practicing attorney. And with those
21 circumstances then, when his attorney's here, his attorney can
22 speak for him. Otherwise an advocate, that's not permitted.
23 I don't know if that answers your question?

24 ELDER WARREN: Yes.

25 UNIDENTIFIED MALE: I have a concern. If, in fact,



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

21

1 this attorney knew prior to this meeting that he was not going
2 to be available, I think the least that attorney could have
3 done was to submit in writing why he could not be here. I
4 think that's the least this committee is owed. Is it possible
5 to get a written statement from your attorney to that effect?
6 Not that I don't trust Mr. Priest relaying the message. I
7 don't think it's good protocol or good form.

8 UNIDENTIFIED MALE: I don't know where that falls
9 within the context of the motion. His attorney should have
10 sent us some correspondence indicating his unavailability.

11 ELDER BARBARA JACKSON: My question for you, Tom, is
12 do you think that this delay will be helpful to the end
13 result? Seems to me they gave specific recommendations. They
14 weren't throwing you out in the street. And you know the
15 quicker you get there and start doing them, the quicker you
16 might be able to resolve the problem.

17 ELDER PRIEST: Ms. Jackson, you said?

18 ELDER BARBARA JACKSON: Yes.

19 ELDER PRIEST: Amen. Absolutely. Sam knows I'm
20 anxious as anything to get going with this. However, because
21 of certain allegations, and advice of my attorney, I must be
22 patient. As anxious as I am, Sam knows I'm very anxious.
23 When I past my last exam, I'm ready to go. However, I must do
24 these things in order and try very hard to get closure on this
25 so I can move forward and all of us can move forward. And I'm



ESQUIRE
an Alexander & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

22

1 not the only one moving forward. We all are moving forward
2 together. So under the advice of my attorney because of the
3 other complaint, the investigative committee, this is the most
4 appropriate thing. So I must be patient myself; otherwise,
5 yes, I'll be the first to say, whatever it takes for us to
6 move forward, I'm willing to do. So I must be patient also
7 and respect the advice of my attorney.

8 REV. DOWNS: In response to Henry's comment though,
9 even you and I had a little bit of conversation before the
10 meeting began because he wanted to put in his request for
11 postponement in front of the committee. And would you explain
12 to the committee why it is that he can't be here and what
13 changed, because he knew the date? What was it that changed
14 from?

15 ELDER PRIEST: Sure, no problem. We had two days.
16 I received an e-mail from Betsy Rice on, a week before last.
17 What's the date of your e-mail, Betsy? Thursday I think. The
18 report came out January 18th, it was, anyway that was about a
19 week and a half I received that, and I sent information to my
20 attorney. He replied back to me, okay, have all your
21 information, I feel comfortable with you going through with
22 this information, going through with the knowledge that you
23 have. You'll be able to succinctly talk about it. Don't
24 worry about going before CPM and talking about the
25 Recommendation. I sent a copy of the report to him.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

23

1 Then I received a copy from Beth about the agenda on
2 I think January 27th, 28th, not sure what date, and then I
3 sent that to him. And he was traveling and the next day, I
4 think the next day, 28th or 29th, he called me back. He said,
5 oh, no, this is a hearing in the form of a disciplinary
6 proceeding, and because I had sent him an e-mail earlier to
7 ask him is it proper to have a court reporter and all that.
8 He said, yeah, sometimes people want to do that. So he was
9 very open with me, and for my attorney to allow me to come by
10 myself to say, go ahead, no problem, I was comfortable with
11 that. But when he saw the flow of the agenda in terms of a
12 discipline hearing, he said, no, you need representation. And
13 that's why he has the issues raised and I agreed.

14 As far as what his travel schedule is, I don't know.
15 I didn't ask him to send anything in. I'm sure he'd be happy.
16 He travels all over the country, and he has commitments to
17 clients. He needs more notice than a few days. We only had
18 like a few days notice to respond.

19 UNIDENTIFIED MALE: I would like to pick up on the
20 introductory question Elder Warren raised, and that is the
21 need for this to be postponed for legal counsel to be present
22 when we clearly state in the introduction to this, this
23 committee was advisory to CPM on matters of suitability and
24 preparation for ministry. Disciplinary or judicial
25 proceedings were not this committee's purview, and you in your



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

24

1 comments just now made reference to the fact that your
2 attorney said, actually I should be present because this is a
3 hearing of a disciplinary nature. And I would wonder from
4 your perspective, because it is obviously your prerogative to
5 have legal counsel, from your perspective what was the
6 necessity for legal counsel based on what the purpose of this
7 hearing was? What did you envision the legal counsel's role
8 to be in requesting presence?

9 ELDER PRIEST: I trust his judgment, and initially
10 it was, you go ahead to committee. It's, it's asking
11 questions about your Fitness for Ministry and suitability, no
12 problem. Go ahead, be there. You have my blessing. Just
13 remember, hear the findings. Don't get off target. Stay
14 succinct, all of that, the things he reminds me of most of the
15 time. But when the agenda came out, he says, I meant to say
16 he said it's a hearing, now becomes calling a discipline type
17 process, and not to say it is, but when it becomes a hearing
18 and it becomes this stage, a hearing stage, and Mr. Priest
19 advocate and IC using the terms which I'm going to read what
20 he states why, I'm going to read those, that's what his
21 concern was. He didn't say it was a disciplinary hearing, but
22 disguised to read this way, then you have a right to counsel,
23 for me to read his concerns, and then that committee can talk
24 about it.

25 So the thing I want you to realize, in the beginning



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

25

1 he had no problem me coming and doing an on target review, but
2 until the agenda came out on the 27th or 28th and I sent it to
3 him and when he got to read it, he said, oh, I may need to be
4 there because now it looks like it's a hearing as opposed to
5 just a meeting with CPM.

6 REV. DOWNS: I don't want us to get stymied by
7 semantics. Hearing to me sounds disciplinary and in the
8 function of the life of CPM and in your pursuit of ministry,
9 to me, this is somewhat more formal consultation. It's not an
10 annual consultation, but it's a discussion with you about next
11 steps towards ordination. I think the hearing term is a
12 distraction.

13 UNIDENTIFIED MALE: Am I permitted to speak?

14 REV. DOWNS: No. You can talk to Tom, but not to
15 the committee.

16 Anyway, I'm going to ask Ed to simply clarify what
17 this means.

18 REV. KOSTER: The Book of Order is interpreted and
19 written, gives people what we call fair, fundamental fairness
20 rights. In any case where there is an adversarial, some type
21 of event that could affect a person's ministry in the future,
22 outside of judicial process, this is not a judicial case, that
23 person has some rights. One is the right to fair notice,
24 quick notice, and the right to present his or her defense to
25 the allegations and to the matters before, the matters



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

26

1 presented before a fair body, and that is what this hearing is
 2 designed to do. That is to say, the allegations are going to
 3 be presented by the subcommittee before you as a committee as
 4 the bodies of assembly.

5 There are two other rights that are attached to
 6 this. One is the right to have an advocate. An advocate is
 7 an advisor, somebody to be with someone. What distinguishes
 8 between that and counsel, counsel is somebody who can speak
 9 for the person. A person has a right to counsel, period. And
 10 to deprive Mr. Priest of the right of a reasonable right to
 11 have counsel here would make it detrimental to this motion to
 12 fairness, fundamental fairness. He doesn't have to justify
 13 having counsel here. The requirement is counsel be
 14 Presbyterian, that's required. He does not have to be an
 15 attorney either. The reason he has to be Presbyterian,
 16 attorneys have been known to misbehave. So we have to have
 17 somebody watch over the attorney.

18 So those are the requirements of fundamental
 19 fairness that the Book of Order and various cases and
 20 interpretation lay out in a matter which affects a person's
 21 ministry.

22 UNIDENTIFIED MALE: Thank you.

23 ELDER PRIEST: Can I respond to that?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Again, about my attorney, I want you



ESQUIRE
 an Alamo Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

27

1 to know about my attorney being a pastor, very spiritual. And
 2 he is concerned about my theological health, my spiritual
 3 health, and fitness for being pastor. Believe me, with him,
 4 is pretty tough. And he is concerned, he more than me wants
 5 me to get moving on this process. He doesn't want to do
 6 anything to delay it. He's been through a second career, and
 7 he says, Tom, my role is to help you get through this, not to
 8 delay it in any way.

9 So the reason for this is even though it's not a
 10 legal stance, the wording of "hearing" and following that
 11 process sends an antenna up. Even though these are
 12 allegations, it's a report of committee and they are charging
 13 me with something, allegations, this happened and this
 14 happened and they're very serious. And as a result of these
 15 allegations in this report, a judgment can be rendered, either
 16 punitive or taking a class or some judgment can be done out of
 17 this. So when you look at that, his concern is me. So on top
 18 of that, the recommendation of these, if it's accepted, I will
 19 suffer something based on something that can be challenged,
 20 that some of these things can be challenged. And I think all
 21 he is looking out for my best interest, not only legal issues,
 22 but as Fitness for Ministry.

23 REV. DOWNS: Tom?

24 REV. HARTLEY: I think I want to speak more than the
 25 process. In fact at the table, we have legal and counsel



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

28

1 representation, Ed Koster, and the perception of fairness or
 2 equitability, it's reasonable on our part to acknowledge his
 3 desire safely to have legal representation and advocacy. It's
 4 better to proceed deliberately but fairly and delay, though
 5 this is already been warned for six months. Reasonable for us
 6 to be patient in the process.

7 Our authority, my view is only ministerial and
 8 declarative, not judicial, only Presbytery remains, we
 9 recommend. So as far as the need for legal representation,
 10 constitutionally and legally, isn't needed at this hearing I
 11 believe, but because of the recommendation by the committee at
 12 hand, there is an implicit if not explicit requirement or
 13 demand to admit responsibility with a tentative requirements.
 14 So I think it's reasonable that he recognize that, to even
 15 consent to these recommendations admits responsibility.
 16 That's where we are in the process. I think it's an
 17 unfortunate delay, but I understand.

18 REV. DOWNS: Any other comments of the committee or
 19 questions of the committee?

20 UNIDENTIFIED MALE: I like to call a question.

21 ELDER PRIEST: Can I read the points?

22 REV. DOWNS: Yes.

23 ELDER PRIEST: Again, my attorney did not felt
 24 necessary for me to come before he got the agenda, other than
 25 that I would be here with you discussing this.



ESQUIRE
 an Alexander's Office Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

29

1 Issue number one, he knows of no provision in our
2 constitutional documents that would allow a CPM to appoint an
3 investigative committee to look into issues raised in a
4 complaint or to conduct a hearing on its findings and
5 recommendations in the nature of prosecution.

6 The agenda that has been provided uses words such as
7 "hearing stage," "investigative committee's report," and
8 "recommendation". As Mr. Priest's advocate, no opportunity
9 for Mr. Priest to present testimony from others or right to
10 face accusers or right to examine his accusers.

11 Issue number two that concerns him is the lack of
12 sufficient notice. Being subjective to the equivalent of a
13 disciplinary hearing, Mr. Priest should have received more
14 notice and Mr. Priest should have afforded the right to have
15 an advocate of his choosing present to represent him.

16 Issue number three, double jeopardy. The Ruth Azar
17 Complaint is already before the Presbytery by her written
18 complaint. An investigative committee appointed by Calvary
19 Presbyterian Church has conducted numerous hearings and
20 appears close to deciding whether to proceed or not. If CPM
21 convicts in the meantime on the same written statement, will
22 that not render the IC's work a nullity? Or if the IC decides
23 not to press charges, can CPM convict from the same issues?
24 The decision by CPM to go forward will be a violation of both
25 Mr. Priest's substantive and procedural due process rights and



ESQUIRE
an Alamo Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

30

1 could lead to a one to two year court proceeding to prevent
2 what waiting may cure otherwise.

3 That's his legal statement and he asked me to read.
4 These are not my words. These are his words.

5 UNIDENTIFIED MALE: Which in a sense goes back to my
6 question. Could he not have sent that in advance? I can ask
7 the question.

8 REV. DOWNS: Yes.

9 UNIDENTIFIED MALE: We're all on the spot. It's
10 not, excuse me, it is not heroics to his attorney and to him.
11 We spent a number of months going through this whole process.
12 We, the subcommittee. It's not as though we haven't had our
13 own time, energy, and expertise tested and invested. I really
14 feel strongly that if your attorney felt that strongly about
15 what you just read that you said are his words, then I assume
16 that he would have sent that to us in advance so we would have
17 a sense what his feelings were.

18 ELDER PRIEST: The attorney doesn't relate to this
19 body. He relates through me, and I brought his wishes
20 immediately as I could. I spoke to him yesterday, and when he
21 got it, processed information, he asked me to do a certain
22 process and I did, and to get with the moderate ahead of time
23 with no surprises, to keep everything above board.

24 REV. DOWNS: And I'll get a copy of that?

25 ELDER PRIEST: Yes.



ESQUIRE
an American Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

31

1 REV. DOWNS: What is the date of that?

2 ELDER PRIEST: I talked to him yesterday. This is
3 my writing of his e-mail. His e-mail is more into it, and he
4 counseled me yesterday.

5 REV. DOWNS: His e-mail is dated yesterday as well?

6 ELDER PRIEST: No, his e-mail is dated January 28th.

7 REV. RICE: I like to respond also. Wherever the
8 complaint is filed, it has to have a response. I don't think
9 that there's any sense in having a priority of us waiting for
10 the resolution of the complaint shared with Calvary and then
11 CPM responding once we heard what Calvary finds or does not
12 find. To me that would not seem to be in your favor, and I
13 think we owe it to the complainant to respond. So I don't
14 think you can link those two processes. They're different,
15 and we are not a hearing. We are not a disciplinary
16 proceeding. We're advisory to CPM on what the complaint says
17 about Fitness for Ministry.

18 REV. DOWNS: Let's continue to speak to the motion
19 to postpone, so if there are no other questions or comments
20 regarding that? Tom, nothing else you like to add?

21 ELDER PRIEST: Only thing is my lawyer very
22 emphatically wanted to go forward. It's only the agenda and
23 use of the word "hearing" and those words that call for
24 concern, and he's just trying to protect me.

25 REV. DOWNS: I will ask you and David to excuse



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

32

1 yourselves, please, and we will discuss as a committee and
2 make recommendations.

3 All those in favor?

4 GROUP: Yes.

5 (Off the record, 10:47 a.m. - 11:25 a.m.)

6 REV. DOWNS: During executive session this committee
7 voted in favor of the Motion to Postpone until March 1st. You
8 need to know that we are considering meeting earlier at 9:00
9 rather than at 10. So I will confirm with you, either Sam or
10 I, will confirm with you in the meantime, and it's out in
11 Waterford.

12 ELDER PRIEST: Okay. I can send that to my attorney
13 now, that's confirmed March 1st, 9:00?

14 REV. DOWNS: March 1st, likely 9:00.

15 And then we also during executive session committee
16 voted to approve the Motion to Rescind our approval for you to
17 serve in any temporary capacity until this is resolved.

18 ELDER PRIEST: I didn't quite understand?

19 REV. DOWNS: A long time ago we let COM know that we
20 had approved your being able to take on a temporary position.
21 In this case it was with Calvin East.

22 ELDER PRIEST: Yes, yes.

23 REV. DOWNS: So because of the delay of this and
24 because of leaving the church still hanging in all of this and
25 because it now continues on, we are rescinding, we are



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

33

1 removing our permission to you, and we will let COM know, to
2 be able to serve in a temporary capacity at this time.

3 ELDER PRIEST: So --?

4 REV. DOWNS: So you can't serve the church.

5 ELDER PRIEST: Can't serve the church. Until this
6 is resolved?

7 REV. DOWNS: Until we go through the process that we
8 do with all of our candidates.

9 ELDER PRIEST: Thank you.

10 REV. DOWNS: Any other comments? Let us stand and
11 offer prayer, please.

12 Let us pray. Loving God, You throw us into the fray
13 and we wonder why there are lions in the den, but You are
14 always with us. You walk with us and guide us. You teach us
15 to hear. Open our ears that we may hear You. Open our hearts
16 that we may know You. Open our minds that we can work with
17 Your mind. Guide our feet so we can walk in Your ways, our
18 hands to lift and praise and heal others. May You travel with
19 Tom this day as he goes about the rest of his day and next
20 several weeks until we meet again. Comfort his heart, lift
21 him up, and all of those on this committee. Help us to give
22 the thanks to all those who have worked so hard and continue
23 to guide our deliberations, our discussions, and our communal
24 meeting together and those candidates who are coming before us
25 this day. In the name of Your Son, our Lord Jesus, who walked



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

34

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12
- 13
- 14
- 15
- 16
- 17
- 18
- 19
- 20
- 21
- 22
- 23
- 24
- 25

ahead of us and led us, we pray.

As people say, Amen.

GROUP: Amen.

(Adjourned at 11:28 a.m.)

- - -



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR.

February 1, 2011

35

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

I certify that this transcript is a complete, true, and correct record of the testimony of the witness held in this case.

I also certify that prior to taking this deposition, the witness was duly sworn or affirmed to tell the truth.

I further certify that I am not a relative or an employee of or an attorney for a party; and that I am not financially interested, directly and indirectly, in the matter.

I hereby set my hand this day, February 8, 2011:

Ann M. Courter, CSR-6239
Wayne County, Michigan
My Commission Expires: October 2, 2012



ESQUIRE
an Alexander O'Neil Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

A	10:22	28:3	already	29:2
a.m	activities	advocate	28:5 29:17	appointed
3:5, 22, 23	17:3	5:17 15:17	also	29:18
32:5 34:4	add	20:22 24:19	5:6, 23 8:20	appreciate
Abbot	31:20	26:6 29:8, 15	10:22 16:13,	19:15
6:14 10:24	additional	affect	16 17:18 22:6	approach
14:12 19:7	9:6	17:13 25:21	31:7 32:15	15:5
able	Additionally	affects	35:8	approaching
21:16 22:23	18:24	26:20	alternative	7:13
32:20 33:2	additions	affirmed	18:12	appropriate
Absolutely	7:7	35:9	always	18:24 22:4
21:19	Adrow	afforded	10:3 33:14	approval
academic	16:5	29:14	Amen	3:11 32:16
9:3	Adjourned	African -	4:19, 20 21:19	Approve
accept	34:4	American	34:2, 3	7:4 32:16
11:20 19:25	admire	17:23	Ann	approved
accepted	8:5	agenda	1:19, 22 35:22	14:12 32:20
27:18	admit	4:1 7:4, 8	annual	A r a b -
accompanied	28:13	14:16 23:1, 11	25:10	American
15:17	admits	24:15 25:2	another	17:23
accredited	28:15	28:24 29:6	9:6, 7, 19	Arbor
8:15	Adopt	31:22	12:25 16:13	1:19
accurate	7:18 13:4	ago	19:11	areas
5:12	adopting	32:19	answers	16:22 19:1
accusers	3:11, 12	agreed	20:23	around
29:10	Adoption	23:13	antenna	6:25
achieving	13:6	ahead	27:11	arranging
14:17	advance	13:24 23:10	anxious	16:25
acknowledge	30:6, 16	24:10, 12	21:20, 22	asked
18:12 28:2	adversarial	30:22 34:1	anybody	6:21 30:3, 21
act	25:20	Al	3:25 4:3, 4, 7	asking
11:12, 13	advice	5:25	anyway	19:2 24:10
acting	19:16 21:21	allegations	22:18 25:16	assembly
12:24	22:2, 7	21:21 25:25	APPEARANCES	26:4
action	advisor	26:2 27:12,	1:16	assess
8:24 9:24	26:7	13, 15	appears	18:25
11:16, 21	advisory	alleges	8:7 18:4	assessment
actions	11:8 15:1	10:8	29:20	19:2
17:12, 17	23:23 31:16	allow	applied	Associate
active	advocacy	19:18 23:9	17:16	5:23 6:1, 9
		29:2	appoint	



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

Appendix D
February 1, 2011
37

assume 30:15	back 4:4 5:9 22:20	between 26:8	3:24 8:21 9:14 25:19 28:20 31:23	12,23 16:2,9, 14 17:1,8,13 18:23
assumed 17:25	23:4 30:5	beyond 11:17	Called 3:23 4:11,12 23:4	CENTRAL 16:21
assured 6:13	Barb 4:1 5:2	Birmingham 6:2	calling 8:22 9:16 13:2 24:16	certain 15:21 18:1,3 21:21 30:21
attached 26:5	BARBARA 5:3 6:24	bit 22:9	Calvary 29:18 31:10, 11	Certified 1:22
attorney 19:16,18 20:15,17,18, 20,21 21:1,2, 5,9,21 22:2, 7,20 23:9 24:2 26:15, 17,25 27:1 28:23 30:10, 14,18 32:12 35:11	Barnabas 15:23 16:8	blessing 24:12	canal 6:14	certify 35:5,8,10
attorneys 26:16	based 18:2 24:6 27:19	board 30:23	Calvin 32:21	Chairman 3:8
attorney's 20:21	began 22:10	Bob 4:1 6:23	came 4:9 10:19 22:18 24:15 25:2	challenged 27:19,20
attributing 18:7	Beginning 2:3 24:25	bodies 9:25 17:6 26:4	candidate 5:15 7:25 8:6 14:6 18:16	chance 12:10
August 15:16 16:3	behalf 11:25 19:14	Body 9:20 10:2 13:1 26:1 30:19	changes 7:7	change 7:5
authority 16:25 17:4, 11,16 19:6 28:7	behaviors 18:17	Bohn 6:11 10:22 14:13 19:8	changed 22:13	charge 8:9
authorized 14:9	being 14:16 15:12 27:1,3 29:12 32:20	Book 8:9 12:4 20:18 25:18 26:19	charging 27:12	charges 29:23
available 19:19 21:2	believe 3:15 27:3 28:11	both 9:12 10:6 29:24	checklist 8:12,25 9:9	checklists 8:23 12:20
Azar 7:25 14:2,6 15:7,15 29:16	BELL 6:3	Bridle 1:19	checklists 8:23 12:20	choice 20:16
Azar's 10:6,8,19	belongs 9:24	brings 12:1	choose 11:20	
B	best 27:21	brought 30:19		
	Beth 4:23 23:1	bunch 4:4		
	Betsy 6:8 10:23 22:16,17	C		
	better 28:4	call		



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

Appendix D
February 1, 2011

38

chooses	21:24	32:1,6,15	concerns	28:10
20:17	co-chair	33:21	8:24 15:9	consultation
choosing	3:19	committees	16:24 24:23	25:9,10
29:15	COM	8:8	29:11	CONTENTS
Christ	10:10,19,21	committee's	conduct	2:1
4:9,18 9:20	12:12 32:19	11:3,6,10	29:4	context
13:1	33:1	14:20,24 15:3	conducted	15:22 21:9
Christine	come	23:25 29:7	29:19	continue
6:11 10:22	23:9 28:24	common	confirm	31:18 33:22
14:13 19:8	Comfort	12:25	32:9,10	continues
Church	33:20	communal	confirmed	32:25
1:18 4:17	comfortable	33:23	32:13	Convened
5:19 6:2,24	22:21 23:10	Community	confrontatio	14:5,15
8:10 9:14,15,	coming	6:16	n	conversation
21 12:15,18	25:1 33:24	co-moderator	18:14	15:20 22:9
18:22 29:19	comment	4:23 5:6,7	confrontatio	convict
32:24 33:4,5	22:8	12:2	nal	29:23
churches	comments	competence	18:17	convicts
12:21	11:22 15:21	9:3	congregation	29:21
circumstance	24:1 28:18	complainant	18:18	co-opted
s	31:19 33:10	31:13	consent	10:22
18:4 20:21	Commission	complaint	28:15	copy
clarify	35:24	7:25 10:6,8,	consider	3:25 4:3 7:3
7:16 15:5	commitments	12,13,16	3:11 11:18	22:25 23:1
25:16	23:16	14:2,6,11	consideratio	30:24
CLARK	COMMITTEE	22:3 29:4,17,	n	corner
5:6 20:3	1:5,12 3:4,8,	18 31:8,10,16	12:19 14:8	4:6
class	14,17,20 4:23	complete	considered	correct
17:2 27:16	6:11,16,21	35:5	9:17	35:6
clearly	7:22 8:22	completed	considering	corresponden
23:22	9:11,22 10:7	8:16,25	32:8	ce
CLERK	11:8,21,22,	composition	consistent	21:10
1:17 3:7 6:22	23,24 12:3	14:11	17:18	counsel
14:18	14:15,17,21,	concern	Constitution	23:21 24:5,6,
clients	25 15:18	16:22 20:25	11:7,15 14:25	22 26:8,9,11,
23:17	16:23 17:18,	24:21 27:17	constitution	13 27:25
clinical	24 18:9,11,	31:24	al	counseled
8:17	16,20 21:4	concerned	29:2	31:4
close	22:3,11,12	13:14 18:11	constitution	counseling
29:20	23:23 24:10,	27:2,4	ally	9:8
closure	23 25:15 26:3	concerning		
	27:12 28:11,	11:4 14:18,22		
	18,19 29:3,18			



ESQUIRE
an Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

counsel's 24:7	Dave 5:16 6:14 10:24	9:17	32:18	25:12
counting 9:18	David 14:12 19:7 31:25	deliberation s 33:23	different 17:22 31:14	disturbing 15:10
country 23:16	day 1:12 4:14 23:3,4 33:19, 25 35:14	demand 28:13	difficulties 9:4	documents 29:2
COUNTY 35:3,23	days 22:15 23:17, 18	den 33:13	difficulty 18:18	doesn't 26:12 27:5 30:18
course 9:7	dealt 12:22	denial 15:21	digested 13:15	doing 7:17 21:15 25:1
Court 1:19 5:10 23:7 30:1	December 16:15	deposition 35:8	directed 11:23	double 29:16
Courter 1:22 5:10 35:22	decide 9:24	deprive 26:10	directly 35:12	doubt 11:17
CPM 5:7 8:5,8 10:20,23 11:4,8,23,24 14:5,8 15:1 18:20,25 22:24 23:23 25:5,8 29:2, 20,23,24 31:11,16	decides 29:22	designated 6:4	disciplinary 9:22,24 10:2 11:9,11 12:13 15:2 23:5,24 24:3,21 25:7 29:13 31:15	down 4:1 7:15
CSR-6239 1:22 35:22	deciding 29:20	designed 26:2	discipline 23:12 24:16	Downs 3:7,19,24 4:6,21,23 5:8 6:25 7:3,7,11 13:10,16,21, 24 19:10,14, 21,24 20:2,4, 7,10,13,16 22:8 25:6,14 26:24 27:23 28:18,22 30:8,24 31:1, 5,18,25 32:6, 14,19,23 33:4,7,10
cure 30:2	decision 8:4 12:9,10, 11 29:24	desires 4:16	discomfort 17:25	DR 5:25 6:1
current 18:17	decision- making 17:6	determine 8:10,20 9:13 10:3,4,15,16 11:6,14 12:14 14:16,24	discuss 11:25 13:10 15:14 16:3 32:1	draft 16:18
<u>D</u>	declarative 28:8	detrimental 26:11	discussing 28:25	dramatically 17:13
Darrell 15:17	defense 25:24	DETROIT 1:4,13,14, 17,18 3:1 14:9	discussion 12:12 16:10, 12,16 19:19 25:10	due 19:17 29:25
Date 14:7 20:5 22:13,17 23:2 31:1	degree 8:13 10:17	devalued 15:13	discussions 33:23	duly 35:9
dated 31:5,6	delay 21:12 27:6,8 28:4,17 32:23	development 19:1	disguised 24:22	
	deliberately 28:4	devoted 18:10	distinguishe s 26:7	
	deliberation	didn't 23:15 24:21	distraction	



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

during 11:19 15:11 16:7 32:6,15	11,14,24 21:11,17,18, 19 22:15 23:20 24:9 26:23,25 28:21,23 30:18,25 31:2,6,21 32:12,18,22 33:3,5,9	6:1 Eternal 4:9 evaluation 10:18 event 25:21 everybody 4:22 evidence 11:17,20 evident 18:9 exam 21:23 examine 18:25 29:10 exams 8:18 excuse 30:10 31:25 Executive 5:25 11:24 32:6,15 EXHIBITS 2:8 experience 9:6 18:6,7 experiences 17:19,21 expertise 30:13 Expires 35:24 explain 22:11 explicit 28:12	29:10 faced 8:4 fact 20:25 24:1 27:25 facts 12:19 fair 10:14 25:19, 23 26:1 fairly 28:4 fairness 9:17 25:19 26:12,19 28:1 faithful 12:18 faithfully 12:24 fall 9:15 falls 10:11 21:8 far 23:14 28:9 Farmington 5:22 favor 7:8 31:12 32:3,7 February 1:13 3:2 35:14 feel 12:12 22:21 30:14 feelings 30:17 feet 33:17	felt 28:23 30:14 field 8:17 9:7 fiercely 18:10 filed 10:13 31:8 filing 10:14 final 16:17 finalized 16:20 financially 35:12 find 31:12 findings 17:9,10 24:13 29:4 finds 31:11 First 4:25 5:4,5, 20,23 6:1,9, 23 14:15 16:25 22:5 Fitness 8:10,21 10:3, 4,18 11:14 12:14 24:11 27:3,22 31:17 flier 14:3 floor 19:12 flow 23:11 follow 12:24
E	Elizabeth 3:7 6:8 14:14 19:9 elusive 8:20 e-mail 22:16,17 23:6 31:3,5,6 emotional 9:4,18 emphatically 31:22 employee 35:11 End 3:22 7:18 21:12 ended 7:15 endorsed 8:14 energy 30:13 ensures 9:17 envision 24:7 equitability 28:2 equivalent 29:12 Ernest	F	face	



ESQUIRE
an Alexander Dutton Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

Appendix D
February 1, 2011
41

following 11:2 12:3 27:10 forceful 18:7 form 21:7 23:5 formal 25:9 formation 14:10 former 17:5 forward 21:25 22:1,6 29:24 31:22 found 15:18 four 14:2 fray 33:12 freely 17:15 frequently 15:19 front 22:11 frustration 17:24 function 9:23 25:8 fundamental 25:19 26:12, 18 further 16:11,12,15 35:10 future 17:13 18:24 25:21	G	4:17 grounded 9:19 GROUP 4:20 7:10,21 32:4 34:3 groups 17:23 growth 12:20 guidance 12:23 14:18 Guide 4:15 9:13 33:14,17,23 guided 11:16 guys 8:21	5:9 8:7 21:24 33:22 HARTLEY 6:15 27:24 haven't 8:24 30:12 heal 33:18 health 27:2,3 hear 3:11 5:11 7:18,23 11:22 13:4 24:13 33:15 heard 31:11 HEARING 1:6,11 2:2,3 3:15 10:15 11:13,20 12:6 13:22 19:17 20:4 23:5,12 24:3,7,16, 17,18,21 25:4,7,11 26:1 27:10 28:10 29:4,7, 13 31:15,23 hearings 29:19 hearsay 11:18 heart 33:20 hearts 33:15 heck 10:2 held 35:6 help	11:13 27:7 33:21 helpful 21:12 helps 8:12 Henry 6:12 10:23 14:13 19:8 Henry's 22:8 her 5:12 10:14 25:24 29:17 hereby 35:14 heroics 30:10 Hills 5:7 Holy 4:10 9:20 12:23 Hubbell 1:13 HUGLEY 7:2 humbly 4:12 HUNT 6:6 husband 5:4
	H	H 1:6,11,17 2:2 8:1 14:6 half 22:19 hand 28:12 35:14 hands 33:18 hanging 32:24 happen 8:25 happened 27:13,14 happens 13:14 happy 23:15 hard	I	IC 24:19 29:22 IC's 29:22 identified 16:22 17:1 19:1



ESQUIRE
an Almadar Collo Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

identify 12:7	inquires 8:6	18:14	21:11,17,18	justice 4:12
identity 18:3 19:5	insistence 15:21	introduce 5:2,8 7:1	January 14:7 16:18,20	justify 26:12
illness 10:25	instabilitie s 9:4	Introduction 3:5,22 23:22	22:18 23:2 31:6	<hr/> K <hr/>
immediate 10:15	instead 18:6	introduction s 4:21	jeopardy 29:16	Keep 4:13 30:23
immediately 30:20	Institute 18:22	introductory 23:20	jerk 9:18	Key 15:7,20
impact 10:17	intended 17:13	invested 30:13	Jesus 4:9,18 33:25	Kirk 5:7
implicit 28:12	intent 14:16	investigate 10:11,12 11:3 14:10,20	job 8:8 12:1	Kirk 5:7
improving 6:14	interactions 15:9 16:7	Investigatin g 3:12 7:19	John's 6:3	knee 9:18
include 19:2	interest 27:21	investigatio n 14:19 15:6 17:15	Johnson 6:13 10:23 14:13 19:8	knew 18:1 21:1 22:13
included 10:21,22 15:8,20	interested 35:12	Investigativ e 6:10 7:24 10:20 11:1, 22,23 13:7,25 22:3 29:3,7, 18	JR 1:6,11 2:2 8:1 14:7	know 4:2,22 7:20 8:3 12:2,5,16 20:23 21:8,14 23:14 27:1 32:8,19 33:1, 16
includes 14:2	interim 4:25	Issue 29:1,11,16	judgment 24:9 27:15,16	knowledge 22:22
indicated 17:24	interpretati on 17:10 26:20	issues 12:22 15:8,20 16:21 18:1 23:13 27:21 29:3,23	judicial 11:9 15:2 23:24 25:22 28:8	known 26:16
indicating 21:10	interpretati ons 16:1	J <hr/>	Judy 5:20	knows 4:22 21:19,22 29:1
indirectly 35:12	interpreted 25:18	J.D 1:17	July 15:7,14	KOSTER 1:17 3:6,21 6:20 12:5 13:19 14:18 19:22 25:18 28:1
influence 17:4,11	interview 15:14,15 16:13,16	JACKSON 5:3 6:23	jumble 7:12	K-o-s-t-e-r 3:6
information 22:19,21,22 30:21	interviewed 15:7,16 16:4, 6		June 14:12,15 15:4	KRUG 6:1
informed 10:20	interviews 15:5 16:16		jurisdiction 10:10	<hr/> L <hr/>
initially 10:19 24:9	intimidation		just 8:19 24:1,12 25:5 30:15 31:24	
input 7:14				



ESQUIRE
an Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

Appendix D
February 1, 2011
43

lack	28:3,9 30:3	lobby	March	3:14 9:25
29:11	legally	17:6	20:7 32:7,13,	10:1,22 11:24
Large	28:10	Lombard	14	Monnonite
4:24	legislative	14:3 18:22	Margaret	14:4 18:23
Larry	11:15	long	6:3	mentor
5:22	legitimacy	8:12 32:19	Marie	12:19
last	18:12	look	6:25 7:2	mercy
7:12 10:20	lengthy	8:23 11:14	Marjorie	4:12
21:23 22:16	15:19	27:17 29:3	6:18	merely
later	less	looking	MATTER	12:23
16:9,14	9:1	27:21	1:3 3:13 14:5	message
Lawrence	lest	looks	20:12 26:20	21:6
16:5	4:15	25:4	35:13	met
lawyer	Let's	Lord	matters	15:4,14 16:3,
31:21	31:18	4:18 33:25	11:8 15:1	10,12,15,18
Lay	Letter	Lorkowski	23:23 25:25	methods
5:23 26:20	10:6,19	16:5	MCMILLAN	18:13
lead	life	lot	5:20	Metropolitan
30:1	25:8	7:13,14 9:1	means	17:5
Leaders	lift	louder	13:10 25:17	Michigan
18:22	33:18,20	13:18	meant	1:14,19 3:1
leading	lightly	love	24:15	35:1,23
3:20	9:12	8:21,22 9:16	meantime	Mile
learned	likely	12:18	29:21 32:10	15:10,12,23
19:3	3:15 12:5	Loving	measurable	16:1,8,9,14,
least	32:14	33:12	9:1	25 17:7,9,12
18:3 21:2,4	link		Mediation	mind
leaves	31:14	M	18:21 19:4	33:17
19:23	lions	1:22 35:22	meet	minds
leaving	33:13	Madam	4:14 33:20	33:16
32:24	list	13:6	meeting	minister
led	8:19	making	3:9,11,23,24	4:24 5:1 11:5
18:22 34:1	listen	13:23	7:22 8:2	14:23 20:19
leeway	13:1 18:5	MALE	14:15 16:9,14	ministerial
11:12	listening	13:9 19:25	19:19 20:7	28:7
legal	5:9 17:20	20:25 21:8	21:1 22:10	ministers
11:16,18	little	23:19 25:13	25:5 32:8	10:1
12:13 20:12,	13:18 22:9	26:22 28:20	33:24	ministries
15 23:21	Livonia	30:5,9	member	15:25 16:8
24:5,6,7	6:5	mandate	6:20	17:5
27:10,21,25		12:18	members	MINISTRY



ESQUIRE
An Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

1:5,12 3:4,8 4:13,24 6:11 7:23 8:1,10, 21 10:3,4,7, 8,18 11:9,14 12:15 14:22 15:2,13,25 18:11,13 23:24 24:11 25:8,21 26:21 27:22 31:17 misbehave 26:16 misconduct 10:8 misguided 4:15 model 15:25 18:10 moderate 30:22 Moderator 13:6 17:4,5 moment 13:15 momentarily 6:12 7:5 month 20:6 months 28:5 30:11 most 22:3 24:14 motion 7:4,6,18,21 13:4,23 19:11,13 20:4,8 21:9 26:11 31:18 32:7,16 motive 10:15	move 13:6 18:24 19:21 21:25 22:6 movement 4:10 moves 18:20 moving 22:1 27:5 must 21:21,23 22:4,6 myself 22:4 23:10 <hr/> N <hr/> name 5:11,14 12:7 33:25 nature 24:3 29:5 necessary 28:24 necessity 20:14 24:6 need 4:3,21 11:22 12:9 19:19 20:5 23:12,21 25:3 28:9 32:8 needed 28:10 needs 4:5,7 8:25 23:17 New 5:19 11:19,20 night 10:21 Northbrook	6:19 notable 15:18 notes 5:12 nothing 31:20 notice 12:12 19:18 23:17,18 25:23,24 29:12,14 notify 17:8 November 16:10,12 nullity 29:22 number 29:1,11,16 30:11 numerous 29:19 nurture 9:13 12:20 <hr/> O <hr/> Oak 6:9 obligated 10:12 observations 16:1 observed 17:18 obviously 24:4 October 35:24 offer 33:11	office 17:16 oh 23:5 25:3 Okay 3:21,24 22:20 32:12 once 31:11 one-page 14:3 open 4:8 9:19 23:9 33:15,16 opening 7:15 opinion 18:8,16 opinions 17:19,21 18:6 Opportunities 15:23 16:9 opportunity 13:12 17:12 29:8 Opposed 7:11 25:4 ordained 10:1,10 Order 3:23,25 8:9 12:4 20:18 21:24 25:18 26:19 Ordination 6:15 8:18 11:5 14:23 25:11 Orlean 5:18	outcomes 14:17 outside 25:22 over 4:1 7:12 9:16 23:16 26:17 overall 8:9 owe 31:13 owed 21:4 <hr/> P <hr/> PAGE 2:2 paper 17:2 papers 19:3 parameters 14:19 20:18 Parish 6:1,9 Park 7:2 parliamentary 12:3 part 6:9 10:8 13:23 28:2 participate 18:21 parts 8:20 14:1 party 35:11 Pass 1:19
--	---	---	--	--



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

Appendix D
February 1, 2011
45

Pastor 5:20,23 6:4, 16,18 27:1,3	25:23 26:9 personal 16:7	13:17,21 19:17,21 20:1 22:11	9,15,16,25 14:9 17:4,6, 10,16 18:19 28:8 29:17	15:9,22 18:17 19:25 29:8,25
pastoral 5:17 8:17 9:3 18:25 19:5	personally 19:4	power 9:23	presence 24:8	primary 16:22
patient 21:22 22:4,6 28:6	person's 25:21 26:20	practicing 20:20	present 16:13 23:21 24:2 25:24 29:9,15	prior 21:1 35:8
pattern 17:18 18:17	perspective 24:4,5	praise 33:18	presented 26:1,3	priority 31:9
Paul 6:4	Phyllis 6:6	pray 33:12 34:1	press 29:23	problem 21:16 22:15 23:10 24:12 25:1
Paul's 6:5	pick 23:19	prayer 4:8 7:14 33:11	pretty 27:4	procedural 29:25
PCUSA 11:7 14:25	placement 8:17 9:7	prayerful 14:8	prevent 30:1	procedures 12:3
Peace 14:4 18:23	plan 15:15 16:3	preach 4:11	pride 9:10	proceed 28:4 29:20
people 4:11,19 7:14 9:10 12:18 13:14 17:21 18:5 23:8 25:19 34:2	planning 16:11	preferred 15:25 18:10	PRIEST 1:6,11 2:2 3:13,14 5:14 7:20 8:1 10:9 12:1,10,25 14:3,7 15:11, 13,15,16,18 16:7 17:1,3, 8,14,19,25 18:4,9,11, 21,25 19:3, 13,15 20:6 21:6,17,19 22:15 24:9,18 26:10,23,25 28:21,23 29:9,13,14 30:18,25 31:2,6,21 32:12,18,22 33:3,5,9	proceeding 23:6 30:1 31:16
perceived 17:25	please 5:11 32:1 33:11	prejudging 17:19	PREPARATION 3:4,8 4:24 5:23 7:23 10:7 11:9 14:21 15:2 23:24	proceedings 3:20 11:10,18 15:3 23:25
perception 15:12 18:2 28:1	point 7:20	preparing 4:13 17:2	prerogative 24:4	process 6:21 8:6 14:17,19 24:17 25:22 27:5,11,25 28:6,16 29:25 30:11,22 33:7
period 26:9	points 28:21	Pontiac 4:25	Presbyterian 1:18 5:19,23 6:2,16,23 8:10,22 9:15 20:19 26:14, 15 29:19	processed 30:21
permission 33:1	portion 3:16 8:2 12:6	position 12:8 32:20	preparing 4:13 17:2	processes 31:14
permit 11:20	possible 21:4	postpone 20:4 31:19 32:7	PRESBYTERY 1:4,13,17,18 3:7 5:15,21, 25 9:25 12:8,	professional ly 19:4
permitted 11:19 20:22 25:13	postponed 3:16 23:21	postponement	Priest's 11:4 14:22	proper 23:7
person 5:9 16:6				properly



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

9:12	quick	19 23:1 29:13	relative	23:7
prosecution	25:24	recognition	35:10	represent
29:5	quicker	9:2	relaying	29:15
protect	21:15	recognize	21:6	representati
31:24	quite	28:14	reluctant	on
protocol	32:18	recommend	8:3	23:12 28:1,3,
21:7	R	28:9	reluctantly	9
provide	r a c i a l -	recommendati	8:3	representati
17:11	e t h n i c	on	rely	ve
provided	17:22 18:3	11:4 14:21	12:23	10:21
29:6	raise	16:19 22:25	remain	represented
provision	11:25	27:18 28:11	12:11	17:14
29:1	raised	29:8	remains	request
psychologica	23:13,20 29:3	Recommendati	28:8	13:17,21
l	reactions	ons	remarks	19:14,25
9:7	9:18	7:19,24 13:5	7:16	20:9,10 22:10
punitive	read	18:15 21:13	remember	requested
27:16	13:8,13,15,	28:15 29:5	24:13	19:20
purpose	22 24:19,20,	32:2	reminds	requesting
3:10 7:17	22,23 25:3	reconciling	24:14	24:8
24:6	28:21 30:3,15	4:16	remove	require
pursue	ready	record	12:10	18:20 20:18
17:16	21:23	12:8 19:17	removing	required
pursuit	real	32:5 35:6	33:1	8:9 9:5,8
25:8	5:9	redirected	render	11:17 26:14
purview	realize	15:20	29:22	requirement
11:10 15:3	24:25	refer	rendered	26:13 28:12
23:25	really	12:4	27:15	requirements
put	30:13	reference	replied	26:18 28:13
19:11 22:10	reason	24:1	22:20	Rescind
Q	26:15 27:9	referenced	report	32:16
quality	reasonable	14:11	3:12 7:19,23	rescinding
9:16	11:17 26:10	regarding	11:1,11 13:4,	32:25
question	28:2,5,14	7:25 8:4	7,8,11,15,25	resolution
12:7 20:23	reasons	31:20	14:7 16:18,20	31:10
21:11 23:20	19:20,24	regularly	22:18,25	resolve
28:20 30:6,7	receive	17:3	27:12,15 29:7	21:16
questions	11:12	relate	Reported	resolved
11:25 12:1,4	received	30:18	1:22	32:17 33:6
15:19 24:11	14:17 22:16,	relates	Reporter	resources
28:19 31:19		30:19	1:22 5:10	



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

Appendix D
February 1, 2011
47

15:24 respect 22:7 Respectfully 19:7 respond 23:18 26:23 31:7,13 responding 31:11 response 22:8 31:8 responses 15:19 responsibili ty 10:11 12:14 28:13,15 rest 33:19 result 21:13 27:14 retired 5:17 REV 1:17 3:6,19, 21,24 4:4,6, 21 5:8,16,20, 22,25 6:1,4, 8,15,18,20, 25 7:3,6,7,11 13:6,10,13, 16,19,21,23, 24,25 19:10, 14,21,22,24 20:2,4,7,10, 13,16 22:8 25:6,14,18 26:24 27:23, 24 28:18,22 30:8,24 31:1, 5,7,18,25	32:6,14,19, 23 33:4,7,10 Reverend 5:16 10:21, 23,24 14:12, 13,14 19:7,8, 9 review 25:1 Reynolds 15:17 RICE 4:4 6:8 10:23 13:6,13,23, 25 14:14 19:9 22:16 31:7 right 4:6 7:11 10:5 12:11 20:13 24:22 25:23, 24 26:6,9,10 29:9,10,14 rights 25:20,23 26:5 29:25 ROBERTSON 5:16 role 12:11 24:7 27:7 roles 9:3 root 6:13 routinely 18:13 Royal 6:9 Rules 9:20 11:17 Ruth 7:25 14:2,6	15:7 29:16 <hr/> S <hr/> Sacrament 11:5 14:23 safely 28:3 sails 8:6 Sam 5:6 21:19,22 32:9 Sandra 16:5 sat 4:1 satisfactori ly 8:16 saw 23:11 saying 5:12 says 24:15 27:7 31:16 schedule 23:14 scheduling 15:4 school 8:16 Scripture 9:19 12:24 Second 13:9 15:10, 12,23 16:1,8, 9,14,25 17:7, 9,12 20:2 27:6 s e l f -	confidence 9:2 s e l f - identifying 17:22 semantics 25:7 seminary 17:1 send 23:15 32:12 sends 27:11 sense 19:5 30:5,17 31:9 sent 10:6 21:10 22:19,25 23:3,6 25:2 30:6,16 separately 16:4 September 16:4 serious 27:14 seriously 12:19 serve 8:5 9:14 32:17 33:2,4, 5 Session 8:14 11:24 32:6,15 Sessions 9:25 set 35:14 share	15:24 17:7 shared 31:10 Shorthand 1:22 shortly 3:15 show 4:12 side 9:19 simply 25:16 sit 4:2 sitting 5:9 10:13 six 28:5 Skills 18:21 19:4 SNC 15:10,11 somebody 26:7,8,17 somewhat 25:9 Son 33:25 sorry 5:8,13 sounds 25:7 Southminster 6:6 speak 5:10,11 7:21 12:7 13:12,18 20:22 25:13 26:8 27:24 31:18
--	--	--	--	---



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

speaks 13:13	1:17 3:7 6:22 14:18	11:1 13:7 14:1,5,10,12 26:3 30:12	3:10 35:9	32:17,20 33:2
special 4:11 7:24	statement 21:5 29:21 30:3	subjective 29:12	T	tentative 28:13
specific 21:13	statements 15:11	subjects 17:15,17	TABLE 2:1 27:25	term 25:11
specifically 16:6	states 11:1 24:20	submit 21:3	take 8:24 9:12 12:18 32:20	terms 23:11 24:19
spent 30:11	Stay 24:13	submitted 19:7	Taken 1:12 15:22	tested 30:13
Spirit 4:10,13 9:20 12:24	steps 25:11	subsequent 17:2	takes 22:5	testimony 3:10 29:9 35:6
spiritual 27:1,2	sticky 12:22	substantive 29:25	taking 17:9 27:16 35:8	Thank 3:21 5:12 19:10,15 26:22 33:9
spoke 30:20	street 21:14	succinct 24:14	talk 19:24 20:8 22:23 24:23	thanks 33:22
spot 30:9	strict 11:16	succinctly 22:23	talked 31:2	theological 8:16 27:2
St 6:3,4	strictly 12:14	suffer 27:19	talking 22:24	theology 9:2
staff 15:9	strongly 30:14	sufficient 29:12	target 24:13 25:1	Therefore 18:20
stage 24:18 29:7	structure 17:7	sufficiently 10:16	targeted 15:12	thing 22:4 24:25 31:21
Stan 16:5	struggle 9:12	suggestion 19:11	task 8:19,20 9:12, 15 10:2,15,16 11:3,6 12:16, 17 13:2 14:20,24	things 8:12 9:8,11 21:24 24:14 27:20
stance 27:10	student 17:2,15	suitability 11:4,8 14:22 15:1 23:23 24:11	Taylor 6:7	think 3:19 4:21 8:3 13:23 18:2 20:11 21:2,4, 7,12 22:17 23:2,4 25:11 27:20,24 28:14,16 31:8,13,14
stand 33:10	stumble 4:15	supervision 9:6	teach 33:14	THOMAS 1:6,11 2:2
standing 12:11	STUNKEL 6:4	support 6:21 20:2,3	Team 17:6	
stands 7:8	styles 18:13	sure 3:16 22:15 23:2,15 26:24	tell 35:9	
start 4:25 21:15	stymied 25:6	surprises 30:23	temporary	
state 23:22 35:1	Subcommittee 3:12 5:24 6:10,12,15 7:20,24 10:20	sworn		
STATED				



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

Appendix D
February 1, 2011
49

3:13 8:1 14:6	5:17	two	12:9	voice
thought	tools	4:24 9:7	unlikely	17:12
18:1	19:2	22:15 26:5	12:10	VOLUME
thoughts	top	29:11 30:1	unwilling	1:11 3:4
7:12	27:17	31:14	18:4,12	volunteers
three	tough	type	upbuilding	15:10
14:1 16:22	27:4	24:16 25:20	4:17	vote
17:22 29:16	towards	<u>U</u>	urban	3:17
three-pages	25:11	U.S.A	15:24,25 17:5	voted
14:1	training	1:18	18:10	32:7,16
throw	9:6 18:22	unable	USA	votes
33:12	19:5	10:24	8:11 9:15	9:18
throwing	transcript	unavailable	12:15	<u>W</u>
21:14	35:5	ty	use	waiting
Thursday	travel	21:10	9:17 16:24	30:2 31:9
22:17	23:14 33:18	under	17:11 31:23	walk
time	traveling	8:11 9:5,13	uses	4:12 33:14,17
7:14 17:8	23:3	22:2	18:13 29:6	walked
18:25 24:15	travels	undercare	<u>V</u>	33:25
30:13,22	23:16	5:15	validity	want
32:19 33:2	trial	undergrad	10:17	3:18 4:2 5:8
timely	11:13	8:13	various	7:16 10:13
19:18	Troy	undermined	9:3 26:19	23:8 24:25
TIMM	5:4,5,21 6:24	15:13	verbally	25:6 26:25
5:25	true	understand	18:7	27:5,24
today	35:5	20:20 28:17	verbatim	wanted
3:9,20 4:10	Trumbull	32:18	12:6	22:10 31:22
9:22 10:24	5:19	understandin	view	wants
11:19 12:12	trust	g	17:7 28:7	13:16 27:4
together	21:6 24:9	13:16 20:11	violated	warned
4:2,14 15:24	truth	unfortunate	11:7 14:25	28:5
22:2 33:24	35:9	28:17	violation	WARREN
Tom	try	UNIDENTIFIED	29:24	5:18 13:18
5:8,13,14	21:24	13:9 19:25	violations	20:9,11,14,
6:15 7:20	trying	20:25 21:8	11:15	24 23:20
12:10 13:11,	31:24	23:19 25:13	visit	watch
13,16,21 14:3	Tuesday	26:22 28:20	15:11,24	26:17
19:11 20:16	3:2	30:5,9	16:25	Waterford
21:11 25:14	turn	United	visits	6:17 32:11
27:7,23 31:20	6:25	7:2	16:8	way
33:19		unless		13:19 24:22
Tom's				



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

27:8	willing	19:3	15:7	16:12
WAYNE	22:6	writing	17575	358-5403
35:3,23	wish	7:15 21:3	1:13	1:20
ways	19:23	31:3	18	3772
8:13 33:17	wishes	written	14:7 16:20	1:19
week	30:19	10:12 14:1	18th	4
22:16,19	within	21:5 25:19	22:18	4
weeks	8:10 12:15	29:17,21	19	14:9
4:25 7:13	17:6 21:9	Y	16:10	48108
33:20	witness	yeah	1st	1:19
We'll	16:13,17	23:8	1:12 20:7	7
12:3 20:7	35:6,9	year	32:7,13,14	734
we're	witnesses	30:1	2	1:20
7:16 8:2,4	11:19	yesterday	2	8
10:1,4,11	wonder	30:20 31:2,4,	35:24	8
11:16 12:21,	24:3 33:13	5	2010	35:14
22 13:2 30:9	wondering	yourself	14:9,16 15:4,	9
31:16	20:14	5:2 7:1 12:7	7,14,16 16:3,	14:15 15:16
weren't	Word	yourselves	4,10,12,15	900
21:14	11:5 13:1	32:1	2011	32:8,13,14
we've	14:23 31:23	Youth	1:13 3:2 14:7	952
12:21	wording	15:23 16:8	16:18,20	1:14 3:2,5
whatever	27:10	1	35:14	955
22:5	words	3:2 14:12	2012	3:22
Wherever	17:14 29:6	10	35:24	959
31:7	30:4,15 31:23	16:15 32:9	22	3:23
whether	work	1000	15:4	
9:1,2,3,14	4:13 13:1,3	20:8	27th	
10:17 11:6	15:23 17:7	1047	23:2 25:2	
14:24 29:20	29:22 33:16	32:5	28	
whichever	worked	11	15:14 16:4	
19:23	33:22	16:18	28th	
white	working	1125	23:2,4 25:2	
17:23	8:15	32:5	31:6	
whole	world	1128	29th	
4:4 9:21	4:17	34:4	23:4	
30:11	worry	13	3	
wife	22:24	16:3	2:3	
6:24	wrestle	15	30	
WILHELMI	8:23 9:11			
6:18	write			



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit E

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

1

IN THE MATTER OF:
 PRESBYTERY OF DETROIT
 COMMITTEE ON MINISTRY
 HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME II
 Taken by the Committee on Ministry on the 1st day of
 March, 2011, at First Presbyterian Church, 529 Hendrie,
 Royal Oak, Michigan, at 8:38 a.m.

APPEARANCES:

For the Presbytery
 of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
 Presbytery of Detroit
 Presbyterian Church (U.S.A.)
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108
 (734) 358-5403
 ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
 Certified Shorthand Reporter



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
 www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

2

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS - Volume II

HEARING OF THOMAS H. PRIEST, JR.: PAGE:

Statement 3

Resume Hearing 4

EXHIBITS:

None.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

3

1 Royal Oak, Michigan,

2 Tuesday, March 1, 2011 - 8:38 a.m.

3 - - -

4 COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME II

5 (Introduction, 8:38 a.m.)

6 REV. KOSTER: I'm Edward Koster, Stated Clerk of the
7 Presbytery of Detroit.

8 This morning's hearing is a continuation of the
9 hearing of February 1st in which Thomas Priest asked for an
10 adjournment.

11 It is a meeting of the Committee on Preparation for
12 Ministry of the Presbytery of Detroit. Mr. Priest is a
13 candidate for ministry. We will be hearing a motion to
14 approve, excuse me, to adopt a report of investigating
15 subcommittee that brings findings and recommendations to the
16 committee. The first part of this will be an open hearing in
17 which Mr. Priest will present his response to the motion.

18 He will be represented by a gentleman named
19 Archibald Wallace, who is an attorney from Richmond, Virginia.
20 He may have other advocates with him who most likely will not
21 be allowed to speak.

22 The first part of the hearing will be an open
23 hearing after which the committee will go in executive session
24 and everybody will be asked to leave except for certain
25 people, voting members and those invited. During that period



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

4

1 the committee will consider the motion and the defenses and
2 points raised by Mr. Priest during the open hearing. When the
3 committee has made a decision on the motion to adopt the
4 report of the investigating subcommittee, it will return to
5 open session at which point the result will be announced.

6 (Statement concluded at 8:41 a.m.)

7 (Meeting called to order, 9:00 a.m.)

8 REV. DOWNS: We will call ourselves to order and ask
9 the light of Christ to be among us this day. I want to
10 apologize, my computer crashed on Saturday and it crashed
11 really hard. So the only ability I had to be on-line about
12 anything has been at work and I was there until 7:30 and I
13 still didn't get it all done yesterday. So the hymn I had
14 planned, this is a different hymnal. It's not in here. So I
15 thought we'd lean on some old reliable hymn that has stood the
16 test of a lot of ages. Number 84 in this hymnal, O God Our
17 Health In Ages Past. I was always taught that we could sing
18 better if we stand.

19 Let me offer up a prayer before we sing. Loving
20 God, you gather us together in this place to do your work.
21 Make your presence to us known and felt throughout this day,
22 this morning as we deliberate in closed session, and this
23 afternoon as we meet with our candidates and our COPs. Dear
24 Lord, this work you have called us to, make us worthy of that.
25 In the name of your son we pray. Amen.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

5

1 GROUP: Amen.

2 REV. DOWNS: Let us sing, O God, Our Health In Ages

3 Past.

4 (Singing.)

5 REV. DOWNS: Please, be seated.

6 I would like to read Psalm 19.

7 The heavens are telling the glory of God and the

8 firmament proclaims his handiwork. Day to day pours forth

9 speech, night to night declares knowledge. There is no

10 speech, nor are their words, their voice in not heard; yet

11 their voice goes out through all the earth and their words

12 through the end of the world. In the heavens he has set a

13 tent for the sun which comes out like a bridegroom from his

14 wedding canopy, and like a strong man runs his course with

15 joy. Its rising is from the end of the heavens, and its

16 circuit to the end of them, and nothing is hid from its heat.

17 The law of the Lord is perfect, reviving the soul. The

18 decrees of the Lord are sure, making wise the simple, the

19 precepts of the Lord are right rejoicing the heart; the

20 commandment of the Lord is clear, enlightening the eyes; the

21 fear of the Lord is pure, enduring forever. The ordinances of

22 the Lord are true and righteous altogether. More to be

23 desired are they than gold, even much fine gold, sweeter also

24 than honey and drippings of the honeycomb. Moreover by them

25 is your servant warned, in keeping them there is great reward.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

6

1 But who can detect their errors? Clear me from hidden faults.
 2 Keep back your servant also from the insolent, do not let them
 3 have dominion over me. Then I shall be blameless, and
 4 innocent of great transgression. Let the words of my mouth
 5 and the meditation of our hearts be acceptable to you, O Lord,
 6 our rock and our redeemer.

7 All God's people say.

8 THE GROUP: Amen.

9 REV. DOWNS: Good morning.

10 THE GROUP: Good morning.

11 REV. DOWNS: I appreciate, we all appreciate all of
 12 you being out here this bright and early hour. Some of you I
 13 know have traveled some distance to get here, and hopefully
 14 others will be trickling in as we go.

15 Now, is there anybody who does not have paperwork
 16 for today?

17 ELDER RICE: I have paperwork and did not put it out
 18 on the table. I will pass this around in the rubberband so
 19 that you know this is the collective extra paperwork for
 20 anyone who needs it.

21 REV. DOWNS: Do we need any introductions? I think
 22 everybody here mostly knows everybody. Do we need to
 23 re-introduce for the court reporter?

24 REV. KOSTER: You might.

25 REV. DOWNS: Well, I am Elizabeth Downs, and this is



ESQUIRE
 an Alexander Delle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

7

1 Ann Courter, she is appropriately named that I think to be a
2 court reporter. So she will be recording our proceedings as
3 we go this day, as we started to do a month ago.

4 We already have on the floor a motion to approve,
5 I'm sorry, to adopt the report and recommendations of the
6 investigating subcommittee. I don't want to proceed any
7 further at this point until Tom and his lawyer are here, are
8 actually in the room with us. And so I know that there are a
9 handful of other items we need to take care of today for
10 business items and so on. And here comes somebody, and so let
11 me go and find out what the deal is on that or somebody could
12 run out and find out what's going on. Here he comes.

13 When you speak, or when you have a question or a
14 comment to make, please state your name clearly for the court
15 reporter to make a record here.

16 They are on the way I see, so excuse me just a
17 moment.

18 (Off the record.)

19 REV. DOWNS: Tom, what I would like to do is have
20 the folks introduce themselves and you introduce the people,
21 or they can introduce themselves as well, and then we will
22 proceed.

23 All right, my name again is Elizabeth Downs. I am
24 the interim minister for First Presbyterian Church in Pontiac,
25 and I am one of the moderators of the Committee on Preparation



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

8

1 for Ministry.

2 Marie, would you introduce yourself to the table.

3 ELDER HUGLEY: Sure. I'm Marie Hugley from Elder
4 Park United Presbyterian Church.

5 ELDER BARBARA JACKSON: Barbara Jackson from Troy
6 First, an Elder.

7 ELDER ROBERT JACKSON: Bob Jackson, Troy First,
8 Elder.

9 ELDER EDWARD: Stanley Edward, Elder Calvary
10 Presbyterian Church.

11 ELDER REYNOLDS: Darrell Reynolds, Elder Calvary
12 Presbyterian Church.

13 REV. WALLACE: I'm Archibald Wallace. I'm Minister
14 of the Word and Sacrament. I'm Presbyterian James. I have my
15 own church in Hopewell, Virginia. I'm also a practicing
16 attorney.

17 ELDER PRIEST: I'm Elder Tom Priest.

18 ELDER CLARK: Sam Clark, Elder at Kirk in the Hills
19 Church here and also co-chair of CPM.

20 REV. WILHELMI: I'm Marjorie Wilhelmi. I'm the
21 Pastor at Northbrook Presbyterian Church, and I'm also the
22 secretary taking the minutes.

23 REV. BROWNLEE: I'm Richard Brownlee. I'm a
24 minister, honorably retired.

25 REV. MCMILLAN: Judy McMillan, Pastor of First



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

9

1 Presbyterian Troy.

2 REV. MCDEVITT: Jenny McDevitt, one of the pastors

3 at First Presbyterian Ann Arbor.

4 ELDER GAUBATZ: Mike Gaubatz. I'm an Elder at

5 Geneva in Canton.

6 REV. KRUG: Ernest Krug. I'm a minister and parish

7 associate at First Presbyterian Church of Birmingham.

8 REV. STUNKEL: Paul Stunkel, Pastor of St. Paul's

9 Presbyterian, Livonia.

10 REV. RICE: I'm Betsy Rice. I'm a parish associate

11 here at First Royal Oak.

12 REV. BOHN: Chris Bohn. I'm here as a

13 representative of the Committee on Ministry.

14 ELDER HUNT: Phyllis Hunt. I'm an Elder at

15 Southminster in Taylor.

16 ELDER JOHNSON: Henry Johnson, Elder First

17 Presbyterian Church, Ann Arbor.

18 REV. HARTLEY: Good morning. Tom Hartley, Pastor at

19 Community Presbyterian in Waterford.

20 REV. TIMM: I'm Al Timm. I'm from the Presbytery of

21 Detroit. I serve as executive presbyter and ex-officio member

22 of this committee.

23 REV. PRITCHARD: I'm Norman Pritchard, Pastor at

24 Kirk in the Hills.

25 REV. KOSTER: I'm Ed Koster. I'm the Stated Clerk



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

10

1 of the Presbytery. I've been asked to come as advisor on the
2 process.

3 REV. DOWNS: Again, last month the motion was made
4 to adopt the committee's report and recommendations, and then
5 we postponed any discussion of that at Tom Priest's request so
6 we are reconvening on this day.

7 There are a couple of things. I wrote out some
8 remarks I would like to read and a reminder that for the
9 purposes of this day and this meeting today, only you, Tom,
10 and your lawyer can speak to the committee during this
11 meeting, during this hearing.

12 We reconvened today the CPM hearing on the motion to
13 adopt the report and recommendations of the special
14 investigating committee. I have to tell you that this report
15 has generated a lot of response from a number of people
16 outside of the committee. I have received e-mails and phone
17 messages. I have documents forwarded to me from individuals
18 and other pastors in the presbytery, as well as requests from
19 the black caucus of our presbytery to meet separately with
20 them to discuss Mr. Priest's status and this issue. Reverend
21 Timm also has had some of these contacts. I can only assume
22 that some of the others on the committee have received similar
23 contacts, but I don't know that. I appreciate that there are
24 so many people concerned with what we are doing is just and
25 fair and faithful, and that Tom has as many supporters as he



ESQUIRE
an Alexander Datto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

11

1 does. I'm grateful for their dedication and care.

2 We on this committee are also I believe dedicated
3 and caring, and we strive to do what is just and faithful. I
4 pray that any discussion we have or any decision we make will
5 have no reason to be labelled as unfair or unjust or even
6 politically or racially motivated. We work hard. We work
7 hard to keep each other on track in our responsibility. Our
8 task remains simple and straight forward and is really limited
9 in scope. If we as a committee determine the report to be
10 fair, then we adopt it. Do we need to require additional work
11 or education or other effort on the part of the candidate
12 under our care before we feel it's prudent to grant that
13 candidate final assessment? Is that candidate in our
14 estimation ready for ordained ministry in PC USA? Since
15 Mr. Priest is a candidate under our care, the responsibility
16 to determine his readiness for ministry falls to us, as it
17 should. That's the entire scope of our responsibility here
18 today.

19 Remember, we've done this with others. We required
20 additional course work or workshops or counseling or
21 supervised field experiences, and I suspect we'll do so again
22 in the future. Such action may not be widespread, but it is
23 not unusual. So we are here today to resume our discussion,
24 and I invite us to take a deep collective breath and continue
25 with this simple task. First I ask that you be silent for



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

12

1 just a few moments and listen for God's Spirit, word, and
 2 guidance, and for the openness to truly listen to one another.
 3 So let us be in silent prayer.

4 And together we say.

5 THE GROUP: Amen.

6 REV. DOWNS: As I said before, this was merely a
 7 postponement. We didn't make any decisions so the motion is
 8 still on the floor. Marjorie, do you have this in front of
 9 you? Can you read that to us?

10 REV. WILHELMI: Motion is to adopt the investigating
 11 committees report and recommendations.

12 REV. DOWNS: Since we've had this full month
 13 intervening and not everyone was present last month, I would
 14 ask that we begin again with the special committee and its
 15 report, to review that with us and review its recommendations
 16 to us.

17 REV. RICE: Review, you mean read in its entirety?

18 REV. DOWNS: I think so.

19 REV. RICE: Again, this will be familiar.

20 "CPM Subcommittee, Convened in the Matter of
 21 complaint by Ruth Azar Against Candidate Thomas H.
 22 Priest, Jr. Date of Report is January 18, 2011.

23 After prayerful consideration, the CPM of the
 24 Presbytery of Detroit, on May 4, 2010, authorized the
 25 formation of a subcommittee to investigate the above



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

13

1 referenced complaint. The composition of the
 2 subcommittee was approved June 1: Reverend David Abbot,
 3 Reverend Christine Bohn, Elder Henry Johnson, and
 4 Reverend Elizabeth Rice.

5 The committee convened its first meeting on June 9,
 6 2010, the intent being to determine its agenda and the
 7 process for achieving outcomes. The committee received
 8 guidance from the Stated Clerk, Ed Koster, concerning
 9 process and the parameters of its investigation.

10 The committee's task was to investigate and make a
 11 recommendation to the Committee on Preparation for
 12 Ministry concerning Mr. Priest's suitability for
 13 ordination as a Minister of Word and Sacrament. It was
 14 not this committee's task to determine whether or not the
 15 Constitution of the PC(USA) was violated. This committee
 16 was advisory to CPM on matters of suitability and
 17 preparation for ministry; disciplinary or judicial
 18 proceedings were not this committee's purview.

19 We met again on June 22, 2010, to begin scheduling
 20 interviews and to clarify our approach to the
 21 investigation.

22 On July 15, 2010, we interviewed Ruth Azar. Key
 23 issues included:

24 Concerns about Mr. Priest's interactions with staff
 25 and volunteers at Second Mile Center (SMC), disturbing



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

14

1 statements made by Mr. Priest during his visit to SMC, a
2 perception that Second Mile Center was being targeted by
3 Mr. Priest and its ministry devalued and undermined.

4 On July 28, 2010, we met to discuss the interview
5 with Ms. Azar and plan for the interview with Mr. Priest.

6 On August 9, 2010, we interviewed Mr. Priest, who
7 was accompanied by his Advocate, Elder Darrell Reynolds.
8 The committee found it notable that Mr. Priest gave
9 lengthy responses to the questions and frequently
10 redirected the conversation. Key issues included: a
11 denial of certain comments and insistence that others
12 were taken out of context. Mr. Priest's desire that
13 Barnabas Youth Opportunities Center and Second Mile work
14 together, share resources, and visit other urban
15 ministries. His preferred model of urban ministry and
16 his interpretations of his observations of Second Mile
17 Center.

18 On August 13, 2010, we met to discuss and plan.

19 On September 28, 2010, we interviewed separately
20 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
21 Edwards. We interviewed each person specifically about
22 their personal interactions with Mr. Priest during his
23 visits to Second Mile Ministries and Barnabas Youth
24 Opportunities Center and a later meeting at Second Mile.

25 On November 19, 2010, we met for discussion and



ESQUIRE
an Alexander Dada Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

15

1 further planning.

2 On November 30, 2010, we met for further discussion
3 and also to interview another witness, who was present at
4 the later meeting at Second Mile Center.

5 On December 10, 2010, we met again for further
6 discussion of past interviews and also to interview a
7 final witness.

8 On January 11, 2011, we met again to draft a report
9 and recommendation.

10 We finalized our report on January 18, 2011.

11 **CENTRAL ISSUES**

12 Three primary areas of concern were identified by
13 this committee.

14 One of these concerns has to do with use of
15 authority. In arranging his first visit to Second Mile
16 Center, Mr. Priest identified himself as a seminary
17 student preparing a paper for a class. In subsequent
18 activities, however, Mr. Priest regularly used his
19 influence and authority as Moderator of Presbytery and
20 former moderator of the Metropolitan Urban Ministries
21 Team to lobby decision-making bodies within presbytery to
22 share his view of work and structure of Second Mile
23 Center. At the same time, Mr. Priest did not notify
24 Second Mile that he was taking his findings and
25 interpretation of those findings to presbytery, nor did



ESQUIRE
an Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

16

1 he use that same influence and authority to provide an
2 opportunity for Second Mile to have voice in actions
3 intended to affect dramatically the future of the Center.
4 In other words, Mr. Priest represented himself as a
5 student to the subjects of his investigation, but freely
6 applied the authority of presbytery office to pursue
7 actions against those subjects.

8 This committee also observed a consistent pattern of
9 Mr. Priest prejudging the opinions and experiences of
10 others without listening to what they had to say about
11 their own opinions and experiences. People
12 self-identifying with three different racial-ethnic
13 groups (white, Arab-American, and African-American)
14 indicated to the committee their frustration and
15 discomfort when they perceived that Mr. Priest assumed he
16 knew what they thought about certain issues (or what they
17 should think) based on his perception of their
18 racial-ethnic identity. At least in certain
19 circumstances, it appears that Mr. Priest was unwilling
20 to listen to what people had to say about their
21 experience and opinions and was, instead, rather
22 forceful verbally in attributing his experience and
23 opinion to others.

24 It is evident to this committee that Mr. Priest is
25 fiercely devoted to his preferred model of urban



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

17

1 ministry. This committee is concerned that Mr. Priest is
2 unwilling to acknowledge the legitimacy of alternative
3 ministry styles and routinely uses methods of
4 confrontation and intimidation.

RECOMMENDATIONS

6 It is the opinion of this committee that Candidate
7 Priest's current pattern of confrontational behaviors
8 would cause great difficulty in a congregation and in a
9 presbytery.

10 Therefore, this committee moves that CPM require
11 Mr. Priest to participate in the Mediation Skills
12 Training Institute for Church Leaders led by the Lombard
13 Mennonite Peace Center.

14 Additionally, we move that at an appropriate future
15 time CPM examine Mr. Priest to assess his pastoral
16 development in the areas identified above.

17 This assessment might include such tools as asking
18 Mr. Priest to write papers on what he has learned
19 personally and professionally from the mediation skills
20 training and his own sense of pastoral identity and
21 authority.

22 Respectfully submitted, Reverend David Abbot,
23 Reverend Christine Bohn, Elder Henry Johnson, and
24 Reverend Elizabeth Rice."

25 REV. DOWNS: Thank you very much.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

18

1 This is now the time for Tom and Mr. Wallace,
2 Reverend Wallace to direct any comment or questions. The
3 questions, please direct at the committee, this committee
4 here, CPM, and not to the investigating committee. Any of the
5 comments and questions that you might raise we will definitely
6 ask them, but that will be done in close session, executive
7 session.

8 So you have the floor.

9 REV. WALLACE: Thank you. May I start?

10 REV. DOWNS: Please.

11 REV. WALLACE: Mr. Priest asked me some time ago to
12 assist him in this and other issues related to the complaint
13 of Mrs. Azar. As you know, Mrs. Azar filed a formal
14 complaint, disciplinary complaint, that initiated this
15 proceeding. That disciplinary complaint was directed to the
16 stated clerk of the presbytery and to the stated clerk of the
17 sponsoring church for Mr. Priest.

18 Investigative committee is formed by the session of
19 his own church or sponsoring church, and that investigating
20 committee examined and did the same thing as this committee.
21 That committee has declined to file charges. Mr. Priest was
22 charged in the complaint by Mrs. Azar with racial
23 discrimination, reverse racial discrimination, among other
24 charges.

25 Mr. Priest denies and has repeatedly said he did not



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

19

1 say or do the things with which Ms. Azar has written or
 2 charged. Now, this committee has appointed its own
 3 investigative committee. I must submit as a student of the
 4 Book of Order, CPM, and I am a long-standing member of the CPM
 5 in Virginia, CPM's have the right and power and ability and
 6 directive to consider the suitability of persons seeking to be
 7 ordained. You have that right and you have the right to
 8 exercise that and you have the right to look in to matters.
 9 There's no question about that. But the issue as we, as I
 10 look at it and we look at it up front is what you are doing
 11 here is in excess of that right. And you're going to say, oh,
 12 no, I'm attacking the process, and you're going to be upset
 13 that I'm attacking your process, but I have to point out to
 14 you that Ms. Azar's original complaint was a disciplinary
 15 complaint. It is filed under D6 of the Book of Order. That
 16 is a disciplinary complaint. This committee had the right to
 17 look into those issues, but it could not do so as a second
 18 investigative committee or second judicial committee.

19 You will tell me, oh, no, there's plenty of language
 20 in what our report is that's been submitted. There's language
 21 in it that says we're not doing anything that's disciplinary
 22 when this is not a judicial proceeding, that's not within this
 23 committee's purview, I agree, and you have said that and
 24 remarkably so that is the purview of what's in the
 25 investigation.



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

20

1 Do CPM's appoint ad hoc committees? All the time.
 2 Do they ask the seat to look into matters? All the time. Is
 3 that within your purview and power? Yes, but there's a line.
 4 And when you style your report as investigative "CPM
 5 Subcommittee Convened in the Matter of Complaint by Ruth
 6 Azar," the complaint is a disciplinary complaint. Now I would
 7 point out to you there's nothing in G14.0400 that authorizes
 8 you to act as a judicial commission or as an investigative
 9 committee appointed by a body such as a presbytery or a
 10 session or a general assembly. Just don't have that power.
 11 You may exercise it as you have done here informally, which
 12 you have gone about it and we been saying we're objecting to
 13 the approach you're taking getting to a result that you have a
 14 right to get to. We're objecting to the process, because we
 15 believe this is an irregularity under the Book of Order, and I
 16 advised Mr. Priest that it is such an irregularity and if
 17 carried to finality could form the basis for remedial action.
 18 That's my advice. That's not what Mr. Priest is doing.
 19 Mr. Priest comes today to say to you that he's in
 20 submission to you. He wants to work with this committee. He
 21 seeks this committee's approval and endorsement and movement
 22 from candidate to readiness so he can move on with the
 23 process. He feels a deep spiritual call to serve as a
 24 minister of the word and sacrament in the presbytery church
 25 USA. He also says that he's listening to the Holy Spirit to



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

21

1 discern as to how he should respond to this. Also should tell
2 you that he bears malice toward none and that he wishes that
3 the process here today would be fully spelled out and spread
4 out so that you, too, could see what many have seen, these
5 actions either didn't occur or are not violative or are not as
6 conclusions of the committee.

7 We're going back to the first point, we object to
8 the proceedings in the way in which we're doing with a court
9 reporter; with an agenda that spells out a number of places
10 that this is a hearing; that the report itself has language
11 that we're here to investigate yet takes Mr. Priest to task
12 for any number of things; and, in fact, what has occurred here
13 is a disciplinary hearing without all of the rights, all of
14 the duties that are owed a person facing a disciplinary
15 hearing. For example, Ms. Azar is not here today to be
16 cross-examined. If you look at and hear all of the evidence,
17 these statements were not made to her. They were supposedly
18 made to others, yet when you examine them and look at the
19 records, it did not happen in the context which they were
20 reported.

21 So first thing is Ms. Azar's not here, can't be
22 examined nor the other witnesses, not been confronted, not
23 given the information which they presented, given this
24 conclusion by this committee and this report by this
25 committee.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

22

1 He is charged in the complaint which she originally
2 brought with racial discrimination. That is not Tom Priest.
3 That is nothing about him. That's just not where he comes
4 from. Is he an African-American? Sure. He will tell you he
5 sees through the lens of presbyterian elder. He sees through
6 the lens of being presbytery. Yes, he's concerned about
7 issues of justice for African-Americans and for all and he's
8 concerned about those kinds of things, but not inordinately to
9 the point of saying or doing things.

10 Now, we also take issue not only with the process,
11 and frankly, I have to say that process Mr. Priest is in a
12 very difficult position, because if he challenges the process
13 he may never get ordained. This committee has the power and
14 the right to say whether he should ever be ordained. You can
15 do it in a number of ways and you can say, no, he always has
16 the right to go to presbytery and challenge their decision.
17 But where does that get him if he does that, what is the taste
18 in your mouth, what is the future, how are we working together
19 if we go that route? So a more reasoned route and a route
20 certainly recommended that he's willing to take is we have to
21 be here, we have to participate. We object to it, because we
22 believe it violates his rights and we have to participate and
23 we are participating. We don't waive that, but there's no
24 other way to go with this. We have to go ahead the way it is
25 today.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

23

1 Now, let me talk to you for a moment about the
2 evidence that is in this case. On February 18, 2009,
3 Mr. Priest went to Second Mile Center as part of a seminary
4 project to look at urban ministries within the presbytery as
5 opposed to the model being taught in the seminary. I don't
6 know whether that model is good, bad, or otherwise. I just
7 know that's the model the professors are teaching and that was
8 a part of his courses to go in some center somewhere against
9 the model. So he went to the two in the presbytery, the two
10 centers in the presbytery, urban ministry centers, one on the
11 17th, one on the 18th.

12 He then presented on March 9th, he presented his
13 report to the seminary, and we have all the slides and
14 everything he said is on those slides and documents. I trust
15 the committee had access to it and can see it. On March 12th
16 he presented that again to the seminary, and on the 16th he
17 shared the results in March of '09 with both centers meeting
18 with Mr. Edwards who's here, one of the centers and meeting
19 with Ms. Azar, the other head, and he shared results of his
20 study of his visit there at both centers compared to the
21 model. He believes in the model, rightly or wrong he believes
22 in the model. As the committee reports he prefers that model.
23 I don't see anything wrong with preferring a particular model
24 with having to do urban ministry, but that's certainly a
25 mistake.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

24

1 But anyway, in March '09 he met with Ms. Azar and
2 other folks from SMC, Second Mile, and Mr. Edwards, and
3 presented his findings. They were all present together. He
4 only ever spoke with Ms. Azar twice. Once was during his
5 visit, once first visit; once during his presentation of his
6 findings on March 16th. March 16, '09, onward he had no
7 contact with Ms. Azar.

8 Now, hold that over here aside to deal with another
9 factual setting that I'm sure the committee also went in to.
10 For a long time there was a question of Ms. Azar's and the
11 center's reporting or oversight, reporting to or oversight by
12 presbytery, and one of the issues was, how do we as a
13 presbytery, how to raise benefits and who has oversight. So
14 that needed to be cleaned up. Had nothing to do with
15 Mr. Priest. Started long before he came on board. Mr. Priest
16 was hired by a women's council, I may not be given exact right
17 name, that oversaw Second Mile Center. But the question came
18 up, how to make sure she's under the purview, control, and
19 oversight of the presbytery. That was in the works before
20 Mr. Priest ever went out there.

21 On March 2, '09, the coordinating cabinet of
22 presbytery approved the Second Mile Center model that is with
23 Ms. Azar at the head and approved it to come in under the
24 oversight of the presbytery. June 23, '09 the presbytery
25 approved the action of the coordinating cabinet of March 2,



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

25

1 '09, and said, yes, we will accept her, accept her as
 2 employees or technical employees of the presbytery. Again,
 3 this is not something that Mr. Priest was involved in
 4 directly. But I must tell you for the full year of 2009, he
 5 served as moderator of the presbytery and also a member of the
 6 coordinating cabinet. Why is that important? Because in
 7 September, October 2009, a lady named Rosy Lattimore submits a
 8 letter to stated clerk or to the coordinating cabinet and the
 9 stated clerk weighs in on it and deals with the question of,
 10 the question of can the presbytery approve a position and make
 11 a presbytery position without adhering to the rules of the
 12 presbytery procedure of the presbytery regarding open bidding
 13 and open advertising and that type of thing. Can we just
 14 allow somebody to come in to that position without having to
 15 go through the process the presbytery says this is our
 16 procedure when we have presbyteries all over.

17 Coordinating cabinet some time between October 5 and
 18 December 5 of '09 looked into the subject. Mr. Priest was on
 19 that committee, and they agreed on December 5 to send a letter
 20 to Ms. Lattimore that says, in the future we're not going to
 21 do this. We're not going to just take somebody in without
 22 advertising, promoting the position. But there are
 23 extenuating circumstances here, and so we're not going to
 24 undue this particular one, that's December 5, 2009.

25 Now Mr. Priest's term as moderator ends with the



ESQUIRE
 an Alexander's Office Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquireolutions.com

1 January 2010 meeting. No action has been taken by anybody to
2 do anything at that point in time except the committee that
3 he's a member of has written back to Ms. Lattimore saying,
4 you're right, it probably was a violation of our procedure but
5 the extenuating circumstances we're going to leave it that
6 way. Once he's no longer moderator in April 2010, he prepares
7 and requests and submits to the presbytery a motion to rescind
8 that action, that action of approval of the appointment and
9 the adoption of Ms. Azar as that position. He was not at that
10 presbytery meeting in 2010.

11 Another, Ms. Lattimore did offer the motion. There
12 was a lot of exchange in that time frame April 2010 just
13 before the presbytery meeting about six or seven days before.
14 One part of the exchange that went on during that time frame
15 was executive presbytery provided Mrs. Azar with a heads up,
16 this motion is coming and I want you to know about it and
17 stated clerk talked about e-mails talking about here's the way
18 the parliamentary process and procedure we're going to use at
19 that meeting, presbytery meeting.

20 One of the things this jumps out at that point in
21 time is an e-mail at that point in time, now talking about
22 April 2010, that Ms. Azar said to the presbytery, what can we
23 do to bring charges against Mr. Priest and Ms. Lattimore,
24 because this is just a wreck? And they are told and response,
25 here's where you go to find out how to do a complaint. So a



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

27

1 complaint was filed.

2 Now, the timing, I submit to this committee, is a
3 big issue, something I would really want to know about. Why
4 Ms. Azar, why from March of '09 when he makes his report with
5 Mr. Edwards present -- I'm not sure what Mr. Edwards remembers
6 -- why was nothing taken until this motion came up by a member
7 of presbytery? Any member of the presbytery has a right to
8 make a motion, and there's nothing wrong with making motion.
9 May not agree with it and you could certainly vote them down,
10 but why did nothing go on until after the motion came forward
11 over being deposed in April 2010, thirteen months later.

12 The presbytery at the April 27 meeting did not deal
13 with that motion directly. The presbytery at that motion, at
14 that meeting heard a motion by another who said, I move that
15 we not hear that motion. I object to it and move we not hear
16 it. So presbytery voted on that issue and that issue
17 prevailed and the motion that Mr. Priest was offered was not
18 heard, read, made, voted on per se.

19 I will submit to you in July 2010, Mr. Priest and
20 Elder Dorothy Seabrooks and Ms. Lattimore filed a complaint
21 with the Senate about that process, that is how can you deny a
22 motion and rule it out of order before you ever had a motion
23 made? Is that appropriate process, is there an issue here?
24 That has since been dismissed for jurisdiction. Mr. Priest
25 was not at the meeting so he did not have standing.



ESQUIRE
an Alexander & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

28

1 The other motion of the other two was a day late in
2 being filed, so it was dismissed as not timely, that's all.

3 In the meantime, the complaint had been filed by
4 Ms. Azar and Mr. Priest's sponsoring church along with
5 investigative committee and began hearing. The presbytery did
6 not form an investigative committee. This committee did and
7 the Book of Order gives you the power to look into things, but
8 not in the form of investigative committee. So we would
9 submit to you that if you look at all of the facts and all of
10 the documents and all of the records, and hear all of the
11 witnesses -- for example, Mr. Edwards is given a statement
12 saying I was there in March 2009 at the meeting with
13 Mr. Priest and Ms. Azar and myself to figure out how the
14 directors of the two urban ministries program of presbytery of
15 Detroit can work together and share information and resources.
16 There's nothing in this statement, nothing in this statement
17 that says Mr. Priest made disparaging remarks, didn't listen,
18 abused his authority or did anything racial or made any racial
19 statements or acted in any way untoward toward Ms. Azar or the
20 Second Mile. I have his statement here and submit it to be
21 part of the record if there's no objection. But in essence,
22 he's saying this is the one that was difficult when I read it.
23 I received this yesterday.

24 CPM shared with me that Tom and Ruth had several
25 meetings which I had not attended. Mr. Priest would tell you



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

29

1 that was his second meeting with her and all the meetings he
 2 ever had. And CPM representatives, I felt they already made
 3 up their minds before they come and meet with me since they
 4 waited so long to find out what happened. CPM representatives
 5 assured me they did not form an opinion. Time delay was due
 6 to them just getting information April 2010. So I read that
 7 particular paragraph to show again the time line that 13
 8 months after the fact, 13 months after the last meeting, there
 9 are charges made by Mrs. Azar, charges that are disciplinary
 10 in nature which are very damaging to Mr. Priest, charges which
 11 accuse him of very serious offenses if true.

12 This committee says one of the concerns we have is
 13 with the use of authority. Nothing that Mr. Priest did in
 14 March of '09 was as moderator of the presbytery. In fact,
 15 there's no evidence that says he came in and said, I'm the
 16 moderator, I want to do this. The evidence is that he was
 17 there doing a study and he shared results of that study as a
 18 student with his school and with the two centers. Mr. Edwards
 19 will share that this is what I heard him say. So what
 20 authority is he exercising in '09? He is the moderator of the
 21 presbytery. He is on the coordinating cabinet. But while as
 22 a moderator, nothing came up at a presbytery meeting that he
 23 swayed, oversaw, or did, or any actions taken by him there
 24 against Second Mile. In fact, as a member of the coordinating
 25 cabinet he was part of the cabinet's discernment and



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

30

1 discussion when they responded to Ms. Lattimore's concern
 2 that, yes, we didn't follow procedure but you're correct, but
 3 this isn't the case to change it. We will leave it as is.

4 So that whole year '09 when he's in that position of
 5 moderator and member of that committee, where is any evidence
 6 that he used his authority against Second Mile Center or
 7 Ms. Azar? And we take strong exception to that inclusion,
 8 that he abused his authority, which is a very serious charge.
 9 But we will say this at this point too, if the conclusion of
 10 those listed in trying to discern as this sounds like that to
 11 us, certainly apologize and begs forgiveness because that's
 12 not who he is or what he was trying to do and that's a
 13 misperception of what actually happened on that occasion.

14 But you cannot point to any place in any record of
 15 the presbytery or in the coordinating cabinet, you cannot
 16 point to any evidence there that says here, here's when he
 17 abused his power, here's where he over-used his authority,
 18 here's where he took advantage of that authority. And the
 19 motion was made in April 2010 by him to look into the issue,
 20 not Ms. Azar, but look into the issue of, can we allow folks
 21 to be put in presbytery positions without following our
 22 process and procedure, and if not, what should we do about
 23 situations for that to occur. He has the right to make that
 24 motion as member of the presbytery. Is that an abuse of his
 25 authority? He disagreed and goodness knows I go to presbytery



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

31

1 meetings all the time, people disagree. Is that an abuse of
2 authority? I submit that is not.

3 It says at that time, Mr. Priest did not notify
4 Second Mile he was taking his findings and interpretations of
5 findings to presbytery. There's no evidence he took them to
6 presbytery at the time that he was moderator or member of
7 coordinating cabinet. Now, did it come up at some later time
8 to the presbytery when he made the motion? Sure. But is that
9 wrong to at that point in time raise it in support of his
10 motion? He says he didn't use that same influence and
11 authority to provide opportunity to Second Mile and voice and
12 actions intended to dramatically affect him. He was not
13 moderator. He was not dysfunction if he filed a motion to
14 tell them this is the motion per se. The motion is not
15 directed at them per se, although certainly can be perceived
16 that way.

17 I submit to you the conclusion drawn about abuse of
18 authority is, we submit, overreaching.

19 Now the committee also observed a consistent pattern
20 of prejudging the opinions and experiences of others without
21 listening. All of us need to be better listeners, and if he's
22 not a good listener I think this committee ought to encourage
23 him to be a better listener and encourage him to take training
24 in being a better listener. Mediation skills, I don't know if
25 he needs that. I'm a mediator. I certainly handle hundreds



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

32

1 and hundreds of mediations in my life time, does that train
2 you to listen? Yes. So does counseling courses I took in
3 seminary, they trained me to listen. So years of practice of
4 law trained me to listen. Lots of places you can go to learn
5 to listen. Not everybody's a good listener. The bible tells
6 you over and over, hear, see. Always enjoy the line, God gave
7 us two ears and one tongue, two eyes and one tongue, so
8 suggests I need to hear twice as much as I talk. I know you
9 want me to shut up now.

10 I think those are two serious things, abuse of
11 authority and persistent pattern of prejudging. I think if
12 you sat and listened to Mr. Priest, find out who he is. He's
13 a man, middle age, hearing the call of God to serve, to be a
14 minister of the word and sacrament. How easy it would be to
15 say I'm too old, too many other things going on, but he's here
16 and listening to the Holy Spirit. He cares about people. Is
17 he an African-American concerned about issues of justice and
18 fairness? Yes, but all of us are whether we're
19 African-American, otherwise. We as Christians certainly heard
20 the words of our Lord speaking to us and walk humbly before
21 our God and seek justice and love mercy.

22 Tom Priest I know is that way. I think the
23 gentleman here with us today, say the Tom Priest that they
24 know is that way. Does that mean he's not to speak out on
25 issues where he doesn't think it's right? If a job is going



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

33

1 to be offered in a minority area is it right not to have it
 2 advertised so it can be filled by someone who may not have
 3 gone through that process? I think that's fair to raise that
 4 question. Maybe in this case we wished he hadn't, but is it
 5 fair to raise it? I think there's folks here who raised
 6 questions about that before.

7 Now, the suggestion that there's something wrong
 8 being fiercely devoted to his preferred model of urban
 9 ministry, I don't know that that's objectionable, but if being
 10 fiercely devoted is a problem, we again beg forgiveness. I
 11 don't think that's really what the issue is here.

12 Seems to me in looking at the charges, concerns as
 13 they are called, dealing with authority and consistent
 14 patterns and assumptions of knowing more than others know. I
 15 think those are admonitions that he needs, fair to say them
 16 and tell him he needs to be concerned about those things, but
 17 not in the context of a disciplinary proceeding, not in a
 18 context where every word is being taken down and preserved for
 19 goodness knows what purpose, not in the context of
 20 investigating a complaint of this committee that doesn't have
 21 the authority to do them, investigating presbytery itself.
 22 Seems to me when we on CPM approach a candidate we're here for
 23 two functions. Gatekeeping surely and we have to do that.
 24 But nurturing too, and I commend you because I think your
 25 report does seek to provide, nurture, gatekeeping and nurture



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

34

1 and comes to the recommendation. Frankly, we're fine with the
2 recommendation and perhaps would even say let's go with them
3 but not with the conclusions and not with the report and not
4 with the process.

5 So when we conclude all of this, what we ask you to
6 do is not approve this report as it's written, because it
7 makes a very strong statement about this man that could be
8 damaging for the rest of his, potentially damaging for the
9 rest of his career, but to adopt the recommendations and say
10 we reviewed the report and we mark it as receive. We do not
11 adopt the report but we do believe that the recommendations,
12 we do accept the recommendations. As our moderator has said,
13 Ms. Bohn said at the beginning, often CPM's do require
14 additional steps not particularly spelled out in the Book of
15 Order, but certainly in the purview of determining suitability
16 and nurture. I think it would be appropriate to assure
17 yourselves that, one, this man is ready to go forward at some
18 point in time. I think you ought to do that, but to assign to
19 him fault and to investigate him in this way and determine
20 that he has violated certain steps and proceedings, I would
21 encourage you not to do that.

22 I appreciate your listening to me and letting me go
23 through this. I can take you through the evidence. I brought
24 copies of all the documents I referred to that if you would
25 like to have them. I got Mr. Priest here. I got Mr. Edwards



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

35

1 here. We can go through any or all of this, but we will ask
 2 you in the long run don't adopt this report as is stated but
 3 do seek to discern ways to assure that this man is ready at
 4 the appropriate time and he wants to continue in the process.
 5 He wants to be, to answer the call that he believes God is
 6 making to him to be ordained in word and sacrament and serve
 7 in that capacity. It would be very easy just to say, no, we
 8 hear that but our committee did this and they're good people
 9 and we're not going to budge. This is our committee and we're
 10 right. I submit to you if we considered every fact fully, you
 11 come to a different conclusion number one. And number two, I
 12 would submit to you in a court of law which my arena has been
 13 for 35 years before I became a lawyer on this side of the
 14 house, minister lawyer, this is a case evidentially Ms. Azar's
 15 case would not stand up, be dismissed and investigative
 16 committee heard the evidence that was their conclusion. They
 17 did not press charges. Obviously they're not a commission or
 18 a court. They have to decide whether there's probable cause.
 19 That's the lesser standard of necessity of guilt.

20 Thank you for listening to me, and if you want to
 21 hear anything from Mr. Priest he'll certainly speak if you'll
 22 let him to.

23 ELDER PRIEST: May I speak now?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Thank you. I ditto everything



ESQUIRE
 an Alexander & Sons Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

36

1 Mr. Wallace said. I just want to give you an idea when I met
2 with him I drove overnight to Richmond, Virginia, where he's
3 stationed, where he lives. And I stayed at a hotel, he told
4 me I should never stayed at, but I went to school in DC in
5 that area so I knew the area. I stayed at the Days Inn and
6 when I drove up to the exit at two in the morning I didn't see
7 any lights, I didn't see anything. Where was I? Finally I
8 drove up, somebody came out. Half the units were windows were
9 knocked out and vacant. That's the only place I could afford.
10 I drove to his office and next to his office was a nice hotel.

11 So we sit there for four hours and he said, look,
12 you need to tell me everything. I never sat with a lawyer
13 before. He said you need to tell me everything, everything.
14 If you did tell me whatever I need for you to deny what you,
15 what's true, what is not true, and stand up for what you said
16 from the beginning. And we went through that. A very
17 spiritual, a very open experience for me.

18 I'm going to add to what he has said. When I met
19 with the committee, excuse me, the investigative committee for
20 CPM, when I met with them we met for roughly two hours and my
21 advocate Darrell, Darrell Reynolds was with me, and we did not
22 complete the investigation. We just got through preliminaries
23 where I was explaining the report, why I was there, and the
24 time line. So as we were going through that, the chair of the
25 committee said we need to reconvene because we ran out of



ESQUIRE
An Absoluter Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

37

1 time. So we need to get back together, because we're not
 2 finished. So I said, I cannot commit to rescheduling until I
 3 meet with my attorney. I have always been and continue to be
 4 led by the Holy Spirit to do what is right and I felt it was
 5 right thing to honor Betsy's request for me to come to you,
 6 because I have the upmost respect for Betsy and during this
 7 process for CPM everybody has been fine. Need to look at
 8 this, look at that, very open and up front as I have been. So
 9 with that, I told out of respect for that I came to this
 10 meeting without an attorney, but the next meeting I need to
 11 have my attorney with me. So I will call you back when I get
 12 an attorney to reschedule the rest of the meeting.

13 I sent an e-mail on September 26, Greetings, Betsy,
 14 I pray all is well with you and your family. I am now able to
 15 schedule a time to meet with the investigating committee. At
 16 our last meeting I was unable to schedule a next meeting until
 17 I consulted with my lawyer. Please let me know possible time
 18 the investigative committee is available to meet.

19 I received a response back from Betsy. My prayers
 20 continue with you and all involved in investigation. Thank
 21 you for letting me know. The committee meets again tomorrow,
 22 and I will let you know.

23 I did not hear back from the committee until I got
 24 the report. So I felt at all that at least there should be
 25 some continuation to have an opportunity that there was some



ESQUIRE
 an Alexander's On The Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquire resolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

38

1 work left undone.

2 I am very sensitive to conclusions that were drawn
3 about me, because in fact that is not my behavior. Everything
4 that has been said I have been up front and above board. Not
5 all people agree with what I said, but I been always up front,
6 honest, and above board with everything. Most members of my
7 church, and Darrell and Stanley can talk to that, didn't even
8 know I was moderator presbytery before. All they know is, we
9 call Tom to teach Sunday school. He teaches Sunday school.
10 Need him to come preach, he'll preach. Need Tom to come work
11 the food ministry, Tom will work the food ministry. Whatever
12 my church asks me to serve, that's what I did.

13 I'm not the type person that even uses titles or
14 offices. You go into my office and work where I was working
15 you didn't see any awards. You go in my office at home, no
16 awards, no diplomas, no anything. I been like that my whole
17 life.

18 So being led by the Holy Spirit, not one time during
19 my discernment process I committed to this call. I put myself
20 under the guidance of this committee. I feel like a fighter,
21 a prize fighter call, one or two punches I have to take
22 another one. I don't like it. I don't want to do it, but if
23 that's what God is calling me to do and I put myself under the
24 authority of this body, I have to do it. I understand what it
25 means to walk humbly with God. It means you may have to do



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

39

1 things you don't want to do. Am I'm ready to go into
 2 ministry? Yes, I'm ready. I felt I been ready since I
 3 accepted the call. Is patience once of my virtues? No, but
 4 it's one of the things I'm learning to grow in to, but humbly
 5 to me is overriding patience. It means to, if I have to do
 6 this, I have to do what I have to do, and I'm willing to
 7 accept that. But as Mr. Wallace says, not under the
 8 conditions of being portrayed in this manner.

9 I mentioned to my lawyer and I want to mention this
 10 to you. If it's an issue of conflict, it takes more than one
 11 person to have conflict. If this training is offered to
 12 myself and to Ruth and Tim, Ed Koster, whoever, to me that
 13 would be a building and living community. We all go together.
 14 Let's all go do it and work together. I feel because I'm
 15 different or because I'm assessed to be different, I go out,
 16 you get right and come back to us. I've already submit myself
 17 to this authority, but in the building of community which is
 18 already built by God, we have to live in it. To go out
 19 together to work together on sensitivity training, conflict
 20 resolution training together with the people you have conflict
 21 with is a much better idea and I would be more than happy to
 22 do it, if it takes five years, ten years, whatever, I would
 23 not have a problem with that. But to send me out alone to
 24 come back under these conditions, I'm very concerned with
 25 that.



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

40

1 Again, I submit myself under the auspices and
2 authority of this body to pray that you discern the Holy
3 Spirit to do what is right based on the evidence and data.

4 REV. DOWNS: Either of you have anything else you
5 like to add? Now you were writing down some of the issues I'm
6 assuming in your notes, Marjorie, we want to be sure to bring
7 up in our private discussion. I've written down a couple
8 things, questions that I think I heard you wanting us to raise
9 and let me run those by you so that, to see if I heard you
10 right.

11 One is to look at a time line of all of these events
12 and even before the complaint was filed to look kind of
13 backwards in time and carry it forward to see what connections
14 we may or may not see.

15 Another was to examine the evidence that there was
16 any abuse of his authority as moderator in testimonies that
17 were received and again in the process of the events that
18 occurred; is that correct?

19 REV. WALLACE: That is right.

20 REV. DOWNS: The other one, these are in regard to
21 the three issues that were raised in investigating committee.

22 The third one was related to listening and
23 consistent pattern so to speak of jumping to conclusions and
24 prejudging and again ask us to look back at what the evidence
25 is there for that.



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

41

1 I think that was, that's what I heard, that's what I
2 jotted notes down. I don't know if anybody wrote anything
3 else down.

4 UNIDENTIFIED FEMALE: I heard that the
5 recommendation would be that this committee consider approving
6 the recommendations, adopting the recommendations, but not the
7 report.

8 REV. DOWNS: To receive the report, but not adopt
9 the report.

10 UNIDENTIFIED MALE: Not adopt the recommendations.

11 REV. DOWNS: Tom?

12 ELDER PRIEST: Other thing Mr. Wallace said and
13 myself, the witnesses, initial witnesses, that information
14 made available as part of evidence. Mr. Edwards witness
15 information and witnesses at the meetings, two of the
16 witnesses that are signed in the report were not at attended
17 other meetings.

18 REV. DOWNS: I'm a little, I'm a little confused.

19 ELDER PRIEST: Evidence part that Mr. Wallace
20 mentioned was also important as far as the record, was
21 Mr. Edwards' written deposition.

22 REV. DOWNS: I see.

23 ELDER PRIEST: And then the other witnesses that
24 were part of that, that's a theme, two of the witnesses that
25 are included in this report were not part of any of the



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

42

1 meetings I had at Second Mile Center.

2 REV. DOWNS: "In this report" meaning the committee?

3 ELDER PRIEST: This report here.

4 REV. DOWNS: The investigating committee's report?

5 ELDER PRIEST: Yes, investigating committee. Two of
6 those witnesses were not at any of the meetings regarding
7 Second Mile. The fourth witness they did not identify. I had
8 to call and ask for the other two witnesses, was not involved
9 in any way with Second Mile Center. So those three people
10 listed in this report, one unnamed and two named, were not
11 involved in any of these.

12 REV. DOWNS: And the unnamed ones I'm assuming you
13 know who they are?

14 ELDER PRIEST: I know who they are now. I wish they
15 had put them in the report. I had to call and ask.

16 REV. DOWNS: We will be happy to receive any
17 paperwork you like to add to this. Please not 150 pages. We
18 need to be able to distribute it and have folks take a look
19 at. But Mr. Edwards' comments copy you have apparently a
20 sheet of his remarks?

21 REV. WALLACE: I have.

22 REV. DOWNS: Thank you.

23 UNIDENTIFIED FEMALE: What's on that paper?

24 REV. DOWNS: This is a narrative from Mr. Stanley
25 Edwards, Elder, about your participation in the meetings with



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

43

1 Tom; is that correct?

2 ELDER CLARK: Did it come out in all the discussion
3 that Mr. Edwards is the leader at Barnabas which is the other
4 two centers?

5 REV. DOWNS: I think it was mentioned in the
6 introductions, but thank you.

7 ELDER CLARK: I think he's also chairman at
8 Barnabas.

9 REV. DOWNS: Thank you.

10 UNIDENTIFIED MALE: In listening to your eloquence,
11 Mr. Wallace became quite aware that there's a suggestion that
12 there was a subtext in all of this involving possible
13 retribution by Mrs. Azar for the fact that Mr. Priest was
14 involved in the issues concerning with how she came upon her
15 position at Second Mile Center. This is not something that
16 I'm aware has been suggested previously, and I'm anxious, Tom,
17 to ask you if you feel this whole thing evolved as a result of
18 the role you played with Mrs. Lattimore and Dorothy Seabrook
19 in the concerns about how it came to be that she was named as
20 the coordinator of Second Mile Center. Do you feel that you
21 were in fact a target as a result of her feeling for your
22 involvement in calling that in to question?

23 REV. WALLACE: May I answer that? The short
24 answer's, yes.

25 Second thing I would add if I might, maybe little



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

44

1 longer answer. Ms. Lattimore acted initially on her own.

2 UNIDENTIFIED FEMALE: I'm having a hard time
3 hearing.

4 REV. WALLACE: Mrs. Lattimore initiated the action
5 on her own. Subsequently, Mr. Priest believed that justice
6 had not been done in allowing someone to be put in a position
7 without going through advertising and discernment by the
8 presbytery about, is this the right person. So he then took
9 up that issue himself. But when he did the motion, in
10 response to that motion, we even had it e-mailed from
11 Mrs. Azar to the effect, what can we do to bring charges
12 against him now that we know he's going to file this motion
13 that's been filed and going to be brought to presbytery on the
14 27th of 2010. She writes on the 21st, what can we do to bring
15 charges against him? There no charges, nothing, 13 months.
16 So our submission is that this is retaliation and it's
17 unfortunate and I think she was concerned about her job.

18 I would offer to you also, and I don't know if the
19 committee, investigative committee has this, but trustees
20 minutes for Second Mile Center from late '09 we have those.
21 If you don't, it shows where the problem is within Second Mile
22 Center, the Clark Hill attorney's memorandum in December 2008
23 saying they really are not in keeping with presbytery
24 procedure. The January 22, 2009 motion of the operations
25 ministry team to the coordinating cabinet, and then a series



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

45

1 of e-mails about that, minutes of the coordinating cabinet of
 2 March 2009 showing where it was dealt with, the presbytery
 3 minutes, coordinating council minutes of March 2, '09, again
 4 showing where they're dealing with how do we reconcile that
 5 position not being filled properly. Then we have the slides
 6 that Mr. Priest used in his presentation both in the seminary
 7 and with Mrs. Azar and Mr. Edwards. The minutes of the
 8 Metropolitan Urban Ministry Team is March 12, 2009 where they
 9 dealt with an issue motion to rescind over in 2010, first put
 10 together April 5 and then it shows being sent out by e-mail
 11 showing it being sent out April 12 by moderator, I mean
 12 Executive Presbyter Timm and Stated Clerk Mr. Koster sending
 13 it out to responding to Ms. Azar's concerns.

14 And anyway then one of these e-mails if you like to
 15 have it, one of these e-mails, April 14, we would like to know
 16 what charges we can bring against Mr. Priest and
 17 Ms. Lattimore. We believe this is harassment. We want to
 18 move forward with charges. That's Paragraph 3 of that e-mail.

19 Mr. Koster then writes a response, very eloquent
 20 response the next day saying, you're fair to everybody here,
 21 here's the outline of the process. Anybody can do what they
 22 have to do. Here's how it works, spells it out with a whole
 23 series of e-mails and here's a complaint filed April 21.

24 UNIDENTIFIED MALE: So as a follow-up, Tom, to that,
 25 is it your feeling that Ruth Azar fabricated these allegations



ESQUIRE
 An Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

46

1 against you of harassment, sexual -- racial insensitivity, and
2 I think some gender inequality, I was going there with that
3 comment? What is then the motivation in your bottom line for
4 what her actions were, the fact that she fabricated these
5 allegations as retribution toward you for the role you saw
6 yourself necessarily having to play in her appointment?

7 UNIDENTIFIED FEMALE: What's your question, Larry?

8 UNIDENTIFIED MALE: My question is whether Tom feels
9 that the complainant fabricated the allegations as retribution
10 towards him?

11 UNIDENTIFIED MALE: I don't know if that would be
12 appropriate to even answer.

13 REV. WALLACE: I was getting ready to say something
14 close to that. We don't say whether she tells the truth or
15 not. We do point to two things. One, we deny all these
16 things, context changes all of these things. They weren't
17 said to her and there was an issue before the house, the
18 presbytery about re-advertising the job. What motivated her I
19 don't think anybody would say.

20 ELDER PRIEST: Can I say something in my defense? I
21 feel bad people talking for me. People aren't used to that
22 from me. I will say this. It's very important to me what
23 Mr. Wallace says about what was said to her, and I think
24 that's a key piece of data what was said to each person
25 individually, not summed up and said these are the comments



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

47

1 that were made. What was said to her, what was said to each
2 person is a critical piece, and that's when you look at the
3 context. And that's when you see things were not said to her
4 and certain things were not said to others, and some were not
5 even said at all.

6 REV. DOWNS: Any other questions addressing
7 different issues, different aspects at this point? Okay, then
8 what I will do is give us a 5 minute recess.

9 UNIDENTIFIED MALE: I have an observation.

10 REV. DOWNS: Please do.

11 UNIDENTIFIED MALE: I'm more concerned in the report
12 about their observations of their interaction with Mr. Priest
13 when he was with them, and I'm more concerned about their
14 perception with him as a person they were talking with who was
15 a potential candidate for ministry. The allegations, and I
16 understand you be defensive in that situation, but the
17 allegations have been dismissed for lack of evidence and I'm
18 not concerned about the allegations, but I am concerned how he
19 functions with relation to this committee.

20 REV. KOSTER: As a point of order, we don't know why
21 the allegations were dismissed. The Book of Order says that
22 an investigative committee must decide whether it has the
23 evidence to prove it, whether they have considering the people
24 who testified and evidence they have. They could say they
25 didn't violate the constitution, we don't know. So your



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

48

1 statement that there's no evidence of it is probably not quite
2 true.

3 UNIDENTIFIED MALE: To me the allegation, the issue
4 is interaction.

5 REV. KOSTER: I'm just trying to clarify what the
6 rules of evidence say about filing charges.

7 REV. WALLACE: One reason we don't raise the issue,
8 we would have double jeopardy. We don't know why they
9 declined to go forward. All we know is they declined to go
10 forward period. If they said anything more than that and said
11 no evidence then we probably jumping up and down about double
12 jeopardy.

13 UNIDENTIFIED MALE: Who declined to go forward?

14 REV. WALLACE: Investigative committee of the
15 church.

16 UNIDENTIFIED MALE: The church, I see.

17 REV. WALLACE: The complaint filed by Ms. Azar was
18 to the clerk of session and the stated clerk of presbytery.
19 The presbytery declined to step forward, but the church itself
20 appointed an investigative committee and it's their committee
21 and we appeared before that about two months ago.

22 UNIDENTIFIED MALE: I have one other question. What
23 happens to the file of candidates in this presbytery?

24 REV. DOWNS: They are kept until ordination and then
25 the files are given to the candidate.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

49

1 UNIDENTIFIED MALE: So the file does not follow the
2 candidate once the candidate's ordained?

3 REV. KOSTER: I believe that's true.

4 REV. DOWNS: That's my understanding. I got all
5 mine back. If they weren't supposed to do that, I'm not
6 returning them.

7 UNIDENTIFIED MALE: Closed, sealed, and returned
8 upon ordination.

9 REV. RICE: The CPM of the calling presbytery may
10 request to read through the file.

11 ELDER BARBARA JACKSON: What about is he a candidate
12 for ordination?

13 REV. DOWNS: Ordination

14 ELDER BARBARA JACKSON: Okay.

15 REV. DOWNS: We will take a 5 minute recess, and
16 when we reconvene we'll be in executive session.

17 (Off the record 10:29 a.m. through 12:51 p.m.)

18 REV. KOSTER: The committee adjourned from executive
19 session at 12:50 p.m. During the executive session the
20 committee approved the report of the investigating
21 subcommittee and approved the recommendations with amendments.

22 The committee recessed from open session for lunch
23 at 12:55.

24 (Concluded at 12:55 p.m.)
25 - - -



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

50

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

I certify that this transcript is a complete, true,
and correct record of the testimony of the witness held in
this case.

I also certify that prior to taking this deposition,
the witness was duly sworn or affirmed to tell the truth.

I further certify that I am not a relative or an
employee of or an attorney for a party; and that I am not
financially interested, directly and indirectly, in the
matter.

I hereby set my hand this day, March 10, 2011:

Ann M. Courter, CSR-6239

Wayne County, Michigan

My Commission Expires: October 2, 2012



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

A	16:2,7 21:5 29:23 31:12 46:4	25:13,22 44:7	agreed 25:19	always 4:17 22:15
a.m.		advice 20:18	ahead 22:24	32:6 37:3 38:5
3:5 4:6,7	activities 15:18	advised 20:16	Al 9:20	Amen 4:25 5:1 6:8 12:5
Abbot	ad 20:1	advisor 10:1	allegation 48:3	amendments 49:21
13:2 17:22	add 36:18 40:5 42:17 43:25	advisory 13:16	allegations 45:25 46:5,9 47:15,17,18, 21	among 4:9 18:23
ability	additional 11:10,20 34:14	Advocate 14:7 36:21	allow 25:14 30:20	Ann 1:19,22 7:1 9:3,17 50:21
4:11 19:5	additionally 17:14	advocates 3:20	allowed 3:21	announced 4:5
able	addressing 47:6	affect 16:3 31:12	allowing 44:6	another 12:2 15:3 24:8 26:11 27:14 38:22 40:15
37:14 42:18	Address 14:20	affirmed 50:9	alone 39:23	answer 35:5 43:23 44:1 46:12
abuse	adhering 25:11	afford 36:9	along 28:4	answer's 43:24
30:24 31:1,17 32:10 40:16	adjourned 49:18	African - American 16:13 22:4 32:17,19	already 7:4 29:2 39:16,18	anxious 43:16
abused	adjournment 3:10	African - Americans 22:7	also 5:23 6:2 8:15,19,21 10:21 11:2 15:3,6 16:8 20:25 21:1 22:10 24:9 25:5 31:19 41:20 43:7 44:18 50:8	anybody 6:15 26:1 41:2 45:21 46:19
28:18 30:8,17	admonitions 33:15	afternoon 4:23	alternative 17:2	anyway 24:1 45:14
accept	adopt 3:14 4:3 7:5 10:4,13 11:10 12:10 34:9,11 35:2 41:8,10	age 32:13	although 31:15	apologize 4:10 30:11
25:1 34:12 39:7	adoption 26:9	agenda 13:6 21:9	altogether 5:22	apparently 42:19
acceptable	advantage 30:18	ages 4:16,17 5:2		APPEARANCES 1:16
6:5	advertised 33:2	ago 7:3 18:11 48:21		appeared
accepted	advertising	agree 19:23 27:9 38:5		
39:3				
access				
23:15				
accompanied				
14:7				
accuse				
29:11				
achieving				
13:7				
acknowledge				
17:2				
act				
20:8				
acted				
28:19 44:1				
action				
11:22 20:17 24:25 26:1,8 44:4				
actions				



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

48:21	A r a b -	associate	12:24	basis
appears	A m e r i c a n	9:7,10	authorizes	20:17
16:19	16:13	assume	20:7	bears
applied	Arbor	10:21	available	21:2
16:6	1:19 9:3,17	assumed	37:18 41:14	beg
appoint	Archibald	16:15	awards	33:10
20:1	3:19 8:13	assuming	38:15,16	began
appointed	area	40:6 42:12	aware	28:5
19:2 20:9	33:1 36:5	assumptions	43:11,16	beginning
48:20	areas	33:14	Azar	34:13 36:16
appointment	15:12 17:16	assure	12:21 13:22	begs
26:8 46:6	arena	34:16 35:3	14:5 18:13,22	30:11
appreciate	35:12	assured	19:1 20:6	behavior
6:11 10:23	around	29:5	21:15 23:19	38:3
34:22	6:18	attacking	24:1,4,7,23	behaviors
approach	arranging	19:12,13	26:9,15,22	17:7
13:20 20:13	15:15	attended	27:4 28:4,13,	being
33:22	aside	28:25 41:16	19 29:9 30:7,	6:12 13:6
appropriate	24:8	attorney	20 43:13	14:2 22:6
17:14 27:23	asked	3:19 8:16	44:11 45:7,25	23:5 27:11
34:16 35:4	3:9,24 10:1	12 50:11	48:17	28:2 31:24
46:12	18:11	attorney's	Azar's	33:8,9,18
appropriatel	asking	44:22	19:14 21:21	38:18 39:8
y	17:17	attributing	24:10 35:14	45:5,10,11
7:1	asks	16:22	45:13	believe
approval	38:12	August	B	11:2 20:15
20:21 26:8	aspects	14:6,18	back	22:22 34:11
approve	47:7	auspices	6:2 21:7 26:3	45:17 49:3
3:14 7:4	assembly	40:1	37:1,11,19,	believed
25:10 34:6	20:10	authority	23 39:16,24	44:5
approved	assess	15:15,19	40:24 49:5	believes
13:2 24:22,	17:15	16:1,6 17:21	backwards	23:21 35:5
23,25 49:20,	assessed	28:18 29:13,	40:13	benefits
21	39:15	20 30:6,8,17,	bad	24:13
approving	assessment	18,25 31:2,	23:6 46:21	Betsy
41:5	11:13 17:17	11,18 32:11	BARBARA	9:10 37:6,13,
April	assign	33:13,21	8:5 49:11,14	19
26:6,12,22	34:18	38:24 39:17	Barnabas	Betsy's
27:11,12 29:6	assist	40:2,16	14:13,23	37:5
30:19 45:10,	18:12	authorized	43:3,8	better
11,15,23			based	4:18 31:21,
			16:17 40:3	



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

23,24 39:21	bright 6:12	Calvary 8:9,11	50:7	22:12
between 25:17	bring 26:23 40:6	came 24:15,17	caucus 10:19	change 30:3
bible 32:5	44:11,14	27:6,10	cause 17:8 35:18	changes 46:16
bidding 25:12	45:16	29:15,22 36:8	Center 13:25 14:2,	charge 30:8
big 27:3	brings 3:15	37:9 43:14,19	13,17,24	charged 18:22 19:2
Birmingham 9:7	brought 22:2 34:23	candidate 3:13 11:11,	15:4,16,23	22:1
black 10:19	44:13	13,15 12:21	16:3 17:13	charges 18:21,24
blameless 6:3	BROWNLEE 8:23	17:6 20:22	23:3,8 24:17,	26:23 29:9,10
board 24:15 38:4,6	budget 35:9	33:22 47:15	22 30:6 42:1,	33:12 35:17
Bob 8:7	building 39:13,17	48:25 49:2,11	9 43:15,20	44:11,15
bodies 15:21	built 39:18	candidates 4:23 48:23	44:20,22	45:16,18 48:6
body 20:9 38:24	business 7:10	candidate's 49:2	centers 23:10,17,18,	Chris 9:12
40:2	C	cannot 30:14,15 37:2	20 29:18 43:4	Christ 4:9
BOHN 9:12 13:3	cabinet 24:21,25	canopy 5:14	center's 24:11	Christians 32:19
17:23 34:13	25:6,8,17	Canton 9:5	CKNTRAL 15:11	Christine 13:3 17:23
Book 19:4,15 20:15	29:21,25	capacity 35:7	certain 3:24 14:11	Church 1:13,18 7:24
28:7 34:14	30:15 31:7	care 7:9 11:1,12,	16:16,18	8:4,10,12,
47:21	44:25 45:1	15	34:20 47:4	15,19,21 9:7,
both 23:17,20 45:6	cabinet's 29:25	career 34:9	certainly 22:20 23:24	17 17:12
bottom 46:3	call 4:8 20:23	cares 32:16	27:9 30:11	18:17,19
breath 11:24	32:13 35:5	caring 11:3	31:15,25	20:24 28:4
bridegroom 5:13	37:11 38:9,	carried 20:17	32:19 34:15	38:7,12
Bridle 1:19	19,21 39:3	carry 40:13	35:21	48:15,16,19
	42:8,15	case 23:2 30:3	Certified 1:22	circuit 5:16
	called 4:7,24 33:13	33:4 35:14,15	certify 50:5,8,10	circumstance 8
	calling 38:23 43:22		chair 36:24	16:19 25:23
	49:9		chairman 43:7	26:5
			challenge 22:16	clarify 13:20 48:5
			challenges	CLARK



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

8:18 43:2,7	comments	20:21 42:4	31:17 35:11,16	contact
44:22	14:11 18:5	Community	16	24:7
class	42:19 46:25	9:19 39:13,17	conclusions	contacts
15:17	commission	compared	21:6 34:3	10:21,23
cleaned	20:8 35:17	23:20	38:2 40:23	CONTENTS
24:14	50:23	complainant	conditions	2:1
clear	commit	46:9	39:8,24	context
5:20 6:1	37:2	complaint	conflict	14:12 21:19
clearly	committed	12:21 13:1	39:10,11,19,20	33:17,18,19
7:14	38:19	18:12,14,15,22 19:14,15,16 20:5,6	confrontatio	46:16 47:3
CLERK	COMMITTEE	22:1 26:25	n	continuation
1:17 3:6 9:25	1:5,12 3:4,11,16,23 4:1,3 7:25 9:13,22 10:10,14,16,22 11:2,9 12:14 13:5,7,11,15 14:8 15:13 16:8,14,24 17:1,6,10 18:3,4,18,20,21 19:2,3,16,18 20:9,20 21:6,24,25 22:13 23:15,22 24:9 25:19 26:2 27:2 28:5,6,8 29:12 30:5 31:19,22 33:20 35:8,9,16 36:19,25 37:15,18,21,23 38:20 40:21 41:5 42:2,5 44:19 47:19,22 48:14,20 49:18,20,22	27:1,20 28:3 33:20 40:12 45:23 48:17	17:4	3:8 37:25
13:8 18:16		complete	confrontatio	continue
25:8,9 26:17		36:22 50:5	nal	11:24 35:4
45:12 48:18		composition	17:7	37:3,20
close		13:1	confronted	control
18:6 46:14		computer	21:22	24:18
closed		4:10	confused	Convened
4:22 49:7		concern	41:18	12:20 13:5 20:5
co-chair		15:12 30:1	congregation	conversation
8:19		concerned	17:8	14:10
collective		10:24 17:1 22:6,8 32:17 33:16 39:24 44:17 47:11,13,18	connections	coordinating
6:19 11:24		concerning	40:13	24:21,25 25:6,8,17 29:21,24 30:15 31:7 44:25 45:1,3
come		13:8,12 43:14	consider	coordinator
10:1 24:23		Concerns	4:1 19:6 41:5	43:20
25:14 29:3		13:24 15:14 29:12 33:12 43:19 45:13	consideratio	copies
31:7 35:11		conclude	n	34:24
37:5 38:10		34:5	12:23	COPs
39:16,24 43:2		concluded	considered	4:23
comes		4:6 49:24	35:10	copy
5:13 7:10,12		conclusion	considering	42:19
20:19 22:3		21:24 30:9	47:23	correct
34:1			consistent	30:2 40:18 43:1 50:6
coming			16:8 31:19 33:13 40:23	council
26:16			Constitution	24:16 45:3
commandment			13:15 47:25	
5:20			consulted	
commend			37:17	
33:24				
comment				
7:14 18:2				
46:3				



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

counseling 11:20 32:2	D6 19:15	decision - making 15:21	41:21 50:8	18:15 31:15
COUNTY 50:3,22	damaging 29:10 34:8	decisions 12:7	desire 14:12	directive 19:6
couple 10:7 40:7	Darrell 8:11 14:7	declares 5:9	desired 5:23	directly 25:4 27:13
course 5:14 11:20	data 40:3 46:24	declined 18:21 48:9, 13,19	detect 6:1	50:12
courses 23:8 32:2	Date 12:22	decrees 5:18	determine 11:9,16 13:6, 14 34:19	directors 28:14
Court 1:19 6:23	David 13:2 17:22	dedicated 11:2	determining 34:15	disagree 31:1
7:2,14 21:8	day 1:12 4:9,21	dedication 11:1	DETROIT 1:4,17,18	disagreed 30:25
35:12,18	5:8 7:3 10:6, 9 28:1 45:20	deep 11:24 20:23	3:7,12 9:21	discern 21:1 30:10
Courter 1:22 7:1	50:14	defense 46:20	12:24 28:15	35:3 40:2
50:21	days 26:13 36:5	defenses 4:1	devalued 14:3	discernment 29:25 38:19
CPM 8:19 10:12	DC 36:4	defensive 47:16	development 17:16	44:7
12:20,23	deal 7:11 24:8	definitely 18:5	devoted 16:25 33:8,10	disciplinary 13:17 18:14, 15 19:14,16, 21 20:6
13:16 17:10,	dealing 33:13 45:4	delay 29:5	didn't 4:13 12:7	21:13,14 29:9
15 18:4 19:4	deals 25:9	deliberate 4:22	21:5 28:17	33:17
20:4 28:24	dealt 45:2,9	denial 14:11	30:2 31:10	discomfort 16:15
29:2,4 33:22	Dear 4:23	denies 18:25	36:6,7 38:7, 15 47:25	discriminati on
36:20 37:7	December 15:5 25:18, 19,24 44:22	deny 27:21 36:14	different 4:14 16:12	18:23 22:2
49:9	decide 35:18 47:22	deposed 27:11	4:13 39:15	discuss 10:20 14:4,18
CPM's 19:5 20:1	decision 4:3 11:4	deposition	47:7	discussion 10:5 11:4,23
34:13	22:16		difficult 22:12 28:22	14:25 15:2,6
crashed 4:10			difficulty 17:8	30:1 40:7
critical 47:2			diplomas 38:16	43:2
c r o s s - e x a m i n e d 21:16			direct 18:2,3	dismissed 27:24 28:2
CSR-6239 1:22 50:21			directed	35:15 47:17, 21
current 17:7				disparaging 28:17
<u> D </u>				



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

distance 6:13	dramatically 16:3 31:12	Edwards 14:21 23:18	e-mails 10:16 26:17	everybody's 32:5
distribute 42:18	drawn 31:17 38:2	24:2 27:5	45:1,14,15, 23	evidence 21:16 23:2
disturbing 13:25	drippings 5:24	28:11 29:18	employee 50:11	29:15,16
ditto 35:25	drove 36:2,6,8,10	34:25 41:14	employees 25:2	30:5,16 31:5
documents 10:17 23:14	due 29:5	42:25 43:3	encourage 31:22,23	34:23 35:16
28:10 34:24	duly 50:9	45:7	34:21	40:3,15,24
doesn't 32:25 33:20	During 3:25 4:2	Edwards' 41:21 42:19	end 5:12,15,16	41:14,19
doing 10:24 19:10,	10:10,11	effect 44:11	endorsement 20:21	47:17,23,24
21 20:18 21:8	14:1,22 24:4,	effort 11:11	ends 25:25	48:1,6,11
22:9 29:17	5 26:14 37:6	ehkoster@aol .com	enduring 5:21	evident 16:24
dominion 6:3	38:18 49:19	1:20	enlightening 5:20	evidentially 35:14
Dorothy 27:20 43:18	duties 21:14	either 21:5 40:4	entire 11:17	evolved 43:17
double 48:8,11	dysfunction 31:13	ELDER 6:17 8:3,5,6,	entirety 12:17	exact 24:16
down 27:9 33:18	each 11:7 14:21	7,8,9,11,17,	Ernest 9:6	examine 17:15 21:18
40:5,7 41:2,3	46:24 47:1	18 9:4,14,16	errors 6:1	40:15
48:11	early 6:12	13:3 14:7,20	essence 28:21	examined 18:20 21:22
DOWN'S 4:8 5:2,5	ears 32:7	17:23 22:5	estimation 11:14	example 21:15 28:11
6:9,11,21,25	earth 5:11	27:20 35:23,	events 40:11,17	exception 30:7
7:19,23 10:3	easy 32:14 35:7	25 41:12,19,	everybody 3:24 6:22	excess 19:11
12:6,12,18	Ed 9:25 13:8	23 42:3,5,14,	exercise 19:8 20:11	exchange 26:12,14
17:25 18:10	39:12	25 43:2,7		excuse 3:14 7:16
35:24 40:4,20	education 11:11	46:20 49:11,		36:19
41:8,11,18,	EDWARD 1:17 3:6 8:9	14		
22 42:2,4,12,		Elizabeth 6:25 7:23		
16,22,24		13:4 17:24		
43:5,9 47:6,		eloquence 43:10		
10 48:24		eloquent 45:19		
49:4,13,15		e-mail 26:21 37:13		
draft 15:8		45:10,18		
		e-mailed 44:10		



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

exercising 29:20	45:20	figure 28:13	1:13 3:16,22 7:24 8:6,7,25	forward 11:8 27:10
EXHIBITS	32:18	file 18:21 44:12	9:3,7,11,16 11:25 13:5	34:17 40:13
2:10	faithful 10:25 11:3	48:23 49:1,10	15:15 21:7,21	45:18 48:9, 10,13,19
exit 36:6	falls 11:16	filed 18:13 19:15	24:5 45:9	forwarded 10:17
ex-officio 9:21	familiar 12:19	27:1,20 28:2, 3 31:13 40:12	five 39:22	found 14:8
experience 16:21,22 36:17	family 37:14	44:13 45:23	floor 7:4 12:8 18:8	four 36:11
experiences 11:21 16:9,11 31:20	far 41:20	48:17	folks 7:20 24:2	fourth 42:7
Expires 50:23	fault 34:19	files 48:25	30:20 33:5 42:18	frame 26:12,14
explaining 36:23	faults 6:1	filing 48:6	follow 30:2 49:1	frankly 22:11 34:1
extenuating 25:23 26:5	fear 5:21	filled 33:2 45:5	following 30:21	freely 16:5
extra 6:19	February 3:9 23:2	final 11:13 15:7	follow-up 45:24	frequently 14:9
eyes 5:20 32:7	feel 11:12 38:20 39:14 43:17, 20 46:21	finality 20:17	food 38:11	front 12:8 19:10 37:8 38:4,5
F	feeling 43:21 45:25	finalized 15:10	forceful 16:22	frustration 16:14
fabricated 45:25 46:4,9	feels 20:23 46:8	Finally 36:7	forever 5:21	full 12:12 25:4
facing 21:14	felt 4:21 29:2 37:4,24 39:2	financially 50:12	forgiveness 30:11 33:10	fully 21:3 35:10
fact 21:12 29:8, 14,24 35:10 38:3 43:13,21 46:4	FEMALE 41:4 42:23 44:2 46:7	find 7:11,12 26:25 29:4 32:12	form 20:17 28:6,8 29:5	functions 33:23 47:19
facts 28:9	field 11:21	findings 3:15 15:24,25 24:3,6 31:4,5	formal 18:13	further 7:7 15:1,2,5 50:10
factual 24:9	fiercely 16:25 33:8,10	fine 5:23 34:1 37:7	formation 12:25	future 11:22 16:3 17:14 22:18 25:20
fair 10:25 11:10 33:3,5,15	fighter 38:20,21	finished 37:2	formed 18:18	G
		firmament 5:8	former 15:20	G14.0400
		First	forth 5:8	



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

20:7	God	guidance	Health	hereby
Gatekeeping	4:16,20 5:2,7	12:2 13:8	4:17 5:2	50:14
33:23,25	32:6,13,21	38:20	hear	hid
gather	35:5 38:23,25	guilt	21:16 27:15	5:16
4:20	39:18	35:19	28:10 32:6,8	hidden
GAUBATZ	God's	H	35:8,21 37:23	6:1
9:4	6:7 12:1	H	heard	Hill
gave	goes	1:6,11,17 2:2	5:10 27:14,18	44:22
14:8 32:6	5:11	12:21	29:19 32:19	Hills
gender	going	hadn't	35:16 40:8,9	8:18 9:24
46:2	7:12 19:11,12	33:4	41:1,4	hired
general	21:7 25:20,	Half	HEARING	24:16
20:10	21,23 26:5,18	36:8	1:6,11 2:2,4	hoc
generated	32:15,25 35:9	hand	3:8,9,13,16,	20:1
10:15	36:18,24	50:14	22,23 4:2	hold
Geneva	44:7,12,13	handful	10:11,12	24:8
9:5	46:2	7:9	21:10,13,15	Holy
gentleman	gold	handiwork	28:5 32:13	20:25 32:16
3:18 32:23	5:23	5:8	44:3	37:4 38:18
getting	gone	handle	heart	40:2
20:13 29:6	20:12 33:3	31:25	5:19	home
46:13	Good	happen	hearts	38:15
give	6:9,10 9:18	21:19	6:5	honest
36:1 47:8	23:6 31:22	happened	heat	38:6
given	32:5 35:8	29:4 30:13	5:16	honey
21:23 24:16	goodness	happens	heavens	5:24
28:11 48:25	30:25 33:19	48:23	5:7,12,15	honeycomb
gives	grant	happy	held	5:24
28:7	11:12	39:21 42:16	50:6	honor
glory	grateful	harassment	he'll	37:5
5:7	11:1	45:17 46:1	35:21 38:10	honorably
go	great	hard	Hendrie	8:24
3:23 6:14	5:25 6:4 17:8	4:11 11:6,7	1:13	hopefully
7:3,11 22:16,	Greetings	44:2	Henry	6:13
19,24 23:8	37:13	HARTLEY	9:16 13:3	Hopewell
25:15 26:25	GROUP	9:18	17:23	8:15
27:10 30:25	5:1 6:8,10	head	her	hotel
32:4 34:2,17,	12:5	23:19 24:23	21:17 25:1	36:3,10
22 35:1	groups	heads	29:1 43:14,21	hour
38:14,15	16:13	26:15	44:1,5,17	6:12
39:1,13,14,	grow		46:4,6,17,	
15,18 48:9,13	39:4		18,23 47:1,3	



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

hours 36:11,20	16:14	intended 16:3 31:12	g 3:14 4:4 7:6	13:23 14:10
house 35:14 46:17	indirectly 50:12	intent 13:6	10:14 12:10	15:11 16:16
HUGLEY 8:3	individually 46:25	interaction 47:12 48:4	18:4,19	18:12 19:17
humbly 32:20 38:25 39:4	individuals 10:17	interactions 13:24 14:22	33:20,21	22:7 24:12
hundreds 31:25 32:1	inequality 46:2	interested 50:12	37:15 40:21	32:17,25
HUNT 9:14	influence 15:19 16:1 31:10	interim 7:24	42:4,5 49:20	40:5,21 43:14
hymn 4:13,15	informally 20:11	interpretati on 15:25	investigatio n 13:9,21 16:5 19:25 36:22 37:20	47:7
hymnal 4:14,16	information 21:23 28:15 29:6 41:13,15	interpretati ons 14:16 31:4	Investigativ e 18:18 19:3,18 20:4,8 28:5, 6,8 35:15 36:19 37:18 44:19 47:22 48:14,20	items 7:9,10
<u>I</u>	initial 41:13	intervening 12:13	invite 11:24	<u>J</u>
idea 36:1 39:21	initially 44:1	interview 14:4,5 15:3,6	invited 3:25	J.D 1:17
identified 15:12,16 17:16	initiated 18:14 44:4	interviewed 13:22 14:6, 19,21	involved 25:3 37:20 42:8,11 43:14	JACKSON 8:5,7 49:11, 14
identify 42:7	Inn 36:5	interviews 13:20 15:6	involvement 43:22	James 8:14
identity 16:18 17:20	innocent 6:4	intimidation 17:4	involving 43:12	January 12:22 15:8,10 26:1 44:24
II 1:11 2:1 3:4	inordinately 22:8	introduce 7:20,21 8:2	irregularity 20:15,16	Jenny 9:2
important 25:6 41:20 46:22	insensitivit Y 46:1	Introduction 3:5	issue 10:20 19:9 22:10 27:3, 16,23 30:19, 20 33:11 39:10 44:9 45:9 46:17 48:3,7	jeopardy 48:8,12
include 17:17	insistence 14:11	introduction s 6:21 43:6	issues	job 32:25 44:17 46:18
included 13:23 14:10 41:25	insolent 6:2	investigate 12:25 13:10 21:11 34:19		JOHNSON 9:16 13:3 17:23
inclusion 30:7	instead 16:21	investigatin		jotted 41:2
indicated	Institute 17:12			joy 5:15



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

8:25	16:16 36:5	19:19,20	least	listen
July	knocked	21:10	16:18 37:24	12:1,2 16:20
13:22 14:4	36:9	Larry	leave	28:17 32:2,3,
27:19	know	46:7	3:24 26:5	4,5
jumping	6:13,19 7:8	last	30:3	listened
40:23 48:11	10:23 18:13	10:3 12:13	led	32:12
jumps	23:6,7 26:16	29:8 37:16	17:12 37:4	listener
26:20	27:3 31:24	late	38:18	31:22,23,24
June	32:8,22,24	28:1 44:20	left	32:5
13:2,5,19	33:9,14	later	38:1	listeners
24:24	37:17,21,22	14:24 15:4	legitimacy	31:21
jurisdiction	38:8 41:2	27:11 31:7	17:2	listening
27:24	42:13,14	Lattimore	lengthy	16:10 20:25
just	44:12,18	25:7,20 26:3,	14:9	31:21 32:16
7:16 10:24	45:15 46:11	11,23 27:20	lens	34:22 35:20
11:3 12:1	47:20,25	43:18 44:1,4	22:5,6	40:22 43:10
20:10 22:3	48:8,9	45:17	lesser	little
23:6 25:13,21	knowing	Lattimore's	35:19	41:18 43:25
26:12,24 29:6	33:14	30:1	let's	live
35:7 36:1,22	knowledge	law	34:2 39:14	39:18
48:5	5:9	5:17 32:4	letter	lives
justice	known	35:12	25:8,19	36:3
22:7 32:17,21	4:21	Lawrence	letting	living
44:5	knows	14:20	34:22 37:21	39:13
<hr/>	6:22 30:25	lawyer	life	Livonia
K	33:19	7:7 10:10	32:1 38:17	9:9
Keep	KOSTER	35:13,14	light	lobby
6:2 11:7	1:17 3:6 6:24	36:12 37:17	4:9	15:21
keeping	9:25 13:8	39:9	lights	Lombard
5:25 44:23	39:12 45:12,	leader	36:7	17:12
kept	19 47:20 48:5	43:3	likely	long
48:24	49:3,18	Leaders	3:20	24:10,15 29:4
Key	KRUG	17:12	limited	35:2
13:22 14:10	9:6	lean	11:8	longer
46:24	<hr/>	4:15	line	26:6 44:1
kind	L	learn	20:3 29:7	l o n g -
40:12	labelled	32:4	32:6 36:24	s t a n d i n g
kinds	11:5	learned	40:11 46:3	19:4
22:8	lack	17:18	listed	look
Kirk	47:17	learning	30:10 42:10	19:8,10,17
8:18 9:24	lady	39:4		20:2 21:16,18
knew	25:7			
	language			



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix D

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

61

23:4 28:7,9	5:14 32:13	mediator	merely	15:20 23:4
30:19,20	34:7,17 35:3	31:25	12:6	28:14
36:11 37:7,8	manner	meditation	messages	MINISTRY
40:11,12,24	39:8	6:5	10:17	1:5,12 3:4,
42:18 47:2	March	meet	met	12,13 8:1
looked	1:13 3:2	4:23 10:19	13:19 14:4,	9:13 11:14,16
25:18	23:12,15,17	29:3 37:3,15,	18,25 15:2,5,	13:12,17
looking	24:1,6,21,25	18	8 24:1 36:1,	14:3,15 17:1,
33:12	27:4 28:12	meeting	18,20	3 23:10,24
Lord	29:14 45:2,3,	3:11 4:7	methods	33:9 38:11
4:24 5:17,18,	8 50:14	10:9,11 13:5	17:3	39:2 44:25
19,20,21,22	Marie	14:24 15:4	Metropolitan	45:8 47:15
6:5 32:20	8:2,3	23:17,18	15:20 45:8	minority
Lorkowski	Marjorie	26:1,10,13,	Michigan	33:1
14:20	8:20 12:8	19 27:12,14,	1:14,19 3:1	minute
lot	40:6	25 28:12	50:1,22	47:8 49:15
4:16 10:15	mark	29:1,8,22	middle	minutes
26:12	34:10	37:10,12,16	32:13	8:22 44:20
Lots	MATTER	meetings	Mike	45:1,3,7
32:4	1:3 12:20	28:25 29:1	9:4	misperceptio
love	20:5 50:13	31:1 41:15,17	Mile	n
32:21	matters	42:1,6,25	13:25 14:2,	30:13
Loving	13:16 19:8	meets	13,16,23,24	mistake
4:19	20:2	37:21	15:4,15,22,	23:25
lunch	MCDEVITT	member	24 16:2 23:3	model
49:22	9:2	9:21 19:4	24:2,17,22	14:15 16:25
M	MCMILLAN	25:5 26:3	28:20 29:24	23:5,6,7,9,
1:22 50:21	8:25	27:6,7 29:24	30:6 31:4,11	21,22,23
making	mean	30:5,24 31:6	42:1,7,9	24:22 33:8
5:18 27:8	12:17 32:24	members	43:15,20	Moderator
35:6	45:11	3:25 38:6	44:20,21	15:19,20
MALE	meaning	memorandum	minds	25:5,25 26:6
41:10 43:10	42:2	44:22	29:3	29:14,16,20,
45:24 46:8,11	means	Mennonite	mine	22 30:5 31:6,
47:9,11 48:3,	38:25 39:5	17:13	49:5	13 34:12 38:8
13,16,22	meantime	mention	minister	40:16 45:11
49:1,7	28:3	39:9	7:24 8:13,24	moderators
malice	Mediation	mentioned	9:6 13:13	7:25
21:2	17:11,19	39:9 41:20	20:24 32:14	moment
man	31:24	43:5	35:14	7:17 23:1
	mediations	mercy	ministries	moments
	32:1	32:21	14:15,23	12:1



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquire resolutions.com

month 7:3 10:3 12:12,13	must 19:3 25:4 47:22	9:23 Northbrook 8:21	47:9 observations 14:16 47:12	onward 24:6
months 27:11 29:8 44:15 48:21	myself 28:13 38:19, 23 39:12,16 40:1 41:13	notable 14:8	observed 16:8 31:19	open 3:16, 22 4:2, 5 25:12, 13 36:17 37:8 49:22
Moreover 5:24	<u>N</u>	notes 40:6 41:2	Obviously 35:17	openness 12:2
morning 4:22 6:9,10 9:18 36:6	name 4:25 7:14, 23 24:17	nothing 5:16 20:7 22:3 24:14 27:6, 8, 10 28:16 29:13, 22 44:15	occasion 30:13	operations 44:24
morning's 3:8	named 3:18 7:1 25:7 42:10 43:19	notify 15:23 31:3	occurred 21:12 40:18	opinion 16:23 17:6 29:5
most 3:20 38:6	narrative 42:24	November 14:25 15:2	October 25:7, 17 50:23	opinions 16:9, 11, 21 31:20
mostly 6:22	nature 29:10	Number 4:16 10:15 21:9, 12 22:15 35:11	offenses 29:11	Opportunities 14:13, 24
motion 3:13, 17 4:1, 3 7:4 10:3, 12 12:7, 10 26:7, 11, 16 27:6, 8, 10, 13, 14, 15, 17, 22 28:1 30:19, 24 31:8, 10, 13, 14 44:9, 10, 12, 24 45:9	necessarily 46:6	nurture 33:25 34:16	offer 4:19 26:11 44:18	opportunity 16:2 31:11 37:25
motivated 11:6 46:18	necessity 35:19	nurturing 33:24	offered 27:17 33:1 39:11	opposed 23:5
motivation 46:3	need 6:21, 22 7:9 11:10 31:21 32:8 36:12, 13, 14, 25 37:1, 7, 10 38:10 42:18	<u>O</u>	office 16:6 36:10 38:14, 15	ordained 11:14 19:7 22:13, 14 35:6 49:2
mouth 6:4 22:18	needed 24:14	Oak 1:14 3:1 9:11	offices 38:14	order 4:7, 8 19:4, 15 20:15 27:22 28:7 34:15 47:20, 21
move 17:14 20:22 27:14, 15 45:18	needs 6:20 31:25 33:15, 16	object 21:7 22:21 27:15	oh 19:11, 19	ordinances 5:21
movement 20:21	never 22:13 36:4, 12	objecting 20:12, 14	Okay 47:7 49:14	ordination 13:13 48:24 49:8, 12, 13
moves 17:10	nice 36:10	objection 28:21	old 4:15 32:15	original 19:14
	night 5:9	objectionabl e 33:9	Once 24:4, 5 26:6 39:3 49:2	
	Norman	observation	ones 42:12	
			on-line 4:11	



ESQUIRE
an Alexander's Calligraphy Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esqulresolutions.com

originally 22:1	paperwork 6:15,17,19 42:17	pastoral 17:15,20	person 14:21 21:14 38:13 39:11 44:8 46:24 47:2,14	22:9 26:2,20, 21 30:9,14,16 31:9 34:18 46:15 47:7,20
ought 31:22 34:18	paragraph 29:7 45:18	pastors 9:2 10:18	personal 14:22	points 4:2
outcomes 13:7	parameters 13:9	patience 39:3,5	personally 17:19	politically 11:6
outline 45:21	parish 9:6,10	pattern 16:8 17:7 31:19 32:11 40:23	persons 19:6	Pontiac 7:24
outside 10:16	Park 8:4	patterns 33:14	phone 10:16	portrayed 39:8
over 6:3 24:8 25:16 27:11 32:6 45:9	parliamentar y 26:18	Paul 9:8	Phyllis 9:14	position 22:12 25:10, 11,14,22 26:9 30:4 43:15 44:6 45:5
overnight 36:2	part 3:16,22 11:11 23:3,8 26:14 28:21 29:25 41:14,19,24, 25	Paul's 9:8	piece 46:24 47:2	positions 30:21
overreaching 31:18	participate 17:11 22:21, 22	PC 11:14	place 4:20 30:14 36:9	possible 37:17 43:12
overriding 39:5	participatin g 22:23	PCUSA 13:15	places 21:9 32:4	postponed 10:5
oversaw 24:17 29:23	participatio n 42:25	Peace 17:13	plan 14:5,18	postponement 12:7
oversight 24:11,13,19, 24	particular 23:23 25:24 29:7	people 3:25 6:7 7:20 10:15,24 16:11,20 31:1 32:16 35:8 38:5 39:20 42:9 46:21 47:23	planned 4:14	potential 47:15
over-used 30:17	particularl y 34:14	perceived 16:15 31:15	planning 15:1	potentially 34:8
owed 21:14	party 50:11	perception 14:2 16:17 47:14	play 46:6	pours 5:8
<hr/> P <hr/>	Pass 1:19 6:18	perfect 5:17	played 43:18	power 19:5 20:3,10 22:13 28:7 30:17
p.m 49:17,24	Pastor 8:21,25 9:8, 18,23	period 3:25 48:10	Please 5:5 7:14 18:3,10 37:17 42:17 47:10	practice 32:3
PAGE 2:2		persistent 32:11	plenty 19:19	practicing 8:15
pages 42:17			point 4:5 7:7 19:13 20:7 21:7	pray 4:25 11:4
paper 15:17 42:23				
papers 17:18				



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

37:14 40:2	PRESBYTERY	PRIEST	probably	45:5
prayer	1:4,17,18	1:6,11 2:2	26:4 48:1,11	prove
4:19 12:3	3:7,12 9:20	3:9,12,17 4:2	problem	47:23
prayerful	10:1,18,19	8:17 11:15	33:10 39:23	provide
12:23	12:24 15:19,	12:22 14:1,3,	44:21	16:1 31:11
prayers	21,25 16:6	5,6,8,22	procedure	33:25
37:19	17:9 18:16	15:16,18,23	25:12,16	provided
preach	20:9,24 22:6,	16:4,9,15,	26:4,18 30:2,	26:15
38:10	16 23:4,9,10	19,24 17:1,	22 44:24	prudent
precepts	24:12,13,19,	11,15,18	proceed	11:12
5:19	22,24 25:2,5,	18:11,17,21,	7:6,22	Psalms
preferred	10,11,12,15	25 20:16,18,	proceeding	5:6
14:15 16:25	26:7,10,13,	19 21:11	18:15 19:22	punches
33:8	15,19,22	22:2,11 23:3	33:17	38:21
preferring	27:7,12,13,	24:15,20	proceedings	pure
23:23	16 28:5,14	25:3,18 26:23	7:2 13:18	5:21
prefers	29:14,21,22	27:17,19,24	21:8 34:20	purpose
23:22	30:15,21,24,	28:13,17,25	process	33:19
prejudging	25 31:5,6,8	29:10,13 31:3	10:2 13:7,9	purposes
16:9 31:20	33:21 38:8	32:12,22,23	19:12,13	10:9
32:11 40:24	44:8,13,23	34:25 35:21,	20:14,23 21:3	pursue
preliminaries	45:2 46:18	23,25 41:12,	22:10,11,12	16:6
36:22	48:18,19,23	19,23 42:3,5,	25:15 26:18	purview
PREPARATION	49:9	14 43:13 44:5	27:21,23	13:18 19:23,
3:4,11 7:25	presence	45:6,16 46:20	30:22 33:3	24 20:3 24:18
13:11,17	4:21	47:12	34:4 35:4	34:15
prepares	present	Priest's	37:7 38:19	put
26:6	3:17 12:13	10:5,20	40:17 45:21	6:17 30:21
preparing	15:3 24:3	13:12,24	proclaims	38:19,23
15:17	27:5	14:12 17:7	5:8	42:15 44:6
presbyter	presentation	25:25 28:4	professional	45:9
9:21 45:12	24:5 45:6	primary	ly	<hr/> Q <hr/>
Presbyterian	presented	15:12	17:19	question
1:13,18 7:24	21:23 23:12,	prior	professors	7:13 19:9
8:4,10,12,	16 24:3	50:8	23:7	24:10,17
14,21 9:1,3,	preserved	PRITCHARD	program	25:9,10 33:4
7,9,17,19	33:18	9:23	28:14	43:22 46:7,8
22:5	press	private	project	48:22
presbyteries	35:17	40:7	23:4	questions
25:16	prevailed	prize	promoting	14:9 18:2,3,5
	27:17	38:21	25:22	33:6 40:8
	previously	probable	properly	
	43:16	35:18		



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

47:6	reasoned	21:19 28:10	reminder	11:10 17:10
quite	22:19	redeemer	10:8	34:13
43:11 48:1	receive	6:6	repeatedly	required
<u>R</u>	34:10 41:8	redirected	18:25	11:19
racial	42:16	14:10	report	reschedule
18:22,23 22:2	received	referenced	3:14 4:4 7:5	37:12
28:18 46:1	10:16,22 13:7	13:1	10:4,13,14	rescheduling
r a c i a l -	28:23 37:19	referred	11:9 12:11,	37:2
e t h n i c	40:17	34:24	15,22 15:8,10	rescind
16:12,18	recess	regard	19:20 20:4	26:7 45:9
racially	47:8 49:15	40:20	21:10,24	resolution
11:6	recessed	regarding	23:13 27:4	39:20
raise	49:22	25:12 42:6	33:25 34:3,6,	resources
18:5 24:13	recommendati	regularly	10,11 35:2	14:14 28:15
31:9 33:3,5	on	15:18	36:23 37:24	respect
40:8 48:7	13:11 15:9	re-introduce	41:7,8,9,16,	37:6,9
raised	34:1,2 41:5	6:23	25 42:2,3,4,	Respectfully
4:2 33:5	recommendati	rejoicing	10,15 47:11	17:22
40:21	ons	5:19	49:20	respond
ran	3:15 7:5	related	Reported	21:1
36:25	10:4,13	18:12 40:22	1:22 21:20	responded
read	12:11,15 17:5	relation	Reporter	30:1
5:6 10:8	34:9,11,12	47:19	1:22 6:23	responding
12:9,17 27:18	41:6,10 49:21	relative	7:2,15 21:9	45:13
28:22 29:6	recommended	50:10	reporting	response
49:10	22:20	reliable	24:11	3:17 10:15
readiness	reconcile	4:15	reports	26:24 37:19
11:16 20:22	45:4	remains	23:22	44:10 45:19,
r e -	reconvene	11:8	representati	20
advertising	36:25 49:16	remarkably	ve	9:13
46:18	reconvened	19:24	9:13	representati
ready	10:12	remarks	representati	ves
11:14 34:17	reconvening	10:8 28:17	29:2,4	responsibili
35:3 39:1,2	10:6	42:20	represented	ty
46:13	record	remedial	3:18 16:4	11:7,15,17
really	7:15,18 28:21	20:17	request	rest
4:11 11:8	30:14 41:20	Remember	10:5 37:5	34:8,9 37:12
27:3 33:11	49:17 50:6	11:19	49:10	result
44:23	recording	remembers	requests	4:5 20:13
reason	7:2	27:5	10:18 26:7	43:17,21
11:5 48:7	records		require	results
				23:17,19



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

29:17	review	role	Saturday	19:17,18 23:3
Resume	12:15,17	43:18 46:5	4:10	24:2,17,22
2:4 11:23	reviewed	room	saw	28:20 29:1,24
retaliation	34:10	7:8	46:5	30:6 31:4,11
44:16	reviving	Rosy	saying	42:1,7,9
retired	5:17	25:7	20:12 22:9	43:15,20,25
8:24	reward	roughly	26:3 28:12,22	44:20,21
retribution	5:25	36:20	44:23 45:20	secretary
43:13 46:5,9	REYNOLDS	route	says	8:22
return	8:11 14:7	22:19	19:21 20:25	see
4:4	36:21	rouinely	25:15,20	7:16 21:4
returned	RICE	17:3	28:17 29:12,	23:15,23 32:6
49:7	6:17 9:10	Royal	15 30:16	36:6,7 38:15
returning	12:17,19 13:4	1:14 3:1 9:11	31:3,10 39:7	40:9,13,14
49:6	17:24 49:9	rubberband	46:23 47:21	41:22 47:3
REV	Richard	6:18	schedule	48:16
1:17 3:6 4:8	8:23	rule	37:15,16	seek
5:2,5 6:9,11,	Richmond	27:22	scheduling	32:21 33:25
21,24,25 7:19	3:19 36:2	rules	13:19	35:3
8:13,20,23,	right	25:11 48:6	school	seeking
25 9:2,6,8,	5:19 7:23	run	29:18 36:4	19:6
10,12,18,20,	19:5,7,8,11,	7:12 35:2	38:9	seeks
23,25 10:3	16 20:14	40:9	scope	20:21
12:6,10,12,	22:14,16	runs	11:9,17	seen
17,18,19	24:16 26:4	5:14	se	21:4
17:25 18:9,	27:7 30:23	Ruth	27:18 31:14,	sees
10,11 35:24	32:25 33:1	12:21 13:22	15	22:5
40:4,19,20	35:10 37:4,5	20:5 28:24	Seabrook	s e l f -
41:8,11,18,	39:16 40:3,	39:12 45:25	43:18	identifying
22 42:2,4,12,	10,19 44:8	<u>S</u>	Seabrooks	16:12
16,21,22,24	righteous	Sacrament	27:20	seminary
43:5,9,23	5:22	8:14 13:13	sealed	15:16 23:3,5,
44:4 46:13	rightly	20:24 32:14	49:7	13,16 32:3
47:6,10,20	23:21	35:6	seat	45:6
48:5,7,14,	rights	Sam	20:2	Senate
17,24 49:3,4,	21:13 22:22	8:18	seated	27:21
9,13,15,18	rising	Sandra	5:5	send
Reverend	5:15	14:20	Second	25:19 39:23
10:20 13:2,3,	ROBERT	sat	13:25 14:2,	sending
4 17:22,23,24	8:7	32:12 36:12	13,16,23,24	45:12
18:2	rock		15:4,15,22,	sense
reverse	6:6		24 16:2	17:20
18:23				



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

sensitive	14:14 15:22	26:13	Spirit	2:3 4:6
38:2	28:15 29:19	Skills	12:1 20:25	28:11,16,20
sensitivity	shared	17:11,19	32:16 37:4	34:7 48:1
39:19	23:17,19	31:24	38:18 40:3	statements
sent	28:24 29:17	slides	spiritual	14:1 21:17
37:13 45:10,	sheet	23:13,14 45:5	20:23 36:17	28:19
11	42:20	SMC	spoke	stationed
separately	short	13:25 14:1	24:4	36:3
10:19 14:19	43:23	24:2	sponsoring	status
September	Shorthand	somebody	18:17,19 28:4	10:20
14:19 25:7	1:22	7:10,11	spread	stayed
37:13	show	25:14,21 36:8	21:3	36:3,4,5
series	29:7	somewhere	st	step
44:25 45:23	showing	23:8	9:8	48:19
serious	45:2,4,11	son	staff	steps
29:11 30:8	shows	4:25	13:24	34:14,20
32:10	44:21 45:10	sorry	Stan	stood
servant	shut	7:5	14:20	4:15
5:25 6:2	32:9	soul	stand	straight
serve	side	5:17	4:18 35:15	11:8
9:21 20:23	35:13	sounds	36:15	strive
32:13 35:6	signed	30:10	standard	11:3
38:12	41:16	Southminster	35:19	strong
served	silent	9:15	standing	5:14 30:7
25:5	11:25 12:3	speak	27:25	34:7
session	similar	3:21 7:13	Stanley	structure
3:23 4:5,22	10:22	10:10 32:24	8:9 38:7	15:22
18:6,7,18	simple	35:21,23	42:24	student
20:10 48:18	5:18 11:8,25	40:23	start	15:17 16:5
49:16,19,22	sing	speaking	18:9	19:3 29:18
set	4:17,19 5:2	32:20	started	study
5:12 50:14	Singing	special	7:3 24:15	23:20 29:17
setting	5:4	10:13 12:14	state	STUNKEL
24:9	sit	specifically	7:14 50:1	9:8
seven	36:11	14:21	STATED	style
26:13	situation	speech	1:17 3:6 9:25	20:4
sexual	47:16	5:9,10	13:8 18:16	styles
46:1	situations	spelled	25:8,9 26:17	17:3
shall	30:23	21:3 34:14	35:2 45:12	subcommittee
6:3	six	spells	48:18	3:15 4:4 7:6
share		21:9 45:22	Statement	12:20,25 13:2



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

20:5 49:21	supporters	50:8	telling	think
subject	10:25	talk	5:7	6:21 7:1
25:18	supposed	23:1 32:8	tells	12:18 16:17
subjects	49:5	38:7	32:5 46:14	31:22 32:10,
16:5,7	supposedly	talked	ten	11,22,25
submission	21:17	26:17	39:22	33:3,5,11,
20:20 44:16	sure	talking	tent	15,24 34:16,
submit	5:18 8:3 22:4	26:17,21	5:13	18 40:8 41:1
19:3 27:2,19	24:9,18 27:5	46:21 47:14	term	43:5,7 44:17
28:9,20 31:2,	31:8 35:24	target	25:25	46:2,19,23
17,18 35:10,	40:6	43:21	test	third
12 39:16 40:1	surely	targeted	4:16	40:22
submits	33:23	14:2	testified	thirteen
25:7 26:7	suspect	task	47:24	27:11
submitted	11:21	11:8,25	testimonies	THOMAS
17:22 19:20	swayed	13:10,14	40:16	1:6,11 2:2
subsequent	29:23	21:11	testimony	3:9 12:21
15:17	sweeter	taste	50:6	thought
Subsequently	5:23	22:17	Thank	4:15 16:16
44:5	sworn	taught	17:25 18:9	Three
subtext	50:9	4:17 23:5	35:20,25	15:12 16:12
43:12	T	Taylor	37:20 42:22	40:21 42:9
suggested	TABLE	9:15	43:6,9	throughout
43:16	2:1 6:18 8:2	teach	theme	4:21
suggestion	take	38:9	41:24	Tim
33:7 43:11	7:9 11:24	teaches	themselves	39:12
suggests	22:10,20	38:9	7:20,21	time
32:8	25:21 30:7	teaching	Therefore	15:23 17:15
suitability	31:23 34:23	23:7	17:10	18:1,11 20:1,
13:12,16 19:6	38:21 42:18	Team	thing	2 24:10 25:17
34:15	49:15	15:21 44:25	18:20 21:21	26:2,12,14,
summed	Taken	45:8	25:13 37:5	21 29:5,7
46:25	1:12 14:12	technical	41:12 43:17,	31:1,3,6,7,9
sun	26:1 27:6	25:2	25	32:1 34:18
5:13	29:23 33:18	tell	things	35:4 36:24
Sunday	takes	10:14 19:19	10:7 19:1	37:1,15,17
38:9	21:11 39:10,	21:1 22:4	21:12 22:8,9	38:18 40:11,
supervised	22	25:4 28:25	26:20 28:7	13 44:2
11:21	taking	31:14 33:16	32:10,15	timely
support	8:22 15:24	36:12,13,14	33:16 39:1,4	28:2
31:9	20:13 31:4	50:9	40:8 46:15,16	timing
			47:3,4	27:2



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

TIMM	train	36:6,20 38:21	8:4	13:15 34:20
9:20 10:21	32:1	41:15,24	units	violates
45:12	trained	42:5,8,10	36:8	22:22
titles	32:3,4	43:4 46:15	unjust	violation
38:13	Training	48:21	11:5	26:4
today	17:12,20	type	unnamed	violative
6:16 7:9	31:23 39:11,	25:13 38:13	42:10,12	21:5
10:9,12	19,20	U	untoward	Virginia
11:18,23	transcript	U.S.A	28:19	3:19 8:15
20:19 21:3,15	50:5	1:18	unusual	19:5 36:2
22:25 32:23	transgressio	unable	11:23	virtues
together	n	37:16	unwilling	39:3
4:20 12:4	6:4	under	16:19 17:2	visit
14:14 22:18	traveled	11:12,15	upmost	14:1,14 15:15
24:3 28:15	6:13	19:15 20:15	37:6	23:20 24:5
37:1 39:13,	trickling	24:18,23	upset	visits
14,19,20	6:14	38:20,23	19:12	14:23
45:10	Troy	39:7,24 40:1	urban	voice
told	8:5,7 9:1	undermined	14:14,15	5:10,11 16:2
26:24 36:3	true	14:3	15:20 16:25	31:11
37:9	5:22 29:11	understand	23:4,10,24	VOLUME
Tom	36:15 48:2	38:24 47:16	28:14 33:8	1:11 2:1 3:4
7:7,19 8:17	49:3 50:5	understandin	45:8	volunteers
9:18 10:5,9,	truly	g	USA	13:25
25 18:1 22:2	12:2	49:4	11:14 20:25	vote
28:24 32:22,	trust	undone	use	27:9
23 38:9,10,11	23:14	38:1	15:14 16:1	voted
41:11 43:1,16	trustees	undue	26:18 29:13	27:16,18
45:24 46:8	44:19	25:24	31:10	voting
tomorrow	truth	unfair	uses	3:25
37:21	46:14 50:9	11:5	17:3 38:13	W
tongue	trying	unfortunate	V	waited
32:7	30:10,12 48:5	44:17	vacant	29:4
tools	Tuesday	UNIDENTIFIED	36:9	waive
17:17	3:2	41:4,10 42:23	verbally	22:23
toward	twice	43:10 44:2	16:22	walk
21:2 28:19	24:4 32:8	45:24 46:7,8,	view	32:20 38:25
46:5	two	11 47:9,11	15:22	Wallace
towards	23:9 28:1,14	48:3,13,16,	violate	3:19 8:13
46:10	29:18 32:7,10	22 49:1,7	47:25	18:1,2,9,11
track	33:23 35:11	United	violated	36:1 39:7
11:7				



ESQUIRE
an Alexander Otto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

40:19 41:12, 19 42:21 43:11,23 44:4 46:13,23 48:7,14,17 want 4:9 7:6 26:16 27:3 29:16 32:9 35:20 36:1 38:22 39:1,9 40:6 45:17 wanting 40:8 wants 20:20 35:4,5 warned 5:25 Waterford 9:19 way 7:16 21:8 22:24 26:6,17 28:19 31:16 32:22,24 34:19 42:9 WAYNE 50:3,22 ways 22:15 35:3 wedding 5:14 weighs 25:9 we'll 11:21 49:16 went 23:3,9 24:9, 20 26:14 36:4,16 we're 19:21 20:12,	14 21:7,8,11 25:20,21,23 26:5,18 32:18 33:22 34:1 35:9 37:1 weren't 46:16 49:5 we've 11:19 12:12 whatever 36:14 38:11 39:22 whether 13:14 22:14 23:6 32:18 35:18 46:8,14 47:22,23 white 16:13 whoever 39:12 whole 30:4 38:16 43:17 45:22 widespread 11:22 WILHELM 8:20 12:10 willing 22:20 39:6 windows 36:8 wise 5:18 wish 42:14 wished 33:4 wishes 21:2 within	15:21 19:22 20:3 23:4 44:21 witness 15:3,7 41:14 42:7 50:6,9 witnesses 21:22 28:11 41:13,15,16, 23,24 42:6,8 women's 24:16 Word 8:14 12:1 13:13 20:24 32:14 33:18 35:6 words 5:10,11 6:4 16:4 32:20 work 4:12,20,24 11:6,10,20 14:13 15:22 20:20 28:15 38:1,10,11, 14 39:14,19 working 22:18 38:14 works 24:19 45:22 workshops 11:20 world 5:12 worthy 4:24 wreck 26:24 write 17:18 writes	44:14 45:19 writing 40:5 written 19:1 26:3 34:6 40:7 41:21 wrong 23:21,23 27:8 31:9 33:7 wrote 10:7 41:2 <hr/> y <hr/> year 25:4 30:4 years 32:3 35:13 39:22 yesterday 4:13 28:23 yourself 8:2 46:6 yourselves 34:17 Youth 14:13,23 <hr/> '09 23:17 24:1,6, 21,24 25:1,18 27:4 29:14,20 30:4 44:20 45:3 <hr/> 1 3:2 13:2 10 15:5 50:14 1029 49:17	11 15:8 12 45:8,11 1250 49:19 1251 49:17 1255 49:23,24 12th 23:15 13 14:18 29:7,8 44:15 14 45:15 15 13:22 150 42:17 16 24:6 16th 23:16 24:6 17th 23:11 18 12:22 15:10 23:2 18th 23:11 19 5:6 14:25 1st 1:12 3:9 <hr/> 2 <hr/> 2 24:21,25 45:3 50:23
--	--	---	--	--



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquresolution.com

2008	15:2
44:22	35
2009	35:13
23:2 25:4,7,	358-5403
24 28:12	1:20
44:24 45:2,8	3772
2010	1:19
12:24 13:6,	<hr/> 4
19,22 14:4,6,	4
18,19,25	2:4 12:24
15:2,5 26:1,	48108
6,10,12,22	1:19
27:11,19 29:6	<hr/> 5
30:19 44:14	5
45:9	25:17,18,19,
2011	24 45:10 47:8
1:13 3:2	49:15
12:22 15:8,10	529
50:14	1:13
2012	<hr/> 7
50:23	730
21	4:12
45:23	734
21st	1:20
44:14	<hr/> 8
22	838
13:19 44:24	1:14 3:2,5
23	84
24:24	4:16
26	841
37:13	4:6
27	<hr/> 9
27:12	9
27th	13:5 14:6
44:14	900
28	4:7
14:4,19	9th
<hr/> 3	23:12
3	
2:3 45:18	
30	



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Appendix E



CALVARY PRESBYTERIAN CHURCH 19125 Greenview Detroit MI 48219

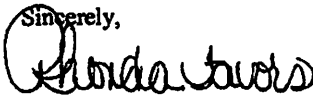
June 3, 2011

Rev. Edward H. Koster
Stated Clerk
Presbytery of Detroit
17575 Hubbell
Detroit, MI 48235

Dear Ed,

Enclosed, you will find a new complaint on behalf of the Session of Calvary Presbyterian Church of Detroit. In an effort to eliminate further confusion, we the session believe that a new complaint should be filed.

I have also included a copy of a letter sent to Elder Thomas H. Priest Jr. by the Presbytery of Detroit's Committee on Preparation for Ministry dated March 10, 2011. The report of the investigating committee of Calvary Presbyterian Church of Detroit is complete and will be made available upon request.

Sincerely,

Rhonda Favors
Clerk of Session
Calvary Presbyterian Church of Detroit

Appendix E
Received 6/6/11.

PNK

Session of Calvary Presbyterian Church

v.

Synod of the Covenant

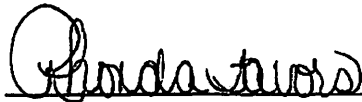
Statement of Complaint

We, the Session of Calvary Presbyterian Church of Detroit complain to the Synod of the Covenant against the Presbytery of Detroit concerning an irregularity of an action taken by the Committee on Preparation for Ministry (CPM). In that in a letter dated March 10, 2011 the Committee on Preparation for Ministry did assert that they "adopted the report of the investigating committee". This investigating committee was formed to look into the complaints lodged against Thomas H. Priest Jr. by another member of the Presbytery of Detroit.

Complainants believe that the action was irregular because CPM is not a governing body and therefore cannot form an Investigating Committee. That said Elder, Thomas H. Priest Jr., was not an ordained pastor with a call and therefore falls under the jurisdiction of the Session of the church in which he was a member, that church being Calvary Presbyterian Church.

Complainants have a right to complain because they are a Session of the Presbytery of Detroit, and because they are the only governing body having jurisdiction over this member to convene an investigating committee. The Session of Calvary Presbyterian Church Detroit did convene and empower an investigating committee to duly investigate the complaints of said member. The actions of the CPM were initiated and completed rendering a response of their own with the full implications that did not give credence to that of the investigating committee of Calvary Presbyterian Church of Detroit in essence, rendering our findings null and void. That this very instance undermines the integrity of the disciplinary process established in the Book of Order.

Complainants request that the Synod of the Covenant order the Presbytery of Detroit to order the Committee on Preparation for Ministry to rescind their recommendation to require Elder Priest to attend the Mennonite mediation training, and a Midwest Counseling Service (Columbus, Ohio) assessment of its effects. Complainants also request that all negative references with regard to the actions of the investigating committee be removed from all records, and that Elder Thomas H. Priest Jr. be made whole in all respects. Lastly, the complainants request that the Committee on Preparation for Ministry be required to give an accounting of their actions to the Session of Calvary Presbyterian Church of Detroit.



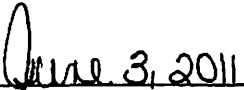
Signature of Complainant/ Clerk of Session
June 3, 2011

Appendix E

CERTIFICATION OF SERVICE OF COMPLAINT

I hereby certify that a copy of the above complaint was served upon the Synod of the Covenant and the Presbytery of Detroit by mailing it to the Stated Clerk of the Synod and the Presbytery by Express Mail on the 3rd day of June, 2011.


Signature of Complainant/Clerk of Session


June 3, 2011
June 3, 2011

Appendix E

COMMITTEE ON PREPARATION FOR MINISTRY
 PRESBYTERY OF DETROIT
 17575 HUBBELL
 DETROIT, MI 48235
 313-345-6550

Thomas H. Priest, Jr.
 22668 Beckenham Ct.
 Novi, MI 48374

March 10, 2011

Dear Tom:

Enclosed are the minutes of the Committee on Preparation for Ministry (CPM) open meeting for the morning of March 1, 2011, which include a record of the complaint, the report and recommendations of the investigating committee, and any motions related to it.

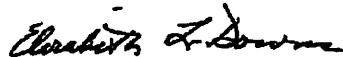
In brief, the CPM adopted the report of the investigating committee. It also adopted the recommendation that you attend the Mennonite mediation training, followed by a Midwest Counseling Service (Columbus, Ohio) assessment of its effects. In order to focus this assessment, the Committee will provide Midwest with a copy of the report and requirements and will receive from Midwest a copy of the final evaluation once completed.

We realize that this is not what you had hoped for, but this is serious enough for you to do some deep self-reflection on your interactions with others. We pray that you will come to understand the wisdom of this course of action and that it will strengthen your abilities to perform ministry.

In faith and hope



Elder Samuel S. Clark III, Co-Moderator, CPM, Presbytery of Detroit



Rev. Dr. Elizabeth L. Downs, Co-Moderator, CPM, Presbytery of Detroit

CC: Rev. Edward Koster, Stated Clerk, Presbytery of Detroit
 Rev. Dr. Allen Timm, Executive Presbyter, Presbytery of Detroit
 Rev. Archibald Wallace

Enclosure

for: Ed Kaste Appendix F

RECEIVED JUN 9 2011

Form No. 6

THE SYNOD OF THE COVENANT
OF THE PRESBYTERIAN CHURCH (U.S.A.)

THE PRESBYTERY OF DETROIT
17575 Hubbard
MI 48235

A REMEDIAL COMPLAINT UNDER D-6.0100, et. seq.

THOMAS H. PRIEST, JR.,

Complainant

v.

PRESBYTERY OF DETROIT,

Respondent

COMPLAINT

Thomas H. Priest, Jr., a member of Calvary Presbyterian Church, Detroit, Michigan, and an enrolled Candidate of the Presbytery of Detroit complains to the Permanent Judicial Commission of the Synod of the Covenant concerning certain irregularities committed against him by the Presbytery of Detroit, acting by and through its agent, the Committee on the Preparation For Ministry (CPM), in that on March 1, 2011 the CPM of the Presbytery of Detroit, acting by and for the Presbytery, conducted a "Hearing" against Thomas Priest on the, "Form 26, Accusation By Individual As Statement of Offense," of Ruth Azar dated April 21, 2010 and submitted under D-10.0102a of the Discipline of the Book of Order of the Presbyterian Church (U.S.A.) with letter attached. See Exhibit A attached. While the CPM labeled the March 1, 2011 proceeding a Hearing as to the Suitability for Ministry of Thomas Priest, the entire proceeding was instead a Disciplinary Hearing against Thomas H. Priest. On March 18, 2011 CPM mailed notice of its decision to Mr. Priest, saying in essence Mr. Priest had

Appendix F

abused his authority as Moderator of the Presbytery, had exhibited prejudice and bias against others, and had routinely used methods of confrontation and intimidation to get his way. See Exhibit B, the Notification of the CPM's decision, Exhibit C, the Report of the CPM Subcommittee dated January 18, 2011, which was adopted March 1, 2011. At the March 1, 2011 CPM Meeting Mr. Priest (1) objected to the hearing claiming a disciplinary hearing by CPM was ultra vires, (2) cited the lack of fundamental fairness (procedural and substantive due process) in the conduct of the hearing, and (3) objected to the impropriety of the proceeding because it subjected Mr. Priest to double jeopardy, since a separate PJC disciplinary investigation of the complaint of Mrs. Azar had already been held, following which that Investigative Committee declined to initiate Disciplinary proceedings against Mr. Priest. See Exhibit D attached.

