

**Presbytery of Detroit  
Minutes of the Stated Meeting  
January 26, 2016**

The Presbytery of Detroit convened with prayer in a stated meeting at 4:02 p.m. on January 26, 2016 at the Southfield Covenant Church. Judy Shipman moderated the meeting.

The Moderator declared the presence of a quorum.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST**

The Moderator appointed Russ Harbaugh and Judy Edwards assistants to the Stated Clerk.

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

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

Upon motion of Mr Timm, Presbytery voted to seat as corresponding members Teaching Elder Rafaat Zaki, Synod of the Covenant, Teaching Elder Douglas Portz, a member of Pittsburgh Presbytery, and Jim Ritzler, the representative ofg PILP.

Thomas James Welcomed Presbytery to Covenant Church.

**Reports from Presbytery Affiliated Organizations**

Douglas Portz from the Board of Pensions introduced himself as the new representative to the BoP. He reported the Pension Plan is fully funded. Non-installed employees, CREs etc will now have a cafeteria system.

**WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY**

James Faile reported and addressed mission giving to the Presbytery. He introduced Tom English who spoke on the New Wilmington Missionary Conference, held for the last 100 years at Westminster College in New Wilmington, Ohio.

Jeane Moore, reported on the One Great Hour of Sharing, and the Self Development of Peoples program.

Howell Nature Center LLC. Dick Grant reported. He reported on the 20-year path to where it is today. It is now the largest Presbyterian camp in the country as determined by the number of people who attend. It is now an independent LLC, and he is its CEO. He is looking to continue the great partnership with the Presbytery of Detroit,

**WE RESPOND TO CHRIST'S CALL TO MISSION AND MINISTRY**

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

Mr Timm introduced Jim Ritzler from the Presbyterian Investment and Loan Program. Mr Ritzler presented the program for loans for programs to reduce the carbon footprint. He gave rebate checks to 6 churches: Farmington First; Lake Shore; Rochester Hills; Northville First; Novi Faith, and Howell First.

Mr Timm introduced Diane Agnew, Hunger Action Coordinator. Ms Agnew lifted up the 9 churches who participate in Presbytery's hunger program. Most have fewer than 100 members:

They provided food for over 2600 households from the pantry; 6,000 meals served; 2000 plus takeout meals. The 10<sup>th</sup> Partner is Calvin East.

Mr Timm reported he has written a State of the Presbytery report, which is found in Grapevine.

The Moderator offered a brief prayer for openness.

**Committee Items for Action:**

**Omnibus Motion: Stated Clerk**

Upon motion of the Stated Clerk, Presbytery approved the following:

**From Presbyterian Women**

Approval to celebrate the Lord's Supper at its annual retreat on March 5, 2016 at Birmingham Frist.

**From the Coordinating Cabinet:**

Amend the staff design to change consultant positions (one-year contract, 1099) to term employees to term employees (one-year contract, W-2).

**From the Trustees.**

Receive and enter into the minutes the Report of the Trustees:

The Trustees report the following for the information of Presbytery:

1. The Trustees hired a law firm to evaluate the tax implications of hiring consultants and issuing them a 1099.
2. The Trustees voted to approve on behalf of Presbytery the sale of the Manse of the Southfield Covenant Church, described as:

PARCEL A

THE EAST 1/2 OF LOT 2 AND THE WEST 58.05' FEET OF LOT 3 OF "SUPERVISOR'S PLAT OF MC CLELLAND'S COLLEGE VIEW" A SUBDIVISION OF PART OF THE WEST 1/2 OF THE NW 1/4 OF SECTION 27, T.1 N., R.10 E., SOUTHFIELD TOWNSHIP, OAKLAND COUNTY, MICHIGAN, AS RECORDED IN L1BER 48, PAGE 45, OAKLAND CO. RECORDS. CONTAINING 31,432 SQ. FT. OR 0.72 ACRES MORE OR LESS. Which address is 21611 W. 10 Mile Road, Southfield, MI 48075, for \$116,000.

The Presbytery does not meet until the end of January, The Trustees approved this sale on behalf of Presbytery because:

- Timeliness is important.
  - The Trustees reviewed all the documents and found them to be in order.
3. The Trustees voted that Presbytery Funds currently held by Comerica Bank be transferred to the Investment Committee's oversight for purposes of investment. This amends Policy T-7 by inserting the following at the end of Policy T-7b, so that the provision reads:

***T-7. STATEMENT OF INVESTMENT OBJECTIVES, POLICIES AND GUIDELINES***

*b. Asset Classes. Investments are to be made in the following asset classes: equity investments (common stocks and convertible securities), fixed income securities (maturities longer than one year), and cash equivalents (maturities less than one year).*

*The following alternatives are not to be included in the portfolio: real estate (except in common stocks or convertible securities issued by companies which invest in real estate or interests therein, or real estate investment trusts), venture capital, illiquid partnerships, tangible assets, options, futures, short selling, margin, and securities lending.*

***For investment purposes, Presbytery funds held by Comerica Bank shall be under the oversight of the Trustees' Investment Committee.***

4. The Trustees elected the following officers of the Corporation:
  - President: Kenneth Hollowell
  - Vice-President: Paula Cole
  - Secretary: Allen Timm
  - Assistant Treasurer: Martha Blenman
5. The Trustees release funds from the Ranney Balch Fund as requested by the Social Justice Ministry Team.
6. Having been informed by the New Church Development Team that the former Southwest Church property no longer serves their ministry, the Trustees of the Presbytery of Detroit, acting on behalf of the Presbytery of Detroit pursuant to Presbytery Policy P-24, approved the sale of the property described as
  - PARCEL 1:  
Lot 124, 125, 126 of Ferndale Avenue Subdivision of part of Private Claim 718, also all of Private Claim 67, North of Wabash Railroad, as recorded in Liber 30 of Plats, Page(s) 56, Wayne County Records.
  - PARCEL 2:  
Lot 176 of Ferndale Avenue Subdivision of part of Private Claim 718, also all of Private Claim 67, North of Wabash Railroad, as recorded in Liber 30 of Plats, Page(s) 56, Wayne County Records.  
Commonly known as: 7354 Whittaker St., Detroit, MI 48209. (Southwest United Presbyterian Church) Detroit, Michigan,  
to the Family of God in Ministries Inc. in Detroit for Two Hundred Thousand and 00/100 (\$200,000.00) cash. Further, that Dr. Allen D. Timm - Executive Presbyter, or Ruling Elder Michael Starynchak, is hereby authorized to perform any and all acts necessary to conclude said transaction.  
The Trustees approved this sale because the Presbytery does not meet until January 26, and the closing is scheduled for January 20.

**Stated Clerk: Teaching Elder Edward Koster**

Upon motion of the Stated Clerk, Presbytery approved the following:

1. The minutes of November 21, 2015.
2. The Overture "On Clarifying The Role Of Ecclesiastical Officers." The overture is appended to the minutes. .  
The Stated Clerk reported the following for the information of Presbytery:

1. TRANSFERS COMPLETED
  - a) From the Presbytery of Detroit:
    - i) Thomas Rice to Scioto Valley Presbytery
    - ii) Sue Melrose to John Knox Presbytery
    - iii) Byeougin Woo to the United Church of Australia
    - iv) Greg Zurakowski to Mackinac Presbytery
  - b) To the Presbytery of Detroit:
    - i) Ted Thode from Plains and Peaks Presbytery
  - c) To the Church Triumphant:
    - i) Heinrichs Thompson on 12/29/15

The Stated Clerk reported the following correspondence:

Presbytery approved a resolution on Syrian refugees at the November meeting requiring correspondence with 166 people, including the President of the United States and the Governor of Michigan. These were prepared using mail-merge, and addressed individually to each recipient, with original signatures. The letters to the President and Governor and the remainder (without signatures) are appended to the minutes. The cost, including materials, postage, and staff time, was \$322.

**Committee on Ministry.** Mary Austin reported for the Committee.

Neeta Nichols reported on the sexual misconduct policy.

Presbytery examined Charon Barconey to be a CRE. She has completed all the requirements the Presbytery has set to be a CRE. She will be serving as the CRE to Hope Church.

Ms Barconey read her statement of faith. Presbytery Examined her on her call and faith and work. Upon motion, Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to commission **Charon Barconey** as a Commissioned Ruling Elder with the authority to moderate session, administer the sacraments and perform weddings at Hope Presbyterian Church effective February 1, 2016, for 12 months. COM appoints the Rev. Estelle Aaron as her mentor and supervisor.

The Moderator called Ms Barconey and her friends and family and colleagues forward. She asked Ms Barconey the questions required by the Constitution. On her affirmative answers, the Moderator offered a prayer and declared Ms Barconey a Commissioned Ruling Elder with the commission to serve the Hope Presbyterian Church.

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

1. **Approve** the Administrative Commission to Install the **Rev. Esther Kwi Hyun Lee** to the position of Associate Pastor at KPCMD on Sunday, February 21, 2016, at 4:00 p.m., to include the Sacrament of the Lord's Supper. Members of the Commission:
  - a. Moderator: Beth Delaney
  - b. Teaching Elders: Karen Stunkel, Allen Timm, Seungwon Yu
  - c. Ruling Elders: Dixie Elam (Rosedale Gardens, Livonia), Harold Ellis (St John's, Detroit), Judi Armstrong (First, Mt Clemens).
2. **Dissolve** the pastoral relationship between **Rev. Douglas Blaikie** and **Allen Park**, effective Feb. 19, 2016, at the Pastor's request, and designate Rev. Blaikie as a Member-at-large of the Presbytery. The Blaikie family will vacate the manse by February 29, 2016, and Rev. Blaikie will repay the balance of the outstanding loan (approximately \$21,000) by August 19, 2016. (Congregation approval January 17, 2016.)

3. **Make** the following transfers: **Jennifer Clark** to Donegal Presbytery; **Steven Clark** to Donegal Presbytery; **Lindsay Conrad** to Salem Presbytery; **Ladinpuia Rodawla** to Charlotte Presbytery; **Jennifer Wrzeszcz** to Chicago Presbytery.
4. **Receive** **Angela Ryo** from Chicago Presbytery.
5. **Concur** with the request of **Hope Presbyterian Church** to waive the Book of Order rules for terms limits for church officers. (This waiver would be for three years – 2016-2018. The terms for officers are still capped at three years, but with the waiver, a person can serve more than two consecutive terms. The congregation of the church voted on this on November 22, 2015.)
6. **Approve** the retirement of **Rev. John Mishler**, effective March 1, 2016.

Karen Stunkel came forward and recognized the retirement of teaching elders Howard Soehl (January 2016); John Mishler (2016).

The Committee on Ministry reported the following actions taken in accord with authorities given it. It has:

1. **Approved** the Administrative Commission to Ordain and Install the **Michael Beckman** to the position of Pastor at Westland Kirk of Our Savior on Sunday, January 17, 2016, at 2:00 p.m.; worship to include the Sacrament of the Lord's Supper. Members of the Commission:
  - a. Moderator: Judy Shipman
  - b. Teaching Elders: Kelly Shriver, Elizabeth Downs, Matthew Means
  - c. Ruling Elders: Bonnie Hilberer (Westland Kirk), Thomas Brown (Ann Arbor Westminster), Harold Ellis (Detroit St. John's)
  - d. Corresponding Members: Teaching Elder Dr. George Love from Mid-Kentucky Presbytery and Rev. Lorolie Andrews (UCC).
2. **Approved** the 6-month Temporary Supply contract renewal between **Rev. Donald A. Wright** and **First, Dearborn**, effective January 1, 2016. Terms: Part time (approx. 19 hours/week). Salary \$21,000; Medical Reimbursement \$12,840; Mileage \$3,600; Business reimbursement \$1,800; Continuing Education \$480. Vacation of 4 weeks including 4 Sundays; Study Leave of 2 weeks including 2 Sundays. (All amount and times are expressed on an annual basis and will be pro-rated over the actual length of the contract.)
3. **Approved** the 12-month Temporary Supply contract renewal between **Rev. Jill Mills** and **New Life, Sterling Heights**, effective December 1, 2015. Terms: Full time; Salary \$11,141; Housing allowance \$38,000; Social Security \$3,759; Contribution to PC(USA) Retirement Savings Plan \$5,500; Contribution to Health Savings Plan \$5,500; Travel and professional expense reimbursement \$4,000; Study Leave \$3,000; Other \$350. Vacation of one month including 4 Sundays; Study Leave of 2 weeks including 2 Sundays, pro-rated over the life of this contract.

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

1. Approved the **Rosedale Garden, Livonia** Self Study and granted permission for Session to proceed to the election of the PNC.
2. Approved the **Kirk in the Hills, Bloomfield Hills** Self Study and granted permission for Session to proceed to the election of the PNC.
3. Approved the **University, Rochester** Associate Pastor Position Description and the rationale for how this position relates to the church's current mission and vision.
4. Approved position description for **Allen Park**.

5. Added **Rev. Arthur Oberg** to Pulpit Supply List.
  - a. Approved the Emeritus Covenant between **Rev. Howard Soehl** and **First, Howell**.
  - b. Co-opted the following to COM for 2016: Martha Nelson (COM Recording Secretary), Shirley Henry, Rob Allen and Beth Keppel (to complete work w/churches seeking pastors), Jim Russell (to perform EP checks & background checks).
6. Appointed **Rev. Neeta Nichols** to moderate the session at **Kirk of Our Savior, Westland**, effective December 1, 2015, to January 17, 2016.
7. Clarification: Contrary to the report in the November Presby-Lite, COM did not report "an amendment to the Sexual Misconduct Policy that changed the wording about dating between members of a congregation and its pastor to allow it." The amendment to the policy is as follows:
  - i. *"It is recommended that a teaching elder and member/participant not pursue a romantic relationships while remaining in the same congregation. If a teaching elder chooses to continue the relationship, one or the other **should** change churches so that the teaching elder is no longer in the pastoral role. **It is strongly recommended that the teaching elder initiate a serious, thoughtful conversation with a trusted, but unbiased advisor who can assist the teaching elder and the teaching elder's romantic partner to explore all of the ramifications of the emerging relationship."***

**Committee on Preparation for Ministry.** Sandra Nichols Reported for the Committee.

The Committee reported the following for the information of Presbytery:

***For Teaching Elder***

1. CPM met with the following Candidate, sustained her annual consultation, and granted her Final Assessment – giving her permission to form and circulate her Personal Information Form (PIF) and seek a call.  

<i>Christina Jensen</i>	<i>January 5, 2016</i>	<i>Greenfield: Berkley</i>
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2. CPM met with the following Inquirer and voted to sustain his annual consultation and continue with him in the Inquiry phase.  

<i>Charles Sadler</i>	<i>January 5, 2016</i>	<i>St. Thomas: Shelby Twp.</i>
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***For Commissioned Ruling Elder***

1. CPM met with the following CRET\*\*, sustained her annual consultation, and recommended her for commissioning (now designated as an ECRE\*\*).  

<i>Charon Barconey</i>	<i>January 5, 2016</i>	<i>Covenant: Southfield</i>
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2. CPM met with the following ECRE\*\* and voted to continue him in the training process without a recommendation for commissioning pending another revision of his statement of faith, re-submission to the CPM, and consultation for approval.  

<i>Terry Chaney</i>	<i>January 5, 2016</i>	<i>First: Birmingham</i>
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3. CPM met with the following ECRE\*\* and sustained her annual consultation:  

<i>Anita Teresko</i>	<i>January 5, 2016</i>	<i>Grosse Ile: Grosse Ile</i>
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Upon motion of the Committee the Presbytery voted to ratify the action of the Committee to submit the following names of Teaching Elders and Ruling Elders to serve as Ordination Exam readers from the Presbytery of Detroit.

Teaching Elders:

Keith Geiselman, Tom Hartley, and Matthew Means

Ruling Elders:

Marcia Ball, Mary Gholz, and Elaine Roseborough

Alternates:

Teaching Elder, Judith McMillan and Ruling Elder, Sam Clark

**Coordinating Cabinet:** Beth Delaney reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Amend the 2016 budget to approve the following distributions from the Ranney-Balch Fund:
 

Barnabas Youth Opportunities Center	\$8,300.00
Broadstreet S.T.E.M. After school Camp	2,500.00
Broadstreet Tutoring Project	2,500.00
Camp Westminster – All Things New Camp	5,200.00
Christian Performing Arts	2,500.00
Gratiot Ave Breakfast Program	4,000.00
Southwest Detroit Immigrant and Refugee Center	7,800.00
Park United Youth Choir and Band	5,000.00
First Warren Inclusive Community	3,200.00
Welcome Inn Starr Presbyterian	10,435.00
2. Establish a new position: Site Coordinator for the Young Adult Volunteer Program. The Job description appended to the minutes.

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

1. The Coordinating Cabinet has set “Seek the Welfare of the City” as the theme for 2016. Today’s meeting will hear Kevin Johnson, pastor of Detroit Calvary, present his vision of the Gospel in Detroit.
2. The Coordinating Cabinet voted to change the distribution of the Social Justice Ministry Team the funds from Helping Hand from the Hunger Action Enabler to be distributed to the churches in the Presbytery that meet the qualifications. Any church that serves people in need may apply for these funds.
3. The Coordinating Cabinet has reviewed an evaluation of the October Presbytery meeting. It will continue to seek and review meeting evaluations in order to improve the quality and value of meetings.

**Committee on Nominations.** Ruthanne Bourlier reported for the Committee.

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

Committee on Nominations:

Rev. Charlotte Sommers, Troy, Northminster from the Class of ‘18 to fill a vacancy in the Class of ‘16

Social Justice Team:

Co-Chair’16 Rev. Laura Kelsey, Pontiac, First

Co-Chair’16 Rev. Diane Smalley, Honorably Retired

New Church Development Ministry Team:

Chair ’16, Rev. Isaac Chung, White Lake

Permanent Judicial Committee:

Vacancy in the Class of ’17, Rev Bryan Smith, Canton Geneva

### **Social Justice Ministry Team**

Laura Kelsey reported for the Team.

Upon motion of the team, Presbytery voted to concur with the Synod of the Covenant Overture and its rationale seeking the General Assembly to take actions in opposing discrimination and violence against individuals based on their sexual orientation and gender identity. The Overture is appended to the minutes.

### **SEEK THE WELFARE OF THE CITY. JEREMIAH 29:7**

Paul Thwaite from the Planning & Visioning Team reported that the Team is following the requirement of the Bylaws for a continuing evaluation . They have set the theme for 2016, “Seek the welfare of the city. Jeremiah 29:7.) Each Presbytery meeting will look at this theme.

Kevin Johnson spoke on how the Detroit 221<sup>st</sup> GA came to address issues of the city. He noted that the welcome video shown the Assembly did not reflect Detroit as seen by the Presbyterian Black Caucus. He described the problems of Detroit. The SCSWP recommend the reestablished of an Office of Urban Ministry, convene an urban roundtable, organize regional conversations, and report at the 222<sup>nd</sup> GA in Portland Oregon. The October roundtable met in Chicago. In November, the Detroit Planning & Visioning Team recommended this theme. The focus is not on City and Suburbs; it is the City where God has sent us.

Re demographic trends: The movement from city to suburbs in the ‘50s has been reversed. The movement back into the City will generate a decline for the suburbs. This generates questions: What is the state of the church in our time; has your church become a gathering center rather than a community center. Just because a church is in a community does not mean it is a community church.

Questions for all disciples, followers of Jesus CHrist, What makes a great church? Good preaching? Music? Programs? What is required of you do justice, love mercy, and walk humbly with your God? It is a matter of word and deed. These cities here, including Detroit, are in need of a gospel of transformation.

As everyone was preparing for the 221<sup>st</sup>, as the roundtable was meeting in Chicago, as the Planning & Visioning Team was meeting, no one could imagine that up the road was a city called Flint.

The document will be back on the floor of the 22<sup>nd</sup> General Assembly. Mr Johnson’s paper is appended to the minutes.

The Moderator gave a blessing for the meal and recessed Presbytery at 6:15.

### **WE WORSHIPPED GOD**

After dinner, Presbytery reconvened for the worship of God. During the worship Presbytery celebrated the sacrament of the Lord’s Supper. The Worship concluded with the installation of Beth Delaney as the Moderator and Stefanie Lewis as the Vice Moderator for 2016.

After worship, Presbytery adjourned with prayer at 8:30 p.m.

The next meeting of the Presbytery will be June 14, 2016 at 4:00 p.m. at the Port Huron First Presbyterian Church.,

ATTEST:



*Edward W Koster*

EDWARD KOSTER, Stated Clerk  
ATTACHMENT ONE: The Roll

APPENDICES:

Overture On Clarifying the Role of Ecclesiastical Officers  
Letters on Syrian Refugees  
Young Adult Volunteer Program Job Description  
Synod Overture  
Kevin Johnson Paper "The Gospel from Detroit"

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR \*

CHURCHES: Of 80 churches, 45 were represented and 35 were not.

COMMISSIONERS: Of 159 eligible commissioners, 71 enrolled, and 88 did not.

OTHER RULING ELDERS (Officers, Members of Council)::

Of 12 total, 7 were present, of whom 1 counted as commissioners, leaving 6 as the unduplicated count: 2 excused, and 2 absent.

TEACHING ELDERS: Of the 142 non-retired teaching elders on the combined rolls of active members and members-at-large, 61 were present, 23 were excused, and 58 were absent.

Of the 87 retired teaching elders on the rolls, 16 were present and 71 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 3 serving Commissioned Ruling Elders on the rolls, 1 was present, 0 excused, 2 absent

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

SUMMARY

VOTING MEMBERS PRESENT

71 Elder Commissioners  
+ 6 Other Ruling Elders  
+ 61 Non-retired teaching elders  
+ 16 Retired teaching elders  
+ 1 Commissioned Ruling Elders.  
+ 0 Certified Christian Educators.

= 155 Voting members present.

OTHERS PRESENT

7 Non-voting attendees

3 Corresponding members

**Attendance Ruling Elder Commissioners and Churches**

**ALLEN PARK, Allen Park**

1 JANET MORTON  
2 BOB MORTON  
3 BOB SZWED

**ANN ARBOR, Calvary**

1 NOT REPRESENTED

**ANN ARBOR, First**

1 NOT REPRESENTED

2

3

4

5

**ANN ARBOR, Northside**

1 NOT REPRESENTED

**ANN ARBOR, Westminster**

1 KATHERINE SIMPSON  
2 NED SIMPSON

**AUBURN HILLS, Auburn Hills**

1 NOT REPRESENTED

**BELLEVILLE, Belleville**

1 NOT REPRESENTED

**BERKLEY, Greenfield**

1 CHRISTINA JENSEN

2

**BEVERLY HILLS, Northbrook**

1 TRICIA LASOTA  
2 DOROTHY WARREN

**BIRMINGHAM, First**

1 SANDRA NICHOLLS

2

3

**BLOOMFIELD HILLS, Kirk/Hills**

1 ARNOLD KUMMEROW

2

3

4

5

**BRIGHTON, First**

1 JAN BYRON  
2 ILLEGIBLE  
3 STEW WILLIS

**CANTON, Geneva**

1 MICHAEL GAUBATZ  
2 DAVE BUNCH

**CLARKSTON, Sashabaw**

1 NOT REPRESENTED

**DEARBORN, Cherry Hill**

1 PAMELA HOLLINGSWORTH  
2 SHERRY BROWN

**DEARBORN, First**

1 MICHAEL HOFFMAN  
2 JIM BARBER

3

**DEARBORN, Littlefield**

1 EMILY NIETERING

**DEARBORN HGTS, St. Andrew's**

1 BRIAN PUSHIE

**DETROIT, Broadstreet**

1 ALISON OGLESBY  
2 KENNETH HOLLOWELL

**DETROIT, Calvary**

1 PAMELA DAWSON  
2 STANLEY EDWARDS

**DETROIT, Calvin East**

1 ELLEN SCHREUDER

2

**DETROIT, First**

1 NOT REPRESENTED

**DETROIT, Fort Street**

1 BOB PONDER

2

**DETROIT, Gratiot Avenue**

1 MARYANN BRANTLEY

2

**DETROIT, Hope**

1 ROY WHITAKER  
2 JACQUELYN HINES

**DETROIT, Jefferson Avenue**

1 BUYANA GRUELEN

2

3

**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 JOANNE WHITE
- 2 JEANNINE HOWARD
- 3 PAULINE WILDER

**FARMINGTON, First**

- 1 KAREN SPICA
- 2 HOWARD CAYLOR
- 3 KAREN LINNELL

**FERNDALE, Drayton Avenue**

- 1 RICHARD ELLING

**FORT GRATIOT, Lakeshore**

- 1 NOT REPRESENTED

**GARDEN CITY, Garden City**

- 1 GAIL MAIN

**GROSSE ILE, Grosse Ile**

- 1 CAROLE POLESKI
- 2
- 3

**GROSSE POINTE, Memorial**

- 1 NOT REPRESENTED

2

3

4

**GROSSE PTE WOODS, Woods**

- 1 NOT REPRESENTED

**HIGHLAND PARK, Park United**

- 1 MARIE HUGHLEY
- 2

**HOWELL, First**

- 1 NOT REPRESENTED

2

3

**LINCOLN PARK, Lincoln Park**

- 1 CHRIS GRUNDY

**LIVONIA, Rosedale Gardens**

- 1 DYCHE ANDERSON

2

3

**LIVONIA, St. Paul's**

- 1 GAIL ARTINIAN

2

**LIVONIA, St. Timothy's**

- 1 NOT REPRESENTED

**MILAN, Peoples**

- 1 NOT REPRESENTED

**MILFORD, Milford**

- 1 CAROL ENGELMAN
- 2 SANDRA COLE
- 3 BOB TROMBLEY

**MT. CLEMENS, First**

- 1 NOT REPRESENTED

2

3

**NORTHVILLE, First**

- 1 JUDY EDWARDS
- 2 DIANE LAHIFF
- 3 JOHN GESSERT

**NOVI, Faith Community**

- 1 NOT REPRESENTED

2

**ORCHARD LAKE, Community**

- 1 ELIZABETH KOPPEL

- 2 ILLEGIBLE
- 3 MIKE STARYNACHAK

**PLYMOUTH, First**

- 1 BRYAN KAMMERAAD
- 2 KLOTYLDA PHILLIPPI

3

4

**PONTIAC, First**

- 1 NOT REPRESENTED

**PONTIAC, Joslyn Avenue**

- 1 NOT REPRESENTED

**PORT HURON, First**

- 1 SHARON LEVINE
- 2 SUE MURVICH

3

**REDFORD, St. James**

- 1 NOT REPRESENTED

**ROCHESTER, University**

- 1 DOUG DENTON
- 2
- 3

**ROSEVILLE, Erin**

- 1 KEVIN SMITH

**ROYAL OAK, First**

- 1 JULIE MATTHEWS
- 2 ELLEN BURNS
- 3

**ROYAL OAK, Starr**

- 1 NOT REPRESENTED

**SALINE, First**

- 1 NOT REPRESENTED

2

**SHELBY TWP., St. Thomas**

- 1 NOT REPRESENTED

2  
3  
**SOUTH LYON, First**  
1 KIM MACWISH  
**SOUTHFIELD, Covenant**  
1 LEAH MOIR  
**SOUTHFIELD, Korean**  
1 NOT REPRESENTED  
2  
3  
4  
**SOUTHFIELD, New Hope**  
1 NOT REPRESENTED  
2  
**SOUTHFIELD, Point of Vision**  
1 NOT REPRESENTED  
**ST. CLAIR SHORES, Heritage**  
1 NOT REPRESENTED  
**ST. CLAIR SHORES, Lake Shore**

1 NOT REPRESENTED  
2  
3  
**STERLING HGTS, New Life**  
1 SHARON GIRE  
2 MARGE KUNZ  
**TAYLOR, Southminster**  
1 NOT REPRESENTED  
**TROY, First**  
1 NOT REPRESENTED  
**TROY, Korean First**  
1 NOT REPRESENTED  
2  
**TROY, Northminster**  
1 JOE TURNER  
**WALLED LAKE, Crossroads**  
1 NOT REPRESENTED  
D  
**WARREN, Celtic Cross**

1 NOT REPRESENTED  
2  
**WARREN, First**  
1 NOT REPRESENTED  
**WATERFORD, Community**  
1 NITA LARPENTEUR  
2  
**WESTLAND, Kirk of Our Savior**  
1 DAVID GARCIA  
**WHITE LAKE, White Lake**  
1 NOT REPRESENTED  
**WYANDOTTE, Wyandotte**  
1 NOT REPRESENTED  
**YPSILANTI, First**  
1 NOT REPRESENTED  
2

#### Attendance Teaching Elder and Ruling Elder Members

##### A. RULING ELDER MEMBERS ON CABINET

P BARCONEY, CHARON  
A COLE, PAULA  
P FAIR, DEBORAH  
P JOHNSON, KATHLEEN  
P LEWIS, STEFANIE  
P LOCKARD, JOAN  
E MACKIE, KATE  
E NGARE, TIMOTHY  
C NICHOLLS, SANDRA  
A SADLER, CHUCK  
P SMITH, BARBARA  
P HOLLOWELL, KEN

##### B. TEACHING ELDERS

P ADAMS, WILLIAM L III  
P ALLEN, ROBERT  
P ANDERSON, BRYANT  
E ANDERSON, LINDA  
P ANDERSON, LINDSEY  
A AUE, CRAIG  
E AUSTIN, MARY  
A BAHR-JONES, MARY  
P BECKMAN, MICHAEL  
A BEGHIN, EMILY  
A BLAIKIE, DOUGLAS

P BLAIR, JOANNE  
A BOHN, CHRISTINE  
A BOLT, KENNETH  
P BOUSQUETTE, PAUL  
A CAMPBELL, DOUGLAS  
A CAMPBELL, EMILY  
A CARL, STEPHEN  
P CARLE, NANCY  
P CASTEEL, PEGGY  
E CHOI, SEUNG KOO  
P CHUNG, ISAAC  
A CHURCH, HEIDI  
A COCHRAN, LINDA  
P CORNFIELD, KEITH  
P COZIER, CLINTON  
A DE ORIO, ANTHONY

P DE VRIES, NANCY  
 P DELANEY, BETH  
 P DELEZENNE, JULIE  
 P DOWNS, ELIZABETH  
 A DOYLE-HOHF,  
 KATHLEEN  
 P DUNN, EDWARD  
 P DUNN, JOANNA  
 E DYKSTRA, CRAIG R.  
 P FAILE, JAMES  
 E FAIR, FAIRFAX  
 A FERGUSON, GUY  
 THOMAS  
 A FORGER, DEBORAH  
 P FRANCIS, RAPHAEL  
 B.  
 A GABEL, PETER W.  
 E GEAR, JAMES  
 A GEISELMAN, KEITH  
 A GODBEHERE,  
 SARAH  
 A GRANO, MARIANNE  
 P GROSCH, ADAM  
 A HANNA, RAAFAT  
 E HARRIS, R. JOHN  
 P HARTLEY, THOMAS  
 E HAUSER-BRYDON,  
 JESSICA  
 P HAUSER-BRYDON,  
 TROY  
 P HAYES, FRANCES  
 A HEATON, DAN  
 A HENDERSON,  
 RICHARD  
 A HENRY, PETER J. M.  
 P HERRINGTON,  
 RUTHANNE  
 P HILDEBRANDT,  
 KARA  
 P HORLOCKER,  
 MICHEL  
 A JAMES, MICHELLE  
 P JAMES, THOMAS  
 P JOHNSON, KEVIN  
 A JU, GWANGWOO  
 P JUDSON, JOHN  
 P KAIBEL, KENNETH  
 P KELSEY, LAURA  
 A KIDDER, ANNEMARIE  
 A KIM, MIN SOON  
 E KIM, Y. MONCH  
 E KIM, YOUNGCHUL  
 A KLINGER, JAMIE  
 P KOSTER, EDWARD  
 H.  
 E KRUG, ERNEST  
 P LEE, ESTHER  
 P LINN, SARAH  
 A MABEE, CHARLES  
 P MADDEN, JULIE  
 A MARKS, JULIE  
 P McCLOSKEY-  
 TURNER,  
 CATHARINE  
 E McGOWAN, EVANS  
 A McMILLAN, JUDITH  
 P McRAE, BARBARA  
 A MEANS, MATTHEW  
 P MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 E MILLS, JILL  
 P MISHLER, JOHN  
 A MONNETT, JAMES  
 E MOOK, SHARON  
 A MOON, SUNG-JOON  
 E MOORE, PETER  
 A MORGAN, AMY  
 P MORGAN, JOANNE  
 A MORROW, DUKE  
 A MOZENA, SUSAN  
 P NICHOLS, NEETA  
 A NUSS, STEVEN  
 P OBERG, ARTHUR  
 A OSWALD, DIANE  
 E OUELLETTE, EMMA  
 P PARKER, OPELTON  
 A PAVELKO, JOHN H.  
 P PHILLIPS, MARK  
 E PICKRELL, BROOKE  
 A PIECUCH, KEVIN  
 P PITTMAN, JASON  
 A PITTMAN, KELLY  
 A PORTER, JAMES  
 A PORTICE, GEORGE  
 E PRENTICE-HYERS,  
 MARY ELIZABETH  
 P PRIEST, JR, THOMAS  
 H.  
 P PUNTIGAM, JOEL  
 P REED, PHILIP  
 A RICE, ELIZABETH  
 A RIKE, JENNIFER  
 P ROEDERER, RENEE  
 A ROGERS, MELISSA  
 ANNE  
 E RYAN, BREANNE  
 A SANDERFORD, JOHN  
 A SCHAEFER, ANNE N.  
 P SHELDON, ROBERT  
 E SHIH, SHENG-TO  
 E SHRIVER, KELLY  
 A SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 A SKIMINS, JAMES  
 P SMITH, BRYAN DEAN  
 A SOHN, YO SUP  
 P SOMMERS,  
 CHARLOTTE  
 P STUNKEL, KAREN  
 P STUNKEL, PAUL  
 P SWARTZEL,  
 BARBARA G.  
 P TAN, HOTEK  
 E TATE, CAROL ANN  
 A THODE, TED  
 A THOMAS,  
 CHRISTOPHER  
 P THWAITE, PAUL  
 P TIMM, ALLEN D  
 A TUCKER-LLOYD, IRIS  
 A VANDERBEEK,  
 RONALD  
 A WHITLOCK, KELLIE  
 P WILHELMI,  
 MARJORIE  
 A YU, SEUNG WON

**C. RETIRED****TEACHING ELDERS**

P AARON, ESTELLE  
 P AGNEW, ROBERT  
 E ALBRECHT, GLORIA  
 E ANDREWS, DOYLL  
 E AUSTIN, LARRY  
 P BEERY, ELTON  
 E BENEDICT, IVAN L.  
 E BLEIVIK, DAVID  
 E BOEVE, PETER  
 E BORCHARDT,  
 HENRY  
 P BROWNLEE,  
 RICHARD  
 E BYARS, RONALD  
 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  
 E CONLEY, JAMES H.  
 E CORSO, LINDA  
 P COWLING, NEIL D.  
 E CRILLEY, ROBERT  
 E CROSS, PAUL D.  
 P DAVIS, ROXIE ANN  
 E DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON,  
 GRETCHEN  
 P DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 P ELLENS, J. HAROLD  
 E FINDLAY, WILLIAM  
 E FORSYTH, E.  
 DICKSON

E FOSTER, JOHN  
 E GEPFORD, WILLIAM  
 G.  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE  
 T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 E HATCHER, RUFUS  
 E HELMKE, BEN  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 E KIM, T. ANDREW  
 E KNUDSEN,  
 RAYMOND  
 E KOGEL, LYNNE  
 E KREHBIEL, DAVID E.  
 E LANGWIG, JANICE  
 E LANGWIG, ROY  
 E LISTER, KENNETH D.  
 E LONGWOOD,  
 MARJORIE  
 E MacINNES, JOHN D.  
 E MARVIN, FRANK C.,  
 JR.  
 E McINTYRE, DEWITT  
 P MICHALEK, DANIEL  
 E MIHOCKO, DAVID  
 E NUSSDORFER, GUS  
 E OLIVER, GARY  
 E ORR, ROBERT C.  
 E OWEN, DAVID  
 P OXTOBY, THOMAS  
 E PETERS, RICHARD  
 E POLKOWSKI,  
 WILLIAM  
 E PRICE, MICHAEL T.  
 E PROVOST, KEITH  
 E PRUES, LOUIS J.  
 E RATCLIFFE, ALBERT  
 H.  
 P ROBERTSON, ANN  
 E ROBERTSON,  
 WILLIAM  
 E RUSSELL, JAMES P.  
 P SCRIBNER, LOREN

P SHIPMAN, JUDY  
 E SMALLEY, DIANE  
 E SMITH, PETER C.  
 E SOEHL, HOWARD  
 E SUTTON, PAUL  
 E TAYLOR, J.  
 BERNARD  
 E TAYLOR,  
 THEODORE, II  
 E THORESEN,  
 KATHRYN R.  
 E WINGROVE, WILLIAM  
 N  
 E WRIGHT, DONALD  
 E YOON, HAK SUK  
 E YUE, MYUNG JA  
 P ZAMBON, WILLIAM  
 E ZIEGLER, JACK T.

**D. STAFF & OTHERS**

P AGNEW, DIANE  
 C BUNCH, DAVE  
 C JENSEN, CHRISTINA  
 P JENSEN, SANDRA  
 P NEIL, TOM  
 P GRANT, DICK

**E. CERT. ASSOC.  
CHRISTIAN ED.**

E PRICE, LAURA

**F. COMMISSIONED  
RULING ELDERS**

P BASS, NANCY  
 A HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA

**H. PAST RULING  
ELDER****MODERATORS NOT  
ON CABINET**

E BOSTIC-ROBINSON,  
 DIANE, PM  
 E ELAM, DIXIE, PM  
 P ELLIS, HAROLD

E HYLKEMA, CAROL,  
PM  
P LOUP, JEAN, PM  
E MORRISON, HELEN,  
PM  
E WINSLOW, PAUL, PM

**G. CORRESPONDING  
MEMBERS**  
JIM RISSLER  
PILP  
REPRESENTATIVE

DOUGLAS PORTZ  
REGIONAL REP BOP  
RAAFAT ZAKI  
SYNOD EXEC

## ON CLARIFYING THE ROLE OF ECCLESIASTICAL OFFICERS—FROM THE PRESBYTERY OF DETROIT

The Presbytery of Detroit overtures the 222<sup>nd</sup> General Assembly (2016) to amend G-3.01049 by:

- Inserting “Ecclesiastical” in the title;
- Immediately after the main title inserting a new subsection “(a) Moderator”;
- Immediately after the words in the 3<sup>rd</sup> paragraph “who shall preside in the absence of the moderator” insert a new subsection “(b) Clerk and Stated Clerk”;
- Begin a new 5<sup>th</sup> paragraph in the current 4<sup>th</sup> paragraph where it says, “The clerk of a presbytery, a synod, and the General Assembly shall be called stated clerk, . . .”;
- Inserting the following after the words “and must be a ruling elder or teaching elder”.

A stated clerk is the council’s chief ecclesiastical administrator and relates to other governing bodies and Christian communions, interprets council actions, represents the council, staffs the council’s Permanent Judicial Commission, and is the council’s executive secretary and parliamentarian.

- Creating a new paragraph beginning with the words, “A stated clerk may be removed . . . .”

so that G3.0104 reads:

### *G-3.0104 Ecclesiastical Officers*

#### **(a) Moderator**

*The pastor of a congregation shall be the moderator of the session of that congregation. In congregations where there are co-pastors, they shall both be considered moderators and have provisions for designating who presides at a particular meeting. If it is impractical for the pastor to moderate, he or she shall invite another teaching elder who is a member of the presbytery or a person authorized by the presbytery to serve as moderator. If there is no installed pastor, or if the installed pastor is unable to invite another moderator, the presbytery shall make provision for a moderator.*

*The moderator possesses the authority necessary for preserving order and for conducting efficiently the business of the body. He or she shall convene and adjourn the body in accordance with its own action.*

*Each council higher than the session shall elect a moderator for such terms as the council determines. At the time of their election, moderators must be continuing members of, or commissioners to, the council over which they are elected to preside. They shall preside at meetings of the council during their term of office; councils shall provide by rule who shall preside in the absence of the moderator.*

#### **(b) Clerk and Stated Clerk**



*Each council shall elect a clerk who shall record the transactions of the council, keep its rolls of membership and attendance, maintain any required registers, preserve its records, and furnish extracts from them when required by another council of the church. Such extracts, verified by the clerk, shall be evidence in any council of the church. The clerk of the session shall be a ruling elder elected by the session for such term as it may determine.*

*The clerk of a presbytery, a synod, and the General Assembly shall be called stated clerk, shall be elected by the council for a definite term as it may determine, and must be a ruling elder or teaching elder. **A stated clerk is the council's chief ecclesiastical administrator and relates to other governing bodies and Christian communions, interprets council actions, represents the council, staffs the council's Permanent Judicial Commission, and is the council's executive secretary and parliamentarian.***

*A stated clerk may be removed from office prior to completion of his or her term of service through the use of the process outlined in G-3.0110.*

## **RATIONALE:**

The ecclesiastical governance of the Presbyterian Church (U.S.A.) is deeply rooted in John Calvin's *Ecclesiastical Ordinances*. John Calvin, as well as his successor, Theodore Beza, were committed to the plurality of church ministers, and never intended for church governance to be the right nor responsibility of a single person, be it a bishop or a pastor. Hence the Geneva Consistory and Company of Pastors informed the reformation of the Church of Scotland under John Knox and Andrew Melville, from whence our denomination descends, along with our polity.<sup>1</sup>

These amendments underscore the historic and current chief ecclesiastical offices of each council of the church. With these amendments the elected offices of the church are further defined as ecclesial, which aids in our ecumenical dialogues, and gives further explanation of their particular functions.<sup>2</sup>

The amendment to the role of moderators in the ordination and installation of ordered ministers connects the Form of Government to the Directory for Worship, and underscores the historic role of all moderators in this sacred role in local congregations as well as in presbyteries.

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<sup>1</sup> For further reading on the historic role of moderators and clerks, see Scott M. Manetsch, *Calvin's Company of Pastors: Pastoral Care and the Emerging Reformed Church 1536-1609*. New York: Oxford University Press, 2013.

<sup>2</sup> Under Calvin and Bucer, the role of Moderator was to be the presiding presbyter elected by peers, responsible to oversee the meetings of the assembled presbyters of a given council, and served as the chief spokesperson. The moderator was also given precedence at ceremonial functions, like ordinations and installations (*Ibid*, 62). This was one part of the former role of a bishop in episcopal traditions. The role and function of principal or stated clerks is administrative, again picking up the other part of the traditional role of bishops in the episcopal traditions, having oversight and stewardship of the daily business of a given council as well as judicial process.

The amendment to the role of stated clerks more clearly marks the historic tradition and function of a stated clerk within the Presbyterian tradition, and brings the Form of Government in line with the practice and the guidance already given by the Office of the General Assembly

The overture was supported by a consensus of the Association of Stated Clerks at their 2015 Annual meeting.

# THE PRESBYTERY OF DETROIT

17575 Hubbell • Detroit, Michigan 48235  
Office: (313) 345-6550 • Fax: (313) 345-7250



December 1, 2015

The Honorable Rick Snyder  
Governor of the State of Michigan  
PO BOX 30013  
Lansing MI 48909

Dear Governor Snyder:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

### **A resolution to show Christ's Love to Syrian Refugees**


The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Most respectfully,

  
The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

# THE PRESBYTERY OF DETROIT

17575 Hubbell • Detroit, Michigan 48235  
Office: (313) 345-6550 • Fax: (313) 345-7250



December 1, 2015

The President  
The White House  
1600 Pennsylvania Avenue NW  
Washington DC 20500

Dear Mr. President:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

## **A resolution to show Christ's Love to Syrian Refugees**

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Most respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Brian Banks  
S0585 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Banks:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

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Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Alberta Tinsley Talabi  
S0586 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Tinsley Talabi:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord, "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Wendell Byrd  
S0587 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Byrd:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Rose Mary C. Robinson  
S0588 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Robinson:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Fred Durhal III  
S0589 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Durhal:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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We make this petition for the following reasons:

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This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Stephanie Chang  
S0685 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Chang:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Latanya Garrett  
S0686 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Garrett:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Sherry Gay-Dagnogo  
S0687 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Gay-Dagnogo:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Harvey Sanyana  
S0688 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Sanyana:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Leslie Love  
S0689 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Love:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Julie Plawecki  
N0690 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Plawecki:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Erika Geiss  
N0691 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Geiss:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Frank Liberati  
N0692 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Liberati:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Paul D. Clemente  
N0693 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Clemente:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative George T. Darany  
N0694 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Darany:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Robert L. Kosowski  
N0695 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Kosowski:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Bill Lavoy  
N0696 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Lavoy:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Sarah Roberts  
N0697 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Roberts:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Laura Cox  
N0698 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Cox:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Kurt Heise  
N0699 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Heise:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Kristy Pagan  
S0785 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Pagan:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative John Chirkun  
S0786 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Chirkun:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Patrick Sommerville  
S0787 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Sommerville:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Anthony Forlini  
S0788 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Forlini:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Henry Yanez  
S0789 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Yanez:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Jim Townsend  
N0790 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Townsend:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Robert L. Wittenberg  
N0791 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Wittenberg:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Derek Miller  
N0792 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Miller:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Tim Greimel  
167 Capital Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Greimel:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Jeff Farrington  
N0794 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Farrington:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Marilyn Lane  
N0795 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Lane:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Andrea LaFontaine  
N0796 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative LaFontaine:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Ken Goike  
N0797 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Goike:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Sheldon Neeley  
N0798 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Neeley:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Jeremy Moss  
N0799 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Moss:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Peter J. Lucido  
S0885 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Lucido:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Christine Greig  
S0886 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Greig:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Kathy Crawford  
S0887 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Crawford:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Klint Kesto  
S0888 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Kesto:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Mike McCready  
S0889 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative McCready:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Martin Howrylak  
N0890 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Howrylak:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Lana Theis  
N0891 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Theis:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Jim Tedder  
N0892 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Tedder:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Jim Runestad  
N0893 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Runestad:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Michael Webber  
N0894 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Webber:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Brad Jacobsen  
N0895 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Jacobsen:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Hank Vaupel  
N0896 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Vaupel:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Pam Faris  
N0897 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Faris:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Phil Phelps  
N0898 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Phelps:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Charles Smiley  
N0899 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Smiley:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Joseph Graves  
S0985 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Graves:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Gretchen Driskell  
S0986 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Driskell:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Jeff Irwin  
S0987 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Irwin:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative David E. Rutledge  
S0988 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Rutledge:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Adam Zemke  
S0989 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Zemke:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Jason Sheppard  
N0990 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Sheppard:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Nancy Jenkins  
N0991 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Jenkins:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Eric Leutheuser  
N0992 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Leutheuser:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Aaron Miller  
N0993 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Miller:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Jon Hoadley  
N0994 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Hoadley:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Brandt Iden  
N0995 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Iden:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative John Bizon  
N0996 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Bizon:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative David E. Masuren  
N0997 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Masuren:

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The Rev. Edward H Koster, Stated Clerk  
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December 1, 2015

Representative Earl Poleski  
N0998 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Poleski:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Brett Roberts  
N0999 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Roberts:

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The Rev. Edward H Koster, Stated Clerk  
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December 1, 2015

Representative Aric Nesbitt  
153 Capital Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Nesbitt:

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The Rev. Edward H Koster, Stated Clerk  
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Presbyterian Church (U.S.A)

December 1, 2015

Representative Tom Cochran  
S1086 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Cochran:

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The Rev. Edward H Koster, Stated Clerk  
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December 1, 2015

Representative Andy Schor  
S1087 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Schor:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Sam Singh  
141 Capital Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Singh:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Rick Outman  
S1089 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Outman:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Tom Barrett  
N1090 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Barrett:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Ken Yonker  
N1091 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Yonker:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Christine Afendoulis  
N1092 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Afendoulis:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Robert L. Verheulen  
N1093 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Verheulen:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Winnie Brinks  
N1095 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Brinks:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Thomas Hooker  
N1096 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Hooker:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Dave Pagel  
N1097 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Pagel:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Al Pscholka  
351 Capital Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Pscholka:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Dan Lauwers  
 S1185 House Office Building  
 PO BOX 30014  
 Lansing MI 48909-7514

Dear Representative Lauwers:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
 The Presbytery of Detroit  
 Presbyterian Church (U.S.A)

December 1, 2015

Representative Paul Muxlow  
S1187 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Muxlow:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Ed Canfield  
S1188 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Canfield:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Ben Glardon  
S1189 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Glardon:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Lisa Posthumus Lyons  
N1190 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Posthumus Lyons:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Mike Callton  
N1191 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Callton:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Roger Victory  
N1192 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Victory:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Amanda Price  
N1193 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Price:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Daniela Garcia  
N1194 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Garcia:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Holly Hughes  
 N1195 House Office Building  
 PO BOX 30014  
 Lansing MI 48909-7514

Dear Representative Hughes:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
 The Presbytery of Detroit  
 Presbyterian Church (U.S.A)

December 1, 2015

Representative Marcia Hovey-Wright  
N1196 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Hovey-Wright:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Tom Leonard  
251 Capital Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Leonard:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Tim Kelly  
N1198 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Kelly:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Vanessa Guerra  
N1199 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Guerra:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Charles Brunner  
S1285 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Brunner:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Joel Johnson  
S1286 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Johnson:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Gary Glenn  
S1287 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Glenn:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Kevin Cotter  
 164 Capital Building  
 PO BOX 30014  
 Lansing MI 48909-7514

Dear Representative Cotter:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
 The Presbytery of Detroit  
 Presbyterian Church (U.S.A)

December 1, 2015

Representative Jon Bumstead  
S1289 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Bumstead:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Ray Franz  
S1385 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Franz:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Phil Potvin  
 S1386 House Office Building  
 PO BOX 30014  
 Lansing MI 48909-7514

Dear Representative Potvin:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
 The Presbytery of Detroit  
 Presbyterian Church (U.S.A)

December 1, 2015

Representative Bruce Rendon  
S1387 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Rendon:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Larry Inman  
S1388 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Inman:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Triston Cole  
 S1389 House Office Building  
 PO BOX 30014  
 Lansing MI 48909-7514

Dear Representative Cole:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
 The Presbytery of Detroit  
 Presbyterian Church (U.S.A)

December 1, 2015

Representative Peter Pettalia  
S1485 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Pettalia:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Lee Chatfield  
S1486 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Chatfield:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Ed McBroom  
S1487 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative McBroom:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative John Kivela  
S1488 House Office Building  
PO BOX 30014  
Lansing MI 48909-7514

Dear Representative Kivela:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Scott Dianda  
 S1489 House Office Building  
 PO BOX 30014  
 Lansing MI 48909-7514

Dear Representative Dianda:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
 The Presbytery of Detroit  
 Presbyterian Church (U.S.A)

December 1, 2015

Senator Jim Ananich  
S-105 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Ananich:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Senator Steven M. Bieda  
310 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Bieda:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Darwin L. Booher  
720 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Booher:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Jack Brandenburg  
605 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Brandenburg:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Tom Casperson  
705 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Casperson:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Patrick Colbeck  
1020 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Colbeck:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Judy K. Emmons  
1005 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Emmons:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Mike Green  
805 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Green:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Vincent Gregory  
1015 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Gregory:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

We make this petition for the following reasons:

Those fleeing Syria are leaving behind all they own, running for their lives in great fear of ISIS and the Assad regime. Those scheduled to arrive in Michigan applied for asylum in the US years ago and have been going through a comprehensive vetting process. America does not make itself safer by ignoring our common humanity and turning away from our moral obligations. We are a country of immigrants and refugees, a country founded by those fleeing religious persecution and seeking religious freedom. A country with liberty and justice for all.

This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord," "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Senator Goeff Hansen  
420 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Hansen:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Curtis Hertel Jr  
315 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Hertel:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Dave Hildenbrand  
S-324 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Hildenbrand:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Morris Hood III  
S-9 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Hood III:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Hoon-Yung Hopgood  
515 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Hopgood:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Ken Horn  
1010 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Horn:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Joe Hune  
505 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Hune:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Bert Johnson  
220 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Johnson:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Senator Rick Jones  
915 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Jones:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator David Knezek  
610 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Knezek:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Marty Knollenberg  
520 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Knollenberg:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Mike Kowall  
S-309 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Kowall:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Peter MacGregor  
715 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator MacGregor:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Jim Marleau  
S-2 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Marleau:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Arlan B. Meekhof  
S-106 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Meekhof:

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This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord, "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Mike Nofs  
S-132 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Nofs:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

The Presbytery of Detroit of the Presbyterian Church (U.S.A) communicates to you and others our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Senator Margaret O'Brien  
910 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator O'Brien:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Phil Pavlov  
905 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Pavlov:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator John Proos  
S-8 Capitol Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Proos:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator David B. Robertson  
305 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Robertson:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Tory Rocca  
205 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Rocca:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Wayne A. Schmidt  
820 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Schmidt:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Tonya Schuitmaker  
405 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Schuitmaker:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Mike Shirkey  
320 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Shirkey:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Senator Virgil K. Smith  
510 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Smith:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Jim Stamas  
920 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Stamas:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Rebekah Warren  
415 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Warren:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Coleman Young II  
410 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Young:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Dale Zorn  
710 Farnum Bldg  
PO BOX 30036  
Lansing MI 48909-7536

Dear Senator Zorn:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Gary Peters  
724 Hart Senate Office Building  
Washington DC 20510

Dear Senator Peters:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Senator Debbie Stabenow  
731 Hart Senate Office Building  
Washington DC 20510

Dear Senator Stabenow:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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This request is based on our faith in Jesus Christ. Numerous times in Mosaic Law and in the words of the prophets, Israel is commanded, "Love the alien as yourself, for you were aliens in the land of Egypt" (Leviticus 19:34). Jesus then builds on this longstanding tradition by declaring in Matthew 25 that whenever we welcome the stranger, caring for them in their hunger, thirst, sickness, and poverty, we are welcoming Jesus himself. He also makes clear that when we fail to respond to those needs (or even to notice them in front of us), we are turning our backs on the very God we claim to follow. Scripture also repeatedly admonishes us to "trust the Lord, "do not be afraid," and "do not return evil for evil."

Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Dan Benishek  
US House of Representatives  
Washington DC 20515

Dear Representative Benishek:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

**A resolution to show Christ's Love to Syrian Refugees**

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Bill Huizenga  
US House of Representatives  
Washington DC 20515

Dear Representative Huizenga:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Justin Amash  
US House of Representatives  
Washington DC 20515

Dear Representative Amash:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative John Moolenaar  
US House of Representatives  
Washington DC 20515

Dear Representative Moolenaar:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Daniel Kildee  
US House of Representatives  
Washington DC 20515

Dear Representative Kildee:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Fred Upton  
US House of Representatives  
Washington DC 20515

Dear Representative Upton:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Tim Walberg  
US House of Representatives  
Washington DC 20515

Dear Representative Walberg:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Mike Bishop  
US House of Representatives  
Washington DC 20515

Dear Representative Bishop:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Sander Levin  
US House of Representatives  
Washington DC 20515

Dear Representative Levin:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)



December 1, 2015

Representative Candice Miller  
US House of Representatives  
Washington DC 20515

Dear Representative Miller:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Dave Trott  
US House of Representatives  
Washington DC 20515

Dear Representative Trott:

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The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Debbie Dingell  
US House of Representatives  
Washington DC 20515

Dear Representative Dingell:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative John Conyers Jr  
US House of Representatives  
Washington DC 20515

Dear Representative Conyers:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

December 1, 2015

Representative Brenda Lawrence  
US House of Representatives  
Washington DC 20515

Dear Representative Lawrence:

The Presbytery of Detroit, the regional association of Presbyterian Church (U.S.A) churches in Southeast Michigan, approved the following resolution at its November 21, 2015 meeting, and directed that it be sent to you and others:

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Respectfully,

The Rev. Edward H Koster, Stated Clerk  
The Presbytery of Detroit  
Presbyterian Church (U.S.A)

July 15, 2015 YAV Application

**Name of Site:** Detroit YAV Site  
**Location of Site:** Detroit, MI  
**Primary Contact Person:** Rev. Kara Hildebrandt  
**Phone:** 313-386-2755  
**Email:** yavdetroit@detroitpresbytery.org

**Purpose / Mission**

**1) What is your group's driving purpose in hosting young adults in your community?**

The driving purpose of the Detroit YAV site is to equip future leaders for the challenges that face areas stricken with blight and poverty by exposing them to different experiences. We will empower them to listen, understand, and take action in their context. Through setting down roots and building relationships in the community it is the hope that transformation will come not only for those in the community but also for the YAVs. As one rooted in the community a YAV can become a catalyst for change through sustainable efforts that impact the mind, body, and souls of others and themselves.

**2) What is your underlying missiology – theory of how you approach God's mission in your context?**

Our underlying missiology is rooted in the conviction that all mission belongs God. God is at work in the world, and as God goes before us, we are invited to join in this mission.

**We are participants and co-creators of God's mission in the city of Detroit.**

The very God who goes before us is *with us* in the ministry of Jesus Christ and the empowerment of the Holy Spirit. In our discernment, we have been convicted by the beauty of the Incarnation: *God has been found among us in human form*. God has become one of us in Jesus Christ, intimately knowing our pains and challenges and transforming our lives through resurrection hope. Eugene Peterson's translation of John 1:14 in *The Message* speaks about the Incarnation of Jesus Christ with evocative language:

*The Word became flesh and blood,  
and moved into the neighborhood.*

We are also called to live our lives toward one another. Our Young Adult Volunteer program is committed to incarnational ministry. Our Young Adult Volunteers will become participants in God's ministry in Detroit. They will worship the God who moves into the human neighborhood, and they follow in discipleship. They will do so by recognizing the value and worth of their neighbors, who will also serve as their teachers. It is our hope that Young Adult Volunteers will address poverty and blight through their service, but they will serve as *servants*. The mission is ultimately God's mission, and those who know poverty and blight will evangelize our Young Adult Volunteers into new understandings of trust, human worth, and hope. Young Adult Volunteers will engage their ministry in formative relationships.

Together, Young Adult Volunteers will join the members of God's beloved neighborhood, forming community ties and addressing human needs in the areas of poverty and blight.

**3)How will this ministry be open to the direction of God's Spirit and be a faithful example of locally led, asset-based community ministry?**

In light of these convictions, we are committed to engaging this ministry in ways that invite the local community to lead. Together, we will come alongside community members to reduce poverty and blight in Detroit through respect and the empowerment of local leaders.

We are committed to recruiting Board (YAV Detroit Work Group) Members who have relational experiences in Detroit neighborhoods as well. For this reason, we are recruiting leaders for the YAV Board from a variety of socio-economic backgrounds. Those traditionally perceived as "recipients" of aid will be viewed through a lens of God-given human worth and asset-based leadership; these community members bring unique gifts and experiences to guide the YAV ministry.

The Site Coordinator, Board (YAV Detroit Work Group) Members, and Mentors will encourage the Young Adult Volunteers to have a listening posture as they engage members of the local community. This is a spiritual posture of incarnational discipleship. We believe that Detroit residents have strengths and gifts for ministry in their local contexts. More than anyone else, they know intimately the needs that surround them, and they have the strengths to address them. Often in efforts of poverty and blight reduction, outside leaders have come into neighborhoods with a posture of "benevolent professionalism" and placed a larger emphasis on needs rather than assets and gifts/ This posture is one we seek to avoid. A locally led, asset-based community ministry considers the members of the community to be the experts in their own contexts.

Young Adult Volunteers will listen and play a unique role in connecting the strengths of local residents and local organizations in order to work together toward poverty and blight reduction.

**4) How will this ministry reflect and advance the Core Tenets of the YAV program?**

*Intentional Christian Community*

The intentional community will include the immediate household, the surrounding community, the placement, the local church, and the greater presbytery of Detroit. This will be cultivated in numerous ways including but not limited to the site coordinator, mentors, placement supervisors, local clergy, spiritual directors, and retreats.

*Simple Living*

Detroit has struggled with having enough access to fresh produce and healthy foods. This has required people to be creative in accessing food so communal gardens and farmer's markets have already been a major initiative and to live in community means to be part of these. This site will make sure that YAVs are placed in areas with access to the community gardens and farmer's markets. Detroit is distinctive in that the size of the city far exceeds other major cities. In fact, within Detroit city limits it could fit San Francisco, Boston, and Manhattan yet Detroit has limited public transportation because of it being the birthplace of the automobile. Living in Detroit and being a part of community means that along with one's neighbors this challenge must be creatively addressed. A limited busing system exists, which will be utilized, but biking will be part of this endeavor. No matter the time of year people bike in Detroit. As part of the leadership's commitment to the site and simple living we will make sure that everyone has a bike, that it is maintained through the local bike shops, and that it is outfitted for the winter.

Simple living in Detroit is imperative to being a part of the community because this is the place where homes can still be bought at minimal cost and a place where keeping the water turned on is so common that we make national headlines. To understand simple living in Detroit is to understand the people.

#### *Cross-Cultural Mission*

Stepping foot in Detroit begins a cross-cultural experience for many.

- The city is 83% African American with the rest being split between White and Hispanic.
- 67% of Detroit is below the poverty line or is considered asset limited, income constrained, employed.
- Illiteracy rate is 47%
- median age in Detroit 35
- sq miles 138.75
- population 2013 688,701

#### *Leadership Development through Faith in Action*

Leadership Development will include

- mentorship with local clergy
- access to city leaders who are tackling the problems of blight and poverty
- conversations with local leaders who are connecting their faith with action
- facilitated discussions over specific readings that touch on faith in action
- working in local churches that are responding the needs of the community
- with placement agency site managers

#### *Vocational Discernment*

- every Friday will be dedicated to meetings and discernment with one another and the site coordinator



- access to spiritual directors
- each YAV will have a pastor mentor with regular meetings
- retreats will include this component

### **Local Board (YAV Detroit Work Group)**

#### **Is the local board currently in place? (If not, when will that happen?).**

We have started on the formation of the Board (YAV Detroit Work Group) and expect that they will have their first meeting Educational/Orientation meeting in the September and be meeting monthly through the end of this year and/or until our Site Coordinator comes on board.

#### **2. Who will make up the local board?**

At present time, we have commitments from the following individuals who have agreed to serve on the Initial Organizing Board (YAV Detroit Work Group):

Rev. Kara Hildebrandt, Chair

Debbie Bellovich

Peg Carpenter

Kimo Kim

Sean Songkyu Kim

Tom Neal

Bob Ponder

Rev. Renee Roederer

Ex Officio Mary Lloyd, Presbytery of Detroit (POD) Consultant for the Hands On Mission Work Group.

Ex Officio Charon Barconey, Presbytery of Detroit (POD) Consultant for Youth Mission.

#### **3. How are these people determined?**

In consultation with our Executive Presbyter, the Rev. Dr. Allen D. Timm, and the YAV Detroit Site Development Team, most of whom are also on the Hands-On Mission Work Group. All the people bring to the Board (YAV Detroit Work Group) experiences in either Youth Ministry and/or Mission/Outreach Ministry. As we recruit these leaders, we continue to work in concert with the values we have articulated in our Purpose and Mission and are privileging the Core Values of the Young Adult Volunteer program.

#### **4. What levels of racial/ethnic and socio-economic diversity are present on the organizing board?**

In accordance with our Presbytery's priorities and policies, we are making a conscientious effort to recruit individuals from diverse backgrounds. We believe that the Young Adult Volunteer ministry is best served when diverse voices participate in leadership, representing a variety of experiences, backgrounds, and community connections. These are all assets to our ministry together. Accordingly, three of our leaders are African-American, two are Korean, and five are Caucasian-American. Six leaders are women, and four are men. Age diversity is also represented.

Several of our Board (YAV Detroit Work Group) Members serve communities that struggle with poverty and blight, so they are in relationship with the neighbors we will serve. Other members of the Board have vocational experiences in young adult ministries. These experiences will all add to the strength of our vision and leadership.

We believe it is important that socio-economic diversity is also represented on our Board (YAV Detroit Work Group) as well. We are committed to models of leadership that empower others to lead. Those who have been traditionally viewed as "ministry recipients" will be serve our Board (YAV Detroit Work Group) in leadership. We will ask our young adults to engage their local neighbors as community experts; similarly, we want to model this posture on our Board (YAV Detroit Work Group). We are currently in conversation with staff members from our Site Placements to help us recruit individuals from their organizations -- those have received from their mission and who have been empowered to become strong leaders in the community. We will invite these individuals to serve on our Board (YAV Detroit Work Group).

**5. How is the board representative of the local communities in which the YAVs will live and serve?**

The majority of the Board (YAV Detroit Work Group) has lived, worked, and played in Detroit and its surrounds for most of their lives. Some members, including one of our Ex Officio members, presently lives within the city environs and both are experienced bike and bus riders in the city. On church membership, one member belongs to a city church; the others are suburban church members.

It is our intention to recruit someone from our Hispanic church community as well as an individual from each of the Placement sites. We would like non-Presbyterians as well.

**6. Who is the Board Chair and for how long will he/she serve as the Chair.**

The present Chair of the YAV Detroit Site Development Team is willing to assume the Chairmanship of the YAV Detroit Work Group for three years.

**7. How will the site handle board rotation/transitions?**

Debbie Bellovich is creating our Board (YAV Detroit Work Group) Guidelines. They will follow along our Presbytery guidelines for Committees, which call for a staggered board of three year terms.

**8. If the site coordinator is unavailable due to unforeseen circumstances , who will be responsible for the implementation and coordination of the site.**

The Board (YAV Detroit Work Group) will assume responsibility backed up by the Hands-On Mission Work Group and the Mission Interpretation Ministry Team along with our Presbytery.

### Placement agencies

1. What agencies have agreed to partner with the site to host YAVs within their organizations?
  - Motor City Blight Busters have agreed to have one or two YAVs depending on their ability to raise the necessary funds.
  - Cass Community Social Services plans to have two YAVs.
  - Presbyterian Villages of Michigan is considering having one or two YAVs.
  - Other areas considering YAVs are SDOP, Southwest Detroit Hispanic community.
  
2. What communities will the YAVs serve?
  - **Motor City Blight Busters** is organized to help remove blight in the Old Redford and Brightmoor neighborhoods in Detroit. They are a non-profit that has been active in those places for 25 years. The YAVs will help administer three programs:
    - Demolition & Restoration – Over 25 years they have torn down and recycled over 300 abandoned properties
    - Farm City – A fertile ground collective to grow fresh produce for the community
    - Veteran’s Village Center - This center will be restored to serve as home to programs aimed at returning vets as well as members of the community who have served their country as well as being transitional housing.
  - **Cass Community Social Services** - The Detroit-based agency works across the City in areas of concentrated poverty providing programs for food, health, housing and jobs. YAVs will help site management in the various programs.
  - **Presbyterian Villages of Michigan** – a non-profit organization that spans hundreds of miles: from the beautiful shores of Harbor Springs to the elegant skyline of Detroit. Since 1945, they have been creating opportunities for seniors of all faiths to embrace the full possibilities of their lives through affordable & flexible senior living choices. YAVs will work in the Detroit area supporting the activities that impact senior residents.
  
3. What are volunteer requirements and/or desired qualities? (ie: language, education, etc.)
  - 1) Prefer a college degree, desire to serve others
  - 2) Hispanic language to work in SW Detroit
  - 3) Considering Arab-American community

4. World mission has identified three "Critical Global issues" to focus its energy and resources. How do the placement agencies partnered with your site allow YAVs to address at least one of the following CGIs?
- 1) Address the root causes of poverty, especially as it affects women and children
  - 2) Sharing the good news of Jesus Christ
  - 3) Engaging in reconciliation amidst cultures of violence, including our own.
    - Motor City Blight Busters will address #1 & 3 by helping refurbish neighborhoods and get neighbors to grow fresh produce
    - Cass Community Social Services will do all 3 items by working with the homeless and hungry while providing a faith from their Methodist perspective.
    - Presbytery Villages will accomplish #1 & 2 as it helps low income seniors to accept adequate housing and activities for a blessed living.

### **Capacity**

1. What is the ideal number of YAVs desired?
  - 6 to 8 YAV's is the ideal number that will allow us to provide a dynamic group experience living together and working in 3 to 4 agencies.
2. What is the minimum/Maximum number of YAVs needed for your site to operate?
  - 6 is minimum number.
  - 8 is the maximum number based on lodging and available sites.

### **Housing**

1. How will housing be provided for the YAV's?
  - YAV Detroit Work Group will pay for the housing.
  - The Site Coordinator will locate safe housing in Detroit that is within close proximity to where all the YAVs are working.
2. What is the plan for development of an intentional Christian community?
  - Our plan is to have each YAV affiliated with one of the 9 Detroit churches. They will be encouraged to take an active role in the life of the church.
  - We have a strong commitment for the YAVs to grow spiritually and emotionally as they practice intentional community in their home together. Please see the sections on Purpose and Mission and Mentoring and Vocational Discernment to learn more about these practices.

### **Mentoring/Vocational Discernment**

### **1. Who, other than the Site Coordinator, will provide emotional and spiritual support for the volunteers?**

We believe it is important for Young Adult Volunteers to have a number of formative mentors and relational resources during their year of service so that they may grow emotionally and spiritually.

#### Congregational Life

Our Young Adult Volunteer ministry will partner with local Presbyterian congregations in Detroit, so that Young Adult Volunteers can participate fully in a community faith through worship and fellowship. Young Adult Volunteers will bring their gifts of service to these communities, but it is just as important that they *are served* in these congregations. We believe that communities of faith with intergenerational connections and ties to local neighborhoods can be deeply formative for young adults, and our congregations will support and mentor these young leaders relationally. Congregational involvement will also provide opportunities for Young Adult Volunteers to build friendships outside of their site placements.

#### Pastor-Mentors

Pastors in the Presbytery of Detroit will serve as mentors for Young Adult Volunteers during their year of service. We have approached a number of pastors to serve in this way, and they all have vocational experiences serving disadvantaged church communities and/or young adult ministries.

Each Young Adult Volunteer will have a Pastor-Mentor who is intentionally present throughout their stay in Detroit. We believe it is important for each Young Adult Volunteer to have a mentor who is specifically present to them, so that they may process their experiences emotionally and grow spiritually. Pastor-Mentors will check in with their Young Adult Volunteers twice per month, and at least one of those times will be an in-person meeting. They will covenant to hold their conversations in confidence, allowing Young Adult Volunteers to process their challenges and doubts in addition to their joys and insights. Pastor-Mentors will help Young Adult Volunteers practice intentional forms of spiritual and theological reflection, contemplating how God is at work in their lives and in the communities they are serving.

#### Mental Health Support

We recognize that Young Adult Volunteers will encounter experiences in their year of service that may be entirely new to them as they witness poverty and blight in Detroit and live in intentional community with other Young Adult Volunteers. Some of these Young Adult Volunteers will additionally be away from their families and universities for the first time. As Young Adult volunteers continue to grow, they may have needs to process new and old experiences with mental health support. The Presbytery of Detroit has a partnership with Samaritan Counseling Center where YAVs can receive low-cost counseling services. We will make sure that Young Adult Volunteers know that these services are available to them, and we will support them in utilizing these services should they be helpful.

## 2. How will the site provide spiritual direction and vocational discernment to the YAVs?

Spiritual direction and vocational discernment will be important elements to our YAV Ministry.

We have contacted two individuals from our Presbytery who are trained Spiritual Directors, and they are willing to occasionally provide group spiritual direction sessions with the YAVs in their home.

Most regularly, the Young Adult Volunteers will meet as a group on Fridays with the Site Coordinator for worship and reflection. Young Adult Volunteers will discuss their experiences and consider how their sense of call is emerging and unfolding. We value the words of author Frederick Buechner who writes, "The place God calls you to is the place where your deep gladness and the world's need hunger meet." We want to prioritize intentional reflection so that Young Adult Volunteers may find the intersections of gladness and human needs in their ministries, both in their current forms of service and in the vocational opportunities will follow. We want them to live in this holy intersection -- to know their spiritual gifts and to participate in the world's deep hunger through incarnational ministry. Weekly conversations on Friday will facilitate these types of vocational reflections.

Young Adult Volunteers will also engage spiritual practices together.

- 1) In their commitment to intentional community and simple living, they will spend time each week planning their grocery list together as well as their roles in maintaining the household.
  
- 2) They will receive Adele Ahlberg Calhoun's book *Spiritual Disciplines Handbook: Practices that Transform Us*. Each week, the Young Adult Volunteers will choose a spiritual discipline to practice together. When they meet on Fridays, they will reflect on their experiences with these spiritual rhythms. Calhoun's book includes more than sixty spiritual practices that fall into seven primary areas: 1) Worship, 2) Open Myself to God, 3) Relinquish the False Self, 4) Share My Life with Others, 5) Hear God's Word, 6) Incarnate the Love of Christ, and 7) Pray. The fuller Table of Contents can be viewed [here](#). A number of these spiritual practices are also connected to commitments of simple living.

Young Adult Volunteers will also read and discuss books together approximately every other month. These books will engage the following topics: 1) theology and ministry with disadvantaged communities, 2) anti-racism and privilege, 3) the history of Detroit, 4) vocational discernment, and 5) spirituality in young adulthood.

Young Adult Volunteers will choose books to read together with their Site Coordinator, but examples could include the following:

- Tattoos on the Heart: The Power of Boundless Compassion* by Gregory Boyle
- The Wolf Shall Dwell with the Lamb: A Spirituality for Leadership in a Multicultural Community* by Eric H. F. Law
- A Detroit Anthology* by Anna Clark

*Between the World and Me* by Ta-Nehisi Coates

*Vocation: Discerning Our Callings in Life* by Douglas Schurrman

*Called to be Human: letters to My Children on Living a Christian Life* by Michael

Jenkins

### **3. How will mentors be recruited, trained, and supported?**

We have already approached some of these potential Pastor-Mentors for recruitment, and as stated above, we are privileging individuals who have experiences with disadvantaged communities or with young adult ministries.

Before Young Adult Volunteers arrive, we will have a three-hour training retreat for Pastor-Mentors. During this retreat, we will provide education for the Pastor-Mentors in the core values of the Young Adult Volunteer program, and we will invite them to reflect on their own formative experiences of mentorship throughout their lives.

Three times per year, we will invite all the Pastor-Mentors to a gathering where they can reflect on their experiences with their Young Adult Volunteers. They will keep the contents of their YAV conversations confidential but will share how they have grown in the process, and they can ask one another questions about what has been most helpful, particularly when they have encountered challenges.

At the end of the year, we will also have a dinner for these Pastors-Mentors to celebrate their service and thank them for their ministries with Young Adult Volunteers.

### **Presbytery**

1. How is the Presbytery involved with the process of forming the site?
  - The Hands-On Mission Work Group which is part of the Mission Interpretation Ministry Team has been the motivating force behind getting this done.
  - Mission Interpretation Ministry Team has requested financial support for the new work group.
  - Trustees have approved the setup of the work group
  - The Coordinating Cabinet has been informed and supported the program
  - At the June Presbytery meeting a report was given verbally that explained the goals and aspirations of the YAV Detroit work group.
2. What ongoing relationship will the site have with the Presbytery?
  - The work group and site manager will report to Mission Interpretation Ministry team on a quarterly basis.
  - Hands-On Mission Work Group will help coordinate projects and site work with the Site Coordinator.
  - YAV Detroit Work Group will be the official entity to oversee the whole YAV program. They will report to Mission Interpretation Ministry Team.
3. Are there other local partners and how do they support the site?
  - Local partners will be the agencies that accept the YAVs and give weekly feedback to the site coordinator and monthly feedback to YAV Detroit Work Group.

### **Recruitment**

1. How will the site recruit young adults on behalf of the wider YAV program?

We will advertise and solicit participation from the closest campus ministries and universities/colleges/churches, which include the following:

- Alma College Chapel (UKirk)
- Eastern Michigan University and Young Life College (UKirk)
- Ecumenical Theological Center
- First Presbyterian Church of Ann Arbor (UKirk)
- First Presbyterian Church of Ypsilanti (which has connections with Eastern Michigan University and the Wayne County Community College? campuses).
- Michigan State University
- Oakland University UKirk
- Toledo Campus Ministry (UKirk)
- University of Michigan College Life Ministry
- University Presbyterian Church (UKirk) which covers Oakland University)
- Wayne State University Inter-Varsity
- 
- 
- Heidi Church, who is the Campus Ministry person for the Presbytery of Detroit Mission Interpretation Ministry Team, will assist us in reaching out through her network to the campus ministry programs and the youth ministry programs within our local Presbyterian Churches to spread the YAV News.
- 
- We will assist in the staffing of a YAV Booth at Youth Triennium 2016 and/or at the 2016 General Assembly in Portland, OR.

### **Budget**

1. How will the site and YAVs be financially supported?
  - Support will come from a number of sources: Presbytery annual budget, fund raising events, individual churches in Presbytery.
2. See attached proposed budget for the site.

### **Young Adult Volunteer (YAV) Detroit Site Annual Budget (Draft)**

#### **Income**

Volunteer Fund-raising	\$3,000 X 6	18,000
Volunteer Team Goal	\$2,000 X 6	12,000
PC(USA) fund-raising grant match	\$3,000 X 6	18,000
Local Presbytery contribution		5,000
Local fund-raising		3,000
Placement Agency contributions	\$10,000 X 6	60,000
<b>Total Income</b>		<b>116,000</b>

#### **Expense**

Housing		15,600
Utilities		8000



Living Expenses/stipend	16,400
Health Insurance (50% program requirement)	7,000
Retreat costs	8,000
Recruitment	6,000
Program travel	2,500
Administrative costs	2,500
Site Coordinator (Presbytery Staff position)	30,000
Site Coordinator Benefits	10,000
Spiritual Director or Vocational Counseling	10,000
<b>Total Expenses</b>	<b>116,000</b>

Notes:

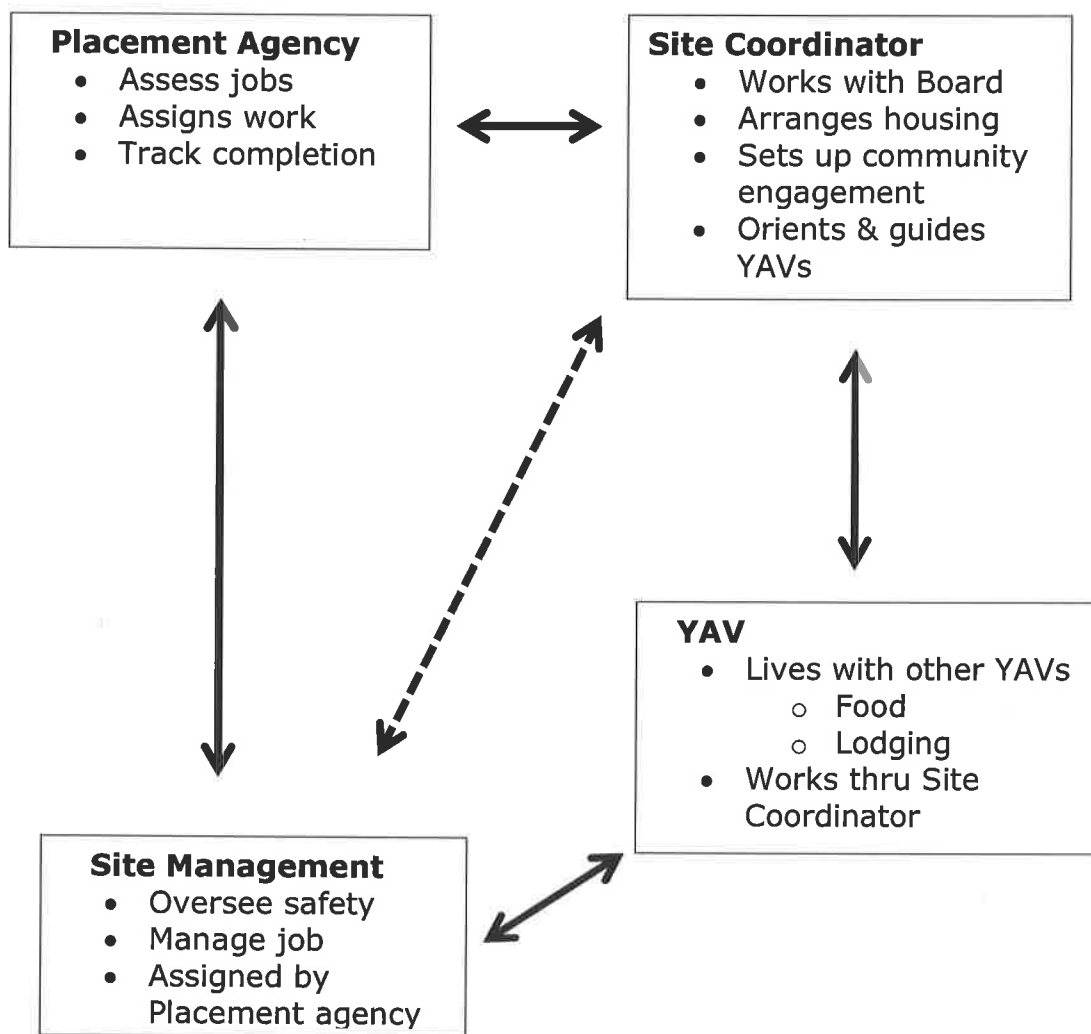
Budget is designed to fund 6 YAVs in Detroit per year.