The decision of CPM was mailed March 18, 2011, and was received on March 21, 2011 by Mr. Priest. See Exhibit E attached. It is from this decision that Mr. Priest brings this Remedial Complaint, since the actions complained of are final under the delegated authority of the Presbytery to CPM and since the decision of CPM has not and will not be subject to Presbytery approval or disapproval at any subsequent meeting of the Presbytery.

The Irregularities

Mr. Priest states the following as Irregularities in the Actions taken by CPM:

1. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, conducted a disciplinary hearing against Mr. Priest on March 1, 2011 in violation of D-10.0100, et seq., of the Book of Order which empowers only permanent judicial commissions to hear and decide disciplinary charges.

Appendix F

2. The Stated Clerk of the Presbytery of Detroit improperly referred the Complaint to the CPM or the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.
3. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, formed an Investigative Committee to consider the disciplinary charges and present its conclusions at a formal hearing. At the time of the March 1, 2001 Hearing CPM was aware that the same charges had been referred to an Investigative Committee of the Session of Calvary Presbyterian Church, which had investigated the charges and declined to initiate formal disciplinary charges against Mr. Priest.
4. The Hearing of March 1, 2011 was irregularly conducted in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that he was not allowed:
 - a. to confront his accuser;
 - b. to call any witnesses;
 - c. to cross examine the Investigators, the accusers or any of the other witnesses; and
 - d. to know what the accuser or any witnesses said or see what any witness might have provided to the Investigating Committee; and
5. The findings of CPM of March 1, 2011, while said not to be disciplinary in nature, were in fact disciplinary and, as such, were beyond the scope of authority of CPM (*ultra vires*).

Appendix F

FACTUAL BACKGROUND

1. During the calendar year 2009 Elder Thomas H. Priest of Calvary Presbyterian Church, Detroit, Michigan, served as Moderator of the Presbytery of Detroit. During that year Mr. Priest was also a student at Ecumenical Theological Seminary in Detroit Michigan, working toward an M. Div. Degree, which he was awarded later that year. On June 23, 2009 the Presbytery, after examination, enrolled Mr. Priest as a Candidate for the Ministry of Word and Sacrament at its June Presbytery Meeting.

2. As a part of one of Mr. Priest's classes in 2009 at Seminary, Mr. Priest evaluated two urban ministry centers in Detroit (the Barnabas Mission and Second Mile Center) using Ronald Peters, ' *Urban Ministry* and John M. Perkins' *Beyond Charity* as guides. Mr. Priest's conclusions were that the Barnabas Mission was a mission of reconciliation and empowerment, under the *Peters*' guidelines, while the Second Mile Center would only qualify as a charitable mission. Mr. Priest conducted his field evaluation at the Second Mile Center on February 18, 2009. After completing his evaluations, Mr. Priest shared his findings with his Seminary class on March 9, 2009, with the Presbytery's Metropolitan Urban Ministry Team on March 12, 2009, and with members of the two centers involved on March 16, 2009. (A copy of the Power Point Presentation used by Mr. Priest in all three presentations is attached as Exhibit F)

3. On March 2, 2009, Mr. Priest, while serving as a member of the Presbytery's Coordinating Cabinet, participated in the Cabinet's consideration and approval of a recommendation that the Presbytery call Ruth Azar as Executive Director of Second Mile Creek. There is nothing in the minutes of that meeting to suggest Mr.

Appendix F

Priest objected in any way to the call. See Exhibit G attached. On June 23, 2009 the Presbytery approved the call of Ms. Azar to the Second Mile Center after a spirited effort to postpone the vote. Mr. Priest Moderated the Presbytery Meeting where the call was ultimately approved and did not participate in the discussions about postponement. See Exhibit H attached.

4. At the end of 2009 Mr. Priest ended his term as Moderator of the Presbytery. In October 2009, just before Mr. Priest's term as Moderator ended, the Coordinating Cabinet received a Report from Ed Koster, Stated Clerk of the Presbytery, about the way the Presbytery had handled the call of Ms. Azar to be Executive Director of Second Mile Center. The report was intended as response to the questions raised by some within the Presbytery as to whether the decision of the Presbytery to call Ms. Azar in June 2009 was proper or not. See Exhibit I attached. The solution suggested was to discharge Ms. Azar and go through the call process again. No action was taken on the issue before the end of 2009.

5. As an elder commissioner to the Presbytery but no longer Moderator and while still a member of the Coordinating Cabinet, Mr. Priest on April 5, 2010 advised the Stated Clerk of the Presbytery of his intent to file a Motion with the Presbytery asking it to rescind its earlier action regarding the called position at Second Mile Center. A copy of the Motion was to be a part of the Presbytery Packet sent to all commissioners and was to be voted on at the April 27, 2010 Presbytery Meeting. A copy is attached as Exhibit J. On April 12, 2010, the Presbytery Executive emailed a copy of Mr. Priest's Motion to Ms. Ruth Azar to give her a "heads up" that the Motion was coming. See Exhibit K attached. Two days later, on April 14, 2010, Ms. Azar and two others responded, asking the Presbytery Executive what "charges" could be brought against Mr. Priest for what

Appendix F

they perceived to be harassment by Mr. Priest. See **Exhibit L** attached. The Stated Clerk of the Presbytery responded the same day, saying that charges could be brought under the Discipline against Mr. Priest, if Ms. Azar wished and, because Mr. Priest was under the care of Presbytery, a complaint could be made to CPM. See **Exhibit M** attached.

6. On April 21, 2010 Ms. Azar submitted a "Form No. 26, Accusation By Individual As Statement of Offense against Mr. Priest, citing D-10.0102a with letter attached as basis for the accusation (together her written statement), thereby invoking the procedure to be used when initiating a Disciplinary Case against a person under the jurisdiction of a governing body. See **Exhibit A** attached. In the Disciplinary Accusation Ms. Azar claimed Mr. Priest committed the offenses of racism, discrimination, and division against her and others at the Second Mile Center. Interestingly, the accusations related to the one day visit of Mr. Priest on February 18, 2009 to the Second Mile Center. No explanation was given in the Written Statement of Ms. Azar why the accusation had lain dormant for fourteen months. The Disciplinary Accusation was addressed to Rhonda Favors, Clerk of Session of Mr. Priest's home church and to Edward Koster, Stated Clerk of the Presbytery. The Session of Calvary Presbyterian Church immediately appointed an Investigating Committee as required by D-10.0201. Edward Koster, the Stated Clerk of the Presbytery sent the Charge to Presbytery's CPM and advised CPM how it could proceed with its own investigation without having to defer to the Presbyter's Permanent Judicial Commission or the Session of Mr. Priest's home church. Mr. Koster did not refer the Disciplinary Accusation to an Investigating Committee of the Presbytery as required by D-10.0201 of the Book of Order

Appendix F

7. On April 27, 2010 Mr. Priest's Motion to Rescind was brought to the floor of Presbytery but was not voted upon as to its merits because of procedural rulings. Mr. Priest was not in attendance at the meeting.

8. Ms. Azar's disciplinary charges were the subject of an extensive investigation by Calvary Presbyterian Church's Investigative Committee, including a hearing where Mr. Priest was allowed to address and refute the charges. On February 10, 2011, the Investigative Committee of Calvary Presbyterian Church issued its Conclusion of Investigation, advising that "no charges would be filed." This information was provided Presbytery's CPM, before it began its hearing on March 1, 2011; however, CPM went ahead with its hearing related to the same Charges.

9. On May 4, 2010 CPM established its own Investigative Committee and was guided in its investigation by the Stated Clerk of the Presbytery. CPM asked the Investigating Committee it appointed to investigate the accusations of Ms. Azar. The Investigating Committee recognized that the approach of CPM could be viewed as violative of the powers granted a CPM by the Book of Order, so the Investigating Committee in its Report of January 18, 2011 took pains to label its actions as advisory only, saying its intended purpose was to advise CPM on issues of Mr. Priest's suitability and not to determine whether or not the Constitution of the PC (USA) was violated. Unfortunately, the stated intent was subverted by a deliberate use of the discipline of the church in a manner not permitted by the Constitution of the PC (USA). The result was the Committee's Report of January 18, 2011. See Exhibit C attached. At no time during its investigation was Mr. Priest given a copy of Ms. Azar's written statement, nor advised what Ms. Azar had said in her presentations to the Committee, nor given any information about the investigation. Subsequently, Mr. Priest was called to an August 9, 2010

Appendix F

meeting with the Investigating Committee where he was asked to discuss his actions on February 18, 2009 in light of the written statement of Ms. Azar. Both before and after the August 9, 2010 meeting the Investigating Committee met with and obtained testimony from other witnesses, some of whom it has not even named to date. None of the materials collected by the Investigating Committee were made available to Mr. Priest. At the end of its work, the Investigative Committee submitted its report dated January 18, 2011 to CPM with conclusions about Mr. Priest's behavior and with recommendations of what he should do to continue under the care of the Presbytery. Among the conclusions the Investigative Committee stated were Mr. Priest's,

1. abuse of his authority as Moderator of the Presbytery;
2. deceit in the identification of himself to the Second Mile Center employees;
3. misuse of his Presbytery office to influence the actions of the Presbytery against Second Mile Center;
4. denial of due process to Second Mile Center in not allowing it be heard regarding his Motion of April 2010;
5. bias against the opinions and experiences of others;
6. racism in his treatment of other racial-ethnic individuals; and,
7. misuse of confrontation and intimidation to achieved his will.

Each of these conclusions has been cited by PJC's across the church as basis for the imposition of discipline upon other minister members of the church. Here, the conclusions were reached without affording Mr. Priest the rights of fundamental fairness. Simply by labeling the proceedings as something other than a disciplinary proceeding. Mr. Priest was called to a Hearing on March 1, 2011 before the whole of CPM, to hear the report and respond to it. CPM advised before the Meeting that it intended on March 1, 2011 to receive the Report of the Investigating Committee of CPM and to act upon it.

Appendix F

Mr. Priest was given a copy of the proposed Agenda for the Meeting before the Hearing. This Agenda was adopted as the Agenda for that Hearing. See Exhibit N attached. He was not given a copy of the Report until just before the original date of the Hearing¹. In the Agenda adopted, CPM advised Mr. Priest that a court reporter would be present, that Mr. Priest could have an advocate, if he wished, and that there would be a time in the Meeting called the "Hearing Stage." CPM advised at the onset of the Hearing that the Investigative Committee would present its findings and report on the evidence it had collected but could not be subjected to cross examination or direct questioning. CPM also advised that none of the witnesses examined by the Investigative Committee would be present or available for cross examination. The procedure for the day only allowed Mr. Priest to submit his testimony and to argue his defense. CPM advised it intended to vote to adopt the Report but wanted to hear from Mr. Priest before it finally ruled. Inexplicably, the Stated Clerk, who had engineered the way the charges were handled by CPM was allowed to sit in with CPM during its deliberations and to advise CPM as to its actions. Mr. Priest was given time to argue his defense, but it mattered not, because the evidential basis for CPM's action (the evidence behind the Report of January 18, 2011) was unavailable and not disclosed throughout the meeting. On March 11, 2011 Mr. Priest received Notice of the decision of CPM. See Exhibit E attached. Because of this Notice Mr. Priest submits this Complaint to the PJC of the Synod of the Covenant, asking this tribunal to correct the Irregularities listed above through this Remedial Action.

STANDING

Thomas Priest states this permanent judicial commission has jurisdiction over his Complaint filed under D-6.0202, et seq., of the Book of Order in that

¹ The Hearing was originally scheduled for February 1, 2011 but was rescheduled to March 1, 2011 at Mr. Priest's request.

Appendix F

1. Complainant has standing to file this Complaint, since he is an elder of Calvary Presbyterian Church (PCUSA), a graduate of Ecumenical Theological Seminary with a Master of Divinity Degree and is enrolled under the care of the Presbytery of Detroit as a Candidate to become a Minister of the Word and Sacrament. Because of his enrollment he qualifies as a member of the Presbytery. In addition, some of the actions complained of and the conclusions reached purportedly occurred when Mr. Priest served as Moderator of the Presbytery of Detroit and related to his use or misuse of that office. And finally, he is aggrieved by the actions of the Presbytery, acting by and through its agent, the CPM.
2. The Permanent Judicial Commission of the Synod has jurisdiction to hear this Complaint since it involves the decisions and final actions of the Presbytery, acting by and through its Committee for the Preparation of Ministry taken against a Candidate under the care of the Presbytery. The actions taken by CPM are final actions of the Presbytery because of the Presbytery's designation of CPM to act on its behalf in certain matters without further review or action by the Presbytery.
3. The Complaint is timely in that the Complainant seeks to remedy actions taken March 1, 2011, of which he was not notified until notice was mailed to him on March 10, 2011 and received by him on March 11, 2011.
4. The Complaint states a claim upon which relief can be granted in that it cites as irregularities four erroneous actions taken by the Presbytery, acting by and through its CPM, as relates to the decisions reached in the meeting of CPM of March 1, 2011, including the conduct of CPM both

Appendix F

before and during that meeting and one erroneous act taken by the Stated Clerk of the Presbytery, which was continuing in nature, even to this date.

ARGUMENT

1. The decision of the CPM of the Presbytery of Detroit, acting for and on behalf of the Presbytery, to conduct a disciplinary investigation and hearing against Mr. Priest by (a) appointing an Investigative Committee, (b) authorizing it to investigate the disciplinary charges against Mr. Priest, and (c) holding a judicial hearing involving disciplinary charges against Mr. Priest was erroneous and not permitted under the Book of Order, and, as such, it is an Irregularity committed by the Presbytery.

The Book of Order of the Presbyterian Church (U.S.A.) D-10.0100, et seq. establishes those steps that are to be taken when a written statement of an alleged offense is submitted to one of the governing bodies of the church. In no instance is the power to investigate the accusations or to hear the charges ever delegated or extended to a Committee for the Preparation for the Ministry. Here, the CPM of the Presbytery usurped the power reserved to the Presbytery by investigating and hearing charges that were disciplinary in nature only and it acted beyond its authority in appointing an investigative committee, directing it to investigate disciplinary charges and holding a disciplinary hearing regarding those charges.

Section D-11.0100, et seq. provides that a disciplinary case can only be heard by a permanent judicial commission.

2. The Stated Clerk of the Presbytery of Detroit improperly referred the Written Statement of Ms. Azar to the CPM of the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.

The Book of Order requires the Stated Clerk, upon receipt of a written statement claiming a violation of the discipline of the church, to report to the governing body that an offense has been alleged and to turn the accusations over to an Investigative Committee designated by the Presbytery to investigate and determine whether to bring

Appendix F

charges or not. An Investigative Committee can bring charges or announce that it will not bring charges. If charges are brought, they are presented to the Permanent Judicial Commission of the governing body having jurisdiction. In no instance is the CPM of any governing body empowered to appoint an Investigating Committee or conduct a disciplinary hearing against anyone under the jurisdiction of the governing body. Here, the Stated Clerk referred the accusations against Mr. Priest set forth in the written statement of Ms. Azar against him, to CPM and assisted CPM in outlining a course of action that would allow CPM to circumvent the Discipline of the Church and to withhold those due process safeguards of the church called fundamental fairness due Mr. Priest.

3. The CPM of the Presbytery of Detroit, acting as agent for the Presbytery of Detroit, subjected Mr. Priest to double jeopardy when it formed an Investigative Committee to consider the charges and present its conclusions in a formal hearing, knowing that the same charges had been submitted to the Session of Calvary Presbyterian Church and were the subject of an investigation there.

CPM was specifically advised that Mr. Priest had been subjected to one investigation on the same charges by Calvary Presbyterian Church and that Calvary's Investigative Committee had declined to bring charges against Mr. Priest. This information was specifically communicated to CPM at the beginning of its March 1, 2011 Hearing, but disregarded when the Stated Clerk advised the Meeting that it was not double jeopardy, since charges had not been the subject of a hearing before the Church's Session sitting as a PJC.

Appendix F

4. The Hearing of March 1, 2011 was irregularly conducted (assuming it could be conducted) in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that Mr. Priest was not allowed:

- a. to confront his accuser or hear her testimony
- b. to call any witnesses
- c. to examine or cross examine the Investigators, the accusers, or any of the other witnesses
- d. to know what the accuser or any of the witnesses said or to see what any of the witnesses might have provided to the Investigating Committee

The Discipline of the Book of Order (D-1.000) requires that all participants in church discipline are to be accorded procedural safeguards and due process, and it is the intention of the Rules of Discipline to provide them.

Section D-14.0100, et seq., sets forth the rules of evidence to be followed in a proceeding, which rules prohibit each of the denials of rights stated above.

Throughout the Form of Government Section of the Book of Order, due process safeguards are required in the conduct of any investigation, commission proceeding or hearing.

RELIEF REQUESTED.

1. That the Permanent Judicial Commission rule that it was irregular and impermissible for the Presbytery, acting by and through its Committee for the Preparation for the Ministry, to conduct a disciplinary proceeding against Mr. Priest on March 1, 2011 under D-10.0100, et seq., of the Book of Order, and that the adoption of its Investigative Committee's Report and recommendations presented was in error and should be reversed.

2. That the Permanent Judicial Commission rule that the Presbytery, acting by and through its Stated Clerk improperly referred the Disciplinary Written Statement of

Appendix F

Ms. Azar to the CPM of the Presbytery of Detroit for investigation and action in contravention of D-10.0100 of the Book of Order.

3. That the Permanent Judicial Commission rule that the Presbytery, acting by and through its Committee can not form an Investigative Committee to consider disciplinary charges or hold a hearing on those charges when those charges have already been subjected to investigation and been dismissed by another properly formed Investigative Committee, as such second action would constitute double jeopardy, and, as such, is impermissible under the Book of Order.

4. That the Permanent Judicial Commission rule that the Hearing of the Committee for the Preparation for the Ministry, held March 1, 2011, was improperly conducted for reason that Mr. Priest was not afforded fundamental fairness (procedural and substantive due process) required by the Book of Order.

5. That the Permanent Judicial Commission declare the proceedings of March 1, 2011 are null and void and of no further effect.

CERTIFICATION

This Complaint is signed by Complainant's attorney, Archibald Wallace, III and by the Complainant. Archibald Wallace, III is a Minister of the Word and Sacrament and a member of the Presbytery of the James. He is also a member of the Virginia and West Virginia Bars. In participating in this proceeding Rev. Wallace is not acting for or on behalf of the Presbytery of the James.

Complainant reserves the right to submit a Brief in Support of this Complaint after the officers of the Synod's Permanent Judicial Commission have made their decision regarding the jurisdictional questions related to this proceeding.

Appendix F

Respectfully submitted,
Thomas H. Priest, Jr.
By Counsel

June 7, 2011
Date

Archibald Wallace, III
Archibald Wallace, III
Counsel for the Complainant

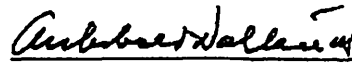
8 June 2011
Date

Thomas H. Priest, Jr.
Thomas H. Priest, Jr.

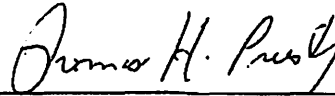
Appendix F

CERTIFICATION OF SERVICE OF THE COMPLAINT

I hereby certify that the original of the above Complaint was filed by Hand Delivery with written Receipt upon the Stated Clerk of the Synod of the Covenant, George Baird, at his office 1911 Indian Wood Circle, Suite B, Maumee, OH 43537 and that a copy was served upon the Stated Clerk of the Presbytery of Detroit, by serving Reverend Edward Koster, at the Presbytery's office, 17575 Hubbell, Detroit, MI. 48235 by Hand Delivery with written Receipt this 9 day of June, 2011.



Archibald Wallace, III
Counsel for Complainant
Thomas H. Priest, Jr.



Thomas H. Priest, Jr.

RECEIVED JUN 9 2011

THE PRESBYTERY OF DETROIT
17575 Hubbell
Detroit, MI 48235

4/21/10
Appendix F

FORM NO. 26 ACCUSATION BY INDIVIDUAL AS STATEMENT OF OFFENSE,
D-10.0102a

To: Rhonda Favors and Edward Koster (clerk of session or stated clerk of presbytery)

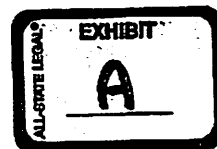
From: Ruth Azar (name of person or persons making accusation)

I, Ruth Azar , under the jurisdiction of the Grosse Pointe Woods Presbyterian Church (name of session of congregation or presbytery), accuse Thomas H. Priest, Jr. (name of person accused) of committing the offense of racism, discrimination, division without attempt of reconciliation contrary to Holy Scripture and the Constitution of the Presbyterian Church (U.S.A.) and I submit the following information in support of said accusation:

The said Thomas H. Priest, Jr. (name of accused) did, on or about February 2009 through March 2009 (date), see attached (insert a narrative and alleged facts believed to support the accusation).

Date

Ruth Azar
Signature of Accuser



Appendix F

RUTH AZAR
 21478 MORINGSIDE DRIVE
 GROSSE POINTE WOODS, MI 48236
 (313) 881-6651

April 21, 2010

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. This act of racism has caused there to be brokenness not only between Mr. Priest and myself but between larger bodies in the Presbytery.

The comments listed below were made while Mr. Priest between February 2009 and March 2009 during this time Mr. Priest was under care of the Presbytery as an inquirer and also the Moderator of the Presbytery of Detroit. I am attaching the letters and emails that provide a written witness to these comments and to the brokenness that followed. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to file racism charges against Mr. Priest due his comments and behaviors. As a racial ethnic woman, a child of immigrants, I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are; that is why these comments are so troubling to me and why I am moved to bring this action.

Comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and me:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."
7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Appendix F

Mr. Priest started making these comments approximately one hour after being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam, as an African-American, was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, as an African-American, issued a letter to Al Timm, Executive Presbyterian informing him of Tom Priest prejudice.

I called Al Timm following Mr. Priest's visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately and she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Mr. Priest. After that, I had a meeting with Mr. Priest, Kari Gorman, Stan Edwards, Lawrence Lorkowski and the racist comments were worse and the idea of reconciliation was crushed by Mr. Priest. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to file disciplinary action against Mr. Priest.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. I also feel that there is no longer an avenue to be reconciled with Mr. Priest outside of this type of action. This behavior should not be ignored and certainly not from a potential pastor.

Appendix F

To whom it may concern
 I am writing this letter to
 inform you of the visit that
 we received from Tom Priest
 in February and March 2009
 how Mr. Priest came in put
 down the leaders at the Center
 making racial remarks and
 statements stated that a black
 person needs to be running the
 Center not a different race. How
 many black people are on payroll
 how many Arabs are the Gas Station
 and Party stores, me being a
 Black woman was totally offended
 because in Gods eyes we
 are no color we are of one
 body in Christ, after hearing all
 of this Pamela Whitaker Reid, stated
 the prescriptions are a mess they
 all ways have stuff being on
 and that she wasn't coming
 back up to volunteer cause they
 are not in unity. I
 Sandra was telling Ruth Ann
 that he doesn't care about the

Mission that it is all about
the money. cuz if we are of
one body we are to support
and encourage the Kingdom of
God not tear it down
cl was so out done over
the social visit I wrote a
letter to Al. Tison speaking
of his prejudice and how cl
was offended as a black
woman when God sends you
or a assignment he doesn't
see what color you are!
if you have any questions I will be
to call me. God Bless you
Sandra Hudson
313-729-9472

Appendix F

Tom Priest requested a visitation and an interview with Mrs. Ruth Azar, executive director of The Second Mile Center (SMC) for a class on "urban Ministry" taught at ETS.

During the course of Tom's visit he spoke racist remarks to me that are offensive below are a few of them:

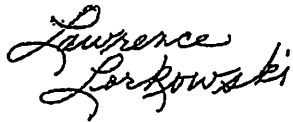
1. There are no black employee(s) in an authoritative paid position. I commented that Mrs. Ruth Azar is a minority and Arabic heritage. Tom's response "it does not matter they just see white."

2nd. Tom spoke of Jesus' ministry similar to his, as Jesus' confronted the Jewish religious establishment, equally so, his ministry is to demonstrate that "The Presbytery of Detroit is racist" the fruit of confrontation, opposition, and persecution is expected just as Jesus ministry had been."

3rd. Tom said, "Black people in positions can teach black culture."

Lawrence Lorkowski

586-909-0149

A handwritten signature in cursive script that reads "Lawrence Lorkowski". The signature is written in black ink and is positioned below the typed name and phone number.

Appendix F

Dear Al Tim in regards
 To Tom Priest's visit
 @ Second Mile.

If Mrs. Azar gives me
 something now & then it
 is no one business
 and I am not prejudice
 and we do not need this
 here at Second Mile so
 we need to be attentive of
 -that we do not look @ color
 here
 -stand
 Address

Appendix F

COMMITTEE ON PREPARATION FOR MINISTRY
 PRESBYTERY OF DETROIT
 17575 HUBBELL
 DETROIT, MI 48235
 313-345-6550

Thomas H. Priest, Jr.
 22668 Beckenham Ct.
 Novi, MI 48374

March 10, 2011

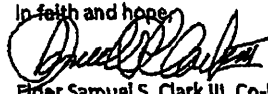
Dear Tom:

Enclosed are the minutes of the Committee on Preparation for Ministry (CPM) open meeting for the morning of March 1, 2011, which include a record of the complaint, the report and recommendations of the investigating committee, and any motions related to it.

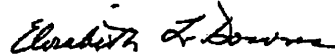
In brief, the CPM adopted the report of the investigating committee. It also adopted the recommendation that you attend the Mennonite mediation training, followed by a Midwest Counseling Service (Columbus, Ohio) assessment of its effects. In order to focus this assessment, the Committee will provide Midwest with a copy of the report and requirements and will receive from Midwest a copy of the final evaluation once completed.

We realize that this is not what you had hoped for, but this is serious enough for you to do some deep self-reflection on your interactions with others. We pray that you will come to understand the wisdom of this course of action and that it will strengthen your abilities to perform ministry.

In faith and hope



Elder Samuel S. Clark III, Co-Moderator, CPM, Presbytery of Detroit



Rev. Dr. Elizabeth L. Downs, Co-Moderator, CPM, Presbytery of Detroit

CC: Rev. Edward Koster, Stated Clerk, Presbytery of Detroit
 Rev. Dr. Allen Timm, Executive Presbyter, Presbytery of Detroit
 Rev. Archibald Wallace

Enclosure



Appendix F

CPM SUBCOMMITTEE
 CONVENEED IN THE MATTER
 OF COMPLAINT BY RUTH AZAR
 AGAINST CANDIDATE THOMAS H. PRIEST, JR.

Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbot, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

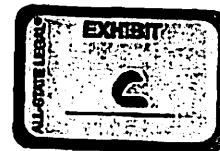
We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:



Appendix F

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their

Appendix F

frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

Appendix F

FORM NO. 29

CONCLUSION OF INVESTIGATION, D-10.0202G, D-10.0300

To: Thomas Priest

From: Calvary Presbyterian Church

It is the conclusion of the investigating committee formed on May 11, 2010 to investigate allegations against Thomas Priest that no charges will be filed.

2/10/2011
Date

Karen Herbert
Signature



Committee on Preparation for Ministry
PRESBYTERY OF DETROIT

March 1, 2011

<u>E</u> Bell, Margaret	<u>P</u> Hartley, Tom	<u>P</u> Krug III, Ernest	<u>P</u> Stunkel, Paul
<u>P</u> Brownlee, Richard	<u>P</u> Hughley, Marie	<u>P</u> McDevitt, Jenny	<u>E</u> Warren, Orlean
<u>P</u> Clark, Sam	<u>P</u> Hunt, Phyllis	<u>P</u> McMillen, Judi	<u>P</u> Wilhelmi, Marjorie
<u>P</u> Downs, Elizabeth	<u>P</u> Jackson, Barbara	<u>E</u> Pitman, Jason	<u>P</u> Timm, Allan
<u>P</u> Gage, Larry	<u>P</u> Jackson, Robert	<u>P</u> Pritchard, Norman	
<u>P</u> Gaubatz, Mike	<u>P</u> Johnson, Henry	<u>P</u> Rice, Betsy	

1. **Call to Order:**
 CPM co-chair Beth Downs called the meeting to order at 9 am with prayer. The minutes were approved, as corrected.
2. **Introductions:**
 All members were introduced and the following were seated: Tom Priest, Stanley Edwards, elder Calvary Presbyterian, Darryl Reynolds, elder Calvary Presbyterian, Rev. Archibald Wallace, attorney and advisor to Tom Priest, Mrs. Courter as court reporter, Christine Bohn as member of the Investigative Committee, and Ed Koster, Stated Clerk of Presbytery.
3. **Motion to Approve Agenda:**
 The agenda was approved
4. **Explanation of Purpose and Process:**
 Beth Downs reminded the committee that we are reconvening the CPM hearing on the motion to adopt the report and recommendations of the Investigative sub-committee regarding the complaint of Ruth Azar, of Second Mile Center, against Tom Priest, candidate. The complaint is included here:

RUTH AZAR
 21478 MORINGSIDE DRIVE
 GROSSE POINTE WOODS, MI 48236
 (313) 881-8851

April 20, 2010

Rev. Elizabeth Rice, Chairperson
 Committee on Preparation for Ministry
 Rev. James Russell,
 Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.



Appendix F

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Karl Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."
7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached).

I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blalke, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akal, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

(end of letter)

Appendix F

The investigative committee included David Abbott, Christine Bohn (COM), Elizabeth Rice, and Henry Johnson. Beth urged fairness and diligence in our task to assess the report, and to determine Tom's fitness for ministry, in accordance with the process outlined in the Book of Order, and the manual for CPM of the Presbytery of Detroit. We do not have function or power to determine disciplinary action, and this is not a legal or disciplinary hearing.

5. Hearing Stage

- On February 1, 2011, a motion was made and seconded to adopt the Investigating Committee's report and recommendations. Having been postponed and not withdrawn, it was still on the floor. The Investigating Committee's report and recommendations were read.
- Mr. Wallace acknowledged CPM's right and responsibility to evaluate suitability for ministry, but maintained that the style and tone of the report and process of the investigative committee are disciplinary in nature and therefore in excess of that right.
- Mr. Wallace responded to the issues raised in the report, specifically: that Mr. Priest did not abuse his authority as Moderator of the Presbytery; and that Mr. Priest values justice and equity highly and never intended prejudice or malice in any interactions he had with Ms. Azar.
- Mr. Wallace submitted that Mr. Priest does not object to the recommendations of the sub-committee, but to the nature of the report, its conclusions, and the process by which this has been handled. They requested that the committee approve the recommendations, but not the report.
- Mr. Priest stated that he is committed to his call to ministry, and submits to the authority of this body and the recommendations for growth and training. He suggested that all parties involved should be offered the training as an opportunity to build community. He maintained that any conflict resolution should include all involved.
- Mr. Wallace submitted a narrative from Mr. Stan Edwards, elder, Calvary Presbyterian Church and director of Barnabas Center, about his participation in the meetings with Tom (copy attached).
- The committee went into executive session. Mr. Koster was asked to remain.

6. Executive Session

- The approved minutes of this session are sealed and on file in the offices of the Presbytery of Detroit.

7. Move to Open Session

- The Committee approved a motion to separate the January 18, 2011 report of the CPM Subcommittee, which was convened in the Matter of Complaint by Ruth Azar against Thomas H. Priest, Jr., from the recommendations
- The Committee adopted the report of the Subcommittee.
- The Committee adopted the recommendations of the Subcommittee, as amended.
- The report and the recommendations as amended and adopted are included below.

CPM SUBCOMMITTEE
 CONVENED IN THE MATTER OF COMPLAINT BY RUTH AZAR
 AGAINST CANDIDATE THOMAS H. PRIEST, JR.
 Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

Appendix F

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowaki, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

Appendix F

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

~~This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.~~

[This assessment will include asking Mr. Priest to present a report on what he has learned personally and professionally.

CPM requires Mr. Priest to subsequently undergo professional assessment through Midwest Career Counseling Center. CPM will furnish Midwest with the CPM Sub-Committee report and require that Midwest furnish their assessment to CPM.

Pastoral counseling may also be helpful in Mr. Priest's learning and healing through this process, and CPM encourages Mr. Priest to pursue that option.]

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

(end of report)

- The motion passed.
- Since Mr. Priest and Mr. Wallace were unable to remain until the executive session concluded, the Co-Moderators of CPM will contact them and give them written copies of the committee's action.

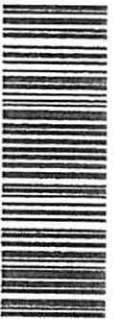
Appendix F



Elizabeth Downs
33325 Norfolk St
Livonia, MI 48152

*COMMITTEE ON REPRODUCTION
FOR MASTERS*

PLEASE PRINT OR TYPE OR MACHINE PRINT
CERTIFIED MAIL



7010 2760 0000 5505 6722

*Thomas Stuart, Jr.
28668 Beckenham Ct.
West MI 48374*



1000



48374

*Noted
2/19/11*

U.S. POSTAGE
LIVONIA, MI
48152
MAR 08 11
POSTNET

\$5.71
00013596-13

POSTNET



Urban Ministry Field Experience

TPM - 5120 Foundations of Urban Ministry
09 March 2009

Appendix F



Developing Christian communities (Perkins 35-37)

- Chinese Poem
 - Go to the people
 - Live among them
 - Learn from them
 - Love them
 - Start with what you know
 - Build on what they have:
 - But of the best leaders
 - When their task is done
 - The people will remark

Three (3) Needs (Perkins 35-37)

- The need to belong.
- The need to be significant and important.
- The need for a reasonable amount of security.

The Three R's

- Relocation
- Reconciliation
- Redistribution

- What do the people say?
- What is the voice of the people?
- What does the community say they need?
- Does the mission reflect the needs expressed by the voice of the community?

Models (Peters 27)

- Benevolent
 - Social services are provided by religious agencies whose policy-making, administrative and service delivery personnel do not reflect the constituent of those receiving the services.

- Belonging
 - Characterized by service providers who are indigenous to the areas they serve and draw their human resources from these areas.

Core Values (Peters 111)

- Two (2) reasons
 - Gives the urban-ministry practitioner an ethical framework for transferring lofty ideals of the gospel message into concrete behaviors aimed at improving the quality of city life.
 - Urban society is considered negatively especially by persons living outside the context. Therefore, much of the analysis emphasizing the problems, dysfunction, and hopelessness.

Core Values (Peters 111)

- **Theism**
 - **Core belief in God**
- **Love**
 - **Affirms the recognition of the humanity**
- **Justice**
 - **Confusing/Condemnation/Punishment**
- **Community**
 - **Common interest/internal/External**
- **Creativity**
 - **Capacity/Will/Determination to be resourceful**
- **Reconciliation**
 - **Preemptive - forgiveness precedes repentance**
- **Hope**
 - **Vision, investment, time to bring potential to fulfillment**

Presbytery of Detroit Funded Mission

>> Barnabas - A mentoring and family support service

>> Programs offer mentors for young people and support for family members

>> Founded 1983 - Celebrated 25 years

>> 3530 Grand River - Old Bank Building

Programs

>> *The mission of the Barnabas Youth Opportunities Center*

- Encourage and promote development of youth and other individuals within the community.
- Provide positive image and service leading to developing a strong social and individual responsibility.
- Create positive image through meaningful work, learning and recreational opportunities.
- Provide deterrent and alternative to crime, substance abuse and destructive behavior.

Programs

- Life Skill Awareness
- Pre-Vocational
- Academic
- Commercial Painting
- Gardening
- Carpentry and Woodworking
- Artistic
- Small Appliance Repair
- Field Experience
- Recreational Activities

▶ Barnabas Youth Enterprises

- Trained entrepreneurs
- Wooden book cases
- Work benches
- Signs
- Typewriter desks

• 25th Year Anniversary

- Testimonies from former participants
- Former participants work as current staff
- Former participants come back to study
- Empowering
- Urban Ministry Belonging Model

- **Concerns**
- **Funding**
- **Disparity in support**
- **Churches of Presbytery of Detroit**

Presbyterian Church U.S.A. / Presbytery of Detroit

- Presbytery Women - Funded -2007
- Located **18391 Morang Street** - Vacant Church Building - Detro Eastside
- Benefits local community
- Safe Zone
- Purpose
 - Is to provide services and develop partnerships to empower and strengthen people.

Programs

- After School Program
 - Three (3) days per week
 - Supports Denby H.S./ Columbus Jr. H.S./Hillman Elementary
- Weekly Community Meal
- Annual Health Fair
- Clothing, Baby & Food Pantry
- Participate in Presbytery of Detroit Youth activities
- Seven week summer program
- Field Trips

▸ Activities

- Sign Mime Drama
- Prayer Book Marker
- Rent TIM (Triumph International Ministry)
- Prison Ministry
- Weekly Prayer Walk
- Computer Literacy Class
- One on One Time

Urba. Ministry Observations

- Reconciliation

- Latch Key- Day Care vs Ministry

- Community Empowerment

- Concerns
 - Shared Leadership

 - Charity

 - "Taking back the streets"

 - Mission statement

- Trained urban-ministry practitioner

- Prayer Walk

- Anti-Racism Training

- Opportunity for staff to be cultivated

Conclusion

Urban-ministry theologians
Contrasted Ministries
Collaboration/Sharing
Coordination
Oversight/Parity
Reconciliation
Empowerment
Beloved Community

Appendix F

- Perkins, John M. Beyond Charity. Grand Rapids: Baker Books, 1993.
- Peters, Ronald E. Urban Ministry. Nashville: Abingdon Press, 2007.

Appendix F

1

**Presbytery of Detroit
Minutes of the Coordinating Cabinet
March 2, 2009**

A quorum being present, the Coordinating Cabinet of the Presbytery of Detroit convened at the Presbytery offices with prayer and devotion in a stated meeting on March 2, 2009 at 10:05 a.m. Sue Melrose moderated the meeting.

Members present: Allen Timm, Tom Priest, Jean Loup, Jim Porter, Constance Rowley, Kent Clise, Jim Elam, Catherine McCloskey-Turner, Eunice Raar, Kari Gorman, Ken Hollowell, Jeff Ott, Ed Koster, Stefanie Lewis, Don Wright, Bob Geake, Harold Ellis, Guy Ferguson, Kevin Johnson, Margaret Williamson

Members absent: Henry Borchardt

Also present: Motoko Huibwaite, Jack Liang, David Robertson, Rosy Latimore, Fran Anderson

Mr. Porter led the Coordinating Cabinet in a consideration of Jesus' time in the Wilderness.

Upon motion, the Coordinating Cabinet approved the agenda.

Upon motion, the Coordinating Cabinet approved the minutes of February 2 as amended and February 24, 2009.

Kenneth Hollowell presented the Treasurer's Report.

Ms. Melrose reviewed the Cabinet norms.

Report of Executive Presbyter. Al Timm reported.

Mr. Timm reported that he has prepared a memo regarding SECA grants. These come from the Synod Cabinet for CECA grants. They require a signature from him. He will in the future refer these to teams and committees. The issue was challenged and Mr. Timm reported he will review the matter with the Synod to see exactly what his signature means.

Mr. Timm reported he will be contacting individuals and teams regarding budget issues.

Report of the Associate Executive Presbyter. Brenda Jarvis reported.

Ms Jarvis reported that now that we have a budget, she will begin preparing the appropriate reports. She noted also that reports she distributes includes budget reports for ministry teams.

ACTION ITEMS

Upon motion, the Coordinating Cabinet approved the docket for the April Presbytery meeting as amended.

The Operations Ministry Team moved that Coordinating Cabinet and the Presbytery of Detroit (POD) approve the call of Ruth Azar as Executive Director of the Second Mile Center of the Presbyterian Women of the Presbytery of Detroit (PWP), with the following terms of call:

Effective Salary \$59,500



Appendix F

2

FICA	4,351.
Medical Pension	11,802
Disability	595
Reimbursables	2,000
Workman's Comp	193
Total	\$84,987.25

The motion was made to postpone the motion until budget considerations are reviewed. (By consent the Coordinating Cabinet permitted Fran Anderson to address the Coordinating Cabinet.)
Upon motion, the Coordinating Cabinet voted to end debate. The motion to postpone was not approved. The motion was made to end debate on the main motion. The motion was approved. The main motion was approved. (This motion will come to the June meeting of Presbytery for approval.)

Questions about further relationships and status of Presbyterian Women were referred to the Presbytery Operations Team.

Upon motion, the Coordinating Cabinet voted to reserve the time for a pre-Presbytery team at the October meeting for domestic violence.

The motion was made that the Coordinating Cabinet distribute the following letter to those on the mailing list that received the brochure.

Dear Fellow Detroit Presbyterians:

Recently a communication was sent out by the Homosexuality & the Church Task Force to the Churches of the Presbytery. This mailing was carried out fully within the Task Force's authority, and the Cabinet exercises no authority over the content.

However, in the mailing a folder was included which stated "These Churches Welcome All" and then listed on an insert 19 Churches described as "SE Michigan Presbyterian Churches That Welcome Lesbian, Gay, Bisexual, Transgender, and All Other People." By clear inference the 19 Churches listed were identified as the only Presbyterian Churches in SE Michigan with such a welcoming attitude and practice.

The Task Force has no basis that the Cabinet is aware of upon which to state that any of our 91 Churches and Fellowships of Detroit Presbytery does not welcome all people, in full accord with the message of the Gospel, the example of Christ, and the polity of the Presbyterian Church, USA.

The Cabinet wishes to make clear that it in no way supports nor is responsible for this communication which inaccurately, unfairly and prejudicially separated the Churches of the Presbytery into "us" and "them" categories.

In what was perhaps an effort to promote inclusiveness, this communication instead is an example of the kind of exclusiveness and judgementalism we are committed to work against.

The Cabinet regrets this action on the part of one of the units of the Presbytery, and commits itself anew to working for the peace, purity and unity of the Church and the creation of a Christian community among us marked by understanding, acceptance and love, one of another.

Faithfully

The motion was not approved.

Appendix F

3

The Coordinating Cabinet asked the Social Justice and Peacemaking Team to review this letter and report back to the Coordinating Cabinet the nature of the conversations.

COORDINATION

Presbytery Operations Team. Mr. Timm spoke to the request from the Planning and Visioning Team to give them a calendar.

Social Justice and Peacemaking Team. By consent, the Coordinating Cabinet granted Jack Liang the privilege of floor.

Mr. Liang presented the report on the Greening of the Presbytery of Detroit. He requested time at the June meeting to report to the Presbytery for endorsement. Mr. Liang thanked the Coordinating Cabinet for its assistance.

Upon motion, the Coordinating Cabinet voted to have a pre-Presbytery workshop in April and place it on the June docket for an endorsement by the Presbytery.

Presbytery Operations Team Eunice Raar reported.

The Team reported on its recommendations on reducing its budget. Upon motion, the Coordinating Cabinet approved cutting salaries for all staff by an as-yet percentage.

The exact amount of the salary reductions are uncertain because there is a question yet to be determined, raised by the auditor, whether copier expense comes from operating expenses or capital budget.

Report from the Clerk. Ed Koster reported.

Mr. Koster reported on his sabbatical.

Report of the Moderator. Tom Priest, Jr. reported.

Mr. Priest reported he moderated the 2/22 commission to ordain Lonnie Bryant.

Report of the Chair. Sue Ellis Melrose reported.

Ms Melrose thanked the Coordinating Cabinet for its cooperation and responsible stewardship

By consent, the Coordinating Cabinet voted not to meet at its stated meeting in April.

Upon motion the Coordinating Cabinet adjourned with prayer at 12:30 p.m.

The next stated meeting of the Coordinating Cabinet will be on Monday, May 4, 2009 at 10:00 a.m.

Edward H Koster
Recording Clerk

Appendix F

From the Minutes of the Coordinating Cabinet

3/2/09

Operations Ministry Team moved that Coordinating Cabinet and the Presbytery of Detroit (POD) approve the call of Ruth Azar as Executive Director of the Second Mile Center of the Presbyterian Women of the Presbytery of Detroit (PYPD), with the following terms of call:

Effective Salary	\$59,500
FICA	4,351
Medical Pension	11,802
Disability	595
Reimbursables	2,000
Workman's Comp	193
Total	\$84,987.25

The motion was made to postpone the motion until budget considerations are reviewed. (By consent the Coordinating Cabinet permitted Fran Anderson to address the Coordinating Cabinet.) Upon motion, the Coordinating Cabinet voted to end debate. The motion to postpone was not approved. The motion was made to end debate on the main motion. The motion was approved. The main motion was approved. (This motion will come to the June meeting of Presbytery for approval.)

Questions raised about further relationships and status of Presbyterian Women were referred to the Presbytery Operations Team.

Appendix F

From the Presbytery minutes of June 23, 2009

The motion was made by the Coordinating Cabinet, that Presbytery approve the call of Ruth Azar as Executive Director of the Second Mile Center of the Presbyterian Women of the Presbytery of Detroit (PWPd), with the following terms of call:

Effective Salary.	\$59,500
FICA	4,351
Medical Pension	11,802
Pension	6,546.25
Disability	595
Reimbursables	2,000
Workman's Comp .	193
Total	\$84,987.25

The motion was made to postpone until the next meeting.

[Dinner and worship.]

Presbytery continued the debate on the motion to postpone at 7:32 p.m. Upon motion, Presbytery voted to end debate on the motion to postpone. The motion to postpone was not approved.

Upon motion, Presbytery voted to end debate on the main motion. The main motion was approved.

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

1. The Coordinating Cabinet received the following report from the Presbytery Operations Team when it considered the action to approve the call of Ruth Azar to the Second Mile Center:

Background:

The PWPd approached the trustees with a request to start a mission outreach to the East side of Detroit. PWPd asked for the use of the church on Morang Street that had been used previously but was no longer in use. The trustees agreed with the wish of the Michigan Presbyterian Black Caucus to delay the project while notice was given to other groups within the presbytery to start a mission at the facility.

Since no group came forward to request use of the building, the trustees granted the wishes of the PWPd for use of the building, but asked PWPd to consider setting up a not-for-profit organization so that there would be separation from the POD.

After some discussion, and legal counsel, PWPd told trustees they were opposed to separating their mission from the POD. The trustees were reluctant, but agree to keep the mission under the umbrella of the presbytery, since it is a mission of the PWPd, who are part of the POD.

Meanwhile, during all the elapsed time of about a year, the PWPd had hired an Executive Director and other staff to run the mission.

Then, an employment issue arose, since an employee who was thought to have a green card did not have a green card, and counsel was employed to discuss how to make restitution with the Internal Revenue Service.



Appendix F

The counselors who advised the POD trustees, looked further into the employment matters, and advised POD that since PWP is under the umbrella of the POD, such as Howell Conference and Nature Center, the mission is required to follow all presbytery policies and procedures, including employment and protection policies.

When discussing the role of the Executive Director, Ruth Azar, it was noted that her ministry follows the called position, since she manages her own schedule and work, and is expected as a rule to make visits to churches to raise money and run programs.

Operations believes that Ms. Azar needs to fall under the oversight of the Operations Ministry Team, in addition to the Second Mile Center board. That is why they are bringing this motion to endorse the called position of Executive Director. The other staff position falls under the POD middle management category, and does not require a call by presbytery.

Appendix F

From the 6/23/09 Presby-Lite

Major Actions Taken

Call of Ruth Azar. Presbytery debated and approved the call of Ruth Azar as the director of the Second Mile Center. Special circumstances generated vigorous and lengthy debate. The Second Mile Center is a ministry of Presbyterian Women Presbytery of Detroit, but because of legal technicalities had to be included as a staff member of the Presbytery. This raised the issue of whether the ordinary staff hiring procedures were followed. They were not because at the time of her employment by the Second Mile Center Board there was no thought of this being a called staff position. The requirement that she be on the staff also increased her salary because Presbytery pays retirement and health benefits. These things were vigorously debated for nearly 90 minutes.

Appendix F

PRESBYTERY OF DETROIT
OFFICE OF THE STATED CLERK

From: Ed Koster
 To: Coordinating Cabinet
 Cc: Rosy Latimore
 Trustees
 Presbytery Operations Team
 Date: October 5, 2009
 Re: Second Mile Center

There have been some questions raised regarding the decision of the Presbytery at the June meeting to call Ruth Azar as the Executive Director of the Second Mile Center. This memo is intended to address the issues raised by various people. In preparing it, I have spoken to some of the parties and reviewed the minutes of the Trustees, Coordinating Cabinet, Presbytery, and Second Mile Center.

The matter is very complex and cannot be well understood unless placed in a broader context. Specifically, the ministry at the Morang Street address has developed over a period of years, and the history of this development seems to be a part of the current controversies. So I believe it prudent to review the current issues in the context of the history of the Morang Street property.

Origins

The Morang Street property was built by the Presbytery in 1954 for use by a new church development, later commissioned as St. James Church. St. James merged with another church, Bethany, in 1984 as Grace Presbyterian Church, located in the Morang Street building. In the 1991 Grace closed and merged with Faith Church to form St Clair Shores Heritage. The congregation agreed to give the Morang Street property to the Presbytery for use as an African American NCD, and that if that NCD failed, the property would be sold and the proceeds given to St Clair Shores Heritage.

The Presbytery soon thereafter initiated the New Grace New Church Development, which failed. In 1996, Presbytery created a new NCD, the Martin Luther King, Jr. New Church Development, and called James Ephraim to be the NCD Pastor in April, 1998. The Martin Luther King, Jr. NCD failed in 2002.

The Trustees of the Presbytery reviewed the agreement with the former Grace church in 2001 and found that the Presbytery had been obligated to sell the building after the failure of the



Appendix F

PRESBYTERY OF DETROIT
OFFICE OF THE STATED CLERK

New Grace NCD, but had not. After getting an appraisal of the building of \$500,000, the Trustees negotiated with Heritage to settle the matter for \$200,000..

By the time Presbytery took complete control of the building after the departure of the MLK NCD, the physical condition of the building was such that substantial repairs were necessary. The extent of the problems emerged over time, but included the heating system, water damage, electrical repairs, problems with mold and asbestos. Some \$75,000 had already been spent on repairs, and there was an estimate of an additional \$75,000.

The Morang Street Mission

With the demise of the MLK NCD in June, 2002, the Council decided that the Presbytery would continue to use the building in that location for continuing ministry to east Detroit. In August of that year, Council changed the name of the location to the Morang Street Mission and appointed a task force to review it. At its October, 2002 meeting, the Council approved the following resolution:

- From now to at least June 30, 2003, the Presbytery shall maintain a mission presence and program at Morang Street, with the following provisions:
- Financed with funds from DMC grant, rental funds from a Worshipping body to be named; staff now available through the Urban League; \$5,500 from 2003 Budget; a portion of \$10,000 New Initiative in 2003 budget; current and additional support from churches in the Presbytery; grants to be sought from Michigan Black Presbyterian Caucus and other granting sources; with volunteers from across Presbytery; and \$1,800 recently received from the Synod of the Covenant Council on Ethnic Church Affairs;
- The availability of Henry Johnson to coordinate activities; and
- That a new Five to Seven member Mission at Morang Committee be appointed by the Moderator in 2002 to recommend a long range future for the Presbytery's presence at this sight beyond June 30 2003, report to be made to Presbytery by its April, 2003 meeting.

The following was also proposed as a mission statement:

"That the interim mission at Morang Street Site, in addition to the current programs there (DMC, Urban League and the computer tutoring, community aide training, be the continuing efforts to provide after school programming and weekend recreational events, and other activities of this nature that may emerge in this time period."

For the remainder of its time as the Morang Street Mission, the Trustees were in constant attendance, dealing substantially with maintenance, repairs, insurance, operation, staffing, programming costs, and security. The cost of maintaining the site remained very high, and the income was not sufficient to cover it. From June to December, 2002, the cost to the Presbytery

Appendix F

PRESBYTERY OF DETROIT
OFFICE OF THE STATED CLERK

was \$15,000 over income, and the amount for 2003 was estimated to be \$20,000. The actual deficit from January-June was \$9,461.

The Gratiot Avenue Mission

At the initiative of the Gratiot Avenue Church, the Trustees recommend Presbytery approve a lease with the Gratiot Avenue Church for the exclusive use of the property for its ministry, effective February 14, 2004. The annual lease fee was \$1, but in return Gratiot Avenue Church agreed to insure and maintain the property. Presbytery would assume the responsibility for the capital repairs, and during the period of the lease, the Presbytery invested substantial sums for capital repairs of the building.

The relationship between the Trustees and Gratiot Avenue deteriorated, however, over the maintenance of the building. Within six months the Trustees concluded that the building was not kept properly cleaned and maintained. The disagreement over the maintenance and use of the building continued to sour, reaching a high point when two Trustees went to the site to clean the rain gutters on the roof, the cause of the water damage, when they could not get the church to do it.

By April of 2006, the Trustees were discussing the continued use of the building for ministry. The options available were to continue with Gratiot Avenue, to accept an offer from another church to lease the building, to return it directly to Presbytery control, or to sell it. Part of the consideration during this period were the difficulties Gratiot Avenue was having complying with the requirements of a redevelopment grant provided by Presbytery, the Synod of the Covenant, and the General Assembly. In May the Trustees received a report that the Presbytery's New Church Development/Redevelopment and Mission Support teams decided later to end their support of Gratiot Avenue that summer. These things were reported to the Coordinating Cabinet at its June, 2006 meeting, at which the Coordinating Cabinet directed the Trustees to pursue the possibility of selling the building.

At its June meeting, 2006, the Trustees voted to end the lease with Gratiot Avenue as of September 1. The cancellation of the lease with Gratiot was reported to the June meeting of Presbytery. The decision included the provision to offer the use of the building by Gratiot Avenue for specific activities. (The Trustees heard a report in its July meeting that Gratiot Avenue had been informed of the decision. A formal letter was sent the session of the church on August 3.) The Trustees also heard a report in June that Presbyterian Women were thinking about a use of the building, and the Trustees asked them to make their intentions clear by October 1. The Trustees reported to the Presbytery in August that there were several groups seeking to use the Morang Street Property.

The Trustees received a report at its September 2006 meeting that the Presbyterian Women were very interested in leasing the Morang Street Property. At its October meeting, the Presbyterian Women returned to the Trustees with their ideas about the use of the building and

Appendix F

PRESBYTERY OF DETROIT
OFFICE OF THE STATED CLERK

the mission in the area. The Trustees asked that they return the next month with a proposal that included financial and budget figures.

On November 7, 2006, Ruth Azar and Artheillia Thompson presented the Trustees with a five-year operating budget for the Presbyterian Women of Detroit Mission Center, and provided a description of the programs they intended to conduct from the property. The goals stated for the use of the site were:

1. Have a once-a-week mission dinner for the neighborhood in partnership with the Fort Street Open Door program (initially to be held upstairs and moved downstairs later)
2. Have a once-a-week senior luncheon and program for the neighborhood (initially to be held upstairs and catered)
3. Open a food pantry (dry and canned goods only)
4. Have an after school tutoring program
5. Make the facility available to the community as a community center (longer term)

The Trustees at that meeting voted to approve a license to the Second Mile Center. At the same meeting the Trustees voted to use the proceeds of the sale of a former bank property on Jefferson to the Jefferson Avenue Business Association for capital repairs to the building. The sale had been completed in the Spring of the year and netted \$108,000.

At its December 12 meeting, the Trustees met with representatives of Gratiot Avenue, the ²⁰⁰⁶ Anti-Racism Team, and the Black Caucus to answer charges that the Trustees should not have leased the property to the Presbyterian Women. The reasons given were that Gratiot Avenue had not been involved in the process, there was insufficient notice, and racism. The request was made to delay the lease by six months. The Trustees did not comply with the request.

The Trustees approved the final lease agreement at its January, 2007 meeting.

Second Mile Center

The Presbyterian Women voted in December 2006 to create the Second Mile Center and to allocate funds to it. The first Board of the Second Mile Center met in February, 2007, and proceeded to prepare bylaws. They reported to the Trustees in February that they desired to use Presbytery's tax and MESC numbers.

In the succeeding months, the Second Mile Board and the Trustees discussed whether Second Mile/Presbyterian Women would incorporate and file as a 501(c)(3) organization with the IRS. Historically, the Presbyterian women had followed the national structure, whereby they were covered under the umbrella of the Presbytery for its tax-exempt status. This is the same kind of organization reflected in local churches, where the women's associations are treated the same way. At the Presbytery and General Assembly level, however, the arrangement has always been a little strange. While the women have always been significant contributors to the church

Appendix F

PRESBYTERY OF DETROIT
OFFICE OF THE STATED CLERK

and frequently have representation on councils and such, they have never been under the direct control of the governing bodies. They have been considered independent. (Women's associations in a local church are under the authority of the session.) Presbyterian Women of the Presbytery of Detroit have been and are operating under a "doing business as" part of the Presbytery of Detroit, and this arrangement has been satisfactory for a very long time.

In recent years, however, there has been pressure for groups such as Presbyterian Women to incorporate and seek their own tax exemptions. This has been pushed by questions of liability and independence. The national organization of Presbyterian Women has very recently decided to incorporate and seek its own tax-exempt status (501(c)(3)) with the IRS. Here in Detroit, the matter has been discussed at length, for example, with regard to the Howell Center, where the decision has been made that it remain as a ministry owned and operated by the Presbytery of Detroit. (Its Director is also a called staff.) For various reasons cited below, the Presbyterian Women Presbytery of Detroit were urged to incorporate and seek their own tax-exempt status when the Second Mile Center was created.

When the Presbyterian Women of the Presbytery of Detroit signed a lease, hired employees, and began programs, this changed their status significantly in a way never encountered. Under the default arrangement, the payroll, benefits, retirement, taxes, FICA, etc., have been and are paid through the Presbytery's accounts from funds received from Second Mile. As Presbytery employees, application was made with the Board of Pensions for benefits, the denial of which is under appeal. While Second Mile does receive grants from the Presbytery (and other organizations), that is a matter not connected to the staffing relationship.

In March, 2007, the Second Mile Board appointed Ruth Azar as the Acting Director. The Presbyterian Women were urged to post this position and Ms. Azar relates that she thought it had been, and that she was in competition with others for the position, but this there is no record of that having happened. At its June meeting, she was appointed its permanent, full-time director.

The Trustees received at their April, 2007 meeting a request from Second Mile to lease the worship space to Triumphant International Ministries. Because of concerns expressed by the Black Caucus and others about notice, the Trustees declined to approve the lease and directed Second Mile to advertise the availability of the sanctuary to the Presbytery and associated groups, which was reported to the Presbytery at its April meeting. Having received no other request, the Trustees approved the lease at its September meeting.

Employment Issues at Second Mile

On January 2, 2008, the Executive Presbyter reported to the Trustees that Second Mile had employed an illegal alien. The Trustees discussed this at great length, expressing grave concern about the liability of the Presbytery, given that the person was on the Presbytery's payroll. The Trustees decided to seek legal counsel for advice on what steps should be taken. There were several outcomes of this incident. One was that the employee was discharged. The

Appendix F

PRESBYTERY OF DETROIT
OFFICE OF THE STATED CLERK

more prolonged effect was to question the relational and liability issues arising because of Presbytery's relationship with Presbyterian Women and Second Mile.

Over a period of time, the Trustees found that the relationship was a very fragile one legally. The Presbytery had folks on the payroll (paid with money received from Second Mile) over which the Presbytery had no control. Presbytery owns the building and has a legal liability for what goes on in the building; the building is carried on the Presbytery's insurance policy, with premiums paid by Second Mile. Presbytery has a liability for the acts of the employees and volunteers. These issues were lifted up by Presbytery's counsel when he reported to the Trustees. In this context, the Trustees once again raised the matter of possible incorporation of the Second Mile Center.

While these matters were under discussion at the Trustee level, the Presbytery Operations Team had been working on a personnel manual. This personnel manual was adopted by the Coordinating Cabinet as a Coordinating Cabinet policy at its October 2008 meeting, and reported to the Presbytery on October 28. This new policy defined different kinds of employees, each type having different types of job descriptions and benefits. The basic classifications are, in compliance with federal law, exempt (salaried), non-exempt (hourly) employees, and independent contractors. Federal law prohibits paying different benefits to people in similar staffing classifications. According to Presbytery policy, some exempt employees are considered called positions and some are not. E.g., the director of the Howell Center is a called, exempt employee; the Presbytery's accounting manager is not. Those in called positions who are ordained as Ministers of the Word and Sacrament are covered under the Board of Pensions system. The Board denies that to non-clergy, so the policy is to equalize this difference by paying allowances to non-clergy called staff.

The Presbytery Operations Team reviewed the matter and reported it to the Coordinating Cabinet at its November, 2008 meeting, along with a motion to call Ms Azar.. The Cabinet postponed the matter until its next meeting, partly in response to opposition from some members of the Second Mile Board and Presbyterian Women. It turned out That when the benefits package was applied to Ms. Azar's salary, it generated a significant increase in the cost to the Second Mile Center. Apparently because of this increase in costs, roughly \$12,000, there seems to have been some vigorous opposition.

In early January, 2009, the Trustees received a memorandum from its counsel on the employment matter. The memorandum reviewed the history of the relationship between the church and Presbyterian Women at the Presbytery and national levels, the requirements for equal treatment in the Book of Order, the bylaws of the Presbytery, the bylaws of Second Mile and Presbyterian Women, and other documents. One of the conclusions of the memorandum is that under our bylaws and personnel policy, Ms. Azar must be treated as a called exempt staff.

After a December meeting with members of the Second Mile Board to reach an agreement on reporting relationships, the Presbytery Operations Team returned to the Coordinating Cabinet at its March meeting with an extensive memorandum explaining why they

Appendix F

PRESBYTERY OF DETROIT
OFFICE OF THE STATED CLERK

were recommending the Presbytery call Ms. Azar. The Coordinating Cabinet approved the motion, but, for meeting planning purposes, directed that it be presented to June meeting of Presbytery.

Questions raised

At its meeting of June 23, 2009, the Presbytery approved the resolution to call Ms. Azar as the Director of Second Mile. During the meeting a series of questions were raised, and many continue to be raised.

In answering these questions, it is very important to understand that when Ms. Azar was elected the Executive Director of Second Mile, Presbyterian Women and Second Mile were not under the authority of the Presbytery, were not required to follow any Presbytery or Book of Order provision, and were fully independent of the Presbytery. Moreover, that designation in the Personnel Guidelines that required Ms Azar to be called did not exist before October, five months after the Second Mile Board finally decided to appoint Ms Azar its Executive Director. Nothing in any Presbytery policy, precedent, or history applied in any way that would have allowed the Presbytery to exert any kind of control over the process of employment of Ms. Azar.

What has generated this difficulty is post-hiring implementation of a policy that required Ms. Azar's position be designated a called position. The only reason that that designation is required is that the Second Mile Center is not incorporated and thus does not have an EIN (employee identification number, required of every employer by the IRS). Because of this, she and other employees are paid through the Presbytery's payroll system. This is exactly the same process used in paying the Director and staff of the Howell center.

The Bylaws require that Presbytery approve new positions. Was this done?

No. The position was created by Presbyterian Women/Second Mile Center independently of the Presbytery. Presbytery had no authority here even if it had been inclined to try.

When presented for approval, should not the job descriptions also be approved?

The bylaws suggest that this should be done. In this case, the job description was generated by the Second Mile Board, which was and is not under the authority of the Presbytery.

Who determines which positions are called?

The Personnel Guidelines. Because Ms. Azar's job description was such that it conformed to the Personnel Guidelines classification as called exempt staff, and since she is on our payroll, we were required by federal law to designate her such and pay her benefits accordingly.

Appendix F

PRESBYTERY OF DETROIT OFFICE OF THE STATED CLERK

Should all positions be posted before they are filled?

Yes. The Presbytery Operations Team suggested this to Presbyterian Women and the Second Mile Board, but they declined to do so. Ms. Azar thought this was posted between March and June, 2008. Since this process was done entirely under the authority of Second Mile Center and Presbyterian Women, it would be appropriate to raise any complaints there.

What is the reporting structure of this position?

Ms. Azar reports to the Presbytery Executive.

Were employees of Second Mile put on the payroll before October, 2009?

Yes, because they were paid using our EIN. But they were not being paid from Presbytery funds.

A question not asked, but pertinent: What can be done at this point?

The only option open to the Presbytery at this point is to require Second Mile Center to discharge Ms Azar, and then follow the procedures suggested. It could then be brought back to the Presbytery for approval. It is not possible to rescind the act of the Presbytery to approve this, because actions of this type cannot be rescinded.

Motion to Rescind

Appendix F

Motion: I move to rescind the action that we approved the call of Ruth Azar as Executive Director of the Second Mile Center of the Presbyterian Women of the Presbytery of Detroit (PWPD) with the following terms of call, Effective Salary \$59,500; FICA \$4,351; Medical Pension \$11,802; Pension \$6,546.25; Disability \$595; Reimbursable \$2,000; Workman's Comp. \$193; Total \$84,987.25.

Rationale:

The call of Ruth Azar as Executive Director of the Second Mile Center of the Presbyterian Women of the Presbytery of Detroit failed to comply with the following policy and procedures of the Presbytery of Detroit which requires a position design, approval of the design, staffing design and a hiring process detailed by the following:

Bylaws Article VIII - 3.a. Presbytery Operations - It shall recommend position descriptions and staff assignments to the Coordinating Cabinet. In consultation with the Planning and Visioning Team, the Presbytery Operations team shall bring changes of staff designs to the Coordinating Cabinet for its recommendation to the Presbytery for its approval.

Presbytery Policy P-18 On interviewing candidates for Staff Positions - When candidates are interviewed in person for a Presbytery of Detroit staff position, the candidates interviewed shall include persons of both genders and at least two racial ethnic groups.

Ministry Guidelines and Policies PO 1.1 Staff/ Affirmative Action - All staff search committees make the strongest possible commitment to Affirmative Action in the naming of all executive staff. We understand this to require: (1) Full adherence to the requirements of G-4.0403 (Diversity and Inclusiveness - Full Participation); (2) Full adherence to the requirements of G-9.0104 (Participation and Representation).

Ministry Guidelines and Policies CC -4 Personnel Guidelines - Job Postings - Current job postings for positions at the Presbytery of Detroit will be (1) sent to all churches; (2) published in Newsletter; (3) distributed at Presbytery Meetings; (4) published on the website and (5) posted on a bulletin board in the main hallway at the Presbytery Office.

The Presbytery allows many options to fulfill the mission of Presbyterian Women without being a called position of the Presbytery of Detroit.

Tuesday, April 27, 2010



Appendix F

--- On Mon, 4/12/10, Allen Timm <allen@detroitpresbytery.org> wrote:

From: Allen Timm <allen@detroitpresbytery.org>
Subject: Fw: Motion to Rescind
To: "second mile living" <secondmileliving@sbcglobal.net>, "Kari Gorman" <klgorman87@yahoo.com>
Cc: "DONALD MORGAN" <morganlaw_48170@yahoo.com>, "Edward Koster" <ehkoster@aol.com>
Date: Monday, April 12, 2010, 9:47 PM

Ruth and Kari, you should be apprized of this motion that will be coming to the presbytery. It will be in print Friday so I want to give you a heads up.

The Moderator has asked the Operations Team to make a brief presentation about why they proposed what they did.

The motion to rescind may be ruled out of order because of Robert's rules, but it is gray. Even if it is ruled out of order, the body can overrule.

I don't believe this motion will pass but Tom Priest believes a grave injustice has been done.

My prayers are with you, and also my full support. AJ



Appendix F

-----Original Message-----

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: ehkoster@aol.com; 'Allen Timm' <allen@detroitpresbytery.org>; 'Kari Gorman' <klgorman87@yahoo.com>; 'second mile living' <secondmileliving@sbcglobal.net>

Sent: Wed, Apr 14, 2010 9:29 am

Subject: Email chain on the response from Tom Prieset

Mr. Koster,

Ruth, Kari and I are looking at the email that was sent to Mr. Priest. We would like to address your need to forward that email to Mr. Priest, this was a question from a board and its director to the stated clerk and we are not sure how others get added into that chain. If this addition was done to create balance we believe that we should also be included in all prior emails sent to and from Mr. Priest or Ms. Lattermore to you and Mr. Timm regarding the Second Mile Center and its employees. We also wonder why we were not include at the table discussion that was held on Monday. No one at that table has spent more than a handful of hours at the center and are making claims and accusations about what the center is doing and how its employee are dealt with.

We also wonder how this motion to resend can be presented, is there new information? Is there something that we are unaware of and should we be aware of? Or are we re-chewing the same food that we did in June. I have one more question we have verified that this is not an action of the Black Caucus so how is it that two people can hold a whole Presbytery hostage.

We would like to know what charges we can bring against Mr. Priest and Ms. Lattermore – we believe that this is harassment and we would like to move forward with charges. The charges will come from the Second Mile Center Board. Some of the proof we offer is: Ms. Azar overheard Ms. Lattermore say to you after the CC meeting in march that she did not intend to hurt the camp only second mile. This is not appropriate and is harassment specially after our meeting with Presby Ops when Mr. Grant stated that he has never followed the EEO guidelines in his hiring at the camp and that it would be a hardship and a detriment to the camp to do so – why just second mile? Because it is now a personal target of Mr. Priest and Ms. Lattermore and again that is harassment.

Mr. Koster just to be clear this is a private email between the board of Second mile through its President Kari Gorman, its director Ruth Azar and a member of the board Brenda Jarvis and you and the executive presbyter. It is not intended for any other person and we believe we have the right to ask for personal conversations between the Board and the Presbyteries Stated Clerk.



-----Original message-----

From: Edward Koster <ehkoster@aol.com>

Appendix F

To: brenda@riversidedetroit.com; allen@detroitpresbytery.org; klgorman87@yahoo.com; secondmileliving@sbcglobal.net

Sent: Wed, Apr 14, 2010 1:21 pm

Subject: Re: Email chain on the response from Tom Prieset

Ms Jarvis

When it comes to advising on process, nothing is private or confidential as far as I am concerned. I do and shall continue to include the leadership of the Presbytery in all such correspondence where they have stake. Later today I shall forward this response this afternoon to Kent Clise, Tom Priest, and to Dianne Bostic-Robinson. I will also inform them in an e-mail to them shortly the advice I have given you and Ms Gorman by telephone today. I do this for the following reasons:

- I am the Stated Clerk of the Presbytery, and the Presbytery (through its appointed and elected people) has the right to know what procedural advice I give that relates to the Presbytery.
- I believe that transparency is one of the critical issues facing the church in general and the Presbytery of Detroit. I will not contribute to secrecy in any matter that involves the Presbytery, with very few exceptions. This matter is not one of them.

To answer your questions:

- You are not included on earlier discussions with Mr Priest because you do not have a need to know.
- The meeting on Monday was to prepare the docket for the Presbytery meeting, plus other issues. You have no standing to be present at that meeting, and you could not have prevented Mr Priest from scheduling his motion even if you did. You were informed of the outcome of that meeting as it applied to you.
- The motion to rescind can be presented because it is the right of a member to bring motions to the Presbytery. Whether it is in order under Robert's Rules of Order is for the Moderator to decide if a point of order is raised, and the Presbytery if it is appealed. That Mr. Priest is bringing no new rationale does not prevent him from bringing the resolution: I point to the repeated resolutions regarding marriage and ordination of gays and lesbians as a prime example of this same principle. The Black Caucus has no standing to bring this motion, since it is not an organization of the Presbytery and is not under its authority. If this were to be brought by any committee, team, or the Black Caucus (which has representation on the Coordinating Cabinet), it would need to come through the Coordinating Cabinet.
- Any charges under the Rules of Discipline fall under Chapter X. Any Presbyterian or governing body can bring allegations of violations of the Constitution (including Scripture) against any Presbyterian. These allegations are made to the clerk of the body of which the person is a member: In this case, Birmingham First for Ms Latimore and Detroit Calvary for Mr Priest. In the case of Mr Priest, he is under the authority of the Presbytery as a candidate. A complaint could be made to the Presbytery's agent for candidacy, the Committee on Preparation for Ministry. It has significant authority over all candidates.
- Your arguments about Mr Grant and whether or not they have followed the AA/EEO guidelines is not an argument that would prevent Mr. Priest from bringing the motion.
- To the degree that this involves processes of the Presbytery, it is not private or confidential, and I shall forward this e-mail to the leadership of the Presbytery later this afternoon. No member of Presbytery has the right to ask me to keep confidential any communications that affect the processes and business of the Presbytery.

Ed



Appendix F

On Apr 14, 2010, at 11:24 PM, Edward Koster wrote:
Hi Folks

I forward this to you for your consideration.

Ed

Edward Koster
734-358-5403
ehkoster@aol.com
<http://thechallengeofthepresbyterianchurch.blogspot.com/>

Appendix F**2-1-11 Report to the CPM of the Investigating Committee
Agenda**

Call to order

Prayer

Introductions

Court Recorder

Motion to approve the agenda

Explanation of the purpose and process

Motion to adopt the report and its recommendations

Hearing Stage

Investigating Committee's report and recommendations

Mr. Priest's response

Excuse Mr. Priest and any advocate(s) who is not a member of CPM

Executive Session

Prayer

Reading of the motion

Review Mr. Priest's documents, if any

Debate and vote on the motion

Present Mr. Priest's concerns

Reading of and motion to approve Executive Session minutes

Dismiss the IC with thanks

Move to Open Session

Recall Mr. Priest

Read the motion as adopted

Prayer

BREAK

Rev. January 27, 2011



Appendix G



CALVARY PRESBYTERIAN CHURCH 19125 Greenview Detroit MI 48219

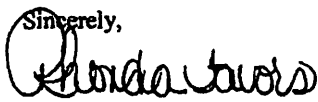
June 3, 2011

Rev. Edward H. Koster
Stated Clerk
Presbytery of Detroit
17575 Hubbell
Detroit, MI 48235

Dear Ed,

Enclosed, you will find a new complaint on behalf of the Session of Calvary Presbyterian Church of Detroit. In an effort to eliminate further confusion, we the session believe that a new complaint should be filed.

I have also included a copy of a letter sent to Elder Thomas H. Priest Jr. by the Presbytery of Detroit's Committee on Preparation for Ministry dated March 10, 2011. The report of the investigating committee of Calvary Presbyterian Church of Detroit is complete and will be made available upon request.

Sincerely,

Rhonda Favors
Clerk of Session
Calvary Presbyterian Church of Detroit

Received 6/6/11. **Appendix G**

PNK

Session of Calvary Presbyterian Church

v.

Synod of the Covenant

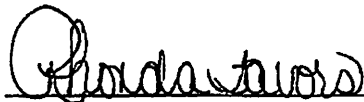
Statement of Complaint

We, the Session of Calvary Presbyterian Church of Detroit complain to the Synod of the Covenant against the Presbytery of Detroit concerning an irregularity of an action taken by the Committee on Preparation for Ministry (CPM). In that in a letter dated March 10, 2011 the Committee on Preparation for Ministry did assert that they "adopted the report of the investigating committee". This investigating committee was formed to look into the complaints lodged against Thomas H. Priest Jr. by another member of the Presbytery of Detroit.

Complainants believe that the action was irregular because CPM is not a governing body and therefore cannot form an Investigating Committee. That said Elder, Thomas H. Priest Jr., was not an ordained pastor with a call and therefore falls under the jurisdiction of the Session of the church in which he was a member, that church being Calvary Presbyterian Church.

Complainants have a right to complain because they are a Session of the Presbytery of Detroit, and because they are the only governing body having jurisdiction over this member to convene an investigating committee. The Session of Calvary Presbyterian Church Detroit did convene and empower an investigating committee to duly investigate the complaints of said member. The actions of the CPM were initiated and completed rendering a response of their own with the full implications that did not give credence to that of the investigating committee of Calvary Presbyterian Church of Detroit in essence, rendering our findings null and void. That this very instance undermines the integrity of the disciplinary process established in the Book of Order.

Complainants request that the Synod of the Covenant order the Presbytery of Detroit to order the Committee on Preparation for Ministry to rescind their recommendation to require Elder Priest to attend the Mennonite mediation training, and a Midwest Counseling Service (Columbus, Ohio) assessment of its effects. Complainants also request that all negative references with regard to the actions of the investigating committee be removed from all records, and that Elder Thomas H. Priest Jr. be made whole in all respects. Lastly, the complainants request that the Committee on Preparation for Ministry be required to give an accounting of their actions to the Session of Calvary Presbyterian Church of Detroit.



Signature of Complainant/ Clerk of Session

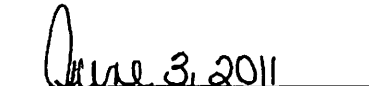
June 3, 2011

Appendix G

CERTIFICATION OF SERVICE OF COMPLAINT

I hereby certify that a copy of the above complaint was served upon the Synod of the Covenant and the Presbytery of Detroit by mailing it to the Stated Clerk of the Synod and the Presbytery by Express Mail on the 3rd day of June, 2011.


Signature of Complainant/Clerk of Session


June 3, 2011

June 3, 2011

Appendix G

COMMITTEE ON PREPARATION FOR MINISTRY
 PRESBYTERY OF DETROIT
 17575 HUBBELL
 DETROIT, MI 48235
 313-345-6550

Thomas H. Priest, Jr.
 22668 Beckenham Ct.
 Novi, MI 48374

March 10, 2011

Dear Tom:

Enclosed are the minutes of the Committee on Preparation for Ministry (CPM) open meeting for the morning of March 1, 2011, which include a record of the complaint, the report and recommendations of the investigating committee, and any motions related to it.

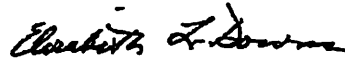
In brief, the CPM adopted the report of the investigating committee. It also adopted the recommendation that you attend the Mennonite mediation training, followed by a Midwest Counseling Service (Columbus, Ohio) assessment of its effects. In order to focus this assessment, the Committee will provide Midwest with a copy of the report and requirements and will receive from Midwest a copy of the final evaluation once completed.

We realize that this is not what you had hoped for, but this is serious enough for you to do some deep self-reflection on your interactions with others. We pray that you will come to understand the wisdom of this course of action and that it will strengthen your abilities to perform ministry.

In faith and hope



Elder Samuel S. Clark III, Co-Moderator, CPM, Presbytery of Detroit



Rev. Dr. Elizabeth L. Downs, Co-Moderator, CPM, Presbytery of Detroit

CC: Rev. Edward Koster, Stated Clerk, Presbytery of Detroit
 Rev. Dr. Allen Timm, Executive Presbyter, Presbytery of Detroit
 Rev. Archibald Wallace

Enclosure

Appendix H

The Presbytery of Detroit
Permanent Judicial Commission

*Received
6/21/2011
EJK*

The Session, Calvary Presbyterian Church

v. Case 2011-01 (Remedial)

The Presbytery of Detroit

Respondent's Answer to Complaint

The Presbytery of Detroit answers the Complaint of the Session of Calvary Presbyterian Church, laid out in the following assertions, as follow:

- 1. **The Committee on Preparation for Ministry did assert that they "adopted the report of the investigating committee."**

Admit. See Exhibit 1.

- 2. **This investigating committee was formed to look into the complaints lodged against Thomas H. Priest Jr. by another member of this Presbytery.**

Admit.

Further answering, Respondent asserts that the parties in question, Thomas Priest and Ruth Azar, are not members of Presbytery and under its jurisdiction, but are members of individual churches.

- 3. **CPM is not a governing body and therefore cannot form an Investigative Committee.**

Respondent admits that Committee on Preparation for Ministry is not a governing body and that it cannot form an Investigating Committee under the Rules of Discipline to determine if a person has violated the Constitution.

Further answering, Respondent declares that the Committee on Preparation for Ministry formed an investigating sub-committee that did not inquire as to whether Mr Priest violated the Constitution, a matter for disciplinary proceedings, but whether his actions reflected on fitness for ministry. Exhibit 1, the Report of the Investigating Subcommittee and Paragraph 6, below.

- 4. **That said Elder, Thomas H. Priest Jr., was not an ordained pastor with a call and therefore falls under the jurisdiction of the Session of the church in which he was a member, that church being Calvary Presbyterian Church.**

Admit.

Appendix H

Further answering, Respondent asserts that Thomas Priest is under the jurisdiction of the Presbytery of Detroit's Committee on Preparation for Ministry for the purposes of preparation for ministry. See Paragraph 5.

5. **Complainants have a right to complain because as the only governing body having jurisdiction over *this* member, this session empowered and convened an investigating committee to duly investigate the complaints of said member.**

Deny for the reason that it does not properly describe the relationships.

Further answering, Respondent declares that for the purposes of preparation for ministry, Mr Priest is under the supervision and jurisdiction of the Presbytery of Detroit through its Committee on Preparation for Ministry. G-14.0401; G-14.0411; G-14.0412; G-14.0450. When Mr Priest was received as a candidate, promised to "accept the proper supervision of the presbytery in matters that concern your preparation for this ministry." Exhibit 2.

6. **The actions of the CPM were initiated and completed rendering a response of their own with the full implications that did not give credence to that of the investigating committee of Calvary Presbyterian Church in essence, rendering our findings null and void.**

Deny for the reason that it misstates the facts and the law.

Further answering, Respondent notes that the report that is the subject of the complaint clearly states:

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

Report of the Committee on Preparation for Ministry Investigating Subcommittee, p. 1. Exhibit 1. (Emphasis added.)

Respondent further states that the jurisdictions of the Committee on Preparation for Ministry and the Session of Calvary Church are distinguishable and concurrent. G-14.0411. An action by the Committee on Preparation for Ministry about fitness for ministry does not conflict with or compromise a concurrent action of the Session of Calvary Church under the Rules of Discipline on the same facts. Moreover, even though the Session of Calvary Church has declined to file charges that Mr Priest violated the Constitution (a disciplinary complaint), that does not preclude the Committee on Preparation for Ministry from finding that the behavior alleged (or any other behavior discovered) is relevant to fitness for ministry.

Re: Issues mentioned in D-6.0305

- D-6.0305a. Jurisdiction
the governing body has jurisdiction;**

Appendix H

Respondent asserts that the Presbytery of Detroit has no jurisdiction to hear a complaint against the Presbytery. D-D-6.0202a.(3) states that a complaint against a presbytery must be filed with the synod.

D-6.0305d. Relief Can Be Granted
the complaint states a claim upon which relief can be granted.

Respondents assert that no relief can be granted because the complainant has stated no violation of the Book of Order, as required by *Hope, et.al. v. Pby of San Francisco*, 2006, 217-1, 455.

Furthermore, the Book of Order grants the Committee on Preparation for Ministry the full authority and discretion to decide matters of readiness before recommending Presbytery declare a person ready to receive a call. G-14.0401; G-14.0411; G-14.0412; G-14.0450. Since Committee on Preparation for Ministry has this discretion, its decision cannot be overruled except in cases where there has been an abuse of discretion. *Lightner v the Presbytery of Middle Tennessee*, 1983; *Jackson v. the Presbytery of Susquehanna Valley*. 1996; *Leslie v. Session, First Church, Manhattan, KS.*, 2002. Since no abuse of discretion has been alleged, no relief can be granted.

Presbytery of Detroit
 Committee of Counsel

Date: 6/21/2011

Terina Piazza
 Terina Piazza

Richard D. Brownlee
 Richard D. Brownlee

Appendix H
Exhibit 1

CPM SUBCOMMITTEE
CONVENED IN THE MATTER
OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.

Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

Appendix H Exhibit 1

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their

**Appendix H
Exhibit 1**

frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

**RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651**

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

Appendix H
Exhibit 1

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

'our visit - 'att.net Mail'

Appendix H
Page 1 of 1

YAHOO! MAIL

: Your visit

Sunday, March 1, 2009 8:15 PM

From: "T Harrison Priest Jr" <thomaspjr@earthlink.net>
To: "second mile living" <secondmileliving@sbcglobal.net>

Hi Ruth,
I am not sure what you are referring to. I have not shared a report from my visit. So I am a little confused. Please provide more information. Thanks, Tom
On Sunday, March 1, 2009, at 7:48 PM, second mile living wrote:

Tom,
After careful thought and prayer I have decided to directly address some of the results of your visit with us at The Second Mile Center. Immediately, it had come to my attention that much had been said to others about racism which caused them distress. I believe a meeting would be appropriate inviting those offended to discuss the issue in my presence.
Please call me,
Ruth Azar
313-245-5252

Exhibit 1

Appendix H
Exhibit I

Dear Al Tim in regards
To Tom Priest visit
@ second mile.

If Mrs. Azar gives me
something now & then it
is no one business
and I am not prejudice
and we do not need this
here at second mile so
we need to be attentive of
-that we do not look @ color
here
SHIRLEY
ADDISON

about the Institute

Schedule

Mediation Skills Training Institute runs from 8:30 a.m. to 5:00 p.m., with the session of Monday, which starts at 9:00 a.m., which concludes at 4:30 p.m.

by 3/21, 5/2, 8/7, 10/2, 11/14

When: The Nature and Role of Conflict in the Home Finding Remedies to Conflict Learning How to Deal with Disputes in Conflict Resolution Skills Practice for Communication at Work or Your Workplace and Managing Your Emotions

by 3/22, 5/3, 8/2, 10/4, 11/15

When: Mediation Skills: How to Be Effective in People Anywhere Mediation Skills: Negotiating Win-Win Solutions Conflict Between Individuals: An Overview of the Law Mediation Skills: Getting People to the Table Mediation Skills: The Negotiation Stage

by 3/23, 5/4, 8/3, 10/5, 11/16

When: Mediation Skills: The Early Triage Stage Mediation Skills: The Problem-Solving Stage Mediation Skills: The Assessment Stage

by 3/24, 5/5, 8/4, 10/6, 11/17

When: Mediation Skills: Family Dispute Resolution Mediation Skills: Understanding Conflict in Organizations Mediation Skills: Business, Trade, and Church Disputes Mediation Skills: Effective Group Decision-Making Processes Mediation Skills: Structuring Disputes When They Arise

by 3/25, 5/6, 8/5, 10/7, 11/18

When: Mediation Skills: Organizational Disputes: An Overview of the Work Process Mediation Skills: Early Phases of the Intervention Mediation Skills: Finding and Problem-Solving Phases Mediation Skills: Bringing Closure to the Intervention

Overview

The Institute includes lectures, discussion, and guided practice in role-plays. Active and practical in focus, the sessions emphasize hands-on skills training and realistic role-plays based on the kinds of conflicts faced by participants. A more detailed description of the sessions is available upon request.

Locations

March 21-23, 2011 St. Paul United Church of Christ 31854 Mound Rd. — Warren, MI

May 2-6, 2011 Orembanne Lutheran Church 65 Dagmore St. — Manchester, NH

August 1-5, 2011 First Presbyterian Church of Wheaton 716 North Carlton Ave. — Wheaton, IL

October 2-7, 2011 Lover's Lane United Methodist Church 8220 Inwood Rd. — Dallas, TX

November 14-18, 2011 Forest Lake Presbyterian Church 8800 N. Trenholm Rd. — Columbia, SC

A map with travel information from airports will be sent with confirmation of registration at any of the Institute.

Meals and Accommodations

Daily refreshments and lunches on Monday and Friday are included. Participants will need to arrange for their own lodging and the other meals. Lodging options, directions, and a registration fee will be sent with confirmation of registration, after the pre-registration deadline.

Tuition

Tuition is \$695 when paid by February 21 for the March Institute; April 4 for the May Institute; July 1 for the August Institute; September 2 for the October Institute; October 17 for the November Institute, or \$770 after those dates. Participants receive a training manual and other materials upon arrival. Cancellations are subject to a \$75 non-refundable fee if LIMPIC is notified at least two weeks prior to the Institute, or half of the registration fee otherwise. Enrollment is limited, so register early. Send form and full payment.

Trainer

Richard Stackburn is the Executive Director of the Lombard Mennonite Peace Center. LIMPIC desires to equip others to be ministers of reconciliation in daily life. Richard has led hundreds of workshops on conflict transformation and mediation skills, and serves as a mediator and consultant for individuals, churches, schools, and other organizations.

For Further Information

Write: Lombard Mennonite Peace Center 101 West 23rd Street, Suite 702 Lombard, IL 60148 Call: (630) 627-0507 Fax: (630) 627-0519 E-mail: Admin@LIMPICCenter.org Web Site: www.LIMPICCenter.org

Other LIMPIC Programs

How I Served: Leading Change Through Self-Observation. August 14-18, 2011 - Lombard, IL. More I Served copies are available upon request. Please contact us for more information. Clergy Clinic in Family Emotional Process. Clergy Clinic in Family Emotional Process is designed to address the ability of participants to function in a different manner in their ministry settings. The clinic runs 3 times each program year 3 days each, for a full year of training. See the LIMPIC web site www.LIMPICCenter.org for details for the 2011-12 program year.

Registration Form. Yes! Register me for the Mediation Skills Training Institute. Enclosed is my full payment. (Checks payable to U.S. Luth in LIMPIC) City and mail to: LIMPIC, 101 W. 23rd Street, Suite 702, Lombard, IL 60148. Name (s), Address, City, State, ZIP, Home Phone, Work Phone, Other Email, Pastoral/Email, Corporation/Organization. Please register me by: March 21, 2011, for the March Institute; April 4, 2011, for the May Institute; July 1, 2011, for the August Institute; September 2, 2011, for the October Institute; October 17, 2011, for the November Institute. Please send me more copies of the brochure for distributing to others in my church or organization. Please send me information about conflict transformation skills and other workshops that can be held in my community. Please send me the brochure for How I Served: Leading Change Through Self-Observation. Please select me for the brochure for Clergy Clinic in Family Emotional Process.

Exhibit 1

Peace & Order
Lombard, IL 60148-4877

Mediation Skills Training Institute for Church Leaders

March 21 - 25, 2011
Warren, Michigan
(Detroit Area)

May 2 - 6, 2011
Manchester, New Hampshire

August 1 - 5, 2011
Wheaton, Illinois
(Chicago Area)

October 3 - 7, 2011
Dallas, Texas

November 14 - 18, 2011
Columbia, South Carolina



Sponsored by
Lombard Memorial Peace Center
Lombard, Illinois

Everyone Has to Deal with Conflict

Conflict is normal and inevitable — whether in the home, school, community, church, or workplace. Leaders in all walks of life often have a responsibility to help others work through their conflicts.

The Mediation Skills Training Institute presented by the Lombard Memorial Peace Center (LMPC) is designed to equip church leaders with the skills necessary to deal effectively with interpersonal, congregational, and other forms of group conflict. The five-day institute also includes a component on congregational intervention and consultation, placed within the context of family systems theory.

Although focused primarily on the church setting, the skills learned are directly transferable to other settings. Thus, managers in business, attorneys, experienced mediators and others in leadership will be enriched by the training as well, gaining skills in a transformational model of mediation.

Who Will Benefit

- PASTORS and INTERIM PASTORS of all denominations — to enhance skills for managing conflict in the church.
- JUDICATORY LEADERS — Bishops; Conference Ministers; District Superintendents; Diocesan, Presbytery, Synod Staff — to assist pastors and congregations in handling conflicts.
- DENOMINATIONAL OFFICIALS and CHURCH CONSULTANTS — to bring healing in the midst of divisive church fights.
- LAY LEADERS and PASTOR-PARISH COMMITTEE MEMBERS — to receive valuable leadership training to benefit the church, while also gaining insight for peaceful conflict transformation in the home.
- ADMINISTRATORS — to introduce conflict transformation to the organizations they oversee.
- MANAGERS and SUPERVISORS — to help workers diminish conflict and enhance productivity.
- COLLEGE and SEMINARY STUDENTS — to gain hands-on skills training not typically offered in regular classes.
- ATTORNEYS — to gain skills in alternative dispute resolution procedures.
- COMMUNITY MEDIATION CENTER STAFF and VOLUNTEERS — to acquire additional skills in a transformational model of mediation for working with both individuals and groups.

"All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation." — 2 Corinthians 5:18

Exhibit 1

**Appendix H
Exhibit 2****From the Minutes of Presbytery, June 23, 2009:**

Upon presentation by Committee on Preparation for Ministry, Presbytery heard the statement of call of Tom Priest, a member of Detroit Calvary and a student at Ecumenical Theological Seminary. After the Presbytery heard his statement and questioned Mr. Priest and upon motion, Presbytery voted to enroll Mr. Priest as a candidate for the Ministry of Word and Sacrament.

.....

The Moderator asked the questions required by Presbytery policy [below], gave the candidates a brief charge, and after a prayer, directed that they be enrolled as candidates for the Ministry of Word and Sacrament.

P-21 Questions to Candidates

When a candidate is received under care of the Presbytery, the Moderator shall ask the following questions of the candidate before the candidate is declared enrolled:

Do you believe yourself to be called by God to the ministry of the Word and Sacrament?

Do you promise in reliance upon the grace of God to maintain a Christian character and conduct, and to be diligent and faithful in making full preparation for this ministry?

Do you accept the proper supervision of the presbytery in matters that concern your preparation for this ministry?

Do you desire now to be received by this presbytery as a candidate for the ministry of the Word and Sacrament in the Presbyterian Church (U.S.A.)?

If these questions are answered in the affirmative, a brief charge shall be given, the candidate's name shall be recorded on the presbytery's roll of candidates, and the proceedings shall close with prayer.

Appendix I

THE PERMANENT JUDICIAL COMMISSION
OF
THE PRESBYTERY OF DETROIT
OF
THE PRESBYTERIAN CHURCH (U.S.A.)

PRELIMINARY ORDER

SESSION OF CAVALRY PRESBYTERIAN
CHURCH OF DETROIT

REMEDIAL CASE NO.: 2011-1

Complainant,

V.

THE PRESBYTERY OF DETROIT

Respondent

This remedial action has come before the Permanent Judicial Commission ("PJC") as a result of the filing of a complaint by the above-named Complainant against the Presbytery of Detroit, Respondent.

HISTORY

The complaint was filed with the Presbytery office on June 1, 2011. An answer was filed on June 21, 2011. The moderator and clerk of the PJC met by telephone conference call on June 22, 2011, to determine whether all four (4) preliminary questions listed in the Book of Order, D-6.0305, could be answered in the affirmative. The Stated Clerk of the Presbytery was not present on the conference call.

DECISION

Upon review of the pleadings, it was determined that the governing body does not have jurisdiction to hear the case. Complainant is a Session located in the Presbytery of Detroit (Respondent). The Rules of Discipline are unambiguously clear that a remedial complaint initiated by a session against a presbytery can only be filed with the synod. See D-6.0202(a)(3). It is, therefore, the conclusion of the moderator and clerk of the PJC that the governing body/PJC does not have jurisdiction. It is also noted that Complainant has already filed two (2) complaints with the Synod, including one that is nearly identical to the complaint filed in this case.

Appendix I

Since at least one (1) of the four preliminary questions must be answered in the negative this case cannot be accepted. The officers of the PJC decline to review the three remaining preliminary questions.

If any party to this case, or any member of the PJC, wish to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be filed with the Stated Clerk of the Presbytery, care of the moderator of the PJC.



Rev. Neets R. Nichols, Moderator

Dated: 23 June 2011

**Presbytery of Detroit
Minutes of the Meeting
August 23, 2011**

WE GATHERED IN GOD'S NAME

A quorum being present, the Presbytery of Detroit convened with litany and prayer in a stated meeting on August 23, 2011 at 4:01 p.m. at Northbrook Presbyterian Church. Dianne Bostic Robinson moderated the meeting.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Paul Long the assistant to the Stated Clerk.

The Moderator welcomed new commissioners and teaching elders.

Upon motion of the Stated Clerk, the docket was approved as amended.

Upon motion, the Presbytery voted to excuse those who had requested to be excused.

Upon motion the Presbytery voted to enroll Rafaat Zaki, Synod Executive and member of Grace Presbytery, as a corresponding member

Marjorie Wilhelmi sang a welcome to the Presbytery to Northbrook Church.

James Porter began moderating the meeting.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Announcements

Presbytery heard announcements from the Congregational Life Team, Presbyterian Men, the Thika Partnership, and the Spiritual Formation and Faith Development Team.

Reports

Report of the Synod Commissioners. Rafael Francis, a commissioner to the Synod, reported on the Synod Meeting of August 10-11.

The Presbytery heard reports from the Multicultural Ministries Work Group, the Planning and Visioning Team, and the Presbytery Youth Connection.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report. Allen Timm reported.

Mr Timm reported that the Presbytery of Detroit has been honored for our mission giving: we are 7th in the denomination for special offerings and 9th in overall mission giving. He reported on pastoral concerns and celebrations, activities of various churches and synods, and plans for future events.

Dianne Bostic Robinson resumed moderating the meeting.

The moderator offered a brief prayer for openness.

Upon motion of David Kinikson on behalf of the congregation and Session of Utica Presbyterian Church, the Presbytery voted to change the name of the Presbyterian Church of Utica to New Life Presbyterian Church.

Committee on Preparation for Ministry. Beth Downs reported for the committee.

The Committee reported the following for the information of Presbytery:

1. CPM met with the following inquirers/candidates for ordained ministry on the dates noted and sustained their annual consultations:
Lucas Keppel Community, Orchard Lake Louisville August 2, 2011
2. CPM met with the following applicants and voted to enroll them as Inquirers:
Megan Polich Westminster, Ann Arbor McCormick August 2, 2011
Matt Bauhof Northbrook, Beverly Hills N/A August 2, 2011

The Committee reported that Beth Delaney has met the requirements for ordination specified in section G-14.0450 under the prior *Book of Order*, has her MDiv. from Ecumenical Theological Seminary in Detroit, and has received a validated call as part-time Stated Supply to the Filipino Fellowship of Southfield, MI, in the Presbytery of Detroit. Ms Delaney presented her statement of faith and Presbytery examined her on her Christian faith and views in theology, the Sacraments, and the government of this church. Upon motion, the Presbytery arrested her examination. Upon motion and after debate, Presbytery voted to sustain her examination and proceed to ordination as a teaching elder.

The committee reported that Evans McGowan has met the requirements for ordination specified in section G-14.0450 under the prior *Book of Order*, has his MDiv. from San Francisco Theological Seminary, and has received a call as Lilly Resident to the First Presbyterian Church of Ann Arbor, MI, in the Presbytery of Detroit. Mr McGowan presented his statement of faith and Presbytery examined him on his Christian faith and views in theology, the Sacraments, and the government of this church. Upon motion the examination was arrested. Upon motion and after debate, Presbytery voted to sustain his examination and proceed to ordination as a teaching elder.

Trustees. Donald Morgan reported for the Trustees.

Upon motion of the Trustees, and a second, Presbytery voted to approve the sale of the property of the Church of Our Saviour for \$650,000 as described below, contingent on the approval by the congregation (scheduled for August 28th) and contingent on ratification by the Trustees when they meet on September 6, for \$650,000:

Land in the City of West Bloomfield, County of Oakland, State of Michigan being more particularly described as:

Part of the West ½ of the Northwest ¼ of Section 36, Town 2 North, Range 9 East, described as beginning at a point in the West section line distant South 01 degree 15 minutes East 576.86 feet from the Northwest section corner; thence North 88 degrees 45 minutes East 255 feet; thence North 01 degree 15 minutes West 227.27 feet; thence North

89 degrees 00 minutes East 560.40 feet; thence South 01 degree 10 minutes East along the West line of South Bloomfield Glens Number 1, 747.97 feet; thence South 88 degrees 45 minutes West 814.30 feet; thence North 01 degree 15 minutes West on section line 523.14 feet to the point of beginning.

EXCEPTING THEREFROM the West 60 feet deeded to the Board of County Road Commissioners, County of Oakland, State of Michigan and described as:

Commencing at the Northwest corner of said Section 36; thence South 01 degree 15 minutes East along the West line of said Section 36, a distance of 576.86 feet to the point of beginning of this description; thence South 01 degree 15 minutes East, along said section line 523.14 feet; thence North 88 degrees 45 minutes East, 60.00; thence North 01 degree 15 minutes West 523.14 feet; thence South 88 degrees 45 minutes West, 60.00 feet to the point of beginning.

Commonly known as: 6655 Middlebelt
Tax Parcel ID: 18-36-101-006

The Trustees reported the following for the information of Presbytery:

1. The Trustees have prepared a policy that creates procedures when there are churches that wish to close, consolidate, merge, or yoke. It will be submitted to the Coordinating Cabinet in October for a recommendation to the October meeting of Presbytery.
2. The Trustees have met with representatives of Divine Word and Wyandotte First to discuss their plans for consolidation.
3. Pursuant to authority granted them by Presbytery on June 28, 2011, the Trustees approved on behalf of Presbytery the sale by Allen Park Church of the property at 15446 Harrison Avenue, Allen Park, known as:
Lot 407 also Sly 1/2 ADJ vacated alley of Lincolnlawn Sub
for the sale price of \$130,000.
4. Pursuant to authority granted them by Presbytery on June 28, 2011, the Trustees approved on behalf of Presbytery the sale by Allen Park Church of the property 15439 Cleveland Avenue, Allen Park, described as:
A84A259 LOT 259 ALSO NE ½ ADJ VAC AL- LEY LINCOLNLAWN SUB PC
84, 86, 95
for the sale price of \$85,000.
5. The Trustees have reviewed and approved the 2010 audits for the Presbytery and for the Howell Center for presentation by the Treasurer for adoption by the Presbytery.
6. The Trustees have estimated income from endowments in 2012 will be \$525,000, and will inform the Planning and Visioning Team so it can be used for the 2012 budget.

Coordinating Cabinet. Kent Clise reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Create an Administrative Commission on Riverside Church with seven members, as follows:
The organizing pastor of the Riverside Church has resigned. In a congregational meeting that may have been irregular, the congregation has voted to dissolve so that it can form itself into a non-denominational congregation. The matter has been reviewed by

members of the NCD Administrative Commission, the Committee on Ministry, and the New Church Development/Redevelopment Team. From the observations of those who have engaged the matter, it is apparent that the session of Riverside Presbyterian Church is unable or unwilling to manage wisely its affairs. G-3.0303e.

Pursuant to G-3.0109 and G-3.0109.b. the Presbytery of Detroit establishes this Administrative Commission on Riverside Church, and charges it with the following duties and powers:

Duties. The AC shall:

1. inquire into all circumstances relating to the decision of the Riverside Church to dissolve as a congregation, and as necessary;
 - a. consult with appropriate committees, teams, staff and members of Presbytery;
 - b. consult with members, ruling elders, the teaching elder involved with the ministry;
2. account for all property over which the church has any ownership or claim to ownership;
3. review all accounts and financial arrangements and require an accounting of them;
4. decide on the disposition of all property, real and personal (tangible and intangible) in ways consistent with the requirements of the Constitution;
5. review all obligations and contracts and conclude them;
6. report all of its actions to the Presbytery; and
7. make a report to Presbytery of findings and recommendations that arise from the events and relationships of this new church development. This report may include a recommendation to continue the congregation in a new location and different leadership.

Powers. The AC shall have the following powers:

1. Pursuant to G-3.0303e, to assume original jurisdiction of the session with all the powers and authorities of elders and the session found in G-2.030, G-3.0101-07, G-3.02, G-4.01, and G-4.02;
2. To dispose of all property, whether it be tangible or intangible personal property, or real property;
3. To take control over all accounts in any financial institution;
4. To assume all powers granted the congregation under state law;
5. On behalf of the Presbytery of Detroit:
 - a. to approve the sale, transfer or encumbrance of all property pursuant to G-4.0206;
 - b. to approve the dissolution of the congregation at its request;
 - c. to negotiate with all higher councils regarding finances and grants, and to conclude agreements unless they require the expenditure of Presbytery funds.
 - d. Approve an amendment to the 2011 Social Justice and Peacemaking Team budget to move \$150 from the Greening Work Group to the Domestic Violence Project.
2. Approve the grant request for the Hunger Action Enabler.

3. Upon nomination of the Coordinating Cabinet, there being no nominations from the floor, the Presbytery elected following to be members of the Riverside Church Administrative Commission:

Jim Skimins (Chairperson), teaching elder
 Bernard Ogelsby, ruling elder
 Don Brownell, ruling elder
 Ted Taylor, teaching elder
 Judy Shipman, teaching elder
 Beth Baergen, ruling elder
 To be appointed by the Moderator

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

1. The Coordinating Cabinet reviewed the policy on placing papers on the table at Presbytery meetings. Here is the policy:

CC-1.1 Official and Unofficial Tables.

There shall be two tables at presbytery meetings: one for business papers and one for papers of an informational nature. Papers shall be germane to the programs and concerns of the Presbyterian Church (U.S.A.). Placing of papers on the tables must be approved by the Stated Clerk, the Executive Presbyter or a presbytery unit. The Stated Clerk shall be informed in advance of all papers, which are to be distributed at a presbytery meeting. Business papers shall ordinarily be available to commissioners at the Presbytery office by noon on the Friday before the meeting of Presbytery.

If you have a paper you would like placed on the unofficial table, please see either the Executive Presbyter or the Stated Clerk.

The above note referred to a paper placed on the table at the June Presbytery meeting. Thomas Priest presented a statement that rebutted what he said were false statements in that paper, and moved that his statement be included in the minutes. The motion was made to amend the motion to include the paper that had been put on the table. In the course of the debate, A point of order was raised that the discussion must be on whether to approve the motion as made.

Upon motion the Presbytery voted to end debate. Presbytery voted 83 *yes* to 46 *no* to approve the amendment. The motion as amended was not approved by a vote of 64 *yes* to 69 *no*.

2. The Coordinating Cabinet heard a report from the Planning and Visioning Team that it is reviewing the vision and values of the Presbytery so that it can create a design for a new associate executive presbyter that meets our needs. They will be making contact with the various committees and teams of Presbytery. The end product will be a new set of bylaws and policies that meet our needs and comply with the nFoG.
3. The Spiritual Formation and Faith Development Team has agreed to take the responsibility for planning the annual Martin Luther King, Jr. celebration.
4. It was expressed at Coordinating Cabinet that there is some pain related to the passing of Amendment 10-A. The leadership of the Coordinating Cabinet is in the process of planning ways to assist pastors to share and work through the issues in their congregations.

WE SHARED GOD'S BOUNTY

Presbytery recessed for dinner at 6:15.

WE PROCLAIMED THE GOOD NEWS

The Presbytery worshipped God.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY cont'd

The Presbytery reconvened at 7:34 pm.

Committee on Ministry. Dixie Elam reported for the committee.

Upon motion of the Committee, Presbytery voted to:

1. Approve the call of Rev. Brooke E. Pickrell as Pastor at Northside, Ann Arbor, effective September 21, 2011.
 Terms: ¾ Time; Salary \$14,935; Housing \$15,600; Medical Allowance \$610.70; Board of Pension \$10,955.26; Social Security \$2,335.93; Optional Dental Plan \$675; Auto/Travel \$1,200; Continuing Education \$773; Business Expenses \$927. Vacation: Four weeks including four Sundays; Study Leave: Two weeks, including 2 Sundays. One time moving expenses up to \$5,000. Within the first year, Rev. Pickrell will attend Pastors in Transition Program, approx. cost of \$200 borne by church. AA/EEO Guidelines of the denomination were followed in the search.
2. Approve the Administrative Commission to ordain Beth Delaney, at Geneva, Canton, on October 9, 2011, at 3:00 PM, pending successful examination by Presbytery.
 Moderator: Elder Dianne Bostic Robinson
 Clergy: Rev. Bryan Smith; Rev. Kevin Johnson
 Elders: Donna Gray,(Geneva, Canton); Nancy Ryan, (First, Saline).
3. Approve the Administrative Commission to install Rev. Carol Tate as Associate Pastor for Adult Ministries at Kirk in the Hills, Bloomfield Hills, on September 11, 2011, at 11:00 AM, pending completion of the commission.
 Members known at time of COM Meeting:
 Elders: Jean Loup (Ann Arbor, Northside), Ron Case (Grosse Ile)
 Corresponding Members: Rev. Ted Wardlaw, President Austin Presbyterian Theological Seminary; Rev. K. C. Ptomey, Jr., Austin, TX.
4. Approve the 12 month Temporary Supply contract between Beth Delaney and the Filipino Fellowship, Southfield, pending receipt of contract.
5. Approve the 12 month Stated Supply Pastor contract between Rev. Hao-Teh Chen and the Taiwanese Fellowship, Ann Arbor effective September 1, 2011.
 Terms: Full time; Salary \$23,636; Housing \$12,780; Utilities allowance \$2,847; Medical deductible \$786; Social Security \$3,064; Full Pension \$12,615; Continuing Education \$1,077; Auto/Travel and other Business Expenses \$9,232. Vacation: One month including four Sundays; Study Leave: Two weeks.
6. Pending approval of the contract arrangement above, grant permission for Rev. Hao-Teh Chen to labor within the bounds of Presbytery of Detroit.
7. Approve the 12 month Stated Supply Associate Pastor contract between Rev. Kathleen Doyle-Hohf and Grosse Ile, effective September 1, 2011.
 Terms: Full-time; Salary \$17,800; Housing \$20,500; Social Security \$5,640; Full Pension \$12,253; Medical Deductible \$600; Travel \$1030; Study Leave \$1,200.

Vacation: One month including six Sundays; Study Leave: Two weeks. (This is a move from Interim to Stated Supply.)

8. Approve the 12 month Interim Pastor contract between Rev. Matthew D. Campbell and Cherry Hill, Dearborn, effective September 1, 2011.
 Terms: Full-time; Salary \$50,000; Housing \$14,000; Social Security \$4,972; Full Pension 403b) \$11,518; Travel \$1,600; Study Leave \$2,400; Professional expenses \$2,000. Vacation: Four weeks, including four Sundays; Study Leave: Two weeks including two Sundays. (One week of Study Leave to be spent on Interim Training.)
9. Transfer Rev. Johnie Bennett, H.R., to Coastal Carolina Presbytery.
10. Grant permission to Rev. Linda Cochran to labor outside the bounds at St. Paul's Methodist Church in Rochester, MI, as Christian Education Director.
11. Grant the request from Rev. Terri Gast to be moved to "at large" member while in graduate school.
12. Receive Rev. Arthur Oberg from the Reformed Church of America upon CPM approval & Presbytery examination.
13. Transfer the membership of Peace United, Clinton Township to Presbyterian Church of Utica upon dissolution of Peace United, effective August 31, 2011.

Under the authority given it, the Committee reported that it has:

1. Extended the Temporary Supply contract between Rev. James Kumin-Severance and White Lake until September 30, 2011, with the same terms.
2. Approved the nine month Temporary Supply contract between Rev. Donald Wright and Lakeshore, St. Clair Shores, effective January 1, through September 30, 2011.
 Terms: Half-time; Salary \$14,475; Social Security \$1,275; Medical Allowance \$7,500; Professional expenses \$10,500. Vacation: One month including four Sundays; Study Leave: Two weeks.
3. Approved the 12 month Stated Supply contract between Rev. Quincy Cooper, and Covenant, Southfield, effective May 25, 2011.
 Terms: Salary \$26,000; Housing allowance \$27,200; Study Leave expense \$1,000.
 Vacation: Four weeks, including four Sundays; Study Leave: Two weeks including two Sundays.
4. Approved the request from Peace United, Clinton Township to grant the status of Pastor Emeritus to Rev. James Kesler effective May 7, 2006.
5. Accepted the resignation of Rev. Brenda Jarvis from Riverside Community Church, Detroit effective August 17, 2011, and moved her to member at large.
6. Granted the request from Rev. William Dunifon, to be honorably retired effective July 18, 2011.

The Committee reports the following for the information of the Presbytery:

1. It has approved Church Information Forms (CIF) for Westminster, Detroit; First, South Lyon; and St. Andrews, Dearborn Heights.
2. The Pastoral Search Committee will now have responsibility for the church self study process, allowing churches seeking a new pastor to have a single liaison with COM for the entire search process.
3. Rev. Phil Reed is now chair of the Pastoral Search subcommittee.
4. It has appointed Rev. Roy Langwig moderator at Starr, Royal Oak for four months effective August 1, 2011.

5. It has appointed Rev. Mary Austin moderator at Joslyn Avenue, Pontiac for one year, effective September 1, 2011.
6. The Committee on Ministry shall continue to use the rules of Chapter XIV in effect as of July 2009 until it develops new rules and procedures to conform to the New Form of Government.

Treasurer. Alvin Smith reported

Mr Smith presented the Treasurer's Report (which is appended to the minutes).

Upon motion, the Presbytery adopted the 2010 consolidated audit (Howell Center and the Presbytery). The audit is appended to the minutes.

Stated Clerk. Edward Koster

The motion was made to approve the minutes of June 28, 2010.

Stanley Edwards rose to say that the answer of the Presbytery of Detroit to the complaint of Detroit Calvary included the minutes of the March 1, 2011 Committee on Preparation for Ministry meeting as an exhibit. Those minutes mentioned a letter he had sent the Committee on Preparation for Ministry which was not included in the answer. Upon motion, the Presbytery voted to attach the letter sent by Mr Edwards to the minutes of this meeting.

The minutes were approved as amended.

Upon motion, Presbytery voted to approve the reports of the following Commissions and append them to the minutes:

- a) Ordination of Brennan Pearson on July 25, 2011 at Rosedale Gardens AS Amended
- b) Ordination of Penny Ehrlich Pitts on May 14, 2011 at Grosse Pointe Memorial
- c) Ordination of Mary Bahr-Jones as Teaching Elder Temporary Supply Pastor of Orchard Lake on August 14, 2011.

The Stated Clerk reported the following for the information of Presbytery:

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) Penny Pitts to Baltimore Presbytery
 - ii) Sarah Wiles to Olympia Presbytery
 - b) To the Church Triumphant
 - i) Deborah Kerr on August 17, 2011
2. The stated Clerk reported the following judicial matters:
 - a) A complaint has been received against a member of the Presbytery. The following persons have been appointed to the Investigating Committee 2010-2: Ruling Elder Michael Hartman, Teaching Elders Bryan Smith and Lynne Kogel.
 - b) Answer of the Presbytery of Detroit to the complaint by Detroit Calvary (2) to the Synod of the Covenant, case 2010-03. (Appended to the minutes)
 - c) Answer of the Presbytery of Detroit to the complaint by Thomas Priest to the Synod of the Covenant, case 2010-04. (Appended to the minutes.)
 - d) Synod Decision Calvary v. Presbytery, 2011-01. (Appended to the minutes.)
 - e) Synod Decision. Calvary v. Presbytery, 2011-03. (Appended to the minutes)
 - f) Synod Decision. Priest v. Presbytery, 2011-04. (Appended to the minutes.)

The Stated Clerk reported the following communications:

1. Letter from Port Huron Westminster regarding Amendment 10-A and the response of the Stated Clerk. (Appended to the minutes)
2. Letter from Drayton Avenue regarding the starting time of Presbytery and the response of the Stated Clerk. (Appended to the minutes)

Committee on Nominations. Ruthanne Bourlier reported for the Committee.

Upon nomination, with no nominations from the floor, Presbytery elected:

For the vacancy in the Class of 2012 on the Committee on Ministry:

Elder Dorothy Buchan Warren First

For the vacancy in the Class of 2012 on the Congregational Life Ministry Team:

Elder Michael Hoffman Allen Park Allen Park

Mr Porter began moderating the meeting.

Presbytery shared joys and concerns and offered prayers of thanksgiving and intercession.

By consent, Presbytery adjourned with prayer at 8:33 pm

The next meeting of the Presbytery will be Tuesday, October 25, 2011 at 4:00 p.m. at Ann Arbor Westminster Church.

ATTEST:



EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Treasurer's Report

2010 Consolidated Audit

Ordination Commission Reports:

Brennan Pearson

Penny Ehrlich Pitts

Mary Bahr-Jones

Letter of Stanley Edwards to the Committee on Preparation for Ministry

Letter from Port Huron Westminster regarding Amendment 10-A and the response of the Stated Clerk

Letter from Drayton Avenue regarding the starting time of Presbytery and the response of the Stated Clerk

Judicial matters:

Answer of the Presbytery of Detroit to the complaint by Detroit Calvary (2) to the Synod of the Covenant, case 2010-03

Synod Decision Calvary v. Presbytery, 2011-01

Synod Decision. Calvary v. Presbytery, 2011-03

Answer of the Presbytery of Detroit to the complaint by Thomas Priest to
the Synod of the Covenant, case 2010-04
Synod Decision. Priest v. Presbytery, 2011-04

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR AUGUST 23, 2011

CHURCHES: Of 86 churches, 54 were represented and 32 were not.

COMMISSIONERS: Of 141 eligible commissioners, 79 enrolled, and 62 did not.

OTHER RULING ELDERS (Officers, Members of Council):

Of 20 total, 11 were present, of whom 1 counted as commissioners, leaving 10 as the unduplicated count: 6 excused, and 3 absent.

TEACHING ELDERS: Of the 147 non-retired teaching elders on the combined rolls of active members and members-at-large, 61 were present, 30 were excused, and 56 were absent.

Of the 82 retired teaching elders on the rolls, 12 were present and 70 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 0 Commissioned Law Pastor on the rolls, 0 were present, 0 excused, 1 absent

Of the 0 Certified Educators on the rolls, 0 were present, 0 excused, 0 absent.

SUMMARY

VOTING MEMBERS PRESENT

- * Elder Commissioners
- + * Other Ruling Elders
- + * Non-retired teaching elders
- + * Retired teaching elders
- = * Commissioned lay pastors.
- = * Certified educators.
- = * Voting members present.

OTHERS PRESENT

- 5 Non-voting attendees
- 1 Corresponding members

ATTENDANCE

Ruling Elder Commissioners

ALLEN PARK, Allen Park
1 ROBERT MORTON
2 BOB SZWED
3
4
ANN ARBOR, Calvary
1 NOT REPRESENTED
ANN ARBOR, First
1 HENRY JOHNSON
2 BEN VAN TUYL

3 SUE LEONG
4 RUTH BARNARD
5
ANN ARBOR, Northside
1 CAROLINA RICHARDSON
ANN ARBOR, Westminster
1 AL WILLIAMSON
AUBURN HILLS, Auburn Hills
1 JUDY GEISLER
BELLEVILLE, Belleville

1 CONNIE ETTER
BERKLEY, Greenfield
1 AMY BUTTERS
BEVERLY HILLS, Northbrook
1 MICHAEL CAMPION
BIRMINGHAM, First
1 ROSY LATIMORE
2 BARBARA RUSSELL
3 S. NICHOLLS
4 CHARLOTTE FISCHER

BLOOMFIELD HILLS, Kirk/Hills

1 GORDON ALLARDYCE
 2 CAROL ROCK
 3 CHARLOTTE CLARK
 4 SAM CLARK
 5 LYNNE CARPENTER
 6 HOWARD SAUM

BRIGHTON, First

1 ILLEGIBLE
 2

CANTON, Geneva

1 CINDY THOMAS

CLARKSTON, Sashabaw

1 NOT REPRESENTED

CLINTON TWP, Peace

1 KERRY BORDER

DEARBORN, Cherry Hill

1 CARRIE THORPE

DEARBORN, First

1 NOT REPRESENTED
 2

DEARBORN, Littlefield

1 JACKIE TOZER

DEARBORN HGTS, St. Andrew's

1 NOT REPRESENTED

DETROIT, Broadstreet

1 LEOLA BLACK

2 JUANETA STAFFORD

DETROIT, Calvary

1 STANLEY EDWARDS

2 DARRELL REYNOLDS

DETROIT, Calvin East

1 NOT REPRESENTED
 2

DETROIT, First

1 NOT REPRESENTED

DETROIT, Fort Street

1 NOT REPRESENTED

DETROIT, Gratiot Avenue

1 MARY ANN BRANTLEY

DETROIT, Hope

1 NOT REPRESENTED
 2

DETROIT, Jefferson Avenue

1 STAN M VOORHEES
 2

DETROIT, Riverside

1 NOT REPRESENTED

DETROIT, St. John's

1 JEANNE V MOORE
 2

DETROIT, Trinity Community

1 NATALIE BROTHERS

2 FRANCES BEEMAN

DETROIT, Trumbull Avenue

1 MARTHA SINGLEY
 2

DETROIT, Westminster

1 MARGARET WHITEHEAD

2 BILL JOHNSON

3 TILLIE TAYLOR

FARMINGTON, First

1 JAN SELL
 2

FERNDAL, Drayton Avenue

1 KEN SEAWEK

FORT GRATIOT, Lakeshore

1 NOT REPRESENTED

GARDEN CITY, Garden City

1 NOT REPRESENTED

GROSSE ILE, Grosse Ile

1 DON HILL

2 JEAN FLETCHER

GROSSE POINTE, Memorial

1 JULIE BELLOVICH

2 BILL BROWN
 3
 4

GROSSE PTE WOODS, Woods

1 PAT CHASTEEN
 2

HIGHLAND PARK, Park United

1 NOT REPRESENTED
 2

HOWELL, First

1 NOT REPRESENTED

LINCOLN PARK, Lincoln Park

1 NOT REPRESENTED

LIVONIA, Rosedale Gardens

1 ALICE MCCLOSKEY

2 DYCHE ANDERSON

LIVONIA, St. Paul's

1 KATE MACKIE

LIVONIA, St. Timothy's

1 JIM HARRINGTON

MACOMB, Church/Covenant

1 NOT REPRESENTED

MILAN, Peoples

1 NOT REPRESENTED

MILFORD, Milford

1 KATHY KLECKNER
 2

MT. CLEMENS, First

1 LORETTA FREEMAN-MARTIN

NORTHVILLE, First

1 KIRK SWARBRICK

2 KATHY GRICIUS

3 MATT FRICK
 4

NOVI, Faith Community

1 PATRICIA KORTLANAT

ORCHARD LAKE, Community

1 DAVID J DUTTON

2 KAY CARPENTER
 3

PLYMOUTH, First

1 NOT REPRESENTED
 2
 3
 4

PONTIAC, First

1 MELISSA ROSE

PONTIAC, Joslyn Avenue

1 BARBARA GRAHAM

PORT HURON, First

1 HOWARD BORGMAN
 2

PORT HURON, Westminster

1 NOT REPRESENTED

REDFORD, St. James

1 MAUREEN BIANCHI

ROCHESTER, University

1 DOUG DENTON

2 CATHY MARTINEZ

ROSEVILLE, Erin

1 NOT REPRESENTED

ROYAL OAK, First

1 SALLY GILREATH
 2
 3

ROYAL OAK, Point of Vision

1 NOT REPRESENTED

ROYAL OAK, Starr

1 NOT REPRESENTED

SALINE, First

1 NOT REPRESENTED

SHELBY TWP., St. Thomas

1 GREGORY MCCARTHY

2 MARY RICHARDSON

SOUTH LYON, First

1 NOT REPRESENTED

SOUTHFIELD, Covenant

1 BARB SMITH

SOUTHFIELD, Korean

1 SUNG YANG
 2
 3

SOUTHFIELD, New Hope

1 NOT REPRESENTED
 2

ST. CLAIR SHORES, Heritage

1 GAYE WHITE

ST. CLAIR SHORES, Lake Shore

1 NOT REPRESENTED
 2

STERLING HGTS, Utica

1 DAVID KONKIN

TAYLOR, Divine Word

1 ALAN ENGLE

TAYLOR, Southminster

1 D WONNACOTT

TROY, First

1 NOT REPRESENTED

TROY, Korean First

1 NOT REPRESENTED
 2

TROY, Northminster

1 JULIE A SIGLER

WALLED LAKE, Crossroads

1 SHARON PICKETT

WARREN, Celtic Cross

1 NOT REPRESENTED

WARREN, First

1 NOT REPRESENTED

WATERFORD, Community

1 NANCY HUNT

W. BLOOMFIELD, Church/Savior

1 JEROLD W SCHEEL

WESTLAND, Kirk of Our Savior

1 NOT REPRESENTED

WHITE LAKE, White Lake

1 SUSAN MYSLIWIEC

WYANDOTTE, Wyandotte

1 NOT REPRESENTED

YPSILANTI, First

1 NOT REPRESENTED

Teaching and Ruling Elder Members

C. ELDER MEMBERS
 P ANDERSON, FRANCILE, PM

P BOSTIC-ROBINSON, DIANE
 P ELAM, DIXIE, PM

A ELLIS, HAROLD
 P EMMERT, JOHN

A GEAKE, BOB
 A HOLLOWELL, KENNETH
 E HYLKEMA, CAROL, PM
 P LEWIS, STEFANIE
 P MORGAN, DONALD
 E MORRISON, HELEN, PM
 P MORTON, JANET
 E PITTS, FRANCES, PM
 P PRIEST, TOM, PM
 P SEABROOKS, DOROTHY M., PM
 E SHIRLEY, JAMES, PM
 P SMITH, ALVIN
 E SMITH, KENNETH, PM
 C SZWED, ROBERT
 E WINSLOW, PAUL, PM
 D. NON-RETIRED MINISTERS
 A ADAMS, WILLIAM L III
 E ANDERSON, BARBARA S
 A ANDERSON, LINDA
 A ANDREWS, DOYLL
 E ARAKELIAN, ELIZABETH
 A AUE, CRAIG
 P AUSTIN, MARY
 P BAHR-JONES, MARY
 E *BAILEY, CLOVER
 A BIERSDORF, JOHN
 A BLAIKIE, DOUGLAS
 A BLEIVIK, DAVID
 E BOHN, CHRISTINE
 A BOLT, KENNETH
 P BOURLIER, RUTHANNE
 A BOUSQUETTE, PAUL
 P CAMPBELL, DOUGLAS
 P CAMPBELL, EMILY
 A CARL, STEPHEN
 E *CHOI, SEUNG KOO
 P CLARK, JENNIFER
 P CLARK, STEVEN
 A COCHRAN, LINDA
 A COOPER, QUINCY
 E COWLING, NEIL D.
 P DAVIS, ROXIE ANN
 P DAVIS, WILLIAM
 A DE ORIO, ANTHONY
 A DELANEY, BETH
 E *DENNIS, WARREN
 P DOWNS, ELIZABETH
 P DOYLE-HOHF, KATHLEEN
 A DUNIFON, WILLIAM
 E *DYKSTRA, CRAIG R.
 P ELE, HERSHEL
 A EVANS, JONATHAN
 P FAILE, JAMES
 P FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 P FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 E *GAST, TERRI
 A GEISELMAN, KEITH
 P GERE, BREWSTER
 A GRANO, MARIANNE
 A HANNA, RAAFAT
 A HARMON, BREANNE
 A HARTLEY, THOMAS
 A HATCHER, RUFUS
 P HAYES, FRANCES
 A HENDERSON, RICHARD
 P HENRY, PETER J. M.
 A HOFFMAN, MICHAEL (CLP)
 A HUFF, JASON
 A JARVIS, BRENDA
 P JOHNSON, KEVIN
 A JONES, RICHARD
 P JUDSON, JOHN
 E KAIBEL, KENNETH
 A KELLY, KATE
 A KIDDER, ANNEMARIE
 E *KIM, Y. MONCH
 E *KIM, YOUNGCHUL
 P KING, CATHERINE
 P KLINGER, JAMIE
 P KOSTER, EDWARD H.
 P KRUG, ERNEST
 A KUMIN, JAMES
 A LEE, FREDERICK
 A MABEE, CHARLES
 E MADDEN, JULIE
 E McCLOSKEY-TURNER, CATHARINE
 A McDEVITT, JENNY
 E McMILLAN, JUDITH
 A McRAE, BARBARA
 A MEANS, MATTHEW
 P MELROSE, SUE ELLIS
 P MICHALEK, DANIEL
 P MILLER, J. SCOTT
 E MISHLER, JOHN
 P MONNETT, JAMES
 P MOOK, SHARON
 P MOORE, PETER
 P MORGAN, AMY
 A MORROW, DUKE
 A MORSE, MATTHEW
 P MOZENA, SUSAN
 P NICHOLS, NEETA
 P NICKEL, EMMA
 P NICKEL, MATTHEW
 P OBERG, ARTHUR
 A OTT, JEFFREY
 A PARKER, OPELTON
 P PARKER-WRZESZCZ, JENNIFER
 E PARKER-WRZESZCZ, MATTHEW
 P PAVELKO, JOHN H.
 P PEARSON, BRENNAN
 A PIECUCH, KEVIN
 P PITTMAN, JASON
 P PORTER, JAMES
 A PORTICE, GEORGE
 E PRITCHARD, NORMAN
 A PROVOST, KEITH
 P PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 E RICE, THOMAS
 A RIKE, JENNIFER
 E RITTER, W STUART
 A RIZER, JAMES A
 A ROGERS, MELISSA ANNE
 P SCHAEFER, ANNE N.
 E SEILER, GORDON (CLP)
 E *SHIH, SHENG-TO
 P SHINN, DAVID
 P SHIPMAN, JUDY
 E *SHREVE, MAGGIE
 E SIAS-LEE, LAURA
 E *SIMONS, SCOTT W.
 P SKIMINS, JAMES
 E SMALLEY, DIANE
 P SMITH, BRYAN DEAN
 P SMITH, PETER C.
 A SMITH, TRACI
 A SOEHL, HOWARD
 P SOHN, YO SUP
 P SOMMERS, CHARLOTTE
 P STUNKEL, KAREN
 P STUNKEL, PAUL
 P TATE, CAROL ANN
 E THOMPSON, G. PATRICK
 P THORESEN, KATHRYN R.
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TOMBERLIN, DREW
 E TUCKER-LLOYD, IRIS
 E *VAN SLUIJS, HENDRICK
 A VANDERBEEK, RONALD
 P WHITLOCK, KELLIE
 P WILHELMI, MARJORIE
 A WINGROVE, WILLIAM N
 A WOO, BYEONGJIN
 A YU, SEUNG WON
 E *YUE, MYUNG JA
 P ZAMBON, WILLIAM
 P ZURAKOWSKI, GREGORY
 D. RETIRED MINISTERS
 P AARON, ESTELLE
 E ABBOTT, DAVID W.
 P ACTON, ELLEN
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E AUSTIN, ANNA MARIE
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BENNETT, JOHNIE
 E BORCHARDT, HENRY
 E BORCHARDT, JUDITH
 E BROWNLEE, RICHARD
 E BYARS, RONALD
 E CAMPBELL, VERN
 E CAPPS, HARRY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DANIELAK, RICHARD
 P DENTON, GRETCHEN
 E DUNCAN, THOMAS
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEISSINGER, HARRY L.
 E GEPFORD, WILLIAM G.
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HARRIS, R. JOHN
 E HEINRICHS, THOMSON
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E JONES, VIRGIL L.
 E KESLER, JAMES W.
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE

E KREHBIEL, DAVID E.
 E LAMBERT, ROY F.
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LARSON, ROBERT F.
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 P McCLOSKEY, CHARLES
 E McINTYRE, DEWITT
 E MIHOCKO, DAVID
 P NUSSDORFER, GUS
 P OLSON, PHILIP
 E ORR, ROBERT C.
 E OWEN, DAVID
 E PETERS, RICHARD

E PETERSON, LEROY J.
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, DAVID W.
 E ROBERTSON, WILLIAM
 P RUSSELL, JAMES P.
 P SCRIBNER, LOREN
 E SUTTON, PAUL
 P TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E ZIEGLER, JACK T.

E. STAFF & OTHERS

A AZAR, RUTH
 P BARCONEY, CHARON
 P FABRÉ, EDWIN
 A GRANT, RICHARD
 P HIGGINS, JOANNE
 P LLOYD, MARY

F. CERT. ASSOC. CHRISTIAN ED.

P PRICE, LAURA

G. CORRESPONDING MEMBERS

RAAFAT ZAKI
 SYNOD EXECUTIVE

The Presbytery of Detroit
Statement of Revenues and Expenditures By Committee Fund 100
From 5/1/2011 Through 5/31/2011

	This Month Actual	Year to Date Actual	2011 Budget	Percent Total Budget Remaining
Revenue				
Committee on Ministry	0.00	0.00	1,000.00	(100.00)%
Preparation for Ministry	0.00	0.00	1,000.00	(100.00)%
Trustees	71,177.10	310,587.83	898,022.00	(65.41)%
Presbytery Operations	0.00	0.00	1,000.00	(100.00)%
Congregational Life	0.00	1,000.00	1,000.00	0.00%
Social Justice & Peace	0.00	6,800.00	7,300.00	(6.85)%
Mission Interpretation	750.00	7,830.09	31,620.00	(75.24)%
Nurture & Support	0.00	1,500.00	1,000.00	50.00%
Spiritual Formation & Faith	0.00	0.00	1,000.00	(100.00)%
Development				
New Church Dev/Redevelopment	3,500.00	6,500.00	1,000.00	550.00%
Outdoor Ministry	0.00	0.00	1,000.00	(100.00)%
Presbyterian Women	0.00	500.00	2,000.00	(75.00)%
Metro Urban Ministry Team	0.00	500.00	1,000.00	(50.00)%
Coordinating Cabinet	0.00	0.00	1,000.00	(100.00)%
Total Revenue	<u>75,427.10</u>	<u>335,217.92</u>	<u>948,942.00</u>	<u>(64.67)%</u>
Expense				
Nominations	0.00	0.00	650.00	100.00%
Representation	0.00	0.00	100.00	100.00%
Committee on Ministry	20.00	5,777.73	10,630.00	45.85%
Preparation for Ministry	695.00	695.00	4,550.00	84.73%
Trustees	10,126.06	59,135.82	127,400.00	53.58%
Presbytery Operations	25,597.86	150,594.62	395,672.00	61.94%
Congregational Life	4,762.99	8,311.92	33,000.00	74.81%
Social Justice & Peace	9,070.53	32,586.90	63,845.00	48.96%
Mission Interpretation	12,305.47	32,858.44	92,238.00	64.38%
Nurture & Support	3,328.24	12,288.11	41,750.00	70.57%
Spiritual Formation & Faith	1,101.96	4,544.00	29,100.00	84.38%
Development				
New Church Dev/Redevelopment	6,751.70	32,860.20	95,900.00	65.73%
Outdoor Ministry	3,638.08	18,190.40	43,657.00	58.33%
Metro Urban Ministry Team	0.00	0.00	3,150.00	100.00%
Planning & Visioning	42.82	157.71	4,200.00	96.25%
Coordinating Cabinet	0.00	270.58	3,100.00	91.27%
Total Expense	<u>77,440.71</u>	<u>358,271.43</u>	<u>948,942.00</u>	<u>62.25%</u>
Revenues Over(Under) Expenditures	<u>(2,013.61)</u>	<u>(23,053.51)</u>	<u>0.00</u>	<u>0.00%</u>

The Presbytery of Detroit
Statement of Revenues and Expenditures - Comparative Overall By Committee Fund 100
From 5/1/2011 Through 5/31/2011

	2011 Current Period Actual	2011 Current Year Actual	2010 Prior Year Actual	Current Year % Change
Revenue				
Preparation for Ministry	0.00	0.00	496.00	(100.00)
Trustees	71,177.10	310,587.83	320,082.21	(7.97)
Presbytery Operations	0.00	0.00	1,363.89	(100.00)
Congregational Life	0.00	1,000.00	0.00	100.00
Social Justice & Peace	0.00	6,800.00	21,050.00	(67.70)
Mission Interpretation	750.00	7,830.09	750.00	944.01
Nurture & Support	0.00	1,500.00	0.00	100.00
New Church	3,500.00	6,500.00	(2,583.33)	(351.61)
Dev/Redevelopment				
Presbyterian Women	0.00	500.00	500.00	0.00
Metro Urban Ministry	0.00	500.00	0.00	100.00
Team				
Total Revenue	<u>75,427.10</u>	<u>335,217.92</u>	<u>341,658.77</u>	<u>(1.89)</u>
Expense				
Committee on Ministry	20.00	5,777.73	424.00	1,262.67
Preparation for Ministry	695.00	695.00	(36.67)	(1,997.87)
Trustees	10,126.06	59,135.82	50,192.39	17.82
Presbytery Operations	25,597.86	150,594.62	161,413.16	(6.70)
Congregational Life	4,762.99	8,311.92	3,305.28	151.47
Social Justice & Peace	9,070.53	32,586.90	40,740.47	(20.01)
Mission Interpretation	12,305.47	32,858.44	29,544.03	11.22
Nurture & Support	3,328.24	12,288.11	6,102.24	101.37
Spiritual Formation &	1,101.96	4,544.00	2,812.13	61.59
Faith Development				
New Church	6,751.70	32,860.20	19,032.30	72.65
Dev/Redevelopment				
Outdoor Ministry	3,638.08	18,190.40	18,257.05	(0.37)
Metro Urban Ministry	0.00	0.00	1,299.58	(100.00)
Team				
Planning & Visioning	42.82	157.71	0.00	100.00
Coordinating Cabinet	0.00	270.58	934.03	(71.03)
Total Expense	<u>77,440.71</u>	<u>358,271.43</u>	<u>334,020.04</u>	<u>7.26</u>
Revenues Over(Under) Expenditures	<u>(2,013.61)</u>	<u>(23,053.51)</u>	<u>7,638.73</u>	<u>(401.80)</u>

The Presbytery of Detroit
Statement of Revenues and Expenditures Fund 100 By Committee
From 6/1/2011 Through 6/30/2011

	Year to Date		2011 Budget	Percent Total Budget
	This Month Actual	Actual		Remaining
Revenue				
Committee on Ministry	0.00	0.00	1,000.00	(100.00)%
Preparation for Ministry	0.00	0.00	1,000.00	(100.00)%
Trustees	64,485.85	375,073.68	898,022.00	(58.23)%
Presbytery Operations	0.00	0.00	1,000.00	(100.00)%
Congregational Life	0.00	1,000.00	1,000.00	0.00%
Social Justice & Peace	0.00	6,800.00	7,300.00	(6.85)%
Mission Interpretation	10,785.75	18,615.84	31,620.00	(41.13)%
Nurture & Support	0.00	1,500.00	1,000.00	50.00%
Spiritual Formation & Faith	0.00	0.00	1,000.00	(100.00)%
Development				
New Church Dev/Redevelopment	0.00	6,500.00	1,000.00	550.00%
Outdoor Ministry	0.00	0.00	1,000.00	(100.00)%
Presbyterian Women	500.00	1,000.00	2,000.00	(50.00)%
Metro Urban Ministry Team	0.00	500.00	1,000.00	(50.00)%
Planning & Visioning	750.00	750.00	0.00	0.00%
Coordinating Cabinet	0.00	0.00	1,000.00	(100.00)%
Total Revenue	<u>76,521.80</u>	<u>411,739.52</u>	<u>948,942.00</u>	<u>(56.61)%</u>
Expense				
Nominations	0.00	0.00	650.00	100.00%
Representation	0.00	0.00	100.00	100.00%
Committee on Ministry	2,311.59	8,089.32	10,630.00	23.90%
Preparation for Ministry	402.34	1,097.34	4,550.00	75.88%
Trustees	13,572.64	72,708.46	127,400.00	42.93%
Presbytery Operations	28,644.66	179,239.28	395,672.00	54.70%
Congregational Life	1,492.76	9,804.68	33,000.00	70.29%
Social Justice & Peace	1,940.04	34,526.94	63,845.00	45.92%
Mission Interpretation	6,665.90	39,524.34	92,238.00	57.15%
Nurture & Support	3,585.19	15,873.30	41,750.00	61.98%
Spiritual Formation & Faith	2,584.26	7,128.26	29,100.00	75.50%
Development				
New Church Dev/Redevelopment	5,077.16	37,937.36	95,900.00	60.44%
Outdoor Ministry	3,638.08	21,828.48	43,657.00	50.00%
Metro Urban Ministry Team	0.00	0.00	3,150.00	100.00%
Planning & Visioning	2,834.30	2,992.01	4,200.00	28.76%
Coordinating Cabinet	135.75	406.33	3,100.00	86.89%
Total Expense	<u>72,884.67</u>	<u>431,156.10</u>	<u>948,942.00</u>	<u>54.56%</u>
Revenues Over(Under) Expenditures	<u>3,636.93</u>	<u>(19,416.58)</u>	<u>0.00</u>	<u>0.00%</u>

The Presbytery of Detroit
Statement of Revenues and Expenditures - Comparative Overall By Committee Fund 100
From 6/1/2011 Through 6/30/2011

	2011 Current Period Actual	2011 Current Year Actual	2010 Prior Year Actual	Current Year % Change
Revenue				
Preparation for Ministry	0.00	0.00	496.00	(100.00)
Trustees	64,485.85	375,073.68	366,292.84	2.40
Presbytery Operations	0.00	0.00	1,363.89	(100.00)
Congregational Life	0.00	1,000.00	0.00	100.00
Social Justice & Peace	0.00	6,800.00	21,050.00	(67.70)
Mission Interpretation	10,785.75	18,615.84	8,250.00	125.65
Nurture & Support	0.00	1,500.00	0.00	100.00
New Church Dev/Redevelopment	0.00	6,500.00	(2,583.33)	(351.61)
Presbyterian Women	500.00	1,000.00	1,000.00	0.00
Metro Urban Ministry Team	0.00	500.00	0.00	100.00
Planning & Visioning	750.00	750.00	0.00	100.00
Total Revenue	76,521.60	411,739.52	395,869.40	4.01
Expense				
Committee on Ministry	2,311.59	8,089.32	424.00	1,807.86
Preparation for Ministry	402.34	1,097.34	(36.62)	...096.56)
Trustees	13,572.64	72,708.46	58,329.01	24.65
Presbytery Operations	28,644.66	179,239.28	190,442.06	(5.88)
Congregational Life	1,492.76	9,804.68	3,721.95	163.43
Social Justice & Peace	1,940.04	34,526.94	42,490.37	(18.74)
Mission Interpretation	6,665.90	39,524.34	35,452.84	11.48
Nurture & Support	3,585.19	15,873.30	7,261.84	118.59
Spiritual Formation & Faith Development	2,584.26	7,128.26	1,855.64	284.14
New Church Dev/Redevelopment	5,077.16	37,937.36	20,698.97	83.28
Outdoor Ministry	3,638.08	21,828.48	21,908.46	(0.37)
Metro Urban Ministry Team	0.00	0.00	1,299.58	(100.00)
Planning & Visioning	2,834.30	2,992.01	0.00	100.00
Coordinating Cabinet	135.75	406.33	1,029.03	(60.51)
Total Expense	72,884.67	431,156.10	384,877.13	12.02
Revenues Over(Under) Expenditures	3,636.93	(19,416.58)	10,992.27	(276.64)

THE PRESBYTERY OF DETROIT, INC.
(Consolidated)

Financial Statements
Independent Auditor's Report
with Comparative and Supplementary Information
December 31, 2010 and 2009

THE PRESBYTERY OF DETROIT, INC.
Financial Statements
Independent Auditor's Report
with Supplementary Information
December 31, 2010 and 2009

TABLE OF CONTENTS

	Page
Independent Auditor's Report	1
Financial Statements:	
Statements of Financial Position	2
Statements of Activities and Changes in Net Assets	3
Statements of Cash Flows	4
Notes to Financial Statements	5-12
Supplementary Information	13
Schedule of Indebtedness of Churches and the Presbytery of Detroit, Inc. to other Presbyterian Organizations	14

TELLIS & COMPANY, P.L.L.C.

Certified Public Accountants and Consultants

Anita R. Tellis C.P.A.

15 E. Kirby St., Suite 106
 Detroit, Michigan 48202-4038
 (313) 873-3812
 (313) 873-3816 Fax

Independent Auditor's Report

To the Presbytery Board of Trustees
 The Presbytery of Detroit, Inc.

We have audited the accompanying statements of financial position of The Presbytery of Detroit, Inc. (Consolidated) as of December 31, 2010 and 2009 and the related statements of activities and changes in net assets and cash flows for the years then ended. These financial statements are the responsibility of the Presbytery's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

As more fully described in Note 6 to the financial statements, certain capital expenditures were not capitalized or depreciated as assets by The Presbytery of Detroit, Inc. Also, as discussed in Note 1, not all entities under the control of The Presbytery of Detroit are included. Accounting principles generally accepted in the United States of America require that such assets be capitalized and depreciated, and all entities are included in consolidated reporting. The effect of these departures from generally accepted accounting principles on financial position, results of operations, and cash flows has not been determined.

In our opinion, except for the effects of the unrecorded net book value of capital assets, the depreciation expense and the related entities excluded from the consolidation report as discussed in the preceding paragraph and in Note 1 to the financial statements, the financial statements referred to above present fairly, in all material respects, the financial position of The Presbytery of Detroit, Inc. as of December 31, 2010 and 2009 and the changes in its net assets and its cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

The accompanying additional information on page 14 is presented for the purpose of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Tellis & Company, P.L.L.C.

Detroit, Michigan
 June 7, 2011

A PROFESSIONAL LIMITED LIABILITY COMPANY

Members of Private Companies Practice Section of the American Institute of Certified Public Accountants and Michigan Association of Certified Public Accountants

THE PRESBYTERY OF DETROIT, INC.

Statements of Financial Position
As of December 31, 2010 and 2009

	Assets	
	<u>2010</u>	<u>2009</u>
Cash and Cash Equivalents	\$ 1,408,319	\$ 1,117,157
Presbyterian Investment Loan Program (Note 2)	516,147	515,334
Investment Securities (Note 3)	14,498,019	13,542,397
Notes Receivable (Note 1)		
Notes Receivable	1,508,402	2,219,409
Note Receivable from Synod of Covenant	35,871	37,178
Total Notes and Land Contracts Receivable	<u>1,544,273</u>	<u>2,256,587</u>
Other Assets		
Investment in Equity Participation Agreement (Note 4)	-	13,600
Other Receivables (Note 1)	2,405,920	391,435
Store Inventory	19,696	9,993
Prepaid Assets	57,004	59,584
Total Other Assets	<u>2,482,620</u>	<u>474,612</u>
Property, Buildings, and Equipment - Net (Notes 5 and 6)	<u>948,819</u>	<u>1,729,473</u>
Total Assets	<u>\$ 21,398,197</u>	<u>\$ 19,635,560</u>
Liabilities and Net Assets		
Liabilities:		
Notes Payable to Presbyterian Church (U.S.A.) (Note 1)	\$ 3,686,750	\$ 2,112,555
Notes Payable to Synod of Covenant (Note 1)	35,871	37,178
Notes Payable Others (Note 8)	-	68,851
General Mission payable	148,499	88,647
Accrued Liabilities	97,943	97,794
Total Liabilities	<u>3,969,063</u>	<u>2,405,025</u>
Net Assets:		
Unrestricted		
General Operating (Deficit)	(1,601,307)	(1,705,406)
Designated for Long-Term Investment and Other (Note 11)	4,727,301	4,885,420
Designated for Property and Equipment	948,819	1,521,874
Temporarily Restricted (Note 9)	1,440,051	1,342,729
Permanently Restricted (Note 10)	11,914,270	11,185,918
Total Net Assets	<u>17,429,134</u>	<u>17,230,535</u>
Total Liabilities and Net Assets	<u>\$ 21,398,197</u>	<u>\$ 19,635,560</u>

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Statements of Activities and Changes in Net Assets
For the Years Ended December 31, 2010 and 2009

	2010							2009										
	General Operating	Cash and Savings	Fixed Asset Equipment	Total Unrestricted	Temporarily Restricted	Permanently Restricted	Total Gifts	Total Gifts	General Operating	Cash and Savings	Fixed Asset Equipment	Total Unrestricted	Temporarily Restricted	Permanently Restricted	Total Gifts	Total Gifts		
Change in Net assets																		
Transfer gains and other income:																		
Facilities improvements	\$	40,000	\$	-	\$	40,000	\$	-	\$	40,000	\$	-	\$	-	\$	40,000	\$	40,000
Presbytery Mission giving		20,000		-		20,000		-		20,000		-		-		20,000		20,000
Grants		50,000		4,000		54,000		-		54,000		-		-		54,000		54,000
Offerings/Donations		2,000		24,000		26,000		-		26,000		-		-		26,000		26,000
Outside ministries		1,642,000		-		1,642,000		40,000		1,682,000		-		-		1,682,000		1,682,000
Other income (loss)		(1,000)		-		(1,000)		-		(1,000)		-		-		(1,000)		(1,000)
Net realized and unrealized gains		-		80,000		80,000		90,000		170,000		-		-		170,000		170,000
Terminal of fund assets (Book 1)		-		(1,742,000)		(1,742,000)		6,000		(1,736,000)		-		-		(1,736,000)		(1,736,000)
Interest and dividend		1,400		10,000		11,400		-		11,400		-		-		11,400		11,400
Endowment income		10,000		24,000		34,000		30,000		64,000		-		-		64,000		64,000
Balance increase from previous		400,000		-		400,000		(17,000)		383,000		-		-		383,000		383,000
Total transfers, gifts and other income		2,055,400		(1,662,000)		393,400		27,000		420,400		-		-		420,400		420,400
Expenses:																		
Program expenses (Book 10)		2,012,000		40,000		2,052,000		-		2,052,000		-		-		2,052,000		2,052,000
Management and general (Book 10)		700,000		30,000		730,000		-		730,000		-		-		730,000		730,000
Fund raising expenses (Book 10)		40,000		-		40,000		-		40,000		-		-		40,000		40,000
Total expenses		2,752,000		70,000		2,822,000		-		2,822,000		-		-		2,822,000		2,822,000
Increase in Net Assets - Before transfers		(20,000)		(10,000)		(30,000)		27,000		7,000		-		-		7,000		(23,000)
Transfers		270,000		(20,000)		250,000		-		250,000		-		-		250,000		250,000
Increase (Decrease) in Net Assets		150,000		(30,000)		120,000		27,000		147,000		-		-		147,000		(2,000)
Net Assets - January 1, Prior Period Adjustment		(1,700,000)		4,000,000		2,300,000		1,340,000		3,640,000		-		-		3,640,000		(1,700,000)
Adjusted Net Assets - January 1,		1,700,000		4,004,000		5,704,000		1,340,000		7,044,000		-		-		7,044,000		(1,700,000)
Net Assets - December 31,		1,850,000		3,974,000		5,824,000		1,367,000		7,191,000		-		-		7,191,000		(1,702,000)

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Statements of Cash Flows
For the Years Ended December 31, 2010 and 2009

	<u>2010</u>	<u>2009</u>
Cash Flows from Operating Activities		
Changes in net assets	\$ 198,599	\$ 1,097,657
Adjustments to reconcile changes in net assets to net cash from operating activities:		
Depreciation	150,589	147,082
Prior Period Adjustment	-	(153,745)
Net realized and unrealized (gains) losses on investments	(961,123)	(1,037,132)
Removal of Fixed Assets (Note 6)	687,899	-
Changes in assets and liabilities:		
(Increase) Decrease in Presbytery causes receivable	673,829	402,622
(Increase) Decrease in equity participation agreement	13,600	-
(Increase) Decrease in other receivables	(1,976,000)	23,929
(Increase) Decrease in store inventory	(9,703)	5,795
(Increase) Decrease in prepaid assets	2,580	(2,162)
Increase (Decrease) in general mission payable	59,852	12,812
Increase (Decrease) in accrued liabilities	149	(3,633)
	<u>(1,159,729)</u>	<u>493,225</u>
Net cash provided by (used in) operating activities		
Cash Flows in Investing Activities		
Net (Purchase) Sales of investment securities	4,688	33,688
Net (Purchases) of property, buildings, and equipment	(61,827)	(29,377)
Issuance (Proceeds) from receipt of payment on notes receivables from churches	1,574,195	(229,010)
Issuance (Proceeds) from receipt of payment on land contract receivable	(1,307)	(1,244)
	<u>1,515,749</u>	<u>(225,943)</u>
Net cash provided by (used in) investing activities		
Cash Flows in Financing Activities		
Increase (Decrease) in notes payable	(64,858)	(18,858)
	<u>291,162</u>	<u>248,424</u>
Net Increase (Decrease) in Cash and Cash Equivalents		
Cash and Cash Equivalents - Beginning of year	1,117,157	868,733
Cash and Cash Equivalents - End of year	\$ <u>1,408,319</u>	\$ <u>1,117,157</u>
Supplemental Cash Flow Disclosures		
Cash Paid During the Year for Interest	\$ <u>64,913</u>	\$ <u>67,773</u>

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2010 and 2009

Note 1 - Nature of Operations and Significant Accounting Policies:

The Presbytery of Detroit, Inc. (the "Presbytery") is one of the presbyteries that comprise the Synod of the Covenant, which is a member of the Presbyterian Church (U.S.A.). These Consolidated financial statements include the "Presbytery", and "Howell Conference and Nature Center". These Consolidated financial statements exclude the following related entities: "The Second Mile Center", "Riverside Church", and "Presbyterian Women". The effect on the consolidated report as of December 31, 2010 has not been determined.

In addition to starting and sustaining new churches in southeastern Michigan, the Presbytery provides program leadership and resources to help meet the educational needs of the churches and also participates in the operation of outdoor ministries (Howell Conference and Nature Center) in southeastern Michigan for use by church groups, school, businesses, and individuals. Funds are expended to develop and support ministries to meet the needs of people served by the Presbytery.

The Presbytery records transactions based on the nature of the activity as unrestricted, temporarily restricted, or permanently restricted.

Unrestricted Assets - Unrestricted net assets of the Presbytery consist of general operations and programs. Unrestricted designated funds consist of amounts received or receivable that the Presbytery, Council, or trustees have earmarked for a specific purpose. Unrestricted property and equipment consist of the Presbytery's investment in tangible property.

Gifts of cash or other assets that must be used to acquire long-lived assets initially are reported as restricted support. Absent donor stipulations about how long these long-lived assets must be maintained, the Presbytery reports expirations of donor restrictions when the acquired long-lived assets are placed in service.

Temporarily Restricted Assets - Temporarily restricted assets of the Presbytery consist of amounts received from donors who have specified the time and purpose for which the funds are to be spent. When a donor restriction is accomplished, temporarily restricted net assets are released to unrestricted net assets.

Permanently Restricted Assets - Permanently restricted assets of the Presbytery consist of amounts received from donors who have specified that the principal of the donation is to remain intact for investment purposes. Realized and unrealized gains on these assets are also permanently restricted. Annual earnings on these assets are released to unrestricted or temporarily restricted net assets.

Significant accounting policies are as follows:

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses and changes in net assets during the reporting period. Actual results could differ from those estimates.

Cash Equivalents - The Presbytery considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

Investment Securities - Marketable securities are recorded at fair market value.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2010 and 2009

**Note 1 - Nature of Operations and Significant Accounting Policies:
(Continued)**

Notes Receivable and Payable - The Presbyterian Church (U.S.A.) makes loans to various churches within The Presbytery of Detroit, Inc.'s jurisdiction, and the Presbytery cosigns for these loans. Included in notes receivable balance from Presbyterian churches is \$3,914,322 and \$2,610,844 at December 31, 2010 and 2009. Of this amount \$3,686,750 for December 31, 2010 and \$2,112,555 for December 31, 2009 is due on Presbyterian Church (U.S.A.) loans, and \$35,871 and \$37,178 for December 31, 2010 and 2009 is due on Synod of the Covenant loans. Principal and interest payments on these loans are made directly by the churches to the Presbyterian Church (U.S.A.), and include interest rates from 3 percent to 7 percent due at various maturity dates through 2021. Notes receivable are reviewed periodically throughout the year and assessed for collectibility. An allowance for doubtful accounts is set-up once a receivable collectibility is in doubt. The allowance (shown net) is \$105,275 for the year ended December 31, 2010 and \$77,543 as of December 31, 2009.

Other Receivables - This amount represents receivables from participants in the outdoor ministries program and other miscellaneous receivables. The outdoor ministries receivables are stated at their net invoice amounts. An allowance for doubtful accounts is established based on specific assessment of all invoices that remain unpaid following normal payment periods. All amounts deemed to be uncollectible are charged against the allowance for doubtful accounts in the period the determination is made. The Other Receivables also contain annual Mission receivables not received until the subsequent year, and the Committee on Preparation for Ministry (CPM) receivables in which one-half of the receivables are forgiven as a grant providing that an individual who is ordained serves within the PC (USA).

Property, Building, and Equipment - Buildings, furniture and fixtures, and equipment are depreciated over their estimated useful lives using the straight-line method. Buildings are depreciated over a 20-year life and furniture and fixtures and equipment are depreciated over lives ranging from 3 to 10 years.

Investment Fees - The investment management fee is allocated pro rata between income and principal activity. The fee related to principal is paid by a reduction in trust principal. The fee related to income is allocated pro rata to the beneficiaries of the income.

Income Tax Status - The Presbytery is exempt from federal income tax under Section 501 (c) (3) of the Internal Revenue Code and did not conduct any unrelated business activities during the calendar year. Therefore, The Presbytery has no provision for federal income taxes in the accompanying financial statements.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2010 and 2009

**Note 1 - Nature of Operations and Significant Accounting Policies:
(Continued)**

Pension Plan - Certain members of the Presbytery's staff are participants in a pension plan that is administered by the Board of Pensions, which is governed by the Presbyterian Church (U.S.A.). The Presbytery's contributions are calculated as a percentage of eligible wages and are funded as accrued. Pension expense was approximately \$14,651 and \$16,684 for the years ended December 31, 2010 and 2009. While contributions are based on fixed rates, federal laws impose certain contingent liabilities on contributors to multiemployer plans. In the event of withdrawal from the plan and under certain other conditions, a contributor to a multiemployer pension plan may be liable to the plan in accordance with formulas established by law.

Trustee Expenses - These expenses represents non-salaried expenses used to run the day-to-day operation of the Presbytery office.

Note 2 - Investment Loan Program

At December 31, 2010 and 2009, the Presbytery has \$516,147 and \$515,334 in a money market fund with the Presbyterian Church (U.S.A.) Investment Program. Under this program, loans are made to churches for capital investments or improvements. The investments are available for allocation to reduce interest charged on loans to local churches participating in the program. Under this program the Presbytery is required to maintain a balance of twenty-five percent (25%) of the outstanding balance in liquid assets. The Presbytery is contingently liable for the full amount of the loan outstanding should an individual church default on its loan and the proceeds from the liquidation of the collateral is insufficient to satisfy the outstanding balance. Periodic assessments are made to determine the exposure to the Presbytery for this contingency.

Note 3 - Investment Securities	<u>2010</u>	<u>2009</u>
The fair market value of securities is as follows:		
Corporate stocks and bonds	\$12,189,147	\$10,754,634
U.S. government obligations	2,133,476	2,632,667
Money market securities	<u>175,396</u>	<u>155,096</u>
Total	<u>\$14,498,019</u>	<u>\$13,542,397</u>

Net investment income for the period consist of:

	<u>2010</u>	<u>2009</u>
Net realized and unrealized gains (losses) on investments	\$1,049,464	\$ 981,109
Dividends and Interest	484,197	459,397
Investment fees	<u>(73,209)</u>	<u>(68,714)</u>
Net Investment Income (Loss)	<u>\$1,460,452</u>	<u>\$1,371,792</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2010 and 2009

Note 3 - Fair Value Measurement (Continued)

The Presbytery adopted the Fair Value Measurements of its Investments. This accounting standard establishes a fair value hierarchy that measures the difference market participant assumptions developed based on market data obtained from sources independent of the Presbytery (observable inputs) and the reporting Presbytery's own assumptions about market participant assumptions developed based on the best information available in the circumstances (unobservable inputs). The Fair Value measurement also include an adjustment for risk if mark participants would include one in pricing the related asset or liability, even if the adjustment is difficult to determine. Fair Value further reports and discloses its results on one of the three levels:

Level 1 – Quoted market prices in an active markets for the same assets or liabilities.

Level 2 – Observable market based inputs or unobservable inputs that are corroborated by market data.

Level 3 - Unobservable inputs that are not corroborated by market data.

The Presbytery holds investments in corporate stock and bonds, U.S. government obligations, and Money Market Securities. These investments are based upon quoted prices and determined to be Level 1's for the year ended December 31, 2010.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Corporate Stock and bonds	\$12,189,147	\$	\$	\$12,189,147
U.S. government obligations	2,133,476	-	-	2,133,476
Money Market Securities	<u>175,396</u>	<u>-</u>	<u>-</u>	<u>175,396</u>
Totals	<u>\$14,498,019</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$14,498,019</u>

Note 4 – Investment in Equity Participation Agreement

The Presbytery had invested \$0 for 2010 and \$13,600 for 2009 in homes acquired by ministers in return for a specified ownership percentage interest in the property. This investment was collateralized by a second mortgage on the property. Upon the sale of the property or the minister's termination of employment with the Presbytery, the minister would pay the Presbytery a sum representing the Presbytery's interest in the property, determined by multiplying the appraised fair market value of the property, less the cost of any capital improvements and closing costs, by the Presbytery's specified ownership interest. These investments were recorded at cost. In September 2010, this investment was determined to have no value and was written off.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2010 and 2009

Note 5 – Property, Buildings, and Equipment

Property, buildings, and equipment at December 31, 2010 and 2009 are comprised of the following:

	<u>2010</u>	<u>2009</u>
Properties of local churches	\$ -	\$ 323,857
Camp	2,806,941	2,749,544
Buildings and improvements	-	292,497
Furniture and fixtures	-	<u>536,200</u>
Total property, buildings, and equipment	<u>2,806,941</u>	<u>3,902,098</u>
Less accumulated depreciation	<u>1,858,122</u>	<u>2,172,435</u>
Net carrying amount	<u>\$ 948,819</u>	<u>\$1,729,473</u>

As further discussed in Note 6, certain capital expenditures are not recorded as assets by the Presbytery.

Note 6 – Depreciation of Assets

During 1989, Accounting Standards "Accounting For Depreciation of Assets" became effective for all not-for-profit organizations. This statement required the Presbytery to record as assets all capital expenditures since inception, and record depreciation charges each year over their estimated useful lives. Prior to 2010 the Presbytery recorded, as assets, all expenditures of a capital nature since 1983 and was recognizing their cost over the estimated useful lives through depreciation charges. In 2010 the Presbytery removed all of their assets from their books, the remaining properties reported reflects the Camp assets only.

Note 7 – Leases

The Presbytery rents its office facility from a member church under a thirty-six month lease commencing January 1, 2010 and expiring August 31, 2013, with options of renewal through August 31, 2015. Rent expense, including costs of security, was \$49,530 for 2010 and \$57,136 for 2009. The Presbytery also leases photocopier equipment under an operating lease agreement expiring June, 2015. The lease expense for the year ended December 31, 2010 amounted to \$6,791.

Future minimum lease payments required under all of the leases are as follows:

<u>Year Ending</u> <u>December 31,</u>	<u>Amount</u>
2011	\$ 58,065
2012	59,920
2013	61,775
2014	23,748
2015	<u>11,874</u>
Total	<u>\$215,382</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2010 and 2009

Note 8 – Notes Payable Others

As of December 31, 2009, Howell Conference and Nature Center had a note payable to a bank due in 48 monthly installments of \$353, including interest at 6.29% per annum, this note was paid off, February 2010.

Note 9 – Temporarily Restricted Net Assets

Temporarily restricted net assets are available for the following purposes:

Presbytery of Detroit – Ranney-Balch Fund are available to provide aid to the aged, poor, and/or for the benefit of Christian work among Italian, Negro, and other underprivileged groups within the boundaries specified in this fund.

Howell Conference and Nature Center – This represents funds contributed by various donors to the Nature Center to help nurture nature creations.

Presbytery of Detroit - Mission Fund represents funds (per capita, shared and directed missions, offerings, etc.) collected from the various church entities on behalf of General Assembly and the Synod. The fund balances as of December 31, 2010 and 2009 reflects excess dollars paid out during this time period than collected. The excess represents a temporary timing difference.

	<u>2010</u>	<u>2009</u>
Ranney-Balch Fund	\$1,362,737	\$1,268,376
Howell Conference and Nature Center	50,012	39,815
Mission Fund	<u>27,302</u>	<u>34,548</u>
	<u>\$1,440,051</u>	<u>\$1,342,729</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2010 and 2009

Note 10 – Permanently Restricted Net Assets

Permanently restricted net assets are investments of the following amounts. The income on such investments is specified by the donor to be used for the purposes noted:

	<u>2010</u>	<u>2009</u>
McKay Fund - Provide funding for new Presbyterian churches and Missions within the city of Detroit	\$ 377,065	\$ 349,895
James Joy Fund - Provide funding to support the Fort Street Presbyterian church, and missions of the Presbyterian throughout Michigan		
- Fort Street Presbyterian has a (50%) ownership interest		
- Presbytery of Detroit, Inc. has a (40%) ownership interest		
- And (10%) ownership interest is shared between Lake Michigan, Lake Huron and Mackinaw Presbyterian	11,052,004	10,381,270
Connor Fund - Earnings used to support Fort Street Presbyterian Church	<u>485,201</u>	<u>454,753</u>
Total permanently restricted net assets	<u>\$11,914,270</u>	<u>\$11,185,918</u>

Note 11 - Designated Net Assets

Certain unrestricted gifts and revenue have been designated for specific purposes by the Presbytery for unique causes sponsored by the Presbytery. The specific purposes are as follows:

	<u>2010</u>	<u>2009</u>
Funds available to provide financial assistance to new and Established churches – Capital Fund	\$ 4,602,923	\$ 4,751,016
Funds designated for Presbytery projects	<u>124,378</u>	<u>134,404</u>
Total designated net assets	<u>\$ 4,727,301</u>	<u>\$ 4,885,420</u>

Note 12 – Transfers

The transfers represent revenue and expense transferred within the unrestricted net assets funds for 2010. These funds were transferred during the year because the Presbytery maintains only one operating checking account.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2010 and 2009

Note 13 - Unrestricted Expenses

Unrestricted program and management and general expenses for the year were as follows:

	<u>2010</u>	<u>2009</u>
Program expenses:		
Howell Conference and Nature Center	\$ 1,233,704	\$ 884,371
Operations	1,123,795	918,769
Pastors Retreat and Support	-	10,622
Hands on Mission	973	3,455
Barnabas Center	12,246	10,306
Clergy in Transition	7,960	-
Dexter/Chelsea	73,267	-
Domestic Violence	7,123	-
Ecumenical Center	6,083	-
Two Cents A Meal	28,500	34,800
Peace Presbytery	24,800	-
Habitat for Humanity	15,000	15,000
Middle East Projects	1,185	13,314
Helping Hand	1,250	1,000
NCD 510	5,260	-
Fort Street Open Door	22,645	-
Hunger Program	11,250	8,990
Katrina	12,461	17,259
Alma Youth Mix	-	7,724
Ann Arbor Campus Ministry	5,083	-
Detroit Inbound Mission	6,680	3,300
Second Mile Center	7,661	-
SPE Small Group	3,150	2,902
Presbyterian villages	20,786	-
Other Expenses	<u>29,341</u>	<u>6,628</u>
Total Program Expenses	<u>\$ 2,660,203</u>	<u>\$ 1,938,440</u>
Management and general expenses:		
Trustees (Note 1)	\$ 638,371	\$ 952,303
Depreciation expense	150,589	147,082
Investment fees	67,426	68,714
Bad Debt Expense (Note 1)	<u>27,732</u>	<u>77,543</u>
Total Management and General Expenses	<u>\$ 884,118</u>	<u>\$ 1,245,642</u>
Fundraising Expense	<u>\$ 46,762</u>	<u>\$ 43,909</u>

Supplementary Information

THE PRESBYTERY OF DETROIT, INC.
 Schedule of Indebtedness of Churches and the Presbytery of Detroit
 to Other Presbyterian Organizations
 For the Year Ended December 31, 2010

Church Name	Loans from General Assembly	Grant Mortgage (Deferred Payment) Loans	Loans from Synod	Presbyterian Investment Loan Program	Loans from Presbytery	Total
Ann Arbor, Calvary	\$ -	\$ 5,000	\$ -	\$ -	\$ -	5,000
Ann Arbor, Calvary		9,000				9,000
Ann Arbor, Northside	8,321					8,321
Auburn Hills	62,937					62,937
Detroit, St John's	62,136					62,136
Dearborn, Cherry Hill		26,940				26,940
Dearborn, Littlefield		17,083				17,083
Churches of Detroit						
Broadstreet		20,000			1,252	21,252
Calvin East		29,050				29,050
Grandale		20,000				20,000
Outer Drive		21,664				21,664
Trinity Community					24,022	24,022
Eumenical Center & International Residence		53,787				53,787
Farmington, First Presbyterian				1,060,983		1,060,983
Greenfield Presbyterian	15,000					15,000
Drayton Plains, Community		28,688				28,688
Highland Park, Park United					27,984	27,984
Howell, First Presbyterian				926,155		926,155
Livonia, Rosedale Gardens	50,075					50,075
Livonia, St Pauls		10,000				10,000
Livonia, St Timothy's	105,475					105,475
Macomb, Church of the Covenant	318,132	240,000	35,871		9,000	603,003
Northminster Presbyterian	170,878					170,878
Novi, Faith Community				380,297	64,058	444,355
Pontiac, Joslyn Ave.		22,175				22,175
Redford, Village		11,418				11,418
Rochester University	136,700					136,700
South Lyon, First Presbyterian	176,824					176,824
Staring Heights, Utica	49,498					49,498
Staring Heights, Utica	69,361					69,361
St. James					15,755	15,755
Walled L. Crossroads					8,820	8,820
Waterford Community	99,978					99,978
Total Loans - Churches	\$ 1,319,315	\$ 516,805	\$ 35,871	\$ 2,367,435	\$ 150,891	\$ 4,390,317

**COMMISSION REPORT
ORDINATIONS AND INSTALLATIONS
PRESBYTERY OF DETROIT
AUGUST 23, 2011**

Ordination of Brennan Pearson

The Commission to ordain Brennan Pearson was convened with prayer by the moderator, Dianne Bostic Robinson, at 2:30 p.m., on July 25, 2011, at Rosedale Gardens Presbyterian Church. The Commission members present were:

The Rev. Steven Clark	Ruling Elder Dianne Bostic Robinson of Wesminister Presbyterian Church
The Rev. Dr. Brewster Gere	Ruling Elder Dixie Elam, Rosedale Gardens Presbyterian Church
The Rev. Rick Peters	Ruling Elder Dick Grant, Howell Conference & Nature Center
The Rev. Kelly Whitlock	Ruling Elder Bob Ponder of Fort Street Presbyterian Church

The Commission approved the seating of the following member as a corresponding member:

Corresponding Member: The Rev. Dr. Cliff Kirkpatrick, Visiting Professor of Ecumenical Studies and Global Ministries, Louisville Presbyterian Theological Seminary, Presbytery of Mid Kentucky

After approving the order of worship, the Commission proceeded to worship, where it ordained Penny Ehrlich Pitts. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction.

/s Dianne Bostic Robinson
Moderator

Date: 7/12/2011

Ordination of Penny Pitts

The Commission to ordain Penny Ehrlich Pitts was convened with prayer by the moderator, Dianne Bostic Robinson, at 3:30 p.m., on May 14, 2011, at Grosse Pointe Memorial Church. The Commission members present were:

The Rev. Dr. Peter Henry	Elder Dianne Bostic Robinson of Wesminister Presbyterian Church
The Rev. Dr. Beth Downs	Elder Harold Ellis of St. Johns Presbyterian Church
The Rev. Dr. Keith Provost	Elder Susan Action of Grosse Pointe Memorial Church
The Rev. Linda Anderson	
The Rev. Brenda Jarvis	
The Rev. Julie Madden	
The Rev. Susan Mozena	

The Commission approved the seating of the following members as corresponding members: NA

After approving the order of worship, the Commission proceeded to worship, where it ordained Penny Ehrlich Pitts. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction.

/s Dianne Bostic Robinson
Moderator

Date: 7/12/2011

Ordination of Mary Bahr-Jones

The Commission to ordain Mary Bahr-Jones to the Ministry of Teaching Elder as the Temporary Supply Associate Pastor of The Orchard Lake Community Presbyterian Church was convened with prayer by the moderator, W. Kent Clise, at 2:40 p.m. on Sunday August 14, 2011, at The First Presbyterian Church of Northville.

The Commission members present were:

The Rev. W. Kent Clise, Moderator of the Commission Co-Interim Pastor Milford Presbyterian
The Rev. Ms. Marjorie Wilhelmi, Pastor Northbrook Presbyterian Church
Elder Ted Payne of Orchard Lake Presbyterian Church
Elder Marie Hughley of Park United Presbyterian Church
Elder Reem Cassel of Church of Our Savior Presbyterian Church, West Bloomfield

The Commission upon a motion by Marjorie Wilhelmi and supported by Ted Payne approved the seating of the following members as a corresponding member:

Elder Virginia Mignogna of Foothill Presbyterian Church, Presbytery of San Jose

The Commission upon a motion by Marjorie Wilhelmi and supported by Ted Payne invited the following persons to be seated and to participate in the worship service:

The Rev. Dr. Paul Thwaite, Pastor, Orchard Lake Community Presbyterian Church
The Rev. Mr. James Faile, Pastor Church of Our Savior, West Bloomfield
The Rev. Dr. Stu Ritter, Interim Pastor First Presbyterian Church of Northville
Dr. Darlene Kuperus, Minister of Music, First Presbyterian Church of Northville
Elder Lois Fuller, First Presbyterian Church of Northville
Elder Jeff Weicksel and Minister to Youth, First Presbyterian Church of Northville
Elder Elizabeth Keppel, Orchard Lake Community Presbyterian Church

Upon a motion by Marie Hughley and supported by Ted Payne the Commission approved the order of worship. The Commission proceeded to worship, where it ordained Mary Bahr-Jones as a Teaching Elder of The Orchard Lake Community Presbyterian Church.

Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by The Rev. Ms. Mary Bahr-Jones at 4:18 pm.

Worship convened at 3:00 pm on Sunday August 14, 2011. An offering was received during worship for the Scholarship Fund of the Presbytery of Detroit.

/s W. Kent Clise. Moderator
Date: August 17, 20

February 28, 2011

In March 2009, a meeting was held with Tom Priest, Ruth Azar and myself to figure out how the directors of the two urban ministries programs of the Presbytery of Detroit could work together and share information and resources. In August 2010, I was called upon by the representatives of Committee on Ministries asking if I could meet with them to discuss what happened in the meeting with Tom Priest and Ruth Azar in March 2009. During the discussion, the COM representatives informed me that Ruth Azar had filed a racism complaint against Tom Priest.

The COM representatives stated that they were not the assigned investigating committee (through Presbytery of Detroit) but in fact, they were there to help and support Tom Priest since he was under their care. They stated that this meeting was to help them gain clarity of the March 2009 events. As the meeting continued, I shared my views of what occurred and my surprise of a complaint by Ruth because the meeting we had did not display any racial problems.

The COM share with me that Tom and Ruth have had several meetings of which I had not attended. I informed the COM representatives that I felt that they had already made up their minds before they had come to meet with me since they had taken so long to find out what had occurred. The COM representatives ensured me that they had not formed an opinion and that the time delay was due to them just getting the information in April 2010.

Now I see that the end report filed by the COM does not reflect any of my statement per our August 2010 meeting or what I shared with the investigating committee of the Presbytery.

So I am requesting that my information of the meeting held in March 2009 (with Tom Priest, Ruth Azar and myself) be added to the record of the report of COM as it pertains to this investigation stating that no racial remarks were made during the meeting in which I was in attendance.

Sincerely,



Stanley Edwards

Westminster Presbyterian Church

2501 Stone Street - Port Huron, MI 48060-2840



The Rev. Edward H. Koster, J.D., Stated Clerk
Presbytery of Detroit
17567 Hubbell
Detroit, MI 48238

Church Telephone: 810-985-5923
E-mail: Westminster2009@att.net
June 20, 2011

RE: Ordination Standards

The Session of Westminster Presbyterian Church, Port Huron, Michigan, is deeply disappointed in the recent approval by the Presbytery of Detroit and the General Assembly of the PC(USA) of the changes to the ordination standards.