**Purpose** of YAVs is to reduce poverty and blight in Detroit.

Please see attachment of YAV Work Flow Chart, YAV Detroit Schedule and Site Coordinator Job Description

## Presbytery of Detroit

# YAV Work Flow Chart



(Each Placement Agency and Site Manager will have their unique ways for working with YAVs that have to be respected and accepted. Presbytery Site Coordinator will be interface for YAV's with Placement Agency.)

Site Coordinator is a Presbytery staff member and reports to the YAV Detroit Work Group and the Executive Presbyter.

## Young Adult Volunteer (YAV) Detroit Site Annual Budget

### Income

Volunteer Fund-raising	\$3,000 X 6	18,000
Volunteer Team Goal	\$2,000 X 6	12,000
Local Presbytery contribution		5,000
Local fund-raising		21,000
Placement Agency contributions	\$10,000 X 6	60,000
<b>Total Income</b>		<b>116,000</b>

### Expense

Housing		15,600
Utilities		8000
Living Expenses/stipend		16,400
Health Insurance (50% program requirement)		7,000
Retreat costs		8,000
Recruitment		6,000
Program travel		2,500
Administrative costs		2,500
Site Coordinator (Presbytery Staff position)		30,000
Site Coordinator Benefits		10,000
Spiritual Director or Vocational Counseling		10,000
<b>Total Expenses</b>		<b>116,000</b>

### Notes:

Budget is designed to fund 6 YAVs in Detroit per year.

Purpose of YAVs is to reduce poverty and blight in Detroit.

## Young Adult Detroit Volunteers - Site Coordinator Job Description

### **TITLE**

Site Coordinator—part time

### **PURPOSE OF THE POSITION**

Interprets and carries out the vision and ministry of the YADV program locally and nationally. Implements and promotes the Detroit Presbytery YADV program; serves as point person and support for all volunteer, site and program needs.

### **DUTIES AND RESPONSIBILITIES**

- Coordinates church/nonprofit site placements with the Workgroup
  - Works with the Workgroup in recruiting, interviewing and selecting candidates according to the YADV program.
  - Coordinates housing and household set up for YADVs with the YADV Workgroup.
  - Coordinates and evaluates YADV placements with church/organization partnerships
  - Helps map out best routes for getting to and from placements using public transportation and bike routes with the YADV Workgroup
  - Helps troubleshoot possibilities for securing food through local community gardens and farmer's markets.
  - Facilitates YADV orientation with the YADV Workgroup
  - Provides YADVs with training, guidance and support through out their service year by scheduling regular visits for consultation, communication and monitoring site placements and site supervision
  - Organizes regular YADV gatherings and retreats
  - Mentors YADVs' growth in leadership, spiritual maturity, intentional community and vocational discernment
  - Works with the YADV Workgroup on annual budget development and fund raising.
  - Supervises YADV input to website and social media and presentation planning.
- Available for speaking engagements.
- Supervises, etc

### **RELATIONSHIPS AND ROLES**

- Reports regularly to local YADV Workgroup and cooperates with the Workgroup on various aspects of the program such as site applications
- Reports to YADV Workgroup, which evaluates and recommends any needed changes and offers programmatic support
- Develops a wide range of relationships in the Detroit Presbytery, with the YADVs and their supervisors, within churches, with site partner organization, and with other potential ecumenical partners and sites.
- Some travel maybe be required to attend national meetings but will be coordinated with the YADV Workgroup
- Reports to the Executive Presbyter

**SKILLS AND QUALIFICATIONS**

- Mature Christian Faith
- Bachelor's degree; some graduate work preferred
- At least 2 years experience working with young adults in leadership development and spiritual formation
- Experience and education in non-profits and religious communities
- Experience in community organizing, project management, conflict resolution, and working with diverse communities
- Knowledge of the structure and governance of the PCUSA preferred
- oral communication
- written communication

**TERMS**

- 20 hours per week. Annual contract renewal.
- Board of Pensions Benefits
- Sick leave
- Vacation
- Presbytery of Detroit paid holidays, observed Friday or Monday when they fall on the weekend

The Presbytery/Synod of the Covenant respectfully overtures the 222<sup>nd</sup> General Assembly (2016) to:

- Express its appreciation for the Report of the Office of the United Nations High Commissioner for Human Rights, “Discrimination and violence against individuals based on their sexual orientation and gender identity” (May 4, 2015), and commend this report to congregations and presbyteries for study and action.
- Commit the Presbyterian Church (U.S.A.) to support the goals expressed in the Report:
  - A. To protect individuals from violence
  - B. To prevent torture and ill-treatment
  - C. To decriminalize homosexuality and to repeal other laws used to punish individuals on the basis of sexual orientation and gender identity
  - D. To protect individuals from discrimination on grounds of sexual orientation and gender identity
  - E. To protect rights to freedom of expression, association, and assembly and to take part in the conduct of public affairs
- Direct the Office of Public Witness to identify and encourage legislation to accomplish the above goals in the United States and U.S. territories, giving attention to the strategies enumerated in the report.
- Direct the Presbyterian Ministry at the United Nations to pursue ways to advocate for these goals within the United Nations system, giving attention to the strategies enumerated in the report.
- Communicate these goals to World Mission personnel, as well as other PCUSA-related organizations engaging in global mission activities.
- Direct the Presbyterian Mission Agency to consider context-sensitive ways to help mission co-workers address issues of safety and respect for LGBT persons.
- Direct the Stated Clerk to communicate this action to the Ecumenical Agencies to which the General Assembly belongs and our ecumenical partners, encouraging consideration and adoption of similar actions.
- Direct the Office of Immigration Issues to develop resources that are responsive to the particular needs of LGBT immigrants, and to provide support to congregations wishing to welcome LGBT persons seeking asylum.

## Rationale

In 2011, the United Nations High Commissioner for Human Rights submitted a report to the U.N. Human Rights Council, describing a pattern of discrimination and violence against people in all regions on the basis of their sexual orientation and gender identity.

An updated report dated May 4, 2015 included approaches to overcoming violence and discrimination, applying existing international human rights law and standards. The full report is available at [http://www.un.org/en/ga/search/view\\_doc.asp?symbol=A/HRC/29/23&referer=/english/&Lang=E](http://www.un.org/en/ga/search/view_doc.asp?symbol=A/HRC/29/23&referer=/english/&Lang=E).

The goals listed in the May 4, 2015 report are consistent with the PC(USA)'s longstanding commitment to civil rights for lesbian, gay, bisexual, and transgender persons. These goals should guide the PC(USA) in its ministries.

Specific strategies enumerated in the report are:

- A. To encourage all nations to address violence by:
  - (a) Enacting hate crime laws that establish homophobia and transphobia as aggravating factors for purposes of sentencing;
  - (b) Conducting prompt, thorough investigations of incidents of hate-motivated violence against and torture of LGBT persons, holding perpetrators to account, and providing redress to victims;
  - (c) Collecting and publishing data on the number and types of incidents, while providing for the security of those reporting;
  - (d) Prohibiting incitement of hatred and violence on the grounds of sexual orientation and gender identity, and holding to account those responsible for related hate speech;
  - (e) Training law enforcement personnel and judges in gender-sensitive approaches to addressing violations related to sexual orientation and gender identity;
  - (f) Ensuring that police and prison officers are trained to protect the safety of LGBT detainees, and holding to account State officials involved or complicit in incidents of violence;
  - (g) Banning "conversion" therapy, involuntary treatment, forced sterilization and forced genital and anal examinations;
  - (h) Prohibiting medically unnecessary procedures on intersex children;
  - (i) Ensuring that no one fleeing persecution on grounds of sexual orientation or gender identity is returned to a territory where his or her life or freedom would be threatened, that asylum laws and policies recognize that persecution on account of sexual orientation or gender identity may be a valid basis for an asylum claim; and eliminating intrusive, inappropriate questioning on asylum applicants' sexual histories, and sensitizing refugee and asylum personnel.
- G. To encourage all nations to address discrimination by:
  - (a) Revising criminal laws to remove offenses relating to consensual same-sex conduct and other offenses used to arrest and punish persons on the basis of their sexual orientation and gender identity or expression; ordering an immediate moratorium on related prosecution; and expunging the criminal records of individuals convicted of such offenses;

(b) Repealing so-called “anti-propaganda” and other laws that impose discriminatory restrictions on freedom of expression, association and assembly;

(c) Ensuring that anti-discrimination legislation includes sexual orientation and gender identity among prohibited grounds, and also protects intersex persons from discrimination;

(d) Integrating analysis of violations based on sexual orientation and gender identity in national plans of action, thereby ensuring coordination and adequate resourcing of related activities, accountability for perpetrators, and redress for victims;

(e) Sensitizing health-care workers to the health needs of LGBT and intersex persons, including in the areas of sexual and reproductive health and rights, suicide prevention, HIV/AIDS, and trauma counselling;

(f) Establishing national standards on non-discrimination in education; developing anti-bullying programs and establishing helplines and other services to support LGBT and gender-non-conforming youth; and providing comprehensive, age-appropriate sexuality education;

(g) Ensuring that housing policies do not discriminate against tenants based on sexual orientation and gender identity; and establishing shelters for homeless LGBT persons, with specific attention to youth, older persons and those in emergency situations;

(h) Providing legal recognition to same-sex couples and their children, ensuring that benefits traditionally accorded married partners – including those related to benefits, pensions, and taxation and inheritance – are accorded on a non-discriminatory basis;

(i) Issuing legal identity documents, upon request, that reflect preferred gender, eliminating abusive preconditions, such as sterilization, forced treatment and divorce;

(j) Supporting public education campaigns to counter homophobic and transphobic attitudes, and addressing negative, stereotypical portrayals of LGBT persons in the media;

(k) Ensuring that LGBT and intersex persons and organizations are consulted with regard to legislation and policies that have an impact on their rights.

Presbyterians are not of one mind about the teaching of Scripture concerning same-sex relationships, but all can agree that every human being should be afforded respect, dignity, and safety.





# THE GOSPEL FROM DETROIT

Seeking the peace of the city

BY KEVIN JOHNSON



Betti Wiggins, the “head lunch lady” of Detroit’s public schools, is a woman of competing stories. On the one hand, Wiggins will tell you she’s had a good life. As the executive director of the Office of Food Services, she oversees 800 employees as they go about their daily work of feeding approximately 55,000 children. But in an interview with the grassroots digital project Detroit Stories, Wiggins is quick to say she’s experienced her share of violence. With her mother killed by a drunk driver, her uncle robbed and shot to death, her cousin raped and murdered, and her brother and Vietnam-veteran cousin killed, Wiggins also knows all too well the costs of growing up black in Detroit.

“So I’ve had all that, all the drama of Detroit,” she says, “but all I have to tell you is I successfully raised my kid, who has two college degrees.”

Wiggins grew up in a crowded one-bedroom cold-water flat in Black Bottom, Detroit, a predominantly African American neighborhood known for its music, art, and political involvement (and named by the French for its dark topsoil). She remembers “gorgeous streets of gingerbread and Victorian houses, hollyhocks, and picket fences.” She remembers hot summers and the sound of brass bands playing in tree-lined parks. She remembers busing to Wayne State University when it was just beginning to figure out how to desegregate, thrusting together African American students and the white children of working-class parents. And she remembers getting actively involved in the community through mission and service, all because a tall black pastor, carrying a bundle of philosophy books, invited her to church one day.

But Wiggins also remembers watching the City of Detroit tear down Black Bottom. A survivor of the Great Depression, Black Bottom reportedly had many buildings in need of repair, so—in the name of

urban renewal—the City of Detroit bulldozed the community and replaced it with Lafayette Park, a “model” community of townhouses and high-rise apartments intersected by the new Chrysler Freeway. Wiggins remembers sitting on her aunt’s porch and watching the city demolish Detroit’s “largest black hospital.” She remembers watching the people of Black Bottom disperse in a new migration, often ending up in large public housing projects. She remembers the riots of 1967 and the subsequent white flight to the suburbs. And she remembers the invasion of heroin that, in her words, came over the city “like a big cloud.”

Shifting between “dear, sweet memories” and images of a segregated “boom-and-bust town that never busted this bad,” Wiggins can’t quite make up her mind about Detroit, a city she seems to genuinely love. But one memory stands out above all others.

Wiggins must have driven the street a thousand times. But this time something was different. Her community library was now rubble. As she watched the City of Detroit clear away its remains, she pulled over to the side of the road and cried.

Maybe it was the shock of seeing *her* library destroyed. Or maybe it was the accumulated grief of watching so much of her community turn to waste. Whatever the reason, Wiggins couldn’t hold back the tears any longer.

#### What will we see—or not see?

Wiggins, of course, wasn’t the first to cry over a suffering city. In the Gospel narrative of Jesus’ entry into Jerusalem during that fateful Passover, Luke tells us: “As he came near and saw the city, he wept over it, saying, ‘If you, even you, had only recognized on this day the things that make for peace! But now they are hidden from your eyes’” (Luke 19:41–42). As friends, visitors, and commissioners enter Detroit for the 221st General Assembly (2014) in June, I wonder what they will see—or not see.

It’s another General Assembly. Another series of committee reports and study papers. Another gathering of good-hearted folks who lift up various problems to the Lord and then go home, often to the safety of their suburbs.

Except for the General Assembly locale, nothing much seems to change.



Presbyterian families put their hands to work at a community garden at Park United Presbyterian Church during a Presbyterian Men service day.

Vol. 104, No. 5

At least that's the way it seems when you're the only full-time black Presbyterian pastor in Detroit.

Thirty years ago I had a conversation with God as I sat at the table in my dorm room at Iliff School of Theology in Denver, Colorado. As the completion of my seminary experience drew closer, I looked at a map of the United States and said to God: "Lord, the city to which I most desire to relocate to is Charleston, South Carolina. The city to which I least desire to go is Detroit, Michigan."

God apparently had a different plan in mind. When I told my mother that I thought the Spirit was telling me to move to Detroit, she responded: "Kevin, are you sure you know which voice you're listening to? Because there are two voices that will talk to you."

Her concerns were well founded. Detroit had earned the dubious distinction of being the murder capital of America. Crack was gaining a stranglehold, and competition among drug dealers had led to a wide range of crime and carnage. But I knew whose voice was calling me, and I knew what it was calling me to do.

For 27 years now I have lived in Detroit, and by the time the 221st General Assembly (2014) convenes, I'll have marked 20 years as pastor of Calvary Presbyterian Church.

During that time, I've witnessed the well-documented downward spiral of the city: the collapse of the auto industry, the population shift to the suburbs, the ravages of unemployment in the inner city, the ensuing loss of tax revenues, and the resulting lack of social services and police protection. And with those decreases have come increases—in crime and in despair.

Last year, *Forbes* magazine named Detroit "America's Most Miserable City," a distinction that no doubt reflects the fact that 38.1 percent of all Detroit families and 50.4 percent of all children in the city live below the poverty line.

The overall death rate for children through age 18 is 120 per 100,000—more than six times the state average of 18 per 100,000. National media outlets have chronicled the city's \$18 billion debt and its plans to emerge from the largest municipal bankruptcy in US history.

But city leaders alone can't solve the city's problems, says Detroit's new mayor, Mike Duggan. He says solutions must involve partnerships with Detroit's religious communities.

Whether the Presbyterian Church (U.S.A.) will serve as one of those partners remains an open question.

#### When speaking 'peace' is not enough

The PC(USA) has a long-standing history of speaking out against violence and social injustice. Nearly 20 years ago, the 207th General Assembly (1995) adopted a report titled "Urban Strategy to the Year 2005." Four years ago, the General Assembly approved the resolution "Gun Violence, Gospel Values."

Inspired in part by that resolution, Presbyterian Disaster Assistance, the Presbyterian Peacemaking Program, and the Compassion, Peace, and Justice ministry area teamed up to produce the award-winning documentary *Trigger: The Ripple Effect of Gun Violence*, which aired on NBC and was selected by the Martin Luther King Jr. National Historic Site as part of its D.R.E.A.M. film series. Congregations all across the nation have hosted showings and organized in-depth conversations about gun violence in our communities.

This year, the Advisory Committee on Social Witness Policy—on which I serve—will present yet another paper for the church to consider.

But this history matters little if not followed by action. Honestly, I've lost track of the number of study papers, reports, videos, committees, and workshops within the church that have examined the same social



Detroit youth learn about community gardening and growing their own food thanks to a program through Self-Development of People, a ministry of the Presbyterian Mission Agency.

issues and expressed the same heartfelt concerns.

Our cities—and the churches in them—are in trouble. In 1960 Detroit had 45 Presbyterian congregations. By 2013 that number had dwindled to 12—and of those 12, only four had full-time pastors.

If we in the PC(USA) recognize that the church is to stand for peace in the neighborhoods of cities like Detroit, how do we explain the demise of African American Presbyterian congregations in the host city for the 221st General Assembly (2014)—a city that is so predominantly African American?

For me, one of the most painful aspects of the decrease among the rank and file of the Presbytery of Detroit is the absence of African American clergy colleagues. In a city with such pressing needs, what few Presbyterian congregations there are have been largely unable to afford even the minimal compensation necessary to support full-time pastors. In a city where 82.7 percent of the population is African American, like Jesus and like Betti

Wiggins I weep when I sit at a table with the mayor and other leaders seeking a better life for its citizens and realize that I am the only black pastor representing the Presbytery of Detroit. One is a lonely number.

Yet simply increasing the number of worshipping communities isn't necessarily the solution.

Equally as painful as the absence of Presbyterian congregations—especially those shepherded by African American pastors—is the presence of churches (of all denominations) that are not *community churches*. Not every congregation has a presence and stake in the community, is actively involved with its neighbors, or even resembles its neighbors.

When I first answered Calvary's call, I sat with the owner of a deli two blocks from the church. When I told him I was Calvary's pastor, he replied: "I didn't know black folks were in that building. I thought the white folk were still there." From his perspective, Calvary had been a *church in the community* but had not become a *community church*.

A prophetic passage from the book of Jeremiah says, "Seek the peace and prosperity of the city to which I have carried you into exile. Pray to the LORD for it, because if it prospers, you too will prosper." (29:7 NIV). A community church knows that its welfare is tied to the welfare of its community. Both the PC(USA) and Detroit face narratives of decline and conflict. Their fate may be more intertwined than many realize.

#### Mobilizing the fruit pickers

And so here we are: another General Assembly, with another committee submitting another report on urban ministry. If I were to take the current resolution referred by the Advisory Committee on Social Witness Policy to the 221st General Assembly (2014), turn it upside down and inside out, and read it from right to left, I'd swear I was reading the "Urban Strategy to the Year 2005" recommendation to the 207th General Assembly (1995). We meet, we study, we write, and then we meet again. I believe that

these conversations and studies can provide the fertilizer necessary for the tree to bear fruit (see Luke 13:6–9). But now it's time to mobilize the fruit pickers. Now it's time to send the workers out into the community and put our words into action.

In this, we might take a cue from Betti Wiggins.

She says her community's demolished library is now a vacant lot. In its empty ground, littered with rusted cans, she sees an opportunity. Wiggins grew up on a farm and says Detroit is, "in its very bones," an agrarian city. She says people left farms to come to Detroit. Whether African American sharecroppers from the South, Eastern Europeans, or Scots Irish from the hills of Appalachia, all who came to Detroit were peasants and farmers. Now, she believes, the farm is returning to the city through an urban agricultural movement of community gardens, healthy foods, and self-development.

"I want to farm it," Wiggins says of the empty lot where her library once stood. "I want to invite children and teach them."

Kevin Johnson is the pastor of Calvary Presbyterian Church in Detroit and a member of the Advisory Committee on Social Witness Policy.

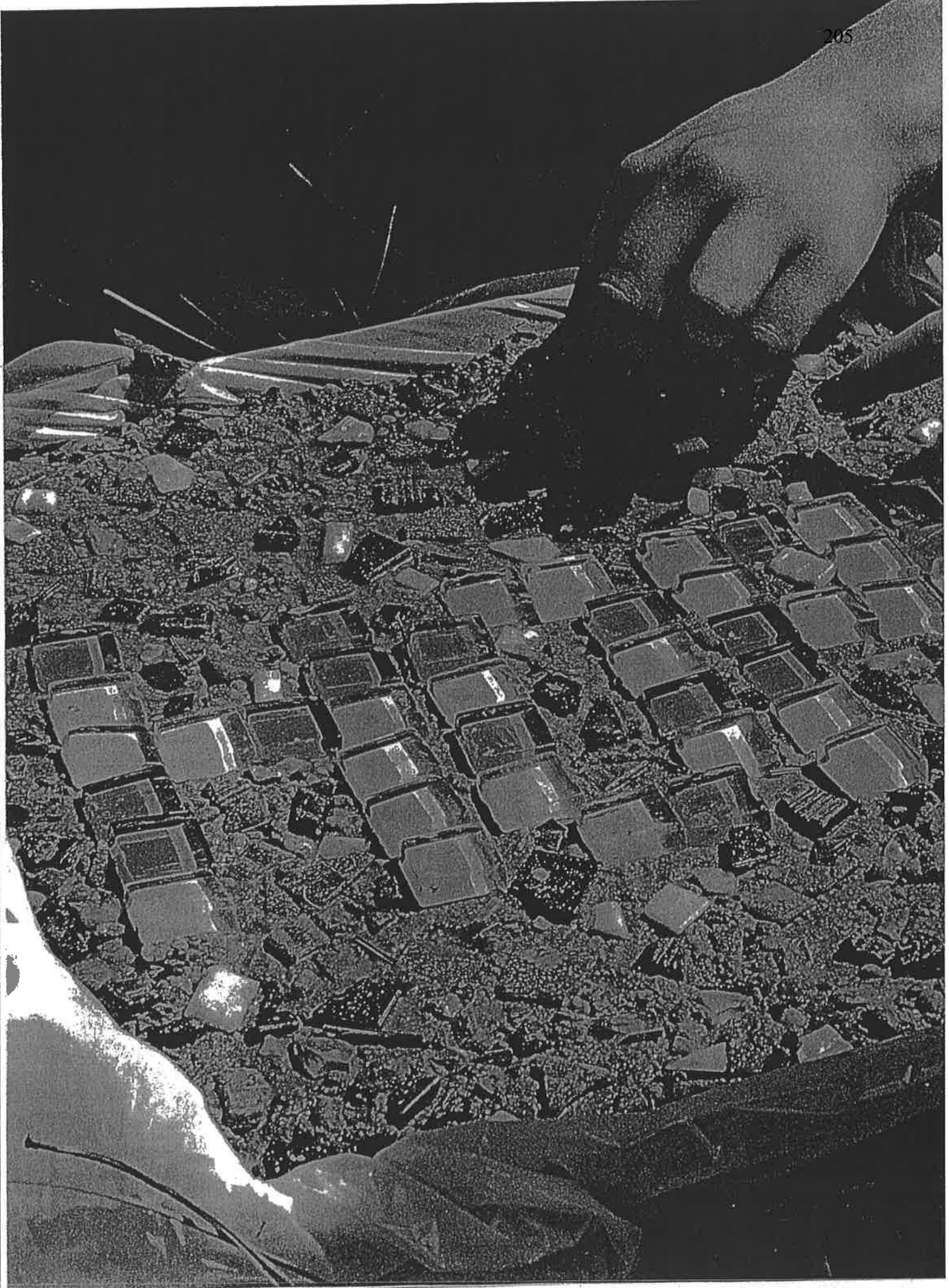


With the support of Self-Development of People, Detroit residents till the soil of the Westside Community Garden, ensuring that community members have access to fresh, healthy food.

#### LEARN MORE

You can read the Advisory Committee on Social Witness Policy's resolution "The Gospel from Detroit: Renewing the Church's Urban Vision" at [pc-biz.org](http://pc-biz.org) as item 08-08 under the committee "Mission Coordination."

To learn about some of the ways Presbyterians are beginning to answer "the gospel from Detroit," read the next feature article, beginning on page 20.



## An (initial) answer to the gospel from Detroit

Compassion, Peace, and Justice ministries partner with Detroit communities to put an end to gun violence and advance the peace of the city.

BY KRISTENA MORSE

To most appearances, Detroit is a once-booming city that now faces a set of major crises: the crushing financial woes that drove Detroit into the biggest municipal bankruptcy in US history, rising unemployment rates, and the nation's highest rate of violent crime. For the fifth year in a row, the Motor City has topped the list of "Most Dangerous Cities in the United States."

That's only part of the story, however.

Detroit is full—to borrow a phrase from Henri Nouwen—of "wounded healers," people ministering out of their own pain and tested hopefulness. The people of Detroit have long spoken of a need for change, and at last some are beginning to listen. As a result, some change, albeit quite modest, is taking place. The rate of violent crime has dropped. Detroit's downtown has seen an upswing, with many hotels getting swanky face-lifts and companies such as Quicken Loans developing huge business spaces at the city's core and employing thousands of people. Midtown arguably has become Detroit's most successful—and most talked about—district for new commercial and real estate ventures, with mixed-use projects such as the Auburn apartments and Willys Overland Lofts filling their ground floors with new

Presbytery of Detroit and Sarasota, Florida, youth leave a message of hope in the form of a stepping stone as part of their community-garden project in New Orleans.

retail ventures. But amid this growth and excitement, Detroit still has a long road toward recovery. Many still hold onto the hope that Detroit will one day be a city of peace.

As Presbyterians, we are called to respond to the needs of the world's most vulnerable and to address injustice in all areas of life. Many in and around Detroit have heard God's call and begun to do just that. Projects focused on addressing food insecurity and health problems, self-development of area residents, and long-term growth and recovery have begun popping up across the city.

### Addressing high unemployment

As of August 2013, the US Bureau of Labor reports a startling 17.7 percent unemployment rate for Detroit—more than double the national unemployment rate. Couple that with high crime rates, and you find a city where ex-offenders face seemingly insurmountable barriers to securing stable employment.

"Issues of crime and rising unemployment rates often create a perfect storm," says Lisa Leverette of the Self-Development of People (SDOP) National Committee. "Here, like many other cities across the United States, those with a criminal history find themselves trying to integrate back into a society with double-digit rates of unemployment, an economic landscape that's drastically different than it was 10 years ago, and a plethora of other struggles to overcome."

SDOP—a community-organizing and grant-writing ministry of the Presbyterian Mission Agency designed to empower the economically poor and oppressed to change the structures that perpetuate poverty and injustice—has set out to help ex-offenders build a solid foundation for long-term success. "Our goal is twofold," Leverette says. "We're educating about *and* supporting alternative systems created by and for those who have experienced

significant barriers to employment because of their ex-offender status."

Carlos is one of the people empowered through Fair Chance. A 64-year-old who served 22 years in prison on a drug charge, Carlos was a model case for a difficult reentry into society. But that all changed when, prior to his release, he contacted the SDOP-funded Fair Chance program at First Presbyterian Church in Lansing, Michigan. Fair Chance arranged housing for Carlos in Lansing, and he got a job working for a lawn-care service started by Fair Chance. He now works 20 hours per week making ads for the lawn-care business and developing SDOP flyers. He also manages a program with Michigan State University that helps ex-offenders with resumes and job training.

As a result, Carlos now pays his own rent, has bought a car, pays for his insurance, and is self-sufficient.

"He thanks me profusely all of the time. He is so grateful," says First Chance coordinator Monica Jahner. "If he hadn't come here, . . . he said he probably would be back in prison." But of course First Chance just set up the conditions; it was Carlos who had to choose a fate different from the one society prescribed for him (67.8 percent of ex-offenders are rearrested within three years, according to the Bureau of Justice Statistics).

Jahner says the Fair Chance

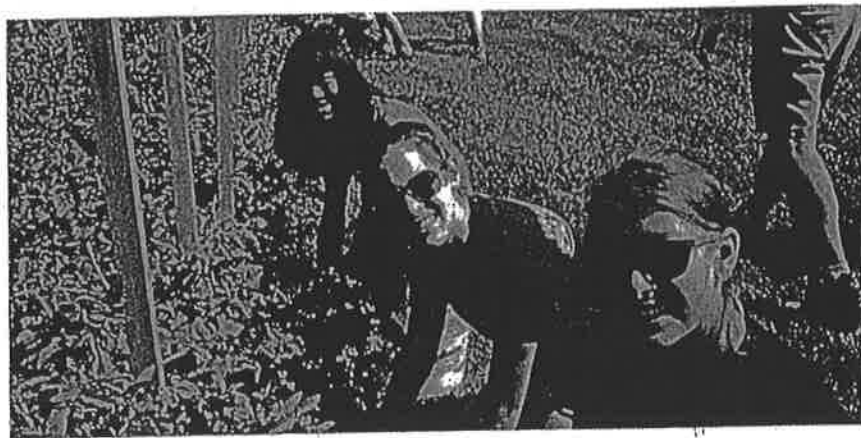
program employs about 52 ex-offenders in its own businesses, and its employment agency has placed nearly 160 people in jobs since the program got funding in December 2012.

### Feeding the hungry, starting a conversation

That's only one of many examples of Detroit Presbyterians coming alongside their neighbors to forge a healthier and more just community. In a county where more than 110,000 children live in food-insecure households, the Presbytery of Detroit, through the Presbyterian Hunger Program (PHP), has supported more than 10 congregations who provide Detroiters with access to fresh, affordable food through community garden projects. PHP and the presbytery also have supported more than 80 churches that provide direct food relief and serve more than 500,000 area residents each year.

Hunger, however, isn't the only challenge affecting the lives of the people of Detroit. Gun violence has claimed the lives of nearly 500 Detroit children since 2000.

In 2012, Detroit experienced its most violent year in nearly 20 years. And gun violence claimed 17 lives across the city in just 10 days this past November. As Christians, we are called to love our brothers and sisters, and when so many people have lost respect for life—and for



During a Mission Blast, youth tend a DTE Energy community garden and help with its food bank.

one another—that call is needed now more than ever.

Recognizing the need for a conversation about the importance of gun-violence prevention and the ripple effect that a shooting has on churches, families, and communities, Presbyterian Disaster Assistance, in partnership with the Office of Public Witness and the Presbyterian Peacemaking Program, created *Trigger: The Ripple Effect of Gun Violence*. This hour-long documentary has been shown across the country and has generated discussion about the critical need for gun-violence prevention.

“Tackling an issue that can be as divisive as gun violence certainly isn’t easy,” says Laurie Kraus, coordinator of Presbyterian Disaster Assistance. “As Christians, we are called to advocate for those in need. And igniting a conversation about the far-reaching and long-lasting impact of gun violence is absolutely necessary—especially in cities like Detroit, where gun violence is very, very real.”

Screenings of *Trigger* have sparked the development of programs such as Ripples 2 Waves, an Iowa-based organization created by members of the peace and justice committee at First Presbyterian Church in Iowa City. “In the beginning, I too thought, ‘Let’s just get rid of assault weapons and high-capacity magazines,’” says Martha Schut, a founding member of Ripples 2 Waves. “However, through the committee’s research and discussions with community members, it became clear that responsible gun owners weren’t the enemy and that we needed to have responsible gun owners be part of the process to find a middle ground. Hosting a screening of *Trigger* in our community opened up a platform for people from both sides of the debate to come together.”

Gun violence, of course, isn’t the whole problem. Detroit also is afflicted by domestic and sexual violence, with rates of domestic



During a Presbyterian Men service day in Detroit, volunteers do construction work at Park United Presbyterian Church.

violence above the national average in some areas of the city. Last year, the Presbyterian Ministry at the United Nations, in partnership with the Domestic Violence Work Group and the Social Justice and Peacemaking Team of the Presbytery of Detroit, helped create and host a side event during the United Nations Commission on the Status of Women that addressed the importance of education for all—including men and boys—in working to end violence against women.

These and other issues continue to affect Detroit. They are real, and they are harsh. But the people of Detroit—or any other city across the

nation—need not fight them alone. Whether the focus is on addressing hunger, violence, or community development, we as Christians are called to come together to help those in need and tear down the systems that create those needs in the first place. Many Presbyterians even now are responding to God’s call through the prophet Isaiah to be repairers of the breach and restorers of the streets to live in—making God’s community livable for all. Will you join them?

*Kristena Morse is a communication strategist for the Compassion, Peace, and Justice ministry area of the Presbyterian Mission Agency.*

## GET INVOLVED

Live in or around Detroit? The Presbytery of Detroit offers many opportunities for service and advocacy on issues ranging from domestic violence to hunger to urban ministry: [presbyteryofdetroit.org/about/serving-community](http://presbyteryofdetroit.org/about/serving-community).

The Compassion, Peace, and Justice ministry area of the Presbyterian Mission Agency helps Presbyterians respond to the needs of the world’s most vulnerable people, address injustice, and advocate for peaceful solutions to conflict. To learn more about its many ministries: [pcusa.org/cpj](http://pcusa.org/cpj)

» For more about Self-Development of People: [pcusa.org/sdop](http://pcusa.org/sdop)

» For more about the documentary *Trigger*: [triggerdoc.com](http://triggerdoc.com)





10/7/2014

**3. Strengthen the Presbyterian Church (U.S.A.)'s commitment to bear the gospel of Jesus Christ to the cities of this nation and to support mid council efforts by renewing its urban mission strategy and designating a staff position dedicated to the coordination of General Assembly resources related to metro/urban ministry, including ministries of racial and economic equity; that this position to be lodged in the Presbyterian Mission Agency; that this position be funded through 2020, and that it carry out the following functions:**

- a. **Work with presbyteries, congregations, and synods to organize local, regional, and national networks of metro/urban ministry practitioners.**
- b. **Coordinate Presbyterian Mission Agency resources and programs related to metro/urban ministry (that have been located in several ministry areas).**
- c. **Develop partnerships with other faith-based and community-based organizations, especially those creating multiracial and multiclass constituencies that support metro/urban ministry.**
- d. **Develop a catalog of resources that are available to support metro/urban congregations and ministries, such as grants, training, and volunteer opportunities.**
- e. **Provide technical assistance and training to those engaged in metro/urban ministries and to those partnering in the creation of new intentional communities of Presbyterians engaged in such ministries of witness and service.**
- f. **Work with presbyteries, synods, seminaries, and other related metro/urban ministry organizations to develop training and networking opportunities, particularly with attention to racial and economic justice.**
- g. **Be an advocate for metro/urban ministry at the congregational, presbytery, synod, and General Assembly level.**

**4. Equip new ministries and worshiping communities, by directing:**

- a. **Presbyterian Mission Agency to organize ongoing regional conversations on "Race, Class, and the Current Challenges of Urban Ministry," gathering the rich resources of those who have significant experience in urban ministry, particularly the rich resources of people of color; that the collective wisdom of such conversations be edited, organized, and published periodically in the print, video, and digital media of the PC(USA) for wide availability;**
- b. **the Advisory Committee on Social Witness Policy, in collaboration with the Advocacy Committee for Racial Ethnic Concerns and the Advocacy Committee for Women's Concerns (ACREC and ACWC) and the racial and ethnic caucuses of the Presbyterian Church (U.S.A.), to review the social teachings of the church on urban mission, including the challenges of race and class, solicit input from significant leaders in metro/urban ministry, and develop a resource of theological and practical experience-based guidance for all engaged in metro/urban ministry, and that this guide be made available to the 222nd General Assembly (2016).**

**In Public Witness:**

**5. Faced with the application of bankruptcy law to Detroit and other cities, to state its concern that democratic governance not be over-ridden by measures more appropriate to corporate receivership; to urge that state laws recognize the mutual dependence of healthy cities and suburbs and rural areas and seek measures to reduce tax competition; to require rigorous cost/benefit analysis of all tax giveaways to distinguish between units of civil government and private/for-profit enterprises; to provide transparent and objective analysis and comparative data on the performance of city and state investment agencies; to otherwise seek to share benefits and burdens across metropolitan areas; and to prevent the dismantling of public assets, infrastructure, and social protections.**

**6. In view of court decisions and legislation that could allow public employee pension benefit programs to be considered as unsecured creditors (rather than deferred compensation contracts), to state its concern that such precedents tend to weaken rather than strengthen public trust, to devalue public employees and their collective bargaining rights, and to add to problems of economic inequality and therefore urges federal and state lawmakers to improve statutory protections for all public employee pensions and to improve the oversight, disclosure, and administration of public pension funds.**

**7. In view of the need to protect both retirees and taxpayers from poor pension fund administration, to recommend that governments be legally required to make pension contributions every year, that state and municipal employees be included in the Social Security system for efficiency and fairness, that any cuts in current salaries and benefits be distributed with intergenerational equity, and that when public and corporate pension benefits must be adjusted to ensure viability, they not be converted to 401(k)s, which substantially increase market risk for workers.**

**8. To support national and state urban policies that favor redevelopment rather than sprawl, efficiency in transportation and energy use, holistic, sustainable, and accountable approaches to "promise zones," and other targeted strategies to assist abandoned or distressed areas.**

**9. That the Stated Clerk be requested to post the full text of this resolution and its appendix online, and that a limited number be printed for members and for communication to state, city, and federal lawmakers and regulatory agencies by the Stated Clerk and the Presbyterian Mission Agency.**

Rationale

The following pages begin with a brief theological rationale for the above recommendations and the history of hope and crisis in Detroit. They continue with an analysis of how the story of Detroit has played out and continues to play out in cities across the nation. The report concludes with the Gospel from Detroit—a proclamation of the good news of God’s presence in the midst of deep personal and institutional suffering.

A. Introduction

**Habari gani?**: a Swahili greeting whereby one encounters another with the question—“What news?” What is the news coming out of Detroit; what is the news being brought to Detroit? As preparations proceeded for the convening of the 221st General Assembly (2014) in Detroit, Michigan, a voice cried out in the wilderness ... “Habari gani?”

A compelling story is told of this city in the documentary, “Abound in Hope,” inviting the General Assembly to our city. A likewise compelling story is told by the actions of the Michigan Black Presbyterian Caucus, which has identified its constituent congregations as “Urban Churches in Crisis.” It has been said that there are three sides to a story: my side, your side, and the truth. In this case, we consider the side of those who abound in hope, the side of those who see themselves in crisis, and the third side. In our quest for the third side, we are called to consider the question of the day—“Habari gani?”

“... Since we are justified by faith, we have peace with God through our Lord Jesus Christ, through whom we have obtained access to this grace in which we stand; and we boast in our hope of sharing the glory of God” (Rom. 5:1–2, NRSV). The sharing of the glory of God is part and parcel of the Great Ends of the Church: “the proclamation of the gospel for the salvation of humankind; the shelter, nurture, and spiritual fellowship of the children of God; the maintenance of divine worship; the preservation of the truth; the promotion of social righteousness; and the exhibition of the Kingdom of Heaven to the world” (Book of Order, F-1.0304), and the Great Commission: “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age” (Mt. 28:19–20, NRSV). This sharing is at the heart of the prophetic ministry of the church in Detroit. So for the Presbyterian Church (U.S.A.) gathering in Detroit, does hope abound or is hope in crisis? Habari gani?

B. The History of Detroit: Hope and Crisis in our Cities

1. A City of Hope

Detroit has its own unique history, but the forces that shaped it are forces that have shaped every part of our country. In the beginning of the 20th century, Detroit was the symbol of the promise of America: a place of opportunity where Henry Ford’s business practice imagined prosperous workers increasing consumer demand to support profitable industrial growth. Despite mixed motives, Henry Ford was one of the very few industrialists willing to hire black workers and put them into skilled jobs, creating hope and the beginning of a black middle class in the 1920s.<sup>1</sup>

- Like many cities, Detroit grew with the rise of industrialization. Throughout the first half of the 20th century, Detroit boomed with the manufacturing of cars, and then, in World War II, this “Arsenal of Democracy” built tanks, airplanes, armored vehicles, and guns. The promise of manufacturing jobs drew hopeful men, women, and their families to the city, black and white. However, as the timeline below shows,<sup>2</sup> a dramatic reversal began at the close of World War II. This great reversal was created by government policies, corporate decisions, and individual choices. National trends of urban de-industrialization and suburbanization were carried out in the context of rigid racial segregation, leading to Detroit’s loss of white population, increased racial isolation, and plummeting economic resources.