The original language of the Book of Order regarding ordination stated that those called to office must live either in fidelity within the covenant of marriage between a man and a woman, or chastity in singleness. Persons refusing to repent of any self-acknowledged practice which the confessions call sin shall not be ordained and/or installed as deacons, elders, or ministers of the Word and Sacrament. Amendment 10-A changes the standards for ordained service to "submit joyfully to the Lordship of Jesus Christ in all aspects of life."

Amendment 10-A allows for compromising biblical teaching regarding sexual relationships. We cannot see how one can submit to the Lordship of Jesus Christ and set aside such basic teaching in His Word, (Titus 1:5-9, Romans 1:26-27). The change now allows the ordination of persons in homosexual, lesbian, and transgendered relationships as well as adulterers as ministers, elders, and deacons. We believe that this transgresses basic Christian and biblical ethical values and standards that churches from the beginning were exhorted to follow. We are sinners, but when we repent of our sin we are taught to give up that sin. As I Corinthians 5:9-11 reads, "I have written you in my letter not to associate with sexually immoral people—not at all meaning the people of this world who are immoral, or the greedy and swindlers, or idolaters. In that case you would have to leave this world. But now I am writing you that you must not associate with anyone who calls himself a brother but is sexually immoral or greedy, an idolater or a slanderer, a drunkard or a swindler. With such a man do not even eat."

We are a loving community of believers and would pray for and work with a member of our congregation who might fall into these life styles. We are to love the sinner but to hate the sin. But, we would surely not want someone who lives an unrepentant sinful lifestyle in a position of leadership within the church.

We will not be able to abide by the degree of sexual lifestyle openness that Amendment 10-A seems to allow for in our ministry at Westminster. We are concerned that with these changes, we may be prevented from asking prospective pastors, moderators or pulpit supply, elders or deacons about their sexual lifestyle.

Yours in Christ,

Joanne Porrett
Joanne Porrett, Clerk of Session

Cc The Rev. Dr. Allen D. Timm
Westminster Congregation

"WE PREACH JESUS CHRIST AS LORD, AND OURSELVES AS YOUR SERVANTS FOR JESUS SAKE." II CORINTHIANS 4:5

THE PRESBYTERY OF DETROIT

Office of the Stated Clerk
3772 Bridle Pass Court
Ann Arbor, MI 48108

Voice: (734) 358-5403 Fax: (734) 995-8800
E-Mail: ehkoster@aol.com



July 6, 2011

Joanne Porrett
Clerk of Session
Westminster Presbyterian Church
2501 Stone St
Port Hiron, MI 48060

by email: Westminster2009@att.net

Dear Ms Porrett

Thank you for your letter of June 20, 2011, in which you lay out the objections and concerns you at Westminster have regarding the passage of Amendment 10-A. I will pass on this letter to the leadership of Presbytery and report it to the Presbytery in August.

You express concern that you may be prevented from asking prospective pastors, moderators or pulpit supply, elders or deacons about their sexual lifestyle. The answer is simply no. You will not be prevented from doing that. When it comes to examining elders and deacons for ordination or installation, which is where all the "law" is, there is a rule: If a member of session has reason to believe that a person's sexual lifestyle is not in accord with expected standards, the session has a duty to inquire; but a session may not ask such a question unless it has cause to believe it may be an issue. A session can refuse to ordain or install a person elected by the congregation; in such a case, it would inform the nominating committee to get a new nominee.

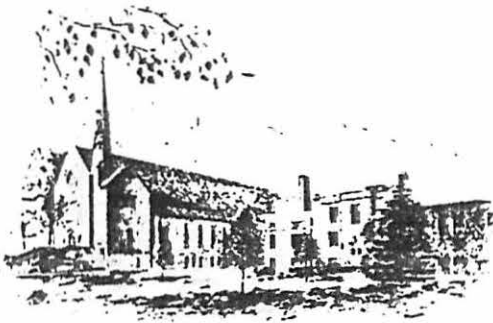
Session is not required to accept any pastor or pulpit supply, and can inquire. As to moderators, who are appointed by Presbytery in the absence of an installed pastor, I believe it appropriate to object to the Committee on Ministry if it has appointed a moderator whose lifestyle you find unacceptable.

I do understand your distress. But I believe you will find that even with all the changes that are in process, the Presbyterian Church (U.S.A.) and the Presbytery of Detroit will remain substantially what you have been a member of for so long.

Yours in Christ,

Edward H Koster

Edward H Koster
Stated Clerk



The Drayton Avenue Presbyterian Church

2441 PINECREST DRIVE • FERNDALE, MICHIGAN 48220-2796

Telephone (248) 546-8360 • Fax (248) 546-6521

May 19, 2011

Presbytery of Detroit
Coordinating Cabinet
c/o Edward Koster, Stated Clerk
3772 Bridle Pass Court
Ann Arbor, MI 48108

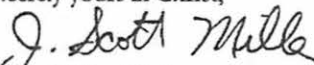
Dear Ed,

The Session of Drayton Avenue Presbyterian Church would like to petition the Coordinating Cabinet to reconsider the start-up time for Presbytery meetings. When the time was changed to 4:00 three years ago, we authorized elder Mark Schneider to write a letter expressing our concern. That concern has not changed, and it fundamentally boils down to this: a 4:00 start-up time makes it difficult for working elders to be able to serve as commissioners to Presbytery. They either have to get permission to leave work early or take a half-day off to make the meeting on time. On our present Session, this would affect five out of our nine elders. It seems apparent to us that the current arrangement significantly discourages the participation of working elders in the work of our Presbytery.

Following our initial letter of complaint, we were told that the Coordinating Cabinet would try to arrange the agenda so that business that is controversial or otherwise "important" would be conducted later in the meeting, in order to accommodate elders who could not make it by 4:00. However, that has clearly not been the case. For example, the recent vote on Amendment 10-A took place well before dinner. Indeed, there have been several meetings in recent years when we have completed most, if not all, of our business before dinner, and the only reason we reconvened after dinner was for worship. Moreover, we believe that breaking for dinner makes for a disjointed feel to the meeting and at times contributes towards a delay in reconvening the body. If the primary reason for starting earlier is ending earlier, then let the record show that we as a Presbytery are quite capable of conducting the bulk of our business in two to three hours.

We cannot imagine that we are the only Session in our Presbytery negatively impacted by this 4:00 start-up time. And frankly we find it frustrating when younger elders who have been elected to office and are eager to get involved in the governance of the church find the Presbytery discouraging their involvement by the time they schedule their stated meetings, not to mention the majority of their committee meetings. We, therefore, respectfully request the Coordinating Cabinet to reconsider this matter and move the start-up time for Presbytery meetings back to 5:30, with dinner at 4:30.

Sincerely yours in Christ,


J. Scott Miller, Moderator

"If I, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet." JOHN 13:14

THE PRESBYTERY OF DETROIT
 Office of the Stated Clerk
 3772 Bridle Pass Court
 Ann Arbor, MI 48108

Voice: (734) 358-5403 Fax: (734) 995-8800
 E-Mail: ehkoster@aol.com



July 6, 2011

J. Scott Miller
 Drayton Avenue Presbyterian Church
 2441 Pinecrest Drive
 Ferndale, MI 48220

by email: info@draytonavenue.org
j_s_miller@comcast.net

Dear Scott:

I write this in response to your letter of May 19th regarding the starting time of Presbytery meetings. I am very sorry for the delay in responding. It has been a difficult period.

I submitted your letter to the June meeting of the Coordinating Cabinet. The Coordinating Cabinet noted that the Planning and Visioning Team is already reviewing Presbytery meetings. In light of that, the Coordinating Cabinet referred your letter and concerns to the Planning and Visioning Team for their review and consideration.

As soon as a decision is made on this, I will contact you.

Sincerely yours in Christ

Edward H Koster

Stated Clerk

cc: Peter Henry pherry@gpmchurch.org
 Kent Clise kandpclise@sbcglobal.net

**PRESBYTERIAN CHURCH (U.S.A.)
SYNOD OF THE COVENANT
PERMANENT JUDICIAL COMMISSION**

Session of Cavalry Presbyterian Church,

Complainant

Case No 2011-03

v.

The Presbytery of Detroit,

Respondent.

**ANSWER
OF THE PRESBYTERY OF DETROIT**

The Committee of Counsel of The Presbytery of Detroit submits the following answer to the complaint of the irregularity alleged in the complaint of the Session of Cavalry Presbyterian Church, as follows:

1. Allegation: We, the Session of Cavalry Presbyterian Church of Detroit complain to the Synod of the Covenant against the Presbytery of Detroit concerning an irregularity of an action taken by the Committee on Preparation for Ministry (CPM).

Response: Respondent denies that an irregularity occurred in the discharge of duty within the work of the Committee on Preparation for Ministry ("COPM") of the Presbytery of Detroit for the reason that it is untrue or mistakenly stated.

2. Allegation: In that in a letter dated March 10, 2011 the Committee on Preparation for Ministry did assert that they "adopted the report of the investigating committee".

Response: Respondent admits that the COPM formed a sub-committee to investigate allegation against a candidate for ministry under the care of COPM pursuant to COPM's duty to determine if the candidate was fit for ministry, and that COPM adopted a report of that sub-committee. Respondent denies for the reason that it is untrue or mistakenly stated that the sub-committee was an investigating committee pursuant to the Rules of Discipline.

3. Allegation: This investigating committee was formed to look into the complaints lodged against Thomas H. Priest Jr. by another member of the Presbytery of Detroit.

Response: Respondent admits that certain allegations against Elder Priest were brought to the attention of the COPM by another member of the Presbytery. Respondent admits that the COPM formed a sub-committee to investigate those allegations pursuant to COPM's duty to determine if the Elder Priest was fit for ministry. Respondent denies for the reason that it is untrue or mistakenly stated that COPM initiated an investigating process pursuant to the Rules of Discipline to investigate those allegations.

4. Allegation: Complainants believe that the action was irregular because COPM is not a governing body and therefore cannot form an Investigating Committee.

Response: Respondent admits that COPM is not a governing body. Respondent admits that a COPM may not organize an investigating committee pursuant to the Rules of Discipline (see D-10.0201; G-14.0411). Respondent denies for the reason that it is untrue or mistakenly stated that COPM's sub-committee was an investigating committee pursuant to the Rules of Discipline.

5. Allegation: That said Elder, Thomas H. Priest Jr., was not an ordained pastor with a call and therefore falls under the jurisdiction of Session of the church in which he was a member, that church being Calvary Presbyterian Church.

Response: Respondent admits that Elder, Thomas H. Priest Jr., was (and is) not an ordained pastor with a call. Respondent admits that Elder, Thomas H. Priest Jr., falls under the jurisdiction of Complainant for purposes of disciplinary action in accordance with the Rules of Discipline. See G-14.0411. Respondent denies for the reason that it is untrue or mistakenly stated, any suggestion that COPM does not have jurisdiction over Elder, Thomas H. Priest Jr., a candidate for ministry under COPM's care, to provide guidance, care and oversight to Mr. Priest concerning his fitness for ministry. See *id.*

6. Allegation: Complainants have a right to complain because they are a Session of the Presbytery of Detroit, and because they are the only governing body having jurisdiction over this member to convene an investigating committee.

Response: Respondent admits that Complainant is the only governing body having jurisdiction over Mr. Priest to convene an investigating committee pursuant to the Rules of Discipline to investigate an offense, for which the minimum prescribed penalty rebuke. Respondent denies for the reason that it is untrue or mistakenly stated, any suggestion that COPM does not have jurisdiction over Elder, Thomas H. Priest Jr., a candidate for ministry under COPM's care, to provide guidance, care

and oversight to Mr. Priest concerning his fitness for ministry. See G-14.0411.

7. Allegation: The Session of Calvary Presbyterian Church Detroit did convene and empower an investigating committee to duly investigate the complaints of said member.

Response: Respondent does not have personal knowledge of the facts of this allegation and so denies the allegation and leaves Complainants to its proofs.

8. Allegation: The actions of the CPM were initiated and completely rendering a response to their own with the full implication that did not give credence to that of the investigating committee of Calvary Presbyterian Church in essence, rendering our finding null and void.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated. That Complainant exercised its rights to undertake a disciplinary investigation of Elder, Thomas H. Priest is a wholly separate matter from COPM's own Constitutional right to discern whether Mr. Priest is fit to be a Minister of Word and Sacrament.

9. Allegation: That this very instance undermines the integrity of the disciplinary process established in the Book of Order.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated. Respondent, for example, refers to G-14.0411, which states that during the phases of inquiry and candidacy, the individual continues to be an active member of his or her particular church and *subject to the concern and discipline of the session*. However, *In matters relating to preparation for ministry, the individual is under the oversight of the presbytery through the committee on preparation for ministry.*

10. Allegation: Complainant request that the Synod of the Covenant order the Presbytery of Detroit to order the Committee on Preparation for Ministry to rescind their recommendation to require Elder Priest to attend the Mennonite mediation training, and a Midwest Counseling Service (Columbus, Ohio) assessment of its effects.

Respondent requests that Complainant's request be denied.

11. Allegation: Complainants also request that all negative references with regard to the actions of the investigating committee be removed from all records, and that Elder Thomas H. Priest Jr. be made whole in all respects.

Respondent requests that Complainant's request be denied. Respondent further requests that Complainant be order to specifically identify all such "negative references".

12. Allegation: Complainants also request that all negative references with regard to the actions of the investigating committee be removed from all records, and that Elder Thomas H. Priest Jr. be made whole in all respects.

Respondent requests that Complainant's request be denied.

**OTHER FACTS THAT MAY EXPLAIN THE SITUATION IDENTIFIED AS AN
IRREGULARITY OR DELINQUENCY - D-6.0303**

1. Mr. Thomas M. Priest is a candidate under the care of Respondent. See Exhibit A – January 18, 2011 Report of COPM Sub-Committee at pg. 1.

2. Mr. Priest is also a former moderator of Respondent. *Id* at 2.

3. In 2010, a member of one of the churches of Presbytery wrote to Respondent's Committee on Ministry ("COM") and COPM complaining about remarks made by Mr. Priest when he visited a mission center of Respondent's known as the Second Mile Center. See Exhibit B – Letter from Ruth Azar dated April 20, 2010.

4. Mr. Priest was then visiting the center in his capacity of a seminary student writing a paper. See Exhibit A.

5. The accuser's letter alleged that Mr. Priest's remarks were racist. See Exhibit B.

6. Respondent's Stated Clerk informed the COM that COM had no jurisdiction over Mr. Priest, but that COPM would have jurisdiction over him in since he is a candidate for ministry. See also G-14.0411.

7. Respondent's Stated Clerk further informed the accuser who wrote the letter that the letter could not be considered a complaint under the Rules of Discipline, since such a complaint would need to be filed with the Complainant. See G-14.0411.

8. The letter was subsequently filed, and Complainant formed an investigating committee in accordance with the Rules of Discipline. See Complaint.

9. Complainant's investigating committee declined to bring charges against Mr. Priest. *Id.*

10. While the investigating committee of Complainant declined to file charges, Respondent's COPM had a separate duty pursuant to G-14.0412, including a duty to provide guidance and instruction to Mr. Priest in light of the allegations in the letter and determine his fitness for ministry. See Exhibit A.

11. The COPM formed a sub-committee, which it labeled an investigating committee. *Id.*

12. The sub-committee of COPM conducted interviews and wrote a report with recommendations to the COPM. *Id.*

13. Mr. Priest objected to the recommendations in the report, which would have required him to pursue training and further consultation. See Exhibit C – Minutes of COPM dated March 1, 2011.

14. A COPM hearing on the report was scheduled for the February 2011 meeting of COPM, but was postponed to the March 2011 meeting at Mr. Priest's request; his counsel was not able to come to the February meeting. See Exhibits D and E – hearing transcripts.

15. The COPM hearing on the report was conducted at the March 2011 meeting of COPM, where Mr. Priest was represented by attorney/minister Archibald Wallace III of Richmond, Va. See Exhibit E.

16. Following the public portion of the hearing, the COPM adjourned to executive session, where the COPM voted to adopt the report and an augmented set of recommendations. See Exhibits C and E.

17. Complainant has now filed the remedial suit against Respondent the focus of which is that the COPM did not have the right to form a sub-committee to evaluate a candidate under its care.

ARGUMENTS RELATED TO D-6.0306 – EXAMINATION OF PAPERS

a. Does the governing body has jurisdiction;

Respondent's comment: No

A remedial case is one in which an irregularity or a delinquency of a lower governing body ... may be corrected by a higher governing body. D-2.0202 (*emphasis added*). The complaint here did not allege any action by a lower governing body. The only action alleged was that of the COPM, which is not a governing body. Therefore, Respondent respectfully submits that this Commission does not have jurisdiction to hear the complaint.

There is absolutely no dispute that Respondent's COPM is not a governing body. See Allegation no. 4, *supra*. There is also no dispute that the complaint focused exclusively on actions taken by the COPM. This limited factual scope in the complaint is wholly attributable to that fact that Complainant never took its concerns regarding the COPM to the floor of the presbytery. As a result, Respondent has never had occasion to address or otherwise act on Complainant's concerns.

If Complainant had a problem with the COPM, and the procedure the COPM used to investigate Mr. Priest's fitness for ministry, then Complainant had a clear avenue of appeal to the floor of presbytery. Indeed, Complainant through its commissioner could have requested from Respondent (by way of a motion from the floor) the very remedies Complainant now demands from this Commission. Stated directly, Complainant could have made a motion on the floor of Presbytery that COPM

be instructed to meet with Complainant, remove any negative references, etc. Had Complainant taken even this basic step, and had Respondent then failed (in Complainant's mind) to act appropriately, Complainant would then be able to point to at least SOME action by a lower governing body with which to vest this Commission with jurisdiction. But that is not what happened here. What happened (and is happening) here is that Complainant is attempting to use this Commission and the judicial process to circumvent standard parliamentary procedure, Respondent's wide discretion in considering the worthiness of candidates for ministry, and the Constitution. Complainant's efforts should not be rewarded.

In addition, if at any time the Commission concludes that Respondent did not form a disciplinary committee in accordance with the Rules of Discipline then this case should be dismissed for lack of jurisdiction. The inappropriate formation of a disciplinary committee in violation of the Book of Order is the only Constitutional violation alleged in the complaint. Absent that allegation, all that remains is a question of policy. However, under prevailing caselaw, the Commission only has jurisdiction to hear violations of the Constitution, not violations of policy. See e.g., See 2004, 217-1 Hope v. Pby of San Francisco.

b. the complainant has standing to file the case;

Respondent's comment: None.

c. the complaint was timely filed; and

Respondent's comment: No.

The complaint was seven (7) days late. Complainant cannot rely on the March 10th date of the COPM's letter, the mailing date of that letter, or even the receipt date of that letter to determine whether its filing was timely. The only relevant date was March 1st, the date the COPM made its decision. And the complaint here was filed more than ninety days after that date.

D-6.0202 makes clear that "...a complaint of an irregularity shall be filed within ninety days after the alleged irregularity has occurred..." The phrase "after the irregularity has occurred" being the relevant point. This language makes clear that the clock starts to run on the date of the alleged irregular action, and not on the date an allegedly aggrieved party received notice. Where things otherwise, the deadline for filing would be never ending because a complaining party could secure more time merely by claiming that he or she was unaware of the irregular action. The purpose of the filing deadlines in our Constitution "is to prevent controversies with the church from going on and on..." 1994, PJC 206-7, Bayley v. Pby of Minn. Valleys. A notice requirement would undermine this purpose.

The Stated Clerk of this Synod has confirmed that the complaint here was received by his office on June 6, 2011. Even giving Complainant the benefit of a March

2nd start date (omitting March 1st), the complaint was seven (7) days late. Indeed, the last day the complaint could have been filed by Respondent's count was May 31, 2011 (the actual 90th day having been Memorial Day).

The case of 2005, PJC 218-7, Jackson v. Session of Cordova Presbyterian Church is instructive. In Jackson, an investigating committee drafted and mailed out a decision memorandum. The memorandum was undated, which prevented the GAPJC from knowing the actual date of the committee's decision. So, the GAPJC inferred a decision date by concluding that the decision could have been no later than the day the memorandum was postmarked. The point is, in Jackson the GAPJC could have relied on the date Jackson received the decision. But it didn't. In fact, that date was not even mentioned. Instead, the GAPJC inferred a *decision* date based on the available evidence and it then counted out the relevant time period. Jackson's complaint was then found to have been untimely.

Two points distinguish this case from Jackson. Neither point favors Complainant. The first point is that, unlike the undated memorandum in Jackson, the March 10th letter relied on by Complainant clearly referenced the COPM's March 1st decision. Complainant, therefore, cannot claim that it was not aware of the decision date. The second point is that Complainant actually filed a complaint (see case 2011-1) within the 90-day period. That complaint is untimely for other reasons, but it still stands as indisputable evidence that Complainant could have filed timely filed the complaint in this case.

The complaint in this case is clearly untimely and it should be not accepted/dismissed on that basis.

d. the complaint states a claim upon which relief can be granted.

Respondent answers: No.

The complaint confuses the separate duties and obligations of Complainant and Respondent's COPM concerning the oversight of a candidate – Mr. Priest. Paragraph G-14.0411 of our Constitution granted Complainant original jurisdiction to investigate the *disciplinary* complaint against Mr. Priest. However, that same paragraph also granted Respondent's COPM original jurisdiction to *administratively* determine Mr. Priest's fitness for ministry. It is well established that a COPM may appoint a task force to investigate allegations made against a candidate. See 2004, 217-1 Hope v. Pby of San Francisco. The *Hope* decision is particularly relevant because there, as here, the COPM "... appointed a task force to investigate concerns about the candidate's ability to resolve conflicts..." See also *Robert's Rules of Order Newly Revised*, 10th ed. 480 (Cambridge, Mass.: Perseus Publishing, 2000) ("A committee can appoint a subcommittee, which are responsible to and report to the committee and not to the assembly.")

Respondent's COPM did not need to resort to the Rules of Discipline to investigate and exercise oversight of Mr. Priest when considering his fitness for ministry,

because our Constitution and numerous GAPJC decisions make clear that the COPM inherently has that authority. See e.g. 1997, 210-2 Bevensee v. Pby of New Brunswick (upholding Presbytery removal of inquirer from roles for not complying with counseling requirement mandated by CPM). Therefore, even if the allegations in the complaint are taken as true, the complaint failed to state a claim. Respondent's COPM did investigate Mr. Priest, but that investigation was not a disciplinary investigation. Rather, the COPM conducted an *administrative* investigation of Mr. Priest in accordance with the COPM's constitutionally mandated duty to provide oversight of candidates under its care. See G-14.0412. Moreover, during that investigation and subsequent hearing, Mr. Priest was treated with fundamental fairness. He was supplied with copies of relevant documents. He was afforded the opportunity to speak on his behalf. And, he was granted a right to counsel.

Respondents assert that no relief can be granted because the complainant has stated no violation of the Book of Order, as required by *Hope, et.al. v. Pby of San Francisco*, 2006, 217-1, 455.

Furthermore, the Book of Order grants the COPM the full authority and discretion to decide matters of readiness before recommending Presbytery declare a person ready to receive a call. G-14.0401; G-14.0411; G-14.0412; G-14.0450. Since the COPM has this discretion, its decision cannot be overruled except in cases where there has been an abuse of discretion. *Lightner v the Presbytery of Middle Tennessee*, 1983; *Jackson v. the Presbytery of Susquehanna Valley*, 1996; *Leslie v. Session, First Church, Manhattan, KS.*, 2002. Since no abuse of discretion has been alleged, no relief can be granted.

FURTHER CONSIDERATIONS

Respondent reserves the right to file a motion to dismiss in the event the Commission decides to accept the case notwithstanding the arguments set forth above.

Presbytery of Detroit
Committee of Counsel

Date: 6/30/2011


Elder Mark Schneider


Rev. Betty Rice

Exhibit A

CPM SUBCOMMITTEE
CONVENED IN THE MATTER
OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.
Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their

frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Re: Your visit - 'att.net Mail'

Page 1 of 1

YAHOO! MAIL

Re: Your visit

Sunday, March 1, 2009 4:15 PM

From: "T. Harrison Priest Jr." <thomaspjr@earthlink.net>

To: 'second mile living' <secondmileliving@sbccglobal.net>

Greetings Ruth,

I am not sure what you are referring to. I have not shared a report from my visit. So I am a little confused. Please provide more information. Thanks, Tom

On Mar 1, 2009, at 7:48 PM, second mile living wrote:

Tom,

After careful thought and prayer I have decided to directly address some of the results of your visit with us at The Second Mile Center.

Immediately, it had come to my attention that much had been said to others about racism which caused them distress. I believe a meeting would be appropriate inviting those offended to discuss the issue in my presence.

Please call me.

Ruth Azar

313-245-5252

Dear Al Tim in regards
 To Tom Priest visit
 @ second mile.

F + Mrs. Azar gives me
 something now + then it
 is no one bussiness
 and I am not prejudice
 and we do not need this
 here at second mile so
 we need to be attentive of
 that we do not look @ color
 here
 Sander
 Addrow

About the Institute

Schedule

The Mediation Skills Training Institute runs daily from 9:30 a.m. to 5:00 p.m., with the exception of Monday, which starts at 8:30 a.m., and Friday, which concludes at 4:00 p.m.

Monday, 3/21, 5/2, 8/1, 10/3, 11/14

Introduction: The Nature and Role of Conflict Centers in the Workplace
 Understanding Your Own Style of Negotiation & Conflict
 Your Personal Style: Factors in Communication of Needs
 Addressing Your Emotions and Managing Your Emotions

Tuesday, 3/22, 5/3, 8/2, 10/4, 11/15

Introduction: Negotiating Skills
 What People Are Angry
 Negotiating: Principles, Skills, Negotiation Models
 Skills:
 Mediating Conflict Between Individuals: A Overview of the Process
 Mediation Skills: Getting People to the Table
 Mediation Skills: The Intervention Skills

Wednesday, 3/23, 5/4, 8/3, 10/5, 11/16

Mediation Skills: The Early Talking Stage
 Mediation Skills: The Problem-Solving Phase
 Mediation Skills: The Agreement Stage

Thursday, 3/24, 5/5, 8/4, 10/6, 11/17

Introducing Skills Party Exercises
 Congregational Conflict: Understanding Conflict in Groups
 Family, Systemic Theory, and Church Conflict
 Leadership Exercise: Group Decision Making in a Group
 Congregational Conflict: Strategies and Skills
 Already in Use

Friday, 3/25, 5/6, 8/5, 10/7, 11/18

Introducing Congregational Conflict: An Overview of the Intervention Process
 Mediation Skills: Early Phases of the Intervention
 Mediation Skills: Meeting and Problem-Solving Phases
 Mediation Skills: Bringing Closure to the Intervention

Overview

The Institute includes lectures, discussion, and guided practice in role plays. Active and practical in focus, the sessions emphasize hands-on skills training and role-play role-plays based on the needs or conflicts faced by participants. A more detailed description of the sessions is available upon request.

Locations

March 21-23, 2011
 St. Paul United Church of Christ
 31854 Skons Rd. — Warren, MI

May 2-6, 2011
 Gethsemane Lutheran Church
 65 Segomere St. — Manchester, NH

August 1-5, 2011
 First Presbyterian Church of Wheaton
 718 North Carlton Ave. — Wheaton, IL

October 3-7, 2011
 Lowe's Lane United Methodist Church
 9200 Inwood Rd. — Dallas, TX

November 14-18, 2011
 Forest Lake Presbyterian Church
 6500 N. Trisholm Rd. — Columbia, SC

A map with travel information from airports will be sent with confirmation of registration in any of the institutes.

Meals and Accommodations

Daily refreshments and lunches on Monday and Friday are included. Participants will need to arrange for their own lodging and the other meals. Lodging options, directions and a registrant list will be sent with confirmation of registration, after the pre-registration deadline.

Tuition

Tuition is \$685 when paid by February 21 for the March Institute; April 8 for the May Institute; July 1 for the August Institute; September 2 for the October Institute; October 17 for the November Institute; or \$770 after those dates. Participants receive a training manual and other materials upon arrival. Cancellations are subject to a \$75 non-refundable fee if LMPC is notified at least two weeks prior to the Institute, or half of the registration fee otherwise. Enrollment is limited, so register early. Send form and full payment.

Trainer

Richard Blackburn is the Executive Director of the Lombard Mennonite Peace Center. LMPC desires to equip others to be ministers of reconciliation in our life. Richard has led hundreds of workshops on conflict transformation and mediation skills, and serves as a mediator and consultant for individuals, churches, schools, and other organizations.

For Further Information

Write: Lombard Mennonite Peace Center
 101 West 27th Street, Suite 206
 Lombard, IL 60148
Call: (630) 621-0527 Fax: (630) 627-0511
E-mail: Admin@LMPCenter.org
Web Site: www.LMPCenter.org

Other LMPC Programs
New! Stand:
 Leading Change Through Self-Determination
 August 14-18, 2011, Lombard, IL

When I Need Help: A Guide to Addressing Personal Issues in Conflict
 Learning and listening to others, members beyond your church in our beliefs and thoughts.

Clarity: A Guide to Family Emotional Processes
 Clergy (and all family emotional processes) are designed to enhance the ability of participants to function as effective leaders in their own lives. The clear, month 3 when each program year, 3 days each, for a full year of training. For the LMPC, visit our website: www.LMPCenter.org for dates for the 2011-12 program year.

Registration Form

Yes! Register me for the Mediation Skills Training Institute. Enclosed is my full payment. (Check payable in US funds to LMPC, 101 W. 27th Street, Suite 206, Lombard, IL 60148)

Name (Last, First, Middle Initial) _____ Phone _____

Address _____ City _____ State _____ Zip _____

Congregation/Organization _____ Work Phone _____

Prepared Email? _____ Other Email? _____

Please register me for the _____ Institute _____

_____ August 1-5, 2011, Wheaton, IL _____ October 3-7, 2011, Lombard, IL _____

_____ May 2-6, 2011, Manchester, NH _____ November 14-18, 2011, Columbia, SC _____

Please send me more copies of this brochure for distribution to others in my region or organization.

Please send me information about your participation at the next gathering workshop that you will be attending.

Please send me the brochure for Home / Family / Church / Workplace / Through Our Differences.

Please send me the brochure for Clergy (and all family emotional processes).



LOMBARD MENNONITE PEACE CENTER
101 WEST 22ND STREET, SUITE 205
LOMBARD, IL 60148-4987



Mediation Skills Training Institute for Church Leaders

March 21 - 25, 2011

Warren, Michigan
(Detroit Area)

May 2 - 6, 2011

Manchester, New Hampshire

August 1 - 5, 2011

Wheaton, Illinois
(Chicago Area)

October 3 - 7, 2011

Dallas, Texas

November 14 - 18, 2011
Columbia, South Carolina



Sponsored by
Lombard Mennonite Peace Center
Lombard, Illinois

Everyone Has to Deal with Conflict

Conflict is normal and inevitable — whether in the home, school, community, church or workplace. Leaders in all walks of life often have a responsibility to help others work through their conflicts.

The Mediation Skills Training Institute presented by the Lombard Mennonite Peace Center (LMPC) is designed to equip church leaders with the skills necessary to deal effectively with interpersonal, congregational, and other forms of group conflict. The five-day institute also includes a component on congregational intervention and consultation placed within the context of family systems theory.

Although focused primarily on the church setting, the skills learned are directly transferable to other settings. Thus, managers in business, attorneys, experienced mediators and others in leadership will be enriched by the training as well as gaining skills in a transformational model of mediation.

Who Will Benefit

- PASTORS and INTERIM PASTORS of all denominations — to enhance skills for managing conflict in the church.
- JUDICATORY LEADERS — Bishops, Conference Ministers, District Superintendents, Deacons, Presbytery, Synod Staff — to assist pastor and congregations in handling conflicts.
- DENOMINATIONAL OFFICIALS and CHURCH CONSULTANTS — to bring healing in the midst of divisive church fights.
- LAY LEADERS and PASTOR-PARISH COMMITTEE MEMBERS — to receive valuable leadership training to benefit the church, while also gaining insight for peaceful conflict transformation in the home.
- ADMINISTRATORS — to introduce conflict transformation to the organizations they oversee.
- MANAGERS and SUPERVISORS — to help workers diminish conflict and enhance productivity.
- COLLEGE and SEMINARY STUDENTS — to gain hands-on skills training not typically offered in regular classes.
- ATTORNEYS — to gain skills in alternative dispute resolution procedures.
- COMMUNITY MEDIATION CENTER STAFF and VOLUNTEERS — to acquire additional skills in a transformational model of mediation for working with both individuals and groups.

"All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation." — 2 Corinthians 5:18

Exhibit B

RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer. you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM. which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Exhibit C

Committee on Preparation for Ministry
PRESBYTERY OF DETROIT
 March 1, 2011

<u>E</u> Bell, Margaret	<u>P</u> Hartley, Tom	<u>P</u> Krug III, Ernest	<u>P</u> Stunkel, Paul
<u>P</u> Brownlee, Richard	<u>P</u> Hughley, Marie	<u>P</u> McDevitt, Jenny	<u>E</u> Warren, Orlean
<u>P</u> Clark, Sam	<u>P</u> Hunt, Phyllis	<u>P</u> McMillen, Judi	<u>P</u> Wilhelmi, Marjorie
<u>P</u> Downs, Elizabeth	<u>P</u> Jackson, Barbara	<u>E</u> Pittman, Jason	<u>P</u> Timm, Allen
<u>P</u> Gage, Larry	<u>P</u> Jackson, Robert	<u>P</u> Pritchard, Norman	
<u>P</u> Gaubatz, Mike	<u>P</u> Johnson, Henry	<u>P</u> Rice, Betsy	

1. Call to Order:

CPM co-chair Beth Downs called the meeting to order at 9 am with prayer. The minutes were approved, as corrected.

2. Introductions:

All members were introduced and the following were seated: Tom Priest, Stanley Edwards, elder Calvary Presbyterian, Darryl Reynolds, elder Calvary Presbyterian, Rev. Archibald Wallace, attorney and advisor to Tom Priest, Mrs. Courter as court reporter, Christine Bohn as member of the Investigative Committee, and Ed Koster, Stated Clerk of Presbytery.

3. Motion to Approve Agenda:

The agenda was approved

4. Explanation of Purpose and Process:

Beth Downs reminded the committee that we are reconvening the CPM hearing on the motion to adopt the report and recommendations of the investigative sub-committee regarding the complaint of Ruth Azar, of Second Mile Center, against Tom Priest, candidate. The complaint is included here:

**RUTH AZAR
 21478 MORINGSIDE DRIVE
 GROSSE POINTE WOODS, MI 48236
 (313) 881-6651**

April 20, 2010

Rev. Elizabeth Rice, Chairperson
 Committee on Preparation for Ministry
 Rev. James Russell,
 Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."
7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached).

I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

(end of letter)

The investigative committee included David Abbott, Christine Bohn (COM), Elizabeth Rice, and Henry Johnson. Beth urged fairness and diligence in our task to assess the report, and to determine Tom's fitness for ministry, in accordance with the process outlined in the Book of Order, and the manual for CPM of the Presbytery of Detroit. We do not have function or power to determine disciplinary action, and this is not a legal or disciplinary hearing.

5. Hearing Stage

- On February 1, 2011, a motion was *made and seconded to adopt the Investigating Committee's report and recommendations*. Having been postponed and not withdrawn, it was still on the floor. The Investigating Committee's report and recommendations were read.
- Mr. Wallace acknowledged CPM's right and responsibility to evaluate suitability for ministry, but maintained that the style and tone of the report and process of the investigative committee are disciplinary in nature and therefore in excess of that right.
- Mr. Wallace responded to the issues raised in the report, specifically: that Mr. Priest did not abuse his authority as Moderator of the Presbytery; and that Mr. Priest values justice and equity highly and never intended prejudice or malice in any interactions he had with Ms. Azar.
- Mr. Wallace submitted that Mr. Priest does not object to the recommendations of the sub-committee, but to the nature of the report, its conclusions, and the process by which this has been handled. They requested that the committee approve the recommendations, but not the report.
- Mr. Priest stated that he is committed to his call to ministry, and submits to the authority of this body and the recommendations for growth and training. He suggested that all parties involved should be offered the training as an opportunity to build community. He maintained that any conflict resolution should include all involved.
- Mr. Wallace submitted a narrative from Mr. Stan Edwards, elder, Calvary Presbyterian Church and director of Barnabas Center, about his participation in the meetings with Tom (copy attached).
- The committee went into executive session. Mr. Koster was asked to remain.

6. Executive Session

- The approved minutes of this session are sealed and on file in the offices of the Presbytery of Detroit.

7. Move to Open Session

- The Committee approved a motion to separate the January 18, 2011 report of the CPM Subcommittee, which was convened in the Matter of Complaint by Ruth Azar against Thomas H Priest, Jr., from the recommendations
- The Committee adopted the report of the Subcommittee.
- The Committee adopted the recommendations of the Subcommittee, as amended.
- The report and the recommendations as amended and adopted are included below:

CPM SUBCOMMITTEE
CONVENED IN THE MATTER OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.
Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

~~This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.~~

[This assessment will include asking Mr. Priest to present a report on what he has learned personally and professionally. CPM requires Mr. Priest to subsequently undergo professional assessment through Midwest Career Counseling Center. CPM will furnish Midwest with the CPM Sub-Committee report and require that Midwest furnish their assessment to CPM. Pastoral counseling may also be helpful in Mr. Priest's learning and healing through this process, and CPM encourages Mr. Priest to pursue that option.]

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

(end of report)

- **The motion passed.**
- Since Mr. Priest and Mr. Wallace were unable to remain until the executive session concluded, the Co-Moderators of CPM will contact them and give them written copies of the committee's action.

9. Examinations and Annual Consultations:

- Groups A and B met with Liz Ryder for Final Assessment (1-11/07, C-6/08, McDevitt). Upon examining Liz on her responses to Form 3, a motion was made *to sustain her annual consultation*. **Seconded. Approved.** Upon examining Liz on her statement of faith, her exegesis and her sermon, a motion was made and **seconded to grant her final assessment and give her permission to circulate her PIF. Approved.** Liz was dismissed with prayer.
- Group C met with Monique Fube for Annual Consultation (CLP, Rice). A motion was made *to continue her in the learning phase of CLP, while urging her to complete her field placement*. **Seconded. Approved.** Although she submitted her exam after the due date, a recommendation is made to proceed to grade it. Jenny McDevitt and Judi McMillan agreed to help. Monique was dismissed with prayer.
- Group D met with Cynthia Rouse-Baird for Annual Consultation (CLP, Barbara Jackson). Group D does not recommend any action to be taken by CPM at the moment. They recommend that we *not sustain her annual consultation*, because her paperwork was late, incomplete and her written responses hard to evaluate. This is a time for discernment for her and the committee. She has yet to decide if she will retake the exam. The committee requests a follow-up assessment with Cynthia in two months. Tom raised concerns about the lack of appropriate care and nurture provided by the committee, lack of clear instructions, and constructive feedback. Cynthia was dismissed with prayer.

10. Business:

- **Report from Al Timm:**
 - Al reported on the clergy event in February. It was well received, and 8 candidates attended.

- o There will be a workshop on stewardship on March 26, at Ypsilanti. Robert Hunter is the presenter.
- o AI will offer a course on Polity at ETS in the Fall, depending on what the educators want, either AI or Ed Koster will teach it.
- **Sub-committee Reports:**
 - o **Lay Pastor Preparation Sub-Committee Report** (formerly CLP report).
 - The committee will meet in April at 9:30 am, focusing on the issue of the final examination for the CLP candidates. Larry has collected other samples for the committee to compare and consider for the recommendation for the format of the examination.
 - o **Ordination Exams** – The exam results are due in about two weeks.
 - o **Session Relations** – No new business.
 - o **CPM Retreat** – No new business to be reported
- **Coordinating Cabinet** – Operations requests us to describe what we would require in an associate executive presbyter. Richard Brownlee will attend in March. Betsy will attend in April.
- **Liaison Reports:**
 - o We need a new liaison for David Oh, who is currently working in California.
 - o We thank David Abbott for his faithful service, and relieve him of any co-opt responsibilities.
 - o There are three other people who would like to be reassigned to a new liaison. We need to assess how assignments are made, rather than default to whoever raises their hand.
 - o We need to ensure appropriate liaison oversight. Larry suggests a half-day retreat to regroup for reorientation. Richard recommends that the covenant include clear responsibilities on the candidate's part.

There being no further business, CPM adjourned at 3:50 pm with prayer. ***The next gathering of CPM is scheduled for April 5, 2011 at 11:00 am at Drayton Plains Community Church, Waterford. Tom Hartley and Beth Downs will be our hosts, and Larry Gage will lead in prayer.***

Respectfully submitted,
Marjorie Wilhelmi

Exhibit D

THOMAS H. PRIEST, JR.

February 1, 2011

1

IN THE MATTER OF:
 PRESBYTERY OF DETROIT
 COMMITTEE ON MINISTRY
 HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME I

Taken by the Committee on Ministry on the 1st day of
 February, 2011, at the Presbytery of Detroit, 17575 Hubbell,
 Detroit, Michigan, at 9:52 a.m.

APPEARANCES:

For the Presbytery
 of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
 Presbytery of Detroit
 Presbyterian Church (U.S.A.)
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108
 (734) 358-5403
 ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
 Certified Shorthand Reporter



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
 www.esquireolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS

HEARING OF THOMAS H. PRIEST, JR.: PAGE:

Beginning of Hearing 3

EXHIBITS:

None.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

3

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Detroit, Michigan,

Tuesday, February 1, 2011 - 9:52 a.m.

- - -

COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME I

(Introduction, 9:52 a.m.)

REV. KOSTER: I'm Ed Koster, K-o-s-t-e-r. This is Elizabeth Downs. I'm Stated Clerk of the Presbytery, and she is the Chairman of the Committee on Preparation for Ministry which is meeting today.

There will be no sworn testimony. The purpose of this meeting is to hear and consider approval adopting, adopting a report from the Investigating Subcommittee in the Matter of Thomas Priest.

Mr. Priest is here, members of the committee will be here shortly, and we believe it's likely that the hearing portion of this will be postponed. We are not sure, because it will be a vote of the committee.

Do you have anything else you want to say?

REV. DOWNS: No, I don't think so. I am co-chair of the committee, but I will be leading these proceedings today.

REV. KOSTER: Okay. Thank you.

(End of Introduction, 9:55 a.m.)

(Meeting Called to Order, 9:59 a.m.)

REV. DOWNS: Okay, I would like to call this meeting to order. Is there anybody here who does not have a copy of



ESQUIRE
An Alexander Gellis Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

4

1 the agenda? You don't have one? Barb, Bob sat down over
 2 here. I don't know if you want to sit together or not.
 3 Anybody else need a copy of this?

4 REV. RICE: I have a whole bunch in back if anybody
 5 needs one.

6 REV. DOWNS: They will be right here on the corner
 7 if anybody needs them.

8 I would like to open us with prayer.

9 Eternal God who came to us in Jesus Christ and is
 10 still with us today in the movement of the Holy Spirit, You
 11 called us to be a special people, to preach the Gospel through
 12 justice, show mercy, and walk humbly. You called us to this
 13 work of preparing others for ministry. Keep Your spirit with
 14 us this day as we meet together so that in everything we may
 15 do Your Will. Guide us lest we stumble or be misguided by our
 16 own desires. May all we do be done for the reconciling of the
 17 world, for the upbuilding of the Church, and for the greater
 18 glory of Jesus Christ, Our Lord.

19 And all God's people say, Amen.

20 GROUP: Amen.

21 REV. DOWNS: I think we may need some introductions.
 22 I don't know if everybody knows everybody here or not. I'm
 23 Beth Downs. I'm the co-moderator here of the Committee on
 24 Preparation for Ministry, and I am a minister At Large for two
 25 more weeks then I start at Pontiac First as the interim



ESQUIRE
 an Alexander's Office Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquiresolutions.com

1 minister.

2 Barb, would you like to introduce yourself?

3 ELDER BARBARA JACKSON: I'm Barbara Jackson and I'm
4 an Elder of Troy First. My husband is here. He's an Elder at
5 Troy First.

6 ELDER CLARK: Sam Clark. I'm also a co-moderator of
7 CPM and an Elder, Kirk in the Hills, co-moderator of CPM.

8 REV. DOWNS: I'm sorry, Tom. I want to introduce
9 this person sitting back here listening real hard. This is
10 Mrs. Courter. She is a court reporter. So when you speak,
11 please speak up so that she can hear your name and what you're
12 saying so she can be accurate in her notes. Thank you. I'm
13 sorry, Tom.

14 ELDER PRIEST: My name is Tom Priest. I'm a
15 candidate undercare for the Presbytery.

16 REV. ROBERTSON: I'm Reverend Dave Robertson,
17 retired, and Tom's pastoral advocate.

18 ELDER WARREN: I'm Orlean Warren, Elder from
19 Trumbull at New Presbyterian Church.

20 REV. MCMILLAN: Judy McMillan, Pastor of First
21 Presbytery Troy.

22 REV. GAGE: I'm Larry Gage, Elder at Farmington
23 First Presbyterian and also Associate Lay Pastor Preparation
24 Subcommittee.

25 REV. DR. TIMM: I'm Al Timm, Executive Presbytery.



ESQUIRE
an Alexander Dalle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

6

1 REV. DR. KRUG: Ernest Krug, Parish Associate First
2 Presbyterian Church of Birmingham.

3 ELDER BELL: Margaret Bell, Elder, St. John's.

4 REV. STUNKEL: Paul Stunkel, designated Pastor, St.
5 Paul's of Livonia.

6 ELDER HUNT: Phyllis Hunt, Elder at Southminster in
7 Taylor.

8 REV. RICE: I'm Betsy Rice or Elizabeth Rice. I am
9 a Parish Associate at Royal Oak First, and I'm part of
10 Investigative Subcommittee.

11 Christine Bohn from Committee on Ministry should be
12 here momentarily from the same subcommittee. And Henry
13 Johnson assured me he would be here. He's having a root
14 canal. He said he'd be here. And Dave Abbot is improving.

15 REV. HARTLEY: Tom Hartley, Ordination Subcommittee
16 for this Committee and Pastor Community Presbyterian
17 Waterford.

18 REV. WILHELMI: I'm Marjorie Wilhelmi, the Pastor at
19 Northbrook.

20 REV. KOSTER: I'm Ed Koster. I'm not a member of
21 this committee. I've been asked to support the process. I'm
22 Stated Clerk.

23 ELDER JACKSON: Bob Jackson from First Presbyterian
24 Church of Troy and my wife Barbara.

25 REV. DOWNS: Marie, would you like to turn around



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

7

1 and introduce yourself?

2 ELDER HUGLEY: Marie Hugley from Park United.

3 REV. DOWNS: You all should have a copy of the
4 agenda. I like to have a motion to Approve the Agenda. This
5 may change momentarily.

6 REV. GAGE: Motion here.

7 REV. DOWNS: Are there any additions or changes to
8 the Agenda? So all in favor of the Agenda as it stands say
9 "yes".

10 GROUP: Yes.

11 REV. DOWNS: Opposed "no". All right.

12 I've had a jumble of thoughts over these last
13 several weeks as this was approaching in and have had a lot of
14 input from a lot of people and a lot of time in prayer. And I
15 would like to, and I ended up writing down some opening
16 remarks, because what I want to do is to clarify what we're
17 doing here, what our purpose is, and how we got here. And
18 then at the end of that, I will hear a Motion to Adopt the
19 Report and the Recommendations of the Investigating
20 Subcommittee, and at that point I know that Tom Priest would
21 like to speak to the group after that motion.

22 So this meeting is a meeting of Committee on
23 Preparation for Ministry to hear the Report and the
24 Recommendations of the Special Investigative Subcommittee
25 regarding a complaint by Ruth Azar against a candidate for



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

8

1 ministry, Thomas H. Priest, Jr.

2 We're here at this portion of our meeting
3 reluctantly I think. I know I am, and I'm reluctant because
4 we're faced with a decision regarding someone we all like and
5 admire. It's easy to serve on CPM when all goes well, and
6 when it inquires, a candidate sails through the process. It's
7 hard when it appears that that may not be the case, but that's
8 our job. The CPM is one of the few committees actually
9 required by the Book of Order. Our overall charge is to
10 determine Fitness for Ministry within the Presbyterian Church
11 USA of those who are under our care.

12 There's a long checklist of things that helps make
13 this easy in some ways. Do you have an undergrad degree?
14 Check it off. Are you endorsed by your Session? Check it
15 off. Are you working on, have and give from an accredited
16 theological school? Check. Have you satisfactorily completed
17 field placement, clinical pastoral education, and all
18 ordination exams? Check, check, check.

19 Our task, however, is not just to check off a list.
20 Our task is also to determine the more elusive parts of what
21 we call Fitness for Ministry, and this is why I love you guys
22 on this committee and why I love our Presbyterian calling.
23 It's because we not only look at checklists, but we wrestle
24 with concerns and take action with candidates who haven't
25 completed the checklist, still something needs to happen.



ESQUIRE
An Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

9

1 Something that's a lot less measurable, whether it's in
2 theology or in self-confidence, whether it's in recognition of
3 the various pastoral roles or in academic competence, whether
4 it's in emotional difficulties or instabilities and so on.
5 And we have required some of those under our care to have
6 additional experience, supervision, and training, another
7 course or two, another field placement, psychological
8 counseling, and other things. We have required those of our
9 candidates even when they're all done with that checklist.

10 And it's with pride that I say about the people on
11 this committee, that we do wrestle with these things and we
12 don't take that task lightly. We struggle to both properly
13 guide and nurture those under our care as well as determine
14 whether or not they would serve the church well which we call
15 the Presbyterian Church USA. This task has made me fall in
16 love with our calling all over again because of quality, if we
17 use it, it ensures fairness, considered deliberation, and not
18 knee jerk or emotional reactions while counting votes on one
19 side or another. It's grounded in Scripture. It's open to
20 the Rules of the Holy Spirit and the Body of Christ which is
21 the whole Church.

22 So today we aren't here as a disciplinary committee.
23 We don't have that function, and we don't have that power.
24 Disciplinary action is not ours to decide. That belongs to
25 other bodies. Sessions for their members and Presbytery for



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 the members who are ordained ministers. So if we're not here
 2 as a disciplinary body, why the heck are we here? Our task is
 3 always and not only to determine Fitness for Ministry. Always
 4 and only to determine Fitness for Ministry. That's why we're
 5 here right now.

6 Ms. Azar's Letter of Complaint was sent to both the
 7 Committee on Ministry and the Committee on Preparation for
 8 Ministry. Ms. Azar's complaint alleges misconduct on the part
 9 of one of our candidates, and since Mr. Priest is not
 10 ordained, COM does not have jurisdiction and that
 11 responsibility to investigate this falls to us. We're
 12 obligated to investigate a written complaint. We have to. No
 13 one sitting here would want to have such a complaint filed
 14 against him or her or be the one filing it and not have a fair
 15 hearing. It's not our immediate task to determine a motive
 16 for any complaint. It is our task to sufficiently determine
 17 its validity, and whether and to what degree it might impact
 18 our evaluation of Fitness for Ministry.

19 Because Ms. Azar's letter initially came to COM as
 20 well as CPM, we informed the Investigative Subcommittee last
 21 night, we included a representative from COM, Reverend
 22 Christine Bohn. We also included active and co-opted members
 23 of our CPM, Reverend Betsy Rice, Elder Henry Johnson, and
 24 Reverend Dave Abbot. Dave is unable to be with us today
 25 because his illness.



ESQUIRE
 an Alcantara Collections Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

11

1 The Investigative Subcommittee Report states the
2 following:

3 "The committee's task was to investigate and make a
4 recommendation to CPM concerning Mr. Priest's suitability
5 for ordination as a Minister or Word and Sacrament. It
6 was not this committee's task to determine whether or not
7 the Constitution of the PC(USA) was violated. This
8 committee was advisory to CPM on matters of suitability
9 and preparation for ministry; disciplinary or judicial
10 proceedings were not this committee's purview."

11 Because this isn't a disciplinary report, we have
12 much more leeway in how we receive it and act upon it or not
13 act upon it. This is a hearing, not a trial, to help us
14 determine Fitness for Ministry. It's not to look at
15 violations of the Constitution, because this is a legislative
16 action, not a legal one. We're not guided by the same strict
17 rules of evidence such as beyond a reasonable doubt required
18 in legal proceedings, and we can even consider hearsay.

19 So no new witnesses are permitted today during this
20 hearing. We can permit new evidence if you choose to accept
21 it, because this is an action of this committee and not of the
22 investigative committee. Any comments that we hear need to be
23 directed to the CPM committee, not to the investigative
24 committee. And then in Executive Session, members of CPM can
25 discuss and ask questions, and we will raise on behalf of



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

12

1 Mr. Priest any questions he brings before us. That's our job.

2 You all know me. I'm co-moderator of this
3 committee. We'll be following parliamentary procedures. Any
4 questions about that or about Book of Order, I will refer you
5 to Mr. Koster if I don't know them, and it's likely I won't.
6 We will have a verbatim of the hearing portion so that when
7 you speak or ask a question, identify yourself by name and
8 what your position is in the Presbytery for the record.

9 Our decision need not go before Presbytery, unless
10 the very unlikely chance the decision to remove Tom Priest
11 from the role of standing, otherwise the decision remain right
12 here with notice to COM. Our discussion today could feel as
13 if it's a legal or disciplinary one, but that is not the case.
14 Our responsibility is strictly to determine Fitness for
15 Ministry within the Presbytery Church USA, through our
16 Presbytery. That's the only task we have. And I know we are
17 up to that task. We are up to that task, because we are a
18 faithful people who love the church. We take our mandate to
19 mentor seriously, and we give consideration not only to facts
20 and checklists, but to the growth and nurture of our
21 candidates and our churches. We're up to it, because we've
22 dealt with sticky issues before. We're up to it because we
23 rely not merely on ourselves, but on the guidance of the Holy
24 Spirit. We do this faithfully, follow the scripture, acting
25 in common with Mr. Priest, the Presbytery, and one another as



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

13

1 the Body of Christ, and we listen for God's word in our work.
2 We're up to the task because it's God who's calling us to do
3 this work.

4 And now I will hear a Motion to Adopt the Report and
5 its Recommendations.

6 REV. RICE: Madam Moderator, I move the Adoption of
7 the Report by the Investigative Subcommittee, and I would like
8 to read that report.

9 UNIDENTIFIED MALE: Second.

10 REV. DOWNS: What that means is we discuss the
11 report, however, before we get there, I like to grant Tom an
12 opportunity to speak.

13 REV. RICE: May I read this before Tom speaks? We
14 were concerned that, as often happens, people may not have
15 read and digested the report before this moment.

16 REV. DOWNS: My understanding is that Tom wants to
17 request a postponement.

18 ELDER WARREN: Can you speak a little louder?

19 REV. KOSTER: You can do either way. It's up to
20 you.

21 REV. DOWNS: Tom will request a postponement of this
22 hearing, and we can read it now.

23 REV. RICE: I think part of making the motion is.

24 REV. DOWNS: Go ahead.

25 REV. RICE: The Report of the Investigative



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

14

1 Subcommittee is in three parts. It's three-pages written by
 2 the four of us. It includes the Complaint by Ruth Azar
 3 against Tom Priest, and a one-page flier from the Lombard
 4 Mennonite Peace Center.

5 "CPM Subcommittee, Convened in the Matter of
 6 complaint by Ruth Azar Against Candidate Thomas H.
 7 Priest, Jr. Date of Report is January 18, 2011.

8 After prayerful consideration, the CPM of the
 9 Presbytery of Detroit, on May 4, 2010, authorized the
 10 formation of a subcommittee to investigate the above
 11 referenced complaint. The composition of the
 12 subcommittee was approved June 1: Reverend David Abbot,
 13 Reverend Christine Bohn, Elder Henry Johnson, and
 14 Reverend Elizabeth Rice.

15 The committee convened its first meeting on June 9,
 16 2010, the intent being to determine its agenda and the
 17 process for achieving outcomes. The committee received
 18 guidance from the Stated Clerk, Ed Koster, concerning
 19 process and the parameters of its investigation.

20 The committee's task was to investigate and make a
 21 recommendation to the Committee on Preparation for
 22 Ministry concerning Mr. Priest's suitability for
 23 ordination as a Minister of Word and Sacrament. It was
 24 not this committee's task to determine whether or not the
 25 Constitution of the PC(USA) was violated. This committee



ESQUIRE
 an Alexander Goltis Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

15

1 was advisory to CPM on matters of suitability and
2 preparation for ministry; disciplinary or judicial
3 proceedings were not this committee's purview.

4 We met again on June 22, 2010, to begin scheduling
5 interviews and to clarify our approach to the
6 investigation.

7 On July 15, 2010, we interviewed Ruth Azar. Key
8 issues included:

9 Concerns about Mr. Priest's interactions with staff
10 and volunteers at Second Mile Center (SMC), disturbing
11 statements made by Mr. Priest during his visit to SMC, a
12 perception that Second Mile Center was being targeted by
13 Mr. Priest and its ministry devalued and undermined.

14 On July 28, 2010, we met to discuss the interview
15 with Ms. Azar and plan for the interview with Mr. Priest.

16 On August 9, 2010, we interviewed Mr. Priest, who
17 was accompanied by his Advocate, Elder Darrell Reynolds.
18 The committee found it notable that Mr. Priest gave
19 lengthy responses to the questions and frequently
20 redirected the conversation. Key issues included: a
21 denial of certain comments and insistence that others
22 were taken out of context. Mr. Priest's desire that
23 Barnabas Youth Opportunities Center and Second Mile work
24 together, share resources, and visit other urban
25 ministries. His preferred model of urban ministry and



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

16

1 his interpretations of his observations of Second Mile
2 Center.

3 On August 13, 2010, we met to discuss and plan.

4 On September 28, 2010, we interviewed separately
5 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
6 Edwards. We interviewed each person specifically about
7 their personal interactions with Mr. Priest during his
8 visits to Second Mile Ministries and Barnabas Youth
9 Opportunities Center and a later meeting at Second Mile.

10 On November 19, 2010, we met for discussion and
11 further planning.

12 On November 30, 2010, we met for further discussion
13 and also to interview another witness, who was present at
14 the later meeting at Second Mile Center.

15 On December 10, 2010, we met again for further
16 discussion of past interviews and also to interview a
17 final witness.

18 On January 11, 2011, we met again to draft a report
19 and recommendation.

20 We finalized our report on January 18, 2011.

21 CENTRAL ISSUES

22 Three primary areas of concern were identified by
23 this committee.

24 One of these concerns has to do with use of
25 authority. In arranging his first visit to Second Mile



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

17

1 Center, Mr. Priest identified himself as a seminary
2 student preparing a paper for a class. In subsequent
3 activities, however, Mr. Priest regularly used his
4 influence and authority as Moderator of Presbytery and
5 former moderator of the Metropolitan Urban Ministries
6 Team to lobby decision-making bodies within presbytery to
7 share his view of work and structure of Second Mile
8 Center. At the same time, Mr. Priest did not notify
9 Second Mile that he was taking his findings and
10 interpretation of those findings to presbytery, nor did
11 he use that same influence and authority to provide an
12 opportunity for Second Mile to have voice in actions
13 intended to affect dramatically the future of the Center.
14 In other words, Mr. Priest represented himself as a
15 student to the subjects of his investigation, but freely
16 applied the authority of presbytery office to pursue
17 actions against those subjects.

18 This committee also observed a consistent pattern of
19 Mr. Priest prejudging the opinions and experiences of
20 others without listening to what they had to say about
21 their own opinions and experiences. People
22 self-identifying with three different racial-ethnic
23 groups (white, Arab-American, and African-American)
24 indicated to the committee their frustration and
25 discomfort when they perceived that Mr. Priest assumed he



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

18

1 knew what they thought about certain issues (or what they
2 should think) based on his perception of their
3 racial-ethnic identity. At least in certain
4 circumstances, it appears that Mr. Priest was unwilling
5 to listen to what people had to say about their
6 experience and opinions and was, instead, rather
7 forceful verbally in attributing his experience and
8 opinion to others.

9 It is evident to this committee that Mr. Priest is
10 fiercely devoted to his preferred model of urban
11 ministry. This committee is concerned that Mr. Priest is
12 unwilling to acknowledge the legitimacy of alternative
13 ministry styles and routinely uses methods of
14 confrontation and intimidation.

15 **RECOMMENDATIONS**

16 It is the opinion of this committee that Candidate
17 Priest's current pattern of confrontational behaviors
18 would cause great difficulty in a congregation and in a
19 presbytery.

20 Therefore, this committee moves that CPM require
21 Mr. Priest to participate in the Mediation Skills
22 Training Institute for Church Leaders led by the Lombard
23 Mennonite Peace Center.

24 Additionally, we move that at an appropriate future
25 time CPM examine Mr. Priest to assess his pastoral



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 development in the areas identified above.

2 This assessment might include such tools as asking
3 Mr. Priest to write papers on what he has learned
4 personally and professionally from the mediation skills
5 training and his own sense of pastoral identity and
6 authority.

7 Respectfully submitted, Reverend David Abbot,
8 Reverend Christine Bohn, Elder Henry Johnson, and
9 Reverend Elizabeth Rice."

10 REV. DOWNS: Thank you.

11 Tom would like to put another suggestion in motion
12 on the floor.

13 ELDER PRIEST: Can I make a motion?

14 REV. DOWNS: Request made on your behalf.

15 ELDER PRIEST: Thank you so much. I appreciate
16 that. On the advice of my attorney, I like to say for the
17 record, ask for a postponement of this hearing due to the
18 timely notice that it did not allow my attorney to be
19 available at this meeting, and for discussion I need the
20 reasons why he requested that.

21 REV. DOWNS: So someone move postponement?

22 REV. KOSTER: You can do that either now or after he
23 leaves, whichever you wish to do.

24 REV. DOWNS: Do now and he can talk to the reasons.

25 UNIDENTIFIED MALE: I accept Mr. Priest's request of



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

20

1 postponement.

2 REV. DOWNS: Is there a second in support?

3 ELDER CLARK: Support.

4 REV. DOWNS: Motion is to postpone this hearing and

5 we need to have a date for that.

6 ELDER PRIEST: One month he said.

7 REV. DOWNS: To the March 1st meeting, which we'll

8 be here at 10:00. Now we can talk the motion.

9 ELDER WARREN: On what request?

10 REV. DOWNS: On his request only.

11 ELDER WARREN: I think I'm understanding this was

12 not a legal matter?

13 REV. DOWNS: Right.

14 ELDER WARREN: So I'm wondering what the necessity

15 of having an attorney if this is not something that's legal?

16 REV. DOWNS: This is a choice that Tom has to have,

17 and if he chooses to have an attorney with him there are

18 parameters that our Book of Order require, that this attorney

19 be Presbyterian and which he is. He's a Presbyterian minister

20 as I understand and a practicing attorney. And with those

21 circumstances then, when his attorney's here, his attorney can

22 speak for him. Otherwise an advocate, that's not permitted.

23 I don't know if that answers your question?

24 ELDER WARREN: Yes.

25 UNIDENTIFIED MALE: I have a concern. If, in fact,



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

1 this attorney knew prior to this meeting that he was not going
2 to be available, I think the least that attorney could have
3 done was to submit in writing why he could not be here. I
4 think that's the least this committee is owed. Is it possible
5 to get a written statement from your attorney to that effect?
6 Not that I don't trust Mr. Priest relaying the message. I
7 don't think it's good protocol or good form.

8 UNIDENTIFIED MALE: I don't know where that falls
9 within the context of the motion. His attorney should have
10 sent us some correspondence indicating his unavailability.

11 ELDER BARBARA JACKSON: My question for you, Tom, is
12 do you think that this delay will be helpful to the end
13 result? Seems to me they gave specific recommendations. They
14 weren't throwing you out in the street. And you know the
15 quicker you get there and start doing them, the quicker you
16 might be able to resolve the problem.

17 ELDER PRIEST: Ms. Jackson, you said?

18 ELDER BARBARA JACKSON: Yes.

19 ELDER PRIEST: Amen. Absolutely. Sam knows I'm
20 anxious as anything to get going with this. However, because
21 of certain allegations, and advice of my attorney, I must be
22 patient. As anxious as I am, Sam knows I'm very anxious.
23 When I past my last exam, I'm ready to go. However, I must do
24 these things in order and try very hard to get closure on this
25 so I can move forward and all of us can move forward. And I'm



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

22

1 not the only one moving forward. We all are moving forward
2 together. So under the advice of my attorney because of the
3 other complaint, the investigative committee, this is the most
4 appropriate thing. So I must be patient myself; otherwise,
5 yes, I'll be the first to say, whatever it takes for us to
6 move forward, I'm willing to do. So I must be patient also
7 and respect the advice of my attorney.

8 REV. DOWNS: In response to Henry's comment though,
9 even you and I had a little bit of conversation before the
10 meeting began because he wanted to put in his request for
11 postponement in front of the committee. And would you explain
12 to the committee why it is that he can't be here and what
13 changed, because he knew the date? What was it that changed
14 from?

15 ELDER PRIEST: Sure, no problem. We had two days.
16 I received an e-mail from Betsy Rice on, a week before last.
17 What's the date of your e-mail, Betsy? Thursday I think. The
18 report came out January 18th, it was, anyway that was about a
19 week and a half I received that, and I sent information to my
20 attorney. He replied back to me, okay, have all your
21 information, I feel comfortable with you going through with
22 this information, going through with the knowledge that you
23 have. You'll be able to succinctly talk about it. Don't
24 worry about going before CPM and talking about the
25 Recommendation. I sent a copy of the report to him.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

23

1 Then I received a copy from Beth about the agenda on
2 I think January 27th, 28th, not sure what date, and then I
3 sent that to him. And he was traveling and the next day, I
4 think the next day, 28th or 29th, he called me back. He said,
5 oh, no, this is a hearing in the form of a disciplinary
6 proceeding, and because I had sent him an e-mail earlier to
7 ask him is it proper to have a court reporter and all that.
8 He said, yeah, sometimes people want to do that. So he was
9 very open with me, and for my attorney to allow me to come by
10 myself to say, go ahead, no problem, I was comfortable with
11 that. But when he saw the flow of the agenda in terms of a
12 discipline hearing, he said, no, you need representation. And
13 that's why he has the issues raised and I agreed.

14 As far as what his travel schedule is, I don't know.
15 I didn't ask him to send anything in. I'm sure he'd be happy.
16 He travels all over the country, and he has commitments to
17 clients. He needs more notice than a few days. We only had
18 like a few days notice to respond.

19 UNIDENTIFIED MALE: I would like to pick up on the
20 introductory question Elder Warren raised, and that is the
21 need for this to be postponed for legal counsel to be present
22 when we clearly state in the introduction to this, this
23 committee was advisory to CPM on matters of suitability and
24 preparation for ministry. Disciplinary or judicial
25 proceedings were not this committee's purview, and you in your



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

24

1 comments just now made reference to the fact that your
2 attorney said, actually I should be present because this is a
3 hearing of a disciplinary nature. And I would wonder from
4 your perspective, because it is obviously your prerogative to
5 have legal counsel, from your perspective what was the
6 necessity for legal counsel based on what the purpose of this
7 hearing was? What did you envision the legal counsel's role
8 to be in requesting presence?

9 ELDER PRIEST: I trust his judgment, and initially
10 it was, you go ahead to committee. It's, it's asking
11 questions about your Fitness for Ministry and suitability, no
12 problem. Go ahead, be there. You have my blessing. Just
13 remember, hear the findings. Don't get off target. Stay
14 succinct, all of that, the things he reminds me of most of the
15 time. But when the agenda came out, he says, I meant to say
16 he said it's a hearing, now becomes calling a discipline type
17 process, and not to say it is, but when it becomes a hearing
18 and it becomes this stage, a hearing stage, and Mr. Priest
19 advocate and IC using the terms which I'm going to read what
20 he states why, I'm going to read those, that's what his
21 concern was. He didn't say it was a disciplinary hearing, but
22 disguised to read this way, then you have a right to counsel,
23 for me to read his concerns, and then that committee can talk
24 about it.

25 So the thing I want you to realize, in the beginning



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 he had no problem me coming and doing an on target review, but
2 until the agenda came out on the 27th or 28th and I sent it to
3 him and when he got to read it, he said, oh, I may need to be
4 there because now it looks like it's a hearing as opposed to
5 just a meeting with CPM.

6 REV. DOWNS: I don't want us to get stymied by
7 semantics. Hearing to me sounds disciplinary and in the
8 function of the life of CPM and in your pursuit of ministry,
9 to me, this is somewhat more formal consultation. It's not an
10 annual consultation, but it's a discussion with you about next
11 steps towards ordination. I think the hearing term is a
12 distraction.

13 UNIDENTIFIED MALE: Am I permitted to speak?

14 REV. DOWNS: No. You can talk to Tom, but not to
15 the committee.

16 Anyway, I'm going to ask Ed to simply clarify what
17 this means.

18 REV. KOSTER: The Book of Order is interpreted and
19 written, gives people what we call fair, fundamental fairness
20 rights. In any case where there is an adversarial, some type
21 of event that could affect a person's ministry in the future,
22 outside of judicial process, this is not a judicial case, that
23 person has some rights. One is the right to fair notice,
24 quick notice, and the right to present his or her defense to
25 the allegations and to the matters before, the matters



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 presented before a fair body, and that is what this hearing is
 2 designed to do. That is to say, the allegations are going to
 3 be presented by the subcommittee before you as a committee as
 4 the bodies of assembly.

5 There are two other rights that are attached to
 6 this. One is the right to have an advocate. An advocate is
 7 an advisor, somebody to be with someone. What distinguishes
 8 between that and counsel, counsel is somebody who can speak
 9 for the person. A person has a right to counsel, period. And
 10 to deprive Mr. Priest of the right of a reasonable right to
 11 have counsel here would make it detrimental to this motion to
 12 fairness, fundamental fairness. He doesn't have to justify
 13 having counsel here. The requirement is counsel be
 14 Presbyterian, that's required. He does not have to be an
 15 attorney either. The reason he has to be Presbyterian,
 16 attorneys have been known to misbehave. So we have to have
 17 somebody watch over the attorney.

18 So those are the requirements of fundamental
 19 fairness that the Book of Order and various cases and
 20 interpretation lay out in a matter which affects a person's
 21 ministry.

22 UNIDENTIFIED MALE: Thank you.

23 ELDER PRIEST: Can I respond to that?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Again, about my attorney, I want you



ESQUIRE
 An Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

27

1 to know about my attorney being a pastor, very spiritual. And
2 he is concerned about my theological health, my spiritual
3 health, and fitness for being pastor. Believe me, with him,
4 is pretty tough. And he is concerned, he more than me wants
5 me to get moving on this process. He doesn't want to do
6 anything to delay it. He's been through a second career, and
7 he says, Tom, my role is to help you get through this, not to
8 delay it in any way.

9 So the reason for this is even though it's not a
10 legal stance, the wording of "hearing" and following that
11 process sends an antenna up. Even though these are
12 allegations, it's a report of committee and they are charging
13 me with something, allegations, this happened and this
14 happened and they're very serious. And as a result of these
15 allegations in this report, a judgment can be rendered, either
16 punitive or taking a class or some judgment can be done out of
17 this. So when you look at that, his concern is me. So on top
18 of that, the recommendation of these, if it's accepted, I will
19 suffer something based on something that can be challenged,
20 that some of these things can be challenged. And I think all
21 he is looking out for my best interest, not only legal issues,
22 but as Fitness for Ministry.

23 REV. DOWNS: Tom?

24 REV. HARTLEY: I think I want to speak more than the
25 process. In fact at the table, we have legal and counsel



ESQUIRE
an Alexander Datta Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

28

1 representation, Ed Koster, and the perception of fairness or
2 equitability, it's reasonable on our part to acknowledge his
3 desire safely to have legal representation and advocacy. It's
4 better to proceed deliberately but fairly and delay, though
5 this is already been warned for six months. Reasonable for us
6 to be patient in the process.

7 Our authority, my view is only ministerial and
8 declarative, not judicial, only Presbytery remains, we
9 recommend. So as far as the need for legal representation,
10 constitutionally and legally, isn't needed at this hearing I
11 believe, but because of the recommendation by the committee at
12 hand, there is an implicit if not explicit requirement or
13 demand to admit responsibility with a tentative requirements.
14 So I think it's reasonable that he recognize that, to even
15 consent to these recommendations admits responsibility.
16 That's where we are in the process. I think it's an
17 unfortunate delay, but I understand.

18 REV. DOWNS: Any other comments of the committee or
19 questions of the committee?

20 UNIDENTIFIED MALE: I like to call a question.

21 ELDER PRIEST: Can I read the points?

22 REV. DOWNS: Yes.

23 ELDER PRIEST: Again, my attorney did not felt
24 necessary for me to come before he got the agenda, other than
25 that I would be here with you discussing this.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Issue number one, he knows of no provision in our constitutional documents that would allow a CPM to appoint an investigative committee to look into issues raised in a complaint or to conduct a hearing on its findings and recommendations in the nature of prosecution.

The agenda that has been provided uses words such as "hearing stage," "investigative committee's report," and "recommendation". As Mr. Priest's advocate, no opportunity for Mr. Priest to present testimony from others or right to face accusers or right to examine his accusers.

Issue number two that concerns him is the lack of sufficient notice. Being subjective to the equivalent of a disciplinary hearing, Mr. Priest should have received more notice and Mr. Priest should have afforded the right to have an advocate of his choosing present to represent him.

Issue number three, double jeopardy. The Ruth Azar Complaint is already before the Presbytery by her written complaint. An investigative committee appointed by Calvary Presbyterian Church has conducted numerous hearings and appears close to deciding whether to proceed or not. If CPM convicts in the meantime on the same written statement, will that not render the IC's work a nullity? Or if the IC decides not to press charges, can CPM convict from the same issues? The decision by CPM to go forward will be a violation of both Mr. Priest's substantive and procedural due process rights and



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

30

1 could lead to a one to two year court proceeding to prevent
2 what waiting may cure otherwise.

3 That's his legal statement and he asked me to read.
4 These are not my words. These are his words.

5 UNIDENTIFIED MALE: Which in a sense goes back to my
6 question. Could he not have sent that in advance? I can ask
7 the question.

8 REV. DOWNS: Yes.

9 UNIDENTIFIED MALE: We're all on the spot. It's
10 not, excuse me, it is not hercics to his attorney and to him.
11 We spent a number of months going through this whole process.
12 We, the subcommittee. It's not as though we haven't had our
13 own time, energy, and expertise tested and invested. I really
14 feel strongly that if your attorney felt that strongly about
15 what you just read that you said are his words, then I assume
16 that he would have sent that to us in advance so we would have
17 a sense what his feelings were.

18 ELDER PRIEST: The attorney doesn't relate to this
19 body. He relates through me, and I brought his wishes
20 immediately as I could. I spoke to him yesterday, and when he
21 got it, processed information, he asked me to do a certain
22 process and I did, and to get with the moderate ahead of time
23 with no surprises, to keep everything above board.

24 REV. DOWNS: And I'll get a copy of that?

25 ELDER PRIEST: Yes.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 REV. DOWNS: What is the date of that?

2 ELDER PRIEST: I talked to him yesterday. This is
3 my writing of his e-mail. His e-mail is more into it, and he
4 counseled me yesterday.

5 REV. DOWNS: His e-mail is dated yesterday as well?

6 ELDER PRIEST: No, his e-mail is dated January 28th.

7 REV. RICE: I like to respond also. Wherever the
8 complaint is filed, it has to have a response. I don't think
9 that there's any sense in having a priority of us waiting for
10 the resolution of the complaint shared with Calvary and then
11 CPM responding once we heard what Calvary finds or does not
12 find. To me that would not seem to be in your favor, and I
13 think we owe it to the complainant to respond. So I don't
14 think you can link those two processes. They're different,
15 and we are not a hearing. We are not a disciplinary
16 proceeding. We're advisory to CPM on what the complaint says
17 about Fitness for Ministry.

18 REV. DOWNS: Let's continue to speak to the motion
19 to postpone, so if there are no other questions or comments
20 regarding that? Tom, nothing else you like to add?

21 ELDER PRIEST: Only thing is my lawyer very
22 emphatically wanted to go forward. It's only the agenda and
23 use of the word "hearing" and those words that call for
24 concern, and he's just trying to protect me.

25 REV. DOWNS: I will ask you and David to excuse



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

32

1 yourselves, please, and we will discuss as a committee and
2 make recommendations.

3 All those in favor?

4 GROUP: Yes.

5 (Off the record, 10:47 a.m. - 11:25 a.m.)

6 REV. DOWNS: During executive session this committee
7 voted in favor of the Motion to Postpone until March 1st. You
8 need to know that we are considering meeting earlier at 9:00
9 rather than at 10. So I will confirm with you, either Sam or
10 I, will confirm with you in the meantime, and it's out in
11 Waterford.

12 ELDER PRIEST: Okay. I can send that to my attorney
13 now, that's confirmed March 1st, 9:00?

14 REV. DOWNS: March 1st, likely 9:00.

15 And then we also during executive session committee
16 voted to approve the Motion to Rescind our approval for you to
17 serve in any temporary capacity until this is resolved.

18 ELDER PRIEST: I didn't quite understand?

19 REV. DOWNS: A long time ago we let COM know that we
20 had approved your being able to take on a temporary position.
21 In this case it was with Calvin East.

22 ELDER PRIEST: Yes, yes.

23 REV. DOWNS: So because of the delay of this and
24 because of leaving the church still hanging in all of this and
25 because it now continues on, we are rescinding, we are



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

33

1 removing our permission to you, and we will let COM know, to
2 be able to serve in a temporary capacity at this time.

3 ELDER PRIEST: So --?

4 REV. DOWNS: So you can't serve the church.

5 ELDER PRIEST: Can't serve the church. Until this
6 is resolved?

7 REV. DOWNS: Until we go through the process that we
8 do with all of our candidates.

9 ELDER PRIEST: Thank you.

10 REV. DOWNS: Any other comments? Let us stand and
11 offer prayer, please.

12 Let us pray. Loving God, You throw us into the fray
13 and we wonder why there are lions in the den, but You are
14 always with us. You walk with us and guide us. You teach us
15 to hear. Open our ears that we may hear You. Open our hearts
16 that we may know You. Open our minds that we can work with
17 Your mind. Guide our feet so we can walk in Your ways, our
18 hands to lift and praise and heal others. May You travel with
19 Tom this day as he goes about the rest of his day and next
20 several weeks until we meet again. Comfort his heart, lift
21 him up, and all of those on this committee. Help us to give
22 the thanks to all those who have worked so hard and continue
23 to guide our deliberations, our discussions, and our communal
24 meeting together and those candidates who are coming before us
25 this day. In the name of Your Son, our Lord Jesus, who walked



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

ahead of us and led us, we pray.
As people say, Amen.
GROUP: Amen.
(Adjourned at 11:28 a.m.)
- - -



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

I certify that this transcript is a complete, true,
and correct record of the testimony of the witness held in
this case.

I also certify that prior to taking this deposition,
the witness was duly sworn or affirmed to tell the truth.

I further certify that I am not a relative or an
employee of or an attorney for a party; and that I am not
financially interested, directly and indirectly, in the
matter.

I hereby set my hand this day, February 8, 2011:

Ann M. Courter, CSR-6239
Wayne County, Michigan
My Commission Expires: October 2, 2012



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

36

A	10:22	28:3	already	29:2
a.m.	activities	advocate	28:5 29:17	appointed
3:5, 22, 23	17:3	5:17 15:17	also	29:18
32:5 34:4	add	20:22 24:19	5:6, 23 8:20	appreciate
Abbot	31:20	26:6 29:8, 15	10:22 16:13,	19:15
6:14 10:24	additional	affect	16 17:18 22:6	approach
14:12 19:7	9:6	17:13 25:21	31:7 32:15	15:5
able	Additionally	affects	35:8	approaching
21:16 22:23	18:24	26:20	alternative	7:13
32:20 33:2	additions	affirmed	18:12	appropriate
Absolutely	7:7	35:9	always	18:24 22:4
21:19	Addrow	afforded	10:3 33:14	approval
academic	16:5	29:14	Amen	3:11 32:16
9:3	Adjourned	African -	4:19, 20 21:19	Approve
accept	34:4	American	34:2, 3	7:4 32:16
11:20 19:25	admire	17:23	Ann	approved
accepted	8:5	agenda	1:19, 22 35:22	14:12 32:20
27:18	admit	4:1 7:4, 8	annual	A r a b -
accompanied	28:13	14:16 23:1, 11	25:10	American
15:17	admits	24:15 25:2	another	17:23
accredited	28:15	28:24 29:6	9:6, 7, 19	Arbor
8:15	Adopt	31:22	12:25 16:13	1:19
accurate	7:18 13:4	ago	19:11	areas
5:12	adopting	32:19	answers	16:22 19:1
accusers	3:11, 12	agreed	20:23	around
29:10	Adoption	23:13	antenna	6:25
achieving	13:6	ahead	27:11	arranging
14:17	advance	13:24 23:10	anxious	16:25
acknowledge	30:6, 16	24:10, 12	21:20, 22	asked
18:12 28:2	adversarial	30:22 34:1	anybody	6:21 30:3, 21
act	25:20	Al	3:25 4:3, 4, 7	asking
11:12, 13	advice	5:25	anyway	19:2 24:10
acting	19:16 21:21	allegations	22:18 25:16	assembly
12:24	22:2, 7	21:21 25:25	APPEARANCES	26:4
action	advisor	26:2 27:12,	1:16	assess
8:24 9:24	26:7	13, 15	appears	18:25
11:16, 21	advisory	alleges	8:7 18:4	assessment
actions	11:8 15:1	10:8	29:20	19:2
17:12, 17	23:23 31:16	allow	applied	Associate
active	advocacy	19:18 23:9	17:16	5:23 6:1, 9
		29:2	appoint	



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquiresolutions.com

assume 30:15	back 4:4 5:9 22:20	between 26:8	3:24 8:21	12,23 16:2,9,
assumed 17:25	23:4 30:5	beyond 11:17	9:14 25:19	14 17:1,8,13
assured 6:13	Barb 4:1 5:2	Birmingham 6:2	28:20 31:23	18:23
attached 26:5	BARBARA 5:3 6:24	bit 22:9	Called 3:23 4:11,12	CENTRAL 16:21
attorney 19:16,18	21:11,18	blissing 24:12	23:4	certain 15:21 18:1,3
20:15,17,18,	Barnabas 15:23 16:8	board 30:23	calling 8:22 9:16	21:21 30:21
20,21 21:1,2,	based 18:2 24:6	Bob 4:1 6:23	13:2 24:16	Certified 1:22
5,9,21 22:2,	27:19	bodies 9:25 17:6	Calvary 29:18 31:10,	certify 35:5,8,10
7,20 23:9	began 22:10	26:4	11	Chairman 3:8
24:2 26:15,	Beginning 2:3 24:25	Body 9:20 10:2	Calvin 32:21	challenged 27:19,20
17,25 27:1	behalf 11:25 19:14	13:1 26:1	came 4:9 10:19	chance 12:10
28:23 30:10,	behaviors 18:17	30:19	22:18 24:15	change 7:5
14,18 32:12	being 14:16 15:12	Bohn 6:11 10:22	25:2	changed 22:13
35:11	27:1,3 29:12	14:13 19:8	canal 6:14	changes 7:7
attorneys 26:16	32:20	Book 8:9 12:4	candidate 5:15 7:25 8:6	charge 8:9
attorney's 20:21	believe 3:15 27:3	20:18 25:18	14:6 18:16	charges 29:23
attributing 18:7	28:11	26:19	candidates 8:24 9:9 10:9	charging 27:12
August 15:16 16:3	BELL 6:3	both 9:12 10:6	12:21 33:8,24	Check 8:14,16,18,
authority 16:25 17:4,	belongs 9:24	29:24	capacity 32:17 33:2	19
11,16 19:6	best 27:21	Bridle 1:19	care 8:11 9:5,13	checklist 8:12,25 9:9
28:7	Beth 4:23 23:1	brings 12:1	career 27:6	checklists 8:23 12:20
authorized 14:9	Betsy 6:8 10:23	brought 30:19	case 8:7 12:13	choice 20:16
available 19:19 21:2	22:16,17	bunch 4:4	25:20,22	choose 11:20
Azar 7:25 14:2,6	better 28:4	call	32:21 35:7	
15:7,15 29:16			cases 26:19	
Azar's 10:6,8,19			cause 18:18	
B		C	Center 14:4 15:10,	



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011
38

chooses 20:17	21:24	32:1,6,15 33:21	concerns 8:24 15:9	28:10
choosing 29:15	co-chair 3:19	committees 8:8	16:24 24:23 29:11	consultation 25:9,10
Christ 4:9,18 9:20 13:1	COM 10:10,19,21 12:12 32:19 33:1	committee's 11:3,6,10 14:20,24 15:3 23:25 29:7	conduct 29:4	CONTENTS 2:1
Christine 6:11 10:22 14:13 19:8	come 23:9 28:24	common 12:25	conducted 29:19	context 15:22 21:9
Church 1:18 4:17 5:19 6:2,24 8:10 9:14,15, 21 12:15,18 18:22 29:19 32:24 33:4,5	Comfort 33:20	communal 33:23	confirm 32:9,10	continue 31:18 33:22
churches 12:21	comfortable 22:21 23:10	Community 6:16	confirmed 32:13	continues 32:25
circumstances 18:4 20:21	coming 25:1 33:24	co-moderator 4:23 5:6,7 12:2	confrontatio n 18:14	Convened 14:5,15
clarify 7:16 15:5 25:16	comment 22:8	competence 9:3	confrontatio nal 18:17	conversation 15:20 22:9
CLARK 5:6 20:3	comments 11:22 15:21 24:1 28:18 31:19 33:10	complainant 31:13	congregation 18:18	convict 29:23
class 17:2 27:16	Commission 35:24	complaint 7:25 10:6,8, 12,13,16 14:2,6,11 22:3 29:4,17, 18 31:8,10,16	consent 28:15	convicts 29:21
clearly 23:22	commitments 23:16	complete 35:5	consider 3:11 11:18	co-opted 10:22
CLERK 1:17 3:7 6:22 14:18	COMMITTEE 1:5,12 3:4,8, 14,17,20 4:23 6:11,16,21 7:22 8:22 9:11,22 10:7 11:8,21,22, 23,24 12:3 14:15,17,21, 25 15:18 16:23 17:18, 24 18:9,11, 16,20 21:4 22:3,11,12 23:23 24:10, 23 25:15 26:3 27:12 28:11, 18,19 29:3,18	completed 8:16,25	consideratio n 12:19 14:8	copy 3:25 4:3 7:3 22:25 23:1 30:24
clients 23:17		composition 14:11	considered 9:17	corner 4:6
clinical 8:17		concern 16:22 20:25 24:21 27:17 31:24	considering 32:8	correct 35:6
close 29:20		concerned 13:14 18:11 27:2,4	consistent 17:18	corresponden ce 21:10
closure		concerning 11:4 14:18,22	Constitution 11:7,15 14:25	counsel 23:21 24:5,6, 22 26:8,9,11, 13 27:25
			constitution al 29:2	counseled 31:4
			constitution ally	counseling 9:8



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

39

counsel's 24:7	Dave 5:16 6:14 10:24	9:17 deliberation s	32:18 different 17:22 31:14	25:12 disturbing 15:10
counting 9:18	David 14:12 19:7 31:25	33:23 demand 28:13	difficulties 9:4 difficulty 18:18	documents 29:2 doesn't 26:12 27:5 30:18
country 23:16	day 1:12 4:14 23:3,4 33:19, 25 35:14	den 33:13 denial 15:21	digested 13:15 directed 11:23	doing 7:17 21:15 25:1
COUNTY 35:3,23	days 22:15 23:17, 18	deposition 35:8 deprive 26:10	disciplined 9:22,24 10:2 11:9,11 12:13 15:2 23:5,24 24:3,21 25:7 29:13 31:15	double 29:16 doubt 11:17
course 9:7	December 16:15	designated 6:4 designed 26:2	discipline 23:12 24:16 discomfort 17:25	down 4:1 7:15 Downs 3:7,19,24 4:6,21,23 5:8 6:25 7:3,7,11 13:10,16,21, 24 19:10,14, 21,24 20:2,4, 7,10,13,16 22:8 25:6,14 26:24 27:23 28:18,22 30:8,24 31:1, 5,18,25 32:6, 14,19,23 33:4,7,10
Court 1:19 5:10 23:7 30:1	decide 9:24	desire 15:22 28:3 desires 4:16	discuss 11:25 13:10 15:14 16:3 32:1	DR 5:25 6:1
Courter 1:22 5:10 35:22	decides 29:22	determine 8:10,20 9:13 10:3,4,15,16 11:6,14 12:14 14:16,24	discussing 28:25 discussion 12:12 16:10, 12,16 19:19 25:10	draft 16:18
CPM 5:7 8:5,8 10:20,23 11:4,8,23,24 14:5,8 15:1 18:20,25 22:24 23:23 25:5,8 29:2, 20,23,24 31:11,16	deciding 29:20	detrimental 26:11	discussions 33:23	dramatically 17:13
CSR-6239 1:22 35:22	decision 8:4 12:9,10, 11 29:24	DETROIT 1:4,13,14, 17,18 3:1 14:9	disguised 24:22	due 19:17 29:25
cure 30:2	decision - making 17:6	devalued 15:13	distinguish s 26:7	duly 35:9
current 18:17	declarative 28:8	development 19:1	distraction	
<u>D</u>	defense 25:24	devoted 18:10		
Darrell 15:17	degree 8:13 10:17	didn't 23:15 24:21		
Date 14:7 20:5 22:13,17 23:2 31:1	delay 21:12 27:6,8 28:4,17 32:23			
dated 31:5,6	deliberately 28:4			
	deliberation			



ESQUIRE
an Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

during 11:19 15:11 16:7 32:6,15	11,14,24 21:11,17,18, 19 22:15 23:20 24:9 26:23,25 28:21,23 30:18,25 31:2,6,21 32:12,18,22 33:3,5,9	6:1 Eternal 4:9 evaluation 10:18 event 25:21 everybody 4:22 evidence 11:17,20 evident 18:9 exam 21:23 examine 18:25 29:10 exams 8:18 excuse 30:10 31:25 Executive 5:25 11:24 32:6,15 EXHIBITS 2:8 experience 9:6 18:6,7 experiences 17:19,21 expertise 30:13 Expires 35:24 explain 22:11 explicit 28:12	29:10 faced 8:4 fact 20:25 24:1 27:25 facts 12:19 fair 10:14 25:19, 23 26:1 fairly 28:4 fairness 9:17 25:19 26:12,19 28:1 faithful 12:18 faithfully 12:24 fall 9:15 falls 10:11 21:8 far 23:14 28:9 Farmington 5:22 favor 7:8 31:12 32:3,7 February 1:13 3:2 35:14 feel 12:12 22:21 30:14 feelings 30:17 feet 33:17	felt 28:23 30:14 field 8:17 9:7 fiercely 18:10 filed 10:13 31:8 filing 10:14 final 16:17 finalized 16:20 financially 35:12 find 31:12 findings 17:9,10 24:13 29:4 finds 31:11 First 4:25 5:4,5, 20,23 6:1,9, 23 14:15 16:25 22:5 Fitness 8:10,21 10:3, 4,18 11:14 12:14 24:11 27:3,22 31:17 flier 14:3 floor 19:12 flow 23:11 follow 12:24
E				
each 16:6 earlier 23:6 32:8 ears 33:15 East 32:21 easy 8:5,13 Ed 3:6 6:20 14:18 25:16 28:1 education 8:17 EDWARD 1:17 Edwards 16:6 effect 21:5 ehkoster@aol .com 1:20 either 13:19 19:22 26:15 27:15 32:9 ELDER 5:3,4,6,7, 14,18,22 6:3, 6,23 7:2 10:23 13:18 14:13 15:17 16:5 19:8,13, 15 20:3,6,9,	Elizabeth 3:7 6:8 14:14 19:9 elusive 8:20 e-mail 22:16,17 23:6 31:3,5,6 emotional 9:4,18 emphatically 31:22 employee 35:11 End 3:22 7:18 21:12 ended 7:15 endorsed 8:14 energy 30:13 ensures 9:17 envision 24:7 equitability 28:2 equivalent 29:12 Ernest	Ernest		
F				
face				



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

following 11:2 12:3 27:10	G GAGE 5:22 7:6	4:17 grounded 9:19	5:9 8:7 21:24 33:22 HARTLEY 6:15 27:24	11:13 27:7 33:21 helpful 21:12
forceful 18:7	gave 15:18 21:13	GROUP 4:20 7:10,21 32:4 34:3	haven't 8:24 30:12	helps 8:12
form 21:7 23:5	give 8:15 12:19 33:21	groups 17:23	heal 33:16	Henry 6:12 10:23 14:13 19:8
formal 25:9	gives 25:19	growth 12:20	health 27:2,3	Henry's 22:8
formation 14:10	glory 4:18	guidance 12:23 14:18	hear 3:11 5:11 7:18,23 11:22 13:4 24:13 33:15	her 5:12 10:14 25:24 29:17
former 17:5	go 12:9 13:24 21:23 23:10 24:10,12 29:24 31:22 33:7	Guide 4:15 9:13 33:14, 17,23	heard 31:11	hereby 35:14
forward 21:25 22:1,6 29:24 31:22	God 4:9 13:2 33:12	guided 11:16	HEARING 1:6,11 2:2,3 3:15 10:15 11:13,20 12:6 13:22 19:17 20:4 23:5,12 24:3,7,16, 17,18,21 25:4,7,11 26:1 27:10 28:10 29:4,7, 13 31:15,23	heroics 30:10
found 15:18	God's 4:19 13:1	guys 8:21	heard 31:11	Hills 5:7
four 14:2	goes 8:5 30:5 33:19	H 1:6,11,17 2:2 8:1 14:6	HEARING 1:6,11 2:2,3 3:15 10:15 11:13,20 12:6 13:22 19:17 20:4 23:5,12 24:3,7,16, 17,18,21 25:4,7,11 26:1 27:10 28:10 29:4,7, 13 31:15,23	Holy 4:10 9:20 12:23
fray 33:12	going 21:1,20 22:21,22,24 24:19,20 25:16 26:2 30:11	half 22:19	heard 31:11	Hubbell 1:13
freely 17:15	good 21:7	hand 28:12 35:14	heard 31:11	HUGLEY 7:2
frequently 15:19	Gospel 4:11	hands 33:18	heard 31:11	humbly 4:12
front 22:11	grant 13:11	hanging 32:24	heard 31:11	HUNT 6:6
frustration 17:24	great 18:18	happen 8:25	heard 31:11	husband 5:4
function 9:23 25:8	greater 25:21	happened 27:13,14	heard 31:11	I
fundamental 25:19 26:12, 18		happens 13:14	heard 31:11	IC 24:19 29:22
further 16:11,12,15 35:10		happy 23:15	heard 31:11	IC's 29:22
future 17:13 18:24 25:21		hard	heard 31:11	identified 16:22 17:1 19:1



ESQUIRE
an Altimeter Online Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

identify 12:7	inquires 8:6	18:14	21:11,17,18	justice 4:12
identity 18:3 19:5	insistence 15:21	introduce 5:2,8 7:1	January 14:7 16:18,20	justify 26:12
illness 10:25	instabilitie s 9:4	Introduction 3:5,22 23:22	22:18 23:2 31:6	K
immediate 10:15	instead 18:6	introduction s 4:21	jeopardy 29:16	Keep 4:13 30:23
immediately 30:20	Institute 18:22	introductory 23:20	jerk 9:18	Key 15:7,20
impact 10:17	intended 17:13	invested 30:13	Jesus 4:9,18 33:25	Kirk 5:7
implicit 28:12	intent 14:16	investigate 10:11,12 11:3 14:10,20	job 8:8 12:1	knee 9:18
improving 6:14	interactions 15:9 16:7	Investigatin g 3:12 7:19	John's 6:3	knew 18:1 21:1 22:13
include 19:2	interest 27:21	investigatio n 14:19 15:6 17:15	Johnson 6:13 10:23 14:13 19:8	know 4:2,22 7:20 8:3 12:2,5,16 20:23 21:8,14 23:14 27:1 32:8,19 33:1, 16
included 10:21,22 15:8,20	interested 35:12	Investigativ e 6:10 7:24 10:20 11:1, 22,23 13:7,25 22:3 29:3,7, 18	JR 1:6,11 2:2 8:1 14:7	knowledge 22:22
includes 14:2	interim 4:25	Issue 29:1,11,16	judgment 24:9 27:15,16	known 26:16
indicated 17:24	interpretati on 17:10 26:20	issues 12:22 15:8,20 16:21 18:1 23:13 27:21 29:3,23	judicial 11:9 15:2 23:24 25:22 28:8	knows 4:22 21:19,22 29:1
indicating 21:10	interpretati ons 16:1	J J.D 1:17	Judy 5:20	KOSTER 1:17 3:6,21 6:20 12:5 13:19 14:18 19:22 25:18 28:1
indirectly 35:12	interpreted 25:18	JACKSON 5:3 6:23	July 15:7,14	K-o-s-t-e-r 3:6
influence 17:4,11	interview 15:14,15 16:13,16		jumble 7:12	KRUG 6:1
information 22:19,21,22 30:21	interviewed 15:7,16 16:4, 6		June 14:12,15 15:4	L
informed 10:20	interviews 15:5 16:16		jurisdiction 10:10	
initially 10:19 24:9	intimidation		just 8:19 24:1,12 25:5 30:15 31:24	
input 7:14				



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

43

lack	28:3,9 30:3	lobby	March	3:14 9:25
29:11	legally	17:6	20:7 32:7,13,	10:1,22 11:24
Large	28:10	Lombard	14	Mennonite
4:24	legislative	14:3 18:22	Margaret	14:4 18:23
Larry	11:15	long	6:3	mentor
5:22	legitimacy	8:12 32:19	Marie	12:19
last	18:12	look	6:25 7:2	mercy
7:12 10:20	lengthy	8:23 11:14	Marjorie	4:12
21:23 22:16	15:19	27:17 29:3	6:18	merely
later	less	looking	MATTER	12:23
16:9,14	9:1	27:21	1:3 3:13 14:5	message
Lawrence	lest	looks	20:12 26:20	21:6
16:5	4:15	25:4	35:13	met
lawyer	Let's	Lord	matters	15:4,14 16:3,
31:21	31:18	4:18 33:25	11:8 15:1	10,12,15,18
Lay	Letter	Lorkowski	23:23 25:25	methods
5:23 26:20	10:6,19	16:5	MCMILLAN	18:13
lead	life	lot	5:20	Metropolitan
30:1	25:8	7:13,14 9:1	means	17:5
Leaders	lift	louder	13:10 25:17	Michigan
18:22	33:18,20	13:18	meant	1:14,19 3:1
leading	lightly	love	24:15	35:1,23
3:20	9:12	8:21,22 9:16	meantime	Mile
learned	likely	12:18	29:21 32:10	15:10,12,23
19:3	3:15 12:5	Loving	measurable	16:1,8,9,14,
least	32:14	33:12	9:1	25 17:7,9,12
18:3 21:2,4	link		Mediation	mind
leaves	31:14		18:21 19:4	33:17
19:23	lions	M	meet	minds
leaving	33:13	1:22 35:22	4:14 33:20	33:16
32:24	list	Madam	meeting	minister
led	8:19	13:6	3:9,11,23,24	4:24 5:1 11:5
18:22 34:1	listen	making	7:22 8:2	14:23 20:19
leeway	13:1 18:5	13:23	14:15 16:9,14	ministerial
11:12	listening	MALE	19:19 20:7	28:7
legal	5:9 17:20	13:9 19:25	21:1 22:10	ministers
11:16,18	little	20:25 21:8	25:5 32:8	10:1
12:13 20:12,	13:18 22:9	23:19 25:13	33:24	ministries
15 23:21	Livonia	26:22 28:20	member	15:25 16:8
24:5,6,7	6:5	30:5,9	6:20	17:5
27:10,21,25		mandate	members	MINISTRY
		12:18		



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1:5,12 3:4,8 4:13,24 6:11 7:23 8:1,10, 21 10:3,4,7, 8,18 11:9,14 12:15 14:22 15:2,13,25 18:11,13 23:24 24:11 25:8,21 26:21 27:22 31:17 misbehave 26:16 misconduct 10:8 misguided 4:15 model 15:25 18:10 moderate 30:22 Moderator 13:6 17:4,5 moment 13:15 momentarily 6:12 7:5 month 20:6 months 28:5 30:11 most 22:3 24:14 motion 7:4,6,18,21 13:4,23 19:11,13 20:4,8 21:9 26:11 31:18 32:7,16 motive 10:15	move 13:6 18:24 19:21 21:25 22:6 movement 4:10 moves 18:20 moving 22:1 27:5 must 21:21,23 22:4,6 myself 22:4 23:10 <hr/> N <hr/> name 5:11,14 12:7 33:25 nature 24:3 29:5 necessary 28:24 necessity 20:14 24:6 need 4:3,21 11:22 12:9 19:19 20:5 23:12,21 25:3 28:9 32:8 needed 28:10 needs 4:5,7 8:25 23:17 New 5:19 11:19,20 night 10:21 Northbrook	6:19 notable 15:18 notes 5:12 nothing 31:20 notice 12:12 19:18 23:17,18 25:23,24 29:12,14 notify 17:8 November 16:10,12 nullity 29:22 number 29:1,11,16 30:11 numerous 29:19 nurture 9:13 12:20 <hr/> O <hr/> Oak 6:9 obligated 10:12 observations 16:1 observed 17:18 obviously 24:4 October 35:24 offer 33:11	office 17:16 oh 23:5 25:3 Okay 3:21,24 22:20 32:12 once 31:11 one-page 14:3 open 4:8 9:19 23:9 33:15,16 opening 7:15 opinion 18:8,16 opinions 17:19,21 18:6 Opportunitie B 15:23 16:9 opportunity 13:12 17:12 29:8 Opposed 7:11 25:4 ordained 10:1,10 Order 3:23,25 8:9 12:4 20:18 21:24 25:18 26:19 Ordination 6:15 8:18 11:5 14:23 25:11 Orlean 5:18	outcomes 14:17 outside 25:22 over 4:1 7:12 9:16 23:16 26:17 overall 8:9 owe 31:13 owed 21:4 <hr/> P <hr/> PAGE 2:2 paper 17:2 papers 19:3 parameters 14:19 20:18 Parish 6:1,9 Park 7:2 parliamentar y 12:3 part 6:9 10:8 13:23 28:2 participate 18:21 parts 8:20 14:1 party 35:11 Pass 1:19
--	---	---	--	--



ESQUIRE
an Alexander Oetli Group

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

45

Pastor 5:20, 23 6:4, 16, 18 27:1, 3	25:23 26:9 personal 16:7	13:17, 21 19:17, 21 20:1 22:11	9, 15, 16, 25 14:9 17:4, 6, 10, 16 18:19 28:8 29:17	15:9, 22 18:17 19:25 29:8, 25
pastoral 5:17 8:17 9:3 18:25 19:5	personally 19:4 person's 25:21 26:20	power 9:23 practicing 20:20	presence 24:8 present 16:13 23:21 24:2 25:24 29:9, 15	primary 16:22 prior 21:1 35:8
patient 21:22 22:4, 6 28:6	perspective 24:4, 5 Phyllis 6:6	praise 33:18 pray 33:12 34:1	presented 26:1, 3 press 29:23	priority 31:9 problem 21:16 22:15 23:10 24:12 25:1
pattern 17:18 18:17	pick 23:19 placement 8:17 9:7	prayer 4:8 7:14 33:11 prayerful 14:8	prevent 30:1 pride 9:10 PRIEST 1:6, 11 2:2 3:13, 14 5:14 7:20 8:1 10:9 12:1, 10, 25 14:3, 7 15:11, 13, 15, 16, 18 16:7 17:1, 3, 8, 14, 19, 25 18:4, 9, 11, 21, 25 19:3, 13, 15 20:6 21:6, 17, 19 22:15 24:9, 18 26:10, 23, 25 28:21, 23 29:9, 13, 14 30:18, 25 31:2, 6, 21 32:12, 18, 22 33:3, 5, 9	proceeding 23:6 30:1 31:16 proceedings 3:20 11:10, 18 15:3 23:25 process 6:21 8:6 14:17, 19 24:17 25:22 27:5, 11, 25 28:6, 16 29:25 30:11, 22 33:7 processed 30:21 processes 31:14 professional ly 19:4 proper 23:7 properly
Paul 6:4 Paul's 6:5 PCUSA 11:7 14:25 Peace 14:4 18:23 people 4:11, 19 7:14 9:10 12:18 13:14 17:21 18:5 23:8 25:19 34:2 perceived 17:25 perception 15:12 18:2 28:1 period 26:9 permission 33:1 permit 11:20 permitted 11:19 20:22 25:13 person 5:9 16:6	Phyllis 6:6 plan 15:15 16:3 planning 16:11 please 5:11 32:1 33:11 point 7:20 points 28:21 Fontiac 4:25 portion 3:16 8:2 12:6 position 12:8 32:20 possible 21:4 postpone 20:4 31:19 32:7 postponed 3:16 23:21 postponement	PREPARATION 3:4, 8 4:24 5:23 7:23 10:7 11:9 14:21 15:2 23:24 preparing 4:13 17:2 prerogative 24:4 Presbyterian 1:18 5:19, 23 6:2, 16, 23 8:10, 22 9:15 20:19 26:14, 15 29:19 PRESBYTERY 1:4, 13, 17, 18 3:7 5:15, 21, 25 9:25 12:8,	PRIEST 1:6, 11 2:2 3:13, 14 5:14 7:20 8:1 10:9 12:1, 10, 25 14:3, 7 15:11, 13, 15, 16, 18 16:7 17:1, 3, 8, 14, 19, 25 18:4, 9, 11, 21, 25 19:3, 13, 15 20:6 21:6, 17, 19 22:15 24:9, 18 26:10, 23, 25 28:21, 23 29:9, 13, 14 30:18, 25 31:2, 6, 21 32:12, 18, 22 33:3, 5, 9 Priest's 11:4 14:22	



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

9:12	quick	19 23:1 29:13	relative	23:7
prosecution	25:24	recognition	35:10	represent
29:5	quicker	9:2	relaying	29:15
protect	21:15	recognize	21:6	representati
31:24	quite	28:14	reluctant	on
protocol	32:18	recommend	8:3	23:12 28:1,3,
21:7	R	28:9	reluctantly	9
provide	r a c i a l -	recommendati	8:3	representati
17:11	e t h n i c	on	rely	ve
provided	17:22 18:3	11:4 14:21	12:23	10:21
29:6	raise	16:19 22:25	remain	represented
provision	11:25	27:18 28:11	12:11	17:14
29:1	raised	29:8	remains	request
psychologica	23:13,20 29:3	Recommendati	28:8	13:17,21
l	reactions	ons	remarks	19:14,25
9:7	9:18	7:19,24 13:5	7:16	20:9,10 22:10
punitive	read	18:15 21:13	remember	requested
27:16	13:8,13,15,	28:15 29:5	24:13	19:20
purpose	22 24:19,20,	32:2	reminds	requesting
3:10 7:17	22,23 25:3	reconciling	24:14	24:8
24:6	28:21 30:3,15	4:16	remove	require
pursue	ready	record	12:10	18:20 20:18
17:16	21:23	12:8 19:17	removing	required
pursuit	real	32:5 35:6	33:1	8:9 9:5,8
25:8	5:9	redirected	render	11:17 26:14
purview	realize	15:20	29:22	requirement
11:10 15:3	24:25	refer	rendered	26:13 28:12
23:25	really	12:4	27:15	requirements
put	30:13	reference	replied	26:18 28:13
19:11 22:10	reason	24:1	22:20	Rescind
Q	26:15 27:9	referenced	report	32:16
quality	reasonable	14:11	3:12 7:19,23	rescinding
9:16	11:17 26:10	regarding	11:1,11 13:4,	32:25
question	28:2,5,14	7:25 8:4	7,8,11,15,25	resolution
12:7 20:23	reasons	31:20	14:7 16:18,20	31:10
21:11 23:20	19:20,24	regularly	22:18,25	resolve
28:20 30:6,7	receive	17:3	27:12,15 29:7	21:16
questions	11:12	relate	Reported	resolved
11:25 12:1,4	received	30:18	1:22	32:17 33:6
15:19 24:11	14:17 22:16,	relates	Reporter	resources
28:19 31:19		30:19	1:22 5:10	



ESQUIRE
An Alexander Oatis Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

15:24	32:6,14,19,	15:7 29:16	confidence	15:24 17:7
respect	23 33:4,7,10	S	9:2	shared
22:7	Reverend	Sacrament	s e l f -	31:10
Respectfully	5:16 10:21,	11:5 14:23	identifying	Shorthand
19:7	23,24 14:12,	safely	17:22	1:22
respond	13,14 19:7,8,	28:3	semantics	shortly
23:18 26:23	9	sails	25:7	3:15
31:7,13	review	8:6	seminary	show
responding	25:1	Sam	17:1	4:12
31:11	Reynolds	5:6 21:19,22	send	side
response	15:17	32:9	23:15 32:12	9:19
22:8 31:8	RICE	Sandra	sends	simply
responses	4:4 6:8 10:23	16:5	27:11	25:16
15:19	13:6,13,23,	sat	sense	sit
responsibili	25 14:14 19:9	4:1	19:5 30:5,17	4:2
ty	22:16 31:7	satisfactori	31:9	sitting
10:11 12:14	right	ly	sent	5:9 10:13
28:13,15	4:6 7:11 10:5	8:16	10:6 21:10	six
rest	12:11 20:13	saw	22:19,25	28:5
33:19	24:22 25:23,	23:11	23:3,6 25:2	Skills
result	24 26:6,9,10	saying	30:6,16	18:21 19:4
21:13 27:14	29:9,10,14	5:12	separately	SMC
retired	rights	says	16:4	15:10,11
5:17	25:20,23 26:5	24:15 27:7	September	somebody
REV	29:25	31:16	16:4	26:7,8,17
1:17 3:6,19,	ROBERTSON	schedule	serious	somewhat
21,24 4:4,6,	5:16	23:14	27:14	25:9
21 5:8,16,20,	role	scheduling	seriously	Son
22,25 6:1,4,	12:11 24:7	15:4	12:19	33:25
8,15,18,20,	27:7	school	serve	sorry
25 7:3,6,7,11	roles	8:16	8:5 9:14	5:8,13
13:6,10,13,	9:3	Scripture	32:17 33:2,4,	sounds
16,19,21,23,	root	9:19 12:24	5	25:7
24,25 19:10,	6:13	Second	Session	Southminster
14,21,22,24	routinely	13:9 15:10,	8:14 11:24	6:6
20:2,4,7,10,	18:13	12,23 16:1,8,	32:6,15	speak
13,16 22:8	Royal	9,14,25 17:7,	Sessions	5:10,11 7:21
25:6,14,18	6:9	9,12 20:2	9:25	12:7 13:12,18
26:24 27:23,	Rules	27:6	set	20:22 25:13
24 28:18,22	9:20 11:17	s e l f -	35:14	26:8 27:24
30:8,24 31:1,	Ruth		share	31:18
5,7,18,25	7:25 14:2,6			



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

speaks 13:13	1:17 3:7 6:22 14:18	11:1 13:7 14:1,5,10,12 26:3 30:12	3:10 35:9 T	32:17, 20 33:2
special 4:11 7:24	statement 21:5 29:21 30:3	subjective 29:12	TABLE 2:1 27:25	tentative 28:13
specific 21:13	statements 15:11	subjects 17:15,17	take 8:24 9:12 12:18 32:20	term 25:11
specifically 16:6	states 11:1 24:20	submit 21:3	Taken 1:12 15:22	terms 23:11 24:19
spent 30:11	Stay 24:13	submitted 19:7	takes 22:5	tested 30:13
Spirit 4:10,13 9:20 12:24	steps 25:11	subsequent 17:2	taking 17:9 27:16 35:8	testimony 3:10 29:9 35:6
spiritual 27:1,2	sticky 12:22	substantive 29:25	talk 19:24 20:8 22:23 24:23	Thank 3:21 5:12 19:10,15 26:22 33:9
spoke 30:20	street 21:14	succinct 24:14	talked 25:14	thanks 33:22
spot 30:9	strict 11:16	succinctly 22:23	talking 31:2	theological 8:16 27:2
St 6:3,4	strictly 12:14	suffer 27:19	talks 22:24	theology 9:2
staff 15:9	strongly 30:14	sufficient 29:12	target 24:13 25:1	Therefore 18:20
stage 24:18 29:7	structure 17:7	sufficiently 10:16	targeted 15:12	thing 22:4 24:25 31:21
Stan 16:5	struggle 9:12	suggestion 19:11	task 8:19, 20 9:12, 15 10:2, 15, 16 11:3, 6 12:16, 17 13:2 14:20, 24	things 8:12 9:8, 11 21:24 24:14 27:20
stance 27:10	student 17:2, 15	suitability 11:4, 8 14:22 15:1 23:23 24:11	Taylor 6:7	think 3:19 4:21 8:3 13:23 18:2 20:11 21:2, 4, 7, 12 22:17 23:2, 4 25:11 27:20, 24 28:14, 16 31:8, 13, 14
stand 33:10	stumble 4:15	supervision 9:6	teach 33:14	THOMAS 1:6, 11 2:2
standing 12:11	STUNKEL 6:4	support 6:21 20:2, 3	Team 17:6	
stands 7:8	styles 18:13	sure 3:16 22:15 23:2, 15 26:24	tell 35:9	
start 4:25 21:15	stymied 25:6	surprises 30:23	temporary	
state 23:22 35:1	Subcommittee 3:12 5:24 6:10, 12, 15 7:20, 24 10:20	sworn		
STATED				



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

3:13 8:1 14:6	5:17	two	12:9	voice
thought	tools	4:24 9:7	unlikely	17:12
18:1	19:2	22:15 26:5	12:10	VOLUME
thoughts	top	29:11 30:1	unwilling	1:11 3:4
7:12	27:17	31:14	18:4,12	volunteers
three	tough	type	upbuilding	15:10
14:1 16:22	27:4	24:16 25:20	4:17	vote
17:22 29:16	towards	<u>U</u>	urban	3:17
three-pages	25:11	U.S.A	15:24,25 17:5	voted
14:1	training	1:18	18:10	32:7,16
throw	9:6 18:22	unable	USA	votes
33:12	19:5	10:24	8:11 9:15	9:18
throwing	transcript	unavailabili	12:15	<u>W</u>
21:14	35:5	ty	use	waiting
Thursday	travel	21:10	9:17 16:24	30:2 31:9
22:17	23:14 33:18	under	17:11 31:23	walk
time	traveling	8:11 9:5,13	uses	4:12 33:14,17
7:14 17:8	23:3	22:2	18:13 29:6	walked
18:25 24:15	travels	undercare	<u>V</u>	33:25
30:13,22	23:16	5:15	validity	want
32:19 33:2	trial	undergrad	10:17	3:18 4:2 5:8
timely	11:13	8:13	various	7:16 10:13
19:18	Troy	undermined	9:3 26:19	23:8 24:25
TIMM	5:4,5,21 6:24	15:13	verbally	25:6 26:25
5:25	true	understand	18:7	27:5,24
today	35:5	20:20 28:17	verbatim	wanted
3:9,20 4:10	Trumbull	32:18	12:6	22:10 31:22
9:22 10:24	5:19	understandin	view	wants
11:19 12:12	trust	g	17:7 28:7	13:16 27:4
together	21:6 24:9	13:16 20:11	violated	warned
4:2,14 15:24	truth	unfortunate	11:7 14:25	28:5
22:2 33:24	35:9	28:17	violation	WARREN
Tom	try	UNIDENTIFIED	29:24	5:18 13:18
5:8,13,14	21:24	13:9 19:25	violations	20:9,11,14,
6:15 7:20	trying	20:25 21:8	11:15	24 23:20
12:10 13:11,	31:24	23:19 25:13	visit	watch
13,16,21 14:3	Tuesday	26:22 28:20	15:11,24	26:17
19:11 20:16	3:2	30:5,9	16:25	Waterford
21:11 25:14	turn	United	visits	6:17 32:11
27:7,23 31:20	6:25	7:2	16:8	way
33:19		unless		13:19 24:22
Tom's				



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011
50

27:8	willing	19:3	15:7	16:12
WAYNE	22:6	writing	17575	358-5403
35:3,23	wish	7:15 21:3	1:13	1:20
ways	19:23	31:3	18	3772
8:13 33:17	wishes	written	14:7 16:20	1:19
week	30:19	10:12 14:1	18th	-----
22:16,19	within	21:5 25:19	22:18	4
weeks	8:10 12:15	29:17, 21	19	4
4:25 7:13	17:6 21:9	-----	16:10	14:9
33:20	witness	Y	1st	48108
We'll	16:13,17	yeah	1:12 20:7	1:19
12:3 20:7	35:6,9	23:8	32:7,13,14	-----
we're	witnesses	30:1	-----	7
7:16 8:2,4	11:19	yesterday	2	734
10:1,4,11	wonder	30:20 31:2,4,	35:24	1:20
11:16 12:21,	24:3 33:13	5	2010	-----
22 13:2 30:9	wondering	5:2 7:1 12:7	14:9,16 15:4,	8
31:16	20:14	yourself	7,14,16 16:3,	35:14
weren't	Word	yourselfes	4,10,12,15	-----
21:14	11:5 13:1	32:1	2011	9
we've	14:23 31:23	Youth	1:13 3:2 14:7	14:15 15:16
12:21	wording	15:23 16:8	16:18,20	900
whatever	27:10	-----	35:14	32:8,13,14
22:5	words	1	2012	952
Wherever	17:14 29:6	3:2 14:12	35:24	1:14 3:2,5
31:7	30:4,15 31:23	10	22	955
whether	work	16:15 32:9	15:4	3:22
9:1,2,3,14	4:13 13:1,3	1000	27th	959
10:17 11:6	15:23 17:7	20:8	23:2 25:2	3:23
14:24 29:20	29:22 33:16	1047	28	
whichever	worked	32:5	15:14 16:4	
19:23	33:22	11	28th	
white	working	16:18	23:2,4 25:2	
17:23	8:15	1125	31:6	
whole	world	32:5	29th	
4:4 9:21	4:17	1128	23:4	
30:11	worry	34:4	-----	
wife	22:24	13	3	
6:24	wrestle	16:3	2:3	
WILHELM	8:23 9:11	15	30	
6:18	write			



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit E

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

1

IN THE MATTER OF:
PRESBYTERY OF DETROIT
COMMITTEE ON MINISTRY
HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME II

Taken by the Committee on Ministry on the 1st day of
March, 2011, at First Presbyterian Church, 529 Hendrie,
Royal Oak, Michigan, at 8:38 a.m.

APPEARANCES:

For the Presbytery
of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
Presbytery of Detroit
Presbyterian Church (U.S.A.)
3772 Bridle Pass Court
Ann Arbor, Michigan 48108
(734) 358-5403
ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
Certified Shorthand Reporter



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS - Volume II

HEARING OF THOMAS H. PRIEST, JR.:	PAGE:
Statement	3
Resume Hearing	4

EXHIBITS:
None.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Royal Oak, Michigan,

2 Tuesday, March 1, 2011 - 8:38 a.m.

3
4 COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME II

5 (Introduction, 8:38 a.m.)

6 REV. KOSTER: I'm Edward Koster, Stated Clerk of the
7 Presbytery of Detroit.

8 This morning's hearing is a continuation of the
9 hearing of February 1st in which Thomas Priest asked for an
10 adjournment.

11 It is a meeting of the Committee on Preparation for
12 Ministry of the Presbytery of Detroit. Mr. Priest is a
13 candidate for ministry. We will be hearing a motion to
14 approve, excuse me, to adopt a report of investigating
15 subcommittee that brings findings and recommendations to the
16 committee. The first part of this will be an open hearing in
17 which Mr. Priest will present his response to the motion.

18 He will be represented by a gentleman named
19 Archibald Wallace, who is an attorney from Richmond, Virginia.
20 He may have other advocates with him who most likely will not
21 be allowed to speak.

22 The first part of the hearing will be an open
23 hearing after which the committee will go in executive session
24 and everybody will be asked to leave except for certain
25 people, voting members and those invited. During that period



ESQUIRE
an Alamo Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 the committee will consider the motion and the defenses and
 2 points raised by Mr. Priest during the open hearing. When the
 3 committee has made a decision on the motion to adopt the
 4 report of the investigating subcommittee, it will return to
 5 open session at which point the result will be announced.

6 (Statement concluded at 8:41 a.m.)

7 (Meeting called to order, 9:00 a.m.)

8 REV. DOWNS: We will call ourselves to order and ask
 9 the light of Christ to be among us this day. I want to
 10 apologize, my computer crashed on Saturday and it crashed
 11 really hard. So the only ability I had to be on-line about
 12 anything has been at work and I was there until 7:30 and I
 13 still didn't get it all done yesterday. So the hymn I had
 14 planned, this is a different hymnal. It's not in here. So I
 15 thought we'd lean on some old reliable hymn that has stood the
 16 test of a lot of ages. Number 84 in this hymnal, O God Our
 17 Health In Ages Past. I was always taught that we could sing
 18 better if we stand.

19 Let me offer up a prayer before we sing. Loving
 20 God, you gather us together in this place to do your work.
 21 Make your presence to us known and felt throughout this day,
 22 this morning as we deliberate in closed session, and this
 23 afternoon as we meet with our candidates and our COPs. Dear
 24 Lord, this work you have called us to, make us worthy of that.
 25 In the name of your son we pray. Amen.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 GROUP: Amen.

2 REV. DOWNS: Let us sing, O God, Our Health In Ages
3 Past.

4 (Singing.)

5 REV. DOWNS: Please, be seated.

6 I would like to read Psalm 19.

7 The heavens are telling the glory of God and the
8 firmament proclaims his handiwork. Day to day pours forth
9 speech, night to night declares knowledge. There is no
10 speech, nor are their words, their voice in not heard; yet
11 their voice goes out through all the earth and their words
12 through the end of the world. In the heavens he has set a
13 tent for the sun which comes out like a bridegroom from his
14 wedding canopy, and like a strong man runs his course with
15 joy. Its rising is from the end of the heavens, and its
16 circuit to the end of them, and nothing is hid from its heat.
17 The law of the Lord is perfect, reviving the soul. The
18 decrees of the Lord are sure, making wise the simple, the
19 precepts of the Lord are right rejoicing the heart; the
20 commandment of the Lord is clear, enlightening the eyes; the
21 fear of the Lord is pure, enduring forever. The ordinances of
22 the Lord are true and righteous altogether. More to be
23 desired are they than gold, even much fine gold, sweeter also
24 than honey and drippings of the honeycomb. Moreover by them
25 is your servant warned, in keeping them there is great reward.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 But who can detect their errors? Clear me from hidden faults.
2 Keep back your servant also from the insolent, do not let them
3 have dominion over me. Then I shall be blameless, and
4 innocent of great transgression. Let the words of my mouth
5 and the meditation of our hearts be acceptable to you, O Lord,
6 our rock and our redeemer.

7 All God's people say.

8 THE GROUP: Amen.

9 REV. DOWNS: Good morning.

10 THE GROUP: Good morning.

11 REV. DOWNS: I appreciate, we all appreciate all of
12 you being out here this bright and early hour. Some of you I
13 know have traveled some distance to get here, and hopefully
14 others will be trickling in as we go.

15 Now, is there anybody who does not have paperwork
16 for today?

17 ELDER RICE: I have paperwork and did not put it out
18 on the table. I will pass this around in the rubberband so
19 that you know this is the collective extra paperwork for
20 anyone who needs it.

21 REV. DOWNS: Do we need any introductions? I think
22 everybody here mostly knows everybody. Do we need to
23 re-introduce for the court reporter?

24 REV. KOSTER: You might.

25 REV. DOWNS: Well, I am Elizabeth Downs, and this is



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Ann Courtèr, she is appropriately named that I think to be a
2 court reporter. So she will be recording our proceedings as
3 we go this day, as we started to do a month ago.

4 We already have on the floor a motion to approve,
5 I'm sorry, to adopt the report and recommendations of the
6 investigating subcommittee. I don't want to proceed any
7 further at this point until Tom and his lawyer are here, are
8 actually in the room with us. And so I know that there are a
9 handful of other items we need to take care of today for
10 business items and so on. And here comes somebody, and so let
11 me go and find out what the deal is on that or somebody could
12 run out and find out what's going on. Here he comes.

13 When you speak, or when you have a question or a
14 comment to make, please state your name clearly for the court
15 reporter to make a record here.

16 They are on the way I see, so excuse me just a
17 moment.

18 (Off the record.)

19 REV. DOWNS: Tom, what I would like to do is have
20 the folks introduce themselves and you introduce the people,
21 or they can introduce themselves as well, and then we will
22 proceed.

23 All right, my name again is Elizabeth Downs. I am
24 the interim minister for First Presbyterian Church in Pontiac,
25 and I am one of the moderators of the Committee on Preparation



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 for Ministry.

2 Marie, would you introduce yourself to the table.

3 ELDER HUGLEY: Sure. I'm Marie Hugley from Elder
4 Park United Presbyterian Church.

5 ELDER BARBARA JACKSON: Barbara Jackson from Troy
6 First, an Elder.

7 ELDER ROBERT JACKSON: Bob Jackson, Troy First,
8 Elder.

9 ELDER EDWARD: Stanley Edward, Elder Calvary
10 Presbyterian Church.

11 ELDER REYNOLDS: Darrell Reynolds, Elder Calvary
12 Presbyterian Church.

13 REV. WALLACE: I'm Archibald Wallace. I'm Minister
14 of the Word and Sacrament. I'm Presbyterian James. I have my
15 own church in Hopewell, Virginia. I'm also a practicing
16 attorney.

17 ELDER PRIEST: I'm Elder Tom Priest.

18 ELDER CLARK: Sam Clark, Elder at Kirk in the Hills
19 Church here and also co-chair of CPM.

20 REV. WILHELMI: I'm Marjorie Wilhelmi. I'm the
21 Pastor at Northbrook Presbyterian Church, and I'm also the
22 secretary taking the minutes.

23 REV. BROWNLEE: I'm Richard Brownlee. I'm a
24 minister, honorably retired.

25 REV. MCMILLAN: Judy McMillan, Pastor of First



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Presbyterian Troy.

2 REV. MCDEVITT: Jenny McDevitt, one of the pastors
3 at First Presbyterian Ann Arbor.

4 ELDER GAUBATZ: Mike Gaubatz. I'm an Elder at
5 Geneva in Canton.

6 REV. KRUG: Ernest Krug. I'm a minister and parish
7 associate at First Presbyterian Church of Birmingham.

8 REV. STUNKEL: Paul Stunkel, Pastor of St. Paul's
9 Presbyterian, Livonia.

10 REV. RICE: I'm Betsy Rice. I'm a parish associate
11 here at First Royal Oak.

12 REV. BOHN: Chris Bohn. I'm here as a
13 representative of the Committee on Ministry.

14 ELDER HUNT: Phyllis Hunt. I'm an Elder at
15 Southminster in Taylor.

16 ELDER JOHNSON: Henry Johnson, Elder First
17 Presbyterian Church, Ann Arbor.

18 REV. HARTLEY: Good morning. Tom Hartley, Pastor at
19 Community Presbyterian in Waterford.

20 REV. TIMM: I'm Al Timm. I'm from the Presbytery of
21 Detroit. I serve as executive presbyter and ex-officio member
22 of this committee.

23 REV. PRITCHARD: I'm Norman Pritchard, Pastor at
24 Kirk in the Hills.

25 REV. KOSTER: I'm Ed Koster. I'm the Stated Clerk



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 of the Presbytery. I've been asked to come as advisor on the
2 process.

3 REV. DOWNS: Again, last month the motion was made
4 to adopt the committee's report and recommendations, and then
5 we postponed any discussion of that at Tom Priest's request so
6 we are reconvening on this day.

7 There are a couple of things. I wrote out some
8 remarks I would like to read and a reminder that for the
9 purposes of this day and this meeting today, only you, Tom,
10 and your lawyer can speak to the committee during this
11 meeting, during this hearing.

12 We reconvened today the CPM hearing on the motion to
13 adopt the report and recommendations of the special
14 investigating committee. I have to tell you that this report
15 has generated a lot of response from a number of people
16 outside of the committee. I have received e-mails and phone
17 messages. I have documents forwarded to me from individuals
18 and other pastors in the presbytery, as well as requests from
19 the black caucus of our presbytery to meet separately with
20 them to discuss Mr. Priest's status and this issue. Reverend
21 Timm also has had some of these contacts. I can only assume
22 that some of the others on the committee have received similar
23 contacts, but I don't know that. I appreciate that there are
24 so many people concerned with what we are doing is just and
25 fair and faithful, and that Tom has as many supporters as he



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 does. I'm grateful for their dedication and care.

2 We on this committee are also I believe dedicated
3 and caring, and we strive to do what is just and faithful. I
4 pray that any discussion we have or any decision we make will
5 have no reason to be labelled as unfair or unjust or even
6 politically or racially motivated. We work hard. We work
7 hard to keep each other on track in our responsibility. Our
8 task remains simple and straight forward and is really limited
9 in scope. If we as a committee determine the report to be
10 fair, then we adopt it. Do we need to require additional work
11 or education or other effort on the part of the candidate
12 under our care before we feel it's prudent to grant that
13 candidate final assessment? Is that candidate in our
14 estimation ready for ordained ministry in PC USA? Since
15 Mr. Priest is a candidate under our care, the responsibility
16 to determine his readiness for ministry falls to us, as it
17 should. That's the entire scope of our responsibility here
18 today.

19 Remember, we've done this with others. We required
20 additional course work or workshops or counseling or
21 supervised field experiences, and I suspect we'll do so again
22 in the future. Such action may not be widespread, but it is
23 not unusual. So we are here today to resume our discussion,
24 and I invite us to take a deep collective breath and continue
25 with this simple task. First I ask that you be silent for



ESQUIRE
an Almasstar Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 just a few moments and listen for God's Spirit, word, and
 2 guidance, and for the openness to truly listen to one another.
 3 So let us be in silent prayer.

4 And together we say.

5 THE GROUP: Amen.

6 REV. DOWNS: As I said before, this was merely a
 7 postponement. We didn't make any decisions so the motion is
 8 still on the floor. Marjorie, do you have this in front of
 9 you? Can you read that to us?

10 REV. WILHELMI: Motion is to adopt the investigating
 11 committees report and recommendations.

12 REV. DOWNS: Since we've had this full month
 13 intervening and not everyone was present last month, I would
 14 ask that we begin again with the special committee and its
 15 report, to review that with us and review its recommendations
 16 to us.

17 REV. RICE: Review, you mean read in its entirety?

18 REV. DOWNS: I think so.

19 REV. RICE: Again, this will be familiar.

20 "CPM Subcommittee, Convened in the Matter of
 21 complaint by Ruth Azar Against Candidate Thomas H.
 22 Priest, Jr. Date of Report is January 18, 2011.

23 After prayerful consideration, the CPM of the
 24 Presbytery of Detroit, on May 4, 2010, authorized the
 25 formation of a subcommittee to investigate the above



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

1 referenced complaint. The composition of the
2 subcommittee was approved June 1: Reverend David Abbot,
3 Reverend Christine Bohn, Elder Henry Johnson, and
4 Reverend Elizabeth Rice.

5 The committee convened its first meeting on June 9,
6 2010, the intent being to determine its agenda and the
7 process for achieving outcomes. The committee received
8 guidance from the Stated Clerk, Ed Koster, concerning
9 process and the parameters of its investigation.

10 The committee's task was to investigate and make a
11 recommendation to the Committee on Preparation for
12 Ministry concerning Mr. Priest's suitability for
13 ordination as a Minister of Word and Sacrament. It was
14 not this committee's task to determine whether or not the
15 Constitution of the PC(USA) was violated. This committee
16 was advisory to CPM on matters of suitability and
17 preparation for ministry; disciplinary or judicial
18 proceedings were not this committee's purview.

19 We met again on June 22, 2010, to begin scheduling
20 interviews and to clarify our approach to the
21 investigation.

22 On July 15, 2010, we interviewed Ruth Azar. Key
23 issues included:

24 Concerns about Mr. Priest's interactions with staff
25 and volunteers at Second Mile Center (SMC), disturbing



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 statements made by Mr. Priest during his visit to SMC, a
2 perception that Second Mile Center was being targeted by
3 Mr. Priest and its ministry devalued and undermined.

4 On July 28, 2010, we met to discuss the interview
5 with Ms. Azar and plan for the interview with Mr. Priest.

6 On August 9, 2010, we interviewed Mr. Priest, who
7 was accompanied by his Advocate, Elder Darrell Reynolds.
8 The committee found it notable that Mr. Priest gave
9 lengthy responses to the questions and frequently
10 redirected the conversation. Key issues included: a
11 denial of certain comments and insistence that others
12 were taken out of context. Mr. Priest's desire that
13 Barnabas Youth Opportunities Center and Second Mile work
14 together, share resources, and visit other urban
15 ministries. His preferred model of urban ministry and
16 his interpretations of his observations of Second Mile
17 Center.

18 On August 13, 2010, we met to discuss and plan.

19 On September 28, 2010, we interviewed separately
20 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
21 Edwards. We interviewed each person specifically about
22 their personal interactions with Mr. Priest during his
23 visits to Second Mile Ministries and Barnabas Youth
24 Opportunities Center and a later meeting at Second Mile.

25 On November 19, 2010, we met for discussion and



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 further planning.

2 On November 30, 2010, we met for further discussion
3 and also to interview another witness, who was present at
4 the later meeting at Second Mile Center.

5 On December 10, 2010, we met again for further
6 discussion of past interviews and also to interview a
7 final witness.

8 On January 11, 2011, we met again to draft a report
9 and recommendation.

10 We finalized our report on January 18, 2011.

11 CENTRAL ISSUES

12 Three primary areas of concern were identified by
13 this committee.

14 One of these concerns has to do with use of
15 authority. In arranging his first visit to Second Mile
16 Center, Mr. Priest identified himself as a seminary
17 student preparing a paper for a class. In subsequent
18 activities, however, Mr. Priest regularly used his
19 influence and authority as Moderator of Presbytery and
20 former moderator of the Metropolitan Urban Ministries
21 Team to lobby decision-making bodies within presbytery to
22 share his view of work and structure of Second Mile
23 Center. At the same time, Mr. Priest did not notify
24 Second Mile that he was taking his findings and
25 interpretation of those findings to presbytery, nor did



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 he use that same influence and authority to provide an
2 opportunity for Second Mile to have voice in actions
3 intended to affect dramatically the future of the Center.
4 In other words, Mr. Priest represented himself as a
5 student to the subjects of his investigation, but freely
6 applied the authority of presbytery office to pursue
7 actions against those subjects.

8 This committee also observed a consistent pattern of
9 Mr. Priest prejudging the opinions and experiences of
10 others without listening to what they had to say about
11 their own opinions and experiences. People
12 self-identifying with three different racial-ethnic
13 groups (white, Arab-American, and African-American)
14 indicated to the committee their frustration and
15 discomfort when they perceived that Mr. Priest assumed he
16 knew what they thought about certain issues (or what they
17 should think) based on his perception of their
18 racial-ethnic identity. At least in certain
19 circumstances, it appears that Mr. Priest was unwilling
20 to listen to what people had to say about their
21 experience and opinions and was, instead, rather
22 forceful verbally in attributing his experience and
23 opinion to others.

24 It is evident to this committee that Mr. Priest is
25 fiercely devoted to his preferred model of urban



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 ministry. This committee is concerned that Mr. Priest is
2 unwilling to acknowledge the legitimacy of alternative
3 ministry styles and routinely uses methods of
4 confrontation and intimidation.

5 RECOMMENDATIONS

6 It is the opinion of this committee that Candidate
7 Priest's current pattern of confrontational behaviors
8 would cause great difficulty in a congregation and in a
9 presbytery.

10 Therefore, this committee moves that CPM require
11 Mr. Priest to participate in the Mediation Skills
12 Training Institute for Church Leaders led by the Lombard
13 Mennonite Peace Center.

14 Additionally, we move that at an appropriate future
15 time CPM examine Mr. Priest to assess his pastoral
16 development in the areas identified above.

17 This assessment might include such tools as asking
18 Mr. Priest to write papers on what he has learned
19 personally and professionally from the mediation skills
20 training and his own sense of pastoral identity and
21 authority.

22 Respectfully submitted, Reverend David Abbot,
23 Reverend Christine Bohn, Elder Henry Johnson, and
24 Reverend Elizabeth Rice."

25 REV. DOWNS: Thank you very much.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 This is now the time for Tom and Mr. Wallace,
2 Reverend Wallace to direct any comment or questions. The
3 questions, please direct at the committee, this committee
4 here, CPM, and not to the investigating committee. Any of the
5 comments and questions that you might raise we will definitely
6 ask them, but that will be done in close session, executive
7 session.

8 So you have the floor.

9 REV. WALLACE: Thank you. May I start?

10 REV. DOWNS: Please.

11 REV. WALLACE: Mr. Priest asked me some time ago to
12 assist him in this and other issues related to the complaint
13 of Mrs. Azar. As you know, Mrs. Azar filed a formal
14 complaint, disciplinary complaint, that initiated this
15 proceeding. That disciplinary complaint was directed to the
16 stated clerk of the presbytery and to the stated clerk of the
17 sponsoring church for Mr. Priest.

18 Investigative committee is formed by the session of
19 his own church or sponsoring church, and that investigating
20 committee examined and did the same thing as this committee.
21 That committee has declined to file charges. Mr. Priest was
22 charged in the complaint by Mrs. Azar with racial
23 discrimination, reverse racial discrimination, among other
24 charges.

25 Mr. Priest denies and has repeatedly said he did not



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 say or do the things with which Ms. Azar has written or
2 charged. Now, this committee has appointed its own
3 investigative committee. I must submit as a student of the
4 Book of Order, CPM, and I am a long-standing member of the CPM
5 in Virginia, CPM's have the right and power and ability and
6 directive to consider the suitability of persons seeking to be
7 ordained. You have that right and you have the right to
8 exercise that and you have the right to look in to matters.
9 There's no question about that. But the issue as we, as I
10 look at it and we look at it up front is what you are doing
11 here is in excess of that right. And you're going to say, oh,
12 no, I'm attacking the process, and you're going to be upset
13 that I'm attacking your process, but I have to point out to
14 you that Ms. Azar's original complaint was a disciplinary
15 complaint. It is filed under D6 of the Book of Order. That
16 is a disciplinary complaint. This committee had the right to
17 look into those issues, but it could not do so as a second
18 investigative committee or second judicial committee.

19 You will tell me, oh, no, there's plenty of language
20 in what our report is that's been submitted. There's language
21 in it that says we're not doing anything that's disciplinary
22 when this is not a judicial proceeding, that's not within this
23 committee's purview, I agree, and you have said that and
24 remarkably so that is the purview of what's in the
25 investigation.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Do CPM's appoint ad hoc committees? All the time.
 2 Do they ask the seat to look into matters? All the time. Is
 3 that within your purview and power? Yes, but there's a line.
 4 And when you style your report as investigative "CPM
 5 Subcommittee Convened in the Matter of Complaint by Ruth
 6 Azar," the complaint is a disciplinary complaint. Now I would
 7 point out to you there's nothing in G14.0400 that authorizes
 8 you to act as a judicial commission or as an investigative
 9 committee appointed by a body such as a presbytery or a
 10 session or a general assembly. Just don't have that power.
 11 You may exercise it as you have done here informally, which
 12 you have gone about it and we been saying we're objecting to
 13 the approach you're taking getting to a result that you have a
 14 right to get to. We're objecting to the process, because we
 15 believe this is an irregularity under the Book of Order, and I
 16 advised Mr. Priest that it is such an irregularity and if
 17 carried to finality could form the basis for remedial action.
 18 That's my advice. That's not what Mr. Priest is doing.
 19 Mr. Priest comes today to say to you that he's in
 20 submission to you. He wants to work with this committee. He
 21 seeks this committee's approval and endorsement and movement
 22 from candidate to readiness so he can move on with the
 23 process. He feels a deep spiritual call to serve as a
 24 minister of the word and sacrament in the presbytery church
 25 USA. He also says that he's listening to the Holy Spirit to



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquireolutions.com

1 discern as to how he should respond to this. Also should tell
2 you that he bears malice toward none and that he wishes that
3 the process here today would be fully spelled out and spread
4 out so that you, too, could see what many have seen, these
5 actions either didn't occur or are not violative or are not as
6 conclusions of the committee.

7 We're going back to the first point, we object to
8 the proceedings in the way in which we're doing with a court
9 reporter; with an agenda that spells out a number of places
10 that this is a hearing; that the report itself has language
11 that we're here to investigate yet takes Mr. Priest to task
12 for any number of things; and, in fact, what has occurred here
13 is a disciplinary hearing without all of the rights, all of
14 the duties that are owed a person facing a disciplinary
15 hearing. For example, Ms. Azar is not here today to be
16 cross-examined. If you look at and hear all of the evidence,
17 these statements were not made to her. They were supposedly
18 made to others, yet when you examine them and look at the
19 records, it did not happen in the context which they were
20 reported.

21 So first thing is Ms. Azar's not here, can't be
22 examined nor the other witnesses, not been confronted, not
23 given the information which they presented, given this
24 conclusion by this committee and this report by this
25 committee.



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 He is charged in the complaint which she originally
2 brought with racial discrimination. That is not Tom Priest.
3 That is nothing about him. That's just not where he comes
4 from. Is he an African-American? Sure. He will tell you he
5 sees through the lens of presbyterian elder. He sees through
6 the lens of being presbytery. Yes, he's concerned about
7 issues of justice for African-Americans and for all and he's
8 concerned about those kinds of things, but not inordinately to
9 the point of saying or doing things.

10 Now, we also take issue not only with the process,
11 and frankly, I have to say that process Mr. Priest is in a
12 very difficult position, because if he challenges the process
13 he may never get ordained. This committee has the power and
14 the right to say whether he should ever be ordained. You can
15 do it in a number of ways and you can say, no, he always has
16 the right to go to presbytery and challenge their decision.
17 But where does that get him if he does that, what is the taste
18 in your mouth, what is the future, how are we working together
19 if we go that route? So a more reasoned route and a route
20 certainly recommended that he's willing to take is we have to
21 be here, we have to participate. We object to it, because we
22 believe it violates his rights and we have to participate and
23 we are participating. We don't waive that, but there's no
24 other way to go with this. We have to go ahead the way it is
25 today.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Now, let me talk to you for a moment about the
2 evidence that is in this case. On February 18, 2009,
3 Mr. Priest went to Second Mile Center as part of a seminary
4 project to look at urban ministries within the presbytery as
5 opposed to the model being taught in the seminary. I don't
6 know whether that model is good, bad, or otherwise. I just
7 know that's the model the professors are teaching and that was
8 a part of his courses to go in some center somewhere against
9 the model. So he went to the two in the presbytery, the two
10 centers in the presbytery, urban ministry centers, one on the
11 17th, one on the 18th.

12 He then presented on March 9th, he presented his
13 report to the seminary, and we have all the slides and
14 everything he said is on those slides and documents. I trust
15 the committee had access to it and can see it. On March 12th
16 he presented that again to the seminary, and on the 16th he
17 shared the results in March of '09 with both centers meeting
18 with Mr. Edwards who's here, one of the centers and meeting
19 with Ms. Azar, the other head, and he shared results of his
20 study of his visit there at both centers compared to the
21 model. He believes in the model, rightly or wrong he believes
22 in the model. As the committee reports he prefers that model.
23 I don't see anything wrong with preferring a particular model
24 with having to do urban ministry, but that's certainly a
25 mistake.



ESQUIRE
an Alexander's & Sons Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 But anyway, in March '09 he met with Ms. Azar and
2 other folks from SMC, Second Mile, and Mr. Edwards, and
3 presented his findings. They were all present together. He
4 only ever spoke with Ms. Azar twice. Once was during his
5 visit, once first visit; once during his presentation of his
6 findings on March 16th. March 16, '09, onward he had no
7 contact with Ms. Azar.

8 Now, hold that over here aside to deal with another
9 factual setting that I'm sure the committee also went in to.
10 For a long time there was a question of Ms. Azar's and the
11 center's reporting or oversight, reporting to or oversight by
12 presbytery, and one of the issues was, how do we as a
13 presbytery, how to raise benefits and who has oversight. So
14 that needed to be cleaned up. Had nothing to do with
15 Mr. Priest. Started long before he came on board. Mr. Priest
16 was hired by a women's council, I may not be given exact right
17 name, that oversaw Second Mile Center. But the question came
18 up, how to make sure she's under the purview, control, and
19 oversight of the presbytery. That was in the works before
20 Mr. Priest ever went out there.

21 On March 2, '09, the coordinating cabinet of
22 presbytery approved the Second Mile Center model that is with
23 Ms. Azar at the head and approved it to come in under the
24 oversight of the presbytery. June 23, '09 the presbytery
25 approved the action of the coordinating cabinet of March 2,



ESQUIRE
an Alameda Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 '09, and said, yes, we will accept her, accept her as
2 employees or technical employees of the presbytery. Again,
3 this is not something that Mr. Priest was involved in
4 directly. But I must tell you for the full year of 2009, he
5 served as moderator of the presbytery and also a member of the
6 coordinating cabinet. Why is that important? Because in
7 September, October 2009, a lady named Rosy Lattimore submits a
8 letter to stated clerk or to the coordinating cabinet and the
9 stated clerk weighs in on it and deals with the question of,
10 the question of can the presbytery approve a position and make
11 a presbytery position without adhering to the rules of the
12 presbytery procedure of the presbytery regarding open bidding
13 and open advertising and that type of thing. Can we just
14 allow somebody to come in to that position without having to
15 go through the process the presbytery says this is our
16 procedure when we have presbyteries all over.

17 Coordinating cabinet some time between October 5 and
18 December 5 of '09 looked into the subject. Mr. Priest was on
19 that committee, and they agreed on December 5 to send a letter
20 to Ms. Lattimore that says, in the future we're not going to
21 do this. We're not going to just take somebody in without
22 advertising, promoting the position. But there are
23 extenuating circumstances here, and so we're not going to
24 undue this particular one, that's December 5, 2009.

25 Now Mr. Priest's term as moderator ends with the



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 January 2010 meeting. No action has been taken by anybody to
2 do anything at that point in time except the committee that
3 he's a member of has written back to Ms. Lattimore saying,
4 you're right, it probably was a violation of our procedure but
5 the extenuating circumstances we're going to leave it that
6 way. Once he's no longer moderator in April 2010, he prepares
7 and requests and submits to the presbytery a motion to rescind
8 that action, that action of approval of the appointment and
9 the adoption of Ms. Azar as that position. He was not at that
10 presbytery meeting in 2010.

11 Another, Ms. Lattimore did offer the motion. There
12 was a lot of exchange in that time frame April 2010 just
13 before the presbytery meeting about six or seven days before.
14 One part of the exchange that went on during that time frame
15 was executive presbytery provided Mrs. Azar with a heads up,
16 this motion is coming and I want you to know about it and
17 stated clerk talked about e-mails talking about here's the way
18 the parliamentary process and procedure we're going to use at
19 that meeting, presbytery meeting.

20 One of the things this jumps out at that point in
21 time is an e-mail at that point in time, now talking about
22 April 2010, that Ms. Azar said to the presbytery, what can we
23 do to bring charges against Mr. Priest and Ms. Lattimore,
24 because this is just a wreck? And they are told and response,
25 here's where you go to find out how to do a complaint. So a



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 complaint was filed.

2 Now, the timing, I submit to this committee, is a
3 big issue, something I would really want to know about. Why
4 Ms. Azar, why from March of '09 when he makes his report with
5 Mr. Edwards present -- I'm not sure what Mr. Edwards remembers
6 -- why was nothing taken until this motion came up by a member
7 of presbytery? Any member of the presbytery has a right to
8 make a motion, and there's nothing wrong with making motion.
9 May not agree with it and you could certainly vote them down,
10 but why did nothing go on until after the motion came forward
11 over being deposed in April 2010, thirteen months later.

12 The presbytery at the April 27 meeting did not deal
13 with that motion directly. The presbytery at that motion, at
14 that meeting heard a motion by another who said, I move that
15 we not hear that motion. I object to it and move we not hear
16 it. So presbytery voted on that issue and that issue
17 prevailed and the motion that Mr. Priest was offered was not
18 heard, read, made, voted on per se.

19 I will submit to you in July 2010, Mr. Priest and
20 Elder Dorothy Seabrooks and Ms. Lattimore filed a complaint
21 with the Senate about that process, that is how can you deny a
22 motion and rule it out of order before you ever had a motion
23 made? Is that appropriate process, is there an issue here?
24 That has since been dismissed for jurisdiction. Mr. Priest
25 was not at the meeting so he did not have standing.



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.705.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 The other motion of the other two was a day late in
2 being filed, so it was dismissed as not timely, that's all.

3 In the meantime, the complaint had been filed by
4 Ms. Azar and Mr. Priest's sponsoring church along with
5 investigative committee and began hearing. The presbytery did
6 not form an investigative committee. This committee did and
7 the Book of Order gives you the power to look into things, but
8 not in the form of investigative committee. So we would
9 submit to you that if you look at all of the facts and all of
10 the documents and all of the records, and hear all of the
11 witnesses -- for example, Mr. Edwards is given a statement
12 saying I was there in March 2009 at the meeting with
13 Mr. Priest and Ms. Azar and myself to figure out how the
14 directors of the two urban ministries program of presbytery of
15 Detroit can work together and share information and resources.
16 There's nothing in this statement, nothing in this statement
17 that says Mr. Priest made disparaging remarks, didn't listen,
18 abused his authority or did anything racial or made any racial
19 statements or acted in any way untoward toward Ms. Azar or the
20 Second Mile. I have his statement here and submit it to be
21 part of the record if there's no objection. But in essence,
22 he's saying this is the one that was difficult when I read it.
23 I received this yesterday.

24 CPM shared with me that Tom and Ruth had several
25 meetings which I had not attended. Mr. Priest would tell you



ESQUIRE
an Alexander & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 that was his second meeting with her and all the meetings he
2 ever had. And CPM representatives, I felt they already made
3 up their minds before they come and meet with me since they
4 waited so long to find out what happened. CPM representatives
5 assured me they did not form an opinion. Time delay was due
6 to them just getting information April 2010. So I read that
7 particular paragraph to show again the time line that 13
8 months after the fact, 13 months after the last meeting, there
9 are charges made by Mrs. Azar, charges that are disciplinary
10 in nature which are very damaging to Mr. Priest, charges which
11 accuse him of very serious offenses if true.

12 This committee says one of the concerns we have is
13 with the use of authority. Nothing that Mr. Priest did in
14 March of '09 was as moderator of the presbytery. In fact,
15 there's no evidence that says he came in and said, I'm the
16 moderator, I want to do this. The evidence is that he was
17 there doing a study and he shared results of that study as a
18 student with his school and with the two centers. Mr. Edwards
19 will share that this is what I heard him say. So what
20 authority is he exercising in '09? He is the moderator of the
21 presbytery. He is on the coordinating cabinet. But while as
22 a moderator, nothing came up at a presbytery meeting that he
23 swayed, oversaw, or did, or any actions taken by him there
24 against Second Mile. In fact, as a member of the coordinating
25 cabinet he was part of the cabinet's discernment and



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 discussion when they responded to Ms. Lattimore's concern
2 that, yes, we didn't follow procedure but you're correct, but
3 this isn't the case to change it. We will leave it as is.

4 So that whole year '09 when he's in that position of
5 moderator and member of that committee, where is any evidence
6 that he used his authority against Second Mile Center or
7 Ms. Azar? And we take strong exception to that inclusion,
8 that he abused his authority, which is a very serious charge.
9 But we will say this at this point too, if the conclusion of
10 those listed in trying to discern as this sounds like that to
11 us, certainly apologize and begs forgiveness because that's
12 not who he is or what he was trying to do and that's a
13 misperception of what actually happened on that occasion.

14 But you cannot point to any place in any record of
15 the presbytery or in the coordinating cabinet, you cannot
16 point to any evidence there that says here, here's when he
17 abused his power, here's where he over-used his authority,
18 here's where he took advantage of that authority. And the
19 motion was made in April 2010 by him to look into the issue,
20 not Ms. Azar, but look into the issue of, can we allow folks
21 to be put in presbytery positions without following our
22 process and procedure, and if not, what should we do about
23 situations for that to occur. He has the right to make that
24 motion as member of the presbytery. Is that an abuse of his
25 authority? He disagreed and goodness knows I go to presbytery



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 meetings all the time, people disagree. Is that an abuse of
2 authority? I submit that is not.

3 It says at that time, Mr. Priest did not notify
4 Second Mile he was taking his findings and interpretations of
5 findings to presbytery. There's no evidence he took them to
6 presbytery at the time that he was moderator or member of
7 coordinating cabinet. Now, did it come up at some later time
8 to the presbytery when he made the motion? Sure. But is that
9 wrong to at that point in time raise it in support of his
10 motion? He says he didn't use that same influence and
11 authority to provide opportunity to Second Mile and voice and
12 actions intended to dramatically affect him. He was not
13 moderator. He was not dysfunction if he filed a motion to
14 tell them this is the motion per se. The motion is not
15 directed at them per se, although certainly can be perceived
16 that way.

17 I submit to you the conclusion drawn about abuse of
18 authority is, we submit, overreaching.

19 Now the committee also observed a consistent pattern
20 of prejudging the opinions and experiences of others without
21 listening. All of us need to be better listeners, and if he's
22 not a good listener I think this committee ought to encourage
23 him to be a better listener and encourage him to take training
24 in being a better listener. Mediation skills, I don't know if
25 he needs that. I'm a mediator. I certainly handle hundreds



ESQUIRE
an Alexander Gode Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 and hundreds of mediations in my life time, does that train
2 you to listen? Yes. So does counseling courses I took in
3 seminary, they trained me to listen. So years of practice of
4 law trained me to listen. Lots of places you can go to learn
5 to listen. Not everybody's a good listener. The bible tells
6 you over and over, hear, see. Always enjoy the line, God gave
7 us two ears and one tongue, two eyes and one tongue, so
8 suggests I need to hear twice as much as I talk. I know you
9 want me to shut up now.

10 I think those are two serious things, abuse of
11 authority and persistent pattern of prejudging. I think if
12 you sat and listened to Mr. Priest, find out who he is. He's
13 a man, middle age, hearing the call of God to serve, to be a
14 minister of the word and sacrament. How easy it would be to
15 say I'm too old, too many other things going on, but he's here
16 and listening to the Holy Spirit. He cares about people. Is
17 he an African-American concerned about issues of justice and
18 fairness? Yes, but all of us are whether we're
19 African-American, otherwise. We as Christians certainly heard
20 the words of our Lord speaking to us and walk humbly before
21 our God and seek justice and love mercy.

22 Tom Priest I know is that way. I think the
23 gentleman here with us today, say the Tom Priest that they
24 know is that way. Does that mean he's not to speak out on
25 issues where he doesn't think it's right? If a job is going



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

1 to be offered in a minority area is it right not to have it
2 advertised so it can be filled by someone who may not have
3 gone through that process? I think that's fair to raise that
4 question. Maybe in this case we wished he hadn't, but is it
5 fair to raise it? I think there's folks here who raised
6 questions about that before.

7 Now, the suggestion that there's something wrong
8 being fiercely devoted to his preferred model of urban
9 ministry, I don't know that that's objectionable, but if being
10 fiercely devoted is a problem, we again beg forgiveness. I
11 don't think that's really what the issue is here.

12 Seems to me in looking at the charges, concerns as
13 they are called, dealing with authority and consistent
14 patterns and assumptions of knowing more than others know. I
15 think those are admonitions that he needs, fair to say them
16 and tell him he needs to be concerned about those things, but
17 not in the context of a disciplinary proceeding, not in a
18 context where every word is being taken down and preserved for
19 goodness knows what purpose, not in the context of
20 investigating a complaint of this committee that doesn't have
21 the authority to do them, investigating presbytery itself.
22 Seems to me when we on CPM approach a candidate we're here for
23 two functions. Gatekeeping surely and we have to do that.
24 But nurturing too, and I commend you because I think your
25 report does seek to provide, nurture, gatekeeping and nurture



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 and comes to the recommendation. Frankly, we're fine with the
2 recommendation and perhaps would even say let's go with them
3 but not with the conclusions and not with the report and not
4 with the process.

5 So when we conclude all of this, what we ask you to
6 do is not approve this report as it's written, because it
7 makes a very strong statement about this man that could be
8 damaging for the rest of his, potentially damaging for the
9 rest of his career, but to adopt the recommendations and say
10 we reviewed the report and we mark it as receive. We do not
11 adopt the report but we do believe that the recommendations,
12 we do accept the recommendations. As our moderator has said,
13 Ms. Bohn said at the beginning, often CPM's do require
14 additional steps not particularly spelled out in the Book of
15 Order, but certainly in the purview of determining suitability
16 and nurture. I think it would be appropriate to assure
17 yourselves that, one, this man is ready to go forward at some
18 point in time. I think you ought to do that, but to assign to
19 him fault and to investigate him in this way and determine
20 that he has violated certain steps and proceedings, I would
21 encourage you not to do that.

22 I appreciate your listening to me and letting me go
23 through this. I can take you through the evidence. I brought
24 copies of all the documents I referred to that if you would
25 like to have them. I got Mr. Priest here. I got Mr. Edwards



ESQUIRE
an Alexander & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 here. We can go through any or all of this, but we will ask
2 you in the long run don't adopt this report as is stated but
3 do seek to discern ways to assure that this man is ready at
4 the appropriate time and he wants to continue in the process.
5 He wants to be, to answer the call that he believes God is
6 making to him to be ordained in word and sacrament and serve
7 in that capacity. It would be very easy just to say, no, we
8 hear that but our committee did this and they're good people
9 and we're not going to budge. This is our committee and we're
10 right. I submit to you if we considered every fact fully, you
11 come to a different conclusion number one. And number two, I
12 would submit to you in a court of law which my arena has been
13 for 35 years before I became a lawyer on this side of the
14 house, minister lawyer, this is a case evidentially Ms. Azar's
15 case would not stand up, be dismissed and investigative
16 committee heard the evidence that was their conclusion. They
17 did not press charges. Obviously they're not a commission or
18 a court. They have to decide whether there's probable cause.
19 That's the lesser standard of necessity of guilt.

20 Thank you for listening to me, and if you want to
21 hear anything from Mr. Priest he'll certainly speak if you'll
22 let him to.

23 ELDER PRIEST: May I speak now?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Thank you. I ditto everything



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Mr. Wallace said. I just want to give you an idea when I met
2 with him I drove overnight to Richmond, Virginia, where he's
3 stationed, where he lives. And I stayed at a hotel, he told
4 me I should never stayed at, but I went to school in DC in
5 that area so I knew the area. I stayed at the Days Inn and
6 when I drove up to the exit at two in the morning I didn't see
7 any lights, I didn't see anything. Where was I? Finally I
8 drove up, somebody came out. Half the units were windows were
9 knocked out and vacant. That's the only place I could afford.
10 I drove to his office and next to his office was a nice hotel.

11 So we sit there for four hours and he said, look,
12 you need to tell me everything. I never sat with a lawyer
13 before. He said you need to tell me everything, everything.
14 If you did tell me whatever I need for you to deny what you,
15 what's true, what is not true, and stand up for what you said
16 from the beginning. And we went through that. A very
17 spiritual, a very open experience for me.

18 I'm going to add to what he has said. When I met
19 with the committee, excuse me, the investigative committee for
20 CPM, when I met with them we met for roughly two hours and my
21 advocate Darrell, Darrell Reynolds was with me, and we did not
22 complete the investigation. We just got through preliminaries
23 where I was explaining the report, why I was there, and the
24 time line. So as we were going through that, the chair of the
25 committee said we need to reconvene because we ran out of



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 time. So we need to get back together, because we're not
2 finished. So I said, I cannot commit to rescheduling until I
3 meet with my attorney. I have always been and continue to be
4 led by the Holy Spirit to do what is right and I felt it was
5 right thing to honor Betsy's request for me to come to you,
6 because I have the upmost respect for Betsy and during this
7 process for CPM everybody has been fine. Need to look at
8 this, look at that, very open and up front as I have been. So
9 with that, I told out of respect for that I came to this
10 meeting without an attorney, but the next meeting I need to
11 have my attorney with me. So I will call you back when I get
12 an attorney to reschedule the rest of the meeting.

13 I sent an e-mail on September 26, Greetings, Betsy,
14 I pray all is well with you and your family. I am now able to
15 schedule a time to meet with the investigating committee. At
16 our last meeting I was unable to schedule a next meeting until
17 I consulted with my lawyer. Please let me know possible time
18 the investigative committee is available to meet.

19 I received a response back from Betsy. My prayers
20 continue with you and all involved in investigation. Thank
21 you for letting me know. The committee meets again tomorrow,
22 and I will let you know.

23 I did not hear back from the committee until I got
24 the report. So I felt at all that at least there should be
25 some continuation to have an opportunity that there was some



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 work left undone.

2 I am very sensitive to conclusions that were drawn
3 about me, because in fact that is not my behavior. Everything
4 that has been said I have been up front and above board. Not
5 all people agree with what I said, but I been always up front,
6 honest, and above board with everything. Most members of my
7 church, and Darrell and Stanley can talk to that, didn't even
8 know I was moderator presbytery before. All they know is, we
9 call Tom to teach Sunday school. He teaches Sunday school.
10 Need him to come preach, he'll preach. Need Tom to come work
11 the food ministry, Tom will work the food ministry. Whatever
12 my church asks me to serve, that's what I did.

13 I'm not the type person that even uses titles or
14 offices. You go into my office and work where I was working
15 you didn't see any awards. You go in my office at home, no
16 awards, no diplomas, no anything. I been like that my whole
17 life.

18 So being led by the Holy Spirit, not one time during
19 my discernment process I committed to this call. I put myself
20 under the guidance of this committee. I feel like a fighter,
21 a prize fighter call, one or two punches I have to take
22 another one. I don't like it. I don't want to do it, but if
23 that's what God is calling me to do and I put myself under the
24 authority of this body, I have to do it. I understand what it
25 means to walk humbly with God. It means you may have to do



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 things you don't want to do. Am I'm ready to go into
 2 ministry? Yes, I'm ready. I felt I been ready since I
 3 accepted the call. Is patience once of my virtues? No, but
 4 it's one of the things I'm learning to grow in to, but humbly
 5 to me is overriding patience. It means to, if I have to do
 6 this, I have to do what I have to do, and I'm willing to
 7 accept that. But as Mr. Wallace says, not under the
 8 conditions of being portrayed in this manner.

9 I mentioned to my lawyer and I want to mention this
 10 to you. If it's an issue of conflict, it takes more than one
 11 person to have conflict. If this training is offered to
 12 myself and to Ruth and Tim, Ed Koster, whoever, to me that
 13 would be a building and living community. We all go together.
 14 Let's all go do it and work together. I feel because I'm
 15 different or because I'm assessed to be different, I go out,
 16 you get right and come back to us. I've already submit myself
 17 to this authority, but in the building of community which is
 18 already built by God, we have to live in it. To go out
 19 together to work together on sensitivity training, conflict
 20 resolution training together with the people you have conflict
 21 with is a much better idea and I would be more than happy to
 22 do it, if it takes five years, ten years, whatever, I would
 23 not have a problem with that. But to send me out alone to
 24 come back under these conditions, I'm very concerned with
 25 that.



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquireolutions.com

1 Again, I submit myself under the auspices and
2 authority of this body to pray that you discern the Holy
3 Spirit to do what is right based on the evidence and data.

4 REV. DOWNS: Either of you have anything else you
5 like to add? Now you were writing down some of the issues I'm
6 assuming in your notes, Marjorie, we want to be sure to bring
7 up in our private discussion. I've written down a couple
8 things, questions that I think I heard you wanting us to raise
9 and let me run those by you so that, to see if I heard you
10 right.

11 One is to look at a time line of all of these events
12 and even before the complaint was filed to look kind of
13 backwards in time and carry it forward to see what connections
14 we may or may not see.

15 Another was to examine the evidence that there was
16 any abuse of his authority as moderator in testimonies that
17 were received and again in the process of the events that
18 occurred; is that correct?

19 REV. WALLACE: That is right.

20 REV. DOWNS: The other one, these are in regard to
21 the three issues that were raised in investigating committee.

22 The third one was related to listening and
23 consistent pattern so to speak of jumping to conclusions and
24 prejudging and again ask us to look back at what the evidence
25 is there for that.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 I think that was, that's what I heard, that's what I
2 jotted notes down. I don't know if anybody wrote anything
3 else down.

4 UNIDENTIFIED FEMALE: I heard that the
5 recommendation would be that this committee consider approving
6 the recommendations, adopting the recommendations, but not the
7 report.

8 REV. DOWNS: To receive the report, but not adopt
9 the report.

10 UNIDENTIFIED MALE: Not adopt the recommendations.

11 REV. DOWNS: Tom?

12 ELDER PRIEST: Other thing Mr. Wallace said and
13 myself, the witnesses, initial witnesses, that information
14 made available as part of evidence. Mr. Edwards witness
15 information and witnesses at the meetings, two of the
16 witnesses that are signed in the report were not at attended
17 other meetings.

18 REV. DOWNS: I'm a little, I'm a little confused.

19 ELDER PRIEST: Evidence part that Mr. Wallace
20 mentioned was also important as far as the record, was
21 Mr. Edwards' written deposition.

22 REV. DOWNS: I see.

23 ELDER PRIEST: And then the other witnesses that
24 were part of that, that's a theme, two of the witnesses that
25 are included in this report were not part of any of the



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 meetings I had at Second Mile Center.

2 REV. DOWNS: "In this report" meaning the committee?

3 ELDER PRIEST: This report here.

4 REV. DOWNS: The investigating committee's report?

5 ELDER PRIEST: Yes, investigating committee. Two of

6 those witnesses were not at any of the meetings regarding

7 Second Mile. The fourth witness they did not identify. I had

8 to call and ask for the other two witnesses, was not involved

9 in any way with Second Mile Center. So those three people

10 listed in this report, one unnamed and two named, were not

11 involved in any of these.

12 REV. DOWNS: And the unnamed ones I'm assuming you

13 know who they are?

14 ELDER PRIEST: I know who they are now. I wish they

15 had put them in the report. I had to call and ask.

16 REV. DOWNS: We will be happy to receive any

17 paperwork you like to add to this. Please not 150 pages. We

18 need to be able to distribute it and have folks take a look

19 at. But Mr. Edwards' comments copy you have apparently a

20 sheet of his remarks?

21 REV. WALLACE: I have.

22 REV. DOWNS: Thank you.

23 UNIDENTIFIED FEMALE: What's on that paper?

24 REV. DOWNS: This is a narrative from Mr. Stanley

25 Edwards, Elder, about your participation in the meetings with



ESQUIRE
an Altimeter Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Tom; is that correct?

2 ELDER CLARK: Did it come out in all the discussion
3 that Mr. Edwards is the leader at Barnabas which is the other
4 two centers?

5 REV. DOWNS: I think it was mentioned in the
6 introductions, but thank you.

7 ELDER CLARK: I think he's also chairman at
8 Barnabas.

9 REV. DOWNS: Thank you.

10 UNIDENTIFIED MALE: In listening to your eloquence,
11 Mr. Wallace became quite aware that there's a suggestion that
12 there was a subtext in all of this involving possible
13 retribution by Mrs. Azar for the fact that Mr. Priest was
14 involved in the issues concerning with how she came upon her
15 position at Second Mile Center. This is not something that
16 I'm aware has been suggested previously, and I'm anxious, Tom,
17 to ask you if you feel this whole thing evolved as a result of
18 the role you played with Mrs. Lattimore and Dorothy Seabrook
19 in the concerns about how it came to be that she was named as
20 the coordinator of Second Mile Center. Do you feel that you
21 were in fact a target as a result of her feeling for your
22 involvement in calling that in to question?

23 REV. WALLACE: May I answer that? The short
24 answer's, yes.

25 Second thing I would add if I might, maybe little



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 longer answer. Ms. Lattimore acted initially on her own.

2 UNIDENTIFIED FEMALE: I'm having a hard time
3 hearing.

4 REV. WALLACE: Mrs. Lattimore initiated the action
5 on her own. Subsequently, Mr. Priest believed that justice
6 had not been done in allowing someone to be put in a position
7 without going through advertising and discernment by the
8 presbytery about, is this the right person. So he then took
9 up that issue himself. But when he did the motion, in
10 response to that motion, we even had it e-mailed from
11 Mrs. Azar to the effect, what can we do to bring charges
12 against him now that we know he's going to file this motion
13 that's been filed and going to be brought to presbytery on the
14 27th of 2010. She writes on the 21st, what can we do to bring
15 charges against him? There no charges, nothing, 13 months.
16 So our submission is that this is retaliation and it's
17 unfortunate and I think she was concerned about her job.

18 I would offer to you also, and I don't know if the
19 committee, investigative committee has this, but trustees
20 minutes for Second Mile Center from late '09 we have those.
21 If you don't, it shows where the problem is within Second Mile
22 Center, the Clark Hill attorney's memorandum in December 2008
23 saying they really are not in keeping with presbytery
24 procedure. The January 22, 2009 motion of the operations
25 ministry team to the coordinating cabinet, and then a series



ESQUIRE
an Alexander & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 of e-mails about that, minutes of the coordinating cabinet of
2 March 2009 showing where it was dealt with, the presbytery
3 minutes, coordinating council minutes of March 2, '09, again
4 showing where they're dealing with how do we reconcile that
5 position not being filled properly. Then we have the slides
6 that Mr. Priest used in his presentation both in the seminary
7 and with Mrs. Azar and Mr. Edwards. The minutes of the
8 Metropolitan Urban Ministry Team is March 12, 2009 where they
9 dealt with an issue motion to rescind over in 2010, first put
10 together April 5 and then it shows being sent out by e-mail
11 showing it being sent out April 12 by moderator, I mean
12 Executive Presbyter Timm and Stated Clerk Mr. Koster sending
13 it out to responding to Ms. Azar's concerns.

14 And anyway then one of these e-mails if you like to
15 have it, one of these e-mails, April 14, we would like to know
16 what charges we can bring against Mr. Priest and
17 Ms. Lattimore. We believe this is harassment. We want to
18 move forward with charges. That's Paragraph 3 of that e-mail.

19 Mr. Koster then writes a response, very eloquent
20 response the next day saying, you're fair to everybody here,
21 here's the outline of the process. Anybody can do what they
22 have to do. Here's how it works, spells it out with a whole
23 series of e-mails and here's a complaint filed April 21.

24 UNIDENTIFIED MALE: So as a follow-up, Tom, to that,
25 is it your feeling that Ruth Azar fabricated these allegations



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 against you of harassment, sexual -- racial insensitivity, and
2 I think some gender inequality, I was going there with that
3 comment? What is then the motivation in your bottom line for
4 what her actions were, the fact that she fabricated these
5 allegations as retribution toward you for the role you saw
6 yourself necessarily having to play in her appointment?

7 UNIDENTIFIED FEMALE: What's your question, Larry?

8 UNIDENTIFIED MALE: My question is whether Tom feels
9 that the complainant fabricated the allegations as retribution
10 towards him?

11 UNIDENTIFIED MALE: I don't know if that would be
12 appropriate to even answer.

13 REV. WALLACE: I was getting ready to say something
14 close to that. We don't say whether she tells the truth or
15 not. We do point to two things. One, we deny all these
16 things, context changes all of these things. They weren't
17 said to her and there was an issue before the house, the
18 presbytery about re-advertising the job. What motivated her I
19 don't think anybody would say.

20 ELDER PRIEST: Can I say something in my defense? I
21 feel bad people talking for me. People aren't used to that
22 from me. I will say this. It's very important to me what
23 Mr. Wallace says about what was said to her, and I think
24 that's a key piece of data what was said to each person
25 individually, not summed up and said these are the comments



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 that were made. What was said to her, what was said to each
2 person is a critical piece, and that's when you look at the
3 context. And that's when you see things were not said to her
4 and certain things were not said to others, and some were not
5 even said at all.

6 REV. DOWNS: Any other questions addressing
7 different issues, different aspects at this point? Okay, then
8 what I will do is give us a 5 minute recess.

9 UNIDENTIFIED MALE: I have an observation.

10 REV. DOWNS: Please do.

11 UNIDENTIFIED MALE: I'm more concerned in the report
12 about their observations of their interaction with Mr. Priest
13 when he was with them, and I'm more concerned about their
14 perception with him as a person they were talking with who was
15 a potential candidate for ministry. The allegations, and I
16 understand you be defensive in that situation, but the
17 allegations have been dismissed for lack of evidence and I'm
18 not concerned about the allegations, but I am concerned how he
19 functions with relation to this committee.

20 REV. KOSTER: As a point of order, we don't know why
21 the allegations were dismissed. The Book of Order says that
22 an investigative committee must decide whether it has the
23 evidence to prove it, whether they have considering the people
24 who testified and evidence they have. They could say they
25 didn't violate the constitution, we don't know. So your



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 statement that there's no evidence of it is probably not quite
2 true.

3 UNIDENTIFIED MALE: To me the allegation, the issue
4 is interaction.

5 REV. KOSTER: I'm just trying to clarify what the
6 rules of evidence say about filing charges.

7 REV. WALLACE: One reason we don't raise the issue,
8 we would have double jeopardy. We don't know why they
9 declined to go forward. All we know is they declined to go
10 forward period. If they said anything more than that and said
11 no evidence then we probably jumping up and down about double
12 jeopardy.

13 UNIDENTIFIED MALE: Who declined to go forward?

14 REV. WALLACE: Investigative committee of the
15 church.

16 UNIDENTIFIED MALE: The church, I see.

17 REV. WALLACE: The complaint filed by Ms. Azar was
18 to the clerk of session and the stated clerk of presbytery.
19 The presbytery declined to step forward, but the church itself
20 appointed an investigative committee and it's their committee
21 and we appeared before that about two months ago.

22 UNIDENTIFIED MALE: I have one other question. What
23 happens to the file of candidates in this presbytery?

24 REV. DOWNS: They are kept until ordination and then
25 the files are given to the candidate.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 UNIDENTIFIED MALE: So the file does not follow the
2 candidate once the candidate's ordained?

3 REV. KOSTER: I believe that's true.

4 REV. DOWNS: That's my understanding. I got all
5 mine back. If they weren't supposed to do that, I'm not
6 returning them.