2. The Birth of Crisis

Fearing the possibility of another Pearl Harbor, the Federal Government encouraged the decentralization of American manufacturing as a strategy of national defense. It supported a massive expansion of the highway system as part of that strategy. Beginning in the late 1940s, the homes, businesses, and civic institutions of the black urban population in Detroit were devastated by the construction of new highways that carried folk from suburban ring to city center and back again.<sup>3</sup> Automobile companies, along with their interconnected suppliers, were eager to take advantage of government incentives to move out of the city for cheaper land, cheaper workers, and cheaper taxes. The G.I. Bill of Rights and Federal Housing Administration (FHA) policies enabled white families to choose to move to homes in the new suburbs around those relocated factories and businesses.

By 1960, Detroit had lost half its manufacturing jobs—more than 134,000 jobs—including thousands of defense-related jobs that paid middle-income wages. From the late 1940s to the mid-1960s, 500,000 white Detroiters followed those jobs to the suburbs, leaving behind poor whites and virtually all African Americans. Legal residential segregation, FHA red-lining that denied mortgages for properties in black or mixed race neighborhoods as well as to

black families moving into white neighborhoods, and restrictive racial covenants barring home sales to Jews and non-whites kept blacks in a city of increasing despair. With the exodus of work, the unemployment rate of Detroit's African American workers in 1960 was a devastating 15.9 percent, about three times that of white workers.<sup>4</sup> Blacks became the first "long-term unemployed," a new term and topic for researchers. By 1960, there was a new urban landscape in crisis:

Only fifteen years after World War II, Detroit's landscape was dominated by rotting hulks of factory buildings, closed and abandoned, surrounded by blocks of boarded up stores and restaurants. Older neighborhoods ... were now pockmarked with the shells of burned-out and empty buildings, lying among rubbish-strewn vacant lots.<sup>5</sup>

City leaders responded with a variety of urban renewal projects, clearing blighted (black) neighborhoods to build middle-income housing to attract white residents or create large tracts of open land for private development projects. To keep property taxes low for developers, the city adopted an income tax in 1962. The tax continued to rise as the city struggled to pay for basic services. More residents fled.<sup>6</sup> Racial segregation, legal or illegal but customary, combined with a shrinking housing market in an increasingly segregated city, and inadequate access to financial resources continued to deny black residents the option of flight.

### 3. A City in Crisis

Detroit now wears a devastating triple crown: the poorest big city in the U.S., the nation's murder capital, and its most racially segregated metropolitan area; a city that in 2013 Forbes named "America's Most Miserable City."<sup>7</sup> It is also the home of 700,000 souls where 50.4 percent of the children live in poverty and the official unemployment rate is 17.7 percent.<sup>8</sup> It is a city where 31.1 percent of all families live below the official federal poverty line, including almost half of both white and black families with children under eighteen.<sup>9</sup> Can we hear the cry of the people? Detroit infants die at twice the infant mortality rate of the state of Michigan. Adults suffer asthma at a rate 50 percent higher than the rate for all Michigan adults. The asthma rate of Detroit's children is two times as high as that of Michigan. As a result, the death rate in Detroit due to asthma is twice that of Michigan.<sup>10</sup> Detroit's zip code 48217 is the most polluted in the state, but the residents (white, black, and Latino) are too poor to move—who would buy?<sup>11</sup> The majority of Detroit's public schools do not meet federal adequacy standards; and in 2009, the overall death rate for Detroit children one to fourteen years of age was 116 per 100,000 children, compared with the state average of 18 per 100,000.<sup>12</sup> Yet, when misery abounds, God hears the cry of the people—and comes to deliver. So we welcome you to Detroit knowing that God is here and believing that this is where God summons the PC(USA) to be: sharing hope and hearing anew the good news of God's grace. Habari gani?

[See "Detroit Population Chart" under Additional Resources.]

### C. Racial and Economic Inequity in Urban America

#### 1. Cities in Crisis

Detroit is not alone in this struggle. Deindustrialization and suburbanization, combined with residential racial segregation, continue to shape urban America.<sup>13</sup> Of the twenty largest cities in 1950, more than half have lost at least one-third of their population, including Baltimore, St. Louis, Pittsburgh, and Cleveland.<sup>14</sup> Our cities bear a greater burden of poverty. 20.9 percent of city populations are poor compared to 11.4 percent of suburban populations.<sup>15</sup> Each of the ten poorest big cities in America (more than 250,000) has a poverty rate above 25 percent (Detroit, Buffalo, Cleveland, Cincinnati, Miami, St. Louis, Newark, Philadelphia, Memphis, and Milwaukee). Seven of these cities are also among the ten largest U.S. cities with the greatest racial segregation. Because poor Hispanics and poor whites tend to be more suburbanized than poor blacks, it is in urban centers that poor African Americans are highly concentrated, racially segregated, and economically isolated, facing unprecedented levels of joblessness. In his book, *When Work Disappears*, sociologist William Julius Wilson called this "the new urban poor."<sup>16</sup>

However, while cities continue to bear the greater burden of poverty, in the last decade inner-suburban poverty has increased at a greater rate than urban poverty. The Great Recession caused poverty rates to rise in 79 of the 100 largest metropolitan areas and incomes to fall in 91 of them.<sup>17</sup> Almost twenty years ago, urban pastor Bob Brashear warned that cities were the canary in the coal mine.<sup>18</sup> What he saw happening in cities then, he argued, was a precursor for what Christian ministries everywhere would face in the future. The suburbanization of poverty in the "edge cities" of metro areas is now occurring in areas as diverse as Atlanta and Phoenix.<sup>19</sup> The issue of racial segregation continues amid the nation's growing cultural diversity. In 2012, despite increased suburbanization of black and Latino families, 80 percent of Latino students and 74 percent of black students attend "minority-majority" schools reflecting the re-segregation of education in the U.S.<sup>20</sup> As the gap between rich and poor grows, so does educational inequality, inadequate public transit, housing insecurity, food insecurity, poor health, addictions, crime, and the inability of local governments inside and outside city limits to respond to growing human needs as revenue sources shrink.

Everywhere America's cities struggle to provide basic services and honor the pensions of city employees. Everywhere American workers struggle to achieve economic security for their families. Cities and their families struggle in the context of a country that has chosen to respond to economic challenges with a great tolerance for economic inequality. The U.S. is the most unequal country in income and wealth distribution among the advanced countries of

the world.<sup>21</sup> Of these modern countries, the U.S. has the highest poverty rate and the highest child poverty rate.<sup>22</sup> The percentage of gross domestic product (GDP) that goes to social expenditures, including Social Security and Medicare, is one of the lowest among modern nations.<sup>23</sup> Everywhere, despite significant advances following the Civil Rights Movement, people of color suffer these conditions disproportionately, affected by the many forms racism continues to take.

## 2. Hope for the Future

Yet, the Detroit metropolitan area is not impoverished. In 2005, prior to the great recession, Metro Detroit's gross domestic product (GDP) placed it as the 22nd richest metropolitan area in the world, just above Madrid.<sup>24</sup> In terms of GDP per capita, it placed 35th among the top 100 world metropolitan regions. Oakland County, just on the other side of 8 Mile Road, is consistently ranked as one of the wealthiest counties in the country. In 2009, Oakland County was the fourth wealthiest county in the United States among counties with more than one million people.<sup>25</sup>

And, like many other cities, Detroit is beginning to experience a process of focused re-gentrification in midtown and downtown, along the Woodward corridor where a Whole Foods just opened up to accommodate young, well-educated adults seeking city lights and denser, walkable city life. The Millennial Generation of 80 million people is about to change the housing and transportation patterns created by older generations. Those born between 1980 and the early 2000s are returning to the urban core, to public transportation and affordable apartments, and to diverse cultures. The real estate industry, city planners, and transportation authorities are all predicting and preparing for what some call "the next migration"—back to cities. The Millennials want to be more connected and less isolated than previous generations. They manifest this desire in their full-on embrace of social media and their desire to live in places where they can be around others; i.e., the densest, most active, areas of cities."<sup>26</sup>

In fact, 80 percent of the U.S. population now lives in urban areas. According to new Census Bureau data, in 51 percent of the nation's largest cities, city centers grew faster than the suburbs in 2010–2011.<sup>27</sup> Six cities have seen their core populations grow more in total numbers than their surrounding suburbs: New Orleans, Louisiana; New York, New York; San Jose, California; Providence, Rhode Island; Columbus, Ohio; and San Antonio, Texas. "Most of the fastest-growing big cities since 2007 are of the sprawling post-1945 Sun Belt variety, including Charlotte, North Carolina (No. 4); Ft. Worth, Texas (No. 6); Austin, Texas, (10th); El Paso, Texas (11th); Raleigh, North Carolina (12th); and Oklahoma City, Oklahoma (18th)."<sup>28</sup> And, according to the global business consulting company, McKinsey & Company, fully 85 percent of the U.S. GDP in 2010 was generated in 259 large U.S. cities. The 21st century, they argue, will be a century of global cities in which the large and middleweight cities of the U.S. will be a major force.<sup>29</sup>

Will the PC(USA) be there to proclaim the gospel for the salvation of humankind; to shelter, nurture, and provide spiritual fellowship for the children of God; to maintain divine worship; to preserve the truth; to promote social righteousness; and to exhibit the Kingdom of Heaven to the world? Habari gani?

## D. The Church in the City

### 1. Churches of Hope

Throughout the 19th and 20th centuries, the predecessors of the PC(USA) carried out urban ministry shaped by the example of Calvin's holistic ministry in Geneva: a ministry for the salvation of individuals integrated with a ministry to redeem social structures and create a just community that enabled the growth of human capabilities and Christian values. In the 19th and 20th centuries, urban Presbyterian churches in the U.S. were built to provide services to the poor such as education, job training, and shelter. They were active in developing housing projects and medical facilities. In the 1940s and 1950s, the training of many Presbyterian pastors included time spent working in factories and living in working-class neighborhoods in order to understand the forces affecting urban families' lives. However, in the 1950s and 1960s, as white populations moved out of the cities, a national focus to create new suburban congregations grew.<sup>30</sup> Over six decades white Presbyterians, like other white Christians, left city neighborhoods for life in the new suburbs, taking their churches with them. The result, intended or not, was to gradually withdraw the church's ministry from urban black and Latino neighborhoods, as well as from the urban neighborhoods of low-income white families, as the impact of growing economic and racial isolation deepened.

### 2. Churches in Crisis

As in many other cities, and like other mainline white denominations, the dwindling presence of the Presbyterian church in Detroit since 1960 has mirrored the loss of the white city population (See Appendix A). In 1960, when the population of Detroit was about 1,600,000 and 70 percent white, forty-five Presbyterian churches served the city. Thirty-seven had at least one full-time pastor.<sup>31</sup> In 1990, the population of Detroit had fallen to 1,027,000, 22 percent white and 76 percent black. Twenty Presbyterian churches, sixteen with at least one full-time pastor, served the city. Responding to this trend in 1992, the Presbytery of Detroit brought an overture to the General Assembly urging that proceeds gained by the sale of urban churches remain in the city: 80 percent locally and 20 percent to be used at the national level for urban ministries projects around the country.<sup>32</sup> By 2013, the population of Detroit had fallen to 700,000: 10 percent white, 83 percent black, and 7 percent Hispanic. The Presbytery of Detroit lists twelve churches within the city. However, only four have full-time pastors. Five are "vacant" and three others have part-time leadership through a stated supply, temporary supply, or commissioned ruling elder. Of these eight, only two report a membership over 100. We have gone from supporting one church for every 35,500 city residents to

one church (most not fully functioning) for every 58,350 city residents. Since only four of these can support a full-time pastor, we have essentially abandoned this city: one full-time pastor for every 175,000 city residents.

The Michigan Black Presbyterian Caucus Statement (MBPC), "Churches in Crisis," (Appendix B), reports that only two of nine MBPC member urban churches have full-time called teaching elders and the remaining seven cannot afford to call a full-time pastor or even enter into a contractual relationship with a stated supply. They ask, "How can these churches grow and become healthy without strong consistent spiritual leadership?" And they answer: "MBPC member churches without full-time called teaching elders require full-time called competent Presbyterian spiritual leadership who are called and able to minister in an urban context. ... Without leadership how are the people to discern what God is calling them to be and do?"<sup>33</sup> If we believe that worshipping communities can only have the pastoral leadership they can afford, have we not turned the gospel of Jesus Christ into a commodity only for those with the money to buy? How can we boast in our hope of sharing the glory of God?

### 3. Hope Remains

Yet, where our urban ministries remained, those involved in ministry on the streets of the cities, our urban pastors and worshipping communities, continued to work and develop strategies to respond to the deepening urban crisis: substandard housing and irresponsible landlords, racial profiling and police violence, deteriorating schools, job loss and job discrimination, red-lining, poverty-level wages, and non-responsive city departments, utilities, and private businesses. Urban ministry strategies were twofold: (1) providing immediate assistance to individuals in need, and (2) community organizing to enable communities of low-income residents to unify, defining their issues, developing their leaders, and taking action to hold city and corporate entities accountable to addressing their needs at a structural level.<sup>34</sup>

In 1981, the United Presbyterian Church in the U.S.A. and the Presbyterian Church in the United States adopted "A Joint Urban Policy." This policy recognized that in the biblical witness, "the city" is frequently a metaphor for human arrogance, a place of prideful struggle for self-interested power. For some Christian Americans, the city is still a place of frightening heterodoxy and blatant immorality where every type of belief and desire is pursued without restraint: a place of violence in many forms. However, "A Joint Urban Policy" also pointed out that sin and violence are not the Bible's only or final urban vision. In the biblical witness, the city is also a vision of hope and a place of redemption. In the Psalms, Zion is a symbol of the just and peaceful city, the city of God (Psalm 48). The redeemed city, the New Jerusalem, is that place where God dwells, establishing justice and wiping every tear away (Rev. 21: 3-4, RSV). "A Joint Urban Policy" challenged the church to understand that as the U.S. and the world become increasingly urban, the church's response to the city and the souls within it will be a test of its faithfulness to Christ.

Christ's agenda compels us to work for the deliverance of those presently held captive by the 'principalities and powers' of this world, to 'bind up the brokenhearted,' to 'raise up the former devastations,' to 'give garlands instead of ashes' (Isaiah 61:1-4). We believe that God's agenda compels us to work on behalf of a just community wherein the needs of the poor, the alienated, and the dispossessed are the first priority:

'God has shown strength with God's arm, and has scattered the proud in the imagination of their hearts, God has put down the mighty from their thrones, and exalted those of low degree; God has filled the hungry with good things, and has sent the rich empty away.' (Lk. 1:51-52, RSV Inclusive)<sup>35</sup>

The 207th General Assembly (1995) approved the report of the Urban Strategy Taskforce, "Urban Strategy to the Year 2005." In recognition of declining membership at a time when the U.S. was becoming increasingly urban and ethnically diverse, the church adopted an urban ministry model based on the conviction that any effective metro-urban strategy must be (1) person-centered and interpersonal, (2) congregationally enacted and interacted, (3) community partnered, (4) nurtured and connected through governing bodies, (5) seminary equipped, and (6) envisioned and experienced in worship. The new emphasis was on the need for urban ministries to grow locally from a process of listening, action, reflection, and revision; that to address the structural causes of issues, alliances would be built among congregations organizing across denominational and religious lines and between congregations and nonprofit organizations. Seminaries were called to prepare students for ministries in the urban context, with the skills and knowledge that would require.

And it recognized that such local, partnered, congregational initiatives must be supported with local presbytery or regional leadership. A national staff for urban ministry would be needed, not to develop programs, but to coordinate resources already existing, develop networks and information sharing systems, provide training opportunities, pilot projects, volunteer opportunities, and collaboration with ecumenical partners.

Urban ministry in the Presbyterian Church (U.S.A.) during the twenty-first century will call us to know and love our neighbor. It will realize that it takes a community infused by the Spirit not only to know and raise a child or an adult, but to raze and raise structures. It will recognize that the city and those who inhabit it are the dwelling place of God.<sup>36</sup>

As if in response, in 1999, just on the cusp of the new century, the Reverend Dr. Nile Harper documented the powerful impact of twenty-eight urban churches in twelve different cities where "a positive movement beyond individual acts of Christian charity toward more organized, collaborative action for justice" was remaking urban neighborhoods. He identified an embryonic energy of renewal:

From within the churches, and especially within African-American churches, there has emerged a passionate

vision and push for redevelopment of city neighborhoods that is deeply rooted in religious faith and practical wisdom. ... Faithful vision and spiritual power are at the center of the movement.<sup>37</sup>

Fifteen years later the desperate crisis and the potential promise of our cities are even more clear. The need to proclaim the gospel, to shelter and nurture the spiritual fellowship of the children of God, and to maintain divine worship in the city could not be more compelling. Our responsibility to preserve the truth, promote social righteousness, and exhibit the Kingdom of Heaven as cities become the energetic core of the 21st century could not be more demanding. The research has been done, the policies are in place, and we hear God's call to heal and to rebuild.

"The Gospel from Detroit" calls upon the church to embrace the prophetic mandate of Jer. 29:7 (NRSV)—"But seek the welfare of the city where I have sent you into exile, and pray to the Lord on its behalf, for in its welfare you will find your welfare." Jesus had the welfare of a city at heart when He gave instructions to His disciples—"And see, I am sending upon you what my Father promised; so stay here in the city until you have been clothed with power from on high" (Lk. 24:49, NRSV). The church in Jerusalem, as found in Acts (Chapters 2–4), was a church that truly abounded in hope. Sadly, many churches in Detroit do not abound in hope. Instead of seeking the welfare of the city, many of these churches are forced to seek out their own welfare as they operate from a perspective of crisis, not power. Habari gani?

#### 4. Money, Power, and Politics

From theories of community organizing, we learn a fundamental principle of how people become empowered: organized people + organized money = power. A church established upon such a principle is a church that can truly live out the prophetic mandate of Jeremiah. The church in Jerusalem was a church with organized people: "Now the whole group of those who believed were of one heart and soul, and no one claimed private ownership of any possessions, but everything they owned was held in common" (Acts 4:32, NRSV). The church in Jerusalem was a church of organized money: "There was not a needy person among them, for as many as owned lands or houses sold them and brought the proceeds of what was sold. They laid it at the apostles' feet, and it was distributed to each as any had need" (Acts 4:34–35, NRSV).

The constituent churches of the Michigan Black Presbyterian Caucus are in crisis largely because they lack people and money. They also lack called pastors to live and pray among them. It is because of these factors that churches in crisis lack power; lack hope. A church in crisis in a city in crisis; a church that lacks power in a city that, under the decision of the Michigan governor and the actions of an emergency manager, has had the power of its elected officials neutered.

In 2011, the citizens of Michigan voted to repeal a 1990 law authorizing "emergency financial managers." A month later the state legislature passed and the governor signed into law Public Act 436, which allows the governor to appoint such managers when a city or school district is in deep financial distress. Detroit is not alone in being in financial distress, nor is it alone in having an unelected emergency financial manager running the city.<sup>38</sup> A recent survey by the University of Michigan found 30 percent of the cities across Michigan reporting an increasingly harder time meeting their financial obligations. Six other Michigan cities, and 49 percent of the state's black population, are under the control of an unelected emergency financial manager with the authority "to dismiss elected officials, abrogate labor contracts, sell off public assets, and impose new taxes on residents."<sup>39</sup>

On January 1, 2014, a newly elected mayor took office after six weeks of negotiating "a power-sharing agreement" with the emergency manager who was appointed by the governor of Michigan in the spring of 2013. Under this agreement, the mayor will have no authority over the police force or any of the city's financial obligations. The mayor will have no standing as the emergency financial manager negotiates to repay two global bank creditors (who are customers of the same law firm the manager is using to represent the city of Detroit and with whom he worked until becoming an EFM) between 75 and 82 percent of their debt, while targeting the pensions of city employees (averaging \$19,000 annually) and the art collection of the Detroit Institute of Art as sources of revenue. The emergency manager determined that the bank debts were "secured" but that the pensions of city employees were not. Under such laws and legal practices democracy is crippled, the will of the people is thwarted, and the welfare of the city becomes even more shattered.

The case of Detroit has raised considerable discussion of municipal and state pension fund management, prompting several recommendations.<sup>40</sup> Like many state and municipal governments and private companies, some contributions to pension funds were deferred and the true size of liabilities not fully understood.<sup>41</sup> Combined with the after-effects of de-industrialization noted above, the city of Detroit had little room to maneuver and little help from either state or federal sources.<sup>42</sup>

In the absence of significant amounts of new public infrastructure investment (as in China), the U.S. government is also going forward with "promise zones" and other initiatives involving public and private partnerships. These are distinguished from "enterprise zones" by greater accountability for tax rebates and other expenditures and greater attention to community involvement in planning and design, intending greater community benefit.<sup>43</sup> These are worth testing, but seem unlikely to stimulate big declines in the number of unemployed and discouraged workers who would benefit from public infrastructure investments.

#### E. The Gospel from Detroit

So here we have it. The story of Detroit. Every story has three sides. One side abounds in hope; one side in crisis. And then there's the truth. Habari gani? Does the faith of the PC(USA) justify hope in the city of Detroit, or does it justify crisis? As the 221st General Assembly (2014) gathers in the city of Detroit, it does so in a quest for the truth of Rom. 5:1-5 (NRSV)—"Therefore, since we are justified by faith, we have peace with God through our Lord Jesus Christ, through whom we have obtained access to this grace in which we stand; and we boast in our hope of sharing the glory of God. And not only that, but we also boast in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not disappoint us . . ." As the 221st General Assembly gathers in the city of Detroit under the banner Abound In Hope, the question demands an answer—Habari gani?

The news from Detroit is a gospel that comes from those who know not only personal suffering, but also the social suffering that comes from the experience of living in a society that has failed to share access to the resources that support human dignity and equal opportunity. From the experience of unjust suffering grows a tradition of Christian faith that knows deep down, in its bones, in every family's history, that no one could have survived this history and no one survives these conditions except for the grace of God. In the context of personal and social suffering where only the power of God stands between us and the principalities of this world that can kill in a blink of an eye or ever so slowly over generations of deprivation, this grace is experienced daily. Out of the experience of unjust suffering, a faith grows that knows its utter dependence on God alone. And with that understanding devotes its life to serving God with love, hope, courage, and strength that is foolishness to the wise and the satisfied and the keepers of accounts.

So, today in communities struggling with the breakdown of schools, the absence of jobs, inadequate city services, higher fees and predatory loans, the constant presence of poverty, and excessive rates of illness and death, the Gospel from Detroit assures and affirms that in this suffering God is here with us, Immanuel. In the face of social indifference, or even human hatred, God calls us "child," hears our cries, loves us so much, and calls us to share this Gospel with the audacity of faith that creates ways where there are no ways, lives in hope when they say there is no way, no hope.

The Gospel from Detroit is good and joyous news: it announces faith in God, not governments or corporations or any human institutions, who calls us out of the world in order to reshape us to radically reengage this world with the startling message of a just God who denounces the bondage of social, political, economic, and racial injustice (Lk. 4:18, Lk. 6:20f, Mt. 25:31f, Mic. 6:6f, Ex. 3:7f, and others). Standing in this grace we have received through Jesus our Christ, our faith becomes active and powerful as it does justice, loves mercy, and walks humbly with God (Mic. 6:8).

Lift ev'ry voice and sing, till earth and heaven ring  
 Ring with the harmonies of Liberty  
 Let our rejoicing rise, high as the list'ning skies  
 Let it resound loud as the rolling sea.  
 Sing a song full of faith that the dark past has taught us  
 Sing a song full of the hope that the present has brought us  
 Facing the rising sun of our new day begun  
 Let us march till victory is won.<sup>44</sup>

#### Endnotes

<sup>1</sup> Beth Tompkins Bates, *The Making of Black Detroit in the Age of Henry Ford* (University of North Carolina, 2012), 1-3.

<sup>2</sup> Mark Perry, *Carpe Diem*, (3/24/2011) at <http://mjperry.blogspot.com/2011/03/chart-of-day-detroit-population-falls.html>.

<sup>3</sup> Thomas Sugrue, *Origins of the Urban Crisis: Race and Inequality in Postwar Detroit* (Princeton, 1996), 47.

<sup>4</sup> *Ibid.*, 144.

<sup>5</sup> *Ibid.*, 147-48.

<sup>6</sup> Nathan Bomey and John Gallagher, "How Detroit Went Broke," *Detroit Free Press* (9/15/2013): 1A, 12A-15A. Detroit's income tax for residents and nonresidents who work in Detroit is the highest of any Michigan city.

<sup>7</sup> Forbes, "Detroit Tops 2013 List of America's Most Miserable Cities," 2/21/13, at <http://www.forbes.com/sites/kurtbadenhausen/2013/02/21/detroit-tops-2013-list-of-americas-most-miserable-cities/>.

<sup>8</sup> Report of the Bureau of Labor Statistics, November, 2013.

<sup>9</sup> U.S. Census Bureau, 2007-2011 American Community Survey, "Selected Population Profile in the United States."

<sup>10</sup> "Epidemiology of Asthma in Michigan," [http://www.michigan.gov/documents/mdch/epi-mich-asthma-Detroit\\_Epicenter\\_of\\_Asthma\\_401493\\_7.pdf](http://www.michigan.gov/documents/mdch/epi-mich-asthma-Detroit_Epicenter_of_Asthma_401493_7.pdf).



<sup>11</sup> <http://www.freep.com/article/20100620/NEWS05/6200555/>.

<sup>12</sup> DataDrivenDetroit at [http://datadrivendetroit.org/web\\_ftp/Project\\_Docs/DETKidsDrft\\_FINAL.pdf](http://datadrivendetroit.org/web_ftp/Project_Docs/DETKidsDrft_FINAL.pdf).

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<sup>14</sup> Campbell Gibson, U.S. Census Bureau, "Population of the 100 Largest Cities and Other Urban Places in the United States: 1790 to 1990" at <http://www.census.gov/population/www/documentation/twps0027/twps0027.html>. See also, Timothy Williams, "Many Cities Opt to Clear Faded Areas," *New York Times*, 11/12/13: A1, A15.

<sup>15</sup> Tracey Ross, "Addressing Urban Poverty in America Must Remain a Priority," Center for American Progress, 6/5/13, at <http://www.americanprogress.org/issues/poverty/news/2013/06/05/65268/addressing-urban-poverty-in-america-must-remain-a-priority/>.

<sup>16</sup> William Julius Wilson, *When Work Disappears: The World of the New Urban Poor* (New York: Vintage Books, 1996), xiii.

<sup>17</sup> Berube and Kneebone, "Parsing U.S. Poverty at the Metropolitan Level," Brookings Institute, 9/22/11, at <http://www.brookings.edu/blogs/the-avenue/posts/2011/09/22-metro-poverty-berube-kneebone>.

<sup>18</sup> Bob Brashear, "The Church in the City: The Future Is Already Here," *Church & Society*, (Nov./Dec. 1995): 18.

<sup>19</sup> Michael B. Sauter, Alexander E. M. Hess and Samuel Weigley, "Cities Where Suburban Poverty Is Skyrocketing," *Huffington Post Business* (5/30/2013) at [http://www.huffingtonpost.com/2013/05/30/cities-where-suburban-pov\\_n\\_3362358.html](http://www.huffingtonpost.com/2013/05/30/cities-where-suburban-pov_n_3362358.html).

<sup>20</sup> Gary Orfield, John Kucsera, Genevieve Siegel-Hawley, The Civil Rights Project, "E Pluribus...Separation: Deepening Double Segregation for More Students," (9/19/12) at <http://civilrightsproject.ucla.edu/research/k-12-education/integration-and-diversity/mlk-national/e-pluribus...separation-deepening-double-segregation-for-more-students>.

<sup>21</sup> Fisher, Max, "Map: How the world's countries compare on income inequality (the U.S. ranks below Nigeria)," *The Washington Post* (10/27/2013) at <http://www.washingtonpost.com/blogs/worldviews/wp/2013/09/27/map-how-the-worlds-countries-compare-on-income-inequality-the-u-s-ranks-below-nigeria/>.

<sup>22</sup> Elise Gould and Hilary Wething, "U.S. poverty rates higher, safety net weaker than in peer countries," Economic Policy Institute, (July 24, 2012) at <http://www.epi.org/publication/ib339-us-poverty-higher-safety-net-weaker/>.

<sup>23</sup> <http://www.epi.org/publication/ib339-us-poverty-higher-safety-net-weaker/>.

<sup>24</sup> <http://www.citymayors.com/statistics/richest-cities-2005.html>.

<sup>25</sup> [http://www.princeton.edu/~achaney/tmve/wiki100k/docs/Oakland\\_County\\_Michigan.html](http://www.princeton.edu/~achaney/tmve/wiki100k/docs/Oakland_County_Michigan.html).

<sup>26</sup> Nathan Norris, "Why Generation Y is Causing the Great Migration of the 21<sup>st</sup> Century," *PlaceMakers*, April 9, 2012, at <http://www.placemakers.com/2012/04/09/generation-vs-great-migration/>.

<sup>27</sup> Conor Dougherty, Robbie Whelan, "Cities Outpace Suburbs in Growth," *Wall Street Journal* (6/26/12) at <http://online.wsj.com/news/articles/SB10001424052702304830704577493032619987956>.

<sup>28</sup> Josh Kotkin, "America's Fastest Growing Cities since the Recession," *NewGeography* (6/18/13) at <http://www.newgeography.com/content/003779-americas-fastest-growing-cities-since-the-recession>.

<sup>29</sup> James Manyika, et.al., "Urban America: U.S. Cities in the Global Economy," (April 2012) at [http://www.mckinsey.com/insights/urbanization/us\\_cities\\_in\\_the\\_global\\_economy](http://www.mckinsey.com/insights/urbanization/us_cities_in_the_global_economy).

<sup>30</sup> George E. Todd, "Presbyterian Urban Ministry, 1945–80," *Church & Society*, (Jan/Feb 2003): 18–30.

<sup>31</sup> This count includes Highland Park, an incorporated community within the city of Detroit. Data from Presbyterian records.

<sup>32</sup> Bob Brashear, "The Church in the City: The Future Is Already Here," *Church & Society*, (Nov./Dec. 1995): 14.

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10/7/2014

<sup>34</sup> Todd, Ibid.

<sup>35</sup> "Christian Witness in the City: a Biblical and Theological Foundation," Church & Society, (Nov/Dec 1995): 24–28.

<sup>36</sup> "Urban Strategy to the Year 2005," Church & Society, (Nov/Dec 1994): 129.

<sup>37</sup> Nile Harper, Urban Churches, Vital Signs: Beyond Charity Toward Justice (Eerdmans, 1999): 297, 1–2.

<sup>38</sup> "Instead of EMs, state should help cities stay out of financial trouble," Detroit Free Press Editorial, (12/8/13).

<sup>39</sup> [http://www.huffingtonpost.com/2013/03/15/michigan-emergency-manager-law-cities\\_n\\_2876777.html](http://www.huffingtonpost.com/2013/03/15/michigan-emergency-manager-law-cities_n_2876777.html).

<sup>40</sup> James Surowieck, "Financial Page: Deadbeat Governments," The New Yorker, (December 23 & 30, 2013): 46.

<sup>41</sup> Rick Lyman and Mary Williams Walsh, "Police Salaries and Pensions Push California City to Brink," New York Times, (December 28, 2013).

<sup>42</sup> Mary Williams Walsh, "Pensions' 'Extra' Payouts: Case in Detroit Highlights Costs of a Common Practice," New York Times, (October 23, 2013).

<sup>43</sup> Michael D. Shear, "Obama Announces 'Promise Zones' in 5 Poor Areas," New York Times, (January 10, 2014).

<sup>44</sup> James Weldon Johnson, lyrics, at [http://www.negrospirituals.com/news-song/lift\\_every\\_voice\\_and\\_sing.htm](http://www.negrospirituals.com/news-song/lift_every_voice_and_sing.htm).

#### Appendix A

Presbyterian Presence in Detroit: 1960, 1990, 2014

<b>Detroit: Name/Address</b>	<b>1960 44 churches and Highland Park: 36 with FT Pastors plus HP</b>	<b>1989/1990 19 churches and Highland Park: 16 with FT Pastors</b>	<b>2013 Current description 11 churches and Highland Park: 4 with FT Pastors.</b>
Bethany 12227 Findlay	1 Pastor		
Broadstreet 12065 Broadstreet	1928–1959 dissolved 1961–	1 Pastor 1989 no mortgage	Leadership: Vacant Size: 79 Racial Composition: 79 African American
Cadillac Blvd. 5090 Cadillac Blvd	1 Pastor		
Calvary 8240 Grand River, now 19125	2 pastors	1 Pastor	Leadership: Full- time Pastor Size: 200 Racial Composition: 163

10/7/2014

Greenview			Black, 20 African, 12 Native American, 5 White
Calvin East 6125 Cadieux	1 pastor Full-time	1 Pastor	Leadership: PT CRE  Size: 105  Racial Composition: 54 African, 51 White
Calvin West 14221 Southfield	3 pastors Full-time	1 Pastor	
Central Northwest 16776 Southfield	1 Pastor		
Church of the Master 16601 Tireman	1 Pastor		
Covenant 740 E. Grand Blvd	2 Pastors		
Delray Community House 800 Contrell			
Dodge Community House 6201 Farr Ave.			
East Detroit, Covenant 19300 Stephens Dr.	1 Pastor	No Pastor	
Eastminster 937 Manistique	1 Pastor		
Evergreen Village 20021 W.	1 Pastor		

10/7/2014

Chicago			
First Presbyterian 2930 Woodward	2 Pastors Full-time	Stated Supply Interim	Clustered with Westminster
Fort Street 631 W. Fort Street	1 Pastor	1 Pastor; 1 Christian Educator 600 members	Leadership: Full- time Pastor Size:240 Racial Composition: 2 Asian, 71 Black, 5 Hispanic, 162 White
Fox Creek NCD 897 Philip		X 1987 18 members	
Grace 15340 Meyers in 1960 18391 Morang	2 Pastors	1984 merger of Bethany and St. James created Grace PC with 1 Pastor; Stated Supply in 1990	
Grandale 15727 Plymouth	1 Pastor	1981 merger: Grandale and Church of the Master; 1990 Stated Supply	
Gratiot Avenue 8549 Gratiot	1 Pastor	Temporary supply	Leadership: Vacant Size: 50 Racial Composition: 49 Black, 1 White
Hope 15340 Meyers		1971 merger of Grace and St. Marks created Hope PC; 1990 1 Pastor and one Christian Educator	Leadership: PT Stated Supply Size: 89 Racial Composition: Composition: 88 Black, 1 White
Immanuel 340 W. Grand	1 Pastor		

10/7/2014

Blvd			
Jefferson Ave 8625 Jefferson Ave.	4 Pastors	1 Pastor and 1 Christian Educator	Leadership: 3 Pastors Size: 505 Racial: 12 Asians, 85 African Americans, 8 Africans, 400 White
Knox 3952 Dickerson	1 Pastor		
Leith Memorial 601 S. Colonial	No pastor		
Military Avenue 1002 N. Military	No pastor		
Monteith Memorial 19125 Greenview	1 Pastor 750 members in 1950's	1 Pastor 200 members	
Olivet 707 Lawrence	1 Pastor		
Outer Drive 4849 Outer Drive	1 Pastor		
Palmer Park 642 W. McNichols	1 Pastor		
Redeemer 2784 W. Grand Blvd	1 Pastor		
Redford 17226 Redford 22122 W. MxNichols	4 Pastors 3,500 members in 1960's	1 Pastor	
Riverside 4455 Second			Org. 2011; ended ???

Ave.			
St. Andrew's 12735 12 <sup>th</sup> St.	1 Pastor		
St. James 18391 Morang	1 Pastor		
St. John's 1410 Jos. Campau 1961 E. Lafayette	1 Pastor 1919 first African-American PC in Detroit	Interim Pastor	Leadership: Vacant Size: 155 Racial Composition: 152 Black, 3 Native American
St. Marks 9321 12 St	1 Pastor		
Scovel Memorial 5740 Williams	1 Pastor		
Southwest United 7354 Whittaker		1970 merger of Immanuel, Olivet, and Trinity 1 Pastor	
Trinity 7354 Whittaker	No Pastor		
Trinity 4849 W. Outer Drive	No Pastor	1979 merger of Outer Drive and St. Andrew's creates Trinity; nearly 300 members; Interim Pastor	Leadership: PT Temporary Supply Size: 95 Racial Composition: 95 White
Trumbull Avenue 1435 Brainard & Trumbull	2 Pastors	No Pastor	Leadership: Vacant Size: 37 Racial Composition: 37 African American
Village United	1 Pastor		

10/7/2014

25350 W. Six Mile	1 Pastor		
Ward Memorial 12850 Plymouth	3 Pastors		
Wayne University Campus	1 Pastor		
Welch 2504 Monterey	2 Pastors		
Westminster 17567 Hubbell	5 Pastors 2,000+ members in 1950's;	2 Pastors	Leadership: FT Pastor Size: 302 Racial Composition: 207 African American, 15 African, 80 White
Woodward Ave 20 W. Philadelphia 8501 Woodward	2 Pastors	1 Pastor	
<b>Highland Park United:</b> 14 Cortland	2 Pastors	No pastor 82 members	Leadership: Vacant Size: 46 Racial Composition: 4 Black, 42 African American

## Sources:

Eldon F. Beery, Histories of the Churches of Detroit Presbytery 1989 (Presbytery of Detroit, 1989).

Individual Church websites.

Presbytery of Detroit records: with deep appreciation to Beverly Knox, executive assistant, for her invaluable help.

Directory of Churches 1960.

Appendix B

URBAN CHURCHES IN CRISIS

Statement by the Michigan Black Presbyterian Caucus (2013)

The need and importance of strong spiritual leadership in predominantly African American urban Presbyterian churches.

#### Statement of Need:

MBPC member churches without full-time called teaching elders require full-time, competent Presbyterian spiritual leaders who are called and able to minister in an urban context. Churches without full-time called teaching elders are not able to afford to call full-time teaching elders.

#### Statement of Importance:

MBPC member churches can no longer afford to let the urgent needs of the congregation drive out or overshadow the important needs.

Demands on the session and other church members to repair infrastructure, maintain the worship space, monitor giving consumes most of the available time. Therefore little time is available for ministry, and long term planning, also important to the life of a healthy church, rarely gets the attention it needs.

What is important? Having full-time, dedicated, called, and competent spiritual leadership serving our churches. Without leadership, how are the people to discern what God is calling them to be and do? Without competent leadership how are sessions able to discern what is required of them? Without competent leadership, how is the session held accountable?

The urgent matters of maintaining the infrastructure now take priority over the spiritual well-being of the congregation.

With all the challenges facing urban churches it becomes even more difficult to face them without strong spiritual leadership.

#### Supporting Data:

Only two (2) of nine (9) MBPC member urban churches have full time called teaching elders.

The other seven (7) cannot afford a full-time minister, and in many cases churches cannot afford a contracted stated/pulpit supply teaching elder. How can these churches grow and become healthy without strong consistent spiritual leadership?

#### Concerns:

- Lack of consistent session leadership.
- Who teaches the faith?
- Who leads the saints for the work of ministry?
- Who preaches and teaches the faith of the church over time and within context?
- Who provides training and teaching of members, deacons and ruling elders?
- Who provides for the teaching of scriptures through Bible study, Sunday school, etc.?
- Lack of leadership in spiritual discernment, "what is God calling us to do as a church?"
- Lack of a facilitator or leader to lead the church through times of disagreement.
- Lack of a leader to help reconcile brothers and sisters to Christ and each other.
- Urban churches are under siege by high cost of maintaining older infrastructures and declining membership.

#### Considerations:

Churches without full time called teaching elders have a difficult time discerning the spirit of ministry. What ministry is God calling us to do? Where is this ministry? Why this ministry? Churches without full-time called teaching elders know how to pay their bills, maintain the infrastructure but lack a sense of ministry and belonging.

How is the relationship with the presbytery nurtured without a member of presbytery to provide this connection? Churches without full-time called teaching elders are not afforded as many opportunities to work collaboratively with the presbytery as those who have full-time called teaching elders.