7 UNIDENTIFIED MALE: Closed, sealed, and returned
8 upon ordination.

9 REV. RICE: The CPM of the calling presbytery may
10 request to read through the file.

11 ELDER BARBARA JACKSON: What about is he a candidate
12 for ordination?

13 REV. DOWNS: Ordination

14 ELDER BARBARA JACKSON: Okay.

15 REV. DOWNS: We will take a 5 minute recess, and
16 when we reconvene we'll be in executive session.

17 (Off the record 10:29 a.m. through 12:51 p.m.)

18 REV. KOSTER: The committee adjourned from executive
19 session at 12:50 p.m. During the executive session the
20 committee approved the report of the investigating
21 subcommittee and approved the recommendations with amendments.

22 The committee recessed from open session for lunch
23 at 12:55.

24 (Concluded at 12:55 p.m.)

25



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

I certify that this transcript is a complete, true, and correct record of the testimony of the witness held in this case.

I also certify that prior to taking this deposition, the witness was duly sworn or affirmed to tell the truth.

I further certify that I am not a relative or an employee of or an attorney for a party; and that I am not financially interested, directly and indirectly, in the matter.

I hereby set my hand this day, March 10, 2011:

Ann M. Courter, CSR-6239
Wayne County, Michigan
My Commission Expires: October 2, 2012



ESQUIRE
an Alexander & Cullen Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

A	16:2,7 21:5 29:23 31:12 46:4	25:13,22 44:7	agreed 25:19	always 4:17 22:15 32:6 37:3 38:5
a.m 3:5 4:6,7	activities 15:18	advice 20:18	ahead 22:24	Amen 4:25 5:1 6:8 12:5
Abbot 13:2 17:22	ad 20:1	advised 20:16	Al 9:20	amendments 49:21
ability 4:11 19:5	add 36:18 40:5 42:17 43:25	advisor 10:1	allegation 48:3	among 4:9 18:23
able 37:14 42:18	additional 11:10,20 34:14	advisory 13:16	allegations 45:25 46:5,9 47:15,17,18, 21	Ann 1:19,22 7:1 9:3,17 50:21
abuse 30:24 31:1,17 32:10 40:16	Additionally 17:14	Advocate 14:7 36:21	allow 25:14 30:20	announced 4:5
abused 28:18 30:8,17	addressing 47:6	advocates 3:20	allowed 3:21	another 12:2 15:3 24:8 26:11 27:14 38:22 40:15
accept 25:1 34:12 39:7	Address 14:20	afford 36:9	allowing 44:6	answer 35:5 43:23 44:1 46:12
acceptable 6:5	adhering 25:11	African - American 16:13 22:4 32:17,19	alone 39:23	answer's 43:24
accepted 39:3	adjourned 49:18	Americans 22:7	along 28:4	anxious 43:16
access 23:15	adjournment 3:10	afternoon 4:23	already 7:4 29:2 39:16,18	anybody 6:15 26:1 41:2 45:21 46:19
accompanied 14:7	admonitions 33:15	age 32:13	also 5:23 6:2 8:15,19,21 10:21 11:2 15:3,6 16:8 20:25 21:1 22:10 24:9 25:5 31:19 41:20 43:7 44:18 50:8	anyway 24:1 45:14
accuse 29:11	adopt 3:14 4:3 7:5 10:4,13 11:10 12:10 34:9,11 35:2 41:8,10	agenda 13:6 21:9	ago 7:3 18:11 48:21	apologize 4:10 30:11
achieving 13:7	adoption 41:6	ages 4:16,17 5:2	agree 19:23 27:9 38:5	apparently 42:19
acknowledge 17:2	advantage 30:18	afternoon 4:23	although 31:15	APPEARANCES 1:16
act 20:8	advertised 33:2	ago 7:3 18:11 48:21	altogether 5:22	appeared
acted 28:19 44:1	advertising			
action 11:22 20:17 24:25 26:1,8 44:4				
actions				



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

48:21	A r a b -	associate	12:24	basis
appears	A m e r i c a n	9:7,10	authorizes	20:17
16:19	16:13	assume	20:7	bears
applied	Arbor	10:21	available	21:2
16:6	1:19 9:3,17	assumed	37:18 41:14	beg
appoint	Archibald	16:15	awards	33:10
20:1	3:19 8:13	assuming	38:15,16	began
appointed	area	40:6 42:12	aware	28:5
19:2 20:9	33:1 36:5	assumptions	43:11,16	beginning
48:20	areas	33:14	Azar	34:13 36:16
appointment	15:12 17:16	assure	12:21 13:22	begs
26:8 46:6	arena	34:16 35:3	14:5 18:13,22	30:11
appreciate	35:12	assured	19:1 20:6	behavior
6:11 10:23	around	29:5	21:15 23:19	38:3
34:22	6:18	attacking	24:1,4,7,23	behaviors
approach	arranging	19:12,13	26:9,15,22	17:7
13:20 20:13	15:15	attended	27:4 28:4,13,	being
33:22	aside	28:25 41:16	19 29:9 30:7,	6:12 13:6
appropriate	24:8	attorney	20 43:13	14:2 22:6
17:14 27:23	asked	3:19 8:16	44:11 45:7,25	23:5 27:11
34:16 35:4	3:9,24 10:1	37:3,10,11,	48:17	28:2 31:24
46:12	18:11	12 50:11	Azar's	33:8,9,18
appropriatel	asking	attorney's	19:14 21:21	38:18 39:8
y	17:17	44:22	24:10 35:14	45:5,10,11
7:1	asks	attributing	45:13	believe
approval	38:12	16:22	B	11:2 20:15
20:21 26:8	aspects	August	back	22:22 34:11
approve	47:7	14:6,18	6:2 21:7 26:3	45:17 49:3
3:14 7:4	assembly	auspices	37:1,11,19,	believed
25:10 34:6	20:10	40:1	23 39:16,24	44:5
approved	assess	authority	40:24 49:5	believes
13:2 24:22,	17:15	15:15,19	backwards	23:21 35:5
23,25 49:20,	assessed	16:1,6 17:21	40:13	benefits
21	39:15	28:18 29:13,	bad	24:13
approving	assessment	20 30:6,8,17,	23:6 46:21	Betsy
41:5	11:13 17:17	18,25 31:2,	BARBARA	9:10 37:6,13,
April	assign	11,18 32:11	8:5 49:11,14	19
26:6,12,22	34:18	33:13,21	Barnabas	Betsy's
27:11,12 29:6	assist	38:24 39:17	14:13,23	37:5
30:19 45:10,	18:12	40:2,16	43:3,8	better
11,15,23		authorized	based	4:18 31:21,
			16:17 40:3	



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

23,24 39:21	bright 6:12	Calvary 8:9,11	50:7	22:12
between 25:17	bring 26:23 40:6	came 24:15,17	caucus 10:19	change 30:3
bible 32:5	44:11,14	27:6,10	cause 17:8 35:18	changes 46:16
bidding 25:12	45:16	29:15,22 36:8	Center 13:25 14:2,	charge 30:8
big 27:3	brings 3:15	37:9 43:14,19	13,17,24	charged 18:22 19:2
Birmingham 9:7	brought 22:2 34:23	candidate 3:13 11:11,	15:4,16,23	22:1
black 10:19	44:13	13,15 12:21	16:3 17:13	charges 18:21,24
blameless 6:3	BROWNLEE 8:23	17:6 20:22	23:3,8 24:17,	26:23 29:9,10
board 24:15 38:4,6	budge 35:9	33:22 47:15	22 30:6 42:1,	33:12 35:17
Bob 8:7	building 39:13,17	48:25 49:2,11	9 43:15,20	44:11,15
bodies 15:21	built 39:18	candidates 4:23 48:23	44:20,22	45:16,18 48:6
body 20:9 38:24	business 7:10	candidate's 49:2	centers 23:10,17,18,	Chris 9:12
40:2	<hr/>	cannot 30:14,15 37:2	20 29:18 43:4	Christ 4:9
BOHN 9:12 13:3	C	canopy 5:14	center's 24:11	Christians 32:19
17:23 34:13	cabinet 24:21,25	Canton 9:5	CENTRAL 15:11	Christine 13:3 17:23
Book 19:4,15 20:15	25:6,8,17	capacity 35:7	certain 3:24 14:11	Church 1:13,18 7:24
28:7 34:14	29:21,25	care 7:9 11:1,12,	16:16,18	8:4,10,12,
47:21	30:15 31:7	15	34:20 47:4	15,19,21 9:7,
both 23:17,20 45:6	44:25 45:1	career 34:9	certainly 22:20 23:24	17 17:12
bottom 46:3	cabinet's 29:25	cares 32:16	27:9 30:11	16:17,19
breath 11:24	call 4:8 20:23	caring 11:3	31:15,25	20:24 28:4
bridegroom 5:13	32:13 35:5	carried 20:17	32:19 34:15	38:7,12
Bridle 1:19	37:11 38:9,	carry 40:13	35:21	48:15,16,19
	19,21 39:3	case 23:2 30:3	Certified 1:22	circuit 5:16
	42:8,15	33:4 35:14,15	certify 50:5,8,10	circumstance 8
	called 4:7,24 33:13		chair 36:24	16:19 25:23
	calling 38:23 43:22		chairman 43:7	26:5
	49:9		challenge 22:16	clarify 13:20 48:5
			challenges	CLARK



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

8:18 43:2,7 44:22 class 15:17 cleaned 24:14 clear 5:20 6:1 clearly 7:14 CLERK 1:17 3:6 9:25 13:8 18:16 25:8,9 26:17 45:12 48:18 close 18:6 46:14 closed 4:22 49:7 co-chair 8:19 collective 6:19 11:24 come 10:1 24:23 25:14 29:3 31:7 35:11 37:5 38:10 39:16,24 43:2 comes 5:13 7:10,12 20:19 22:3 34:1 coming 26:16 commandment 5:20 commend 33:24 comment 7:14 18:2 46:3	comments 14:11 18:5 42:19 46:25 commission 20:8 35:17 50:23 commit 37:2 committed 38:19 COMMITTEE 1:5,12 3:4, 11,16,23 4:1, 3 7:25 9:13, 22 10:10,14, 16,22 11:2,9 12:14 13:5,7, 11,15 14:8 15:13 16:8, 14,24 17:1,6, 10 18:3,4,18, 20,21 19:2,3, 16,18 20:9,20 21:6,24,25 22:13 23:15, 22 24:9 25:19 26:2 27:2 28:5,6,8 29:12 30:5 31:19,22 33:20 35:8,9, 16 36:19,25 37:15,18,21, 23 38:20 40:21 41:5 42:2,5 44:19 47:19,22 48:14,20 49:18,20,22 committees 12:11 20:1 committee's 10:4 13:10, 14,18 19:23	20:21 42:4 Community 9:19 39:13,17 compared 23:20 complainant 46:9 complaint 12:21 13:1 18:12,14,15, 22 19:14,15, 16 20:5,6 22:1 26:25 27:1,20 28:3 33:20 40:12 45:23 48:17 complete 36:22 50:5 composition 13:1 computer 4:10 concern 15:12 30:1 concerned 10:24 17:1 22:6,8 32:17 33:16 39:24 44:17 47:11, 13,18 concerning 13:8,12 43:14 Concerns 13:24 15:14 29:12 33:12 43:19 45:13 conclude 34:5 concluded 4:6 49:24 conclusion 21:24 30:9	31:17 35:11, 16 conclusions 21:6 34:3 38:2 40:23 conditions 39:8,24 conflict 39:10,11,19, 20 confrontatio n 17:4 confrontatio nal 17:7 confronted 21:22 confused 41:18 congregation 17:8 connections 40:13 consider 4:1 19:6 41:5 consideratio n 12:23 considered 35:10 considering 47:23 consistent 16:8 31:19 33:13 40:23 Constitution 13:15 47:25 consulted 37:17	contact 24:7 contacts 10:21,23 CONTENTS 2:1 context 14:12 21:19 33:17,18,19 46:16 47:3 continuation 3:8 37:25 continue 11:24 35:4 37:3,20 control 24:18 Convened 12:20 13:5 20:5 conversation 14:10 coordinating 24:21,25 25:6,8,17 29:21,24 30:15 31:7 44:25 45:1,3 coordinator 43:20 copies 34:24 COPs 4:23 copy 42:19 correct 30:2 40:18 43:1 50:6 council 24:16 45:3
---	---	---	---	--



ESQUIRE
an Almadar Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

counseling 11:20 32:2	D6 19:15	decision - making 15:21	41:21 50:8	18:15 31:15
COUNTY 50:3,22	damaging 29:10 34:8	decisions 12:7	desire 14:12	directive 19:6
couple 10:7 40:7	Darrell 8:11 14:7	declares 5:9	desired 5:23	directly 25:4 27:13
course 5:14 11:20	data 40:3 46:24	declined 18:21 48:9, 13,19	detect 6:1	50:12
courses 23:8 32:2	Date 12:22	decrees 5:18	determine 11:9,16 13:6, 14 34:19	directors 28:14
Court 1:19 6:23	David 13:2 17:22	dedicated 11:2	determining 34:15	disagree 31:1
7:2,14 21:8	day 1:12 4:9,21	dedication 11:1	DETROIT 1:4,17,18	disagreed 30:25
35:12,18	5:8 7:3 10:6, 9 28:1 45:20	deep 11:24 20:23	3:7,12 9:21	discern 21:1 30:10
Courter 1:22 7:1	50:14	defense 46:20	12:24 28:15	35:3 40:2
50:21	days 26:13 36:5	defenses 4:1	devalued 14:3	discernment 29:25 38:19
CPM 8:19 10:12	DC 36:4	defensive 47:16	development 17:16	44:7
12:20,23	deal 7:11 24:8	definitely 18:5	devoted 16:25 33:8,10	disciplinary 13:17 18:14, 15 19:14,16, 21 20:6
13:16 17:10, 15 18:4 19:4	27:12	delay 29:5	didn't 4:13 12:7	21:13,14 29:9 33:17
20:4 28:24	dealing 33:13 45:4	deliberate 4:22	21:5 28:17	discomfort 16:15
29:2,4 33:22	deals 25:9	denial 14:11	30:2 31:10	discriminati on 18:23 22:2
36:20 37:7	dealt 45:2,9	denies 18:25	36:6,7 38:7, 15 47:25	discuss 10:20 14:4,18 47:7
49:9	Dear 4:23	deny 27:21 36:14	different 4:14 16:12	discussion 10:5 11:4,23 14:25 15:2,6 30:1 40:7
CPM's 19:5 20:1	December 15:5 25:18, 19,24 44:22	46:15	47:7	43:2
34:13	decide 35:18 47:22	deposed 27:11	difficult 22:12 28:22	dismissed 27:24 28:2 35:15 47:17, 21
crashed 4:10	decision 4:3 11:4	deposition 22:16	difficulty 17:8	disparaging 28:17
critical 47:2			21:8	
c r o s s - e x a m i n e d 21:16			36:6,7 38:7, 15 47:25	
CSR-6239 1:22 50:21			difficult 4:14 16:12	
current 17:7			35:11 39:15	
			47:7	
D			difficult 22:12 28:22	
			difficulty 17:8	
			diplomas 38:16	
			direct 18:2,3	
			directed	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

distance 6:13'	dramatically 16:3 31:12	Edwards 14:21 23:18 24:2 27:5 28:11 29:18 34:25 41:14 42:25 43:3 45:7	e-mails 10:16 26:17 45:1,14,15, 23	everybody's 32:5
distribute 42:18	drawn 31:17 38:2	Edwards' 41:21 42:19	employee 50:11	evidence 21:16 23:2 29:15,16 30:5,16 31:5 34:23 35:16 40:3,15,24 41:14,19 47:17,23,24 48:1,6,11
disturbing 13:25	drippings 5:24	effect 44:11	employees 25:2	evident 16:24
ditto 35:25	drove 36:2,6,8,10	effort 11:11	encourage 31:22,23 34:21	evidentially 35:14
documents 10:17 23:14 28:10 34:24	due 29:5	ehkoster@aol .com 1:20	end 5:12,15,16	evolved 43:17
doesn't 32:25 33:20	duly 50:9	either 21:5 40:4	enduring 5:21	exact 24:16
doing 10:24 19:10, 21 20:18 21:8 22:9 29:17	During 3:25 4:2 10:10,11 14:1,22 24:4, 5 26:14 37:6 38:18 49:19	ELDER 6:17 8:3,5,6, 7,8,9,11,17, 18 9:4,14,16 13:3 14:7,20 17:23 22:5 27:20 35:23, 25 41:12,19, 23 42:3,5,14, 25 43:2,7 46:20 49:11, 14	endorsement 20:21	examine 17:15 21:18 40:15
dominion 6:3	duties 21:14	Elizabeth 6:25 7:23 13:4 17:24	ends 25:25	examined 18:20 21:22
Dorothy 27:20 43:18	dysfunction 31:13	eloquence 43:10	entire 11:17	example 21:15 28:11
double 48:8,11	E	eloquent 45:19	enlightening 5:20	exception 30:7
down 27:9 33:18 40:5,7 41:2,3 48:11	each 11:7 14:21 46:24 47:1	e-mail 26:21 37:13 45:10,18	entirety 12:17	excess 19:11
DOWN'S 4:8 5:2,5 6:9,11,21,25 7:19,23 10:3 12:6,12,18 17:25 18:10 35:24 40:4,20 41:8,11,18, 22 42:2,4,12, 16,22,24 43:5,9 47:6, 10 48:24 49:4,13,15	early 6:12	e-mailed 44:10	Ernest 9:6	exchange 26:12,14
ears 32:7	ears 32:7		errors 6:1	excuse 3:14 7:16 36:19
earth 5:11	earth 5:11		essence 28:21	executive 3:23 9:21 18:6 26:15 45:12 49:16, 18,19
easy 32:14 35:7	easy 32:14 35:7		estimation 11:14	exercise 19:8 20:11
Ed 9:25 13:8 39:12	Ed 9:25 13:8 39:12		events 40:11,17	
education 11:11	education 11:11		everybody 3:24 6:22 37:7 45:20	
EDWARD 1:17 3:6 8:9	EDWARD 1:17 3:6 8:9			



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

exercising 29:20	45:20	figure 28:13	1:13 3:16,22 7:24 8:6,7,25 9:3,7,11,16 11:25 13:5 15:15 21:7,21 24:5 45:9	forward 11:8 27:10 34:17 40:13 45:18 48:9, 10,13,19
EXHIBITS 2:10	32:18	file 18:21 44:12 48:23 49:1,10	filed 18:13 19:15 27:1,20 28:2, 3 31:13 40:12 44:13 45:23 48:17	forwarded 10:17
exit 36:6	10:25 11:3	files 48:25	five 39:22	found 14:8
ex-officio 9:21	11:16	filing 48:6	floor 7:4 12:8 18:8	four 36:11
experience 16:21,22 36:17	12:19	filled 33:2 45:5	folks 7:20 24:2 30:20 33:5 42:18	fourth 42:7
experiences 11:21 16:9,11 31:20	11:16	final 11:13 15:7	follow 30:2 49:1	frame 26:12,14
Expires 50:23	12:19	finality 20:17	following 30:21	frankly 22:11 34:1
explaining 36:23	12:19	finalized 15:10	follow-up 45:24	freely 16:5
extenuating 25:23 26:5	12:19	Finally 36:7	food 38:11	frequently 14:9
extra 6:19	12:19	financially 50:12	forceful 16:22	front 12:8 19:10 37:8 38:4,5
eyes 5:20 32:7	12:19	find 7:11,12 26:25 29:4 32:12	forever 5:21	frustration 16:14
F	12:19	findings 3:15 15:24,25 24:3,6 31:4,5	forgiveness 30:11 33:10	full 12:12 25:4
fabricated 45:25 46:4,9	12:19	fine 5:23 34:1 37:7	form 20:17 28:6,8 29:5	fully 21:3 35:10
facing 21:14	12:19	finished 37:2	formal 18:13	functions 33:23 47:19
fact 21:12 29:8, 14,24 35:10 38:3 43:13,21 46:4	12:19	firmament 5:8	formation 12:25	further 7:7 15:1,2,5 50:10
facts 28:9	12:19	First	formed 18:18	future 11:22 16:3 17:14 22:18 25:20
factual 24:9	12:19		former 15:20	G
fair 10:25 11:10 33:3,5,15	12:19		forth 5:8	G14.0400



ESQUIRE
An Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

20:7	God	guidance	Health	hereby
Gatekeeping	4:16,20 5:2,7	12:2 13:8	4:17 5:2	50:14
33:23,25	32:6,13,21	38:20	hear	hid
gather	35:5 38:23,25	guilt	21:16 27:15	5:16
4:20	39:18	35:19	28:10 32:6,8	hidden
GAUBATZ	God's	H	35:8,21 37:23	6:1
9:4	6:7 12:1	H	heard	Hill
gave	goes	1:6,11,17 2:2	5:10 27:14,18	44:22
14:8 32:6	5:11	12:21	29:19 32:19	Hills
gender	going	hadn't	35:16 40:8,9	8:18 9:24
46:2	7:12 19:11,12	33:4	41:1,4	hired
general	21:7 25:20,	Half	HEARING	24:16
20:10	21,23 26:5,18	36:8	1:6,11 2:2,4	hoc
generated	32:15,25 35:9	hand	3:8,9,13,16,	20:1
10:15	36:18,24	50:14	22,23 4:2	hold
Geneva	44:7,12,13	handful	10:11,12	24:8
9:5	46:2	7:9	21:10,13,15	Holy
gentleman	gold	handiwork	28:5 32:13	20:25 32:16
3:18 32:23	5:23	5:8	44:3	37:4 38:18
getting	gone	handle	heart	40:2
20:13 29:6	20:12 33:3	31:25	5:19	home
46:13	Good	happen	hearts	38:15
give	6:9,10 9:18	21:19	6:5	honest
36:1 47:8	23:6 31:22	happened	heat	38:6
given	32:5 35:8	29:4 30:13	5:16	honey
21:23 24:16	goodness	happens	heavens	5:24
28:11 48:25	30:25 33:19	48:23	5:7,12,15	honeycomb
gives	grant	happy	held	5:24
28:7	11:12	39:21 42:16	50:6	honor
glory	grateful	harassment	he'll	37:5
5:7	11:1	45:17 46:1	35:21 38:10	honorably
go	great	hard	Hendrie	8:24
3:23 6:14	5:25 6:4 17:8	4:11 11:6,7	1:13	hopefully
7:3,11 22:16,	Greetings	44:2	Henry	6:13
19,24 23:8	37:13	HARTLEY	9:16 13:3	Hopewell
25:15 26:25	GROUP	9:18	17:23	8:15
27:10 30:25	5:1 6:8,10	head	her	hotel
32:4 34:2,17,	12:5	23:19 24:23	21:17 25:1	36:3,10
22 35:1	groups	heads	29:1 43:14,21	hour
38:14,15	16:13	26:15	44:1,5,17	6:12
39:1,13,14,	grow		46:4,6,17,	
15,18 48:9,13	39:4		18,23 47:1,3	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

hours 36:11,20	16:14	intended 16:3 31:12	g 3:14 4:4 7:6	13:23 14:10
house 35:14 46:17	indirectly 50:12	intent 13:6	10:14 12:10	15:11 16:16
HUGLEY 8:3	individually 46:25	interaction 47:12 48:4	18:4,19	18:12 19:17
humbly 32:20 38:25	individuals 10:17	interactions 13:24 14:22	33:20,21	22:7 24:12
39:4	inequality 46:2	interested 50:12	37:15 40:21	32:17,25
hundreds 31:25 32:1	influence 15:19 16:1	interim 7:24	42:4,5 49:20	40:5,21 43:14
HUNT 9:14	informally 20:11	interpretati on 15:25	investigatio n 13:9,21 16:5	47:7
hymn 4:13,15	information 21:23 28:15	interpretati ons 14:16 31:4	Investigativ e 18:18 19:3,18	items 7:9,10
hymnal 4:14,16	29:6 41:13,15	intervening 12:13	20:4,8 28:5, 6,8 35:15	J
I	initial 41:13	interview 14:4,5 15:3,6	36:19 37:18	J.D 1:17
idea 36:1 39:21	initially 44:1	interviewed 13:22 14:6, 19,21	44:19 47:22	JACKSON 8:5,7 49:11, 14
identified 15:12,16	initiated 18:14 44:4	interviews 13:20 15:6	48:14,20	James 8:14
17:16	Inn 36:5	intimidation 17:4	invite 11:24	January 12:22 15:8,10
identify 42:7	innocent 6:4	introduce 7:20,21 8:2	invited 3:25	26:1 44:24
identity 16:18 17:20	inordinately 22:8	Introduction 3:5	involved 25:3 37:20	Jenny 9:2
II 1:11 2:1 3:4	insensitivit Y 46:1	introduction 3:5	42:8,11 43:14	jeopardy 48:8,12
important 25:6 41:20	insistence 14:11	introduction 8 6:21 43:6	involvement 43:22	job 32:25 44:17
46:22	insolent 6:2	investigate 12:25 13:10	43:12	46:18
include 17:17	instead 16:21	21:11 34:19	involving 43:12	JOHNSON 9:16 13:3
included 13:23 14:10	Institute 17:12	investigatin	irregularity 20:15,16	17:23
41:25			issue 10:20 19:9	jotted 41:2
inclusion 30:7			22:10 27:3, 16,23 30:19, 20 33:11	joy 5:15
indicated			39:10 44:9	JR 1:6,11 2:2
			45:9 46:17	12:22
			48:3,7	judicial 13:17 19:18, 22 20:8
			issues	Judy



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

8:25	16:16 36:5	19:19,20	least	listen
July	knocked	21:10	16:18 37:24	12:1,2 16:20
13:22 14:4	36:9	Larry	leave	28:17 32:2,3,
27:19	know	46:7	3:24 26:5	4,5
jumping	6:13,19 7:8	last	30:3	listened
40:23 48:11	10:23 18:13	10:3 12:13	led	32:12
jumps	23:6,7 26:16	29:8 37:16	17:12 37:4	listener
26:20	27:3 31:24	late	38:18	31:22,23,24
June	32:8,22,24	28:1 44:20	left	32:5
13:2,5,19	33:9,14	later	38:1	listeners
24:24	37:17,21,22	14:24 15:4	legitimacy	31:21
jurisdiction	38:8 41:2	27:11 31:7	17:2	listening
27:24	42:13,14	Lattimore	lengthy	16:10 20:25
just	44:12,18	25:7,20 26:3,	14:9	31:21 32:16
7:16 10:24	45:15 46:11	11,23 27:20	lens	34:22 35:20
11:3 12:1	47:20,25	43:18 44:1,4	22:5,6	40:22 43:10
20:10 22:3	48:8,9	45:17	lesser	little
23:6 25:13,21	knowing	Lattimore's	35:19	41:18 43:25
26:12,24 29:6	33:14	30:1	let's	live
35:7 36:1,22	knowledge	law	34:2 39:14	39:18
48:5	5:9	5:17 32:4	letter	lives
justice	known	35:12	25:8,19	36:3
22:7 32:17,21	4:21	Lawrence	letting	living
44:5	knows	14:20	34:22 37:21	39:13
K	6:22 30:25	lawyer	life	Livonia
Keep	33:19	7:7 10:10	32:1 38:17	9:9
6:2 11:7	KOSTER	35:13,14	light	lobby
keeping	1:17 3:6 6:24	36:12 37:17	4:9	15:21
5:25 44:23	9:25 13:8	39:9	lights	Lombard
kept	39:12 45:12,	leader	36:7	17:12
48:24	19 47:20 48:5	43:3	likely	long
Key	49:3,18	Leaders	3:20	24:10,15 29:4
13:22 14:10	KRUG	17:12	limited	35:2
46:24	9:6	lean	11:8	longer
kind	L	4:15	line	26:6 44:1
40:12	labelled	learn	20:3 29:7	l o n g -
kinds	11:5	32:4	32:6 36:24	s t a n d i n g
22:8	lack	learned	40:11 46:3	19:4
Kirk	47:17	17:18	listed	look
8:18 9:24	lady	learning	30:10 42:10	19:8,10,17
knew	25:7	39:4		20:2 21:16,18
	language			



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

23:4 28:7,9	5:14 32:13	mediator	merely	15:20 23:4
30:19,20	34:7,17 35:3	31:25	12:6	28:14
36:11 37:7,8	manner	meditation	messages	MINISTRY
40:11,12,24	39:8	6:5	10:17	1:5,12 3:4,
42:18 47:2	March	meet	met	12,13 8:1
looked	1:13 3:2	4:23 10:19	13:19 14:4,	9:13 11:14,16
25:18	23:12,15,17	29:3 37:3,15,	18,25 15:2,5,	13:12,17
looking	24:1,6,21,25	18	8 24:1 36:1,	14:3,15 17:1,
33:12	27:4 28:12	meeting	18,20	3 23:10,24
Lord	29:14 45:2,3,	3:11 4:7	methods	33:9 38:11
4:24 5:17,18,	8 50:14	10:9,11 13:5	17:3	39:2 44:25
19,20,21,22	Marie	14:24 15:4	Metropolitan	45:8 47:15
6:5 32:20	8:2,3	23:17,18	15:20 45:8	minority
Lorkowski	Marjorie	26:1,10,13,	Michigan	33:1
14:20	8:20 12:8	19 27:12,14,	1:14,19 3:1	minute
lot	40:6	25 28:12	50:1,22	47:8 49:15
4:16 10:15	mark	29:1,8,22	middle	minutes
26:12	34:10	37:10,12,16	32:13	8:22 44:20
Lots	MATTER	meetings	Mike	45:1,3,7
32:4	1:3 12:20	28:25 29:1	9:4	misperceptio
love	20:5 50:13	31:1 41:15,17	Mile	n
32:21	matters	42:1,6,25	13:25 14:2,	30:13
Loving	13:16 19:8	meets	13,16,23,24	mistake
4:19	20:2	37:21	15:4,15,22,	23:25
lunch	MCDEVITT	member	24 16:2 23:3	model
49:22	9:2	9:21 19:4	24:2,17,22	14:15 16:25
M	MCMILLAN	25:5 26:3	28:20 29:24	23:5,6,7,9,
M	8:25	27:6,7 29:24	30:6 31:4,11	21,22,23
1:22 50:21	mean	30:5,24 31:6	42:1,7,9	24:22 33:8
making	12:17 32:24	members	43:15,20	Moderator
5:18 27:8	45:11	3:25 38:6	44:20,21	15:19,20
35:6	meaning	memorandum	minds	25:5,25 26:6
MALE	42:2	44:22	29:3	29:14,16,20,
41:10 43:10	means	Mennonite	mine	22 30:5 31:6,
45:24 46:8,11	38:25 39:5	17:13	49:5	13 34:12 38:8
47:9,11 48:3,	meantime	mention	minister	40:16 45:11
13,16,22	28:3	39:9	7:24 8:13,24	moderators
49:1,7	Mediation	mentioned	9:6 13:13	7:25
malice	17:11,19	39:9 41:20	20:24 32:14	moment
21:2	31:24	43:5	35:14	7:17 23:1
man	mediations	mercy	ministries	moments
	32:1	32:21	14:15,23	12:1



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

month 7:3 10:3 12:12,13	must 19:3 25:4 47:22	9:23 Northbrook 8:21	47:9 observations 14:16 47:12	onward 24:6
months 27:11 29:8 44:15 48:21	myself 28:13 38:19, 23 39:12,16 40:1 41:13	notable 14:8	observed 16:8 31:19	open 3:16,22 4:2,5 25:12,13 36:17 37:8 49:22
Moreover 5:24	<hr/> N <hr/>	notes 40:6 41:2	Obviously 35:17	openness 12:2
morning 4:22 6:9,10 9:18 36:6	name 4:25 7:14,23 24:17	nothing 5:16 20:7 22:3 24:14 27:6,8,10 28:16 29:13, 22 44:15	occasion 30:13	operations 44:24
morning's 3:8	named 3:18 7:1 25:7 42:10 43:19	notify 15:23 31:3	occur 21:5 30:23	opinion 16:23 17:6 29:5
most 3:20 38:6	narrative 42:24	November 14:25 15:2	occurred 21:12 40:18	opinions 16:9,11,21 31:20
mostly 6:22	nature 29:10	Number 4:16 10:15 21:9,12 22:15 35:11	October 25:7,17 50:23	opportunities 14:13,24
motion 3:13,17 4:1,3 7:4 10:3,12 12:7,10 26:7, 11,16 27:6,8, 10,13,14,15, 17,22 28:1 30:19,24 31:8,10,13, 14 44:9,10, 12,24 45:9	necessarily 46:6	nurture 33:25 34:16	offenses 29:11	offer 4:19 26:11 44:18
motivated 11:6 46:18	necessity 35:19	nurturing 33:24	offered 27:17 33:1 39:11	office 16:6 36:10 38:14,15
motivation 46:3	need 6:21,22 7:9 11:10 31:21 32:8 36:12, 13,14,25 37:1,7,10 38:10 42:18	<hr/> O <hr/>	offices 38:14	offered 39:11
mouth 6:4 22:18	needed 24:14	O 4:16 5:2 6:5	oh 19:11,19	office 16:6 36:10 38:14,15
move 17:14 20:22 27:14,15 45:18	needs 6:20 31:25 33:15,16	Oak 1:14 3:1 9:11	Okay 47:7 49:14	offer 4:19 26:11 44:18
movement 20:21	never 22:13 36:4,12	object 21:7 22:21 27:15	old 4:15 32:15	offered 27:17 33:1 39:11
moves 17:10	nice 36:10	objecting 20:12,14	Once 24:4,5 26:6 39:3 49:2	offices 38:14
	night 5:9	objection 28:21	ones 42:12	oh 19:11,19
	Norman	objectionabl e 33:9	on-line 4:11	order 4:7,8 19:4,15 20:15 27:22 28:7 34:15 47:20,21



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

originally 22:1	paperwork 6:15,17,19 42:17	pastoral 17:15,20	person 14:21 21:14 38:13 39:11 44:8 46:24 47:2,14	22:9 26:2,20, 21 30:9,14,16 31:9 34:18 46:15 47:7,20
ought 31:22 34:18	paragraph 29:7 45:18	pastors 9:2 10:18	personal 47:2,14 14:22	points 4:2
outcomes 13:7	parameters 13:9	patience 39:3,5	personally 17:19	politically 11:6
outline 45:21	parish 9:6,10	pattern 16:8 17:7 31:19 32:11 40:23	persons 19:6	Pontiac 7:24
outside 10:16	Park 8:4	patterns 33:14	phone 10:16	portrayed 39:8
over 6:3 24:8 25:16 27:11 32:6 45:9	parliamentar y 26:18	Paul 9:8	Phyllis 9:14	position 22:12 25:10, 11,14,22 26:9 30:4 43:15 44:6 45:5
overnight 36:2	part 3:16,22 11:11 23:3,8 26:14 28:21 29:25 41:14,19,24, 25	Paul's 9:8	piece 46:24 47:2	positions 30:21
overreaching 31:18	participate 17:11 22:21, 22	PC 11:14	place 4:20 30:14 36:9	possible 37:17 43:12
overriding 39:5	participate 17:11 22:21, 22	PCUSA 13:15	places 21:9 32:4	postponed 10:5
oversaw 24:17 29:23	participate 17:11 22:21, 22	Peace 17:13	plan 14:5,18	postponement 12:7
oversight 24:11,13,19, 24	participatin g 22:23	people 3:25 6:7 7:20 10:15,24 16:11,20 31:1 32:16 35:8 38:5 39:20 42:9 46:21 47:23	planned 4:14	potential 47:15
over-used 30:17	participatio n 42:25	perceived 16:15 31:15	planning 15:1	potentially 34:8
owed 21:14	particular 23:23 25:24 29:7	perception 14:2 16:17 47:14	play 46:6	pours 5:8
<hr/> P <hr/>	particularly 34:14	perfect 5:17	played 43:18	power 19:5 20:3,10 22:13 26:7 30:17
p.m. 49:17,24	party 50:11	period 3:25 48:10	Please 5:5 7:14 18:3,10 37:17 42:17 47:10	practice 32:3
PAGE 2:2	Pass 1:19 6:18	persistent 32:11	plenty 19:19	practicing 8:15
pages 42:17	Pastor 8:21,25 9:8, 18,23		point 4:5 7:7 19:13 20:7 21:7	pray 4:25 11:4
paper 15:17 42:23				
papers 17:18				



ESQUIRE
an Alexander Goble Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

37:14 40:2	PRESBYTERY	PRIEST	probably	45:5
prayer	1:4,17,18	1:6,11 2:2	26:4 48:1,11	prove
4:19 12:3	3:7,12 9:20	3:9,12,17 4:2	problem	47:23
prayerful	10:1,18,19	8:17 11:15	33:10 39:23	provide
12:23	12:24 15:19,	12:22 14:1,3,	44:21	16:1 31:11
prayers	21,25 16:6	5,6,8,22	procedure	33:25
37:19	17:9 18:16	15:16,18,23	25:12,16	provided
preach	20:9,24 22:6,	16:4,9,15,	26:4,18 30:2,	26:15
38:10	16 23:4,9,10	19,24 17:1,	22 44:24	prudent
precepts	24:12,13,19,	11,15,18	proceed	11:12
5:19	22,24 25:2,5,	18:11,17,21,	7:6,22	Psalm
preferred	10,11,12,15	25 20:16,18,	proceeding	5:6
14:15 16:25	26:7,10,13,	19 21:11	18:15 19:22	punches
33:8	15,19,22	22:2,11 23:3	33:17	38:21
preferring	27:7,12,13,	24:15,20	proceedings	pure
23:23	16 28:5,14	25:3,18 26:23	7:2 13:18	5:21
prefers	29:14,21,22	27:17,19,24	21:8 34:20	purpose
23:22	30:15,21,24,	28:13,17,25	process	33:19
prejudging	25 31:5,6,8	32:12,22,23	10:2 13:7,9	purposes
16:9 31:20	33:21 38:8	34:25 35:21,	19:12,13	10:9
32:11 40:24	44:8,13,23	23,25 41:12,	20:14,23 21:3	pursue
preliminarie	45:2 46:18	19,23 42:3,5,	22:10,11,12	16:6
s	48:18,19,23	14 43:13 44:5	25:15 26:18	purview
36:22	49:9	45:6,16 46:20	27:21,23	13:18 19:23,
PREPARATION	presence	47:12	30:22 33:3	24 20:3 24:18
3:4,11 7:25	4:21	Priest's	34:4 35:4	34:15
13:11,17	present	10:5,20	37:7 38:19	put
prepares	3:17 12:13	13:12,24	40:17 45:21	6:17 30:21
26:6	15:3 24:3	14:12 17:7	proclaims	38:19,23
preparing	27:5	25:25 28:4	5:8	42:15 44:6
15:17	presentation	primary	professional	45:9
presbyter	24:5 45:6	15:12	ly	<hr/>
9:21 45:12	presented	prior	17:19	Q
Presbyterian	21:23 23:12,	50:8	professors	question
1:13,18 7:24	16 24:3	PRITCHARD	23:7	7:13 19:9
8:4,10,12,	preserved	9:23	program	24:10,17
14,21 9:1,3,	33:18	private	28:14	25:9,10 33:4
7,9,17,19	press	40:7	project	43:22 46:7,8
22:5	35:17	prize	23:4	48:22
presbyteries	prevailed	38:21	promoting	questions
25:16	27:17	probable	25:22	14:9 18:2,3,5
	previously	35:18	properly	33:6 40:8
	43:16			



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

47:6	reasoned	21:19 28:10	reminder	11:10 17:10
quite	22:19	redeemer	10:8	34:13
43:11 48:1	receive	6:6	repeatedly	required
<u>R</u>	34:10 41:8	redirected	18:25	11:19
racial	42:16	14:10	report	reschedule
18:22,23 22:2	received	referenced	3:14 4:4 7:5	37:12
28:18 46:1	10:16,22 13:7	13:1	10:4,13,14	rescheduling
r a c i a l -	28:23 37:19	referred	11:9 12:11,	37:2
e t h n i c	40:17	34:24	15,22 15:8,10	rescind
16:12,18	recess	regard	19:20 20:4	26:7 45:9
racially	47:8 49:15	40:20	21:10,24	resolution
11:6	recessed	regarding	23:13 27:4	39:20
raise	49:22	25:12 42:6	33:25 34:3,6,	resources
18:5 24:13	recommendati	regularly	10,11 35:2	14:14 28:15
31:9 33:3,5	on	15:18	36:23 37:24	respect
40:8 48:7	13:11 15:9	re-introduce	41:7,8,9,16,	37:6,9
raised	34:1,2 41:5	6:23	25 42:2,3,4,	Respectfully
4:2 33:5	recommendati	rejoicing	10,15 47:11	17:22
40:21	ons	5:19	49:20	respond
ran	3:15 7:5	related	Reported	21:1
36:25	10:4,13	18:12 40:22	1:22 21:20	responded
read	12:11,15 17:5	relation	Reporter	30:1
5:6 10:8	34:9,11,12	47:19	1:22 6:23	responding
12:9,17 27:18	41:6,10 49:21	relative	7:2,15 21:9	45:13
28:22 29:6	recommended	50:10	reporting	response
49:10	22:20	reliable	24:11	3:17 10:15
readiness	reconcile	4:15	reports	26:24 37:19
11:16 20:22	45:4	remains	23:22	44:10 45:19,
r e -	reconvene	11:8	representati	20
advertising	36:25 49:16	remarkably	ve	responses
46:18	reconvened	19:24	9:13	14:9
ready	10:12	remarks	representati	responsibili
11:14 34:17	reconvening	10:8 28:17	ves	ty
35:3 39:1,2	10:6	42:20	29:2,4	11:7,15,17
46:13	record	remedial	represented	rest
really	7:15,18 28:21	20:17	3:18 16:4	34:8,9 37:12
4:11 11:8	30:14 41:20	Remember	request	result
27:3 33:11	49:17 50:6	11:19	10:5 37:5	4:5 20:13
44:23	recording	remembers	49:10	43:17,21
reason	7:2	27:5	requests	results
11:5 48:7	records		10:18 26:7	23:17,19
			require	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

29:17	review	role	Saturday	19:17,18 23:3
Resume	12:15,17	43:18 46:5	4:10	24:2,17,22
2:4 11:23	reviewed	room	saw	28:20 29:1,24
retaliation	34:10	7:8	46:5	30:6 31:4,11
44:16	reviving	Rosy	saying	42:1,7,9
retired	5:17	25:7	20:12 22:9	43:15,20,25
8:24	reward	roughly	26:3 28:12,22	44:20,21
retribution	5:25	36:20	44:23 45:20	secretary
43:13 46:5,9	REYNOLDS	route	says	8:22
return	8:11 14:7	22:19	19:21 20:25	see
4:4	36:21	routinely	25:15,20	7:16 21:4
returned	RICE	17:3	28:17 29:12,	23:15,23 32:6
49:7	6:17 9:10	Royal	15 30:16	36:6,7 38:15
returning	12:17,19 13:4	1:14 3:1 9:11	31:3,10 39:7	40:9,13,14
49:6	17:24 49:9	rubberband	46:23 47:21	41:22 47:3
REV	Richard	6:18	schedule	48:16
1:17 3:6 4:8	8:23	rule	37:15,16	seek
5:2,5 6:9,11,	Richmond	27:22	scheduling	32:21 33:25
21,24,25 7:19	3:19 36:2	rules	13:19	35:3
8:13,20,23,	right	25:11 48:6	school	seeking
25 9:2,6,8,	5:19 7:23	run	29:18 36:4	19:6
10,12,18,20,	19:5,7,8,11,	7:12 35:2	38:9	seeks
23,25 10:3	16 20:14	40:9	scope	20:21
12:6,10,12,	22:14,16	runs	11:9,17	seen
17,18,19	24:16 26:4	5:14	se	21:4
17:25 18:9,	27:7 30:23	Ruth	27:18 31:14,	sees
10,11 35:24	32:25 33:1	12:21 13:22	15	22:5
40:4,19,20	35:10 37:4,5	20:5 28:24	Seabrook	s e l f -
41:8,11,18,	39:16 40:3,	10,19 44:8	43:18	identifying
22 42:2,4,12,	righteous	39:12 45:25	Seabrooks	16:12
16,21,22,24	5:22	S	27:20	seminary
43:5,9,23	rightly	Sacrament	sealed	15:16 23:3,5,
44:4 46:13	23:21	8:14 13:13	49:7	13,16 32:3
47:6,10,20	rights	20:24 32:14	seat	45:6
48:5,7,14,	21:13 22:22	35:6	20:2	Senate
17,24 49:3,4,	rising	Sam	seated	27:21
9,13,15,18	5:15	8:18	5:5	send
Reverend	ROBERT	Sandra	Second	25:19 39:23
10:20 13:2,3,	8:7	14:20	13:25 14:2,	sending
4 17:22,23,24	rock	sat	13,16,23,24	45:12
18:2	6:6	32:12 36:12	15:4,15,22,	sense
reverse			24 16:2	17:20
18:23				



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

sensitive	14:14 15:22	26:13	Spirit	2:3 4:6
38:2	28:15 29:19	Skills	12:1 20:25	28:11,16,20
sensitivity	shared	17:11,19	32:16 37:4	34:7 48:1
39:19	23:17,19	31:24	38:18 40:3	statements
sent	28:24 29:17	slides	spiritual	14:1 21:17
37:13 45:10,	sheet	23:13,14 45:5	20:23 36:17	28:19
11	42:20	SMC	spoke	stationed
separately	short	13:25 14:1	24:4	36:3
10:19 14:19	43:23	24:2	sponsoring	status
September	Shorthand	somebody	18:17,19 28:4	10:20
14:19 25:7	1:22	7:10,11	spread	stayed
37:13	show	25:14,21 36:8	21:3	36:3,4,5
series	29:7	somewhere	St	step
44:25 45:23	showing	23:8	9:8	48:19
serious	45:2,4,11	son	staff	steps
29:11 30:8	shows	4:25	13:24	34:14,20
32:10	44:21 45:10	sorry	Stan	stood
servant	shut	7:5	14:20	4:15
5:25 6:2	32:9	soul	stand	straight
serve	side	5:17	4:18 35:15	11:8
9:21 20:23	35:13	sounds	36:15	strive
32:13 35:6	signed	30:10	standard	11:3
38:12	41:16	Southminster	35:19	strong
served	silent	9:15	standing	5:14 30:7
25:5	11:25 12:3	speak	27:25	34:7
session	similar	3:21 7:13	Stanley	structure
3:23 4:5,22	10:22	10:10 32:24	8:9 38:7	15:22
18:6,7,18	simple	35:21,23	42:24	student
20:10 48:18	5:18 11:8,25	40:23	start	15:17 16:5
49:16,19,22	sing	speaking	18:9	19:3 29:18
set	4:17,19 5:2	32:20	started	study
5:12 50:14	Singing	special	7:3 24:15	23:20 29:17
setting	5:4	10:13 12:14	state	STUNKEL
24:9	sit	specifically	7:14 50:1	9:8
seven	36:11	14:21	STATED	style
26:13	situation	speech	1:17 3:6 9:25	20:4
sexual	47:16	5:9,10	13:8 18:16	styles
46:1	situations	spelled	25:8,9 26:17	17:3
shall	30:23	21:3 34:14	35:2 45:12	subcommittee
6:3	six	spells	48:18	3:15 4:4 7:6
share		21:9 45:22	Statement	12:20,25 13:2



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

20:5 49:21	supporters	50:8	telling	think
subject	10:25	talk	5:7	6:21 7:1
25:18	supposed	23:1 32:8	tells	12:18 16:17
subjects	49:5	38:7	32:5 46:14	31:22 32:10,
16:5,7	supposedly	talked	ten	11,22,25
submission	21:17	26:17	39:22	33:3,5,11,
20:20 44:16	sure	talking	tent	15,24 34:16,
submit	5:18 8:3 22:4	26:17,21	5:13	18 40:8 41:1
19:3 27:2,19	24:9,16 27:5	46:21 47:14	term	43:5,7 44:17
28:9,20 31:2,	31:8 35:24	target	25:25	46:2,19,23
17,18 35:10,	40:6	43:21	test	third
12 39:16 40:1	surely	targeted	4:16	40:22
submits	33:23	14:2	testified	thirteen
25:7 26:7	suspect	task	47:24	27:11
submitted	11:21	11:8,25	testimonies	THOMAS
17:22 19:20	swayed	13:10,14	40:16	1:6,11 2:2
subsequent	29:23	21:11	testimony	3:9 12:21
15:17	sweeter	taste	50:6	thought
Subsequently	5:23	22:17	Thank	4:15 16:16
44:5	sworn	taught	17:25 18:9	Three
subtext	50:9	4:17 23:5	35:20,25	15:12 16:12
43:12	T	Taylor	37:20 42:22	40:21 42:9
suggested	TABLE	9:15	43:6,9	throughout
43:16	2:1 6:18 8:2	teach	theme	4:21
suggestion	take	38:9	41:24	Tim
33:7 43:11	7:9 11:24	teaches	themselves	39:12
suggests	22:10,20	38:9	7:20,21	time
32:8	25:21 30:7	teaching	Therefore	15:23 17:15
suitability	31:23 34:23	23:7	17:10	18:1,11 20:1,
13:12,16 19:6	38:21 42:18	Team	thing	2 24:10 25:17
34:15	49:15	15:21 44:25	18:20 21:21	26:2,12,14,
summed	Taken	45:8	25:13 37:5	21 29:5,7
46:25	1:12 14:12	technical	41:12 43:17,	31:1,3,6,7,9
sun	26:1 27:6	25:2	25	32:1 34:18
5:13	29:23 33:18	tell	things	35:4 36:24
Sunday	takes	10:14 19:19	10:7 19:1	37:1,15,17
38:9	21:11 39:10,	21:1 22:4	21:12 22:8,9	38:18 40:11,
supervised	22	25:4 28:25	26:20 28:7	13 44:2
11:21	taking	31:14 33:16	32:10,15	timely
support	8:22 15:24	36:12,13,14	33:16 39:1,4	28:2
31:9	20:13 31:4	50:9	40:8 46:15,16	timing
			47:3,4	27:2



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

TIMM	train	36:6,20 38:21	8:4	13:15 34:20
9:20 10:21	32:1	41:15,24	units	violates
45:12	trained	42:5,8,10	36:8	22:22
titles	32:3,4	43:4 46:15	unjust	violation
38:13	Training	48:21	11:5	26:4
today	17:12,20	type	unnamed	violative
6:16 7:9	31:23 39:11,	25:13 38:13	42:10,12	21:5
10:9,12	19,20	U	untoward	Virginia
11:18,23	transcript	U.S.A	28:19	3:19 8:15
20:19 21:3,15	50:5	1:18	unusual	19:5 36:2
22:25 32:23	transgressio	unable	11:23	virtues
together	n	37:16	unwilling	39:3
4:20 12:4	6:4	under	16:19 17:2	visit
14:14 22:18	traveled	11:12,15	upmost	14:1,14 15:15
24:3 28:15	6:13	19:15 20:15	37:6	23:20 24:5
37:1 39:13,	trickling	24:18,23	upset	visits
14,19,20	6:14	38:20,23	19:12	14:23
45:10	Troy	39:7,24 40:1	urban	voice
told	8:5,7 9:1	undermined	14:14,15	5:10,11 16:2
26:24 36:3	true	14:3	15:20 16:25	31:11
37:9	5:22 29:11	understand	23:4,10,24	VOLUME
Tom	36:15 48:2	38:24 47:16	28:14 33:8	1:11 2:1 3:4
7:7,19 8:17	49:3 50:5	understandin	45:8	volunteers
9:18 10:5,9,	truly	g	USA	13:25
25 18:1 22:2	12:2	49:4	11:14 20:25	vote
28:24 32:22,	trust	undone	use	27:9
23 38:9,10,11	23:14	38:1	15:14 16:1	voted
41:11 43:1,16	trustees	undue	26:18 29:13	27:16,18
45:24 46:8	44:19	25:24	31:10	voting
tomorrow	truth	unfair	uses	3:25
37:21	46:14 50:9	11:5	17:3 38:13	-----
tongue	trying	unfortunate	V	-----
32:7	30:10,12 48:5	44:17	vacant	waited
tools	Tuesday	UNIDENTIFIED	36:9	29:4
17:17	3:2	41:4,10 42:23	verbally	waive
toward	twice	43:10 44:2	16:22	22:23
21:2 28:19	24:4 32:8	45:24 46:7,8,	view	walk
46:5	two	11 47:9,11	15:22	32:20 38:25
towards	23:9 28:1,14	48:3,13,16,	violate	Wallace
46:10	29:18 32:7,10	22 49:1,7	47:25	3:19 8:13
track	33:23 35:11	United	violated	18:1,2,9,11
11:7				36:1 39:7



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

40:19 41:12, 19 42:21 43:11,23 44:4 46:13,23 48:7,14,17 want 4:9 7:6 26:16 27:3 29:16 32:9 35:20 36:1 38:22 39:1,9 40:6 45:17 wanting 40:8 wants 20:20 35:4,5 warned 5:25 Waterford 9:19 way 7:16 21:8 22:24 26:6,17 28:19 31:16 32:22,24 34:19 42:9 WAYNE 50:3,22 ways 22:15 35:3 wedding 5:14 weighs 25:9 we'll 11:21 49:16 went 23:3,9 24:9, 20 26:14 36:4,16 we're 19:21 20:12,	14 21:7,8,11 25:20,21,23 26:5,18 32:18 33:22 34:1 35:9 37:1 weren't 46:16 49:5 we've 11:19 12:12 whatever 36:14 38:11 39:22 whether 13:14 22:14 23:6 32:18 35:18 46:8,14 47:22,23 white 16:13 whoever 39:12 whole 30:4 38:16 43:17 45:22 widespread 11:22 WILHELMI 8:20 12:10 willing 22:20 39:6 windows 36:8 wise 5:18 wish 42:14 wished 33:4 wishes 21:2 within	15:21 19:22 20:3 23:4 44:21 witness 15:3,7 41:14 42:7 50:6,9 witnesses 21:22 28:11 41:13,15,16, 23,24 42:6,8 women's 24:16 Word 8:14 12:1 13:13 20:24 32:14 33:18 35:6 words 5:10,11 6:4 16:4 32:20 work 4:12,20,24 11:6,10,20 14:13 15:22 20:20 28:15 38:1,10,11, 14 39:14,19 working 22:18 38:14 works 24:19 45:22 workshops 11:20 world 5:12 worthy 4:24 wreck 26:24 write 17:18 writes	44:14 45:19 writing 40:5 written 19:1 26:3 34:6 40:7 41:21 wrong 23:21,23 27:8 31:9 33:7 wrote 10:7 41:2 ----- y ----- year 25:4 30:4 years 32:3 35:13 39:22 yesterday 4:13 28:23 yourself 8:2 46:6 yourselves 34:17 Youth 14:13,23 ----- '09 23:17 24:1,6, 21,24 25:1,18 27:4 29:14,20 30:4 44:20 45:3 ----- 1 ----- 1 3:2 13:2 10 15:5 50:14 1029 49:17	11 15:8 12 45:8,11 1250 49:19 1251 49:17 1255 49:23,24 12th 23:15 13 14:18 29:7,8 44:15 14 45:15 15 13:22 150 42:17 16 24:6 16th 23:16 24:6 17th 23:11 18 12:22 15:10 23:2 18th 23:11 19 5:6 14:25 1st 1:12 3:9 ----- 2 ----- 2 24:21,25 45:3 50:23
--	---	---	--	--



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

2008	15:2
44:22	35
2009	35:13
23:2 25:4,7,	358-5403
24 28:12	1:20
44:24 45:2,8	3772
2010	1:19
12:24 13:6,	4
19,22 14:4,6,	4
18,19,25	2:4 12:24
15:2,5 26:1,	48108
6,10,12,22	1:19
27:11,19 29:6	5
30:19 44:14	5
45:9	25:17,18,19,
2011	24 45:10 47:8
1:13 3:2	49:15
12:22 15:8,10	529
50:14	1:13
2012	7
50:23	730
21	4:12
45:23	734
21st	1:20
44:14	8
22	838
13:19 44:24	1:14 3:2,5
23	84
24:24	4:16
26	841
37:13	4:6
27	9
27:12	13:5 14:6
27th	900
44:14	4:7
28	9th
14:4,19	23:12
3	
2:3 45:18	
30	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
 PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MACKINAC PRESBYTERY OF MAUMEE VALLEY
 PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

August 19, 2011

The Rev. Kevin R. Johnson, Pastor/Moderator of Session
 Ms. Rhonda Favors, Clerk of Session
 Calvary Presbyterian Church
 19125 Greenview
 Detroit, MI 48219

The Rev. Edward H. Koster, Stated Clerk
 The Presbytery of Detroit
 117 N. First Street, Suite 111
 Ann Arbor, MI 48104

Re: Remedial Case 2011-01, Session of Calvary Presbyterian Church, Detroit, Michigan, vs. the Presbytery of Detroit

Dear Rev. Johnson, Ms. Favors, and Rev. Koster:

On Wednesday, August 9, 2011, I, as Moderator and the Rev. Doris Arnett Whitaker, Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for the above-captioned matter.

Pursuant to Book of Order, Rules of Discipline, D-6.0305a, the SPJC lacks jurisdiction to consider Remedial Case 2011-01; and pursuant to Book of Order, Rules of Discipline, D-6.0305d, the complaint fails to state a claim upon which relief can be granted.

Since two of the four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted.

If any party to this case or any member of the Synod Permanent Judicial Commission wishes to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Very truly yours,

Georgiana Taggart, Moderator
 Synod of the Covenant
 Permanent Judicial Commission

1911 Indianwood Circle – Suite B, Maumee, Ohio 43537
 419-754-4050 800-848-1030 (Michigan and Ohio) Fax 419-754-4051 www.synodofthecovenant.org



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MACKINAC PRESBYTERY OF MAUMEE VALLEY
PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

August 19, 2011

The Rev. Kevin R. Johnson, Pastor/Moderator of Session
Ms. Rhonda Favors, Clerk of Session
Calvary Presbyterian Church
19125 Greenview
Detroit, MI 48219

The Rev. Edward H. Koster, Stated Clerk
The Presbytery of Detroit
117 N. First Street, Suite 111
Ann Arbor, MI 48104

Re: Remedial Case 2011-03, Session of Calvary Presbyterian Church, Detroit, Michigan, vs. the Presbytery of Detroit

Dear Rev. Johnson, Ms. Favors, and Rev. Koster:

On Wednesday, August 9, 2011, I, as Moderator and the Rev. Doris Arnett Whitaker, Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for the above-captioned matter.

Pursuant to Book of Order, Rules of Discipline, D-6.0305a, the SPJC lacks jurisdiction to consider Remedial Case 2011-03; Pursuant to Book of Order, Rules of Discipline, D-6.0305c, the complaint was not timely filed; and pursuant to Book of Order, Rules of Discipline, D-6.0305d, the complaint fails to state a claim upon which relief can be granted.

Since three of the four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted.

If any party to this case or any member of the Synod Permanent Judicial Commission wishes to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Very truly yours,

Georgiana Taggart, Moderator
Synod of the Covenant
Permanent Judicial Commission

1911 Indianwood Circle – Suite B, Maumee, Ohio 43537
419-754-4050 800-848-1030 (Michigan and Ohio) Fax 419-754-4051 www.synodofthecovenant.org

**PRESBYTERIAN CHURCH (U.S.A.)
SYNOD OF THE COVENANT
PERMANENT JUDICIAL COMMISSION**

THOMAS H. PRIEST, JR.,

Complainant

Case No 2011-04

v.

PRESBYTERY OF DETROIT,

Respondent.

**ANSWER
OF THE PRESBYTERY OF DETROIT**

The Committee of Counsel of The Presbytery of Detroit submits the following answer to the complaint of the irregularity alleged in the complaint of Thomas H. Priest, Jr., as follows:

1. Allegation: Thomas H. Priest, Jr., a member of Calvary Presbyterian Church, Detroit, Michigan, and an enrolled Candidate of the Presbytery of Detroit complains to the Permanent Judicial Commission of the Synod of the Covenant concerning certain irregularities committed against him by the Presbytery of Detroit, acting by and through its agent, the Committee on the Preparation For Ministry (CPM), in that on March 1, 2011 the CPM of the Presbytery of Detroit, acting by and for the Presbytery, conducted a "Hearing" against Thomas Priest on the, "Form 26, Accusation By Individual As Statement of Offense," of Ruth Azar dated April 21, 2010 and submitted under D-10.0102a of the Discipline of the Book of Order of the Presbyterian Church (U.S.A.) with letter attached.

Response: Respondent admits that Thomas H. Priest ("Priest") is a member of Calvary Presbyterian Church, Detroit. Respondent admits that Priest is an enrolled candidate with the Presbytery of Detroit. Respondent denies that an irregularity was committed against Priest for the reason that it is untrue or mistakenly stated. Respondent denies that the Presbytery of Detroit has taken any action against Priest for the reason that it is untrue or mistakenly stated.

Respondent denies that the Committee on the Preparation For Ministry "conducted a "Hearing" against Thomas Priest on the, "Form 26, Accusation By Individual As Statement of Offense," of Ruth Azar dated April 21, 2010 and submitted under D-10.0102a of the Discipline of the Book of Order of the Presbyterian Church (U.S.A.)" for the reason that it is untrue or mistakenly stated.

Respondent further notes that the complaint omitted the letter of Ruth Azar dated April 20, 2010 and addressed to CPM and the Committee on Ministry, which letter included exactly the same allegations as Exhibit A of the complaint. The April 20th letter is attached as Exhibit O (Respondent is lettering its exhibits starting from where the Complaint left off)

2. Allegation: While the CPM labeled the March 1, 2011 proceeding a Hearing as to the Suitability for Ministry of Thomas Priest, the entire proceeding was instead a Disciplinary Hearing against Thomas H. Priest. On March 18, 2011 CPM mailed notice of its decision to Mr. Priest, saying in essence Mr. Priest had abused his authority as Moderator of the Presbytery, had exhibited prejudice and bias against others, and had routinely used methods of confrontation and intimidation to get his way.

Response: Respondent admits that the March 1st hearing was a hearing as to the suitability of Priest for ministry. Respondent denies as untrue or mistakenly stated that the March 1st hearing was a disciplinary hearing against Priest. Respondent admits that CPM mailed out a letter dated March 10th on or about March 18th. Respondent denies as untrue or mistakenly stated that it was a "notice of its decision" since Priest had received actual notice of the decision at least as early as March 2nd, and certainly no later than March 5, 2011. See e.g., Exhibits P and Q. Respondent notes that the March 10th letter speaks for itself, and otherwise denies as untrue or mistakenly stated the remainder of this allegation and leaved Complainant to his proofs.

3. Allegation: At the March 1, 2011 CPM Meeting Mr. Priest (1) objected to the hearing claiming a disciplinary hearing by CPM was ultra vires, (2) cited the lack of fundamental fairness (procedural and substantive due process) in the conduct of the hearing, and (3) objected to the impropriety of the proceeding because it subjected Mr. Priest to double jeopardy, since a separate PJC disciplinary investigation of the complaint of Mrs. Azar had already been held, following which that Investigative Committee declined to initiate Disciplinary proceedings against Mr. Priest.

Response: The hearing transcript, Exhibit R, speaks for itself regarding objections made by Complainant. Respondent denies that the objections and this allegation have any merit for the reason that they are untrue or mistakenly stated. Any objections, for example, ignored the unambiguous provisions of G-14.0411 that granted Complainant's Session jurisdiction over disciplinary matters, but also granted the CPM jurisdiction over Complainant to determine fitness for ministry.

4. Allegation: The decision of CPM was mailed March 18, 2011, and was received on March 21, 2011 by Mr. Priest.

Response: Respondent admits a summary of the CPM's March 1st decision was transmitted by letter dated March 10, 2011. Respondent does not have personal knowledge as to when Complainant received that letter, and so denies same as

untrue or mistakenly stated, and leaves Complainant to his proofs. Respondent notes that Complainant received actual notice of the decision at least as early as March 2, 2011 and certainly no later than March 5, 2011 (see Exhibits P and Q), and also that by virtue of the letter Complainant was aware that the CPM had made its decision on March 1, 2011. Furthermore, had Complainant remained at the meeting of the CPM until the decision was made rather than departing, he would have been notified of the decision immediately and in person.

5. Allegation: It is from this decision that Mr. Priest brings this Remedial Complaint, since the actions complained of are final under the delegated authority of the Presbytery to CPM and since the decision of CPM has not and will not be subject to Presbytery approval or disapproval at any subsequent meeting of the Presbytery.

Response: Respondent denies that the actions of CPM were final for the reason that it is untrue or mistakenly stated. Complainant could have taken this matter to the floor of Presbytery and moved that the Presbytery direct that CPM withdraw its decision.

6. Allegation: Mr. Priest states the following as Irregularities in the Actions taken by CPM:

Response: Respondent answers the claims of Mr. Priest as follows:

7. Allegation: 1. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, conducted a disciplinary hearing against Mr. Priest on March 1, 2011 in violation of D-10.0100, et seq., of the Book of Order which empowers only permanent judicial commissions to hear and decide disciplinary charges.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and leaves Complainant to his proofs.

8. Allegation: 2. The Stated Clerk of the Presbytery of Detroit improperly referred the Complaint to the CPM or the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.

Response: Respondent denies this allegation for the reason that it is untrue. The complaint referred to was addressed to the CPM and the Committee on Ministry. The Stated Clerk merely told the Committee on Ministry that it had no jurisdiction, and the CPM that it had jurisdiction over Mr. Priest for the purposes of deciding fitness for ministry.

9. Allegation: 3. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, formed an Investigative Committee to consider the disciplinary charges and present its conclusions at a formal hearing.

At the time of the March 1, 2001 Hearing CPM was aware that the same charges had been referred to an Investigative Committee of the Session of Calvary Presbyterian Church, which had investigated the charges and declined to initiate formal disciplinary charges against Mr. Priest.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and leaves Complainant to his proofs.

9. Allegation: 4. The Hearing of March 1, 2011 was irregularly conducted in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that he was not allowed:

- a. to confront his accuser;
- b. to call any witnesses;
- c. to cross examine the investigators, the accusers or any of the other witnesses; and
- d. to know what the accuser or any witnesses said or see what any witness might have provided to the Investigating Committee; and

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and leaves Complainant to his proofs. The hearing transcript, Exhibit R, speaks for itself concerning what Complainant was and was not allowed to do. Respondent submits, however, the CPM treated Complainant in a fundamentally fair manner.

10. Allegation: 5. The findings of CPM of March 1, 2011, while said not to be disciplinary in nature, were in fact disciplinary and, as such, were beyond the scope of authority of CPM (*ultra vires*).

Response: Respondent denies this allegation for the reason that it is untrue.

FACTUAL BACKGROUND

11. Allegation: 1. During the calendar year 2009 Elder Thomas H. Priest of Calvary Presbyterian Church, Detroit, Michigan, served as Moderator of the Presbytery of Detroit. During that year Mr. Priest was also a student at Ecumenical Theological Seminary in Detroit Michigan, working toward an M. Div. Degree, which he was awarded later that year. On June 23, 2009 the Presbytery, after examination, enrolled Mr. Priest as a Candidate for the Ministry of Word and Sacrament at its June Presbytery Meeting.

Response: Admitted.

12. Allegation: 2. As a part of one of Mr. Priest's classes in 2009 at Seminary, Mr. Priest evaluated two urban ministry centers in Detroit (the Barnabas Mission and Second Mile Center) using Ronald Peters,' *Urban Ministry*

and John M. Perkins' *Beyond Charity* as guides. Mr. Priest's conclusions were that the Barnabas Mission was a mission of reconciliation and empowerment, under the *Peters'* guidelines, while the Second Mile Center would only qualify as a charitable mission. Mr. Priest conducted his field evaluation at the Second Mile Center on February 18, 2009. After completing his evaluations, Mr. Priest shared his findings with his Seminary class on March 9, 2009, with the Presbytery's Metropolitan Urban Ministry Team on March 12, 2009, and with members of the two centers involved on March 16, 2009.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further answering, Respondent states that even if true, the allegation is not material to the complaint.

13. Allegation: 3. On March 2, 2009, Mr. Priest, while serving as a member of the Presbytery's Coordinating Cabinet, participated in the Cabinet's consideration and approval of a recommendation that the Presbytery call Ruth Azar as Executive Director of Second Mile Creek. There is nothing in the minutes of that meeting to suggest Mr. Priest objected in any way to the call. On June 23, 2009 the Presbytery approved the call of Ms. Azar to the Second Mile Center after a spirited effort to postpone the vote. Mr. Priest Moderated the Presbytery Meeting where the call was ultimately approved and did not participate in the discussions about postponement.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Moreover, Respondent states that even if true, the allegation is not material to the complaint.

14. Allegation: 4. At the end of 2009 Mr. Priest ended his term as Moderator of the Presbytery. In October 2009, just before Mr. Priest's term as Moderator ended, the Coordinating Cabinet received a Report from Ed Koster, Stated Clerk of the Presbytery, about the way the Presbytery had handled the call of Ms. Azar to be Executive Director of Second Mile Center. The report was intended as response to the questions raised by some within the Presbytery as to whether the decision of the Presbytery to call Ms. Azar in June 2009 was proper or not. The solution suggested was to discharge Ms. Azar and go through the call process again. No action was taken on the issue before the end of 2009.

Response: Admitted. The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further answering, Respondent states that even if true, the allegation is not material to the complaint.

15. Allegation: 5. As an elder commissioner to the Presbytery but no longer Moderator and while still a member of the Coordinating Cabinet, Mr. Priest

on April 5, 2010 advised the Stated Clerk of the Presbytery of his intent to file a Motion with the Presbytery asking it to rescind its earlier action regarding the called position at Second Mile Center. A copy of the Motion was to be a part of the Presbytery Packet sent to all commissioners and was to be voted on at the April 27, 2010 Presbytery Meeting. On April 12, 2010, the Presbytery Executive emailed a copy of Mr. Priest's Motion to Ms. Ruth Azar to give her a "heads up" that the Motion was coming. Two days later, on April 14, 2010, Ms. Azar and two others responded, asking the Presbytery Executive what "charges" could be brought against Mr. Priest for what they perceived to be harassment by Mr. Priest. The Stated Clerk of the Presbytery responded the same day, saying that charges could be brought under the Discipline against Mr. Priest, if Ms. Azar wished and, because Mr. Priest was under the care of Presbytery, a complaint could be made to CPM.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further answering, Respondent states that even if true, the allegation is not material to the complaint.

16. Allegation: 6. On April 21, 2010 Ms. Azar submitted a "Form No. 26, Accusation By Individual As Statement of Offense against Mr. Priest, citing D-10.0102a with letter attached as basis for the accusation (together her written statement), thereby invoking the procedure to be used when initiating a Disciplinary Case against a person under the jurisdiction of a governing body. See Exhibit A attached. In the Disciplinary Accusation Ms. Azar claimed Mr. Priest committed the offenses of racism, discrimination, and division against her and others at the Second Mile Center. Interestingly, the accusations related to the one day visit of Mr. Priest on February 18, 2009 to the Second Mile Center. No explanation was given in the Written Statement of Ms. Azar why the accusation had lain dormant for fourteen months. The Disciplinary Accusation was addressed to Rhonda Favors, Clerk of Session of Mr. Priest's home church and to Edward Koster, Stated Clerk of the Presbytery. The Session of Calvary Presbyterian Church immediately appointed an Investigating Committee as required by D-10.0201. Edward Koster, the Stated Clerk of the Presbytery sent the Charge to Presbytery's CPM and advised CPM how it could proceed with its own investigation without having to defer to the Presbyter's Permanent Judicial Commission or the Session of Mr. Priest's home church. Mr. Koster did not refer the Disciplinary Accusation to an Investigating Committee of the Presbytery as required by D-10.0201 of the Book of Order

Response: Respondent observes that on April 20, 2010, Ms. Azar transmitted a letter address to the COM and CPM that included exactly the same accusations set forth in the Form No. 26, dated April 21, 2010. See Exhibit O. Respondent notes further that a copy of the April 20, 2011 letter was not attached to the complaint. Moreover, Respondent states that even if true, the allegation is not material to the complaint.

Respondent further denies this allegation as untrue or mistakenly stated – and frankly, patently misleading. The allegation makes a less than veiled allegation that the Stated Clerk conspired to lead the CPM in a process to avoid the Book of Order. Such unsupported and blanket allegations have no place in his church, or any church for that matter. See e.g., Exodus 23:1. The Book of Order is clear that Complainant's Session had jurisdiction over him in disciplinary cases. See G-14.0411. As such, there was no reason for the Stated Clerk to refer the matter to a presbytery investigating committee because the presbytery did not have disciplinary jurisdiction over Complainant. However, that same section, and the one that follows it (G-14.0412) gave the CPM wide discretion to determine (and investigate if necessary) the fitness of an inquirer or candidate for ministry. Indeed the CPM's discretion to investigate, order counseling, and even *remove* a candidate from the rolls (with the consent of Presbytery) has been supported time and time again by decisions of the GAPJC. See e.g., 2004, PJC 217-1 Hope v. Pby. of San Francisco; 1997, PJC 210-2 Bevensee v. Pby. of New Brunswick; 1993, PJC 205-4 LeTourneau v. Pby. of Twin Cities Area. Respondent notes that, for all of its length, the complaint failed to cite even one (1) decision supporting Complainant's position.

17. Allegation: 7. On April 27, 2010 Mr. Priest's Motion to Rescind was brought to the floor of Presbytery but was not voted upon as to its merits because of procedural rulings. Mr. Priest was not in attendance at the meeting.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further, Respondent questions how it could have been Complainant's motion, when he was not in attendance at the meeting? See Exhibit S - SPJC Letter of 9/23/2010 in 2010-2. Moreover, Respondent states that even if true, the allegation is not material to the complaint.

18. Allegation: 8. Ms. Azar's disciplinary charges were the subject of an extensive investigation by Calvary Presbyterian Church's Investigative Committee, including a hearing where Mr. Priest was allowed to address and refute the charges. On February 10, 2011, the Investigative Committee of Calvary Presbyterian Church issued its Conclusion of Investigation, advising that "no charges would be filed." This information was provided Presbytery's CPM, before it began its hearing on March 1, 2011; however, CPM went ahead with its hearing related to the same Charges.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Still further, on information and belief, Calvary's "extensive" investigation did not include questioning Ms. Azar. Finally, Respondent states that even if true, the allegation is not material to the complaint.

19. Allegation: 9. On May 4, 2010 CPM established its own Investigative Committee and was guided in its investigation by the Stated Clerk of the Presbytery. CPM asked the Investigating Committee it appointed to investigate the accusations of Ms. Azar. The Investigating Committee recognized that the approach of CPM could be viewed as violative of the powers granted a CPM by the Book of Order, so the Investigating Committee in its Report of January 18, 2011 took pains to label its actions as advisory only, saying its intended purpose was to advise CPM on issues of Mr. Priest's suitability and not to determine whether or not the Constitution of the PC (USA) was violated. Unfortunately, the stated intent was subverted by a deliberate use of the discipline of the church in a manner not permitted by the Constitution of the PC (USA). The result was the Committee's Report of January 18, 2011. See Exhibit C attached. At no time during its investigation was Mr. Priest given a copy of Ms. Azar's written statement, nor advised what Ms. Azar had said in her presentations to the Committee, nor given any information about the investigation. Subsequently, Mr. Priest was called to an August 9, 2010 meeting with the Investigating Committee where he was asked to discuss his actions on February 18, 2009 in light of the written statement of Ms. Azar. Both before and after the August 9, 2010 meeting the Investigating Committee met with and obtained testimony from other witnesses, some of whom it has not even named to date. None of the materials collected by the Investigating Committee were made available to Mr. Priest. At the end of its work, the Investigative Committee submitted its report dated January 18, 2011 to CPM with conclusions about Mr. Priest's behavior and with recommendations of what he should do to continue under the care of the Presbytery. Among the conclusions the Investigative Committee stated were Mr. Priest's,

1. abuse of his authority as Moderator of the Presbytery;
2. deceit in the identification of himself to the Second Mile Center employees;
3. misuse of his Presbytery office to influence the actions of the Presbytery against Second Mile Center;
4. denial of due process to Second Mile Center in not allowing it be heard regarding his Motion of April 2010;
5. bias against the opinions and experiences of others;
6. racism in his treatment of other racial-ethnic individuals; and,
7. misuse of confrontation and intimidation to achieved his will.

Each of these conclusions has been cited by PJC's across the church as basis for the imposition of discipline upon other minister members of the church. Here, the conclusions were reached without affording Mr. Priest the rights of fundamental fairness. Simply by labeling the proceedings as something other than a disciplinary proceeding. Mr. Priest was called to a Hearing on March 1, 2011 before the whole of CPM, to hear the report and respond to it. CPM advised before the Meeting that it intended on March 1, 2011 to receive the Report of the Investigating Committee of CPM and to act upon it. Mr. Priest was given a copy of the proposed Agenda for the Meeting before the Hearing. This Agenda was

adopted as the Agenda for that Hearing. See Exhibit N attached. He was not given a copy of the Report until just before the original date of the Hearing¹. In the Agenda adopted, CPM advised Mr. Priest that a court reporter would be present, that Mr. Priest could have an advocate, if he wished, and that there would be a time in the Meeting called the "Hearing Stage." CPM advised at the onset of the Hearing that the Investigative Committee would present its findings and report on the evidence it had collected but could not be subjected to cross examination or direct questioning. CPM also advised that none of the witnesses examined by the Investigative Committee would be present or available for cross examination. The procedure for the day only allowed Mr. Priest to submit his testimony and to argue his defense. CPM advised it intended to vote to adopt the Report but wanted to hear from Mr. Priest before it finally ruled. Inexplicably, the Stated Clerk, who had engineered the way the charges were handled by CPM was allowed to sit in with CPM during its deliberations and to advise CPM as to its actions. Mr. Priest was given time to argue his defense, but it mattered not, because the evidential basis for CPM's action (the evidence behind the Report of January 18, 2011) was unavailable and not disclosed throughout the meeting. On March 11, 2011 Mr. Priest received Notice of the decision of CPM. See Exhibit E attached. Because of this Notice Mr. Priest submits this Complaint to the PJC of the Synod of the Covenant, asking this tribunal to correct the Irregularities listed above through this Remedial Action.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs.

Further answering, Respondent notes that the Complainant first appeared before the CPM at the meeting on February 1, 2011 and requested an adjournment so that he could have counsel present. That adjournment was granted (in a showing of fairness), and he appeared again before the CPM on March 1, 2011 with counsel.

**RESPONDENT'S RESPONSE TO COMPLAINANT'S
ARGUMENTS CONCERNING STANDING**

Respondent denies that this Permanent Judicial Commission has jurisdiction to hear this complaint for at least the following reason:

20. Allegation: 1. Complainant has standing to file this Complaint, since he is an elder of Calvary Presbyterian Church (PCUSA), a graduate of Ecumenical Theological Seminary with a Master of Divinity Degree and is enrolled under the care of the Presbytery of Detroit as a Candidate to become a Minister of the Word and Sacrament. Because of his enrollment he qualifies as a member of the

Presbytery. In addition, some of the actions complained of and the conclusions reached purportedly occurred when Mr. Priest served as Moderator of the Presbytery of Detroit and related to his use or misuse of that office. And finally, he is aggrieved by the actions of the Presbytery, acting by and through its agent, the CPM.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs.

Complainant does not have standing. Complainant is only eligible to file his complaint if he qualifies under D-6.0202(a)(1)(Jurisdiction based on membership in the presbytery). Complainant, however, fails to qualify under that provision.

In this allegation, Complainant boldly claims that he is a member of presbytery because he is a candidate for ministry. This claim is a manifestly false. It is also expressly contradicted by other allegations in the complaint. Specifically, at paragraph 1, *supra*, Complainant avers that he a member of Calvary. And, at paragraph 18, *supra*, Complainant avers that he was subject (exclusively) to a disciplinary investigation by Calvary (pursuant to the Rules of Discipline). Thus, by his own admission, Complainant is a member of Calvary and not a member of the Presbytery.

Complainant also (noticeably) failed to cite to any authority to support his claim that his status as a candidate endowed him with the privilege of membership in the presbytery. Respondent cites to G-14.0411, which refutes Complainant's claim as that section clearly states that every candidate is subject to the jurisdiction of his or her session for purposes of discipline.

Complainant's status as a candidate does not grant him membership in the presbytery. Therefore, he is not eligible to file the complaint, and this Commission does not have jurisdiction to hear the complaint.

Also, in order for an individual to have standing to file a remedial case against the Presbytery, he or she must have been a commissioner to the meeting at which the alleged irregularity occurred. D-6.0202a.(1). Complainant claims the Committee on Preparation for Ministry, acting as the agent of Presbytery, committed the irregularity. Complainant was not a member of the Committee on Preparation for Ministry, and has no standing on his own right to file a remedial action against Committee on Preparation for Ministry or the Presbytery.

21. Allegation: 2. The Permanent Judicial Commission of the Synod has jurisdiction to hear this Complaint since it involves the decisions and final actions of the Presbytery, acting by and through its Committee for the Preparation of Ministry taken against a Candidate under the care of the Presbytery. The actions taken by CPM are final actions of the Presbytery

because of the Presbytery's designation of CPM to act on its behalf in certain matters without further review or action by the Presbytery.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs.

Respondent also notes that a remedial case is one in which an irregularity or a delinquency of a lower governing body ... may be corrected by a higher governing body. D-2.0202 (*emphasis added*). The complaint here did not allege any action by a lower governing body. The only action alleged was that of the CPM, which is not a governing body. Therefore, Respondent respectfully submits that this Commission does not have jurisdiction to hear the complaint.

There can be no dispute that the CPM is not a governing body. There is also no dispute that the complaint focused exclusively on actions taken by the CPM. This limited factual scope in the complaint is wholly attributable to that fact that Complainant never took his concerns regarding the CPM to the floor of the presbytery. As a result, Respondent has never had occasion to address or otherwise act on Complainant's concerns.

In addition, Respondent notes that the action taken by the CPM was not final. It was a decision made in the course of its responsibilities to guide the Complainant as he prepared for ordained ministry pursuant to G-14.0405 and G-14.0512. The action merely directed the Complainant to do additional things to prepare himself. A "final" action would be a decision to report to the Presbytery that the Complainant had passed his final assessment and was ready to receive a call. G-14.-0450. Or make recommendation to Presbytery that he be removed from the roll. G-14.0463. Since the supervision of a Committee on Preparation for Ministry over a candidate is a continuing process, its decisions regarding preparation for ministry in that process are not final and are not reviewable by a higher governing body.

If Complainant had a problem with the CPM, and the procedure the CPM used to investigate his fitness for ministry, then Complainant had a clear avenue of appeal to the floor of presbytery. Indeed, Complainant through Calvary's commissioner(s) could have requested from Respondent (by way of a motion from the floor) some, if not all, of the remedies Complainant now demands from this Commission. That, however, was clearly not something that Complainant wanted to do. See, e.g., Exhibit R at 22, wherein Complainant's counsel argued:

This committee has the power and the right to say whether he should ever be ordained. You can do it in a number of ways and you can say, no, he always has the right to go to presbytery and challenge their decision. But where does that get him if he does that, what is the taste in your mouth, what is the future, how are we working together if we go that route?

Exhibit R, at 22, ln. 14 – 19 (*emphasis added*).

Had Complainant taken the basic step of appealing the CPM's decision to the floor of Presbtery, and had Respondent then failed (in Complainant's mind) to act appropriately, Complainant would then be able to point to at least SOME action by a lower governing body with which to vest this Commission with jurisdiction. But that is not what happened here. What happened (and is happening) here is that Complainant is attempting to use this Commission and the judicial process to circumvent standard parliamentary procedure, Respondent's wide discretion in considering the worthiness of candidates for ministry, and the Constitution. Complainant's efforts should not be rewarded.

Finally, if at any time the Commission concludes that Respondent did not form a disciplinary committee in accordance with the Rules of Discipline then this case should be dismissed for lack of jurisdiction. The inappropriate formation of a disciplinary committee in violation of the Book of Order is the only Constitutional violation alleged in the complaint. Absent that allegation, all that remains are questions of policy. However, under prevailing case law, this Judicial Commission only has jurisdiction to hear violations of the Constitution, not violations of policy. See e.g., See 2004, PJC 217-1 Hope v. Pby of San Francisco.

22. Allegation: 3. The Complaint is timely in that the Complainant seeks to remedy actions taken March 1, 2011, of which he was not notified until notice was mailed to him on March 10, 2011 and received by him on March 11, 2011.

Respondent denies this allegation as untrue. The complaint was ten (10) days late. Complainant cannot rely on the March 10th date of the CPM's letter, the mailing date of that letter, or even his receipt of that letter to determine whether the complaint was timely filed. The only relevant date was and is March 1st, the date the CPM made its decision. And the complaint here was filed more than ninety days after that date.

Under D-6.0202, "...a complaint of an irregularity shall be filed within ninety days after the alleged irregularity has occurred...". The phrase "**after the irregularity has occurred**" being the relevant point (and one left unreferenced by Complainant's pleading). This language makes clear that the clock starts running on the date of an alleged irregular action, and not on the date an allegedly aggrieved party received notice. Where things otherwise, the deadline for filing would be never ending because a complaining party could secure more time by claiming that he or she was unaware of the irregular action. The purpose of filing in our Constitution "is to prevent controversies with the church from going on and on..." 1994, PJC 206-7, Bayley v. Pby of Minn. Valleys. A notice requirement would undermine that purpose. Moreover, it must be pointed out that other (unrelated) provisions in the Book of Order do include a notice

requirement. D-6.0306, for example, allows for a challenge to the finding of a PJC clerk and moderator "... within thirty days after receipt of those findings...". Therefore, had the denomination desired to include a notice provision in D-6.0202, it would have done so.

The Stated Clerk of this Synod has confirmed that the complaint in this case was received by his office on June 9, 2011. Even giving Complainant the benefit of a March 2nd start date (omitting March 1st), the complaint was ten (10) days late. Indeed, the last day the complaint could have been filed by Respondent's count was May 31, 2011 (the actual 90th day having been Memorial Day).

But, let's say for sake of argument, that Complainant was entitled to a notice requirement. Even under that requirement the complaint was untimely because Complainant had actual notice of the CPM's decision by March 2, 2011. Specifically, on that date Complainant had an approximately 40 minute telephone conversation about the CPM decision with Sam Clark – a co-moderator of CPM. Then, on March 3, 2011, Complainant responded to an email from Elizabeth Downs – the other CPM co-moderator concerning the decision. See Exhibits P and Q. Then, on March 5, 2011, counsel for Complainant transmitted an email to Rev. Downs, the content of which makes clear that Complainant was fully aware of the CPM's decision. *Id.* (FYI – a March 6th notice date should have been filed by June 3, 2011).

In addition, Respondent notes the obvious problem with Complainant's allegations against Respondent's Stated Clerk – (i.e., the Second Irregularity). Complainant was clearly aware of the Stated Clerks actions as of the March 1st hearing, but never filed a complaint. As a result, Complainant's ninety-day window to take action as to that allegation expired a long time ago.

The case of 2005, PJC 218-7, Jackson v. Session of Cordova Presbyterian Church is instructive. In Jackson, an investigating committee drafted and mailed out a decision memorandum. The memorandum was undated, which prevented the GAPJC from knowing the actual date of the committee's decision. So, the GAPJC inferred a decision date by concluding that the decision could have been no later than the day the memorandum was postmarked. The point is, in Jackson the GAPJC could have relied on the date Jackson received the decision. But it didn't. In fact, that date was not even mentioned. Instead, the GAPJC inferred a *decision* date based on the available evidence and it then counted out the relevant time period. Jackson's complaint was then found to have been untimely.

Two points distinguish this case from Jackson. Neither point favors Complainant. The first point is that, unlike the undated memorandum in Jackson, the March 10th letter relied on by Complainant clearly referenced the CPM's March 1st decision. Complainant, therefore, cannot claim that it was not aware of the decision date when he received the letter. The second point is that Complainant's

own Session actually filed a complaint (see case 2011-1) within the 90-day period. The complaint in 2011-1 is untimely for other reasons, but it still stands as strong evidence that Complainant could have filed timely filed the complaint in this case.

The facts are clear. Complainant knew about the CPM's decision as early as March 2, 2011 and has missed the ninety-day deadline. As a result, he is now 1) ignoring his own actual notice of the CPM's decision and 2) attempting to construct an unconstitutional "written notice" requirement in an effort to gain standing. Complainant's efforts should not be rewarded. The complaint was clearly not timely filed and it should be not accepted.

23. Allegation: 4. The Complaint states a claim upon which relief can be granted in that it cites as irregularities four erroneous actions taken by the Presbytery, acting by and through its CPM, as relates to the decisions reached in the meeting of CPM of March 1, 2011, including the conduct of CPM both before and during that meeting and one erroneous act taken by the Stated Clerk of the Presbytery, which was continuing in nature, even to this date.

The complaint confuses the separate duties and obligations of Complainant and Respondent's CPM concerning the oversight of a candidate – Mr. Priest. Paragraph G-14.0411 of our Constitution granted the Session of Calvary Presbyterian Church original jurisdiction to investigate the *disciplinary* complaint against Mr. Priest. However, that same paragraph also granted Respondent's CPM original jurisdiction to *administratively* determine Mr. Priest's fitness for ministry. It is well established that a CPM may appoint a task force to investigate allegations made against a candidate. See 2004, 217-1 Hope v. Pby of San Francisco. The *Hope* decision is particularly relevant because there, as here, the COPM "... appointed a task force to investigate concerns about the candidate's ability to resolve conflicts..." See also *Robert's Rules of Order Newly Revised*, 10th ed. 480 (Cambridge, Mass.: Perseus Publishing, 2000)("A committee can appoint a subcommittee, which are responsible to and report to the committee and not to the assembly.")

Respondent's CPM did not need to resort to the Rules of Discipline to investigate and exercise oversight of Mr. Priest when considering his fitness for ministry, because our Constitution and numerous GAPJC decisions make clear that the CPM inherently has that authority. See e.g. 1997, 210-2 Bevensee v. Pby of New Brunswick (upholding Presbytery removal of inquirer from roles for not complying with counseling requirement mandated by CPM). Therefore, even if the allegations in the complaint are taken as true, the complaint failed to state a claim. Respondent's COPM did investigate Mr. Priest, but that investigation was not a disciplinary investigation. Rather, the CPM conducted an *administrative* investigation of Mr. Priest in accordance with the CPM's constitutionally mandated duty to provide oversight of candidates under its care. See G-14.0412. Moreover, during that investigation and subsequent hearing, Mr. Priest was

treated with fundamental fairness. He was supplied with copies of relevant documents. He was afforded the opportunity to speak on his behalf. And, he was granted a right to counsel.

Respondents assert that no relief can be granted because the complainant has stated no violation of the Book of Order, as required by 2006, PJC 217-1, Hope v. Pby of San Francisco.

Furthermore, the Book of Order grants the CPM the full authority and discretion to decide matters of readiness before recommending Presbytery declare a person ready to receive a call. G-14.0401; G-14.0411; G-14.0412; G-14.0450. Since the CPM has this discretion, its decision cannot be overruled except in cases where there has been an abuse of discretion. *Lightner v the Presbytery of Middle Tennessee*, 1983; *Jackson v. the Presbytery of Susquehanna Valley*, 1996; *Leslie v. Session, First Church, Manhattan, KS.*, 2002. Since no abuse of discretion has been alleged, no relief can be granted.

RESPONSE TO ARGUMENT

24. 1. behalf of the Presbytery, to conduct a disciplinary investigation and hearing against Mr. Priest by (a) appointing an Investigative Committee, (b) authorizing it to investigate the disciplinary charges against Mr. Priest, and (c) holding a judicial hearing involving disciplinary charges against Mr. Priest was erroneous and not permitted under the Book of Order, and, as such, it is an irregularity committed by the Presbytery.

Respondent points to the statement made by Complainant's counsel at the hearing on March 1, 2011:

"I must submit as a student of the Book of Order, CPM, and I am a long-standing member of the CPM in Virginia, CPM's have the right and power and ability and directive to consider the suitability of persons seeking to be ordained. You have that right and you have the right to exercise that and you have the right to look into matters. There's no question about that."

Exhibit R at 19, ln. 3 – 9 (statements made by Counsel for Complainant at March 1st hearing).

Complainant admitted at the hearing, as he must, that the CPM had the right to determine his fitness for ministry. However, while conceding that CPM has a right to act, Complainant now attempts to reserve for himself the privilege of instructing the CPM how to exercise its rights. No candidate in this denomination is granted that ability, or that privilege.

Robert's Rules (and thus our own Book of Order) grants to every committee the right to appoint sub-committees. See RONR (10th ed.), p 480, l. 11 - 13. Therefore, implicit in the CPM's right to consider the suitability of persons seeking to be ordained was a right to appoint a sub-committee to determine the suitability of a particular candidate and report back to the full CPM. Complainant's argument then that the investigation by CPM sub-committee was disciplinary is a red herring.

Moreover, Complainant's argument that the CPM hearing was a disciplinary proceeding under the Rules of Discipline is simply without merit. THE fundamental characteristic of a disciplinary proceeding under our Rules of Discipline is the possibility that the party charged could be subject to a public censure before presbytery. At a minimum, the censure is a judgment of "guilt" followed by verbal rebuke before the assembled presbytery. See D-11.0403; D-12.000; D-12.0102. The worst possible censure is removal from office and/or membership. D-12.0105. Complainant was NEVER at risk of to even the lowest degree of censure by the CPM. Therefore, no matter how much Complainant might wish to characterize the CPM hearing as a disciplinary hearing – it simply was no such thing. To be sure, Complainant was admonished and "corrected" by the CPM as part of CPM's assessment for his fitness for ministry. But that is CPM's right. See e.g., 1997 PJC 210-2 Bevensee v. Pby of New Brunswick(candidate required to receive counseling). The GAPJC has ruled time and time again in cases just like this – indeed more extreme than this – that a Presbytery has exceptionally wide discretion over candidates under its care. See e.g., Bevensee, supra, where the GAPJC noted that only mandatory requirement prior to REMOVING a candidate from the rolls is that the candidate be given an opportunity to be heard. Complaint here was granted that right, and much much more.

The CPM was well within its rights, and the record is clear that Mr. Priest was treated with fundamental fairness. The case should be dismissed.

25. 2. The Stated Clerk of the Presbytery of Detroit improperly referred the Written Statement of Ms. Azar to the CPM of the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.

The actions of the Stated Clerk, even if accepted as true, occurred more than 90 days before the Complaint was filed. As a result, the Commission clearly does not have jurisdiction over this alleged irregularity.

However, assuming jurisdiction exists, Respondent was and is astonished that the complainant did not include Ms. Azar's letter of April 20, 2010 to COM and CPM. See Exhibit O. The content of that letter was nearly identical to the Written Statement authored the next day. Why was the letter not provided in the complaint? Respondent doesn't know – at present. But the existence of the letter turns Complainant's narrative on its head. Without Ms. Azar's letter

Complainant is free to spin and weave a story of a conspiracy, in which Respondent's Stated Clerk is out to "get" Mr. Priest. But, with Ms. Azar's letter, what we have (at best) is a story of the Stated Clerk providing duplicate information to the CPM. Clearly, the latter is not as sexy, or supportive, of the alleged plight of Complainant.

This irregularity is nothing more than a red herring founded on the convenient omission of an exceptionally material fact. It should be dismissed.

26. 3. The CPM of the Presbytery of Detroit, acting as agent for the Presbytery of Detroit, subjected Mr. Priest to double jeopardy when it formed an Investigative Committee to consider the charges and present its conclusions in a formal hearing, knowing that the same charges had been submitted to the Session of Calvary Presbyterian Church and were the subject of an investigation there.

This irregularity has no merit. Zero. It is directly refuted by the plain language of G-14.0411, which granted Complainant's home church jurisdiction over him in disciplinary matters but granted the CPM jurisdiction over determining his fitness for ministry.

One way to test a theory is to see how well it holds up at the extremes. In this case, suppose we have a candidate for ministry in presbytery X that commits a serious secular felony. Suppose further that the victim of the felony happened to also be Presbyterian and so files a disciplinary case against the candidate with the candidate's church. And, suppose further that the candidate is never charged by the church. Does Complainant really think that under those circumstances the CPM doesn't have the right to undertake its own investigation to determine the fitness of the candidate for ministry? The answer in the example, and also under the much less extreme circumstances at issue here, is the same – CPM clearly does the right to conduct its own investigation.

As mentioned *supra*, the CPM had and has every right to determine Complainant's fitness for ministry. That right is separate and distinct from the rights of the Session of Calvary Presbytery. And it includes the right to investigate charges against a candidate until the CPM is satisfied that the candidate is fit to be a minister of the Word and Sacrament.

27. 4. The Hearing of March 1, 2011 was irregularly conducted (assuming it could be conducted) in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that Mr. Priest was not allowed:

- a. to confront his accuser or hear her testimony
- b. to call any witnesses
- c. to examine or cross examine the Investigators, the accusers, or any of the other witnesses

- d. to know what the accuser or any of the witnesses said or to see what any of the witnesses might have provided to the Investigating Committee

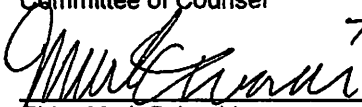
The accused in a *disciplinary* case under the Rules of Discipline is entitled to full due process rights. The reason for that is simple. As explained *supra*, every accused in a disciplinary action is at risk of a formal public censure. Here, Complainant did not risk censure. He was not the subject of a disciplinary hearing under the rules of discipline. And, he was not entitled to full due process.

What Complainant was entitled to was fundamental fairness. Which is exactly what he got. Complainant had the opportunity to speak at the hearing. Complainant was allowed to have counsel present (and speaking) during the hearing. Complainant was also given copies of all relevant papers – and more than a month to review them before the March 1st hearing. And the matter was heard before a body different from the investigating body: It was heard before the CPM as a whole, which had full rights and authority to inquire of the sub-committee and to deny or add to its recommendations. Indeed, the CPM, after hearing the Complainant and his counsel, adopted requirements different from what was in the original report. See Exhibit T - Minutes of the CPM of March 1, 2011, pp 3f. It is then, simply not true that Complainant was denied fundamental fairness.

This irregularity too is a red herring and should be dismissed.

Respondent reserves the right to file a motion to dismiss in the event the Commission decides to accept the case notwithstanding the arguments set forth above.

Presbytery of Detroit
Committee of Counsel


Elder Mark Schneider


Rev. Betsy Rice

Exhibit O

**RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651**

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

Exhibit O

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center. he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM. which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akcl, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Exhibit P

From: Thomas Priest Jr <thomaspjr@earthlink.net>
To: Elizabeth Downs <drbethd@sbcglobal.net>
Cc: Thomas Priest Jr <thomaspjr@earthlink.net>;
axwallace@wallacepledger.com; Sam Clark <SSClark3@comcast.net>;
Edward Koster <ehkoster@aol.com>
Sent: Thu, March 3, 2011 5:09:12 PM
Subject: Re: CPM decision
Greetings Beth,
Thank you. Amen.
Tom

On Mar 3, 2011, at 4:44 PM, Elizabeth Downs wrote:

Hi Tom:

I understand from Sam that you would rather not meet face-to-face with him and me to receive a written copy of the decision of the CPM unless Mr. Wallace is also present. We don't want to create any more stress or cost for you and will therefore send it by registered mail to your home sometime next week when we have the final copies from our CPM secretary Marjorie Wilhelmi.
May God grant shalom and a good resolution to all of this.

Beth Downs

Elizabeth L. Downs

"To you, O Lord, I lift up my soul;
my God, I put my trust in you." (Ps. 25:1-2)

T. Harrison Priest Jr.

thomaspjr@earthlink.net

Exhibit Q

From: Archibald X. Wallace <AXWallace@wallacepledger.com>
To: Elizabeth Downs <drbethd@sbcglobal.net>; Tom Priest
<thomasprj@earthlink.net>
Cc: Sam Clark <SSClark3@comcast.net>; Edward Koster
<ehkoster@aol.com>
Sent: Sat, March 5, 2011 9:46:52 AM
Subject: RE: CPM decision

While I offered to be available by phone at whatever time suited, I can appreciate the reluctance to have further legal involvement. Mr. Priest and I thank you for giving us the time and opportunity to be heard. Obviously, we are disappointed in the conclusions of the committee but the result was not unexpected from the way the inquiry was handled. Would you be able to advise how CPM's decision will be reported to Presbytery? We look forward to receiving the official report of the committee.

From: Elizabeth Downs [mailto:drbethd@sbcglobal.net]
Sent: Thursday, March 03, 2011 4:45 PM
To: Tom Priest
Cc: Archibald X. Wallace; Sam Clark; Edward Koster
Subject: CPM decision

Hi Tom:

I understand from Sam that you would rather not meet face-to-face with him and me to receive a written copy of the decision of the CPM unless Mr. Wallace is also present. We don't want to create any more stress or cost for you and will therefore send it by registered mail to your home sometime next week when we have the final copies from our CPM secretary Marjorie Wilhelmi. May God grant shalom and a good resolution to all of this.

Beth Downs

Elizabeth L. Downs

"To you, O Lord, I lift up my soul;
my God, I put my trust in you." (Ps. 25:1-2)

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

1

IN THE MATTER OF:
 PRESBYTERY OF DETROIT
 COMMITTEE ON MINISTRY
 HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME II
 Taken by the Committee on Ministry on the 1st day of
 March, 2011, at First Presbyterian Church, 529 Hendrie,
 Royal Oak, Michigan, at 8:38 a.m.

APPEARANCES:

For the Presbytery
 of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
 Presbytery of Detroit
 Presbyterian Church (U.S.A.)
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108
 (734) 358-5403
 ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
 Certified Shorthand Reporter



ESQUIRE
 an Alexander's Office Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

1	TABLE OF CONTENTS - Volume II		2
2	HEARING OF THOMAS H. PRIEST, JR.:		PAGE:
3	Statement		3
4	Resume Hearing		4
5			
6			
7			
8			
9			
10	EXHIBITS:		
11	None.		
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

3

1 Royal Oak, Michigan,

2 Tuesday, March 1, 2011 - 8:38 a.m.

3 - - -

4 COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME II

5 (Introduction, 8:38 a.m.)

6 REV. KOSTER: I'm Edward Koster, Stated Clerk of the
7 Presbytery of Detroit.

8 This morning's hearing is a continuation of the
9 hearing of February 1st in which Thomas Priest asked for an
10 adjournment.

11 It is a meeting of the Committee on Preparation for
12 Ministry of the Presbytery of Detroit. Mr. Priest is a
13 candidate for ministry. We will be hearing a motion to
14 approve, excuse me, to adopt a report of investigating
15 subcommittee that brings findings and recommendations to the
16 committee. The first part of this will be an open hearing in
17 which Mr. Priest will present his response to the motion.

18 He will be represented by a gentleman named
19 Archibald Wallace, who is an attorney from Richmond, Virginia.
20 He may have other advocates with him who most likely will not
21 be allowed to speak.

22 The first part of the hearing will be an open
23 hearing after which the committee will go in executive session
24 and everybody will be asked to leave except for certain
25 people, voting members and those invited. During that period



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

4

1 the committee will consider the motion and the defenses and
 2 points raised by Mr. Priest during the open hearing. When the
 3 committee has made a decision on the motion to adopt the
 4 report of the investigating subcommittee, it will return to
 5 open session at which point the result will be announced.

6 (Statement concluded at 8:41 a.m.)

7 (Meeting called to order, 9:00 a.m.)

8 REV. DOWNS: We will call ourselves to order and ask
 9 the light of Christ to be among us this day. I want to
 10 apologize, my computer crashed on Saturday and it crashed
 11 really hard. So the only ability I had to be on-line about
 12 anything has been at work and I was there until 7:30 and I
 13 still didn't get it all done yesterday. So the hymn I had
 14 planned, this is a different hymnal. It's not in here. So I
 15 thought we'd lean on some old reliable hymn that has stood the
 16 test of a lot of ages. Number 84 in this hymnal, O God Our
 17 Health In Ages Past. I was always taught that we could sing
 18 better if we stand.

19 Let me offer up a prayer before we sing. Loving
 20 God, you gather us together in this place to do your work.
 21 Make your presence to us known and felt throughout this day,
 22 this morning as we deliberate in closed session, and this
 23 afternoon as we meet with our candidates and our COPs. Dear
 24 Lord, this work you have called us to, make us worthy of that.
 25 In the name of your son we pray. Amen.



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

5

1 GROUP: Amen.

2 REV. DOWNS: Let us sing, O God, Our Health In Ages

3 Past.

4 (Singing.)

5 REV. DOWNS: Please, be seated.

6 I would like to read Psalm 19.

7 The heavens are telling the glory of God and the

8 firmament proclaims his handiwork. Day to day pours forth

9 speech, night to night declares knowledge. There is no

10 speech, nor are their words, their voice in not heard; yet

11 their voice goes out through all the earth and their words

12 through the end of the world. In the heavens he has set a

13 tent for the sun which comes out like a bridegroom from his

14 wedding canopy, and like a strong man runs his course with

15 joy. Its rising is from the end of the heavens, and its

16 circuit to the end of them, and nothing is hid from its heat.

17 The law of the Lord is perfect, reviving the soul. The

18 decrees of the Lord are sure, making wise the simple, the

19 precepts of the Lord are right rejoicing the heart; the

20 commandment of the Lord is clear, enlightening the eyes; the

21 fear of the Lord is pure, enduring forever. The ordinances of

22 the Lord are true and righteous altogether. More to be

23 desired are they than gold, even much fine gold, sweeter also

24 than honey and drippings of the honeycomb. Moreover by them

25 is your servant warned, in keeping them there is great reward.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

6

1 But who can detect their errors? Clear me from hidden faults.
 2 Keep back your servant also from the insolent, do not let them
 3 have dominion over me. Then I shall be blameless, and
 4 innocent of great transgression. Let the words of my mouth
 5 and the meditation of our hearts be acceptable to you, O Lord,
 6 our rock and our redeemer.

7 All God's people say.

8 THE GROUP: Amen.

9 REV. DOWNS: Good morning.

10 THE GROUP: Good morning.

11 REV. DOWNS: I appreciate, we all appreciate all of
 12 you being out here this bright and early hour. Some of you I
 13 know have traveled some distance to get here, and hopefully
 14 others will be trickling in as we go.

15 Now, is there anybody who does not have paperwork
 16 for today?

17 ELDER RICE: I have paperwork and did not put it out
 18 on the table. I will pass this around in the rubberband so
 19 that you know this is the collective extra paperwork for
 20 anyone who needs it.

21 REV. DOWNS: Do we need any introductions? I think
 22 everybody here mostly knows everybody. Do we need to
 23 re-introduce for the court reporter?

24 REV. KOSTER: You might.

25 REV. DOWNS: Well, I am Elizabeth Downs, and this is



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

7

1 Ann Courter, she is appropriately named that I think to be a
2 court reporter. So she will be recording our proceedings as
3 we go this day, as we started to do a month ago.

4 We already have on the floor a motion to approve,
5 I'm sorry, to adopt the report and recommendations of the
6 investigating subcommittee. I don't want to proceed any
7 further at this point until Tom and his lawyer are here, are
8 actually in the room with us. And so I know that there are a
9 handful of other items we need to take care of today for
10 business items and so on. And here comes somebody, and so let
11 me go and find out what the deal is on that or somebody could
12 run out and find out what's going on. Here he comes.

13 When you speak, or when you have a question or a
14 comment to make, please state your name clearly for the court
15 reporter to make a record here.

16 They are on the way I see, so excuse me just a
17 moment.

18 (Off the record.)

19 REV. DOWNS: Tom, what I would like to do is have
20 the folks introduce themselves and you introduce the people,
21 or they can introduce themselves as well, and then we will
22 proceed.

23 All right, my name again is Elizabeth Downs. I am
24 the interim minister for First Presbyterian Church in Pontiac,
25 and I am one of the moderators of the Committee on Preparation



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

8

1 for Ministry.

2 Marie, would you introduce yourself to the table.

3 ELDER HUGLEY: Sure. I'm Marie Hugley from Elder
4 Park United Presbyterian Church.

5 ELDER BARBARA JACKSON: Barbara Jackson from Troy
6 First, an Elder.

7 ELDER ROBERT JACKSON: Bob Jackson, Troy First,
8 Elder.

9 ELDER EDWARD: Stanley Edward, Elder Calvary
10 Presbyterian Church.

11 ELDER REYNOLDS: Darrell Reynolds, Elder Calvary
12 Presbyterian Church.

13 REV. WALLACE: I'm Archibald Wallace. I'm Minister
14 of the Word and Sacrament. I'm Presbyterian James. I have my
15 own church in Hopewell, Virginia. I'm also a practicing
16 attorney.

17 ELDER PRIEST: I'm Elder Tom Priest.

18 ELDER CLARK: Sam Clark, Elder at Kirk in the Hills
19 Church here and also co-chair of CPM.

20 REV. WILHELMI: I'm Marjorie Wilhelmi. I'm the
21 Pastor at Northbrook Presbyterian Church, and I'm also the
22 secretary taking the minutes.

23 REV. BROWNLEE: I'm Richard Brownlee. I'm a
24 minister, honorably retired.

25 REV. MCMILLAN: Judy McMillan, Pastor of First



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

9

1 Presbyterian Troy.

2 REV. MCDEVITT: Jenny McDevitt, one of the pastors

3 at First Presbyterian Ann Arbor.

4 ELDER GAUBATZ: Mike Gaubatz. I'm an Elder at

5 Geneva in Canton.

6 REV. KRUG: Ernest Krug. I'm a minister and parish

7 associate at First Presbyterian Church of Birmingham.

8 REV. STUNKEL: Paul Stunkel, Pastor of St. Paul's

9 Presbyterian, Livonia.

10 REV. RICE: I'm Betsy Rice. I'm a parish associate

11 here at First Royal Oak.

12 REV. BOHN: Chris Bohn. I'm here as a

13 representative of the Committee on Ministry.

14 ELDER HUNT: Phyllis Hunt. I'm an Elder at

15 Southminster in Taylor.

16 ELDER JOHNSON: Henry Johnson, Elder First

17 Presbyterian Church, Ann Arbor.

18 REV. HARTLEY: Good morning. Tom Hartley, Pastor at

19 Community Presbyterian in Waterford.

20 REV. TIMM: I'm Al Timm. I'm from the Presbytery of

21 Detroit. I serve as executive presbyter and ex-officio member

22 of this committee.

23 REV. PRITCHARD: I'm Norman Pritchard, Pastor at

24 Kirk in the Hills.

25 REV. KOSTER: I'm Ed Koster. I'm the Stated Clerk



ESQUIRE
an Alexander Oatis Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

10

1 of the Presbytery. I've been asked to come as advisor on the
2 process.

3 REV. DOWNS: Again, last month the motion was made
4 to adopt the committee's report and recommendations, and then
5 we postponed any discussion of that at Tom Priest's request so
6 we are reconvening on this day.

7 There are a couple of things. I wrote out some
8 remarks I would like to read and a reminder that for the
9 purposes of this day and this meeting today, only you, Tom,
10 and your lawyer can speak to the committee during this
11 meeting, during this hearing.

12 We reconvened today the CPM hearing on the motion to
13 adopt the report and recommendations of the special
14 investigating committee. I have to tell you that this report
15 has generated a lot of response from a number of people
16 outside of the committee. I have received e-mails and phone
17 messages. I have documents forwarded to me from individuals
18 and other pastors in the presbytery, as well as requests from
19 the black caucus of our presbytery to meet separately with
20 them to discuss Mr. Priest's status and this issue. Reverend
21 Timm also has had some of these contacts. I can only assume
22 that some of the others on the committee have received similar
23 contacts, but I don't know that. I appreciate that there are
24 so many people concerned with what we are doing is just and
25 fair and faithful, and that Tom has as many supporters as he



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

11

1 does. I'm grateful for their dedication and care.

2 We on this committee are also I believe dedicated

3 and caring, and we strive to do what is just and faithful. I

4 pray that any discussion we have or any decision we make will

5 have no reason to be labelled as unfair or unjust or even

6 politically or racially motivated. We work hard. We work

7 hard to keep each other on track in our responsibility. Our

8 task remains simple and straight forward and is really limited

9 in scope. If we as a committee determine the report to be

10 fair, then we adopt it. Do we need to require additional work

11 or education or other effort on the part of the candidate

12 under our care before we feel it's prudent to grant that

13 candidate final assessment? Is that candidate in our

14 estimation ready for ordained ministry in PC USA? Since

15 Mr. Priest is a candidate under our care, the responsibility

16 to determine his readiness for ministry falls to us, as it

17 should. That's the entire scope of our responsibility here

18 today.

19 Remember, we've done this with others. We required

20 additional course work or workshops or counseling or

21 supervised field experiences, and I suspect we'll do so again

22 in the future. Such action may not be widespread, but it is

23 not unusual. So we are here today to resume our discussion,

24 and I invite us to take a deep collective breath and continue

25 with this simple task. First I ask that you be silent for



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

12

1 just a few moments and listen for God's Spirit, word, and
 2 guidance, and for the openness to truly listen to one another.
 3 So let us be in silent prayer.

4 And together we say.

5 THE GROUP: Amen.

6 REV. DOWNS: As I said before, this was merely a
 7 postponement. We didn't make any decisions so the motion is
 8 still on the floor. Marjorie, do you have this in front of
 9 you? Can you read that to us?

10 REV. WILHELMI: Motion is to adopt the investigating
 11 committees report and recommendations.

12 REV. DOWNS: Since we've had this full month
 13 intervening and not everyone was present last month, I would
 14 ask that we begin again with the special committee and its
 15 report, to review that with us and review its recommendations
 16 to us.

17 REV. RICE: Review, you mean read in its entirety?

18 REV. DOWNS: I think so.

19 REV. RICE: Again, this will be familiar.

20 "CPM Subcommittee, Convened in the Matter of
 21 complaint by Ruth Azar Against Candidate Thomas H.
 22 Priest, Jr. Date of Report is January 18, 2011.

23 After prayerful consideration, the CPM of the
 24 Presbytery of Detroit, on May 4, 2010, authorized the
 25 formation of a subcommittee to investigate the above



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

13

1 referenced complaint. The composition of the
 2 subcommittee was approved June 1: Reverend David Abbot,
 3 Reverend Christine Bohn, Elder Henry Johnson, and
 4 Reverend Elizabeth Rice.

5 The committee convened its first meeting on June 9,
 6 2010, the intent being to determine its agenda and the
 7 process for achieving outcomes. The committee received
 8 guidance from the Stated Clerk, Ed Koster, concerning
 9 process and the parameters of its investigation.

10 The committee's task was to investigate and make a
 11 recommendation to the Committee on Preparation for
 12 Ministry concerning Mr. Priest's suitability for
 13 ordination as a Minister of Word and Sacrament. It was
 14 not this committee's task to determine whether or not the
 15 Constitution of the PC(USA) was violated. This committee
 16 was advisory to CPM on matters of suitability and
 17 preparation for ministry; disciplinary or judicial
 18 proceedings were not this committee's purview.

19 We met again on June 22, 2010, to begin scheduling
 20 interviews and to clarify our approach to the
 21 investigation.

22 On July 15, 2010, we interviewed Ruth Azar. Key
 23 issues included:

24 Concerns about Mr. Priest's interactions with staff
 25 and volunteers at Second Mile Center (SMC), disturbing



ESQUIRE
 an Alexander's & Co. Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

14

1 statements made by Mr. Priest during his visit to SMC, a
2 perception that Second Mile Center was being targeted by
3 Mr. Priest and its ministry devalued and undermined.

4 On July 28, 2010, we met to discuss the interview
5 with Ms. Azar and plan for the interview with Mr. Priest.

6 On August 9, 2010, we interviewed Mr. Priest, who
7 was accompanied by his Advocate, Elder Darrell Reynolds.
8 The committee found it notable that Mr. Priest gave
9 lengthy responses to the questions and frequently
10 redirected the conversation. Key issues included: a
11 denial of certain comments and insistence that others
12 were taken out of context. Mr. Priest's desire that
13 Barnabas Youth Opportunities Center and Second Mile work
14 together, share resources, and visit other urban
15 ministries. His preferred model of urban ministry and
16 his interpretations of his observations of Second Mile
17 Center.

18 On August 13, 2010, we met to discuss and plan.

19 On September 28, 2010, we interviewed separately
20 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
21 Edwards. We interviewed each person specifically about
22 their personal interactions with Mr. Priest during his
23 visits to Second Mile Ministries and Barnabas Youth
24 Opportunities Center and a later meeting at Second Mile.

25 On November 19, 2010, we met for discussion and



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

15

1 further planning.

2 On November 30, 2010, we met for further discussion
3 and also to interview another witness, who was present at
4 the later meeting at Second Mile Center.

5 On December 10, 2010, we met again for further
6 discussion of past interviews and also to interview a
7 final witness.

8 On January 11, 2011, we met again to draft a report
9 and recommendation.

10 We finalized our report on January 18, 2011.

11 **CENTRAL ISSUES**

12 Three primary areas of concern were identified by
13 this committee.

14 One of these concerns has to do with use of
15 authority. In arranging his first visit to Second Mile
16 Center, Mr. Priest identified himself as a seminary
17 student preparing a paper for a class. In subsequent
18 activities, however, Mr. Priest regularly used his
19 influence and authority as Moderator of Presbytery and
20 former moderator of the Metropolitan Urban Ministries
21 Team to lobby decision-making bodies within presbytery to
22 share his view of work and structure of Second Mile
23 Center. At the same time, Mr. Priest did not notify
24 Second Mile that he was taking his findings and
25 interpretation of those findings to presbytery, nor did



ESQUIRE
an Alexander & Cullen Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

16

1 he use that same influence and authority to provide an
2 opportunity for Second Mile to have voice in actions
3 intended to affect dramatically the future of the Center.
4 In other words, Mr. Priest represented himself as a
5 student to the subjects of his investigation, but freely
6 applied the authority of presbytery office to pursue
7 actions against those subjects.

8 This committee also observed a consistent pattern of
9 Mr. Priest prejudging the opinions and experiences of
10 others without listening to what they had to say about
11 their own opinions and experiences. People
12 self-identifying with three different racial-ethnic
13 groups (white, Arab-American, and African-American)
14 indicated to the committee their frustration and
15 discomfort when they perceived that Mr. Priest assumed he
16 knew what they thought about certain issues (or what they
17 should think) based on his perception of their
18 racial-ethnic identity. At least in certain
19 circumstances, it appears that Mr. Priest was unwilling
20 to listen to what people had to say about their
21 experience and opinions and was, instead, rather
22 forceful verbally in attributing his experience and
23 opinion to others.

24 It is evident to this committee that Mr. Priest is
25 fiercely devoted to his preferred model of urban



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

17

1 ministry. This committee is concerned that Mr. Priest is
2 unwilling to acknowledge the legitimacy of alternative
3 ministry styles and routinely uses methods of
4 confrontation and intimidation.

RECOMMENDATIONS

5
6 It is the opinion of this committee that Candidate
7 Priest's current pattern of confrontational behaviors
8 would cause great difficulty in a congregation and in a
9 presbytery.

10 Therefore, this committee moves that CPM require
11 Mr. Priest to participate in the Mediation Skills
12 Training Institute for Church Leaders led by the Lombard
13 Mennonite Peace Center.

14 Additionally, we move that at an appropriate future
15 time CPM examine Mr. Priest to assess his pastoral
16 development in the areas identified above.

17 This assessment might include such tools as asking
18 Mr. Priest to write papers on what he has learned
19 personally and professionally from the mediation skills
20 training and his own sense of pastoral identity and
21 authority.

22 Respectfully submitted, Reverend David Abbot,
23 Reverend Christine Bohn, Elder Henry Johnson, and
24 Reverend Elizabeth Rice."

25 REV. DOWNS: Thank you very much.



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

18

1 This is now the time for Tom and Mr. Wallace,
2 Reverend Wallace to direct any comment or questions. The
3 questions, please direct at the committee, this committee
4 here, CPM, and not to the investigating committee. Any of the
5 comments and questions that you might raise we will definitely
6 ask them, but that will be done in close session, executive
7 session.

8 So you have the floor.

9 REV. WALLACE: Thank you. May I start?

10 REV. DOWNS: Please.

11 REV. WALLACE: Mr. Priest asked me some time ago to
12 assist him in this and other issues related to the complaint
13 of Mrs. Azar. As you know, Mrs. Azar filed a formal
14 complaint, disciplinary complaint, that initiated this
15 proceeding. That disciplinary complaint was directed to the
16 stated clerk of the presbytery and to the stated clerk of the
17 sponsoring church for Mr. Priest.

18 Investigative committee is formed by the session of
19 his own church or sponsoring church, and that investigating
20 committee examined and did the same thing as this committee.
21 That committee has declined to file charges. Mr. Priest was
22 charged in the complaint by Mrs. Azar with racial
23 discrimination, reverse racial discrimination, among other
24 charges.

25 Mr. Priest denies and has repeatedly said he did not



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

19

1 say or do the things with which Ms. Azar has written or
2 charged. Now, this committee has appointed its own
3 investigative committee. I must submit as a student of the
4 Book of Order, CPM, and I am a long-standing member of the CPM
5 in Virginia, CPM's have the right and power and ability and
6 directive to consider the suitability of persons seeking to be
7 ordained. You have that right and you have the right to
8 exercise that and you have the right to look in to matters.
9 There's no question about that. But the issue as we, as I
10 look at it and we look at it up front is what you are doing
11 here is in excess of that right. And you're going to say, oh,
12 no, I'm attacking the process, and you're going to be upset
13 that I'm attacking your process, but I have to point out to
14 you that Ms. Azar's original complaint was a disciplinary
15 complaint. It is filed under D6 of the Book of Order. That
16 is a disciplinary complaint. This committee had the right to
17 look into those issues, but it could not do so as a second
18 investigative committee or second judicial committee.

19 You will tell me, oh, no, there's plenty of language
20 in what our report is that's been submitted. There's language
21 in it that says we're not doing anything that's disciplinary
22 when this is not a judicial proceeding, that's not within this
23 committee's purview, I agree, and you have said that and
24 remarkably so that is the purview of what's in the
25 investigation.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

20

1 Do CPM's appoint ad hoc committees? All the time.
2 Do they ask the seat to look into matters? All the time. Is
3 that within your purview and power? Yes, but there's a line.
4 And when you style your report as investigative "CPM
5 Subcommittee Convened in the Matter of Complaint by Ruth
6 Azar," the complaint is a disciplinary complaint. Now I would
7 point out to you there's nothing in G14.0400 that authorizes
8 you to act as a judicial commission or as an investigative
9 committee appointed by a body such as a presbytery or a
10 session or a general assembly. Just don't have that power.
11 You may exercise it as you have done here informally, which
12 you have gone about it and we been saying we're objecting to
13 the approach you're taking getting to a result that you have a
14 right to get to. We're objecting to the process, because we
15 believe this is an irregularity under the Book of Order, and I
16 advised Mr. Priest that it is such an irregularity and if
17 carried to finality could form the basis for remedial action.
18 That's my advice. That's not what Mr. Priest is doing.
19 Mr. Priest comes today to say to you that he's in
20 submission to you. He wants to work with this committee. He
21 seeks this committee's approval and endorsement and movement
22 from candidate to readiness so he can move on with the
23 process. He feels a deep spiritual call to serve as a
24 minister of the word and sacrament in the presbytery church
25 USA. He also says that he's listening to the Holy Spirit to



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

21

1 discern as to how he should respond to this. Also should tell
2 you that he bears malice toward none and that he wishes that
3 the process here today would be fully spelled out and spread
4 out so that you, too, could see what many have seen, these
5 actions either didn't occur or are not violative or are not as
6 conclusions of the committee.

7 We're going back to the first point, we object to
8 the proceedings in the way in which we're doing with a court
9 reporter; with an agenda that spells out a number of places
10 that this is a hearing; that the report itself has language
11 that we're here to investigate yet takes Mr. Priest to task
12 for any number of things; and, in fact, what has occurred here
13 is a disciplinary hearing without all of the rights, all of
14 the duties that are owed a person facing a disciplinary
15 hearing. For example, Ms. Azar is not here today to be
16 cross-examined. If you look at and hear all of the evidence,
17 these statements were not made to her. They were supposedly
18 made to others, yet when you examine them and look at the
19 records, it did not happen in the context which they were
20 reported.

21 So first thing is Ms. Azar's not here, can't be
22 examined nor the other witnesses, not been confronted, not
23 given the information which they presented, given this
24 conclusion by this committee and this report by this
25 committee.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

22

1 He is charged in the complaint which she originally
2 brought with racial discrimination. That is not Tom Priest.
3 That is nothing about him. That's just not where he comes
4 from. Is he an African-American? Sure. He will tell you he
5 sees through the lens of presbyterian elder. He sees through
6 the lens of being presbytery. Yes, he's concerned about
7 issues of justice for African-Americans and for all and he's
8 concerned about those kinds of things, but not inordinately to
9 the point of saying or doing things.

10 Now, we also take issue not only with the process,
11 and frankly, I have to say that process Mr. Priest is in a
12 very difficult position, because if he challenges the process
13 he may never get ordained. This committee has the power and
14 the right to say whether he should ever be ordained. You can
15 do it in a number of ways and you can say, no, he always has
16 the right to go to presbytery and challenge their decision.
17 But where does that get him if he does that, what is the taste
18 in your mouth, what is the future, how are we working together
19 if we go that route? So a more reasoned route and a route
20 certainly recommended that he's willing to take is we have to
21 be here, we have to participate. We object to it, because we
22 believe it violates his rights and we have to participate and
23 we are participating. We don't waive that, but there's no
24 other way to go with this. We have to go ahead the way it is
25 today.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

23

1 Now, let me talk to you for a moment about the
2 evidence that is in this case. On February 18, 2009,
3 Mr. Priest went to Second Mile Center as part of a seminary
4 project to look at urban ministries within the presbytery as
5 opposed to the model being taught in the seminary. I don't
6 know whether that model is good, bad, or otherwise. I just
7 know that's the model the professors are teaching and that was
8 a part of his courses to go in some center somewhere against
9 the model. So he went to the two in the presbytery, the two
10 centers in the presbytery, urban ministry centers, one on the
11 17th, one on the 18th.

12 He then presented on March 9th, he presented his
13 report to the seminary, and we have all the slides and
14 everything he said is on those slides and documents. I trust
15 the committee had access to it and can see it. On March 12th
16 he presented that again to the seminary, and on the 16th he
17 shared the results in March of '09 with both centers meeting
18 with Mr. Edwards who's here, one of the centers and meeting
19 with Ms. Azar, the other head, and he shared results of his
20 study of his visit there at both centers compared to the
21 model. He believes in the model, rightly or wrong he believes
22 in the model. As the committee reports he prefers that model.
23 I don't see anything wrong with preferring a particular model
24 with having to do urban ministry, but that's certainly a
25 mistake.



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

24

1 But anyway, in March '09 he met with Ms. Azar and
2 other folks from SMC, Second Mile, and Mr. Edwards, and
3 presented his findings. They were all present together. He
4 only ever spoke with Ms. Azar twice. Once was during his
5 visit, once first visit; once during his presentation of his
6 findings on March 16th. March 16, '09, onward he had no
7 contact with Ms. Azar.

8 Now, hold that over here aside to deal with another
9 factual setting that I'm sure the committee also went in to.
10 For a long time there was a question of Ms. Azar's and the
11 center's reporting or oversight, reporting to or oversight by
12 presbytery, and one of the issues was, how do we as a
13 presbytery, how to raise benefits and who has oversight. So
14 that needed to be cleaned up. Had nothing to do with
15 Mr. Priest. Started long before he came on board. Mr. Priest
16 was hired by a women's council, I may not be given exact right
17 name, that oversaw Second Mile Center. But the question came
18 up, how to make sure she's under the purview, control, and
19 oversight of the presbytery. That was in the works before
20 Mr. Priest ever went out there.

21 On March 2, '09, the coordinating cabinet of
22 presbytery approved the Second Mile Center model that is with
23 Ms. Azar at the head and approved it to come in under the
24 oversight of the presbytery. June 23, '09 the presbytery
25 approved the action of the coordinating cabinet of March 2,



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

25

1 '09, and said, yes, we will accept her, accept her as
 2 employees or technical employees of the presbytery. Again,
 3 this is not something that Mr. Priest was involved in
 4 directly. But I must tell you for the full year of 2009, he
 5 served as moderator of the presbytery and also a member of the
 6 coordinating cabinet. Why is that important? Because in
 7 September, October 2009, a lady named Rosy Lattimore submits a
 8 letter to stated clerk or to the coordinating cabinet and the
 9 stated clerk weighs in on it and deals with the question of,
 10 the question of can the presbytery approve a position and make
 11 a presbytery position without adhering to the rules of the
 12 presbytery procedure of the presbytery regarding open bidding
 13 and open advertising and that type of thing. Can we just
 14 allow somebody to come in to that position without having to
 15 go through the process the presbytery says this is our
 16 procedure when we have presbyteries all over.

17 Coordinating cabinet some time between October 5 and
 18 December 5 of '09 looked into the subject. Mr. Priest was on
 19 that committee, and they agreed on December 5 to send a letter
 20 to Ms. Lattimore that says, in the future we're not going to
 21 do this. We're not going to just take somebody in without
 22 advertising, promoting the position. But there are
 23 extenuating circumstances here, and so we're not going to
 24 undue this particular one, that's December 5, 2009.

25 Now Mr. Priest's term as moderator ends with the



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

26

1 January 2010 meeting. No action has been taken by anybody to
2 do anything at that point in time except the committee that
3 he's a member of has written back to Ms. Lattimore saying,
4 you're right, it probably was a violation of our procedure but
5 the extenuating circumstances we're going to leave it that
6 way. Once he's no longer moderator in April 2010, he prepares
7 and requests and submits to the presbytery a motion to rescind
8 that action, that action of approval of the appointment and
9 the adoption of Ms. Azar as that position. He was not at that
10 presbytery meeting in 2010.

11 Another, Ms. Lattimore did offer the motion. There
12 was a lot of exchange in that time frame April 2010 just
13 before the presbytery meeting about six or seven days before.
14 One part of the exchange that went on during that time frame
15 was executive presbytery provided Mrs. Azar with a heads up,
16 this motion is coming and I want you to know about it and
17 stated clerk talked about e-mails talking about here's the way
18 the parliamentary process and procedure we're going to use at
19 that meeting, presbytery meeting.

20 One of the things this jumps out at that point in
21 time is an e-mail at that point in time, now talking about
22 April 2010, that Ms. Azar said to the presbytery, what can we
23 do to bring charges against Mr. Priest and Ms. Lattimore,
24 because this is just a wreck? And they are told and response,
25 here's where you go to find out how to do a complaint. So a



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

27

1 complaint was filed.

2 Now, the timing, I submit to this committee, is a
3 big issue, something I would really want to know about. Why
4 Ms. Azar, why from March of '09 when he makes his report with
5 Mr. Edwards present -- I'm not sure what Mr. Edwards remembers
6 -- why was nothing taken until this motion came up by a member
7 of presbytery? Any member of the presbytery has a right to
8 make a motion, and there's nothing wrong with making motion.
9 May not agree with it and you could certainly vote them down,
10 but why did nothing go on until after the motion came forward
11 over being deposed in April 2010, thirteen months later.

12 The presbytery at the April 27 meeting did not deal
13 with that motion directly. The presbytery at that motion, at
14 that meeting heard a motion by another who said, I move that
15 we not hear that motion. I object to it and move we not hear
16 it. So presbytery voted on that issue and that issue
17 prevailed and the motion that Mr. Priest was offered was not
18 heard, read, made, voted on per se.

19 I will submit to you in July 2010, Mr. Priest and
20 Elder Dorothy Seabrooks and Ms. Lattimore filed a complaint
21 with the Senate about that process, that is how can you deny a
22 motion and rule it out of order before you ever had a motion
23 made? Is that appropriate process, is there an issue here?
24 That has since been dismissed for jurisdiction. Mr. Priest
25 was not at the meeting so he did not have standing.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

28

1 The other motion of the other two was a day late in
2 being filed, so it was dismissed as not timely, that's all.

3 In the meantime, the complaint had been filed by
4 Ms. Azar and Mr. Priest's sponsoring church along with
5 investigative committee and began hearing. The presbytery did
6 not form an investigative committee. This committee did and
7 the Book of Order gives you the power to look into things, but
8 not in the form of investigative committee. So we would
9 submit to you that if you look at all of the facts and all of
10 the documents and all of the records, and hear all of the
11 witnesses -- for example, Mr. Edwards is given a statement
12 saying I was there in March 2009 at the meeting with
13 Mr. Priest and Ms. Azar and myself to figure out how the
14 directors of the two urban ministries program of presbytery of
15 Detroit can work together and share information and resources.
16 There's nothing in this statement, nothing in this statement
17 that says Mr. Priest made disparaging remarks, didn't listen,
18 abused his authority or did anything racial or made any racial
19 statements or acted in any way untoward toward Ms. Azar or the
20 Second Mile. I have his statement here and submit it to be
21 part of the record if there's no objection. But in essence,
22 he's saying this is the one that was difficult when I read it.
23 I received this yesterday.

24 CPM shared with me that Tom and Ruth had several
25 meetings which I had not attended. Mr. Priest would tell you



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

29

1 that was his second meeting with her and all the meetings he
 2 ever had. And CPM representatives, I felt they already made
 3 up their minds before they come and meet with me since they
 4 waited so long to find out what happened. CPM representatives
 5 assured me they did not form an opinion. Time delay was due
 6 to them just getting information April 2010. So I read that
 7 particular paragraph to show again the time line that 13
 8 months after the fact, 13 months after the last meeting, there
 9 are charges made by Mrs. Azar, charges that are disciplinary
 10 in nature which are very damaging to Mr. Priest, charges which
 11 accuse him of very serious offenses if true.

12 This committee says one of the concerns we have is
 13 with the use of authority. Nothing that Mr. Priest did in
 14 March of '09 was as moderator of the presbytery. In fact,
 15 there's no evidence that says he came in and said, I'm the
 16 moderator, I want to do this. The evidence is that he was
 17 there doing a study and he shared results of that study as a
 18 student with his school and with the two centers. Mr. Edwards
 19 will share that this is what I heard him say. So what
 20 authority is he exercising in '09? He is the moderator of the
 21 presbytery. He is on the coordinating cabinet. But while as
 22 a moderator, nothing came up at a presbytery meeting that he
 23 swayed, oversaw, or did, or any actions taken by him there
 24 against Second Mile. In fact, as a member of the coordinating
 25 cabinet he was part of the cabinet's discernment and



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

30

1 discussion when they responded to Ms. Lattimore's concern
2 that, yes, we didn't follow procedure but you're correct, but
3 this isn't the case to change it. We will leave it as is.

4 So that whole year '09 when he's in that position of
5 moderator and member of that committee, where is any evidence
6 that he used his authority against Second Mile Center or
7 Ms. Azar? And we take strong exception to that inclusion,
8 that he abused his authority, which is a very serious charge.
9 But we will say this at this point too, if the conclusion of
10 those listed in trying to discern as this sounds like that to
11 us, certainly apologize and begs forgiveness because that's
12 not who he is or what he was trying to do and that's a
13 misperception of what actually happened on that occasion.

14 But you cannot point to any place in any record of
15 the presbytery or in the coordinating cabinet, you cannot
16 point to any evidence there that says here, here's when he
17 abused his power, here's where he over-used his authority,
18 here's where he took advantage of that authority. And the
19 motion was made in April 2010 by him to look into the issue,
20 not Ms. Azar, but look into the issue of, can we allow folks
21 to be put in presbytery positions without following our
22 process and procedure, and if not, what should we do about
23 situations for that to occur. He has the right to make that
24 motion as member of the presbytery. Is that an abuse of his
25 authority? He disagreed and goodness knows I go to presbytery



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

31

1 meetings all the time, people disagree. Is that an abuse of
2 authority? I submit that is not.

3 It says at that time, Mr. Priest did not notify
4 Second Mile he was taking his findings and interpretations of
5 findings to presbytery. There's no evidence he took them to
6 presbytery at the time that he was moderator or member of
7 coordinating cabinet. Now, did it come up at some later time
8 to the presbytery when he made the motion? Sure. But is that
9 wrong to at that point in time raise it in support of his
10 motion? He says he didn't use that same influence and
11 authority to provide opportunity to Second Mile and voice and
12 actions intended to dramatically affect him. He was not
13 moderator. He was not dysfunction if he filed a motion to
14 tell them this is the motion per se. The motion is not
15 directed at them per se, although certainly can be perceived
16 that way.

17 I submit to you the conclusion drawn about abuse of
18 authority is, we submit, overreaching.

19 Now the committee also observed a consistent pattern
20 of prejudging the opinions and experiences of others without
21 listening. All of us need to be better listeners, and if he's
22 not a good listener I think this committee ought to encourage
23 him to be a better listener and encourage him to take training
24 in being a better listener. Mediation skills, I don't know if
25 he needs that. I'm a mediator. I certainly handle hundreds



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

32

1 and hundreds of mediations in my life time, does that train
2 you to listen? Yes. So does counseling courses I took in
3 seminary, they trained me to listen. So years of practice of
4 law trained me to listen. Lots of places you can go to learn
5 to listen. Not everybody's a good listener. The bible tells
6 you over and over, hear, see. Always enjoy the line, God gave
7 us two ears and one tongue, two eyes and one tongue, so
8 suggests I need to hear twice as much as I talk. I know you
9 want me to shut up now.

10 I think those are two serious things, abuse of
11 authority and persistent pattern of prejudging. I think if
12 you sat and listened to Mr. Priest, find out who he is. He's
13 a man, middle age, hearing the call of God to serve, to be a
14 minister of the word and sacrament. How easy it would be to
15 say I'm too old, too many other things going on, but he's here
16 and listening to the Holy Spirit. He cares about people. Is
17 he an African-American concerned about issues of justice and
18 fairness? Yes, but all of us are whether we're
19 African-American, otherwise. We as Christians certainly heard
20 the words of our Lord speaking to us and walk humbly before
21 our God and seek justice and love mercy.

22 Tom Priest I know is that way. I think the
23 gentleman here with us today, say the Tom Priest that they
24 know is that way. Does that mean he's not to speak out on
25 issues where he doesn't think it's right? If a job is going



ESQUIRE
an Alexander D'Adda Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

33

1 to be offered in a minority area is it right not to have it
2 advertised so it can be filled by someone who may not have
3 gone through that process? I think that's fair to raise that
4 question. Maybe in this case we wished he hadn't, but is it
5 fair to raise it? I think there's folks here who raised
6 questions about that before.

7 Now, the suggestion that there's something wrong
8 being fiercely devoted to his preferred model of urban
9 ministry, I don't know that that's objectionable, but if being
10 fiercely devoted is a problem, we again beg forgiveness. I
11 don't think that's really what the issue is here.

12 Seems to me in looking at the charges, concerns as
13 they are called, dealing with authority and consistent
14 patterns and assumptions of knowing more than others know. I
15 think those are admonitions that he needs, fair to say them
16 and tell him he needs to be concerned about those things, but
17 not in the context of a disciplinary proceeding, not in a
18 context where every word is being taken down and preserved for
19 goodness knows what purpose, not in the context of
20 investigating a complaint of this committee that doesn't have
21 the authority to do them, investigating presbytery itself.
22 Seems to me when we on CPM approach a candidate we're here for
23 two functions. Gatekeeping surely and we have to do that.
24 But nurturing too, and I commend you because I think your
25 report does seek to provide, nurture, gatekeeping and nurture



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

34

1 and comes to the recommendation. Frankly, we're fine with the
2 recommendation and perhaps would even say let's go with them
3 but not with the conclusions and not with the report and not
4 with the process.

5 So when we conclude all of this, what we ask you to
6 do is not approve this report as it's written, because it
7 makes a very strong statement about this man that could be
8 damaging for the rest of his, potentially damaging for the
9 rest of his career, but to adopt the recommendations and say
10 we reviewed the report and we mark it as receive. We do not
11 adopt the report but we do believe that the recommendations,
12 we do accept the recommendations. As our moderator has said,
13 Ms. Bohn said at the beginning, often CPM's do require
14 additional steps not particularly spelled out in the Book of
15 Order, but certainly in the purview of determining suitability
16 and nurture. I think it would be appropriate to assure
17 yourselves that, one, this man is ready to go forward at some
18 point in time. I think you ought to do that, but to assign to
19 him fault and to investigate him in this way and determine
20 that he has violated certain steps and proceedings, I would
21 encourage you not to do that.

22 I appreciate your listening to me and letting me go
23 through this. I can take you through the evidence. I brought
24 copies of all the documents I referred to that if you would
25 like to have them. I got Mr. Priest here. I got Mr. Edwards



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

35

1 here. We can go through any or all of this, but we will ask
2 you in the long run don't adopt this report as is stated but
3 do seek to discern ways to assure that this man is ready at
4 the appropriate time and he wants to continue in the process.
5 He wants to be, to answer the call that he believes God is
6 making to him to be ordained in word and sacrament and serve
7 in that capacity. It would be very easy just to say, no, we
8 hear that but our committee did this and they're good people
9 and we're not going to budge. This is our committee and we're
10 right. I submit to you if we considered every fact fully, you
11 come to a different conclusion number one. And number two, I
12 would submit to you in a court of law which my arena has been
13 for 35 years before I became a lawyer on this side of the
14 house, minister lawyer, this is a case evidentially Ms. Azar's
15 case would not stand up, be dismissed and investigative
16 committee heard the evidence that was their conclusion. They
17 did not press charges. Obviously they're not a commission or
18 a court. They have to decide whether there's probable cause.
19 That's the lesser standard of necessity of guilt.

20 Thank you for listening to me, and if you want to
21 hear anything from Mr. Priest he'll certainly speak if you'll
22 let him to.

23 ELDER PRIEST: May I speak now?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Thank you. I ditto everything



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

36

1 Mr. Wallace said. I just want to give you an idea when I met
2 with him I drove overnight to Richmond, Virginia, where he's
3 stationed, where he lives. And I stayed at a hotel, he told
4 me I should never stayed at, but I went to school in DC in
5 that area so I knew the area. I stayed at the Days Inn and
6 when I drove up to the exit at two in the morning I didn't see
7 any lights, I didn't see anything. Where was I? Finally I
8 drove up, somebody came out. Half the units were windows were
9 knocked out and vacant. That's the only place I could afford.
10 I drove to his office and next to his office was a nice hotel.

11 So we sit there for four hours and he said, look,
12 you need to tell me everything. I never sat with a lawyer
13 before. He said you need to tell me everything, everything.
14 If you did tell me whatever I need for you to deny what you,
15 what's true, what is not true, and stand up for what you said
16 from the beginning. And we went through that. A very
17 spiritual, a very open experience for me.

18 I'm going to add to what he has said. When I met
19 with the committee, excuse me, the investigative committee for
20 CPM, when I met with them we met for roughly two hours and my
21 advocate Darrell, Darrell Reynolds was with me, and we did not
22 complete the investigation. We just got through preliminaries
23 where I was explaining the report, why I was there, and the
24 time line. So as we were going through that, the chair of the
25 committee said we need to reconvene because we ran out of



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

37

1 time. So we need to get back together, because we're not
2 finished. So I said, I cannot commit to rescheduling until I
3 meet with my attorney. I have always been and continue to be
4 led by the Holy Spirit to do what is right and I felt it was
5 right thing to honor Betsy's request for me to come to you,
6 because I have the upmost respect for Betsy and during this
7 process for CPM everybody has been fine. Need to look at
8 this, look at that, very open and up front as I have been. So
9 with that, I told out of respect for that I came to this
10 meeting without an attorney, but the next meeting I need to
11 have my attorney with me. So I will call you back when I get
12 an attorney to reschedule the rest of the meeting.

13 I sent an e-mail on September 26, Greetings, Betsy,
14 I pray all is well with you and your family. I am now able to
15 schedule a time to meet with the investigating committee. At
16 our last meeting I was unable to schedule a next meeting until
17 I consulted with my lawyer. Please let me know possible time
18 the investigative committee is available to meet.

19 I received a response back from Betsy. My prayers
20 continue with you and all involved in investigation. Thank
21 you for letting me know. The committee meets again tomorrow,
22 and I will let you know.

23 I did not hear back from the committee until I got
24 the report. So I felt at all that at least there should be
25 some continuation to have an opportunity that there was some



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

38

1 work left undone.

2 I am very sensitive to conclusions that were drawn
3 about me, because in fact that is not my behavior. Everything
4 that has been said I have been up front and above board. Not
5 all people agree with what I said, but I been always up front,
6 honest, and above board with everything. Most members of my
7 church, and Darrell and Stanley can talk to that, didn't even
8 know I was moderator presbytery before. All they know is, we
9 call Tom to teach Sunday school. He teaches Sunday school.
10 Need him to come preach, he'll preach. Need Tom to come work
11 the food ministry, Tom will work the food ministry. Whatever
12 my church asks me to serve, that's what I did.

13 I'm not the type person that even uses titles or
14 offices. You go into my office and work where I was working
15 you didn't see any awards. You go in my office at home, no
16 awards, no diplomas, no anything. I been like that my whole
17 life.

18 So being led by the Holy Spirit, not one time during
19 my discernment process I committed to this call. I put myself
20 under the guidance of this committee. I feel like a fighter,
21 a prize fighter call, one or two punches I have to take
22 another one. I don't like it. I don't want to do it, but if
23 that's what God is calling me to do and I put myself under the
24 authority of this body, I have to do it. I understand what it
25 means to walk humbly with God. It means you may have to do



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

39

1 things you don't want to do. Am I'm ready to go into
2 ministry? Yes, I'm ready. I felt I been ready since I
3 accepted the call. Is patience once of my virtues? No, but
4 it's one of the things I'm learning to grow in to, but humbly
5 to me is overriding patience. It means to, if I have to do
6 this, I have to do what I have to do, and I'm willing to
7 accept that. But as Mr. Wallace says, not under the
8 conditions of being portrayed in this manner.

9 I mentioned to my lawyer and I want to mention this
10 to you. If it's an issue of conflict, it takes more than one
11 person to have conflict. If this training is offered to
12 myself and to Ruth and Tim, Ed Koster, whoever, to me that
13 would be a building and living community. We all go together.
14 Let's all go do it and work together. I feel because I'm
15 different or because I'm assessed to be different, I go out,
16 you get right and come back to us. I've already submit myself
17 to this authority, but in the building of community which is
18 already built by God, we have to live in it. To go out
19 together to work together on sensitivity training, conflict
20 resolution training together with the people you have conflict
21 with is a much better idea and I would be more than happy to
22 do it, if it takes five years, ten years, whatever, I would
23 not have a problem with that. But to send me out alone to
24 come back under these conditions, I'm very concerned with
25 that.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

40

1 Again, I submit myself under the auspices and
2 authority of this body to pray that you discern the Holy
3 Spirit to do what is right based on the evidence and data.

4 REV. DOWNS: Either of you have anything else you
5 like to add? Now you were writing down some of the issues I'm
6 assuming in your notes, Marjorie, we want to be sure to bring
7 up in our private discussion. I've written down a couple
8 things, questions that I think I heard you wanting us to raise
9 and let me run those by you so that, to see if I heard you
10 right.

11 One is to look at a time line of all of these events
12 and even before the complaint was filed to look kind of
13 backwards in time and carry it forward to see what connections
14 we may or may not see.

15 Another was to examine the evidence that there was
16 any abuse of his authority as moderator in testimonies that
17 were received and again in the process of the events that
18 occurred; is that correct?

19 REV. WALLACE: That is right.

20 REV. DOWNS: The other one, these are in regard to
21 the three issues that were raised in investigating committee.

22 The third one was related to listening and
23 consistent pattern so to speak of jumping to conclusions and
24 prejudging and again ask us to look back at what the evidence
25 is there for that.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

41

1 I think that was, that's what I heard, that's what I
2 jotted notes down. I don't know if anybody wrote anything
3 else down.

4 UNIDENTIFIED FEMALE: I heard that the
5 recommendation would be that this committee consider approving
6 the recommendations, adopting the recommendations, but not the
7 report.

8 REV. DOWNS: To receive the report, but not adopt
9 the report.

10 UNIDENTIFIED MALE: Not adopt the recommendations.

11 REV. DOWNS: Tom?

12 ELDER PRIEST: Other thing Mr. Wallace said and
13 myself, the witnesses, initial witnesses, that information
14 made available as part of evidence. Mr. Edwards witness
15 information and witnesses at the meetings, two of the
16 witnesses that are signed in the report were not at attended
17 other meetings.

18 REV. DOWNS: I'm a little, I'm a little confused.

19 ELDER PRIEST: Evidence part that Mr. Wallace
20 mentioned was also important as far as the record, was
21 Mr. Edwards' written deposition.

22 REV. DOWNS: I see.

23 ELDER PRIEST: And then the other witnesses that
24 were part of that, that's a theme, two of the witnesses that
25 are included in this report were not part of any of the



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

42

1 meetings I had at Second Mile Center.

2 REV. DOWNS: "In this report" meaning the committee?

3 ELDER PRIEST: This report here.

4 REV. DOWNS: The investigating committee's report?

5 ELDER PRIEST: Yes, investigating committee. Two of
6 those witnesses were not at any of the meetings regarding
7 Second Mile. The fourth witness they did not identify. I had
8 to call and ask for the other two witnesses, was not involved
9 in any way with Second Mile Center. So those three people
10 listed in this report, one unnamed and two named, were not
11 involved in any of these.

12 REV. DOWNS: And the unnamed ones I'm assuming you
13 know who they are?

14 ELDER PRIEST: I know who they are now. I wish they
15 had put them in the report. I had to call and ask.

16 REV. DOWNS: We will be happy to receive any
17 paperwork you like to add to this. Please not 150 pages. We
18 need to be able to distribute it and have folks take a look
19 at. But Mr. Edwards' comments copy you have apparently a
20 sheet of his remarks?

21 REV. WALLACE: I have.

22 REV. DOWNS: Thank you.

23 UNIDENTIFIED FEMALE: What's on that paper?

24 REV. DOWNS: This is a narrative from Mr. Stanley
25 Edwards, Elder, about your participation in the meetings with



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

43

1 Tom; is that correct?

2 ELDER CLARK: Did it come out in all the discussion
3 that Mr. Edwards is the leader at Barnabas which is the other
4 two centers?

5 REV. DOWNS: I think it was mentioned in the
6 introductions, but thank you.

7 ELDER CLARK: I think he's also chairman at
8 Barnabas.

9 REV. DOWNS: Thank you.

10 UNIDENTIFIED MALE: In listening to your eloquence,
11 Mr. Wallace became quite aware that there's a suggestion that
12 there was a subtext in all of this involving possible
13 retribution by Mrs. Azar for the fact that Mr. Priest was
14 involved in the issues concerning with how she came upon her
15 position at Second Mile Center. This is not something that
16 I'm aware has been suggested previously, and I'm anxious, Tom,
17 to ask you if you feel this whole thing evolved as a result of
18 the role you played with Mrs. Lattimore and Dorothy Seabrook
19 in the concerns about how it came to be that she was named as
20 the coordinator of Second Mile Center. Do you feel that you
21 were in fact a target as a result of her feeling for your
22 involvement in calling that in to question?

23 REV. WALLACE: May I answer that? The short
24 answer's, yes.

25 Second thing I would add if I might, maybe little



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

44

1 longer answer. Ms. Lattimore acted initially on her own.

2 UNIDENTIFIED FEMALE: I'm having a hard time
3 hearing.

4 REV. WALLACE: Mrs. Lattimore initiated the action
5 on her own. Subsequently, Mr. Priest believed that justice
6 had not been done in allowing someone to be put in a position
7 without going through advertising and discernment by the
8 presbytery about, is this the right person. So he then took
9 up that issue himself. But when he did the motion, in
10 response to that motion, we even had it e-mailed from
11 Mrs. Azar to the effect, what can we do to bring charges
12 against him now that we know he's going to file this motion
13 that's been filed and going to be brought to presbytery on the
14 27th of 2010. She writes on the 21st, what can we do to bring
15 charges against him? There no charges, nothing, 13 months.
16 So our submission is that this is retaliation and it's
17 unfortunate and I think she was concerned about her job.

18 I would offer to you also, and I don't know if the
19 committee, investigative committee has this, but trustees
20 minutes for Second Mile Center from late '09 we have those.
21 If you don't, it shows where the problem is within Second Mile
22 Center, the Clark Hill attorney's memorandum in December 2008
23 saying they really are not in keeping with presbytery
24 procedure. The January 22, 2009 motion of the operations
25 ministry team to the coordinating cabinet, and then a series



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

45

1 of e-mails about that, minutes of the coordinating cabinet of
 2 March 2009 showing where it was dealt with, the presbytery
 3 minutes, coordinating council minutes of March 2, '09, again
 4 showing where they're dealing with how do we reconcile that
 5 position not being filled properly. Then we have the slides
 6 that Mr. Priest used in his presentation both in the seminary
 7 and with Mrs. Azar and Mr. Edwards. The minutes of the
 8 Metropolitan Urban Ministry Team is March 12, 2009 where they
 9 dealt with an issue motion to rescind over in 2010, first put
 10 together April 5 and then it shows being sent out by e-mail
 11 showing it being sent out April 12 by moderator, I mean
 12 Executive Presbyter Timm and Stated Clerk Mr. Koster sending
 13 it out to responding to Ms. Azar's concerns.

14 And anyway then one of these e-mails if you like to
 15 have it, one of these e-mails, April 14, we would like to know
 16 what charges we can bring against Mr. Priest and
 17 Ms. Lattimore. We believe this is harassment. We want to
 18 move forward with charges. That's Paragraph 3 of that e-mail.

19 Mr. Koster then writes a response, very eloquent
 20 response the next day saying, you're fair to everybody here,
 21 here's the outline of the process. Anybody can do what they
 22 have to do. Here's how it works, spells it out with a whole
 23 series of e-mails and here's a complaint filed April 21.

24 UNIDENTIFIED MALE: So as a follow-up, Tom, to that,
 25 is it your feeling that Ruth Azar fabricated these allegations



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

46

1 against you of harassment, sexual -- racial insensitivity, and
2 I think some gender inequality, I was going there with that
3 comment? What is then the motivation in your bottom line for
4 what her actions were, the fact that she fabricated these
5 allegations as retribution toward you for the role you saw
6 yourself necessarily having to play in her appointment?

7 UNIDENTIFIED FEMALE: What's your question, Larry?

8 UNIDENTIFIED MALE: My question is whether Tom feels
9 that the complainant fabricated the allegations as retribution
10 towards him?

11 UNIDENTIFIED MALE: I don't know if that would be
12 appropriate to even answer.

13 REV. WALLACE: I was getting ready to say something
14 close to that. We don't say whether she tells the truth or
15 not. We do point to two things. One, we deny all these
16 things, context changes all of these things. They weren't
17 said to her and there was an issue before the house, the
18 presbytery about re-advertising the job. What motivated her I
19 don't think anybody would say.

20 ELDER PRIEST: Can I say something in my defense? I
21 feel bad people talking for me. People aren't used to that
22 from me. I will say this. It's very important to me what
23 Mr. Wallace says about what was said to her, and I think
24 that's a key piece of data what was said to each person
25 individually, not summed up and said these are the comments



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

47

1 that were made. What was said to her, what was said to each
2 person is a critical piece, and that's when you look at the
3 context. And that's when you see things were not said to her
4 and certain things were not said to others, and some were not
5 even said at all.

6 REV. DOWNS: Any other questions addressing
7 different issues, different aspects at this point? Okay, then
8 what I will do is give us a 5 minute recess.

9 UNIDENTIFIED MALE: I have an observation.

10 REV. DOWNS: Please do.

11 UNIDENTIFIED MALE: I'm more concerned in the report
12 about their observations of their interaction with Mr. Priest
13 when he was with them, and I'm more concerned about their
14 perception with him as a person they were talking with who was
15 a potential candidate for ministry. The allegations, and I
16 understand you be defensive in that situation, but the
17 allegations have been dismissed for lack of evidence and I'm
18 not concerned about the allegations, but I am concerned how he
19 functions with relation to this committee.

20 REV. KOSTER: As a point of order, we don't know why
21 the allegations were dismissed. The Book of Order says that
22 an investigative committee must decide whether it has the
23 evidence to prove it, whether they have considering the people
24 who testified and evidence they have. They could say they
25 didn't violate the constitution, we don't know. So your



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

48

1 statement that there's no evidence of it is probably not quite
2 true.

3 UNIDENTIFIED MALE: To me the allegation, the issue
4 is interaction.

5 REV. KOSTER: I'm just trying to clarify what the
6 rules of evidence say about filing charges.

7 REV. WALLACE: One reason we don't raise the issue,
8 we would have double jeopardy. We don't know why they
9 declined to go forward. All we know is they declined to go
10 forward period. If they said anything more than that and said
11 no evidence then we probably jumping up and down about double
12 jeopardy.

13 UNIDENTIFIED MALE: Who declined to go forward?

14 REV. WALLACE: Investigative committee of the
15 church.

16 UNIDENTIFIED MALE: The church, I see.

17 REV. WALLACE: The complaint filed by Ms. Azar was
18 to the clerk of session and the stated clerk of presbytery.
19 The presbytery declined to step forward, but the church itself
20 appointed an investigative committee and it's their committee
21 and we appeared before that about two months ago.

22 UNIDENTIFIED MALE: I have one other question. What
23 happens to the file of candidates in this presbytery?

24 REV. DOWNS: They are kept until ordination and then
25 the files are given to the candidate.



ESQUIRE
an Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

49

1 UNIDENTIFIED MALE: So the file does not follow the
2 candidate once the candidate's ordained?

3 REV. KOSTER: I believe that's true.

4 REV. DOWNS: That's my understanding. I got all
5 mine back. If they weren't supposed to do that, I'm not
6 returning them.

7 UNIDENTIFIED MALE: Closed, sealed, and returned
8 upon ordination.

9 REV. RICE: The CPM of the calling presbytery may
10 request to read through the file.

11 ELDER BARBARA JACKSON: What about is he a candidate
12 for ordination?

13 REV. DOWNS: Ordination

14 ELDER BARBARA JACKSON: Okay.

15 REV. DOWNS: We will take a 5 minute recess, and
16 when we reconvene we'll be in executive session.

17 (Off the record 10:29 a.m. through 12:51 p.m.)

18 REV. KOSTER: The committee adjourned from executive
19 session at 12:50 p.m. During the executive session the
20 committee approved the report of the investigating
21 subcommittee and approved the recommendations with amendments.

22 The committee recessed from open session for lunch
23 at 12:55.

24 (Concluded at 12:55 p.m.)

25 - - -



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

I certify that this transcript is a complete, true,
and correct record of the testimony of the witness held in
this case.

I also certify that prior to taking this deposition,
the witness was duly sworn or affirmed to tell the truth.

I further certify that I am not a relative or an
employee of or an attorney for a party; and that I am not
financially interested, directly and indirectly, in the
matter.