These churches are often given a list of stated and pulpit supply pastors to preach and moderate sessions. This cannot be the model of Christ's Church. After a period of time the churches become accustomed to this method and develop a false sense of "we are OK" when in reality they continue to lose their sense of community and relationship with the presbytery and other worshipping communities.

When we make it easy to obtain a preacher to lead worship by paying \$125/service, what incentive do these congregations have to minimize this scenario when they look at their budget and see the money they can save?



But what about the quality of relationships and spiritual health of the congregations? Who assesses the spiritual health? What stated or pulpit supply teaching elder or ruling elder has spent enough time with the congregation to preach contextually to the congregation? What good is a sermon if it does not speak to the people? How can a stated or pulpit supply pastor speak to the context of the congregation when they do not live day to day or week to week with the congregation?

Pope Francis recently said he wanted church leaders to "smell like sheep." How can temporary stated supply or pulpit supply or half-time call teaching elders "smell like sheep" if they don't live and pray among them? How can half-time, part-time, pulpit supply teaching elders "feed my sheep?"

Without full-time called spiritual leaders to nurture and feed the flock how can congregations expect to grow and do ministry?

Churches who can only afford to call half time teaching elders only experience marginal improvement. Many half-time teaching elders either must have current employment or have multiple jobs to sustain a decent quality of life. If not managed appropriately churches expect full-time attention at half-time pay. This is not sustainable over the long term.

Request:

A new model of church leadership is needed to meet the changing needs of urban congregations. Funding is needed to help churches call a full-time or dedicated less than full-time teaching elder.

The Ranney-Balch fund of the Presbytery of Detroit is one source of support. Many of the urban African American churches in the Presbytery of Detroit not only cannot afford full-time spiritual leadership they cannot afford to sustain musicians and other staff needed to support a healthy church. The Ranney-Balch Fund of more than a million dollars is one current and available source of support. The Ranney-Balch Fund was willed to the Presbytery of Detroit by Ms. Elizabeth Ranney-Balch for work among Italian, Negro, and aged poor of the congregations.

This problem must not be overlooked and treated with anything other than a sense of importance. We cannot afford to "let urgent drive out what is important." At stake is a faithful walk with Christ.

#### Financial Implication

Per Capita - \$10,510 (2015) \$4,360 (2016)

Per Capita - \$0 (2015) \$0 (2016) - Revised

Presbyterian Mission Agency - \$112,324 (2015) \$109,996 (2016)

Presbyterian Mission Agency - \$20,000 (2015) \$20,000 (2016) - Revised

#### Comment

ACREC Advice and Counsel

The Advocacy Committee for Racial Ethnic Concerns advises the 221st General Assembly (2014) to approve Item 08-08.

Assembly Committee on Bills and Overtures Comment

"Due to the financial and staffing implications, before authorizing the establishment of a special committee, the assembly shall hear a report from the Assembly Committee on Bills and Overtures, which shall have consulted with the most closely related entity and a member designated from the Committee on the Office of the General Assembly, as to whether the work to be assigned to the special committee could

more effectively and economically be assigned to that entity" (from Standing Rules K.1.a.).

The Bills and Overtures Committee has consulted with staff from the Presbyterian Mission Agency and a representative from the Committee on the Office of General Assembly and finds that the work assigned to this round table could not be done within the existing structures.

OGA Comment

The Office of the General Assembly and the Stated Clerk of the General Assembly requests that commissioners and advisory delegates carefully consider any items of business that would raise the per capita rate. The COGA made a commitment to bring no increase to the per capita rate to the 221st General Assembly (2014) by making significant reductions in the per capita budgets, which included reductions in staff. We would ask that other means be found within existing committee structures to accomplish the same task.

## PMA Comment

The Presbyterian Mission Agency Board affirms the direction of "The Gospel from Detroit: Renewing the Church's Urban Vision" and commends the report and the in-depth analysis to the church for study and engagement. It encourages the church, especially mid councils and congregations, to consider urban ministry as a priority for national mission efforts.

Recommendations 3. and 4.a. would require additional funding from the Presbyterian Mission Agency. Recommendation 4.b. would require additional per capita funds, unless the advocacy committees, the advisory committee, and the racial ethnic caucuses subsume this work into their existing work plans. Additional funds, at this point in time, from either budget, are not available, as available funds have been prioritized in the budgets presented for approval by this assembly.

Recommendation 3. seeks to recreate an office of urban ministry—an office reconfigured in 2011 (along with the former office of rural ministry) as the Office of Church Growth and Transformation. The new approach seeks to resource congregations, whatever their locale, to be faithful communities of faith, hope, love, and witness. Resources appropriate to each locale are available on the Church Transformation website: (<http://www.presbyterianmission.org/ministries/church-growth/church-transformation/>).

There is also an Urban Ministry Network in the Evangelism and Church Growth Ministry area that has been meeting twice a year for more than fifteen years. Creating a new office within the Compassion, Peace, and Justice ministry area would be redundant and have considerable financial implications through 2020, necessitating the reduction of other ministry programs and staff.

Recommendation 4.a. calls on the Compassion, Peace, and Justice ministry area to organize and publish the results of ongoing regional conversations regarding urban ministry, particularly as informed by issues of race and class and the voices of persons of color. Compassion, Peace, and Justice does not have the staff or funding for this type of regional ministry of dialogue and publishing. With the change in the way the church is engaging in mission, the Presbyterian Mission Agency Board thinks that regional ministry is best done by synods and presbyteries where the geographic needs can align with the regional conversations. Adding an additional ministry function to the Compassion, Peace, and Justice area would require the eliminating of existing ministry programs and staff.

Overall, we applaud the renewed focus on urban ministry and would invite commissioners to advise and encourage congregations to utilize the resources of the church transformation area rather than creating another office at the national level.

## Additional Resources

Detroit Population Chart

[Detroit Population Chart.pdf](#)

**Presbytery of Detroit  
Minutes of the Stated Meeting  
April 23, 2016**

The Presbytery of Detroit convened with worship and prayer in a stated meeting on April 23, 2013 at 9:00 a.m. at the First Presbyterian Church, Mt Clemens. Beth Delaney moderated the meeting.

**SEEK THE WELFARE OF THE CITY**

During the worship service, Presbytery commissioned the commissioners to the 2016 General Assembly.

The Presbytery spend 30 minutes in small-group discussion of issues raised in the worship service.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST (15)**

The Moderator declared the presence of a quorum.

The Moderator appointed Rob Wilson to be the Assistant to the Stated Clerk.

The Moderator welcomed new commissioners and members.

Upon motion, the Presbytery approved the docket as amended.

Upon motion of the Stated Clerk, Presbytery approved the minutes of the January 26, 2016 Presbytery meeting.

Teaching Elder Peggy Casteel welcomed Presbytery to Mt Clemens First.

**WE WATCHED A VIDEO PRESENTATION OF MINISTRY**

Presbytery viewed a video of the various actions of the New Church Development Team, to urge and instruct congregations to reach beyond the walls of the church to the communities in which we find ourselves.

**WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY**

Presbytery heard reports from the Thika Mission, the Social Justice Ministry Team on the Flint water crisis, the Mission Interpretation Ministry Team on the Motor City Mission Corps, and the Planning & Visioning Team Goals Implementation Work group in the implementation of the goals adopted by Presbytery.

**WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY**

**Executive Presbyter's Report**

Allen Timm introduced: Kathy Johnson. Resource Center Coordinator. Katy Bollis O'Neal. Hands-On Missions Coordinator.

Mr Timm announced that the Hunger Action Team. Diane Agnew. Need for cereal for breakfasts this summer. If church prepares food to serve, a qualified person necessary.

The Moderator offered a prayer for openness.

**Motions Adopted by Motion and Debate**

**Committee Items for Action:**

**Omnibus motion.**

Upon motion of the Stated Clerk, Presbytery voted to approve the following resolutions:

1. From the Presbytery Operations Ministry Team:  
 Receive and enter into the minutes the following report of the Presbytery Operations Team:  
 The Presbytery Operations Ministry Team has amended its Policy PO-3 by adding the following to the Session Records section:  
 SR-15. The Clerk of Session shall report and enter into the minutes that the records have been reviewed by Presbytery, and all corrections and exceptions.  
 And renumbering the current SR-15 to SR-16.
2. From the Trustees:  
 Receive and enter into the minutes the following report of the Trustees:
  - i. The Trustees are in the process of refining the business and financial arrangements we have with the Howell Nature Center. They have amended the Board of Managers to increase it from 9 to 11. It appears there will need to be a change in the business entity from a LLC to a non-profit corporation so that HNC can get its own 501(c)3 status.
  - ii. The Trustees have amended its policies. A red-lettered version is in Paper H-B.
  - iii. The sale of the Southwest Church property has been completed. The Presbytery netted \$200,000 from the sale. Past due *per capita* will be paid out of the sale price.
  - iv. After receiving bids from 3 companies, the Trustees have approved a contract with the Insurance Board. The cost of insurance has been reduced because we have changed the replacement provision from actual replacement value to functional replacement.
  - v. The Trustees approved the request of the Orchard Lake Community Church for a renegotiated loan with new terms on a previously approved loan. The interest rate remains the same.
  - vi. The Trustees have moved to do repairs at the 2<sup>nd</sup> Mile Center: roof, boiler, LED parking lot lights.
  - vii. The Trustees have updated the Permission form to Enter Into Real Estate Transaction. It is Paper H-C and is on line.
  - viii. The Trustees have authorized \$2,000 for the purchase of freezers for churches that need them. Fort Street is the receiver of food from Forgotten Harvest, which needs immediate freezing. What it cannot store will be taken to the other churches for freezing for use in their food programs.
  - ix. The Trustees have formed a committee to monitor the preparation of the 2015 audit.
  - x. The Trustees are in the process of moving funds held in CDs into investments that yield better interest rates.

### **Committee on Preparation for Ministry**

Matthew Means reported for the Committee.

The Committee reported the following for the information of Presbytery (Consultation Reports):

#### ***For Teaching Elder***

1. CPM met with the following Inquirers and voted to sustain their annual consultations and **continue with them in the inquiry phase.**

<i>Melissa (Burkhart) Naveen</i>	<i>March 1, 2016</i>	<i>Westminster, Ann Arbor</i>
<i>Bethany Peerbolte</i>	<i>March 1, 2016</i>	<i>Milford, Milford</i>
2. CPM met with the following individuals and voted to enroll them as Inquirers under the care of the Presbytery of Detroit.

*Sadie Bolos O'Neill*                      *February 2, 2016*                      *Grosse Pointe Memorial*

*Christina Hallam*                      *February 2, 2016*                      *Westminster, Detroit*

3. CPM met with the following Inquirer and voted to remove her from the rolls of those under the care of the Presbytery of Detroit.

*Marijo Hockley*                      *March 1, 2016*                      *First, Warren*

The Committee reported the following for the action of Presbytery:

Having met with inquirer Katelyn Nutter, a member under care of the session of Taylor Southminster Church, the Committee on Preparation for Ministry presented her to Presbytery for examination on her sense of call. Ms Nutter presented her statement and her background, after which Presbytery examined her on her sense of call. Upon motion, Presbytery voted to arrest the examination.

The Moderator invited friends and relatives of Ms Nutter forward, and asked Ms Nutter the questions required by Presbytery Policy P-19. Upon her affirmative answers, the Moderator declared she is received as a candidate for ordered ministry of this Presbytery. She gave Ms Nutter a brief charge and offered a prayer for her.

The Committee on Preparation for Ministry has met with Jaco Bester, an ordained minister of the Uniting Presbyterian Church in Southern Africa, who has received a call to be pastor of the First Presbyterian Church of Saline. He has presented academic transcripts and evidence of preparation for ministry, and he has taken and passed the Standard Ordination Examinations. The Committee presented Jaco Bester for examination to be received from the Uniting Presbyterian Church in Southern Africa. Mr Bester gave statement of faith, after which the Presbytery examined him on his Christian faith and views in theology, the Sacraments, and the government of this church.

By consent, Presbytery arrested the examination. Upon motion of the Committee, Presbytery voted to receive Mr Bester from the Uniting Presbyterian Church in Southern Africa, and to enroll him as a teaching elder in the Presbyterian Church (U.S.A).

The Moderator called Mr Bester forward and asked him the ordination questions in W-4.4003. Upon his affirmative answers, she declared that he is a teaching elder of the Presbyterian Church (U.S.A). She called his friends and family forward, offered a prayer and offered a prayer.

### **Coordinating Cabinet.**

Judy Shipman reported for the Coordinating Cabinet.

1. Upon nomination of the Coordinating Cabinet, there being no nominations from the floor, Presbytery elected the following to the Committee on Nominations:

For Chair in 2016: Elder Dave Bunch, Canton Geneva

For Class of 2018: Elder Barbara Russell, Birmingham First (to fill vacancy)

Upon motion of the Coordinating Cabinet, Presbytery voted to:

2. Approve the following Extra Commitment Opportunities for 2016:

#### **SOCIAL JUSTICE**

- A Place of Refuge  
Provides transitional housing for youth aging out of the foster care system.
- Everyone Eats

An ecumenical initiative to nourish, empower, and educate God's people in body and soul.

- Hagar's Fund (formerly Michigan Presbytery Black Charitable Organization)  
To help citizens re-entering society from prison by providing housing, support, accountability, job training, and Christian fellowship.
- Hunger Ministries Fund  
To provide financial support of the Presbytery's Churches with food programs.
- 2 Cents per Meal (Cents-Ability)  
To raise awareness and funds to help reduce the hunger problem locally, nationally, and globally.
- Response to Flint Water Crisis  
This is a long term response to provide financial, spiritual, physiological, psychological, health, environmental, and education to meet the needs and concerns of the residents of Flint, MI.
- Southwest Detroit Immigrant and Refugee Center  
To help the Latino immigrants and refugees in southwest Detroit with immigration issues.

#### **MISSION INTERPRETATION**

- Barnabas Youth Opportunities Center  
To offer training designed to enable youth to discover, prepare for, and engage in meaningful, purposeful, and fulfilling work. While supported by the Presbytery budget, additional funds are required. Located at Trumbull and Grand River Avenue, the Barnabas Project also works to keep young people out of the drug culture. There is also a computer center for homework and tutoring.
- Campus Ministry  
To provide general support to our campus ministry programs at U of M, Eastern, Wayne State, and Oakland University.
- Fort Street Open Door  
To serve the homeless and poor in downtown Detroit.
- Habitat for Humanity  
To build houses for families in need of housing who contribute with sweat equity.
- Hands-On Mission  
To furnish supplies for mission projects to help congregations get involved in mission.
- Howell Nature Center  
To provide financial assistance for campers in need in order to attend summer camp programs and the Heifer program, a project, this prepares Christians to be citizens of the world.
- Month of Mission  
To provide financial assistance to pay the air fare of missionaries that come to speak in our churches.
- Presbyterian Villages of Michigan

To provide financial support to residents of PVM that serves the needs of older adults with more than a dozen senior living communities and outreach services throughout Michigan.

- Second Mile Center  
To provide outreach to youth and families on the East Side of Detroit by the Presbyterian Women in the Presbytery of Detroit.
- Thika Partnership  
To continue support of the established 5 year International Partnership agreement with the Thika Presbytery in Kenya, including the drilling of wells to provide much needed water.
- Young Adult Volunteer (YAV) Mission Detroit  
To provide an opportunity for young adults to serve in Detroit while learning about mission and sorting out their vocation.

#### **LEADERSHIP EQUIPPING**

- Ecumenical Theological Seminary  
To provide general support to the Ecumenical Theological Seminary, an accredited Seminary uniquely equipped to prepare individuals for ministry in urban centers.
- Samaritan Counseling Center  
To provide counseling assistance and training events.

#### **NEW CHURCH DEVELOPMENT**

- *Comunidad los Del Camino*  
Bringing the Gospel to Southwest Detroit by providing them a CRE as their pastor. The CRE is trained as a community organizer and will bring to the community not only the Gospel, but also skills in building community relationships and action around common needs.

#### 3. Amend the 2016 budget as follows:

##### Congregational Development and Transformation:

Budget:	Amended		New:	
Congregational Support	\$20,000	-	(\$1640)	\$18,360
Self Study / IT Support	\$ 1,000		\$1,000	
Evangelism Work Group -	\$ 2,000	-	(\$500)	\$1,500
Worship Work Group -	\$ 3,000	-	(\$1500)	\$1,500
<b>TOTAL:</b>	<b>\$26,000</b>	-	<b>(\$3640)</b>	<b>\$22,360</b>

##### New Church Development:

2016 NCD	Budget:	Amended	New
From Fund 100 Operating -	\$71,178	-\$9965)	\$61,213
From 510 Funds	\$9,965	+\$9965	\$71,213
<b>TOTAL:</b>	<b>\$71,178</b>	<b>0</b>	<b>\$71,178</b>

#### 4. Elect Edward Koster the Overture Advocate for the Overture on Clarifying the Role of Ecclesiastical Officers at the General Assembly.

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

1. The Coordinating Cabinet has referred the Policy on Inclusiveness to the Committee on Representation to review the requirement about preparing large-print papers on the table.

2. John Gallagher, a reporter from the Detroit Free Press, will present to the Presbytery his views of the City as a part of the Seek the Welfare of the City program at the June meeting of Presbytery.
3. The Coordinating Cabinet has scheduled a pre-Presbytery meeting on gun violence for the June meeting of Presbytery.

### **Committee on Nominations**

Dave Bunch reported for the committee.

Upon nomination of the Committee, there being no nominations from the floor, the presbytery elected the following persons:

- To Chair of Leadership Equipping Ministry Team: Ruling Elder Doris Campbell.
- An alternate teaching elder commissioner to the General Assembly: Teaching Elder Renee Roerder.

### **Committee on Ministry**

Mary Austin reported for the Committee.

### **Commissions:**

The Committee on Ministry presented Linda Singley for examination as a Commissioned Ruling Elder. Ms Singley presented her statement of faith and call. Upon motion of the Committee, Presbytery voted to approve Ms Singley as a Commissioned Ruling Elder with the authority to administer the sacraments at **Trumbull Avenue Presbyterian Church** effective May 1, 2016, for 12 months.

COM appointed the Rev. Iris Tucker-Lloyd as her mentor and supervisor.

The Moderator called Ms Singley and her friends and relatives forward, asked her the questions for Commissioned Ruling Elder in W-4.4003. Upon her affirmative answers, the Moderator declared her a Commissioned Ruling Elder serving Trumbull Ave Presbyterian Church.

Upon motion of the Committee, Presbytery voted to:

### **Calls:**

1. **Approve** the call between **First, Saline** and the **Rev. Jaco Bester** as Pastor, effective April 24, 2016, pending examination by Presbytery. Terms: Fulltime; Salary \$47,500; Housing and Utility Allowance \$22,500; Life Insurance \$2,000; Deferred Compensation \$5,000; SECA Reimbursement \$5,355 (7.65% of Effective Salary); Dues for the Benefits Plan of the Board of Pensions \$28,105; Medical Deductible Reimbursement \$1,540; Continuing Education Reimbursement \$1,500; Auto/Travel reimbursement \$2,000; Total compensation \$115,500. Vacation of 4 weeks including 4 Sundays; Study Leave of 2 weeks including 2 Sundays. The Church will also pay for the new Pastor to attend a Pastors in Transition retreat. *And receive him as a member of Presbytery.*

### **Contracts:**

1. **Approve** the one-year CRE contract between **Linda Singley** and **Trumbull Avenue, Detroit**, effective May 1, 2016, pending action of the Session. Terms: Part-time, approximately 10 hours per week; Salary \$7,800; Vacation: Four weeks, including four Sundays; Study Leave: Two weeks, including two Sundays. The church will pay for Ms. Singley to attend one of the Presbytery's Pastors in Transition retreats.



2. **Approve** the one-year, Temporary Supply Pastor Contract between the **Rev. Keith Provost and First, Farmington**, effective May 1, 2016. Terms (pro-rated over the life of the contract): Part-time (30 hour/week); Salary \$31,000; Housing \$13,000; Social Security \$3,366; Contribution to 403b \$9,634; Continuing Education \$1,000; Professional Expenses \$2,000. Vacation: Four weeks, including four Sundays; Study Leave: Two weeks, including two Sundays. The church will pay for Rev. Provost to attend one of the Presbytery's Pastors in Transition retreats.

**Administrative Commissions:**

1. **Approve** the Administrative Commission to install the **Rev. Jaco Bester** to the position of Pastor at **First, Saline** on Sunday, May 15, 2016, at 3:00 p.m., and grant permission to include the Sacrament of the Lord's Supper, if requested.

**Members of the Commission**

Moderator Designee: Judy Shipman

Teaching Elders: William (Tres) Adams, Tom Oxtoby

Ruling elders: Ron Case and Jean Loup

2. **Approve** the Administrative Commission to Install the **Rev. Scott Phillips** to the position of Pastor at **First, Brighton** on Sunday, May 15, 2016, at 4:00 p.m.

**Members of the Commission**

Moderator Beth Delaney

Teaching Elders Neeta Nichols, David Mihocko

Ruling Elders Jan Byron (Brighton First), Gordon Seiler (Farmington First).

**Dissolutions:**

1. **Concur** with the vote of the congregation on January 18, 2016, to dissolve the pastoral relationship between the **Rev. Arthur Oberg** and the **Wyandotte Presbyterian Church**, at the Pastor's request. The Rev. Oberg's last day of pastoral duties was January 31, 2016, and the church will continue to pay the Rev. Oberg an approved (by Wyandotte's congregation) six-month severance package at 1/4 time. The total pay-out would be \$12,318.16 which includes salary, housing, Social Security, dental for pastor, pension dues, and medical deductible.
2. **Concur** with the vote of the congregation on January 24, 2016, to dissolve the pastoral relationship between the **Rev. Dr. Christine Bohn** and **Calvary Presbyterian Church, Ann Arbor**. The Rev. Dr. Bohn's last day of pastoral duties will be April 17, 2016, and last day of pay will be April 30, 2016.

**Validations:**

1. **Validate** the ministry of Communication and Outreach Coordinator at Operation Transformation. (COM has reviewed and approved the job description.)
2. **Validate** the Rev. Kelly Pittman to the ministry of Communication and Outreach Coordinator at Operation Transformation.

**Changes in Membership Status:**

1. **Transfer** the following members:
  - **The Rev. Dr. Annemarie Kidder** to Maumee Valley Presbytery.
  - **The Rev. Kelly Boubel Shriver** to the Presbytery of the Cascades, effective April 15, 2016.
  - **The Rev. Ernest Krug** to the Presbytery of Genesee Valley, effective March 1, 2016.
  - **The Rev. Dr. Christine Bohn** upon request to Holston Presbytery.
2. **Designate** the **Rev. Arthur Oberg** as a member-at-large of the Presbytery of Detroit

3. **Transfer the Rev. Douglas Campbell to the Evangelical Covenant Order of Presbyterians (ECO) of the Great Lakes.**
4. **Receive the Rev. Scott Phillips from the Presbytery of New Hope.**

**Miscellaneous:**

1. **Make** the following change to the required minimum payment for pulpit supply and session moderation, effective June 1, 2016:

"Churches are required to pay a minimum Pulpit Supply of \$150 for one service or \$200 for two services. The minimum payment for Session Moderation shall be \$100. These fees include consideration for mileage driven, so additional mileage reimbursement shall not be required. Churches are further advised to request a W-9 from all teaching elders who provide at least \$600 worth of services in a single calendar year, and churches are required by the IRS to issue a 1099 for all individuals who receive at least \$600 in yearly compensation. Teaching Elders should take note that their mileage to and from pulpit supply and moderator duties may be deducted from their taxes."

2. **Grant** the request of the Congregation of **Calvin East** Presbyterian Church of Detroit for a waiver, for three years, of the limitations on terms of Ruling Elders and Deacons, in accordance with G-2.0404.

The Committee reported the following actions taken under the authority it has been given. It has:

**Calls**

1. **Approved** the call of **Dearborn, First**, to the **Rev. Christopher Thomas** to serve as Pastor, full-time, effective March 6, 2016. Terms: \$48,200 Cash Salary; \$20,000 Housing and Utility Allowance; \$5,217 Social Security Allowance; \$24,893 Board of Pensions Dues; \$2,500 Medical Deductible Reimbursement; \$1,800 Continuing Education Reimbursement; \$2,500 Business Expense Reimbursement; Vacation of 4 weeks including 4 Sundays; Study Leave of 2 weeks including 2 Sundays. The church will also pay for the new Pastor to attend a Pastors in Transition retreat.
2. **Approved** the call of **Brighton, First**, to the **Rev. Scott Phillips** to serve as Pastor, full-time, effective April 25, 2016. Terms: \$80,000 Cash Salary and Housing and Utility Allowance; \$6,120 Social Security Allowance; \$29,200 Board of Pensions Dues; \$3,000 Health Reimbursement (medical deductible, dental care, insurance); \$2,000 Professional Expense Reimbursement (study, books, research); \$2,500 Travel Reimbursement; Vacation of 4 weeks including 4 Sundays; Study Leave of 2 weeks including 2 Sundays. In addition, the church will pay moving expenses based on obtaining 3 competitive bids and in consultation with the Session. The church will also pay for the new Pastor to attend a Pastors in Transition retreat.

**Contracts:**

1. **Approved** the Stated Supply contract for **the Rev. Hotek Tan** at the **Taiwanese Fellowship of Ann Arbor**, effective January 1, 2016. Terms: Full time; Salary \$35,018; Housing \$14,177; Utilities allowance \$3,159; Social Security \$4,005; Pension \$19,109; Medical deductible \$700; Continuing Education \$1,000; Auto/Travel/Business Expense \$1,500. Vacation of one month including four Sundays; Study Leave of two weeks.
2. **Approved** the 12-month Commissioned Ruling Elder (CRE) contract renewal between **Nancy Bass** and **Erin, Roseville**, effective February 1, 2016. Among other things, Ms. Bass' responsibilities will include moderating the session, administering the sacraments and officiating at marriages approved by the session. Terms: 13 hours/week; Salary \$12,000; Professional

expenses (including travel and study leave) \$380. Vacation of one month including five Sundays; Study Leave of two weeks.

3. **Approved** the 12-month Commissioned Ruling Elder (CRE) contract between **Charon Barconey and Hope, Detroit**, effective February 1, 2016. Among other things, Ms. Barconey's responsibilities will include moderating the session, administering the sacraments, and officiating at marriages approved by the session. Terms: 13 hours/week; Salary \$250/weekly; Fee to moderate Session \$75/meeting; Funerals \$125 per service for members and families of the congregation; Continuing Education/Travel \$300 (not including the Pastors in Transition Workshop). Ms. Barconey will be responsible for all taxes to government entities. Vacation of four weeks including two Sundays per year; Study Leave of two weeks including two Sundays per year.
4. **Approved** the Interim Pastor contract between **the Rev. James Faile** and the Session of **Allen Park** Presbyterian Church, full-time, starting April 17, 2016, with the following annual terms: \$40,000 Cash Salary; \$25,000 Housing Allowance; \$4,973 Social Security Allowance; \$23,725 Board of Pensions Dues; \$1,000 Medical Deductible; \$2,000 Automobile Mileage at IRS rate; \$1,200 Continuing Education Reimbursement; Vacation of 4 weeks including 4 Sundays; Study Leave of 2 weeks including 2 Sundays. The church will also pay for the new Pastor to attend a Pastors in Transition retreat.
5. **Approved** the 12-month Parish Associate contract between **Rev. Kelly Pittman** and **First, Port Huron**, effective March 31, 2016. Compensation: \$200 per month; Travel reimbursed at IRS rate; preaching remuneration at Presbytery "Pulpit Supply" rate in the absence of the pastor.
6. **Approved** the 12-month Temporary Supply Associate Pastor contract between **Rev. Joanna Dunn** and **University, Rochester**, effective November 1, 2015. Terms: Salary \$23,463; Housing \$23,577; Social Security \$3,599; Pension \$18,026; Medical Deductible \$1,360; Travel and business expense \$2,213; Study Leave \$1,200. Vacation: Four weeks, including four Sundays; Study Leave: Two weeks, including two Sundays.
7. **Approved** the 12-month Temporary Supply Pastor contract between **Rev. Linda Corso** and **First, Howell**, effective June 22, 2015 through June 12, 2016. Terms: Salary \$41,338.56; Housing \$36,410.94; Social Security \$3,162.51. Vacation: Four weeks, including four Sundays; Study Leave: Two weeks, including two Sundays.

#### Administrative Commissions:

1. **Approved** the Administrative Commission to install the **Rev. Christopher Thomas** to the position of Pastor at Dearborn First on Sunday, April 10, 2016, at 10:00 a.m., to include the Sacrament of the Lord's Supper.

#### **Members of the Commission**

Moderator's Designee: Stephanie Lewis

Teaching Elders: John Forthyse, Heidi Church, Richard Brownlee

Ruling Elders Jean Loup (Ann Arbor Northside), Dianne Bostic Robinson (Detroit Westminster), Harold Ellis (Detroit St John's).

#### Dissolutions:

1. **Approved** the dissolution of the Associate Pastor relationship of between the **Rev. Christopher Thomas** and **Plymouth, First**, effective March 5, 2016, at their mutual request.
2. **Approved** the dissolution of the relationship of Pastor between the **Rev. Kelly Boubel Shriver** and the Congregation of **Milan, Peoples**, effective March 31, 2016, at their mutual request. The Rev. Shriver's last day of pastoral duties will be March 27, 2016, she will vacate the manse on March 28, 2016, and her last day of compensation will be March 31,

2016.

3. **Approved** the dissolution of the pastoral relationship between the **Rev. Steven Clark** and **Rosedale Gardens, Livonia**, effective May 1, 2015.

**Terminations:**

1. **Approved** the termination of the Interim Pastor contract between the **Rev. James Faile** and the session of **First, Farmington**, effective April 15, 2016, at their mutual request.
2. **Approved** the termination of the Parrish Associate contract between the **Rev. Donald Wright** and **First, Dearborn**, effective March 15, 2016.

**Miscellaneous:**

1. **Approved** the request of the Congregation of **Wyandotte, First**, to reduce its installed Pastor position to half-time effective February 1, 2016.

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

1. **Approved** the following Ministry Information Forms (MIF)
  - Farmington First
  - Grosse Pointe Woods
  - University, Rochester
2. **Approved** position descriptions for the following churches:
  - Milan, Peoples
  - Wyandotte, First
  - Ann Arbor, Calvary
  - University, Rochester
  - First, Plymouth
3. **Granted** permission for the following churches to hold Congregational Meetings to call a Pastor:
  - Brighton, Feb. 21, 2016
  - Dearborn First, Feb. 21, 2016
  - Saline, date to be determined
4. **Appointed** the following moderators:
  - **The Rev. David Downton** at **Wyandotte** effective immediately.
  - **The Rev. Michelle James** at **Allen Park**, effective February 16, 2016.
  - **The Rev. David Mihocko** as **First, Brighton**, from March 14 through April 24, 2016.
  - **The Rev. Dr. Allen Timm**, at **First, Farmington**, effective April 16 – 30, 2016.
  - **The Rev. Dr. Budge Geer** at **Calvary, Ann Arbor**, effective May 1, 2016.
  - **The Rev. Tom Oxtoby** at **Milan**, effective March 28, 2016.
5. **Added** Christina Jensen to the Pulpit Supply list.
6. **Completed** Exit Interviews for the following:
  - The Rev. Arthur Oberg
  - The Rev. Douglas Blaikie
7. **Approved the Rev. Ruthanne Herrington** as chair of the Pastoral Response Team.
8. **Sent an e-mail** to all Teaching Elders requesting the annual report of their Terms of Call on-line.
9. **Canceled the May COM meeting** and **granted authority to the COM Cabinet** to act on COM's behalf in the interim between the April and June meetings.

**Social Justice Ministry Team.**

Mary Lloyd reported for the team.

Upon nomination of the Social Justice Ministry Team, there being no nominations from the floor, Presbytery elected Barbara Smith as the overture advocate for the Synod Overture 038 to the General Assembly approved in January..

**Treasurer.** Timothy Ngare reported.

Mr Ngare presented his report. Upon motion Presbytery voted to receive the Treasurer's Report and enter it into the minutes. His report is appended to the Minutes.

**Stated Clerk.** Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of January 26, 2016 as amended.
2. Approve the reports of the following Commissions (appended to the minutes):
  - a) Installation of Esther Lee as associate pastor of the Korean Presbyterian Church of Metro Detroit on February 28, 2016.
  - b) The Installation of Christopher Thomas as Pastor of Dearborn First on April 10, 2016.
3. Approve the following 2015 Annual Report to the General Assembly:

Ministers on Roll (Retired and active) 12/31/15	<b>228</b>
Died	4
Dismissed to other Presbyteries	9
Dismissed to other denominations	1
Other removals (administrative)	0
Total Losses:	14
Received from other Presbyteries	13
Ordained	4
Received from other denominations	1
Total Gains:	18

**Ministers on Roll (Retired and active) 12/31/12: 232**

	Churches	Membership
<b>Number of churches</b>		
12/31/14	80	24,636
Dissolved:	0	
Dismissed to other denomination	0	
Change		
12/31/15	80	23,142

4. Approve the 2016 Elder Equalization. The Equalization is appended to the minutes.

#### **FOR INFORMATION**

1. TRANSFERS COMPLETED
  - a) From the Presbytery of Detroit:
    - i) Jennifer Clark to Donegal Presbytery
    - ii) Steven Clark to Donegal Presbytery

- iii) Ladinpuia Rodawla to Charlotte Presbytery
- iv) Lindsay Conrad to Salem Presbytery
- v) Jennifer Wrzeszcz to Chicago Presbytery
- b) To the Presbytery of Detroit:
  - i) Angela Ryo from Chicago Presbytery

### COMMUNICATIONS

1. Letter from Senator Debbie Stabenow responding to our letter regarding Syrian Refugees.  
(Appended to the Minutes)
2. Letter from President Barak Obama responding to our letter regarding Syrian Refugees.  
(Appended to the minutes.)

### WE GAVE THANKS TO GOD

Presbytery shared joys and concerns, and offered prayers of thanks and intercession. And passed the peace to one another.

Upon motion, Presbytery adjourned with prayer and benediction at 12:10 p.m.

The next meeting of the Presbytery will be June 14, 2016 at Port Huron First Presbyterian Church at 4:00 p.m.,

ATTEST:

*Edward W Koster*

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Report of the Treasurer

Commission Reports:

Installation of Esther Lee as Associate Pastor, Korean Presbyterian Church  
of Metro Detroit

Installation of Christopher Thomas as Pastor of Dearborn First  
Presbyterian Church

2016-2017 Elder Equalization

Letter from Senator Debbie Stabenow responding to our letter regarding Syrian  
Refugees

Letter from President Barak Obama responding to our letter regarding Syrian  
Refugees.

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR APRIL 24, 2016

CHURCHES: Of 80 churches, 42 were represented and 38 were not.

COMMISSIONERS: Of 159 eligible commissioners, 70 enrolled, and 89 did not.

OTHER RULING ELDERS (Officers, Members of Council)::

Of 12 total, 6 were present, of whom 3 counted as

commissioners, leaving 3 as the unduplicated count: 0 excused, and 6 absent.

**TEACHING ELDERS:** Of the 135 non-retired teaching elders on the combined rolls of active members and members-at-large, 44 were present, 25 were excused, and 66 were absent.

Of the 88 retired teaching elders on the rolls, 9 were present and 78 were excused.

**COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS:** Of the 4 serving Commissioned Ruling Elders on the rolls, 2 were present, 0 excused, 2 absent

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

## SUMMARY

## VOTING MEMBERS PRESENT

70 Elder Commissioners  
 + 3 Other Ruling Elders  
 + 44 Non-retired teaching elders  
 + 9 Retired teaching elders  
 + 2 Commissioned Ruling Elders.  
 + 0 Certified Christian Educators.  
 = 128 Voting members present.