I hereby set my hand this day, March 10, 2011:

Ann M. Courter, CSR-6239

Wayne County, Michigan

My Commission Expires: October 2, 2012



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

A	16:2,7 21:5 29:23 31:12 46:4	25:13,22 44:7	agreed 25:19	always 4:17 22:15
a.m.	46:4	advice 20:18	ahead 22:24	32:6 37:3 38:5
3:5 4:6,7	activities 15:18	advised 20:16	Al 9:20	Amen 4:25 5:1 6:8 12:5
Abbot	ad 20:1	advisor 10:1	allegation 48:3	amendments 49:21
13:2 17:22	add 36:18 40:5 42:17 43:25	advisory 13:16	allegations 45:25 46:5,9 47:15,17,18, 21	among 4:9 18:23
ability	additional 11:10,20 34:14	Advocate 14:7 36:21	allow 25:14 30:20	Ann 1:19,22 7:1 9:3,17 50:21
4:11 19:5	additionally 17:14	advocates 3:20	allowed 3:21	announced 4:5
able	addressing 47:6	affect 16:3 31:12	allowing 44:6	another 12:2 15:3 24:8 26:11 27:14 38:22 40:15
37:14 42:18	Adrow 14:20	affirmed 50:9	alone 39:23	answer 35:5 43:23 44:1 46:12
abuse	adhering 25:11	afford 36:9	along 28:4	answer's 43:24
30:24 31:1,17 32:10 40:16	adjourned 49:18	African - American 16:13 22:4 32:17,19	already 7:4 29:2 39:16,18	anxious 43:16
abused	adjournment 3:10	African - Americans 22:7	also 5:23 6:2 8:15,19,21 10:21 11:2 15:3,6 16:8 20:25 21:1 22:10 24:9 25:5 31:19 41:20 43:7 44:18 50:8	anybody 6:15 26:1 41:2 45:21 46:19
28:18 30:8,17	admonitions 33:15	afternoon 4:23	alternative 17:2	anyway 24:1 45:14
accept	adopt 3:14 4:3 7:5 10:4,13 11:10	age 32:13	although 31:15	apologize 4:10 30:11
25:1 34:12 39:7	adoption 26:9	agenda 13:6 21:9	altogether 5:22	apparently 42:19
acceptable	advantage 30:18	ages 4:16,17 5:2		APPEARANCES 1:16
6:5	advertised 33:2	ago 7:3 18:11 48:21		appeared
accepted	advertising	agree 19:23 27:9 38:5		
39:3				
access				
23:15				
accompanied				
14:7				
accuse				
29:11				
achieving				
13:7				
acknowledge				
17:2				
act				
20:8				
acted				
28:19 44:1				
action				
11:22 20:17 24:25 26:1,8 44:4				
actions				



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

48:21	A r a b -	associate	12:24	basis
appears	A m e r i c a n	9:7,10	authorizes	20:17
16:19	16:13	assume	20:7	bears
applied	Arbor	10:21	available	21:2
16:6	1:19 9:3,17	assumed	37:18 41:14	beg
appoint	Archibald	16:15	awards	33:10
20:1	3:19 8:13	assuming	38:15,16	began
appointed	area	40:6 42:12	aware	28:5
19:2 20:9	33:1 36:5	assumptions	43:11,16	beginning
48:20	areas	33:14	Azar	34:13 36:16
appointment	15:12 17:16	assure	12:21 13:22	begs
26:8 46:6	arena	34:16 35:3	14:5 18:13,22	30:11
appreciate	35:12	assured	19:1 20:6	behavior
6:11 10:23	around	29:5	21:15 23:19	38:3
34:22	6:18	attacking	24:1,4,7,23	behaviors
approach	arranging	19:12,13	26:9,15,22	17:7
13:20 20:13	15:15	attended	27:4 28:4,13,	being
33:22	aside	28:25 41:16	19 29:9 30:7,	6:12 13:6
appropriate	24:8	attorney	20 43:13	14:2 22:6
17:14 27:23	asked	3:19 8:16	44:11 45:7,25	23:5 27:11
34:16 35:4	3:9,24 10:1	37:3,10,11,	48:17	28:2 31:24
46:12	18:11	12 50:11	Azar's	33:8,9,18
appropriatel	asking	attorney's	19:14 21:21	38:18 39:8
y	17:17	44:22	24:10 35:14	45:5,10,11
7:1	asks	attributing	45:13	
approval	38:12	16:22	B	believe
20:21 26:8	aspects	August	back	11:2 20:15
approve	47:7	14:6,18	6:2 21:7 26:3	22:22 34:11
3:14 7:4	assembly	auspices	37:1,11,19,	45:17 49:3
25:10 34:6	20:10	40:1	23 39:16,24	believed
approved	assess	authority	40:24 49:5	44:5
13:2 24:22,	17:15	15:15,19	backwards	believes
23,25 49:20,	assessed	16:1,6 17:21	40:13	23:21 35:5
21	39:15	28:18 29:13,	bad	benefits
approving	assessment	20 30:6,8,17,	23:6 46:21	24:13
41:5	11:13 17:17	18,25 31:2,	BARBARA	Betsy
April	assign	11,18 32:11	8:5 49:11,14	9:10 37:6,13,
26:6,12,22	34:18	33:13,21	Barnabas	19
27:11,12 29:6	assist	38:24 39:17	14:13,23	Betsy's
30:19 45:10,	18:12	40:2,16	43:3,8	37:5
11,15,23		authorized	based	better
			16:17 40:3	4:18 31:21,



ESQUIRE
an Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

23,24 39:21	bright	Calvary	50:7	22:12
between	6:12	8:9,11	caucus	change
25:17	bring	came	10:19	30:3
bible	26:23 40:6	24:15,17	cause	changes
32:5	44:11,14	27:6,10	17:8 35:18	46:16
bidding	45:16	29:15,22 36:8	Center	charge
25:12	brings	37:9 43:14,19	13:25 14:2,	30:8
big	3:15	candidate	13,17,24	charged
27:3	brought	3:13 11:11,	15:4,16,23	18:22 19:2
Birmingham	22:2 34:23	13,15 12:21	16:3 17:13	22:1
9:7	44:13	17:6 20:22	23:3,8 24:17,	charges
black	BROWNLEE	33:22 47:15	22 30:6 42:1,	18:21,24
10:19	8:23	48:25 49:2,11	9 43:15,20	26:23 29:9,10
blameless	budge	candidates	44:20,22	33:12 35:17
6:3	35:9	4:23 48:23	centers	44:11,15
board	building	candidate's	23:10,17,18,	45:16,18 48:6
24:15 38:4,6	39:13,17	49:2	20 29:18 43:4	Chris
Bob	built	cannot	center's	9:12
8:7	39:18	30:14,15 37:2	24:11	Christ
bodies	business	canopy	CENTRAL	4:9
15:21	7:10	5:14	15:11	Christians
body	----- C -----	Canton	certain	32:19
20:9 38:24	cabinet	9:5	3:24 14:11	Christine
40:2	24:21,25	capacity	16:16,18	13:3 17:23
BOHN	25:6,8,17	35:7	34:20 47:4	Church
9:12 13:3	29:21,25	care	certainly	1:13,18 7:24
17:23 34:13	30:15 31:7	7:9 11:1,12,	22:20 23:24	8:4,10,12,
Book	44:25 45:1	15	27:9 30:11	15,19,21 9:7,
19:4,15 20:15	cabinet's	career	31:15,25	17 17:12
28:7 34:14	29:25	34:9	32:19 34:15	18:17,19
47:21	call	cares	35:21	20:24 28:4
both	4:8 20:23	32:16	Certified	38:7,12
23:17,20 45:6	32:13 35:5	caring	1:22	48:15,16,19
bottom	37:11 38:9,	11:3	certify	circuit
46:3	19,21 39:3	carried	50:5,8,10	5:16
breath	42:8,15	20:17	chair	circumstance
11:24	called	carry	36:24	s
bridegroom	4:7,24 33:13	40:13	chairman	16:19 25:23
5:13	calling	case	43:7	26:5
Bridle	38:23 43:22	23:2 30:3	challenge	clarify
1:19	49:9	33:4 35:14,15	22:16	13:20 48:5
			challenges	CLARK



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

8:18 43:2,7 44:22 class 15:17 cleaned 24:14 clear 5:20 6:1 clearly 7:14 CLERK 1:17 3:6 9:25 13:8 18:16 25:8,9 26:17 45:12 48:18 close 18:6 46:14 closed 4:22 49:7 co-chair 8:19 collective 6:19 11:24 come 10:1 24:23 25:14 29:3 31:7 35:11 37:5 38:10 39:16,24 43:2 comes 5:13 7:10,12 20:19 22:3 34:1 coming 26:16 commandment 5:20 commend 33:24 comment 7:14 18:2 46:3	comments 14:11 18:5 42:19 46:25 commission 20:8 35:17 50:23 commit 37:2 committed 38:19 COMMITTEE 1:5,12 3:4, 11,16,23 4:1, 3 7:25 9:13, 22 10:10,14, 16,22 11:2,9 12:14 13:5,7, 11,15 14:8 15:13 16:8, 14,24 17:1,6, 10 18:3,4,18, 20,21 19:2,3, 16,18 20:9,20 21:6,24,25 22:13 23:15, 22 24:9 25:19 26:2 27:2 28:5,6,8 29:12 30:5 31:19,22 33:20 35:8,9, 16 36:19,25 37:15,18,21, 23 38:20 40:21 41:5 42:2,5 44:19 47:19,22 48:14,20 49:18,20,22 committees 12:11 20:1 committee's 10:4 13:10, 14,18 19:23	20:21 42:4 Community 9:19 39:13,17 compared 23:20 complainant 46:9 complaint 12:21 13:1 18:12,14,15, 22 19:14,15, 16 20:5,6 22:1 26:25 27:1,20 28:3 33:20 40:12 45:23 48:17 complete 36:22 50:5 composition 13:1 computer 4:10 concern 15:12 30:1 concerned 10:24 17:1 22:6,8 32:17 33:16 39:24 44:17 47:11, 13,18 concerning 13:8,12 43:14 Concerns 13:24 15:14 29:12 33:12 43:19 45:13 conclude 34:5 concluded 4:6 49:24 conclusion 21:24 30:9	31:17 35:11, 16 conclusions 21:6 34:3 38:2 40:23 conditions 39:8,24 conflict 39:10,11,19, 20 confrontatio n 17:4 confrontatio nal 17:7 confronted 21:22 confused 41:18 congregation 17:8 connections 40:13 consider 4:1 19:6 41:5 consideratio n 12:23 considered 35:10 considering 47:23 consistent 16:8 31:19 33:13 40:23 Constitution 13:15 47:25 consulted 37:17	contact 24:7 contacts 10:21,23 CONTENTS 2:1 context 14:12 21:19 33:17,18,19 46:16 47:3 continuation 3:8 37:25 continue 11:24 35:4 37:3,20 control 24:18 Convened 12:20 13:5 20:5 conversation 14:10 coordinating 24:21,25 25:6,8,17 29:21,24 30:15 31:7 44:25 45:1,3 coordinator 43:20 copies 34:24 COPs 4:23 copy 42:19 correct 30:2 40:18 43:1 50:6 council 24:16 45:3
---	---	---	---	--



ESQUIRE
an Alexander Cello Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

counseling 11:20 32:2	D6 19:15	decision - making 15:21	41:21 50:8	18:15 31:15
COUNTY 50:3,22	damaging 29:10 34:8	decisions 12:7	desire 14:12	directive 19:6
couple 10:7 40:7	Darrell 8:11 14:7	declares 5:9	desired 5:23	directly 25:4 27:13
course 5:14 11:20	data 40:3 46:24	declined 18:21 48:9, 13,19	detect 6:1	50:12
courses 23:8 32:2	Date 12:22	decrees 5:18	determine 11:9,16 13:6, 14 34:19	directors 28:14
Court 1:19 6:23 7:2,14 21:8 35:12,18	David 13:2 17:22	dedicated 11:2	determining 34:15	disagree 31:1
Courter 1:22 7:1 50:21	day 1:12 4:9,21 5:8 7:3 10:6, 9 28:1 45:20 50:14	dedication 11:1	DETROIT 1:4,17,18 3:7,12 9:21 12:24 28:15	disagreed 30:25
CPM 8:19 10:12 12:20,23 13:16 17:10, 15 18:4 19:4 20:4 28:24 29:2,4 33:22 36:20 37:7 49:9	days 26:13 36:5	deep 11:24 20:23	devalued 14:3	discern 21:1 30:10 35:3 40:2
CPM's 19:5 20:1 34:13	DC 36:4	defense 46:20	development 17:16	discernment 29:25 38:19 44:7
crashed 4:10	deal 7:11 24:8 27:12	defenses 4:1	devoted 16:25 33:8,10	disciplinary 13:17 18:14, 15 19:14,16, 21 20:6 21:13,14 29:9 33:17
critical 47:2	dealing 33:13 45:4	defensive 47:16	didn't 4:13 12:7 21:5 28:17 30:2 31:10 36:6,7 38:7, 15 47:25	discomfort 16:15
c r o s s - e x a m i n e d 21:16	deals 25:9	definitely 18:5	different 4:14 16:12 35:11 39:15 47:7	discriminati on 18:23 22:2
CSR-6239 1:22 50:21	dealt 45:2,9	delay 29:5	discuss 10:20 14:4,18	discussion 10:5 11:4,23 14:25 15:2,6 30:1 40:7 43:2
current 17:7	Dear 4:23	deliberate 4:22	difficult 22:12 28:22	dismissed 27:24 28:2 35:15 47:17, 21
<u> D </u>	December 15:5 25:18, 19,24 44:22	denial 14:11	difficulty 17:8	disparaging 28:17
	decide 35:18 47:22	denies 18:25	diplomas 38:16	
	decision 4:3 11:4 22:16	deny 27:21 36:14 46:15	direct 18:2,3	
		deposed 27:11	directed	
		deposition		



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esqutresolutions.com

distance 6:13	dramatically 16:3 31:12	Edwards 14:21 23:18	e-mails 10:16 26:17	everybody's 32:5
distribute 42:18	drawn 31:17 38:2	24:2 27:5	45:1,14,15, 23	evidence 21:16 23:2
disturbing 13:25	drippings 5:24	28:11 29:18	employee 50:11	29:15,16
ditto 35:25	drove 36:2,6,8,10	34:25 41:14	employees 25:2	30:5,16 31:5
documents 10:17 23:14	due 29:5	42:25 43:3	encourage 31:22,23	34:23 35:16
28:10 34:24	duly 50:9	45:7	34:21	40:3,15,24
doesn't 32:25 33:20	During 3:25 4:2	Edwards' 41:21 42:19	end 5:12,15,16	41:14,19
doing 10:24 19:10,	10:10,11	effect 44:11	endorsement 20:21	47:17,23,24
21 20:16 21:8	14:1,22 24:4,	effort 11:11	ends 25:25	48:1,6,11
22:9 29:17	5 26:14 37:6	either 21:5 40:4	enduring 5:21	evident 16:24
dominion 6:3	38:18 49:19	ELDER 6:17 8:3,5,6,	enjoy 32:6	evidentially 35:14
Dorothy 27:20 43:18	duties 21:14	7,8,9,11,17,	enlightening 5:20	evolved 43:17
double 48:8,11	dysfunction 31:13	18 9:4,14,16	entire 11:17	exact 24:16
	E	13:3 14:7,20	entirety 12:17	examine 17:15 21:18
down 27:9 33:18	each 11:7 14:21	17:23 22:5	Ernest 9:6	40:15
40:5,7 41:2,3	46:24 47:1	27:20 35:23,	errors 6:1	examined 18:20 21:22
48:11	early 6:12	25 41:12,19,	essence 28:21	example 21:15 28:11
DOWN'S 4:8 5:2,5	ears 32:7	23 42:3,5,14,	estimation 11:14	exception 30:7
6:9,11,21,25	earth 5:11	25 43:2,7	events 40:11,17	excess 19:11
7:19,23 10:3	easy 32:14 35:7	46:20 49:11, 14	everybody 3:24 6:22	exchange 26:12,14
12:6,12,18	Ed 9:25 13:8	Elizabeth 6:25 7:23	37:7 45:20	excuse 3:14 7:16
17:25 18:10	39:12	13:4 17:24		36:19
35:24 40:4,20	education 11:11	eloquence 43:10		executive 3:23 9:21
41:8,11,18,	EDWARD 1:17 3:6 8:9	eloquent 45:19		18:6 26:15
22 42:2,4,12, 16,22,24		e-mail 26:21 37:13		45:12 49:16, 18,19
43:5,9 47:6, 10 48:24		45:10,18		exercise 19:8 20:11
49:4,13,15		e-mailed 44:10		
draft 15:8				



ESQUIRE
an Alexander Dalle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

exercising 29:20	45:20	figure 28:13	1:13 3:16,22 7:24 8:6,7,25 9:3,7,11,16 11:25 13:5 15:15 21:7,21 24:5 45:9	forward 11:8 27:10 34:17 40:13 45:18 48:9, 10,13,19
EXHIBITS	32:18	file 18:21 44:12 48:23 49:1,10	filed 18:13 19:15 27:1,20 28:2, 3 31:13 40:12 44:13 45:23 48:17	forwarded 10:17
2:10	faithful 10:25 11:3	files 48:25	filing 48:6	found 14:8
exit 36:6	falls 11:16	filled 33:2 45:5	final 11:13 15:7	four 36:11
ex-officio 9:21	familiar 12:19	finality 20:17	finalized 15:10	fourth 42:7
experience 16:21,22 36:17	family 37:14	financially 50:12	find 7:11,12 26:25 29:4 32:12	frame 26:12,14
experiences 11:21 16:9,11 31:20	far 41:20	findings 3:15 15:24,25 24:3,6 31:4,5	fine 5:23 34:1 37:7	frankly 22:11 34:1
Expires 50:23	fault 34:19	finished 37:2	firmament 5:8	freely 16:5
explaining 36:23	faults 6:1	First		frequently 14:9
extenuating 25:23 26:5	fear 5:21			front 12:8 19:10 37:8 38:4,5
extra 6:19	February 3:9 23:2			frustration 16:14
eyes 5:20 32:7	feel 11:12 38:20 39:14 43:17, 20 46:21			full 12:12 25:4
F	feeling 43:21 45:25			fully 21:3 35:10
fabricated 45:25 46:4,9	feels 20:23 46:8			functions 33:23 47:19
facing 21:14	felt 4:21 29:2 37:4,24 39:2			further 7:7 15:1,2,5 50:10
fact 21:12 29:8, 14,24 35:10 38:3 43:13,21 46:4	FEMALE 41:4 42:23 44:2 46:7			future 11:22 16:3 17:14 22:18 25:20
facts 28:9	field 11:21			G
factual 24:9	fiercely 16:25 33:8,10			G14.0400
fair 10:25 11:10 33:3,5,15	fighter 38:20,21			



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

20:7	God	guidance	Health	hereby
Gatekeeping	4:16,20 5:2,7	12:2 13:8	4:17 5:2	50:14
33:23,25	32:6,13,21	38:20	hear	hid
gather	35:5 38:23,25	guilt	21:16 27:15	5:16
4:20	39:18	35:19	28:10 32:6,8	hidden
GAUBATZ	God's		35:8,21 37:23	6:1
9:4	6:7 12:1	H	heard	Hill
gave	goes	H	5:10 27:14,18	44:22
14:8 32:6	5:11	1:6,11,17 2:2	29:19 32:19	Hills
gender	going	12:21	35:16 40:8,9	8:18 9:24
46:2	7:12 19:11,12	hadn't	41:1,4	hired
general	21:7 25:20,	33:4	HEARING	24:16
20:10	21,23 26:5,18	Half	1:6,11 2:2,4	hoc
generated	32:15,25 35:9	36:8	3:8,9,13,16,	20:1
10:15	36:18,24	hand	22,23 4:2	hold
Geneva	44:7,12,13	50:14	10:11,12	24:8
9:5	46:2	handful	21:10,13,15	Holy
gentleman	gold	7:9	28:5 32:13	20:25 32:16
3:18 32:23	5:23	handiwork	44:3	37:4 38:18
getting	gone	5:8	heart	40:2
20:13 29:6	20:12 33:3	handle	5:19	home
46:13	Good	31:25	hearts	38:15
give	6:9,10 9:18	happen	6:5	honest
36:1 47:8	23:6 31:22	21:19	heat	38:6
given	32:5 35:8	happened	5:16	honey
21:23 24:16	goodness	29:4 30:13	heavens	5:24
28:11 48:25	30:25 33:19	happens	5:7,12,15	honeycomb
gives	grant	48:23	held	5:24
28:7	11:12	happy	50:6	honor
glory	grateful	39:21 42:16	he'll	37:5
5:7	11:1	harassment	35:21 38:10	honorably
go	great	45:17 46:1	Hendrie	8:24
3:23 6:14	5:25 6:4 17:8	hard	1:13	hopefully
7:3,11 22:16,	Greetings	4:11 11:6,7	Henry	6:13
19,24 23:8	37:13	44:2	9:16 13:3	Hopewell
25:15 26:25	GROUP	HARTLEY	17:23	8:15
27:10 30:25	5:1 6:8,10	9:18	her	hotel
32:4 34:2,17,	12:5	head	21:17 25:1	36:3,10
22 35:1	groups	23:19 24:23	29:1 43:14,21	hour
38:14,15	16:13	heads	44:1,5,17	6:12
39:1,13,14,	grow	26:15	46:4,6,17,	
15,18 48:9,13	39:4		18,23 47:1,3	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

hours 36:11,20	16:14 indirectly 50:12	intended 16:3 31:12	g 3:14 4:4 7:6	13:23 14:10 15:11 16:16
house 35:14 46:17	individually 46:25	intent 13:6	10:14 12:10 18:4,19	18:12 19:17 22:7 24:12
HUGLEY 8:3	individuals 10:17	interaction 47:12 48:4	33:20,21 37:15 40:21	32:17,25 40:5,21 43:14
humbly 32:20 38:25 39:4	inequality 46:2	interactions 13:24 14:22	42:4,5 49:20	47:7
hundreds 31:25 32:1	influence 15:19 16:1 31:10	interested 50:12	investigatio n 13:9,21 16:5 19:25 36:22 37:20	items 7:9,10
HUNT 9:14	informally 20:11	interim 7:24	Investigativ e 18:18 19:3,18 20:4,8 28:5, 6,8 35:15 36:19 37:18 44:19 47:22 48:14,20	<hr/> J <hr/> J.D 1:17
hymn 4:13,15	information 21:23 28:15 29:6 41:13,15	interpretati on 15:25	Interpretati ons 14:16 31:4	JACKSON 8:5,7 49:11, 14
hymnal 4:14,16	initial 41:13	interpretati ons 14:16 31:4	invite 11:24	James 8:14
<hr/> I <hr/>	initially 44:1	intervening 12:13	invited 3:25	January 12:22 15:8,10 26:1 44:24
idea 36:1 39:21	initiated 18:14 44:4	interview 14:4,5 15:3,6	involved 25:3 37:20 42:8,11 43:14	Jenny 9:2
identified 15:12,16 17:16	Inn 36:5	interviewed 13:22 14:6, 19,21	involvement 43:22	jeopardy 48:8,12
identify 42:7	innocent 6:4	interviews 13:20 15:6	involving 43:12	job 32:25 44:17 46:18
identity 16:18 17:20	inordinately 22:8	intimidation 17:4	irregularity 20:15,16	JOHNSON 9:16 13:3 17:23
II 1:11 2:1 3:4	insensitivit Y 46:1	introduce 7:20,21 8:2	issue 10:20 19:9 22:10 27:3, 16,23 30:19, 20 33:11 39:10 44:9 45:9 46:17 48:3,7	jotted 41:2
important 25:6 41:20 46:22	insistence 14:11	Introduction 3:5	issues 13:23 14:10 15:11 16:16 18:12 19:17 22:7 24:12 32:17,25 40:5,21 43:14 47:7	joy 5:15
include 17:17	insolent 6:2	introduction B 6:21 43:6	investigate 12:25 13:10 21:11 34:19	JR 1:6,11 2:2 12:22
included 13:23 14:10 41:25	instead 16:21	investigatin	investigatio n 13:9,21 16:5 19:25 36:22 37:20	judicial 13:17 19:18, 22 20:8
inclusion 30:7	Institute 17:12		investigatio n 13:9,21 16:5 19:25 36:22 37:20	Judy
indicated				



ESQUIRE
an Alexander Dally Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

8:25	16:16 36:5	19:19,20	least	listen
July	knocked	21:10	16:18 37:24	12:1,2 16:20
13:22 14:4	36:9	Larry	leave	28:17 32:2,3,
27:19	know	46:7	3:24 26:5	4,5
jumping	6:13,19 7:8	last	30:3	listened
40:23 48:11	10:23 18:13	10:3 12:13	led	32:12
jumps	23:6,7 26:16	29:8 37:16	17:12 37:4	listener
26:20	27:3 31:24	late	38:18	31:22,23,24
June	32:8,22,24	28:1 44:20	left	32:5
13:2,5,19	33:9,14	later	38:1	listeners
24:24	37:17,21,22	14:24 15:4	legitimacy	31:21
jurisdiction	38:8 41:2	27:11 31:7	17:2	listening
27:24	42:13,14	Lattimore	lengthy	16:10 20:25
just	44:12,18	25:7,20 26:3,	14:9	31:21 32:16
7:16 10:24	45:15 46:11	11,23 27:20	lens	34:22 35:20
11:3 12:1	47:20,25	43:18 44:1,4	22:5,6	40:22 43:10
20:10 22:3	48:8,9	45:17	lesser	little
23:6 25:13,21	knowing	Lattimore's	35:19	41:18 43:25
26:12,24 29:6	33:14	30:1	let's	live
35:7 36:1,22	knowledge	law	34:2 39:14	39:18
48:5	5:9	5:17 32:4	letter	lives
justice	known	35:12	25:8,19	36:3
22:7 32:17,21	4:21	Lawrence	letting	living
44:5	knows	14:20	34:22 37:21	39:13
K	6:22 30:25	lawyer	life	Livonia
Keep	33:19	7:7 10:10	32:1 38:17	9:9
6:2 11:7	ROSTER	35:13,14	light	lobby
keeping	1:17 3:6 6:24	36:12 37:17	4:9	15:21
5:25 44:23	9:25 13:8	39:9	lights	Lombard
kept	39:12 45:12,	leader	36:7	17:12
48:24	19 47:20 48:5	43:3	likely	long
Key	49:3,18	Leaders	3:20	24:10,15 29:4
13:22 14:10	KRUG	17:12	limited	35:2
46:24	9:6	lean	11:8	longer
kind	L	4:15	line	26:6 44:1
40:12	labelled	learn	20:3 29:7	l o n g -
kinds	11:5	32:4	32:6 36:24	s t a n d i n g
22:8	lack	learned	40:11 46:3	19:4
Kirk	47:17	17:18	listed	look
8:18 9:24	lady	learning	30:10 42:10	19:8,10,17
knew	25:7	39:4		20:2 21:16,18
	language			



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

23:4 28:7,9 30:19,20 36:11 37:7,8 40:11,12,24 42:18 47:2	5:14 32:13 34:7,17 35:3	mediator 31:25	merely 12:6	15:20 23:4 28:14
looked 25:18	manner 39:8	meditation 6:5	messages 10:17	MINISTRY 1:5,12 3:4, 12,13 8:1 9:13 11:14,16 13:12,17 14:3,15 17:1, 3 23:10,24 23:9 38:11 39:2 44:25 45:8 47:15
looking 33:12	March 1:13 3:2 23:12,15,17 24:1,6,21,25 27:4 28:12 29:14 45:2,3, 8 50:14	meet 4:23 10:19 29:3 37:3,15, 18	met 13:19 14:4, 18,25 15:2,5, 8 24:1 36:1, 18,20	minority 33:1
Lord 4:24 5:17,18, 19,20,21,22 6:5 32:20	Marie 8:2,3	meeting 3:11 4:7 10:9,11 13:5 14:24 15:4 23:17,18 26:1,10,13, 19 27:12,14, 25 28:12 29:1,8,22 37:10,12,16	methods 17:3	minute 47:8 49:15
Lorkowski 14:20	Marjorie 8:20 12:8 40:6	meetings 28:25 29:1 31:1 41:15,17 42:1,6,25	Metropolitan 15:20 45:8	minutes 6:22 44:20 45:1,3,7
lot 4:16 10:15 26:12	mark 34:10	meets 37:21	Michigan 1:14,19 3:1 50:1,22	misperceptio n 30:13
Lots 32:4	MATTER 1:3 12:20 20:5 50:13	member 9:21 19:4 25:5 26:3 27:6,7 29:24 30:5,24 31:6	middle 32:13	mistake 23:25
love 32:21	matters 13:16 19:8 20:2	members 3:25 38:6	Mike 9:4	model 14:15 16:25 23:5,6,7,9, 21,22,23 24:22 33:8
Loving 4:19	MCDEVITT 9:2	memorandum 44:22	Mile 13:25 14:2, 13,16,23,24 15:4,15,22, 24 16:2 23:3 24:2,17,22 28:20 29:24 30:6 31:4,11 42:1,7,9 43:15,20 44:20,21	Moderator 15:19,20 25:5,25 26:6 29:14,16,20, 22 30:5 31:6, 13 34:12 38:8 40:16 45:11
lunch 49:22	MCMILLAN 8:25	Mennonite 17:13	Michigan 1:14,19 3:1 50:1,22	moderators 7:25
M	mean 12:17 32:24 45:11	mention 39:9	middle 32:13	moment 7:17 23:1
1:22 50:21	meaning 42:2	mentioned 39:9 41:20 43:5	minutes 6:22 44:20 45:1,3,7	moments 12:1
making 5:18 27:8 35:6	means 38:25 39:5	mercy 32:21	minutes 6:22 44:20 45:1,3,7	
MALE 41:10 43:10 45:24 46:8,11 47:9,11 48:3, 13,16,22 49:1,7	meantime 28:3		minutes 6:22 44:20 45:1,3,7	
malice 21:2	Mediation 17:11,19 31:24		minutes 6:22 44:20 45:1,3,7	
man	mediations 32:1		minutes 6:22 44:20 45:1,3,7	



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

month 7:3 10:3 12:12,13	must 19:3 25:4 47:22	9:23 Northbrook ^o 8:21	47:9 observations 14:16 47:12	onward 24:6
months 27:11 29:8 44:15 48:21	myself 28:13 38:19, 23 39:12,16 40:1 41:13	notable 14:8	observed 16:8 31:19	open 3:16, 22 4:2, 5 25:12,13 36:17 37:8 49:22
Moreover 5:24	N	notes 40:6 41:2	Obviously 35:17	openness 12:2
morning 4:22 6:9,10 9:18 36:6	name 4:25 7:14, 23 24:17	nothing 5:16 20:7 22:3 24:14 27:6, 8, 10 28:16 29:13, 22 44:15	occasion 30:13	operations 44:24
morning's 3:8	named 3:18 7:1 25:7 42:10 43:19	notify 15:23 31:3	occurred 21:12 40:18	opinion 16:23 17:6 29:5
most 3:20 38:6	narrative 42:24	November 14:25 15:2	October 25:7, 17 50:23	opinions 16:9, 11, 21 31:20
mostly 6:22	nature 29:10	Number 4:16 10:15 21:9, 12 22:15 35:11	offenses 29:11	Opportunities # 14:13, 24
motion 3:13, 17 4:1, 3 7:4 10:3, 12 12:7, 10 26:7, 11, 16 27:6, 8, 10, 13, 14, 15, 17, 22 28:1 30:19, 24 31:8, 10, 13, 14 44:9, 10, 12, 24 45:9	necessarily 46:6	nurture 33:25 34:16	offer 4:19 26:11 44:18	opportunity 16:2 31:11 37:25
motivated 11:6 46:18	necessity 35:19	nurturing 33:24	offered 27:17 33:1 39:11	opposed 23:5
motivation 46:3	need 6:21, 22 7:9 11:10 31:21 32:8 36:12, 13, 14, 25 37:1, 7, 10 38:10 42:18	O	office 16:6 36:10 38:14, 15	ordained 11:14 19:7 22:13, 14 35:6 49:2
mouth 6:4 22:18	needed 24:14	Oak 1:14 3:1 9:11	offices 38:14	order 4:7, 8 19:4, 15 20:15 27:22 28:7 34:15 47:20, 21
move 17:14 20:22 27:14, 15 45:18	needs 6:20 31:25 33:15, 16	object 21:7 22:21 27:15	oh 19:11, 19	ordinances 5:21
movement 20:21	never 22:13 36:4, 12	objecting 20:12, 14	Okay 47:7 49:14	ordination 13:13 48:24 49:8, 12, 13
moves 17:10	nice 36:10	objection 28:21	old 4:15 32:15	original 19:14
	night 5:9	objectionabl e 33:9	Once 24:4, 5 26:6 39:3 49:2	
	Norman	observation	ones 42:12	
			on-line 4:11	



ESQUIRE
an Alexander Galt Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

originally 22:1	paperwork 6:15,17,19 42:17	pastoral 17:15,20	person 14:21 21:14 38:13 39:11 44:8 46:24 47:2,14	22:9 26:2,20, 21 30:9,14,16 31:9 34:18 46:15 47:7,20
ought 31:22 34:18	paragraph 29:7 45:18	pastors 9:2 10:18	personal 14:22	points 4:2
outcomes 13:7	parameters 13:9	patience 39:3,5	personally 17:19	politically 11:6
outline 45:21	parish 9:6,10	pattern 16:8 17:7 31:19 32:11 40:23	persons 19:6	Pontiac 7:24
outside 10:16	Park 8:4	patterns 33:14	phone 10:16	portrayed 39:8
over 6:3 24:8 25:16 27:11 32:6 45:9	parliamentar y 26:18	Paul 9:8	Phyllis 9:14	position 22:12 25:10, 11,14,22 26:9 30:4 43:15 44:6 45:5
overnight 36:2	part 3:16,22 11:11 23:3,6 26:14 28:21 29:25 41:14,19,24, 25	Paul's 9:8	piece 46:24 47:2	positions 30:21
overreaching 31:18	participate 17:11 22:21, 22	PC 11:14	place 4:20 30:14 36:9	possible 37:17 43:12
overriding 39:5	participatin g 22:23	PCUSA 13:15	places 21:9 32:4	postponed 10:5
oversaw 24:17 29:23	participatio n 42:25	Peace 17:13	plan 14:5,18	postponement 12:7
oversight 24:11,13,19, 24	particular 23:23 25:24 29:7	people 3:25 6:7 7:20 10:15,24 16:11,20 31:1 32:16 35:8 38:5 39:20 42:9 46:21 47:23	planned 4:14	potential 47:15
over-used 30:17	particularl y 34:14	perceived 16:15 31:15	planning 15:1	potentially 34:8
owed 21:14	party 50:11	perception 14:2 16:17 47:14	play 46:6	pours 5:8
<hr/>	Pass 1:19 6:18	perfect 5:17	played 43:18	power 19:5 20:3,10 22:13 28:7 30:17
<hr/>	Pastor 8:21,25 9:8, 18,23	period 3:25 48:10	Please 5:5 7:14 18:3,10 37:17 42:17 47:10	practica 32:3
<hr/>		persistent 32:11	plenty 19:19	practicing 8:15
p.m. 49:17,24			point 4:5 7:7 19:13 20:7 21:7	pray 4:25 11:4
PAGE 2:2				
pages 42:17				
paper 15:17 42:23				
papers 17:18				



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

37:14 40:2	PRESBYTERY	PRIEST	probably	45:5
prayer	1:4,17,18	1:6,11 2:2	26:4 48:1,11	prove
4:19 12:3	3:7,12 9:20	3:9,12,17 4:2	problem	47:23
prayerful	10:1,18,19	8:17 11:15	33:10 39:23	provide
12:23	12:24 15:19,	12:22 14:1,3,	44:21	16:1 31:11
prayers	21,25 16:6	5,6,8,22	procedure	33:25
37:19	17:9 18:16	15:16,18,23	25:12,16	provided
preach	20:9,24 22:6,	16:4,9,15,	26:4,18 30:2,	26:15
38:10	16 23:4,9,10	19,24 17:1,	22 44:24	prudent
precepts	24:12,13,19,	11,15,18	proceed	11:12
5:19	22,24 25:2,5,	18:11,17,21,	7:6,22	Psalm
preferred	10,11,12,15	25 20:16,18,	proceeding	5:6
14:15 16:25	26:7,10,13,	19 21:11	18:15 19:22	punches
33:8	15,19,22	22:2,11 23:3	33:17	38:21
preferring	27:7,12,13,	24:15,20	proceedings	pure
23:23	16 28:5,14	25:3,18 26:23	7:2 13:18	5:21
prefers	29:14,21,22	27:17,19,24	21:8 34:20	purpose
23:22	30:15,21,24,	28:13,17,25	process	33:19
prejudging	25 31:5,6,8	29:10,13 31:3	10:2 13:7,9	purposes
16:9 31:20	33:21 38:8	32:12,22,23	19:12,13	10:9
32:11 40:24	44:8,13,23	34:25 35:21,	20:14,23 21:3	pursue
preliminarie	45:2 46:18	23,25 41:12,	22:10,11,12	16:6
s	48:18,19,23	19,23 42:3,5,	25:15 26:18	purview
36:22	49:9	14 43:13 44:5	27:21,23	13:18 19:23,
PREPARATION	presence	45:6,16 46:20	30:22 33:3	24 20:3 24:18
3:4,11 7:25	4:21	47:12	34:4 35:4	34:15
13:11,17	present	Priest's	37:7 38:19	put
prepares	3:17 12:13	10:5,20	40:17 45:21	6:17 30:21
26:6	15:3 24:3	13:12,24	proclaims	38:19,23
preparing	27:5	14:12 17:7	5:8	42:15 44:6
15:17	presentation	25:25 28:4	professional	45:9
presbyter	24:5 45:6	primary	ly	Q
9:21 45:12	presented	15:12	17:19	question
Presbyterian	21:23 23:12,	prior	professors	7:13 19:9
1:13,18 7:24	16 24:3	50:8	23:7	24:10,17
8:4,10,12,	preserved	PRITCHARD	program	25:9,10 33:4
14,21 9:1,3,	33:18	9:23	28:14	43:22 46:7,8
7,9,17,19	press	private	project	48:22
22:5	35:17	40:7	23:4	questions
presbyteries	prevailed	prize	promoting	14:9 18:2,3,5
25:16	27:17	38:21	25:22	33:6 40:8
	previously	probable	properly	
	43:16	35:18		



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esqulresolutions.com

47:6	reasoned	21:19 28:10	reminder	11:10 17:10
quite	22:19	redeemer	10:8	34:13
43:11 48:1	receive	6:6	repeatedly	required
R	34:10 41:8	redirected	18:25	11:19
racial	42:16	14:10	report	reschedule
18:22,23 22:2	received	referenced	3:14 4:4 7:5	37:12
28:18 46:1	10:16,22 13:7	13:1	10:4,13,14	rescheduling
r a c i a l -	28:23 37:19	referred	11:9 12:11,	37:2
e t h n i c	40:17	34:24	15,22 15:8,10	rescind
16:12,18	recess	regard	19:20 20:4	26:7 45:9
racially	47:8 49:15	40:20	21:10,24	resolution
11:6	recessed	regarding	23:13 27:4	39:20
raise	49:22	25:12 42:6	33:25 34:3,6,	resources
18:5 24:13	recommendati	regularly	10,11 35:2	14:14 28:15
31:9 33:3,5	on	15:18	36:23 37:24	respect
40:8 48:7	13:11 15:9	re-introduce	41:7,8,9,16,	37:6,9
raised	34:1,2 41:5	6:23	25 42:2,3,4,	Respectfully
4:2 33:5	recommendati	rejoicing	10,15 47:11	17:22
40:21	ons	5:19	49:20	respond
ran	3:15 7:5	related	Reported	21:1
36:25	10:4,13	18:12 40:22	1:22 21:20	responded
read	12:11,15 17:5	relation	Reporter	30:1
5:6 10:8	34:9,11,12	47:19	1:22 6:23	responding
12:9,17 27:18	41:6,10 49:21	relative	7:2,15 21:9	45:13
28:22 29:6	recommended	50:10	reporting	response
49:10	22:20	reliable	24:11	3:17 10:15
readiness	reconcile	4:15	reports	26:24 37:19
11:16 20:22	45:4	remains	23:22	44:10 45:19,
r e -	reconvene	11:8	representati	20
advertising	36:25 49:16	remarkably	ve	9:13
46:18	reconvened	19:24	representati	responses
ready	10:12	remarks	ves	14:9
11:14 34:17	reconvening	10:8 28:17	29:2,4	responsibili
35:3 39:1,2	10:6	42:20	represented	ty
46:13	record	remedial	3:18 16:4	11:7,15,17
really	7:15,18 28:21	20:17	request	rest
4:11 11:8	30:14 41:20	Remember	10:5 37:5	34:8,9 37:12
27:3 33:11	49:17 50:6	11:19	49:10	result
44:23	recording	remembers	requests	4:5 20:13
reason	7:2	27:5	10:18 26:7	43:17,21
11:5 48:7	records		require	results
				23:17,19



ESQUIRE
an Almaden Valley Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

29:17	review	role	Saturday	19:17,18 23:3
Resume	12:15,17	43:18 46:5	4:10	24:2,17,22
2:4 11:23	reviewed	room	saw	28:20 29:1,24
retaliation	34:10	7:8	46:5	30:6 31:4,11
44:16	reviving	Rosy	saying	42:1,7,9
retired	5:17	25:7	20:12 22:9	43:15,20,25
8:24	reward	roughly	26:3 28:12,22	44:20,21
retribution	5:25	36:20	44:23 45:20	secretary
43:13 46:5,9	REYNOLDS	route	says	8:22
return	8:11 14:7	22:19	19:21 20:25	see
4:4	36:21	routinely	25:15,20	7:16 21:4
returned	RICE	17:3	28:17 29:12,	23:15,23 32:6
49:7	6:17 9:10	Royal	15 30:16	36:6,7 38:15
returning	12:17,19 13:4	1:14 3:1 9:11	31:3,10 39:7	40:9,13,14
49:6	17:24 49:9	rubberband	46:23 47:21	41:22 47:3
REV	Richard	6:18	schedule	48:16
1:17 3:6 4:8	8:23	rule	37:15,16	seek
5:2,5 6:9,11,	Richmond	27:22	scheduling	32:21 33:25
21,24,25 7:19	3:19 36:2	rules	13:19	35:3
8:13,20,23,	right	25:11 48:6	school	seeking
25 9:2,6,8,	5:19 7:23	run	29:18 36:4	19:6
10,12,18,20,	19:5,7,8,11,	7:12 35:2	38:9	seeks
23,25 10:3	16 20:14	40:9	scope	20:21
12:6,10,12,	22:14,16	runs	11:9,17	seen
17,18,19	24:16 26:4	5:14	se	21:4
17:25 18:9,	27:7 30:23	Ruth	27:18 31:14,	sees
10,11 35:24	32:25 33:1	12:21 13:22	15	22:5
40:4,19,20	35:10 37:4,5	20:5 28:24	Seabrook	s e l f -
41:8,11,18,	39:16 40:3,	39:12 45:25	43:18	identifying
22 42:2,4,12,	10,19 44:8	S	Seabrooks	16:12
16,21,22,24	righteous		27:20	seminary
43:5,9,23	5:22	Sacrament	sealed	15:16 23:3,5,
44:4 46:13	rightly	8:14 13:13	49:7	13,16 32:3
47:6,10,20	23:21	20:24 32:14	seat	45:6
48:5,7,14,	rights	35:6	20:2	Senate
17,24 49:3,4,	21:13 22:22	Sam	seated	27:21
9,13,15,18	rising	8:18	5:5	send
Reverend	5:15	Sandra	Second	25:19 39:23
10:20 13:2,3,	ROBERT	14:20	13:25 14:2,	sending
4 17:22,23,24	8:7	sat	13,16,23,24	45:12
18:2	rock	32:12 36:12	15:4,15,22,	sense
reverse	6:6		24 16:2	17:20
18:23				



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR. - Volume II

Exhibit R
 March 1, 2011
 67

sensitive 38:2	14:14 15:22 28:15 29:19	26:13	Spirit 12:1 20:25	2:3 4:6 28:11,16,20
sensitivity 39:19	shared 23:17,19 28:24 29:17	Skills 17:11,19 31:24	32:16 37:4 38:18 40:3	34:7 48:1
sent 37:13 45:10, 11	sheet 42:20	slides 23:13,14 45:5	spiritual 20:23 36:17	statements 14:1 21:17 28:19
separately 10:19 14:19	short 43:23	SMC 13:25 14:1 24:2	spoke 24:4	stationed 36:3
September 14:19 25:7 37:13	Shorthand 1:22	somebody 7:10,11 25:14,21 36:8	sponsoring 18:17,19 28:4	status 10:20
series 44:25 45:23	show 29:7	somewhere 23:8	spread 21:3	stayed 36:3,4,5
serious 29:11 30:8 32:10	showing 45:2,4,11	son 4:25	St 9:8	step 48:19
servant 5:25 6:2	shows 44:21 45:10	sorry 7:5	staff 13:24	steps 34:14,20
serve 9:21 20:23 32:13 35:6 38:12	shut 32:9	soul 5:17	Stan 14:20	stood 4:15
served 25:5	side 35:13	sounds 30:10	stand 4:18 35:15 36:15	straight 11:8
session 3:23 4:5,22 18:6,7,18 20:10 48:18 49:16,19,22	signed 41:16	Southminster 9:15	standard 35:19	strive 11:3
set 5:12 50:14	silent 11:25 12:3	speak 3:21 7:13 10:10 32:24 35:21,23 40:23	standing 27:25	strong 5:14 30:7 34:7
setting 24:9	similar 10:22	speaking 32:20	Stanley 8:9 38:7 42:24	structure 15:22
seven 26:13	simple 5:18 11:8,25	special 10:13 12:14	start 18:9	student 15:17 16:5 19:3 29:18
sexual 46:1	sing 4:17,19 5:2	specifically 14:21	started 7:3 24:15	study 23:20 29:17
shall 6:3	Singing 5:4	speech 5:9,10	state 7:14 50:1	STUNKEL 9:8
share	sit 36:11	spelled 21:3 34:14	STATED 1:17 3:6 9:25 13:8 18:16 25:8,9 26:17 35:2 45:12 48:18	style 20:4
	situation 47:16	spells 21:9 45:22	Statement	styles 17:3
	situations 30:23			subcommittee 3:15 4:4 7:6 12:20,25 13:2
	six			



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquiresolutions.com

20:5 49:21	supporters	50:8	telling	think
subject	10:25	talk	5:7	6:21 7:1
25:18	supposed	23:1 32:8	tells	12:18 16:17
subjects	49:5	38:7	32:5 46:14	31:22 32:10,
16:5,7	supposedly	talked	ten	11,22,25
submission	21:17	26:17	39:22	33:3,5,11,
20:20 44:16	sure	talking	tent	15,24 34:16,
submit	5:18 8:3 22:4	26:17,21	5:13	18 40:8 41:1
19:3 27:2,19	24:9,18 27:5	46:21 47:14	term	43:5,7 44:17
28:9,20 31:2,	31:8 35:24	target	25:25	46:2,19,23
17,18 35:10,	40:6	43:21	test	third
12 39:16 40:1	surely	targeted	4:16	40:22
submits	33:23	14:2	testified	thirteen
25:7 26:7	suspect	task	47:24	27:11
submitted	11:21	11:8,25	testimonies	THOMAS
17:22 19:20	swayed	13:10,14	40:16	1:6,11 2:2
subsequent	29:23	21:11	testimony	3:9 12:21
15:17	sweeter	taste	50:6	thought
Subsequently	5:23	22:17	Thank	4:15 16:16
44:5	sworn	taught	17:25 18:9	Three
subtext	50:9	4:17 23:5	35:20,25	15:12 16:12
43:12	T	Taylor	37:20 42:22	40:21 42:9
suggested	TABLE	9:15	43:6,9	throughout
43:16	2:1 6:18 8:2	teach	theme	4:21
suggestion	take	38:9	41:24	Tim
33:7 43:11	7:9 11:24	teaches	themselves	39:12
suggests	22:10,20	38:9	7:20,21	time
32:8	25:21 30:7	teaching	Therefore	15:23 17:15
suitability	31:23 34:23	23:7	17:10	18:1,11 20:1,
13:12,16 19:6	38:21 42:18	Team	thing	2 24:10 25:17
34:15	49:15	15:21 44:25	18:20 21:21	26:2,12,14,
summed	Taken	45:8	25:13 37:5	21 29:5,7
46:25	1:12 14:12	technical	41:12 43:17,	31:1,3,6,7,9
sun	26:1 27:6	25:2	25	32:1 34:18
5:13	29:23 33:18	tell	things	35:4 36:24
Sunday	takes	10:14 19:19	10:7 19:1	37:1,15,17
38:9	21:11 39:10,	21:1 22:4	21:12 22:8,9	38:18 40:11,
supervised	22	25:4 28:25	26:20 28:7	13 44:2
11:21	taking	31:14 33:16	32:10,15	timely
support	8:22 15:24	36:12,13,14	33:16 39:1,4	28:2
31:9	20:13 31:4	50:9	40:8 46:15,16	timing
			47:3,4	27:2



ESQUIRE
an Alexander Calder Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

TIMM 9:20 10:21 45:12 titles 38:13 today 6:16 7:9 10:9,12 11:18,23 20:19 21:3,15 22:25 32:23 together 4:20 12:4 14:14 22:18 24:3 28:15 37:1 39:13, 14,19,20 45:10 told 26:24 36:3 37:9 Tom 7:7,19 8:17 9:18 10:5,9, 25 18:1 22:2 28:24 32:22, 23 38:9,10,11 41:11 43:1,16 45:24 46:8 tomorrow 37:21 tongue 32:7 tools 17:17 toward 21:2 28:19 46:5 towards 46:10 track 11:7	train 32:1 trained 32:3,4 Training 17:12,20 31:23 39:11, 19,20 transcript 50:5 transgressio n 6:4 traveled 6:13 trickling 6:14 Troy 8:5,7 9:1 true 5:22 29:11 36:15 48:2 49:3 50:5 truly 12:2 trust 23:14 trustees 44:19 truth 46:14 50:9 trying 30:10,12 48:5 Tuesday 3:2 twice 24:4 32:8 two 23:9 28:1,14 29:18 32:7,10 33:23 35:11	36:6,20 38:21 41:15,24 42:5,8,10 43:4 46:15 48:21 type 25:13 38:13 <hr/> U U.S.A 1:18 unable 37:16 under 11:12,15 19:15 20:15 24:18,23 38:20,23 39:7,24 40:1 undermined 14:3 understand 38:24 47:16 understandin g 49:4 undone 38:1 undue 25:24 unfair 11:5 unfortunate 44:17 UNIDENTIFIED 41:4,10 42:23 43:10 44:2 45:24 46:7,8, 11 47:9,11 48:3,13,16, 22 49:1,7 United	8:4 units 36:8 unjust 11:5 unnamed 42:10,12 untoward 28:19 unusual 11:23 unwilling 16:19 17:2 upmost 37:6 upset 19:12 urban 14:14,15 15:20 16:25 23:4,10,24 28:14 33:8 45:8 USA 11:14 20:25 use 15:14 16:1 26:18 29:13 31:10 uses 17:3 38:13 <hr/> V	13:15 34:20 violates 22:22 violation 26:4 violative 21:5 Virginia 3:19 8:15 19:5 36:2 virtues 39:3 visit 14:1,14 15:15 23:20 24:5 visits 14:23 voice 5:10,11 16:2 31:11 VOLUME 1:11 2:1 3:4 volunteers 13:25 vote 27:9 voted 27:16,18 voting 3:25 <hr/> W
--	---	--	--	---



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

40:19 41:12, 19 42:21 43:11,23 44:4 46:13,23 48:7,14,17 want 4:9 7:6 26:16 27:3 29:16 32:9 35:20 36:1 38:22 39:1,9 40:6 45:17 wanting 40:8 wants 20:20 35:4,5 warned 5:25 Waterford 9:19 way 7:16 21:8 22:24 26:6,17 28:19 31:16 32:22,24 34:19 42:9 WAYNE 50:3,22 ways 22:15 35:3 wedding 5:14 weighs 25:9 we'll 11:21 49:16 went 23:3,9 24:9, 20 26:14 36:4,16 we're 19:21 20:12,	14 21:7,8,11 25:20,21,23 26:5,18 32:18 33:22 34:1 35:9 37:1 weren't 46:16 49:5 we've 11:19 12:12 whatever 36:14 38:11 39:22 whether 13:14 22:14 23:6 32:18 35:18 46:8,14 47:22,23 white 16:13 whoever 39:12 whole 30:4 38:16 43:17 45:22 widespread 11:22 WILHELM 8:20 12:10 willing 22:20 39:6 windows 36:8 wise 5:18 wish 42:14 wished 33:4 wishes 21:2 within	15:21 19:22 20:3 23:4 44:21 witness 15:3,7 41:14 42:7 50:6,9 witnesses 21:22 28:11 41:13,15,16, 23,24 42:6,8 women's 24:16 Word 8:14 12:1 13:13 20:24 32:14 33:18 35:6 words 5:10,11 6:4 16:4 32:20 work 4:12,20,24 11:6,10,20 14:13 15:22 20:20 28:15 38:1,10,11, 14 39:14,19 working 22:18 38:14 works 24:19 45:22 workshops 11:20 world 5:12 worthy 4:24 wreck 26:24 write 17:18 writes	44:14 45:19 writing 40:5 written 19:1 26:3 34:6 40:7 41:21 wrong 23:21,23 27:8 31:9 33:7 wrote 10:7 41:2 <hr/> y year 25:4 30:4 years 32:3 35:13 39:22 yesterday 4:13 28:23 yourself 8:2 46:6 yourselves 34:17 Youth 14:13,23 <hr/> '09 23:17 24:1,6, 21,24 25:1,18 27:4 29:14,20 30:4 44:20 45:3 <hr/> 1 1 3:2 13:2 10 15:5 50:14 1029 49:17	11 15:8 12 45:8,11 1250 49:19 1251 49:17 1255 49:23,24 12th 23:15 13 14:18 29:7,8 44:15 14 45:15 15 13:22 150 42:17 16 24:6 16th 23:16 24:6 17th 23:11 18 12:22 15:10 23:2 18th 23:11 19 5:6 14:25 1st 1:12 3:9 <hr/> 2 2 24:21,25 45:3 50:23
--	--	---	---	--



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esqulresolutions.com

2008	15:2
44:22	35
2009	35:13
23:2 25:4,7,	358-5403
24 28:12	1:20
44:24 45:2,8	3772
2010	1:19
12:24 13:6,	4
19,22 14:4,6,	4
18,19,25	2:4 12:24
15:2,5 26:1,	48108
6,10,12,22	1:19
27:11,19 29:6	5
30:19 44:14	5
45:9	5
2011	25:17,18,19,
1:13 3:2	24 45:10 47:8
12:22 15:8,10	49:15
50:14	529
2012	1:13
50:23	7
21	730
45:23	4:12
21st	734
44:14	1:20
22	8
13:19 44:24	838
23	1:14 3:2,5
24:24	84
26	4:16
37:13	841
27	4:6
27:12	9
27th	9
44:14	13:5 14:6
28	900
14:4,19	4:7
3	9th
2:3 45:18	23:12
30	



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit S



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
 PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MAC KINAC PRESBYTERY OF MAUMEE VALLEY
 PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

September 23, 2010

Rosy Latimore
 1762 Farmbrook Drive
 Troy, MI 48098

Thomas Priest
 22668 Beckenham Court
 Novi, MI 48374

Dorothy Seabrooks
 422 University Place
 Detroit, MI 48224

Detroit Committee of Counsel
 % Edward H. Koster
 3722 Bridal Pass Court
 Ann Arbor, MI 48108

Dear Rosy, Dorothy, Thomas, and Edward

Grace and peace to you in the name of our Lord Jesus Christ.

On Wednesday, September 15, 2010, I, as Moderator and the Rev. Doris Arnett Whitaker, Vice Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for case *Latimore et al v. The Presbytery of Detroit*. (indexed as case # 2010-02) The Rev. George Baird, Stated Clerk for the Synod of the Covenant, joined the conference call in order to assist with questions of process, but did not participate in the examination of documents under the provisions of D-6.0305, or in the decision about them.

The purpose of this conference call was to determine whether the Preliminary Questions were answered according to D-6.0305.

D-6.0305a *the governing body has jurisdiction*
 The answer is yes

D-6.0305b *the complainant has standing to file the case*
 Elder Thomas Priest was not in attendance at the presbytery meeting at which the action in question was taken by the presbytery and therefore, does not have standing. Both Elder Rosy Latimore and Elder Dorothy Seabrooks were in attendance and enrolled as elder commissioners at this meeting so therefore, the answer is yes.

1911 Indianwood Circle – Suite B, Maumee, Ohio 43537
 419-754-4050 800-848-1030 (Michigan and Ohio) Fax 419-754-4051 www.synodofthecovenant.org

Exhibit S

D-6.0305c *the complaint was timely filed*

The complaint was received by the Synod office on Tuesday, July 27, 2010 which is at least ninety-one days after the date of the presbytery meeting. The Synod office was open on Monday, July 26, 2010 on which the documents could have been delivered. Therefore, the answer is no.

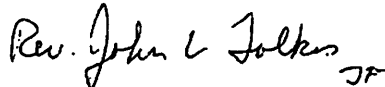
D-6.0305d *the complaint states a claim upon which relief can be granted.*

According to Robert's Rules of Order (10th edition), the motion, *Objection to the Consideration of a Question*, is one of a category of motions known as Incidental Motions. Incidental Motions relate to "pending" business or other business at hand. (RONR, page 66, ¶15). "The purpose of an *Objection to the Consideration of a Question* is to enable the assembly to avoid a particular original main motion altogether when it believes it would be strongly undesirable for the motion even to come before the assembly." (RONR, page 258, ¶ 25) This indicates that the procedures used during the Presbytery meeting of April 27, 2010, while unusual, were not out of order. Because the action of the presbytery in dealing with this matter was in order and because the SPJC cannot force a Presbytery to apologize to its own assembly, the SPJC cannot grant the relief requested. Therefore the answer is no.

Since two of the four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted. The request from the Presbytery Committee of Counsel to dismiss this case will not be considered since the case is not being accepted.

If any party to this case, or any member of the Synod Permanent Judicial Commission, wish to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Sincerely in Christ,



Rev. John V. Folkers, SPJC Moderator

cc: Doris Arnett Whitaker

George W. Baird

The members of the Synod PJC

Exhibit T

Committee on Preparation for Ministry
PRESBYTERY OF DETROIT
 March 1, 2011

<u>E</u> Bell, Margaret	<u>P</u> Hartley, Tom	<u>P</u> Krug III, Ernest	<u>P</u> Stunkel, Paul
<u>P</u> Brownlee, Richard	<u>P</u> Hughley, Marie	<u>P</u> McDevitt, Jenny	<u>E</u> Warren, Orlean
<u>P</u> Clark, Sam	<u>P</u> Hunt, Phyllis	<u>P</u> McMillen, Judi	<u>P</u> Wilhelmi, Marjorie
<u>P</u> Downs, Elizabeth	<u>P</u> Jackson, Barbara	<u>E</u> Pittman, Jason	<u>P</u> Timm, Allen
<u>P</u> Gage, Larry	<u>P</u> Jackson, Robert	<u>P</u> Pritchard, Norman	
<u>P</u> Gaubatz, Mike	<u>P</u> Johnson, Henry	<u>P</u> Rice, Betsy	

1. Call to Order:

CPM co-chair Beth Downs called the meeting to order at 9 am with prayer. The minutes were approved, as corrected.

2. Introductions:

All members were introduced and the following were seated: Tom Priest, Stanley Edwards, elder Calvary Pres, Darryl Reynolds, elder Calvary, Rev. Archibald Wallace, attorney and advisor to Tom Priest, Mrs. Courter as court reporter, Christine Bohn as member of the Investigative Committee, and Ed Koster, Clerk of Presbytery.

3. Motion to Approve Agenda:

The agenda was approved

4. Explanation of Purpose and Process:

Beth Downs reminded the committee that we are reconvening the CPM hearing on the motion to adopt the report and recommendations of the investigative sub-committee regarding the complaint of Ruth Azar, of Second Mile Center, against Tom Priest, candidate. The investigative committee included David Abbott, Christine Bohn (COM), Elizabeth Rice, and Henry Johnson. Beth urged fairness and diligence in our task to assess the report, and to determine Tom's fitness for ministry, in accordance with the process outlined in the Book of Order, and the manual for CPM of the Presbytery of Detroit. We do not have function or power to determine disciplinary action, and this is not a legal or disciplinary hearing.

5. Hearing Stage

- On February 1, 2011, a motion was *made and seconded to adopt the Investigating Committee's report and recommendations*. Having been postponed and not withdrawn, it was still on the floor. The Investigating Committee's report and recommendations were read. This report can be found on the POD Caucus website.
- Mr. Wallace acknowledged CPM's right and responsibility to evaluate suitability for ministry, but maintained that the style and tone of the report and process of the investigative committee are disciplinary in nature and therefore in excess of that right.
- Mr. Wallace responded to the issues raised in the report, specifically: that Mr. Priest did not abuse his authority as Moderator of the Presbytery, and that Mr. Priest values justice and equity highly and never intended prejudice or malice in any interactions he had with Ms. Azar.
- Mr. Wallace submitted that Mr. Priest does not object to the recommendations of the sub-committee, but to the nature of the report, its conclusions, and the process by which this has been handled. They requested that the committee approve the recommendations, but not the report.
- Mr. Priest stated that he is committed to his call to ministry, and submits to the authority of this body and the recommendations for growth and training. He suggested that all parties involved should be offered the training as an opportunity to build community. He maintained that any conflict resolution should include all involved.
- Mr. Wallace submitted a narrative from Mr. Stan Edwards, elder, Calvary Presbyterian Church and director of Barnabas Center, about his participation in the meetings with Tom (copy attached).
- The committee went into executive session. Mr. Koster was asked to remain.

Exhibit T

7. Executive Session

- The approved minutes of this session are sealed and on file in the offices of the Presbytery of Detroit.

8. Move to Open Session

- The Committee returned to open session. While in executive session, the Committee adopted the report and recommendations of the CPM Subcommittee Convened in the Matter of Complaint by Ruth Azar against Thomas H. Priest, Jr, dated January 18, 2011, as follows:
- After considerable discussion, a motion is made to *separate the report from the recommendations*. Second. Votes to approve 10, to oppose 8. **The motion passed.**
- **The motion to adopt the report is approved.**
- A motion on the floor is to *adopt the recommendations*. A question was raised about including objective measurements of progress.
- A motion was made that *in addition to the mediation training, Mr. Priest return to this committee to report on what he learned, and then as a follow-on he participate in a psychological assessment. Withdrawn.*
- A motion was made to *adopt the recommendations, amended as follows:*

CPM SUBCOMMITTEE
CONVENED IN THE MATTER OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.
Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

- On July 15, 2010, we interviewed Ruth Azar. Key issues included:
- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
 - disturbing statements made by Mr. Priest during his visit to SMC
 - a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

Exhibit T

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

~~This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.~~

[This assessment will include asking Mr. Priest to present a report on what he has learned personally and professionally.]

Exhibit T

CPM requires Mr. Priest to subsequently undergo professional assessment through Midwest Career Counseling Center. CPM will furnish Midwest with the CPM Sub-Committee report and require that Midwest furnish their assessment to CPM. Pastoral counseling may also be helpful in Mr. Priest's learning and healing through this process, and CPM encourages Mr. Priest to pursue that option.]

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

(end of report)

- **The motion passed.**

Since Mr. Priest and Mr. Wallace were unable to remain nearby until the executive session concluded, the Co-Moderators of CPM will contact them and give them written copies of the committee's action.

9. Examinations and Annual Consultations:

- Groups A and B met with Liz Ryder for Final Assessment (1-11/07, C-6/08, McDevitt). Upon examining Liz on her responses to Form 3, a motion was made *to sustain her annual consultation*. **Seconded. Approved.** Upon examining Liz on her statement of faith, her exegesis and her sermon, a motion was made and seconded *to grant her final assessment and give her permission to circulate her PIF*. **Approved.** Liz was dismissed with prayer.
- Group C met with Monique Fube for Annual Consultation (CLP, Rice). A motion was made *to continue her in the learning phase of CLP, while urging her to complete her field placement*. **Seconded. Approved.** Although she submitted her exam after the due date, a recommendation is made to proceed to grade II. Jenny McDevitt and Judi McMillan agreed to help. Monique was dismissed with prayer.
- Group D met with Cynthia Rouse-Baird for Annual Consultation (CLP, Barbara Jackson). Group D does not recommend any action to be taken by CPM at the moment. They recommend that we *not to sustain her annual consultation*, because her paperwork was late, incomplete and her written responses hard to evaluate. This is a time for discernment for her and the committee. She has yet to decide if she will retake the exam. The committee requests a follow-up assessment with Cynthia in two months. Tom raised concerns about the lack of appropriate care and nurture provided by the committee, lack of clear instructions, and constructive feedback. Cynthia was dismissed with prayer.

10. Business:

- **Report from Al Timm:**
 - o Al reported on the clergy event in February. It was well received, and 8 candidates attended.
 - o There will be a workshop on stewardship on March 26, at Ypsilanti. Robert Hurter is the presenter.
 - o Al will offer a course on Polity at ETS in the Fall, depending on what the educators want, either Al or Ed Koster will teach it.
- **Sub-committee Reports:**
 - o **Lay Pastor Preparation Sub-Committee Report** (formerly CLP report).
 - The committee will meet in April at 9:30 am, focusing on the issue of the final examination for the CLP candidates. Larry has collected other samples for the committee to compare and consider for the recommendation for the format of the examination.
 - o **Ordination Exams** – The exam results are due in about two weeks.
 - o **Session Relations** – No new business.
 - o **CPM Retreat** – No new business to be reported.
- **Coordinating Cabinet** – Operations requests us to describe what we would require in an associate executive presbyter. Richard Brownlee will attend in March. Betsy will attend in April.
- **Liaison Reports:**
 - o We need a new liaison for David Oh, who is currently working in California.
 - o We thank David Abbott for his faithful service, and relieve him of any co-opt responsibilities.

Exhibit T

- o There are three other people who would like to be reassigned to a new liaison. We need to assess how assignments are made, rather than default to whoever raises their hand.
- c We need to ensure appropriate liaison oversight. Larry suggests a half-day retreat to regroup for reorientation. Richard recommends that the covenant include clear responsibilities on the candidate's part.

There being no further business, CPM adjourned at 3:50 pm with prayer. ***The next gathering of CPM is scheduled for April 5, 2011 at 11:00 am at Drayton Plains Community Church, Waterford. Tom Hartley and Beth Downs will be our hosts, and Larry Gage will lead in prayer.***

Respectfully submitted,
Marjorie Wilhelmi



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
 PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MACKINAC PRESBYTERY OF MAUMEE VALLEY
 PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

August 19, 2011

Mr. Thomas H. Priest, Jr.
 22668 Beckenham Court
 Novi, MI 48374

The Rev. Edward H. Koster, Stated Clerk
 The Presbytery of Detroit
 117 N. First Street, Suite 111
 Ann Arbor, MI 48104

Re: Remedial Case 2011-04, Thomas J. Priest, Jr., vs. the Presbytery of Detroit

Dear Mr. Priest and Rev. Koster:

On Wednesday, August 9, 2011, I, as Moderator and the Rev. Doris Arnett Whitaker, Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for the above-captioned matter.

Pursuant to Book of Order, Rules of Discipline, D-6.0305a, the SPJC lacks jurisdiction to consider Remedial Case 2011-04; Pursuant to Book of Order, Rules of Discipline, D-6.0305b, the complainant lacks standing to file the case; Pursuant to Book of Order, Rules of Discipline, D-6.0305c, the complaint was not timely filed; and pursuant to Book of Order, Rules of Discipline, D-6.0305d, the complaint fails to state a claim upon which relief can be granted.

Since all four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted.

If any party to this case or any member of the Synod Permanent Judicial Commission wishes to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Very truly yours,

Georgana Taggart, Moderator
 Synod of the Covenant
 Permanent Judicial Commission

1911 Indianwood Circle – Suite B, Maumee, Ohio 43537
 419-754-4050 800-848-1030 (Michigan and Ohio) Fax 419-754-4051 www.synodofthecovenant.org

**Presbytery of Detroit
Minutes of the Stated Meeting
October 25, 2011**

WE GATHERED IN GOD'S NAME

A quorum being present, the Presbytery of Detroit convened with litany and prayer in a stated meeting on October 25, 2011 at 4:01p.m. at Ann Arbor Westminster Presbyterian Church. Dianne Bostic Robinson moderated the meeting.

WE CELEBRATED OUR CONNECTIONS IN CHRIST (15)

The Moderator appointed Jill Mills the assistant to the Stated Clerk.

James Porter began moderating the meeting.

The Moderator welcomed new members and commissioners.

Upon motion of the Stated Clerk, the Presbytery approved the docket as amended.

Upon motion of the Stated Clerk, the Presbytery excused those who have requested to be excused.

Upon motion of Allen Timm, the Presbytery seated Rafaat Zaki, Executive of the Synod of the Covenant, and Ernesto Badillo of the Board of Pensions as corresponding members.

Stephen Carl welcomed the Presbytery to Westminster Church.

Reports from Presbytery Affiliated Organizations

Board of Pensions.

Ernesto Badillo reported on the Board of Pensions matters.

Presbyterian Women

Janet Morton presented the annual report of the Presbyterian Women of the Presbytery of Detroit.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Announcements

Presbytery heard announcements regarding Multicultural Ministries, the Thika Partnership, the Riverside Administrative Commission, the Middle East Work Group, and the Michigan Black Presbyterian Charitable Organization.

Reports

Presbytery heard reports from the Pastoral Response Team, the Social Justice and Peacemaking Team on the Peacemaking Offering, Hands-On Mission re future opportunities, the Michigan Round Table, and the COLA (Committee on Local Arrangements for the 2014 General Assembly).

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report. Allen Timm reported.

Mr Timm reported on the activities of the Month of Mission, celebrated the ordination anniversaries of pastors, and lifted up pastoral concerns.

Dianne Bostic Robinson resumed moderating the meeting.

The Moderator offered a brief prayer for openness.

Committee on Preparation for Ministry. Elizabeth Downs reported for the Committee on Preparation for Ministry.

The Committee reported that it had examined the Rev. Arthur Oberg on his understanding of theology, the Bible, the Sacraments, and the government of the PC(USA), and Mr Oberg has satisfactorily taken a class in PC(USA) polity. He has been ordained into the Reformed Church of America for nearly 10 years, is a member in good standing, and currently serves as called pastor to the First Presbyterian Church of Wyandotte, MI.

The Committee presented him for examination. Upon motion the examination was arrested. Upon motion of the Committee on Preparation for Ministry, Presbytery voted by a 2/3 vote to waive the requirement that he take the ordination exam pursuant to G-2.0505. Upon motion the Presbytery voted to receive Mr Oberg into membership of the Presbytery and the Presbyterian Church (U.S.A.) from the Reformed Church of America.

Mr Oberg was asked and responded affirmatively to the questions for ordination found on W-4.4003.

The Committee reported the following for the information of Presbytery:

Consultation Reports

1. CPM met with the following candidate and sustained her/his Annual Consultation. S/He has already been granted Final Assessment and permission to seek a call.

Karen Zurakowski	First Presbyterian, Grosse Ile	September 6, 2011
Lindsay Anderson	Geneva, Canton	October 4, 2011
2. CPM met with the following inquirers/candidates for ordained ministry on the dates noted and sustained their annual consultations:

Paula Allstetter	
Daniel Portice	September 6, 2011
3. CPM met with the following candidate and granted him Final Assessment with permission to circulate his PIF.

Thomas Priest Calvary, Detroit	October 4, 2011
--------------------------------	-----------------
4. CPM met with the following applicant and voted to enroll her as an Inquirers:

Heidi Church (Nicholls)	First Presbyterian Church, Ypsilanti	September 6, 2011
-------------------------	--------------------------------------	-------------------
5. CPM met with the following CRE (Commissioned Ruling Elder, formerly Commissioned Lay Pastor) students and sustained their annual consultations:

Charon Barconey	October 4, 2011
Anita Teresko	October 4, 2011

Coordinating Cabinet. Kent Clise reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Authorize the serving of communion to the new clergy meeting on November 3, 2011 at Ann Arbor First.
2. Approve the amendment to the 2011 Committee on Ministry budget to allow the use of the remaining funds in the 2011 as necessary for the support of pastors. *approved*

The motion was made that Presbytery approve the Policy on Merging, Consolidating, and Closing Churches. Upon motion of Sue Ellis Melrose, the resolution was amended as follows:

Delete the final two sentences of the section "Consolidation," Lines 79-88:

The transfer of the property to the new church requires approval of the congregation and Presbytery. Note: Under state corporation law, this process is called a *merger*.

And insert:

The transfer of the property to the receiving church requires approval of the closing congregation and Presbytery. If the transfer includes real property, the approval requires the vote of the congregation. Note: Under state corporation law, this process may be called a *merger*.

The motion was approved as amended. (The policy is appended to the minutes.)

The motion was made to approve the 2012 Mission Budget. The motion was made to postpone the motion to the November Presbytery meeting. The motion to postpone was not approved. The motion to approve the mission budget was approved. (The 2012 Mission Budget is appended to the minutes.)

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

The Coordinating Cabinet received and discussed in depth a letter from Detroit Calvary complaining about the letter distributed at the June meeting by Ruth Azar, demanding an apology and requesting authorization to place documents on the unofficial table to rebut what Ms Azar had written. The letter was received after the August Cabinet meeting and was taken up at its next meeting (October). At the direction of the Coordinating Cabinet, the Moderator of the Coordinating Cabinet has prepared a letter in response. (The two letters are appended to the minutes.)

WE SHARED GOD'S BOUNTY

The Presbytery recessed at 5:58 pm for dinner and fellowship.

WE PROCLAIMED THE GOOD NEWS

The Presbytery worshipped God with a focus on world mission.

The Presbytery convened at 7:45pm after dinner and worship.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY cont'd

Trustees. Donald Morgan reported for the Trustees.

Upon motion of the Trustees, Presbytery voted to close Divine Word Presbyterian Church (formerly known as Dearborn Woods Presbyterian Church) November 1, 2011, and transfer its assets to First Presbyterian Church (USA) of Wyandotte, at the request of its session and congregation and pursuant to a plan of joining that has been reviewed by the Trustees.

The Trustees reported the following for the information of Presbytery:

1. In response to requests to release principal from the Ranney Balch Fund, the Trustees reviewed the matter at their October meeting. They noted that they have decided and announced that they will not release any capital in 2011. They decided that they would consider whether to release funds from the principal at its January 2012 meeting. The Trustees note that they have released \$42,131 of income for use in 2012, which is included in the 2012 Mission Budget before the Presbytery this evening.
2. The Trustees have reviewed and endorsed settlement proposal parameters from the Gratiot Avenue Administrative Commission that will be submitted to the Clark, Hill Law Firm (attorneys for the Gratiot AC) for such purposes as counsel may determine useful in the litigation.

Duke Morrow and Arthur Oberg addressed the Presbytery.

Committee on Ministry. Dixie Elam reported for the Committee.

Upon motion of Dixie Elam. Presbytery voted to approve the dissolution of the associate pastoral relationship between First Church, Royal Oak and Rev. Jonathan Evans, effective October 2, 2011, and move him to the Member at Large roll of Presbytery.

Upon motion of the Committee, Presbytery voted to:

1. Receive **Rev. Gary Oliver** into the Presbytery of Detroit as Member at Large.
2. Receive **Rev. Ben Helmke** into the Presbytery of Detroit as Honorably Retired. Denvery pby
3. Move **Rev. Duke Morrow** to Member at Large.
4. Approve the 12 month Temporary Supply contract between **Rev. Matthew Nickel** and **First, Royal Oak**, effective November 1, 2011. Terms: Full time, 50 hours/week; Salary \$29,825; Housing \$18,000; Social Security \$3,659; Pension \$15,353; Medical Deductible \$913; Study Leave \$1,030; Business expense \$1,200. Vacation one month including four Sundays; Study Leave two weeks.
5. Approve the following transfers:
 - a. Peter Boeve from National Capital Presbytery HR
 - b. Carol Tate from Mission Presbytery, Texas. Kirk in the Hills
 - c. Jeff Ott to Miami Valley Presbytery, Ohio
6. Allow Chaplain Rivera Madera to labor within the bounds of the Presbytery of Detroit. no call.
7. Validate the ministry of **Lindsey Anderson** with **Lutheran Volunteer Corps**.
8. Approve the call to **Lindsey Anderson** to the position of **Regional Director of the Lutheran Volunteer Corp**.
9. Set the cost of living increase to 3% in minimum basic compensation. (The schedule is appended to the minutes.)
10. Set mileage compensation to be reimbursed at the IRS allowable rate.

The motion was made to change the wording on Sexual Misconduct policy. Upon motion the matter was referred back to Committee on Ministry for further discussion, to be brought back to the November meeting.

The Committee on Ministry reported the following. In accord with the authority it has been given, the Committee has:

1. **Approved** the Administrative Commission to install **Fairfax Fair** as Pastor **First, Ann Arbor**, on September 18, 2011, at 9:30 am, if all is in order.
2. **Approved** the 12 month Pulpit Supply contract between **Seung Choi** and **Korean First, Troy**, effective September 1, 2011. Terms: Part-time 30 hours/week; Salary \$18,109; Housing \$12,000; Social Security \$2,349.41; Pension \$9,674.02; Medical Deductible \$602.18; Travel \$1,236; Study leave \$1,030. Vacation: One month including four Sundays; Study Leave: Two weeks.
3. **Approved** the terms of contract between **Beth Delaney** and **Filipino American Presbyterian Fellowship** as follows: Twelve month part-time (10-12 hours/week) position, effective July 1, 2011. Salary \$12,300; Vacation of two weeks, including two Sundays. Study Leave granted upon request and approval by session.
4. **Approved** the terms of dissolution between **Duke Morrow** and **Divine Word, Taylor**, due to the closing of the church, effective September 30, 2011, and pending approval of the Congregation on September 25, 2011. Terms as follows: Rev. Morrow will receive a lump sum payment prior to October 15, 2011, covering the balance of his annual salary (\$4736.16), the balance of his annual housing allowance (\$6,642), the balance of his FICA reimbursement (\$870.56), and pay for his unused vacation (\$8,496.18). Payments will be made to the Board of Pensions to extend his benefits through 12/31/11. All benefits for Rev. Morrow will be discontinued at any time before December 31, 2011, should he receive another call for full time employment. All parties agree to seek remedies for grievances only in the Courts of the PCUSA.
5. **Approved** the Administrative Commission to install **Rev. Brooke Pickerell** as Pastor at **Northside Presbyterian Church, Ann Arbor**, on Sunday, October 23, 2011, 4:00 pm, and to serve communion at the service. Moderator: Rev. Jim Porter; Clergy: Rev. Cathi King, Rev. Fairfax Fair; Elders: Geoff Stanton (Northside, Ann Arbor); Ron Case (Grosse Ile)
6. **Approved** the 12 month Commissioned Ruling Elder contract between **Michael Jay Hoffman** and **First, Dearborn**, effective October 1, 2011. Terms: Part time, 10 hours/week; Salary \$12,000. Vacation: Two weeks including two Sundays; Study Leave one week. Supervising Pastor: Rev. David Bleivik.
7. **Approved** the 12 month Temporary Supply contract between **Rev. Donald Wright** and **Lake Shore, St. Clair Shores**, effective October 1, 2011. Terms: Half time; Salary \$9,650; Social Security \$850; Medical allowance \$5,000; Professional expenses \$7,000. Vacation one month including four Sundays; Study Leave two weeks.
8. **Approved** the 12 month Intentional Interim Pastor contract between **Rev. James Kumin** and **White Lake**, effective October 16, 2011. Terms: Part time (70%, 32-35 hours/week), Salary: \$27,055.70; Medical deductible \$541.11; Social security \$2,111.16; Pension \$10,016.62; Continuing education \$721; Professional expenses \$1,365. Vacation/Study Leave: One week including one Sunday accrued every two months.
9. **Approved** the request from the **Tropical Florida Presbytery** to perform the ordination of **Cecelia (C.C.) Armstrong** at Calvary, Detroit, on October 16, 2011. Moderator: Rev. Kevin Johnson.
10. **Granted** permission for **Rev. Ron Salfen**, of Grace Presbytery to labor inside the bounds of Presbytery of Detroit to perform a wedding at First, Plymouth.

- a. From the Presbytery of Detroit:
 - i. Johnie Bennett to Coastal Carolina Presbytery
 - b. To the Presbytery of Detroit:
 - i. Brooke Pickrell from Santa Fe Presbytery
 - ii. Hao-Teh Chen as a temporary member from the Presbyterian Church of Taiwan
 - iii. Mary Elizabeth Prentice-Hyers from Grace Presbytery
 - iv. Evans McGowan from New Castle Presbytery
 - c. To the Church Triumphant:
 - i. Richard Danielak on 7/7/11
2. Brenda Jarvis has renounced the jurisdiction of the Presbyterian Church pursuant to G-2.0509.
 3. Thomas Priest has filed a Challenge to the findings of the moderator and clerk of the Synod permanent judicial commission that it cannot accept the remedial complaint of the complainant, Thomas H. Priest, Jr. Consequently, Synod Remedial Complaint 2011-04 remains an active case. Mr Priest's objection is appended to the minutes.
 4. The stated Clerk read the decision of the Permanent Judicial Commission in the case of Ronald Vanderbeek, 2011-02. (The decision is appended to the minutes.)

Committee on Nominations. Ruthanne Bourlier reported

Upon nomination of the Committee, there being no nominations from the floor, the Presbytery elected For the vacancy in the Class of 2013 on the Committee on Representation
Elder Alyce Riggs Lincoln Park

WE GAVE THANKS TO GOD WENT OUT IN GOD'S NAME

Upon motion, the Presbytery adjourned with prayer at 8:45. Pm

The next meeting of the Presbytery will be Tuesday, November 22, 2011 at Royal Oak First at 4:00 p.m.

ATTEST:



EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Policy on Merging, Consolidating, and Closing Churches
2012 Mission Budget
Calvary Correspondence
2012 minimum compensation
Treasurer's Report
Ordination & Installation Commissions
Thomas Priest Challenge to the Decision of the Clerk and Moderator of the
Permanent Judicial Commission, Case 2011-02
Decision of the Permanent Judicial Commission in the case of Ronald

11. **Granted** permission for **Rev. Cathi King** to labor outside the bounds of Presbytery of Detroit to perform a wedding.
12. **Granted** permission for **Rev. Anne Schaefer** to labor outside the bounds of Presbytery of Detroit to perform a wedding.

The Committee on Ministry reported the following of the Presbytery:

1. In regard to the congregational meeting to elect a pastor: Pastoral Search does not encourage the practice of questioning the candidate at the point of election. Pastoral Search DOES encourage informal meetings, prior to the election, where members of the congregation may ask questions to get to know candidate.
2. **Approved** the request from **Rev. Doug Campbell** to attend Interim Training Level 1, at Pittsburgh Theological Seminary, October 10-14, 2011.
3. **Approved** the request from **Rev. Sue Ellis Melrose** to attend Interim Training Level 1, with the Synod of Mid-America, in St. Louis, October 31-November 4, 2011.
4. **Approved** the appointment of **Rev. Estelle Aaron** as Temporary Moderator at **Broadstreet, Detroit**, for 2 months.
5. **Approved** the appointment of **Rev. Ruthanne Bourlier** as Moderator of at a Congregational Meeting at **Divine Word, Taylor**, on September 23, 2011.
6. **Rev. Rufus Hatcher** resigned his position at **Broadstreet, Detroit**, effective immediately.
7. Until the merger between Wyandotte and Divine Word is final, the members of the congregation will receive pastoral care from the Wyandotte pastor.
8. Approved TPR notifying all interims of the following:
 Since all Interim, Stated Supply, Temporary Supply and Commissioned Ruling Elders are required by contract to complete semi-annual reviews (shared with their respective Personnel committees and/or Sessions), failure to do so within thirty days from October 13, 2011 will mean their current contracts will be suspended and/or any new contract will not be approved until reviews are received.
9. Approved a shared grant (with Board of Pensions) for \$3,000 to a pastor in need for medical expenses, with Presbytery of Detroit paying two installments: \$1,000 in 2011 and \$2,000 in 2012. (BOP portion would match or exceed \$3,000 amount.)

The Presbytery commissioned ruling elder Michael J Hoffman to serve as a CRE associate at Dearborn First Presbyterian Church.

Treasurer. Alvin Smith reported

Alvin Smith presented the Treasurer's Report. (Appended to the minutes.)

Stated Clerk. Edward Koster reported.

Upon motion of the stated Clerk, Presbytery voted to:

1. Approve the minutes of August 23, 2011.
2. Approve the reports of the following Commissions and append them to the minutes:
 - a. Installation of Carol Tate as associate pastor, Kirk in the Hills on September 11, 2011
 - b. Ordination of Beth Ellen Delaney on October 9, 2011 at Geneva Presbyterian Church
 - c. Installation of Brooke Pickerell as pastor of Northside on October 23, 2011

The Stated Clerk reported the following for the information of Presbytery:

1. TRANSFERS COMPLETED

Vanderbeek, 2011-02

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR October 25, 1011

CHURCHES: Of 85 churches, 54 were represented and 31 were not.

COMMISSIONERS: Of 141 eligible commissioners, 80 enrolled, and 61 did not.

OTHER RULING ELDERS (Officers, Members of Council)::

Of 20 total, 9 were present, of whom 1 counted as commissioners, leaving 8 as the unduplicated count: 6 excused, and 4 absent.

TEACHING ELDERS: Of the 150 non-retired teaching elders on the combined rolls of active members and members-at-large, 61 were present, 28 were excused, and 61 were absent.

Of the 81 retired teaching elders on the rolls, 16 were present and 65 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 1 Commissioned Law Pastor on the rolls, 1 were present, 0 excused, 0 absent

Of the 1 Certified Educators on the rolls, 0 were present, 0 excused, 1 absent.

SUMMARY

VOTING MEMBERS PRESENT

- 80 Elder Commissioners
- + 8 Other Ruling Elders
- + 61 Non-retired teaching elders
- + 16 Retired teacing elders
- = 1 Commissioned lay pastors.
- = 0 Certified educators.
- = 166 Voting members present.

OTHERS PRESENT

- 1 Non-voting attendees
- 2 Corresponding members

Ruling Elder Commissioners

- ALLEN PARK, Allen Park
- 1 BOB MORTON
- 2 BOB SZWED
- 3
- 4
- ANN ARBOR, Calvary
- 1 BOBBIE JO BARRETT
- ANN ARBOR, First
- 1 RUTH BARNARD
- 2 BEN VANTUYL
- 3 SUE LEONG
- 4 HENRY JOHNSON
- 5
- ANN ARBOR, Northside
- 1 NOT REPRESENTED

- ANN ARBOR, Westminster
- 1 CAROLE S FRANKLIN
- AUBURN HILLS, Auburn Hills
- 1 NOT REPRESENTED
- BELLEVILLE, Belleville
- 1 CONNIE ETTER
- BERKLEY, Greenfield
- 1 MIKE VANHOET
- BEVERLY HILLS, Northbrook
- 1 BILL JORDAN
- 2
- BIRMINGHAM, First
- 1 ROSY LATIMORE
- 2 SANDRA NICHOLLS
- 3 AL HUBERTY

- 4
- BLOOMFIELD HILLS, Kirk/Hills
- 1 ANNE MULAWIN
- 2 ILLEGIBLE
- 3
- 4
- 5
- 6
- BRIGHTON, First
- 1 DONNA SMITH
- 2 FRANCIS DIAZ
- CANTON, Geneva
- 1 MICHAEL GAUBATZ
- CLARKSTON, Sashabaw
- 1 NOT REPRESENTED

DEARBORN, Cherry Hill
1 NOT REPRESENTED
DEARBORN, First
1 NOT REPRESENTED
2
DEARBORN, Littlefield
1 ROGER SCHEBOR
DEARBORN HGTS, St. Andrew's
1 NOT REPRESENTED
DETROIT, Broadstreet
1 JUANITA STAFFORD
2 LEOLA BLACK
DETROIT, Calvary
1 DARRELL REYNOLDS
2 STANLEY EDWARDS
DETROIT, Calvin East
1 NOT REPRESENTED
2
DETROIT, First
1 NOT REPRESENTED
DETROIT, Fort Street
1 BOB PONDER
DETROIT, Gratiot Avenue
1 MARYANN BRANTLEY
2
DETROIT, Hope
1 DARYL TAYLOR
2
DETROIT, Jefferson Avenue
1 VICKY COLWELL
2 JOHN ADAMS
DETROIT, Riverside
1 NOT REPRESENTED
DETROIT, St. John's
1 NOT REPRESENTED
2
DETROIT, Trinity Community
1 NATALIE BROTHERS
2 FRANCES BEEMAN
DETROIT, Trumbull Avenue
1 MARTHA SINGLEY
2
DETROIT, Westminster
1 MARGARET WHITEHEAD
2 DEBORAH FAIR
3
FARMINGTON, First
1 JIM GRAVES
2 BETSY CAMPBELL
FERNDAL, Drayton Avenue
1 SARA CAMPBELL
FORT GRATIOT, Lakeshore
1 NOT REPRESENTED
GARDEN CITY, Garden City
1 SCOTT MINCH
GROSSE ILE, Grosse Ile
1 DON HILL
2 SUSAN HURST
GROSSE POINTE, Memorial
1 BILL BROWN
2 ILLEGIBLE

3
4
GROSSE PTE WOODS, Woods
1 SUSAN MATTINGLY
2 ILLEGIBLE
HIGHLAND PARK, Park United
1 MARIE HUGHLEY
2
HOWELL, First
1 NOT REPRESENTED
LINCOLN PARK, Lincoln Park
1 RONALD SHEVL
LIVONIA, Rosedale Gardens
1 ALICE McCLOSKEY
2 DYCHE ANDERSON
LIVONIA, St. Paul's
1 NOLA BORANDRIM
LIVONIA, St. Timothy's
1 JIM HARRINGTON
MACOMB, Church/Covenant
1 NOT REPRESENTED
MILAN, Peoples
1 RACHEL FLINT
MILFORD, Milford
1 ROGER ST JOHN
2 ILLEGIBLE
MT. CLEMENS, First
1 NOT REPRESENTED
NORTHVILLE, First
1 WANDA MOON
2 BARBARA ROSS
3 CAL STROM
4 KIRK SWARBRICK
NOVI, Faith Community
1 AMY GRIEGER
ORCHARD LAKE, Community
1 STACY QUINN
2
3
PLYMOUTH, First
1 JACK FARROW
2
3
4
PONTIAC, First
1 NANCY DUFFIELD
PONTIAC, Joslyn Avenue
1 NOT REPRESENTED
PORT HURON, First
1 HOWARD BORGMAN
2 SHIRLEY RHODY
PORT HURON, Westminster
1 NOT REPRESENTED
REDFORD, St. James
1 NOT REPRESENTED
ROCHESTER, University
1 BOB QUICK
2 CANDIS LYTTLE
ROSEVILLE, Erin
1 NOT REPRESENTED
ROYAL OAK, First

1 CHRIS KLEIN
2 LIZ PATTERSON
3 DAVE CHENEY
ROYAL OAK, Point of Vision
1 NOT REPRESENTED
ROYAL OAK, Starr
1 NOT REPRESENTED
SALINE, First
1 DIANNE YOUNG
SHELBY TWP., St. Thomas
1 ILLEGIBLE
2
SOUTH LYON, First
1 ANNE LYKE
SOUTHFIELD, Covenant
1 NOT REPRESENTED
SOUTHFIELD, Korean
1 NOT REPRESENTED
2
3
SOUTHFIELD, New Hope
1 NOT REPRESENTED
2
ST. CLAIR SHORES, Heritage
1 NOT REPRESENTED
ST. CLAIR SHORES, Lake Shore
1 NOT REPRESENTED
2
STERLING HGTS, New Life
1 KERRY BORDER
TAYLOR, Divine Word
1 ALAN ENGLER
TAYLOR, Southminster
1 DEL WONNACOTT
TROY, First
1 WAYNE GOEMAN
TROY, Korean First
1 NOT REPRESENTED
2
TROY, Northminster
1 NOT REPRESENTED
WALLED LAKE, Crossroads
1 MARY MAY
WARREN, Celtic Cross
1 NOT REPRESENTED
WARREN, First
1 ILLEGIBLE
WATERFORD, Community
1 DAVID DUTTON
W. BLOOMFIELD, Church/Savior
1 NOT REPRESENTED
WESTLAND, Kirk of Our Savior
1 NOT REPRESENTED
WHITE LAKE, White Lake
1 SUE MYSLIWIEC
WYANDOTTE, Wyandotte
1 MARYFERN THOMAS
YPSILANTI, First
1 NOT REPRESENTED

Teaching and Ruling Elder Members

C. ELDER MEMBERS
P ANDERSON, FRANCILE, PM
P BOSTIC-ROBINSON, DIANE
P ELAM, DIXIE, PM
A ELLIS, HAROLD
A EMMERT, JOHN

A GEAKE, BOB
A HOLLOWELL, KENNETH
P HYLKEMA, CAROL, PM
P LEWIS, STEFANIE
P MORGAN, DONALD
E MORRISON, HELEN, PM

P MORTON, JANET
E PITTS, FRANCES, PM
P PRIEST, TOM, PM
E SEABROOKS, DOROTHY M., PM
E SHIRLEY, JAMES, PM
P SMITH, ALVIN

E SMITH, KENNETH, PM
 C SZWED, ROBERT
 E WINSLOW, PAUL, PM

 D. NON-RETIRED MINISTERS
 P ADAMS, WILLIAM L III
 E ANDERSON, BARBARA S
 E ANDERSON, LINDA
 E ANDERSON, LINDSEY
 A ANDREWS, DOYLL
 E ARAKELIAN, ELIZABETH
 A AUE, CRAIG
 E AUSTIN, MARY
 A BAHR-JONES, MARY
 E *BAILEY, CLOVER
 A BIERSDORF, JOHN
 A BLAIKIE, DOUGLAS
 P BLEIVIK, DAVID
 P BOHN, CHRISTINE
 E BOLT, KENNETH
 P BOURLIER, RUTHANNE
 A BOUSQUETTE, PAUL
 A CAMPBELL, DOUGLAS
 A CAMPBELL, EMILY
 P CARL, STEPHEN
 E CHOI, SEUNG
 E *CHOI, SEUNG KOO
 A CLARK, JENNIFER
 A CLARK, STEVEN
 A COCHRAN, LINDA
 A COOPER, QUINCY
 P COWLING, NEIL D.
 A DAVIS, ROXIE ANN
 A DAVIS, WILLIAM
 A DE ORIO, ANTHONY
 P DELANEY, BETH
 E *DENNIS, WARREN
 P DOWNS, ELIZABETH
 A DOYLE-HOHF, KATHLEEN
 E *DYKSTRA, CRAIG R.
 P ELE, HERSHEL
 A EVANS, JONATHAN
 P FAILE, JAMES
 P FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 P FORGER, DEBORAH
 P FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 E *GAST, TERRI
 A GEISELMAN, KEITH
 P GERE, BREWSTER
 A GRANO, MARIANNE
 A HANNA, RAAFAT
 P HARMON, BREANNE
 E HARRIS, R. JOHN
 P HARTLEY, THOMAS
 A HATCHER, RUFUS
 P HAYES, FRANCES
 A HENDERSON, RICHARD
 A HENRY, PETER J. M.
 P HOFFMAN, MICHAEL (CRE)
 E HUFF, JASON
 P JOHNSON, KEVIN
 A JONES, RICHARD
 P JUDSON, JOHN
 A KAIBEL, KENNETH
 A KELLY, KATE
 A KIDDER, ANNEMARIE
 E *KIM, Y. MONCH
 E *KIM, YOUNGCHUL

 P KING, CATHERINE
 P KLINGER, JAMIE
 P KOSTER, EDWARD H.
 E KRUG, ERNEST
 P KUMIN, JAMES
 A LEE, FREDERICK
 A MABEE, CHARLES
 P MADDEN, JULIE
 E McCLOSKEY-TURNER, CATHARINE
 A McDEVITT, JENNY
 E McMILLAN, JUDITH
 A McRAE, BARBARA
 A MEANS, MATTHEW
 P MELROSE, SUE ELLIS
 E MICHALEK, DANIEL
 P MILLER, J. SCOTT
 A MISHLER, JOHN
 A MONNETT, JAMES
 E MOOK, SHARON
 P MOORE, PETER
 A MORGAN, AMY
 P MORROW, DUKE
 A MORSE, MATTHEW
 P MOZENA, SUSAN
 P NICHOLS, NEETA
 P NICKEL, EMMA
 P NICKEL, MATTHEW
 P OBERG, ARTHUR
 E OLIVER, GARY
 A PARKER, OPELTON
 P PARKER-WRZESZCZ, JENNIFER
 P PARKER-WRZESZCZ, MATTHEW
 P PAVELKO, JOHN H.
 P; PEARSON, BRENNAN
 P PICKRELL, BROOKE
 A PIECUCH, KEVIN
 P PITTMAN, JASON
 P PORTER, JAMES
 A PORTICE, GEORGE
 P PRENTICE-HYERS, MARY ELIZABETH
 P PRESLEY-MCGOWAN, EVANS
 P PRITCHARD, NORMAN
 P PROVOST, KEITH
 A PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 P RICE, THOMAS
 A RIKE, JENNIFER
 P RITTER, W STUART
 A RIZER, JAMES A
 P ROGERS, MELISSA ANNE
 A SCHAEFER, ANNE N.
 P SEILER, GORDON (CRE)
 E *SHIH, SHENG-TO
 A SHINN, DAVID
 P SHIPMAN, JUDY
 E *SHREVE, MAGGIE
 A SIAS-LEE, LAURA
 E *SIMONS, SCOTT W.
 P SKIMINS, JAMES
 P SMALLEY, DIANE
 E SMITH, BRYAN DEAN
 P SMITH, PETER C.
 A SMITH, TRACI
 A SOEHL, HOWARD
 A SOHN, YO SUP
 A SOMMERS, CHARLOTTE
 P STUNKEL, KAREN
 A STUNKEL, PAUL
 A TAN, HO-TEK

 P TATE, CAROL ANN
 A THOMPSON, G. PATRICK
 A THORESEN, KATHRYN R.
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TOMBERLIN, DREW
 A TUCKER-LLOYD, IRIS
 E *VAN SLUIJS, HENDRICK
 P WHITLOCK, KELLIE
 P WILHELMI, MARJORIE
 A WINGROVE, WILLIAM N
 A WOO, BYEONGJIN
 A YU, SEUNG WON
 E *YUE, MYUNG JA
 P ZAMBON, WILLIAM
 P ZURAKOWSKI, GREGORY

 D. RETIRED MINISTERS
 P AARON, ESTELLE
 P ACTON, ELLEN
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E AUSTIN, ANNA MARIE
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 P BOEVE, PETER
 E BORCHARDT, HENRY
 E BORCHARDT, JUDITH
 P BROWNLEE, RICHARD
 E BYARS, RONALD
 P CAMPBELL, VERN
 E CAPPS, HARRY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 P DENTON, GRETCHEN
 E DUNCAN, THOMAS
 P DUNIFON, WILLIAM
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEISSINGER, HARRY L.
 P GEPFORD, WILLIAM G.
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HEINRICHS, THOMSON
 P HELMKE, BEN
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E JONES, VIRGIL L.
 E KESLER, JAMES W.
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E LAMBERT, ROY F.
 E LANGWIG, JANICE
 E LANGWIG, ROY

E LARSON, ROBERT F.
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 P McCLOSKEY, CHARLES
 E McINTYRE, DEWITT
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 P OLSON, PHILIP
 E ORR, ROBERT C.
 E OWEN, DAVID
 E PETERS, RICHARD
 E PETERSON, LEROY J.
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.

E PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, DAVID W.
 E ROBERTSON, WILLIAM
 P RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 P TAYLOR, THEODORE, II
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E ZIEGLER, JACK T.

E. STAFF & OTHERS
 AZAR, RUTH

BARCONEY, CHARON
 P FABRÉ, EDWIN
 GRANT, RICHARD
 HIGGINS, JOANNE
 LLOYD, MARY

F. CERT. ASSOC. CHRISTIAN ED.
 PRICE, LAURA

G. CORRESPONDING MEMBERS
 BADILLO, ERNESTO
 BOARD OF PENSIONS
 ZAKI, RAAFAT
 SYNOD OF THE COVENANT

1 **Policy P-23 Policy on Special Committees for Local Church Matters**

2 Local congregations sometimes seek to do things to further or end their ministries that
3 require consideration or actions by the Presbytery. These include but are not limited to: closing;
4 merger; consolidation (closing of one church and moving the members and assets to another);
5 yoking parishes. The Presbytery responsibilities, authorities, and powers when these matters are
6 proposed are very broad and cover a wide range of issues.

7 When churches contemplate such an action, they shall contact the Executive Presbyter.
8 The Executive Presbyter shall prepare and submit to the Coordinating Cabinet a proposal for the
9 creation by Presbytery of a special committee, along with suggested members. The minimum
10 number of this special committee shall be three.

11 The duties of the special committee will be to ensure that the steps and actions cited
12 below are properly taken. It shall have the authority to solicit appropriate committees, teams, and
13 staff of the Presbytery to advise the committee, churches, sessions, staff and pastors, to take such
14 acts as necessary for facilitation, and to conduct such activities as necessary. When all steps have
15 been properly addressed, the special committee shall propose the consummating act to
16 Presbytery for its approval, which resolution shall include a report that the necessary steps have
17 been accomplished according to this policy.

18 The matters that the special committee shall address shall include the following (as
19 appropriate to the specific issue):

20 **Presbytery strategy**

- 21 • Do we want to maintain a church or other mission in the location?
- 22 • What will be the effect on surrounding churches?
- 23 • Is this an area that we believe needs development?

24 **Property and legal issues**

- 25 • State law matters:
 - 26 ○ Transfers and sales of property
 - 27 ○ Determination of corporate status. (Including ensuring that the name of the new
28 entity is cleared before Presbytery votes on it.)
 - 29 ○ Filing of new articles of incorporation
 - 30 ○ Dissolutions of corporations
- 31 • Creation of new bylaws.
- 32 • Disposition of real property.
- 33 • Disposition of personal property.
- 34 • Disposition and use endowments, designated funds, gifts, memorial funds, etc
- 35 • Inventory and audit of the property
- 36 • Filing of proper documents; release of mortgages, bank accounts, etc.
- 37 • Disposition of the records of each church
- 38 • Agreement on the new entity: retain the name of one or create a new entity
- 39 • Disposition of liabilities—outstanding bills, debts, mortgages etc

40 **Organizational issues**

- 41 • Configuration of session to ensure fairness, continuity and preservation of memories.
- 42 • Conduct of nominations so as to ensure fairness, continuity and preservation of
- 43 memories.
- 44 • Establishment of some way of addressing disagreements that emerge from the
- 45 predecessor congregations
- 46 • Configuration of committees, roles, purpose, programs, assignments, etc.

47 **Pastoral issues**

- 48 • Addressing issues of loss and discomfort.
- 49 • In mergers, consolidations, and yoked parishes, ensuring that the end product works.
- 50 • Ensuring fairness and sensitivity.
- 51 • Promoting growing and unitary productive congregations.
- 52 • Organizing celebrations and transfers so that the congregations can see this as
- 53 something positive rather than a defeat.
- 54 • Assisting in a way that the parties see Presbytery as being helpful.
- 55 • Ensuring the joining of congregational cultures works smoothly.

56 **Pastoral leadership issues**

- 57 • Dividing time, services and costs between congregations in the case of yoked parishes, or
- 58 between congregational groups where churches are merged or consolidated.
- 59 • Where more than one pastor is involved, determining the status of each pastor.

60 **Process**

- 61 • Consultation with sessions and congregations individually and collectively.
- 62 • Creation and approval of the plan for union
- 63 • A rational sequence of meetings of sessions and congregations to ensure that all parties
- 64 are sufficiently informed of all issues and freely agree to them.
- 65 • Approval by the sessions and then the congregations of each entity independently for
- 66 approval of the plan of union, bylaws of the new church, and the corporate acts to create
- 67 or dissolve.
- 68 • Proposing the final act to the Presbytery.

69 **Definitions**

- 70 **Closing:** The process by which a church dissolves as a congregation and a corporation.
 71 When a church closes, all its property reverts to the Presbytery. When a
 72 congregation shuts down, the session remains until the corporation affairs are
 73 fully concluded, frequently including the sale of the property. Members not
 74 transferred to other churches before closing are transferred to the Presbytery.
- 75 **Consolidation:** This is a term not found in the Book of Order. In a consolidation, a
 76 church closes but requests Presbytery to authorize the transfer of all property to a
 77 different Presbyterian Church. The church then closes using the ordinary
 78 procedures for closing. Before closing, the members who desire are transferred to
 79 the church with which they are consolidating. ~~The transfer of the property to the~~
 80 ~~new church requires approval of the congregation and Presbytery. Note: Under~~
 81 ~~state corporation law, this process is called a merger.~~ The transfer of the property

82 to the receiving church requires approval of the closing congregation and
83 Presbytery. If the transfer includes real property, the approval requires the vote of
84 the congregation. Note: Under state corporation law, this process may be called a
85 merger.

86 **Merger:** This is a term found in the Book of Order. In a merger, two congregations
87 become one. Their membership, assets and property are joined. Each individual
88 church is dissolved and a new corporation is formed. The General Assembly
89 assigns a new PIN number to the new congregation. Note: Under state corporation
90 law, this process is called a consolidation.

91 **Plan of Union:** When there is a yoking, consolidation or merger, the effect is to bring
92 two congregations together. This requires significant planning and agreement
93 about how it will happen: session configuration; use of endowments; worship
94 styles; pastoral relationships, and a myriad of other considerations. In order to
95 ensure that there is full understanding and agreement for what will happen once
96 the yoking/merger/consolidation occurs, the congregations of both churches must
97 agree on a written *Plan of Union*.

98 **Yoking:** When two churches are of a size, configuration, geographical location, and
99 financial situation that make it difficult for both to support a pastor, they may
100 *yoke*. When churches yoke, they agree to share a single called pastor. This
101 requires negotiation of how costs, worship time, pastoral scheduling, etc are to be
102 configured.

2012 Presbytery Mission Celebration Summary Operating Budget

0

	2009 Budget	2009 Actual	2010 Budget	2010 Actual	2011 Budget	2012 Budget	% Change 11 to '12
General and Undesignated Revenue							
Shared Mission	750,000	489,070	527,778	452,085	515,650.00	495,000.00	-4.00%
Per Capita (Apportionment)	734,687	748,213	722,222	642,780	705,243.00	686,555.00	-2.65%
Projected Short Fall	-183,000		-204,391		0.00	0.00	
Prior Year Per Capita Receipts			40,141	43,018	25,000.00	25,000.00	0.00%
Directed Mission (Budget Support)	162,000	11,856	12,000	35,083	12,000.00	12,000.00	0.00%
Offering	260,000	232,721	260,000	329,121	260,000.00	260,000.00	0.00%
Endowment Income (fund 100)		144,357	129,607	122,953	171,146.00	185,827.50	8.58%
Endowment Income (Pass Thru)	417,036	245,041	150,177	309,341	205,051.50	222,619.50	8.57%
Endowment Income (Mgmt Fees)					80,000.00	80,000.00	
Ranney Balch Endowment Income	42,964	40,155	36,324	37,600	38,802.50	42,131.00	8.58%
Interest (fund 100 & 510)	30,000	1,786	4,300	1,418	2,100.00	2,100.00	0.00%
Other Income (Fund 200 Seeley)	5,000	116,419	5,000	0	0.00	0.00	
Presbyterian Women	7,000	2,000	7,000	1,500	2,000.00	2,000.00	0.00%
PCUSA Grant Hunger Coordinator				6,300		6,100.00	
Total General and Undesignated Revenue	2,225,687	2,031,618	1,690,158	1,981,198	2,016,993.00	2,019,333.00	0.12%
Pass-Through and Designated Revenue							
POD ECO	150,000	134,917	150,000	124,147	150,000.00	124,000.00	-17.33%
Denomination ECO Support	85,000	33,493	85,000	24,063	85,000.00	18,000.00	-78.82%
Non-Denomination Support	50,000	12,707	50,000	347	50,000.00	1,000.00	-98.00%
Interest on POD Loan Payments	81,685	81,270	81,685	82,178	70,223.10	65,308.20	-7.00%
Principal on POD Loan Payments	56,774	165,779	56,744	87,256	100,614.36	56,202.96	-44.14%
GA & Other Synod Grants	114,960	55,078	60,000	42,012	60,000.00	60,000.00	0.00%
NCD Synod and Synod Campus Ministry Grants	42,480	38,120	50,620	42,289	50,620.00	50,620.00	0.00%
Howell Conference and Nature Center	1,787,000	1,726,915	1,787,000	1,862,216	1,787,000.00	1,787,000.00	0.00%
Committee Project Revenue	125,000	69,276	125,000	95,018	125,000.00	32,000.00	-74.40%
Total Pass-Through and Designated Revenue	2,492,899	2,317,555	2,446,049	2,359,527	2,478,457.46	2,194,131.16	-11.47%
Total Revenue	4,718,586	4,349,173	4,136,207	4,340,725	4,495,450.46	4,213,464.16	-6.27%

2012 Presbytery Mission Celebration Summary Operating Budget

0

	2009 Budget	2009 Actual	2010 Budget	2010 Actual	2011 Budget	2012 Budget	% Change 11 to '12
Ecclesiastical Committee Expenses							
Committee on Ministry	11,670	7,807	11,670	6,282	10,630.00	13,630.00	28.22%
Committee on Prep for Ministry	5,450	4,798	5,450	817	4,550.00	4,500.00	-1.10%
Trustees	150,736	178,941	130,764	116,800	127,400.17	135,000.00	5.97%
Operations	554,288	530,750	373,292	381,686	395,672.00	406,954.00	2.85%
Nominations	500	599	650	0	650.00	100.00	-84.62%
Representations	100	0	100	0	100.00	100.00	0.00%
Total Ecclesiastical Committee Expenses	722,744	722,895	521,926	505,584	539,002.17	560,284.00	3.95%
Ministry Team Expenses							
Congregational Life	35,040	22,011	24,528	16,546	33,000.00	29,500.00	-10.61%
Outdoor Ministries	41,970	38,872	43,817	43,817	43,657.00	43,817.00	0.37%
Social Justice	36,936	25,760	55,854	50,073	55,545.00	55,580.00	0.06%
Mission Interpretation	82,212	77,880	57,548	52,673	61,618.00	61,600.00	-0.03%
Nuture and Support	28,512	25,537	19,958	18,356	41,750.00	42,250.00	1.20%
Spiritual Faith Formation	39,300	31,971	27,510	16,632	29,100.00	29,300.00	0.69%
New Church Development	124,332	149,873	87,580	59,427	95,900.00	95,900.00	0.00%
Planning & Visioning	5,387	197	2,251	0	4,200.00	4,200.00	0.00%
Metro Urban Ministry Team	3,960	2,080	2,772	1,300	3,150.00	4,300.00	36.51%
Coordinating Cabinet	8,250	6,927	5,750	3,890	5,100.00	5,211.00	2.18%
Total Ministry Team Expenses	405,899	381,108	327,568	262,714	373,020.00	371,658.00	-0.37%

2012 Presbytery Mission Celebration Summary Operating Budget

0

	2009 Budget	2009 Actual	2010 Budget	2010 Actual	2011 Budget	2012 Budget	% Change 11 to '12
Pass-Through and Designated Expenses							
General Assembly Portion of Shared Mission	247,500	161,943	174,167	161,400	171,883.33	163,350.00	-4.96%
General Assembly Portion of Per Capita	191,012	202,895	195,841	195,841	198,445.00	193,861.20	-2.31%
General Assembly Offering	260,000	228,910	260,000	332,593	260,000.00	260,000.00	0.00%
Synod Portion of Shared Mission	75,000	50,468	52,778	17,321	51,565.00	49,500.00	-4.00%
Synod Portion of Per Capita	103,259	104,911	101,264	101,264	99,222.50	95,030.00	-4.23%
Other Presbyteries (from endowment fund)	35,342	33,384	30,880	25,070	31,872.50	34,606.08	8.58%
Other Disbursement from Endowment Fund	141,367	211,658	119,710	169,078	173,180.00	188,035.38	8.58%
Comerica/Munder Mgmt Fees					80,000.00	80,000.00	
Ranney Balch Portion of Endowment Fund	42,964	38,850	36,324	32,615	38,802.50	42,131.00	8.58%
Pass-Through to Capital Fund 200 including (Seeley)		116,419		318,696	0	0	
POD ECO	150,000	134,917	150,000	112,073	150,000.00	124,000.00	-17.33%
Denomination ECO Support	85,000	33,493	85,000	23,065	85,000.00	18,000.00	-78.82%
Non-Denomination Support	50,000	12,707	50,000	347	50,000.00	1,000.00	-98.00%
Interest on POD Loan Payments	81,685	81,270	81,685	87,256	70,223.10	65,308.20	-7.00%
Principal on POD Loan Payments	56,774	165,779	56,744	45,917	100,614.36	56,202.96	-44.14%
GA & Other Synod Grants	114,960	48,078	60,000	41,750	60,000.00	60,000.00	0.00%
Synod NCD & Campus Ministry Grants	42,480	38,120	50,620	40,620	50,620.00	50,620.00	0.00%
Howell Conference and Nature Center	1,787,000	1,726,915	1,787,000	1,862,216	1,787,000.00	1,787,000.00	0.00%
PCUSA Grant Hunger Coordinator						6,100.00	
Committee Project Revenue	125,000	69,276	125,000	110,192	125,000.00	32,000.00	-74.40%
Total Pass-Through and Designated Expenses	3,589,343	3,459,993	3,417,013	3,677,313	3,583,428.29	3,306,744.82	-7.72%
Total Expenses	4,717,986	4,563,996	4,266,507	4,445,611	4,495,450.46	4,238,686.82	-5.71%
Net Income for 2011	600	-214,823	-130,300	-104,886	0.00	-25,222.66	

Sources for Funding

Committees & Teams

Total Ecclesiastical Committee & Operations Revenue and Expenses

Revenues

Per Capita \$397,664.00

Endowment Income \$185,827.50

Total Ecclesiastical Committees \$583,491.50

Based on PerCapita increase for Presbytery of 25 cents

Committee Expenses**-\$560,284.00****Overage****\$23,207.50**

Ministry Teams

Revenues

Shared Mission \$282,150.00

Ranney Balch

Directed Mission \$12,000.00

Total Revenues Ministry Teams \$294,150.00**Ministry Team Expense****-371,658.00****Shortage****-\$77,508.00****-\$54,300.50**

2012 Presbytery Mission Celebration Committee on Ministry Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 2011 and 2012	Opp
Allowance - Professional Bus. Exp	-1000	0	0				
Supply	350	200	200			-100.00%	\$ 1,000
Postage	350	350	350			-100.00%	
Printing	350	200	200			-100.00%	
Telephone	250	250	250			-100.00%	
Clergy Support	3000	3120	3120	4650	7730	66.24%	
Consulting Fee	1000	0	0	0			
Dues and Membership	150	150	150	0	200		
Legal Fees	0	0	0	0			
Registration Fees	0	0	0	1500		-100.00%	
Mileage Reimbursed	300	1500	1500	0	1500		
Meeting Exp	300	300	300	300	100	-66.67%	
Background checks	500	500	500	1000	750	-25.00%	
Training Healthy Congregation WG	1700	0	1000	1000		-100.00%	
Training	3500	5000	4000	2030	850	-58.13%	
Tri Annual Visits					2500		
Misc	100	100	100	150		-100.00%	
	10850	11670	11670	10,630	13,630	28.22%	

Committee on Ministry PRESBYTERY OF
DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle).

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves

to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24).

God's word will lead us to strengthen and

transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate

the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal

Activity by Priority 2012 Request Mission Emphasis Number 2012 Projected Outcomes 2012 Objectives

Training Programs	\$850.00	1	Better trained COM members	Qualified members for all sub-committees
Background Checks	\$750.00	3	Background checks for PNC'S	Prevent difficulties in future
Clergy Support	\$7,730.00	2	Shared Grants	Assistance for clergy with crisis situations
Dues/Membership	\$200.00	7	Resource Information	Improve use of time
Meeting Expense	\$100.00	6	Office expense/mailings of material	Better use of meeting time
Travel/Mileage	\$1,500.00	5	Reimbursement for gas expense	Greater contact with congregations
Tri-Annual Visits	\$2,500.00	4	Improve contact with pastor and congregation	Fulfill requirements of 3.0307 Nfog

Totals \$13,630.00

Mission Emphasis

1. We will provide care, oversight and accountability for pastors and educators, we will equip them to perform ministry in such a manner that will strengthen congregations.
2. We will challenge, equip and support our congregations and leaders in their discernment of God's invitation to join in the journey of a new way of living that will strengthen congregations.
3. We will acknowledge and celebrate diversity among the citizenship of the Kingdom of God in a way that will strengthen congregations.
4. We will launch new communities of faith in cooperation with and to strengthen our existing congregations.
5. We will serve as a catalyst for mission and seek to connect our congregations with common local, regional, national and international mission interests and needs.
6. We will provide a forum for our leaders and congregational members to reflect together theologically.
7. We will provide a forum for social witness. We will bear a prophetic word to the powers and principalities of the world based upon the love, justice and mercy of Jesus Christ.
8. We will provide a ministry of nurture and spiritual growth which supports the name given to children and youth at the sacrament of Baptism

2012 Presbytery Mission Celebration Committee on Prep for Ministry Expense Budget

opp

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11	
Postage	700	500	500			-100.00%	900
Printing	600	400	400		0	-100.00%	
Consultations	2,200	0	0	0	0	N/A	
Psychological Evaluation	1,500	1,800	1,800	1,800	3,200	0.00%	
Candidate Support	500	250	250	250		0.00%	
Training Programs	1,000	1,000	1,000	1,000	1,000	0.00%	
Travel Expense			0	0	300	N/A	
Hispanic CLP Program	1,000	1,000	1,000	1,000		0.00%	
Clergy Development/Continuing Ed		500	500	500		0.00%	
Unallocated	1,000	0	0	0		N/A	
Total CPM	8,500	5,450	5,450	4,550	4,500	-16.51%	

Preparation for Ministry **PRESBYTERY OF DETROIT**

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle).

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal

Activity by Priority	2012 Request	Mission Emphasis	2012 Projected Outcomes	2012 Objectives
Training Inquirer/Candidate/Student	\$1,000.00	2	Students will enhance their suitability for ministry in the Presbytery of Detroit participate by participating in additional training beyond their	Full or partial scholarships for students in opportunities beyond classroom work; bi-annual CPM-led workshop for those under care

CPM Committee	\$300.00	2, 3	Pastors and elders will become aware of the training and ordination process, and will aid inquirers, candidates, and CLP students in discerning suitability for and understanding the challenges of ministry	Attendance at Presbytery of Detroit, Synod of the Covenant, or other training events
Candidate Support	\$0.00			
Continuing Education Assistance	\$0.00			
Psychological Evaluations	\$3,200.00	2	Through this required program, students/inquirers will gain understanding of themselves, their suitability for ministry, and their	Completion of evaluation during 1st year under care of the Committee; 1/3 of the cost to be paid for by CPM
Miscellaneous Postage	\$50.00	2	PC(USA) paperwork will be in place when needed	Faxing, mailing, & overnight shipping
Office Supplies	\$50.00	2	CPM liaison training will increase understanding and effectiveness of liaison role and	Training & workshop supplies as needed
Books and printed materials	\$100.00	2	CPM committee will be	Develop CPM-specific guidelines under nFOG & provide nFOG materials for CPM committee

2012 Presbytery Mission Celebration Operations Committee Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11
Staff	607886	554288	394542		422954.32	-100.00%
Feb. adjustment			-21250		-16000.32	
Total Staff	607886	554288	373292	395,672.00	406,954.00	6.00%

Presbytery Operations PRESBYTERY OF DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle)

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Objectives	2012 Projected Outcomes
	422954.32			To give a 2% Cost of living To absorb increased costs on Insurance and healthcare \$5000 for cost to send Stated Clerk & Exec Pby to attend GA in 2012 To add a half time associate executive presbyter

2012 Presbytery Mission Celebration Trustees Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11
Computer System - support/maintain	5,000	5,000	5,000	4,400	4,000	-9.09%
Freight Charges	200	250	250	100	250	150.00%
Copier - Meter Charges & Supplies	9,000	4,000	4,000	2,500	8,800	251.98%
Internet Service	4,000	250	250	250	1,000	300.00%
Maintenance and Repair -Buildings	4,000	0	0			
Maintenance & Repair - Equip	12,000	1,000	1,000	100		-100.00%
Minor Equipment Purchase	500	0	0			
Supplies	7,623	10,000	10,000	5,000	10,750	115.00%
Postage	1,000	1,000	1,000	3,500	6,000	71.43%
Printing	1,000	1,000	1,000	500	1,000	100.00%
Telephone- Usage & Maintenance	11,500	12,900	12,900	13,500	14,000	3.70%
Equipment Lease		36,400	16,428	23,750	26,500	11.58%
Occupancy - Rent & Security	57,136	57,136	57,136	49,200	38,100	-22.56%
Real Estate Tax - Presby Owned Property	7,000	0	0			
Audit & Accounting Fees	10,000	10,000	10,000	9,000	10,500	16.67%
Bank Charges	100	100	100	150	100	-33.33%
Insurance Expense	9,000	10,000	10,000	10,000	11,000	10.00%
Legal Fees	5,000	1,500	1,500	4,000	3,000	-25.00%
Meeting Expense	400	200	200	200		
Unallocated Budget (hartland)	1,500	0	0	650		
Travel Budget	0	0	0	600		
Total Trustees	145,959	150,736	130,764	127,400	135,000	5.97%

2012 Presbytery Mission Celebration Nominations Committee Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11
General Items	500	500	650	650	100	0.00%
Total Nominations	500	500	650	650	100	0.00%

2012 Presbytery Mission Celebration Representation Committee Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11
General Items	100	100	100	100		0.00%
Total Representation	100	100	100	100	100	0.00%

2012 Presbytery Mission Celebration Congregational Life Expense Budget

v opp

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11	
	0	0		0	0	N/A	
Point of Vision	0	0		0	0	N/A	
Grandale Church of the Master	0	0		0	0	N/A	
Church Grants		17500		12250	16500	20000	34.69%
1st Korean	10000	0		0	0	N/A	
Erin Program	6500	0		0	0	N/A	
Macomb Ch of the Covenant	10000	0		0	0	N/A	
Church Support	4000	0		0	0	N/A	
Self Study	10000	6000		4200	6000	2000	42.86%
Evangelism	4000	5000		3500	5000	4500	42.86%
Partnering	300	0		0	0	N/A	
Worship Resources	3000	3000		2100	3000	3000	42.86%
Postage and Mailing	1000	1040		728			-100.00%
Congregational Vision	2500	2500		1750	2500		42.86%
Percept Tech	8700	0		0	0	N/A	
Total Congregational Life	60000	35040		24528	33,000.00	29,500.00	34.54%

728

Congregational Life PRESBYTERY OF DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.
An outcome is a positive change stated as a completion (Gil Rendle).

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

**Strengthening and
Transforming Our
Congregations to be
Missional Pastoral
Prophetic**

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves

to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate

the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal				
Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives
Church Grants	\$20,000	1	To better the relationship and care between leadership and the congregation	To better equip churches with the necessary materials to strengthen and care for the congregation
Mission (Self) Study	\$2,000	2	The pastor and congregation will be much happier and stronger in their faith journey	Will assist the Pastors and congregations in determining the direction in which churches wish to go
Evangelism	\$4,500	4	To grow the congregation and improve participation in church activities	To convey the importance of faith and the need for God in our lives and communities around us
Worship Resources	\$3,000	6	To assist the Pastor, Elders and Deacons in relating to the congregation	To offer materials and events to educate and assist the Pastor in serving the congregation
	\$29,500			

2012 Presbytery Mission Celebration Outdoor Ministries Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11
Howell Conference & Nature Center	51,500	41,970	43,817	43,657	43,817	-0.37%
Total Outdoor Ministries	51,500	41,970	43,817	43,657	43,817	-0.37%

Column 1 Activity by Priority The only priority of the Howell Nature & Conference Center is to further the Kingdom of God and discipleship in Jesus Christ through its unique natural setting and premier service standards, and to provide opportunities for mental, physical, and spiritual growth designed to enhance our relationships with God, nature, and our brothers and sisters throughout the world.

Column 2 2012 Request 43,817

Column 3 Mission Emphasis Number All eight

Column 4 Objectives No change from previous year

Column 5 2012 Projected Outcomes Increase overall usage of programs and facilities by 3% *
 Increase percentage of minority campers
 Increase usage by and service to POD churches and groups
 Increase participation of work camp groups

*Note: The Center currently serves approximately 700 groups per year, and over 80,000 people per year.

Additional Note: In recognition of the current financial challenges faced by the Presbytery this year, it was the original plan of the Outdoor Ministries Ministry Team to reduce our budget request. However, this year's loss of income, between \$70,000 and \$80,000, caused by loss of business due to an infestation of bed bugs and the unseasonable warm temperatures, compel us to prayerfully and humbly ask for the same amount as in 2011.

2012 Presbytery Mission Celebration Social Justice Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11
Multiculturalism	13750	7200	5040	3158	6700	112.16%
Postage	500	360	282	0	0	
Printing	750	360	282	0	0	
Hunger Work Group	15000	14400	40080	46080	46080	0.00%
Homosexuality and the church	3000	1800	1260	1415	1550	9.54%
Overture Adv.	2000	0	0	0	0	
Restoring Creation	0	720	504	288	288	
MOSES		1512	1058	604	604	
Other Support	-4000	0	0	0	0	
Ecumenical Interfaith	2300	0	0	0	0	
Middle East	13100	5760	4032	2000	4500	125.00%
Domestic Violence	7500	4680	3216	2000	5000	150.00%
Unallocated Budget	1000	0	0	0	0	
Economic Justice	1900	0	0	0	0	
Parish Nursing	200	144	100	0	0	
Place of Refuge					2500	
Scholarships					-10750	
Total Social Justice	57000	36936	55854	55,545.00	55,580.00	0.06%

2012 Social Justice & Peacemaking Team Budget Request

Activity by Priority	2012 Request	Mission Emph. #	2012 Objectives	2012 Projected Outcomes	Work Group Affected (Abbrev.)
Publication of Thrive Curriculum	\$2,500.00	5 & 7	For survivors of domestic violence & sexual assault	And without our Presbytery	To be used with survivors within
Place of Refuge	\$2,500.00	5	Ea. resident will receive h.s. diploma or GED & have the opportunity to stay in a safe & stable home	Safe housing for each resident	FC Provide weekly tutoring &
Motor City Pride Fest	\$500.00	3 & 7	Have booth at city-wide event	To churches Share faith and direct people	FC

Pilgrimage to Middle East	\$3,000.00	5, 6, & 7	"Walk with Jesus" pilgrimage, Spring, 2012	Organizer & partial scholarships for participants	Provide honorarium for trip
Training: Racial Justice	\$2,000.00	1	Provide training for work group members	Trainers to help reduce future costs	Have qualified local
Hunger Action Enabler	\$30,000.00	2, 5, & 7	Staffing for Presbytery hunger ministries	For local church hunger ministries, staff SJP Team, Hunger WG, etc. (see job description on file at Presbytery office)	Encouragement & direction
Spiritual Care &	\$2,500.00	5 & 7	Continue chaplaincy work with First Step agency	For victims/survivors of domestic violence/sexual assault & staff	DV Provide spiritual support
Advocacy Project Scholarships	\$250.00	2 & 3	Support for Presbyterian Welcome's annual Seminarians' Retreat	Annual national retreat for lgbt persons	Assist seminarians to attend
Workshops or conferences co-sponsorships	\$1,000.00	5 & 7	Co-sponsor programs about concerns in the Middle East	About ongoing social justice concerns & promote attendance at workshops/conferences	Inform church members
Training: Racial justice – 2 workshops	\$2,000.00	3	Congregations & leaders will gain tools to aid in analysis of systemic racism	Workshop will participate in forums to reflect together theologically about racism, ethnicism, and other "isms" that tend to divide us	Up to 60 attendees at ea.

Hunger Programs	\$16,000.00	2, 5, & 7	Assist local churches with feeding programs	Churches to serve the hungry with monthly stipends	<i>Support certified Presbyterian</i>
Donations to national affiliated groups	\$300.00	2, 5, & 7	Membership donations to national lgbt justice organizations	Continue networking opportunities with PC(U.S.A.) affiliated organizations	
Reference/Ed/ Advocacy Materials	\$500.00	5 & 7	Purchase a/v material or books dealing with social justice issues in the Middle East	<i>Make materials available</i> To members of churches in the Presbytery, possibly through the resource center	
Multiculturalism --	\$2,000.00	2 & 8	Congregations & leaders will gain tools to aid in developing multicultural ministry, including launching new groups	Up to 60 attendees at ea. workshop will be helped in their discernment of God's invitation to join the journey of a new way of living that will strengthen congregations	
2 workshops Administrative needs	\$500.00	2, 3, & 5	Funds for ongoing Administrative needs	Brochures, etc.	<i>HC For producing flyers, buttons.</i>
Administrative costs	\$700.00	2, 5, & 7	Funds for ongoing Administrative needs	Conference calls, etc.	<i>MM For producing flyers, literature.</i>

Total 2012 SJP Request: \$66,330.00

Broken down by Work Group:

Domestic Violence (DV) - \$5,000.00

Foster Care (FC) - \$2,500.00

Homosexuality & the Church (HC) - \$1,550.00

Middle East (ME) - \$4,500.00

Multicultural Ministries (MM) - \$6,700.00

**2012 Presbytery Mission Celebration
Mission Interpretation Expense Budget**

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change
Printing	1000	500	350 00			
Postage	500	400	280 00			
Kenya Well	5000	4000	2800 00		4,000 00	
Hand on Mission					20,500 00	
Month of Mission	10000	10000	7000 00	10,000 00	12,000 00	20 00%
Mission Interpretation	1000	1000	700 00	700 00		-100 00%
Howell Center Mission (Global Village)	3900	2000	1400 00	1,400 00	2,000 00	42 86%
Presbytery-wide Project	20000	28312	19818 00	19,818 00		-100 00%
Barnabas Center	20000	15000	10500 00	15,000 00	15,000 00	0 00%
Campus Ministries	35000	21000	14700 00	14,700 00	10,000 00	-31 97%
Other New Initiatives	3000	0	0 00			
Second Mile Center	10000	0	0 00		15,000 00	
General Use	0	0	0 00		-16,900 00	
Total Mission Interpretation	109400	82212	57548 00	61,618 00	61,600 00	-0 03%

**Month of Mission, Mission Interpretation Ministry Team, Presbytery of Detroit
2012 Budget Proposal**

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives
1. Continue the Month of Mission in the POD.	\$12,000.00	5	1. 5% Increase in the awareness of mission projects in POD. 2. 5% increase in the participation of mission activates in local churches	1. Allow congregations to participate in mission projects. 2. Increase the commitment to mission projects.

**Thika Partnership, Mission Interpretation Ministry Team, Presbytery of Detroit
2012 Budget Proposal**

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives	2012 Objectives
1. Continuation with the Thika Partnership Initiative	\$4,000.00	5	1. Complete the drilling of the existing water well.	1. Offer clean water to the community. 2. Building the community spiritual and economic growth around the well.	1. Offer clean water to the community. 2. Building the community spiritual and economic growth around the well.

Global Village Work Group, Mission Interpretation Ministry Team, Presbytery of Detroit
2012 Budget Proposal

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives	2012 Projected Outcomes	2012 Objectives
The continuation of the Global Village project	\$2,000.00	3, 5	1. The construction of a Haiti house to the Global Village.	<ol style="list-style-type: none"> 1. Build an additional experience for participants in the Global Village. 2. Increase the number of participants in all 3 levels of emersion. 3. Keep the existing centers and grounds in good condition. 	1. The construction of a Haiti house to the Global Village.	<ol style="list-style-type: none"> 1. Build an additional experience for participants in the Global 2. Increase the number of participants in all 3 levels of emersion. 3. Keep the existing centers and grounds in good condition.

Hands-On Mission Work Group, Mission Interpretation Ministry Team, Presbytery of Detroit
2012 Budget Proposal

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives	2012 Projected Outcomes	2012 Objectives
Hire Hands-On Mission Consultant (Part-time)	\$20,000	5	<p>I. Increase # of inbound and outbound mission work groups helping those in need.</p> <ul style="list-style-type: none"> • Inbound <ul style="list-style-type: none"> ○ Youth 4 to 8 ○ College 0 to 3 ○ Adult 0 to 3 • Outbound <ul style="list-style-type: none"> ○ PDA 4 to 5 <p>II. Get local congregations active in local events</p> <ul style="list-style-type: none"> • Mission Workshop & Fair • Festivals of Health • Garden Gathers • Habitat Blitz Build • One-day work sites like Barnabas and World Medical Relief 	<p>Recruit Inbound and Outbound work groups.</p> <p>Recruit churches and congregation members to participate in Hands-On Mission programs.</p> <p>Increase effective communications within and outside of Presbytery.</p>	<p>I. Increase # of inbound and outbound mission work groups helping those in need.</p> <ul style="list-style-type: none"> • Inbound <ul style="list-style-type: none"> ○ Youth 4 to 8 ○ College 0 to 3 ○ Adult 0 to 3 • Outbound <ul style="list-style-type: none"> ○ PDA 4 to 5 <p>II. Get local congregations active in local events</p> <ul style="list-style-type: none"> • Mission Workshop & Fair • Festivals of Health • Garden Gathers • Habitat Blitz Build • One-day work sites like Barnabas and World Medical Relief 	<p>Recruit Inbound and Outbound work groups.</p> <p>Recruit churches and congregation members to participate in Hands-On Mission programs.</p> <p>Increase effective communications within and outside of Presbytery.</p>
Create a Long Term Recovery Organization (LTRO)	\$500	5	Have a PDA Work Camp established in Detroit Area run by our LTRO	Work with PDA/PCUSA to establish a local PDA location for hosting Inbound work crews.	Have a PDA Work Camp established in Detroit Area run by our LTRO	Work with PDA/PCUSA to establish a local PDA location for hosting Inbound work crews.
Totals	\$20,500	5				

**Barnabas Work Group, Mission Interpretation Ministry Team, Presbytery of Detroit
2012 Budget Proposal**

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives
1. Community Outreach 2. Tutorial & vocational training. 3. Spiritual exploration for the participants. 4. Summer enrichment program.	\$15,000.00	3, 5	I. 10% Increase in over-all participants. II. 5% projected outreach to the surrounding community. III. Attract 8 additional youth to the summer program IV. Monthly spiritual enrichment programs	1. Continue to Build a spiritual community of youth involvement 2. Offer encouragement to our community youth. 3. Provide academic and supportive services to our youth.
CAMPUS MINISTRY				
Continued support of existing Campus Ministry at the University of Michigan in Ann Arbor	\$7,200.00	7 & 8	An Estimated 80 to 140 students will experience a weekly sense of community, through fellowship, bible studies, prayer, mission and music	Support 2 campus ministries: First Presbyterian of Ann Arbor and the Ecumenical Center & International Residence in christian outreach for the students of U of M.
Support the startup of a new campus ministry or the support of at least on additional existing campus ministry in 2012	\$2,800.00	7 & 8	At least one new community of faith will exist on a campus in the Detroit Presbytery's boundary or an existing ministry in need of support will be identified by the end of the 2012 school year	Provide outreach and support the faith and walk of college students that would not exist without the resources of this Presbytery

Activity:

The Global Village project at Howell Nature Camp and Conference Center.

This project is connected To the Heifer Project. The Heifer Project is an educational project here in the United States. It is also a project that gives farm animals to people in third world countries so they and their communities can improve their standard of living. The Global Village educates children and adults as to the reality of life in poverty. There are three levels of involvement. A two hour program introduces children to poverty throughout the world. The four hour program is more intense. The overnight program is a total emersion in the experience of poverty in several forms. This program educates about 3000 adults and children in a year.

2012 Request:

\$2000.00 this amount is equal to the amount given to this mission in 2009.

It is only 51% of the \$3900.00 given to this mission in 2008.

Mission Emphasis Number:

3- We will acknowledge and celebrate diversity among the citizenship of the Kingdom of God in a way that will strengthen congregations.

5- We will serve as a catalyst for mission and seek to connect

2012 Projected Outcomes:

Due to world events in the past few years Dick Grant, director of Howell Center, plans on adding a Haiti house to the project. This will help demonstrate the problems of the region before and after the earthquake. The total cost of the Haiti House will be \$6000.00. The money will come from three sources. \$2000.00 income earned from fees charged to participants in the project. The second source will be \$2000.00 from private donors. The third source will be the \$2000.00 given by the Mission Interpretation Committee.

2012 Objectives:

To build an additional experience for participants in the Global Village.

To increase the number of participants in all three levels of emersion.

To also, keep the existing centers and grounds in good condition.

Second Mile Center PRESBYTERY OF DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.
 An outcome is a positive change stated as a completion (Gil Rendle).
 Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives
After school Program	10000	3 5 7 8	Making disciples, keep children safe, improve grades and increase probability college attendance, improved citizenship three congregations to minister.	Sharing the love of Christ and providing a free safe haven for high-risk children, activities include tutoring, mentoring, snacks and dinner. Serve as a catalyst for congregations to minister.
Monday evening community meal	2500	3 5 7	Local leadership to come forward from within the community and three congregations to serve meals.	Provide the local community a forum to fellowship, share common concerns over local issues while breaking bread. Serve as a catalyst for congregations to minister.
Summer Program	2500	2 3 8	Give the children a safe place to be during the summer months, expose them to different situations, expand their view of the world work experience growing in their skills, and provide mission opportunities.	Serve children up to age 18 free lunch Monday-Friday, with various programs including vacation bible school, field trips, job training, opportunity for local and national churches to volunteer for mission work.

Totals	15,000			
---------------	---------------	--	--	--

Pastors in Transition	1,250			
PiT Welcome Day for Pastors New to POD	300	1	1. Introduce pastors new to the presbytery's resources and each other. 2. Seek ways pastors new to POD can support each other by providing forum for meeting. 3. Help PiT Work Group define ways it can help pastors in transition.	1. New pastors will be shown hospitality. 2. New Pastors get to know each other and involved presbyters who wish to help in transition. 3. Work group and new pastors identify ways POD can support PiT thus shaping this work group's future emphasis.
PiT New Pastors Retreat	250	1	Support clergy in transition by giving skills in vital areas of ministry; Give entering pastors a cohort of those in similar life situations; Demonstrate to pastors and congregations that presbytery is a resource.	Support transitioning and new pastors by emphasizing three essential tools for ministry – (Worship, Spiritual Life, Leadership, Change theory) and build community among pastors in transition.
Exploration of New PiT Initiative	700	1	Explore, with Princeton School of Vocations, establishing a systematic continuing education program for pastors in POD who are in their first decade of pastoral ministry,	Ascertain feasibility and interest in such a program whose goals would include: 1. Retention of clergy early in their ministry, 2. Meaningful supervised utilization of study leave, 3. Meaningful mentor/mentee relationships. 4. Use of a seminary and seasoned pastors in helping young pastors.

Retired Minister Support	0			
Support Retirees, Spouses and Survivors (Funded by PVM and participants)	0	1	Encourage fulfilling ministry in retirement and provide information and fellowship for the 74 retired ministers in POD by sponsoring shared meals, including spouses and survivors, and providing resources for needed information and assurance.	1. Arrange 2 - 4 shared meals for retirees, spouses and survivors; 2. Provide speakers and resources to answer transitional questions; 3. Increase the number of retirees participating by 10%.

Youth Mix	500	1 - 8	A 2 day/2 evening event at Alma College where we will: 1. Provide youth with opportunities to mix with other youth from within the presbytery; 2. Provide speaker, worship and small group opportunities structured to encourage the exploration and growth of the faith of participants; 3. Expose youth from the POD to a Presbyterian College; 4. Model the triennium experience and build excitement for Triennium 2013; and 5. Provide an evangelism opportunity for POD youth groups.	1. Youth will commit to the Youth Mix Design Team; 2. Three youth will join the Presbyterian Youth Council; 3. POD Youth Ministers/Leaders will be able to share anecdotal experiences of increased articulation of faith sharing within their youth groups; 5. Five churches without active youth groups will have 1 - 3 youth who will begin to attend youth ministry functions planned by the PYC Youth Mission Coordinator.
Second Annual Middle School Youth Rally	2,000	1 - 8	A one afternoon event for youth in grades 5 - 7 where we will: 1. Provide youth with an opportunity to meet other youth from POD; 2. Demonstrate the commitment of POD to youth at an earlier age; 3. Engage the youth in an activity with both social and faith growth components; 4. Host a short youth ministry educational activity designed to help youth Ministers/Leaders share successful youth ministry events.	1. 1 - 6 youth from 10+ churches will attend with a minimum attendance of 60 youth; 2. 5 youth Ministers/Leaders will commit to a 2012 Middle School Youth Retreat Planning Team; 3. Middle School Youth Leaders will form informal support groups for sharing information.

One Outbound Mission Trip for POD Youth	2,000	1 - 8	A one week trip to a location yet to be determined where we will: 1. Provide youth with opportunities to engage in service projects to aid citizens of the area; 2. Provide churches without a youth group, adult leadership, planning expertise or the financial resources to plan their own trip, an opportunity to participate in a mission trip; 3. Allow youth and leaders from POD to make friendships with youth from another part of the country.	1. Seven churches without youth groups or with smaller youth groups will send 1-2 youth on the trip; 2. Participants will become involved in individual one day outreach activities hosted by the POD and led by the POD PYC Youth Mission Coordinator; 3. Youth participants will articulate one – two sentences descriptions on how working with and for others helps them in their own life experiences and its effect on their faith journey; 4. Through the mentoring of the POD PYC Youth Mission Coordinator, Adult participants will learn how to run and organize a mission trip.
Third Annual Youth Mission Blast	3,000	1 - 8	Two one-week Mission / Outreach opportunities in the city of Detroit and surrounding communities that will: 1. Provide hands on experience in serving others; 2. Provide opportunities for youth to interact and learn about different cultures while exploring their faith.	1. Many youth from POD churches will have their first mission experience; 2. Youth from POD churches will feel empowered by having the opportunity to share their culture with youth groups coming to Michigan from PCUSA churches; 3. Youth participants will have the experience of being an active part of the "Larger church"; 4. Youth will grow deeper in their faith and prayer life through the hands on service projects with various communities and the team building/spiritual time that is spent with other youth.

<i>Triennium 2013</i>	3,000	1 - 8	<i>3000 for Triennium 2013. We request that the money be allowed to rollover until 2013. The money is to be used primarily for transportation. Additional usage would be for scholarships and t-shirts.</i>	<i>Our request for funds in 2012, which is not a Triennium year, is with an eye towards spreading the cost out over three years and eliminating a big jump in our budget request for 2013. In the interest of good stewardship and in building community the PYC began fundraising for Triennium 2013 in year 2011. We hope that our future success in fundraising endeavors will actually result in decreasing our requests for funds from the POD.</i>
Youth Mission Consultant (1000 hrs)	25,000	1 - 8	Provide outreach / service opportunities for youth and advisors of the POD by: 1. Planning and leading the out bound Mission Trip; 2. Planning and leading the two week Youth Mission Blast; 3. Planning and leading four local presbytery wide youth mission opportunities; 4. Planning and mentoring other leaders of the Middle School Youth Rally; 5. Support smaller church youth groups by providing opportunities for multi-church mission and service projects .	1. POD will host its fourth out bound youth mission trip; 2. 2012 Youth Mission Blast will increase POD church participation by 1 - 2 churches (In 2010-13 churches participated; In 2011-? churches participated); 3. Available resource for all POD churches seeking youth oriented mission projects; 4. Excitement will be generated throughout POD from the increasing amount of connectional opportunities for youth.
Y M Consultant Cont Ed	1,500			
Y M Consultant Travel	1,000			

Church Leadership Training	3,000			
-----------------------------------	--------------	--	--	--

Spiritual Formation & Faith Development

PRESBYTERY OF DETROIT

Spiritual

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change
Postage	0.00	200.00	140.00	0.00		
Printing	0.00	0.00	0.00	0.00	0.00	
Formation (small group)	12,000.00	14,000.00	9,800.00	7,800.00	12,500.00	
Worship	1,300.00	200.00	140.00	0.00	0.00	
Christian Education	21,075.00	17,500.00	12,250.00	12,500.00	7,800.00	
Resource Center	8,000.00	7,000.00	4,900.00	7,700.00	6,000.00	
Theological Education	100.00	100.00	70.00	1,100.00		
General	200.00	0.00	0.00	0.00		
Martin Luther King Memorial					3,000.00	
Stewardship	500.00	300.00	210.00	0.00		
Total Spiritual Faith Formation Expense	43,175.00	39,300.00	27,510.00	29,100.00	29,300.00	0.69%

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle)

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves

to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and

transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate

the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Objectives	2012 Projected Outcomes
A Missional Focus	7800		Nuture church leaders and encourage the churches of the presbytery to develop discipleship practices that reach out to the world through	Support of those called to ministry in the churches of Detroit Presbytery through theological education, certification of educators and ecumenical gatherings
A pastoral Care Focus	12500			Spiritually strengthened and renewed leaders mean spiritually strengthened and renewed congregations- through conferences, retreats, pilgrimages, sprittual formation groups and supportive resources
A prophetic Focus	9000			We are better able to hear God's voice speaking to us fresh today through Presbytery worship, transforming educational and spiritual events with both concrete resources and those embodied in visionary leadership
	1100			Printed and Multi Media Resources to support all these abjectives:
Martin Luther King Memorial	3000			see note*

*Note

- Our intent in our request for \$3,000 for the MLK day memorial celebrations is to provide funds for the group which plans the event. In the past there have been essay contests with prizes. This money could fund those surprises. A group may want to bring in a name speaker. This money could fund that speaker. A group may want to offer a memorial to a congregation that most embodies MLK's ideals. This money could fund such a memorial. We do not anticipate that the money will be used every year. We would like to have it available to maximize our ability to offer a suitable memorial each year.
- * To advance the Presbytery of Detroit in its effort to "Have this mind among yourselves, which you have in Christ Jesus..." (Philippians 2:5 (a), RSV) [Prophetic].
- * To view how far we, the P.O.D. and PC(USA) have come and Gather encouragement for further advancement of the body of Christ. [Pastoral].
- * Shared ownership of the struggles, the accomplishments, the dream and the hope. [Missional].

2012 Objectives:

- * To celebrate the life of Martin Luther King, Jr. and the Civil Rights Movement as a reflection that mirrors the strengthening and transforming that has taken place in the Presbytery of Detroit over the last several decades.
- * To recall our personal and collective transformational encounters and/or activities that evolved our perceptions in racial equality for all believers. "For there is no distinction between Jew and Greek, the same Lord is Lord of all and bestows his riches upon all who call upon him. (Romans 10:12, RSV).
- * To mark the day as an advancement for all of humanity - for those oppressed and the oppressors.
Support for annual Martin Luther King Memorial celebration

2012 Presbytery Mission Celebration New Church Development Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change
Postage	0.00	0.00	0.00			
Printing	0.00	500.00	100.00			
Probes	20,000.00	0.00	0.00		3,600.00	
General	0.00	0.00	0.00			
Comunidad Los Del Camino					55,770.00	
Training and Support	10,000.00	10,000.00	4,000.00	4,400.00	5,000.00	
Gratiot	9,000.00		0.00	0.00		
Southfield Presbyterian	6,640.00	4,980.00	0.00	0.00		
Transformation Coordination	16,000.00	31,480.00	28,480.00	31,000.00	35,000.00	
New Transformation Projects/Events	30,000.00	22,372.00	10,000.00	11,000.00	10,000.00	
MLK/Morang St	0.00	0.00	0.00	0.00		
Vietnamese Fellowship	0.00	0.00	0.00	0.00		
Far West Fellowship	5,000.00	0.00			-13,470.00	
NCD	55,000.00	55,000.00	45,000.00	49,500.00		
Total NCD Expense	151,640.00	124,332.00	87,580.00	95,900.00	95,900.00	0.00%

Comunidad Los Del Camino \$55,770

New Church Dev/Redevelopment

PRESBYTERY OF DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle).

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

Strengthening and Transforming Our Congregations to be Missional Pastoral

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves

to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and

transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate

the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal

Activity by Priority	2012 Request	Mission Emphasis Number	2012 Projected Outcomes	2012 Objectives
New Church Development				
Comunidad Los Del Camino	\$55,770	4	Identification of viable Hispanic NCD	New racial ethnic ministry that meets needs of Community
Far West Multi Site	\$25,000	4	Launch of first Far West ministry site	Establish first group worship site at Howell Conf. Center
NCD Probe	\$3,600	4	Completed NCD Feasibility Report	Research shifts in census to determine need for NCD or RD

Transformation Coordination	\$35,000	1,2	Coordinated congregation transformation	Funded staff for congregation transformation efforts
Transformation Events/Training	\$10,000	2	Bi-monthly transformation training events	Continued congregation transformation training opportunities
NCD/RD Training and Support	\$10,000	1,2	Trained NCD/RD Committee Support	Fund NCD/RD workgroup continued training
Totals	139,370			

Mission Emphasis

1. We will provide care, oversight and accountability for pastors and educators, we will equip them to perform ministry in such a manner that will strengthen congregations.
2. We will challenge, equip and support our congregations and leaders in their discernment of God's invitation to join in the journey of a new way of living that will strengthen congregations.
3. We will acknowledge and celebrate diversity among the citizenship of the Kingdom of God in a way that will strengthen congregations.
4. We will launch new communities of faith in cooperation with and to strengthen our existing congregations.
5. We will serve as a catalyst for mission and seek to connect our congregations with common local, regional, national and international mission interests and needs.
6. We will provide a forum for our leaders and congregational members to reflect together theologically.
7. We will provide a forum for social witness. We will bear a prophetic word to the powers and principalities of the world based upon the love, justice and mercy of Jesus Christ.
8. We will provide a ministry of nurture and spiritual growth which supports the name given to children and youth at the sacrament of Baptism

2012 Budget Proposal								
Activity by Priority	2012 Request	Mission	2012	2012 Projected				
		Emphasis	Objectives	Outcomes				
		Number						
Copier	40		Support	Support				
Postage	80		Support	Support				
Supplies	80		Support	Support				
Assessment of Urban Ministries	550	2	Evaluate streng	Deterrmine successes and needs of these ministries.				
Demographic Assessment of Minis	500	2,3,5,7	Focus Team ar	Determine viable areas for urban ministry focus and investment				
Grants for Pilot Programs	1100	2	Assess state o	Identify needs, potentials, interests = link				
Establishing Collaborative Initiative	1100	4	Put theory into	Increase effective urban ministries.				
Training Programs	1550	5	Sharpen kills o	Improve the effectiveness of new initiatives.				
Total	5000							

This Budget proposal, at its heart it, supports the purposes for which the MUMT was created -							
- to strengthen the ministries of urban churches through direct support and by							
creating the kinds of partnerships that will bring greater health to urban congregations and empower							
their impact on their neighborhoods, while opening eyes and hearts in suburban areas to the unity we							
share as members of the Body of Christ.							
We will provide a factually supported assessment of							
Presbytery are aware of and are supportive of collaborative ministrie							
cooperative arrangements in our Presbytery; Move forward with our processing of the Urban							
focused Ranny Balch Grants; Readdress with MBPC a now 3 year old proposal for cooperative							
ministries among City of Detroit churches and institutions.							
Mission Emphasis							
1. We will provide care, oversight and accountability for pastors and educators, we will equip them to perform							
ministry in such a manner that will strengthen congregations.							
2. We will challenge, equip and support our congregations and leaders in their discernment of God's invitation to							
join in the journey of a new way of living that will strengthen congregations.							
3. We will acknowledge and celebrate diversity among the citizenship of the Kingdom of God in a way that will							
strengthen congregations.							
4. We will launch new communities of faith in cooperation with and to strengthen our existing congregations.							
5. We will serve as a catalyst for mission and seek to connect our congregations with common local, regional,							
national and international mission interests and needs.							
6. We will provide a forum for our leaders and congregational members to reflect together theologically.							
7. We will provide a forum for social witness. We will bear a prophetic word to the powers and principalities of							
the world based upon the love, justice and mercy of Jesus Christ.							
8. We will provide a ministry of nurture and spiritual growth which supports the name given to children and youth							
at the sacrament of Baptism							

2012 Presbytery Mission Celebration Coordinating Cabinet Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11	
Gifts and Flowers	600	250		250	250	0.00%	
General Budget	0	100		100	100	0.00%	
Task Force Expense	500	0		0	0	N/A	
Caucus	500	1000		800	800	-20.00%	
Resource Material	200	150		150	350	0.00%	
Subscription	250			0		N/A	
Postage	300	250		250		0.00%	
Printing	400	500		400		-20.00%	
General Assembly Expense	250			0	0	N/A	
Moderator/Vice Mod expense	1500	800		700	1000	-12.50%	
Meeting Expense	200	300		300	350	0.00%	
Communication Committee	250	0		0	2361	N/A	
Multicultural Task Force	7500	4000		2000		-50.00%	
Exec. Presbyter Search	0	0		0		N/A	
MLK Convocation	1700	900		800		-11.11%	
Total Coordinating Cabinet Expenses	14150	8250		5750	5,100.00	5,211.00	-11.30%

Coordinating Cabinet

PRESBYTERY OF DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle)

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves

to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and

transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate

the love revealed through Jesus Christ who is our Lord.

2012 Presbytery Mission Celebration Coordinating Cabinet Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change 10 to '11	
Gifts and Flowers	600	250		250	250	0.00%	
General Budget	0	100		100	100	0.00%	
Task Force Expense	500	0		0	0	N/A	
Caucus	500	1000		800	800	-20.00%	
Resource Material	200	150		150	350	0.00%	
Subscription	250			0		N/A	
Postage	300	250		250		0.00%	
Printing	400	500		400		-20.00%	
General Assembly Expense	250			0	0	N/A	
Moderator/Vice Mod expense	1500	800		700	1000	-12.50%	
Meeting Expense	200	300		300	350	0.00%	
Communication Committee	250	0		0	2361	N/A	
Multicultural Task Force	7500	4000		2000	2000	-50.00%	
Exec. Presbyter Search	0	0		0	0	N/A	
MLK Convocation	1700	900		800	800	-11.11%	
Total Coordinating Cabinet Expenses	14150	8250		5750	5,100.00	5,211.00	-11.30%

Coordinating Cabinet

PRESBYTERY OF DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle)

Objective example: 2 training events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way: Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves

to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and

transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate

the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal				
Activity by Priority	2012 Request	Mission Emphasis Number	2012 Objectives	2012 Projected Outcomes
Moderator/Vice Mod Expense	\$1,000	1	Provide for attendance at Moderators' Conference in Louisville	1. Equip incoming Moderator with necessary tools to be successful 2. Provide Moderator support base for consultation as needed from all over the country 3. Expose incoming Moderator to resources available at National Headquarters and meet national Headquarters staff who can be called upon if needed.
GA Expense (a)	\$10,000	1	Sent 4 GA COLA representatives to GA	Key COLA leadership will be able to observe how GA is ran in order to ensure a successful GA in Detroit
Communications (b)	\$2,361		Upgrade server and website, provide support	Please see attachment (b)
POD Website Costs	\$800		Maintain POD Website Costs	POD leadership and Committees will be able to access POD
Gifts and Flowers	\$250		Send flowers and gifts as is appropriate	feel recognized and appreciated and therefore continue their active engagement with the Presbytery
Resource Material	\$350	1, 2	Provide a book and other reading material	Cabinet members will have a common basis for their work and therefore work will be better focused and relationships

Design Specification: \$1,500 max ... probably less, depending on how long it takes at \$30/hr

Linux Hosting Service	\$142
Website Design	719
Design Specification	1,500
TOTAL	\$2,361

EXPECTED OUTCOMES

- Increased use of and visits to the Presbytery website - this can be tracked
- Improved visual appeal and navigation
- Use of SEO (Search Engine Optimization) will increase hits to the website from search engines
- Increased participation in Presbytery-sponsored mission and events (personal involvement and donations)
- Increase communication between the Presbytery and the community by easy-to-use contact form
- Increase readership of newsletters;
- point-and-click newsletter subscription would increase readership of newsletters
- improved readability and visual appeal
- Increase direct donations to the Presbytery;
- point-and-click donate buttons for ministries
- Dollars spent at Amazon.com could be generating income for the Presbytery. We could become an Amazon associate and earn 4-5% of purchases made by accessing Amazon.com through the Presbytery website.
- Increase the effective use of paid Presbytery staff time:
 - Newsletters will require less time to create and send once they have been configured
 - New subscriptions can be done via web and need not involve staff time
 - Presbytery documents could be uploaded directly to a document server by those who develop or generate the documents - staff time not required
 - New information about events and opportunities can be created by designated committee/ministry people and need not involve paid staff time. Updating pages on this kind of website can be a copy-paste operation from a word document submitted by committee or ministry.

2012 Presbytery Mission Celebration Nuture & Support Expense Budget

	2008 Budget	2009 Budget	2010 Budget	2011 Budget	2012 Budget	% Change
Postage	600	144	150	0		
Printing		216	200	0		
Special Events	600		0	0		
Congregational Care of Pastors	1500	0	0	0		
Clergy Retreats/Clergy in Transition	2000	144	500	1250	700	
Church Leadership Training	1600	1440	1000	1000	3000	
Retired Clergy	200	144	0	0		
Youth Council	2000	1440	17608	9000	7000	
Youth Council - Alma	2200	2160	0	0	500	
Youth Mission Consultant	10000	21024	0	27500	27500	
Triennium Savings for Future Year (510)*			0	3000	3000	
Samaritan Clergy Group	1500	0	0	0		
New Clergy Retreat	2000	1440	0	0	250	
Welcome Lunch	500	360	500	0	300	
Scholarship fund	250		0	0		
Pastoral Support	500		0	0		
Total Nuture & Support	25450	28512	19958	41,750.00	42,250.00	1.20%

* Needs Approval By Appropriate Authority

Nuture and Support Ministry Team

PRESBYTERY OF DETROIT

Please review your objectives and outcomes. An objective is a plan stated to reach a desired outcome or end.

An outcome is a positive change stated as a completion (Gil Rendle)

Objective example: 2 trainig events for ten healthy congregation consultants. Outcome example: Consultants guide 6 congregations through their conflict to health.

Strengthening and Transforming Our Congregations to be Missional Pastoral Prophetic

Our vision is a New and Living Way. Confident in the "new and living way" of Jesus Christ, we, the lay and clergy leaders of the Detroit Presbytery, commit ourselves to hold fast to the confession of our hope. We will encourage one another in love and good works (Hebrews 10:20-24). God's word will lead us to strengthen and transform congregations to embassies of mission, pastoral care and prophetic proclamations. We will aim to Glorify God in our actions and attitudes and demonstrate the love revealed through Jesus Christ who is our Lord.

2012 Budget Proposal				
Activity	2012 Request	Mission Emphasis Number	2012 Objectives	2012 Projected Outcomes
Nuture & Support	42,250			



CALVARY PRESBYTERIAN CHURCH 19125 Greenview Detroit MI 48219

July 29, 2011

Rev. Edward H. Koster
 Stated Clerk
 Presbytery of Detroit
 17575 Hubbell
 Detroit, MI 48235

Dear Ed,

The purpose of this letter is to request a cure to a delinquency that occurred at this past Presbytery meeting June 28, 2011. A letter addressed to me Clerk of Session of Calvary Presbyterian Church – Detroit from Ms. Ruth Azar was placed on the table at the Presbytery meeting. The letter expressed her disappointment with the investigating committee of Calvary Presbyterian Church deciding not to file charges against Thomas Priest. Now, according to the policies of the Presbytery of Detroit, the official and unofficial tables of the Presbytery meeting are the responsibilities of the Coordinating Cabinet. CC-1.1 states “There shall be two tables at presbytery meetings: one for business papers and one for papers of an informational nature... Placing of papers on the tables *must* be approved by the Stated Clerk, the Executive Presbyter or a presbytery unit. The Stated Clerk *shall* be informed in advance of *all* papers, which are to be distributed at a presbytery meeting.” Either Ms. Ruth Azar was given permission to place this letter on the table in advance, or she took it upon herself to place this letter on the table. As a staff person of the Presbytery of Detroit, I’m certain, that she would be aware that this is improper. In any event, we allege that this is a delinquency since the coordinating cabinet did not follow proper procedure in verifying what documents were placed on the table and neither that Calvary Presbyterian Church nor its investigating committee was afforded the same opportunity if Ruth Azar was in fact given permission to place her letter on the table.

Ruth Azar’s letter states that “after much prayer, being in the word and seeking God’s face,” she was electing not to appeal the decision of the investigating committee. This letter was only shared with the investigating committee, to see if they wanted to respond to her letter. The investigating committee felt it best to just let this matter lie in the interest of reconciliation and Christianity. The fact of the matter is however, that Ruth Azar tells some untruths in her letter.

For instance, she alleges that the investigating committee interviewed Sandra Addrow while her sister was in intensive care. The truth of the matter is that Ms. Addrow's sister was in fact having a "treatment" done, and she was asked if she *wanted* to reschedule the interview to which she responded no she wanted to "get it over with". It took the investigating committee approximately 3 - 4 hours to complete her interview because every time a health care professional came into the room, Ms. Addrow ended the conversation to hear what was said. Furthermore, Ms. Azar requested that this letter be read into the session minutes, but in light of the investigating committee deciding not to file charges, this was not proper. Nonetheless, once she decided not to petition the session or the PJC to review the decision of the investigating committee not to file charges that is where it should have ended. To our dismay, this letter ends up on a public table at a Presbytery wide meeting for everyone to see with only one side of the story. This is just a couple of instances where Ms. Azar isn't truthful. However, there was an avenue for Ms. Azar to avail herself of in order to have any questions regarding the investigation answered i.e. how the committee selected whom to interview and why. Again, she chose not to utilize the process.

This letter penned by Ruth Azar was inflammatory and slanderous. It shed a bad light on Calvary Presbyterian Church, and implied that our church's investigating committee did not fulfill the duties as specified by the Book of Order. It also implied that a predominantly African American church could not be impartial and carry out an investigation on an African American individual that was also a member of their congregation. This is simply not true. The members of the investigating committee did a very thorough job despite the fact that the person alleging a complaint ignored three calls, one to her cell phone and two to her office to her to hear her side of the story. Every other individual involved made themselves available regardless of any inconvenience that it may have caused them yet the person that claimed to be offended, oppressed and violated, simply chose not to return a phone call.

The cure that Calvary Presbyterian Church is demanding is a public apology from the Coordinating Cabinet to Calvary at the next Presbytery meeting, and an opportunity for Calvary to circulate a document(s) on the papers table likewise giving Calvary's response to Ruth Azar's letter.

Sincerely,


Rhonda Favors
Clerk of Session
Calvary Presbyterian Church of Detroit

THE PRESBYTERY OF DETROIT

17575 Hubbell
 Detroit, Michigan 48235
 313-345-6550
 866-345-6550 (Toll Free in Michigan)
info@detroitpresbytery.org
www.detroitpresbytery.org



The Clerk of Session
 Calvary Presbyterian Church
 19125 Greenview
 Detroit, Michigan 48219

October 10, 2011

In re:
 Coordinating Cabinet response and acknowledgement
 of receipt of letter from the Calvary Session

Dear Ms. Favors,

Members of Presbytery's Coordinating Cabinet, by a unanimous action at Cabinet's October Stated Meeting, requested that an open letter be written to the Session of the Calvary Presbyterian Church. Cabinet wishes to extend to each member of the Calvary Session a most heartfelt corporate apology. We are profoundly apologetic that the Policies of the Presbytery of Detroit were violated and therefore you were offended.

The Coordinating Cabinet recognizes that when Ms. Azar's letter was placed on the table of *Official Presbytery Documents* at the June 2011 Stated Meeting of the Presbytery for distribution, it resulted in hurt and disappointment. We take your feelings seriously. The Cabinet believes this experience was unnecessary and unwarranted.

We want the Calvary Session to know that the Cabinet has taken several steps to respond to this matter. Cabinet reviewed this matter of its own volition at its August stated meeting. Ruth Azar issued an apology to the Cabinet during this review. The cabinet accepts her apology as a sincere and heartfelt gesture.

Cabinet reaffirms Presbytery policy and procedure for the distribution of documents and papers at Stated Meetings of the Presbytery. Additional steps are being considered and will be taken to further identify several issues for members, friends and visitors to Presbytery Stated Meetings. There is a distinction between official and unofficial documents. Appropriate distribution of documents will be spelled out in more careful and complete detail.

Finally, The Coordinating Cabinet of Presbytery further requests that the Session of Calvary, in the Spirit of reconciliation, not distribute any additional papers or documents at Presbytery on this matter. Cabinet believes further distribution of documents would not be helpful or graceful. The cause of reconciliation will be advanced if further distribution of documents on this sensitive matter cease.

Cabinet recognizes this dispute represents feelings which run deeper than this particular incident. The Cabinet is working together collectively to embrace additional wisdom. Our prayer is that we can learn the steps to take that will support and reflect a beloved community of grace and justice.

On behalf of the Presbytery of Detroit Coordinating Cabinet,

Faithfully yours,

W. Kent Clise
Cabinet moderator

2012 MINIMUM TERMS FOR FULL-TIME CLERGY
The Committee On Ministry-Presbytery of Detroit

The basic compensation for 2012 is a minimum 3% cost of living increase over 2011.

<u>Basic Compensation</u>	<u>Clergy</u>	<u>Clergy, Spouse/Family</u>
Cash Salary + Housing/Utilities* +Deferred Compensation	\$39,811	\$39,811
Medical Deductible (1% of basic compensation for plan member; Plus 1% for spouse/family)	<u>398</u>	<u>796</u>
TOTAL BASIC COMPENSATION*** (Includes any deferred compensation)	\$40,209	\$40,607
<u>Benefits</u>		
Pension (32.5% of basic compensation)**	\$13,068	\$13,197
Social Security Reimbursement (7.65% of basic compensation)	<u>3,076</u>	<u>3,106</u>
Medical Deductible/Voucher Reimbursable		
TOTAL BENEFITS	\$16,144	\$16,303
<u>Reimbursement for Expenses</u>		
Continuing Education Reimbursement	\$1,030	\$1,030
Professional Expenses (Vouchered & Reimbursed) -Auto Allowance –reimbursement at IRS allowable rate. (currently 55.5 cents/mile)	<u>\$1,236</u>	<u>\$1,236</u>
- Business Expenses (books, dues, tapes, etc.)		
TOTAL EXPENSE REIMBURSEMENT	<u>\$2,266</u>	<u>\$2,266</u>
GRAND TOTAL FOR MINIMUM TERMS OF CALL	<u>\$58,619</u>	<u>\$59,176</u>

Other

- Attend Transition in Ministry Workshop
- All full-time calls are required to meet the minimum, **less than full time** calls are prorated.
- Four weeks vacation (including 4 Sundays); and two weeks study leave (including 2 Sundays) are required. Continuing Education Leave may be accumulated up to 6 weeks, upon Session action.
- All installed positions require participation in the Board of Pensions.
Half time must pay 20.5% (for medical benefits) of the PC(USA) median salary as determined by Board of Pensions. Median Salary for 2012 is \$53,300.

*Manse value is considered 30% of this total by the Board of Pensions. Cash housing allowance is flexible, but must reflect actual expenses of operating the home.

**May be considered under benefits if reimbursed on voucher.

***Pension Dues are 32.5% of Basic Compensation: 11% pension, 1% death and disability; 20.5% medical benefits.

APPROVED by Committee on Ministry:

October 13, 2011

APPROVED by Presbytery of Detroit:

The Presbytery of Detroit
Statement of Revenues and Expenditures - Overall By Committee Fund 100
From 8/1/2011 Through 8/31/2011

	Year to Date		Percent Total Budget	
	This Month Actual	Actual	2011 Budget	Remaining
Revenue				
Committee on Ministry	0.00	0.00	1,000.00	(100.00)%
Preparation for Ministry	0.00	0.00	1,000.00	(100.00)%
Trustees	54,260.66	471,915.30	898,022.00	(47.45)%
Presbytery Operations	0.00	0.00	1,000.00	(100.00)%
Congregational Life	0.00	1,000.00	1,000.00	0.00%
Social Justice & Peace	0.00	6,800.00	7,300.00	(6.85)%
Mission Interpretation	0.00	19,365.84	31,620.00	(38.75)%
Nurture & Support	0.00	1,500.00	1,000.00	50.00%
Spiritual Formation & Faith	0.00	0.00	1,000.00	(100.00)%
Development				
New Church Dev/Redevelopment	0.00	6,500.00	1,000.00	550.00%
Outdoor Ministry	0.00	0.00	1,000.00	(100.00)%
Presbyterian Women	0.00	1,000.00	2,000.00	(50.00)%
Metro Urban Ministry Team	0.00	500.00	1,000.00	(50.00)%
Planning & Visioning	0.00	750.00	0.00	0.00%
Coordinating Cabinet	0.00	0.00	1,000.00	(100.00)%
Total Revenue	<u>54,260.66</u>	<u>509,331.14</u>	<u>948,942.00</u>	<u>(46.33)%</u>
Expense				
Nominations	0.00	0.00	650.00	100.00%
Representation	0.00	0.00	100.00	100.00%
Committee on Ministry	106.50	8,195.82	10,630.00	22.90%
Preparation for Ministry	0.00	1,097.34	4,550.00	75.88%
Trustees	11,941.58	78,284.30	127,400.00	38.55%
Presbytery Operations	28,099.61	247,113.34	395,672.00	37.55%
Congregational Life	0.00	9,804.68	33,000.00	70.29%
Social Justice & Peace	3,401.43	43,334.70	63,845.00	32.13%
Mission Interpretation	2,929.80	46,239.40	92,238.00	49.87%
Nurture & Support	2,716.07	27,392.47	41,750.00	34.39%
Spiritual Formation & Faith	1,146.71	8,365.82	29,100.00	71.25%
Development				
New Church Dev/Redevelopment	3,673.74	48,602.39	95,900.00	49.32%
Outdoor Ministry	3,638.08	29,104.64	43,657.00	33.33%
Metro Urban Ministry Team	0.00	0.00	3,150.00	100.00%
Planning & Visioning	0.00	2,992.01	4,200.00	28.76%
Coordinating Cabinet	60.00	466.33	3,100.00	84.96%
Total Expense	<u>57,713.52</u>	<u>550,993.24</u>	<u>948,942.00</u>	<u>41.94%</u>
Revenues Over(Under) Expenditures	<u>(3,452.86)</u>	<u>(41,662.10)</u>	<u>0.00</u>	<u>0.00%</u>

The Presbytery of Detroit
Statement of Revenues and Expenditures - Comparative Overall By Committee Fund 100
From 8/1/2011 Through 8/31/2011

	2011 Current Period Actual	2011 Current Year Actual	2010 Prior Year Actual	Current Year % Change
Revenue				
Preparation for Ministry	0.00	0.00	496.00	(100.00)
Trustees	54,260.66	471,915.30	473,100.54	(0.25)
Presbytery Operations	0.00	0.00	4,558.24	(100.00)
Congregational Life	0.00	1,000.00	0.00	100.00
Social Justice & Peace	0.00	6,800.00	21,050.00	(67.70)
Mission Interpretation	0.00	19,365.84	9,000.00	115.18
Nurture & Support	0.00	1,500.00	0.00	100.00
New Church	0.00	6,500.00	(2,563.33)	(351.61)
Dev/Redevelopment				
Presbyterian Women	0.00	1,000.00	1,000.00	0.00
Metro Urban Ministry	0.00	500.00	0.00	100.00
Team				
Planning & Visioning	<u>0.00</u>	<u>750.00</u>	<u>0.00</u>	<u>100.00</u>
Total Revenue	<u>54,260.66</u>	<u>509,331.14</u>	<u>506,621.45</u>	<u>0.53</u>
Expense				
Committee on Ministry	106.50	8,195.82	2,444.40	235.29
Preparation for Ministry	0.00	1,097.34	(36.62)	(3,096.56)
Trustees	11,941.58	78,284.30	77,740.95	0.70
Presbytery Operations	28,099.61	247,113.34	257,725.72	(4.12)
Congregational Life	0.00	9,804.68	6,571.95	49.19
Social Justice & Peace	3,401.43	43,334.70	46,043.17	(5.88)
Mission Interpretation	2,929.80	46,239.40	52,224.89	(11.46)
Nurture & Support	2,716.07	27,392.47	11,610.34	135.93
Spiritual Formation &	1,146.71	8,365.82	2,317.88	260.93
Faith Development				
New Church	3,673.74	48,602.39	36,524.01	33.07
Dev/Redevelopment				
Outdoor Ministry	3,638.08	29,104.64	29,211.28	(0.37)
Metro Urban Ministry	0.00	0.00	1,299.58	(100.00)
Team				
Planning & Visioning	0.00	2,992.01	0.00	100.00
Coordinating Cabinet	<u>60.00</u>	<u>466.33</u>	<u>1,144.03</u>	<u>(59.24)</u>
Total Expense	<u>57,713.52</u>	<u>550,993.24</u>	<u>524,821.58</u>	<u>4.99</u>
Revenues Over(Under) Expenditures	<u>(3,452.86)</u>	<u>(41,662.10)</u>	<u>(18,200.13)</u>	<u>128.91</u>

**Presbytery of Detroit
Ordination and Installation Commissions
October 25, 2011**

Installation of Carol Tate

The commission to install Carol Tate as the associate pastor of the Kirk in the Hills was convened with prayer by the Moderator, Dixie Elam, at 10:30 a.m. on September 11, 2011 at the Kirk in the Hills.

The Commission members present were:

Teaching Elders:

Norman Pritchard

Kathryn Thoresen

Ruling Elders:

Ron Case, Grosse Ile

Jean Loup, Northside

Margaret Whitman, Kirk in the Hills

Dixie Elam, Rosedale Gardens

The Commission voted to seat the following corresponding members:

The Rev R.C. Ptomey, Middle Kentucky Presbytery

The Rev. Ted Wardlaw, Mission Presbytery

After approving the order of worship, the Commission proceeded to worship, where it installed Carol Tate as associate pastor. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Carol Tate.

s/ Dixie Elam

September 11, 2011

Ordination of Beth Delaney

The Commission to ordain Beth Ellen Delaney was convened with prayer by the moderator, Dianne Bostic Robinson, at 2:45 p.m., on October 9, 2011, at Geneva Presbyterian Church. The Commission members present were:

The Rev. Kevin Johnson

The Rev. Byran Smith

Elder Dianne Bostic Robinson of Westminster Presbyterian Church, Detroit

Elder Donna Gray of Geneva Presbyterian Church, Canton

Elder Nancy Ryan of First Presbyterian Church, Saline

After approving the order of worship, the Commission proceeded to worship, where it ordained Beth Ellen Delaney. In the course of the service, Beth Delaney was asked and she answered in the affirmative the questions for ordination in W-4.4003. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Beth Ellen Delaney.

/s Dianne Bostic Robinson
Moderator

Date: 9/10/2011

Installation of Brooke Pinkrell

The Commission to install the Rev. Brooke Eryn Pickrell as Pastor of Northside Presbyterian Church, Ann Arbor, MI was convened with prayer by Rev. James Porter, Vice-Moderator of the Presbytery of Detroit, at 3:35 PM, on October 23, 2011, at Northside Presbyterian Church. The Commission members present were:

The Rev. James Porter

The Rev. Cathi King

The Rev. Dr. Fairfax F. Fair

Elder Geoff Stanton, Northside Presbyterian Church, Ann Arbor

Elder Ron Case, Grosse Ile Presbyterian Church, Grosse Ile

After approving the order of worship, the Commission proceeded to worship, where it installed Rev. Brooke E. Pickrell as Pastor of Northside Presbyterian Church, Ann Arbor.

Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Elder Ron Case.

/s Rev. James Porter
Vice-Moderator, Presbytery of Detroit

Date: October 23, 2011

Received 9/7/2011

**IN THE PERMANENT JUDICIAL COMMISSION OF THE SYNOD OF THE
COVENANT OF THE PRESBYTERIAN CHURCH (U.S.A.)**

**CHALLENGE
TO THE FINDINGS OF THE
MODERATOR AND CLERK OF THE
PERMANENT JUDICIAL COMMISSION
THAT IT DOES NOT HAVE JURISDICTION
TO HEAR THE REMEDIAL COMPLAINT OF
THE COMPLAINANT, THOMAS H. PRIEST, JR.**

THOMAS H. PRIEST, JR.
Complainant

Remedial Case 2011-04

PRESBYTERY OF DETROIT
Respondent

STATEMENT OF CHALLENGE

On August 9, 2011 Thomas H. Priest, Jr. ("Thomas H. Priest or Mr. Priest" herein), as Complainant, instituted his Remedial Case in this Permanent Judicial Commission of the Synod of the Covenant, complaining of irregularities in the action taken against him which began on March 1, 2011 and were completed on March 18, 2011 by the Presbytery of Detroit, by and through its agent, the Committee on Preparation for the Ministry ("CPM" herein). (A copy of his Complaint is attached as Exhibit A.)¹

In his Complaint Thomas Priest charges: (1) that the Presbytery, acting by and through its agent, its CPM, impermissibly conducted the equivalent of a disciplinary hearing against him without authority and without affording him the procedural and substantive due processes (fundamental fairness) guaranteed to every member of the Presbyterian Church (U.S.A.) church whether in a properly filed disciplinary proceeding under D-10.010, et seq, of the Book of Order or in an administrative inquiry, where the

¹ This Complaint is filed under the Book of Order of the Presbyterian Church (U.S.A.) 2009/2011, since all of the irregularities complained of occurred before the effective date of the nFOG which came into effect in July 2011.

discipline of an individual is the result; (2) that the actions of the Stated Clerk in establishing, participating in and shaping the result of the investigation throughout by the Presbytery's agent, its CPM, was impermissible, especially when the Clerk knew that a separate disciplinary investigation was already underway in another of the Church's Courts; and, (3) that the Presbytery's actions, acting by and through its agent, its CPM, could and did constitute double jeopardy against Complainant.

The Officers of this Commission determined August 9, 2011 that the four jurisdictional grounds of D-6.0305 had not been met, namely that the SPJC lacked jurisdiction to consider Remedial Case 2011-04 because (a) complainant lacked standing to file the case, D-6.0305b; (b) the complaint was not timely filed, D-6.0305c; (c) the complaint failed to state a claim upon which relief could be granted, D-6.0305d, and, (d) the SPJC lacked jurisdiction to consider the complaint, D-6.0305a. While the officers of this Commission did not give reason for concluding the four jurisdictional grounds were missing, Complainant will explore each of the grounds using the Answer of the Respondent as basis for this challenge.

a. The Complainant lacks standing to file the case under D-6.0305b.

Thomas A. Priest was at all times pertinent to the events surrounding and related to the irregularities complained of herein enrolled as a Candidate under the care of the Presbytery for purposes of becoming a Minister of the Word and Sacrament.² As a Candidate he is subject to the control and oversight of the Presbytery's Committee for the Preparation for Ministry (COM), the Presbytery's designated agent for such oversight. However, simply saying CPM has been granted oversight, does not elevate CPM or its activities to the level of the Presbytery, except for those powers specifically granted to it. Being enrolled as a Candidate means Mr. Priest of necessity has to be a member of the

² Mr. Priest is a Seminary Graduate and ready to be considered for his final assessment.

Presbytery and subject to its direct rule and control for the limited purposes of its constitutionally granted oversight, whether through its own actions or those granted its CPM. The Presbytery disagrees, saying Mr. Priest has standing to file a Complaint only for irregularities perpetrated upon him in the church of his membership, unless he is then enrolled as a member of Presbytery for a particular Presbytery meeting. Complainant disagrees. Under the reasoning of the Presbytery, there is no place Mr. Priest could go for relief from any disciplinary action taken against him by a Presbytery's CPM, because he was not then a member commissioned to a then designated presbytery meeting and the Presbytery was not then meeting. That was never the intention of the framers of our church's constitutional documents. The Presbyterian Church (U.S.A.) has declared repeatedly, it is always to be guided by the twin pole stars of Decency and Order.

Under G-14.041d, an individual enrolled by a Presbytery as an Inquirer or a Candidate continues to be an active member of his or her particular church and subject to the concern and discipline of that particular church's Session, for most things, but, in matters relating to his preparation for ministry, once the individual is "enrolled" in the Presbytery he is thereafter also subject to the oversight, control and discipline of the presbytery through the Presbytery itself and through its constitutionally designated agents for specific purposes, such as its Committee on Preparation for Ministry or its PJC. G-11.0103e requires a CPM to submit the names of individuals to be voted on as Inquirers and Candidates for ministry to the Presbytery. Once approved, they are "enrolled" on the Presbytery's Rolls and thereafter afforded limited membership to the extent necessary to proceed toward Ordination. Once enrolled, all Inquirers and Candidates come under the control of the Presbytery in this limited part through its designated constitutional agent, its CPM.

If the oversight and enrollment of candidates and inquirers does not constitute enrollment sufficient to enable a candidate to invoke the jurisdiction of this Commission for remedial relief, when a CPM, acting as agent for the Presbytery, acts beyond its power, then the actions of every CPM acting for and on behalf of the Presbytery must be deemed a nullity and of no effect. That is not the way our system works. It is inconceivable that a CPM, acting for and on behalf of the Presbytery or acting under its own direction and control could maintain the equivalent of a judicial proceeding against an individual and escape scrutiny for what are of necessity ultra vires acts merely by saying the Complainant lacks standing because he is not a member of the Presbytery.

It was never the intention of the General Assembly to create an immediately disenfranchised class in the Presbyterian Church (U.S.A.), which could be denied the rights of Fundamental Fairness without some right to redress, if one or more persons or committees of the church abused the powers given or mistakenly assumed powers not given or improperly took action when not authorized.

The reason the term "enrolled" is used in the Book of Order is to elevate the Covenantal relationship of Inquirers and Candidates (G-11.0103b) to a position where both sides to this new Covenant of special relationship will be provided all of the constitutional safeguards of Fundamental Fairness inherent in the constitutional documents of the Presbyterian Church (U.S.A.). Notwithstanding the suggestion of the Presbytery that Mr. Priest can not seek any redress unless it is at his Session, he could never subject his Presbytery to the jurisdiction of his Session for the improper acts of his Presbytery he here complains of. His avenue of relief must be a right to challenge the irregularity in an appropriate church court above the level of the one causing the irregularity.

b. **The Complaint was not timely filed under D-6.0305c.**

The Decision of the Presbytery, acting by and through its agent, its CPM, to discipline the Complainant, was purportedly reached March 1, 2011 but it was not then announced: A decision was actually mailed March 18, 2011 and received March 21, 2011 by Mr. Priest. The written decision was not announced or proffered to Mr. Priest or his counsel on March 1, 2011. The written decision is not even dated until March 10, 2011. It was not released on that date but held until March 18, 2011 in spite of inquiry and request by Mr. Priest and his counsel for it during the interim.

While a suggestion of the direction CPM might go was voiced before the hearing on March 1, 2011 and again on March 5, 2011 (see the email of Complainant's counsel of the same day attached to the Presbyter's Answer to the Complaint), it was not known then what the particular findings would be or the scope of what CPM intended to do. A finding of the equivalent of guilty on a charge of reverse racial discrimination and the imposition of punitive measures, while recommended by CPM's Investigating Committee and approved by the Stated Clerk of the Presbytery, was argued against as an irregularity by Mr. Priest at the March 1, 2011 hearing. Mr. Priest did not expect the findings stated in the final decision. On March 5, 2011 Complainant's counsel was advised the Report was still not complete and its provisions could not then be released. The formal Report was not released until March 18, 2011 and it was not until its receipt three days later that Complainant first knew of the severity of the action CPM had taken against him and of the irregularity practiced against him.

The Complaint in the instant proceeding was filed within ninety (90) days of the release of the Report, as is admitted in the Presbytery of Detroit's Answer at page thirteen (13) where it acknowledges a filing date of June 9, 2011.

The actionable irregularity complained of here did not culminate at the March 1, 2011 hearing. Rather, the actionable date could not commence the running of the limitations period until formal announcement of the decision which occurred at its release. Under the Rules of Discipline in our Church's Constitution, PJC's are required to prepare a written decision (D-7.0402c) while still in session and to release it forthwith. The reason for such a requirement is to prevent the mischief that can occur when a delay of weeks is grafted onto the process. Here, CPM met March 1, 2011, heard a summary presentation from its Investigating Committee, that day heard Mr. Priest's argument in response to the summary, deliberated and thereafter reached a tentative but unannounced decision that day subject to reducing it to written form. CPM then withheld its decision from Complainant for eighteen (18) days. The day of the release of its decision completed the irregularities complained of herein. The ninety (90) day clock could not begin to run until then, whether there is a notice requirement or not. The Complaint in this case was timely filed when it was received by the Stated Clerk of the Synod on June 9, 2011 – the eighty-first (81st) day following the date of the end of the irregularities. Even if the date placed on the Report is deemed to be the actionable date (March 10, 2011), filing on June 9, 2011 is also within the ninety (90) days allowed for filing.

c. **The Complaint failed to state a claim upon which relief could be granted under D-6.0305d.**

1. The proceeding against Mr. Priest was labeled an Investigation. It carried other headers and markers indicating its true nature was a disciplinary proceeding.³ Whether an administrative proceeding or a judicial proceeding, fundamental fairness is required under our Church's Book of Order, as particularized in *Gaba v. Presbytery of*

³The Agenda for the Hearing provided for a Court Reporter, had a Hearing Stage, and allowed him an Advocate, while the Committee was called an Investigating Committee.

Eastern Virginia, Remedial Case 204-11, (2004), *Wolfe vs. Presbytery of Winnebago*, Remedial Case 219-04 (2009) and *Lewis v. Presbytery of New York City*, Remedial Case 207-13, (1995). The denial of fundamental fairness (procedural and substantive due process) in a proceeding in which the result is disciplinary in nature has always been deemed to generate a claim sufficient for which relief can be granted.

2. While a CPM has the right and the power to determine a candidate's fitness for ministry, it can not do so using an approach not permitted within its stated powers (Complainant equates the act of CPM in usurping an authorized power with this country's law's regarding ultra vires acts). Determining fitness in a disciplinary proceeding has never been an enumerated power granted a CPM under any circumstance. Investigating Committees exist only under the Rules of Discipline of the Constitution of the Presbyterian Church (U.S.A.). If used, or if a proceeding is undertaken which in its every attribute is essentially the same as the action of an Investigating Committee under a Disciplinary Action, any person hurt by the misuse of this power, of necessity, should have a right to ask an appropriate church court to remedy the misuse as an irregularity.

d. The Synod's PJC lacks jurisdiction to hear the Complaint under D-6.0305a.

The argument advanced in the Presbytery's Answer is that a CPM is not a governing body. In those functions which require Presbytery action, such as an approval of an Applicant to become an Inquirer or Candidate, it is not. In those functions where CPM, acting as agent for its Presbytery, has the right to make final "oversight" decisions as to "enrolled" members subject to its jurisdiction, it is. And, in those functions in which a CPM is to carry out directions and decisions already made by the governing body (G-9.0501a), its action is the action of the Presbytery.

In this case, where CPM either did not ask, for approval of its action against Mr. Priest or, at most, only reported the action it took as to Mr. Priest to the Presbytery as a completed action, it was acting as the Presbytery (G-9.0501a). Under the facts of this case, in taking final action against Mr. Priest based on its impermissible investigation of Mrs. Azar's letter statement, its action was disciplinary in nature. As such, CPM was either acting for and as the Presbytery or it was acting beyond the powers granted to it. Either way, its action was irregular.

The Presbytery responds to this argument with a Catch 22 defense. It says a CPM is not a governing body, so that no action can be brought against it. This action is not against the CPM, per se. The Presbytery goes on to argue the action taken was that of a committee, so, nothing can be charged against the Presbytery, thus the Catch 22.

CONCLUSION

Complainant asks as a part of his Challenge under D-6.0306b that this pleading be accepted as an appropriate and timely filed Challenge, that he be allowed to present evidence and argument on the findings in question, and that he and the Respondent be allowed to submit Briefs prior to any hearing on the jurisdictional deficiencies challenged herein under a schedule designated by the PJC.

Complainant makes this Challenge to the decision of the Officers of the PJC dated August 9, 2011 and mailed to him by letter from the Moderator of the Synod's PJC dated August 19, 2011. In that letter the Moderator of the SPJC advised that Complainant could challenge the decision under D-6.0306, which Complainant hereby does within the thirty (30) days permitted under D-6.0306a.

This Challenge is signed by and on behalf of Complainant by Complainant and by Complainant's attorney, Archibald Wallace, III, as of the date shown opposite each place of signing.

Respectfully submitted.
Thomas H. Priest, Jr.

September 2, 2011
Date

By: Archibald Wallace III
Minister of the Word and Sacrament (PCUSA)
Presbytery of the James
Counsel for Thomas H. Priest, Jr. and his
designated Agent for purposes of signing
this Challenge
Member of the Virginia and West Virginia Bars

Date

Thomas H. Priest, Jr.,
Individually

Certification of Service of Challenge

I hereby certify that a copy of the above Challenge was served upon the Stated Clerk and the Moderator of The Synod of The Covenant at the offices of the Synod of the Covenant, 1911 Indian Wood Circle, Suite B, Maumee, OH 43537 by Federal Express, with delivery tracking requested,, and upon the Respondent in a similar manner, by serving it upon Elder Mark Schneider, 2701 Troy Center Drive, Troy, MI 48084 one of its Committee of Counsel, this ___ day of August, 2011.

Mr. Ed Kauter

RECEIVED JUN 9 2011

Form No. 6

THE SYNOD OF THE COVENANT
OF THE PRESBYTERIAN CHURCH (U.S.A.)

THE PRESBYTERY OF DETROIT
17575 Hubbell
DETROIT MI 48235

A REMEDIAL COMPLAINT UNDER D-6.0100, et. seq.

THOMAS H. PRIEST, JR.,

Complainant

v.