## OTHERS PRESENT

3 Non-voting attendees  
 1 Corresponding members

## Church and Commissioner Attendance

**ALLEN PARK, Allen Park**  
 1 SID ALLEY  
 2 MARGARET PUGNUCCO  
 3 BOB MORTON  
**ANN ARBOR, Calvary**  
 1 NOT REPRESENTED  
**ANN ARBOR, First**  
 1 PRUE HEIKKINEN  
 2 OLIVIER JOLLIET  
 3 TOM BRANDT  
 4  
 5  
**ANN ARBOR, Northside**  
 1 NOT REPRESENTED  
**ANN ARBOR, Westminster**  
 1 SUE MILLER  
 2 KATHERINE SIMPSON  
**AUBURN HILLS, Auburn Hills**  
 1 NOT REPRESENTED  
**BELLEVILLE, Belleville**  
 1 NOT REPRESENTED  
**BERKLEY, Greenfield**  
 1 CHRISTINA JENSEN  
 2 BOB BLAKELY  
**BEVERLY HILLS, Northbrook**  
 1 NOT REPRESENTED

2  
**BIRMINGHAM, First**  
 1 ROSY M LATIMORE  
 2 MARGARET BREEDEN  
 3  
**BLOOMFIELD HILLS, Kirk/Hills**  
 1 BOB BECK  
 2 BUZZ BROWN  
 3 ARNIE KUMMEROUR  
 4  
 5  
**BRIGHTON, First**  
 1 DOUG BECKER  
 2  
 3  
**CANTON, Geneva**  
 1 DAVE BUNCH  
 2 MIKE GAUBATZ  
**CLARKSTON, Sashabaw**  
 1 NOT REPRESENTED  
**DEARBORN, Cherry Hill**  
 1 NOT REPRESENTED  
 2  
**DEARBORN, First**  
 1 NOT REPRESENTED  
 2

3  
**DEARBORN, Littlefield**  
 1 ROBERT STEAD  
**DEARBORN HGTS, St. Andrew's**  
 1 NOT REPRESENTED  
**DETROIT, Broadstreet**  
 1 NOT REPRESENTED  
 2  
**DETROIT, Calvary**  
 1 ADRIENNE ADAMS  
 2 EDWIN FABRE  
**DETROIT, Calvin East**  
 1 ELLEN SCHREUDER  
 2  
**DETROIT, First**  
 1 NOT REPRESENTED  
**DETROIT, Fort Street**  
 1 TIM MURON  
 2  
**DETROIT, Gratiot Avenue**  
 1 NOT REPRESENTED  
 2  
**DETROIT, Hope**  
 1 STEFANIE LEWIS  
 2  
**DETROIT, Jefferson Avenue**

1 HOWARD RILEY  
2 STEVE VOORHEES  
3

**DETROIT, St. John's**

1 JEANE V MOORE  
2

**DETROIT, Trinity Community**

1 NOT REPRESENTED  
2

**DETROIT, Trumbull Avenue**

1 MARTHA SINGLEY  
2 ELEANOR WILLIAMS

**DETROIT, Westminster**

1 JANN PALMER  
2 JOY DOUGLAS  
3

**FARMINGTON, First**

1 KAREN SPICA  
2 MATT MATEYA  
3 DEB LUM

**FERNDALE, Drayton Avenue**

1 JOHN ANDERSON

**FORT GRATIOT, Lakeshore**

1 NOT REPRESENTED

**GARDEN CITY, Garden City**

1 NOT REPRESENTED

**GROSSE ILE, Grosse Ile**

1 JIM KENYON  
2 CAROLYN MAUG  
3

**GROSSE POINTE, Memorial**

1 RUTH AZAR  
2 JEANNE RICHERT  
3 JIM HOOPER  
4

**GROSSE PTE WOODS, Woods**

1 SANDY FULLERTON

**HIGHLAND PARK, Park United**

1 MARIE HUGHLEY  
2

**HOWELL, First**

1 NOT REPRESENTED  
2  
3

**LINCOLN PARK, Lincoln Park**

1 MARIANNE PROVENZANO

**LIVONIA, Rosedale Gardens**

1 DYCHE ANDERSON  
2  
3

**LIVONIA, St. Paul's**

1 NOT REPRESENTED  
2

**LIVONIA, St. Timothy's**

1 NOT REPRESENTED

**MILAN, Peoples**

1 NOT REPRESENTED

**MILFORD, Milford**

1 BRUCE GILBERT  
2 MARK SACHEL  
3

**MT. CLEMENS, First**

1 BILL HERHILAN  
2  
3

**NORTHVILLE, First**

1 MARILYN THIBODEAU  
2 ANNE HARHIGAN  
3 JUDY EDWARDS

**NOVI, Faith Community**

1 ANGELA RYAN  
2

**ORCHARD LAKE, Community**

1 BETH KEPPEL  
2 MIKE STARYNCHAK  
3 RON VERDUIN

**PLYMOUTH, First**

1 NOT REPRESENTED  
2  
3  
4

**PONTIAC, First**

1 NOT REPRESENTED

**PONTIAC, Joslyn Avenue**

1 NOT REPRESENTED

**PORT HURON, First**

1 NOT REPRESENTED  
2  
3

**REDFORD, St. James**

1 NOT REPRESENTED

**ROCHESTER, University**

1 CATHERINE MARTINEZ  
2 DOUG DENTON  
3

**ROSEVILLE, Erin**

1 KEVIN SMITH

**ROYAL OAK, First**

1 NORM BAYNE  
2

**ROYAL OAK, Starr**

1 NOT REPRESENTED

**ROYAL OAK, Starr**

1 NOT REPRESENTED

**SALINE, First**

1 CAROL TALBOT  
2 GARETH WILLIAMS

**SHELBY TWP., St. Thomas**

1 THERESA URWIN

2 MARGARET DeMUYNCK

3

**SOUTH LYON, First**

1 MATT MUSLLER

**SOUTHFIELD, Covenant**

1 BARBARA SMITH

**SOUTHFIELD, Korean**

1 NOT REPRESENTED  
2

3

4

**SOUTHFIELD, New Hope**

1 NOT REPRESENTED  
2

**SOUTHFIELD, Point of Vision**

1 NOT REPRESENTED

**ST. CLAIR SHORES, Heritage**

1 NOT REPRESENTED

**ST. CLAIR SHORES, Lake Shore**

1 NOT REPRESENTED  
2

3

3

**STERLING HGTS, New Life**

1 DAVID M KRAILN  
2

2

**TAYLOR, Southminster**

1 WENDY WOODLEY

**TROY, First**

1 NOT REPRESENTED

**TROY, Korean First**

1 NOT REPRESENTED  
2

2

**TROY, Northminster**

1 NOT REPRESENTED

**WALLED LAKE, Crossroads**

1 NOT REPRESENTED

**WARREN, Celtic Cross**

1 CHARLES PATTON

2 JANISE PATTON

**WARREN, First**

1 JANE WONG

**WATERFORD, Community**

1 NOT REPRESENTED  
2

2

**WESTLAND, Kirk of Our Savior**

1 ILLEGIBLE

**WHITE LAKE, White Lake**

1 NOT REPRESENTED

**WYANDOTTE, Wyandotte**

1 NOT REPRESENTED

**YPSILANTI, First**

1 NOT REPRESENTED  
2

2

**Teaching and Ruling Elder Members****A. RULING ELDER MEMBERS ON CABINET**

C BARCONEY, CHARON  
A CAMPBELL, DORIS  
A FAIR, DEBORAH  
A HOLLOWELL, KEN  
P JOHNSON, KATHLEEN  
C LEWIS, STEFANIE  
P LOCKARD, JOAN  
A MACKIE, KATE  
P NGARE, TIMOTHY  
A NICHOLLS, SANDRA  
A SADLER, CHUCK

C SMITH, BARBARA

**B. TEACHING ELDERS**

A ADAMS, WILLIAM L III  
A ALLEN, ROBERT  
P ANDERSON, BRYANT  
A ANDERSON, LINDA  
P ANDERSON, LINDSEY  
A AUE, CRAIG  
P AUSTIN, MARY  
P BAHR-JONES, MARY  
P BECKMAN, MICHAEL  
A BEGHIN, EMILY

E BLAIR, JOANNE  
A BOLT, KENNETH  
A BOUSQUETTE, PAUL  
P CAMPBELL, EMILY  
A CARL, STEPHEN  
A CARLE, NANCY  
P CASTEEL, PEGGY  
E CHOI, SEUNG KOO  
P CHUNG, ISAAC  
A CHURCH, HEIDI  
A COCHRAN, LINDA  
E CORNFIELD, KEITH  
P COZIER, CLINTON



A DE ORIO, ANTHONY  
 P DE VRIES, NANCY  
 P DELANEY, BETH  
 P DELEZENNE, JULIE  
 P DOWNS, ELIZABETH  
 A DOYLE-HOHF, KATHLEEN  
 P DUNN, EDWARD  
 P DUNN, JOANNA  
 E DYKSTRA, CRAIG R.  
 P FAILE, JAMES  
 E FAIR, FAIRFAX  
 A FERGUSON, GUY THOMAS  
 A FORGER, DEBORAH  
 A FRANCIS, RAPHAEL B.  
 A GABEL, PETER W.  
 E GEAR, JAMES  
 A GEISELMAN, KEITH  
 A GODBEHERE, SARAH  
 A GRANO, MARIANNE  
 A GROSCH, ADAM  
 A HANNA, RAAFAT  
 E HARRIS, R. JOHN  
 P HARTLEY, THOMAS  
 E HAUSER-BRYDON, JESSICA  
 E HAUSER-BRYDON, TROY  
 P HAYES, FRANCES  
 P HEATON, DAN  
 A HENDERSON, RICHARD  
 P HENRY, PETER J. M.  
 E HERRINGTON, RUTHANNE  
 P HILDEBRANDT, KARA  
 P HORLOCKER, MICHEL  
 P JAMES, MICHELLE  
 A JAMES, THOMAS  
 P JOHNSON, KEVIN  
 A JU, GWANGWOO  
 P JUDSON, JOHN  
 P KAIBEL, KENNETH  
 A KELSEY, LAURA  
 A KIM, MIN SOON  
 E KIM, Y. MONCH  
 E KIM, YOUNGCHUL  
 A KLINGER, JAMIE  
 P KOSTER, EDWARD H.  
 A LEE, ESTHER  
 A LINN, SARAH  
 A MABEE, CHARLES  
 A MADDEN, JULIE  
 A MARKS, JULIE  
 A McCLOSKEY-TURNER, CATHARINE  
 E McGOWAN, EVANS  
 P McMILLAN, JUDITH  
 A McRAE, BARBARA  
 P MEANS, MATTHEW  
 A MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 P MILLS, JILL  
 A MONNETT, JAMES  
 E MOOK, SHARON  
 A MOON, SUNG-JOON  
 E MOORE, PETER  
 P MORGAN, AMY  
 P MORGAN, JOANNE  
 P MORROW, DUKE  
 A MOZENA, SUSAN  
 E NICHOLS, NEETA  
 A NUSS, STEVEN  
 A OBERG, ARTHUR  
 A OSWALD, DIANE  
 P OUELLETTE, EMMA

A PARKER, OPELTON  
 A PAVELKO, JOHN H.  
 E PHILLIPS, MARK  
 A PICKRELL, BROOKE  
 A PIECUCH, KEVIN  
 A PITTMAN, JASON  
 A PITTMAN, KELLY  
 P PORTER, JAMES  
 P PORTICE, GEORGE  
 E PRENTICE-HYERS, MARY ELIZABETH  
 A PRIEST, TOM  
 E PUNTIGAM, JOEL  
 E REED, PHILIP  
 A RICE, ELIZABETH  
 A RIKE, JENNIFER  
 P ROEDERER, RENEE  
 A ROGERS, MELISSA ANNE  
 A RYAN, BREANNE  
 A RYO, ANGELA  
 A SANDERFORD, JOHN  
 A SCHAEFER, ANNE N.  
 P SHELDON, ROBERT  
 A SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 A SKIMINS, JAMES  
 P SMITH, BRYAN DEAN  
 A SOHN, YO SUP  
 P SOMMERS, CHARLOTTE  
 E STUNKEL, KAREN  
 E STUNKEL, PAUL  
 E SWARTZEL, BARBARA G.  
 P TAN, HOTEK  
 E TATE, CAROL ANN  
 A THODE, TED  
 A THOMAS, CHRISTOPHER  
 P THWAITE, PAUL  
 P TIMM, ALLEN D  
 A TUCKER-LLOYD, IRIS  
 A VANDERBEEK, RONALD  
 A WHITLOCK, KELLIE  
 A WILHELMI, MARJORIE  
 A YU, SEUNG WON

#### C. RETIRED TEACHING ELDERS

E AARON, ESTELLE  
 E AGNEW, ROBERT  
 E ALBRECHT, GLORIA  
 E ANDREWS, DOYLL  
 E AUSTIN, LARRY  
 P BEERY, ELDON  
 E BENEDICT, IVAN L.  
 E BLEIVIK, DAVID  
 E BOEVE, PETER  
 E BORCHARDT, HENRY  
 E BROWNLEE, RICHARD  
 E BYARS, RONALD  
 E CAPPS, HARRY  
 E CARTER, DOUGLAS D.  
 E CATER, LAWRENCE H.  
 E CHAMBERLAIN, LAWRENCE  
 E CHAMBERS, JAMES C.  
 E CHOI, IN SOON  
 E CLISE, W. KENT  
 E COBLEIGH, GERALD R.  
 E COLON, LOIS  
 E CONLEY, JAMES H.  
 E CORSO, LINDA  
 E COWLING, NEIL D.  
 E CRILLEY, ROBERT  
 E CROSS, PAUL D.

P DAVIS, ROXIE ANN  
 P DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON, GRETCHEN  
 P DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E ELLENS, J. HAROLD  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GEPFORD, WILLIAM G.  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 E HATCHER, RUFUS  
 E HELMKE, BEN  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOGEL, LYNNE  
 E KREHBIEL, DAVID E.  
 E LANGWIG, JANICE  
 E LANGWIG, ROY  
 E LISTER, KENNETH D.  
 E LONGWOOD, MARJORIE  
 E MacINNES, JOHN D.  
 E MARVIN, FRANK C., JR.  
 E McINTYRE, DEWITT  
 P MICHALEK, DANIEL  
 P MIHOCKO, DAVID  
 E MISHLER, JOHN  
 E NUSSDORFER, GUS  
 E OLIVER, GARY  
 E ORR, ROBERT C.  
 E OWEN, DAVID  
 P OXTOBY, THOMAS  
 E PETERS, RICHARD  
 E POLKOWSKI, WILLIAM  
 E PRICE, MICHAEL T.  
 E PROVOST, KEITH  
 E PRUES, LOUIS J.  
 E RATCLIFFE, ALBERT H.  
 E ROBERTSON, ANN  
 E ROBERTSON, WILLIAM  
 E RUSSELL, JAMES P.  
 E SCRIBNER, LOREN  
 P SHIPMAN, JUDY  
 E SMALLEY, DIANE  
 E SMITH, PETER C.  
 E SOEHL, HOWARD  
 E SUTTON, PAUL  
 E TAYLOR, J. BERNARD  
 E TAYLOR, THEODORE, II  
 E THORESEN, KATHRYN R.  
 E WINGROVE, WILLIAM N  
 E WRIGHT, DONALD  
 E YOON, HAK SUK  
 E YUE, MYUNG JA  
 E ZAMBON, WILLIAM  
 E ZIEGLER, JACK T.

#### D. STAFF & OTHERS

C BUNCH, DAVE  
 C JENSEN, CHRISTINA  
 P JENSEN, SANDRA  
 C JOHNSON, KATHI  
 P O'NEILL, SADIE BOLOS

**E. CERT. ASSOC. CHRISTIAN ED.**

P PRICE, LAURA

**F. COMMISSIONED RULING ELDERS**

P BARCONEY, CHARON

P BASS, NANCY

A HOFFMAN, MICHAEL

A HUTCHENS, PAMELA

**H. PAST RULING ELDER****MODERATORS NOT ON CABINET**

E BOSTIC-ROBINSON, DIANE, PM

E ELAM, DIXIE, PM

P ELLIS, HAROLD

E HYLKEMA, CAROL, PM

E LOUP, JEAN, PM

E MORRISON, HELEN, PM

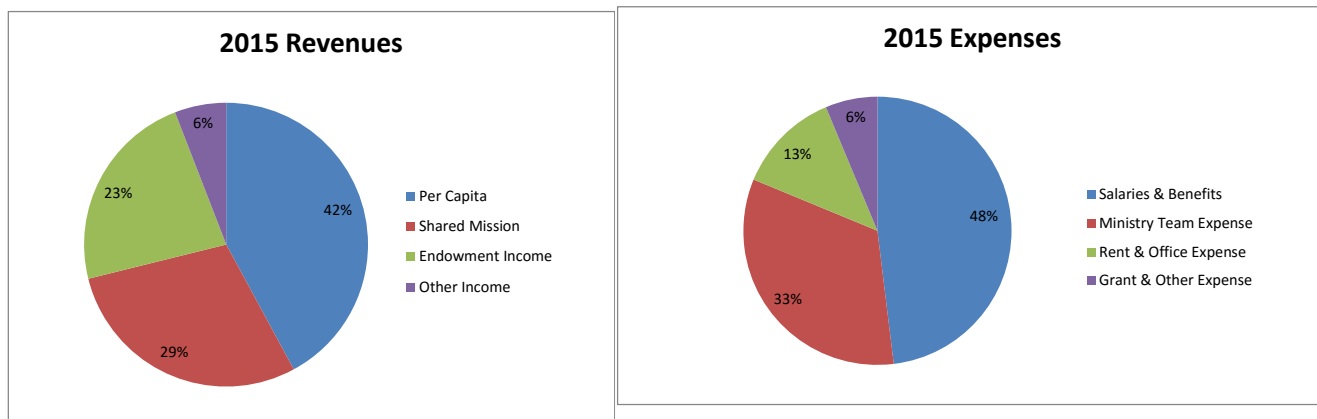
E WINSLOW, PAUL, PM

**G. CORRESPONDING MEMBERS**

BESTER, JACO

SOUTH AFRICA

**PRESBYTERY OF DETROIT  
TREASURER'S REPORT**  
Summary Revenues & Expenditures For Operations Fund (100)  
From 1/1/2013 through 12/31/2015



<b>Revenues</b>	2015	%	2014	%	FN	2013	%	FN
Per Capita	368,927.19	42	400,829.61	44	A	375,970.98	47	
Shared Mission	254,618.04	29	222,215.43	25		203,972.17	26	
Endowment Income	201,609.63	23	176,584.58	20		181,597.52	23	
Other Income	51,498.29	6	103,746.52	11	B	29,478.65	4	
<b>Total Revenues</b>	<b>876,653.15</b>	<b>100</b>	<b>903,376.14</b>	<b>100</b>		<b>791,019.32</b>	<b>100</b>	
<b>Expenses</b>								
Salaries & Benefits	406,662.54	48	395,814.23	44		388,920.38	47	
Ministry Team Expense	280,753.97	33	311,672.03	35		236,331.27	29	
Rent & Office Expense	105,529.68	13	109,187.95	12		125,358.46	15	C
Grant & Other Expense	53,101.67	6	77,992.01	9	D	77,447.76	9	D
<b>Total Expenses</b>	<b>846,047.86</b>	<b>100</b>	<b>894,666.22</b>	<b>100</b>		<b>828,057.87</b>	<b>100</b>	
<b>Revenues over Expenses</b>	<b>30,605.29</b>		<b>8,709.92</b>			<b>-37,038.55</b>		

**Foot Notes:**

- A 2014 Per Capita higher due to Port Huron Westminster paying arrearages
- B Other income in 2014 includes excess from COLA's Ending Budget donated back to Presbytery's 100 fund
- C Office espense higher in 2013 due to office computer software update, higher phone bills and postage which included some pre Cola expenses
- D Other expenses in both 2013 & 2014 includes Per Capita shortage for those years paid out to the GA and Synod.

The Presbytery of Detroit  
Statement of Revenues and Expenditures Combined Funds  
From 1/1/2015 Through 12/31/2015

<b>REVENUES</b>	Operating Fund	Capital/Temporarily Restricted	Endpwmnt Funds	Designated Fund	Mission Fund	Total
Mission Revenue						
Shared Mission	254,618.04	0.00	0.00	0.00	81,263.13	335,881.17
Offerings and Donations	0.00	0.00	0.00	3,852.33	236,806.09	240,658.42
POD ECO	0.00	0.00	0.00	102,752.80	0.00	102,752.80
Directed Mission	6,590.20	0.00	0.00	0.00	6,208.33	12,798.53
General Mission & Designated Projects	5,436.34	1,400.00	0.00	82,811.82	2.88	89,651.04
Per Capita	<u>368,927.19</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>232,388.49</u>	<u>601,315.68</u>
Total Mission Revenue	<u>635,571.77</u>	<u>1,400.00</u>	<u>0.00</u>	<u>189,416.95</u>	<u>556,668.92</u>	<u>1,383,057.64</u>
Investments						
Endowment Income	201,609.63	48,255.40	562,644.30	0.00	0.00	812,509.33
Interest Income-Pod Church loans & Other	<u>3,753.03</u>	<u>55,273.02</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>59,026.05</u>
Total Investments	<u>205,362.66</u>	<u>103,528.42</u>	<u>562,644.30</u>	<u>0.00</u>	<u>0.00</u>	<u>871,535.38</u>
Grant Income	32,935.70	0.00	0.00	20,000.00	0.00	52,935.70
Other Income	<u>2,783.02</u>	<u>4,411.19</u>	<u>0.00</u>	<u>(777.02)</u>	<u>0.00</u>	<u>6,417.19</u>
<b>Total Revenues</b>	<u>876,653.15</u>	<u>109,339.61</u>	<u>562,644.30</u>	<u>208,639.93</u>	<u>556,668.92</u>	<u>2,313,945.91</u>
<b>EXPENDITURES</b>						
Mission Expense						
Shared Mission	0.00	0.00	0.00	0.00	76,929.67	76,929.67
Offerings and Donations	0.00	0.00	0.00	0.00	245,894.34	245,894.34
POD ECO	0.00	0.00	0.00	93,817.54	0.00	93,817.54
Directed Mission	0.00	0.00	0.00	0.00	6,000.00	6,000.00
General & Other Mission Expense	0.00	0.00	0.00	96,815.73	0.00	96,815.73
Per Capita	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>227,333.71</u>	<u>227,333.71</u>
Total Mission Expense	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>190,633.27</u>	<u>556,157.72</u>	<u>746,790.99</u>
Investment Expenditures						
Endowment Distribution	0.00	4,119.66	600,656.99	0.00	0.00	604,776.65
Bank & Investment Fees	<u>452.92</u>	<u>6,165.32</u>	<u>71,910.64</u>	<u>0.00</u>	<u>0.00</u>	<u>78,528.88</u>
Total Investment Dist.	<u>452.92</u>	<u>10,284.98</u>	<u>672,567.63</u>	<u>0.00</u>	<u>0.00</u>	<u>683,305.53</u>

The Presbytery of Detroit  
Statement of Revenues and Expenditures Combined Funds  
From 1/1/2015 Through 12/31/2015

	Operating Fund	Capital/Temporarily Restricted	Endpwmnt Funds	Designated Fund	Mission Fund	Total
Machinery & Maintenance						
Background Checks	384.00	0.00	0.00	0.00	0.00	384.00
Computer - Internet/Website	2,953.80	0.00	0.00	0.00	0.00	2,953.80
Computer - Maintenance/Support	8,538.82	0.00	0.00	0.00	0.00	8,538.82
Computer - Software	94.94	0.00	0.00	0.00	0.00	94.94
Copier - Meter Charges	2,567.60	0.00	0.00	0.00	0.00	2,567.60
Copier - Supplies	180.00	0.00	0.00	0.00	0.00	180.00
Equipment - Lease	21,546.00	0.00	0.00	0.00	0.00	21,546.00
Equipment - (Minor) Purchase	302.49	0.00	0.00	0.00	0.00	302.49
Freight & Shipping Charges	88.08	0.00	0.00	0.00	0.00	88.08
Maintenance and Repair - Buildings	590.28	(800.00)	0.00	0.00	0.00	(209.72)
Maintenance and Repair - Equipment	172.50	0.00	0.00	0.00	0.00	172.50
Grounds and Landscaping	55.00	0.00	0.00	0.00	0.00	55.00
Maintenance and Repair - Office	<u>638.60</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>638.60</u>
Total Machinery & Maintenance	38,112.11	(800.00)	0.00	0.00	0.00	37,312.11
Professional Expense						
Professional Fees - Audit	12,750.00	0.00	0.00	0.00	0.00	12,750.00
Professional Fees - Legal	<u>2,450.00</u>	<u>3,483.97</u>	0.00	<u>0.00</u>	<u>0.00</u>	<u>5,933.97</u>
Total Professional Expense	15,200.00	3,483.97	0.00	0.00	0.00	18,683.97
Office & Other Expense						
Postage	2,753.05	0.00	0.00	0.00	0.00	2,753.05
Printing/Copying	860.86	0.00	0.00	0.00	0.00	860.86
Supplies - Coffee	13.55	0.00	0.00	0.00	0.00	13.55
Supplies - Office	8,868.91	200.00	0.00	0.00	0.00	9,068.91
Task Force Expenses	264.28	0.00	0.00	0.00	0.00	264.28
Telephone - Expense & Maintenance	8,476.98	(76.97)	0.00	0.00	0.00	8,400.01
Suspense	(7.35)	0.00	0.00	0.00	(5.00)	(12.35)
Allowance for Other Receivables	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Office & Other Expense	21,230.28	123.03	0.00	0.00	(5.00)	21,348.31
Rent & Security	42,046.72	0.00	0.00	0.00	0.00	42,046.72
Insurance & Umbrella Liability	1,136.88	10,142.13	0.00	0.00	0.00	11,279.01
Grant Expense	31,871.39	0.00	0.00	20,000.00	0.00	51,871.39
Other Expense- Sale Disp, Forgiveness	0.00	158,286.43	0.00	0.00	0.00	158,286.43

The Presbytery of Detroit  
Statement of Revenues and Expenditures Combined Funds  
From 1/1/2015 Through 12/31/2015

	Operating Fund	Restricted	Endpwmnt Funds	Designated Fund	Mission Fund	Total
<b>Ministry Teams (Committees) Expense</b>						
Training Programs	660.00	0.00	0.00	0.00	0.00	660.00
Clergy Support	2,586.25	0.00	0.00	0.00	0.00	2,586.25
Ministry Support and Fellowship	0.00	150,000.00	0.00	0.00	0.00	150,000.00
Gifts and Flowers	408.62	0.00	0.00	0.00	0.00	408.62
Meeting Expense	1,405.09	243.58	0.00	0.00	0.00	1,648.67
Moderator/Vice Moderator Expenses	939.54	0.00	0.00	0.00	0.00	939.54
Professional Fees - Consulting	6,000.00	0.00	0.00	0.00	0.00	6,000.00
Psychological Evaluations	616.67	0.00	0.00	0.00	0.00	616.67
Registration Fees	40.00	0.00	0.00	0.00	0.00	40.00
Resource Material	399.38	0.00	0.00	0.00	0.00	399.38
Subscriptions	164.26	0.00	0.00	0.00	0.00	164.26
Contract Help	40.00	0.00	0.00	0.00	0.00	40.00
Travel/Mileage Expense	794.08	0.00	0.00	0.00	0.00	794.08
Budget Support - Congreg Dev.	21,366.07	0.00	0.00	0.00	0.00	21,366.07
Budget Support - New Church Dev	75,307.00	0.00	0.00	0.00	0.00	75,307.00
Budget Support - Mission	47,082.41	0.00	0.00	0.00	0.00	47,082.41
Budget Support - Social Justice	50,216.20	0.00	0.00	0.00	0.00	50,216.20
Budget Support - Outdoor Ministry	20,560.00	0.00	0.00	0.00	0.00	20,560.00
Budget Support Leadership Equip	58,056.77	0.00	0.00	0.00	0.00	58,056.77
Budget Support-Multiculturalism	6,117.36	0.00	0.00	0.00	0.00	6,117.36
Allow for POD Church Loan Rec'bls	0.00	(36,422.77)	0.00	0.00	0.00	(36,422.77)
General Budget	<u>151.92</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>151.92</u>
Total Ministry Teams (Committees) Expe	292,911.62	113,820.81	0.00	0.00	0.00	406,732.43
<b>Administrative Expenses</b>						
Salary & Benefits	383,518.34	(735.00)	0.00	16,612.17	0.00	399,395.51
Payroll Taxes	<u>19,567.60</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>19,567.60</u>
Total Administrative Expenses	<u>403,085.94</u>	<u>(735.00)</u>	<u>0.00</u>	<u>16,612.17</u>	<u>0.00</u>	<u>418,963.11</u>
<b>Total Expenditures</b>	<u>846,047.86</u>	<u>294,606.35</u>	<u>672,567.63</u>	<u>227,245.44</u>	<u>556,152.72</u>	<u>2,596,620.00</u>
Total Income Before Net Realized/Unrealized Gain Or Loss	<u>30,605.29</u>	<u>(185,266.74)</u>	<u>(109,923.33)</u>	<u>(18,605.51)</u>	<u>516.20</u>	<u>(282,674.09)</u>
<b>Net Unrealized/Realized Endowment Gain or Loss</b>						
Unrealized Gain or Loss	0.00	(124,908.48)	(1,456,211.84)	0.00	0.00	(1,581,120.32)
Realized Gain or Loss	<u>0.00</u>	<u>58,113.24</u>	<u>677,497.25</u>	<u>0.00</u>	<u>0.00</u>	<u>735,610.49</u>
Total Net Unrealized/Realized Endowment Gain or Loss	<u>0.00</u>	<u>(66,795.24)</u>	<u>(778,714.59)</u>	<u>0.00</u>	<u>0.00</u>	<u>(845,509.83)</u>
Total Income After Net Realized/Unrealized Gain or Loss	<u>30,605.29</u>	<u>(252,061.98)</u>	<u>(888,637.92)</u>	<u>(18,605.51)</u>	<u>516.20</u>	<u>(1,128,183.92)</u>

**COMMISSION REPORT  
ORDINATIONS AND INSTALLATIONS  
PRESBYTERY OF DETROIT  
April 23, 2016**

Installation of Esther Lee

The Commission to install Esther Kwi Hyun Lee as Associate Pastor of the Korean Presbyterian Church of Metro Detroit was convened with prayer by the moderator, Beth Delaney, at 3:45 p.m. on Sunday, February 21, 2016, at the Korean Presbyterian Church in Southfield, Michigan. The Commission members present were:

- Elder Dixie Elam (Rosedale Gardens, Livonia)
- Elder Harold Ellis (St. John's, Detroit)
- Elder Judi Armstrong (First, Mount Clemens)
- The Rev. Karen Stunkel
- The Rev. Al Timm
- The Rev. Seungwon Yu

A quorum of the Commission was present. There were no corresponding members. The Order of Worship was reviewed and the Commission approved proceeding with the installation Service for Esther Lee. After meeting, the commission proceeded to worship.

The Rev. Karen Stunkel proclaimed the Word based on a text from Isaiah 55:6-12. In the course of the installation service, Esther Lee gave affirmation to the obligations undertaken in the ordination questions found in W-4.4003. The pastor-elect then stood and with prayer led by the Rev. Beth Delaney and the laying on of hands, the Commission installed her as Associate Pastor the Korean Presbyterian Church of Metro Detroit.

Ruling Elder Sung Yang asked the Constitutional Questions to the congregation. The Rev. SeungWon Yu delivered the Charge to the Pastor and the Rev. Al Timm delivered the Charge to the Congregation. An offering was taken for the Presbytery's Candidate Scholarship Fund. The Rev. Beth Delaney and the Rev. Esther Lee presided at the table for Holy Communion. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by the newly installed teaching elder, Rev. Esther Lee.

/s Rev. Beth Delaney, Moderator of the Presbytery of Detroit

Date: Sunday, February 21, 2016

Installation of Christopher Thomas

The Commission to install Christopher Shawn Thomas as Pastor of First Presbyterian Church of Dearborn was convened with prayer by the moderator, Stefanie Lewis, at 9:45 A.M., on Sunday, April 10, 2016, at First Presbyterian Church of Dearborn. The Commission members present were: The Rev. Dickson Forsyth Elder Jean Loup of Northside Presbyterian Church Ann Arbor The Rev. Heidi Church Elder Diane Bostic-Robinson of Westminster Presbyterian Church Detroit The Rev. Richard Brownlee Elder Harold Ellis of St. John's Presbyterian Church There were no corresponding members.

After approving the Order of Worship, the Commission proceeded to worship. The Rev. Dr. Carlo Walth proclaimed the Word based on a text from John 20:1-10. Elder Stefanie Lewis, Presbytery Vice Moderator, stated the proceedings of the Presbytery in preparation for the installation and asked the Constitutional Questions to the candidate. Rev. Christopher Thomas affirmed the obligations of the Constitutional questions laid out in W-4.4003. Elder Mike Barr asked the Constitutional Questions to the congregation. The pastor-elect then knelt and with prayer led by the Elder Stefanie Lewis and the laying on of hands by the commissioners and church elders, the Commission installed him as Pastor of First Presbyterian Church Dearborn.

The Rev. Richard Brownlee delivered the Charge to the Pastor and Elder Bert Ebi delivered the Charge to the Congregation.

Rev. Thomas and Rev. Dickson Forsyth then led in the sacrament of Communion. Upon conclusion of the worship service, the commission and congregation were adjourned with prayer and benediction by Rev. Thomas.

/s Stefanie W. Lewis Vice Moderator, Presbytery of Detroit

Date: April 10, 2016



**EQUALIZATION OF ELDER COMMISSIONERS  
PRESBYTERY OF DETROIT  
April 2016-April 2017**

The Book of Order requires the Presbytery to establish a plan to ensure there is parity at Presbytery meetings between teaching and ruling elders. The intention is to ensure that the number of ministers and elders is equal. G-3.0301

The Book of Order authorizes Presbyteries to assign certain representation according to the size of the church. 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 169. I report the number of active ministers this year as 156. 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 April 1, 2016 to April 30, 2017. **Commissioners should report this new figure to Session so the proper number will come to the June meeting.**

City	Church	2015 Mbrs	2015- 2016 Elders	2016 Mbrs	Ethnic ?	2016-2017 Elders	Add to Equalize	Elders/ church
Elder Members			10			12		12
Allen Park	Allen Park	981	3	899		2	1	3
Ann Arbor	Calvary	37	1	35		1		1
Ann Arbor	First	1658	5	1671		4	1	5
Ann Arbor	Northside	56	1	43		1		1
Ann Arbor	Westminster	292	2	235		1	1	2
Auburn Hills	Auburn Hills	41	1	42		1		1
Belleville	Belleville	81	1	69		1		1
Berkley	Greenfield	226	2	227		1	1	2
Beverly Hills	Northbrook	299	2	263		1	1	2
Birmingham	First	889	3	869		2	1	3
Bloomfield Hills	Kirk in the Hills	2223	5	1932		4	1	5
Brighton	First	548	3	527		2	1	3
Canton	Geneva	207	2	210		1		1
Clarkston	Sashabaw	30	1	28		1		1
Dearborn	Cherry Hill	233	2	204		1		1
Dearborn	First	400	3	393		2		2
Dearborn	Littlefield	58	1	59		1		1
Dearborn Hts	St. Andrew's	84	1	82		1		1
Detroit	Broadstreet	66	2	71	Y	1	1	2
Detroit	Calvary	192	2	188	Y	1	1	2
Detroit	Calvin (East)	62	2	54	Y	1	1	2
Detroit	First	2	1	2		1		1
Detroit	Fort Street	239	2	227		1	1	2
Detroit	Gratiot Avenue	40	2	41	Y	1	1	2
Detroit	Hope	84	2	70	Y	1	1	2
Detroit	Jefferson Avenue	472	3	419		2	1	3
Detroit	St. John's	105	2	80	Y	1	1	2
Detroit	Trinity Community	91	2	88	Y	1	1	2
Detroit	Trumbull Avenue	36	2	36	Y	1	1	2
Detroit	Westminster	296	3	296	Y	1	2	3
Farmington	First	427	3	390		2		2
Ferndale	Drayton Avenue	120	1	91		1		1
Fort Gratiot	Lakeshore	68	1	71		1		1
Garden City	Garden City	138	1	137		1		1
Grosse Ile	Grosse Ile	453	3	454		2	1	3
Grosse Pointe	Grosse Pte Mem	1214	4	1126		3	1	4
Grosse Pte Wds	Grosse Pte Woods	175	1	172		1		1
Highland Park	Park United	43	2	43	Y	1	1	2
Howell	First	374	3	321		2		2
Lincoln Park	Lincoln Park	117	1	118		1		1
Livonia	Rosedale Gardens	617	3	610		2	1	3
Livonia	St. Paul's	199	2	196		1		1

City	Church	2015 Mbrs	2015- 2016 Elders	2016 Mbrs	Ethnic ?	2016-2017 Elders	Add to Equalize	Elders/ church
Livonia	St. Timothy's	169	1	142		1		1
Milan	People's	112	1	108		1		1
Milford	Milford	506	3	516		2	1	3
Mt. Clemens	First	430	3	386		2		2
Northville	First	849	3	777		2	1	3
Novi	Faith Community	291	2	276		1	1	2
Orchard lake	Community	752	3	742		2	1	3
Plymouth	First	1139	4	1153		3	1	4
Pontiac	First	156	1	164		1		1
Pontiac	Joslyn Avenue	21	1	21		1		1
Port Huron	First	415	3	404		2		2
Redford	St. James	73	1	70		1		1
Rochester	University	606	3	605		2	1	3
Roseville	Erin	96	1	68		1		1
Royal Oak	First	776	3	646		2	1	3
Royal Oak	Korean First	34	2	31	Y	1	1	2
Royal Oak	Starr	75	1	75		1		1
Saline	First	297	2	285		1	1	2
Shelby Twp	St. Thomas	413	3	412		2		2
South Lyon	First	127	1	131		1		1
Southfield	Covenant	106	1	82		1		1
Southfield	Korean	866	4	914	Y	3	1	4
Southfield	New Hope	87	2	72	Y	1	1	2
St. Clair Shores	Heritage	69	1	69		1		1
St. Clair Shores	Lake Shore	436	3	345		2		2
Sterling Heights	New Life	240	2	204		1		1
Taylor	Southminster	148	1	130		1		1
Troy	First	115	1	96		1		1
Troy	Northminster	131	1	121		1		1
Walled Lake	Crossroads	68	1	68		1		1
Warren	Celtic Cross	193	2	129		1		1
Warren	First	138	1	139		1		1
Waterford	Community	223	2	210		1		1
Westland	Kirk of Our Savior	81	1	66		1		1
White Lake	White Lake	95	1	90		1		1
Wyandotte	First	92	1	92		1		1
Ypsilanti	First	236	2	214		1		1
<b>Totals:</b>		<b>24636</b>	<b>169</b>	<b>23142</b>		<b>121</b>		<b>156</b>

DEBBIE STABENOW  
MICHIGAN

25

COMMITTEES  
AGRICULTURE, NUTRITION, AND FORESTRY  
BUDGET  
ENERGY AND NATURAL RESOURCES  
FINANCE

**United States Senate**  
731 HART SENATE OFFICE BUILDING  
WASHINGTON, DC 20510-2204

January 27, 2016

Rev. Edward H. Koster  
17575 Hubbell St  
Detroit, MI 48235

Dear Edward,

Thank you for contacting me about providing refugee assistance. I share your views, and I applaud the Administration's decision to accept more Syrian refugees.

I know this is deeply personal for many Michigan families, and I have heard from people worried about the safety of their children, parents, siblings, and friends in the region. I am a consistent supporter of funding for the State Department's Office of Refugee Resettlement, and I recently introduced the Domestic Refugee Resettlement Reform and Modernization Act (S.1615), that would help states like Michigan with high concentrations of refugees get the resources they need to help refugees adjust to life in the U.S. My bill is pending before the Senate Judiciary Committee, and I will keep working to get it passed.

You can count on my continued support for refugee assistance efforts. Thank you again for contacting me, and please keep me informed about issues of concern to you and your family.

Sincerely,



Debbie Stabenow  
United States Senator

THE WHITE HOUSE  
WASHINGTON

March 16, 2016

The Reverend Edward H. Koster  
Detroit, Michigan

Dear Reverend Koster:

Thank you for writing. What started off as peaceful demonstrations by the Syrian people has become a devastating civil war, breeding human suffering on an order of magnitude that has affected the whole world. Hundreds of thousands have been killed, millions have fled for their lives, and terrorist groups like ISIL are exacerbating the strife. America's objectives in Syria are clear: We will continue to go after terrorist groups that threaten the United States and our allies and partners, we will work to relieve humanitarian suffering, and we will support a political transition away from the Asad regime.

The human cost of this conflict is evident, captured in searing images of Syrians killed by their own government, refugees waiting at border crossings, and children drowned trying to escape war. Helping those who have been pushed to the margins of our world is a matter of collective security, and we have a moral responsibility to assist families forced from their homes. In response to this humanitarian crisis, the United States has stepped up as the largest donor of assistance, providing \$4.5 billion in aid since the start of the conflict and increasing the total annual number of refugees we admit to a minimum of 85,000 this year—including 10,000 Syrians—and a minimum of 100,000 next year.

Together with a coalition of more than 60 countries, we are focused on degrading and ultimately destroying the threat posed by ISIL. However, we know that a long-term solution requires finding an end to the war in Syria, which is not possible as long as Asad remains in power. With our partners around the world, we are supporting moderate Syrians and pressing the regime's international backers—including Russia and Iran—to work toward an inclusive political transition to a new government that can stop the fighting, unify Syrians, and allow them to rebuild their lives.

Thank you, again, for writing. To learn about how you can help those affected by this crisis, visit [www.AidRefugees.gov](http://www.AidRefugees.gov).

Sincerely,



**The Presbytery of Detroit  
Minutes of the Presbytery  
June 14, 2016**

The meeting was called to order by the Moderator, Teaching Elder Beth Delany, at 4:00 p.m. on Tuesday, June 14, 2016, in the Sanctuary of the First Presbyterian Church, 811 Wall Street, Port Huron, Michigan, with centering, a responsive call to worship, and prayer. Teaching Elder Mary Austin led the Presbytery in worship.

Since the Stated Clerk, Teaching Elder Ed Koster, was excused, the Moderator nominated Teaching Elder Tom Oxtoby to serve as Stated Clerk *pro tem*. Opportunity was given for nominations from the floor. There being none, Tom Oxtoby was elected by acclamation.

The Moderator declared that a quorum was present.

The Moderator appointed Ruling Elder Shelley Kamer as Assistant to the Stated Clerk.

New commissioners and teaching elders were welcomed.

The docket was adopted after deleting from the printed version the report from the Second Mile Center and the examination of Ho-tek Tan.

The Presbytery voted to excuse all teaching elder and ruling elder members of the Presbytery who had asked to be excused.

The Presbytery seated as a corresponding member Teaching Elder Raafat Zaki, who is Executive of the Synod of the Covenant and a member of Grace Presbytery.

Teaching Elder Jason Pittman, pastor of the host church, welcomed the Presbytery to First Presbyterian Church of Port Huron.

**Report of the Executive Presbyter**, Teaching Elder Allen Timm:

1. Mr Timm recognized anniversaries of ordinations
2. Mr Timm noted that a book by Alan J. Roxburgh, *Joining God, Remaking Church, Changing the World*, was available for sale at the registration desk
3. Mr Timm called attention to his review in *The Grapevine* of a book by J. Russell Crabtree, *Owl Sight*.

The speaker being delayed, the Moderator asked if there were any motions from the floor. There were none.

The Moderator offered a prayer for openness.

**Omnibus motion**

On behalf of the noted committees, the Stated Clerk moved that the Presbytery:

**From the Trustees:**

Approve the license agreement for the use of the building between St Andrew's Church and the Congregation Beit Ephraim. The agreement is appended to the minutes

Receive and enter into the minutes the following for the information of Presbytery:

1. The Trustees have elected Richard Grant as an *ex officio* member of the Howell Nature Center Board.
2. The Trustees have been informed that Beverly Auger and Rhonda Barley will be leaving their positions. Ms Barley has taken a new job, and Ms Auger will be retiring. The positions have been posted.
3. The Trustees continue with their deliberations on how to present financial reports to Presbytery that are informative, thorough, and comprehensible to the non-specialist. It is difficult to do all three.
4. The Trustees have approved the plan for converting the Howell Nature Center from a limited liability company to a non-profit corporation. The Presbytery will be the sole shareholder.
5. The Trustees have completed a series of repairs and upgrades at the Second Mile Center.
6. The Trustees have rescinded its Policy T-7 (Statement of Investment Objectives, Policies, and Guidelines) and replaced it with a new Policy T-7. The new Policy is appended to the minutes.
7. The Trustees estimate that Presbytery will have \$278,029 available to spend in the 2017 budget from the investment fund portfolio. That will be in addition to the Presbytery portion of Per Capita and Shared Mission dollars.