PRESBYTERY OF DETROIT,

Respondent

COMPLAINT

Thomas H. Priest, Jr., a member of Calvary Presbyterian Church, Detroit, Michigan, and an enrolled Candidate of the Presbytery of Detroit complains to the Permanent Judicial Commission of the Synod of the Covenant concerning certain irregularities committed against him by the Presbytery of Detroit, acting by and through its agent, the Committee on the Preparation For Ministry (CPM), in that on March 1, 2011 the CPM of the Presbytery of Detroit, acting by and for the Presbytery, conducted a "Hearing" against Thomas Priest on the, "Form 26, Accusation By Individual As Statement of Offense," of Ruth Azar dated April 21, 2010 and submitted under D-10.0102a of the Discipline of the Book of Order of the Presbyterian Church (U.S.A.) with letter attached. See Exhibit A attached. While the CPM labeled the March 1, 2011 proceeding a Hearing as to the Suitability for Ministry of Thomas Priest, the entire proceeding was instead a Disciplinary Hearing against Thomas H. Priest. On March 18, 2011 CPM mailed notice of its decision to Mr. Priest, saying in essence Mr. Priest had

abused his authority as Moderator of the Presbytery, had exhibited prejudice and bias against others, and had routinely used methods of confrontation and intimidation to get his way. See **Exhibit B**, the Notification of the CPM's decision, **Exhibit C**, the Report of the CPM Subcommittee dated January 18, 2011, which was adopted March 1, 2011. At the March 1, 2011 CPM Meeting Mr. Priest (1) objected to the hearing claiming a disciplinary hearing by CPM was ultra vires, (2) cited the lack of fundamental fairness (procedural and substantive due process) in the conduct of the hearing, and (3) objected to the impropriety of the proceeding because it subjected Mr. Priest to double jeopardy, since a separate PJC disciplinary investigation of the complaint of Mrs. Azar had already been held, following which that Investigative Committee declined to initiate Disciplinary proceedings against Mr. Priest. See **Exhibit D** attached.

The decision of CPM was mailed March 18, 2011, and was received on March 21, 2011 by Mr. Priest. See **Exhibit E** attached. It is from this decision that Mr. Priest brings this Remedial Complaint, since the actions complained of are final under the delegated authority of the Presbytery to CPM and since the decision of CPM has not and will not be subject to Presbytery approval or disapproval at any subsequent meeting of the Presbytery.

The Irregularities

Mr. Priest states the following as Irregularities in the Actions taken by CPM:

1. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, conducted a disciplinary hearing against Mr. Priest on March 1, 2011 in violation of D-10.0100, et seq., of the Book of Order which empowers only permanent judicial commissions to hear and decide disciplinary charges.

2. The Stated Clerk of the Presbytery of Detroit improperly referred the Complaint to the CPM or the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.
3. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, formed an Investigative Committee to consider the disciplinary charges and present its conclusions at a formal hearing. At the time of the March 1, 2001 Hearing CPM was aware that the same charges had been referred to an Investigative Committee of the Session of Calvary Presbyterian Church, which had investigated the charges and declined to initiate formal disciplinary charges against Mr. Priest.
4. The Hearing of March 1, 2011 was Irregularly conducted in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that he was not allowed:
 - a. to confront his accuser;
 - b. to call any witnesses;
 - c. to cross examine the Investigators, the accusers or any of the other witnesses; and
 - d. to know what the accuser or any witnesses said or see what any witness might have provided to the Investigating Committee; and
5. The findings of CPM of March 1, 2011, while said not to be disciplinary in nature, were in fact disciplinary and, as such, were beyond the scope of authority of CPM (*ultra vires*).

FACTUAL BACKGROUND

1. During the calendar year 2009 Elder Thomas H. Priest of Calvary Presbyterian Church, Detroit, Michigan, served as Moderator of the Presbytery of Detroit. During that year Mr. Priest was also a student at Ecumenical Theological Seminary in Detroit Michigan, working toward an M. Div. Degree, which he was awarded later that year. On June 23, 2009 the Presbytery, after examination, enrolled Mr. Priest as a Candidate for the Ministry of Word and Sacrament at its June Presbytery Meeting.

2. As a part of one of Mr. Priest's classes in 2009 at Seminary, Mr. Priest evaluated two urban ministry centers in Detroit (the Barnabas Mission and Second Mile Center) using Ronald Peters,' *Urban Ministry* and John M. Perkins' *Beyond Charity* as guides. Mr. Priest's conclusions were that the Barnabas Mission was a mission of reconciliation and empowerment, under the *Peters'* guidelines, while the Second Mile Center would only qualify as a charitable mission. Mr. Priest conducted his field evaluation at the Second Mile Center on February 18, 2009. After completing his evaluations, Mr. Priest shared his findings with his Seminary class on March 9, 2009, with the Presbytery's Metropolitan Urban Ministry Team on March 12, 2009, and with members of the two centers involved on March 16, 2009. (A copy of the Power Point Presentation used by Mr. Priest in all three presentations is attached as Exhibit F)

3. On March 2, 2009, Mr. Priest, while serving as a member of the Presbytery's Coordinating Cabinet, participated in the Cabinet's consideration and approval of a recommendation that the Presbytery call Ruth Azar as Executive Director of Second Mile Creek. There is nothing in the minutes of that meeting to suggest Mr.

Priest objected in any way to the call. See Exhibit G attached. On June 23, 2009 the Presbytery approved the call of Ms. Azar to the Second Mile Center after a spirited effort to postpone the vote. Mr. Priest Moderated the Presbytery Meeting where the call was ultimately approved and did not participate in the discussions about postponement. See Exhibit H attached.

4. At the end of 2009 Mr. Priest ended his term as Moderator of the Presbytery. In October 2009, just before Mr. Priest's term as Moderator ended, the Coordinating Cabinet received a Report from Ed Koster, Stated Clerk of the Presbytery, about the way the Presbytery had handled the call of Ms. Azar to be Executive Director of Second Mile Center. The report was intended as response to the questions raised by some within the Presbytery as to whether the decision of the Presbytery to call Ms. Azar in June 2009 was proper or not. See Exhibit I attached. The solution suggested was to discharge Ms. Azar and go through the call process again. No action was taken on the issue before the end of 2009.

5. As an elder commissioner to the Presbytery but no longer Moderator and while still a member of the Coordinating Cabinet, Mr. Priest on April 5, 2010 advised the Stated Clerk of the Presbytery of his intent to file a Motion with the Presbytery asking it to rescind its earlier action regarding the called position at Second Mile Center. A copy of the Motion was to be a part of the Presbytery Packet sent to all commissioners and was to be voted on at the April 27, 2010 Presbytery Meeting. A copy is attached as Exhibit J. On April 12, 2010, the Presbytery Executive emailed a copy of Mr. Priest's Motion to Ms. Ruth Azar to give her a "heads up" that the Motion was coming. See Exhibit K attached. Two days later, on April 14, 2010, Ms. Azar and two others responded, asking the Presbytery Executive what "charges" could be brought against Mr. Priest for what

they perceived to be harassment by Mr. Priest. See Exhibit L attached. The Stated Clerk of the Presbytery responded the same day, saying that charges could be brought under the Discipline against Mr. Priest, if Ms. Azar wished and, because Mr. Priest was under the care of Presbytery, a complaint could be made to CPM. See Exhibit M attached.

6. On April 21, 2010 Ms. Azar submitted a "Form No. 26, Accusation By Individual As Statement of Offense against Mr. Priest, citing D-10.0102a with letter attached as basis for the accusation (together her written statement), thereby invoking the procedure to be used when initiating a Disciplinary Case against a person under the jurisdiction of a governing body. See Exhibit A attached. In the Disciplinary Accusation Ms. Azar claimed Mr. Priest committed the offenses of racism, discrimination, and division against her and others at the Second Mile Center. Interestingly, the accusations related to the one day visit of Mr. Priest on February 18, 2009 to the Second Mile Center. No explanation was given in the Written Statement of Ms. Azar why the accusation had lain dormant for fourteen months. The Disciplinary Accusation was addressed to Rhonda Favors, Clerk of Session of Mr. Priest's home church and to Edward Koster, Stated Clerk of the Presbytery. The Session of Calvary Presbyterian Church immediately appointed an Investigating Committee as required by D-10.0201. Edward Koster, the Stated Clerk of the Presbytery sent the Charge to Presbytery's CPM and advised CPM how it could proceed with its own investigation without having to defer to the Presbyter's Permanent Judicial Commission or the Session of Mr. Priest's home church. Mr. Koster did not refer the Disciplinary Accusation to an Investigating Committee of the Presbytery as required by D-10.0201 of the Book of Order

7. On April 27, 2010 Mr. Priest's Motion to Rescind was brought to the floor of Presbytery but was not voted upon as to its merits because of procedural rulings. Mr. Priest was not in attendance at the meeting.

8. Ms. Azar's disciplinary charges were the subject of an extensive investigation by Calvary Presbyterian Church's Investigative Committee, including a hearing where Mr. Priest was allowed to address and refute the charges. On February 10, 2011, the Investigative Committee of Calvary Presbyterian Church issued its Conclusion of Investigation, advising that "no charges would be filed." This information was provided Presbytery's CPM, before it began its hearing on March 1, 2011; however, CPM went ahead with its hearing related to the same Charges.

9. On May 4, 2010 CPM established its own Investigative Committee and was guided in its investigation by the Stated Clerk of the Presbytery. CPM asked the Investigating Committee it appointed to investigate the accusations of Ms. Azar. The Investigating Committee recognized that the approach of CPM could be viewed as violative of the powers granted a CPM by the Book of Order, so the Investigating Committee in its Report of January 18, 2011 took pains to label its actions as advisory only, saying its intended purpose was to advise CPM on issues of Mr. Priest's suitability and not to determine whether or not the Constitution of the PC (USA) was violated. Unfortunately, the stated intent was subverted by a deliberate use of the discipline of the church in a manner not permitted by the Constitution of the PC (USA). The result was the Committee's Report of January 18, 2011. See Exhibit C attached. At no time during its investigation was Mr. Priest given a copy of Ms. Azar's written statement, nor advised what Ms. Azar had said in her presentations to the Committee, nor given any information about the investigation. Subsequently, Mr. Priest was called to an August 9, 2010

meeting with the Investigating Committee where he was asked to discuss his actions on February 18, 2009 in light of the written statement of Ms. Azar. Both before and after the August 9, 2010 meeting the Investigating Committee met with and obtained testimony from other witnesses, some of whom it has not even named to date. None of the materials collected by the Investigating Committee were made available to Mr. Priest. At the end of its work, the Investigative Committee submitted its report dated January 18, 2011 to CPM with conclusions about Mr. Priest's behavior and with recommendations of what he should do to continue under the care of the Presbytery. Among the conclusions the Investigative Committee stated were Mr. Priest's,

1. abuse of his authority as Moderator of the Presbytery;
2. deceit in the identification of himself to the Second Mile Center employees;
3. misuse of his Presbytery office to influence the actions of the Presbytery against Second Mile Center;
4. denial of due process to Second Mile Center in not allowing it be heard regarding his Motion of April 2010;
5. bias against the opinions and experiences of others;
6. racism in his treatment of other racial-ethnic individuals; and,
7. misuse of confrontation and intimidation to achieved his will.

Each of these conclusions has been cited by PJC's across the church as basis for the imposition of discipline upon other minister members of the church. Here, the conclusions were reached without affording Mr. Priest the rights of fundamental fairness. Simply by labeling the proceedings as something other than a disciplinary proceeding. Mr. Priest was called to a Hearing on March 1, 2011 before the whole of CPM, to hear the report and respond to it. CPM advised before the Meeting that it intended on March 1, 2011 to receive the Report of the Investigating Committee of CPM and to act upon it.

Mr. Priest was given a copy of the proposed Agenda for the Meeting before the Hearing. This Agenda was adopted as the Agenda for that Hearing. See **Exhibit N** attached. He was not given a copy of the Report until just before the original date of the Hearing¹. In the Agenda adopted, CPM advised Mr. Priest that a court reporter would be present, that Mr. Priest could have an advocate, if he wished, and that there would be a time in the Meeting called the "Hearing Stage." CPM advised at the onset of the Hearing that the Investigative Committee would present its findings and report on the evidence it had collected but could not be subjected to cross examination or direct questioning. CPM also advised that none of the witnesses examined by the Investigative Committee would be present or available for cross examination. The procedure for the day only allowed Mr. Priest to submit his testimony and to argue his defense. CPM advised it intended to vote to adopt the Report but wanted to hear from Mr. Priest before it finally ruled. Inexplicably, the Stated Clerk, who had engineered the way the charges were handled by CPM was allowed to sit in with CPM during its deliberations and to advise CPM as to its actions. Mr. Priest was given time to argue his defense, but it mattered not, because the evidential basis for CPM's action (the evidence behind the Report of January 18, 2011) was unavailable and not disclosed throughout the meeting. On March 11, 2011 Mr. Priest received Notice of the decision of CPM. See **Exhibit E** attached. Because of this Notice Mr. Priest submits this Complaint to the PJC of the Synod of the Covenant, asking this tribunal to correct the Irregularities listed above through this Remedial Action.

STANDING

Thomas Priest states this permanent judicial commission has jurisdiction over his Complaint filed under D-6.0202, et seq., of the Book of Order in that

¹ The Hearing was originally scheduled for February 1, 2011 but was rescheduled to March 1, 2011 at Mr.

1. Complainant has standing to file this Complaint, since he is an elder of Calvary Presbyterian Church (PCUSA), a graduate of Ecumenical Theological Seminary with a Master of Divinity Degree and is enrolled under the care of the Presbytery of Detroit as a Candidate to become a Minister of the Word and Sacrament. Because of his enrollment he qualifies as a member of the Presbytery. In addition, some of the actions complained of and the conclusions reached purportedly occurred when Mr. Priest served as Moderator of the Presbytery of Detroit and related to his use or misuse of that office. And finally, he is aggrieved by the actions of the Presbytery, acting by and through its agent, the CPM.
2. The Permanent Judicial Commission of the Synod has jurisdiction to hear this Complaint since it involves the decisions and final actions of the Presbytery, acting by and through its Committee for the Preparation of Ministry taken against a Candidate under the care of the Presbytery. The actions taken by CPM are final actions of the Presbytery because of the Presbytery's designation of CPM to act on its behalf in certain matters without further review or action by the Presbytery.
3. The Complaint is timely in that the Complainant seeks to remedy actions taken March 1, 2011, of which he was not notified until notice was mailed to him on March 10, 2011 and received by him on March 11, 2011.
4. The Complaint states a claim upon which relief can be granted in that it cites as irregularities four erroneous actions taken by the Presbytery, acting by and through its CPM, as relates to the decisions reached in the meeting of CPM of March 1, 2011, including the conduct of CPM both

before and during that meeting and one erroneous act taken by the Stated Clerk of the Presbytery, which was continuing in nature, even to this date.

ARGUMENT

1. The decision of the CPM of the Presbytery of Detroit, acting for and on behalf of the Presbytery, to conduct a disciplinary investigation and hearing against Mr. Priest by (a) appointing an Investigative Committee, (b) authorizing it to investigate the disciplinary charges against Mr. Priest, and (c) holding a judicial hearing involving disciplinary charges against Mr. Priest was erroneous and not permitted under the Book of Order, and, as such, it is an Irregularity committed by the Presbytery.

The Book of Order of the Presbyterian Church (U.S.A.) D-10.0100, et seq. establishes those steps that are to be taken when a written statement of an alleged offense is submitted to one of the governing bodies of the church. In no instance is the power to investigate the accusations or to hear the charges ever delegated or extended to a Committee for the Preparation for the Ministry. Here, the CPM of the Presbytery usurped the power reserved to the Presbytery by investigating and hearing charges that were disciplinary in nature only and it acted beyond its authority in appointing an investigative committee, directing it to investigate disciplinary charges and holding a disciplinary hearing regarding those charges.

Section D-11.0100, et seq. provides that a disciplinary case can only be heard by a permanent judicial commission.

2. The Stated Clerk of the Presbytery of Detroit improperly referred the Written Statement of Ms. Azar to the CPM of the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.

The Book of Order requires the Stated Clerk, upon receipt of a written statement claiming a violation of the discipline of the church, to report to the governing body that an offense has been alleged and to turn the accusations over to an Investigative Committee designated by the Presbytery to investigate and determine whether to bring

charges or not. An Investigative Committee can bring charges or announce that it will not bring charges. If charges are brought, they are presented to the Permanent Judicial Commission of the governing body having jurisdiction. In no instance is the CPM of any governing body empowered to appoint an Investigating Committee or conduct a disciplinary hearing against anyone under the jurisdiction of the governing body. Here, the Stated Clerk referred the accusations against Mr. Priest set forth in the written statement of Ms. Azar against him, to CPM and assisted CPM in outlining a course of action that would allow CPM to circumvent the Discipline of the Church and to withhold those due process safeguards of the church called fundamental fairness due Mr. Priest.

3. The CPM of the Presbytery of Detroit, acting as agent for the Presbytery of Detroit, subjected Mr. Priest to double jeopardy when it formed an Investigative Committee to consider the charges and present its conclusions in a formal hearing, knowing that the same charges had been submitted to the Session of Calvary Presbyterian Church and were the subject of an investigation there.

CPM was specifically advised that Mr. Priest had been subjected to one investigation on the same charges by Calvary Presbyterian Church and that Calvary's Investigative Committee had declined to bring charges against Mr. Priest. This information was specifically communicated to CPM at the beginning of its March 1, 2011 Hearing, but disregarded when the Stated Clerk advised the Meeting that it was not double jeopardy, since charges had not been the subject of a hearing before the Church's Session sitting as a PJC.

4. The Hearing of March 1, 2011 was irregularly conducted (assuming it could be conducted) in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that Mr. Priest was not allowed:

- a. to confront his accuser or hear her testimony
- b. to call any witnesses
- c. to examine or cross examine the Investigators, the accusers, or any of the other witnesses
- d. to know what the accuser or any of the witnesses said or to see what any of the witnesses might have provided to the Investigating Committee

The Discipline of the Book of Order (D-1.000) requires that all participants in church discipline are to be accorded procedural safeguards and due process, and it is the intention of the Rules of Discipline to provide them.

Section D-14.0100, et seq., sets forth the rules of evidence to be followed in a proceeding, which rules prohibit each of the denials of rights stated above.

Throughout the Form of Government Section of the Book of Order, due process safeguards are required in the conduct of any investigation, commission proceeding or hearing.

RELIEF REQUESTED.

1. That the Permanent Judicial Commission rule that it was irregular and impermissible for the Presbytery, acting by and through its Committee for the Preparation for the Ministry, to conduct a disciplinary proceeding against Mr. Priest on March 1, 2011 under D-10.0100, et seq., of the Book of Order, and that the adoption of its Investigative Committee's Report and recommendations presented was in error and should be reversed.

2. That the Permanent Judicial Commission rule that the Presbytery, acting by and through its Stated Clerk improperly referred the Disciplinary Written Statement of

Ms. Azar to the CPM of the Presbytery of Detroit for investigation and action in contravention of D-10.0100 of the Book of Order.

3. That the Permanent Judicial Commission rule that the Presbytery, acting by and through its Committee can not form an Investigative Committee to consider disciplinary charges or hold a hearing on those charges when those charges have already been subjected to investigation and been dismissed by another properly formed Investigative Committee, as such second action would constitute double jeopardy, and, as such, is impermissible under the Book of Order.

4. That the Permanent Judicial Commission rule that the Hearing of the Committee for the Preparation for the Ministry, held March 1, 2011, was improperly conducted for reason that Mr. Priest was not afforded fundamental fairness (procedural and substantive due process) required by the Book of Order.

5. That the Permanent Judicial Commission declare the proceedings of March 1, 2011 are null and void and of no further effect.

CERTIFICATION

This Complaint is signed by Complainant's attorney, Archibald Wallace, III and by the Complainant. Archibald Wallace, III is a Minister of the Word and Sacrament and a member of the Presbytery of the James. He is also a member of the Virginia and West Virginia Bars. In participating in this proceeding Rev. Wallace is not acting for or on behalf of the Presbytery of the James.

Complainant reserves the right to submit a Brief in Support of this Complaint after the officers of the Synod's Permanent Judicial Commission have made their decision regarding the jurisdictional questions related to this proceeding.

Respectfully submitted,
Thomas H. Priest, Jr.
By Counsel

June 7, 2011
Date

Archibald Wallace III
Archibald Wallace, III
Counsel for the Complainant

9 June 2011
Date

Thomas H. Priest, Jr.
Thomas H. Priest, Jr.

CERTIFICATION OF SERVICE OF THE COMPLAINT

I hereby certify that the original of the above Complaint was filed by ~~Hand~~ ^{Fed Ex}
^{Direct Signature} Delivery with written Receipt upon the Stated Clerk of the Synod of the Covenant,
 George Baird, at his office 1911 Indian Wood Circle, Suite B, Maumee, OH 43537 and
 that a copy was served upon the Stated Clerk of the Presbytery of Detroit, by serving
 Reverend Edward Koster, at the Presbytery's office, 17575 Hubbell, Detroit, MI. 48235
 by ~~Hand~~ ^{Direct Signature} Delivery with written Receipt this ____ day of ~~June~~, 2011.

Fed Ex

Archibald Wallace, III

Archibald Wallace, III
 Counsel for Complainant
 Thomas H. Priest, Jr.

Thomas H. Priest, Jr.

Thomas H. Priest, Jr.

6 September 2011

THE PERMANENT JUDICIAL COMMISSION
of
THE PRESBYTERY OF DETROIT
of
THE PRESBYTERIAN CHURCH (U.S.A.)

Presbytery of Detroit
 For the Presbyterian Church (U.S.A.)

DECISION AND ORDER
 2011-02

vs

Rev. Ronald Vanderbeek,
 Teaching Elder

ARRIVAL STATEMENT

This is a Disciplinary case that has come before the Permanent Judicial Commission as a result of a complaint submitted against Rev. Ronald Vanderbeek, Teaching Elder and associate pastor of Garden City Presbyterian Church.

JURISDICTIONAL STATEMENT

The Permanent Judicial Commission finds that it has jurisdiction and that the charges against the Rev. Vanderbeek were filed with the Stated Clerk of the Presbytery of Detroit within the required time limits.

APPEARANCES

Rev. Ronald Vanderbeek, the Accused, *pro se*.
 Rev. Bryan Smith, for the Prosecuting Committee

HISTORY

A three-person Investigating Committee was duly appointed pursuant to Presbytery policy. The Committee decided to file charges, which were dated September 27, 2011. The Committee also filed a Recommendation of Censure pursuant to D-10.0302, which was signed by all members of the Committee and the Rev. Vanderbeek. The following facts were agreed to at trial by the parties as accurate:

By his own admission in 2011, the Rev. Vanderbeek engaged in acts amounting to sexual misconduct approximately five times over several months with the victim, a member of his congregation for whom he had provided pastoral care. The Rev. Vanderbeek was aware that the victim suffered from bipolar disorder. Although the victim was being treated with medication, her condition was severe

enough to require hospitalization twice in the recent past. These facts establish that the victim may not have had sufficient mental capacity to give consent.

CHARGE 1

Violation of Rules of Discipline D-10.0401(c)(1) by engaging in sexual relationship with a person whose mental capacity may have been insufficient to give consent.

Verdict:

Guilty – the charge is sustained.

Rationale:

Rev. Vanderbeek pled guilty to this charge and the Commission voted unanimously to accept that plea. Prior to entry of the plea, Rev. Vanderbeek was duly reminded of the presumption of innocence in his favor, his right to a full trial, right to counsel, the right to remain silent, that a plea may impair any appeal, and the fact that the Commission was not bound to follow the censure recommendation of Investigating Committee.

CHARGE 2

Violation of Rules of Discipline D-10.0401(c)(2) by engaging in sexual relationship that misused your office.

Verdict:

Guilty – the charge is sustained.

Rationale:

Rev. Vanderbeek pled guilty to this charge and the Commission voted unanimously to accept that plea. Prior to entry of the plea, Rev. Vanderbeek was duly reminded of the presumption of innocence in his favor, his right to a full trial, right to counsel, the right to remain silent, that a plea may impair any appeal, and the fact that the Commission was not bound to follow the censure recommendation of Investigating Committee.

CENSURE AS TO CHARGES 1 AND 2 Temporary Exclusion (D-12.0104)

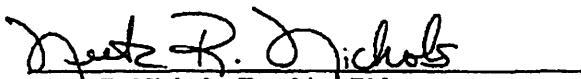
Whereas, you, Rev. Ronald Vanderbeek, have been found guilty of the offenses of Violation of Rules of Discipline D-10.0401(c)(1) and D-10.0401(c)(2), and by such offenses you have acted contrary to Constitution of the Presbyterian Church (U.S.A.); now, therefore, the Presbytery of Detroit, in the name and by the authority of the Presbyterian Church (U.S.A.), does now declare

you temporarily excluded from ordered ministry for a period of two (2) years, and subject to the following additional terms: 1) Approval for reapplication to ordered ministry in the Presbyterian Church (U.S.A.) shall be subject to the decision of the Committee on Ministry and following the recommendation of a counselor approved by the Committee on Ministry and who shall render a full report to the Committee on Ministry regarding your fitness for ministry; and 2) you shall abide by all Committee on Ministry requirements regarding contact with the Garden City congregation after October 25, 2011.

ORDER

IT IS THEREFORE ORDERED that the Stated Clerk of the Presbytery of Detroit report this decision to the Presbytery at its first meeting after receipt, and that the Presbytery enter the full decision upon its minutes.

Dated this 10th day of October, 2011



Neeta R. Nichols, Teaching Elder

Moderator, Permanent Judicial Commission of the Presbytery of Detroit



Mark D. Schneider, Ruling Elder

Clerk, Permanent Judicial Commission of the Presbytery of Detroit

**Presbytery of Detroit
Minutes of the Stated and Annual Meeting
November 22, 2011**

WE GATHERED IN GOD'S NAME

A quorum being present, the Presbytery of Detroit convened with litany and prayer in its annual and stated meeting at 4:04 p.m. on November 22, 2011 at the First Presbyterian Church, Royal Oak. Dianne Bostic Robinson moderated the meeting.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Marilyn Sutton the assistant to the Stated Clerk.

The Moderator welcomed new commissioners and members.

Upon motion of the Stated Clerk, the Presbytery adopted the docket

Upon motion of the Stated Clerk, the Presbytery excused those who have requested to be excused.

Members of Royal Oak First gave a short skit on the founding of the and history church, and Tom Rice welcomed to Presbytery to Royal Oak First.

Report From Other Governing Bodies

Synod Commissioners. Deborah Fair reported for the Synod Commission

The Presbytery heard a report that the Synod voted to contribute \$10,000 to the Presbytery for our Committee on Local Arrangements for the 2014 General Assembly: they appointed Rafaat Zaki, Carol Hylkema, and Rafael Francis as members of the COLA.

James Porter began moderating the meeting.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Announcements

Presbytery heard an announcement and a request for prayers about the Thika Presbytery, Kenya, Presbyterian Church of East Africa.

Reports

The Presbytery heard reports by Eldon Beery on the Presbytery History project, by Elias Cabaracas on the Comunidad Los Camino, the Hispanic outreach, and by Scott Miller and Mary Beth Jones on the New Presbyterian Hymnal project.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report. Allen Timm reported.

Mr Timm reported that he is thankful for all who served on committees and who have completed their terms. He lifted up for celebration member accomplishments and anniversaries, and he led the Presbytery in appreciation of Fran Anderson's leadership in our mission: We were 7th in special offerings and 10th in overall offerings in the Presbyterian Church (U.S.A.).

Dianne Bostic Robinson resumed moderating the meeting.

The Moderator offered a prayer for openness.

Committee Items for Action

Committee on Preparation for Ministry. Beth Downs reported for the Committee.

The Committee reported the following for the information of Presbytery:

Consultation Reports

For Teaching Elder (Minister of Word and Sacrament):

1. CPM met with the following candidate on the date noted and sustained his Annual Consultation. He has already been granted Final Assessment and permission to seek a call.

Michael Horlocker Jefferson Avenue, Detroit November 1, 2011

2. CPM met with the following candidate for ordained ministry on the date noted and sustained his annual consultations:

Ki Nam Lee Korean Presbyterian, Southfield (by Skype) November 1, 2011

3. CPM met with the following inquirer and recommends that Presbytery approve his moving to candidacy.

T. C. Anderson Geneva, Canton November 1, 2011

4. CPM was scheduled to meet with the following candidate; this annual consultation was cancelled at the candidate's request.

Edwin Fabre Calvary, Detroit

For Commissioned Ruling Elder:

5. CPM met with the following CRE student and sustained her annual consultations:

Linda Singley Trumbull Ave, Detroit November 1, 2011

6. CPM was scheduled to meet with the following CRE student; this annual consultation was cancelled at the student's request.

Marilyn Schueneman Lake Shore, St. Clair Shores

7. Mark Hovermale, First, Plymouth, has been removed from the roll as inquirer at his own request.

Having met with him, the Committee presented T.C. Anderson, a member of Geneva Canton and a student at McCormick Seminary, for examination for enrollment as a candidate. Mr Anderson described his sense of all, and the Presbytery examined him on it. Upon motion of Neeta Nichols, Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to enroll TC Anderson as a candidate for teaching elder under care of the Presbytery of Detroit.

After Mr Anderson answered in the affirmative the questions found in Presbytery Policy P-21 and a brief prayer by the Vice Moderator, the Moderator directed he be enrolled as a candidate for teaching elder.

Reporting that Lindsey Anderson, a member of Canton Geneva has met the requirements for ordination, has received her M.Div. from McCormick Theological Seminary in Chicago, and has received a validated call as Regional Director in Michigan for the Lutheran Volunteer

Corps, the Committee presented her to the Presbytery for examination for ordination as a teaching elder. Upon motion of Bryan Smith, Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to approve Ms Anderson as a teaching elder.

Committee on Ministry. Dixie Elam reported for the Committee

Upon motion of the Committee, Presbytery voted to:

1. **Add permission** for **Michael Hoffman** to serve the Sacraments as part of his contract with **First, Dearborn**. (Contract was approved in October, and "permission to serve the Sacraments" was inadvertently omitted from the written motion.)
2. Approve the 12 month, Transitional Associate Pastor contract between Rev. **James Faile** and **First, Farmington**, effective January 1, 2012, pending approval of memorandum by all parties and the transfer of funds to First, Farmington, from Church of Our Savior. The contract is renewable annually until funds from Church of Our Savior for this purpose are depleted. Terms: Full time; Salary \$34,500; Housing \$24,000; Additional Term Life Insurance \$1,200; Social Security offset \$4,567; Full Pension \$19,253; Medical deductible \$1,200; Travel and professional expenses \$3,650; Study Leave \$1,630. Vacation: One month including five Sundays. Study Leave: Two weeks.
3. **Transfer Rev. Jennifer McDevitt** to Eastern Virginia Presbytery.

Upon motion of Ms Elam, Presbytery voted to:

1. Approve 2011 Terms of Call received to date. (Appended to the minutes.)
2. Approve a 12 month Parish Associate Contract between **Rev. Ann Robertson** and **Troy, Northminster**, effective January 1, 2012. Honorarium of \$125 per sermon.
3. Approve a 12 month Parish Associate Contract between **Rev. William Robertson** and **Troy, Northminster**, effective January 1, 2012. Honorarium of \$125 per sermon.
4. Approve dissolution of Associate Pastor relationship between **Garden City Church** and **Ronald Vanderbeek**, and move him to retired effective January 1, 2012.
5. Approve request of **Garden City Church** to close Associate Pastor position, effective December 31, 2011.

The Committee on Ministry reported actions taken under the authority that has been granted to it. It has:

1. **Approved** the call as Associate Pastor between **Christopher Thomas**, and **First, Plymouth**, pending successful completion of ordination examination by Presbytery. Call is effective November 1, 2011 with the following terms: Salary \$34,700; Housing \$16,800; Medical deductible \$1,500; Pension \$16,695; Social Security \$3,939.75; Continuing education \$1,030; Business expense \$1,236; 4 Weeks vacation including 4 Sundays; 2 weeks study leave including 2 Sundays. AA/EEO guidelines of the denomination have been followed in the search.
2. **Approved** the 12 month Supply Pastor contract between **Rev. John Biersdorf** and **Point of Vision, Royal Oak**, effective August 23, 2011. Terms: Part time 16 hours/week; Salary \$10,800; medical deductible \$500; Travel \$700. Vacation: One month including four Sundays. Study Leave: Two weeks.
3. **Approved** on the request from **Rev. Arlene Gordon** to labor within bounds of Presbytery of Detroit to participate in ordination of C. C. Armstrong on October 16, 2011.

Upon motion of Scott Miller, the Presbytery voted to amend the Sexual Misconduct Policy as follows (additions are in bold):

1. Section II.B. (on "Presumed Consent"):

Presumed consent is the assertion that a particular act is between consenting adults. It applies to relationships where there is no disparity of power, as between spouses or single adults who are peers or colleagues.

*In this policy presumed consent does not apply to relationships between ministers and **members or participants**, supervisors and supervised, or with anyone involved with a performance review, compensation, promotion, or continued employment. Even when parties claim that a consensual agreement exists, there is an inherent imbalance of power between the two parties that undermines the assumed validity of such consent.*

*A relationship between a minister and a church **member/participant** is inherently unequal. Becoming involved in such a relationship has implications not only for the minister and church **member/participant**, but it may also have implications for the congregation, especially if the relationship is terminated unhappily. Such a relationship is not a personal matter because it impacts the whole system of the congregation. It is recommended that a minister and **member/participant** not pursue a romantic relationship while remaining in the same congregation. If a minister chooses to continue the relationship, one or the other **shall** change churches so that the minister is no longer in the pastoral role. The minister should initiate a serious, thoughtful conversation with a trusted, but unbiased, advisor who can assist the minister and the minister's romantic partner to explore all of the ramifications of the emerging relationship.*

2. Section III.B. (on "Membership"):

*The Pastoral Response Team should consist of **at least nine persons** to allow for the possibility that more than one allegation of misconduct will be pending at any particular time.*

Stated Clerk. Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of October 25, 2011.
2. Suspend the requirements in the Guidelines on Disaffected Church, Presbytery Policy P-10, that require the formation of a denominational concerns task force, and that the commission be 7 in number to allow for a commission of 3 persons.
3. Form an administrative commission to work with the session and congregation of Westminster, Port Huron, to discuss their desire to leave the denomination, in accord with the Guidelines on Disaffected Church, Presbytery Policy P-10. The three members of the Commission will be:
Teaching Elders: Lawrence Chamberlain (chair), William Wingrove
Ruling Elders: Donna Johnston, Grosse Pointe Memorial Church
4. Accept the invitations of the following churches to host Presbytery meetings in 2012:

January 24	Mt Clemens First
February 28	Fort Street
April 24	Redford St James
June 26	Novi Faith
August 28	Livonia Rosedale Gardens
October 23	Allen Park

5. Approve the following reviews of session records:

With no exceptions

Ann Arbor Westminster

Ann Arbor Calvary

Belleville, Belleville

Rochester University

St Clair Shores Heritage

Westland Kirk of our Savior

With exceptions**Livonia Rosedale Gardens**

Port Huron Westminster

Saline First

Shelby Twp Community

Waterford Community

With exceptions and correction

Detroit Gratiot Avenue

Not approved

Detroit Trumbull

The Stated Clerk reported the following for the information of Presbytery:

1. TRANSFERS COMPLETED

a) From the Presbytery of Detroit:

Jeff Ott to Miami Valley Presbytery

b) To the Presbytery of Detroit:

Ben Helmke from Denver Presbytery

Gary Oliver from Lake Michigan Presbytery

Peter Boeve from National Capital Presbytery

2. Judicial Process.

a) A complaint has been received against a member of the Presbytery. 2011-04. The following persons have been appointed to the Investigating Committee:

Ruling Elder Frank Zinn

Members to be named by the Presbytery where the offense occurred.

b) Thomas Priest Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Thomas Priest v. Presbytery of Detroit, 2011-04. (Appended to the minutes.)

c) Presbytery Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Thomas Priest v. Presbytery of Detroit, 2011-04. (Appended to the minutes.)

d) Calvary Church Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the cases Session of Calvary Church v. Presbytery of Detroit, 2011-01 and 03. (Appended to the minutes.)

e) Presbytery Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Session of Calvary v. Presbytery of Detroit, 2011-01. (Appended to the minutes.)

f) Presbytery Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Session of Calvary v. Presbytery of Detroit, 2011-03. (Appended to the minutes.)

g) Kenneth Birch Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the cases Thomas Priest and Session of Calvary Church v. Presbytery of Detroit, 2011-01, 03, and 04. (Appended to the minutes.)

h) Synod Decision on Preliminary Questions, Calvary v. Presbytery., 2011-01. (Appended to the minutes.)

i) Synod Decision on Preliminary Questions, Calvary v. Presbytery, 2011-03. (Appended to the minutes.)

- j) Synod Decision on Preliminary Questions, Priest v. Presbytery, 2011-04. (Appended to the minutes.)

Coordinating Cabinet. Kent Clise reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Approve a 2% increase to the called presbytery staff with the following new terms of call:

The Rev. Dr. Allen D. Timm, Executive Presbyter

An increase in salary of 1533 (a 2% increase in total of salary and housing)

\$31,795	Salary
46,400	Housing Allowance
1,000	Medical reimbursement
5,982	FICA allowance
16,037	Board of Pension Medical dues
8,711	Board of Pension Pension dues
1,188	Board of Pensions Life and Disability Insurance dues
100	Workmen's Comp insurance dues
6,660	Reimbursement for travel expenses (at IRS rate)
4,000	Reimbursement for Professional Business Expenses
3,000	Reimbursement for Continuing Education
\$124,873	Total Compensation

The Rev. Edward H. Koster, J.D., Stated Clerk

An increase of salary of \$601 (a 2% increase in total of salary and housing) This is a half-time position.

\$2,547	Salary
28,061	Housing Allowance
518	Medical reimbursement
2,342	FICA allowance
8,757	Board of Pensions medical dues
3,424	Board of Pensions pension dues
467	Board of Pension Life insurance and disability
100	Workmen's comp insurance
1,400	Reimbursement for travel expenses (at IRS rate)
1,400	Reimbursement for business expenses
<u>1,000</u>	<u>Reimbursement for Continuing Education</u>
\$50,017	Total Compensation

A point of order having been raised that this was not included in the motion, Upon motion the Presbytery voted to approve the changes in terms of call of:

Richard Grant, Executive Director. Howell Nature and Conference Center

The following is 1/4 of the terms of call, the other 3/4 payable by the Howell Nature and Conference Center.

An increase in salary of \$234, which is 2% of the presbytery portion of his salary and deferred compensation in his TOC

Use of manse and utilities (valued at 1/3 total salary for pension dues)

\$13,425	Salary
1,500	Deferred Compensation
250	Medical reimbursement
1,027	FICA allowance
2,735	Board of Pension medical dues
1,504	Board of Pension Pensions dues
205	Board of Pension life insurance and disability dues
750	Travel reimbursement
375	Professional business reimbursement
750.	Continuing Education reimbursement
21,021	Total Compensation
84,084	Grand Total including Howell Conference and Nature Center plus value of the manse,
\$16,272.	(salary of 53,700 x 1/3)

The motion was made was made by Kevin Johnson to grant a 2% increase to Ruth Azar. The motion was not approved.

2. Upon motion of the Coordinating Cabinet Presbytery voted to close the called position of Executive Director of Second Mile Center no later than July 1, 2012.

WE SHARED GOD'S BOUNTY

The Presbytery recessed for dinner at 6:03 pm.

WE PROCLAIMED THE GOOD NEWS

The Presbytery worshipped God.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY (Continued)

The Presbytery reconvened at 7:51 p.m.

Coordinating Cabinet (continued).

Upon motion of the Coordinating Cabinet, Presbytery voted to:

3. Amend the Article IX, §3 of the Bylaws as follows (additions are in ***bold italic***, deletions are ~~struck out~~):

- 3) Committee on Preparation for Ministry

- a) Composition: Twenty-One members

- b) Responsibilities:

- i) ~~To carrying~~ out the responsibilities assigned to the Presbytery ~~committee~~ in ~~G-14.0300-G-2.06~~ and ~~G-14.0400~~ ***to present candidates for examination by the presbytery (G-2.0702)***;

- ii) ***Shall have the authority to receive and dismiss inquirers and report their enrollment to the presbytery;***

iii) *Shall recommend to the presbytery the reception and dismissal of candidates;*

iv) ~~The committee on Preparation for Ministry~~ Shall have the authority to dismiss candidates to other presbyteries whenever it determines that such action is justified, provided that the committee shall report any such action to the next stated meeting of the presbytery.

4. Amend the 2012 Mission Budget for the New Church Development/Redevelopment Team so that it reads:

Comunidad Los del Camino	\$49,000
Far West Multi Site	7,300
NCD Probe	3,600
Coordination	31,000
<u>NCD Training & Support</u>	<u>5,000</u>
Total	\$95,900

5. Approve the Overture to the 2012 General Assembly to Amend the Rules of Discipline to clarify the duties of an Investigating Committee. (Appended to the minutes).

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

1. Presbytery Operations has completed performance evaluations of all staff and conversations with staff concerning those evaluations has also been completed. A Christmas Party for staff will be held on December 12, 2011 in order for Called Staff and Operations to show our appreciation to the staff for their hard work.
2. Operations has approved a 3% increase in pay for 2012 for all non-called positions. The money is available in the budget approved by Presbytery.
3. Operations has instructed Executive Presbyter, the Rev. Dr. Al Timm to prepare plans for his sabbatical, which will then be presented for approval of the Operations Team. These plans include not only the focus of his sabbatical study but coverage in the office while he is away
4. There was discussion about the need for a covenant relationship between the Second Mile Center and the Presbytery to allow for BoP benefits.

Committee on Nominations. Ruth Ann Boulter reported for the Committee.

Upon nomination from the floor, Stephanie Lewis was elected to the class of 2014 Planning and Visioning Team. The vote was 35 *yes*, 32 *no*.

Upon nomination of the Committee on Nominations and after nominations from the floor, the following were elected by voice vote.

Officers of the Presbytery - 2012

Moderator	Rev. Jim Porter	Shelby Twp.- St. Thomas
Vice-Moderator	Elder Jean Loup	Northside – Ann Arbor

Committee on Ministry

Chair 2012	Elder Dixie Elam	Livonia – Rosedale Gardens
Class of 2012	Rev. Jim Russell	HR
Class of 2014	Rev. Peter Smith	Detroit – Jefferson Ave.
Class of 2014	Rev. Karen Stunkel	Stated Supply - Taylor Southminster
Class of 2014	Rev. Neeta Nichols	Interim- Detroit Westminster

Class of 2014	Rev. James Monnett	Ann Arbor- First
Class of 2014	Elder Pam Hutchens	ECRE
Class of 2014	Elder Adrienne Adams	Detroit – Calvary
Class of 2014	Elder Steve Benton	Grosse Ile
Class of 2014	Elder Dixie Elam	Livonia – Rosedale Gardens
Class of 2014	Elder Kathleen Gage	Farmington – First
Class of 2014	Elder Elizabeth Keppel	Orchard Lake Community

Committee on Preparation for Ministry

Co-Chair 2012	Elder Samuel Clark III	Bloomfield Hills – Kirk in the Hills
Co-Chair 2012	Rev. Elizabeth Downs	Interim Pontiac – First
Class of 2012	Elder Henry Johnson	Ann Arbor –First
Class of 2014	Rev. Dr. Thomas Hartley	Waterford – Community
Class of 2014	Rev. Matthew Means	Warren - Celtic Cross
Class of 2014	Rev. William L. Adams	Bloomfield Hills - Kirk in the Hills
Class of 2014	Rev. Traci Smith	Detroit – Jefferson Ave.
Class of 2014	Rev. Yo Sup Sohn	Southfield – Korean of Metro Detroit
Class of 2014	Elder Mary Gholz	Birmingham – First
Class of 2014	Elder Elaine Roseborough	Birmingham – First

Committee on Representation

Chair 2012	Rev. Seung Won Yu	Southfield – Korean of Metro Detroit
Class of 2014	Rev. Gretchen Denton	H.R.
Class of 2014	Elder Mary Robinson	Detroit St. John’s

Congregational Life Team

Chair 2012	Elder Robert Szwed	Allen Park
Class of 2014	Rev. Emma Nickel	Warren – First
Class of 2014	Elder Anita Teresko	Wyandotte

Metropolitan Urban Ministry Team

Chair 2012	Elder Harold Ellis	Detroit – St. John’s
Class of 2012	Rev. Matthew Nickel	Interim- Royal Oak First
Class of 2013	Elder Harold Ellis	Detroit – St. John’s
Class of 2014	Rev. Beth Delaney	Southfield- Filipino American Fellowship
Class of 2014	Elder Cindy Rouse Baird	Waterford- Community

Mission Interpretation/Projects/Partnerships Team

Chair 2012	Elder Fran Anderson	Waterford – Community
Class of 2012	Rev. Howard Soehl	Howell – First
Class of 2014	Rev. Jim Faile	Bloomfield – Church of Our Savior
Class of 2014	Elder Fran Anderson	Waterford- Community

New Church Development/Redevelopment Team

Chair 2012	Rev. Theodore Taylor, II	H.R.
Class of 2014	Elder Stan Edwards	Detroit – Calvary

Class of 2014 Dr. Phil Olson H.R.

Nurture & Support of Clergy & Lay Leadership Team

Chair 2012 Rev. Eldon Beery Pastor Emeritus – Warren – Celtic
Cross
Class of 2013 Rev. Julie Madden At Large
Class of 2013 Rev. Matthew Parker Grosse Pointe – Memorial
Wrzeszcz
Class of 2014 Rev. Eldon Beery Pastor Emeritus – Warren – Celtic
Cross
Class of 2014 Elder Ron Case Grosse Ile

Outdoor Ministries Team

Chair 2012 Rev. Paul Bousquette Redford – St. James
Class of 2014 Rev. Ken Lister H.R.
Class of 2014 Elder Norman Bezrutch Howell- First

Permanent Judicial Commission

Class of 2017 Rev. Dr. George Portice Rochester – University
Class of 2017 Rev. Dr. Sue Melrose Farmington – First
Class of 2017 Elder Elizabeth Baergen Grosse Pointe – Memorial

Planning & Visioning Team

Chair 2012 Rev. Dr. Peter Henry Grosse Pointe Memorial
Class of 2013 Rev. Paul Thwaite Orchard Lake - Community
Class of 2014 Rev. Dr. J Bernard Taylor H.R.
Class of 2014 Rev. Mary Elizabeth Ann Arbor – First
Prentice-Hyers
Class of 2014 Elder Stefanie Lewis Detroit - Hope

Presbytery Operations Team

Chair 2012 Rev. Douglas Blaikie Allen Park
Class of 2014 Rev. Douglas Blaikie Allen Park
Class of 2014 Elder Lasenia Jones Detroit – Broadstreet

Social Justice & Peacemaking Team

Chair 2012 Elder Margaret Williamson Detroit – St. John's
Class of 2014 Elder Randall Commissaris Rochester – University
Class of 2014 Rev. Jennifer Parker At Large
Wrzeszcz

Spiritual Formation & Faith Development Team

Chair 2012 Rev. Doyll Andrews Sterling Height – Utica
Class of 2014 Elder Laura Price Rochester – University
Class of 2014 Rev. Neil Cowling Westland- Kirk of Our Savior

Trustees

Class of 2012	Rev, Kent Clise	H.R.
Class of 2014	Rev. Dr. Louis Prues	Detroit – Jefferson Ave.
Class of 2014	Elder Elaine Ellis	Detroit – St. John’s
Class of 2014	Elder Tom Neal	Farmington – First

Synod of the Covenant Commissioners*Synod Commissioners*

Class of 2014	Elder Deborah Fair	Detroit – Westminster
Class of 2014	Rev. Raphael Francis	Detroit – Hope
Class 2012 Synod	Vacancy	
YAD (youth commissioner)		

Upon nomination by the Committee and nominations from the floor, the Presbytery elected the following to the 220th General Assembly in Pittsburgh, Pennsylvania, June 30 - July 7, 2012.

Clergy Commissioners

Rev. William L. Adams III	Bloomfield Hills- Kirk in the Hills
Rev. Jim Porter	Shelby Township- St. Thomas
Rev Emma Nickel	Warren- First
Rev. Jason Pittman	Port Huron - First

Clergy Alternates:

Rev. Neil Cowling	Westland - Kirk of Our Savior
Rev. Kevin Johnson	Detroit – Calvary
Rev Beth Downs	Pontiac - First
Rev. Dr. Raafat Hanna	Shelby Township- St. Thomas Parish Associate

Elder Commissioners

Elaine Ellis	Detroit – St. John’s
Diane Bostic Robinson	Detroit - Westminster
Stanley Edwards	Detroit - Calvary
Martha Nelson	Northville - First

Elder Alternates:

Barbara Russell	Birmingham – First
Daryl Taylor	Detroit - Hope
Christine Sackett	Garden City
Antonia Mann	Grosse Ile

Youth Advisory Delegate

Autumn Palmer	Detroit - Westminster
---------------	-----------------------

Youth Advisory Delegate Alternate

Daniel Brausch	Grosse Ile
----------------	------------

Special Committee on Nominations. Fran Hayes reported for the committee.

Upon nomination of the committee, there being no nominations from the floor, Presbytery voted to elect the following to the Committee on Nominations:

Chair	Rev. Ruthanne Bourlier	At Large
Class of 2012	Elder Edward Hanpeter	Bloomfield Hills, Kirk in the Hills
	(To fill vacancy created by resignation of Elder Sang Yeon Lee)	
Class of 2014	Rev. Seung Won Yu	Southfield, Korean/Metro Detroit
	(To fill vacancy created by resignation of Rev. John Pavelko)	
	Elder Robert Geake	Northville, First
	Elder Stefanie Lewis	Detroit, Hope
	Rev. Marianne Grano	Rochester, University
	Vacancy	

Trustees. Don Morgan reported for the Trustees.

Upon motion of the Trustees, Presbytery voted to:

Close Church of Our Savior of West Bloomfield on January 1, 2012, and transfer its assets to the First Presbyterian Church of Farmington, at the request of its session and congregation and pursuant to a plan of joining that has been reviewed by the Trustees.

James Faile and Sue Ellen Melrose commented on the consolidation of Church of Our Savior and Farmington First.

The Trustees reported the following for the information of Presbytery:

1. The Trustees have been in consultation with the Administrative Commission of Gratiot Avenue and its attorney regarding offers to settle the suit between Dianne Smalley and the Session of Gratiot.
2. The Trustees report that the Presbytery has received a communication from a law firm representing the victim in the Vanderbeek disciplinary case. They were advised to take great care about communicating to anyone in any way about the matter.
3. The Trustees heard a report that because we no longer have the equipment or the staffing to print in color, that the staff has been instructed to inform those who seek color copies and printing that they must take it out for printing. They can charge their committee budgets for the cost.
4. The Trustees have heard a report that though the value of our investment portfolio has recently decreased, the income received from investments continues to meet our projections.
5. The Trustees are entering into a licensing agreement with Jefferson Avenue Church for the use of the former Southwest Property. Jefferson Avenue is the sponsoring church for the Hispanic ministry probe (Los Comunidad de los Camino).
6. The Trustees have entered into a license agreement for the Second Mile building with the Presbyterian Women of the Presbytery of Detroit.
7. The Trustees voted to endorse the recommendation of the Presbytery Operations Team to close the called staff position of the Second Mile Center.

Treasurer. Alvin Smith reported.

Mr Smith presented his treasurer's report. (Appended to the minutes.)

James Porter began moderating the meeting.

After prayers of petition and thanksgiving and Upon motion, the Presbytery adjourned at 8:53pm

The next meeting of the Presbytery will be Tuesday, January 24, 2012 at 4:00 p.m. at Mount Clemens First.

ATTEST:

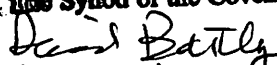

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES: 2011 terms of call
Overture to the 2012 General Assembly to Amend the Rules of Discipline
Treasurer's Report
Thomas Priest Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Thomas Priest v. Presbytery of Detroit, 2011-04.
Calvary Church Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the cases Session of Calvary Church v. Presbytery of Detroit, 2011-01 and 03.
Kenneth Birch Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the cases Thomas Priest and Session of Calvary Church v. Presbytery of Detroit, 2011-01, 03, and 04.
Presbytery Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Thomas Priest v. Presbytery of Detroit, 2011-04.
Presbytery Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Session of Calvary v. Presbytery of Detroit, 2011-01.
Presbytery Brief regarding the challenge to the decision that the Synod Permanent Judicial Commission cannot accept the case Session of Calvary v. Presbytery of Detroit, 2011-03.
Synod Decision on Preliminary Questions, Priest v. Presbytery, 2011-04.
Synod Decision on Preliminary Questions, Calvary v. Presbytery., 2011-01.
Synod Decision on Preliminary Questions, Calvary v. Presbytery, 2011-03.

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR November 22, 2011

Stated Clerk
The Synod of the Covenant

Approved without exception

CHURCHES: Of 85 churches, 53 were represented and 31 were not.

COMMISSIONERS: Of 141 eligible commissioners, 80 enrolled, and 60 did not.

OTHER RULING ELDERS (Officers, Members of Council)::
Of 20 total, 9 were present, of whom 2 counted as commissioners, leaving 7 as the unduplicated count: 7 excused, and 4 absent.

TEACHING ELDERS: Of the 151 non-retired teaching elders on the combined rolls of active members and members-at-large, 48 were present, 26 were excused, and 77 were absent.

Of the 81 retired teaching elders on the rolls, 9 were present and 72 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 1 Commissioned Ruling elders on the rolls, 0 were present, 0 excused, 1 absent

Of the 0 Certified Educators on the rolls, 0 were present, 0 excused, 0 absent.

SUMMARY

VOTING MEMBERS PRESENT

	80	Elder Commissioners
+	7	Other Ruling Elders
+	48	Non-retired teaching elders
+	9	Retired teaching elders
=	0	Commissioned lay pastors.
=	0	Certified educators.
=	144	Voting members present.

OTHERS PRESENT

	2	Non-voting attendees
	0	Corresponding members

Attendance of Elder Commissioners and Churches

ALLEN PARK, Allen Park	BEVERLY HILLS, Northbrook	1 NOT REPRESENTED
1 BOB MORTON	1 BILL JORDAN	DEARBORN, First
2 BOB SZWED	2	1 NOT REPRESENTED
3	BIRMINGHAM, First	2
4	1 ROSY LATIMORE	DEARBORN, Littlefield
ANN ARBOR, Calvary	2 SANDRA NICHOLLS	1 ROGER SCHEBOR
1 BOBBIE JO BARRETT	3 AL HUBERTY	DEARBORN HGTS, St. Andrew's
ANN ARBOR, First	4	1 NOT REPRESENTED
1 RUTH BARNARD	BLOOMFIELD HILLS, Kirk/Hills	DETROIT, Broadstreet
2 BEN VANTUYL	1 ANNE MULAWIN	1 JUANITA STAFFORD
3 SUE LEONG	2 ILLEGIBLE	2 LEOLA BLACK
4 HENRY JOHNSON	3	DETROIT, Calvary
5	4	1 DARRELL REYNOLDS
ANN ARBOR, Northside	5	2 STANLEY EDWARDS
1 NOT REPRESENTED	6	DETROIT, Calvin East
ANN ARBOR, Westminster	BRIGHTON, First	1 NOT REPRESENTED
1 CAROLE S FRANKLIN	1 DONNA SMITH	2
AUBURN HILLS, Auburn Hills	2 FRANCIS DIAZ	DETROIT, First
1 NOT REPRESENTED	CANTON, Geneva	1 NOT REPRESENTED
BELLEVILLE, Belleville	1 MICHAEL GAUBATZ	DETROIT, Fort Street
1 CONNIE ETTER	CLARKSTON, Sashabaw	1 BOB PONDER
BERKLEY, Greenfield	1 NOT REPRESENTED	DETROIT, Gratiot Avenue
1 MIKE VANHOET	DEARBORN, Cherry Hill	1 MARYANN BRANTLEY

2		1	NOLA BORANDRIM	1	DIANNE YOUNG
DETROIT, Hope		LIVONIA, St. Timothy's		SHELBY TWP., St. Thomas	
1	DARYL TAYLOR	1	JIM HARRINGTON	1	ILLEGIBLE
2		MACOMB, Church/Covenant		2	
DETROIT, Jefferson Avenue		1	NOT REPRESENTED	SOUTH LYON, First	
1	VICKY COLWELL	MILAN, Peoples		1	ANNE LYKE
2	JOHN ADAMS	1	RACHEL FLINT	SOUTHFIELD, Covenant	
DETROIT, Riverside		MILFORD, Milford		1	NOT REPRESENTED
1	NOT REPRESENTED	1	ROGER ST JOHN	SOUTHFIELD, Korean	
DETROIT, St. John's		2	ILLEGIBLE	1	NOT REPRESENTED
1	NOT REPRESENTED	MT. CLEMENS, First		2	
2		1	NOT REPRESENTED	3	
DETROIT, Trinity Community		NORTHVILLE, First		SOUTHFIELD, New Hope	
1	NATALIE BROTHERS	1	WANDA MOON	1	NOT REPRESENTED
2	FRANCES BEEMAN	2	BARBARA ROSS	2	
DETROIT, Trumbull Avenue		3	CAL STROM	ST. CLAIR SHORES, Heritage	
1	MARTHA SINGLEY	4	KIRK SWARBRICK	1	NOT REPRESENTED
2		NOVI, Faith Community		ST. CLAIR SHORES, Lake Shore	
DETROIT, Westminster		1	AMY GRIEGER	1	NOT REPRESENTED
1	MARGARET WHITEHEAD	ORCHARD LAKE, Community		2	
2	DEBORAH FAIR	1	STACY QUINN	STERLING HGTS, New Life	
3		2		1	KERRY BORDER
FARMINGTON, First		3		TAYLOR, Divine Word	
1	JIM GRAVES	PLYMOUTH, First		1	ALAN ENGLER
2	BETSY CAMPBELL	1	JACK FARROW	TAYLOR, Southminster	
FERNDALE, Drayton Avenue		2		1	DEL WONNACOTT
1	SARA CAMPBELL	3		TROY, First	
FORT GRATIOT, Lakeshore		4		1	WAYNE GOEMAN
1	NOT REPRESENTED	PONTIAC, First		TROY, Korean First	
GARDEN CITY, Garden City		1	NANCY DUFFIELD	1	NOT REPRESENTED
1	SCOTT MINCH	PONTIAC, Joslyn Avenue		2	
GROSSE ILE, Grosse Ile		1	NOT REPRESENTED	TROY, Northminster	
1	DON HILL	PORT HURON, First		1	NOT REPRESENTED
2	SUSAN HURST	1	HOWARD BORGMAN	WALLED LAKE, Crossroads	
GROSSE POINTE, Memorial		2	SHIRLEY RHODY	1	MARY MAY
1	BILL BROWN	PORT HURON, Westminster		WARREN, Celtic Cross	
2	ILLEGIBLE	1	NOT REPRESENTED	1	NOT REPRESENTED
3		REDFORD, St. James		WARREN, First	
4		1	NOT REPRESENTED	1	ILLEGIBLE
GROSSE PTE WOODS, Woods		ROCHESTER, University		WATERFORD, Community	
1	SUSAN MATTINGLY	1	BOB QUICK	1	DAVID DUTTON
2	ILLEGIBLE	2	CANDIS LYTLE	W. BLOOMFIELD, Church/Savior	
HIGHLAND PARK, Park United		ROSEVILLE, Erin		1	NOT REPRESENTED
1	MARIE HUGHLEY	1	NOT REPRESENTED	WESTLAND, Kirk of Our Savior	
2		ROYAL OAK, First		1	NOT REPRESENTED
HOWELL, First		1	CHRIS KLEIN	WHITE LAKE, White Lake	
1	NOT REPRESENTED	2	LIZ PATTERSON	1	SUE MYSLIWIEC
LINCOLN PARK, Lincoln Park		3	DAVE CHENEY	WYANDOTTE, Wyandotte	
1	RONALD SHEVL	ROYAL OAK, Point of Vision		1	MARYFERN THOMAS
LIVONIA, Rosedale Gardens		1	NOT REPRESENTED	YPSILANTI, First	
1	ALICE McCLOSKEY	ROYAL OAK, Starr		1	NOT REPRESENTED
2	DYCHE ANDERSON	1	NOT REPRESENTED		
LIVONIA, St. Paul's		SALINE, First			

Attendance of Ruling and Teaching Elder Members

	C. ELDER MEMBERS	P	PRIEST, TOM, PM	E	ARAKELIAN, ELIZABETH
P	ANDERSON, FRANCILE, PM	E	SEABROOKS, DOROTHY M., PM	P	AUE, CRAIG
P	BOSTIC-ROBINSON, DIANE	E	SHIRLEY, JAMES, PM	P	AUSTIN, MARY
P	ELAM, DIXIE, PM	C	SMITH, ALVIN	P	BAHR-JONES, MARY
A	ELLIS, HAROLD	E	SMITH, KENNETH, PM	E	*BAILEY, CLOVER
C	EMMERT, JOHN	A	SZWED, ROBERT	A	BIERSDORF, JOHN
A	GEAKE, BOB	E	WINSLOW, PAUL, PM	A	BLAIKIE, DOUGLAS
A	HOLLOWELL, KENNETH			A	BLEIVIK, DAVID
E	HYLKEMA, CAROL, PM		D. NON-RETIRED MINISTERS	A	BOHN, CHRISTINE
P	LEWIS, STEFANIE	P	ADAMS, WILLIAM L III	P	BOLT, KENNETH
P	MORGAN, DONALD	P	ANDERSON, BARBARA S	P	BOURLIER, RUTHANNE
E	MORRISON, HELEN, PM	A	ANDERSON, LINDA	A	BOUSQUETTE, PAUL
P	MORTON, JANET	A	ANDERSON, LINDSEY	A	CAMPBELL, DOUGLAS
E	PITTS, FRANCES, PM	P	ANDREWS, DOYLL	A	CAMPBELL, EMILY

A	CARL, STEPHEN	A	MOZENA, SUSAN	P	BEERY, ELDON
A	CHEN, HAO-TEH	P	NICHOLS, NEETA	E	BENEDICT, IVAN L.
A	CHOI, SEUNG	P	NICKEL, EMMA	E	BOEVE, PETER
E	*CHOI, SEUNG KOO	P	NICKEL, MATTHEW	E	BORCHARDT, HENRY
A	CLARK, JENNIFER	E	OBBERG, ARTHUR	E	BORCHARDT, JUDITH
A	CLARK, STEVEN	A	OLIVER, GARY	E	BROWNLIE, RICHARD
A	COCHRAN, LINDA	A	PARKER, OPELTON	E	BYARS, RONALD
A	COOPER, QUINCY	A	PAVELKO, JOHN H.	P	CAMPBELL, VERN
P	COWLING, NEIL D.	A	PEARSON, BRENNAN	E	CAPPS, HARRY
A	DAVIS, ROXIE ANN	A	PICKRELL, BROOKE	E	CARTER, DOUGLAS D.
A	DAVIS, WILLIAM	A	PIECUCH, KEVIN	E	CATER, LAWRENCE H.
A	DE ORIO, ANTHONY	A	PITTMAN, JASON	E	CHAMBERLAIN, LAWRENCE
P	DELANEY, BETH	P	PORTER, JAMES	E	CHAMBERS, JAMES C.
E	*DENNIS, WARREN	P	PORTICE, GEORGE	E	CHOI, IN SOON
P	DOWNS, ELIZABETH	A	PRENTICE-HYERS, MARY ELIZABETH	P	CLISE, W. KENT
P	DOYLE-HOHF, KATHLEEN	A	PRESLEY-MCGOWAN, EVANS	E	COBLEIGH, GERALD R.
E	*DYKSTRA, CRAIG R.	A	PRITCHARD, NORMAN	E	COLON, LOIS
P	ELE, HERSHEL	A	PROVOST, KEITH	P	CONLEY, JAMES H.
A	EVANS, JONATHAN	P	PUNTIGAM, JOEL	E	CORSO, LINDA
P	FAILE, JAMES	P	REED, PHILIP	E	CRILLEY, ROBERT
E	FAIR, FAIRFAX	P	RICE, ELIZABETH	E	CROSS, PAUL D.
A	FERGUSON, GUY THOMAS	P	RICE, THOMAS	P	DENTON, GRETCHEN
A	FORGER, DEBORAH	P	RIKE, JENNIFER	E	DUNCAN, THOMAS
E	FRANCIS, RAPHAEL B.	P	RITTER, W STUART	E	DUNIFON, WILLIAM
A	GABEL, PETER W.	E	RIZER, JAMES A	E	ELLENS, J. HAROLD
E	*GAST, TERRI	A	ROGERS, MELISSA ANNE	E	FINDLAY, WILLIAM
A	GEISELMAN, KEITH	A	SCHAEFER, ANNE N.	E	FORSYTH, E. DICKSON
E	GERE, BREWSTER	P	SEILER, GORDON (CRE)	E	FOSTER, JOHN
P	GRANO, MARIANNE	E	*SHIH, SHENG-TO	E	GEISSINGER, HARRY L.
A	HANNA, RAAFAT	A	SHINN, DAVID	E	GEPFORD, WILLIAM G.
P	HARMON, BREANNE	A	SHIPMAN, JUDY	E	GLENN, LAWRENCE T.
E	HARRIS, R. JOHN	E	*SHREVE, MAGGIE	E	HANNA, J. RICHARD
P	HARTLEY, THOMAS	A	SIAS-LEE, LAURA	E	HARP, WILLIAM S.
A	HATCHER, RUFUS	E	*SIMONS, SCOTT W.	E	HEINRICHS, THOMSON
P	HAYES, FRANCES	P	SKIMINS, JAMES	E	HELMKE, BEN
P	HENDERSON, RICHARD	A	SMALLEY, DIANE	E	JANSEN, ROBERT
A	HENRY, PETER J. M.	P	SMITH, BRYAN DEAN	E	JEFFREY, JOHN
A	HOFFMAN, MICHAEL (CRE)	A	SMITH, PETER C.	E	JONES, VIRGIL L.
A	HUFF, JASON	P	SMITH, TRACI	E	KESLER, JAMES W.
P	JOHNSON, KEVIN	A	SOEHL, HOWARD	E	KIM, T. ANDREW
A	JONES, RICHARD	P	SOHN, YO SUP	E	KNUDSEN, RAYMOND
E	JUDSON, JOHN	A	SOMMERS, CHARLOTTE	E	KOGEL, LYNNE
P	KAIBEL, KENNETH	P	STUNKEL, KAREN	E	KREHBIEL, DAVID E.
A	KELLY, KATE	P	STUNKEL, PAUL	E	LAMBERT, ROY F.
A	KIDDER, ANNEMARIE	E	TATE, CAROL ANN	E	LANGWIG, JANICE
E	*KIM, Y. MONCH	A	THOMPSON, G. PATRICK	E	LANGWIG, ROY
E	*KIM, YOUNGCHUL	A	THORESEN, KATHRYN R.	E	LARSON, ROBERT F.
E	KING, CATHERINE	A	THWAITE, PAUL	E	LISTER, KENNETH D.
A	KLINGER, JAMIE	P	TIMM, ALLEN D	E	LONGWOOD, MARJORIE
P	KOSTER, EDWARD H.	P	TOMBERLIN, DREW	E	MacINNES, JOHN D.
A	KRUG, ERNEST	A	TUCKER-LLOYD, IRIS	E	MARVIN, FRANK C., JR.
A	KUMIN, JAMES	E	*VAN SLUIJS, HENDRICK	E	McCLOSKEY, CHARLES
A	LEE, FREDERICK	A	WHITLOCK, KELLIE	E	McINTYRE, DEWITT
A	MABEE, CHARLES	P	WILHELMI, MARJORIE	E	MIHOCKO, DAVID
A	MADDEN, JULIE	A	WINGROVE, WILLIAM N	E	NUSSDORFER, GUS
E	McCLOSKEY-TURNER, CATHARINE	A	WOO, BYEONGJIN	E	OLSON, PHILIP
A	McDEVITT, JENNY	E	WRZESZCZ, JENNIFER PARKER	E	ORR, ROBERT C.
P	McMILLAN, JUDITH	P	WRZESZCZ, MATTHEW PARKER	E	OWEN, DAVID
A	McRAE, BARBARA	A	YU, SEUNG WON	E	PETERS, RICHARD
A	MEANS, MATTHEW	E	*YUE, MYUNG JA	E	PETERSON, LEROY J.
P	MELROSE, SUE ELLIS	A	ZAMBON, WILLIAM	E	POLKOWSKI, WILLIAM
E	MICHALEK, DANIEL	A	ZURAKOWSKI, GREGORY	E	PRICE, MICHAEL T.
P	MILLER, J. SCOTT			E	PRUES, LOUIS J.
A	MISHLER, JOHN			E	RATCLIFFE, ALBERT H.
A	MONNETT, JAMES			E	ROBERTSON, ANN
E	MOOK, SHARON			E	ROBERTSON, DAVID W.
A	MOORE, PETER			E	ROBERTSON, WILLIAM
A	MORGAN, AMY			P	RUSSELL, JAMES P.
A	MORROW, DUKE			E	SCRIBNER, LOREN
A	MORSE, MATTHEW			E	SUTTON, PAUL

D. RETIRED MINISTERS

P	AARON, ESTELLE
P	ACTON, ELLEN
E	ALBRECHT, GLORIA
E	ANDERSON, JAMES
E	AUSTIN, ANNA MARIE
E	AUSTIN, LARRY

E TAYLOR, J. BERNARD
P TAYLOR, THEODORE, II
E WRIGHT, DONALD
E YOON, HAK SUK
E ZIEGLER, JACK T.

E. STAFF & OTHERS

A AZAR, RUTH

A BARCONEY, CHARON
A FABRÉ, EDWIN
A GRANT, RICHARD
P HIGGINS, JOANNE
P LLOYD, MARY

F. CERT. ASSOC. CHRISTIAN ED.

P PRICE, LAURA

G. CORRESPONDING MEMBERS

TOC2011.xls

CHURCHES	Membership	DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL											
		BASIC COMPENSATION				BASIC BENEFITS				PROFESSIONAL EXPENSES			
		Cash Salary	Housing & Utility Allowance	Use of Mense	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)
ALLEN PARK	1203												
DOUGLAS BLAIE	PASTOR	REPORT	NOT RECEIVED	\$0	\$0			\$0	\$0	\$0	\$0		
ANN ARBOR CALVARY	42												
CHRISTINE TILLER BOHN	PASTOR	\$23,039	\$22,000		\$000			\$14,470	\$3,514	\$1,500	\$1,500		
ANN ARBOR FIRST	1805												
FAIRFAX FAIR	PASTOR	\$59,000	\$59,000	\$0	\$0	Dental	\$500	\$34,791	\$7,265	\$2,000	\$3,500	\$4,000	\$0
BREWSTER GERE	EX ASSOC PSTR	\$3,119	\$48,000	\$0		Def. Comp	\$22,000	\$23,032	\$5,599	\$0	\$2,500	\$3,306	
VACANT	DR.CAMPUS MIN	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0		
MELISSA ANNE ROGERS	PT ASSOC	\$10,094	\$38,628		\$0		\$0	\$15,671	\$3,574	\$0	\$1,000	\$1,300	Cell phone \$684
ANN ARBOR NORTHSIDE	96												
BROOKE PICKRELL	PT PASTOR	\$14,935	\$15,600	\$0	\$811	Dental	\$675	\$10,955	\$2,336	\$1,200	\$773	\$927	\$0
							\$0						
ANN ARBOR WESTMINSTER	428												
STEPHEN CARL	PASTOR	\$35,400	\$49,968	\$0	\$8,034		\$0	\$28,171	\$8,531	\$0	\$2,000	\$4,000	
							\$0						
							\$0						
CATHERINE KING	ASSOC	\$20,648	\$24,652	\$0	\$7,054			\$14,916	\$3,459	\$0	\$1,500	\$1,500	
AUBURN HILLS	72												
GUY T. FERGUSON, Jr.	PASTOR	\$25,350	\$17,950	\$0	\$888	Dental	\$516	\$14,354	\$3,379	\$0	\$1,000	\$1,700	
BELLEVILLE	80												
GREGORY ZURAKOWSKI	PT DESIG PSTR	\$19,325	\$19,325		\$773		\$0	\$14,875	\$3,016	\$1,100	\$750	\$750	
BERKLEY GREENFIELD	239												
PETER MOORE	PASTOR	\$7,500	\$35,000		\$8,234	Def. Comp, Child Care	\$7,000 \$1,200	\$18,494	\$581	\$0	\$0	\$0	Reimb. Acct. \$15,500
BRMINGHAM FIRST	891												
JOHN JUDSON	PASTOR	\$90,188	\$30,000	\$0	\$2,000			\$28,032	\$7,489		\$0	\$3,600	\$0
AMY MORGAN	ASSOC	\$23,734	\$21,492	\$0	\$2,000			\$14,878	\$3,748	\$0	\$1,000	\$1,631	\$0
BEVERLY HLS, NORTHBROOK	459												
MARJORIE WILHELM	INT. PASTOR	\$40,000	\$25,000	\$0	\$4,000	Dental	\$677	\$20,475	\$4,973	\$2,500	\$2,000	\$0	
							\$0						
VACANT	ASSOC						\$0					\$0	
BUMFLD HILLS KIRK	2222												
NORMAN PRITCHARD	PASTOR	\$98,280	\$0	\$29,778	\$2,438	Dental	\$875	\$38,224		\$8,000	\$2,500		\$0
KEITH PROVOST	TEMP ONLY ASSOC	\$44,630	\$13,000	\$0	\$1,800		\$0	\$8,800		\$1,200	\$1,800		
WILLIAM ADAMS III	ASSOC	\$20,000	\$29,000		\$1,780	Dental	\$1,098	\$17,325	\$0	\$1,350	\$1,800	\$0	
CAROL ANN TATE	ASSOC	\$50,000	\$25,000		\$1,780	Dental	\$470	\$23,625		\$1,350	\$4,000	\$1,600	
							\$0						
BRIGHTON FIRST	753												
DANIEL MICHALEX	PASTOR	\$44,811	\$28,300		\$1,570		\$0	\$23,461	\$5,577	\$1,800	\$2,000		
CANTON GENEVA	217												
BRYAN SMITH	PASTOR	\$32,040	\$38,000		\$3,200		\$0	\$20,000		\$800	\$1,500	\$800	
CLARKSTON SASHABAW	30												
LAURA SIAS-LEE	PT PASTOR	\$8,078	\$15,450	\$0	\$1,858			\$10,780	\$0	\$1,300	\$500	\$700	
DEARBORN CHERRY HILL	325												
M. DOUGLAS CAMPBELL	INT. PASTOR	\$50,000	\$14,000		\$0		\$0	\$11,518	\$4,972	\$1,500	\$2,400	\$2,000	
							\$0						

TOC2011.xls

CHURCHES	SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL										DATE APPROVED BY PRESBY
	OTHER ITEMS		SUB TOTALS				GRAND TOTAL (package)	Change over 2010	Effective Date		
	Vacation	Study Leave (wks)	Basic Comp.	Change over 2010	Basic Benefits	Pro. Expenses					
ALLEN PARK											
DOUGLAS BLAKIE			\$0	\$0	\$0	\$0	\$0	\$0			
ANN ARBOR CALVARY											
CHRISTINE TILLER BOHN	4 Weeks	2 Weeks	\$45,838	\$0	\$17,894	\$3,000	\$66,622	\$0	1/1/2011	11/22/2011	
ANN ARBOR FIRST											
FAIRFAX FAIR	5 Weeks	2 Weeks	\$118,600	\$0	\$42,058	\$8,500	\$170,058	\$0	5/30/2011	11/22/2011	
BREWSTER GERE	4 Weeks	2 Weeks	\$73,119	(\$10,391)	\$26,621	\$6,609	\$107,540	(\$14,451)	1/1/2011	11/22/2011	
VACANT			\$0	\$0	\$0	\$0	\$0	\$0			
MELISSA ANNE ROGERS	4 Weeks	2 Weeks	\$48,720	\$5,068	\$19,145	\$3,164	\$68,029	\$9,043	1/1/2011	11/22/2011	
ANN ARBOR NORTHSIDE											
BROOKE PICKRELL	4 Weeks	2 Weeks	\$31,821	\$0	\$13,291	\$2,900	\$48,012	\$0	9/21/2011	11/22/2011	
ANN ARBOR WESTMINSTER											
STEPHEN CARL	4 Weeks	2 Weeks	\$91,402	\$5,639	\$34,702	\$8,000	\$132,104	\$1,309	7/1/2011	11/22/2011	
CATHERINE KING	4 Weeks	2 Weeks	\$52,254	\$1,491	\$18,374	\$3,000	\$73,626	\$729	7/1/2011	11/22/2011	
AUBURN HILLS											
GUY T. FERGUSON, Jr.	4 Weeks	2 Weeks	\$44,682		\$17,733	\$2,700	\$65,115	\$958	1/1/2011	11/22/2011	
BELLEVILLE											
GREGORY ZURAKOWSKI	4 Weeks	2 Weeks	\$36,423		\$17,891	\$2,600	\$56,914	\$0	11/1/2010	11/22/2011	
BERKLEY GREENFIELD											
PETER MOORE	4 Weeks	2 Weeks	\$59,934	\$1,150	\$17,075	\$15,600	\$92,609	\$2,700	1/1/2011	11/22/2011	
BRIMMINGHAM FIRST											
JOHN JUDSON	4 Weeks	2 Weeks	\$92,166	\$0	\$36,501	\$3,000	\$132,267	(\$1,200)	1/1/2011	11/22/2011	
AMY MORGAN	4 Weeks	2 Weeks	\$47,228	\$0	\$18,622	\$2,631	\$68,479	\$0	1/1/2011	11/22/2011	
BEVERLY HLS, NORTHBROOK											
MARJORIE WILHELM	4 Weeks	2 weeks	\$69,677	\$0	\$25,448	\$4,600	\$99,625	\$0	12/15/2010	11/22/2011	
VACANT			\$0		\$0	\$0	\$0				
BLMFLD HILLS KIRK											
NORMAN PRITCHARD	8 Weeks	2 Weeks	\$132,151	\$0	\$36,224	\$10,600	\$178,875	\$108	1/1/2011	11/22/2011	
KEITH PROVOST	1 Month	2 Weeks	\$69,430	\$0	\$8,900	\$3,000	\$77,330	\$0	6/1/2011	11/22/2011	
WILLIAM ADAMS III	4 Weeks	2 Weeks	\$67,876	\$0	\$17,325	\$2,050	\$78,151	\$0	1/1/2011	11/22/2011	
CAROL ANN TATE	4 Weeks	2 Weeks	\$77,250	\$0	\$23,625	\$6,050	\$107,625	\$0	6/1/2011		
BRIGHTON FIRST											
DANIEL MICHALEX	4 Weeks	3 Weeks	\$74,481	\$1,609	\$29,038	\$3,600	\$107,310	\$2,224	2/1/2011	11/22/2011	
CANTON GENEVA											
BRYAN SMITH	4 Weeks	2 Weeks	\$73,240	\$8,168	\$20,000	\$3,100	\$98,340	\$9,349	1/1/2011	11/22/2011	
CLARKSTON SASHABAW											
LAURA SIAS-LEE	1 Month	2 Weeks	\$26,398	\$0	\$10,780	\$2,900	\$39,698	\$0	6/1/2011	11/22/2011	
GEARBORN CHERRY HILL											
M. DOUGLAS CAMPBELL	4 Weeks	2 Weeks	\$64,000	\$0	\$16,490	\$4,000	\$86,490	\$0	6/1/2011	11/22/2011	

TOC2011.xls

CHURCHES	Membership	DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL												
		BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES			
		Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)	Other (Amount)
DEARBORN FIRST	434													
DAVID BLENK	PASTOR	REPORT	NOT RECEIVED	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
MICHAEL HOFFMAN	PT CRE	\$12,000					\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
VACANT	ASSOC	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
DEARBORN LITTLEFIELD	77													
FRANCES HAYES	PASTOR	\$30,907	\$24,295	\$0	\$1,856	IRA	\$1,200	\$17,389	\$4,223	\$1,500	\$1,030	\$900		\$0
DBN HGTS/ST ANDREWS	108													
VACANT	PASTOR	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
DETROIT BROADSTREET	88													
VACANT		\$0	\$0		\$0			\$0	\$0	\$0	\$0	\$0	\$0	\$0
DETROIT CALVARY	218													
KEVIN JOHNSON	PASTOR	\$44,889	\$6,000		\$1,012		\$0	\$17,889	\$3,788	\$4,508	\$800			
DETROIT CALVIN EAST	88													
GORDON SEILER	PT CLP	\$14,000	\$0		\$0	401K	\$13,675	\$0	\$0	\$0	\$0	\$0	\$0	\$0
DETROIT FORT STREET	328													
SHARON MOOK	PASTOR	\$24,000	\$38,000	\$0	\$1,780		\$0	\$20,399	\$4,820	\$0	\$2,000	\$3,082		
DETROIT GRATIOT AVE.	52													
VACANT	PASTOR	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0			
DETROIT HOPE	123													
RAPHAEL FRANCIS	PT STATED	\$13,384	\$4,600	\$0	\$400			\$2,500	\$1,500	\$950	\$400	\$0	Book allow.	\$300
DETROIT JEFFERSON AVE	602													
PETER C. SMITH	PASTOR	REPORT	NOT RECEIVED	\$0	\$0			\$0	\$0	\$0	\$0	\$0	\$0	\$0
TRACI SMITH	ASSOC	REPORT	NOT RECEIVED	\$0	\$0			\$0	\$0	\$0	\$0	\$0	\$0	\$0
DETROIT RIVERSIDE	50													
VACANT		\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
DETROIT ST. JOHN'S	189													
VACANT	PASTOR	\$0	\$0	\$0	\$0			\$0	\$0	\$0	\$0			
DETROIT TRINITY	124													
EDWIN FABRE	PT TEMP SPLY	\$22,600	\$0		\$0			\$8,889	\$1,605	\$500	\$500		Cell phone	\$1,200
DETROIT TRUMBULL AVE	43													
VACANT	PASTOR	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
DETROIT WESTMINSTER	448													
NEETA NICHOLS	INTERM PSTR	\$24,000	\$24,000		\$800	Def. Comp Dental	\$12,000 \$331	\$18,900	\$4,500	\$1,179	\$1,400	\$0		\$0
FARMINGTON FIRST	442													
SUE ELLIS MELROSE	PASTOR	\$45,417	\$25,500		\$3,500	Dental Life Ins.	\$875 \$782	\$23,871	\$5,425	\$0	\$1,500	\$3,500		
FERNDALE DRAYTON AVE	125													
J. SCOTT MILLER	PASTOR	\$38,387	\$20,728	\$0	\$1,124	Def. Comp.	\$5,000	\$20,511	\$4,981	vouchered	\$1,300	\$1,000		
FORT GRATIOT LAKE SHORE	132													
WILLIAM WINGROVE	PASTOR	\$25,270	\$27,940		\$1,188	Def. Comp	\$8,000	\$18,025		\$1,000	\$800	\$0		

TOC2011.xls

CHURCHES		SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL								DATE	
Ministers	OTHER ITEMS		SUB TOTALS				GRAND TOTAL (percentage)	Change over 2010	Effective Date	APPROVED BY PRESBY	
	Vacation	Study Leave (wks)	Basic Comp.	Change over 2010	Basic Benefits	Pro. Expenses					
DEARBORN FIRST											
DAVID BLEMK			\$0	\$0	\$0	\$0	\$0	\$0			
MICHAEL HOFFMAN	2 Weeks	1 Week	\$12,000		\$0		\$12,000		10/1/2011	11/22/2011	
VACANT			\$0		\$0	\$0	\$0				
DEARBORN LITTLEFIELD											
FRANCES HAYES	4 Weeks	2 Weeks	\$58,058	\$1,160	\$21,812	\$3,330	\$83,000	\$2,265	1/1/2011	11/22/2011	
DBN HGTS/SST ANDREWS											
VACANT			\$0	\$0	\$0	\$0	\$0				
DETROIT BROADSTREET											
VACANT			\$0	\$0	\$0	\$0	\$0	\$0			
DETROIT CALVARY											
KEVIN JOHNSON	4 Weeks	2 Weeks	\$52,001	\$1,018	\$21,068	\$5,306	\$78,973	\$3,642	1/1/2011	11/22/2011	
DETROIT CALVIN EAST											
GORDON SEILER	4 Weeks	2 Weeks	\$27,675	\$0	\$0	\$0	\$27,675	\$0	5/1/2011	11/22/2011	
DETROIT FORT STREET											
SHARON MOOK	3 Week end Sundays	2 Weeks	\$84,780	\$0	\$25,218	\$5,062	\$89,061	\$561	1/1/2011	11/22/2011	
DETROIT GRATIOT AVE.											
VACANT			\$0		\$0	\$0	\$0				
DETROIT HOPE											
RAPHAEL FRANCIS	2 Weeks	Upon request	\$20,384		\$4,000	\$1,650	\$26,014		1/1/2010		
DETROIT JEFFERSON AVE											
PETER C. SMITH			\$0	\$0	\$0	\$0	\$0	\$0			
TRACI SMITH			\$0	\$0	\$0	\$0	\$0	\$0			
DETROIT RIVERSIDE											
VACANT			\$0		\$0	\$0	\$0				
DETROIT ST. JOHN'S											
VACANT			\$0	\$0	\$0	\$0	\$0	\$0			
DETROIT TRINITY											
EDWIN FABRE	4 Weeks	2 Weeks	\$22,600	\$0	\$11,295	\$2,200	\$35,995	\$1,200	7/1/2010		
DETROIT TRUMBULL AVE											
VACANT			\$0		\$0	\$0	\$0				
DETROIT WESTMINSTER											
NEETA NICHOLS	8 Weeks	2 Weeks	\$80,931	\$0	\$23,490	\$2,579	\$87,000	\$0	10/18/2011	11/22/2011	
FARMINGTON FIRST											
SUE ELIS MELROSE	5 Weeks	2 Weeks	\$75,884	\$1,965	\$28,098	\$5,000	\$109,990	\$2,713	1/1/2011	11/22/2011	
FERNDAL DRAYTON AVE											
J. SCOTT MILLER	28 days	2 Weeks	\$86,239	\$2,504	\$25,492	\$2,300	\$94,031	\$3,484	2/1/2011	11/22/2011	
FORT GRATIOT LAKE SHORE											
WILLIAM WINGROVE	1 Month	2 Weeks	\$80,398	\$0	\$19,025	\$1,600	\$81,021	\$0	1/1/2011	11/22/2011	

TOC2011.xls

CHURCHES	Membership	DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL											
		BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES		
		Cash Salary	Housing & Utility Allowance	Use of Mense	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Persion Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)
GARDEN CITY	147												
HERSCHEL ELE	PASTOR	\$28,148	\$23,363		\$0		\$0	\$18,327	\$8,648	\$0	\$2,000	Books	\$300
VACANT	PT ASSOC	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0		
GROSSE RE	491												
PHILIP REED	PASTOR	\$31,750	\$27,500	\$0	\$950	Def. Comp.	\$8,000	\$21,499	\$4,633	\$1,500	\$4,000	\$1,000	
KATY DOYLE-HOHF	STATED SUPPLY	\$17,800	\$20,500	\$0	\$800		\$0	\$12,253	\$5,640	\$1,030	\$1,200	\$0	\$0
GROSSE PTE MEMORIAL	1229												
PETER HENRY	PASTOR	\$61,507	\$57,115		\$2,292		\$0	\$35,607	\$8,342		\$2,122	\$6,494	
MATTHEW PARKER VORZICZ	ASSOCIATE	\$27,436	\$25,993		\$1,500			\$18,080	\$4,078	\$0	\$2,000	\$2,000	
GROSSE PONTE WOODS	483												
JAMES RIZER, JR.	PASTOR	\$43,487	\$40,000	\$0	\$4,000	Dental	\$982	\$27,365	\$1,305	\$0	\$1,375	\$2,500	
ELIZABETH ARAKELIAN	ASSOC.	\$28,175	\$22,000		\$1,490	Dental	\$282	\$18,278	\$3,839	\$0	\$0	\$849	\$0
HIGHLAND PARK / PARK UNITED	51												
VACANT	PASTOR	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0	\$0
HOWELL FIRST	454												
HOWARD SOEHL	PASTOR	\$42,717	\$25,000		\$4,818	Def. Annuity	\$10,180	\$28,055		\$2,800	\$1,500	\$0	
LINCOLN PARK	147												
WILLIAM ZAMBON	INT. PASTOR	\$30,873	\$8,000	\$0	\$380		\$0	\$11,737	\$0	\$8,000	\$1,030	\$0	\$0
LIVONIA ROSEDALE GDNS	673												
STEVEN CLARK	PASTOR	\$42,000	\$33,000		\$2,500		\$0	\$23,825	\$5,737	\$3,000	\$2,500	\$0	\$0
KELLIE WHITLOCK	ASSOC	\$24,810	\$24,270		\$2,631		\$0	\$17,297	\$3,756	\$0	\$900	\$250	
LIVONIA ST. PAUL'S	245												
PAUL STUNKEL	DESG. PASTOR	\$31,100	\$18,500		\$1,000	Def. Comp.	\$2,400	\$15,750	\$3,641	\$2,000	\$1,030	\$800	
LIVONIA ST. TIMOTHY	198												
JOEL PUNTINGAM	PASTOR	\$27,500	\$26,600		\$1,082		\$0	\$17,042	\$4,139	\$1,500	\$1,000	\$1,500	
WACOMB CHURCH COVENANT	78												
LJASON HUFF	PASTOR	\$8,651	\$30,000	\$0	\$773		\$0	\$12,419	\$3,018	\$1,236	\$1,030	\$0	
MILAN PEOPLES	126												
WILLIAM DUNIFON	PT STATED	\$18,350	\$13,500	\$0	\$800		\$0	\$3,570	\$2,482	\$1,800	\$0	Pastoral Exp	\$800
WILFORD	678												
W. KENT CLISE	PT CO-INT PSTR	\$11,750	\$38,750	\$0	\$0		\$0	\$0	\$0	IRS rate	\$0	\$0	\$0
JANNE SCHAEFER	PT CO-INT PSTR	\$14,883	\$30,000						\$3,637	IRS rate			
MT CLEMENS FIRST	405												
ROXIE ANN DAVIS	CO-PASTOR	\$25,500	\$10,000		\$700	Def. Comp.	\$5,000	\$12,980	\$2,700	\$2,520	\$500	\$0	
WILLIAM F W DAVIS	CO-PASTOR	\$25,500	\$10,000		\$700	Def. Comp.	\$5,000	\$12,980	\$2,700	\$2,520	\$500	\$0	
NORTHVILLE FIRST	1342												
W. STUART RITTER	INT. PASTOR	\$59,500	\$38,000			Dental	\$510	\$10,835	\$7,536	\$0	\$0	\$3,177	\$0
VACANT	ASSOC	\$0	\$0				\$0	\$0	\$0	\$0	\$0	\$0	\$0
NOVI FAITH COMMUNITY	314												
RICHARD J HENDERSON	PASTOR	\$9,548	\$32,693		\$1,244	Def. Comp.	\$20,496	\$18,824	\$4,811	\$5,000	\$1,800	\$1,900	Fees, meals
ORCHARD LK COMMUNITY	836												
PAUL THWAITE	PASTOR	\$50,884	\$26,000		\$1,692	Annuity	\$1,848	\$24,793	\$5,800	\$3,000	\$1,200	\$0	Dental
MARY BAHR-JONES	PT TEMP SPLY	\$3,340	\$28,000		\$900	Dental	\$1,217	\$9,871	\$2,397	\$0	\$750	\$1,125	403b Match

TOC2011.xls

CHURCHES	SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL									
	OTHER ITEMS		SUB TOTALS				GRAND TOTAL (package)	Change over 2010	Effective Date	DATE APPROVED BY PRESBY
	Vacation	Study Leave (wks)	Basic Comp.	Change over 2010	Basic Benefits	Pro. Expenses				
GARDEN CITY										
HERSCHEL ELE	1 Month	2 Weeks	\$32,531	\$0	\$27,875	\$2,300	\$62,706	\$0	1/1/2011	11/22/2011
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
GROSSE ILE										
PHILIP REED	4 Weeks	2 Weeks	\$68,900	\$0	\$26,032	\$4,500	\$101,432	\$0	1/1/2011	11/22/2011
KATY DOYLE-HOHF	4 Weeks	2 Weeks	\$38,900	\$0	\$17,853	\$2,230	\$59,023	\$0	9/1/2011	11/22/2011
GROSSE PTE MEMORIAL										
PETER HENRY	4 Weeks	2 Weeks	\$120,914	\$2,328	\$44,209	\$8,608	\$173,929	\$3,134	1/1/2011	11/22/2011
MATTHEW FARRER WATSON	4 Weeks	2 Weeks	\$54,819	\$1,047	\$22,159	\$4,000	\$80,978	\$1,482	1/1/2011	11/22/2011
GROSSE PONTE WOODS										
JAMES RIZER, JR.	4 Weeks	3 Weeks	\$88,449	\$0	\$33,750	\$3,875	\$126,074	(\$123)	1/1/2011	11/22/2011
ELIZABETH ARAKELIAN	4 Weeks	2 Weeks	\$51,827	\$0	\$20,117	\$849	\$72,893	\$0	1/1/2011	11/22/2011
HIGHLAND PARK / PARK UNITED										
VACANT			\$0		\$0	\$0	\$0			
HOWELL FIRST										
HOWARD SOEHL	4 Weeks	3 Weeks	\$82,713	\$1,525	\$26,055	\$4,100	\$112,668	\$2,008	1/1/2011	11/22/2011
LANCORN PARK										
WILLIAM ZAMBON	4 Weeks	2 Weeks	\$37,239	\$0	\$11,737	\$7,030	\$56,028	\$0	9/27/2010	11/22/2011
LIVONIA ROSEDALE GDNS										
STEVEN CLARK	4 Weeks	2 Weeks	\$77,500	\$0	\$28,362	\$5,500	\$112,362	\$0	4/4/2011	11/22/2011
KELLIE WHITLOCK	4 Weeks	2 Weeks	\$54,911	\$0	\$21,052	\$1,050	\$77,013	\$0	1/1/2011	11/22/2011
LIVONIA ST. PAUL'S										
PAUL STUNKEL	4 Weeks	2 Weeks	\$51,000	\$0	\$18,391	\$3,650	\$74,221	\$0	7/1/2011	11/22/2011
LIVONIA ST. TRIMOTHY										
JOEL PUNTINGAM	1 Month	2 Weeks	\$55,182	\$650	\$21,161	\$4,000	\$80,363	\$2,848	1/1/2011	11/22/2011
MACOMB CHURCH COVENANT										
JASON HUFF	4 Weeks	2 Weeks	\$39,424	\$1,149	\$15,435	\$2,288	\$57,125	\$1,665	1/1/2011	11/22/2011
MILAN PEOPLES										
WILLIAM DUNIFON	1 Month	2 Weeks	\$32,450	\$0	\$6,052	\$2,000	\$41,102	\$0	9/23/2008	
MILFORD										
W. KENT CUSE	4 Weeks	2 Weeks	\$48,500	\$0	\$0	\$0	\$48,500	\$0	6/15/2011	11/22/2011
JANNE SCHAEFER	4 Weeks	2 Weeks	\$44,883	\$0	\$3,637	\$0	\$48,500	\$0	6/15/2011	11/22/2011
MT CLEMENS FIRST										
ROXIE ANN DAVIS	4 Weeks	3 Weeks	\$41,200	\$500	\$15,680	\$3,020	\$59,900	\$1,000	1/1/2011	11/22/2011
WILLIAM F W DAVIS	4 Weeks	3 Weeks	\$41,200	\$500	\$15,680	\$3,020	\$59,900	\$1,000	1/1/2011	11/22/2011
NORTHVILLE FIRST										
W. STUART RITTER	4 Weeks	2 Weeks	\$89,010	\$0	\$18,370	\$3,177	\$120,557	\$0	11/22/2010	11/22/2011
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
NOVI FAITH COMMUNITY										
RICHARD J. HENDERSON	5 Weeks	2 Weeks	\$84,179	\$0	\$24,835	\$10,661	\$99,405	\$0	1/1/2011	11/22/2011
ORCHARD LK COMMUNITY										
PAUL THWAITE	4 Weeks	2 Weeks	\$80,402	\$2,944	\$30,673	\$8,075	\$117,150	\$3,450	2/1/2011	11/22/2011
MARY GAHR-JONES										
MARY GAHR-JONES	1 Month	2 Weeks	\$33,357	\$0	\$12,268	\$1,675	\$47,500	\$0	8/1/2011	11/22/2011

TOC2011.xls

CHURCHES	Membership	DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL											
		BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES		
		Cash Salary	Housing & Utility Allowance	Use of House	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pensions Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)
PLYMOUTH FIRST	1224												
JAMES SKBANS	PASTOR	\$80,077	\$36,000	\$0	\$3,331	Life Ins.	\$362	\$32,845	\$7,691		\$2,500	\$5,390	
						Def. Comp.	\$4,500						
EMILY CAMPBELL	ASSOC	\$32,222	\$30,000	\$0	\$4,100			\$20,891	\$4,780	\$0	\$1,500	\$2,675	
PONTIAC FIRST	202												
ELIZABETH DOWNS	RT PASTOR	\$8,500	\$26,500		\$1,399	Def. Annuity	\$11,637	\$0	\$3,568		\$0	\$4,000	
PONTIAC JOSLYN AVE	25												
VACANT	PASTOR	\$0	\$0		\$0			\$0	\$0	\$0	\$0		\$0
PORT HURON FIRST	475												
JASON PITTMAN	PASTOR	\$40,000	\$17,065		\$1,141			\$18,335	\$4,453	\$1,000	\$1,000	\$1,000	\$0
BREANNE HARMON	ASSOC	\$27,038	\$12,000	\$0	\$390			\$12,543	\$3,046	\$1,236	\$1,030	\$0	
REDFORD ST. JAMES	78												
PAUL BOSQUETTE	PASTOR	\$38,630	\$0	\$0	\$1,000			\$17,835	\$3,000	\$8,000	\$0		
ROCHESTER UNIVERSITY	630												
GEORGE PORTICE	PASTOR	REPORT	NOT RECEIVED	\$0	\$0			\$0	\$0	\$0	\$0	\$0	
								\$0					
MARIANNE GRANO	ASSOC	\$21,320	\$24,000		\$1,780			\$14,600	\$3,467	\$1,520	\$1,630	\$0	
ROSEVILLE ERIN	149												
G. PATRICK THOMPSON	PT PASTOR	\$11,533	\$6,752		\$0			\$10,261	\$992	\$2,320	\$1,088	\$468	
ROYAL OAK POINT OF VISION	14												
JOHN BERSDORF	PT STATED	\$10,800	\$0	\$0	\$500				\$0	\$700	\$0	\$0	
ROYAL OAK FIRST	887												
THOMAS RICE	PASTOR	\$42,024	\$30,408	\$0	\$1,220			\$23,200	\$5,541	\$2,000	\$1,000	\$1,000	\$0
MATTHEW NICKEL	TEMP SPLY ASSOC	\$28,825	\$18,000	\$0	\$915			\$15,353	\$3,659	\$0	\$1,030	\$1,200	
ROYAL OAK STARR	115												
VACANT		\$0	\$0		\$0			\$0	\$0	\$0	\$0	\$0	\$0
ST CLAIR SHORES HERITAGE	95												
KENNETH BOLT	PASTOR	\$13,105	\$26,000		\$0			\$12,317	\$2,991	\$950	\$1,000	\$1,221	
ST CLAIR SHORES LAKE SHORE	486												
DONALD WRIGHT	PT TEMP SUPPLY	\$9,650	\$0		\$5,000			\$0	\$850	\$0	\$0	\$7,000	
SALINE	301												
JUDY SHIPMAN	PASTOR	\$32,000	\$31,000		\$1,220	Dental	\$150	\$20,905		\$2,077	\$2,900	\$400	
						Def. Comp.	\$2,000						
SHELBY ST THOMAS	488												
JAMIE KLINGER	PT CO-PASTOR	\$23,535	\$10,169	\$0	\$803	Def. Annuity	\$1,200	\$12,399	\$2,689	\$2,069	\$1,500	\$800	
JAMES PORTER	CO-PASTOR	\$37,980	\$22,438	\$0	\$1,431	Def. Annuity	\$2,400	\$21,381	\$4,806	\$2,575	\$1,400	\$1,400	
SOUTHFIELD NEW HOPE	84												
DAVID SHINN	PASTOR	REPORT	NOT RECEIVED	\$0	\$0			\$0	\$0	\$0	\$0	\$0	
SOUTHFIELD KOREAN	742												
SEUNG WON YU	PASTOR	\$48,000	\$37,000	\$0	\$2,375	Dental	\$871	\$26,775	\$6,502	\$10,200	\$3,000	\$0	\$0
YO SUP SOHN	ASSOC	REPORT	NOT RECEIVED	\$0	\$0			\$0	\$0	\$0	\$0	\$0	\$0
SOUTHFIELD COVENANT	128												
OUNCY COOPER	STATED	\$28,000	\$27,200	\$0	\$0			\$0	\$0	\$0	\$1,000	\$0	
SOUTH LYON	177												
ANNEMARIE KIDDER	PT. INT. PASTOR	\$20,889	\$15,000	\$0	\$3,600			\$0	\$2,850	\$0	\$3,600	\$0	
STERLING HGTS NEW LIFE	187												
DOYLL ANDREWS, JR.	PASTOR	\$32,880	\$15,900	\$0	\$1,500	Dental	\$488	\$15,359	\$3,730	\$1,272	\$1,500		

TOC2011.xls

CHURCHES	SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL									
	OTHER ITEMS		SUB TOTALS				GRAND TOTAL (package)	Change over 2010	Effective Date	DATE APPROVED BY PRESBY
	Vacation	Study Leave (wks)	Basic Comp.	Change over 2010	Basic Benefits	Pro. Expenses				
PLYMOUTH FIRST										
JAMES SKRINS	3 Weeks	2 Weeks	\$104,270	\$2,798	\$40,539	\$7,690	\$152,699	\$3,891	1/1/2011	11/22/2011
EMLY CAMPBELL	4 Weeks	2 Weeks	\$98,322	\$1,812	\$25,051	\$4,175	\$96,148	\$3,422	1/1/2011	11/22/2011
PONTIAC FIRST										
ELIZABETH DOWNS	1 Month	2 Weeks	\$48,036	\$0	\$3,668	\$4,000	\$55,604	\$0	2/14/2011	11/22/2011
PONTIAC JOSLYN AVE										
VACANT			\$0		\$0	\$0	\$0	\$0		
PORT HURON FIRST										
JASON PITTMAN	4 Weeks	2 Weeks	\$58,206	\$578	\$22,789	\$3,000	\$83,994	\$902	2/27/2011	11/22/2011
BREANNE HARMON	4 Weeks	2 Weeks	\$39,428	\$0	\$15,689	\$2,268	\$57,263	\$687	2/27/2011	11/22/2011
REDFORD ST. JAMES										
PAUL BOSQUETTE	4 Weeks	2 Weeks	\$40,630	\$0	\$20,835	\$8,000	\$67,465	\$0	1/1/2011	11/22/2011
ROCHESTER UNIVERSITY										
GEORGE PORTICE			\$0	\$0	\$0	\$0	\$0	\$0		
MARIANNE GRANO	1 Month	2 Weeks	\$47,100	\$0	\$18,067	\$2,650	\$67,717	\$0	1/1/2011	11/22/2011
ROSEVILLE ERN										
G. PATRICK THOMPSON	4 Weeks	2 Weeks	\$18,286	(\$19,795)	\$11,163	\$3,681	\$33,329	(\$29,053)	1/1/2011	11/22/2011
ROYAL OAK POINT OF VISION										
JOHN BERSDORF	4 Weeks	2 Weeks	\$11,300		\$0	\$700	\$12,000		8/29/2011	11/22/2011
ROYAL OAK FIRST										
THOMAS RICE	1 Month	1 Month	\$73,652	\$1,224	\$28,741	\$4,000	\$106,393	\$1,703	1/1/2011	11/22/2011
MATTHEW NICKEL	4 Weeks	2 Weeks	\$48,738	\$0	\$18,012	\$2,230	\$69,980	\$0	1/1/2011	11/22/2011
ROYAL OAK STARR										
VACANT			#REF!	\$0	\$0	\$0	#REF!	\$0		
ST CLAIR SHORES HERITAGE										
KENNETH BOLT	5 Weeks	2 Weeks	\$30,103	\$0	\$15,308	\$3,071	\$57,482	\$0	1/1/2011	11/22/2011
ST CLAIR SHORES LAKE SHORE										
DONALD WRIGHT	1 Month	2 Weeks	\$14,650	\$0	\$950	\$7,000	\$22,500	\$0	10/1/2011	11/22/2011
SALINE										
JUDY SHIPMAN	5 Weeks	2 Weeks	\$68,370	\$2,000	\$20,905	\$5,277	\$92,552	\$2,675	1/1/2011	11/22/2011
SHELBY ST THOMAS										
JAME KLINGER	4 Weeks	2 Weeks	\$35,497	\$683	\$15,068	\$4,168	\$54,733	\$979	1/1/2011	11/22/2011
JAMES PORTER	4 Weeks	2 Weeks	\$64,258	\$0	\$26,187	\$5,375	\$95,631	\$2,588	1/1/2011	11/22/2011
SOUTHFIELD NEW HOPE										
DAVID SHINN			\$0	\$0	\$0	\$0	\$0	\$0		
SOUTHFIELD KOREAN										
SEUNG WON YU	4 Weeks	2 Weeks	\$89,246	\$0	\$33,277	\$13,200	\$134,723	\$0	1/1/2011	11/22/2011
YO SUP SOHN			\$0		\$0	\$0	\$0	\$0		
SOUTHFIELD COVENANT										
OURNICY COOPER	8 Weeks	2 Weeks	\$53,200	\$0	\$0	\$1,000	\$54,200	\$0	5/29/2011	11/22/2011
SOUTH LYON										
JANNEMARIE KIDDER	6 Weeks	2 Weeks	\$39,589	\$0	\$2,850	\$3,000	\$45,939	\$0	9/18/2008	
STERLING HGT'S NEW LIFE										
DOYLL ANDREWS, JR	5 Weeks	2 Weeks	\$50,748	\$0	\$19,089	\$2,772	\$72,607	\$0	1/1/2011	

TOC2011.xls

CHURCHES	Membership	DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL												
		BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES			
		Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expense	Other (Description)	Other (Amount)
TAYLOR SOUTHMINSTER	180													
KAREN STUNKEL	TEMP. SUPPLY	\$28,500	\$17,400	\$0	\$0	Def. Comp.	\$2,560	\$18,100	\$3,480	\$4,000	\$1,200	\$1,000	Med. Reimb	\$500
TROY FIRST	181													
JUDITH MCMLLAN CHRISTENSEN	PASTOR	\$22,800	\$19,000		\$129	Def. Comp.	\$2,400	\$13,923	\$3,199	\$1,379	\$1,300	\$0		\$0
TROY KOREAN FIRST	79													
SEUNG CHOI	PT PULPIT SUPPLY	\$18,109	\$12,000		\$902			\$9,674	\$2,349	\$1,236	\$1,030	\$0		
TROY NORTHMINSTER	153													
CHARLOTTE SOMMERS	PASTOR	\$30,749	\$26,560		\$693	Dental	\$331	\$18,869	\$4,637	\$0	\$1,500	\$2,000		
WALLED LAKE CROSSROADS	99													
JOHN PAVELKO	PASTOR	\$17,740	\$25,000	\$0	\$0	Def. Comp.	\$2,000	\$15,196	\$3,270	\$1,236	\$1,030	\$0		\$0
						Dental	\$1,313							
WARREN CELTIC CROSS	237													
MATTHEW MEANS	PASTOR	\$28,603	\$28,500	\$0	\$1,100		\$0	\$20,897	\$4,537	\$0	\$1,000	\$400		
WARREN FIRST	168													
EMMA NICKEL	PASTOR	\$31,000	\$8,000	\$0	\$390	Dental	\$331	\$12,408	\$2,983	\$500	\$1,030	\$1,795		\$0
WATERFORD COMMUNITY	267													
THOMAS HARTLEY	PASTOR	\$25,310	\$25,200	\$0	\$0	Med/Dent/Vision	\$2,138	\$16,584	\$3,864	\$0	\$0	\$3,000		
W. BLMFLD CHSAVIOR	77													
JAMES FAILE	PASTOR	\$33,916	\$12,718		\$933			\$15,722	\$3,639	\$1,800	\$1,500			
WESTLAND KIRK/SAVIOR	123													
NEL D. COWLING	PASTOR	REPORT	NOT RECEIVED	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0		
							\$0							
WHITE LAKE	197													
JAMES KUMIN	PT TMP SUPPLY	\$27,056	\$0	\$0	\$541		\$0	\$10,017	\$2,111	\$0	\$721	\$1,365		\$0
WYANDOTTE FIRST	150													
ARTHUR OBERG	PASTOR	\$12,059	\$20,250	\$10,191	\$784	Dental	\$876	\$12,639	\$3,378	\$1,520	\$1,000	\$775	Cell phone	\$540
YPSILANTI FIRST	271													
KEITH GEISELMAN	PASTOR	\$19,750	\$27,000	\$0	\$13,500		\$0	\$14,726	\$3,578	\$2,000	\$1,000	\$2,388		\$0

TOC2011.xls

CHURCHES	SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL									
	OTHER ITEMS		SUB TOTALS				GRAND TOTAL (Package)	Change over 2010	Effective Date	DATE APPROVED BY PRESBY
	Vacation	Study Leave (wks)	Basic Comp.	Change over 2010	Basic Benefits	Pro. Expenses				
TAYLOR SOUTHMINSTER										
KAREN STUNKEL	1 Month	2 Weeks	\$48,480	\$0	\$18,580	\$4,700	\$72,760	\$0	3/28/2011	11/22/2011
TROY FIRST										
JUDITH MULLAN CHRISTENSEN	4 Weeks	2 Weeks	\$44,328	\$0	\$17,121	\$2,679	\$64,129	\$0	11/15/2009	11/22/2011
TROY KOREAN FIRST										
SEUNG CHOI	1 Month	2 Weeks	\$30,011	\$0	\$12,023	\$2,286	\$45,200	\$0	8/1/2011	11/22/2011
TROY NORTHMINSTER										
CHARLOTTE SOMMERS	4 Weeks	2 Weeks	\$60,233	\$593	\$23,406	\$3,500	\$87,139	\$825	1/1/2011	11/22/2011
WALLED LAKE CROSSROADS										
JOHN PAVELKO	4 Weeks	2 Weeks	\$49,653	(\$743)	\$18,468	\$2,286	\$70,265	(\$1,046)	1/1/2011	11/22/2011
WARREN CELTIC CROSS										
MATTHEW MEANS	4 Weeks	2 Weeks	\$60,403	\$1,163	\$25,434	\$1,400	\$87,237	\$2,469	2/1/2011	11/22/2011
WARREN FIRST										
EMMA NICKEL	4 Weeks	2 Weeks	\$39,721	\$0	\$15,391	\$3,325	\$58,437	\$0	8/2/2010	11/22/2011
WATERFORD COMMUNITY										
THOMAS HARTLEY	4 Weeks	2 Weeks	\$52,648	\$0	\$20,448	\$3,000	\$76,096	\$0	1/1/2011	11/22/2011
W. BLMFLD CHSAVIOR										
JAMES FALE	4 Weeks	2 Weeks	\$47,667	\$0	\$19,361	\$3,300	\$70,228	\$0	1/1/2011	11/22/2011
WESTLAND KIRKSAVIOR										
NEL D. COWLING			\$0	\$0	\$0	\$0	\$0	\$0		
WHITE LAKE										
JAMES KUMN	Pro-rated		\$27,507	\$0	\$12,128	\$2,066	\$41,611	\$0	10/18/2011	11/22/2011
WYANDOTTE FIRST										
ARTHUR OBERG	4 Weeks	2 Weeks	\$44,160	\$0	\$16,217	\$3,635	\$64,212	\$0	1/1/2011	11/22/2011
YPSILANTI FIRST										
KEITH GEISELMAN	5 Weeks	2 Weeks	\$60,250	\$0	\$18,302	\$5,368	\$83,940	\$0	1/1/2011	11/22/2011

**Overture to Amend the Rules of Discipline
to clarify the duties of an Investigating Committee**

The Presbytery of Detroit overtures the 220th General Assembly to direct the Stated Clerk to send to the presbyteries the following overture amending the Rules of Discipline for their affirmative or negative votes:

Amend D-10.0101 by deleting the phrase crossed out:

Procedure preliminary to a disciplinary case is initiated by submitting to the clerk of session or the stated clerk of the presbytery having jurisdiction over the member (D-3.0101) a written statement of an alleged offense, together with any supporting information. The statement shall give a clear narrative and allege facts ~~that, if proven true, would likely result in disciplinary action.~~ Such allegations shall be referred to an investigating committee. (D-10.0201)

and

Amend D-10.0202 by adding a new paragraph **a** and renumbering the subsequent paragraphs as follows:

The investigating committee shall

- a. Review the statement alleging a violation to determine whether it alleges any facts that, if true, constitute an offense defined in D-2.0203b. If no violation is alleged, it shall end its inquiry and report that to the clerk of the body. If a violation of the Constitution is alleged, it shall proceed to the steps below.**
- a b.** provide the accused with a copy of the statement of alleged offense described in D-10.0101;
- b.c.** provide the person making the accusation with a statement of the investigating committee's procedures;
- e.d.** determine whether the accusation repeats allegations previously made against the accused, and if so, report to the council having jurisdiction over the accused that it will not file charges (D-10.0202j) unless the accusation contains new information warranting investigation or is the subject of an investigation that has not been concluded.
- d.e.** make a thorough inquiry into the facts and circumstances of the alleged offense;
- e.f.** examine all relevant papers, documents, and records available to it;
- f.g.** ascertain all available witnesses and inquire of them;
- g.h.** determine, in accordance with G-3.0102 and D-2.0203b, whether there are probable grounds or cause to believe that an offense was committed by the accused;
- h.i.** decide whether the charge(s) filed on the basis of the papers, documents, records, testimony, or other evidence can reasonably be proved, having due regard for the character, availability, and credibility of the witnesses and evidence available;
- i.j.** initiate, if it deems appropriate, alternative forms of resolution, ordinarily after the investigation has been completed, probable cause has been determined, but before the charges have been filed. The purpose of alternative forms of resolution will be to

determine if agreement can be reached between the investigating committee and the accused concerning any charges which may be filed.

- (1) Any mediation shall be completed within 120 days unless a continuance is allowed by the session or permanent judicial commission.
- (2) The investigating committee shall report any settlement agreement to the session or permanent judicial commission for its approval.
- (3) The session or permanent judicial commission shall convene to receive the settlement agreement; vote to approve it by at least two-thirds of the members eligible to vote; make a record of its proceedings according to the provisions of D-11.0601d, including the name of the accused, the substance of the charge(s), and censure; and transmit its decision to the clerk of session or the stated clerk, who shall report it according to the provisions of D-11.0701.
- (4) The investigating committee shall provide an advocate for the accused throughout settlement negotiations, and may provide an advocate for other interested persons at its own discretion.
- (5) If a settlement satisfactory to both the investigating committee and the accused in the alternative form of resolution is not reached, the investigating committee shall designate a prosecuting committee per D-10.0202j, and the case shall proceed on the charges filed.

j.k report to the council having jurisdiction over the accused only whether or not it will file charges; and

k.l. if charges are to be filed, prepare and file them in accordance with the provisions of D-10.0401-.0404, and designate one or more persons (to be known as the prosecuting committee) from among its membership to prosecute the case.

Rationale

The wording of D-10.0101 states that the clerk of the body receiving the statement of allegations shall make an initial inquiry: whether “if proven true, would likely result in disciplinary action.” The function of such a provision is to provide a way to screen out claims that may be true, but which are not violations of the Constitution. It is similar to a grand jury or preliminary hearing in criminal law, and is comparable to the initial consideration of remedial complaints found in D-6.0305.

When a statement is referred to the investigating committee, its first duty, after providing a copy to the accused, informing the accuser of the procedures, and determining whether the allegations have been made before (D-10.0202 a-c), is to “make a thorough inquiry into the facts and circumstances of the alleged offense.” D-10-0202b. (“An offense is any act or omission by a member or officer of the church that is contrary to the Scriptures or the Constitution of the Presbyterian Church (U.S.A).”) This means that the investigating committee must proceed to an investigation of the facts.

In 1991, the General Assembly Permanent Judicial Commission ruled in *Hoy and McGlamery, Jr. v. Pby of Tropical Florida*, Remedial Case 203-1, that “a stated clerk has no constitutional authority to refuse to transmit to a permanent judicial commission a filing which on its face purports to be a complaint.” This means that a clerk receiving a statement containing allegations must refer it to an investigating committee whether or not a violation of the

Constitution is alleged. D-10.0202d requires that investigating committee to investigate the facts, even if there is nothing alleged that could go to trial.

The Office of the General Assembly has recognized the problem in its *Constitutional Musing 3*. In a footnote to this Musing, it notes that paragraph g states the investigating shall “determine, in accordance with G-3.0102 and D-2.0203b, whether there are probable grounds or cause to believe that an offense was committed by the accused,” suggesting that this can be an initial step. The problem with is that a Constitutional Musing has no authority behind it, and the notion of *probable cause* in this sequence of events is something that must be determined after thorough inquiry. Moreover, there may be some clerks of session of presbytery that have not read the Constitutional Musings of the Office of the General Assembly.

Because of the *Hoy and McGlamery* decision, the initial intent of the Rules of Discipline that allegations against members be screened by the clerk to ensure that the allegations against a member are in fact violations has been removed, and no other provision has been made for this initial step. The result is that a person can write allegations against another Presbyterian that cannot be tried even if true, but nonetheless an investigating committee must conduct a thorough inquiry into the facts. This amendment allows an investigating committee to review the allegations as a first item of business, and, if the allegations even if true do not constitute a violation, can close the investigation.

The Presbytery of Detroit
Statement of Revenues and Expenditures - Overall By Committee
From 9/1/2011 Through 9/30/2011

	This Month Actual	Year to Date Actual	2011 Budget	Percent Total Budget Remaining
Revenue				
Committee on Ministry	0.00	0.00	1,000.00	(100.00)%
Preparation for Ministry	0.00	0.00	1,000.00	(100.00)%
Trustees	64,240.03	536,155.33	888,022.00	(40.30)%
Presbytery Operations	0.00	0.00	1,000.00	(100.00)%
Congregational Life	400.00	1,400.00	1,000.00	40.00%
Social Justice & Peace	30.00	6,830.00	7,300.00	(6.44)%
Mission Interpretation	6,677.82	26,043.66	31,620.00	(17.64)%
Nurture & Support	0.00	1,500.00	1,000.00	50.00%
Spiritual Formation & Faith Development	480.00	480.00	1,000.00	(52.00)%
New Church Dev/Redevelopment	0.00	6,500.00	1,000.00	550.00%
Outdoor Ministry	0.00	0.00	1,000.00	(100.00)%
Presbyterian Women	500.00	1,500.00	2,000.00	(25.00)%
Metro Urban Ministry Team	0.00	500.00	1,000.00	(50.00)%
Planning & Visioning	0.00	750.00	0.00	0.00%
Coordinating Cabinet	0.00	0.00	1,000.00	(100.00)%
Total Revenue	72,327.85	581,658.99	948,942.00	(38.70)%
Expense				
Nominations	0.00	0.00	650.00	100.00%
Representation	0.00	0.00	100.00	100.00%
Committee on Ministry	327.90	8,523.72	10,630.00	19.81%
Preparation for Ministry	183.33	1,280.67	4,550.00	71.85%
Trustees	12,145.77	80,430.07	127,400.00	28.02%
Presbytery Operations	36,624.90	283,738.24	395,672.00	28.29%
Congregational Life	1,744.70	11,549.38	33,000.00	65.00%
Social Justice & Peace	3,309.85	46,644.55	63,845.00	26.94%
Mission Interpretation	4,329.80	50,569.20	92,238.00	45.18%
Nurture & Support	1,864.35	29,276.82	41,750.00	28.88%
Spiritual Formation & Faith Development	241.15	8,606.97	29,100.00	70.42%
New Church Dev/Redevelopment	3,085.74	51,688.13	95,900.00	46.10%
Outdoor Ministry	3,838.08	32,742.72	43,657.00	25.00%
Metro Urban Ministry Team	0.00	0.00	3,150.00	100.00%
Planning & Visioning	0.00	2,992.01	4,200.00	28.76%
Coordinating Cabinet	0.00	466.33	3,100.00	84.86%
Total Expense	67,515.57	618,508.81	948,942.00	34.82%
Revenues Over(Under) Expenditures	4,812.28	(36,849.82)	0.00	0.00%

The Presbytery of Detroit
Statement of Revenues and Expenditures - Comparative Overall By Committee Fund 100
From 9/1/2011 Through 9/30/2011

	2011 Current Period Actual	2011 Current Year Actual	2010 Prior Year Actual	Current Year % Change
Revenue				
Preparation for Ministry	0.00	0.00	496.00	(100.00)
Trustees	64,240.03	536,155.33	547,531.27	(2.08)
Presbytery Operations	0.00	0.00	4,558.24	(100.00)
Congregational Life	400.00	1,400.00	0.00	100.00
Social Justice & Peace	30.00	6,830.00	21,050.00	(67.55)
Mission Interpretation	6,677.82	26,043.66	39,620.00	(34.27)
Nurture & Support	0.00	1,500.00	0.00	100.00
Spiritual Formation & Faith Development	480.00	480.00	0.00	100.00
New Church Dev/Redevelopment	0.00	6,500.00	500.00	1,200.00
Presbyterian Women	500.00	1,500.00	1,500.00	0.00
Metro Urban Ministry Team	0.00	500.00	0.00	100.00
Planning & Visioning	0.00	750.00	0.00	100.00
Total Revenue	72,327.85	581,658.99	615,255.51	(5.46)
Expense				
Committee on Ministry	327.90	8,523.72	2,493.85	241.79
Preparation for Ministry	183.33	1,280.67	(36.62)	..597.19)
Trustees	12,145.77	90,430.07	88,381.67	2.32
Presbytery Operations	36,624.90	283,738.24	288,158.25	(1.53)
Congregational Life	1,744.70	11,549.38	7,788.62	48.29
Social Justice & Peace	3,309.85	46,644.55	50,481.58	(7.60)
Mission Interpretation	4,329.80	50,569.20	60,988.90	(17.08)
Nurture & Support	1,884.35	29,776.82	12,500.00	134.21
Spiritual Formation & Faith Development	241.15	8,606.97	5,657.52	52.13
New Church Dev/Redevelopment	3,085.74	51,688.13	39,132.73	32.08
Outdoor Ministry	3,638.08	37,742.72	32,862.69	(0.37)
Metro Urban Ministry Team	0.00	0.00	1,299.58	(100.00)
Planning & Visioning	0.00	2,997.01	0.00	100.00
Coordinating Cabinet	0.00	466.33	1,144.03	(59.24)
Total Expense	67,515.57	618,508.81	590,852.80	4.68
Revenues Over(Under) Expenditures	4,812.28	(36,849.82)	24,402.71	(251.01)

**PRESBYTERIAN CHURCH (U.S.A.)
SYNOD OF THE COVENANT
PERMANENT JUDICIAL COMMISSION**

Session of Cavalry Presbyterian Church,

Complainant

Case No 2011-03

v.

The Presbytery of Detroit,

Respondent.

**ANSWER
OF THE PRESBYTERY OF DETROIT**

The Committee of Counsel of The Presbytery of Detroit submits the following answer to the complaint of the irregularity alleged in the complaint of the Session of Cavalry Presbyterian Church, as follows:

1. Allegation: We, the Session of Cavalry Presbyterian Church of Detroit complain to the Synod of the Covenant against the Presbytery of Detroit concerning an irregularity of an action taken by the Committee on Preparation for Ministry (CPM).

Response: Respondent denies that an irregularity occurred in the discharge of duty within the work of the Committee on Preparation for Ministry ("COPM") of the Presbytery of Detroit for the reason that it is untrue or mistakenly stated.

2. Allegation: In that in a letter dated March 10, 2011 the Committee on Preparation for Ministry did assert that they "adopted the report of the investigating committee".

Response: Respondent admits that the COPM formed a sub-committee to investigate allegation against a candidate for ministry under the care of COPM pursuant to COPM's duty to determine if the candidate was fit for ministry, and that COPM adopted a report of that sub-committee. Respondent denies for the reason that it is untrue or mistakenly stated that the sub-committee was an investigating committee pursuant to the Rules of Discipline.

3. Allegation: This investigating committee was formed to look into the complaints lodged against Thomas H. Priest Jr. by another member of the Presbytery of Detroit.

Response: Respondent admits that certain allegations against Elder Priest were brought to the attention of the COPM by another member of the Presbytery. Respondent admits that the COPM formed a sub-committee to investigate those allegations pursuant to COPM's duty to determine if the Elder Priest was fit for ministry. Respondent denies for the reason that it is untrue or mistakenly stated that COPM initiated an investigating process pursuant to the Rules of Discipline to investigate those allegations.

4. Allegation: Complainants believe that the action was irregular because COPM is not a governing body and therefore cannot form an Investigating Committee.

Response: Respondent admits that COPM is not a governing body. Respondent admits that a COPM may not organize an investigating committee pursuant to the Rules of Discipline (see D-10.0201; G-14.0411). Respondent denies for the reason that it is untrue or mistakenly stated that COPM's sub-committee was an investigating committee pursuant to the Rules of Discipline.

5. Allegation: That said Elder, Thomas H. Priest Jr., was not an ordained pastor with a call and therefore falls under the jurisdiction of Session of the church in which he was a member, that church being Calvary Presbyterian Church.

Response: Respondent admits that Elder, Thomas H. Priest Jr., was (and is) not an ordained pastor with a call. Respondent admits that Elder, Thomas H. Priest Jr., falls under the jurisdiction of Complainant for purposes of disciplinary action in accordance with the Rules of Discipline. See G-14.0411. Respondent denies for the reason that it is untrue or mistakenly stated, any suggestion that COPM does not have jurisdiction over Elder, Thomas H. Priest Jr., a candidate for ministry under COPM's care, to provide guidance, care and oversight to Mr. Priest concerning his fitness for ministry. *See id.*

6. Allegation: Complainants have a right to complain because they are a Session of the Presbytery of Detroit, and because they are the only governing body having jurisdiction over this member to convene an investigating committee.

Response: Respondent admits that Complainant is the only governing body having jurisdiction over Mr. Priest to convene an investigating committee pursuant to the Rules of Discipline to investigate an offense, for which the minimum prescribed penalty rebuke. Respondent denies for the reason that it is untrue or mistakenly stated, any suggestion that COPM does not have jurisdiction over Elder, Thomas H. Priest Jr., a candidate for ministry under COPM's care, to provide guidance, care

and oversight to Mr. Priest concerning his fitness for ministry. See G-14.0411.

7. Allegation: The Session of Calvary Presbyterian Church Detroit did convene and empower an investigating committee to duly investigate the complaints of said member.

Response: Respondent does not have personal knowledge of the facts of this allegation and so denies the allegation and leaves Complainants to its proofs.

8. Allegation: The actions of the CPM were initiated and completely rendering a response to their own with the full implication that did not give credence to that of the investigating committee of Calvary Presbyterian Church in essence, rendering our finding null and void.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated. That Complainant exercised its rights to undertake a disciplinary investigation of Elder, Thomas H. Priest is a wholly separate matter from COPM's own Constitutional right to discern whether Mr. Priest is fit to be a Minister of Word and Sacrament.

9. Allegation: That this very instance undermines the integrity of the disciplinary process established in the Book of Order.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated. Respondent, for example, refers to G-14.0411, which states that during the phases of inquiry and candidacy, the individual continues to be an active member of his or her particular church and *subject to the concern and discipline of the session*. However, *in matters relating to preparation for ministry, the individual is under the oversight of the presbytery through the committee on preparation for ministry.*

10. Allegation: Complainant request that the Synod of the Covenant order the Presbytery of Detroit to order the Committee on Preparation for Ministry to rescind their recommendation to require Elder Priest to attend the Mennonite mediation training, and a Midwest Counseling Service (Columbus, Ohio) assessment of its effects.

Respondent requests that Complainant's request be denied.

11. Allegation: Complainants also request that all negative references with regard to the actions of the investigating committee be removed from all records, and that Elder Thomas H. Priest Jr. be made whole in all respects.

Respondent requests that Complainant's request be denied. Respondent further requests that Complainant be order to specifically identify all such "negative references".

12. Allegation: Complainants also request that all negative references with regard to the actions of the investigating committee be removed from all records, and that Elder Thomas H. Priest Jr. be made whole in all respects.

Respondent requests that Complainant's request be denied.

**OTHER FACTS THAT MAY EXPLAIN THE SITUATION IDENTIFIED AS AN
IRREGULARITY OR DELINQUENCY - D-6.0303**

1. Mr. Thomas M. Priest is a candidate under the care of Respondent. See Exhibit A – January 18, 2011 Report of COPM Sub-Committee at pg. 1.

2. Mr. Priest is also a former moderator of Respondent. *Id* at 2.

3. In 2010, a member of one of the churches of Presbytery wrote to Respondent's Committee on Ministry ("COM") and COPM complaining about remarks made by Mr. Priest when he visited a mission center of Respondent's known as the Second Mile Center. See Exhibit B – Letter from Ruth Azar dated April 20, 2010.

4. Mr. Priest was then visiting the center in his capacity of a seminary student writing a paper. See Exhibit A.

5. The accuser's letter alleged that Mr. Priest's remarks were racist. See Exhibit B.

6. Respondent's Stated Clerk informed the COM that COM had no jurisdiction over Mr. Priest, but that COPM would have jurisdiction over him in since he is a candidate for ministry. See also G-14.0411.

7. Respondent's Stated Clerk further informed the accuser who wrote the letter that the letter could not be considered a complaint under the Rules of Discipline, since such a complaint would need to be filed with the Complainant. See G-14.0411.

8. The letter was subsequently filed, and Complainant formed an investigating committee in accordance with the Rules of Discipline. See Complaint.

9. Complainant's investigating committee declined to bring charges against Mr. Priest. *Id.*

10. While the investigating committee of Complainant declined to file charges, Respondent's COPM had a separate duty pursuant to G-14.0412, including a duty to provide guidance and instruction to Mr. Priest in light of the allegations in the letter and determine his fitness for ministry. See Exhibit A.

11. The COPM formed a sub-committee, which it labeled an investigating committee. *Id.*

12. The sub-committee of COPM conducted interviews and wrote a report with recommendations to the COPM. *Id.*

13. Mr. Priest objected to the recommendations in the report, which would have required him to pursue training and further consultation. See Exhibit C – Minutes of COPM dated March 1, 2011.

14. A COPM hearing on the report was scheduled for the February 2011 meeting of COPM, but was postponed to the March 2011 meeting at Mr. Priest's request; his counsel was not able to come to the February meeting. See Exhibits D and E – hearing transcripts.

15. The COPM hearing on the report was conducted at the March 2011 meeting of COPM, where Mr. Priest was represented by attorney/minister Archibald Wallace III of Richmond, Va. See Exhibit E.

16. Following the public portion of the hearing, the COPM adjourned to executive session, where the COPM voted to adopt the report and an augmented set of recommendations. See Exhibits C and E.

17. Complainant has now filed the remedial suit against Respondent the focus of which is that the COPM did not have the right to form a sub-committee to evaluate a candidate under its care.

ARGUMENTS RELATED TO D-6.0305 – EXAMINATION OF PAPERS

a. Does the governing body has jurisdiction;

Respondent's comment: No

A remedial case is one in which an irregularity or a delinquency of a lower governing body ... may be corrected by a higher governing body. D-2.0202 (*emphasis added*). The complaint here did not allege any action by a lower governing body. The only action alleged was that of the COPM, which is not a governing body. Therefore, Respondent respectfully submits that this Commission does not have jurisdiction to hear the complaint.

There is absolutely no dispute that Respondent's COPM is not a governing body. See Allegation no. 4, *supra*. There is also no dispute that the complaint focused exclusively on actions taken by the COPM. This limited factual scope in the complaint is wholly attributable to that fact that Complainant never took its concerns regarding the COPM to the floor of the presbytery. As a result, Respondent has never had occasion to address or otherwise act on Complainant's concerns.

If Complainant had a problem with the COPM, and the procedure the COPM used to investigate Mr. Priest's fitness for ministry, then Complainant had a clear avenue of appeal to the floor of presbytery. Indeed, Complainant through its commissioner could have requested from Respondent (by way of a motion from the floor) the very remedies Complainant now demands from this Commission. Stated directly, Complainant could have made a motion on the floor of Presbytery that COPM

be instructed to meet with Complainant, remove any negative references, etc. Had Complainant taken even this basic step, and had Respondent then failed (in Complainant's mind) to act appropriately, Complainant would then be able to point to at least SOME action by a lower governing body with which to vest this Commission with jurisdiction. But that is not what happened here. What happened (and is happening) here is that Complainant is attempting to use this Commission and the judicial process to circumvent standard parliamentary procedure, Respondent's wide discretion in considering the worthiness of candidates for ministry, and the Constitution. Complainant's efforts should not be rewarded.

In addition, if at any time the Commission concludes that Respondent did not form a disciplinary committee in accordance with the Rules of Discipline then this case should be dismissed for lack of jurisdiction. The inappropriate formation of a disciplinary committee in violation of the Book of Order is the only Constitutional violation alleged in the complaint. Absent that allegation, all that remains is a question of policy. However, under prevailing caselaw, the Commission only has jurisdiction to hear violations of the Constitution, not violations of policy. See e.g., See 2004, 217-1 Hope v. Pby of San Francisco.

b. the complainant has standing to file the case;

Respondent's comment: None.

c. the complaint was timely filed; and

Respondent's comment: No.

The complaint was seven (7) days late. Complainant cannot rely on the March 10th date of the COPM's letter, the mailing date of that letter, or even the receipt date of that letter to determine whether its filing was timely. The only relevant date was March 1st, the date the COPM made its decision. And the complaint here was filed more than ninety days after that date.

D-6.0202 makes clear that "...a complaint of an irregularity shall be filed within ninety days after the alleged irregularity has occurred..." The phrase "after the irregularity has occurred" being the relevant point. This language makes clear that the clock starts to run on the date of the alleged irregular action, and not on the date an allegedly aggrieved party received notice. Where things otherwise, the deadline for filing would be never ending because a complaining party could secure more time merely by claiming that he or she was unaware of the irregular action. The purpose of the filing deadlines in our Constitution "is to prevent controversies with the church from going on and on..." 1994, PJC 206-7, Bayley v. Pby of Minn. Valleys. A notice requirement would undermine this purpose.

The Stated Clerk of this Synod has confirmed that the complaint here was received by his office on June 6, 2011. Even giving Complainant the benefit of a March

2nd start date (omitting March 1st), the complaint was seven (7) days late. Indeed, the last day the complaint could have been filed by Respondent's count was May 31, 2011 (the actual 90th day having been Memorial Day).

The case of 2005, PJC 218-7, Jackson v. Session of Cordova Presbyterian Church is instructive. In Jackson, an investigating committee drafted and mailed out a decision memorandum. The memorandum was undated, which prevented the GAPJC from knowing the actual date of the committee's decision. So, the GAPJC inferred a decision date by concluding that the decision could have been no later than the day the memorandum was postmarked. The point is, in Jackson the GAPJC could have relied on the date Jackson received the decision. But it didn't. In fact, that date was not even mentioned. Instead, the GAPJC inferred a *decision* date based on the available evidence and it then counted out the relevant time period. Jackson's complaint was then found to have been untimely.

Two points distinguish this case from Jackson. Neither point favors Complainant. The first point is that, unlike the undated memorandum in Jackson, the March 10th letter relied on by Complainant clearly referenced the COPM's March 1st decision. Complainant, therefore, cannot claim that it was not aware of the decision date. The second point is that Complainant actually filed a complaint (see case 2011-1) within the 90-day period. That complaint is untimely for other reasons, but it still stands as indisputable evidence that Complainant could have filed timely filed the complaint in this case.

The complaint in this case is clearly untimely and it should be not accepted/dismissed on that basis.

d. the complaint states a claim upon which relief can be granted.

Respondent answers: No.

The complaint confuses the separate duties and obligations of Complainant and Respondent's COPM concerning the oversight of a candidate – Mr. Priest. Paragraph G-14.0411 of our Constitution granted Complainant original jurisdiction to investigate the *disciplinary* complaint against Mr. Priest. However, that same paragraph also granted Respondent's COPM original jurisdiction to *administratively* determine Mr. Priest's fitness for ministry. It is well established that a COPM may appoint a task force to investigate allegations made against a candidate. See 2004, 217-1 Hope v. Pby of San Francisco. The *Hope* decision is particularly relevant because there, as here, the COPM "... appointed a task force to investigate concerns about the candidate's ability to resolve conflicts..." See also *Robert's Rules of Order Newly Revised*, 10th ed. 480 (Cambridge, Mass.: Perseus Publishing, 2000) ("A committee can appoint a subcommittee, which are responsible to and report to the committee and not to the assembly.")

Respondent's COPM did not need to resort to the Rules of Discipline to investigate and exercise oversight of Mr. Priest when considering his fitness for ministry,

because our Constitution and numerous GAPJC decisions make clear that the COPM inherently has that authority. See e.g. 1997, 210-2 Bevensee v. Pby of New Brunswick (upholding Presbytery removal of inquirer from roles for not complying with counseling requirement mandated by CPM). Therefore, even if the allegations in the complaint are taken as true, the complaint failed to state a claim. Respondent's COPM did investigate Mr. Priest, but that investigation was not a disciplinary investigation. Rather, the COPM conducted an *administrative* investigation of Mr. Priest in accordance with the COPM's constitutionally mandated duty to provide oversight of candidates under its care. See G-14.0412. Moreover, during that investigation and subsequent hearing, Mr. Priest was treated with fundamental fairness. He was supplied with copies of relevant documents. He was afforded the opportunity to speak on his behalf. And, he was granted a right to counsel.

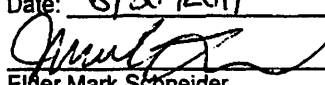
Respondents assert that no relief can be granted because the complainant has stated no violation of the Book of Order, as required by *Hope, et.al. v. Pby of San Francisco*, 2006, 217-1, 455.

Furthermore, the Book of Order grants the COPM the full authority and discretion to decide matters of readiness before recommending Presbytery declare a person ready to receive a call. G-14.0401; G-14.0411; G-14.0412; G-14.0450. Since the COPM has this discretion, its decision cannot be overruled except in cases where there has been an abuse of discretion. *Lightner v the Presbytery of Middle Tennessee*, 1983; *Jackson v. the Presbytery of Susquehanna Valley*, 1996; *Leslie v. Session, First Church, Manhattan, KS.*, 2002. Since no abuse of discretion has been alleged, no relief can be granted.

FURTHER CONSIDERATIONS

Respondent reserves the right to file a motion to dismiss in the event the Commission decides to accept the case notwithstanding the arguments set forth above.

Presbytery of Detroit
Committee of Counsel

Date: 6/30/2011

Elder Mark Schneider


Rev. Betty Rice

Exhibit A

CPM SUBCOMMITTEE
CONVENED IN THE MATTER
OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.

Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their

frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was. "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Re: Your visit - 'att.net Mail'

Page 1 of 1

YAHOO! MAIL

Re: Your visit

Sunday, March 1, 2009 8:11 PM

From: "Thomas Priest Jr" <thomasprj@earthlink.net>
To: "second mile living" <secondmileliving@sbcglobal.net>

Greetings Ruth,

I am not sure what you are referring to. I have not shared a report from my visit. So I am a little confused. Please provide more information. Thanks, Tom

On Mar 1, 2009, at 7:48 PM, second mile living wrote:

Tom,

After careful thought and prayer I have decided to directly address some of the results of your visit with us at The Second Mile Center.

Immediately, it had come to my attention that much had been said to others about racism which caused them distress. I believe a meeting would be appropriate inviting those offended to discuss the issue in my presence.

Please call me,

Ruth Azar

313-245-5252

Dear Al Tim in regards
 To Tom Priest visit
 @ second mile.

F + Mrs. Azar gives me
 something now + then it
 is no one business
 and I am not prejudice
 and we do NOT need this
 here at second mile so
 we need to be attentive of
 that we do not look @ color
 here
 Sander
 Addrow

About the Institute

Schedule

The Mediation Skills Training Institute runs daily from 8:30 a.m. to 5:00 p.m., with the exception of Monday, which starts at 9:00 a.m., and Friday, which concludes at 4:30 p.m.

Monday, 3/21, 5/2, 8/1, 10/3, 11/14

Introduction: The Nature and Role of Conflict
Conflict in the Bible: Reading Romans as Conflict
Understanding You: Our Role as Persons in Conflict
Your Personal Style: Factors in Communication and Mediation
Addressing Your Emotions and Managing Your Emotions

Tuesday, 3/22, 5/3, 8/2, 10/4, 11/15

Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)

Wednesday, 3/23, 5/4, 8/3, 10/5, 11/16

Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)

Thursday, 3/24, 5/5, 8/4, 10/6, 11/17

Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)

Friday, 3/25, 5/6, 8/5, 10/7, 11/18

Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)
Introduction: Understanding Conflict (Also see *Be Effective When Peace Ain't Easy*)

Overview

The institute includes lectures, discussion, and guided practice in role plays. Active and practical in focus, the sessions emphasize hands-on skills training and realistic role-plays based on the kinds of conflicts faced by participants. A more detailed description of the sessions is available upon request.

Locations

March 21-25, 2011
 St. Paul United Church of Christ
 31854 Mound Rd. — Warren, MI

May 2-6, 2011
 Gettysburg Lutheran Church
 65 Segamore St. — Manchester, NH

August 1-5, 2011
 First Presbyterian Church of Wheaton
 715 North Carlton Ave. — Wheaton, IL

October 3-7, 2011
 Love's Lane United Methodist Church
 6200 Inwood Rd. — Dallas, TX

November 14-18, 2011
 Forest Lake Presbyterian Church
 6800 N. Trenholm Rd. — Columbia, SC

A map with travel information from airports will be sent with confirmation of registration in any of the institutes.

Meals and Accommodations

Daily refreshments and lunches on Monday and Friday are included. Participants will need to arrange for their own lodging and the other meals. Lodging options, directions and a registrant list will be sent with confirmation of registration after the pre-registration deadline.

Tuition

Tuition is \$685 when paid by February 21 for the March Institute; April 4 for the May Institute; July 1 for the August Institute; September 2 for the October Institute; October 17 for the November Institute; or \$770 after those dates. Participants receive a training manual and other materials upon arrival. Cancellations are subject to a \$75 non-refundable fee if LMPC is notified of at least two weeks prior to the Institute, or half of the registration fee otherwise. Enrollment is limited, so register early. Send form and full payment.

Trainer

Richard Blackburn is the Executive Director of the Lombard Monrovia Peace Center. LMPC desires to equip others to be ministers of reconciliation in our life. Richard has led hundreds of workshops on conflict transformation and mediation skills, and serves as a mediator and consultant for individuals, churches, schools, and other organizations.

For Further Information

Write: Lombard Monrovia Peace Center
 101 West 22nd Street, Suite 206
 Lombard, IL 60140
Call: (630) 627-0507 Fax: (630) 627-0511
E-mail: Admin@LMPCPeaceCenter.org
Web Site: www.LMPCPeaceCenter.org

Other LMPC Programs

Phase 2 Bible Study
 Leading Change Through Self-Determination
 August 14-18, 2011, Lombard, IL
Phase 3 Bible Study
 Living in Peace Through Self-Determination
 August 14-18, 2011, Lombard, IL
Phase 4 Bible Study
 Living in Peace Through Self-Determination
 August 14-18, 2011, Lombard, IL
Phase 5 Bible Study
 Living in Peace Through Self-Determination
 August 14-18, 2011, Lombard, IL

Registration Form

Yes! Register me for the Mediation Skills Training Institute. Enclosed is my full payment. (Checks payable to U.S. funds to LMPC) City and mail to: LMPC, 101 W. 22nd Street, Suite 206, Lombard, IL 60140

Name (s) _____ Home Phone _____ State _____ Zip _____
 Address _____ City _____ Work Phone _____
 Congregation/Organization _____ Other Email _____
 Please register me for the: _____
 _____ March 21-25, 2011, Warren, MI _____ May 2-6, 2011, Manchester, NH _____
 _____ August 1-5, 2011, Wheaton, IL _____ October 3-7, 2011, Dallas, TX _____
 _____ November 14-18, 2011, Columbia, SC _____
 Please send me information about conflict transformation and other training to others in my church or congregation.
 Please send me the brochure for Home Bible Study: Leading Change Through Self-Determination.
 Please send me the brochure for Home Bible Study: Living in Peace Through Self-Determination.
 Please send me the brochure for Home Bible Study: Living in Peace Through Self-Determination.



Mediation Skills Training Institute for Church Leaders

March 21 - 25, 2011
Warren, Michigan
(Detroit Area)

May 2 - 6, 2011
Manchester, New Hampshire

August 1 - 5, 2011
Wheaton, Illinois
(Chicago Area)

October 3 - 7, 2011
Dallas, Texas

November 14 - 18, 2011
Columbia, South Carolina



Sponsored by
Lombard Menonite Peace Center
Lombard, Illinois

LOMBARD MENONITE PEACE CENTER
101 WEST 2ND STREET, SUITE 205
LOMBARD, IL 60148-4607



Everyone Has to Deal with Conflict

Conflict is normal and inevitable — whether in the home, school, community, church or workplace. Leaders in all walks of life often have a responsibility to help others work through their conflicts.

The Mediation Skills Training Institute presented by the Lombard Menonite Peace Center (LMPC) is designed to equip church leaders with the skills necessary to deal effectively with interpersonal, congregational, and other forms of group conflict. The five-day Institute also includes a component on congregational intervention and consultation, placed within the context of family systems theory.

Although focused primarily on the church setting, the skills learned are directly transferable to other settings. Thus, managers in business, attorneys, experienced mediators and others in leadership will be enriched by the training as well, gaining skills in a transformational model of mediation.

Who Will Benefit

- **PASTORS and INTERIM PASTORS** of all denominations — to enhance skills for managing conflict in the church.
- **JUDICATORY LEADERS** — Bishops; Conference Ministers; District Superintendents; Diocesan Presbytery; Synod Staff — to assist pastors and congregations in handling conflicts.
- **DENOMINATIONAL OFFICIALS and CHURCH CONSULTANTS** — to bring healing in the midst of divisive church fights.
- **LAY LEADERS and PASTOR-PARISH COMMITTEE MEMBERS** — to receive valuable leadership training to benefit the church, while also gaining insight for peaceful conflict transformation in the home.
- **ADMINISTRATORS** — to introduce conflict transformation to the organizations they oversee.
- **MANAGERS and SUPERVISORS** — to help workers diminish conflict and enhance productivity.
- **COLLEGE and SEMINARY STUDENTS** — to gain hands-on skills training not typically offered in regular classes.
- **ATTORNEYS** — to gain skills in alternative dispute resolution procedures.
- **COMMUNITY MEDIATION CENTER STAFF and VOLUNTEERS** — to acquire additional skills in a transformational model of mediation for working with both individuals and groups.

"All this is from God who reconciled us to himself through Christ, and has given us the ministry of reconciliation." — 2 Corinthians 5:18

Exhibit B

RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic woman I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Exhibit C

Committee on Preparation for Ministry
PRESBYTERY OF DETROIT
 March 1, 2011

<u>E</u> Bell, Margaret	<u>P</u> Hartley, Tom	<u>P</u> Krug III, Ernest	<u>P</u> Stunkel, Paul
<u>P</u> Brownlee, Richard	<u>P</u> Hughley, Marie	<u>P</u> McDevitt, Jenny	<u>E</u> Warren, Orlean
<u>P</u> Clark, Sam	<u>P</u> Hunt, Phyllis	<u>P</u> McMillen, Judi	<u>P</u> Wilhelmi, Marjorie
<u>P</u> Downs, Ellizabeth	<u>P</u> Jackson, Barbara	<u>E</u> Pittman, Jason	<u>P</u> Timm, Allen
<u>P</u> Gage, Larry	<u>P</u> Jackson, Robert	<u>P</u> Pritchard, Norman	
<u>P</u> Gaubatz, Mike	<u>P</u> Johnson, Henry	<u>P</u> Rice, Betsy	

1. Call to Order:

CPM co-chair Beth Downs called the meeting to order at 9 am with prayer. The minutes were approved, as corrected.

2. Introductions:

All members were introduced and the following were seated: Tom Priest, Stanley Edwards, elder Calvary Presbyterian, Darryl Reynolds, elder Calvary Presbyterian, Rev. Archibald Wallace, attorney and advisor to Tom Priest, Mrs. Courter as court reporter, Christine Bohn as member of the Investigative Committee, and Ed Koster, Stated Clerk of Presbytery.

3. Motion to Approve Agenda:

The agenda was approved

4. Explanation of Purpose and Process:

Beth Downs reminded the committee that we are reconvening the CPM hearing on the motion to adopt the report and recommendations of the investigative sub-committee regarding the complaint of Ruth Azar, of Second Mile Center, against Tom Priest, candidate. The complaint is included here:

**RUTH AZAR
 21478 MORINGSIDE DRIVE
 GROSSE POINTE WOODS, MI 48236
 (313) 881-6651**

April 20, 2010

Rev. Elizabeth Rice, Chairperson
 Committee on Preparation for Ministry
 Rev. James Russell,
 Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."
7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached).

I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM, which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

(end of letter)

The investigative committee included David Abbott, Christine Bohn (COM), Elizabeth Rice, and Henry Johnson. Beth urged fairness and diligence in our task to assess the report, and to determine Tom's fitness for ministry, in accordance with the process outlined in the Book of Order, and the manual for CPM of the Presbytery of Detroit. We do not have function or power to determine disciplinary action, and this is not a legal or disciplinary hearing.

5. Hearing Stage

- On February 1, 2011, a motion was *made and seconded to adopt the Investigating Committee's report and recommendations*. Having been postponed and not withdrawn, it was still on the floor. The Investigating Committee's report and recommendations were read
- Mr. Wallace acknowledged CPM's right and responsibility to evaluate suitability for ministry, but maintained that the style and tone of the report and process of the investigative committee are disciplinary in nature and therefore in excess of that right.
- Mr. Wallace responded to the issues raised in the report, specifically: that Mr. Priest did not abuse his authority as Moderator of the Presbytery; and that Mr. Priest values justice and equity highly and never intended prejudice or malice in any interactions he had with Ms. Azar.
- Mr. Wallace submitted that Mr. Priest does not object to the recommendations of the sub-committee, but to the nature of the report, its conclusions, and the process by which this has been handled. They requested that the committee approve the recommendations, but not the report.
- Mr. Priest stated that he is committed to his call to ministry, and submits to the authority of this body and the recommendations for growth and training. He suggested that all parties involved should be offered the training as an opportunity to build community. He maintained that any conflict resolution should include all involved.
- Mr. Wallace submitted a narrative from Mr. Stan Edwards, elder, Calvary Presbyterian Church and director of Barnabas Center, about his participation in the meetings with Tom (copy attached).
- The committee went into executive session. Mr. Koster was asked to remain.

6. Executive Session

- The approved minutes of this session are sealed and on file in the offices of the Presbytery of Detroit.

7. Move to Open Session

- The Committee approved a motion to separate the January 18, 2011 report of the CPM Subcommittee, which was convened in the Matter of Complaint by Ruth Azar against Thomas H. Priest, Jr., from the recommendations
- The Committee adopted the report of the Subcommittee.
- The Committee adopted the recommendations of the Subcommittee, as amended.
- The report and the recommendations as amended and adopted are included below:

CPM SUBCOMMITTEE
CONVENED IN THE MATTER OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.
Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

~~This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.~~

[This assessment will include asking Mr. Priest to present a report on what he has learned personally and professionally.

CPM requires Mr. Priest to subsequently undergo professional assessment through Midwest Career Counseling Center. CPM will furnish Midwest with the CPM Sub-Committee report and require that Midwest furnish their assessment to CPM.

Pastoral counseling may also be helpful in Mr. Priest's learning and healing through this process, and CPM encourages Mr. Priest to pursue that option.]

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

(end of report)

- **The motion passed.**
- Since Mr. Priest and Mr. Wallace were unable to remain until the executive session concluded, the Co-Moderators of CPM will contact them and give them written copies of the committee's action

9. Examinations and Annual Consultations:

- Groups A and B met with Liz Ryder for Final Assessment (1-11/07, C-6/08, McDevitt). Upon examining Liz on her responses to Form 3, a motion was made *to sustain her annual consultation*. **Seconded. Approved.** Upon examining Liz on her statement of faith, her exegesis and her sermon, a motion was made and seconded *to grant her final assessment and give her permission to circulate her PIF*. **Approved.** Liz was dismissed with prayer.
- Group C met with Monique Fube for Annual Consultation (CLP, Rice). A motion was made *to continue her in the learning phase of CLP, while urging her to complete her field placement*. **Seconded. Approved.** Although she submitted her exam after the due date, a recommendation is made to proceed to grade it. Jenny McDevitt and Judi McMillan agreed to help. Monique was dismissed with prayer.
- Group D met with Cynthia Rouse-Baird for Annual Consultation (CLP, Barbara Jackson). Group D does not recommend any action to be taken by CPM at the moment. They recommend that we *not sustain her annual consultation*, because her paperwork was late, incomplete and her written responses hard to evaluate. This is a time for discernment for her and the committee. She has yet to decide if she will retake the exam. The committee requests a follow-up assessment with Cynthia in two months. Tom raised concerns about the lack of appropriate care and nurture provided by the committee, lack of clear instructions, and constructive feedback. Cynthia was dismissed with prayer.

10. Business:

- **Report from Al Timm:**
 - Al reported on the clergy event in February. It was well received, and 8 candidates attended

- o There will be a workshop on stewardship on March 26, at Ypsilanti. Robert Hunter is the presenter.
- o AI will offer a course on Polity at ETS in the Fall, depending on what the educators want, either AI or Ed Koster will teach it.
- **Sub-committee Reports:**
 - o **Lay Pastor Preparation Sub-Committee Report** (formerly CLP report)
 - The committee will meet in April at 9:30 am, focusing on the issue of the final examination for the CLP candidates. Larry has collected other samples for the committee to compare and consider for the recommendation for the format of the examination.
 - o **Ordination Exams** – The exam results are due in about two weeks.
 - o **Session Relations** – No new business.
 - o **CPM Retreat** – No new business to be reported
- **Coordinating Cabinet** – Operations requests us to describe what we would require in an associate executive presbyter. Richard Brownlee will attend in March. Betsy will attend in April.
- **Liaison Reports:**
 - o We need a new liaison for David Oh, who is currently working in California.
 - o We thank David Abbott for his faithful service, and relieve him of any co-opt responsibilities.
 - o There are three other people who would like to be reassigned to a new liaison. We need to assess how assignments are made, rather than default to whoever raises their hand.
 - o We need to ensure appropriate liaison oversight. Larry suggests a half-day retreat to regroup for reorientation. Richard recommends that the covenant include clear responsibilities on the candidate's part.

There being no further business, CPM adjourned at 3:50 pm with prayer. ***The next gathering of CPM is scheduled for April 5, 2011 at 11:00 am at Drayton Plains Community Church, Waterford. Tom Hartley and Beth Downs will be our hosts, and Larry Gage will lead in prayer.***

Respectfully submitted,
Marjorie Wilhelmi

Exhibit D

THOMAS H. PRIEST, JR.

February 1, 2011

1

IN THE MATTER OF:
 PRESBYTERY OF DETROIT
 COMMITTEE ON MINISTRY
 HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME I

Taken by the Committee on Ministry on the 1st day of
 February, 2011, at the Presbytery of Detroit, 17575 Hubbell,
 Detroit, Michigan, at 9:52 a.m.

APPEARANCES:

For the Presbytery
 of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
 Presbytery of Detroit
 Presbyterian Church (U.S.A.)
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108
 (734) 358-5403
 ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
 Certified Shorthand Reporter



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
 www.esquiresolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS

HEARING OF THOMAS H. PRIEST, JR.:	PAGE:
Beginning of Hearing	3

EXHIBITS:

 None.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48084
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

3

1 Detroit, Michigan,

2 Tuesday, February 1, 2011 - 9:52 a.m.

3 - - -

4 COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME I

5 (Introduction, 9:52 a.m.)

6 REV. KOSTER: I'm Ed Koster, K-o-s-t-e-r. This is
7 Elizabeth Downs. I'm Stated Clerk of the Presbytery, and she
8 is the Chairman of the Committee on Preparation for Ministry
9 which is meeting today.

10 There will be no sworn testimony. The purpose of
11 this meeting is to hear and consider approval adopting,
12 adopting a report from the Investigating Subcommittee in the
13 Matter of Thomas Priest.

14 Mr. Priest is here, members of the committee will be
15 here shortly, and we believe it's likely that the hearing
16 portion of this will be postponed. We are not sure, because
17 it will be a vote of the committee.

18 Do you have anything else you want to say?

19 REV. DOWNS: No, I don't think so. I am co-chair of
20 the committee, but I will be leading these proceedings today.

21 REV. KOSTER: Okay. Thank you.

22 (End of Introduction, 9:55 a.m.)

23 (Meeting Called to Order, 9:59 a.m.)

24 REV. DOWNS: Okay, I would like to call this meeting
25 to order. Is there anybody here who does not have a copy of



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

4

1 the agenda? You don't have one? Barb, Bob sat down over
 2 here. I don't know if you want to sit together or not.
 3 Anybody else need a copy of this?

4 REV. RICE: I have a whole bunch in back if anybody
 5 needs one.

6 REV. DOWNS: They will be right here on the corner
 7 if anybody needs them.

8 I would like to open us with prayer.

9 Eternal God who came to us in Jesus Christ and is
 10 still with us today in the movement of the Holy Spirit, You
 11 called us to be a special people, to preach the Gospel through
 12 justice, show mercy, and walk humbly. You called us to this
 13 work of preparing others for ministry. Keep Your spirit with
 14 us this day as we meet together so that in everything we may
 15 do Your Will. Guide us lest we stumble or be misguided by our
 16 own desires. May all we do be done for the reconciling of the
 17 world, for the upbuilding of the Church, and for the greater
 18 glory of Jesus Christ, Our Lord.

19 And all God's people say, Amen.

20 GROUP: Amen.

21 REV. DOWNS: I think we may need some introductions.
 22 I don't know if everybody knows everybody here or not. I'm
 23 Beth Downs. I'm the co-moderator here of the Committee on
 24 Preparation for Ministry, and I am a minister At Large for two
 25 more weeks then I start at Pontiac First as the interim



ESQUIRE
 an Alexander Graham Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

1 minister.

2 Barb, would you like to introduce yourself?

3 ELDER BARBARA JACKSON: I'm Barbara Jackson and I'm
4 an Elder of Troy First. My husband is here. He's an Elder at
5 Troy First.

6 ELDER CLARK: Sam Clark. I'm also a co-moderator of
7 CPM and an Elder, Kirk in the Hills, co-moderator of CPM.

8 REV. DOWNS: I'm sorry, Tom. I want to introduce
9 this person sitting back here listening real hard. This is
10 Mrs. Courter. She is a court reporter. So when you speak,
11 please speak up so that she can hear your name and what you're
12 saying so she can be accurate in her notes. Thank you. I'm
13 sorry, Tom.

14 ELDER PRIEST: My name is Tom Priest. I'm a
15 candidate undercare for the Presbytery.

16 REV. ROBERTSON: I'm Reverend Dave Robertson,
17 retired, and Tom's pastoral advocate.

18 ELDER WARREN: I'm Orlean Warren, Elder from
19 Trumbull at New Presbyterian Church.

20 REV. MCMILLAN: Judy McMillan, Pastor of First
21 Presbytery Troy.

22 REV. GAGE: I'm Larry Gage, Elder at Farmington
23 First Presbyterian and also Associate Lay Pastor Preparation
24 Subcommittee.

25 REV. DR. TIMM: I'm Al Timm, Executive Presbytery.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

6

1 REV. DR. KRUG: Ernest Krug, Parish Associate First
2 Presbyterian Church of Birmingham.

3 ELDER BELL: Margaret Bell, Elder, St. John's.

4 REV. STUNKEL: Paul Stunkel, designated Pastor, St.
5 Paul's of Livonia.

6 ELDER HUNT: Phyllis Hunt, Elder at Southminster in
7 Taylor.

8 REV. RICE: I'm Betsy Rice or Elizabeth Rice. I am
9 a Parish Associate at Royal Oak First, and I'm part of
10 Investigative Subcommittee.

11 Christine Bohn from Committee on Ministry should be
12 here momentarily from the same subcommittee. And Henry
13 Johnson assured me he would be here. He's having a root
14 canal. He said he'd be here. And Dave Abbot is improving.

15 REV. HARTLEY: Tom Hartley, Ordination Subcommittee
16 for this Committee and Pastor Community Presbyterian
17 Waterford.

18 REV. WILHELMI: I'm Marjorie Wilhelmi, the Pastor at
19 Northbrook.

20 REV. KOSTER: I'm Ed Koster. I'm not a member of
21 this committee. I've been asked to support the process. I'm
22 Stated Clerk.

23 ELDER JACKSON: Bob Jackson from First Presbyterian
24 Church of Troy and my wife Barbara.

25 REV. DOWNS: Marie, would you like to turn around



ESQUIRE
an Alexander's Callie Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

7

1 and introduce yourself?

2 ELDER HUGLEY: Marie Hugley from Park United.

3 REV. DOWNS: You all should have a copy of the
4 agenda. I like to have a motion to Approve the Agenda. This
5 may change momentarily.

6 REV. GAGE: Motion here.

7 REV. DOWNS: Are there any additions or changes to
8 the Agenda? So all in favor of the Agenda as it stands say
9 "yes".

10 GROUP: Yes.

11 REV. DOWNS: Opposed "no". All right.

12 I've had a jumble of thoughts over these last
13 several weeks as this was approaching in and have had a lot of
14 input from a lot of people and a lot of time in prayer. And I
15 would like to, and I ended up writing down some opening
16 remarks, because what I want to do is to clarify what we're
17 doing here, what our purpose is, and how we got here. And
18 then at the end of that, I will hear a Motion to Adopt the
19 Report and the Recommendations of the Investigating
20 Subcommittee, and at that point I know that Tom Priest would
21 like to speak to the group after that motion.

22 So this meeting is a meeting of Committee on
23 Preparation for Ministry to hear the Report and the
24 Recommendations of the Special Investigative Subcommittee
25 regarding a complaint by Ruth Azar against a candidate for



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

8

1 ministry, Thomas H. Priest, Jr.

2 We're here at this portion of our meeting
3 reluctantly I think. I know I am, and I'm reluctant because
4 we're faced with a decision regarding someone we all like and
5 admire. It's easy to serve on CPM when all goes well, and
6 when it inquires, a candidate sails through the process. It's
7 hard when it appears that that may not be the case, but that's
8 our job. The CPM is one of the few committees actually
9 required by the Book of Order. Our overall charge is to
10 determine Fitness for Ministry within the Presbyterian Church
11 USA of those who are under our care.

12 There's a long checklist of things that helps make
13 this easy in some ways. Do you have an undergrad degree?
14 Check it off. Are you endorsed by your Session? Check it
15 off. Are you working on, have and give from an accredited
16 theological school? Check. Have you satisfactorily completed
17 field placement, clinical pastoral education, and all
18 ordination exams? Check, check, check.

19 Our task, however, is not just to check off a list.
20 Our task is also to determine the more elusive parts of what
21 we call Fitness for Ministry, and this is why I love you guys
22 on this committee and why I love our Presbyterian calling.
23 It's because we not only look at checklists, but we wrestle
24 with concerns and take action with candidates who haven't
25 completed the checklist, still something needs to happen.



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Something that's a lot less measurable, whether it's in
2 theology or in self-confidence, whether it's in recognition of
3 the various pastoral roles or in academic competence, whether
4 it's in emotional difficulties or instabilities and so on.
5 And we have required some of those under our care to have
6 additional experience, supervision, and training, another
7 course or two, another field placement, psychological
8 counseling, and other things. We have required those of our
9 candidates even when they're all done with that checklist.

10 And it's with pride that I say about the people on
11 this committee, that we do wrestle with these things and we
12 don't take that task lightly. We struggle to both properly
13 guide and nurture those under our care as well as determine
14 whether or not they would serve the church well which we call
15 the Presbyterian Church USA. This task has made me fall in
16 love with our calling all over again because of quality, if we
17 use it, it ensures fairness, considered deliberation, and not
18 knee jerk or emotional reactions while counting votes on one
19 side or another. It's grounded in Scripture. It's open to
20 the Rules of the Holy Spirit and the Body of Christ which is
21 the whole Church.

22 So today we aren't here as a disciplinary committee.
23 We don't have that function, and we don't have that power.
24 Disciplinary action is not ours to decide. That belongs to
25 other bodies. Sessions for their members and Presbytery for



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

10

1 the members who are ordained ministers. So if we're not here
2 as a disciplinary body, why the heck are we here? Our task is
3 always and not only to determine Fitness for Ministry. Always
4 and only to determine Fitness for Ministry. That's why we're
5 here right now.

6 Ms. Azar's Letter of Complaint was sent to both the
7 Committee on Ministry and the Committee on Preparation for
8 Ministry. Ms. Azar's complaint alleges misconduct on the part
9 of one of our candidates, and since Mr. Priest is not
10 ordained, COM does not have jurisdiction and that
11 responsibility to investigate this falls to us. We're
12 obligated to investigate a written complaint. We have to. No
13 one sitting here would want to have such a complaint filed
14 against him or her or be the one filing it and not have a fair
15 hearing. It's not our immediate task to determine a motive
16 for any complaint. It is our task to sufficiently determine
17 its validity, and whether and to what degree it might impact
18 our evaluation of Fitness for Ministry.

19 Because Ms. Azar's letter initially came to COM as
20 well as CPM, we informed the Investigative Subcommittee last
21 night, we included a representative from COM, Reverend
22 Christine Bohn. We also included active and co-opted members
23 of our CPM, Reverend Betsy Rice, Elder Henry Johnson, and
24 Reverend Dave Abbot. Dave is unable to be with us today
25 because his illness.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 > The Investigative Subcommittee Report states the
2 following:

3 "The committee's task was to investigate and make a
4 recommendation to CPM concerning Mr. Priest's suitability
5 for ordination as a Minister or Word and Sacrament. It
6 was not this committee's task to determine whether or not
7 the Constitution of the PC(USA) was violated. This
8 committee was advisory to CPM on matters of suitability
9 and preparation for ministry; disciplinary or judicial
10 proceedings were not this committee's purview."

11 Because this isn't a disciplinary report, we have
12 much more leeway in how we receive it and act upon it or not
13 act upon it. This is a hearing, not a trial, to help us
14 determine Fitness for Ministry. It's not to look at
15 violations of the Constitution, because this is a legislative
16 action, not a legal one. We're not guided by the same strict
17 rules of evidence such as beyond a reasonable doubt required
18 in legal proceedings, and we can even consider hearsay.

19 So no new witnesses are permitted today during this
20 hearing. We can permit new evidence if you choose to accept
21 it, because this is an action of this committee and not of the
22 investigative committee. Any comments that we hear need to be
23 directed to the CPM committee, not to the investigative
24 committee. And then in Executive Session, members of CPM can
25 discuss and ask questions, and we will raise on behalf of



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

12

1 Mr. Priest any questions he brings before us. That's our job.

2 You all know me. I'm co-moderator of this
3 committee. We'll be following parliamentary procedures. Any
4 questions about that or about Book of Order, I will refer you
5 to Mr. Koster if I don't know them, and it's likely I won't.
6 We will have a verbatim of the hearing portion so that when
7 you speak or ask a question, identify yourself by name and
8 what your position is in the Presbytery for the record.

9 Our decision need not go before Presbytery, unless
10 the very unlikely chance the decision to remove Tom Priest
11 from the role of standing, otherwise the decision remain right
12 here with notice to COM. Our discussion today could feel as
13 if it's a legal or disciplinary one, but that is not the case.
14 Our responsibility is strictly to determine Fitness for
15 Ministry within the Presbytery Church USA, through our
16 Presbytery. That's the only task we have. And I know we are
17 up to that task. We are up to that task, because we are a
18 faithful people who love the church. We take our mandate to
19 mentor seriously, and we give consideration not only to facts
20 and checklists, but to the growth and nurture of our
21 candidates and our churches. We're up to it, because we've
22 dealt with sticky issues before. We're up to it because we
23 rely not merely on ourselves, but on the guidance of the Holy
24 Spirit. We do this faithfully, follow the scripture, acting
25 in common with Mr. Priest, the Presbytery, and one another as



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 the Body of Christ, and we listen for God's word in our work.
2 We're up to the task because it's God who's calling us to do
3 this work.

4 And now I will hear a Motion to Adopt the Report and
5 its Recommendations.

6 REV. RICE: Madam Moderator, I move the Adoption of
7 the Report by the Investigative Subcommittee, and I would like
8 to read that report.

9 UNIDENTIFIED MALE: Second.

10 REV. DOWNS: What that means is we discuss the
11 report, however, before we get there, I like to grant Tom an
12 opportunity to speak.

13 REV. RICE: May I read this before Tom speaks? We
14 were concerned that, as often happens, people may not have
15 read and digested the report before this moment.

16 REV. DOWNS: My understanding is that Tom wants to
17 request a postponement.

18 ELDER WARREN: Can you speak a little louder?

19 REV. KOSTER: You can do either way. It's up to
20 you.

21 REV. DOWNS: Tom will request a postponement of this
22 hearing, and we can read it now.

23 REV. RICE: I think part of making the motion is.

24 REV. DOWNS: Go ahead.

25 REV. RICE: The Report of the Investigative



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 Subcommittee is in three parts. It's three-pages written by
 2 the four of us. It includes the Complaint by Ruth Azar
 3 against Tom Priest, and a one-page flier from the Lombard
 4 Mennonite Peace Center.

5 "CPM Subcommittee, Convened in the Matter of
 6 complaint by Ruth Azar Against Candidate Thomas H.
 7 Priest, Jr. Date of Report is January 18, 2011.

8 After prayerful consideration, the CPM of the
 9 Presbytery of Detroit, on May 4, 2010, authorized the
 10 formation of a subcommittee to investigate the above
 11 referenced complaint. The composition of the
 12 subcommittee was approved June 1: Reverend David Abbot,
 13 Reverend Christine Bohn, Elder Henry Johnson, and
 14 Reverend Elizabeth Rice.

15 The committee convened its first meeting on June 9,
 16 2010, the intent being to determine its agenda and the
 17 process for achieving outcomes. The committee received
 18 guidance from the Stated Clerk, Ed Koster, concerning
 19 process and the parameters of its investigation.

20 The committee's task was to investigate and make a
 21 recommendation to the Committee on Preparation for
 22 Ministry concerning Mr. Priest's suitability for
 23 ordination as a Minister of Word and Sacrament. It was
 24 not this committee's task to determine whether or not the
 25 Constitution of the PC(USA) was violated. This committee



ESQUIRE
 An Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

1 was advisory to CPM on matters of suitability and
2 preparation for ministry; disciplinary or judicial
3 proceedings were not this committee's purview.

4 We met again on June 22, 2010, to begin scheduling
5 interviews and to clarify our approach to the
6 investigation.

7 On July 15, 2010, we interviewed Ruth Azar. Key
8 issues included:

9 Concerns about Mr. Priest's interactions with staff
10 and volunteers at Second Mile Center (SMC), disturbing
11 statements made by Mr. Priest during his visit to SMC, a
12 perception that Second Mile Center was being targeted by
13 Mr. Priest and its ministry devalued and undermined.

14 On July 28, 2010, we met to discuss the interview
15 with Ms. Azar and plan for the interview with Mr. Priest.

16 On August 9, 2010, we interviewed Mr. Priest, who
17 was accompanied by his Advocate, Elder Darrell Reynolds.
18 The committee found it notable that Mr. Priest gave
19 lengthy responses to the questions and frequently
20 redirected the conversation. Key issues included: a
21 denial of certain comments and insistence that others
22 were taken out of context. Mr. Priest's desire that
23 Barnabas Youth Opportunities Center and Second Mile work
24 together, share resources, and visit other urban
25 ministries. His preferred model of urban ministry and



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 his interpretations of his observations of Second Mile
2 Center.

3 On August 13, 2010, we met to discuss and plan.

4 On September 28, 2010, we interviewed separately
5 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
6 Edwards. We interviewed each person specifically about
7 their personal interactions with Mr. Priest during his
8 visits to Second Mile Ministries and Barnabas Youth
9 Opportunities Center and a later meeting at Second Mile.

10 On November 19, 2010, we met for discussion and
11 further planning.

12 On November 30, 2010, we met for further discussion
13 and also to interview another witness, who was present at
14 the later meeting at Second Mile Center.

15 On December 10, 2010, we met again for further
16 discussion of past interviews and also to interview a
17 final witness.

18 On January 11, 2011, we met again to draft a report
19 and recommendation.

20 We finalized our report on January 18, 2011.

21 **CENTRAL ISSUES**

22 Three primary areas of concern were identified by
23 this committee.

24 One of these concerns has to do with use of
25 authority. In arranging his first visit to Second Mile



ESQUIRE
an Alexander & Cullen Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Center, Mr. Priest identified himself as a seminary
2 student preparing a paper for a class. In subsequent
3 activities, however, Mr. Priest regularly used his
4 influence and authority as Moderator of Presbytery and
5 former moderator of the Metropolitan Urban Ministries
6 Team to lobby decision-making bodies within presbytery to
7 share his view of work and structure of Second Mile
8 Center. At the same time, Mr. Priest did not notify
9 Second Mile that he was taking his findings and
10 interpretation of those findings to presbytery, nor did
11 he use that same influence and authority to provide an
12 opportunity for Second Mile to have voice in actions
13 intended to affect dramatically the future of the Center.
14 In other words, Mr. Priest represented himself as a
15 student to the subjects of his investigation, but freely
16 applied the authority of presbytery office to pursue
17 actions against those subjects.

18 This committee also observed a consistent pattern of
19 Mr. Priest prejudging the opinions and experiences of
20 others without listening to what they had to say about
21 their own opinions and experiences. People
22 self-identifying with three different racial-ethnic
23 groups (white, Arab-American, and African-American)
24 indicated to the committee their frustration and
25 discomfort when they perceived that Mr. Priest assumed he



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 development in the areas identified above.

2 This assessment might include such tools as asking
3 Mr. Priest to write papers on what he has learned
4 personally and professionally from the mediation skills
5 training and his own sense of pastoral identity and
6 authority.

7 Respectfully submitted, Reverend David Abbot,
8 Reverend Christine Bohn, Elder Henry Johnson, and
9 Reverend Elizabeth Rice."

10 REV. DOWNS: Thank you.

11 Tom would like to put another suggestion in motion
12 on the floor.

13 ELDER PRIEST: Can I make a motion?

14 REV. DOWNS: Request made on your behalf.

15 ELDER PRIEST: Thank you so much. I appreciate
16 that. On the advice of my attorney, I like to say for the
17 record, ask for a postponement of this hearing due to the
18 timely notice that it did not allow my attorney to be
19 available at this meeting, and for discussion I need the
20 reasons why he requested that.

21 REV. DOWNS: So someone move postponement?

22 REV. KOSTER: You can do that either now or after he
23 leaves, whichever you wish to do.

24 REV. DOWNS: Do now and he can talk to the reasons.

25 UNIDENTIFIED MALE: I accept Mr. Priest's request of



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

20

1 postponement.

2 REV. DOWNS: Is there a second in support?

3 ELDER CLARK: Support.

4 REV. DOWNS: Motion is to postpone this hearing and

5 we need to have a date for that.

6 ELDER PRIEST: One month he said.

7 REV. DOWNS: To the March 1st meeting, which we'll

8 be here at 10:00. Now we can talk the motion.

9 ELDER WARREN: On what request?

10 REV. DOWNS: On his request only.

11 ELDER WARREN: I think I'm understanding this was

12 not a legal matter?

13 REV. DOWNS: Right.

14 ELDER WARREN: So I'm wondering what the necessity

15 of having an attorney if this is not something that's legal?

16 REV. DOWNS: This is a choice that Tom has to have,

17 and if he chooses to have an attorney with him there are

18 parameters that our Book of Order require, that this attorney

19 be Presbyterian and which he is. He's a Presbyterian minister

20 as I understand and a practicing attorney. And with those

21 circumstances then, when his attorney's here, his attorney can

22 speak for him. Otherwise an advocate, that's not permitted.

23 I don't know if that answers your question?

24 ELDER WARREN: Yes.

25 UNIDENTIFIED MALE: I have a concern. If, in fact,



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 this attorney knew prior to this meeting that he was not going
2 to be available, I think the least that attorney could have
3 done was to submit in writing why he could not be here. I
4 think that's the least this committee is owed. Is it possible
5 to get a written statement from your attorney to that effect?
6 Not that I don't trust Mr. Priest relaying the message. I
7 don't think it's good protocol or good form.

8 UNIDENTIFIED MALE: I don't know where that falls
9 within the context of the motion. His attorney should have
10 sent us some correspondence indicating his unavailability.

11 ELDER BARBARA JACKSON: My question for you, Tom, is
12 do you think that this delay will be helpful to the end
13 result? Seems to me they gave specific recommendations. They
14 weren't throwing you out in the street. And you know the
15 quicker you get there and start doing them, the quicker you
16 might be able to resolve the problem.

17 ELDER PRIEST: Ms. Jackson, you said?

18 ELDER BARBARA JACKSON: Yes.

19 ELDER PRIEST: Amen. Absolutely. Sam knows I'm
20 anxious as anything to get going with this. However, because
21 of certain allegations, and advice of my attorney, I must be
22 patient. As anxious as I am, Sam knows I'm very anxious.
23 When I past my last exam, I'm ready to go. However, I must do
24 these things in order and try very hard to get closure on this
25 so I can move forward and all of us can move forward. And I'm



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 not the only one moving forward. We all are moving forward
 2 together. So under the advice of my attorney because of the
 3 other complaint, the investigative committee, this is the most
 4 appropriate thing. So I must be patient myself; otherwise,
 5 yes, I'll be the first to say, whatever it takes for us to
 6 move forward, I'm willing to do. So I must be patient also
 7 and respect the advice of my attorney.

8 REV. DOWNS: In response to Henry's comment though,
 9 even you and I had a little bit of conversation before the
 10 meeting began because he wanted to put in his request for
 11 postponement in front of the committee. And would you explain
 12 to the committee why it is that he can't be here and what
 13 changed, because he knew the date? What was it that changed
 14 from?

15 ELDER PRIEST: Sure, no problem. We had two days.
 16 I received an e-mail from Betsy Rice on, a week before last.
 17 What's the date of your e-mail, Betsy? Thursday I think. The
 18 report came out January 18th, it was, anyway that was about a
 19 week and a half I received that, and I sent information to my
 20 attorney. He replied back to me, okay, have all your
 21 information, I feel comfortable with you going through with
 22 this information, going through with the knowledge that you
 23 have. You'll be able to succinctly talk about it. Don't
 24 worry about going before CPM and talking about the
 25 Recommendation. I sent a copy of the report to him.



ESQUIRE
 an Alexander's Office Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

1 Then I received a copy from Beth about the agenda on
 2 I think January 27th, 28th, not sure what date, and then I
 3 sent that to him. And he was traveling and the next day, I
 4 think the next day, 28th or 29th, he called me back. He said,
 5 oh, no, this is a hearing in the form of a disciplinary
 6 proceeding, and because I had sent him an e-mail earlier to
 7 ask him is it proper to have a court reporter and all that.
 8 He said, yeah, sometimes people want to do that. So he was
 9 very open with me, and for my attorney to allow me to come by
 10 myself to say, go ahead, no problem, I was comfortable with
 11 that. But when he saw the flow of the agenda in terms of a
 12 discipline hearing, he said, no, you need representation. And
 13 that's why he has the issues raised and I agreed.

14 As far as what his travel schedule is, I don't know.
 15 I didn't ask him to send anything in. I'm sure he'd be happy.
 16 He travels all over the country, and he has commitments to
 17 clients. He needs more notice than a few days. We only had
 18 like a few days notice to respond.

19 UNIDENTIFIED MALE: I would like to pick up on the
 20 introductory question Elder Warren raised, and that is the
 21 need for this to be postponed for legal counsel to be present
 22 when we clearly state in the introduction to this, this
 23 committee was advisory to CPM on matters of suitability and
 24 preparation for ministry. Disciplinary or judicial
 25 proceedings were not this committee's purview, and you in your



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

24

1 comments just now made reference to the fact that your
2 attorney said, actually I should be present because this is a
3 hearing of a disciplinary nature. And I would wonder from
4 your perspective, because it is obviously your prerogative to
5 have legal counsel, from your perspective what was the
6 necessity for legal counsel based on what the purpose of this
7 hearing was? What did you envision the legal counsel's role
8 to be in requesting presence?

9 ELDER PRIEST: I trust his judgment, and initially
10 it was, you go ahead to committee. It's, it's asking
11 questions about your Fitness for Ministry and suitability, no
12 problem. Go ahead, be there. You have my blessing. Just
13 remember, hear the findings. Don't get off target. Stay
14 succinct, all of that, the things he reminds me of most of the
15 time. But when the agenda came out, he says, I meant to say
16 he said it's a hearing, now becomes calling a discipline type
17 process, and not to say it is, but when it becomes a hearing
18 and it becomes this stage, a hearing stage, and Mr. Priest
19 advocate and IC using the terms which I'm going to read what
20 he states why, I'm going to read those, that's what his
21 concern was. He didn't say it was a disciplinary hearing, but
22 disguised to read this way, then you have a right to counsel,
23 for me to read his concerns, and then that committee can talk
24 about it.

25 So the thing I want you to realize, in the beginning



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 he had no problem me coming and doing an on target review, but
2 until the agenda came out on the 27th or 28th and I sent it to
3 him and when he got to read it, he said, oh, I may need to be
4 there because now it looks like it's a hearing as opposed to
5 just a meeting with CPM.

6 REV. DOWNS: I don't want us to get stymied by
7 semantics. Hearing to me sounds disciplinary and in the
8 function of the life of CPM and in your pursuit of ministry,
9 to me, this is somewhat more formal consultation. It's not an
10 annual consultation, but it's a discussion with you about next
11 steps towards ordination. I think the hearing term is a
12 distraction.

13 UNIDENTIFIED MALE: Am I permitted to speak?

14 REV. DOWNS: No. You can talk to Tom, but not to
15 the committee.

16 Anyway, I'm going to ask Ed to simply clarify what
17 this means.

18 REV. KOSTER: The Book of Order is interpreted and
19 written, gives people what we call fair, fundamental fairness
20 rights. In any case where there is an adversarial, some type
21 of event that could affect a person's ministry in the future,
22 outside of judicial process, this is not a judicial case, that
23 person has some rights. One is the right to fair notice,
24 quick notice, and the right to present his or her defense to
25 the allegations and to the matters before, the matters



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

26

1 presented before a fair body, and that is what this hearing is
2 designed to do. That is to say, the allegations are going to
3 be presented by the subcommittee before you as a committee as
4 the bodies of assembly.

5 There are two other rights that are attached to
6 this. One is the right to have an advocate. An advocate is
7 an advisor, somebody to be with someone. What distinguishes
8 between that and counsel, counsel is somebody who can speak
9 for the person. A person has a right to counsel, period. And
10 to deprive Mr. Priest of the right of a reasonable right to
11 have counsel here would make it detrimental to this motion to
12 fairness, fundamental fairness. He doesn't have to justify
13 having counsel here. The requirement is counsel be
14 Presbyterian, that's required. He does not have to be an
15 attorney either. The reason he has to be Presbyterian,
16 attorneys have been known to misbehave. So we have to have
17 somebody watch over the attorney.

18 So those are the requirements of fundamental
19 fairness that the Book of Order and various cases and
20 interpretation lay out in a matter which affects a person's
21 ministry.

22 UNIDENTIFIED MALE: Thank you.

23 ELDER PRIEST: Can I respond to that?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Again, about my attorney, I want you



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

27

1 to know about my attorney being a pastor, very spiritual. And
2 he is concerned about my theological health, my spiritual
3 health, and fitness for being pastor. Believe me, with him,
4 is pretty tough. And he is concerned, he more than me wants
5 me to get moving on this process. He doesn't want to do
6 anything to delay it. He's been through a second career, and
7 he says, Tom, my role is to help you get through this, not to
8 delay it in any way.

9 So the reason for this is even though it's not a
10 legal stance, the wording of "hearing" and following that
11 process sends an antenna up. Even though these are
12 allegations, it's a report of committee and they are charging
13 me with something, allegations, this happened and this
14 happened and they're very serious. And as a result of these
15 allegations in this report, a judgment can be rendered, either
16 punitive or taking a class or some judgment can be done out of
17 this. So when you look at that, his concern is me. So on top
18 of that, the recommendation of these, if it's accepted, I will
19 suffer something based on something that can be challenged,
20 that some of these things can be challenged. And I think all
21 he is looking out for my best interest, not only legal issues,
22 but as Fitness for Ministry.

23 REV. DOWNS: Tom?

24 REV. HARTLEY: I think I want to speak more than the
25 process. In fact at the table, we have legal and counsel



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

28

1 representation, Ed Koster, and the perception of fairness or
2 equitability, it's reasonable on our part to acknowledge his
3 desire safely to have legal representation and advocacy. It's
4 better to proceed deliberately but fairly and delay, though
5 this is already been warned for six months. Reasonable for us
6 to be patient in the process.

7 Our authority, my view is only ministerial and
8 declarative, not judicial, only Presbytery remains, we
9 recommend. So as far as the need for legal representation,
10 constitutionally and legally, isn't needed at this hearing I
11 believe, but because of the recommendation by the committee at
12 hand, there is an implicit if not explicit requirement or
13 demand to admit responsibility with a tentative requirements.
14 So I think it's reasonable that he recognize that, to even
15 consent to these recommendations admits responsibility.
16 That's where we are in the process. I think it's an
17 unfortunate delay, but I understand.

18 REV. DOWNS: Any other comments of the committee or
19 questions of the committee?

20 UNIDENTIFIED MALE: I like to call a question.

21 ELDER PRIEST: Can I read the points?

22 REV. DOWNS: Yes.

23 ELDER PRIEST: Again, my attorney did not felt
24 necessary for me to come before he got the agenda, other than
25 that I would be here with you discussing this.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Issue number one, he knows of no provision in our
2 constitutional documents that would allow a CPM to appoint an
3 investigative committee to look into issues raised in a
4 complaint or to conduct a hearing on its findings and
5 recommendations in the nature of prosecution.

6 The agenda that has been provided uses words such as
7 "hearing stage," "investigative committee's report," and
8 "recommendation". As Mr. Priest's advocate, no opportunity
9 for Mr. Priest to present testimony from others or right to
10 face accusers or right to examine his accusers.

11 Issue number two that concerns him is the lack of
12 sufficient notice. Being subjective to the equivalent of a
13 disciplinary hearing, Mr. Priest should have received more
14 notice and Mr. Priest should have afforded the right to have
15 an advocate of his choosing present to represent him.

16 Issue number three, double jeopardy. The Ruth Azar
17 Complaint is already before the Presbytery by her written
18 complaint. An investigative committee appointed by Calvary
19 Presbyterian Church has conducted numerous hearings and
20 appears close to deciding whether to proceed or not. If CPM
21 convicts in the meantime on the same written statement, will
22 that not render the IC's work a nullity? Or if the IC decides
23 not to press charges, can CPM convict from the same issues?
24 The decision by CPM to go forward will be a violation of both
25 Mr. Priest's substantive and procedural due process rights and



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

30

1 could lead to a one to two year court proceeding to prevent
2 what waiting may cure otherwise.

3 That's his legal statement and he asked me to read.
4 These are not my words. These are his words.

5 UNIDENTIFIED MALE: Which in a sense goes back to my
6 question. Could he not have sent that in advance? I can ask
7 the question.

8 REV. DOWNS: Yes.

9 UNIDENTIFIED MALE: We're all on the spot. It's
10 not, excuse me, it is not hercics to his attorney and to him.
11 We spent a number of months going through this whole process.
12 We, the subcommittee. It's not as though we haven't had our
13 own time, energy, and expertise tested and invested. I really
14 feel strongly that if your attorney felt that strongly about
15 what you just read that you said are his words, then I assume
16 that he would have sent that to us in advance so we would have
17 a sense what his feelings were.

18 ELDER PRIEST: The attorney doesn't relate to this
19 body. He relates through me, and I brought his wishes
20 immediately as I could. I spoke to him yesterday, and when he
21 got it, processed information, he asked me to do a certain
22 process and I did, and to get with the moderate ahead of time
23 with no surprises, to keep everything above board.

24 REV. DOWNS: And I'll get a copy of that?

25 ELDER PRIEST: Yes.



ESQUIRE
an Alameda Ocellis Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 REV. DOWNS: What is the date of that?

2 ELDER PRIEST: I talked to him yesterday. This is
3 my writing of his e-mail. His e-mail is more into it, and he
4 counseled me yesterday.

5 REV. DOWNS: His e-mail is dated yesterday as well?

6 ELDER PRIEST: No, his e-mail is dated January 28th.

7 REV. RICE: I like to respond also. Wherever the
8 complaint is filed, it has to have a response. I don't think
9 that there's any sense in having a priority of us waiting for
10 the resolution of the complaint shared with Calvary and then
11 CPM responding once we heard what Calvary finds or does not
12 find. To me that would not seem to be in your favor, and I
13 think we owe it to the complainant to respond. So I don't
14 think you can link those two processes. They're different,
15 and we are not a hearing. We are not a disciplinary
16 proceeding. We're advisory to CPM on what the complaint says
17 about Fitness for Ministry.

18 REV. DOWNS: Let's continue to speak to the motion
19 to postpone, so if there are no other questions or comments
20 regarding that? Tom, nothing else you like to add?

21 ELDER PRIEST: Only thing is my lawyer very
22 emphatically wanted to go forward. It's only the agenda and
23 use of the word "hearing" and those words that call for
24 concern, and he's just trying to protect me.

25 REV. DOWNS: I will ask you and David to excuse



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

32

1 yourselves, please, and we will discuss as a committee and
2 make recommendations.

3 All those in favor?

4 GROUP: Yes.

5 (Off the record, 10:47 a.m. - 11:25 a.m.)

6 REV. DOWNS: During executive session this committee
7 voted in favor of the Motion to Postpone until March 1st. You
8 need to know that we are considering meeting earlier at 9:00
9 rather than at 10. So I will confirm with you, either Sam or
10 I, will confirm with you in the meantime, and it's out in
11 Waterford.

12 ELDER PRIEST: Okay. I can send that to my attorney
13 now, that's confirmed March 1st, 9:00?

14 REV. DOWNS: March 1st, likely 9:00.

15 And then we also during executive session committee
16 voted to approve the Motion to Rescind our approval for you to
17 serve in any temporary capacity until this is resolved.

18 ELDER PRIEST: I didn't quite understand?

19 REV. DOWNS: A long time ago we let COM know that we
20 had approved your being able to take on a temporary position.
21 In this case it was with Calvin East.

22 ELDER PRIEST: Yes, yes.

23 REV. DOWNS: So because of the delay of this and
24 because of leaving the church still hanging in all of this and
25 because it now continues on, we are rescinding, we are



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

33

1 removing our permission to you, and we will let COM know, to
2 be able to serve in a temporary capacity at this time.

3 ELDER PRIEST: So --?

4 REV. DOWNS: So you can't serve the church.

5 ELDER PRIEST: Can't serve the church. Until this
6 is resolved?

7 REV. DOWNS: Until we go through the process that we
8 do with all of our candidates.

9 ELDER PRIEST: Thank you.

10 REV. DOWNS: Any other comments? Let us stand and
11 offer prayer, please.

12 Let us pray. Loving God, You throw us into the fray
13 and we wonder why there are lions in the den, but You are
14 always with us. You walk with us and guide us. You teach us
15 to hear. Open our ears that we may hear You. Open our hearts
16 that we may know You. Open our minds that we can work with
17 Your mind. Guide our feet so we can walk in Your ways, our
18 hands to lift and praise and heal others. May You travel with
19 Tom this day as he goes about the rest of his day and next
20 several weeks until we meet again. Comfort his heart, lift
21 him up, and all of those on this committee. Help us to give
22 the thanks to all those who have worked so hard and continue
23 to guide our deliberations, our discussions, and our communal
24 meeting together and those candidates who are coming before us
25 this day. In the name of Your Son, our Lord Jesus, who walked



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

ahead of us and led us, we pray.
As people say, Amen.
GROUP: Amen.
(Adjourned at 11:28 a.m.)
- - -



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 STATE OF MICHIGAN)
 2)
 3 COUNTY OF WAYNE)
 4)

5 I certify that this transcript is a complete, true,
 6 and correct record of the testimony of the witness held in
 7 this case.

8 I also certify that prior to taking this deposition,
 9 the witness was duly sworn or affirmed to tell the truth.

10 I further certify that I am not a relative or an
 11 employee of or an attorney for a party; and that I am not
 12 financially interested, directly and indirectly, in the
 13 matter.

14 I hereby set my hand this day, February 8, 2011:
 15
 16
 17
 18
 19
 20

21 _____
 22 Ann M. Courter, CSR-6239
 23 Wayne County, Michigan
 24 My Commission Expires: October 2, 2012
 25



A				
a.m	10:22	28:3	already	29:2
3:5,22,23	activities	advocate	28:5 29:17	appointed
32:5 34:4	17:3	5:17 15:17	also	29:18
Abbot	add	20:22 24:19	5:6,23 8:20	appreciate
6:14 10:24	31:20	26:6 29:8,15	10:22 16:13,	19:15
14:12 19:7	additional	affect	16 17:18 22:6	approach
able	9:6	17:13 25:21	31:7 32:15	15:5
21:16 22:23	Additionally	affects	35:8	approaching
32:20 33:2	18:24	26:20	alternative	7:13
Absolutely	additions	affirmed	18:12	appropriate
21:19	7:7	35:9	always	18:24 22:4
academic	Address	afforded	10:3 33:14	approval
9:3	16:5	29:14	Amen	3:11 32:16
accept	Adjourned	African-	4:19,20 21:19	Approve
11:20 19:25	34:4	American	34:2,3	7:4 32:16
accepted	admire	17:23	Ann	approved
27:18	8:5	agenda	1:19,22 35:22	14:12 32:20
accompanied	admit	4:1 7:4,8	annual	A r a b -
15:17	28:13	14:16 23:1,11	25:10	American
accredited	admits	24:15 25:2	another	17:23
8:15	28:15	28:24 29:6	9:6,7,19	Arbor
accurate	Adopt	31:22	12:25 16:13	1:19
5:12	7:18 13:4	ago	19:11	areas
accusers	adopting	32:19	answers	16:22 19:1
29:10	3:11,12	agreed	20:23	around
achieving	Adoption	23:13	antenna	6:25
14:17	13:6	ahead	27:11	arranging
acknowledge	advance	13:24 23:10	anxious	16:25
18:12 28:2	30:6,16	24:10,12	21:20,22	asked
act	adversarial	30:22 34:1	anybody	6:21 30:3,21
11:12,13	25:20	Al	3:25 4:3,4,7	asking
acting	advice	5:25	anyway	19:2 24:10
12:24	19:16 21:21	allegations	22:18 25:16	assembly
action	22:2,7	21:21 25:25	APPEARANCES	26:4
8:24 9:24	advisor	26:2 27:12,	1:16	assess
11:16,21	26:7	13,15	appears	18:25
actions	advisory	alleges	8:7 18:4	assessment
17:12,17	11:8 15:1	10:8	29:20	19:2
active	23:23 31:16	allow	applied	Associate
	advocacy	19:18 23:9	17:16	5:23 6:1,9
		29:2	appoint	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

38

chooses 20:17	21:24	32:1,6,15 33:21	concerns 8:24 15:9	28:10
choosing 29:15	co-chair 3:19	committees 8:8	16:24 24:23 29:11	consultation 25:9,10
Christ 4:9,18 9:20 13:1	COM 10:10,19,21 12:12 32:19 33:1	committee's 11:3,6,10 14:20,24 15:3 23:25 29:7	conduct 29:4	CONTENTS 2:1
Christine 6:11 10:22 14:13 19:8	coma 23:9 28:24	common 12:25	conducted 29:19	context 15:22 21:9
Church 1:18 4:17 5:19 6:2,24 8:10 9:14,15, 21 12:15,18 18:22 29:19 32:24 33:4,5	Comfort 33:20	communal 33:23	confirm 32:9,10	continue 31:18 33:22
churches 12:21	comfortable 22:21 23:10	Community 6:16	confirmed 32:13	continues 32:25
circumstances 18:4 20:21	coming 25:1 33:24	co-moderator 4:23 5:6,7 12:2	confrontatio n 18:14	Convened 14:5,15
clarify 7:16 15:5 25:16	comment 22:8	competence 9:3	confrontatio nal 18:17	conversation 15:20 22:9
CLARK 5:6 20:3	comments 11:22 15:21 24:1 28:18 31:19 33:10	complainant 31:13	congregation 18:18	convict 29:23
class 17:2 27:16	Commission 35:24	complaint 7:25 10:6,8, 12,13,16 14:2,6,11 22:3 29:4,17, 18 31:8,10,16	consent 28:15	convicts 29:21
clearly 23:22	commitments 23:16	complete 35:5	consider 3:11 11:18	co-opted 10:22
CLERK 1:17 3:7 6:22 14:18	COMMITTEE 1:5,12 3:4,8, 14,17,20 4:23 6:11,16,21 7:22 8:22 9:11,22 10:7 11:8,21,22, 23,24 12:3 14:15,17,21, 25 15:18 16:23 17:18, 24 18:9,11, 16,20 21:4 22:3,11,12 23:23 24:10, 23 25:15 26:3 27:12 28:11, 18,19 29:3,18	completed 8:16,25	consideratio n 12:19 14:8	copy 3:25 4:3 7:3 22:25 23:1 30:24
clients 23:17		composition 14:11	considered 9:17	corner 4:6
clinical 8:17		concern 16:22 20:25 24:21 27:17 31:24	considering 32:8	correct 35:6
close 29:20		concerned 13:14 18:11 27:2,4	consistent 17:18	corresponden ce 21:10
closure		concerning 11:4 14:18,22	Constitution 11:7,15 14:25	counsel 23:21 24:5,6, 22 26:8,9,11, 13 27:25
			constitution al 29:2	counseled 31:4
			constitution ally	counseling 9:8



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

39

counsel's 24:7	Dave 5:16 6:14	9:17	32:18	25:12
counting 9:18	10:24	deliberation s	different 17:22 31:14	disturbing 15:10
country 23:16	David 14:12 19:7	33:23	difficulties 9:4	documents 29:2
COUNTY 35:3,23	31:25	demand 28:13	difficulty 18:18	doesn't 26:12 27:5
course 9:7	day 1:12 4:14	den 33:13	digested 13:15	30:18
Court 1:19 5:10	23:3,4 33:19,	denial 15:21	directed 11:23	doing 7:17 21:15
23:7 30:1	25 35:14	deposition 35:8	directly 35:12	25:1
Courter 1:22 5:10	days 22:15 23:17,	deprive 26:10	disciplinary 9:22,24 10:2	double 29:16
35:22	18	designated 6:4	11:9,11 12:13	doubt 11:17
CPM 5:7 8:5,8	decide 9:24	designed 26:2	15:2 23:5,24	down 4:1 7:15
10:20,23	decides 29:22	determine 8:10,20 9:13	24:3,21 25:7	Downs 3:7,19,24
11:4,8,23,24	deciding 29:20	10:3,4,15,16	29:13 31:15	4:6,21,23 5:8
14:5,8 15:1	decision 8:4 12:9,10,	11:6,14 12:14	discipline 23:12 24:16	6:25 7:3,7,11
18:20,25	11 29:24	14:16,24	discomfort 17:25	13:10,16,21,
22:24 23:23	decision - making	detrimental 26:11	discuss 11:25 13:10	24 19:10,14,
25:5,8 29:2,	28:8	DETROIT 1:4,13,14,	15:14 16:3	21,24 20:2,4,
20,23,24	defense 25:24	17,18 3:1	32:1	7,10,13,16
31:11,16	degree 8:13 10:17	14:9	discussing 28:25	22:8 25:6,14
CSR-6239 1:22 35:22	delay 21:12 27:6,8	devalued 15:13	discussion 12:12 16:10,	26:24 27:23
cure 30:2	28:4,17 32:23	development 19:1	12,16 19:19	28:18,22
current 18:17	deliberately 28:4	devoted 18:10	25:10	30:8,24 31:1,
<u>D</u>	deliberation 23:15 24:21	didn't 23:15 24:21	discussions 33:23	5,18,25 32:6,
Darrell 15:17			discussion 12:12 16:10,	14,19,23
Date 14:7 20:5			12,16 19:19	33:4,7,10
22:13,17 23:2			25:10	DR 5:25 6:1
31:1			discussions 33:23	draft 16:18
dated 31:5,6			disguised 24:22	dramatically 17:13
			distinguishe s	due 19:17 29:25
			26:7	duly 35:9
			distraction	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

during 11:19 15:11 16:7 32:6,15	11,14,24 21:11,17,18, 19 22:15 23:20 24:9 26:23,25 28:21,23 30:18,25 31:2,6,21 32:12,18,22 33:3,5,9	6:1 Eternal 4:9 evaluation 10:18 event 25:21 everybody 4:22 evidence 11:17,20 evident 18:9 exam 21:23 examine 18:25 29:10 exams 8:18 excuse 30:10 31:25 Executive 5:25 11:24 32:6,15 EXHIBITS 2:8 experience 9:6 18:6,7 experiences 17:19,21 expertise 30:13 Expires 35:24 explain 22:11 explicit 28:12	29:10 faced 8:4 fact 20:25 24:1 27:25 facts 12:19 fair 10:14 25:19, 23 26:1 fairly 28:4 fairness 9:17 25:19 26:12,19 28:1 faithful 12:18 faithfully 12:24 fall 9:15 falls 10:11 21:8 far 23:14 28:9 Farmington 5:22 favor 7:8 31:12 32:3,7 February 1:13 3:2 35:14 feel 12:12 22:21 30:14 feelings 30:17 feet 33:17	felt 28:23 30:14 field 8:17 9:7 fiercely 18:10 filed 10:13 31:8 filing 10:14 final 16:17 finalized 16:20 financially 35:12 find 31:12 findings 17:9,10 24:13 29:4 finds 31:11 First 4:25 5:4,5, 20,23 6:1,9, 23 14:15 16:25 22:5 Fitness 8:10,21 10:3, 4,18 11:14 12:14 24:11 27:3,22 31:17 flier 14:3 floor 19:12 flow 23:11 follow 12:24
E	Elizabeth 3:7 6:8 14:14 19:9 elusive 8:20 e-mail 22:16,17 23:6 31:3,5,6 emotional 9:4,18 emphatically 31:22 employee 35:11 End 3:22 7:18 21:12 ended 7:15 endorsed 8:14 energy 30:13 ensures 9:17 envision 24:7 equitability 28:2 equivalent 29:12 Ernest	F		



ESQUIRE
an Alexander Gelle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

following	G	4:17	5:9 8:7 21:24	11:13 27:7
11:2 12:3	GAGE	grounded	33:22	33:21
27:10	5:22 7:6	9:19	HARTLEY	helpful
forceful	gave	GROUP	6:15 27:24	21:12
18:7	15:18 21:13	4:20 7:10,21	haven't	helps
form	give	32:4 34:3	8:24 30:12	8:12
21:7 23:5	8:15 12:19	groups	heal	Henry
formal	33:21	17:23	33:18	6:12 10:23
25:9	gives	growth	health	14:13 19:8
formation	25:19	12:20	27:2,3	Henry's
14:10	glory	guidance	hear	22:8
former	4:18	12:23 14:18	3:11 5:11	her
17:5	go	Guide	7:18,23 11:22	5:12 10:14
forward	12:9 13:24	4:15 9:13	13:4 24:13	25:24 29:17
21:25 22:1,6	21:23 23:10	33:14,17,23	33:15	hereby
29:24 31:22	24:10,12	guided	heard	35:14
found	29:24 31:22	11:16	31:11	heroics
15:18	33:7	guys	HEARING	30:10
four	God	8:21	1:6,11 2:2,3	Hills
14:2	4:9 13:2	H	3:15 10:15	5:7
fray	33:12	1:6,11,17 2:2	11:13,20 12:6	Holy
33:12	God's	8:1 14:6	13:22 19:17	4:10 9:20
freely	4:19 13:1	half	20:4 23:5,12	12:23
17:15	goes	22:19	24:3,7,16,	Hubbell
frequently	8:5 30:5	hand	17,18,21	1:13
15:19	33:19	28:12 35:14	25:4,7,11	HUGLEY
front	going	hands	26:1 27:10	7:2
22:11	21:1,20	33:18	28:10 29:4,7,	humbly
frustration	22:21,22,24	hanging	13 31:15,23	4:12
17:24	24:19,20	32:24	hearings	HUNT
function	25:16 26:2	happen	29:19	6:6
9:23 25:8	30:11	8:25	hearsay	husband
fundamental	good	happened	11:18	5:4
25:19 26:12,	21:7	27:13,14	heart	I
18	Gospel	happens	33:20	IC
further	4:11	13:14	hearts	24:19 29:22
16:11,12,15	grant	happy	33:15	IC's
35:10	13:11	23:15	heck	29:22
future	great	hard	10:2	identified
17:13 18:24	18:18		held	16:22 17:1
25:21	greater		35:6	19:1
			help	



ESQUIRE
an Alexander Datta Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

<p>identify 12:7</p> <p>identity 18:3 19:5</p> <p>illness 10:25</p> <p>immediate 10:15</p> <p>immediately 30:20</p> <p>impact 10:17</p> <p>implicit 28:12</p> <p>improving 6:14</p> <p>include 19:2</p> <p>included 10:21,22 15:8,20</p> <p>includes 14:2</p> <p>indicated 17:24</p> <p>indicating 21:10</p> <p>indirectly 35:12</p> <p>influence 17:4,11</p> <p>information 22:19,21,22 30:21</p> <p>informed 10:20</p> <p>initially 10:19 24:9</p> <p>input 7:14</p>	<p>inquires 8:6</p> <p>insistence 15:21</p> <p>instabilitie s 9:4</p> <p>instead 18:6</p> <p>Institute 18:22</p> <p>intended 17:13</p> <p>intent 14:16</p> <p>interactions 15:9 16:7</p> <p>interest 27:21</p> <p>interested 35:12</p> <p>interim 4:25</p> <p>interpretati on 17:10 26:20</p> <p>interpretati ons 16:1</p> <p>interpreted 25:18</p> <p>interview 15:14,15 16:13,16</p> <p>interviewed 15:7,16 16:4, 6</p> <p>interviews 15:5 16:16</p> <p>intimidation</p>	<p>18:14</p> <p>introduce 5:2,8 7:1</p> <p>Introduction 3:5,22 23:22</p> <p>introduction s 4:21</p> <p>introductory 23:20</p> <p>invested 30:13</p> <p>investigate 10:11,12 11:3 14:10,20</p> <p>Investigatin g 3:12 7:19</p> <p>investigatio n 14:19 15:6 17:15</p> <p>Investigativ e 6:10 7:24 10:20 11:1, 22,23 13:7,25 22:3 29:3,7, 18</p> <p>Issue 29:1,11,16</p> <p>issues 12:22 15:8,20 16:21 18:1 23:13 27:21 29:3,23</p> <hr/> <p>J</p> <hr/> <p>J.D 1:17</p> <p>JACKSON 5:3 6:23</p>	<p>21:11,17,18</p> <p>January 14:7 16:18,20 22:18 23:2 31:6</p> <p>jeopardy 29:16</p> <p>jerk 9:18</p> <p>Jesus 4:9,18 33:25</p> <p>job 8:8 12:1</p> <p>John's 6:3</p> <p>Johnson 6:13 10:23 14:13 19:8</p> <p>JR 1:6,11 2:2 8:1 14:7</p> <p>judgment 24:9 27:15,16</p> <p>judicial 11:9 15:2 23:24 25:22 28:8</p> <p>Judy 5:20</p> <p>July 15:7,14</p> <p>jumble 7:12</p> <p>June 14:12,15 15:4</p> <p>jurisdiction 10:10</p> <p>just 8:19 24:1,12 25:5 30:15 31:24</p>	<p>justice 4:12</p> <p>justify 26:12</p> <hr/> <p>K</p> <hr/> <p>Keep 4:13 30:23</p> <p>Key 15:7,20</p> <p>Kirk 5:7</p> <p>knee 9:18</p> <p>knew 18:1 21:1 22:13</p> <p>know 4:2,22 7:20 8:3 12:2,5,16 20:23 21:8,14 23:14 27:1 32:8,19 33:1, 16</p> <p>knowledge 22:22</p> <p>known 26:16</p> <p>knows 4:22 21:19,22 29:1</p> <p>KOSTER 1:17 3:6,21 6:20 12:5 13:19 14:18 19:22 25:18 28:1</p> <p>K-o-s-t-e-r 3:6</p> <p>KRUG 6:1</p> <hr/> <p>L</p>
--	--	--	--	---



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

lack 29:11	28:3,9 30:3	lobby 17:6	March 20:7 32:7,13, 14	3:14 9:25 10:1,22 11:24
Large 4:24	legally 28:10	Lombard 14:3 18:22	Margaret 6:3	Mennonite 14:4 18:23
Larry 5:22	legislative 11:15	long 8:12 32:19	Marie 6:25 7:2	mentor 12:19
last 7:12 10:20 21:23 22:16	legitimacy 18:12	look 8:23 11:14 27:17 29:3	Marjorie 6:18	mercy 4:12
later 16:9,14	lengthy 15:19	looking 27:21	MATTER 1:3 3:13 14:5 20:12 26:20 35:13	merely 12:23
Lawrence 16:5	less 9:1	looks 25:4	matters 11:8 15:1 23:23 25:25	message 21:6
lawyer 31:21	lest 4:15	Lord 4:18 33:25	MCMILLAN 5:20	met 15:4,14 16:3, 10,12,15,18
Lay 5:23 26:20	Let's 31:18	Lorkowski 16:5	means 13:10 25:17	methods 18:13
lead 30:1	Letter 10:6,19	lot 7:13,14 9:1	meant 24:15	Metropolitan 17:5
Leaders 18:22	life 25:8	louder 13:18	meantime 29:21 32:10	Michigan 1:14,19 3:1 35:1,23
leading 3:20	lift 33:18,20	love 8:21,22 9:16 12:18	measurable 9:1	Mile 15:10,12,23 16:1,8,9,14, 25 17:7,9,12
learned 19:3	lightly 9:12	Loving 33:12	Mediation 18:21 19:4	mind 33:17
least 18:3 21:2,4	likely 3:15 12:5 32:14	<hr/> M <hr/>	meet 4:14 33:20	minds 33:16
leaves 19:23	link 31:14	M 1:22 35:22	meeting 3:9,11,23,24 7:22 8:2 14:15 16:9,14 19:19 20:7 21:1 22:10 25:5 32:8 33:24	minister 4:24 5:1 11:5 14:23 20:19
leaving 32:24	lions 33:13	Madam 13:6	MALE 13:9 19:25 20:25 21:8 23:19 25:13 26:22 28:20 30:5,9	ministerial 28:7
led 18:22 34:1	list 8:19	making 13:23	member 6:20	ministers 10:1
leeway 11:12	listen 13:1 18:5	MALE 13:9 19:25 20:25 21:8 23:19 25:13 26:22 28:20 30:5,9	members 6:20	ministries 15:25 16:8 17:5
legal 11:16,18 12:13 20:12, 15 23:21 24:5,6,7 27:10,21,25	listening 5:9 17:20	mandate 12:18		MINISTRY
	little 13:18 22:9			
	Livonia 6:5			



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1:5,12 3:4,8 4:13,24 6:11 7:23 8:1,10, 21 10:3,4,7, 8,18 11:9,14 12:15 14:22 15:2,13,25 18:11,13 23:24 24:11 25:8,21 26:21 27:22 31:17 misbehave 26:16 misconduct 10:8 misguided 4:15 model 15:25 18:10 moderate 30:22 Moderator 13:6 17:4,5 moment 13:15 momentarily 6:12 7:5 month 20:6 months 28:5 30:11 most 22:3 24:14 motion 7:4,6,18,21 13:4,23 19:11,13 20:4,8 21:9 26:11 31:18 32:7,16 motive 10:15	move 13:6 18:24 19:21 21:25 22:6 movement 4:10 moves 18:20 moving 22:1 27:5 must 21:21,23 22:4,6 myself 22:4 23:10 <hr/> N <hr/> name 5:11,14 12:7 33:25 nature 24:3 29:5 necessary 28:24 necessity 20:14 24:6 need 4:3,21 11:22 12:9 19:19 20:5 23:12,21 25:3 28:9 32:8 needed 28:10 needs 4:5,7 8:25 23:17 New 5:19 11:19,20 night 10:21 Northbrook	6:19 nbtale 15:18 notes 5:12 nothing 31:20 notice 12:12 19:18 23:17,18 25:23,24 29:12,14 notify 17:8 November 16:10,12 nullity 29:22 number 29:1,11,16 30:11 numerous 29:19 nurture 9:13 12:20 <hr/> O <hr/> Oak 6:9 obligated 10:12 observations 16:1 observed 17:18 obviously 24:4 October 35:24 offer 33:11	office 17:16 oh 23:5 25:3 Okay 3:21,24 22:20 32:12 once 31:11 one-page 14:3 open 4:8 9:19 23:9 33:15,16 opening 7:15 opinion 18:8,16 opinions 17:19,21 18:6 Opportunitie s 15:23 16:9 opportunity 13:12 17:12 29:8 Opposed 7:11 25:4 ordained 10:1,10 Order 3:23,25 8:9 12:4 20:18 21:24 25:18 26:19 Ordination 6:15 8:18 11:5 14:23 25:11 Orlean 5:18	outcomes 14:17 outside 25:22 over 4:1 7:12 9:16 23:16 26:17 overall 8:9 owe 31:13 owed 21:4 <hr/> P <hr/> PAGE 2:2 paper 17:2 papers 19:3 parameters 14:19 20:18 Parish 6:1,9 Park 7:2 parliamentar y 12:3 part 6:9 10:8 13:23 28:2 participate 18:21 parts 8:20 14:1 party 35:11 Pass 1:19
--	---	--	---	---



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

45

Pastor	25:23 26:9	13:17,21	9,15,16,25	15:9,22 18:17
5:20,23 6:4, 16,18 27:1,3	personal 16:7	19:17,21 20:1 22:11	14:9 17:4,6, 10,16 18:19	19:25 29:8,25
pastoral	personally 19:4	power 9:23	28:8 29:17	primary 16:22
5:17 8:17 9:3 18:25 19:5	person's 25:21 26:20	practicing 20:20	presence 24:8	prior 21:1 35:8
patient	perspective 24:4,5	praise 33:18	present 16:13 23:21 24:2 25:24 29:9,15	priority 31:9
21:22 22:4,6 28:6	Phyllis 6:6	pray 33:12 34:1	presented 26:1,3	problem 21:16 22:15 23:10 24:12 25:1
pattern 17:18 18:17	pick 23:19	prayer 4:8 7:14 33:11	press 29:23	procedural 29:25
Paul 6:4	placement 8:17 9:7	prayerful 14:8	pretty 27:4	procedures 12:3
Paul's 6:5	plan 15:15 16:3	preach 4:11	prevent 30:1	proceed 28:4 29:20
PCUSA 11:7 14:25	planning 16:11	preferred 15:25 18:10	pride 9:10	proceeding 23:6 30:1 31:16
Peace 14:4 18:23	please 5:11 32:1 33:11	prejudging 17:19	PRIEST 1:6,11 2:2 3:13,14 5:14 7:20 8:1 10:9 12:1,10,25 14:3,7 15:11, 13,15,16,18 16:7 17:1,3, 8,14,19,25 18:4,9,11, 21,25 19:3, 13,15 20:6 21:6,17,19 22:15 24:9,18 26:10,23,25 28:21,23 29:9,13,14 30:18,25 31:2,6,21 32:12,18,22 33:3,5,9	proceedings 3:20 11:10,18 15:3 23:25
people 4:11,19 7:14 9:10 12:18 13:14 17:21 18:5 23:8 25:19 34:2	point 7:20	PREPARATION 3:4,8 4:24 5:23 7:23 10:7 11:9 14:21 15:2 23:24	process 6:21 8:6 14:17,19 24:17 25:22 27:5,11,25 28:6,16 29:25 30:11,22 33:7	process 6:21 8:6 14:17,19 24:17 25:22 27:5,11,25 28:6,16 29:25 30:11,22 33:7
perceived 17:25	points 28:21	preparing 4:13 17:2	processed 30:21	processes 31:14
perception 15:12 18:2 28:1	Pontiac 4:25	prerogative 24:4	processed 30:21	processes 31:14
period 26:9	portion 3:16 8:2 12:6	Presbyterian 1:18 5:19,23 6:2,16,23 8:10,22 9:15 20:19 26:14, 15 29:19	processed 30:21	processes 31:14
permission 33:1	position 12:8 32:20	PREBYTERY 1:4,13,17,18 3:7 5:15,21, 25 9:25 12:8,	processed 30:21	processes 31:14
permit 11:20	possible 21:4		processed 30:21	processes 31:14
permitted 11:19 20:22 25:13	postpone 20:4 31:19 32:7		processed 30:21	processes 31:14
person 5:9 16:6	postponed 3:16 23:21		processed 30:21	processes 31:14
	postponement		processed 30:21	processes 31:14



ESQUIRE
an Alexander Gotsis Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

9:12	quick	19 23:1 29:13	relative	23:7
prosecution	25:24	recognition	35:10	represent
29:5	quicker.	9:2	relaying	29:15
protect	21:15	recognize	21:6	representati
31:24	quite	28:14	reluctant	on
protocol	32:18	recommend	8:3	23:12 28:1,3,
21:7	R	28:9	reluctantly	9
provide	r a c i a l -	recommendati	8:3	representati
17:11	e t h n i c	on	rely	ve
provided	17:22 18:3	11:4 14:21	12:23	10:21
29:6	raise	16:19 22:25	remain	represented
provision	11:25	27:18 28:11	12:11	17:14
29:1	raised	29:8	remains	request
psychologica	23:13, 20 29:3	Recommendati	28:8	13:17, 21
l	reactions	ons	remarks	19:14, 25
9:7	9:18	7:19, 24 13:5	7:16	20:9, 10 22:10
punitive	read	18:15 21:13	remember	requested
27:16	13:8, 13, 15,	28:15 29:5	24:13	19:20
purpose	22 24:19, 20,	32:2	reminds	requesting
3:10 7:17	22, 23 25:3	reconciling	24:14	24:8
24:6	28:21 30:3, 15	4:16	remove	require
pursue	ready	record	12:10	18:20 20:18
17:16	21:23	12:8 19:17	removing	required
pursuit	real	32:5 35:6	33:1	8:9 9:5, 8
25:8	5:9	redirected	render	11:17 26:14
purview	realize	15:20	29:22	requirement
11:10 15:3	24:25	refer	rendered	26:13 28:12
23:25	really	12:4	27:15	requirements
put	30:13	reference	replied	26:18 28:13
19:11 22:10	reason	24:1	22:20	Rescind
Q	26:15 27:9	referenced	report	32:16
quality	reasonable	14:11	3:12 7:19, 23	rescinding
9:16	11:17 26:10	regarding	11:1, 11 13:4,	32:25
question	28:2, 5, 14	7:25 8:4	7, 8, 11, 15, 25	resolution
12:7 20:23	reasons	31:20	14:7 16:18, 20	31:10
21:11 23:20	19:20, 24	regularly	22:18, 25	resolve
28:20 30:6, 7	receive	17:3	27:12, 15 29:7	21:16
questions	11:12	relate	Reported	resolved
11:25 12:1, 4	received	30:18	1:22	32:17 33:6
15:19 24:11	14:17 22:16,	relates	Reporter	resources
28:19 31:19		30:19	1:22 5:10	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

15:24	32:6,14,19, 23 33:4,7,10	15:7 29:16	confidence	15:24 17:7
respect	Reverend	S	9:2	shared
22:7	5:16 10:21, 23,24 14:12, 13,14 19:7,8, 9	Sacrament	s e l f -	31:10
Respectfully	review	11:5 14:23	identifying	Shorthand
19:7	25:1	safely	17:22	1:22
respond	Reynolds	28:3	semantics	shortly
23:18 26:23	15:17	sails	25:7	3:15
31:7,13	RICE	8:6	seminary	show
responding	4:4 6:8 10:23	Sam	17:1	4:12
31:11	13:6,13,23, 25 14:14 19:9	5:6 21:19,22	send	side
response	22:16 31:7	32:9	23:15 32:12	9:19
22:8 31:8	right	Sandra	sends	simply
responses	4:6 7:11 10:5	16:5	27:11	25:16
15:19	12:11 20:13	sat	sense	sit
responsibili	24:22 25:23, 24 26:6,9,10	4:1	19:5 30:5,17	4:2
ty	29:9,10,14	satisfactori	31:9	sitting
10:11 12:14	rights	ly	sent	5:9 10:13
28:13,15	25:20,23 26:5	8:16	10:6 21:10	six
rest	29:25	saw	22:19,25	28:5
33:19	ROBERTSON	23:11	23:3,6 25:2	Skills
result	5:16	saying	30:6,16	18:21 19:4
21:13 27:14	role	5:12	separately	SMC
retired	12:11 24:7	says	16:4	15:10,11
5:17	27:7	24:15 27:7	September	somebody
REV	roles	31:16	16:4	26:7,8,17
1:17 3:6,19,	9:3	schedule	serious	somewhat
21,24 4:4,6,	root	23:14	27:14	25:9
21 5:8,16,20,	6:13	scheduling	seriously	Son
22,25 6:1,4,	routinely	15:4	12:19	33:25
8,15,18,20,	18:13	school	serve	sorry
25 7:3,6,7,11	Royal	8:16	8:5 9:14	5:8,13
13:6,10,13,	6:9	Scripture	32:17 33:2,4, 5	sounds
16,19,21,23,	Rules	9:19 12:24	Session	25:7
24,25 19:10,	9:20 11:17	Second	8:14 11:24	Southminster
14,21,22,24	Ruth	13:9 15:10, 12,23 16:1,8, 9,14,25 17:7, 9,12 20:2	32:6,15	6:6
20:2,4,7,10,	7:25 14:2,6	27:6	Sessions	speak
13,16 22:8		s e l f -	9:25	5:10,11 7:21
25:6,14,18			set	12:7 13:12,18
26:24 27:23,			35:14	20:22 25:13
24 28:18,22			share	26:8 27:24
30:8,24 31:1, 5,7,18,25				31:18



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011

48

speaks 13:13	1:17 3:7 6:22 14:18	11:1 13:7 14:1,5,10,12 26:3 30:12	3:10 35:9	32:17,20 33:2
special 4:11 7:24	statement 21:5 29:21 30:3	subjective 29:12	T	tentative 28:13
specific 21:13	statements 15:11	subjects 17:15,17	TABLE 2:1 27:25	term 25:11
specifically 16:6	states 11:1 24:20	submit 21:3	take 8:24 9:12 12:18 32:20	terms 23:11 24:19
spent 30:11	stay 24:13	submitted 19:7	Taken 1:12 15:22	tested 30:13
Spirit 4:10,13 9:20 12:24	steps 25:11	subsequent 17:2	takes 22:5	testimony 3:10 29:9 35:6
spiritual 27:1,2	sticky 12:22	substantive 29:25	taking 17:9 27:16 35:8	Thank 3:21 5:12 19:10,15 26:22 33:9
spoke 30:20	street 21:14	succinct 24:14	talk 19:24 20:8 22:23 24:23 25:14	thanks 33:22
spot 30:9	strict 11:16	succinctly 22:23	talked 31:2	theological 8:16 27:2
St 6:3,4	strictly 12:14	suffer 27:19	talking 22:24	theology 9:2
staff 15:9	strongly 30:14	sufficient 29:12	target 24:13 25:1	Therefore 18:20
stage 24:18 29:7	structure 17:7	sufficiently 10:16	targeted 15:12	thing 22:4 24:25 31:21
Stan 16:5	struggle 9:12	suggestion 19:11	task 8:19,20 9:12, 15 10:2,15,16 11:3,6 12:16, 17 13:2 14:20,24	things 8:12 9:8,11 21:24 24:14 27:20
stance 27:10	student 17:2,15	suitability 11:4,8 14:22 15:1 23:23 24:11	Taylor 6:7	think 3:19 4:21 8:3 13:23 18:2 20:11 21:2,4, 7,12 22:17 23:2,4 25:11 27:20,24 28:14,16 31:8,13,14
stand 33:10	stumble 4:15	supervision 9:6	teach 33:14	THOMAS
standing 12:11	STUNKEL 6:4	support 6:21 20:2,3	Team 17:6	temporary 1:6,11 2:2
stands 7:8	styles 18:13	sure 3:16 22:15 23:2,15 26:24	tell 35:9	
start 4:25 21:15	stymied 25:6	surprises 30:23		
state 23:22 35:1	Subcommittee 3:12 5:24 6:10,12,15 7:20,24 10:20	sworn		
STATED				



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

3:13 8:1 14:6	5:17	two	12:9	voice
thought	tools	4:24 9:7	unlikely	17:12
18:1	19:2	22:15 26:5	12:10	VOLUME
thoughts	top	29:11 30:1	unwilling	1:11 3:4
7:12	27:17	31:14	18:4,12	volunteers
three	tough	type	upbuilding	15:10
14:1 16:22	27:4	24:16 25:20	4:17	vote
17:22 29:16	towards	<u>U</u>	urban	3:17
three-pages	25:11	U.S.A	15:24,25 17:5	voted
14:1	training	1:18	18:10	32:7,16
throw	9:6 18:22	unable	USA	votes
33:12	19:5	10:24	8:11 9:15	9:18
throwing	transcript	unavailabili	12:15	<u>W</u>
21:14	35:5	ty	use	waiting
Thursday	travel	21:10	9:17 16:24	30:2 31:9
22:17	23:14 33:18	under	17:11 31:23	walk
time	traveling	8:11 9:5,13	uses	4:12 33:14,17
7:14 17:8	23:3	22:2	18:13 29:6	walked
18:25 24:15	travels	undercare	<u>V</u>	33:25
30:13,22	23:16	5:15	validity	want
32:19 33:2	trial	undergrad	10:17	3:18 4:2 5:8
timely	11:13	8:13	various	7:16 10:13
19:18	Troy	undermined	9:3 26:19	23:8 24:25
TIMM	5:4,5,21 6:24	15:13	verbally	25:6 26:25
5:25	true	understand	18:7	27:5,24
today	35:5	20:20 28:17	verbatim	wanted
3:9,20 4:10	Trumbull	32:18	12:6	22:10 31:22
9:22 10:24	5:19	understandin	view	wants
11:19 12:12	trust	g	17:7 28:7	13:16 27:4
together	21:6 24:9	13:16 20:11	violated	warned
4:2,14 15:24	truth	unfortunate	11:7 14:25	28:5
22:2 33:24	35:9	28:17	violation	WARREN
Tom	try	UNIDENTIFIED	29:24	5:18 13:18
5:8,13,14	21:24	13:9 19:25	violations	20:9,11,14,
6:15 7:20	trying	20:25 21:8	11:15	24 23:20
12:10 13:11,	31:24	23:19 25:13	visit	watch
13,16,21 14:3	Tuesday	26:22 28:20	15:11,24	26:17
19:11 20:16	3:2	30:5,9	16:25	Waterford
21:11 25:14	turn	United	visits	6:17 32:11
27:7,23 31:20	6:25	7:2	16:8	way
33:19		unless		13:19 24:22
Tom's				



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

THOMAS H. PRIEST, JR.

February 1, 2011
50

27:8	willing	19:3	15:7	16:12
WAYNE	22:6	writing	17575	358-5403
35:3,23	wish	7:15 21:3	1:13	1:20
ways	19:23	31:3	18	3772
8:13 33:17	wishes	written	14:7 16:20	1:19
week	30:19	10:12 14:1	18th	4
22:16,19	within	21:5 25:19	22:18	4
weeks	8:10 12:15	29:17,21	19	14:9
4:25 7:13	17:6 21:9	Y	16:10	48108
33:20	witness	yeah	1st	1:19
We'll	16:13,17	23:8	1:12 20:7	7
12:3 20:7	35:6,9	year	32:7,13,14	734
we're	witnesses	30:1	2	1:20
7:16 8:2,4	11:19	yesterday	2	8
10:1,4,11	wonder	30:20 31:2,4,	35:24	8
11:16 12:21,	24:3 33:13	5	2010	35:14
22 13:2 30:9	wondering	yourself	14:9,16 15:4,	9
31:16	20:14	5:2 7:1 12:7	7,14,16 16:3,	9
weren't	Word	yourselfes	4,10,12,15	9
21:14	11:5 13:1	32:1	2011	14:15 15:16
we've	14:23 31:23	Youth	1:13 3:2 14:7	900
12:21	wording	15:23 16:8	16:18,20	32:8,13,14
whatever	27:10	1	35:14	952
22:5	words	3:2 14:12	2012	1:14 3:2,5
Wherever	17:14 29:6	10	35:24	955
31:7	30:4,15 31:23	16:15 32:9	22	3:22
whether	work	1000	15:4	959
9:1,2,3,14	4:13 13:1,3	20:8	27th	3:23
10:17 11:6	15:23 17:7	1047	23:2 25:2	
14:24 29:20	29:22 33:16	32:5	28	
whichever	worked	11	15:14 16:4	
19:23	33:22	16:18	28th	
white	working	1125	23:2,4 25:2	
17:23	8:15	32:5	31:6	
whole	world	1128	29th	
4:4 9:21	4:17	34:4	23:4	
30:11	worry	13	3	
wife	22:24	16:3	2:3	
6:24	wrestle	15	30	
WILHELMI	8:23 9:11			
6:18	write			



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit E

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

1

IN THE MATTER OF:
 PRESBYTERY OF DETROIT
 COMMITTEE ON MINISTRY
 HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME II
 Taken by the Committee on Ministry on the 1st day of
 March, 2011, at First Presbyterian Church, 529 Hendrie,
 Royal Oak, Michigan, at 8:38 a.m.

APPEARANCES:

For the Presbytery
of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
 Presbytery of Detroit
 Presbyterian Church (U.S.A.)
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108
 (734) 358-5403
 ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
 Certified Shorthand Reporter



ESQUIRE
 an Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
 www.esquireolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS - Volume II

HEARING OF THOMAS H. PRIEST, JR.:	PAGE:
Statement	3
Resume Hearing	4

EXHIBITS:
None.



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

Royal Oak, Michigan,

Tuesday, March 1, 2011 - 8:38 a.m.

- - -

COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME II

(Introduction, 8:38 a.m.)

REV. KOSTER: I'm Edward Koster, Stated Clerk of the Presbytery of Detroit.

This morning's hearing is a continuation of the hearing of February 1st in which Thomas Priest asked for an adjournment.

It is a meeting of the Committee on Preparation for Ministry of the Presbytery of Detroit. Mr. Priest is a candidate for ministry. We will be hearing a motion to approve, excuse me, to adopt a report of investigating subcommittee that brings findings and recommendations to the committee. The first part of this will be an open hearing in which Mr. Priest will present his response to the motion.

He will be represented by a gentleman named Archibald Wallace, who is an attorney from Richmond, Virginia. He may have other advocates with him who most likely will not be allowed to speak.

The first part of the hearing will be an open hearing after which the committee will go in executive session and everybody will be asked to leave except for certain people, voting members and those invited. During that period



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 the committee will consider the motion and the defenses and
2 points raised by Mr. Priest during the open hearing. When the
3 committee has made a decision on the motion to adopt the
4 report of the investigating subcommittee, it will return to
5 open session at which point the result will be announced.

6 (Statement concluded at 8:41 a.m.)

7 (Meeting called to order, 9:00 a.m.)

8 REV. DOWNS: We will call ourselves to order and ask
9 the light of Christ to be among us this day. I want to
10 apologize, my computer crashed on Saturday and it crashed
11 really hard. So the only ability I had to be on-line about
12 anything has been at work and I was there until 7:30 and I
13 still didn't get it all done yesterday. So the hymn I had
14 planned, this is a different hymnal. It's not in here. So I
15 thought we'd lean on some old reliable hymn that has stood the
16 test of a lot of ages. Number 84 in this hymnal, O God Our
17 Health In Ages Past. I was always taught that we could sing
18 better if we stand.

19 Let me offer up a prayer before we sing. Loving
20 God, you gather us together in this place to do your work.
21 Make your presence to us known and felt throughout this day,
22 this morning as we deliberate in closed session, and this
23 afternoon as we meet with our candidates and our COPs. Dear
24 Lord, this work you have called us to, make us worthy of that.
25 In the name of your son we pray. Amen.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 GROUP: Amen.

2 REV. DOWNS: Let us sing, O God, Our Health In Ages
3 Past.

4 (Singing.)

5 REV. DOWNS: Please, be seated.

6 I would like to read Psalm 19.

7 The heavens are telling the glory of God and the
8 firmament proclaims his handiwork. Day to day pours forth
9 speech, night to night declares knowledge. There is no
10 speech, nor are their words, their voice is not heard; yet
11 their voice goes out through all the earth and their words
12 through the end of the world. In the heavens he has set a
13 tent for the sun which comes out like a bridegroom from his
14 wedding canopy, and like a strong man runs his course with
15 joy. Its rising is from the end of the heavens, and its
16 circuit to the end of them, and nothing is hid from its heat.
17 The law of the Lord is perfect, reviving the soul. The
18 decrees of the Lord are sure, making wise the simple, the
19 precepts of the Lord are right rejoicing the heart; the
20 commandment of the Lord is clear, enlightening the eyes; the
21 fear of the Lord is pure, enduring forever. The ordinances of
22 the Lord are true and righteous altogether. More to be
23 desired are they than gold, even much fine gold, sweeter also
24 than honey and drippings of the honeycomb. Moreover by them
25 is your servant warned, in keeping them there is great reward.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 But who can detect their errors? Clear me from hidden faults.
2 Keep back your servant also from the insolent, do not let them
3 have dominion over me. Then I shall be blameless, and
4 innocent of great transgression. Let the words of my mouth
5 and the meditation of our hearts be acceptable to you, O Lord,
6 our rock and our redeemer.

7 All God's people say.

8 THE GROUP: Amen.

9 REV. DOWNS: Good morning.

10 THE GROUP: Good morning.

11 REV. DOWNS: I appreciate, we all appreciate all of
12 you being out here this bright and early hour. Some of you I
13 know have traveled some distance to get here, and hopefully
14 others will be trickling in as we go.

15 Now, is there anybody who does not have paperwork
16 for today?

17 ELDER RICE: I have paperwork and did not put it out
18 on the table. I will pass this around in the rubberband so
19 that you know this is the collective extra paperwork for
20 anyone who needs it.

21 REV. DOWNS: Do we need any introductions? I think
22 everybody here mostly knows everybody. Do we need to
23 re-introduce for the court reporter?

24 REV. KOSTER: You might.

25 REV. DOWNS: Well, I am Elizabeth Downs, and this is



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Ann Courter, she is appropriately named that I think to be a
2 court reporter. So she will be recording our proceedings as
3 we go this day, as we started to do a month ago.

4 We already have on the floor a motion to approve,
5 I'm sorry, to adopt the report and recommendations of the
6 investigating subcommittee. I don't want to proceed any
7 further at this point until Tom and his lawyer are here, are
8 actually in the room with us. And so I know that there are a
9 handful of other items we need to take care of today for
10 business items and so on. And here comes somebody, and so let
11 me go and find out what the deal is on that or somebody could
12 run out and find out what's going on. Here he comes.

13 When you speak, or when you have a question or a
14 comment to make, please state your name clearly for the court
15 reporter to make a record here.

16 They are on the way I see, so excuse me just a
17 moment.

18 (Off the record.)

19 REV. DOWNS: Tom, what I would like to do is have
20 the folks introduce themselves and you introduce the people,
21 or they can introduce themselves as well, and then we will
22 proceed.

23 All right, my name again is Elizabeth Downs. I am
24 the interim minister for First Presbyterian Church in Pontiac,
25 and I am one of the moderators of the Committee on Preparation



ESQUIRE
an Alexander Goltz Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 for Ministry.

2 Marie, would you introduce yourself to the table.

3 ELDER HUGLEY: Sure. I'm Marie Hugley from Elder
4 Park United Presbyterian Church.

5 ELDER BARBARA JACKSON: Barbara Jackson from Troy
6 First, an Elder.

7 ELDER ROBERT JACKSON: Bob Jackson, Troy First,
8 Elder.

9 ELDER EDWARD: Stanley Edward, Elder Calvary
10 Presbyterian Church.

11 ELDER REYNOLDS: Darrell Reynolds, Elder Calvary
12 Presbyterian Church.

13 REV. WALLACE: I'm Archibald Wallace. I'm Minister
14 of the Word and Sacrament. I'm Presbyterian James. I have my
15 own church in Hopewell, Virginia. I'm also a practicing
16 attorney.

17 ELDER PRIEST: I'm Elder Tom Priest.

18 ELDER CLARK: Sam Clark, Elder at Kirk in the Hills
19 Church here and also co-chair of CPM.

20 REV. WILHELMI: I'm Marjorie Wilhelmi. I'm the
21 Pastor at Northbrook Presbyterian Church, and I'm also the
22 secretary taking the minutes.

23 REV. BROWNLEE: I'm Richard Brownlee. I'm a
24 minister, honorably retired.

25 REV. MCMILLAN: Judy McMillan, Pastor of First



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Presbyterian Troy.

2 REV. MCDEVITT: Jenny McDevitt, one of the pastors
3 at First Presbyterian Ann Arbor.

4 ELDER GAUBATZ: Mike Gaubatz. I'm an Elder at
5 Geneva in Canton.

6 REV. KRUG: Ernest Krug. I'm a minister and parish
7 associate at First Presbyterian Church of Birmingham.

8 REV. STUNKEL: Paul Stunkel, Pastor of St. Paul's
9 Presbyterian, Livonia.

10 REV. RICE: I'm Betsy Rice. I'm a parish associate
11 here at First Royal Oak.

12 REV. BOHN: Chris Bohn. I'm here as a
13 representative of the Committee on Ministry.

14 ELDER HUNT: Phyllis Hunt. I'm an Elder at
15 Southminster in Taylor.

16 ELDER JOHNSON: Henry Johnson, Elder First
17 Presbyterian Church, Ann Arbor.

18 REV. HARTLEY: Good morning. Tom Hartley, Pastor at
19 Community Presbyterian in Waterford.

20 REV. TIMM: I'm Al Timm. I'm from the Presbytery of
21 Detroit. I serve as executive presbyter and ex-officio member
22 of this committee.

23 REV. PRITCHARD: I'm Norman Pritchard, Pastor at
24 Kirk in the Hills.

25 REV. KOSTER: I'm Ed Koster. I'm the Stated Clerk



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 of the Presbytery. I've been asked to come as advisor on the
2 process.

3 REV. DOWNS: Again, last month the motion was made
4 to adopt the committee's report and recommendations, and then
5 we postponed any discussion of that at Tom Priest's request so
6 we are reconvening on this day.

7 There are a couple of things. I wrote out some
8 remarks I would like to read and a reminder that for the
9 purposes of this day and this meeting today, only you, Tom,
10 and your lawyer can speak to the committee during this
11 meeting, during this hearing.

12 We reconvened today the CPM hearing on the motion to
13 adopt the report and recommendations of the special
14 investigating committee. I have to tell you that this report
15 has generated a lot of response from a number of people
16 outside of the committee. I have received e-mails and phone
17 messages. I have documents forwarded to me from individuals
18 and other pastors in the presbytery, as well as requests from
19 the black caucus of our presbytery to meet separately with
20 them to discuss Mr. Priest's status and this issue. Reverend
21 Timm also has had some of these contacts. I can only assume
22 that some of the others on the committee have received similar
23 contacts, but I don't know that. I appreciate that there are
24 so many people concerned with what we are doing is just and
25 fair and faithful, and that Tom has as many supporters as he



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 does. I'm grateful for their dedication and care.

2 We on this committee are also I believe dedicated
3 and caring, and we strive to do what is just and faithful. I
4 pray that any discussion we have or any decision we make will
5 have no reason to be labelled as unfair or unjust or even
6 politically or racially motivated. We work hard. We work
7 hard to keep each other on track in our responsibility. Our
8 task remains simple and straight forward and is really limited
9 in scope. If we as a committee determine the report to be
10 fair, then we adopt it. Do we need to require additional work
11 or education or other effort on the part of the candidate
12 under our care before we feel it's prudent to grant that
13 candidate final assessment? Is that candidate in our
14 estimation ready for ordained ministry in PC USA? Since
15 Mr. Priest is a candidate under our care, the responsibility
16 to determine his readiness for ministry falls to us, as it
17 should. That's the entire scope of our responsibility here
18 today.

19 Remember, we've done this with others. We required
20 additional course work or workshops or counseling or
21 supervised field experiences, and I suspect we'll do so again
22 in the future. Such action may not be widespread, but it is
23 not unusual. So we are here today to resume our discussion,
24 and I invite us to take a deep collective breath and continue
25 with this simple task. First I ask that you be silent for



ESQUIRE
an Alexander Datto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 just a few moments and listen for God's Spirit, word, and
2 guidance, and for the openness to truly listen to one another.
3 So let us be in silent prayer.

4 And together we say.

5 THE GROUP: Amen.

6 REV. DOWNS: As I said before, this was merely a
7 postponement. We didn't make any decisions so the motion is
8 still on the floor. Marjorie, do you have this in front of
9 you? Can you read that to us?

10 REV. WILHELMI: Motion is to adopt the investigating
11 committees report and recommendations.

12 REV. DOWNS: Since we've had this full month
13 intervening and not everyone was present last month, I would
14 ask that we begin again with the special committee and its
15 report, to review that with us and review its recommendations
16 to us.

17 REV. RICE: Review, you mean read in its entirety?

18 REV. DOWNS: I think so.

19 REV. RICE: Again, this will be familiar.

20 "CPM Subcommittee, Convened in the Matter of
21 complaint by Ruth Azar Against Candidate Thomas H.
22 Priest, Jr. Date of Report is January 18, 2011.

23 After prayerful consideration, the CPM of the
24 Presbytery of Detroit, on May 4, 2010, authorized the
25 formation of a subcommittee to investigate the above



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 referenced complaint. The composition of the
2 subcommittee was approved June 1: Reverend David Abbot,
3 Reverend Christine Bohn, Elder Henry Johnson, and
4 Reverend Elizabeth Rice.

5 The committee convened its first meeting on June 9,
6 2010, the intent being to determine its agenda and the
7 process for achieving outcomes. The committee received
8 guidance from the Stated Clerk, Ed Koster, concerning
9 process and the parameters of its investigation.

10 The committee's task was to investigate and make a
11 recommendation to the Committee on Preparation for
12 Ministry concerning Mr. Priest's suitability for
13 ordination as a Minister of Word and Sacrament. It was
14 not this committee's task to determine whether or not the
15 Constitution of the PC(USA) was violated. This committee
16 was advisory to CPM on matters of suitability and
17 preparation for ministry; disciplinary or judicial
18 proceedings were not this committee's purview.

19 We met again on June 22, 2010, to begin scheduling
20 interviews and to clarify our approach to the
21 investigation.

22 On July 15, 2010, we interviewed Ruth Azar. Key
23 issues included:

24 Concerns about Mr. Priest's interactions with staff
25 and volunteers at Second Mile Center (SMC), disturbing



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 statements made by Mr. Priest during his visit to SMC, a
2 perception that Second Mile Center was being targeted by
3 Mr. Priest and its ministry devalued and undermined.

4 On July 28, 2010, we met to discuss the interview
5 with Ms. Azar and plan for the interview with Mr. Priest.

6 On August 9, 2010, we interviewed Mr. Priest, who
7 was accompanied by his Advocate, Elder Darrell Reynolds.
8 The committee found it notable that Mr. Priest gave
9 lengthy responses to the questions and frequently
10 redirected the conversation. Key issues included: a
11 denial of certain comments and insistence that others
12 were taken out of context. Mr. Priest's desire that
13 Barnabas Youth Opportunities Center and Second Mile work
14 together, share resources, and visit other urban
15 ministries. His preferred model of urban ministry and
16 his interpretations of his observations of Second Mile
17 Center.

18 On August 13, 2010, we met to discuss and plan.

19 On September 28, 2010, we interviewed separately
20 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
21 Edwards. We interviewed each person specifically about
22 their personal interactions with Mr. Priest during his
23 visits to Second Mile Ministries and Barnabas Youth
24 Opportunities Center and a later meeting at Second Mile.

25 On November 19, 2010, we met for discussion and



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 further planning.

2 On November 30, 2010, we met for further discussion
3 and also to interview another witness, who was present at
4 the later meeting at Second Mile Center.

5 On December 10, 2010, we met again for further
6 discussion of past interviews and also to interview a
7 final witness.

8 On January 11, 2011, we met again to draft a report
9 and recommendation.

10 We finalized our report on January 18, 2011.

11 CENTRAL ISSUES

12 Three primary areas of concern were identified by
13 this committee.

14 One of these concerns has to do with use of
15 authority. In arranging his first visit to Second Mile
16 Center, Mr. Priest identified himself as a seminary
17 student preparing a paper for a class. In subsequent
18 activities, however, Mr. Priest regularly used his
19 influence and authority as Moderator of Presbytery and
20 former moderator of the Metropolitan Urban Ministries
21 Team to lobby decision-making bodies within presbytery to
22 share his view of work and structure of Second Mile
23 Center. At the same time, Mr. Priest did not notify
24 Second Mile that he was taking his findings and
25 interpretation of those findings to presbytery, nor did



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 he use that same influence and authority to provide an
2 opportunity for Second Mile to have voice in actions
3 intended to affect dramatically the future of the Center.
4 In other words, Mr. Priest represented himself as a
5 student to the subjects of his investigation, but freely
6 applied the authority of presbytery office to pursue
7 actions against those subjects.

8 This committee also observed a consistent pattern of
9 Mr. Priest prejudging the opinions and experiences of
10 others without listening to what they had to say about
11 their own opinions and experiences. People
12 self-identifying with three different racial-ethnic
13 groups (white, Arab-American, and African-American)
14 indicated to the committee their frustration and
15 discomfort when they perceived that Mr. Priest assumed he
16 knew what they thought about certain issues (or what they
17 should think) based on his perception of their
18 racial-ethnic identity. At least in certain
19 circumstances, it appears that Mr. Priest was unwilling
20 to listen to what people had to say about their
21 experience and opinions and was, instead, rather
22 forceful verbally in attributing his experience and
23 opinion to others.

24 It is evident to this committee that Mr. Priest is
25 fiercely devoted to his preferred model of urban



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 ministry. This committee is concerned that Mr. Priest is
2 unwilling to acknowledge the legitimacy of alternative
3 ministry styles and routinely uses methods of
4 confrontation and intimidation.

5 RECOMMENDATIONS

6 It is the opinion of this committee that Candidate
7 Priest's current pattern of confrontational behaviors
8 would cause great difficulty in a congregation and in a
9 presbytery.

10 Therefore, this committee moves that CPM require
11 Mr. Priest to participate in the Mediation Skills
12 Training Institute for Church Leaders led by the Lombard
13 Mennonite Peace Center.

14 Additionally, we move that at an appropriate future
15 time CPM examine Mr. Priest to assess his pastoral
16 development in the areas identified above.

17 This assessment might include such tools as asking
18 Mr. Priest to write papers on what he has learned
19 personally and professionally from the mediation skills
20 training and his own sense of pastoral identity and
21 authority.

22 Respectfully submitted, Reverend David Abbot,
23 Reverend Christine Bohn, Elder Henry Johnson, and
24 Reverend Elizabeth Rice."

25 REV. DOWNS: Thank you very much.



ESQUIRE
an Alexander Gelle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 This is now the time for Tom and Mr. Wallace,
2 Reverend Wallace to direct any comment or questions. The
3 questions, please direct at the committee, this committee
4 here, CPM, and not to the investigating committee. Any of the
5 comments and questions that you might raise we will definitely
6 ask them, but that will be done in close session, executive
7 session.

8 So you have the floor.

9 REV. WALLACE: Thank you. May I start?

10 REV. DOWNS: Please.

11 REV. WALLACE: Mr. Priest asked me some time ago to
12 assist him in this and other issues related to the complaint
13 of Mrs. Azar. As you know, Mrs. Azar filed a formal
14 complaint, disciplinary complaint, that initiated this
15 proceeding. That disciplinary complaint was directed to the
16 stated clerk of the presbytery and to the stated clerk of the
17 sponsoring church for Mr. Priest.

18 Investigative committee is formed by the session of
19 his own church or sponsoring church, and that investigating
20 committee examined and did the same thing as this committee.
21 That committee has declined to file charges. Mr. Priest was
22 charged in the complaint by Mrs. Azar with racial
23 discrimination, reverse racial discrimination, among other
24 charges.

25 Mr. Priest denies and has repeatedly said he did not



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 say or do the things with which Ms. Azar has written or
2 charged. Now, this committee has appointed its own
3 investigative committee. I must submit as a student of the
4 Book of Order, CPM, and I am a long-standing member of the CPM
5 in Virginia, CPM's have the right and power and ability and
6 directive to consider the suitability of persons seeking to be
7 ordained. You have that right and you have the right to
8 exercise that and you have the right to look in to matters.
9 There's no question about that. But the issue as we, as I
10 look at it and we look at it up front is what you are doing
11 here is in excess of that right. And you're going to say, oh,
12 no, I'm attacking the process, and you're going to be upset
13 that I'm attacking your process, but I have to point out to
14 you that Ms. Azar's original complaint was a disciplinary
15 complaint. It is filed under D6 of the Book of Order. That
16 is a disciplinary complaint. This committee had the right to
17 look into those issues, but it could not do so as a second
18 investigative committee or second judicial committee.

19 You will tell me, oh, no, there's plenty of language
20 in what our report is that's been submitted. There's language
21 in it that says we're not doing anything that's disciplinary
22 when this is not a judicial proceeding, that's not within this
23 committee's purview, I agree, and you have said that and
24 remarkably so that is the purview of what's in the
25 investigation.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 Do CPM's appoint ad hoc committees? All the time.
2 Do they ask the seat to look into matters? All the time. Is
3 that within your purview and power? Yes, but there's a line.
4 And when you style your report as investigative "CPM
5 Subcommittee Convened in the Matter of Complaint by Ruth
6 Azar," the complaint is a disciplinary complaint. Now I would
7 point out to you there's nothing in G14.0400 that authorizes
8 you to act as a judicial commission or as an investigative
9 committee appointed by a body such as a presbytery or a
10 session or a general assembly. Just don't have that power.
11 You may exercise it as you have done here informally, which
12 you have gone about it and we been saying we're objecting to
13 the approach you're taking getting to a result that you have a
14 right to get to. We're objecting to the process, because we
15 believe this is an irregularity under the Book of Order, and I
16 advised Mr. Priest that it is such an irregularity and if
17 carried to finality could form the basis for remedial action.
18 That's my advice. That's not what Mr. Priest is doing.
19 Mr. Priest comes today to say to you that he's in
20 submission to you. He wants to work with this committee. He
21 seeks this committee's approval and endorsement and movement
22 from candidate to readiness so he can move on with the
23 process. He feels a deep spiritual call to serve as a
24 minister of the word and sacrament in the presbytery church
25 USA. He also says that he's listening to the Holy Spirit to



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 discern as to how he should respond to this. Also should tell
2 you that he bears malice toward none and that he wishes that
3 the process here today would be fully spelled out and spread
4 out so that you, too, could see what many have seen, these
5 actions either didn't occur or are not violative or are not as
6 conclusions of the committee.

7 We're going back to the first point, we object to
8 the proceedings in the way in which we're doing with a court
9 reporter; with an agenda that spells out a number of places
10 that this is a hearing; that the report itself has language
11 that we're here to investigate yet takes Mr. Priest to task
12 for any number of things; and, in fact, what has occurred here
13 is a disciplinary hearing without all of the rights, all of
14 the duties that are owed a person facing a disciplinary
15 hearing. For example, Ms. Azar is not here today to be
16 cross-examined. If you look at and hear all of the evidence,
17 these statements were not made to her. They were supposedly
18 made to others, yet when you examine them and look at the
19 records, it did not happen in the context which they were
20 reported.

21 So first thing is Ms. Azar's not here, can't be
22 examined nor the other witnesses, not been confronted, not
23 given the information which they presented, given this
24 conclusion by this committee and this report by this
25 committee.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 He is charged in the complaint which she originally
2 brought with racial discrimination. That is not Tom Priest.
3 That is nothing about him. That's just not where he comes
4 from. Is he an African-American? Sure. He will tell you he
5 sees through the lens of presbyterian elder. He sees through
6 the lens of being presbytery. Yes, he's concerned about
7 issues of justice for African-Americans and for all and he's
8 concerned about those kinds of things, but not inordinately to
9 the point of saying or doing things.

10 Now, we also take issue not only with the process,
11 and frankly, I have to say that process Mr. Priest is in a
12 very difficult position, because if he challenges the process
13 he may never get ordained. This committee has the power and
14 the right to say whether he should ever be ordained. You can
15 do it in a number of ways and you can say, no, he always has
16 the right to go to presbytery and challenge their decision.
17 But where does that get him if he does that, what is the taste
18 in your mouth, what is the future, how are we working together
19 if we go that route? So a more reasoned route and a route
20 certainly recommended that he's willing to take is we have to
21 be here, we have to participate. We object to it, because we
22 believe it violates his rights and we have to participate and
23 we are participating. We don't waive that, but there's no
24 other way to go with this. We have to go ahead the way it is
25 today.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 Now, let me talk to you for a moment about the
2 evidence that is in this case. On February 18, 2009,
3 Mr. Priest went to Second Mile Center as part of a seminary
4 project to look at urban ministries within the presbytery as
5 opposed to the model being taught in the seminary. I don't
6 know whether that model is good, bad, or otherwise. I just
7 know that's the model the professors are teaching and that was
8 a part of his courses to go in some center somewhere against
9 the model. So he went to the two in the presbytery, the two
10 centers in the presbytery, urban ministry centers, one on the
11 17th, one on the 18th.

12 He then presented on March 9th, he presented his
13 report to the seminary, and we have all the slides and
14 everything he said is on those slides and documents. I trust
15 the committee had access to it and can see it. On March 12th
16 he presented that again to the seminary, and on the 16th he
17 shared the results in March of '09 with both centers meeting
18 with Mr. Edwards who's here, one of the centers and meeting
19 with Ms. Azar, the other head, and he shared results of his
20 study of his visit there at both centers compared to the
21 model. He believes in the model, rightly or wrong he believes
22 in the model. As the committee reports he prefers that model.
23 I don't see anything wrong with preferring a particular model
24 with having to do urban ministry, but that's certainly a
25 mistake.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 But anyway, in March '09 he met with Ms. Azar and
2 other folks from SMC, Second Mile, and Mr. Edwards, and
3 presented his findings. They were all present together. He
4 only ever spoke with Ms. Azar twice. Once was during his
5 visit, once first visit; once during his presentation of his
6 findings on March 16th. March 16, '09, onward he had no
7 contact with Ms. Azar.

8 Now, hold that over here aside to deal with another
9 factual setting that I'm sure the committee also went in to.
10 For a long time there was a question of Ms. Azar's and the
11 center's reporting or oversight, reporting to or oversight by
12 presbytery, and one of the issues was, how do we as a
13 presbytery, how to raise benefits and who has oversight. So
14 that needed to be cleaned up. Had nothing to do with
15 Mr. Priest. Started long before he came on board. Mr. Priest
16 was hired by a women's council, I may not be given exact right
17 name, that oversaw Second Mile Center. But the question came
18 up, how to make sure she's under the purview, control, and
19 oversight of the presbytery. That was in the works before
20 Mr. Priest ever went out there.

21 On March 2, '09, the coordinating cabinet of
22 presbytery approved the Second Mile Center model that is with
23 Ms. Azar at the head and approved it to come in under the
24 oversight of the presbytery. June 23, '09 the presbytery
25 approved the action of the coordinating cabinet of March 2,



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 '09, and said, yes, we will accept her, accept her as
2 employees or technical employees of the presbytery. Again,
3 this is not something that Mr. Priest was involved in
4 directly. But I must tell you for the full year of 2009, he
5 served as moderator of the presbytery and also a member of the
6 coordinating cabinet. Why is that important? Because in
7 September, October 2009, a lady named Rosy Lattimore submits a
8 letter to stated clerk or to the coordinating cabinet and the
9 stated clerk weighs in on it and deals with the question of,
10 the question of can the presbytery approve a position and make
11 a presbytery position without adhering to the rules of the
12 presbytery procedure of the presbytery regarding open bidding
13 and open advertising and that type of thing. Can we just
14 allow somebody to come in to that position without having to
15 go through the process the presbytery says this is our
16 procedure when we have presbyteries all over.

17 Coordinating cabinet some time between October 5 and
18 December 5 of '09 looked into the subject. Mr. Priest was on
19 that committee, and they agreed on December 5 to send a letter
20 to Ms. Lattimore that says, in the future we're not going to
21 do this. We're not going to just take somebody in without
22 advertising, promoting the position. But there are
23 extenuating circumstances here, and so we're not going to
24 undue this particular one, that's December 5, 2009.

25 Now Mr. Priest's term as moderator ends with the



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 January 2010 meeting. No action has been taken by anybody to
2 do anything at that point in time except the committee that
3 he's a member of has written back to Ms. Lattimore saying,
4 you're right, it probably was a violation of our procedure but
5 the extenuating circumstances we're going to leave it that
6 way. Once he's no longer moderator in April 2010, he prepares
7 and requests and submits to the presbytery a motion to rescind
8 that action, that action of approval of the appointment and
9 the adoption of Ms. Azar as that position. He was not at that
10 presbytery meeting in 2010.

11 Another, Ms. Lattimore did offer the motion. There
12 was a lot of exchange in that time frame April 2010 just
13 before the presbytery meeting about six or seven days before.
14 One part of the exchange that went on during that time frame
15 was executive presbytery provided Mrs. Azar with a heads up,
16 this motion is coming and I want you to know about it and
17 stated clerk talked about e-mails talking about here's the way
18 the parliamentary process and procedure we're going to use at
19 that meeting, presbytery meeting.

20 One of the things this jumps out at that point in
21 time is an e-mail at that point in time, now talking about
22 April 2010, that Ms. Azar said to the presbytery, what can we
23 do to bring charges against Mr. Priest and Ms. Lattimore,
24 because this is just a wreck? And they are told and response,
25 here's where you go to find out how to do a complaint. So a



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 complaint was filed.

2 Now, the timing, I submit to this committee, is a
3 big issue, something I would really want to know about. Why
4 Ms. Azar, why from March of '09 when he makes his report with
5 Mr. Edwards present -- I'm not sure what Mr. Edwards remembers
6 -- why was nothing taken until this motion came up by a member
7 of presbytery? Any member of the presbytery has a right to
8 make a motion, and there's nothing wrong with making motion.
9 May not agree with it and you could certainly vote them down,
10 but why did nothing go on until after the motion came forward
11 over being deposed in April 2010, thirteen months later.

12 The presbytery at the April 27 meeting did not deal
13 with that motion directly. The presbytery at that motion, at
14 that meeting heard a motion by another who said, I move that
15 we not hear that motion. I object to it and move we not hear
16 it. So presbytery voted on that issue and that issue
17 prevailed and the motion that Mr. Priest was offered was not
18 heard, read, made, voted on per se.

19 I will submit to you in July 2010, Mr. Priest and
20 Elder Dorothy Seabrooks and Ms. Lattimore filed a complaint
21 with the Senate about that process, that is how can you deny a
22 motion and rule it out of order before you ever had a motion
23 made? Is that appropriate process, is there an issue here?
24 That has since been dismissed for jurisdiction. Mr. Priest
25 was not at the meeting so he did not have standing.



ESQUIRE
an Alexander Otto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 The other motion of the other two was a day late in
2 being filed, so it was dismissed as not timely, that's all.

3 In the meantime, the complaint had been filed by
4 Ms. Azar and Mr. Priest's sponsoring church along with
5 investigative committee and began hearing. The presbytery did
6 not form an investigative committee. This committee did and
7 the Book of Order gives you the power to look into things, but
8 not in the form of investigative committee. So we would
9 submit to you that if you look at all of the facts and all of
10 the documents and all of the records, and hear all of the
11 witnesses -- for example, Mr. Edwards is given a statement
12 saying I was there in March 2009 at the meeting with
13 Mr. Priest and Ms. Azar and myself to figure out how the
14 directors of the two urban ministries program of presbytery of
15 Detroit can work together and share information and resources.
16 There's nothing in this statement, nothing in this statement
17 that says Mr. Priest made disparaging remarks, didn't listen,
18 abused his authority or did anything racial or made any racial
19 statements or acted in any way untoward toward Ms. Azar or the
20 Second Mile. I have his statement here and submit it to be
21 part of the record if there's no objection. But in essence,
22 he's saying this is the one that was difficult when I read it.
23 I received this yesterday.

24 CPM shared with me that Tom and Ruth had several
25 meetings which I had not attended. Mr. Priest would tell you



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 that was his second meeting with her and all the meetings he
2 ever had. And CPM representatives, I felt they already made
3 up their minds before they come and meet with me since they
4 waited so long to find out what happened. CPM representatives
5 assured me they did not form an opinion. Time delay was due
6 to them just getting information April 2010. So I read that
7 particular paragraph to show again the time line that 13
8 months after the fact, 13 months after the last meeting, there
9 are charges made by Mrs. Azar, charges that are disciplinary
10 in nature which are very damaging to Mr. Priest, charges which
11 accuse him of very serious offenses if true.

12 This committee says one of the concerns we have is
13 with the use of authority. Nothing that Mr. Priest did in
14 March of '09 was as moderator of the presbytery. In fact,
15 there's no evidence that says he came in and said, I'm the
16 moderator, I want to do this. The evidence is that he was
17 there doing a study and he shared results of that study as a
18 student with his school and with the two centers. Mr. Edwards
19 will share that this is what I heard him say. So what
20 authority is he exercising in '09? He is the moderator of the
21 presbytery. He is on the coordinating cabinet. But while as
22 a moderator, nothing came up at a presbytery meeting that he
23 swayed, oversaw, or did, or any actions taken by him there
24 against Second Mile. In fact, as a member of the coordinating
25 cabinet he was part of the cabinet's discernment and



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 discussion when they responded to Ms. Lattimore's concern
2 that, yes, we didn't follow procedure but you're correct, but
3 this isn't the case to change it. We will leave it as is.

4 So that whole year '09 when he's in that position of
5 moderator and member of that committee, where is any evidence
6 that he used his authority against Second Mile Center or
7 Ms. Azar? And we take strong exception to that inclusion,
8 that he abused his authority, which is a very serious charge.
9 But we will say this at this point too, if the conclusion of
10 those listed in trying to discern as this sounds like that to
11 us, certainly apologize and begs forgiveness because that's
12 not who he is or what he was trying to do and that's a
13 misperception of what actually happened on that occasion.

14 But you cannot point to any place in any record of
15 the presbytery or in the coordinating cabinet, you cannot
16 point to any evidence there that says here, here's when he
17 abused his power, here's where he over-used his authority,
18 here's where he took advantage of that authority. And the
19 motion was made in April 2010 by him to look into the issue,
20 not Ms. Azar, but look into the issue of, can we allow folks
21 to be put in presbytery positions without following our
22 process and procedure, and if not, what should we do about
23 situations for that to occur. He has the right to make that
24 motion as member of the presbytery. Is that an abuse of his
25 authority? He disagreed and goodness knows I go to presbytery



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 meetings all the time, people disagree. Is that an abuse of
2 authority? I submit that is not.

3 It says at that time, Mr. Priest did not notify
4 Second Mile he was taking his findings and interpretations of
5 findings to presbytery. There's no evidence he took them to
6 presbytery at the time that he was moderator or member of
7 coordinating cabinet. Now, did it come up at some later time
8 to the presbytery when he made the motion? Sure. But is that
9 wrong to at that point in time raise it in support of his
10 motion? He says he didn't use that same influence and
11 authority to provide opportunity to Second Mile and voice and
12 actions intended to dramatically affect him. He was not
13 moderator. He was not dysfunction if he filed a motion to
14 tell them this is the motion per se. The motion is not
15 directed at them per se, although certainly can be perceived
16 that way.

17 I submit to you the conclusion drawn about abuse of
18 authority is, we submit, overreaching.

19 Now the committee also observed a consistent pattern
20 of prejudging the opinions and experiences of others without
21 listening. All of us need to be better listeners, and if he's
22 not a good listener I think this committee ought to encourage
23 him to be a better listener and encourage him to take training
24 in being a better listener. Mediation skills, I don't know if
25 he needs that. I'm a mediator. I certainly handle hundreds



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 and hundreds of mediations in my life time, does that train
2 you to listen? Yes. So does counseling courses I took in
3 seminary, they trained me to listen. So years of practice of
4 law trained me to listen. Lots of places you can go to learn
5 to listen. Not everybody's a good listener. The bible tells
6 you over and over, hear, see. Always enjoy the line, God gave
7 us two ears and one tongue, two eyes and one tongue, so
8 suggests I need to hear twice as much as I talk. I know you
9 want me to shut up now.

10 I think those are two serious things, abuse of
11 authority and persistent pattern of prejudging. I think if
12 you sat and listened to Mr. Priest, find out who he is. He's
13 a man, middle age, hearing the call of God to serve, to be a
14 minister of the word and sacrament. How easy it would be to
15 say I'm too old, too many other things going on, but he's here
16 and listening to the Holy Spirit. He cares about people. Is
17 he an African-American concerned about issues of justice and
18 fairness? Yes, but all of us are whether we're
19 African-American, otherwise. We as Christians certainly heard
20 the words of our Lord speaking to us and walk humbly before
21 our God and seek justice and love mercy.

22 Tom Priest I know is that way. I think the
23 gentleman here with us today, say the Tom Priest that they
24 know is that way. Does that mean he's not to speak out on
25 issues where he doesn't think it's right? If a job is going



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 to be offered in a minority area is it right not to have it
2 advertised so it can be filled by someone who may not have
3 gone through that process? I think that's fair to raise that
4 question. Maybe in this case we wished he hadn't, but is it
5 fair to raise it? I think there's folks here who raised
6 questions about that before.

7 Now, the suggestion that there's something wrong
8 being fiercely devoted to his preferred model of urban
9 ministry, I don't know that that's objectionable, but if being
10 fiercely devoted is a problem, we again beg forgiveness. I
11 don't think that's really what the issue is here.

12 Seems to me in looking at the charges, concerns as
13 they are called, dealing with authority and consistent
14 patterns and assumptions of knowing more than others know. I
15 think those are admonitions that he needs, fair to say them
16 and tell him he needs to be concerned about those things, but
17 not in the context of a disciplinary proceeding, not in a
18 context where every word is being taken down and preserved for
19 goodness knows what purpose, not in the context of
20 investigating a complaint of this committee that doesn't have
21 the authority to do them, investigating presbytery itself.
22 Seems to me when we on CPM approach a candidate we're here for
23 two functions. Gatekeeping surely and we have to do that.
24 But nurturing too, and I commend you because I think your
25 report does seek to provide, nurture, gatekeeping and nurture



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 and comes to the recommendation. Frankly, we're fine with the
2 recommendation and perhaps would even say let's go with them
3 but not with the conclusions and not with the report and not
4 with the process.

5 So when we conclude all of this, what we ask you to
6 do is not approve this report as it's written, because it
7 makes a very strong statement about this man that could be
8 damaging for the rest of his, potentially damaging for the
9 rest of his career, but to adopt the recommendations and say
10 we reviewed the report and we mark it as receive. We do not
11 adopt the report but we do believe that the recommendations,
12 we do accept the recommendations. As our moderator has said,
13 Ms. Bohn said at the beginning, often CPM's do require
14 additional steps not particularly spelled out in the Book of
15 Order, but certainly in the purview of determining suitability
16 and nurture. I think it would be appropriate to assure
17 yourselves that, one, this man is ready to go forward at some
18 point in time. I think you ought to do that, but to assign to
19 him fault and to investigate him in this way and determine
20 that he has violated certain steps and proceedings, I would
21 encourage you not to do that.

22 I appreciate your listening to me and letting me go
23 through this. I can take you through the evidence. I brought
24 copies of all the documents I referred to that if you would
25 like to have them. I got Mr. Priest here. I got Mr. Edwards



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 here. We can go through any or all of this, but we will ask
2 you in the long run don't adopt this report as is stated but
3 do seek to discern ways to assure that this man is ready at
4 the appropriate time and he wants to continue in the process.
5 He wants to be, to answer the call that he believes God is
6 making to him to be ordained in word and sacrament and serve
7 in that capacity. It would be very easy just to say, no, we
8 hear that but our committee did this and they're good people
9 and we're not going to budge. This is our committee and we're
10 right. I submit to you if we considered every fact fully, you
11 come to a different conclusion number one. And number two, I
12 would submit to you in a court of law which my arena has been
13 for 35 years before I became a lawyer on this side of the
14 house, minister lawyer, this is a case evidentially Ms. Azar's
15 case would not stand up, be dismissed and investigative
16 committee heard the evidence that was their conclusion. They
17 did not press charges. Obviously they're not a commission or
18 a court. They have to decide whether there's probable cause.
19 That's the lesser standard of necessity of guilt.

20 Thank you for listening to me, and if you want to
21 hear anything from Mr. Priest he'll certainly speak if you'll
22 let him to.

23 ELDER PRIEST: May I speak now?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Thank you. I ditto everything



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 Mr. Wallace said. I just want to give you an idea when I met
2 with him I drove overnight to Richmond, Virginia, where he's
3 stationed, where he lives. And I stayed at a hotel, he told
4 me I should never stayed at, but I went to school in DC in
5 that area so I knew the area. I stayed at the Days Inn and
6 when I drove up to the exit at two in the morning I didn't see
7 any lights, I didn't see anything. Where was I? Finally I
8 drove up, somebody came out. Half the units were windows were
9 knocked out and vacant. That's the only place I could afford.
10 I drove to his office and next to his office was a nice hotel.

11 So we sit there for four hours and he said, look,
12 you need to tell me everything. I never sat with a lawyer
13 before. He said you need to tell me everything, everything.
14 If you did tell me whatever I need for you to deny what you,
15 what's true, what is not true, and stand up for what you said
16 from the beginning. And we went through that. A very
17 spiritual, a very open experience for me.

18 I'm going to add to what he has said. When I met
19 with the committee, excuse me, the investigative committee for
20 CPM, when I met with them we met for roughly two hours and my
21 advocate Darrell, Darrell Reynolds was with me, and we did not
22 complete the investigation. We just got through preliminaries
23 where I was explaining the report, why I was there, and the
24 time line. So as we were going through that, the chair of the
25 committee said we need to reconvene because we ran out of



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 time. So we need to get back together, because we're not
2 finished. So I said, I cannot commit to rescheduling until I
3 meet with my attorney. I have always been and continue to be
4 led by the Holy Spirit to do what is right and I felt it was
5 right thing to honor Betsy's request for me to come to you,
6 because I have the upmost respect for Betsy and during this
7 process for CPM everybody has been fine. Need to look at
8 this, look at that, very open and up front as I have been. So
9 with that, I told out of respect for that I came to this
10 meeting without an attorney, but the next meeting I need to
11 have my attorney with me. So I will call you back when I get
12 an attorney to reschedule the rest of the meeting.

13 I sent an e-mail on September 26, Greetings, Betsy,
14 I pray all is well with you and your family. I am now able to
15 schedule a time to meet with the investigating committee. At
16 our last meeting I was unable to schedule a next meeting until
17 I consulted with my lawyer. Please let me know possible time
18 the investigative committee is available to meet.

19 I received a response back from Betsy. My prayers
20 continue with you and all involved in investigation. Thank
21 you for letting me know. The committee meets again tomorrow,
22 and I will let you know.

23 I did not hear back from the committee until I got
24 the report. So I felt at all that at least there should be
25 some continuation to have an opportunity that there was some



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 work left undone.

2 I am very sensitive to conclusions that were drawn
3 about me, because in fact that is not my behavior. Everything
4 that has been said I have been up front and above board. Not
5 all people agree with what I said, but I been always up front,
6 honest, and above board with everything. Most members of my
7 church, and Darrell and Stanley can talk to that, didn't even
8 know I was moderator presbytery before. All they know is, we
9 call Tom to teach Sunday school. He teaches Sunday school.
10 Need him to come preach, he'll preach. Need Tom to come work
11 the food ministry, Tom will work the food ministry. Whatever
12 my church asks me to serve, that's what I did.

13 I'm not the type person that even uses titles or
14 offices. You go into my office and work where I was working
15 you didn't see any awards. You go in my office at home, no
16 awards, no diplomas, no anything. I been like that my whole
17 life.

18 So being led by the Holy Spirit, not one time during
19 my discernment process I committed to this call. I put myself
20 under the guidance of this committee. I feel like a fighter,
21 a prize fighter call, one or two punches I have to take
22 another one. I don't like it. I don't want to do it, but if
23 that's what God is calling me to do and I put myself under the
24 authority of this body, I have to do it. I understand what it
25 means to walk humbly with God. It means you may have to do



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 things you don't want to do. Am I'm ready to go into
2 ministry? Yes, I'm ready. I felt I been ready since I
3 accepted the call. Is patience once of my virtues? No, but
4 it's one of the things I'm learning to grow in to, but humbly
5 to me is overriding patience. It means to, if I have to do
6 this, I have to do what I have to do, and I'm willing to
7 accept that. But as Mr. Wallace says, not under the
8 conditions of being portrayed in this manner.

9 I mentioned to my lawyer and I want to mention this
10 to you. If it's an issue of conflict, it takes more than one
11 person to have conflict. If this training is offered to
12 myself and to Ruth and Tim, Ed Koster, whoever, to me that
13 would be a building and living community. We all go together.
14 Let's all go do it and work together. I feel because I'm
15 different or because I'm assessed to be different, I go out,
16 you get right and come back to us. I've already submit myself
17 to this authority, but in the building of community which is
18 already built by God, we have to live in it. To go out
19 together to work together on sensitivity training, conflict
20 resolution training together with the people you have conflict
21 with is a much better idea and I would be more than happy to
22 do it, if it takes five years, ten years, whatever, I would
23 not have a problem with that. But to send me out alone to
24 come back under these conditions, I'm very concerned with
25 that.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 Again, I submit myself under the auspices and
2 authority of this body to pray that you discern the Holy
3 Spirit to do what is right based on the evidence and data.

4 REV. DOWNS: Either of you have anything else you
5 like to add? Now you were writing down some of the issues I'm
6 assuming in your notes, Marjorie, we want to be sure to bring
7 up in our private discussion. I've written down a couple
8 things, questions that I think I heard you wanting us to raise
9 and let me run those by you so that, to see if I heard you
10 right.

11 One is to look at a time line of all of these events
12 and even before the complaint was filed to look kind of
13 backwards in time and carry it forward to see what connections
14 we may or may not see.

15 Another was to examine the evidence that there was
16 any abuse of his authority as moderator in testimonies that
17 were received and again in the process of the events that
18 occurred; is that correct?

19 REV. WALLACE: That is right.

20 REV. DOWNS: The other one, these are in regard to
21 the three issues that were raised in investigating committee.

22 The third one was related to listening and
23 consistent pattern so to speak of jumping to conclusions and
24 prejudging and again ask us to look back at what the evidence
25 is there for that.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 I think that was, that's what I heard, that's what I
2 jotted notes down. I don't know if anybody wrote anything
3 else down.

4 UNIDENTIFIED FEMALE: I heard that the
5 recommendation would be that this committee consider approving
6 the recommendations, adopting the recommendations, but not the
7 report.

8 REV. DOWNS: To receive the report, but not adopt
9 the report.

10 UNIDENTIFIED MALE: Not adopt the recommendations.

11 REV. DOWNS: Tom?

12 ELDER PRIEST: Other thing Mr. Wallace said and
13 myself, the witnesses, initial witnesses, that information
14 made available as part of evidence. Mr. Edwards witness
15 information and witnesses at the meetings, two of the
16 witnesses that are signed in the report were not at attended
17 other meetings.

18 REV. DOWNS: I'm a little, I'm a little confused.

19 ELDER PRIEST: Evidence part that Mr. Wallace
20 mentioned was also important as far as the record, was
21 Mr. Edwards' written deposition.

22 REV. DOWNS: I see.

23 ELDER PRIEST: And then the other witnesses that
24 were part of that, that's a theme, two of the witnesses that
25 are included in this report were not part of any of the



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

1 meetings I had at Second Mile Center.

2 REV. DOWNS: "In this report" meaning the committee?

3 ELDER PRIEST: This report here.

4 REV. DOWNS: The investigating committee's report?

5 ELDER PRIEST: Yes, investigating committee. Two of

6 those witnesses were not at any of the meetings regarding

7 Second Mile. The fourth witness they did not identify. I had

8 to call and ask for the other two witnesses, was not involved

9 in any way with Second Mile Center. So those three people

10 listed in this report, one unnamed and two named, were not

11 involved in any of these.

12 REV. DOWNS: And the unnamed ones I'm assuming you

13 know who they are?

14 ELDER PRIEST: I know who they are now. I wish they

15 had put them in the report. I had to call and ask.

16 REV. DOWNS: We will be happy to receive any

17 paperwork you like to add to this. Please not 150 pages. We

18 need to be able to distribute it and have folks take a look

19 at. But Mr. Edwards' comments copy you have apparently a

20 sheet of his remarks?

21 REV. WALLACE: I have.

22 REV. DOWNS: Thank you.

23 UNIDENTIFIED FEMALE: What's on that paper?

24 REV. DOWNS: This is a narrative from Mr. Stanley

25 Edwards, Elder, about your participation in the meetings with



ESQUIRE
an Alexander & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 Tom; is that correct?

2 ELDER CLARK: Did it come out in all the discussion
3 that Mr. Edwards is the leader at Barnabas which is the other
4 two centers?

5 REV. DOWNS: I think it was mentioned in the
6 introductions, but thank you.

7 ELDER CLARK: I think he's also chairman at
8 Barnabas.

9 REV. DOWNS: Thank you.

10 UNIDENTIFIED MALE: In listening to your eloquence,
11 Mr. Wallace became quite aware that there's a suggestion that
12 there was a subtext in all of this involving possible
13 retribution by Mrs. Azar for the fact that Mr. Priest was
14 involved in the issues concerning with how she came upon her
15 position at Second Mile Center. This is not something that
16 I'm aware has been suggested previously, and I'm anxious, Tom,
17 to ask you if you feel this whole thing evolved as a result of
18 the role you played with Mrs. Lattimore and Dorothy Seabrook
19 in the concerns about how it came to be that she was named as
20 the coordinator of Second Mile Center. Do you feel that you
21 were in fact a target as a result of her feeling for your
22 involvement in calling that in to question?

23 REV. WALLACE: May I answer that? The short
24 answer's, yes.

25 Second thing I would add if I might, maybe little



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 longer answer. Ms. Lattimore acted initially on her own.

2 UNIDENTIFIED FEMALE: I'm having a hard time
3 hearing.

4 REV. WALLACE: Mrs. Lattimore initiated the action
5 on her own. Subsequently, Mr. Priest believed that justice
6 had not been done in allowing someone to be put in a position
7 without going through advertising and discernment by the
8 presbytery about, is this the right person. So he then took
9 up that issue himself. But when he did the motion, in
10 response to that motion, we even had it e-mailed from
11 Mrs. Azar to the effect, what can we do to bring charges
12 against him now that we know he's going to file this motion
13 that's been filed and going to be brought to presbytery on the
14 27th of 2010. She writes on the 21st, what can we do to bring
15 charges against him? There no charges, nothing, 13 months.
16 So our submission is that this is retaliation and it's
17 unfortunate and I think she was concerned about her job.

18 I would offer to you also, and I don't know if the
19 committee, investigative committee has this, but trustees
20 minutes for Second Mile Center from late '09 we have those.
21 If you don't, it shows where the problem is within Second Mile
22 Center, the Clark Hill attorney's memorandum in December 2008
23 saying they really are not in keeping with presbytery
24 procedure. The January 22, 2009 motion of the operations
25 ministry team to the coordinating cabinet, and then a series



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 of e-mails about that, minutes of the coordinating cabinet of
2 March 2009 showing where it was dealt with, the presbytery
3 minutes, coordinating council minutes of March 2, '09, again
4 showing where they're dealing with how do we reconcile that
5 position not being filled properly. Then we have the slides
6 that Mr. Priest used in his presentation both in the seminary
7 and with Mrs. Azar and Mr. Edwards. The minutes of the
8 Metropolitan Urban Ministry Team is March 12, 2009 where they
9 dealt with an issue motion to rescind over in 2010, first put
10 together April 5 and then it shows being sent out by e-mail
11 showing it being sent out April 12 by moderator, I mean
12 Executive Presbyter Timm and Stated Clerk Mr. Koster sending
13 it out to responding to Ms. Azar's concerns.

14 And anyway then one of these e-mails if you like to
15 have it, one of these e-mails, April 14, we would like to know
16 what charges we can bring against Mr. Priest and
17 Ms. Lattimore. We believe this is harassment. We want to
18 move forward with charges. That's Paragraph 3 of that e-mail.

19 Mr. Koster then writes a response, very eloquent
20 response the next day saying, you're fair to everybody here,
21 here's the outline of the process. Anybody can do what they
22 have to do. Here's how it works, spells it out with a whole
23 series of e-mails and here's a complaint filed April 21.

24 UNIDENTIFIED MALE: So as a follow-up, Tom, to that,
25 is it your feeling that Ruth Azar fabricated these allegations



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 against you of harassment, sexual -- racial insensitivity, and
2 I think some gender inequality, I was going there with that
3 comment? What is then the motivation in your bottom line for
4 what her actions were, the fact that she fabricated these
5 allegations as retribution toward you for the role you saw
6 yourself necessarily having to play in her appointment?

7 UNIDENTIFIED FEMALE: What's your question, Larry?

8 UNIDENTIFIED MALE: My question is whether Tom feels
9 that the complainant fabricated the allegations as retribution
10 towards him?

11 UNIDENTIFIED MALE: I don't know if that would be
12 appropriate to even answer.

13 REV. WALLACE: I was getting ready to say something
14 close to that. We don't say whether she tells the truth or
15 not. We do point to two things. One, we deny all these
16 things, context changes all of these things. They weren't
17 said to her and there was an issue before the house, the
18 presbytery about re-advertising the job. What motivated her I
19 don't think anybody would say.

20 ELDER PRIEST: Can I say something in my defense? I
21 feel bad people talking for me. People aren't used to that
22 from me. I will say this. It's very important to me what
23 Mr. Wallace says about what was said to her, and I think
24 that's a key piece of data what was said to each person
25 individually, not summed up and said these are the comments



ESQUIRE
an Alexander Media Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

1 that were made. What was said to her, what was said to each
2 person is a critical piece, and that's when you look at the
3 context. And that's when you see things were not said to her
4 and certain things were not said to others, and some were not
5 even said at all.

6 REV. DOWNS: Any other questions addressing
7 different issues, different aspects at this point? Okay, then
8 what I will do is give us a 5 minute recess.

9 UNIDENTIFIED MALE: I have an observation.

10 REV. DOWNS: Please do.

11 UNIDENTIFIED MALE: I'm more concerned in the report
12 about their observations of their interaction with Mr. Priest
13 when he was with them, and I'm more concerned about their
14 perception with him as a person they were talking with who was
15 a potential candidate for ministry. The allegations, and I
16 understand you be defensive in that situation, but the
17 allegations have been dismissed for lack of evidence and I'm
18 not concerned about the allegations, but I am concerned how he
19 functions with relation to this committee.

20 REV. KOSTER: As a point of order, we don't know why
21 the allegations were dismissed. The Book of Order says that
22 an investigative committee must decide whether it has the
23 evidence to prove it, whether they have considering the people
24 who testified and evidence they have. They could say they
25 didn't violate the constitution, we don't know. So your



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 statement that there's no evidence of it is probably not quite
2 true.

3 UNIDENTIFIED MALE: To me the allegation, the issue
4 is interaction.

5 REV. KOSTER: I'm just trying to clarify what the
6 rules of evidence say about filing charges.

7 REV. WALLACE: One reason we don't raise the issue,
8 we would have double jeopardy. We don't know why they
9 declined to go forward. All we know is they declined to go
10 forward period. If they said anything more than that and said
11 no evidence then we probably jumping up and down about double
12 jeopardy.

13 UNIDENTIFIED MALE: Who declined to go forward?

14 REV. WALLACE: Investigative committee of the
15 church.

16 UNIDENTIFIED MALE: The church, I see.

17 REV. WALLACE: The complaint filed by Ms. Azar was
18 to the clerk of session and the stated clerk of presbytery.
19 The presbytery declined to step forward, but the church itself
20 appointed an investigative committee and it's their committee
21 and we appeared before that about two months ago.

22 UNIDENTIFIED MALE: I have one other question. What
23 happens to the file of candidates in this presbytery?

24 REV. DOWNS: They are kept until ordination and then
25 the files are given to the candidate.



ESQUIRE
An Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

1 UNIDENTIFIED MALE: So the file does not follow the
2 candidate once the candidate's ordained?

3 REV. KOSTER: I believe that's true.

4 REV. DOWNS: That's my understanding. I got all
5 mine back. If they weren't supposed to do that, I'm not
6 returning them.

7 UNIDENTIFIED MALE: Closed, sealed, and returned
8 upon ordination.

9 REV. RICE: The CPM of the calling presbytery may
10 request to read through the file.

11 ELDER BARBARA JACKSON: What about is he a candidate
12 for ordination?

13 REV. DOWNS: Ordination

14 ELDER BARBARA JACKSON: Okay.

15 REV. DOWNS: We will take a 5 minute recess, and
16 when we reconvene we'll be in executive session.

17 (Off the record 10:29 a.m. through 12:51 p.m.)

18 REV. KOSTER: The committee adjourned from executive
19 session at 12:50 p.m. During the executive session the
20 committee approved the report of the investigating
21 subcommittee and approved the recommendations with amendments.

22 The committee recessed from open session for lunch
23 at 12:55.

24 (Concluded at 12:55 p.m.)

25



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

1 STATE OF MICHIGAN)
 2)
 3 COUNTY OF WAYNE)
 4

5 I certify that this transcript is a complete, true,
 6 and correct record of the testimony of the witness held in
 7 this case.

8 I also certify that prior to taking this deposition,
 9 the witness was duly sworn or affirmed to tell the truth.

10 I further certify that I am not a relative or an
 11 employee of or an attorney for a party; and that I am not
 12 financially interested, directly and indirectly, in the
 13 matter.

14 I hereby set my hand this day, March 10, 2011:
 15
 16
 17
 18
 19

20 _____
 21 Ann M. Courter, CSR-6239
 22 Wayne County, Michigan
 23 My Commission Expires: October 2, 2012
 24
 25



ESQUIRE
 an Alexander Cella Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040
 Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
 www.esquireolutions.com

A	16:2,7 21:5 29:23 31:12 46:4	25:13,22 44:7	agreed 25:19	always 4:17 22:15 32:6 37:3 38:5
a.m 3:5 4:6,7	activities 15:18	advice 20:18	ahead 22:24	Amen 4:25 5:1 6:8 12:5
Abbot 13:2 17:22	ad 20:1	advised 20:16	Al 9:20	amendments 49:21
ability 4:11 19:5	add 36:18 40:5 42:17 43:25	advisor 10:1	allegation 48:3	among 4:9 18:23
able 37:14 42:18	additional 11:10,20 34:14	advisory 13:16	allegations 45:25 46:5,9 47:15,17,18, 21	Ann 1:19,22 7:1 9:3,17 50:21
abuse 30:24 31:1,17 32:10 40:16	Additionally 17:14	Advocate 14:7 36:21	allow 25:14 30:20	announced 4:5
abused 28:18 30:8,17	addressing 47:6	advocates 3:20	allowed 3:21	another 12:2 15:3 24:8 26:11 27:14 38:22 40:15
accept 25:1 34:12 39:7	Address 14:20	afford 36:9	allowing 44:6	answer 35:5 43:23 44:1 46:12
acceptable 6:5	adhering 25:11	African -	alone 39:23	answer's 43:24
accepted 39:3	adjourned 49:18	American 16:13 22:4 32:17,19	along 28:4	anxious 43:16
access 23:15	adjournment 3:10	African -	already 7:4 29:2 39:16,18	anybody 6:15 26:1 41:2 45:21 46:19
accompanied 14:7	admonitions 33:15	Americans 22:7	also 5:23 6:2 8:15,19,21 10:21 11:2 15:3,6 16:8 20:25 21:1 22:10 24:9 25:5 31:19 41:20 43:7 44:18 50:8	anyway 24:1 45:14
accuse 29:11	adopt 3:14 4:3 7:5 10:4,13 11:10 12:10 34:9,11 35:2 41:8,10	afternoon 4:23	afternoon 4:23	apologize 4:10 30:11
achieving 13:7	adopting 41:6	age 32:13	ago 7:3 18:11 48:21	apparently 42:19
acknowledge 17:2	adoption 26:9	agenda 13:6 21:9	agree 19:23 27:9 38:5	APPEARANCES 1:16
act 20:8	advantage 30:18	ages 4:16,17 5:2	although 31:15	appeared
acted 28:19 44:1	advertised 33:2	ago 7:3 18:11 48:21	altogether 5:22	
action 11:22 20:17 24:25 26:1,8 44:4	advertising			
actions				



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

48:21	A r a b -	associate	12:24	basis
appears	A m e r i c a n	9:7,10	authorizes	20:17
16:19	16:13	assume	20:7	bears
applied	Arbor	10:21	available	21:2
16:6	1:19 9:3,17	assumed	37:18 41:14	beg
appoint	Archibald	16:15	awards	33:10
20:1	3:19 8:13	assuming	38:15,16	began
appointed	area	40:6 42:12	aware	28:5
19:2 20:9	33:1 36:5	assumptions	43:11,16	beginning
48:20	areas	33:14	Azar	34:13 36:16
appointment	15:12 17:16	assure	12:21 13:22	begs
26:8 46:6	arena	34:16 35:3	14:5 18:13,22	30:11
appreciate	35:12	assured	19:1 20:6	behavior
6:11 10:23	around	29:5	21:15 23:19	38:3
34:22	6:18	attacking	24:1,4,7,23	behaviors
approach	arranging	19:12,13	26:9,15,22	17:7
13:20 20:13	15:15	attended	27:4 28:4,13,	being
33:22	aside	28:25 41:16	19 29:9 30:7,	6:12 13:6
appropriate	24:8	attorney	20 43:13	14:2 22:6
17:14 27:23	asked	3:19 8:16	44:11 45:7,25	23:5 27:11
34:16 35:4	3:9,24 10:1	37:3,10,11,	48:17	28:2 31:24
46:12	18:11	12 50:11	Azar's	33:8,9,18
appropriatel	asking	attorney's	19:14 21:21	38:18 39:8
y	17:17	44:22	24:10 35:14	45:5,10,11
7:1	asks	attributing	45:13	believe
approval	38:12	16:22	B	11:2 20:15
20:21 26:8	aspects	August	back	22:22 34:11
approve	47:7	14:6,18	6:2 21:7 26:3	45:17 49:3
3:14 7:4	assembly	auspices	37:1,11,19,	believed
25:10 34:6	20:10	40:1	23 39:16,24	44:5
approved	assess	authority	40:24 49:5	believes
13:2 24:22,	17:15	15:15,19	backwards	23:21 35:5
23,25 49:20,	assessed	16:1,6 17:21	40:13	benefits
21	39:15	28:18 29:13,	bad	24:13
approving	assessment	20 30:6,8,17,	23:6 46:21	Betsy
41:5	11:13 17:17	18,25 31:2,	BARBARA	9:10 37:6,13,
April	assign	11,18 32:11	8:5 49:11,14	19
26:6,12,22	34:18	33:13,21	Barnabas	Betsy's
27:11,12 29:6	assist	38:24 39:17	14:13,23	37:5
30:19 45:10,	18:12	40:2,16	43:3,8	better
11,15,23		authorized	based	4:18 31:21,
			16:17 40:3	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

23,24 39:21	bright 6:12	Calvary 8:9,11	50:7	22:12
between 25:17	bring 26:23 40:6 44:11,14 45:16	came 24:15,17 27:6,10 29:15,22 36:8 37:9 43:14,19	caucus 10:19	change 30:3
bible 32:5	brings 3:15	candidate 3:13 11:11, 13,15 12:21 17:6 20:22 33:22 47:15 48:25 49:2,11	cause 17:8 35:18	changes 46:16
bidding 25:12	brought 22:2 34:23 44:13	candidate's 4:23 48:23	Center 13:25 14:2, 13,17,24 15:4,16,23 16:3 17:13 23:3,8 24:17, 22 30:6 42:1, 9 43:15,20 44:20,22	charge 30:8
big 27:3	BROWNLEE 8:23	cannot 30:14,15 37:2	centers 23:10,17,18, 20 29:18 43:4	charged 18:22 19:2 22:1
Birmingham 9:7	budge 35:9	canopy 5:14	center's 24:11	charges 18:21,24 26:23 29:9,10 33:12 35:17 44:11,15 45:16,18 48:6
black 10:19	building 39:13,17	Canton 9:5	CENTRAL 15:11	Chris 9:12
blameless 6:3	built 39:18	capacity 35:7	certain 3:24 14:11 16:16,18 34:20 47:4	Christ 4:9
board 24:15 38:4,6	business 7:10	care 7:9 11:1,12, 15	certainty 22:20 23:24 27:9 30:11 31:15,25 32:19 34:15 35:21	Christians 32:19
Bob 8:7	_____ C	career 34:9	Certified 1:22	Christine 13:3 17:23
bodies 15:21	cabinet 24:21,25 25:6,8,17 29:21,25 30:15 31:7 44:25 45:1	cares 32:16	certify 50:5,8,10	Church 1:13,18 7:24 8:4,10,12, 15,19,21 9:7, 17 17:12 18:17,19 20:24 28:4 38:7,12 48:15,16,19
body 20:9 38:24 40:2	cabinet's 29:25	caring 11:3	chair 36:24	circuit 5:16
BOHN 9:12 13:3 17:23 34:13	call 4:8 20:23 32:13 35:5 37:11 38:9, 19,21 39:3 42:8,15	carried 20:17	chairman 43:7	circumstance s 16:19 25:23 26:5
Book 19:4,15 20:15 28:7 34:14 47:21	called 4:7,24 33:13	carry 40:13	challenge 22:16	clarify 13:20 48:5
both 23:17,20 45:6	calling 38:23 43:22 49:9	case 23:2 30:3 33:4 35:14,15	challenges	CLARK
bottom 46:3				
breath 11:24				
bridegroom 5:13				
Bridle 1:19				



ESQUIRE
an Alexander Gable Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

8:18 43:2,7	comments	20:21 42:4	31:17 35:11,	contact
44:22	14:11 18:5	Community	16	24:7
class	42:19 46:25	9:19 39:13,17	conclusions	contacts
15:17	commission	compared	21:6 34:3	10:21,23
cleaned	20:8 35:17	23:20	38:2 40:23	CONTENTS
24:14	50:23	complainant	conditions	2:1
clear	commit	46:9	29:8,24	context
5:20 6:1	37:2	complaint	conflict	14:12 21:19
clearly	committed	12:21 13:1	39:10,11,19,	33:17,18,19
7:14	38:19	18:12,14,15,	20	46:16 47:3
CLERK	COMMITTEE	22 19:14,15,	confrontatio	continuation
1:17 3:6 9:25	1:5,12 3:4,	16 20:5,6	n	3:8 37:25
13:8 18:16	11,16,23 4:1,	22:1 26:25	17:4	continue
25:8,9 26:17	3 7:25 9:13,	27:1,20 28:3	confrontatio	11:24 35:4
45:12 48:18	22 10:10,14,	33:20 40:12	nal	37:3,20
close	16,22 11:2,9	45:23 48:17	17:7	control
18:6 46:14	12:14 13:5,7,	complete	confronted	24:18
closed	11,15 14:8	36:22 50:5	21:22	Convened
4:22 49:7	15:13 16:8,	composition	confused	12:20 13:5
co-chair	14,24 17:1,6,	13:1	41:18	20:5
8:19	10 18:3,4,18,	computer	congregation	conversation
collective	20,21 19:2,3,	4:10	17:8	14:10
6:19 11:24	16,18 20:9,20	concern	connections	coordinating
come	21:6,24,25	15:12 30:1	40:13	24:21,25
10:1 24:23	22:13 23:15,	concerned	consider	25:6,8,17
25:14 29:3	22 24:9 25:19	10:24 17:1	4:1 19:6 41:5	29:21,24
31:7 35:11	26:2 27:2	22:6,8 32:17	consideratio	30:15 31:7
37:5 38:10	28:5,6,8	33:16 39:24	n	44:25 45:1,3
39:16,24 43:2	29:12 30:5	44:17 47:11,	12:23	coordinator
comes	31:19,22	13,18	considered	43:20
5:13 7:10,12	33:20 35:8,9,	concerning	35:10	copies
20:19 22:3	16 36:19,25	13:8,12 43:14	considering	34:24
34:1	37:15,18,21,	Concerns	47:23	COPS
coming	23 38:20	13:24 15:14	consistent	4:23
26:16	40:21 41:5	29:12 33:12	16:8 31:19	copy
commandment	42:2,5 44:19	43:19 45:13	33:13 40:23	42:19
5:20	47:19,22	conclude	Constitution	correct
commend	48:14,20	34:5	13:15 47:25	30:2 40:18
33:24	49:18,20,22	concluded	consulted	43:1 50:6
comment	committees	4:6 49:24	37:17	council
7:14 18:2	12:11 20:1	conclusion		24:16 45:3
46:3	committee's	21:24 30:9		
	10:4 13:10,			
	14,18 19:23			



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

counseling 11:20 32:2	D6 19:15	decision - making 15:21	41:21 50:8	18:15 31:15
COUNTY 50:3,22	damaging 29:10 34:8	decisions 12:7	desire 14:12	directive 19:6
couple 10:7 40:7	Darrell 8:11 14:7	declares 5:9	desired 5:23	directly 25:4 27:13
course 5:14 11:20	data 40:3 46:24	declined 18:21 48:9, 13,19	detect 6:1	50:12
courses 23:8 32:2	Date 12:22	decrees 5:18	determine 11:9,16 13:6, 14 34:19	directors 28:14
Court 1:19 6:23	David 13:2 17:22	dedicated 11:2	determining 34:15	disagree 31:1
7:2,14 21:8	day 1:12 4:9,21	dedication 11:1	DETROIT 1:4,17,18	disagreed 30:25
35:12,18	5:8 7:3 10:6, 9 28:1 45:20	deep 11:24 20:23	3:7,12 9:21	discern 21:1 30:10
Courter 1:22 7:1	50:14	defense 46:20	12:24 28:15	35:3 40:2
50:21	days 26:13 36:5	defenses 4:1	devalued 14:3	discernment 29:25 38:19
CPM 8:19 10:12	DC 36:4	defensive 47:16	development 17:16	44:7
12:20,23	deal 7:11 24:8	definitely 18:5	devoted 16:25 33:8,10	disciplinary 13:17 18:14, 15 19:14,16, 21 20:6
13:16 17:10, 15 18:4 19:4	27:12	delay 29:5	didn't 4:13 12:7	21:13,14 29:9 33:17
20:4 28:24	dealing 33:13 45:4	deliberate 4:22	21:5 28:17	discomfort 16:15
29:2,4 33:22	deals 25:9	denial 14:11	30:2 31:10	discriminati on 18:23 22:2
36:20 37:7	dealt 45:2,9	denies 18:25	36:6,7 38:7, 15 47:25	discuss 10:20 14:4,18 47:7
49:9	Dear 4:23	deny 27:21 36:14	different 4:14 16:12	discussion 10:5 11:4,23 14:25 15:2,6 30:1 40:7
CPM's 19:5 20:1	December 15:5 25:18, 19,24 44:22	46:15	47:7	43:2
34:13	decide 35:18 47:22	deposed 27:11	difficult 22:12 28:22	dismissed 27:24 28:2 35:15 47:17, 21
crashed 4:10	decision 4:3 11:4	deposition 27:11	difficulty 17:8	disparaging 28:17
critical 47:2	D 22:16			
c r o s s - e x a m i n e d 21:16				
CSR-6239 1:22 50:21				
current 17:7				



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

distance 6:13	dramatically 16:3 31:12	Edwards 14:21 23:18 24:2 27:5 28:11 29:18 34:25 41:14 42:25 43:3 45:7	e-mails 10:16 26:17 45:1,14,15, 23	everybody's 32:5
distribute 42:18	drawn 31:17 38:2	Edwards' 41:21 42:19	employee 50:11	evidence 21:16 23:2 29:15,16 30:5,16 31:5 34:23 35:16 40:3,15,24 41:14,19 47:17,23,24 48:1,6,11
disturbing 13:25	drippings 5:24	effect 44:11	employees 25:2	evident 16:24
ditto 35:25	drove 36:2,6,8,10	effort 11:11	encourage 31:22,23 34:21	evidentially 35:14
documents 10:17 23:14 28:10 34:24	due 29:5	ehkoster@aol .com 1:20	endorsement 20:21	evolved 43:17
doesn't 32:25 33:20	duly 50:9	either 21:5 40:4	ends 25:25	exact 24:16
doing 10:24 19:10, 21 20:18 21:8 22:9 29:17	During 3:25 4:2 10:10,11 14:1,22 24:4, 5 26:14 37:6 38:18 49:19	ELDER 6:17 8:3,5,6, 7,8,9,11,17, 18 9:4,14,16 13:3 14:7,20 17:23 22:5 27:20 35:23, 25 41:12,19, 23 42:3,5,14, 25 43:2,7 46:20 49:11, 14	enduring 5:21	examine 17:15 21:18 40:15
dominion 6:3	duties 21:14	Elizabeth 6:25 7:23 13:4 17:24	enjoy 32:6	examined 18:20 21:22
Dorothy 27:20 43:18	dysfunction 31:13	eloquence 43:10	enlightening 5:20	example 21:15 28:11
double 48:8,11	E	eloquent 45:19	entire 11:17	exception 30:7
down 27:9 33:18 40:5,7 41:2,3 48:11	each 11:7 14:21 46:24 47:1	e-mail 26:21 37:13 45:10,18	entirety 12:17	excuse 3:14 7:16 36:19
Downs 4:8 5:2,5 6:9,11,21,25 7:19,23 10:3 12:6,12,18 17:25 18:10 35:24 40:4,20 41:8,11,18, 22 42:2,4,12, 16,22,24 43:5,9 47:6, 10 48:24 49:4,13,15	early 6:12	e-mailed 44:10	Ernest 9:6	excess 19:11
ears 32:7	ears 32:7		errors 6:1	exchange 26:12,14
earth 5:11	earth 5:11		essence 28:21	excuse 3:14 7:16 36:19
easy 32:14 35:7	easy 32:14 35:7		estimation 11:14	executive 3:23 9:21 18:6 26:15 45:12 49:16, 18,19
Ed 9:25 13:8 39:12	Ed 9:25 13:8 39:12		events 40:11,17	exercise 19:8 20:11
education 11:11	education 11:11		everybody 3:24 6:22 37:7 45:20	
draft 15:8	EDWARD 1:17 3:6 8:9			



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

exercising	45:20	figure	1:13 3:16,22	forward	
29:20	fairness	28:13	7:24 8:6,7,25	11:8 27:10	
EXHIBITS	32:18	file	9:3,7,11,16	34:17 40:13	
2:10	faithful	18:21 44:12	11:25 13:5	45:18 48:9,	
exit	10:25 11:3	48:23 49:1,10	15:15 21:7,21	10,13,19	
36:6	falls	filed	24:5 45:9	forwarded	
ex-officio	11:16	18:13 19:15	five	10:17	
9:21	familiar	27:1,20 28:2,	39:22	found	
experience	12:19	3 31:13 40:12	floor	14:8	
16:21,22	family	44:13 45:23	7:4 12:8 18:8	four	
36:17	37:14	48:17	folks	36:11	
experiences	far	files	7:20 24:2	fourth	
11:21 16:9,11	41:20	48:25	30:20 33:5	42:7	
31:20	fault	filing	42:18	frame	
Expires	34:19	48:6	follow	26:12,14	
50:23	faults	filled	30:2 49:1	frankly	
explaining	6:1	33:2 45:5	following	22:11 34:1	
36:23	fear	final	30:21	freely	
extenuating	5:21	11:13 15:7	follow-up	16:5	
25:23 26:5	February	finality	45:24	frequently	
extra	3:9 23:2	20:17	food	14:9	
6:19	feel	finalized	38:11	front	
eyes	11:12 38:20	15:10	forceful	12:8 19:10	
5:20 32:7	39:14 43:17,	Finally	16:22	37:8 38:4,5	
F	20 46:21	36:7	forever	frustration	
fabricated	feeling	financially	5:21	16:14	
45:25 46:4,9	43:21 45:25	50:12	forgiveness	full	
facing	feels	find	30:11 33:10	12:12 25:4	
21:14	20:23 46:8	7:11,12 26:25	form	fully	
fact	felt	29:4 32:12	20:17 28:6,8	21:3 35:10	
21:12 29:8,	4:21 29:2	findings	29:5	functions	
14,24 35:10	37:4,24 39:2	3:15 15:24,25	formal	33:23 47:19	
38:3 43:13,21	FEMALE	24:3,6 31:4,5	18:13	further	
46:4	41:4 42:23	fine	formation	7:7 15:1,2,5	
facts	44:2 46:7	5:23 34:1	12:25	50:10	
28:9	field	37:7	formed	future	
factual	11:21	finished	18:18	11:22 16:3	
24:9	fiercely	37:2	former	17:14 22:18	
fair	16:25 33:8,10	firmament	15:20	25:20	
10:25 11:10	fighter	5:8	forth		
33:3,5,15	38:20,21	First	5:8	G	
				G14.0400	



ESQUIRE
an Alexander Gable Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

20:7	God	guidance	Health	hereby
Gatekeeping	4:16,20 5:2,7	12:2 13:8	4:17 5:2	50:14
33:23,25	32:6,13,21	38:20	hear	hid
gather	35:5 38:23,25	guilt	21:16 27:15	5:16
4:20	39:18	35:19	28:10 32:6,8	hidden
GAUBATZ	God's	H	35:8,21 37:23	6:1
9:4	6:7 12:1	H	heard	Hill
gave	goes	1:6,11,17 2:2	5:10 27:14,18	44:22
14:8 32:6	5:11	12:21	29:19 32:19	Hills
gender	going	hadn't	35:16 40:8,9	8:18 9:24
46:2	7:12 19:11,12	33:4	41:1,4	hired
general	21:7 25:20,	Half	HEARING	24:16
20:10	21,23 26:5,18	36:8	1:6,11 2:2,4	hoc
generated	32:15,25 35:9	hand	3:8,9,13,16,	20:1
10:15	36:18,24	50:14	22,23 4:2	hold
Geneva	44:7,12,13	handful	10:11,12	24:8
9:5	46:2	7:9	21:10,13,15	Holy
gentleman	gold	handiwork	28:5 32:13	20:25 32:16
3:18 32:23	5:23	5:8	44:3	37:4 38:18
getting	gone	handle	heart	40:2
20:13 29:6	20:12 33:3	31:25	5:19	home
46:13	Good	happen	hearts	38:15
give	6:9,10 9:18	21:19	6:5	honest
36:1 47:8	23:6 31:22	happened	heat	38:6
given	32:5 35:8	29:4 30:13	5:16	honey
21:23 24:16	goodness	happens	heavens	5:24
28:11 48:25	30:25 33:19	48:23	5:7,12,15	honeycomb
gives	grant	happy	held	5:24
28:7	11:12	39:21 42:16	50:6	honor
glory	grateful	harassment	he'll	37:5
5:7	11:1	45:17 46:1	35:21 38:10	honorably
go	great	hard	Hendrie	8:24
3:23 6:14	5:25 6:4 17:8	4:11 11:6,7	1:13	hopefully
7:3,11 22:16,	Greetings	44:2	Henry	6:13
19,24 23:8	37:13	HARTLEY	9:16 13:3	Hopewell
25:15 26:25	GROUP	9:18	17:23	8:15
27:10 30:25	5:1 6:8,10	head	her	hotel
32:4 34:2,17,	12:5	23:19 24:23	21:17 25:1	36:3,10
22 35:1	groups	heads	29:1 43:14,21	hour
38:14,15	16:13	26:15	44:1,5,17	6:12
39:1,13,14,	grow		46:4,6,17,	
15,18 48:9,13	39:4		18,23 47:1,3	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

hours 36:11,20	16:14 indirectly 50:12	intended 16:3 31:12	g 3:14 4:4 7:6	13:23 14:10 15:11 16:16
house 35:14 46:17	individually 46:25	intent 13:6	10:14 12:10 18:4,19	18:12 19:17 22:7 24:12
HUGLEY 8:3	individuals 10:17	interaction 47:12 48:4	33:20,21 37:15 40:21	32:17,25 40:5,21 43:14
humbly 32:20 38:25 39:4	inequality 46:2	interactions 13:24 14:22	42:4,5 49:20	47:7
hundreds 31:25 32:1	influence 15:19 16:1 31:10	interested 50:12	investigatio n 13:9,21 16:5	items 7:9,10
HUNT 9:14	informally 20:11	interim 7:24	19:25 36:22 37:20	<hr/> J <hr/>
hymn 4:13,15	information 21:23 28:15 29:6 41:13,15	interpretati on 15:25	Investigativ e 18:18 19:3,18	J.D 1:17
hymnal 4:14,16	initial 41:13	interpretati ons 14:16 31:4	20:4,8 28:5, 6,8 35:15	JACKSON 8:5,7 49:11, 14
<hr/> I <hr/>	initially 44:1	intervening 12:13	36:19 37:18 44:19 47:22	James 8:14
idea 36:1 39:21	initiated 18:14 44:4	interview 14:4,5 15:3,6	48:14,20	January 12:22 15:8,10 26:1 44:24
identified 15:12,16 17:16	Inn 36:5	interviewed 13:22 14:6, 19,21	invite 11:24	12:22 15:8,10 26:1 44:24
identify 42:7	innocent 6:4	interviews 13:20 15:6	invited 3:25	Jenny 9:2
identity 16:18 17:20	inordinately 22:8	intimidation 17:4	involved 25:3 37:20	jeopardy 48:8,12
II 1:11 2:1 3:4	insensitivit y 46:1	introduce 7:20,21 8:2	42:8,11 43:14	job 32:25 44:17 46:18
important 25:6 41:20 46:22	insistence 14:11	Introduction 3:5	involvement 43:22	JOHNSON 9:16 13:3 17:23
include 17:17	insolent 6:2	introduction B 6:21 43:6	involving 43:12	jotted 41:2
included 13:23 14:10 41:25	instead 16:21	investigate 12:25 13:10 21:11 34:19	irregularity 20:15,16	joy 5:15
inclusion 30:7	Institute 17:12	investigatin	issue 10:20 19:9 22:10 27:3, 16,23 30:19, 20 33:11	JR 1:6,11 2:2 12:22
indicated			39:10 44:9 45:9 46:17 48:3,7	judicial 13:17 19:18, 22 20:8
			issues	Judy



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

8:25	16:16 36:5	19:19,20	least	listen
July	knocked	21:10	16:18 37:24	12:1,2 16:20
13:22 14:4	36:9	Larry	leave	28:17 32:2,3,
27:19	know	46:7	3:24 26:5	4,5
jumping	6:13,19 7:8	last	30:3	listened
40:23 48:11	10:23 18:13	10:3 12:13	led	32:12
jumps	23:6,7 26:16	29:8 37:16	17:12 37:4	listener
26:20	27:3 31:24	late	28:18	31:22,23,24
June	32:8,22,24	28:1 44:20	left	32:5
13:2,5,19	33:9,14	later	38:1	listeners
24:24	37:17,21,22	14:24 15:4	legitimacy	31:21
jurisdiction	38:8 41:2	27:11 31:7	17:2	listening
27:24	42:13,14	Lattimore	lengthy	16:10 20:25
just	44:12,18	25:7,20 26:3,	14:9	31:21 32:16
7:16 10:24	45:15 46:11	11,23 27:20	lens	34:22 35:20
11:3 12:1	47:20,25	43:18 44:1,4	22:5,6	40:22 43:10
20:10 22:3	48:8,9	45:17	lesser	little
23:6 25:13,21	knowing	Lattimore's	35:19	41:18 43:25
26:12,24 29:6	33:14	30:1	let's	live
35:7 36:1,22	knowledge	law	34:2 39:14	39:18
48:5	5:9	5:17 32:4	letter	lives
justice	known	35:12	25:8,19	36:3
22:7 32:17,21	4:21	Lawrence	letting	living
44:5	knows	14:20	34:22 37:21	39:13
-----	6:22 30:25	lawyer	life	Livonia
K	33:19	7:7 10:10	32:1 38:17	9:9
Keep	KOSTER	35:13,14	light	lobby
6:2 11:7	1:17 3:6 6:24	36:12 37:17	4:9	15:21
keeping	9:25 13:8	39:9	lights	Lombard
5:25 44:23	39:12 45:12,	leader	36:7	17:12
kept	19 47:20 48:5	43:3	likely	long
48:24	49:3,18	Leaders	3:20	24:10,15 29:4
Key	KRUG	17:12	limited	35:2
13:22 14:10	9:6	lean	11:8	longer
46:24	-----	4:15	line	26:6 44:1
kind	L	learn	20:3 29:7	l o n g -
40:12	labelled	32:4	32:6 36:24	s t a n d i n g
kinds	11:5	learned	40:11 46:3	19:4
22:8	lack	17:18	listed	look
Kirk	47:17	learning	30:10 42:10	19:8,10,17
8:18 9:24	lady	39:4		20:2 21:16,18
knew	25:7			
	language			



ESQUIRE
an Alexander Otto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

23:4 28:7,9	5:14 32:13	mediator	merely	15:20 23:4
30:19,20	34:7,17 35:3	31:25	12:6	28:14
36:11 37:7,8	manner	meditation	messages	MINISTRY
40:11,12,24	39:8	6:5	10:17	1:5,12 3:4,
42:18 47:2	March	meet	met	12,13 8:1
looked	1:13 3:2	4:23 10:19	13:19 14:4,	9:13 11:14,16
25:18	23:12,15,17	29:3 37:3,15,	18,25 15:2,5,	13:12,17
looking	24:1,6,21,25	18	8 24:1 36:1,	14:3,15 17:1,
33:12	27:4 28:12	meeting	18,20	3 23:10,24
Lord	29:14 45:2,3,	3:11 4:7	methods	33:9 38:11
4:24 5:17,18,	8 50:14	10:9,11 13:5	17:3	39:2 44:25
19,20,21,22	Marie	14:24 15:4	Metropolitan	45:8 47:15
6:5 32:20	8:2,3	23:17,18	15:20 45:8	minority
Lorkowski	Marjorie	26:1,10,13,	Michigan	33:1
14:20	8:20 12:8	19 27:12,14,	1:14,19 3:1	minute
lot	40:6	25 28:12	50:1,22	47:8 49:15
4:16 10:15	mark	29:1,8,22	middle	minutes
26:12	34:10	37:10,12,16	32:13	8:22 44:20
Lots	MATTER	meetings	Mike	45:1,3,7
32:4	1:3 12:20	28:25 29:1	9:4	misperceptio
love	20:5 50:13	31:1 41:15,17	Mile	n
32:21	matters	42:1,6,25	13:25 14:2,	30:13
Loving	13:16 19:8	meets	13,16,23,24	mistake
4:19	20:2	37:21	15:4,15,22,	23:25
lunch	MCDEVITT	member	24 16:2 23:3	model
49:22	9:2	9:21 19:4	24 2,17,22	14:15 16:25
M	MCMILLAN	25:5 26:3	28:20 29:24	23:5,6,7,9,
M	8:25	27:6,7 29:24	30:6 31:4,11	21,22,23
1:22 50:21	mean	30:5,24 31:6	42:1,7,9	24:22 33:8
making	12:17 32:24	members	43:15,20	Moderator
5:18 27:8	45:11	3:25 38:6	44:20,21	15:19,20
35:6	meaning	memorandum	minds	25:5,25 26:6
MALE	42:2	44:22	29:3	29:14,16,20,
41:10 43:10	means	Mennonite	mine	22 30:5 31:6,
45:24 46:8,11	38:25 39:5	17:13	49:5	13 34:12 38:8
47:9,11 48:3,	meantime	mention	minister	40:16 45:11
13,16,22	28:3	39:9	7:24 8:13,24	moderators
49:1,7	Mediation	mentioned	9:6 13:13	7:25
malice	17:11,19	39:9 41:20	20:24 32:14	moment
21:2	31:24	43:5	35:14	7:17 23:1
man	mediations	mercy	ministries	moments
	32:1	32:21	14:15,23	12:1



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

month 7:3 10:3 12:12,13	must 19:3 25:4 47:22	9:23 Northbrook 8:21	47:9 observations 14:16 47:12	onward 24:6
months 27:11 29:8 44:15 48:21	myself 28:13 38:19, 23 39:12,16 40:1 41:13	notable 14:8	observed 16:8 31:19	open 3:16, 22 4:2, 5 25:12, 13
Moreover 5:24	<hr/> N <hr/>	notes 40:6 41:2	Obviously 35:17	36:17 37:8 49:22
morning 4:22 6:9,10 9:18 36:6	name 4:25 7:14, 23 24:17	nothing 5:16 20:7 22:3 24:14 27:6, 8, 10 28:16 29:13, 22 44:15	occasion 30:13	openness 12:2
morning's 3:8	named 3:18 7:1 25:7 42:10 43:19	notify 15:23 31:3	occur 21:5 30:23	operations 44:24
most 3:20 38:6	narrative 42:24	November 14:25 15:2	occurred 21:12 40:18	opinion 16:23 17:6 29:5
mostly 6:22	nature 29:10	Number 4:16 10:15 21:9, 12 22:15 35:11	October 25:7, 17 50:23	opinions 16:9, 11, 21 31:20
motion 3:13, 17 4:1, 3 7:4 10:3, 12 12:7, 10 26:7, 11, 16 27:6, 8, 10, 13, 14, 15, 17, 22 28:1 30:19, 24 31:8, 10, 13, 14 44:9, 10, 12, 24 45:9	necessarily 46:6	nurture 33:25 34:16	offenses 29:11	opportunities 14:13, 24
motivated 11:6 46:18	necessity 35:19	nurturing 33:24	offer 4:19 26:11 44:18	opportunity 16:2 31:11 37:25
motivation 46:3	need 6:21, 22 7:9 11:10 31:21 32:8 36:12, 13, 14, 25 37:1, 7, 10 38:10 42:18	<hr/> O <hr/>	offered 27:17 33:1 39:11	opposed 23:5
mouth 6:4 22:18	needed 24:14	O 4:16 5:2 6:5	office 16:6 36:10 38:14, 15	ordained 11:14 19:7 22:13, 14 35:6 49:2
move 17:14 20:22 27:14, 15 45:18	needs 6:20 31:25 33:15, 16	Oak 1:14 3:1 9:11	offices 38:14	order 4:7, 8 19:4, 15 20:15 27:22 28:7 34:15 47:20, 21
movement 20:21	never 22:13 36:4, 12	object 21:7 22:21 27:15	oh 19:11, 19	ordinances 5:21
moves 17:10	nice 36:10	objecting 20:12, 14	Okay 47:7 49:14	ordination 13:13 48:24 49:8, 12, 13
	night 5:9	objection 28:21	old 4:15 32:15	original 19:14
	Norman	objectionabl e 33:9	Once 24:4, 5 26:6 39:3 49:2	
		observation	ones 42:12	
			on-line 4:11	



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

originally 22:1	paperwork 6:15,17,19 42:17	pastoral 17:15,20	person 14:21 21:14 38:13 39:11 44:8 46:24 47:2,14	22:9 26:2,20, 21 30:9,14,16 31:9 34:18 46:15 47:7,20
ought 31:22 34:18	paragraph 29:7 45:18	pastors 9:2 10:18	personal 14:22	points 4:2
outcomes 13:7	parameters 13:9	patience 39:3,5	personally 17:19	politically 11:6
outline 45:21	parish 9:6,10	pattern 16:8 17:7 31:19 32:11 40:23	persons 19:6	Pontiac 7:24
outside 10:16	Park 8:4	patterns 33:14	phone 10:16	portrayed 39:8
over 6:3 24:8 25:16 27:11 32:6 45:9	parliamentar y 26:18	Paul 9:8	Phyllis 9:14	position 22:12 25:10, 11,14,22 26:9 30:4 43:15 44:6 45:5
overnight 36:2	part 3:16,22 11:11 23:3,8 26:14 28:21 29:25 41:14,19,24, 25	Paul's 9:8	piece 46:24 47:2	positions 30:21
overreaching 31:18	participate 17:11 22:21, 22	PC 11:14	place 4:20 30:14 36:9	possible 37:17 43:12
overriding 39:5	participate 17:11 22:21, 22	PCUSA 13:15	places 21:9 32:4	postponed 10:5
oversaw 24:17 29:23	participate 17:11 22:21, 22	Peace 17:13	plan 14:5,18	postponement 12:7
oversight 24:11,13,19, 24	participatin g 22:23	people 3:25 6:7 7:20 10:15,24 16:11,20 31:1 32:16 35:8 38:5 39:20 42:9 46:21 47:23	planned 4:14	potential 47:15
over-used 30:17	participatio n 42:25	perceived 16:15 31:15	planning 15:1	potentially 34:8
owed 21:14	particular 23:23 25:24 29:7	perception 14:2 16:17 47:14	play 46:6	pours 5:8
P	particularly 34:14	perfect 5:17	played 43:18	power 19:5 20:3,10 22:13 28:7 30:17
p.m 49:17,24	party 50:11	period 3:25 48:10	Please 5:5 7:14 18:3,10 37:17 42:17 47:10	practice 32:3
PAGE 2:2	Pass 1:19 6:18	persistent 32:11	plenty 19:19	practicing 8:15
pages 42:17	Pastor 8:21,25 9:8, 18,23		point 4:5 7:7 19:13 20:7 21:7	pray 4:25 11:4
paper 15:17 42:23				
papers 17:18				



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

37:14 40:2	PRESBYTERY	PRIEST	probably	45:5
prayer	1:4,17,18	1:6,11 2:2	26:4 48:1,11	prove
4:19 12:3	3:7,12 9:20	3:9,12,17 4:2	problem	47:23
prayerful	10:1,18,19	8:17 11:15	33:10 39:23	provide
12:23	12:24 15:19,	12:22 14:1,3,	44:21	16:1 31:11
prayers	21,25 16:6	5,6,8,22	procedure	33:25
37:19	17:9 18:16	15:16,18,23	25:12,16	provided
preach	20:9,24 22:6,	16:4,9,15,	26:4,18 30:2,	26:15
38:10	16 23:4,9,10	19,24 17:1,	22 44:24	prudent
precepts	24:12,13,19,	11,15,18	proceed	11:12
5:19	22,24 25:2,5,	18:11,17,21,	7:6,22	Psalms
preferred	10,11,12,15	25 20:16,18,	proceeding	5:6
14:15 16:25	26:7,10,13,	19 21:11	18:15 19:22	punches
33:8	15,19,22	22:2,11 23:3	33:17	38:21
preferring	27:7,12,13,	24:15,20	proceedings	pure
23:23	16 28:5,14	25:3,18 26:23	7:2 13:18	5:21
prefers	29:14,21,22	27:17,19,24	21:8 34:20	purpose
23:22	30:15,21,24,	28:13,17,25	process	33:19
prejudging	25 31:5,6,8	32:12,22,23	10:2 13:7,9	purposes
16:9 31:20	33:21 38:8	34:25 35:21,	19:12,13	10:9
32:11 40:24	44:8,13,23	23,25 41:12,	20:14,23 21:3	pursue
preliminaries	45:2 46:18	19,23 42:3,5,	22:10,11,12	16:6
36:22	48:18,19,23	14 43:13 44:5	25:15 26:18	purview
PREPARATION	49:9	45:6,16 46:20	27:21,23	13:18 19:23,
3:4,11 7:25	presence	47:12	30:22 33:3	24 20:3 24:18
13:11,17	4:21	Priest's	34:4 35:4	34:15
prepares	present	10:5,20	37:7 38:19	put
26:6	3:17 12:13	13:12,24	40:17 45:21	6:17 30:21
preparing	15:3 24:3	14:12 17:7	proclaims	38:19,23
15:17	27:5	25:25 28:4	5:8	42:15 44:6
presbyter	presentation	primary	professional	45:9
9:21 45:12	24:5 45:6	15:12	ly	<hr/>
Presbyterian	presented	prior	professors	question
1:13,18 7:24	21:23 23:12,	50:8	23:7	7:13 19:9
8:4,10,12,	16 24:3	PRITCHARD	program	24:10,17
14,21 9:1,3,	preserved	9:23	28:14	25:9,10 33:4
7,9,17,19	33:18	private	project	43:22 46:7,8
22:5	press	40:7	23:4	48:22
presbyteries	35:17	prize	promoting	questions
25:16	27:17	38:21	25:22	14:9 18:2,3,5
	previously	probable	properly	33:6 40:8
	43:16	35:18		



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

47:6	reasoned	21:19 28:10	reminder	11:10 17:10
quite	22:19	redeemer	10:8	34:13
43:11 48:1	receive	6:6	repeatedly	required
R	34:10 41:8	redirected	18:25	11:19
racial	42:16	14:10	report	reschedule
18:22,23 22:2	received	referenced	3:14 4:4 7:5	37:12
28:18 46:1	10:16,22 13:7	13:1	10:4,13,14	rescheduling
r a c i a l -	28:23 37:19	referred	11:9 12:11,	37:2
e t h n i c	40:17	34:24	15,22 15:8,10	rescind
16:12,18	recess	regard	19:20 20:4	26:7 45:9
racially	47:8 49:15	40:20	21:10,24	resolution
11:6	recessed	regarding	23:13 27:4	39:20
raise	49:22	25:12 42:6	33:25 34:3,6,	resources
18:5 24:13	recommendati	regularly	10,11 35:2	14:14 28:15
31:9 33:3,5	on	15:18	36:23 37:24	respect
40:8 48:7	13:11 15:9	re-introduce	41:7,8,9,16,	37:6,9
raised	34:1,2 41:5	6:23	25 42:2,3,4,	Respectfully
4:2 33:5	recommendati	rejoicing	10,15 47:11	17:22
40:21	ons	5:19	49:20	respond
ran	3:15 7:5	related	Reported	21:1
36:25	10:4,13	18:12 40:22	1:22 21:20	responded
read	12:11,15 17:5	relation	Reporter	30:1
5:6 10:8	34:9,11,12	47:19	1:22 6:23	responding
12:9,17 27:18	41:6,10 49:21	relative	7:2,15 21:9	45:13
28:22 29:6	recommended	50:10	reporting	response
49:10	22:20	reliable	24:11	3:17 10:15
readiness	reconcile	4:15	reports	26:24 37:19
11:16 20:22	45:4	remains	23:22	44:10 45:19,
r e -	reconvene	11:8	representati	20
advertising	36:25 49:16	remarkably	ve	responses
46:18	reconvened	19:24	9:13	14:9
ready	10:12	remarks	representati	responsibili
11:14 34:17	reconvening	10:8 28:17	ves	ty
35:3 39:1,2	10:6	42:20	29:2,4	11:7,15,17
46:13	record	remedial	represented	rest
really	7:15,18 28:21	20:17	3:18 16:4	34:8,9 37:12
4:11 11:8	30:14 41:20	Remember	request	result
27:3 33:11	49:17 50:6	11:19	10:5 37:5	4:5 20:13
44:23	recording	recorders	49:10	43:17,21
reason	7:2	27:5	requests	results
11:5 48:7	records		10:18 26:7	23:17,19
			require	



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquiresolutions.com

29:17	review	role	Saturday	19:17,18 23:3
Resume	12:15,17	43:18 46:5	4:10	24:2,17,22
2:4 11:23	reviewed	room	saw	28:20 29:1,24
retaliation	34:10	7:8	46:5	30:6 31:4,11
44:16	reviving	Rosy	saying	42:1,7,9
retired	5:17	25:7	20:12 22:9	43:15,20,25
8:24	reward	roughly	26:3 28:12,22	44:20,21
retribution	5:25	36:20	44:23 45:20	secretary
43:13 46:5,9	REYNOLDS	route	says	8:22
return	8:11 14:7	22:19	19:21 20:25	see
4:4	36:21	routinely	25:15,20	7:16 21:4
returned	RICE	17:3	28:17 29:12,	23:15,23 32:6
49:7	6:17 9:10	Royal	15 30:16	36:6,7 38:15
returning	12:17,19 13:4	1:14 3:1 9:11	31:3,10 39:7	40:9,13,14
49:6	17:24 49:9	rubberband	46:23 47:21	41:22 47:3
REV	Richard	6:18	schedule	48:16
1:17 3:6 4:8	8:23	rule	37:15,16	seek
5:2,5 6:9,11,	Richmond	27:22	scheduling	32:21 33:25
21,24,25 7:19	3:19 36:2	rules	13:19	35:3
8:13,20,23,	right	25:11 48:6	school	seeking
25 9:2,6,8,	5:19 7:23	run	29:18 36:4	19:6
10,12,18,20,	19:5,7,8,11,	7:12 35:2	38:9	seeks
23,25 10:3	16 20:14	40:9	scope	20:21
12:6,10,12,	22:14,16	runs	11:9,17	seen
17,18,19	24:16 26:4	5:14	se	21:4
17:25 18:9,	27:7 30:23	Ruth	27:18 31:14,	sees
10,11 35:24	32:25 33:1	12:21 13:22	15	22:5
40:4,19,20	35:10 37:4,5	20:5 28:24	Seabrook	s e l f -
41:8,11,18,	39:16 40:3,	10,19 44:8	43:18	identifying
22 42:2,4,12,	righteous	39:12 45:25	Seabrooks	16:12
16,21,22,24	5:22	S	27:20	seminary
43:5,9,23	rightly	Sacrament	sealed	15:16 23:3,5,
44:4 46:13	23:21	8:14 13:13	49:7	13,16 32:3
47:6,10,20	rights	20:24 32:14	seat	45:6
48:5,7,14,	21:13 22:22	35:6	20:2	Senate
17,24 49:3,4,	rising	Sam	seated	27:21
9,13,15,18	5:15	8:18	5:5	send
Reverend	ROBERT	Sandra	Second	25:19 39:23
10:20 13:2,3,	8:7	14:20	13:25 14:2,	sending
4 17:22,23,24	rock	sat	13,16,23,24	45:12
18:2	6:6	32:12 36:12	15:4,15,22,	sense
reverse			24 16:2	17:20
18:23				



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

sensitive 38:2	14:14 15:22 28:15 29:19	26:13	Spirit 12:1 20:25 32:16 37:4 38:18 40:3	2:3 4:6 28:11,16,20 34:7 48:1
sensitivity 39:19	shared 23:17,19 28:24 29:17	Skills 17:11,19 31:24	spiritual 20:23 36:17	statements 14:1 21:17 28:19
sent 37:13 45:10, 11	sheet 42:20	slides 23:13,14 45:5	spoke 24:4	stationed 36:3
separately 10:19 14:19	short 43:23	SMC 13:25 14:1 24:2	sponsoring 18:17,19 28:4	status 10:20
September 14:19 25:7 37:13	Shorthand 1:22	somebody 7:10,11 25:14,21 36:8	spread 21:3	stayed 36:3,4,5
series 44:25 45:23	show 29:7	somewhere 23:8	st 9:8	step 48:19
serious 29:11 30:6 32:10	showing 45:2,4,11	son 4:25	staff 13:24	steps 34:14,20
servant 5:25 6:2	shows 44:21 45:10	sorry 7:5	Stan 14:20	stood 4:15
serve 9:21 20:23 32:13 35:6 38:12	shut 32:9	soul 5:17	stand 4:18 35:15 36:15	straight 11:8
served 25:5	side 35:13	sounds 30:10	standard 35:19	strive 11:3
session 3:23 4:5,22 18:6,7,18 20:10 48:18 49:16,19,22	signed 41:16	Southminster 9:15	standing 27:25	strong 5:14 30:7 34:7
set 5:12 50:14	silent 11:25 12:3	speak 3:21 7:13 10:10 32:24 35:21,23 40:23	Stanley 8:9 38:7 42:24	structure 15:22
setting 24:9	similar 10:22	speaking 32:20	start 18:9	student 15:17 16:5 19:3 29:18
seven 26:13	simple 5:18 11:8,25	special 10:13 12:14	started 7:3 24:15	study 23:20 29:17
sexual 46:1	sing 4:17,19 5:2	specifically 14:21	state 7:14 50:1	STUNKEL 9:8
shall 6:3	Singing 5:4	speech 5:9,10	STATED 1:17 3:6 9:25 13:8 18:16 25:8,9 26:17 35:2 45:12 48:18	style 20:4
share	sit 36:11	spelled 21:3 34:14	Statement	styles 17:3
	situations 30:23	spells 21:9 45:22		subcommittee 3:15 4:4 7:6 12:20,25 13:2
	six			



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

20:5 49:21	supporters	50:8	telling	think
subject	10:25	talk	5:7	6:21 7:1
25:18	supposed	23:1 32:8	tells	12:18 16:17
subjects	49:5	38:7	32:5 46:14	31:22 32:10,
16:5,7	supposedly	talked	ten	11,22,25
submission	21:17	26:17	39:22	33:3,5,11,
20:20 44:16	sure	talking	tent	15,24 34:16,
submit	5:18 8:3 22:4	26:17,21	5:13	18 40:8 41:1
19:3 27:2,19	24:9,18 27:5	46:21 47:14	term	43:5,7 44:17
28:9,20 31:2,	31:8 35:24	target	25:25	46:2,19,23
17,18 35:10,	40:6	43:21	test	third
12 39:16 40:1	surely	targeted	4:16	40:22
submits	33:23	14:2	testified	thirteen
25:7 26:7	suspect	task	47:24	27:11
submitted	11:21	11:8,25	testimonies	THOMAS
17:22 19:20	swayed	13:10,14	40:16	1:6,11 2:2
subsequent	29:23	21:11	testimony	3:9 12:21
15:17	sweater	taste	50:6	thought
Subsequently	5:23	22:17	Thank	4:15 16:16
44:5	sworn	taught	17:25 18:9	Three
subtext	50:9	4:17 23:5	35:20,25	15:12 16:12
43:12	T	Taylor	37:20 42:22	40:21 42:9
suggested	TABLE	9:15	43:6,9	throughout
43:16	2:1 6:18 8:2	teach	theme	4:21
suggestion	take	38:9	41:24	Tim
33:7 43:11	7:9 11:24	teaches	themselves	39:12
suggests	22:10,20	38:9	7:20,21	time
32:8	25:21 30:7	teaching	Therefore	15:23 17:15
suitability	31:23 34:23	23:7	17:10	18:1,11 20:1,
13:12,16 19:6	38:21 42:18	Team	thing	2 24:10 25:17
34:15	49:15	15:21 44:25	18:20 21:21	26:2,12,14,
summed	Taken	45:8	25:13 37:5	21 29:5,7
46:25	1:12 14:12	technical	41:12 43:17,	31:1,3,6,7,9
sun	26:1 27:6	25:2	25	32:1 34:18
5:13	29:23 33:18	tell	things	35:4 36:24
Sunday	takes	10:14 19:19	10:7 19:1	37:1,15,17
38:9	21:11 39:10,	21:1 22:4	21:12 22:8,9	38:18 40:11,
supervised	22	25:4 28:25	26:20 28:7	13 44:2
11:21	taking	31:14 33:16	32:10,15	timely
support	8:22 15:24	36:12,13,14	33:16 39:1,4	28:2
31:9	20:13 31:4	50:9	40:8 46:15,16	timing
			47:3,4	27:2



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

TIMM	train	36:6,20 38:21	8:4	13:15 34:20
9:20 10:21	32:1	41:15,24	units	violates
45:12	trained	42:5,8,10	36:8	22:22
titles	32:3,4	43:4 46:15	unjust	violation
38:13	Training	48:21	11:5	26:4
today	17:12,20	type	unnamed	violative
6:16 7:9	31:23 39:11,	25:13 38:13	42:10,12	21:5
10:9,12	19,20	U	untoward	Virginia
11:18,23	transcript	U.S.A	28:19	3:19 8:15
20:19 21:3,15	50:5	1:18	unusual	19:5 36:2
22:25 32:23	transgressio	unable	11:23	virtues
together	n	37:16	unwilling	39:3
4:20 12:4	6:4	under	16:19 17:2	visit
14:14 22:18	traveled	11:12,15	upmost	14:1,14 15:15
24:3 28:15	6:13	19:15 20:15	37:6	23:20 24:5
37:1 39:13,	trickling	24:18,23	upset	visits
14,19,20	6:14	38:20,23	19:12	14:23
45:10	Troy	39:7,24 40:1	urban	voice
told	8:5,7 9:1	undermined	14:14,15	5:10,11 16:2
26:24 36:3	true	14:3	15:20 16:25	31:11
37:9	5:22 29:11	understand	23:4,10,24	VOLUME
Tom	36:15 48:2	38:24 47:16	28:14 33:8	1:11 2:1 3:4
7:7,19 8:17	49:3 50:5	understandin	45:8	volunteers
9:18 10:5,9,	truly	g	USA	13:25
25 18:1 22:2	12:2	49:4	11:14 20:25	vote
28:24 32:22,	trust	undone	use	27:9
23 38:9,10,11	23:14	38:1	15:14 16:1	voted
41:11 43:1,16	trustees	undue	26:18 29:13	27:16,18
45:24 46:8	44:19	25:24	31:10	voting
tomorrow	truth	unfair	uses	3:25
37:21	46:14 50:9	11:5	17:3 38:13	-----
tongue	trying	unfortunate	V	-----
32:7	30:10,12 48:5	44:17	vacant	waited
tools	Tuesday	UNIDENTIFIED	36:9	29:4
17:17	3:2	41:4,10 42:23	verbally	waive
toward	twice	43:10 44:2	16:22	22:23
21:2 28:19	24:4 32:8	45:24 46:7,8,	view	walk
46:5	two	11 47:9,11	15:22	32:20 38:25
towards	23:9 28:1,14	48:3,13,16,	violate	Wallace
46:10	29:18 32:7,10	22 49:1,7	47:25	3:19 8:13
track	33:23 35:11	United	violated	18:1,2,9,11
11:7				36:1 39:7



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

40:19 41:12, 19 42:21 43:11,23 44:4 46:13,23 48:7,14,17 want 4:9 7:6 26:16 27:3 29:16 32:9 35:20 36:1 38:22 39:1,9 40:6 45:17 wanting 40:8 wants 20:20 35:4,5 warned 5:25 Waterford 9:19 way 7:16 21:8 22:24 26:6,17 28:19 31:16 32:22,24 34:19 42:9 WAYNE 50:3,22 ways 22:15 35:3 wedding 5:14 weighs 25:9 we'll 11:21 49:16 went 23:3,9 24:9, 20 26:14 36:4,16 we're 19:21 20:12,	14 21:7,8,11 25:20,21,23 26:5,18 32:18 33:22 34:1 35:9 37:1 weren't 46:16 49:5 we've 11:19 12:12 whatever 36:14 38:11 39:22 whether 13:14 22:14 23:6 32:18 35:18 46:8,14 47:22,23 white 16:13 whoever 39:12 whole 30:4 38:16 43:17 45:22 widespread 11:22 WILHELMI 8:20 12:10 willing 22:20 39:6 windows 36:8 wise 5:18 wish 42:14 wished 33:4 wishes 21:2 within	15:21 19:22 20:3 23:4 44:21 witness 15:3,7 41:14 42:7 50:6,9 witnesses 21:22 28:11 41:13,15,16, 23,24 42:6,8 women's 24:16 Word 8:14 12:1 13:13 20:24 32:14 33:18 35:6 words 5:10,11 6:4 16:4 32:20 work 4:12,20,24 11:6,10,20 14:13 15:22 20:20 28:15 38:1,10,11, 14 39:14,19 working 22:18 38:14 works 24:19 45:22 workshops 11:20 world 5:12 worthy 4:24 wreck 26:24 write 17:18 writes	44:14 45:19 writing 40:5 written 19:1 26:3 34:6 40:7 41:21 wrong 23:21,23 27:8 31:9 33:7 wrote 10:7 41:2 ----- Y ----- year 25:4 30:4 years 32:3 35:13 39:22 yesterday 4:13 28:23 yourself 8:2 46:6 yourselves 34:17 Youth 14:13,23 ----- '09 23:17 24:1,6, 21,24 25:1,18 27:4 29:14,20 30:4 44:20 45:3 ----- 1 ----- 1 3:2 13:2 10 15:5 50:14 1029 49:17	11 15:8 12 45:8,11 1250 49:19 1251 49:17 1255 49:23,24 12th 23:15 13 14:18 29:7,8 44:15 14 45:15 15 13:22 150 42:17 16 24:6 16th 23:16 24:6 17th 23:11 18 12:22 15:10 23:2 18th 23:11 19 5:6 14:25 1st 1:12 3:9 ----- 2 ----- 2 24:21,25 45:3 50:23
--	---	---	--	--



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

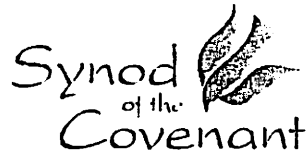
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

2008	15:2
44:22	35
2009	35:13
23:2 25:4,7,	358-5403
24 28:12	1:20
44:24 45:2,8	3772
2010	1:19
12:24 13:6,	4
19,22 14:4,6,	4
18,19,25	2:4 12:24
15:2,5 26:1,	48108
6,10,12,22	1:19
27:11,19 29:6	5
30:19 44:14	5
45:9	25:17,18,19,
2011	24 45:10 47:8
1:13 3:2	49:15
12:22 15:8,10	529
50:14	1:13
2012	7
50:23	730
21	4:12
45:23	734
21st	1:20
44:14	8
22	838
13:19 44:24	1:14 3:2,5
23	84
24:24	4:16
26	841
37:13	4:6
27	9
27:12	9
27th	13:5 14:6
44:14	900
28	4:7
14:4,19	3
3	9th
2:3 45:18	23:12
30	



ESQUIRE
an Alexander Delle Cappuccini

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
 PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MACKINAC PRESBYTERY OF MAUMEE VALLEY
 PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

August 19, 2011

The Rev. Kevin R. Johnson, Pastor/Moderator of Session
 Ms. Rhonda Favors, Clerk of Session
 Calvary Presbyterian Church
 19125 Greenview
 Detroit, MI 48219

The Rev. Edward H. Koster, Stated Clerk
 The Presbytery of Detroit
 117 N. First Street, Suite 111
 Ann Arbor, MI 48104

Re: Remedial Case 2011-01, Session of Calvary Presbyterian Church, Detroit, Michigan, vs. the Presbytery of Detroit

Dear Rev. Johnson, Ms. Favors, and Rev. Koster:

On Wednesday, August 9, 2011, I, as Moderator and the Rev. Doris Arnett Whitaker, Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for the above-captioned matter.

Pursuant to Book of Order, Rules of Discipline, D-6.0305a, the SPJC lacks jurisdiction to consider Remedial Case 2011-01; and pursuant to Book of Order, Rules of Discipline, D-6.0305d, the complaint fails to state a claim upon which relief can be granted.

Since two of the four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted.

If any party to this case or any member of the Synod Permanent Judicial Commission wishes to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Very truly yours,

Georgiana Taggart, Moderator
 Synod of the Covenant
 Permanent Judicial Commission

1911 Indianwood Circle – Suite B, Maumee, Ohio 43537
 419-754-4050 800-848-1030 (Michigan and Ohio) Fax 419-754-4051 www.synodofthecovenant.org



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
 PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MACONAC PRESBYTERY OF MAUMEE VALLEY
 PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

August 19, 2011

The Rev. Kevin R. Johnson, Pastor/Moderator of Session
 Ms. Rhonda Favors, Clerk of Session
 Calvary Presbyterian Church
 19125 Greenview
 Detroit, MI 48219

The Rev. Edward H. Koster, Stated Clerk
 The Presbytery of Detroit
 117 N. First Street, Suite 111
 Ann Arbor, MI 48104

Re: Remedial Case 2011-03, Session of Calvary Presbyterian Church, Detroit, Michigan, vs. the Presbytery of Detroit

Dear Rev. Johnson, Ms. Favors, and Rev. Koster:

On Wednesday, August 9, 2011, I, as Moderator and the Rev. Doris Arnett Whitaker, Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for the above-captioned matter.

Pursuant to Book of Order, Rules of Discipline, D-6.0305a, the SPJC lacks jurisdiction to consider Remedial Case 2011-03; Pursuant to Book of Order, Rules of Discipline, D-6.0305c, the complaint was not timely filed; and pursuant to Book of Order, Rules of Discipline, D-6.0305d, the complaint fails to state a claim upon which relief can be granted.

Since three of the four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted.

If any party to this case or any member of the Synod Permanent Judicial Commission wishes to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Very truly yours,

Georgana Taggart, Moderator
 Synod of the Covenant
 Permanent Judicial Commission

1911 Indianwood Circle - Suite B, Maumee, Ohio 43537
 419-754-4050 800-848-1030 (Michigan and Ohio) Fax 419-754-4051 www.synodofthecovenant.org

**PRESBYTERIAN CHURCH (U.S.A.)
SYNOD OF THE COVENANT
PERMANENT JUDICIAL COMMISSION**

THOMAS H. PRIEST, JR.,

Complainant

Case No 2011-04

v.

PRESBYTERY OF DETROIT,

Respondent.

**ANSWER
OF THE PRESBYTERY OF DETROIT**

The Committee of Counsel of The Presbytery of Detroit submits the following answer to the complaint of the irregularity alleged in the complaint of Thomas H. Priest, Jr., as follows:

1. Allegation: Thomas H. Priest, Jr., a member of Calvary Presbyterian Church, Detroit, Michigan, and an enrolled Candidate of the Presbytery of Detroit complains to the Permanent Judicial Commission of the Synod of the Covenant concerning certain irregularities committed against him by the Presbytery of Detroit, acting by and through its agent, the Committee on the Preparation For Ministry (CPM), in that on March 1, 2011 the CPM of the Presbytery of Detroit, acting by and for the Presbytery, conducted a "Hearing" against Thomas Priest on the, "Form 26, Accusation By Individual As Statement of Offense," of Ruth Azar dated April 21, 2010 and submitted under D-10.0102a of the Discipline of the Book of Order of the Presbyterian Church (U.S.A.) with letter attached.

Response: Respondent admits that Thomas H. Priest ("Priest") is a member of Calvary Presbyterian Church, Detroit. Respondent admits that Priest is an enrolled candidate with the Presbytery of Detroit. Respondent denies that an irregularity was committed against Priest for the reason that it is untrue or mistakenly stated. Respondent denies that the Presbytery of Detroit has taken any action against Priest for the reason that it is untrue or mistakenly stated.

Respondent denies that the Committee on the Preparation For Ministry "conducted a "Hearing" against Thomas Priest on the, "Form 26, Accusation By Individual As Statement of Offense," of Ruth Azar dated April 21, 2010 and submitted under D-10.0102a of the Discipline of the Book of Order of the Presbyterian Church (U.S.A.)" for the reason that it is untrue or mistakenly stated.

Respondent further notes that the complaint omitted the letter of Ruth Azar dated April 20, 2010 and addressed to CPM and the Committee on Ministry, which letter included exactly the same allegations as Exhibit A of the complaint. The April 20th letter is attached as Exhibit O (Respondent is lettering its exhibits starting from where the Complaint left off)

2. Allegation: While the CPM labeled the March 1, 2011 proceeding a Hearing as to the Suitability for Ministry of Thomas Priest, the entire proceeding was instead a Disciplinary Hearing against Thomas H. Priest. On March 18, 2011 CPM mailed notice of its decision to Mr. Priest, saying in essence Mr. Priest had abused his authority as Moderator of the Presbytery, had exhibited prejudice and bias against others, and had routinely used methods of confrontation and intimidation to get his way.

Response: Respondent admits that the March 1st hearing was a hearing as to the suitability of Priest for ministry. Respondent denies as untrue or mistakenly stated that the March 1st hearing was a disciplinary hearing against Priest. Respondent admits that CPM mailed out a letter dated March 10th on or about March 18th. Respondent denies as untrue or mistakenly stated that it was a "notice of its decision" since Priest had received actual notice of the decision at least as early as March 2nd, and certainly no later than March 5, 2011. See e.g., Exhibits P and Q. Respondent notes that the March 10th letter speaks for itself, and otherwise denies as untrue or mistakenly stated the remainder of this allegation and leaved Complainant to his proofs.

3. Allegation: At the March 1, 2011 CPM Meeting Mr. Priest (1) objected to the hearing claiming a disciplinary hearing by CPM was ultra vires, (2) cited the lack of fundamental fairness (procedural and substantive due process) in the conduct of the hearing, and (3) objected to the impropriety of the proceeding because it subjected Mr. Priest to double jeopardy, since a separate PJC disciplinary investigation of the complaint of Mrs. Azar had already been held, following which that Investigative Committee declined to initiate Disciplinary proceedings against Mr. Priest.

Response: The hearing transcript, Exhibit R, speaks for itself regarding objections made by Complainant. Respondent denies that the objections and this allegation have any merit for the reason that they are untrue or mistakenly stated. Any objections, for example, ignored the unambiguous provisions of G-14.0411 that granted Complainant's Session jurisdiction over disciplinary matters, but also granted the CPM jurisdiction over Complainant to determine fitness for ministry.