### **Seeking the Welfare of the City**

To further this year's theme of "Seeking the Welfare of the City," the Executive Presbyter introduced the day's speaker, John Gallagher, Senior Business Writer and Columnist for the Detroit Free Press, who gave a "Detroit Update." This was followed by thirty minutes of discussion in small groups.

After announcements by the Moderator and instructions and grace by the pastor of the host church, the Presbytery recessed for dinner at 5:52 p.m.

The Presbytery reconvened at 7:00 p.m. with prayer by the Moderator.

Opportunity was again given to introduce motions from the floor. There were none.

### **Committee on Preparation for Ministry**

Ruling Elder Sandra Karam presented the report of the Committee on Preparation for Ministry.

The Committee presented the following for the information of the Presbytery:

1. CPM met with the following Candidates, sustained their annual consultations, and granted them Final Assessment – giving them permission to form and circulate their Personal Information Forms (PIF) and seek a call.

Matthew Bauhof May 3, 2016 Northbrook, Beverly Hills

- Bradley Rito June 7, 2016 Grosse Ile, Grosse Ile
2. CPM met with the following Candidate and voted to sustain her annual consultation and continue with her as a Candidate:  
Christine Sackett May 3, 2016 Garden City, Garden City
  3. CPM met with the following Inquirer and voted to sustain his annual consultation and continue with him in the inquiry phase.  
Joseph Chapman June 7, 2016 Northside, Ann Arbor
  4. CPM met with the following individuals and voted to enroll them as Inquirers under the care of the Presbytery of Detroit.  
Andy Spaulding, May 3, 2016 First, Ann Arbor  
Joseph Sheeran June 7, 2016 Faith Community, Novi
  5. CPM met with the following individual and voted to enroll her in the Commissioned Ruling Elder program and designate her as a Commissioned Ruling Elder Trainee (CRET\*)  
Kathleen Mackie June 7, 2016 St. Paul's, Livonia

**Examination for ordination of Daniel Ervin:** The Committee presented Daniel Ervin for examination for ordination. They reported he has completed all requirements and passed all examinations, and he has received a call. Mr Ervin presented his statement of faith and was examined about his faith, about the government of the church, and his theology. Upon motion, the examination was arrested. Upon motion of the Committee, Presbytery voted to approve him for ordination to the ordered ministry of Teaching Elder. He was welcomed back into the room. The Moderator offered prayer.

Upon motion of the Committee, Presbytery voted to remove Candidate Paula Allstetter (Belleville Presbyterian Church, Belleville) from the rolls of those under care of the Presbytery.

Upon nomination of the Committee, Presbytery voted to elect the following as 2017 ordination exam readers and alternate:

Teaching Elders:

Matthew Means and Marjorie Wilhelmi

Ruling Elders:

Marcia Ball and Sandra Karam

Alternate:

Ruling Elder Elaine Roseborough

### **Treasurer's Report**

Ruling Elder Timothy Ngare, Presbytery Treasurer, presented his report. The Moderator declared that "the report is filed for audit." The report is appended to the minutes.

### **Committee on Ministry**

Teaching Elder Karen Stunkel presented the report of the Committee on Ministry.

Upon motion of the Committee, the Presbytery approved the following in an omnibus motion:

1. Pending satisfactory completion of examination by Presbytery, **approve** the Administrative Commission to Ordain **Daniel Ervin** to the position of Resident Minister at

First, Ann Arbor on Sunday, June 26, 2016, at 3:00 pm, with permission to include the Sacrament of the Lord's Supper, if requested.

Moderator: Beth Delaney;

Teaching Elders: Angela Ryo, Jay Sanderford

Ruling Elders: Henry Johnson (First, Ann Arbor), Jim Thomson (Westminster, Ann Arbor).

***Contracts:***

2. **Approve** the 12-month Interim Pastor contract between **Rev. Judith McMillan** and **First, Howell** effective June 27, 2016.  
 Terms: Full time; Salary \$16,500; Housing & Utility Allowance \$38,000; Medical Deductible \$300; 403b \$2,400; Board of Pension dues \$20,878; Dental \$1,168.44; Social Security \$4,375.80; Auto Allowance \$1,200; Continuing Ed \$3,450. Vacation of one month including four Sundays; Study leave of two weeks.
3. **Approve** the the 12-month Temporary Supply Pastor contract between **Rev. Keith Cornfield** and **Calvary, Ann Arbor**, effective June 16, 2016.  
 Terms: Half-time; Salary \$5,105; Housing \$25,550; Social Security Reimbursement \$2,345; Accountable Professional Expense Reimbursements \$2,000. Vacation: Four weeks including four Sundays; Study Leave: Two weeks including two Sundays. The church will pay for and allow time for Rev. Cornfield to attend one of the Presbytery's Pastors in Transition retreats.
4. **Approve** the 12-month Temporary Supply Pastor contract between **Rev. Richard O. Griffith** and **Peoples, Milan**, effective June 16, 2016.  
 Terms: Half-time; Salary \$45,775. Vacation: Six weeks including six Sundays; Study Leave: Two weeks including two Sundays. The church will pay for and allow time for Rev. Griffith to attend one of the Presbytery's Pastors in Transition retreats.
5. **Approve** the the 12-month renewal of the Interim Pastor contract between **Rev. Dr. Nancy DeVries** and **Jefferson Avenue, Detroit**, effective August 1, 2016.  
 Terms: Full time; Salary \$27,000; Employee Contribution to 403b \$27,000; Value of Manse (for BoP non-cash) \$16,800; Housing Allowance paid as salary \$2,000; Social Security \$3,504; Full pension and Medical \$25,480; Medical Reimbursement \$3,000; Employer matching of 403b \$27,000; Professional expenses \$7,000. Vacation: Five weeks including four Sundays; Study Leave: Two weeks including two Sundays.
6. **Approve** the the 12-month renewal of the Temporary Supply contract between **Rev. Ruthanne Herrington** and **Garden City**, effective July 1, 2016. (This is the final renewal allowed by COM policy.)  
 Terms: Full time; Salary \$14,000; Housing \$30,000; Social Security \$3,366; Pension Medical \$17,692; Reimbursable Expenses \$4,942. Vacation: One month including four Sundays; Study Leave: Two weeks. (Contract includes provision for Severance Pay, should that become an issue.)

***Dissolutions:***

7. **Concur** with the dissolution of the pastoral relationship between **Rev. Judith McMillan** and **First, Troy**, effective 6/26/2016, at Rev. McMillan's request. Financial agreement and final pay: Unused vacation of 9.5 days @ \$135.41 = \$1,286.40; Salary (partial month) 11 days @ \$135.41 = \$1,489.51, for a total of \$2,775.91. All other arrangements regarding dates, use of study leave time accrued, and pulpit supply have been agreed upon with Rev. McMillan to the satisfaction of the transition team and the Session.

***Validations:***



8. **Validate** the ministry at Trinity Home Health Services. (COM has reviewed and approved the job description.)
9. **Validate Rev. Arthur Oberg** to the work at Trinity Home Health Services.

***Changes in Membership Status:***

10. **Move Rev. Keith Cornfield** from “At-large” to “Temporary Supply Pastor, Calvary, Ann Arbor.”

***Miscellaneous:***

11. **Approve** the request from **Erin, Roseville** to waive the Book of Order rules for terms limits for church officers for three years – 2016-2018. (The terms for officers are still capped at three years, but with the waiver, a person could serve more than two consecutive terms. The congregation of the church voted on this on January 31, 2016.)
12. **Approve** the request from **Belleville** to waive the Book of Order rules for terms limits for church officers for three years – 2016-2018.
13. **Concur** with the vote of the congregation of **Point of Vision, Southfield**, to close, effective January 10, 2016. (All record books and financial records have been turned into the Presbytery. There is no property, and no funds remain.)

The Committee reported the following for the information of Presbytery:

The Committee has taken action under the authority given. It has:

***Contracts:***

1. **Approved** the 12-month Temporary Supply Pastor contract between **Grosse Pointe Woods** and **Rev. Edward E. Dunn**, effective April 1, 2016.  
 Terms: Full-time; Salary \$37,680; Housing \$20,500; 403b contribution \$3,000; Social Security \$4,552; Board of Pensions (medical, death/disability, pension) \$21,413; Dental \$1,650; Medical Deductible \$440 Professional Expenses \$2,033; Study Leave \$1,000.  
 Vacation: 4 weeks including 4 Sundays; Study leave: 2 weeks including 2 Sundays. Study Allowance and Leave may be accumulated up to 6 weeks over a three-year period, upon Session action. Additionally, the church will pay for Rev. Edward Dunn to attend the Pastor in Transition Seminar sponsored by the Presbytery of Detroit.
2. **Approved** the renewal of the 12-month Temporary Supply Pastor contract between **Rev. Dr. Robert Agnew** and **Fort Street, Detroit**, effective June 1, 2016.  
 Terms: Full time; Salary \$35,000; 403b contribution \$27,000; Social Security \$2,680; Family Medical \$16,310; Family Dental \$700; Professional Expenses \$3,000; Auto/Business Expenses \$3,300; Study Leave \$5,210; 403b Employee Contribution \$10,000. Vacation: Five weeks including five Sundays; Study Leave: Three weeks including three Sundays.
3. **Approved** the renewal of the Stated Supply Temporary Pastor arrangement among **Rev. Breanne Ryan, Rev. Diane Oswald** and **Lakeshore, Fort Gratiot**, effective June 1, 2016.  
 Terms: Two hours per week paid at \$25 an hour.

The Committee reported it has:

1. **Approved** the following Ministry Information Forms (MIF)
  - Kirk in the Hills, Bloomfield Hills, Head Pastor
  - First, Plymouth, Assistant Pastor
  - Garden City
  - Rosedale Gardens, Livonia, Head Pastor
2. **Approved** position descriptions for the following churches:

- Grosse Ile, Stated Supply Associate Pastor
  - First, Plymouth, Assistant Pastor
3. **Appointed** the following moderators:
    - **Rev. Dr. David Downton** at **Peoples, Milan** effective May 12, 2016.
    - **Rev. Dr. Bill Davis** moderator at **First, Troy**, effective June 27, 2016.
    - **Daniel Ervin** moderator at **Peoples, Milan**, effective June 27, 2016, pending his ordination on June 26, 2016.
  4. **Received** with regret the resignation from COM from **Rev. Tom Oxtoby**.
  5. **Co-opted Rev. Tom Oxtoby** to COM to continue working with Rosedale Gardens and Plymouth during their Assistant Pastor searches.
  6. Conducted exit interviews for the following:
    - Rev. Chris Thomas
    - Rev. Judith McMillan
  7. **Approved** request from **Rev. Kent Clise** to take Interim 2 training at Montreat.
  8. **Approved** the Sabbatical request for **Rev. Dr. Fairfax Fair**, Head of Staff at First, Ann Arbor, for the period June 26, 2016 to September 10, 2016.
  9. **Approved** the Sabbatical request for **Rev. Tres Adams**, Kirk in the Hills, if the way be clear pending receipt of sabbatical details.

### **Coordinating Cabinet**

Teaching Elder Judy Shipman presented the report of the Coordinating Cabinet.

The Coordinating Cabinet nominated Edwin Fabre to serve on the Committee on Nominations in the Class of 2018. Opportunity was given for nominations from the floor. There being none, Presbytery elected him by acclamation.

Upon motion of the Coordinating Cabinet, Presbytery voted to change the staff design by changing the title of the Bookkeeping and Clerical Assistant position to Bookkeeping Assistant and by reducing the hours of that position to 20 hours per week from 32 hours per week.

The Coordinating Cabinet presented the following for information of Presbytery:

1. The Coordinating Cabinet has been informed that Bev Auger (Accounting Manager) and Rhonda Barley (Bookkeeping Assistant) will be leaving soon. The Presbytery Operations Team is working on filling those positions. In the course of those searches, the Presbytery Operations Team will be complying with all Presbytery policies regarding hiring and searches. Copies of the two revised position descriptions were distributed with the papers for this meeting, and are appended to the minutes.
2. The Coordinating Cabinet reports that there is now a tab on our website ([detroitpresbytery.org](http://detroitpresbytery.org)) for our 2016 theme, "Seek the Welfare of the City."

### **Committee on Nominations**

Upon nomination of the Nominating Committee, there being no nominations from the floor, Presbytery elected the following to fill vacancies:

- Committee on Ministry, Class of 2018: Teaching Elder Clint Cozier, Taylor Southminster
- Committee on Representation, Class of 2018: Teaching Elder Tom Priest, At Large

The Committee reported the following for the information of Presbytery:

1. CoN is seeking nominations for the class of 2019. If you are interested in serving the Presbytery, or know someone who is, please complete an Endorsement Nomination Form

and return it to the Presbytery offices. Forms are available on the table with Presbytery papers (Paper F) and online at the Committee on Nominations Page.

2. CoN is also seeking nominations to fill the following vacancies: • Committee on Ministry — Class of 2017 • Committee on Preparation for Ministry — Class of 2016 • Multicultural Ministries Ministry Team — Classes of 2017 and 2018 • Committee on Nominations — Class of 2018 • Planning and Visioning Ministry Team— Class of 2018 CoN is seeking nominations for the class of 2019.

### **Report of the Stated Clerk *pro tem***

Tom Oxtoby presented the report of the Stated Clerk.

Upon motion of Mr Oxtoby, Presbytery voted to:

1. Approve the minutes of April 23, 2016.
2. Approve the following reviews of Session records:

Ann Arbor Calvary No exceptions	Grosse Ile Grosse Ile No exceptions	Royal Oak First No exceptions
Ann Arbor First No exceptions	Grosse Pointe Grosse Point Memorial	Royal Oak Starr 2 corrections
Ann Arbor Westminster No exceptions	Grosse Pointe Woods Grosse Pointe	Saline First No exceptions
Auburn Hills Auburn Heights Correction	Grosse Pointe Woods 1 exception	South Lyon First No exceptions
Belleville Belleville No exceptions	Lincoln Park Lincoln Park 7 exceptions	Southfield Covenant No Exceptions
Berkley Greenfield 1 exception	Livonia Rosedale Gardens 1 exceptions	Sterling Heights New Life 1 exception
Birmingham First No exceptions	Livonia St Paul's 1 exception	Troy First 1 exception
Brighton First No exceptions	Milan People's No exceptions	Troy Northminster No exceptions
Dearborn Cherry Hill 1 Exception	Mount Clemens First 2 exceptions	Walled Lake Crossroads No Exceptions
Detroit Broadstreet No exceptions	Northville First 1 exception	Warren Celtic Cross 1 exception
Detroit Calvary 1 exception	Pontiac First 5 exceptions	Waterford Community 3 exceptions
Detroit Hope 2 exceptions	Port Huron First 1 correction	Westland Kirk of Our Savior No exceptions
Fort Gratiot Lakeshore No exceptions	Rochester Hills University 1 Exception No exceptions	White Lake White Lake No exceptions

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

1. TRANSFERS COMPLETED
  - a) From the Presbytery of Detroit:

- i) Chris Bohn to Holton Presbytery
    - ii) Annemarie Kidder to Maumee Valley Presbytery
    - iii) Kelly Shriver to Cascades Presbytery
    - iv) Ernest Krug to Genessee Valley Presbytery
    - v) Douglas Campbell to the ECO
  - b) To the Presbytery of Detroit:
    - i) Scott Phillips from New Hope Presbytery
    - ii) Yaco Bester from the Uniting Presbyterian Church in Southern Africa
2. There will be a final session for the review of minutes on Saturday, October 15, at 10:00 a.m. at the Presbytery Office.
  3. The 2015 minutes have been reviewed by the Synod and approved without exception.
  4. D-5.0206b requires that the Stated Clerk keep and report to Presbytery a roster of Permanent Judicial Commission members whose terms have expired within the last six years. That roster is:
    - Class of 2015 Teaching Elder Mark Schneider
    - Class of 2015 Ruling Elder Thomas McFarlane
    - Class of 2013 Teaching Elder Eldon Beery
    - Class of 2013 Ruling Elder Warfield Moore
    - Class of 2011 Teaching Elder Neeta Nichols
    - Class of 2011 Ruling Elder Artheillia Thompson

Members of the Presbytery shared some of their joys and concerns. The Moderator offered prayer, followed by the Lord's Prayer. The Moderator announced the time and place of the next stated meeting of the Presbytery. The meeting was adjourned at 7:44 p.m. with a benediction by the Moderator and the passing of the peace.

The next meeting of the Presbytery will be Tuesday, September 27, 2016 at 4:00 p.m. at Birmingham First.,

ATTEST:

THOMAS OXTOBY, Stated Clerk *Pro Tem*

ATTACHMENT ONE: The Roll

APPENDICES:

License Agreement between St. Andrew's Church and  
 Congregation Beit Ephraim  
 Trustee Policy T-7  
 Treasurer's Report  
 Position Description Bookkeeping Assistant  
 Position Description Accounting Manager

ATTACHMENT ONE: THE ROLL

## ROLL OF PRESBYTERY FOR June 14, 2016

CHURCHES: Of 79 churches, 30 were represented and 49 were not.

COMMISSIONERS: Of 140 eligible commissioners, 44 enrolled, and 106 did not.

OTHER RULING ELDERS (Officers, Members of Council):

Of 13 total, 6 were present, of whom 1 counted as a commissioner, leaving 5 as the unduplicated count: 0 excused, and 7 absent.

TEACHING ELDERS: Of the 136 non-retired teaching elders on the combined rolls of active members and members-at-large, 41 were present, 34 were excused, and 61 were absent.

Of the 87 retired teaching elders on the rolls, 6 were present and 81 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 4 serving Commissioned Ruling Elders on the rolls, 1 was present, 0 excused, 3 absent

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

## SUMMARY

## VOTING MEMBERS PRESENT

44 Elder Commissioners  
 + 5 Other Ruling Elders  
 + 41 Non-retired teaching elders  
 + 6 Retired teaching elders  
 + 1 Commissioned Ruling Elders.  
 + 0 Certified Christian Educators.  
 = 97 Voting members present.

## OTHERS PRESENT

3 Non-voting attendees  
 1 Corresponding members

**Roll of Churches and Commissioners****ALLEN PARK, Allen Park**

1 ROBERT MORTON  
 2 SID ALLEY  
 3 MEGAN CUTHBERT  
**ANN ARBOR, Calvary**  
 1 NOT REPRESENTED  
**ANN ARBOR, First**  
 1 KATE SILBERT  
 2 BILL WOOD  
 3 BEN VANTUYL  
 4 TIM WENDLE  
 5

**ANN ARBOR, Northside**

1 NOT REPRESENTED  
**ANN ARBOR, Westminster**  
 1 RALPH LANGE  
 2 DAVE WRIGHT  
**AUBURN HILLS, Auburn Hills**  
 1 NOT REPRESENTED  
**BELLEVILLE, Belleville**  
 1 ILLEGIBLE  
**BERKLEY, Greenfield**  
 1 CHRISTINA JENSEN  
 2

**BEVERLY HILLS, Northbrook**

1 NOT REPRESENTED  
 2  
**BIRMINGHAM, First**  
 1 NOT REPRESENTED  
 2  
 3  
**BLOOMFIELD HILLS, Kirk/Hills**  
 1 ARNIE KUMMERAND  
 2  
 3  
 4

5		1	GAIL MAIN	1	NOT REPRESENTED
	<b>BRIGHTON, First</b>		<b>GROSSE ILE, Grosse Ile</b>	2	
1	MATT KATO	1	NOT REPRESENTED	3	
2	STEVE WILLIS	2			<b>ROSEVILLE, Erin</b>
3		3		1	NOT REPRESENTED
	<b>CANTON, Geneva</b>		<b>GROSSE POINTE, Memorial</b>		<b>ROYAL OAK, First</b>
1	DAVE BUNCH	1	RUTH AZAR	1	NOT REPRESENTED
	<b>CLARKSTON, Sashabaw</b>	2		2	
1	NOT REPRESENTED	3		3	
	<b>DEARBORN, Cherry Hill</b>	4			<b>ROYAL OAK, Starr</b>
1	NOT REPRESENTED		<b>GROSSE PTE WOODS, Woods</b>	1	NOT REPRESENTED
	<b>DEARBORN, First</b>	1	SANDY FULLERTON		<b>SALINE, First</b>
1	NOT REPRESENTED		<b>HIGHLAND PARK, Park United</b>	1	NOT REPRESENTED
2		1	NOT REPRESENTED	2	
	<b>DEARBORN, Littlefield</b>	2			<b>SHELBY TWP., St. Thomas</b>
1	ROBERT STEAD		<b>HOWELL, First</b>	1	NOT REPRESENTED
	<b>DEARBORN HGTS, St. Andrew's</b>	1	NOT REPRESENTED	2	
1	NOT REPRESENTED	2			<b>SOUTH LYON, First</b>
	<b>DETROIT, Broadstreet</b>		<b>LINCOLN PARK, Lincoln Park</b>	1	NOT REPRESENTED
1	NOT REPRESENTED	1	CHRIS GRUNDY		<b>SOUTHFIELD, Covenant</b>
2			<b>LIVONIA, Rosedale Gardens</b>	1	NOT REPRESENTED
	<b>DETROIT, Calvary</b>	1	DYCHE ANDERSON		<b>SOUTHFIELD, Korean</b>
1	TRINA ERWIN	2		1	NOT REPRESENTED
2		3		2	
	<b>DETROIT, Calvin East</b>		<b>LIVONIA, St. Paul's</b>	3	
1	NOT REPRESENTED	1	GAIL ARTINIAN	4	
2			<b>LIVONIA, St. Timothy's</b>		<b>SOUTHFIELD, New Hope</b>
	<b>DETROIT, First</b>	1	NOT REPRESENTED	1	NOT REPRESENTED
1	NOT REPRESENTED		<b>MILAN, Peoples</b>	2	
	<b>DETROIT, Fort Street</b>	1	NOT REPRESENTED		<b>ST. CLAIR SHORES, Heritage</b>
1	BOB PONDER		<b>MILFORD, Milford</b>	1	NOT REPRESENTED
2		1	SANDRA COLE		<b>ST. CLAIR SHORES, Lake Shore</b>
	<b>DETROIT, Gratiot Avenue</b>	2		1	NOT REPRESENTED
1	MARYANN BRANTLEY	3		2	
2			<b>MT. CLEMENS, First</b>		<b>STERLING HGTS, New Life</b>
	<b>DETROIT, Hope</b>	1	NOT REPRESENTED	1	MARGARET KING
1	NOT REPRESENTED	2			<b>TAYLOR, Southminster</b>
2			<b>NORTHVILLE, First</b>	1	NOT REPRESENTED
	<b>DETROIT, Jefferson Avenue</b>	1	JUDY EDWARDS		<b>TROY, First</b>
1	STEVE VOORHEES	2		1	NOT REPRESENTED
2		3			<b>TROY, Korean First</b>
3			<b>NOVI, Faith Community</b>	1	NOT REPRESENTED
	<b>DETROIT, St. John's</b>	1	NOT REPRESENTED	2	
1	NOT REPRESENTED	2			<b>TROY, Northminster</b>
2			<b>ORCHARD LAKE, Community</b>	1	JULIE A SIGLER
	<b>DETROIT, Trinity Community</b>	1	MIKE STARYNCHAK		<b>WALLED LAKE, Crossroads</b>
1	NOT REPRESENTED	2		1	NOT REPRESENTED
2		3			<b>WARREN, Celtic Cross</b>
	<b>DETROIT, Trumbull Avenue</b>		<b>PLYMOUTH, First</b>	1	NOT REPRESENTED
1	NOT REPRESENTED	1	NOT REPRESENTED		<b>WARREN, First</b>
2		2		1	DARLENE ROZMAN
	<b>DETROIT, Westminster</b>	3			<b>WATERFORD, Community</b>
1	NOT REPRESENTED	4		1	CAM McCAFFREY
2			<b>PONTIAC, First</b>		<b>WESTLAND, Kirk of Our Savior</b>
3		1	NOT REPRESENTED	1	DAVID GARCIA
	<b>FARMINGTON, First</b>		<b>PONTIAC, Joslyn Avenue</b>		<b>WHITE LAKE, White Lake</b>
1	GINNY HUBBLE	1	NOT REPRESENTED	1	NOT REPRESENTED
2	RICK FULLER		<b>PORT HURON, First</b>		<b>WYANDOTTE, Wyandotte</b>
	<b>FERNDALE, Drayton Avenue</b>	1	MARK SCHIUN	1	NOT REPRESENTED
1	SARA CAMPBELL	2	SHARON LEVINE		<b>YPSILANTI, First</b>
	<b>FORT GRATIOT, Lakeshore</b>		<b>REDFORD, St. James</b>	1	NOT REPRESENTED
1	PAT MOSES	1	NOT REPRESENTED		
	<b>GARDEN CITY, Garden City</b>		<b>ROCHESTER, University</b>		

### Roll of Teaching Elders and Ruling Elder Members

A. RULING ELDER MEMBERS ON  
CABINET

A BARCONEY, CHARON  
C BUNCH, DAVE

A CAMPBELL, DORIS  
A FAIR, DEBORAH

A HOLLOWELL, KEN  
 P JOHNSON, KATHLEEN  
 P KARAM, SANDRA  
 P LEWIS, STEFANIE  
 P LOCKARD, JOAN  
 A MACKIE, KATE  
 P NGARE, TIMOTHY  
 A SADLER, CHUCK  
 A SMITH, BARBARA

#### B. TEACHING ELDERS

A ADAMS, WILLIAM L III  
 A ALLEN, ROBERT  
 P ANDERSON, BRYANT  
 E ANDERSON, LINDA  
 A ANDERSON, LINDSEY  
 A AUE, CRAIG  
 P AUSTIN, MARY  
 P BAHR-JONES, MARY  
 P BECKMAN, MICHAEL  
 A BEGHIN, EMILY  
 E BLAIR, JOANNE  
 A BOLT, KENNETH  
 A BOUSQUETTE, PAUL  
 A CAMPBELL, EMILY  
 A CARL, STEPHEN  
 A CARLE, NANCY  
 A CASTEEL, PEGGY  
 E CHOI, SEUNG KOO  
 P CHUNG, ISAAC  
 P CHURCH, HEIDI  
 A COCHRAN, LINDA  
 E CORNFIELD, KEITH  
 A COZIER, CLINTON  
 A DE ORIO, ANTHONY  
 E DE VRIES, NANCY  
 P DELANEY, BETH  
 P DELEZENNE, JULIE  
 E DOWNS, ELIZABETH  
 A DOYLE-HOHF, KATHLEEN  
 P DUNN, EDWARD  
 P DUNN, JOANNA  
 E DYKSTRA, CRAIG R.  
 P FAILE, JAMES  
 P FAIR, FAIRFAX  
 A FERGUSON, GUY THOMAS  
 A FORGER, DEBORAH  
 P FRANCIS, RAPHAEL B.  
 A GABEL, PETER W.  
 E GEAR, JAMES  
 A GEISELMAN, KEITH  
 A GODBEHERE, SARAH  
 A GRANO, MARIANNE  
 A GROSCH, ADAM  
 A HANNA, RAAFAT  
 E HARRIS, R. JOHN  
 P HARTLEY, THOMAS  
 E HAUSER-BRYDON, JESSICA  
 P HAUSER-BRYDON, TROY  
 P HAYES, FRANCES  
 A HEATON, DAN  
 A HENDERSON, RICHARD  
 A HENRY, PETER J. M.  
 P HERRINGTON, RUTHANNE  
 P HILDEBRANDT, KARA  
 A HORLOCKER, MICHEL  
 E JAMES, MICHELLE  
 A JAMES, THOMAS

P JOHNSON, KEVIN  
 A JU, GWANGWOO  
 P JUDSON, JOHN  
 E KAIBEL, KENNETH  
 P KELSEY, LAURA  
 A KIM, MIN SOON  
 E KIM, Y. MONCH  
 E KIM, YOUNGCHUL  
 P KLINGER, JAMIE  
 E KOSTER, EDWARD H.  
 A LEE, ESTHER  
 E LINN, SARAH  
 A MABEE, CHARLES  
 E MADDEN, JULIE  
 A MARKS, JULIE  
 P McCLOSKEY-TURNER, CATHARINE  
 E McGOWAN, EVANS  
 E McMILLAN, JUDITH  
 P McRAE, BARBARA  
 E MEANS, MATTHEW  
 P MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 E MILLS, JILL  
 A MONNETT, JAMES  
 E MOOK, SHARON  
 A MOON, SUNG-JOON  
 E MOORE, PETER  
 P MORGAN, AMY  
 A MORGAN, JOANNE  
 A MORROW, DUKE  
 A MOZENA, SUSAN  
 E NICHOLS, NEETA  
 A NUSS, STEVEN  
 A OBERG, ARTHUR  
 A OSWALD, DIANE  
 E OUELLETTE, EMMA  
 A PARKER, OPELTON  
 P PAVELKO, JOHN H.  
 A PHILLIPS, MARK  
 P PHILLIPS, SCOTT  
 A PICKRELL, BROOKE  
 A PIECUCH, KEVIN  
 P PITTMAN, JASON  
 P PITTMAN, KELLY  
 P PORTER, JAMES  
 E PORTICE, GEORGE  
 E PRENTICE-HYERS, MARY ELIZABETH  
 E PRIEST, TOM  
 A PUNTIGAM, JOEL  
 P REED, PHILIP  
 A RICE, ELIZABETH  
 A RIKE, JENNIFER  
 A ROEDERER, RENEE  
 A ROGERS, MELISSA ANNE  
 E RYAN, BREANNE  
 A RYO, ANGELA  
 P SANDERFORD, JOHN  
 A SCHAEFER, ANNE N.  
 P SHELDON, ROBERT  
 A SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 A SKIMINS, JAMES  
 E SMITH, BRYAN DEAN  
 A SOHN, YO SUP  
 P SOMMERS, CHARLOTTE  
 P STUNKEL, KAREN  
 P STUNKEL, PAUL  
 P SWARTZEL, BARBARA G.  
 A TAN, HOTEK  
 E TATE, CAROL ANN

A THODE, TED  
 A THOMAS, CHRISTOPHER  
 E THWAITE, PAUL  
 P TIMM, ALLEN D  
 A TUCKER-LLOYD, IRIS  
 A VANDERBEEK, RONALD  
 A WHITLOCK, KELLIE  
 E WILHELMI, MARJORIE  
 P YU, SEUNG WON

#### C. RETIRED TEACHING ELDERS

E AARON, ESTELLE  
 E AGNEW, ROBERT  
 P ALBRECHT, GLORIA  
 E ANDREWS, DOYLL  
 E AUSTIN, LARRY  
 E BEERY, ELDON  
 E BENEDICT, IVAN L.  
 E BLEIVIK, DAVID  
 E BOEVE, PETER  
 E BORCHARDT, HENRY  
 E BROWNLEE, RICHARD  
 E BYARS, RONALD  
 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  
 E CONLEY, JAMES H.  
 E CORSO, LINDA  
 E COWLING, NEIL D.  
 E CRILLEY, ROBERT  
 E CROSS, PAUL D.  
 P DAVIS, ROXIE ANN  
 P DAVIS, WILLIAM  
 E DENNIS, WARREN  
 E DENTON, GRETCHEN  
 P DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E ELLENS, J. HAROLD  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GEPFORD, WILLIAM G.  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 E HATCHER, RUFUS  
 E HELMKE, BEN  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOHEL, LYNNE  
 E KREHBIEL, DAVID E.  
 E LANGWIG, JANICE  
 E LANGWIG, ROY  
 E LISTER, KENNETH D.  
 E LONGWOOD, MARJORIE  
 E MacINNES, JOHN D.  
 E McINTYRE, DEWITT  
 E MICHALEK, DANIEL  
 E MIHOCKO, DAVID  
 E MISHLER, JOHN  
 E NUSSDORFER, GUS

E OLIVER, GARY  
 E ORR, ROBERT C.  
 E OWEN, DAVID  
 P OXTOBY, THOMAS  
 E PETERS, RICHARD  
 E POLKOWSKI, WILLIAM  
 E PRICE, MICHAEL T.  
 E PROVOST, KEITH  
 E PRUES, LOUIS J.  
 E RATCLIFFE, ALBERT H.  
 E ROBERTSON, ANN  
 E ROBERTSON, WILLIAM  
 E RUSSELL, JAMES P.  
 E SCRIBNER, LOREN  
 E SHIPMAN, JUDY  
 E SMALLEY, DIANE  
 E SMITH, PETER C.  
 E SOEHL, HOWARD  
 E SUTTON, PAUL  
 E TAYLOR, J. BERNARD

E TAYLOR, THEODORE, II  
 E THORESEN, KATHRYN R.  
 E WINGROVE, WILLIAM N  
 E WRIGHT, DONALD  
 E YOON, HAK SUK  
 E YUE, MYUNG JA  
 E ZAMBON, WILLIAM  
 E ZIEGLER, JACK T.

**D. STAFF & OTHERS**

E AGNEW, DIANE  
 C JENSEN, CHRISTINA  
 P JENSEN, SANDRA  
 P O'NEILL, SADIE BOLOS

**E. CERT. ASSOC. CHRISTIAN ED.**

A PRICE, LAURA

**F. COMMISSIONED RULING ELDERS**

P BASS, NANCY

A HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA  
 A SINGLEY, LINDA

**H. PAST RULING ELDER**

**MODERATORS NOT ON CABINET**

E BOSTIC-ROBINSON, DIANE, PM  
 E ELAM, DIXIE, PM  
 E ELLIS, HAROLD  
 E HYLKEMA, CAROL, PM  
 P LOUP, JEAN, PM  
 E MORRISON, HELEN, PM  
 E WINSLOW, PAUL, PM

**G. CORRESPONDING MEMBERS**

RAAFAT ZAKI  
 SYNOD OF THE COVENANT



## REVOCABLE LICENSE TO USE PROPERTY

Notwithstanding the legalese contained herein, the members of St. Andrew's Presbyterian Church extend its warm welcome to the Congregation Beit Ephraim in the mutual worship of our Lord and Savior.

Agreement made on the \_\_\_\_\_ day of \_\_\_\_\_, 2016 between St. Andrew's Presbyterian Church, an ecclesiastical corporation organized and existing under the laws of the State of Michigan, having its principal office located at 26701 Joy Road in the City of Dearborn Heights, County of Wayne, State of Michigan, hereinafter called LICENSOR, and Congregation Beit Ephraim, a \_\_\_\_\_ corporation having its principal office located at 25180 Fredrick in the city of Southfield, County of Oakland, State of Michigan, hereinafter called LICENSEE.

The parties agree as follows:

### 1. GRANT OF PERMISSION

In consideration of LICENSEE's promises herein, LICENSOR hereby gives permission, revocable and terminable as hereinafter provided, to LICENSEE to enter onto the land of LICENSOR described below for the purpose of using it for: Worship, Study and Fellowship as follows:

Rosh Chodesh: one evening per month (5:00pm to 8:00 pm)

Sabbath: Worship, Study and Fellowship every Saturday (8 am to 4 pm) Sanctuary, Classrooms, Fellowship Hall & Kitchen.

Study: Wednesday Evenings – Common Room or Classroom (5 pm to 8 pm)

Prayer: Two Tuesdays a month - Sanctuary (11 am to 1:30 pm)

Special Holidays

The Schedule may be adjusted or amended with mutual consent of both parties.

A Calendar of exact dates to be provided annually.

All on the terms and conditions herein set forth which LICENSEE promises to comply and abide with.

### 2. DESCRIPTION OF PROPERTY

The property of LICENSOR that LICENSEE is hereby permitted to enter is described as St. Andrew's Presbyterian Church located at 26701 Joy Road, Dearborn Heights MI 48124

### 3. MONETARY CONSIDERATION

This permission is given to LICENSEE in exchange for the payment of One Thousand Dollars (\$1,000.00) per month to be paid on the first day of each month. Charges to be reviewed annually. LICENSEE hereby acknowledges that the LICENSOR has title to the above-described premises and agrees never to assail, resist, or deny such title.

#### 4. ACCESS AND STORAGE AREA

LICENSOR will provide three (3) copies of all keys needed for access to portions of the building covered by this agreement. An area will be made available for the LICENSEE to store materials and supplies used for their Worship, Study and Fellowship activities.

#### 5. PERMISSION NOT EXCLUSIVE

This permission is not exclusive to LICENSEE and LICENSEE shall have the privilege hereunder only of occupying such portion of the above-describe premises as the representative of LICENSOR in charge of such premises shall from time to time designate.

#### 6. IMPROVEMENTS

LICENSEE shall not erect any permanent structures or improvements, or erect, or have erected or installed, permit to remain on the above-described premises and temporary structures, fixtures, attachments or other things attached to or being on the premises or placed thereon by LICENSEE or its guests, invitees, or licensees of LICENSEE, which the representative of LICENSOR in charge of the above-described premises shall direct LICENSEE to remove.

#### 7. FIRE PROTECTION; SANITATION

LICENSEE shall comply with all rules and regulations, whether federal, state, county or municipal, relating to the occupancy and use of premises.

#### 8. INDEMNIFICATION

LICENSEE shall exercise his privileges hereunder at his own risk, and, irrespective of any negligence of LICENSOR, LICENSEE shall indemnify LICENSOR against all liability for damages, costs, losses, and expenses resulting from, arising out of, or in any way connected with, the occupation or use of the premises by LICENSEE, or the licensees, invitees, or guests of LICENSEE, or the failure on the part of LICENSEE to perform fully all and singular LICENSEE's promises herein. LICENSOR shall not be liable to LICENSEE if for any reason whatever LICENSEE's occupation or use of the premises hereunder shall be hindered or disturbed.

LICENSEE shall indemnify the LICENSOR for any liability for injuries to persons or property made against the LINCESOR with respect to use of the premises by LICENSEE. LICENSEE shall maintain policies of insurance in such amounts as may from time to time be reasonably required by LICENSOR against insurable hazards which may occur as a result of LICENSEE's use of the premises. If, by reason of LICENSEE's use of the premises, LICENSOR's premiums for polices of insurance with respect to the premises are increased, LICENSEE shall, upon request, reimburse the LICENSOR for the increase in insurance premiums. This reimbursement shall be in addition to the LICENSEE fees noted above.

### 9. PRIVILEGE NOT ASSIGNABLE

LICENSEE's privileges hereunder shall not be assignable by LICENSEE in whole or in part.

### 10. NO CREATION OF RIGHT TO POSSESSION

LICENSEE acknowledges that this Agreement constitutes a revocable license, that this Agreement does not create a lease nor any right to the possession of the property, nor does it create any estate or interest in the property.

### 11. NO RELIANCE CREATED BY EXPENDITURES

LICENSEE stipulates and agrees that any expenditure of money made in reliance upon this agreement was done at LICENSEE's own peril and with the full and complete understanding that this agreement was and remains terminable by the LICENSOR.

### 12. TERMINATION

LICENSEE may terminate this agreement at any time with at least 4 months written notice of such termination, LICENSOR may terminate this permission at any time with 2 months (60 days) written notice. Except that LICENSOR may, at its election, terminate the permission forthwith at any time if LICENSEE shall fail to comply with or abide by each and all of the provisions hereof or keep all and singular LICENSEE's promises herein. Waiver by LICENSOR of any breach of any term or provision hereof shall not be deemed a waiver of any subsequent breach of the same or any other term or provision hereof.

### 13. NOTICE

Any notice to LICENSEE hereunder shall be sufficient if served on LICENSEE shall be deemed mailed to LICENSEE directed to his last known address, and if so mailed in the State of Michigan shall be deemed served on the business day next following the date of mailing.

### 14. REMOVAL OF PROPERTY

On revocation, surrender or other termination of the permission hereby given, LICENSEE shall quietly and peacefully surrender the portion of the premises occupied by LICENSEE in as good condition as same were at the time of LICENSEE's entry thereon and remove all property within fifteen calendar days.

### 15. NO CLAIM OF INTEREST OR ESTATE

LICENSEE agrees that he does not and shall not claim at any time any interest or estate of any kind or extent whatsoever in the premises, by virtue of this license or the use of the premises.

**16 ENTIRE AGREEMENT**

That making, execution, and delivery of this agreement by LICENSEE has been induced by no representation, statements, warranties, or agreements other than those herein expressed. This agreement embodies the entire understanding of the parties and there are no further or other agreements or understandings, written or oral, in effect between the parties, relating to the subject matter hereof. This instrument may be amended or modified only by an instrument of equal formality signed by the respective parties.