4. Allegation: The decision of CPM was mailed March 18, 2011, and was received on March 21, 2011 by Mr. Priest.

Response: Respondent admits a summary of the CPM's March 1st decision was transmitted by letter dated March 10, 2011. Respondent does not have personal knowledge as to when Complainant received that letter, and so denies same as

untrue or mistakenly stated, and leaves Complainant to his proofs. Respondent notes that Complainant received actual notice of the decision at least as early as March 2, 2011 and certainly no later than March 5, 2011 (see Exhibits P and Q), and also that by virtue of the letter Complainant was aware that the CPM had made its decision on March 1, 2011. Furthermore, had Complainant remained at the meeting of the CPM until the decision was made rather than departing, he would have been notified of the decision immediately and in person.

5. Allegation: It is from this decision that Mr. Priest brings this Remedial Complaint, since the actions complained of are final under the delegated authority of the Presbytery to CPM and since the decision of CPM has not and will not be subject to Presbytery approval or disapproval at any subsequent meeting of the Presbytery.

Response: Respondent denies that the actions of CPM were final for the reason that it is untrue or mistakenly stated. Complainant could have taken this matter to the floor of Presbytery and moved that the Presbytery direct that CPM withdraw its decision.

6. Allegation: Mr. Priest states the following as Irregularities in the Actions taken by CPM:

Response: Respondent answers the claims of Mr. Priest as follows:

7. Allegation: 1. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, conducted a disciplinary hearing against Mr. Priest on March 1, 2011 in violation of D-10.0100, et seq., of the Book of Order which empowers only permanent judicial commissions to hear and decide disciplinary charges.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and leaves Complainant to his proofs.

8. Allegation: 2. The Stated Clerk of the Presbytery of Detroit improperly referred the Complaint to the CPM or the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.

Response: Respondent denies this allegation for the reason that it is untrue. The complaint referred to was addressed to the CPM and the Committee on Ministry. The Stated Clerk merely told the Committee on Ministry that it had no jurisdiction, and the CPM that it had jurisdiction over Mr. Priest for the purposes of deciding fitness for ministry.

9. Allegation: 3. The CPM of the Presbytery of Detroit, acting as agent for and on behalf of the Presbytery of Detroit, formed an Investigative Committee to consider the disciplinary charges and present its conclusions at a formal hearing.

At the time of the March 1, 2001 Hearing CPM was aware that the same charges had been referred to an Investigative Committee of the Session of Calvary Presbyterian Church, which had investigated the charges and declined to initiate formal disciplinary charges against Mr. Priest.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and leaves Complainant to his proofs.

9. **Allegation: 4. The Hearing of March 1, 2011 was Irregularly conducted in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that he was not allowed:**

- a. to confront his accuser;
- b. to call any witnesses;
- c. to cross examine the Investigators, the accusers or any of the other witnesses; and
- d. to know what the accuser or any witnesses said or see what any witness might have provided to the Investigating Committee; and

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and leaves Complainant to his proofs. The hearing transcript, Exhibit R, speaks for itself concerning what Complainant was and was not allowed to do. Respondent submits, however, the CPM treated Complainant in a fundamentally fair manner.

10. **Allegation: 5. The findings of CPM of March 1, 2011, while said not to be disciplinary in nature, were in fact disciplinary and, as such, were beyond the scope of authority of CPM (*ultra vires*).**

Response: Respondent denies this allegation for the reason that it is untrue.

FACTUAL BACKGROUND

11. **Allegation: 1. During the calendar year 2009 Elder Thomas H. Priest of Calvary Presbyterian Church, Detroit, Michigan, served as Moderator of the Presbytery of Detroit. During that year Mr. Priest was also a student at Ecumenical Theological Seminary in Detroit Michigan, working toward an M. Div. Degree, which he was awarded later that year. On June 23, 2009 the Presbytery, after examination, enrolled Mr. Priest as a Candidate for the Ministry of Word and Sacrament at its June Presbytery Meeting.**

Response: Admitted.

12. **Allegation: 2. As a part of one of Mr. Priest's classes in 2009 at Seminary, Mr. Priest evaluated two urban ministry centers in Detroit (the Barnabas Mission and Second Mile Center) using Ronald Peters,' *Urban Ministry***

and John M. Perkins' *Beyond Charity* as guides. Mr. Priest's conclusions were that the Barnabas Mission was a mission of reconciliation and empowerment, under the *Peters'* guidelines, while the Second Mile Center would only qualify as a charitable mission. Mr. Priest conducted his field evaluation at the Second Mile Center on February 18, 2009. After completing his evaluations, Mr. Priest shared his findings with his Seminary class on March 9, 2009, with the Presbytery's Metropolitan Urban Ministry Team on March 12, 2009, and with members of the two centers involved on March 16, 2009.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further answering, Respondent states that even if true, the allegation is not material to the complaint.

13. Allegation: 3. On March 2, 2009, Mr. Priest, while serving as a member of the Presbytery's Coordinating Cabinet, participated in the Cabinet's consideration and approval of a recommendation that the Presbytery call Ruth Azar as Executive Director of Second Mile Creek. There is nothing in the minutes of that meeting to suggest Mr. Priest objected in any way to the call. On June 23, 2009 the Presbytery approved the call of Ms. Azar to the Second Mile Center after a spirited effort to postpone the vote. Mr. Priest Moderated the Presbytery Meeting where the call was ultimately approved and did not participate in the discussions about postponement.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Moreover, Respondent states that even if true, the allegation is not material to the complaint.

14. Allegation: 4. At the end of 2009 Mr. Priest ended his term as Moderator of the Presbytery. In October 2009, just before Mr. Priest's term as Moderator ended, the Coordinating Cabinet received a Report from Ed Koster, Stated Clerk of the Presbytery, about the way the Presbytery had handled the call of Ms. Azar to be Executive Director of Second Mile Center. The report was intended as response to the questions raised by some within the Presbytery as to whether the decision of the Presbytery to call Ms. Azar in June 2009 was proper or not. The solution suggested was to discharge Ms. Azar and go through the call process again. No action was taken on the issue before the end of 2009.

Response: Admitted. The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further answering, Respondent states that even if true, the allegation is not material to the complaint.

15. Allegation: 5. As an elder commissioner to the Presbytery but no longer Moderator and while still a member of the Coordinating Cabinet, Mr. Priest

on April 5, 2010 advised the Stated Clerk of the Presbytery of his intent to file a Motion with the Presbytery asking it to rescind its earlier action regarding the called position at Second Mile Center. A copy of the Motion was to be a part of the Presbytery Packet sent to all commissioners and was to be voted on at the April 27, 2010 Presbytery Meeting. On April 12, 2010, the Presbytery Executive emailed a copy of Mr. Priest's Motion to Ms. Ruth Azar to give her a "heads up" that the Motion was coming. Two days later, on April 14, 2010, Ms. Azar and two others responded, asking the Presbytery Executive what "charges" could be brought against Mr. Priest for what they perceived to be harassment by Mr. Priest. The Stated Clerk of the Presbytery responded the same day, saying that charges could be brought under the Discipline against Mr. Priest, if Ms. Azar wished and, because Mr. Priest was under the care of Presbytery, a complaint could be made to CPM.

Response: The cited documents speak for themselves Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further answering, Respondent states that even if true, the allegation is not material to the complaint.

16. Allegation: 6. On April 21, 2010 Ms. Azar submitted a "Form No. 26, Accusation By Individual As Statement of Offense against Mr. Priest, citing D-10.0102a with letter attached as basis for the accusation (together her written statement), thereby invoking the procedure to be used when initiating a Disciplinary Case against a person under the jurisdiction of a governing body. See Exhibit A attached. In the Disciplinary Accusation Ms. Azar claimed Mr. Priest committed the offenses of racism, discrimination, and division against her and others at the Second Mile Center. Interestingly, the accusations related to the one day visit of Mr. Priest on February 18, 2009 to the Second Mile Center. No explanation was given in the Written Statement of Ms. Azar why the accusation had lain dormant for fourteen months. The Disciplinary Accusation was addressed to Rhonda Favors, Clerk of Session of Mr. Priest's home church and to Edward Koster, Stated Clerk of the Presbytery. The Session of Calvary Presbyterian Church immediately appointed an Investigating Committee as required by D-10.0201. Edward Koster, the Stated Clerk of the Presbytery sent the Charge to Presbytery's CPM and advised CPM how it could proceed with its own investigation without having to defer to the Presbyter's Permanent Judicial Commission or the Session of Mr. Priest's home church. Mr. Koster did not refer the Disciplinary Accusation to an Investigating Committee of the Presbytery as required by D-10.0201 of the Book of Order

Response: Respondent observes that on April 20, 2010, Ms. Azar transmitted a letter address to the COM and CPM that included exactly the same accusations set forth in the Form No. 26, dated April 21, 2010. See Exhibit O. Respondent notes further that a copy of the April 20, 2011 letter was not attached to the complaint. Moreover, Respondent states that even if true, the allegation is not material to the complaint.

Respondent further denies this allegation as untrue or mistakenly stated – and frankly, patently misleading. The allegation makes a less than veiled allegation that the Stated Clerk conspired to lead the CPM in a process to avoid the Book of Order. Such unsupported and blanket allegations have no place in his church, or any church for that matter. See e.g., Exodus 23:1. The Book of Order is clear that Complainant's Session had jurisdiction over him in disciplinary cases. See G-14.0411. As such, there was no reason for the Stated Clerk to refer the matter to a presbytery investigating committee because the presbytery did not have disciplinary jurisdiction over Complainant. However, that same section, and the one that follows it (G-14.0412) gave the CPM wide discretion to determine (and investigate if necessary) the fitness of an inquirer or candidate for ministry. Indeed the CPM's discretion to investigate, order counseling, and even *remove* a candidate from the rolls (with the consent of Presbytery) has been supported time and time again by decisions of the GAPJC. See e.g., 2004, PJC 217-1 Hope v. Pby. of San Francisco; 1997, PJC 210-2 Bevensee v. Pby. of New Brunswick; 1993, PJC 205-4 LeTourneau v. Pby. of Twin Cities Area. Respondent notes that, for all of its length, the complaint failed to cite even one (1) decision supporting Complainant's position.

17. Allegation: 7. On April 27, 2010 Mr. Priest's Motion to Rescind was brought to the floor of Presbytery but was not voted upon as to its merits because of procedural rulings. Mr. Priest was not in attendance at the meeting.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Further, Respondent questions how it could have been Complainant's motion, when he was not in attendance at the meeting? See Exhibit S - SPJC Letter of 9/23/2010 in 2010-2. Moreover, Respondent states that even if true, the allegation is not material to the complaint.

18. Allegation: 8. Ms. Azar's disciplinary charges were the subject of an extensive investigation by Calvary Presbyterian Church's Investigative Committee, including a hearing where Mr. Priest was allowed to address and refute the charges. On February 10, 2011, the Investigative Committee of Calvary Presbyterian Church issued its Conclusion of Investigation, advising that "no charges would be filed." This information was provided Presbytery's CPM, before it began its hearing on March 1, 2011; however, CPM went ahead with its hearing related to the same Charges.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs. Still further, on information and belief, Calvary's "extensive" investigation did not include questioning Ms. Azar. Finally, Respondent states that even if true, the allegation is not material to the complaint.

19. Allegation: 9. On May 4, 2010 CPM established its own Investigative Committee and was guided in its investigation by the Stated Clerk of the Presbytery. CPM asked the Investigating Committee it appointed to investigate the accusations of Ms. Azar. The Investigating Committee recognized that the approach of CPM could be viewed as violative of the powers granted a CPM by the Book of Order, so the Investigating Committee in its Report of January 18, 2011 took pains to label its actions as advisory only, saying its intended purpose was to advise CPM on issues of Mr. Priest's suitability and not to determine whether or not the Constitution of the PC (USA) was violated. Unfortunately, the stated intent was subverted by a deliberate use of the discipline of the church in a manner not permitted by the Constitution of the PC (USA). The result was the Committee's Report of January 18, 2011. See Exhibit C attached. At no time during its investigation was Mr. Priest given a copy of Ms. Azar's written statement, nor advised what Ms. Azar had said in her presentations to the Committee, nor given any information about the investigation. Subsequently, Mr. Priest was called to an August 9, 2010 meeting with the Investigating Committee where he was asked to discuss his actions on February 18, 2009 in light of the written statement of Ms. Azar. Both before and after the August 9, 2010 meeting the Investigating Committee met with and obtained testimony from other witnesses, some of whom it has not even named to date. None of the materials collected by the Investigating Committee were made available to Mr. Priest. At the end of its work, the Investigative Committee submitted its report dated January 18, 2011 to CPM with conclusions about Mr. Priest's behavior and with recommendations of what he should do to continue under the care of the Presbytery. Among the conclusions the Investigative Committee stated were Mr. Priest's,

1. abuse of his authority as Moderator of the Presbytery;
2. deceit in the identification of himself to the Second Mile Center employees;
3. misuse of his Presbytery office to influence the actions of the Presbytery against Second Mile Center;
4. denial of due process to Second Mile Center in not allowing it be heard regarding his Motion of April 2010;
5. bias against the opinions and experiences of others;
6. racism in his treatment of other racial-ethnic individuals; and,
7. misuse of confrontation and intimidation to achieved his will.

Each of these conclusions has been cited by PJC's across the church as basis for the imposition of discipline upon other minister members of the church. Here, the conclusions were reached without affording Mr. Priest the rights of fundamental fairness. Simply by labeling the proceedings as something other than a disciplinary proceeding. Mr. Priest was called to a Hearing on March 1, 2011 before the whole of CPM, to hear the report and respond to it. CPM advised before the Meeting that it intended on March 1, 2011 to receive the Report of the Investigating Committee of CPM and to act upon it. Mr. Priest was given a copy of the proposed Agenda for the Meeting before the Hearing. This Agenda was

adopted as the Agenda for that Hearing. See Exhibit N attached. He was not given a copy of the Report until just before the original date of the Hearing¹. In the Agenda adopted, CPM advised Mr. Priest that a court reporter would be present, that Mr. Priest could have an advocate, if he wished, and that there would be a time in the Meeting called the "Hearing Stage." CPM advised at the onset of the Hearing that the Investigative Committee would present its findings and report on the evidence it had collected but could not be subjected to cross examination or direct questioning. CPM also advised that none of the witnesses examined by the Investigative Committee would be present or available for cross examination. The procedure for the day only allowed Mr. Priest to submit his testimony and to argue his defense. CPM advised it intended to vote to adopt the Report but wanted to hear from Mr. Priest before it finally ruled. Inexplicably, the Stated Clerk, who had engineered the way the charges were handled by CPM was allowed to sit in with CPM during its deliberations and to advise CPM as to its actions. Mr. Priest was given time to argue his defense, but it mattered not, because the evidential basis for CPM's action (the evidence behind the Report of January 18, 2011) was unavailable and not disclosed throughout the meeting. On March 11, 2011 Mr. Priest received Notice of the decision of CPM. See Exhibit E attached. Because of this Notice Mr. Priest submits this Complaint to the PJC of the Synod of the Covenant, asking this tribunal to correct the Irregularities listed above through this Remedial Action.

Response: The cited documents speak for themselves. Further, Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs.

Further answering, Respondent notes that the Complainant first appeared before the CPM at the meeting on February 1, 2011 and requested an adjournment so that he could have counsel present. That adjournment was granted (in a showing of fairness), and he appeared again before the CPM on March 1, 2011 with counsel.

RESPONDENT'S RESPONSE TO COMPLAINANT'S ARGUMENTS CONCERNING STANDING

Respondent denies that this Permanent Judicial Commission has jurisdiction to hear this complaint for at least the following reason:

20. Allegation: 1. Complainant has standing to file this Complaint, since he is an elder of Calvary Presbyterian Church (PCUSA), a graduate of Ecumenical Theological Seminary with a Master of Divinity Degree and is enrolled under the care of the Presbytery of Detroit as a Candidate to become a Minister of the Word and Sacrament. Because of his enrollment he qualifies as a member of the

Presbytery. In addition, some of the actions complained of and the conclusions reached purportedly occurred when Mr. Priest served as Moderator of the Presbytery of Detroit and related to his use or misuse of that office. And finally, he is aggrieved by the actions of the Presbytery, acting by and through its agent, the CPM.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs.

Complainant does not have standing. Complainant is only eligible to file his complaint if he qualifies under D-6.0202(a)(1)(Jurisdiction based on membership in the presbytery). Complainant, however, fails to qualify under that provision.

In this allegation, Complainant boldly claims that he is a member of presbytery because he is a candidate for ministry. This claim is a manifestly false. It is also expressly contradicted by other allegations in the complaint. Specifically, at paragraph 1, *supra*, Complainant avers that he a member of Calvary. And, at paragraph 18, *supra*, Complainant avers that he was subject (exclusively) to a disciplinary investigation by Calvary (pursuant to the Rules of Discipline). Thus, by his own admission, Complainant is a member of Calvary and not a member of the Presbytery.

Complainant also (noticeably) failed to cite to any authority to support his claim that his status as a candidate endowed him with the privilege of membership in the presbytery. Respondent cites to G-14.0411, which refutes Complainant's claim as that section clearly states that every candidate is subject to the jurisdiction of his or her session for purposes of discipline.

Complainant's status as a candidate does not grant him membership in the presbytery. Therefore, he is not eligible to file the complaint, and this Commission does not have jurisdiction to hear the complaint.

Also, in order for an individual to have standing to file a remedial case against the Presbytery, he or she must have been a commissioner to the meeting at which the alleged irregularity occurred. D-6.0202a.(1). Complainant claims the Committee on Preparation for Ministry, acting as the agent of Presbytery, committed the irregularity. Complainant was not a member of the Committee on Preparation for Ministry, and has no standing on his own right to file a remedial action against Committee on Preparation for Ministry or the Presbytery.

21. Allegation: 2. The Permanent Judicial Commission of the Synod has jurisdiction to hear this Complaint since it involves the decisions and final actions of the Presbytery, acting by and through its Committee for the Preparation of Ministry taken against a Candidate under the care of the Presbytery. The actions taken by CPM are final actions of the Presbytery

because of the Presbytery's designation of CPM to act on its behalf in certain matters without further review or action by the Presbytery.

Response: Respondent denies this allegation for the reason that it is untrue or mistakenly stated, and so leaves Complainant to his proofs.

Respondent also notes that a remedial case is one in which an irregularity or a delinquency **of a lower governing body** ... may be corrected by a higher governing body. D-2.0202 (*emphasis added*). The complaint here did not allege any action by a lower governing body. The only action alleged was that of the CPM, which is not a governing body. Therefore, Respondent respectfully submits that this Commission does not have jurisdiction to hear the complaint.

There can be no dispute that the CPM is not a governing body. There is also no dispute that the complaint focused exclusively on actions taken by the CPM. This limited factual scope in the complaint is wholly attributable to that fact that Complainant never took his concerns regarding the CPM to the floor of the presbytery. As a result, Respondent has never had occasion to address or otherwise act on Complainant's concerns.

In addition, Respondent notes that the action taken by the CPM was not final. It was a decision made in the course of its responsibilities to guide the Complainant as he prepared for ordained ministry pursuant to G-14.0405 and G-14.0512. The action merely directed the Complainant to do additional things to prepare himself. A "final" action would be a decision to report to the Presbytery that the Complainant had passed his final assessment and was ready to receive a call. G-14.-0450. Or make recommendation to Presbytery that be removed from the roll. G-14.0463. Since the supervision of a Committee on Preparation for Ministry over a candidate is a continuing process, its decisions regarding preparation for ministry in that process are not final and are not reviewable by a higher governing body.

If Complainant had a problem with the CPM, and the procedure the CPM used to investigate his fitness for ministry, then Complainant had a clear avenue of appeal to the floor of presbytery. Indeed, Complainant through Calvary's commissioner(s) could have requested from Respondent (by way of a motion from the floor) some, if not all, of the remedies Complainant now demands from this Commission. That, however, was clearly not something that Complainant wanted to do. See, e.g., Exhibit R at 22, wherein Complainant's counsel argued:

This committee has the power and the right to say whether he should ever be ordained. You can do it in a number of ways and you can say, no, he always has the right to go to presbytery and challenge their decision. But where does that get him if he does that, what is the taste in your mouth, what is the future, how are we working together if we go that route?

Exhibit R, at 22, ln. 14 – 19 (*emphasis added*).

Had Complainant taken the basic step of appealing the CPM's decision to the floor of Presbtery, and had Respondent then failed (in Complainant's mind) to act appropriately, Complainant would then be able to point to at least SOME action by a lower governing body with which to vest this Commission with jurisdiction. But that is not what happened here. What happened (and is happening) here is that Complainant is attempting to use this Commission and the judicial process to circumvent standard parliamentary procedure, Respondent's wide discretion in considering the worthiness of candidates for ministry, and the Constitution. Complainant's efforts should not be rewarded.

Finally, if at any time the Commission concludes that Respondent did not form a disciplinary committee in accordance with the Rules of Discipline then this case should be dismissed for lack of jurisdiction. The inappropriate formation of a disciplinary committee in violation of the Book of Order is the only Constitutional violation alleged in the complaint. Absent that allegation, all that remains are questions of policy. However, under prevailing case law, this Judicial Commission only has jurisdiction to hear violations of the Constitution, not violations of policy. See e.g., See 2004, PJC 217-1 Hope v. Pby of San Francisco.

22. Allegation: 3. The Complaint is timely in that the Complainant seeks to remedy actions taken March 1, 2011, of which he was not notified until notice was mailed to him on March 10, 2011 and received by him on March 11, 2011.

Respondent denies this allegation as untrue. The complaint was ten (10) days late. Complainant cannot rely on the March 10th date of the CPM's letter, the mailing date of that letter, or even his receipt of that letter to determine whether the complaint was timely filed. The only relevant date was and is March 1st, the date the CPM made its decision. And the complaint here was filed more than ninety days after that date.

Under D-6.0202, "...a complaint of an irregularity shall be filed within ninety days after the alleged irregularity has occurred...". The phrase "after the irregularity has occurred" being the relevant point (and one left unreferenced by Complainant's pleading). This language makes clear that the clock starts running on the date of an alleged irregular action, and not on the date an allegedly aggrieved party received notice. Where things otherwise, the deadline for filing would be never ending because a complaining party could secure more time by claiming that he or she was unaware of the irregular action. The purpose of filing in our Constitution "is to prevent controversies with the church from going on and on..." 1994, PJC 206-7, Bayley v. Pby of Minn. Valleys. A notice requirement would undermine that purpose. Moreover, it must be pointed out that other (unrelated) provisions in the Book of Order do include a notice

requirement. D-6.0306, for example, allows for a challenge to the finding of a PJC clerk and moderator "... within thirty days after receipt of those findings...". Therefore, had the denomination desired to include a notice provision in D-6.0202, it would have done so.

The Stated Clerk of this Synod has confirmed that the complaint in this case was received by his office on June 9, 2011. Even giving Complainant the benefit of a March 2nd start date (omitting March 1st), the complaint was ten (10) days late. Indeed, the last day the complaint could have been filed by Respondent's count was May 31, 2011 (the actual 90th day having been Memorial Day).

But, let's say for sake of argument, that Complainant was entitled to a notice requirement. Even under that requirement the complaint was untimely because Complainant had actual notice of the CPM's decision by March 2, 2011. Specifically, on that date Complainant had an approximately 40 minute telephone conversation about the CPM decision with Sam Clark – a co-moderator of CPM. Then, on March 3, 2011, Complainant responded to an email from Elizabeth Downs – the other CPM co-moderator concerning the decision. See Exhibits P and Q. Then, on March 5, 2011, counsel for Complainant transmitted an email to Rev. Downs, the content of which makes clear that Complainant was fully aware of the CPM's decision. *Id.* (FYI – a March 6th notice date should have been filed by June 3, 2011).

In addition, Respondent notes the obvious problem with Complainant's allegations against Respondent's Stated Clerk – (i.e., the Second Irregularity). Complainant was clearly aware of the Stated Clerks actions as of the March 1st hearing, but never filed a complainant. As a result, Complainant's ninety-day window to take action as to that allegation expired a long time ago.

The case of 2005, PJC 218-7, Jackson v. Session of Cordova Presbyterian Church is instructive. In Jackson, an investigating committee drafted and mailed out a decision memorandum. The memorandum was undated, which prevented the GAPJC from knowing the actual date of the committee's decision. So, the GAPJC inferred a decision date by concluding that the decision could have been no later than the day the memorandum was postmarked. The point is, in Jackson the GAPJC could have relied on the date Jackson received the decision. But it didn't. In fact, that date was not even mentioned. Instead, the GAPJC inferred a *decision* date based on the available evidence and it then counted out the relevant time period. Jackson's complaint was then found to have been untimely.

Two points distinguish this case from Jackson. Neither point favors Complainant. The first point is that, unlike the undated memorandum in Jackson, the March 10th letter relied on by Complainant clearly referenced the CPM's March 1st decision. Complainant, therefore, cannot claim that it was not aware of the decision date when he received the letter. The second point is that Complainant's

own Session actually filed a complaint (see case 2011-1) within the 90-day period. The complaint in 2011-1 is untimely for other reasons, but it still stands as strong evidence that Complainant could have filed timely filed the complaint in this case. >

The facts are clear. Complainant knew about the CPM's decision as early as March 2, 2011 and has missed the ninety-day deadline. As a result, he is now 1) ignoring his own actual notice of the CPM's decision and 2) attempting to construct an unconstitutional "written notice" requirement in an effort to gain standing. Complainant's efforts should not be rewarded. The complaint was clearly not timely filed and it should be not accepted.

23. Allegation: 4. The Complaint states a claim upon which relief can be granted in that it cites as irregularities four erroneous actions taken by the Presbytery, acting by and through its CPM, as relates to the decisions reached in the meeting of CPM of March 1, 2011, including the conduct of CPM both before and during that meeting and one erroneous act taken by the Stated Clerk of the Presbytery, which was continuing in nature, even to this date.

The complaint confuses the separate duties and obligations of Complainant and Respondent's CPM concerning the oversight of a candidate – Mr. Priest. Paragraph G-14.0411 of our Constitution granted the Session of Calvary Presbyterian Church original jurisdiction to investigate the *disciplinary* complaint against Mr. Priest. However, that same paragraph also granted Respondent's CPM original jurisdiction to *administratively* determine Mr. Priest's fitness for ministry. It is well established that a CPM may appoint a task force to investigate allegations made against a candidate. See 2004, 217-1 Hope v. Pby of San Francisco. The Hope decision is particularly relevant because there, as here, the COPM "... appointed a task force to investigate concerns about the candidate's ability to resolve conflicts..." See also *Robert's Rules of Order Newly Revised*, 10th ed. 480 (Cambridge, Mass.: Perseus Publishing, 2000)("A committee can appoint a subcommittee, which are responsible to and report to the committee and not to the assembly.")

Respondent's CPM did not need to resort to the Rules of Discipline to investigate and exercise oversight of Mr. Priest when considering his fitness for ministry, because our Constitution and numerous GAPJC decisions make clear that the CPM inherently has that authority. See e.g. 1997, 210-2 Bevensee v. Pby of New Brunswick (upholding Presbytery removal of inquirer from roles for not complying with counseling requirement mandated by CPM). Therefore, even if the allegations in the complaint are taken as true, the complaint failed to state a claim. Respondent's COPM did investigate Mr. Priest, but that investigation was not a disciplinary investigation. Rather, the CPM conducted an *administrative* investigation of Mr. Priest in accordance with the CPM's constitutionally mandated duty to provide oversight of candidates under its care. See G-14.0412. Moreover, during that investigation and subsequent hearing, Mr. Priest was

treated with fundamental fairness. He was supplied with copies of relevant documents. He was afforded the opportunity to speak on his behalf. And, he was granted a right to counsel.

Respondents assert that no relief can be granted because the complainant has stated no violation of the Book of Order, as required by 2006, PJC 217-1, Hope v. Pby of San Francisco.

Furthermore, the Book of Order grants the CPM the full authority and discretion to decide matters of readiness before recommending Presbytery declare a person ready to receive a call. G-14.0401; G-14.0411; G-14.0412; G-14.0450. Since the CPM has this discretion, its decision cannot be overruled except in cases where there has been an abuse of discretion. *Lightner v the Presbytery of Middle Tennessee*, 1983; *Jackson v. the Presbytery of Susquehanna Valley*, 1996; *Leslie v. Session, First Church, Manhattan, KS.*, 2002. Since no abuse of discretion has been alleged, no relief can be granted.

RESPONSE TO ARGUMENT

24. 1. behalf of the Presbytery, to conduct a disciplinary investigation and hearing against Mr. Priest by (a) appointing an Investigative Committee, (b) authorizing it to investigate the disciplinary charges against Mr. Priest, and (c) holding a judicial hearing involving disciplinary charges against Mr. Priest was erroneous and not permitted under the Book of Order, and, as such, it is an irregularity committed by the Presbytery.

Respondent points to the statement made by Complainant's counsel at the hearing on March 1, 2011:

"I must submit as a student of the Book of Order, CPM, and I am a long-standing member of the CPM in Virginia, CPM's have the right and power and ability and directive to consider the suitability of persons seeking to be ordained. You have that right and you have the right to exercise that and you have the right to look into matters. There's no question about that."

Exhibit R at 19, ln. 3 – 9 (statements made by Counsel for Complainant at March 1st hearing).

Complainant admitted at the hearing, as he must, that the CPM had the right to determine his fitness for ministry. However, while conceding that CPM has a right to act, Complainant now attempts to reserve for himself the privilege of instructing the CPM how to exercise its rights. No candidate in this denomination is granted that ability, or that privilege.

Robert's Rules (and thus our own Book of Order) grants to every committee the right to appoint sub-committees. See RONR (10th ed.), p 480, l. 11 - 13. Therefore, implicit in the CPM's right to consider the suitability of persons seeking to be ordained was a right to appoint a sub-committee to determine the suitability of a particular candidate and report back to the full CPM. Complainant's argument then that the investigation by CPM sub-committee was disciplinary is a red herring.

Moreover, Complainant's argument that the CPM hearing was a disciplinary proceeding under the Rules of Discipline is simply without merit. THE fundamental characteristic of a disciplinary proceeding under our Rules of Discipline is the possibility that the party charged could be subject to a public censure before presbytery. At a minimum, the censure is a judgment of "guilt" followed by verbal rebuke before the assembled presbytery. See D-11.0403; D-12.000; D-12.0102. The worst possible censure is removal from office and/or membership. D-12.0105. Complainant was NEVER at risk of to even the lowest degree of censure by the CPM. Therefore, no matter how much Complainant might wish to characterize the CPM hearing as a disciplinary hearing – it simply was no such thing. To be sure, Complainant was admonished and "corrected" by the CPM as part of CPM's assessment for his fitness for ministry. But that is CPM's right. See e.g., 1997 PJC 210-2 Bevensee v. Pby of New Brunswick(candidate required to receive counseling). The GAPJC has ruled time and time again in cases just like this – indeed more extreme than this – that a Presbytery has exceptionally wide discretion over candidates under its care. See e.g., Bevensee, supra, where the GAPJC noted that only mandatory requirement prior to REMOVING a candidate from the rolls is that the candidate be given an opportunity to be heard. Complaint here was granted that right, and much much more.

The CPM was well within its rights, and the record is clear that Mr. Priest was treated with fundamental fairness. The case should be dismissed.

25. 2. The Stated Clerk of the Presbytery of Detroit improperly referred the Written Statement of Ms. Azar to the CPM of the Presbytery of Detroit for investigation and action in contravention of D-10.0103 of the Book of Order.

The actions of the Stated Clerk, even if accepted as true, occurred more than 90 days before the Complaint was filed. As a result, the Commission clearly does not have jurisdiction over this alleged irregularity.

However, assuming jurisdiction exists, Respondent was and is astonished that the complainant did not include Ms. Azar's letter of April 20, 2010 to COM and CPM. See Exhibit O. The content of that letter was nearly identical to the Written Statement authored the next day. Why was the letter not provided in the complaint? Respondent doesn't know – at present. But the existence of the letter turns Complainant's narrative on its head. Without Ms. Azar's letter

Complainant is free to spin and weave a story of a conspiracy, in which Respondent's Stated Clerk is out to "get" Mr. Priest. But, with Ms. Azar's letter, what we have (at best) is a story of the Stated Clerk providing duplicate information to the CPM. Clearly, the latter is not as sexy, or supportive, of the alleged plight of Complainant.

This irregularity is nothing more than a red herring founded on the convenient omission of an exceptionally material fact. It should be dismissed.

26. 3. The CPM of the Presbytery of Detroit, acting as agent for the Presbytery of Detroit, subjected Mr. Priest to double jeopardy when it formed an Investigative Committee to consider the charges and present its conclusions in a formal hearing, knowing that the same charges had been submitted to the Session of Calvary Presbyterian Church and were the subject of an investigation there.

This irregularity has no merit. Zero. It is directly refuted by the plain language of G-14.0411, which granted Complainant's home church jurisdiction over him in disciplinary matters but granted the CPM jurisdiction over determining his fitness for ministry.

One way to test a theory is to see how well it holds up at the extremes. In this case, suppose we have a candidate for ministry in presbytery X that commits a serious secular felony. Suppose further that the victim of the felony happened to also be Presbyterian and so files a disciplinary case against the candidate with the candidate's church. And, suppose further that the candidate is never charged by the church. Does Complainant really think that under those circumstance the CPM doesn't have the right to undertake its own investigation to determine the fitness of the candidate for ministry? The answer in the example, and also under the much less extreme circumstances at issue here, is the same – CPM clearly does the right to conduct its own investigation.

As mentioned *supra*, the CPM had and has every right to determine Complainant's fitness for ministry. That right is separate and distinct from the rights of the Session of Calvary Presbytery. And it includes the right to investigate charges against a candidate until the CPM is satisfied that the candidate is fit to be a minister of the Word and Sacrament.

27. 4. The Hearing of March 1, 2011 was irregularly conducted (assuming it could be conducted) in that Mr. Priest was denied the fundamental fairness guaranteed throughout the Book of Order for such proceedings in that Mr. Priest was not allowed:

- a. to confront his accuser or hear her testimony
- b. to call any witnesses
- c. to examine or cross examine the Investigators, the accusers, or any of the other witnesses

- d. to know what the accuser or any of the witnesses said or to see what any of the witnesses might have provided to the Investigating Committee

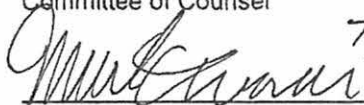
The accused in a *disciplinary* case under the Rules of Discipline is entitled to full due process rights. The reason for that is simple. As explained *supra*, every accused in a disciplinary action is at risk of a formal public censure. Here, Complainant did not risk censure. He was not the subject of a disciplinary hearing under the rules of discipline. And, he was not entitled to full due process.

What Complainant was entitled to was fundamental fairness. Which is exactly what he got. Complainant had the opportunity to speak at the hearing. Complainant was allowed to have counsel present (and speaking) during the hearing. Complainant was also given copies of all relevant papers – and more than a month to review them before the March 1st hearing. And the matter was heard before a body different from the investigating body: It was heard before the CPM as a whole, which had full rights and authority to inquire of the sub-committee and to deny or add to its recommendations. Indeed, the CPM, after hearing the Complainant and his counsel, adopted requirements different from what was in the original report. See **Exhibit T - Minutes of the CPM of March 1, 2011, pp 3f**. It is then, simply not true that Complainant was denied fundamental fairness.

This irregularity too is a red herring and should be dismissed.

Respondent reserves the right to file a motion to dismiss in the event the Commission decides to accept the case notwithstanding the arguments set forth above.

Presbytery of Detroit
Committee of Counsel

 7/19/2011
Elder Mark Schneider

 7.19.11
Rev. Betsy Rice

Exhibit O

**RUTH AZAR
21478 MORINGSIDE DRIVE
GROSSE POINTE WOODS, MI 48236
(313) 881-6651**

April 20, 2010

Rev. Elizabeth Rice, Chairperson
Committee on Preparation for Ministry
Rev. James Russell,
Chair of Committee On Ministry

Dear Reverends:

As an ordained elder of the PC (USA) it saddens me to have to request an investigation of Thomas H. Priest, Jr. due to the racist remarks made to me, my staff, and volunteers of The Second Mile Center. The intention of this document is to enlighten the Committee on Preparations for Ministry and the Committee on Ministry of the Racist behavior that we have document. I am concerned that this behavior would limit Mr. Priest ability to be an effective leader and pastor in our churches.

The comments listed below were made while Mr. Priest was under care of the Presbytery as an inquirer and also while he was the Moderator of the Presbytery of Detroit. I have letters and emails that provide a written witness of these comments that I can provide to you if you would like to review them. After conversation with the National Middle Eastern Presbyterian Caucus I was encouraged to inform both CPM and COM of Mr. Priest's comments and behaviors. As a racial ethnic women I have been on the receiving end of racist comments all of my life as I know that any racial/ethnic persons are, that is why these comments are so troubling to me and why I am moved to bring this to your attention.

A sampling of the comments that Mr. Priest said to Sandra Addrow, Lawrence Lorkowski, Pam Whitaker Reid, Kari Gorman and I:

1. "You get the money from the churches because you are white they will not give it to Stan from Barnabas."
2. "How many "Arabs" own the gas stations and party stores in the area?"
3. When Lawrence Lorkowski told Tom that I am a minority woman and of Arabic heritage, Tom's response was, "she is too white and the people only see white. Especially she is the head of the center and the power is with a white person it sends the wrong message."
4. "A black person needs to be running the center not a different race."
5. "A white person cannot teach the children about their culture."
6. "Like Jesus he will be persecuted confronting the establishment showing that the Presbytery of Detroit is racist."

Exhibit O

7. "You are too white to be here." (to Ruth Azar a racial ethnic person)
8. Tom demanded I meet with him so he could teach me about Urban Ministry in spite of me being at The Second Mile for almost 3 years. In a few hours he decided that I did not know anything about Urban Ministry because I am a Middle Eastern Woman.
9. "White men have all the power."
10. "Your assistant Lawrence is a white male he has the power."

Mr. Priest starting making these comments approximately one hour of being at the center, he had come to the center as part of his Urban Ministry Project at The Ecumenical Theological Seminary. Pam was so upset by his remarks that she left abruptly stating, "I ain't got time for this. He is racist as hell, and I'm not coming back to volunteer, you Presbyterians are a mess." Pam did not return for months. Sandra Addrow, issued a letter to Al Timm, Executive Presbyter informing him of Tom Priest prejudice (copy attached). I called Al Timm following Mr. Priest visit to inform him of the racist remarks in which he told me to call Rev. Marcia Foster Boyd, President of the Ecumenical Theological Seminary in Detroit since Tom came to the center for a class he was taking at the seminary. I called her immediately in which she directed me back to Al Timm since she said it was a Presbyterian issue not a seminary issue. I called Al Timm and he explained that I could file a complaint against Tom. I prayed about it for awhile however in conversation with the National Middle Eastern Caucus I was encouraged to inform both CMP and COM. which is why I am sending this letter to you now.

As a racial ethnic woman I am deeply offended by his remarks and feel oppressed. This behavior should not be ignored and certainly not from a potential pastor. I pray that you will review Mr. Priest and his call. Mr. Priest as a pastor in a racially mixed community I have concerns about his ability to service a church and not offend or oppress races that are not his own.

Your sister in Christ,

Ruth Azar
Enclosures

Cc: Rev. Edward H. Koster, J.D., Stated Clerk
Rev. Dr. Allen D. Timm, Executive Presbyter, Presbytery of Detroit
Rev. Douglas Blaikie, Chairperson, Presbytery Operations Ministry Team
Amgad Beblawi, Middle Eastern Congregational Enhancement (U.S.A.)
Rev. Fahed Abu-Akel, Moderator, National Middle Eastern Presbyterian Caucus
James H. Turner, The Second Mile Center, Chair of Personnel

Exhibit P

From: Thomas Priest Jr <thomaspjr@earthlink.net>
To: Elizabeth Downs <drbethd@sbcglobal.net>
Cc: Thomas Priest Jr <thomaspjr@earthlink.net>;
axwallace@wallacepledger.com; Sam Clark <SSClark3@comcast.net>;
Edward Koster <ehkoster@aol.com>
Sent: Thu, March 3, 2011 5:09:12 PM
Subject: Re: CPM decision
Greetings Beth,
Thank you. Amen.
Tom

On Mar 3, 2011, at 4:44 PM, Elizabeth Downs wrote:

Hi Tom:

I understand from Sam that you would rather not meet face-to-face with him and me to receive a written copy of the decision of the CPM unless Mr. Wallace is also present. We don't want to create any more stress or cost for you and will therefore send it by registered mail to your home sometime next week when we have the final copies from our CPM secretary Marjorie Wilhelmi.

May God grant shalom and a good resolution to all of this.

Beth Downs

Elizabeth L. Downs

"To you, O Lord, I lift up my soul;
my God, I put my trust in you." (Ps. 25:1-2)

T. Harrison Priest Jr.

thomaspjr@earthlink.net

Exhibit Q

From: Archibald X. Wallace <AXWallace@wallacepledger.com>
To: Elizabeth Downs <drbethd@sbcglobal.net>; Tom Priest <thomasprj@earthlink.net>
Cc: Sam Clark <SSClark3@comcast.net>; Edward Koster <ehkoster@aol.com>
Sent: Sat, March 5, 2011 9:46:52 AM
Subject: RE: CPM decision

While I offered to be available by phone at whatever time suited, I can appreciate the reluctance to have further legal involvement. Mr. Priest and I thank you for giving us the time and opportunity to be heard. Obviously, we are disappointed in the conclusions of the committee but the result was not unexpected from the way the inquiry was handled. Would you be able to advise how CPM's decision will be reported to Presbytery? We look forward to receiving the official report of the committee.

From: Elizabeth Downs [mailto:drbethd@sbcglobal.net]
Sent: Thursday, March 03, 2011 4:45 PM
To: Tom Priest
Cc: Archibald X. Wallace; Sam Clark; Edward Koster
Subject: CPM decision

Hi Tom:

I understand from Sam that you would rather not meet face-to-face with him and me to receive a written copy of the decision of the CPM unless Mr. Wallace is also present. We don't want to create any more stress or cost for you and will therefore send it by registered mail to your home sometime next week when we have the final copies from our CPM secretary Marjorie Wilhelmi. May God grant shalom and a good resolution to all of this.

Beth Downs

Elizabeth L. Downs

"To you, O Lord, I lift up my soul;
my God, I put my trust in you." (Ps. 25:1-2)

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

1

IN THE MATTER OF:
 PRESBYTERY OF DETROIT
 COMMITTEE ON MINISTRY
 HEARING OF THOMAS H. PRIEST, JR.

HEARING OF THOMAS H. PRIEST, JR. - VOLUME II
 Taken by the Committee on Ministry on the 1st day of
 March, 2011, at First Presbyterian Church, 529 Hendrie,
 Royal Oak, Michigan, at 8:38 a.m.

APPEARANCES:

For the Presbytery
 of Detroit:

THE REV. EDWARD H. KOSTER, J.D., STATED CLERK
 Presbytery of Detroit
 Presbyterian Church (U.S.A.)
 3772 Bridle Pass Court
 Ann Arbor, Michigan 48108
 (734) 358-5403
 ehkoster@aol.com

Reported By: Ann M. Courter, CSR-6239
 Certified Shorthand Reporter



ESQUIRE
 An Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
 www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

TABLE OF CONTENTS - Volume II

HEARING OF THOMAS H. PRIEST, JR.:	PAGE:
Statement	3
Resume Hearing	4

EXHIBITS:

None.



ESQUIRE
an Alexander & Wallace Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

3

1 Royal Oak, Michigan,

2 Tuesday, March 1, 2011 - 8:38 a.m.

3 - - -

4 COMMITTEE ON PREPARATION FOR MINISTRY - VOLUME II

5 (Introduction, 8:38 a.m.)

6 REV. KOSTER: I'm Edward Koster, Stated Clerk of the
7 Presbytery of Detroit.

8 This morning's hearing is a continuation of the
9 hearing of February 1st in which Thomas Priest asked for an
10 adjournment.

11 It is a meeting of the Committee on Preparation for
12 Ministry of the Presbytery of Detroit. Mr. Priest is a
13 candidate for ministry. We will be hearing a motion to
14 approve, excuse me, to adopt a report of investigating
15 subcommittee that brings findings and recommendations to the
16 committee. The first part of this will be an open hearing in
17 which Mr. Priest will present his response to the motion.

18 He will be represented by a gentleman named
19 Archibald Wallace, who is an attorney from Richmond, Virginia.
20 He may have other advocates with him who most likely will not
21 be allowed to speak.

22 The first part of the hearing will be an open
23 hearing after which the committee will go in executive session
24 and everybody will be asked to leave except for certain
25 people, voting members and those invited. During that period



ESQUIRE
an Alexander Olin Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

4

1 the committee will consider the motion and the defenses and
2 points raised by Mr. Priest during the open hearing. When the
3 committee has made a decision on the motion to adopt the
4 report of the investigating subcommittee, it will return to
5 open session at which point the result will be announced.

6 (Statement concluded at 8:41 a.m.)

7 (Meeting called to order, 9:00 a.m.)

8 REV. DOWNS: We will call ourselves to order and ask
9 the light of Christ to be among us this day. I want to
10 apologize, my computer crashed on Saturday and it crashed
11 really hard. So the only ability I had to be on-line about
12 anything has been at work and I was there until 7:30 and I
13 still didn't get it all done yesterday. So the hymn I had
14 planned, this is a different hymnal. It's not in here. So I
15 thought we'd lean on some old reliable hymn that has stood the
16 test of a lot of ages. Number 84 in this hymnal, O God Our
17 Health In Ages Past. I was always taught that we could sing
18 better if we stand.

19 Let me offer up a prayer before we sing. Loving
20 God, you gather us together in this place to do your work.
21 Make your presence to us known and felt throughout this day,
22 this morning as we deliberate in closed session, and this
23 afternoon as we meet with our candidates and our COPs. Dear
24 Lord, this work you have called us to, make us worthy of that.
25 In the name of your son we pray. Amen.



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

5

1 GROUP: Amen.

2 REV. DOWNS: Let us sing, O God, Our Health In Ages

3 Past .

4 (Singing.)

5 REV. DOWNS: Please, be seated.

6 I would like to read Psalm 19.

7 The heavens are telling the glory of God and the

8 firmament proclaims his handiwork. Day to day pours forth

9 speech, night to night declares knowledge. There is no

10 speech, nor are their words, their voice in not heard; yet

11 their voice goes out through all the earth and their words

12 through the end of the world. In the heavens he has set a

13 tent for the sun which comes out like a bridegroom from his

14 wedding canopy, and like a strong man runs his course with

15 joy. Its rising is from the end of the heavens, and its

16 circuit to the end of them, and nothing is hid from its heat.

17 The law of the Lord is perfect, reviving the soul. The

18 decrees of the Lord are sure, making wise the simple, the

19 precepts of the Lord are right rejoicing the heart; the

20 commandment of the Lord is clear, enlightening the eyes; the

21 fear of the Lord is pure, enduring forever. The ordinances of

22 the Lord are true and righteous altogether. More to be

23 desired are they than gold, even much fine gold, sweeter also

24 than honey and drippings of the honeycomb. Moreover by them

25 is your servant warned, in keeping them there is great reward.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

6

1 But who can detect their errors? Clear me from hidden faults.
2 Keep back your servant also from the insolent, do not let them
3 have dominion over me. Then I shall be blameless, and
4 innocent of great transgression. Let the words of my mouth
5 and the meditation of our hearts be acceptable to you, O Lord,
6 our rock and our redeemer.

7 All God's people say.

8 THE GROUP: Amen.

9 REV. DOWNS: Good morning.

10 THE GROUP: Good morning.

11 REV. DOWNS: I appreciate, we all appreciate all of
12 you being out here this bright and early hour. Some of you I
13 know have traveled some distance to get here, and hopefully
14 others will be trickling in as we go.

15 Now, is there anybody who does not have paperwork
16 for today?

17 ELDER RICE: I have paperwork and did not put it out
18 on the table. I will pass this around in the rubberband so
19 that you know this is the collective extra paperwork for
20 anyone who needs it.

21 REV. DOWNS: Do we need any introductions? I think
22 everybody here mostly knows everybody. Do we need to
23 re-introduce for the court reporter?

24 REV. KOSTER: You might.

25 REV. DOWNS: Well, I am Elizabeth Downs, and this is



ESQUIRE
an Alexander D'Adda Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

7

1 Ann Courter, she is appropriately named that I think to be a
2 court reporter. So she will be recording our proceedings as
3 we go this day, as we started to do a month ago.

4 We already have on the floor a motion to approve,
5 I'm sorry, to adopt the report and recommendations of the
6 investigating subcommittee. I don't want to proceed any
7 further at this point until Tom and his lawyer are here, are
8 actually in the room with us. And so I know that there are a
9 handful of other items we need to take care of today for
10 business items and so on. And here comes somebody, and so let
11 me go and find out what the deal is on that or somebody could
12 run out and find out what's going on. Here he comes.

13 When you speak, or when you have a question or a
14 comment to make, please state your name clearly for the court
15 reporter to make a record here.

16 They are on the way I see, so excuse me just a
17 moment.

18 (Off the record.)

19 REV. DOWNS: Tom, what I would like to do is have
20 the folks introduce themselves and you introduce the people,
21 or they can introduce themselves as well, and then we will
22 proceed.

23 All right, my name again is Elizabeth Downs. I am
24 the interim minister for First Presbyterian Church in Pontiac,
25 and I am one of the moderators of the Committee on Preparation



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

8

1 for Ministry.

2 Marie, would you introduce yourself to the table.

3 ELDER HUGLEY: Sure. I'm Marie Hugley from Elder
4 Park United Presbyterian Church.

5 ELDER BARBARA JACKSON: Barbara Jackson from Troy
6 First, an Elder.

7 ELDER ROBERT JACKSON: Bob Jackson, Troy First,
8 Elder.

9 ELDER EDWARD: Stanley Edward, Elder Calvary
10 Presbyterian Church.

11 ELDER REYNOLDS: Darrell Reynolds, Elder Calvary
12 Presbyterian Church.

13 REV. WALLACE: I'm Archibald Wallace. I'm Minister
14 of the Word and Sacrament. I'm Presbyterian James. I have my
15 own church in Hopewell, Virginia. I'm also a practicing
16 attorney.

17 ELDER PRIEST: I'm Elder Tom Priest.

18 ELDER CLARK: Sam Clark, Elder at Kirk in the Hills
19 Church here and also co-chair of CPM.

20 REV. WILHELMI: I'm Marjorie Wilhelmi. I'm the
21 Pastor at Northbrook Presbyterian Church, and I'm also the
22 secretary taking the minutes.

23 REV. BROWNLEE: I'm Richard Brownlee. I'm a
24 minister, honorably retired.

25 REV. MCMILLAN: Judy McMillan, Pastor of First



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

9

1 Presbyterian Troy.

2 REV. MCDEVITT: Jenny McDevitt, one of the pastors

3 at First Presbyterian Ann Arbor.

4 ELDER GAUBATZ: Mike Gaubatz. I'm an Elder at

5 Geneva in Canton.

6 REV. KRUG: Ernest Krug. I'm a minister and parish

7 associate at First Presbyterian Church of Birmingham.

8 REV. STUNKEL: Paul Stunkel, Pastor of St. Paul's

9 Presbyterian, Livonia.

10 REV. RICE: I'm Betsy Rice. I'm a parish associate

11 here at First Royal Oak.

12 REV. BOHN: Chris Bohn. I'm here as a

13 representative of the Committee on Ministry.

14 ELDER HUNT: Phyllis Hunt. I'm an Elder at

15 Southminster in Taylor.

16 ELDER JOHNSON: Henry Johnson, Elder First

17 Presbyterian Church, Ann Arbor.

18 REV. HARTLEY: Good morning. Tom Hartley, Pastor at

19 Community Presbyterian in Waterford.

20 REV. TIMM: I'm Al Timm. I'm from the Presbytery of

21 Detroit. I serve as executive presbyter and ex-officio member

22 of this committee.

23 REV. PRITCHARD: I'm Norman Pritchard, Pastor at

24 Kirk in the Hills.

25 REV. KOSTER: I'm Ed Koster. I'm the Stated Clerk



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

10

1 of the Presbytery. I've been asked to come as advisor on the
2 process.

3 REV. DOWNS: Again, last month the motion was made
4 to adopt the committee's report and recommendations, and then
5 we postponed any discussion of that at Tom Priest's request so
6 we are reconvening on this day.

7 There are a couple of things. I wrote out some
8 remarks I would like to read and a reminder that for the
9 purposes of this day and this meeting today, only you, Tom,
10 and your lawyer can speak to the committee during this
11 meeting, during this hearing.

12 We reconvened today the CPM hearing on the motion to
13 adopt the report and recommendations of the special
14 investigating committee. I have to tell you that this report
15 has generated a lot of response from a number of people
16 outside of the committee. I have received e-mails and phone
17 messages. I have documents forwarded to me from individuals
18 and other pastors in the presbytery, as well as requests from
19 the black caucus of our presbytery to meet separately with
20 them to discuss Mr. Priest's status and this issue. Reverend
21 Timm also has had some of these contacts. I can only assume
22 that some of the others on the committee have received similar
23 contacts, but I don't know that. I appreciate that there are
24 so many people concerned with what we are doing is just and
25 fair and faithful, and that Tom has as many supporters as he



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

11

1 does. I'm grateful for their dedication and care.

2 We on this committee are also I believe dedicated

3 and caring, and we strive to do what is just and faithful. I

4 pray that any discussion we have or any decision we make will

5 have no reason to be labelled as unfair or unjust or even

6 politically or racially motivated. We work hard. We work

7 hard to keep each other on track in our responsibility. Our

8 task remains simple and straight forward and is really limited

9 in scope. If we as a committee determine the report to be

10 fair, then we adopt it. Do we need to require additional work

11 or education or other effort on the part of the candidate

12 under our care before we feel it's prudent to grant that

13 candidate final assessment? Is that candidate in our

14 estimation ready for ordained ministry in PC USA? Since

15 Mr. Priest is a candidate under our care, the responsibility

16 to determine his readiness for ministry falls to us, as it

17 should. That's the entire scope of our responsibility here

18 today.

19 Remember, we've done this with others. We required

20 additional course work or workshops or counseling or

21 supervised field experiences, and I suspect we'll do so again

22 in the future. Such action may not be widespread, but it is

23 not unusual. So we are here today to resume our discussion,

24 and I invite us to take a deep collective breath and continue

25 with this simple task. First I ask that you be silent for



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

12

1 just a few moments and listen for God's Spirit, word, and
 2 guidance, and for the openness to truly listen to one another.
 3 So let us be in silent prayer.

4 And together we say.

5 THE GROUP: Amen.

6 REV. DOWNS: As I said before, this was merely a
 7 postponement. We didn't make any decisions so the motion is
 8 still on the floor. Marjorie, do you have this in front of
 9 you? Can you read that to us?

10 REV. WILHELMI: Motion is to adopt the investigating
 11 committees report and recommendations.

12 REV. DOWNS: Since we've had this full month
 13 intervening and not everyone was present last month, I would
 14 ask that we begin again with the special committee and its
 15 report, to review that with us and review its recommendations
 16 to us.

17 REV. RICE: Review, you mean read in its entirety?

18 REV. DOWNS: I think so.

19 REV. RICE: Again, this will be familiar.

20 "CPM Subcommittee, Convened in the Matter of
 21 complaint by Ruth Azar Against Candidate Thomas H.
 22 Priest, Jr. Date of Report is January 18, 2011.

23 After prayerful consideration, the CPM of the
 24 Presbytery of Detroit, on May 4, 2010, authorized the
 25 formation of a subcommittee to investigate the above



ESQUIRE
 an Alexander's & Co. Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

13

1 referenced complaint. The composition of the
 2 subcommittee was approved June 1: Reverend David Abbot,
 3 Reverend Christine Bohn, Elder Henry Johnson, and
 4 Reverend Elizabeth Rice.

5 The committee convened its first meeting on June 9,
 6 2010, the intent being to determine its agenda and the
 7 process for achieving outcomes. The committee received
 8 guidance from the Stated Clerk, Ed Koster, concerning
 9 process and the parameters of its investigation.

10 The committee's task was to investigate and make a
 11 recommendation to the Committee on Preparation for
 12 Ministry concerning Mr. Priest's suitability for
 13 ordination as a Minister of Word and Sacrament. It was
 14 not this committee's task to determine whether or not the
 15 Constitution of the PC(USA) was violated. This committee
 16 was advisory to CPM on matters of suitability and
 17 preparation for ministry; disciplinary or judicial
 18 proceedings were not this committee's purview.

19 We met again on June 22, 2010, to begin scheduling
 20 interviews and to clarify our approach to the
 21 investigation.

22 On July 15, 2010, we interviewed Ruth Azar. Key
 23 issues included:

24 Concerns about Mr. Priest's interactions with staff
 25 and volunteers at Second Mile Center (SMC), disturbing



ESQUIRE
 An Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

14

1 statements made by Mr. Priest during his visit to SMC, a
2 perception that Second Mile Center was being targeted by
3 Mr. Priest and its ministry devalued and undermined.

4 On July 28, 2010, we met to discuss the interview
5 with Ms. Azar and plan for the interview with Mr. Priest.

6 On August 9, 2010, we interviewed Mr. Priest, who
7 was accompanied by his Advocate, Elder Darrell Reynolds.
8 The committee found it notable that Mr. Priest gave
9 lengthy responses to the questions and frequently
10 redirected the conversation. Key issues included: a
11 denial of certain comments and insistence that others
12 were taken out of context. Mr. Priest's desire that
13 Barnabas Youth Opportunities Center and Second Mile work
14 together, share resources, and visit other urban
15 ministries. His preferred model of urban ministry and
16 his interpretations of his observations of Second Mile
17 Center.

18 On August 13, 2010, we met to discuss and plan.

19 On September 28, 2010, we interviewed separately
20 Sandra Addrow, Lawrence Lorkowski, and Elder Stan
21 Edwards. We interviewed each person specifically about
22 their personal interactions with Mr. Priest during his
23 visits to Second Mile Ministries and Barnabas Youth
24 Opportunities Center and a later meeting at Second Mile.

25 On November 19, 2010, we met for discussion and



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

15

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at Second Mile Center.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

CENTRAL ISSUES

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did



ESQUIRE
an Alexander & Baldwin Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

16

1 he use that same influence and authority to provide an
2 opportunity for Second Mile to have voice in actions
3 intended to affect dramatically the future of the Center.
4 In other words, Mr. Priest represented himself as a
5 student to the subjects of his investigation, but freely
6 applied the authority of presbytery office to pursue
7 actions against those subjects.

8 This committee also observed a consistent pattern of
9 Mr. Priest prejudging the opinions and experiences of
10 others without listening to what they had to say about
11 their own opinions and experiences. People
12 self-identifying with three different racial-ethnic
13 groups (white, Arab-American, and African-American)
14 indicated to the committee their frustration and
15 discomfort when they perceived that Mr. Priest assumed he
16 knew what they thought about certain issues (or what they
17 should think) based on his perception of their
18 racial-ethnic identity. At least in certain
19 circumstances, it appears that Mr. Priest was unwilling
20 to listen to what people had to say about their
21 experience and opinions and was, instead, rather
22 forceful verbally in attributing his experience and
23 opinion to others.

24 It is evident to this committee that Mr. Priest is
25 fiercely devoted to his preferred model of urban



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

17

1 ministry. This committee is concerned that Mr. Priest is
 2 unwilling to acknowledge the legitimacy of alternative
 3 ministry styles and routinely uses methods of
 4 confrontation and intimidation.

RECOMMENDATIONS

5
 6 It is the opinion of this committee that Candidate
 7 Priest's current pattern of confrontational behaviors
 8 would cause great difficulty in a congregation and in a
 9 presbytery.

10 Therefore, this committee moves that CPM require
 11 Mr. Priest to participate in the Mediation Skills
 12 Training Institute for Church Leaders led by the Lombard
 13 Mennonite Peace Center.

14 Additionally, we move that at an appropriate future
 15 time CPM examine Mr. Priest to assess his pastoral
 16 development in the areas identified above.

17 This assessment might include such tools as asking
 18 Mr. Priest to write papers on what he has learned
 19 personally and professionally from the mediation skills
 20 training and his own sense of pastoral identity and
 21 authority.

22 Respectfully submitted, Reverend David Abbot,
 23 Reverend Christine Bohn, Elder Henry Johnson, and
 24 Reverend Elizabeth Rice."

25 REV. DOWNS: Thank you very much.



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

18

1 This is now the time for Tom and Mr. Wallace,
2 Reverend Wallace to direct any comment or questions. The
3 questions, please direct at the committee, this committee
4 here, CPM, and not to the investigating committee. Any of the
5 comments and questions that you might raise we will definitely
6 ask them, but that will be done in close session, executive
7 session.

8 So you have the floor.

9 REV. WALLACE: Thank you. May I start?

10 REV. DOWNS: Please.

11 REV. WALLACE: Mr. Priest asked me some time ago to
12 assist him in this and other issues related to the complaint
13 of Mrs. Azar. As you know, Mrs. Azar filed a formal
14 complaint, disciplinary complaint, that initiated this
15 proceeding. That disciplinary complaint was directed to the
16 stated clerk of the presbytery and to the stated clerk of the
17 sponsoring church for Mr. Priest.

18 Investigative committee is formed by the session of
19 his own church or sponsoring church, and that investigating
20 committee examined and did the same thing as this committee.
21 That committee has declined to file charges. Mr. Priest was
22 charged in the complaint by Mrs. Azar with racial
23 discrimination, reverse racial discrimination, among other
24 charges.

25 Mr. Priest denies and has repeatedly said he did not



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

19

1 say or do the things with which Ms. Azar has written or
2 charged. Now, this committee has appointed its own
3 investigative committee. I must submit as a student of the
4 Book of Order, CPM, and I am a long-standing member of the CPM
5 in Virginia, CPM's have the right and power and ability and
6 directive to consider the suitability of persons seeking to be
7 ordained. You have that right and you have the right to
8 exercise that and you have the right to look in to matters.
9 There's no question about that. But the issue as we, as I
10 look at it and we look at it up front is what you are doing
11 here is in excess of that right. And you're going to say, oh,
12 no, I'm attacking the process, and you're going to be upset
13 that I'm attacking your process, but I have to point out to
14 you that Ms. Azar's original complaint was a disciplinary
15 complaint. It is filed under D6 of the Book of Order. That
16 is a disciplinary complaint. This committee had the right to
17 look into those issues, but it could not do so as a second
18 investigative committee or second judicial committee.

19 You will tell me, oh, no, there's plenty of language
20 in what our report is that's been submitted. There's language
21 in it that says we're not doing anything that's disciplinary
22 when this is not a judicial proceeding, that's not within this
23 committee's purview, I agree, and you have said that and
24 remarkably so that is the purview of what's in the
25 investigation.



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

20

1 Do CPM's appoint ad hoc committees? All the time.
 2 Do they ask the seat to look into matters? All the time. Is
 3 that within your purview and power? Yes, but there's a line.
 4 And when you style your report as investigative "CPM
 5 Subcommittee Convened in the Matter of Complaint by Ruth
 6 Azar," the complaint is a disciplinary complaint. Now I would
 7 point out to you there's nothing in G14.0400 that authorizes
 8 you to act as a judicial commission or as an investigative
 9 committee appointed by a body such as a presbytery or a
 10 session or a general assembly. Just don't have that power.
 11 You may exercise it as you have done here informally, which
 12 you have gone about it and we been saying we're objecting to
 13 the approach you're taking getting to a result that you have a
 14 right to get to. We're objecting to the process, because we
 15 believe this is an irregularity under the Book of Order, and I
 16 advised Mr. Priest that it is such an irregularity and if
 17 carried to finality could form the basis for remedial action.
 18 That's my advice. That's not what Mr. Priest is doing.
 19 Mr. Priest comes today to say to you that he's in
 20 submission to you. He wants to work with this committee. He
 21 seeks this committee's approval and endorsement and movement
 22 from candidate to readiness so he can move on with the
 23 process. He feels a deep spiritual call to serve as a
 24 minister of the word and sacrament in the presbytery church
 25 USA. He also says that he's listening to the Holy Spirit to



ESQUIRE
 an Alexander Galle Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

21

1 discern as to how he should respond to this. Also should tell
 2 you that he bears malice toward none and that he wishes that
 3 the process here today would be fully spelled out and spread
 4 out so that you, too, could see what many have seen, these
 5 actions either didn't occur or are not violative or are not as
 6 conclusions of the committee.

7 We're going back to the first point, we object to
 8 the proceedings in the way in which we're doing with a court
 9 reporter; with an agenda that spells out a number of places
 10 that this is a hearing; that the report itself has language
 11 that we're here to investigate yet takes Mr. Priest to task
 12 for any number of things; and, in fact, what has occurred here
 13 is a disciplinary hearing without all of the rights, all of
 14 the duties that are owed a person facing a disciplinary
 15 hearing. For example, Ms. Azar is not here today to be
 16 cross-examined. If you look at and hear all of the evidence,
 17 these statements were not made to her. They were supposedly
 18 made to others, yet when you examine them and look at the
 19 records, it did not happen in the context which they were
 20 reported.

21 So first thing is Ms. Azar's not here, can't be
 22 examined nor the other witnesses, not been confronted, not
 23 given the information which they presented, given this
 24 conclusion by this committee and this report by this
 25 committee.



ESQUIRE
 An Alexander's Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

22

1 He is charged in the complaint which she originally
2 brought with racial discrimination. That is not Tom Priest.
3 That is nothing about him. That's just not where he comes
4 from. Is he an African-American? Sure. He will tell you he
5 sees through the lens of presbyterian elder. He sees through
6 the lens of being presbytery. Yes, he's concerned about
7 issues of justice for African-Americans and for all and he's
8 concerned about those kinds of things, but not inordinately to
9 the point of saying or doing things.

10 Now, we also take issue not only with the process,
11 and frankly, I have to say that process Mr. Priest is in a
12 very difficult position, because if he challenges the process
13 he may never get ordained. This committee has the power and
14 the right to say whether he should ever be ordained. You can
15 do it in a number of ways and you can say, no, he always has
16 the right to go to presbytery and challenge their decision.
17 But where does that get him if he does that, what is the taste
18 in your mouth, what is the future, how are we working together
19 if we go that route? So a more reasoned route and a route
20 certainly recommended that he's willing to take is we have to
21 be here, we have to participate. We object to it, because we
22 believe it violates his rights and we have to participate and
23 we are participating. We don't waive that, but there's no
24 other way to go with this. We have to go ahead the way it is
25 today.



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

23

1 Now, let me talk to you for a moment about the
2 evidence that is in this case. On February 18, 2009,
3 Mr. Priest went to Second Mile Center as part of a seminary
4 project to look at urban ministries within the presbytery as
5 opposed to the model being taught in the seminary. I don't
6 know whether that model is good, bad, or otherwise. I just
7 know that's the model the professors are teaching and that was
8 a part of his courses to go in some center somewhere against
9 the model. So he went to the two in the presbytery, the two
10 centers in the presbytery, urban ministry centers, one on the
11 17th, one on the 18th.

12 He then presented on March 9th, he presented his
13 report to the seminary, and we have all the slides and
14 everything he said is on those slides and documents. I trust
15 the committee had access to it and can see it. On March 12th
16 he presented that again to the seminary, and on the 16th he
17 shared the results in March of '09 with both centers meeting
18 with Mr. Edwards who's here, one of the centers and meeting
19 with Ms. Azar, the other head, and he shared results of his
20 study of his visit there at both centers compared to the
21 model. He believes in the model, rightly or wrong he believes
22 in the model. As the committee reports he prefers that model.
23 I don't see anything wrong with preferring a particular model
24 with having to do urban ministry, but that's certainly a
25 mistake.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

24

1 But anyway, in March '09 he met with Ms. Azar and
2 other folks from SMC, Second Mile, and Mr. Edwards, and
3 presented his findings. They were all present together. He
4 only ever spoke with Ms. Azar twice. Once was during his
5 visit, once first visit; once during his presentation of his
6 findings on March 16th. March 16, '09, onward he had no
7 contact with Ms. Azar.

8 Now, hold that over here aside to deal with another
9 factual setting that I'm sure the committee also went in to.
10 For a long time there was a question of Ms. Azar's and the
11 center's reporting or oversight, reporting to or oversight by
12 presbytery, and one of the issues was, how do we as a
13 presbytery, how to raise benefits and who has oversight. So
14 that needed to be cleaned up. Had nothing to do with
15 Mr. Priest. Started long before he came on board. Mr. Priest
16 was hired by a women's council, I may not be given exact right
17 name, that oversaw Second Mile Center. But the question came
18 up, how to make sure she's under the purview, control, and
19 oversight of the presbytery. That was in the works before
20 Mr. Priest ever went out there.

21 On March 2, '09, the coordinating cabinet of
22 presbytery approved the Second Mile Center model that is with
23 Ms. Azar at the head and approved it to come in under the
24 oversight of the presbytery. June 23, '09 the presbytery
25 approved the action of the coordinating cabinet of March 2,



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

25

1 '09, and said, yes, we will accept her, accept her as
 2 employees or technical employees of the presbytery. Again,
 3 this is not something that Mr. Priest was involved in
 4 directly. But I must tell you for the full year of 2009, he
 5 served as moderator of the presbytery and also a member of the
 6 coordinating cabinet. Why is that important? Because in
 7 September, October 2009, a lady named Rosy Lattimore submits a
 8 letter to stated clerk or to the coordinating cabinet and the
 9 stated clerk weighs in on it and deals with the question of,
 10 the question of can the presbytery approve a position and make
 11 a presbytery position without adhering to the rules of the
 12 presbytery procedure of the presbytery regarding open bidding
 13 and open advertising and that type of thing. Can we just
 14 allow somebody to come in to that position without having to
 15 go through the process the presbytery says this is our
 16 procedure when we have presbyteries all over.

17 Coordinating cabinet some time between October 5 and
 18 December 5 of '09 looked into the subject. Mr. Priest was on
 19 that committee, and they agreed on December 5 to send a letter
 20 to Ms. Lattimore that says, in the future we're not going to
 21 do this. We're not going to just take somebody in without
 22 advertising, promoting the position. But there are
 23 extenuating circumstances here, and so we're not going to
 24 undue this particular one, that's December 5, 2009.

25 Now Mr. Priest's term as moderator ends with the



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

26

1 January 2010 meeting. No action has been taken by anybody to
2 do anything at that point in time except the committee that
3 he's a member of has written back to Ms. Lattimore saying,
4 you're right, it probably was a violation of our procedure but
5 the extenuating circumstances we're going to leave it that
6 way. Once he's no longer moderator in April 2010, he prepares
7 and requests and submits to the presbytery a motion to rescind
8 that action, that action of approval of the appointment and
9 the adoption of Ms. Azar as that position. He was not at that
10 presbytery meeting in 2010.

11 Another, Ms. Lattimore did offer the motion. There
12 was a lot of exchange in that time frame April 2010 just
13 before the presbytery meeting about six or seven days before.
14 One part of the exchange that went on during that time frame
15 was executive presbytery provided Mrs. Azar with a heads up,
16 this motion is coming and I want you to know about it and
17 stated clerk talked about e-mails talking about here's the way
18 the parliamentary process and procedure we're going to use at
19 that meeting, presbytery meeting.

20 One of the things this jumps out at that point in
21 time is an e-mail at that point in time, now talking about
22 April 2010, that Ms. Azar said to the presbytery, what can we
23 do to bring charges against Mr. Priest and Ms. Lattimore,
24 because this is just a wreck? And they are told and response,
25 here's where you go to find out how to do a complaint. So a



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

27

1 complaint was filed.

2 Now, the timing, I submit to this committee, is a
3 big issue, something I would really want to know about. Why
4 Ms. Azar, why from March of '09 when he makes his report with
5 Mr. Edwards present -- I'm not sure what Mr. Edwards remembers
6 -- why was nothing taken until this motion came up by a member
7 of presbytery? Any member of the presbytery has a right to
8 make a motion, and there's nothing wrong with making motion.
9 May not agree with it and you could certainly vote them down,
10 but why did nothing go on until after the motion came forward
11 over being deposed in April 2010, thirteen months later.

12 The presbytery at the April 27 meeting did not deal
13 with that motion directly. The presbytery at that motion, at
14 that meeting heard a motion by another who said, I move that
15 we not hear that motion. I object to it and move we not hear
16 it. So presbytery voted on that issue and that issue
17 prevailed and the motion that Mr. Priest was offered was not
18 heard, read, made, voted on per se.

19 I will submit to you in July 2010, Mr. Priest and
20 Elder Dorothy Seabrooks and Ms. Lattimore filed a complaint
21 with the Senate about that process, that is how can you deny a
22 motion and rule it out of order before you ever had a motion
23 made? Is that appropriate process, is there an issue here?
24 That has since been dismissed for jurisdiction. Mr. Priest
25 was not at the meeting so he did not have standing.



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

28

1 The other motion of the other two was a day late in
2 being filed, so it was dismissed as not timely, that's all.

3 In the meantime, the complaint had been filed by
4 Ms. Azar and Mr. Priest's sponsoring church along with
5 investigative committee and began hearing. The presbytery did
6 not form an investigative committee. This committee did and
7 the Book of Order gives you the power to look into things, but
8 not in the form of investigative committee. So we would
9 submit to you that if you look at all of the facts and all of
10 the documents and all of the records, and hear all of the
11 witnesses -- for example, Mr. Edwards is given a statement
12 saying I was there in March 2009 at the meeting with
13 Mr. Priest and Ms. Azar and myself to figure out how the
14 directors of the two urban ministries program of presbytery of
15 Detroit can work together and share information and resources.
16 There's nothing in this statement, nothing in this statement
17 that says Mr. Priest made disparaging remarks, didn't listen,
18 abused his authority or did anything racial or made any racial
19 statements or acted in any way untoward toward Ms. Azar or the
20 Second Mile. I have his statement here and submit it to be
21 part of the record if there's no objection. But in essence,
22 he's saying this is the one that was difficult when I read it.
23 I received this yesterday.

24 CPM shared with me that Tom and Ruth had several
25 meetings which I had not attended. Mr. Priest would tell you



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

29

1 that was his second meeting with her and all the meetings he
 2 ever had. And CPM representatives, I felt they already made
 3 up their minds before they come and meet with me since they
 4 waited so long to find out what happened. CPM representatives
 5 assured me they did not form an opinion. Time delay was due
 6 to them just getting information April 2010. So I read that
 7 particular paragraph to show again the time line that 13
 8 months after the fact, 13 months after the last meeting, there
 9 are charges made by Mrs. Azar, charges that are disciplinary
 10 in nature which are very damaging to Mr. Priest, charges which
 11 accuse him of very serious offenses if true.

12 This committee says one of the concerns we have is
 13 with the use of authority. Nothing that Mr. Priest did in
 14 March of '09 was as moderator of the presbytery. In fact,
 15 there's no evidence that says he came in and said, I'm the
 16 moderator, I want to do this. The evidence is that he was
 17 there doing a study and he shared results of that study as a
 18 student with his school and with the two centers. Mr. Edwards
 19 will share that this is what I heard him say. So what
 20 authority is he exercising in '09? He is the moderator of the
 21 presbytery. He is on the coordinating cabinet. But while as
 22 a moderator, nothing came up at a presbytery meeting that he
 23 swayed, oversaw, or did, or any actions taken by him there
 24 against Second Mile. In fact, as a member of the coordinating
 25 cabinet he was part of the cabinet's discernment and



ESQUIRE
 an Alexander's & Co. Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

30

1 discussion when they responded to Ms. Lattimore's concern
2 that, yes, we didn't follow procedure but you're correct, but
3 this isn't the case to change it. We will leave it as is.

4 So that whole year '09 when he's in that position of
5 moderator and member of that committee, where is any evidence
6 that he used his authority against Second Mile Center or
7 Ms. Azar? And we take strong exception to that inclusion,
8 that he abused his authority, which is a very serious charge.
9 But we will say this at this point too, if the conclusion of
10 those listed in trying to discern as this sounds like that to
11 us, certainly apologize and begs forgiveness because that's
12 not who he is or what he was trying to do and that's a
13 misperception of what actually happened on that occasion.

14 But you cannot point to any place in any record of
15 the presbytery or in the coordinating cabinet, you cannot
16 point to any evidence there that says here, here's when he
17 abused his power, here's where he over-used his authority,
18 here's where he took advantage of that authority. And the
19 motion was made in April 2010 by him to look into the issue,
20 not Ms. Azar, but look into the issue of, can we allow folks
21 to be put in presbytery positions without following our
22 process and procedure, and if not, what should we do about
23 situations for that to occur. He has the right to make that
24 motion as member of the presbytery. Is that an abuse of his
25 authority? He disagreed and goodness knows I go to presbytery



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

31

1 meetings all the time, people disagree. Is that an abuse of
2 authority? I submit that is not.

3 It says at that time, Mr. Priest did not notify
4 Second Mile he was taking his findings and interpretations of
5 findings to presbytery. There's no evidence he took them to
6 presbytery at the time that he was moderator or member of
7 coordinating cabinet. Now, did it come up at some later time
8 to the presbytery when he made the motion? Sure. But is that
9 wrong to at that point in time raise it in support of his
10 motion? He says he didn't use that same influence and
11 authority to provide opportunity to Second Mile and voice and
12 actions intended to dramatically affect him. He was not
13 moderator. He was not dysfunction if he filed a motion to
14 tell them this is the motion per se. The motion is not
15 directed at them per se, although certainly can be perceived
16 that way.

17 I submit to you the conclusion drawn about abuse of
18 authority is, we submit, overreaching.

19 Now the committee also observed a consistent pattern
20 of prejudging the opinions and experiences of others without
21 listening. All of us need to be better listeners, and if he's
22 not a good listener I think this committee ought to encourage
23 him to be a better listener and encourage him to take training
24 in being a better listener. Mediation skills, I don't know if
25 he needs that. I'm a mediator. I certainly handle hundreds



ESQUIRE
an Alexander & Baldwin Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

32

1 and hundreds of mediations in my life time, does that train
2 you to listen? Yes. So does counseling courses I took in
3 seminary, they trained me to listen. So years of practice of
4 law trained me to listen. Lots of places you can go to learn
5 to listen. Not everybody's a good listener. The bible tells
6 you over and over, hear, see. Always enjoy the line, God gave
7 us two ears and one tongue, two eyes and one tongue, so
8 suggests I need to hear twice as much as I talk. I know you
9 want me to shut up now.

10 I think those are two serious things, abuse of
11 authority and persistent pattern of prejudging. I think if
12 you sat and listened to Mr. Priest, find out who he is. He's
13 a man, middle age, hearing the call of God to serve, to be a
14 minister of the word and sacrament. How easy it would be to
15 say I'm too old, too many other things going on, but he's here
16 and listening to the Holy Spirit. He cares about people. Is
17 he an African-American concerned about issues of justice and
18 fairness? Yes, but all of us are whether we're
19 African-American, otherwise. We as Christians certainly heard
20 the words of our Lord speaking to us and walk humbly before
21 our God and seek justice and love mercy.

22 Tom Priest I know is that way. I think the
23 gentleman here with us today, say the Tom Priest that they
24 know is that way. Does that mean he's not to speak out on
25 issues where he doesn't think it's right? If a job is going



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esqulresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

33

1 to be offered in a minority area is it right not to have it
 2 advertised so it can be filled by someone who may not have
 3 gone through that process? I think that's fair to raise that
 4 question. Maybe in this case we wished he hadn't, but is it
 5 fair to raise it? I think there's folks here who raised
 6 questions about that before.

7 Now, the suggestion that there's something wrong
 8 being fiercely devoted to his preferred model of urban
 9 ministry, I don't know that that's objectionable, but if being
 10 fiercely devoted is a problem, we again beg forgiveness. I
 11 don't think that's really what the issue is here.

12 Seems to me in looking at the charges, concerns as
 13 they are called, dealing with authority and consistent
 14 patterns and assumptions of knowing more than others know. I
 15 think those are admonitions that he needs, fair to say them
 16 and tell him he needs to be concerned about those things, but
 17 not in the context of a disciplinary proceeding, not in a
 18 context where every word is being taken down and preserved for
 19 goodness knows what purpose, not in the context of
 20 investigating a complaint of this committee that doesn't have
 21 the authority to do them, investigating presbytery itself.
 22 Seems to me when we on CPM approach a candidate we're here for
 23 two functions. Gatekeeping surely and we have to do that.
 24 But nurturing too, and I commend you because I think your
 25 report does seek to provide, nurture, gatekeeping and nurture



ESQUIRE
 an Alexander's Group Company

Toll Free: 800.866.5560
 Facsimile: 248.205.7040

Suite 925
 2301 West Big Beaver Road
 Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

34

1 and comes to the recommendation. Frankly, we're fine with the
2 recommendation and perhaps would even say let's go with them
3 but not with the conclusions and not with the report and not
4 with the process.

5 So when we conclude all of this, what we ask you to
6 do is not approve this report as it's written, because it
7 makes a very strong statement about this man that could be
8 damaging for the rest of his, potentially damaging for the
9 rest of his career, but to adopt the recommendations and say
10 we reviewed the report and we mark it as receive. We do not
11 adopt the report but we do believe that the recommendations,
12 we do accept the recommendations. As our moderator has said,
13 Ms. Bohn said at the beginning, often CPM's do require
14 additional steps not particularly spelled out in the Book of
15 Order, but certainly in the purview of determining suitability
16 and nurture. I think it would be appropriate to assure
17 yourselves that, one, this man is ready to go forward at some
18 point in time. I think you ought to do that, but to assign to
19 him fault and to investigate him in this way and determine
20 that he has violated certain steps and proceedings, I would
21 encourage you not to do that.

22 I appreciate your listening to me and letting me go
23 through this. I can take you through the evidence. I brought
24 copies of all the documents I referred to that if you would
25 like to have them. I got Mr. Priest here. I got Mr. Edwards



ESQUIRE
an Alexander Dalle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

35

1 here. We can go through any or all of this, but we will ask
2 you in the long run don't adopt this report as is stated but
3 do seek to discern ways to assure that this man is ready at
4 the appropriate time and he wants to continue in the process.
5 He wants to be, to answer the call that he believes God is
6 making to him to be ordained in word and sacrament and serve
7 in that capacity. It would be very easy just to say, no, we
8 hear that but our committee did this and they're good people
9 and we're not going to budge. This is our committee and we're
10 right. I submit to you if we considered every fact fully, you
11 come to a different conclusion number one. And number two, I
12 would submit to you in a court of law which my arena has been
13 for 35 years before I became a lawyer on this side of the
14 house, minister lawyer, this is a case evidentially Ms. Azar's
15 case would not stand up, be dismissed and investigative
16 committee heard the evidence that was their conclusion. They
17 did not press charges. Obviously they're not a commission or
18 a court. They have to decide whether there's probable cause.
19 That's the lesser standard of necessity of guilt.

20 Thank you for listening to me, and if you want to
21 hear anything from Mr. Priest he'll certainly speak if you'll
22 let him to.

23 ELDER PRIEST: May I speak now?

24 REV. DOWNS: Sure.

25 ELDER PRIEST: Thank you. I ditto everything



ESQUIRE
an Alameda O'Leary Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

36

1 Mr. Wallace said. I just want to give you an idea when I met
2 with him I drove overnight to Richmond, Virginia, where he's
3 stationed, where he lives. And I stayed at a hotel, he told
4 me I should never stayed at, but I went to school in DC in
5 that area so I knew the area. I stayed at the Days Inn and
6 when I drove up to the exit at two in the morning I didn't see
7 any lights, I didn't see anything. Where was I? Finally I
8 drove up, somebody came out. Half the units were windows were
9 knocked out and vacant. That's the only place I could afford.
10 I drove to his office and next to his office was a nice hotel.

11 So we sit there for four hours and he said, look,
12 you need to tell me everything. I never sat with a lawyer
13 before. He said you need to tell me everything, everything.
14 If you did tell me whatever I need for you to deny what you,
15 what's true, what is not true, and stand up for what you said
16 from the beginning. And we went through that. A very
17 spiritual, a very open experience for me.

18 I'm going to add to what he has said. When I met
19 with the committee, excuse me, the investigative committee for
20 CPM, when I met with them we met for roughly two hours and my
21 advocate Darrell, Darrell Reynolds was with me, and we did not
22 complete the investigation. We just got through preliminaries
23 where I was explaining the report, why I was there, and the
24 time line. So as we were going through that, the chair of the
25 committee said we need to reconvene because we ran out of



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

37

1 time. So we need to get back together, because we're not
2 finished. So I said, I cannot commit to rescheduling until I
3 meet with my attorney. I have always been and continue to be
4 led by the Holy Spirit to do what is right and I felt it was
5 right thing to honor Betsy's request for me to come to you,
6 because I have the upmost respect for Betsy and during this
7 process for CPM everybody has been fine. Need to look at
8 this, look at that, very open and up front as I have been. So
9 with that, I told out of respect for that I came to this
10 meeting without an attorney, but the next meeting I need to
11 have my attorney with me. So I will call you back when I get
12 an attorney to reschedule the rest of the meeting.

13 I sent an e-mail on September 26, Greetings, Betsy,
14 I pray all is well with you and your family. I am now able to
15 schedule a time to meet with the investigating committee. At
16 our last meeting I was unable to schedule a next meeting until
17 I consulted with my lawyer. Please let me know possible time
18 the investigative committee is available to meet.

19 I received a response back from Betsy. My prayers
20 continue with you and all involved in investigation. Thank
21 you for letting me know. The committee meets again tomorrow,
22 and I will let you know.

23 I did not hear back from the committee until I got
24 the report. So I felt at all that at least there should be
25 some continuation to have an opportunity that there was some



ESQUIRE
an Alexander Dalle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

38

1 work left undone.

2 I am very sensitive to conclusions that were drawn
3 about me, because in fact that is not my behavior. Everything
4 that has been said I have been up front and above board. Not
5 all people agree with what I said, but I been always up front,
6 honest, and above board with everything. Most members of my
7 church, and Darrell and Stanley can talk to that, didn't even
8 know I was moderator presbytery before. All they know is, we
9 call Tom to teach Sunday school. He teaches Sunday school.
10 Need him to come preach, he'll preach. Need Tom to come work
11 the food ministry, Tom will work the food ministry. Whatever
12 my church asks me to serve, that's what I did.

13 I'm not the type person that even uses titles or
14 offices. You go into my office and work where I was working
15 you didn't see any awards. You go in my office at home, no
16 awards, no diplomas, no anything. I been like that my whole
17 life.

18 So being led by the Holy Spirit, not one time during
19 my discernment process I committed to this call. I put myself
20 under the guidance of this committee. I feel like a fighter,
21 a prize fighter call, one or two punches I have to take
22 another one. I don't like it. I don't want to do it, but if
23 that's what God is calling me to do and I put myself under the
24 authority of this body, I have to do it. I understand what it
25 means to walk humbly with God. It means you may have to do



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

39

1 things you don't want to do. Am I'm ready to go into
2 ministry? Yes, I'm ready. I felt I been ready since I
3 accepted the call. Is patience once of my virtues? No, but
4 it's one of the things I'm learning to grow in to, but humbly
5 to me is overriding patience. It means to, if I have to do
6 this, I have to do what I have to do, and I'm willing to
7 accept that. But as Mr. Wallace says, not under the
8 conditions of being portrayed in this manner.

9 I mentioned to my lawyer and I want to mention this
10 to you. If it's an issue of conflict, it takes more than one
11 person to have conflict. If this training is offered to
12 myself and to Ruth and Tim, Ed Koster, whoever, to me that
13 would be a building and living community. We all go together.
14 Let's all go do it and work together. I feel because I'm
15 different or because I'm assessed to be different, I go out,
16 you get right and come back to us. I've already submit myself
17 to this authority, but in the building of community which is
18 already built by God, we have to live in it. To go out
19 together to work together on sensitivity training, conflict
20 resolution training together with the people you have conflict
21 with is a much better idea and I would be more than happy to
22 do it, if it takes five years, ten years, whatever, I would
23 not have a problem with that. But to send me out alone to
24 come back under these conditions, I'm very concerned with
25 that.



ESQUIRE
an Alexander & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

40

1 Again, I submit myself under the auspices and
2 authority of this body to pray that you discern the Holy
3 Spirit to do what is right based on the evidence and data.

4 REV. DOWNS: Either of you have anything else you
5 like to add? Now you were writing down some of the issues I'm
6 assuming in your notes, Marjorie, we want to be sure to bring
7 up in our private discussion. I've written down a couple
8 things, questions that I think I heard you wanting us to raise
9 and let me run those by you so that, to see if I heard you
10 right.

11 One is to look at a time line of all of these events
12 and even before the complaint was filed to look kind of
13 backwards in time and carry it forward to see what connections
14 we may or may not see.

15 Another was to examine the evidence that there was
16 any abuse of his authority as moderator in testimonies that
17 were received and again in the process of the events that
18 occurred; is that correct?

19 REV. WALLACE: That is right.

20 REV. DOWNS: The other one, these are in regard to
21 the three issues that were raised in investigating committee.

22 The third one was related to listening and
23 consistent pattern so to speak of jumping to conclusions and
24 prejudging and again ask us to look back at what the evidence
25 is there for that.



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquire resolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

41

1 I think that was, that's what I heard, that's what I
2 jotted notes down. I don't know if anybody wrote anything
3 else down.

4 UNIDENTIFIED FEMALE: I heard that the
5 recommendation would be that this committee consider approving
6 the recommendations, adopting the recommendations, but not the
7 report.

8 REV. DOWNS: To receive the report, but not adopt
9 the report.

10 UNIDENTIFIED MALE: Not adopt the recommendations.

11 REV. DOWNS: Tom?

12 ELDER PRIEST: Other thing Mr. Wallace said and
13 myself, the witnesses, initial witnesses, that information
14 made available as part of evidence. Mr. Edwards witness
15 information and witnesses at the meetings, two of the
16 witnesses that are signed in the report were not at attended
17 other meetings.

18 REV. DOWNS: I'm a little, I'm a little confused.

19 ELDER PRIEST: Evidence part that Mr. Wallace
20 mentioned was also important as far as the record, was
21 Mr. Edwards' written deposition.

22 REV. DOWNS: I see.

23 ELDER PRIEST: And then the other witnesses that
24 were part of that, that's a theme, two of the witnesses that
25 are included in this report were not part of any of the



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

42

1 meetings I had at Second Mile Center.

2 REV. DOWNS: "In this report" meaning the committee?

3 ELDER PRIEST: This report here.

4 REV. DOWNS: The investigating committee's report?

5 ELDER PRIEST: Yes, investigating committee. Two of
6 those witnesses were not at any of the meetings regarding
7 Second Mile. The fourth witness they did not identify. I had
8 to call and ask for the other two witnesses, was not involved
9 in any way with Second Mile Center. So those three people
10 listed in this report, one unnamed and two named, were not
11 involved in any of these.

12 REV. DOWNS: And the unnamed ones I'm assuming you
13 know who they are?

14 ELDER PRIEST: I know who they are now. I wish they
15 had put them in the report. I had to call and ask.

16 REV. DOWNS: We will be happy to receive any
17 paperwork you like to add to this. Please not 150 pages. We
18 need to be able to distribute it and have folks take a look
19 at. But Mr. Edwards' comments copy you have apparently a
20 sheet of his remarks?

21 REV. WALLACE: I have.

22 REV. DOWNS: Thank you.

23 UNIDENTIFIED FEMALE: What's on that paper?

24 REV. DOWNS: This is a narrative from Mr. Stanley
25 Edwards, Elder, about your participation in the meetings with



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

43

1 Tom; is that correct?

2 ELDER CLARK: Did it come out in all the discussion
3 that Mr. Edwards is the leader at Barnabas which is the other
4 two centers?

5 REV. DOWNS: I think it was mentioned in the
6 introductions, but thank you.

7 ELDER CLARK: I think he's also chairman at
8 Barnabas.

9 REV. DOWNS: Thank you.

10 UNIDENTIFIED MALE: In listening to your eloquence,
11 Mr. Wallace became quite aware that there's a suggestion that
12 there was a subtext in all of this involving possible
13 retribution by Mrs. Azar for the fact that Mr. Priest was
14 involved in the issues concerning with how she came upon her
15 position at Second Mile Center. This is not something that
16 I'm aware has been suggested previously, and I'm anxious, Tom,
17 to ask you if you feel this whole thing evolved as a result of
18 the role you played with Mrs. Lattimore and Dorothy Seabrook
19 in the concerns about how it came to be that she was named as
20 the coordinator of Second Mile Center. Do you feel that you
21 were in fact a target as a result of her feeling for your
22 involvement in calling that in to question?

23 REV. WALLACE: May I answer that? The short
24 answer's, yes.

25 Second thing I would add if I might, maybe little



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

44

1 longer answer. Ms. Lattimore acted initially on her own.

2 UNIDENTIFIED FEMALE: I'm having a hard time
3 hearing.

4 REV. WALLACE: Mrs. Lattimore initiated the action
5 on her own. Subsequently, Mr. Priest believed that justice
6 had not been done in allowing someone to be put in a position
7 without going through advertising and discernment by the
8 presbytery about, is this the right person. So he then took
9 up that issue himself. But when he did the motion, in
10 response to that motion, we even had it e-mailed from
11 Mrs. Azar to the effect, what can we do to bring charges
12 against him now that we know he's going to file this motion
13 that's been filed and going to be brought to presbytery on the
14 27th of 2010. She writes on the 21st, what can we do to bring
15 charges against him? There no charges, nothing, 13 months.
16 So our submission is that this is retaliation and it's
17 unfortunate and I think she was concerned about her job.

18 I would offer to you also, and I don't know if the
19 committee, investigative committee has this, but trustees
20 minutes for Second Mile Center from late '09 we have those.
21 If you don't, it shows where the problem is within Second Mile
22 Center, the Clark Hill attorney's memorandum in December 2008
23 saying they really are not in keeping with presbytery
24 procedure. The January 22, 2009 motion of the operations
25 ministry team to the coordinating cabinet, and then a series



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

45

1 of e-mails about that, minutes of the coordinating cabinet of
 2 March 2009 showing where it was dealt with, the presbytery
 3 minutes, coordinating council minutes of March 2, '09, again
 4 showing where they're dealing with how do we reconcile that
 5 position not being filled properly. Then we have the slides
 6 that Mr. Priest used in his presentation both in the seminary
 7 and with Mrs. Azar and Mr. Edwards. The minutes of the
 8 Metropolitan Urban Ministry Team is March 12, 2009 where they
 9 dealt with an issue motion to rescind over in 2010, first put
 10 together April 5 and then it shows being sent out by e-mail
 11 showing it being sent out April 12 by moderator, I mean
 12 Executive Presbyter Timm and Stated Clerk Mr. Koster sending
 13 it out to responding to Ms. Azar's concerns.

14 And anyway then one of these e-mails if you like to
 15 have it, one of these e-mails, April 14, we would like to know
 16 what charges we can bring against Mr. Priest and
 17 Ms. Lattimore. We believe this is harassment. We want to
 18 move forward with charges. That's Paragraph 3 of that e-mail.

19 Mr. Koster then writes a response, very eloquent
 20 response the next day saying, you're fair to everybody here,
 21 here's the outline of the process. Anybody can do what they
 22 have to do. Here's how it works, spells it out with a whole
 23 series of e-mails and here's a complaint filed April 21.

24 UNIDENTIFIED MALE: So as a follow-up, Tom, to that,
 25 is it your feeling that Ruth Azar fabricated these allegations



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

46

1 against you of harassment, sexual -- racial insensitivity, and
2 I think some gender inequality, I was going there with that
3 comment? What is then the motivation in your bottom line for
4 what her actions were, the fact that she fabricated these
5 allegations as retribution toward you for the role you saw
6 yourself necessarily having to play in her appointment?

7 UNIDENTIFIED FEMALE: What's your question, Larry?

8 UNIDENTIFIED MALE: My question is whether Tom feels
9 that the complainant fabricated the allegations as retribution
10 towards him?

11 UNIDENTIFIED MALE: I don't know if that would be
12 appropriate to even answer.

13 REV. WALLACE: I was getting ready to say something
14 close to that. We don't say whether she tells the truth or
15 not. We do point to two things. One, we deny all these
16 things, context changes all of these things. They weren't
17 said to her and there was an issue before the house, the
18 presbytery about re-advertising the job. What motivated her I
19 don't think anybody would say.

20 ELDER PRIEST: Can I say something in my defense? I
21 feel bad people talking for me. People aren't used to that
22 from me. I will say this. It's very important to me what
23 Mr. Wallace says about what was said to her, and I think
24 that's a key piece of data what was said to each person
25 individually, not summed up and said these are the comments



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

47

1 that were made. What was said to her, what was said to each
2 person is a critical piece, and that's when you look at the
3 context. And that's when you see things were not said to her
4 and certain things were not said to others, and some were not
5 even said at all.

6 REV. DOWNS: Any other questions addressing
7 different issues, different aspects at this point? Okay, then
8 what I will do is give us a 5 minute recess.

9 UNIDENTIFIED MALE: I have an observation.

10 REV. DOWNS: Please do.

11 UNIDENTIFIED MALE: I'm more concerned in the report
12 about their observations of their interaction with Mr. Priest
13 when he was with them, and I'm more concerned about their
14 perception with him as a person they were talking with who was
15 a potential candidate for ministry. The allegations, and I
16 understand you be defensive in that situation, but the
17 allegations have been dismissed for lack of evidence and I'm
18 not concerned about the allegations, but I am concerned how he
19 functions with relation to this committee.

20 REV. KOSTER: As a point of order, we don't know why
21 the allegations were dismissed. The Book of Order says that
22 an investigative committee must decide whether it has the
23 evidence to prove it, whether they have considering the people
24 who testified and evidence they have. They could say they
25 didn't violate the constitution, we don't know. So your



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

48

1 statement that there's no evidence of it is probably not quite
2 true.

3 UNIDENTIFIED MALE: To me the allegation, the issue
4 is interaction.

5 REV. KOSTER: I'm just trying to clarify what the
6 rules of evidence say about filing charges.

7 REV. WALLACE: One reason we don't raise the issue,
8 we would have double jeopardy. We don't know why they
9 declined to go forward. All we know is they declined to go
10 forward period. If they said anything more than that and said
11 no evidence then we probably jumping up and down about double
12 jeopardy.

13 UNIDENTIFIED MALE: Who declined to go forward?

14 REV. WALLACE: Investigative committee of the
15 church.

16 UNIDENTIFIED MALE: The church, I see.

17 REV. WALLACE: The complaint filed by Ms. Azar was
18 to the clerk of session and the stated clerk of presbytery.
19 The presbytery declined to step forward, but the church itself
20 appointed an investigative committee and it's their committee
21 and we appeared before that about two months ago.

22 UNIDENTIFIED MALE: I have one other question. What
23 happens to the file of candidates in this presbytery?

24 REV. DOWNS: They are kept until ordination and then
25 the files are given to the candidate.



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

49

1 UNIDENTIFIED MALE: So the file does not follow the
2 candidate once the candidate's ordained?

3 REV. KOSTER: I believe that's true.

4 REV. DOWNS: That's my understanding. I got all
5 mine back. If they weren't supposed to do that, I'm not
6 returning them.

7 UNIDENTIFIED MALE: Closed, sealed, and returned
8 upon ordination.

9 REV. RICE: The CPM of the calling presbytery may
10 request to read through the file.

11 ELDER BARBARA JACKSON: What about is he a candidate
12 for ordination?

13 REV. DOWNS: Ordination

14 ELDER BARBARA JACKSON: Okay.

15 REV. DOWNS: We will take a 5 minute recess, and
16 when we reconvene we'll be in executive session.

17 (Off the record 10:29 a.m. through 12:51 p.m.)

18 REV. KOSTER: The committee adjourned from executive
19 session at 12:50 p.m. During the executive session the
20 committee approved the report of the investigating
21 subcommittee and approved the recommendations with amendments.

22 The committee recessed from open session for lunch
23 at 12:55.

24 (Concluded at 12:55 p.m.)

25



ESQUIRE
an Alexander's Call Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

Exhibit R

THOMAS H. PRIEST, JR. - Volume II

March 1, 2011

50

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

STATE OF MICHIGAN)
)
COUNTY OF WAYNE)

I certify that this transcript is a complete, true,
and correct record of the testimony of the witness held in
this case.

I also certify that prior to taking this deposition,
the witness was duly sworn or affirmed to tell the truth.

I further certify that I am not a relative or an
employee of or an attorney for a party; and that I am not
financially interested, directly and indirectly, in the
matter.

I hereby set my hand this day, March 10, 2011:

Ann M. Courter, CSR-6239
Wayne County, Michigan
My Commission Expires: October 2, 2012



ESQUIRE
an Alexander Delle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040
Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

A	16:2,7 21:5 29:23 31:12 46:4	25:13,22 44:7	agreed 25:19	always 4:17 22:15
a.m. 3:5 4:6,7	activities 15:18	advice 20:18	ahead 22:24	32:6 37:3 38:5
Abbot 13:2 17:22	ad 20:1	advised 20:16	Al 9:20	Amen 4:25 5:1 6:8 12:5
ability 4:11 19:5	add 36:18 40:5 42:17 43:25	advisor 10:1	allegation 48:3	amendments 49:21
able 37:14 42:18	additional 11:10,20 34:14	advisory 13:16	allegations 45:25 46:5,9 47:15,17,18, 21	among 4:9 18:23
abuse 30:24 31:1,17 32:10 40:16	Additionally 17:14	Advocate 14:7 36:21	allow 25:14 30:20	Ann 1:19,22 7:1 9:3,17 50:21
abused 28:18 30:8,17	addressing 47:6	advocates 3:20	allowed 3:21	announced 4:5
accept 25:1 34:12 39:7	Adrow 14:20	affect 16:3 31:12	allowing 44:6	another 12:2 15:3 24:8 26:11 27:14 38:22 40:15
acceptable 6:5	adhering 25:11	affirmed 50:9	alone 39:23	answer 35:5 43:23 44:1 46:12
accepted 39:3	adjourned 49:18	afford 36:9	along 28:4	answer's 43:24
access 23:15	adjournment 3:10	African- American 16:13 22:4 32:17,19	already 7:4 29:2 39:16,18	anxious 43:16
accompanied 14:7	admonitions 33:15	American- Americans 22:7	also 5:23 6:2 8:15,19,21 10:21 11:2 15:3,6 16:8 20:25 21:1 22:10 24:9 25:5 31:19 41:20 43:7 44:18 50:8	anybody 6:15 26:1 41:2 45:21 46:19
accuse 29:11	adopt 3:14 4:3 7:5 10:4,13 11:10 12:10 34:9,11 35:2 41:8,10	afternoon 4:23	ago 4:16,17 5:2	anyway 24:1 45:14
achieving 13:7	adopting 41:6	age 32:13	agenda 13:6 21:9	apologize 4:10 30:11
acknowledge 17:2	adoption 26:9	ages 4:16,17 5:2	ago 7:3 18:11 48:21	apparently 42:19
act 20:8	advantage 30:18	agree 19:23 27:9 38:5	afternoon 4:23	APPEARANCES 1:16
acted 28:19 44:1	advertised 33:2	agreed 25:19	alternative 17:2	appeared
action 11:22 20:17 24:25 26:1,8 44:4	advertising	affirmed 50:9	although 31:15	
actions		afford 36:9	altogether 5:22	



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

48:21	A r a b -	associate	12:24	basis
appears	A m e r i c a n	9:7,10	authorizes	20:17
16:19	16:13	assume	20:7	bears
applied	Arbor	10:21	available	21:2
16:6	1:19 9:3,17	assumed	37:18 41:14	beg
appoint	Archibald	16:15	awards	33:10
20:1	3:19 8:13	assuming	38:15,16	began
appointed	area	40:6 42:12	aware	28:5
19:2 20:9	33:1 36:5	assumptions	43:11,16	beginning
48:20	areas	33:14	Azar	34:13 36:16
appointment	15:12 17:16	assure	12:21 13:22	begs
26:8 46:6	arena	34:16 35:3	14:5 18:13,22	30:11
appreciate	35:12	assured	19:1 20:6	behavior
6:11 10:23	around	29:5	21:15 23:19	38:3
34:22	6:18	attacking	24:1,4,7,23	behaviors
approach	arranging	19:12,13	26:9,15,22	17:7
13:20 20:13	15:15	attended	27:4 28:4,13,	being
33:22	aside	28:25 41:16	19 29:9 30:7,	6:12 13:6
appropriate	24:8	attorney	20 43:13	14:2 22:6
17:14 27:23	asked	3:19 8:16	44:11 45:7,25	23:5 27:11
34:16 35:4	3:9,24 10:1	37:3,10,11,	48:17	28:2 31:24
46:12	18:11	12 50:11	Azar's	33:8,9,18
appropriatel	asking	attorney's	19:14 21:21	38:18 39:8
y	17:17	44:22	24:10 35:14	45:5,10,11
7:1	asks	attributing	45:13	believe
approval	38:12	16:22	B	11:2 20:15
20:21 26:8	aspects	August	back	22:22 34:11
approve	47:7	14:6,18	6:2 21:7 26:3	45:17 49:3
3:14 7:4	assembly	auspices	37:1,11,19,	believed
25:10 34:6	20:10	40:1	23 39:16,24	44:5
approved	assess	authority	40:24 49:5	believes
13:2 24:22,	17:15	15:15,19	backwards	23:21 35:5
23,25 49:20,	assessed	16:1,6 17:21	40:13	benefits
21	39:15	28:18 29:13,	bad	24:13
approving	assessment	20 30:6,8,17,	23:6 46:21	Betsy
41:5	11:13 17:17	18,25 31:2,	BARBARA	9:10 37:6,13,
April	assign	11,18 32:11	8:5 49:11,14	19
26:6,12,22	34:18	33:13,21	Barnabas	Betsy's
27:11,12 29:6	assist	38:24 39:17	14:13,23	37:5
30:19 45:10,	18:12	40:2,16	43:3,8	better
11,15,23		authorized	based	4:18 31:21,
			16:17 40:3	



ESQUIRE
an Alexander's Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

23,24 39:21	bright	Calvary	50:7	22:12
between	6:12	8:9,11	caucus	change
25:17	bring	came	10:19	30:3
bible	26:23 40:6	24:15,17	cause	changes
32:5	44:11,14	27:6,10	17:8 35:18	46:16
bidding	45:16	29:15,22 36:8	Center	charge
25:12	brings	37:9 43:14,19	13:25 14:2,	30:8
big	3:15	candidate	13,17,24	charged
27:3	brought	3:13 11:11,	15:4,16,23	18:22 19:2
Birmingham	22:2 34:23	13,15 12:21	16:3 17:13	22:1
9:7	44:13	17:6 20:22	23:3,8 24:17,	charges
black	BROWNLEE	33:22 47:15	22 30:6 42:1,	18:21,24
10:19	8:23	48:25 49:2,11	9 43:15,20	26:23 29:9,10
blameless	budge	candidates	44:20,22	33:12 35:17
6:3	35:9	4:23 48:23	centers	44:11,15
board	building	candidate's	23:10,17,18,	45:16,18 48:6
24:15 38:4,6	39:13,17	49:2	20 29:18 43:4	Chris
Bob	built	cannot	center's	9:12
8:7	39:18	30:14,15 37:2	24:11	Christ
bodies	business	canopy	CENTRAL	4:9
15:21	7:10	5:14	15:11	Christians
body	C	Canton	certain	32:19
20:9 38:24	cabinet	9:5	3:24 14:11	Christine
40:2	24:21,25	capacity	16:16,18	13:3 17:23
BOHN	25:6,8,17	35:7	34:20 47:4	Church
9:12 13:3	29:21,25	care	certainly	1:13,18 7:24
17:23 34:13	30:15 31:7	7:9 11:1,12,	22:20 23:24	8:4,10,12,
Book	44:25 45:1	15	27:9 30:11	15,19,21 9:7,
19:4,15 20:15	cabinet's	career	31:15,25	17 17:12
28:7 34:14	29:25	34:9	32:19 34:15	18:17,19
47:21	call	cares	35:21	20:24 28:4
both	4:8 20:23	32:16	Certified	38:7,12
23:17,20 45:6	32:13 35:5	caring	1:22	48:15,16,19
bottom	37:11 38:9,	11:3	certify	circuit
46:3	19,21 39:3	carried	50:5,8,10	5:16
breath	42:8,15	20:17	chair	circumstance
11:24	called	carry	36:24	s
bridegroom	4:7,24 33:13	40:13	chairman	16:19 25:23
5:13	calling	case	43:7	26:5
Bridle	38:23 43:22	23:2 30:3	challenge	clarify
1:19	49:9	33:4 35:14,15	22:16	13:20 48:5
			challenges	CLARK



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

8:18 43:2,7	comments	20:21 42:4	31:17 35:11, 16	contact
44:22	14:11 18:5	Community		24:7
class	42:19 46:25	9:19 39:13, 17	conclusions	contacts
15:17	commission	compared	21:6 34:3	10:21, 23
cleaned	20:8 35:17	23:20	38:2 40:23	CONTENTS
24:14	50:23	complainant	conditions	2:1
clear	commit	46:9	39:8, 24	context
5:20 6:1	37:2	complaint	conflict	14:12 21:19
clearly	committed	12:21 13:1	39:10, 11, 19, 20	33:17, 18, 19
7:14	38:19	18:12, 14, 15, 22 19:14, 15, 16 20:5, 6	confrontatio	46:16 47:3
CLERK	COMMITTEE	22:1 26:25	n	continuation
1:17 3:6 9:25	1:5, 12 3:4, 11, 16, 23 4:1, 3 7:25 9:13, 22 10:10, 14, 16, 22 11:2, 9	27:1, 20 28:3	17:4	3:8 37:25
13:8 18:16	12:14 13:5, 7, 11, 15 14:8	33:20 40:12	confrontatio	continua
25:8, 9 26:17	15:13 16:8, 14, 24 17:1, 6, 10 18:3, 4, 18, 20, 21 19:2, 3, 16, 18 20:9, 20	45:23 48:17	nal	11:24 35:4
45:12 48:18	21:6, 24, 25	complete	17:7	37:3, 20
close	22:13 23:15, 22 24:9 25:19	36:22 50:5	confronted	control
18:6 46:14	26:2 27:2	composition	21:22	24:18
closed	28:5, 6, 8	13:1	confused	Convened
4:22 49:7	29:12 30:5	computer	41:18	12:20 13:5
co-chair	31:19, 22	4:10	congregation	20:5
8:19	33:20 35:8, 9, 16 36:19, 25	concern	17:8	conversation
collective	37:15, 18, 21, 23 38:20	15:12 30:1	connections	14:10
6:19 11:24	40:21 41:5	concerned	40:13	coordinating
come	42:2, 5 44:19	10:24 17:1	consider	24:21, 25
10:1 24:23	47:19, 22	22:6, 8 32:17	4:1 19:6 41:5	25:6, 8, 17
25:14 29:3	48:14, 20	33:16 39:24	consideratio	29:21, 24
31:7 35:11	49:18, 20, 22	44:17 47:11, 13, 18	n	30:15 31:7
37:5 38:10	committees	concerning	12:23	44:25 45:1, 3
39:16, 24 43:2	12:11 20:1	13:8, 12 43:14	considered	coordinator
comes	committee's	Concerns	35:10	43:20
5:13 7:10, 12	10:4 13:10, 14, 18 19:23	13:24 15:14	considering	copies
20:19 22:3		29:12 33:12	47:23	34:24
34:1		43:19 45:13	consistent	COPs
coming		conclude	16:8 31:19	4:23
26:16		34:5	33:13 40:23	copy
commandment		concluded	Constitution	42:19
5:20		4:6 49:24	13:15 47:25	correct
commend		conclusion	consulted	30:2 40:18
33:24		21:24 30:9	37:17	43:1 50:6
comment				council
7:14 18:2				24:16 45:3
46:3				



ESQUIRE
an Alexander Gatto Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

counseling 11:20 32:2	D6 19:15	decision - 41:21 50:8	18:15 31:15
COUNTY 50:3,22	damaging 29:10 34:8	making 15:21	directive 19:6
couple 10:7 40:7	Darrell 8:11 14:7	decisions 12:7	directly 25:4 27:13
course 5:14 11:20	36:21 38:7	declares 5:9	50:12
courses 23:8 32:2	data 40:3 46:24	declined 18:21 48:9,	directors 28:14
Court 1:19 6:23	Date 12:22	13,19	disagree 31:1
7:2,14 21:8	David 13:2 17:22	decrees 5:18	disagreed 30:25
35:12,18	day 1:12 4:9,21	dedicated 11:2	discern 21:1 30:10
Courter 1:22 7:1	5:8 7:3 10:6,	dedication 11:1	35:3 40:2
50:21	9 28:1 45:20	deep 11:24 20:23	discernment 29:25 38:19
CPM 8:19 10:12	50:14	defense 46:20	44:7
12:20,23	days 26:13 36:5	defenses 4:1	disciplinary 13:17 18:14,
13:16 17:10,	DC 36:4	defensive 47:16	15 19:14,16,
15 18:4 19:4	deal 7:11 24:8	definitely 18:5	21 20:6
20:4 28:24	27:12	delay 29:5	21:13,14 29:9
29:2,4 33:22	dealing 33:13 45:4	deliberate 4:22	33:17
36:20 37:7	deals 25:9	denial 14:11	discomfort 16:15
49:9	dealt 45:2,9	denies 18:25	discriminati
CPM's 19:5 20:1	Dear 4:23	deny 27:21 36:14	on 18:23 22:2
34:13	December 15:5 25:18,	46:15	discuss 10:20 14:4,18
crashed 4:10	19,24 44:22	deposed 27:11	discussion 10:5 11:4,23
critical 47:2	decide 35:18 47:22	deposition	14:25 15:2,6
c r o s s -	decision 4:3 11:4		30:1 40:7
e x a m i n e d 21:16	22:16		43:2
CSR-6239 1:22 50:21			dismissed 27:24 28:2
current 17:7			35:15 47:17,
D			21
			disparaging 28:17



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

distance 6:13	dramatically 16:3 31:12	Edwards 14:21 23:18	e-mails 10:16 26:17	everybody's 32:5
distribute 42:18	drawn 31:17 38:2	24:2 27:5	45:1,14,15, 23	evidence 21:16 23:2
disturbing 13:25	drippings 5:24	28:11 29:18	employee 50:11	29:15,16
ditto 35:25	drove 36:2,6,8,10	34:25 41:14	employees 25:2	30:5,16 31:5
documents 10:17 23:14	due 29:5	42:25 43:3	encourage 31:22,23	34:23 35:16
28:10 34:24	duly 50:9	45:7	34:21	40:3,15,24
doesn't 32:25 33:20	During 3:25 4:2	Edwards' 41:21 42:19	end 5:12,15,16	41:14,19
doing 10:24 19:10,	10:10,11	effect 44:11	endorsement 20:21	47:17,23,24
21 20:18 21:8	14:1,22 24:4,	effort 11:11	ends 25:25	48:1,6,11
22:9 29:17	5 26:14 37:6	ehkoster@aol .com	enduring 5:21	evident 16:24
dominion 6:3	38:18 49:19	1:20	enlightening 5:20	evidentially 35:14
Dorothy 27:20 43:18	duties 21:14	either 21:5 40:4	entire 11:17	evolved 43:17
double 48:8,11	dysfunction 31:13	ELDER 6:17 8:3,5,6,	entirety 12:17	exact 24:16
down 27:9 33:18	E	7,8,9,11,17,	Ernest 9:6	examine 17:15 21:18
40:5,7 41:2,3	each 11:7 14:21	18 9:4,14,16	errors 6:1	40:15
48:11	46:24 47:1	13:3 14:7,20	essence 28:21	examined 18:20 21:22
DOWN'S 4:8 5:2,5	early 6:12	17:23 22:5	estimation 11:14	example 21:15 28:11
6:9,11,21,25	ears 32:7	27:20 35:23,	events 40:11,17	exception 30:7
7:19,23 10:3	earth 5:11	25 41:12,19,	exchange 6:1	excess 19:11
12:6,12,18	easy 32:14 35:7	23 42:3,5,14,	excuse 3:14 7:16	exchange 26:12,14
17:25 18:10	Ed 9:25 13:8	25 43:2,7	36:19	excuse 3:14 7:16
35:24 40:4,20	39:12	46:20 49:11,	executive 3:23 9:21	36:19
41:8,11,18,	education 11:11	14	18:6 26:15	executive 3:23 9:21
22 42:2,4,12,	EDWARD 1:17 3:6 8:9	Elizabeth 6:25 7:23	45:12 49:16,	18:6 26:15
16,22,24		13:4 17:24	18,19	45:12 49:16,
43:5,9 47:6,		eloquence 43:10	exercise 19:8 20:11	18,19
10 48:24		eloquent 45:19		
49:4,13,15		e-mail 26:21 37:13		
draft 15:8		45:10,18		
		e-mailed 44:10		



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

exercising 29:20	45:20	figure 28:13	1:13 3:16,22 7:24 8:6,7,25	forward 11:8 27:10
EXHIBITS 2:10	fairness 32:18	file 18:21 44:12	9:3,7,11,16 11:25 13:5	34:17 40:13
exit 36:6	faithful 10:25 11:3	48:23 49:1,10	15:15 21:7,21 24:5 45:9	45:18 48:9, 10,13,19
ex-officio 9:21	falls 11:16	filed 18:13 19:15	five 39:22	forwarded 10:17
experience 16:21,22 36:17	familiar 12:19	27:1,20 28:2, 3 31:13 40:12	floor 7:4 12:8 18:8	found 14:8
experiences 11:21 16:9,11 31:20	family 37:14	44:13 45:23 48:17	folks 7:20 24:2	four 36:11
Expires 50:23	far 41:20	files 48:25	30:20 33:5 42:18	fourth 42:7
explaining 36:23	fault 34:19	filing 48:6	follow 30:2 49:1	frame 26:12,14
extenuating 25:23 26:5	faults 6:1	filled 33:2 45:5	following 30:21	frankly 22:11 34:1
extra 6:19	fear 5:21	final 11:13 15:7	follow-up 45:24	freely 16:5
eyes 5:20 32:7	February 3:9 23:2	finality 20:17	food 38:11	frequently 14:9
F	feel 11:12 38:20 39:14 43:17, 20 46:21	finalized 15:10	forceful 16:22	front 12:8 19:10 37:8 38:4,5
fabricated 45:25 46:4,9	feeling 43:21 45:25	Finally 36:7	forever 5:21	frustration 16:14
facing 21:14	feels 20:23 46:8	financially 50:12	forgiveness 30:11 33:10	full 12:12 25:4
fact 21:12 29:8, 14,24 35:10 38:3 43:13,21 46:4	felt 4:21 29:2 37:4,24 39:2	find 7:11,12 26:25 29:4 32:12	form 20:17 28:6,8 29:5	fully 21:3 35:10
facts 28:9	FEMALE 41:4 42:23 44:2 46:7	findings 3:15 15:24,25 24:3,6 31:4,5	formal 18:13	functions 33:23 47:19
factual 24:9	field 11:21	fine 5:23 34:1 37:7	formation 12:25	further 7:7 15:1,2,5 50:10
fair 10:25 11:10 33:3,5,15	fiercely 16:25 33:8,10	finished 37:2	formed 18:18	future 11:22 16:3 17:14 22:18 25:20
	fighter 38:20,21	firmament 5:8	former 15:20	G
		First	forth 5:8	G14.0400



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

20:7	God	guidance	Health	hereby
Gatekeeping	4:16,20 5:2,7	12:2 13:8	4:17 5:2	50:14
33:23,25	32:6,13,21	38:20	hear	hid
gather	35:5 38:23,25	guilt	21:16 27:15	5:16
4:20	39:18	35:19	28:10 32:6,8	hidden
GAUBATZ	God's	<u> H </u>	35:8,21 37:23	6:1
9:4	6:7 12:1	H	heard	Hill
gave	goes	1:6,11,17 2:2	5:10 27:14,18	44:22
14:8 32:6	5:11	12:21	29:19 32:19	Hills
gender	going	hadn't	35:16 40:8,9	8:18 9:24
46:2	7:12 19:11,12	33:4	41:1,4	hired
general	21:7 25:20,	Half	HEARING	24:16
20:10	21,23 26:5,18	36:8	1:6,11 2:2,4	hoc
generated	32:15,25 35:9	hand	3:8,9,13,16,	20:1
10:15	36:18,24	50:14	22,23 4:2	hold
Geneva	44:7,12,13	handful	10:11,12	24:8
9:5	46:2	7:9	21:10,13,15	Holy
gentleman	gold	handiwork	28:5 32:13	20:25 32:16
3:18 32:23	5:23	5:8	44:3	37:4 38:18
getting	gone	handle	heart	40:2
20:13 29:6	20:12 33:3	31:25	5:19	home
46:13	Good	happen	hearts	38:15
give	6:9,10 9:18	21:19	6:5	honest
36:1 47:8	23:6 31:22	happened	heat	38:6
given	32:5 35:8	29:4 30:13	5:16	honey
21:23 24:16	goodness	happens	heavens	5:24
28:11 48:25	30:25 33:19	48:23	5:7,12,15	honeycomb
gives	grant	happy	held	5:24
28:7	11:12	39:21 42:16	50:6	honor
glory	grateful	harassment	he'll	37:5
5:7	11:1	45:17 46:1	35:21 38:10	honorably
go	great	hard	Hendrie	8:24
3:23 6:14	5:25 6:4 17:8	4:11 11:6,7	1:13	hopefully
7:3,11 22:16,	Greetings	44:2	Henry	6:13
19,24 23:8	37:13	HARTLEY	9:16 13:3	Hopewell
25:15 26:25	GROUP	9:18	17:23	8:15
27:10 30:25	5:1 6:8,10	head	her	hotel
32:4 34:2,17,	12:5	23:19 24:23	21:17 25:1	36:3,10
22 35:1	groups	heads	29:1 43:14,21	hour
38:14,15	16:13	26:15	44:1,5,17	6:12
39:1,13,14,	grow		46:4,6,17,	
15,18 48:9,13	39:4		18,23 47:1,3	



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

hours 36:11,20	16:14	intended 16:3 31:12	g 3:14 4:4 7:6	13:23 14:10
house 35:14 46:17	indirectly 50:12	intent 13:6	10:14 12:10	15:11 16:16
HUGLEY 8:3	individually 46:25	interaction 47:12 48:4	18:4,19	18:12 19:17
humbly 32:20 38:25 39:4	individuals 10:17	interactions 13:24 14:22	33:20,21	22:7 24:12
hundreds 31:25 32:1	inequality 46:2	interested 50:12	37:15 40:21	32:17,25
HUNT 9:14	influence 15:19 16:1 31:10	interim 7:24	42:4,5 49:20	40:5,21 43:14
hymn 4:13,15	informally 20:11	interpretati on 15:25	investigatio n 13:9,21 16:5 19:25 36:22 37:20	47:7
hymnal 4:14,16	information 21:23 28:15 29:6 41:13,15	interpretati ons 14:16 31:4	Investigativ e 18:18 19:3,18 20:4,8 28:5, 6,8 35:15 36:19 37:18 44:19 47:22 48:14,20	items 7:9,10
I	initial 41:13	intervening 12:13	invite 11:24	J
idea 36:1 39:21	initially 44:1	interview 14:4,5 15:3,6	invited 3:25	J.D 1:17
identified 15:12,16 17:16	initiated 18:14 44:4	interviewed 13:22 14:6, 19,21	involved 25:3 37:20 42:8,11 43:14	JACKSON 8:5,7 49:11, 14
identify 42:7	Inn 36:5	interviews 13:20 15:6	involvement 43:22	James 8:14
identity 16:18 17:20	innocent 6:4	intimidation 17:4	involving 43:12	January 12:22 15:8,10 26:1 44:24
II 1:11 2:1 3:4	inordinately 22:8	introduce 7:20,21 8:2	irregularity 20:15,16	Jenny 9:2
important 25:6 41:20 46:22	insensitivit Y 46:1	Introduction 3:5	issue 10:20 19:9 22:10 27:3, 16,23 30:19, 20 33:11 39:10 44:9 45:9 46:17 48:3,7	jeopardy 48:8,12
include 17:17	insistence 14:11	introduction s 6:21 43:6	issues 13:9,21 16:5 19:25 36:22 37:20	job 32:25 44:17 46:18
included 13:23 14:10 41:25	insolent 6:2	investigate 12:25 13:10 21:11 34:19	Investigativ e 18:18 19:3,18 20:4,8 28:5, 6,8 35:15 36:19 37:18 44:19 47:22 48:14,20	JOHNSON 9:16 13:3 17:23
inclusion 30:7	instead 16:21	investigatin	involve 10:20 19:9 22:10 27:3, 16,23 30:19, 20 33:11 39:10 44:9 45:9 46:17 48:3,7	jotted 41:2
indicated	Institute 17:12		involve 10:20 19:9 22:10 27:3, 16,23 30:19, 20 33:11 39:10 44:9 45:9 46:17 48:3,7	joy 5:15



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

8:25	16:16 36:5	19:19,20	least	listen
July	knocked	21:10	16:18 37:24	12:1,2 16:20
13:22 14:4	36:9	Larry	leave	28:17 32:2,3,
27:19	know	46:7	3:24 26:5	4,5
jumping	6:13,19 7:8	last	30:3	listened
40:23 48:11	10:23 18:13	10:3 12:13	led	32:12
jumps	23:6,7 20:16	29:8 37:10	17:12 37:4	listener
26:20	27:3 31:24	late	38:18	31:22,23,24
June	32:8,22,24	28:1 44:20	left	32:5
13:2,5,19	33:9,14	later	38:1	listeners
24:24	37:17,21,22	14:24 15:4	legitimacy	31:21
jurisdiction	38:8 41:2	27:11 31:7	17:2	listening
27:24	42:13,14	Lattimore	lengthy	16:10 20:25
just	44:12,18	25:7,20 26:3,	14:9	31:21 32:16
7:16 10:24	45:15 46:11	11,23 27:20	lens	34:22 35:20
11:3 12:1	47:20,25	43:18 44:1,4	22:5,6	40:22 43:10
20:10 22:3	48:8,9	45:17	lesser	little
23:6 25:13,21	knowing	Lattimore's	35:19	41:18 43:25
26:12,24 29:6	33:14	30:1	let's	live
35:7 36:1,22	knowledge	law	34:2 39:14	39:18
48:5	5:9	5:17 32:4	letter	lives
justice	known	35:12	25:8,19	36:3
22:7 32:17,21	4:21	Lawrence	letting	living
44:5	knows	14:20	34:22 37:21	39:13
K	6:22 30:25	lawyer	life	Livonia
Keep	35:19	7:7 10:10	32:1 38:17	9:9
6:2 11:7	KOSTER	35:13,14	light	lobby
keeping	1:17 3:6 6:24	36:12 37:17	4:9	15:21
5:25 44:23	9:25 13:8	39:9	lights	Lombard
kept	39:12 45:12,	leader	36:7	17:12
48:24	19 47:20 48:5	43:3	likely	long
Key	49:3,18	Leaders	3:20	24:10,15 29:4
13:22 14:10	KRUG	17:12	limited	35:2
46:24	9:6	lean	11:8	longer
kind	L	4:15	line	26:6 44:1
40:12	labelled	learn	20:3 29:7	l o n g -
kinds	11:5	32:4	32:6 36:24	s t a n d i n g
22:8	lack	learned	40:11 46:3	19:4
Kirk	47:17	17:18	listed	look
8:18 9:24	lady	learning	30:10 42:10	19:8,10,17
knew	25:7	39:4		20:2 21:16,18
	language			



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

23:4 28:7,9	5:14 32:13	mediator	merely	15:20 23:4
30:19,20	34:7,17 35:3	31:25	12:6	28:14
36:11 37:7,8	manner	meditation	messages	MINISTRY
40:11,12,24	39:8	6:5	10:17	1:5,12 3:4,
42:18 47:2	March	meet	met	12,13 8:1
looked	1:13 3:2	4:23 10:19	13:19 14:4,	9:13 11:14,16
25:18	23:12,15,17	29:3 37:3,15,	18,25 15:2,5,	13:12,17
looking	24:1,6,21,25	18	8 24:1 36:1,	14:3,15 17:1,
33:12	27:4 28:12	meeting	18,20	3 23:10,24
Lord	29:14 45:2,3,	3:11 4:7	methods	33:9 38:11
4:24 5:17,18,	8 50:14	10:9,11 13:5	17:3	39:2 44:25
19,20,21,22	Marie	14:24 15:4	Metropolitan	45:8 47:15
6:5 32:20	8:2,3	23:17,18	15:20 45:8	minority
Lorkowski	Marjorie	26:1,10,13,	Michigan	33:1
14:20	8:20 12:8	19 27:12,14,	1:14,19 3:1	minute
lot	40:6	25 28:12	50:1,22	47:8 49:15
4:16 10:15	mark	29:1,8,22	middle	minutes
26:12	34:10	37:10,12,16	32:13	8:22 44:20
Lots	MATTER	meetings	Mike	45:1,3,7
32:4	1:3 12:20	28:25 29:1	9:4	misperceptio
love	20:5 50:13	31:1 41:15,17	Mile	n
32:21	matters	42:1,6,25	13:25 14:2,	30:13
Loving	13:16 19:8	meets	13,16,23,24	mistake
4:19	20:2	37:21	15:4,15,22,	23:25
lunch	MCDEVITT	member	24 16:2 23:3	model
49:22	9:2	9:21 19:4	24:2,17,22	14:15 16:25
M	MCMILLAN	25:5 26:3	28:20 29:24	23:5,6,7,9,
	8:25	27:6,7 29:24	30:6 31:4,11	21,22,23
M	mean	30:5,24 31:6	42:1,7,9	24:22 33:8
1:22 50:21	12:17 32:24	members	43:15,20	Moderator
making	45:11	3:25 38:6	44:20,21	15:19,20
5:18 27:8	meaning	memorandum	minds	25:5,25 26:6
35:6	42:2	44:22	29:3	29:14,16,20,
MALE	means	Mennonite	mine	22 30:5 31:6,
41:10 43:10	38:25 39:5	17:13	49:5	13 34:12 38:8
45:24 46:8,11	meantime	mention	minister	40:16 45:11
47:9,11 48:3,	28:3	39:9	7:24 8:13,24	moderators
13,16,22	Mediation	mentioned	9:6 13:13	7:25
49:1,7	17:11,19	39:9 41:20	20:24 32:14	moment
malice	31:24	43:5	35:14	7:17 23:1
21:2	mediations	mercy	ministries	moments
man	32:1	32:21	14:15,23	12:1



ESQUIRE
an Alexander's Group Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

month 7:3 10:3 12:12,13	must 19:3 25:4 47:22	9:23 Northbrook 8:21	47:9 observations 14:16 47:12	onward 24:6
months 27:11 29:8 44:15 48:21	myself 28:13 38:19, 23 39:12,16 40:1 41:13	notable 14:8	observed 16:8 31:19	open 3:16, 22 4:2, 5 25:12, 13 36:17 37:8 49:22
Moreover 5:24	N	notes 40:6 41:2	Obviously 35:17	openness 12:2
morning 4:22 6:9,10 9:18 36:6	name 4:25 7:14, 23 24:17	nothing 5:16 20:7 22:3 24:14 27:6, 8, 10 28:16 29:13, 22 44:15	occasion 30:13	operations 44:24
morning's 3:8	named 3:18 7:1 25:7 42:10 43:19	notify 15:23 31:3	occur 21:5 30:23	opinion 16:23 17:6 29:5
most 3:20 38:6	narrative 42:24	November 14:25 15:2	occurred 21:12 40:18	opinions 16:9, 11, 21 31:20
mostly 6:22	nature 29:10	Number 4:16 10:15 21:9, 12 22:15 35:11	October 25:7, 17 50:23	opportunities 14:13, 24
motion 3:13, 17 4:1, 3 7:4 10:3, 12 12:7, 10 26:7, 11, 16 27:6, 8, 10, 13, 14, 15, 17, 22 28:1 30:19, 24 31:8, 10, 13, 14 44:9, 10, 12, 24 45:9	necessarily 46:6	nurture 33:25 34:16	offenses 29:11	opportunity 16:2 31:11 37:25
motivated 11:6 46:18	necessity 35:19	nurturing 33:24	offer 4:19 26:11 44:18	opposed 23:5
motivation 46:3	need 6:21, 22 7:9 11:10 31:21 32:8 36:12, 13, 14, 25 37:1, 7, 10 38:10 42:18	O	offered 27:17 33:1 39:11	ordained 11:14 19:7 22:13, 14 35:6 49:2
mouth 6:4 22:18	needed 24:14	Oak 1:14 3:1 9:11	office 16:6 36:10 38:14, 15	order 4:7, 8 19:4, 15 20:15 27:22 28:7 34:15 47:20, 21
move 17:14 20:22 27:14, 15 45:18	needs 6:20 31:25 33:15, 16	object 21:7 22:21 27:15	offices 38:14	ordinances 5:21
movement 20:21	never 22:13 36:4, 12	objecting 20:12, 14	oh 19:11, 19	ordination 13:13 48:24 49:8, 12, 13
moves 17:10	nice 36:10	objection 28:21	Okay 47:7 49:14	original 19:14
	night 5:9	objectionabl e 33:9	old 4:15 32:15	
	Norman	observation	Once 24:4, 5 26:6 39:3 49:2	
			ones 42:12	
			on-line 4:11	



ESQUIRE
an Alexander O'Leary Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

originally 22:1	paperwork 6:15,17,19 42:17	pastoral 17:15,20	person 14:21 21:14 38:13 39:11 44:8 46:24 47:2,14	22:9 26:2,20, 21 30:9,14,16 31:9 34:18 46:15 47:7,20
ought 31:22 34:18	paragraph 29:7 45:18	pastors 9:2 10:18	personal 14:22	points 4:2
outcomes 13:7	parameters 13:9	patience 39:3,5	personally 17:19	politically 11:6
outline 45:21	parish 9:6,10	pattern 16:8 17:7 31:19 32:11 40:23	persons 19:6	Pontiac 7:24
outside 10:16	Park 8:4	patterns 33:14	phone 10:16	portrayed 39:8
over 6:3 24:8 25:16 27:11 32:6 45:9	parliamentar y 26:18	Paul 9:8	Phyllis 9:14	position 22:12 25:10, 11,14,22 26:9 30:4 43:15 44:6 45:5
overnight 36:2	part 3:16,22 11:11 23:3,8 26:14 28:21 29:25 41:14,19,24, 25	Paul's 9:8	piece 46:24 47:2	positions 30:21
overreaching 31:18	participate 17:11 22:21, 22	PC 11:14	place 4:20 30:14 36:9	possible 37:17 43:12
overriding 39:5	participatin g 22:23	PCUSA 13:15	places 21:9 32:4	postponed 10:5
oversaw 24:17 29:23	participatio n 42:25	Peace 17:13	plan 14:5,18	postponement 12:7
oversight 24:11,13,19, 24	particular 23:23 25:24 29:7	people 3:25 6:7 7:20 10:15,24 16:11,20 31:1 32:16 35:8 38:5 39:20 42:9 46:21 47:23	planned 4:14	potential 47:15
over-used 30:17	particularl y 34:14	perceived 16:15 31:15	planning 15:1	potentially 34:8
owed 21:14	party 50:11	perception 14:2 16:17 47:14	play 46:6	pours 5:8
<hr/> P <hr/>	Pass 1:19 6:18	perfect 5:17	played 43:18	power 19:5 20:3,10 22:13 28:7 30:17
p.m. 49:17,24	Pastor 8:21,25 9:8, 18,23	period 3:25 48:10	Please 5:5 7:14 18:3,10 37:17 42:17 47:10	practice 32:3
PAGE 2:2		persistent 32:11	plenty 19:19	practicing 8:15
pages 42:17			point 4:5 7:7 19:13 20:7 21:7	pray 4:25 11:4
paper 15:17 42:23				
papers 17:18				



ESQUIRE
an Alexander Oetli Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

37:14 40:2	PRESBYTERY	PRIEST	probably	45:5
prayer	1:4,17,18	1:6,11 2:2	26:4 48:1,11	prove
4:19 12:3	3:7,12 9:20	3:9,12,17 4:2	problem	47:23
prayerful	10:1,18,19	8:17 11:15	33:10 39:23	provide
12:23	12:24 15:19,	12:22 14:1,3,	44:21	16:1 31:11
prayers	21,25 16:6	5,6,8,22	procedure	33:25
37:19	17:9 18:16	15:16,18,23	25:12,16	provided
preach	20:9,24 22:6,	16:4,9,15,	26:4,18 30:2,	26:15
38:10	16 23:4,9,10	19,24 17:1,	22 44:24	prudent
precepts	24:12,13,19,	11,15,18	proceed	11:12
5:19	22,24 25:2,5,	18:11,17,21,	7:6,22	Psalm
preferred	10,11,12,15	25 20:16,18,	proceeding	5:6
14:15 16:25	26:7,10,13,	19 21:11	18:15 19:22	punches
33:8	15,19,22	22:2,11 23:3	33:17	38:21
preferring	27:7,12,13,	24:15,20	proceedings	pure
23:23	16 28:5,14	25:3,18 26:23	7:2 13:18	5:21
prefers	29:14,21,22	27:17,19,24	21:8 34:20	purpose
23:22	30:15,21,24,	28:13,17,25	process	33:19
prejudging	25 31:5,6,8	29:10,13 31:3	10:2 13:7,9	purposes
16:9 31:20	33:21 38:8	32:12,22,23	19:12,13	10:9
32:11 40:24	44:8,13,23	34:25 35:21,	20:14,23 21:3	pursue
preliminarie	45:2 46:18	23,25 41:12,	22:10,11,12	16:6
s	48:18,19,23	19,23 42:3,5,	25:15 26:18	purview
36:22	49:9	14 43:13 44:5	27:21,23	13:18 19:23,
PREPARATION	presence	45:6,16 46:20	30:22 33:3	24 20:3 24:18
3:4,11 7:25	4:21	47:12	34:4 35:4	34:15
13:11,17	present	Priest's	37:7 38:19	put
prepares	3:17 12:13	10:5,20	40:17 45:21	6:17 30:21
26:6	15:3 24:3	13:12,24	proclaims	38:19,23
preparing	27:5	14:12 17:7	5:8	42:15 44:6
15:17	presentation	25:25 28:4	professional	45:9
presbyter	24:5 45:6	primary	ly	Q
9:21 45:12	presented	15:12	17:19	question
Presbyterian	21:23 23:12,	prior	professors	7:13 19:9
1:13,18 7:24	16 24:3	50:8	23:7	24:10,17
8:4,10,12,	preserved	PRITCHARD	program	25:9,10 33:4
14,21 9:1,3,	33:18	9:23	28:14	43:22 46:7,8
7,9,17,19	press	private	project	48:22
22:5	35:17	40:7	23:4	questions
presbyteries	prevailed	prize	promoting	14:9 18:2,3,5
25:16	27:17	38:21	25:22	33:6 40:8
	previously	probable	properly	
	43:16	35:18		



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

47:6	reasoned	21:19 28:10	reminder	11:10 17:10
quite	22:19	redeemer	10:8	34:13
43:11 48:1	receive	6:6	repeatedly	required
R	34:10 41:8	redirected	18:25	11:19
racial	42:16	14:10	report	reschedule
18:22,23 22:2	received	referenced	3:14 4:4 7:5	37:12
28:18 46:1	10:16, 22 13:7	13:1	10:4, 13, 14	rescheduling
r a c i a l -	28:23 37:19	referred	11:9 12:11,	37:2
e t h n i c	40:17	34:24	15, 22 15:8, 10	rescind
16:12, 18	recess	regard	19:20 20:4	26:7 45:9
racially	47:8 49:15	40:20	21:10, 24	resolution
11:6	recessed	regarding	23:13 27:4	39:20
raise	49:22	25:12 42:6	33:25 34:3, 6,	resources
18:5 24:13	recommendati	regularly	10, 11 35:2	14:14 28:15
31:9 33:3, 5	on	15:18	36:23 37:24	respect
40:8 48:7	13:11 15:9	re-introduce	41:7, 8, 9, 16,	37:6, 9
raised	34:1, 2 41:5	6:23	25 42:2, 3, 4,	Respectfully
4:2 33:5	recommendati	rejoicing	10, 15 47:11	17:22
40:21	ons	5:19	49:20	respond
ran	3:15 7:5	related	Reported	21:1
36:25	10:4, 13	18:12 40:22	1:22 21:20	responded
read	12:11, 15 17:5	relation	Reporter	30:1
5:6 10:8	34:9, 11, 12	47:19	1:22 6:23	responding
12:9, 17 27:18	41:6, 10 49:21	relative	7:2, 15 21:9	45:13
28:22 29:6	recommended	50:10	reporting	response
49:10	22:20	reliable	24:11	3:17 10:15
readiness	reconcile	4:15	reports	26:24 37:19
11:16 20:22	45:4	remains	23:22	44:10 45:19,
r e -	reconvene	11:8	representati	20
advertising	36:25 49:16	remarkably	ve	20
46:18	reconvened	19:24	9:13	responses
ready	10:12	remarks	representati	14:9
11:14 34:17	reconvening	10:8 28:17	ves	responsibili
35:3 39:1, 2	10:6	42:20	29:2, 4	ty
46:13	record	remedial	represented	11:7, 15, 17
really	7:15, 18 28:21	20:17	3:18 16:4	rest
4:11 11:8	30:14 41:20	Remember	request	34:8, 9 37:12
27:3 33:11	49:17 50:6	11:19	10:5 37:5	result
44:23	recording	remembers	49:10	4:5 20:13
reason	7:2	27:5	requests	43:17, 21
11:5 48:7	records		10:18 26:7	results
			require	23:17, 19



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

29:17	review	role	Saturday	19:17,18 23:3
Resume	12:15,17	43:18 46:5	4:10	24:2,17,22
2:4 11:23	reviewed	room	saw	28:20 29:1,24
retaliation	34:10	7:8	46:5	30:6 31:4,11
44:16	reviving	Rosy	saying	42:1,7,9
retired	5:17	25:7	20:12 22:9	43:15,20,25
8:24	reward	roughly	26:3 28:12,22	44:20,21
retribution	5:25	36:20	44:23 45:20	secretary
43:13 46:5,9	REYNOLDS	route	says	8:22
return	8:11 14:7	22:19	19:21 20:25	see
4:4	36:21	routinely	25:15,20	7:16 21:4
returned	RICE	17:3	28:17 29:12,	23:15,23 32:6
49:7	6:17 9:10	Royal	15 30:16	36:6,7 38:15
returning	12:17,19 13:4	1:14 3:1 9:11	31:3,10 39:7	40:9,13,14
49:6	17:24 49:9	rubberband	46:23 47:21	41:22 47:3
REV	Richard	6:18	schedule	48:16
1:17 3:6 4:8	8:23	rule	37:15,16	seek
5:2,5 6:9,11,	Richmond	27:22	scheduling	32:21 33:25
21,24,25 7:19	3:19 36:2	rules	13:19	35:3
8:13,20,23,	right	25:11 48:6	school	seeking
25 9:2,6,8,	5:19 7:23	run	29:18 36:4	19:6
10,12,18,20,	19:5,7,8,11,	7:12 35:2	38:9	seeks
23,25 10:3	16 20:14	40:9	scope	20:21
12:6,10,12,	22:14,16	runs	11:9,17	seen
17,18,19	24:16 26:4	5:14	se	21:4
17:25 18:9,	27:7 30:23	Ruth	27:18 31:14,	sees
10,11 35:24	32:25 33:1	12:21 13:22	15	22:5
40:4,19,20	35:10 37:4,5	20:5 28:24	Seabrook	s e l f -
41:8,11,18,	39:16 40:3,	10,19 44:8	43:18	identifying
22 42:2,4,12,	10,19 44:8	39:12 45:25	Seabrooks	16:12
16,21,22,24	righteous	S	27:20	seminary
43:5,9,23	5:22	Sacrament	sealed	15:16 23:3,5,
44:4 46:13	rightly	8:14 13:13	49:7	13,16 32:3
47:6,10,20	23:21	20:24 32:14	seat	45:6
48:5,7,14,	rights	35:6	20:2	Senate
17,24 49:3,4,	21:13 22:22	Sam	seated	27:21
9,13,15,18	rising	8:18	5:5	send
Reverend	5:15	Sandra	Second	25:19 39:23
10:20 13:2,3,	ROBERT	14:20	13:25 14:2,	sending
4 17:22,23,24	8:7	sat	13,16,23,24	45:12
18:2	rock	32:12 36:12	15:4,15,22,	sense
reverse	6:6		24 16:2	17:20
18:23				



ESQUIRE
an Alexander's & Co. Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

sensitive 38:2	14:14 15:22 28:15 29:19	26:13	Spirit 12:1 20:25	2:3 4:6
sensitivity 39:19	shared 23:17,19 28:24 29:17	Skills 17:11,19 31:24	32:16 37:4 38:18 40:3	28:11,16,20 34:7 48:1
sent 37:13 45:10, 11	sheet 42:20	slides 23:13,14 45:5	spiritual 20:23 36:17	statements 14:1 21:17 28:19
separately 10:19 14:19	short 43:23	SMC 13:25 14:1 24:2	spoke 24:4	stationed 36:3
September 14:19 25:7 37:13	Shorthand 1:22	somebody 7:10,11 25:14,21 36:8	sponsoring 18:17,19 28:4	status 10:20
series 44:25 45:23	show 29:7	somewhere 23:8	spread 21:3	stayed 36:3,4,5
serious 29:11 30:8 32:10	showing 45:2,4,11	son 4:25	St 9:8	step 48:19
servant 5:25 6:2	shows 44:21 45:10	sorry 7:5	staff 13:24	steps 34:14,20
serve 9:21 20:23 32:13 35:6 38:12	shut 32:9	soul 5:17	Stan 14:20	stood 4:15
served 25:5	side 35:13	sounds 30:10	stand 4:18 35:15 36:15	straight 11:8
session 3:23 4:5,22 18:6,7,18 20:10 48:18 49:16,19,22	signed 41:16	Southminster 9:15	standard 35:19	strive 11:3
set 5:12 50:14	silent 11:25 12:3	speak 3:21 7:13 10:10 32:24 35:21,23 40:23	standing 27:25	strong 5:14 30:7 34:7
setting 24:9	similar 10:22	speaking 32:20	Stanley 8:9 38:7 42:24	structure 15:22
seven 26:13	simple 5:18 11:8,25	special 10:13 12:14	start 18:9	student 15:17 16:5 19:3 29:18
sexual 46:1	sing 4:17,19 5:2	specifically 14:21	started 7:3 24:15	study 23:20 29:17
shall 6:3	Singing 5:4	speech 5:9,10	state 7:14 50:1	STONKEL 9:8
share	sit 36:11	spelled 21:3 34:14	STATED 1:17 3:6 9:25 13:8 18:16 25:8,9 26:17 35:2 45:12 48:18	style 20:4
	situation 47:16	spells 21:9 45:22	Statement	styles 17:3
	situations 30:23			subcommittee 3:15 4:4 7:6 12:20,25 13:2
	six			



ESQUIRE
an Alexander's Callie Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

20:5 49:21	supporters	50:8	telling	think
subject	10:25	talk	5:7	6:21 7:1
25:18	supposed	23:1 32:8	tells	12:18 16:17
subjects	49:5	38:7	32:5 46:14	31:22 32:10,
16:5,7	supposedly	talked	ten	11,22,25
submission	21:17	26:17	39:22	33:3,5,11,
20:20 44:16	sure	talking	tent	15,24 34:16,
submit	5:18 8:3 22:4	26:17,21	5:13	18 40:8 41:1
19:3 27:2,19	24:9,18 27:5	46:21 47:14	term	43:5,7 44:17
28:9,20 31:2,	31:8 35:24	target	25:25	46:2,19,23
17,18 35:10,	40:6	43:21	test	third
12 39:16 40:1	surely	targeted	4:16	40:22
submits	33:23	14:2	testified	thirteen
25:7 26:7	suspect	task	47:24	27:11
submitted	11:21	11:8,25	testimonies	THOMAS
17:22 19:20	swayed	13:10,14	40:16	1:6,11 2:2
subsequent	29:23	21:11	testimony	3:9 12:21
15:17	sweeter	taste	50:6	thought
Subsequently	5:23	22:17	Thank	4:15 16:16
44:5	sworn	taught	17:25 18:9	Three
subtext	50:9	4:17 23:5	35:20,25	15:12 16:12
43:12	T	Taylor	37:20 42:22	40:21 42:9
suggested	TABLE	9:15	43:6,9	throughout
43:16	2:1 6:18 8:2	teach	theme	4:21
suggestion	take	38:9	41:24	Tim
33:7 43:11	7:9 11:24	teaches	themselves	39:12
suggests	22:10,20	38:9	7:20,21	time
32:8	25:21 30:7	teaching	Therefore	15:23 17:15
suitability	31:23 34:23	23:7	17:10	18:1,11 20:1,
13:12,16 19:6	38:21 42:18	Team	thing	2 24:10 25:17
34:15	49:15	15:21 44:25	18:20 21:21	26:2,12,14,
summed	Taken	45:8	25:13 37:5	21 29:5,7
46:25	1:12 14:12	technical	41:12 43:17,	31:1,3,6,7,9
sun	26:1 27:6	25:2	25	32:1 34:18
5:13	29:23 33:18	tell	things	35:4 36:24
Sunday	takes	10:14 19:19	10:7 19:1	37:1,15,17
38:9	21:11 39:10,	21:1 22:4	21:12 22:8,9	38:18 40:11,
supervised	22	25:4 28:25	26:20 28:7	13 44:2
11:21	taking	31:14 33:16	32:10,15	timely
support	8:22 15:24	36:12,13,14	33:16 39:1,4	28:2
31:9	20:13 31:4	50:9	40:8 46:15,16	timing
			47:3,4	27:2



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquiresolutions.com

TIMM	train	36:6,20 38:21	8:4	13:15 34:20
9:20 10:21	32:1	41:15,24	units	violates
45:12	trained	42:5,8,10	36:8	22:22
titles	32:3,4	43:4 46:15	unjust	violation
38:13	Training	48:21	11:5	26:4
today	17:12,20	type	unnamed	violative
6:16 7:9	31:23 39:11,	25:13 38:13	42:10,12	21:5
10:9,12	19,20	----- U	untoward	Virginia
11:18,23	transcript	U.S.A	28:19	3:19 8:15
20:19 21:3,15	50:5	1:18	unusual	19:5 36:2
22:25 32:23	transgressio	unable	11:23	virtues
together	n	37:16	unwilling	39:3
4:20 12:4	6:4	under	16:19 17:2	visit
14:14 22:18	traveled	11:12,15	upmost	14:1,14 15:15
24:3 28:15	6:13	19:15 20:15	37:6	23:20 24:5
37:1 39:13,	trickling	24:18,23	upset	visits
14,19,20	6:14	38:20,23	19:12	14:23
45:10	Troy	39:7,24 40:1	urban	voice
told	8:5,7 9:1	undermined	14:14,15	5:10,11 16:2
26:24 36:3	true	14:3	15:20 16:25	31:11
37:9	5:22 29:11	understand	23:4,10,24	VOLUME
Tom	36:15 48:2	38:24 47:16	28:14 33:8	1:11 2:1 3:4
7:7,19 8:17	49:3 50:5	understandin	45:8	volunteers
9:18 10:5,9,	truly	g	USA	13:25
25 18:1 22:2	12:2	49:4	11:14 20:25	vote
28:24 32:22,	trust	undone	use	27:9
23 38:9,10,11	23:14	38:1	15:14 16:1	voted
41:11 43:1,16	trustees	undue	26:18 29:13	27:16,18
45:24 46:8	44:19	25:24	31:10	voting
tomorrow	truth	unfair	uses	3:25
37:21	46:14 50:9	11:5	17:3 38:13	----- W
tongue	trying	unfortunate	----- V	waited
32:7	30:10,12 48:5	44:17	vacant	29:4
tools	Tuesday	UNIDENTIFIED	36:9	waive
17:17	3:2	41:4,10 42:23	verbally	22:23
toward	twice	43:10 44:2	16:22	walk
21:2 28:19	24:4 32:8	45:24 46:7,8,	view	32:20 38:25
46:5	two	11 47:9,11	15:22	Wallace
towards	23:9 28:1,14	48:3,13,16,	violate	3:19 8:13
46:10	29:18 32:7,10	22 49:1,7	47:25	18:1,2,9,11
track	33:23 35:11	United	violated	36:1 39:7
11:7				



ESQUIRE
an Alexander's Call Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48084
www.esquireolutions.com

40:19 41:12, 19 42:21 43:11,23 44:4 46:13,23 48:7,14,17 want 4:9 7:6 26:16 27:3 29:16 32:9 35:20 36:1 38:22 39:1,9 40:6 45:17 wanting 40:8 wants 20:20 35:4,5 warned 5:25 Waterford 9:19 way 7:16 21:8 22:24 26:6,17 28:19 31:16 32:22,24 34:19 42:9 WAYNE 50:3,22 ways 22:15 35:3 wedding 5:14 weighs 25:9 we'll 11:21 49:16 went 23:3,9 24:9, 20 26:14 36:4,16 we're 19:21 20:12,	14 21:7,8,11 25:20,21,23 26:5,18 32:18 33:22 34:1 35:9 37:1 weren't 46:16 49:5 we've 11:19 12:12 whatever 36:14 38:11 39:22 whether 13:14 22:14 23:6 32:18 35:18 46:8,14 47:22,23 white 16:13 whoever 39:12 whole 30:4 38:16 43:17 45:22 widespread 11:22 WILHELM 8:20 12:10 willing 22:20 39:6 windows 36:8 wise 5:18 wish 42:14 wished 33:4 wishes 21:2 within	15:21 19:22 20:3 23:4 44:21 witness 15:3,7 41:14 42:7 50:6,9 witnesses 21:22 28:11 41:13,15,16, 23,24 42:6,8 women's 24:16 Word 8:14 12:1 13:13 20:24 32:14 33:18 35:6 words 5:10,11 6:4 16:4 32:20 work 4:12,20,24 11:6,10,20 14:13 15:22 20:20 28:15 38:1,10,11, 14 39:14,19 working 22:18 38:14 works 24:19 45:22 workshops 11:20 world 5:12 worthy 4:24 wreck 26:24 write 17:18 writes	44:14 45:19 writing 40:5 written 19:1 26:3 34:6 40:7 41:21 wrong 23:21,23 27:8 31:9 33:7 wrote 10:7 41:2 <hr/> Y year 25:4 30:4 years 32:3 35:13 39:22 yesterday 4:13 28:23 yourself 8:2 46:6 yourselves 34:17 Youth 14:13,23 <hr/> '09 23:17 24:1,6, 21,24 25:1,18 27:4 29:14,20 30:4 44:20 45:3 <hr/> 1 1 3:2 13:2 10 15:5 50:14 1029 49:17	11 15:8 12 45:8,11 1250 49:19 1251 49:17 1255 49:23,24 12th 23:15 13 14:18 29:7,8 44:15 14 45:15 15 13:22 150 42:17 16 24:6 16th 23:16 24:6 17th 23:11 18 12:22 15:10 23:2 18th 23:11 19 5:6 14:25 1st 1:12 3:9 <hr/> 2 2 24:21,25 45:3 50:23
---	--	---	---	---



ESQUIRE
an Alexander's Office Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com

2008	15:2	
44:22	35	
2009	35:13	
23:2 25:4,7,	358-5403	
24 28:12	1:20	
44:24 45:2,8	3772	
2010	1:19	
12:24 13:6,	4	
19,22 14:4,6,	4	
18,19,25	2:4 12:24	
15:2,5 26:1,	48108	
6,10,12,22	1:19	
27:11,19 29:6	5	
30:19 44:14	5	
45:9	5	
2011	25:17,18,19,	
1:13 3:2	24 45:10 47:8	
12:22 15:8,10	49:15	
50:14	529	
2012	1:13	
50:23	7	
21	730	
45:23	4:12	
21st	734	
44:14	1:20	
22	8	
13:19 44:24	838	
23	1:14 3:2,5	
24:24	84	
26	4:16	
37:13	841	
27	4:6	
27:12	9	
27th	9	
44:14	13:5 14:6	
28	900	
14:4,19	4:7	
3	9th	
3	23:12	
2:3 45:18		
30		



ESQUIRE
an Alexander Galle Company

Toll Free: 800.866.5560
Facsimile: 248.205.7040

Suite 925
2301 West Big Beaver Road
Troy, MI 48064
www.esquireolutions.com



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MACKINAC PRESBYTERY OF MAUMEE VALLEY
PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

September 23, 2010

Rosy Latimore
1762 Farmbrook Drive
Troy, MI 48098

Thomas Priest
22668 Beckenham Court
Novi, MI 48374

Dorothy Seabrooks
422 University Place
Detroit, MI 48224

Detroit Committee of Counsel
% Edward H. Koster
3722 Bridal Pass Court
Ann Arbor, MI 48108

Dear Rosy, Dorothy, Thomas, and Edward

Grace and peace to you in the name of our Lord Jesus Christ.

On Wednesday, September 15, 2010, I, as Moderator and the Rev. Doris Arnett Whitaker, Vice Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for case *Latimore et al v. The Presbytery of Detroit*. (indexed as case # 2010-02) The Rev. George Baird, Stated Clerk for the Synod of the Covenant, joined the conference call in order to assist with questions of process, but did not participate in the examination of documents under the provisions of D-6.0305, or in the decision about them.

The purpose of this conference call was to determine whether the Preliminary Questions were answered according to D-6.0305.

D-6.0305a *the governing body has jurisdiction*
The answer is yes

D-6.0305b *the complainant has standing to file the case*
Elder Thomas Priest was not in attendance at the presbytery meeting at which the action in question was taken by the presbytery and therefore, does not have standing. Both Elder Rosy Latimore and Elder Dorothy Seabrooks were in attendance and enrolled as elder commissioners at this meeting so therefore, the answer is yes.

Exhibit S

D-6.0305c *the complaint was timely filed*

The complaint was received by the Synod office on Tuesday, July 27, 2010 which is at least ninety-one days after the date of the presbytery meeting. The Synod office was open on Monday, July 26, 2010 on which the documents could have been delivered. Therefore, the answer is no.

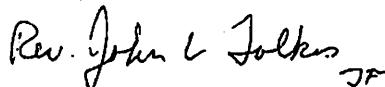
D-6.0305d *the complaint states a claim upon which relief can be granted.*

According to Robert's Rules of Order (10th edition), the motion, *Objection to the Consideration of a Question*, is one of a category of motions known as Incidental Motions. Incidental Motions relate to "pending" business or other business at hand. (RONR, page 66, ¶15). "The purpose of an Objection to the Consideration of a Question is to enable the assembly to avoid a particular original main motion altogether when it believes it would be strongly undesirable for the motion even to come before the assembly." (RONR, page 258, ¶ 25) This indicates that the procedures used during the Presbytery meeting of April 27, 2010, while unusual, were not out of order. Because the action of the presbytery in dealing with this matter was in order and because the SPJC cannot force a Presbytery to apologize to its own assembly, the SPJC cannot grant the relief requested. Therefore the answer is no.

Since two of the four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted. The request from the Presbytery Committee of Counsel to dismiss this case will not be considered since the case is not being accepted.

If any party to this case, or any member of the Synod Permanent Judicial Commission, wish to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Sincerely in Christ,



Rev. John V. Folkers, SPJC Moderator

cc: Doris Arnett Whitaker

George W. Baird

The members of the Synod PJC

Exhibit T

Committee on Preparation for Ministry
PRESBYTERY OF DETROIT
 March 1, 2011

<input type="checkbox"/> Bell, Margaret	<input type="checkbox"/> Hartley, Tom	<input type="checkbox"/> Krug III, Ernest	<input type="checkbox"/> Stunkel, Paul
<input type="checkbox"/> Brownlee, Richard	<input type="checkbox"/> Hughley, Marie	<input type="checkbox"/> McDevitt, Jenny	<input type="checkbox"/> Warren, Orlean
<input type="checkbox"/> Clark, Sam	<input type="checkbox"/> Hunt, Phyllis	<input type="checkbox"/> McMillen, Judi	<input type="checkbox"/> Wilhelm, Marjorie
<input type="checkbox"/> Downs, Elizabeth	<input type="checkbox"/> Jackson, Barbara	<input type="checkbox"/> Pittman, Jason	<input type="checkbox"/> Timm, Allen
<input type="checkbox"/> Gage, Larry	<input type="checkbox"/> Jackson, Robert	<input type="checkbox"/> Pritchard, Norman	
<input type="checkbox"/> Gaubatz, Mike	<input type="checkbox"/> Johnson, Henry	<input type="checkbox"/> Rice, Betsy	

1. **Call to Order:**
CPM co-chair Beth Downs called the meeting to order at 9 am with prayer. The minutes were approved, as corrected.
2. **Introductions:**
All members were introduced and the following were seated: Tom Priest, Stanley Edwards, elder Calvary Pres, Darryl Reynolds, elder Calvary, Rev. Archibald Wallace, attorney and advisor to Tom Priest, Mrs. Courter as court reporter, Christine Bohn as member of the Investigative Committee, and Ed Koster, Clerk of Presbytery.
3. **Motion to Approve Agenda:**
The agenda was approved
4. **Explanation of Purpose and Process:**
Beth Downs reminded the committee that we are reconvening the CPM hearing on the motion to adopt the report and recommendations of the investigative sub-committee regarding the complaint of Ruth Azar, of Second Mile Center, against Tom Priest, candidate. The investigative committee included David Abbott, Christine Bohn (COM), Elizabeth Rice, and Henry Johnson. Beth urged fairness and diligence in our task to assess the report, and to determine Tom's fitness for ministry, in accordance with the process outlined in the Book of Order, and the manual for CPM of the Presbytery of Detroit. We do not have function or power to determine disciplinary action, and this is not a legal or disciplinary hearing.
5. **Hearing Stage**
 - On February 1, 2011, a motion was *made and seconded to adopt the Investigating Committee's report and recommendations*. Having been postponed and not withdrawn, it was still on the floor. The Investigating Committee's report and recommendations were read. This report can be found on the POD Caucus website.
 - Mr. Wallace acknowledged CPM's right and responsibility to evaluate suitability for ministry, but maintained that the style and tone of the report and process of the Investigative committee are disciplinary in nature and therefore in excess of that right.
 - Mr. Wallace responded to the issues raised in the report, specifically: that Mr. Priest did not abuse his authority as Moderator of the Presbytery; and that Mr. Priest values justice and equity highly and never intended prejudice or malice in any interactions he had with Ms. Azar.
 - Mr. Wallace submitted that Mr. Priest does not object to the recommendations of the sub-committee, but to the nature of the report, its conclusions, and the process by which this has been handled. They requested that the committee approve the recommendations, but not the report.
 - Mr. Priest stated that he is committed to his call to ministry, and submits to the authority of this body and the recommendations for growth and training. He suggested that all parties involved should be offered the training as an opportunity to build community. He maintained that any conflict resolution should include all involved.
 - Mr. Wallace submitted a narrative from Mr. Stan Edwards, elder, Calvary Presbyterian Church and director of Barnabas Center, about his participation in the meetings with Tom (copy attached).
 - The committee went into executive session. Mr. Koster was asked to remain.

Exhibit T

7. Executive Session

- The approved minutes of this session are sealed and on file in the offices of the Presbytery of Detroit.

8. Move to Open Session

- The Committee returned to open session. While in executive session, the Committee adopted the report and recommendations of the CPM Subcommittee Convened in the Matter of Complaint by Ruth Azar against Thomas H. Priest, Jr, dated January 18, 2011, as follows.
- After considerable discussion, a motion is made *to separate the report from the recommendations*. Second. Votes to approve 10, to oppose 8. **The motion passed.**
- **The motion to adopt the report is approved.**
- A motion on the floor is *to adopt the recommendations*. A question was raised about including objective measurements of progress.
- A motion was made that *in addition to the mediation training, Mr. Priest return to this committee to report on what he learned, and then as a follow-on he participate in a psychological assessment.* **Withdrawn.**
- A motion was made *to adopt the recommendations, amended as follows:*

CPM SUBCOMMITTEE
CONVENED IN THE MATTER OF COMPLAINT BY RUTH AZAR
AGAINST CANDIDATE THOMAS H. PRIEST, JR.
Date of Report – January 18, 2011

Introduction

After prayerful consideration, the CPM of the Presbytery of Detroit, on May 4, 2010, authorized the formation of a subcommittee to investigate the above referenced complaint. The composition of the subcommittee was approved June 1: Reverend David Abbott, Reverend Christine Bohn, Elder Henry Johnson, and Reverend Elizabeth Rice.

The committee convened its first meeting on June 9, 2010, the intent being to determine its agenda and the process for achieving outcomes. The committee received guidance from the Stated Clerk, Ed Koster, concerning process and the parameters of its investigation.

The committee's task was to investigate and make a recommendation to CPM concerning Mr. Priest's suitability for ordination as a Minister of Word and Sacrament. It was not this committee's task to determine whether or not the Constitution of the PC(USA) was violated. This committee was advisory to CPM on matters of suitability and preparation for ministry; disciplinary or judicial proceedings were not this committee's purview.

We met again on June 22, 2010, to begin scheduling interviews and to clarify our approach to the investigation.

On July 15, 2010, we interviewed Ruth Azar. Key issues included:

- concerns about Mr. Priest's interactions with staff and volunteers at Second Mile Center (SMC)
- disturbing statements made by Mr. Priest during his visit to SMC
- a perception that SMC was being targeted by Mr. Priest and its ministry devalued and undermined.

On July 28, 2010, we met to discuss the interview with Ms. Azar and plan for the interview with Mr. Priest.

On August 9, 2010, we interviewed Mr. Priest, who was accompanied by his Advocate, Elder Darrell Reynolds. The committee found it notable that Mr. Priest gave lengthy responses to the questions and frequently redirected the conversation. Key issues included:

- a denial of certain comments and insistence that others were taken out of context
- Mr. Priest's desire that Barnabas Youth Opportunities Center and SMC work together, share resources, and visit other urban ministries
- his preferred model of urban ministry and his interpretations of his observations of SMC.

On August 13, 2010, we met to discuss and plan.

Exhibit T

On September 28, 2010, we interviewed separately Sandra Addrow, Lawrence Lorkowski, and Elder Stan Edwards. We interviewed each person specifically about their personal interactions with Mr. Priest during his visits to SMC and Barnabas Youth Opportunities Center and a later meeting at SMC.

On November 19, 2010, we met for discussion and further planning.

On November 30, 2010, we met for further discussion and also to interview another witness, who was present at the later meeting at SMC.

On December 10, 2010, we met again for further discussion of past interviews and also to interview a final witness.

On January 11, 2011, we met again to draft a report and recommendation.

We finalized our report on January 18, 2011.

Central Issues

Three primary areas of concern were identified by this committee.

One of these concerns has to do with use of authority. In arranging his first visit to Second Mile Center, Mr. Priest identified himself as a seminary student preparing a paper for a class. In subsequent activities, however, Mr. Priest regularly used his influence and authority as Moderator of Presbytery and former moderator of the Metropolitan Urban Ministries Team to lobby decision-making bodies within presbytery to share his view of work and structure of Second Mile Center. At the same time, Mr. Priest did not notify Second Mile that he was taking his findings and interpretation of those findings to presbytery, nor did he use that same influence and authority to provide an opportunity for Second Mile to have voice in actions intended to affect dramatically the future of the Center. In other words, Mr. Priest represented himself as a student to the subjects of his investigation, but freely applied the authority of presbytery office to pursue actions against those subjects.

This committee also observed a consistent pattern of Mr. Priest prejudging the opinions and experiences of others without listening to what they had to say about their own opinions and experiences. People self-identifying with three different racial-ethnic groups (white, Arab-American, and African-American) indicated to the committee their frustration and discomfort when they perceived that Mr. Priest assumed he knew what they thought about certain issues (or what they should think) based on his perception of their racial-ethnic identity. At least in certain circumstances, it appears that Mr. Priest was unwilling to listen to what people had to say about their experience and opinions and was, instead, rather forceful verbally in attributing his experience and opinion to others.

It is evident to this committee that Mr. Priest is fiercely devoted to his preferred model of urban ministry. This committee is concerned that Mr. Priest is unwilling to acknowledge the legitimacy of alternative ministry styles and routinely uses methods of confrontation and intimidation.

Recommendations

It is the opinion of this committee that Candidate Priest's current pattern of confrontational behaviors would cause great difficulty in a congregation and in a presbytery.

Therefore, this committee moves that CPM require Mr. Priest to participate in the Mediation Skills Training Institute for Church Leaders led by the Lombard Mennonite Peace Center.

Additionally, we move that at an appropriate future time CPM examine Mr. Priest to assess his pastoral development in the areas identified above.

~~This assessment might include such tools as asking Mr. Priest to write papers on what he has learned personally and professionally from the mediation skills training and his own sense of pastoral identity and authority.~~

[This assessment will include asking Mr. Priest to present a report on what he has learned personally and professionally.]

Exhibit T

CPM requires Mr. Priest to subsequently undergo professional assessment through Midwest Career Counseling Center. CPM will furnish Midwest with the CPM Sub-Committee report and require that Midwest furnish their assessment to CPM. Pastoral counseling may also be helpful in Mr. Priest's learning and healing through this process, and CPM encourages Mr. Priest to pursue that option.]

Respectfully submitted,

Rev. David Abbot, Rev. Christine Bohn, Elder Henry Johnson, Rev. Elizabeth Rice

(end of report)

- **The motion passed.**

Since Mr. Priest and Mr. Wallace were unable to remain nearby until the executive session concluded, the Co-Moderators of CPM will contact them and give them written copies of the committee's action.

9. Examinations and Annual Consultations:

- Groups A and B met with Liz Ryder for Final Assessment (1-11/07, C-6/08, McDevitt). Upon examining Liz on her responses to Form 3, a motion was made *to sustain her annual consultation*. **Seconded. Approved.** Upon examining Liz on her statement of faith, her exegesis and her sermon, a motion was made and seconded *to grant her final assessment and give her permission to circulate her PIF*. **Approved.** Liz was dismissed with prayer.
- Group C met with Monique Fube for Annual Consultation (CLP, Rice). A motion was made *to continue her in the learning phase of CLP, while urging her to complete her field placement*. **Seconded. Approved.** Although she submitted her exam after the due date, a recommendation is made to proceed to grade it. Jenny McDevitt and Judi McMillan agreed to help. Monique was dismissed with prayer.
- Group D met with Cynthia Rouse-Baird for Annual Consultation (CLP, Barbara Jackson). Group D does not recommend any action to be taken by CPM at the moment. They recommend that we *not to sustain her annual consultation*, because her paperwork was late, incomplete and her written responses hard to evaluate. This is a time for discernment for her and the committee. She has yet to decide if she will retake the exam. The committee requests a follow-up assessment with Cynthia in two months. Tom raised concerns about the lack of appropriate care and nurture provided by the committee, lack of clear instructions, and constructive feedback. Cynthia was dismissed with prayer.

10. Business:

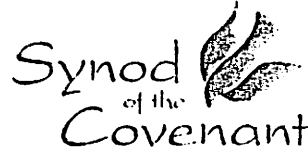
- **Report from Al Timm:**
 - Al reported on the clergy event in February. It was well received, and 8 candidates attended.
 - There will be a workshop on stewardship on March 26, at Ypsilanti. Robert Hurter is the presenter.
 - Al will offer a course on Polity at ETS in the Fall, depending on what the educators want, either Al or Ed Koster will teach it.
- **Sub-committee Reports:**
 - **Lay Pastor Preparation Sub-Committee Report** (formerly CLP report).
 - The committee will meet in April at 9:30 am, focusing on the issue of the final examination for the CLP candidates. Larry has collected other samples for the committee to compare and consider for the recommendation for the format of the examination.
 - **Ordination Exams** – The exam results are due in about two weeks.
 - **Session Relations** – No new business.
 - **CPM Retreat** – No new business to be reported.
 - **Coordinating Cabinet** – Operations requests us to describe what we would require in an associate executive presbyter. Richard Brownlee will attend in March. Betsy will attend in April.
 - **Liaison Reports:**
 - We need a new liaison for David Oh, who is currently working in California
 - We thank David Abbott for his faithful service, and relieve him of any co-opt responsibilities.

Exhibit T

- o There are three other people who would like to be reassigned to a new liaison. We need to assess how assignments are made, rather than default to whoever raises their hand.
- c We need to ensure appropriate liaison oversight. Larry suggests a half-day retreat to regroup for reorientation. Richard recommends that the covenant include clear responsibilities on the candidate's part.

There being no further business, CPM adjourned at 3:50 pm with prayer. ***The next gathering of CPM is scheduled for April 5, 2011 at 11:00 am at Drayton Plains Community Church, Waterford. Tom Hartley and Beth Downs will be our hosts, and Larry Gage will lead in prayer.***

Respectfully submitted,
Marjorie Wilhelmi



PRESBYTERIAN CHURCH (U.S.A.)

PRESBYTERY OF CINCINNATI PRESBYTERY OF DETROIT PRESBYTERY OF EASTMINSTER
 PRESBYTERY OF LAKE HURON PRESBYTERY OF LAKE MICHIGAN PRESBYTERY OF MACKINAC PRESBYTERY OF MAUMEE VALLEY
 PRESBYTERY OF MIAMI VALLEY PRESBYTERY OF MUSKINGUM VALLEY PRESBYTERY OF SCIOTO VALLEY PRESBYTERY OF THE WESTERN RESERVE

August 19, 2011

Mr. Thomas H. Priest, Jr.
 22668 Beckenham Court
 Novi, MI 48374

The Rev. Edward H. Koster, Stated Clerk
 The Presbytery of Detroit
 117 N. First Street, Suite 111
 Ann Arbor, MI 48104

Re: Remedial Case 2011-04, Thomas J. Priest, Jr., vs. the Presbytery of Detroit

Dear Mr. Priest and Rev. Koster:

On Wednesday, August 9, 2011, I, as Moderator and the Rev. Doris Arnett Whitaker, Clerk, of the Synod Permanent Judicial Commission met by conference call to examine documents provided by the Complainant and the Presbytery's Committee of Counsel for the above-captioned matter.

Pursuant to Book of Order, Rules of Discipline, D-6.0305a, the SPJC lacks jurisdiction to consider Remedial Case 2011-04; Pursuant to Book of Order, Rules of Discipline, D-6.0305b, the complainant lacks standing to file the case; Pursuant to Book of Order, Rules of Discipline, D-6.0305c, the complaint was not timely filed; and pursuant to Book of Order, Rules of Discipline, D-6.0305d, the complaint fails to state a claim upon which relief can be granted.

Since all four Preliminary Questions have been answered in the negative, the officers of the Permanent Judicial Commission of the Synod of the Covenant have determined that this case cannot be accepted.

If any party to this case or any member of the Synod Permanent Judicial Commission wishes to challenge the findings of the moderator and clerk of the PJC they may do so under the provisions of the Rules of Discipline D-6.0306. Such challenges should be sent to me at the synod office address.

Very truly yours,

Georgana Taggart, Moderator
 Synod of the Covenant
 Permanent Judicial Commission

1911 Indianwood Circle – Suite B, Maumec, Ohio 43537
 419-754-4050 800-848-1030 (Michigan and Ohio) Fax 419-754-4051 www.synodofthecovenant.org