17

**18. ATTORNEY FEES**

LICENSEE agrees that should it institute litigation against LICENSOR whereby it claims an estate or any other possessory rights in the premises, and it fails to prevail in the litigation, then LICENSEE will reimburse LICENSOR for the actual costs of the litigation including reasonable attorney fees.

LICENSOR

LICENSEE

By: \_\_\_\_\_  
(signature)

By: \_\_\_\_\_  
(signature)

\_\_\_\_\_  
(print name)

\_\_\_\_\_  
(print name)

Office held: \_\_\_\_\_

Office held: \_\_\_\_\_

Date signed: \_\_\_\_\_

Date signed: \_\_\_\_\_

## T-7. STATEMENT OF INVESTMENT OBJECTIVES, POLICIES AND GUIDELINES.

### Statement of Investment Policy - T7

#### Article I. Purpose

This Investment Policy Statement adopted by the Presbytery of Detroit ((POD) (a tax exempt 501(c) 3 corporation)) Trustees establishes a clear understanding of the values, philosophy and investment objective to be applied to the Investment portfolio (Portfolio(s)). The purpose of the Investment Policy statement is as follows:

- To document governance responsibilities and operational policies established for the management of the Portfolio's assets.
- To establish objectives and guidelines for the investment of the Portfolio assets that meet the overall goals of the Presbytery of Detroit.
- To outline timing, criteria and procedures to assess on an ongoing basis the Portfolio's asset management.

#### Article II. Definition of Assets to Invest

- Restricted investments are defined as those funds commonly called: #410, James Joy Fund; #430, Connor Fund; # 440 McKay Fund , #420 Ranney-Balch Fund and #200, Designated Fund.
- Investments from the above named funds are combined for efficient investment management purposes and are further defined by the following percentages.

**Table 1 – Designated Funds**

Fund Name & Account	Percentage of Total *
• James Joy Fund # 410	76.842%
• Ranney Balch Fund # 420	9.349%
• Connor Fund # 430	3.324%
• McKay Fund # 440	2.584%
• Designated Fund (Capital) # 200	7.901%

\* Based on the agreement (Appendix III) between POD and Fort Street Presbyterian Church (FSPC) the percentages above reflect the asset allocation as of August 17, 2009

- Income from the above funds are further defined for purposes of investment income distribution and protection of principal following the formula, below;

**Table 2 – Income Distribution from the above funds**

Fund Name	Fort Street Church	Presbytery of Detroit	Use of Principal
• James Joy #410	50%	50%*	Restricted
• Ranney Balch # 420	0%	100%	Restricted
• Connor # 430	100%	0%	Restricted
• McKay # 440	0%	100%	Restricted
• Designated(Capital) # 200	0%	100%	Unrestricted

\*Presbytery of Detroit distributes, per covenant, to designated beneficiaries.

- d. These investments are also governed by the covenants as originally described by the donors and or the Trustees based on the wishes of said donors. Further, the investments are defined by the State of Michigan, as restricted, or unrestricted as it pertains to distribution of principal.

### **Article III, Additional Unrestricted Investment Assets**

- a) Surplus cash beyond operational needs in fund accounts is also available for investment. The cash includes funds from committee escrow accounts #510 and Shared Mission & per Capita #600. (See the Presbytery of Detroit, Cash Policy T-17 for the definition of surplus cash).
- b) These general funds may be needed for the Presbytery of Detroit funding requirements and therefore the investment style of these funds may differ from the other investment strategies in this policy to enable these operational requirements.
- c) The Investment Committee is also encouraged to invest funds directly into the Presbyterian Investment Loan Program (PILP) for the general benefit of churches of the Presbytery of Detroit.

### **Article IV, Duties/Responsibilities: Board of Trustees**

- a. Under the bylaws of the Presbytery of Detroit (Article II, Section 5, subsection 5bv The Board of Trustees has the responsibility for managing Presbytery temporarily and permanently restricted funds, in consultation with the Treasurer and the Staff.
- b. The Board of Trustees assigns this management duty to the Investment Committee. The Investment Committee reports in writing at minimum on a quarterly basis to the Board of Trustees regarding performance of the investment funds.
- c. The Investment Committee is composed of a minimum of three current Trustees and the Presbytery of Detroit Treasurer (ex officio). In addition two Elders are appointed by the session from Fort Street Presbyterian Church. The Fort Street representatives have voice and vote in all matters concerning the management of the Connor and Joy Estate Funds. See Appendix III for a copy of the agreement which outlines the relationship between Fort Street Presbyterian Church and the Presbytery of Detroit.
- d. The Investment Committee is empowered to employ the services of an Investment Manager to direct and conduct the daily investment activities as directed and governed by the policies and procedures listed below.
- e. The Investment Committee shall conduct a review of the Investment Manager on an annual basis and at its discretion may choose to issue a Request for Proposal (RFP) for new investment manager.
- f. The Investment Committee shall review annually compliance with the covenants of the donors.

### **Article V. Objectives**

**Investment Objective:** The objective of the investment policy is to maximize income (dividends and interest) given a level of risk consistent with the preservation of capital and anticipated future cash flow requirements. This objective will be accomplished utilizing an investment strategy of equities, fixed income securities, mutual funds, REITS and money market investments and other approved instruments to participate in rising markets while allowing for adequate protection in falling markets.

### **Article VI. Investment Guidelines**

- a. Management: Management of the asset mix among classes of investment is both necessary and desired. To the extent possible, allocation and diversification of investments among asset classes that are not subject to geopolitical events are desired to limit volatility. Therefore, the goal is to provide an appropriate return to enhance growth of the portfolio and enhance income production. In addition, concentration in single asset classifications and categories is to be avoided.
- b. Funds deposited in FDIC insured accounts may not exceed the current maximum standard insurance per depositor, per bank and for each account ownership category.
- c. All commercial paper investments are limited to A1/P1 rated paper.
- d. Fixed income securities held directly by the portfolio and not via a mutual or common fund **must have** an investment grade credit rating assigned by Moody's and or Standard & Poor's rating services.
- e. Mutual Funds or Common Funds held in the portfolio are subject to the overall risk measurement for the portfolio.
- f. If a rating of any individual security held directly by the investment account is lowered after initial purchase, the Investment Manager will notify the Investment Committee, with an explanation of the credit downgrade and recommended action.
- g. Guiding principles of our organization discourage investing directly in 1.) Tobacco and Liquor companies; 2.) Gambling enterprises; and 3.) Defense contractors. (See Appendix I for specific PCUSA listing).
- h. Turnover – There are no specific guidelines regarding turnover of the portfolio. The Investment Manager is given the flexibility to alter the asset mix and selection adjusting to changing market conditions.
- i. See Appendix II for definitions of financial terms.

### **Article VII. Asset Allocation**

The Investment Manager will allocate assets within the following ranges and in consideration of the following target positions:

Target Ranges

Equity Investments	40%-60% (Includes REITS up to 10% of the total)	Fixed
Income Investments	40%-60%	
Cash Equivalents	0% - 5%	

- j. Assets expressly **approved**:
  1. Money Market Funds
  2. Certificates of Deposit

3. Commercial Paper
  4. U. S. Government Securities
  5. U.S. Agency Securities.
  6. Mortgage Backed Securities
  7. Floating Rate Notes
  8. Real Estate Investment Trusts (REITS)
  9. Asset-backed securities
  10. Corporate Bonds
  11. Mutual Funds (open or closed end)
  12. Preferred Stock
  13. Zero Coupon Bonds
  14. Convertible Securities
  15. Common stock
  16. International equity or fixed income securities
  17. U.S. dollar denominated issues of international agencies, foreign governments and foreign corporations
  18. Foreign Securities or American Depository Receipts(ADR) listed on U. S. Stock Exchanges
  19. Exchange Traded Funds (ETFs)
  20. Common Trust Funds
- k. Assets expressly **prohibited**:
1. Derivatives
  2. Margin or Lending securities
  3. Non-Marketable securities
  4. Private placements
  5. Selling short or short against the Box
  6. Venture Capital

### **Article VIII: Portfolio Performance & Measurement**

- a. **Time Horizon:** The Investment Committee seeks to achieve the objectives stated above over a full market cycle. To that end, investment objectives may be achieved each year. The committee recognizes that the portfolio may significantly over or under perform relative to broad market measures. Consequently, long term investment returns will be measured annually, over a 3 year moving period and a 5 year moving period.
- b. **Benchmarks**
1. Composite: 50% Russell 3000 Index/45% Barclays Int. Gov./Credit Index/5% 90 Day US Treasury Bill
  2. Equities: Russell 3000 Index, MSCI ACWI (ETF benchmark)
  3. REITS: FTSE NAREIT Index
  4. Fixed Income: BC Interim Gov./Credit
- c. **Risk Parameters:** A Beta (as a measure of volatility) no greater than 1.2 as a general guideline for the overall performance of the portfolio.



### **Article IX: Duties/Responsibilities: Investment Manager**

The Investment Manager is responsible for all aspect of managing and overseeing the Investment Portfolio. On an ongoing basis the Investment Manager shall:

- a. Implement the overall investment strategy, including the selection/termination of securities and/or investment managers within these investment policy guidelines:
- b. Monitor the asset mix and allocate assets as of each investment strategy within these investment policy guidelines:
- c. Distribute monthly income pursuant to standing instructions to the Presbytery of Detroit and Fort Street Presbyterian Church.
- d. Provide the Investment Committee with quarterly performance reports:
- e. Assist the Investment Committee at its discretion, with a review of the Investment Policy Statement, including an assessment of the current investment objectives and current asset allocation: and
- f. Supply the Investment Committee with reports and information as reasonably requested.

### **Article X: Reporting/Guidelines/Restrictions**

#### **The Investment Manager shall:**

- a. Have full investment responsibility commensurate with the above policy.
- b. Immediately notify the Investment Committee members via email and in writing of material changes in the economic / financial outlook, portfolio structure, ownership of the investment firm, or senior personnel.
- c. Vote proxies and share tenders in a manner that is in the best interest of the Investment portfolio and consistent with the investment objectives contained herein.
- d. Advise the Investment Committee on the payment of investment fees and have an annual vote by the committee on how fees are to be paid either out of realized gains and or investment income or some combination of both.
- e. Report at a minimum on a quarterly basis to the Investment committee the following:
  1. Market value of funds under management.
  2. Percent return: quarterly, 1 year, 3 year and 5 year annualized: Total and by asset type.
  3. Asset allocation by market relative to ranges specified in the policy
  4. Income payments: quarterly, YTD to POD & FSPC
  5. Current year income estimate and previous year actual income.
  6. Fees: YTD directly invoiced, % of total assets, including fees charged by mutual funds.

### **ACKNOWLEDGEMENT of the POLICY by the INVESTMENT MANAGER**

As the Investment Manager, we recognize the importance of adhering to the Presbytery of Detroit's investment policy outlined in this document. The Investment Manager agrees to work to fulfill the objectives and follow the policies stated herein, to the best of our ability. Clear and timely communication between the parties is essential to fulfilling this mission between the parties is essential to achieving these investment goals. Therefore, as Investment Manager we acknowledge the Investment Policy of the

Presbytery of Detroit, the process for adjustment of the policies, and the reporting requirements of this statement.

\_\_\_\_\_  
Comerica Wealth Management,  
Authorized Signature

Date \_\_\_\_\_

\_\_\_\_\_  
Investment Manager

Date

► **Appendix I, PRESBYTERIAN CHURCH (U.S.A.)**

**2014 -2015 General Assembly Divestment List**

October 10, 2014

By the Committee on Mission Responsibility through Investment  
(MRTI) Compassion, Peace and Justice Ministries  
Presbyterian Mission Agency

The General Assembly of the Presbyterian Church (U.S.A.) urges divestment and/or proscription of some corporations due to their involvement in military-related production (MR), tobacco (TO) or human rights violations (HR). The following is a comprehensive list of corporations or securities affected by those General Assembly policies:

1.	Alliance One International	AOI	(TO)
2.	Altria Group (Philip Morris)	MO	(TO)
3.	ATK (formerly Alliant Techsystems)	ATK	(MR)
4.	BAE Systems	BAESY (ADR)	(MR)
5.	Babcock International	BAB (London)	(MR)
6.	Boeing	BA	(MR)
7.	British American Tobacco Industries	BTI (ADR)	(TO)
8.	CACI	CAI	(MR)
9.	Chemring Group, PLC	CHG (London)	(MR)
10.	Cobham	COB (London)	(MR)
11.	Cubic Corporation	CUB	(MR)
12.	Elbit Systems	ESLT	(MR)
13.	Finmeccania	FNC (BIT)	(MR)
14.	General Dynamics	GD	(MR)
15.	Hanwah	Korea:00880	(MR)
16.	Harris	HRS	(MR)
17.	Imperial Tobacco PLC	ITY (NYSE ADR)	(TO)
18.	Israel Aerospace	ARSP.81 (Tel Aviv)	(MR)
19.	ITT Exelis	XLS	(MR)
20.	Japan Tobacco	Tokyo Exchange	(TO)
21.	K.T.& G.	“033780”	(TO)
22.	L-3 Communications	LLL	(MR)
23.	Lockheed Martin	LMT	(MR)
24.	Lorillard	LO	(TO)
25.	Man Tech International	MANT	(MR)
26.	Norinco	000065Shenzhen	(MR)
27.	Northrop Grumman	NOC	(MR)
28.	Oshkosh Corporation	OSK	(MR)
29.	Philip Morris International Group	PMI	(TO)
30.	Poongsan	Korea:103140	(MR)
31.	Qineti: Q Group	LSE:QQ	(MR)
32.	Raytheon	RTN	(MR)
33.	Reynolds American Inc.	RAI	(TO)

34.	Rockwell Collins	COL	(MR)
35.	Saab	Saab B (OMX)	(MR)
36.	SAIC	SAI	(MR)
37.	Singapore Technologies Engineering	SGX:S63	(MR)
38.	Textron	TXT	(MR)
39.	Ultra-Electronics Holding	ULE (London)	(MR)
40.	Universal Corp.	UVV	(TO)
41.	Vishay Technology	VSH	(MR)

### ***Military-Related Investment Policy***

The General Assembly military-related divestment policy was first adopted in 1982, and has been revised three times since then. The most recent revision was made by the 1998 General Assembly. This policy is an outgrowth of the General Assembly's adoption of *Peacemaking: A Believer's calling, which* asked the entire church to review its witness and seek additional ways to promote peacemaking. MRTI conducted a review of its engagements with military-related companies, and developed guidelines consistent with the historic concerns of the General

Assembly. These included concern about the overall spending on the military, over-dependence on military contracts by a company, and weapons that do not distinguish between combatants and non-combatants. Later amendments stemmed from General Assembly actions on foreign military sales and land mines. The General Assembly's guidelines, which identify affected companies, are:

1) Corporations that are among the five leading military contractors (measured as dollar volume of military contracts in the most recent year) until such time as the United States is no longer among the top ten nations ranked according to per capita military expenditures.

<u>COMPANY</u>	<u>PREVIOUS RANK</u>	<u>2012 AWARDS (in billions)</u>
Lockheed-Martin	1	\$44,883
Boeing	2	31,378
BAE Systems	3	26,813
Raytheon	5	22,705
General Dynamics	4	21,023

2) Corporations that are among the 100 leading military contractors and in addition are dependent on military contracts (domestic and/or foreign) for more than 50 percent of their sales (measured as the average ratio of military contracts to sales in the most recent three-year period). Insofar as sales to the military can be shown by the corporation to be merely general supplies readily available to civilians, rather than weapons production, such general supplies sales shall be excluded from the percentage of sales to the military for purposes of these criteria.

<u>COMPANY</u>	<u>DEPENDENCY PERCENTAGE</u>
1. ATK (formerly Alliant Techsystems)	65.57
2. BAE Systems	95.07
3. Babcock International	64.60
4. CACI	78.56
5. Chemring Group PLC	97.87
6. Cobham	66.63
7. Cubic Corp.	65.90
8. Elbit Systems	95.00
9. Finmeccanica	58.43
10. General Dynamics	75.60
11. Harris	50.70
12. Israel Aerospace	75.03
13. ITT Exelis	65.63
14. L-3 Communications	82.80
15. Lockheed Martin	94.37
16. Man Tech International	95.93
17. Northrop Grumman	84.17
18. Oshkosh Corporation	59.57
19. Qineti	69.00
20. Raytheon	93.00
21. Rockwell Collins	58.33
22. Saab	86.64
23. SAIC	77.57
24. Ultra-Electronics Holding	80.67

*Note: The source for these calculations is Defense News, which annually issues a ranking of the top 100 military contractors worldwide, and includes the percentage of company revenue derived from military contracts.*

In tracking the statistics from Defense News over the last four years, the nature of the top 100 corporations has been shifting significantly toward including numerous non-U.S. companies. For example, BAE Systems (a UK company) is now the third largest military contractor, and has a dependency ratio of 95.07%. Three companies are new to the list this year. All have the required dependency percentage, and were on the waiting list last year. They are Israel Aerospace, Oshkosh Corporation, and Saab. Three corporations have been removed: Anselsan, FLIR Systems and Rheinmetal. Four additional companies saw their three-year average dependency percentage exceed 50%, and have been placed on the waiting list. MRTI will verify that all are publicly traded.

3) Corporations that are among the top five firms engaged in foreign military sales during the most recent fiscal year for which statistics are available.

*Note: Until this year, these statistics were compiled for and published by Government Executive magazine. This is no longer the case. However, the Stockholm International*

*Peace Research Institute collects data on arms sales. Initial research confirms that the largest military contractors are also the largest in terms of foreign military sales. With the growing presence of non-US companies among the top 100 DOD contractors, it is not surprising that BAE Systems, a UK company, is the largest seller of military equipment to foreign countries. Its largest customer is the United States. At the same time, the United States remains its number one position as the world's leading arms seller.*

4) Corporations that produce weapons whose use can lead to mass or indiscriminate injury and/or death to civilians. Such products would include the key components of nuclear warheads, chemical and biological weapons, anti-personnel weapons such as landmines, and “assault-type” automatic and semi-automatic weapons, rifles, shotguns, handguns and ammunition sold to the civilian market for purposes counter to General Assembly policy.

a) key components of nuclear warheads

None found. At present, there is no warhead production. Maintenance of existing stockpile goes continues through the ICBM Prime Integration Team involving the weapons and the missile delivery systems. The major companies involved are already on the GA divestment list.

Interestingly, the Norway Oil Fund (Government Pension Fund of Norway) includes in its screen companies that make missiles used for no other purpose than to carry nuclear weapons, companies that maintain the weapons, and companies that do the nuclear explosion simulations essential to maintaining the readiness of the nuclear weapon (the Fund excludes Honeywell for this reason). Excluded companies for the first two reasons include GenCorp. BAE Systems and EADS NV, Finmeccania, SAFRAN SA, and Serco Group PLC.

b) Chemical and biological weapons none found.

c) anti-personnel weapons such as landmines and cluster munitions (New policy states that “companies which manufacture components used in landmines will be affected by the criteria unless they have adopted a policy prohibiting such work and are making an active effort to knowingly sell any of their products that are intended for use in anti- personnel landmines.”)

Company

ATK (formerly Alliant Techsystems)  
 Hanwah  
 Lockheed Martin Norinco  
 Poongsan Raytheon  
 Singapore Technologies  
 Engineering Textron

Vishay Intertechnology, Inc.

*Note: The Convention on Cluster Munitions (CCM) categorically bans the use, production, stockpiling and transfer of cluster munitions. 97 countries have signed the CCM, and 57 have ratified it so it entered into force on August 1, 2010. The United States has not signed.*

Pax Christi Netherlands has done extensive studies of investments in companies producing cluster munitions as defined in the CCM. This research identified publicly traded companies involved: ATK (U.S.), Hanwah (South Korea), Lockheed Martin (U.S.), Norinco (China), Poongsan (South Korea), Singapore Technologies Engineering (Singapore), and Textron (U.S.). ATK and Lockheed Martin were already on the GA divestment list. Several countries that have signed the Convention on Cluster Munitions have banned investments in companies producing cluster munitions. Research into other possible manufacturers continues.

d) “assault-type” automatic and semi-automatic weapons

*Note: The current “assault weapons” ban has been lifted by Congress. MRTI is now researching any publicly-traded companies affected by the criteria.*

SOURCES: Government Executive  
 Human Rights Watch  
 U.S. Department of  
 Defense  
Defense News  
 USASpending.gov  
 Stockholm International Peace Research  
 Institute Pax Christi Netherlands  
*Comprehensive List of Affected Military-Related Corporations*

### ***Tobacco Policy***

The General Assembly’s policy on tobacco-related investments recommends divestment and/or proscription of the top ten tobacco companies according to revenues averaged over two years. The most recent data revealed the following top ten companies:

Company Average Revenue in millions of US dollars

1. Philip Morris International Group (PMI)	\$31,237
2. British American Tobacco (BTI)	24,167
3. Japan Tobacco (2914)	21,853
4. Altria Group (MO)	17,060
5. Imperial Tobacco (ITY)	11,318

6. Reynolds American Inc. (RAI)	8,423
7. Lorillard (LO)	4,544
8. Universal Corp. (UVV)	2,455
9. K.T. & G. (“033780”)	2,428
10. Alliance One International (AOI)	2,151

Notes:

Reynolds American is the holding company for R.J. Reynolds Tobacco following its merger with the U.S. operations of British American Tobacco (known as Brown & Williamson Tobacco).

In June 2008, Lorillard was spun off by Loews Corp. and now trades under its own name. Imperial Tobacco acquired Altadis in early 2008.

In March 2008 Altria completed a spinoff of its non-U.S. operations into Philip Morris International. In January 2009 Altria acquired UST Inc. The revenues for Altria exclude those for wine.

Japan Tobacco acquired Gallaher Group in April 2007. Its tobacco revenues for the last fiscal year were down substantially.

In May 2005, DIMON Inc. and Standard Commercial Corp. merged to form Alliance One International.

### ***Human Rights***

As human rights issues arise, as in the case of South Africa and apartheid, or the Sudan crisis, the General Assembly may place a company on the divestment and/or proscription list. The 2000 General Assembly took such action regarding Talisman after a review of the company’s role in Sudan. With the company’s withdrawal, the 2004 General Assembly removed it from the list. There are currently no companies on the General Assembly divestment list for human rights concerns, although the church is engaged with several corporations on such issues through correspondence, proxy voting and dialogues.

MRTI is currently working on a phased, selective divestment process related to companies operating in Sudan, and to determine that investments in companies doing business in Israel, Gaza, East Jerusalem and the West Bank are only in companies engaged in peaceful pursuits.

*For more information about these policies, and other MRTI activities including Corporate Achievement Awards, proxy voting recommendations, dialogues with corporations and socially responsible investing, please contact Rev. William Somplatsky-Jarman, Associate for Mission Responsibility Through Investment, at*



888-728-7228, ext. 5809. Fax is 502-569-8963. E-mail is Bill.Somplatsky-Jarman@pcusa.org.

## Appendix II, Terms & Definitions

- ▶ **Fund accounting** is an **accounting** system emphasizing accountability rather than profitability, used by non-profit organizations and governments. In this system, a **fund** is a self-balancing set of accounts, segregated for specific purposes in accordance with laws and regulations or special restrictions and limitations.
- ▶ A **benchmark** is a standard against which the *performance* of a security, mutual fund or *investment* manager can be measured. Generally, broad market and market-segment stock and bond indexes are used for this purpose. e.g. Russell 3000 index
- ▶ Investment **Portfolio** is a range or collection of investments vehicles held by a person or organization.
- ▶ Investment **Vehicles** can be low-risk, such as certificates of deposit (CDs) or bonds, or can carry a greater degree of risk such as with stocks, options and futures. Other types of **investment vehicles** include annuities, collectibles (art or coins, for example), mutual funds and exchange-traded funds (ETFs).
- ▶ **Duration** is the lengthen of time defined in an individual Bond or the average time of a portfolio of Bonds
- ▶ Investment **Income** is defined as dividends paid and or interest earned.
- ▶ Investment **Fees** are those agreed to expenses for the active management of the investment portfolio and are determined as a percentage of the Total Market value under management at the end of each calendar month.
- ▶ **Principal** is defined as the value of the original investment and any reinvestment of dividends and or interest paid, this is also known as the cost bases of the investment.
- ▶ Market **Gains / Losses** are defined as the difference between the market value and the original investment or principal plus any reinvestment of dividends or interest also known as cost bases of the investment.
- ▶ An **asset class** is a group of securities that exhibit similar characteristics, behave similarly in the marketplace, and are subject to the same laws and regulations. The three main asset classes are equities (**stocks**), fixed-income (**bonds**) and **cash** equivalents (money market instruments).
- ▶ A bond is considered **investment grade** or IG if its credit **rating** is BBB or higher by Standard & Poor's or Baa3 or higher by Moody's. Generally they are bonds that are judged by the **rating** agency as likely enough to meet payment obligations that banks are allowed to invest in them
- ▶ **Beta**, as a **measure of Risk**, is a measure of volatility compared to the volatility of a market index—a beta of 1.0 indicates that the stock is equally as volatile as the market, while a beta greater than 1.0 indicates that the stock is more volatile and a beta less than 1.0 indicates that the stock is less volatile than the overall market.

The Trustees of the Presbytery of Detroit convened with prayer in a stated meeting at the Presbytery office on November 3, 2009 at 4:53 p.m. Henry Borchardt moderated the meeting.

Present: Nancy Nawrocki, Don Morgan, John Daniel, Henry Borchardt, Alan Timm, Tom Neal, Marva Banks, Kenneth Hollowell.

Members absent: Lou Prues, Elaine Ellis

Also present: Alvin Smith, Ed Koster

Upon motion, minutes of October approved, amending to delete the Joslyn Avenue commentary on p.13 (no grant mortgage.)

**Re: Fort St.**

Upon motion, the Trustees adopted the Fort Street Agreement:

*AGREEMENT BETWEEN FORT STREET CHURCH AND DETROIT PRESBYTERY TRUSTEES*

*Because the Session of Fort Street and the Trustees of the Presbytery have agreed that civil litigation has failed to produce a satisfactory resolution of issues mutually concerning them, and because subsequent informal conversation by a small group commissioned by their parent bodies has resulted in an agreement which settles those same issues, the following statement is appropriate to describe that solution and guide our behavior in the future.*

*The issues in question relate to the sharing of information and the need for effective and timely disclosure of that information so that Fort Street and the Presbytery can make informed decisions about their respective finances. The parties agree to arrange with the fund custodian (currently Comerica) to separate the income from the fund with checks sent to each party. The parties agree that the fund custodian shall provide Fort Street with a statement of principal, income, and expenses of the Joy-Connor estate funds within a reasonable time at the conclusion of each quarter. The interest and dividends after fees from these funds shall be distributed monthly within five business days of the receipt of that income for the previous month by the fund custodian to the Presbytery and Fort Street.*

*It is further agreed that Fort Street's Session may appoint two persons to serve on the investment committee of the trustees which oversees the management of the Joy and Connor funds.*

*Finally, the Session of the Fort Street Presbyterian Church and the Board of Trustees of the Presbytery of Detroit agree to take no further action in the courts regarding matters which occurred prior to September 28, 2009.*

Mr. Borchardt will notify Fort Street.

Above agreement approved by the Fort Street Presbytery Church session October 7, 2009

# THE PRESBYTERY OF DETROIT

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## An informed Presbytery is a Responsible Presbytery

### TREASURER'S REPORT June 13, 2016

Attached are the following documents:

- A) Combined Revenue and Expenditure Statement 1-1-2016 thru 5-31-2016 (latest available month prior to minor month end adjustments) with budget comparisons to the five month prorated budget and comparison to the annual budget.
- B) Combined Balance Sheet at 5/31/2016
- C) A Four Year Comparative Summary Statement of Revenues and Expenditures Combined Funds highlighting impact of Unrealized Gains and Losses as of the end of year.

Presented by: Timothy Ngare, Treasurer



The Presbytery of Detroit  
Statement of Revenues and Expenditures Combined Funds  
From 5/1/2016 Through 5/31/2016

May 31 2016	Five Months' Actual	Five Months' Budget	Five Months' Variance	Total Annual Budget	Annual Budget Variance	Percent Annual Budget Remaining
Mission Revenue			(2,246.22)	355,000.00	(246,308.72)	(69.38)%
✓ Shared Mission	108,691.28	110,937.50	65,148.59	226,000.00	(90,226.41)	(39.92)%
✓ Offerings and Donations	135,773.59	70,625.00	(40,885.40)	135,000.00	(119,635.40)	(88.62)%
POD ECO	15,364.60	56,250.00	(18,750.00)	45,000.00	(45,000.00)	(100.00)%
GA & Synod	0.00	18,750.00	41.67	5,000.00	(2,875.00)	(57.50)%
Directed Mission	2,125.00	2,083.33	(19,760.05)	125,000.00	(92,676.72)	(74.14)%
General Mission & Designated Projects	32,323.28	52,083.33	(3,172.57)	616,885.00	(427,281.01)	(69.26)%
✓ Per Capita	189,603.99	192,776.56	(144,403.68)	1,507,885.00	(1,024,003.26)	(67.91)%
Total Mission Revenue	483,881.74	628,285.42				
Investments			58,252.67	645,701.00	(318,406.25)	(49.31)%
Endowment Income	327,294.75	269,042.08	(22,875.45)	60,153.00	(57,864.70)	(96.36)%
Interest Income-Pod Church loans & Other	2,188.30	25,063.75				
Investment Income			35,377.22	705,854.00	(376,370.95)	(53.32)%
Total Investments	329,483.05	294,105.83	42,972.06	21,000.00	30,722.06	146.30%
Grant Income	51,722.06	8,750.00	2,957.07	2,000.00	1,790.40	89.52%
Other Income	3,790.40	833.33	(63,097.33)	2,236,739.00	(1,367,861.75)	(61.15)%
Total Revenues	868,877.25	931,974.58				
Mission Expense			(2,827.95)	71,000.00	45,984.55	64.77%
✓ Shared Mission	25,015.45	22,187.50	(63,274.53)	226,000.00	92,100.47	40.75%
✓ Offerings and Donations	133,899.53	70,625.00	42,493.70	135,000.00	121,243.70	89.81%
POD ECO	13,756.30	56,250.00	18,750.00	45,000.00	45,000.00	100.00%
GA & Synod ECO	0.00	18,750.00	19,823.18	125,000.00	92,739.85	74.19%
General & Other Mission Expense	32,260.15	52,083.33	1,399.44	255,475.00	177,038.50	69.30%
✓ Per Capita	78,436.50	79,835.94	73,913.32	857,475.00	574,107.07	66.95%
Total Mission Expense	283,367.93	357,281.25				
Investment			(161,879.85)	337,972.00	35,270.48	10.44%
Endowment Distribution	302,701.52	140,821.67	9,992.07	95,300.00	65,583.74	68.82%
Bank & Investment Fees	29,716.26	39,708.33	(151,887.78)	433,272.00	100,854.22	23.28%
Total Investment	332,417.78	180,530.00				
Machinery & Maintenance	19,337.03	14,165.00	(5,172.03)	33,996.00	14,658.97	43.12%
Professional Expense	14,304.85	6,458.33	(7,846.52)	15,500.00	1,195.15	7.71%
Office & Other Expense	8,911.60	13,791.67	4,890.07	33,100.00	24,188.40	73.08%
Rent & Security	17,777.10	17,905.83	128.73	42,974.00	25,196.90	58.63%
Insurance & Umbrella Liability	3,535.64	7,291.67	3,756.03	17,500.00	13,964.36	79.80%
Grant Expense	37,444.18	8,750.00	(28,694.18)	21,000.00	(16,444.18)	(78.31)%
Other Expense	2,133.76	0.00	(2,133.76)	0.00	(2,133.76)	0.00%
Total Ministry Teams (Committees) Expense	113,251.30	154,278.33	41,027.03	370,268.00	257,016.70	69.41%
Administrative Expenses			(1,016.64)	415,369.97	241,282.51	58.09%
Salary & Benefits	174,087.46	173,070.82	(328.81)	24,776.03	14,123.87	57.01%
Payroll Taxes	10,652.16	10,323.35	(1,345.45)	440,146.00	255,406.38	58.03%
Total Administrative Expenses	184,739.62	183,394.17	(73,374.54)	2,265,231.00	1,248,010.21	55.09%
Total Expenditures	1,017,220.79	943,846.25	136,471.87	(28,492.00)	(119,851.54)	
Total Income Before Net Realized/Unrealized Gain Or Loss	(148,343.54)	(11,871.67)				
Net Unrealized/Realized Endowment Gain or Loss	250,096.45		(250,096.45)		250,096.45	
Total Income After Net Realized/Unrealized Gain or Loss	301,752.91	(11,871.67)	(113,624.58)	(28,492.00)	130,244.91	

The Presbytery of Detroit  
 Statements of Financial Position  
 As of 5/31/2016

	Operating Fund	Capital/Temporary Restricted	Joy Fund	Batch Fund	Conner Fund	McKay Fund	Designated Fund	Mission Fund	Total
As of May 31, 2016									
Cash and Cash Equivalents	(237,964.53)	2,076,970.95	(64,922.24)	11,403.27	501.42	(2,094.07)	(4,657.01)	129,793.62	1,846,121.41
Presbyterian Investment Loan	0.00	526,849.99	0.00	0.00	0.00	0.00	0.00	0.00	526,849.99
Investment Securities - Comanica	0.00	1,399,847.51	13,567,269.73	1,649,970.75	569,998.15	459,349.66	0.00	0.00	17,656,938.00
Notes Receivable	280,708.45	1,295,445.28	0.00	0.00	0.00	0.00	(23,332.40)	(249,880.10)	1,302,941.23
Loan Receivables Presbytery - Reserve on Grant Mortgages	0.00	3,048,334.44	0.00	0.00	0.00	0.00	0.00	0.00	3,048,334.44
Total Notes Receivable	280,708.45	4,343,779.72	0.00	0.00	0.00	0.00	(23,332.40)	(249,880.10)	4,351,275.67
Total Other Assets	13,629.90	(157,960.54)	0.00	0.00	0.00	0.00	144,970.00	0.00	739.35
Total Assets	(3,626.18)	8,184,387.63	13,502,347.49	1,661,074.02	587,499.57	454,255.79	117,090.69	(120,086.48)	24,382,922.43
Liabilities - Accs Payable Module & General Mission Payable	75,390.56	0.00	0.00	0.00	0.00	0.00	(14,646.80)	(90,050.26)	693.50
Notes Payable to Presbyterian Church (U.S.A.)	384.23	0.00	0.00	0.00	0.00	0.00	(531.40)	0.00	(147.17)
Total Liabilities	75,774.79	2,665,771.51	0.00	0.00	0.00	0.00	0.00	0.00	2,665,771.56
Net Assets/Equity Unrestricted	(1,225,347.59)	5,466,587.4	(541,432.45)	(64,135.19)	(23,397.69)	(16,188.33)	240,028.72	7.88	3,624,113.56
Temporarily Restricted	1,145,646.62	62,028.6	(63,787.04)	1,725,209.21	(4,088.61)	(4,156.91)	(107,770.93)	(60,054.10)	2,663,246.70
Permanently Restricted	0.00	0.0	14,137,576.98	0.00	614,866.27	476,611.03	0.00	0.00	15,229,144.28
Total Net Assets/Equity	(79,400.97)	5,519,616.0	13,502,347.49	1,661,074.02	587,499.57	454,255.79	132,258.79	(60,046.22)	21,719,604.54
Total Liabilities and Net Assets/Equity	(3,626.18)	8,184,387.6	13,502,347.49	1,661,074.02	587,499.57	454,255.79	117,090.69	(120,086.48)	24,382,922.43

The Presbytery of Detroit  
 Comparative Summary Statement Revenues and Expenditures Combined Funds  
 From 1/1/2012 Through 12/31/2015

	Unaudited	Audited	Audited	Audited
	<b>12/31/2015</b>	<b>12/31/2014</b>	<b>12/31/2013</b>	<b>12/31/2012</b>
Total Revenues	2,313,946	2,490,808	2,474,700	2,412,688
Total Expenditures	<u>2,596,620</u>	<u>2,037,201</u>	<u>2,601,576</u>	<u>2,780,638</u>
<b>Total Income Before Net Realized/Unrealized Gain Or Loss</b>	<b>(282,674)</b>	<b>453,606</b>	<b>(126,906)</b>	<b>(367,950)</b>
Net Unrealized/Realized Endowment Gain or Loss	<u>(845,510)</u>	750,909	<u>2,620,549</u>	<u>1,458,529</u>
<b>Total Income After Net Realized/Unrealized Gain or Loss</b>	<b>(1,128,184)</b>	<b>1,204,516</b>	<b>2,493,643</b>	<b>1,090,579</b>

**Note:** The Accounting Profession requires that unrealized gains or losses be reflected in financial statements. Like in a mutual fund or 401k, the unrealized gains or losses reflect market values as of that date. As of 5/31/2016 the Total Income After Net Realized/Unrealized Gain or Loss was \$130,245

**PRESBYTERY OF DETROIT  
POSITION DESCRIPTION**

**TITLE:** Bookkeeping Assistant, Part Time, 20 hours per week

**PURPOSE:**

The Bookkeeping Assistant will provide bookkeeping assistance to the Accounting Manager, and will assist the Accounting Manager in issuing checks and processing receipts. The Bookkeeping Assistant will also assist Presbytery staff and committee/team chairs with general payable and receivable responsibilities related to all aspects of the Presbytery's ministry.

**ACCOUNTABILITY:**

The Bookkeeping Assistant is accountable to the Accounting Manager for the timely performance of his/her duties. The Bookkeeping Assistant is ultimately accountable to the Executive Presbyter as head of staff.

**RESPONSIBILITIES:**

The responsibilities include but are not limited to the following:

1. Enter financial information into the computer system related to any aspect of the Presbytery's business via payable vouchers and receipts;
2. Copy and file all checks received and prepare bank deposits for Accounting Manager;
3. Send thank you letters to donors and organizations;
4. Maintain petty cash system;
5. Maintain accounting files (vendor, checks, etc.);
6. Assist as requested with preparations and presentations of records and reports for independent auditors and provide follow-up reports as requested;
7. Print completed reports after final review by Accounting Manager
8. Prepare all correspondence related to mission, accounts payable, accounts receivable;
9. Assist churches and committee members with financial information;
10. Complete other tasks (such as entering 3<sup>rd</sup> party provider payroll) as requested by Accounting Manager;
11. Maintain time and attendance records; and
12. Other duties as assigned by Accounting Manager.

**KNOWLEDGE AND SKILLS:**

High school graduate with college-level studies in business or accounting (accounting preferred) or bookkeeping experience. Good communication skills, ability to maintain confidentiality, ability to coordinate and carry out multiple assignments in a timely fashion, knowledge of office machines, software and equipment. Knowledge of the structure of the Presbyterian Church (U.S.A.) is helpful.

Computer skills: Excel, MIP (by Abila, formerly SAGE) accounting software (or similar system), Microsoft Word. Candidate capable of being bonded and pass a criminal background check.

**RELATIONSHIPS:**

The Bookkeeping Assistant shall work in a team relationship with all other members of Presbytery staff. In addition, the position impacts the work of the Presbytery staff and Presbytery committees and calls for interaction with the Presbytery's constituents. With respect to daily general oversight of tasks described in this job description and for any task as needed, the Accounting Manager is the supervisor of the work of the Bookkeeping Assistant.

**EVALUATION:**

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

August 2014

**May 6, 2016**



**PRESBYTERY OF DETROIT  
POSITION DESCRIPTION**

**TITLE:** Accounting Manager (20 hours per week)

**PURPOSE:**

The Accounting Manager will assist the presbytery staff, its committees, and constituents with accounting services and the administration of financial accounts. The Accounting Manager will work in concert with the Executive Presbyter, the Bookkeeping Assistant, Presbytery staff, and committee/team chairs in the general accounting responsibilities related to all aspects of the Presbytery's ministry.

**ACCOUNTABILITY:**

The Accounting Manager is accountable to the Executive Presbyter as Head of Staff for the timely performance of his/her duties.

**RESPONSIBILITIES:**

The responsibilities include but are not limited to the following:

1. Enter all financial information in the computer system related to all aspects of the business and missions of the Presbytery of Detroit;
2. Reconcile journals, sub ledgers, budget and non-budget reports;
3. Maintain fixed assets ledger and maintain current cash balance of Presbytery's checking accounts per fund;
4. Review petty cash system and reconcile petty cash monthly;
5. Reconcile cash and investment accounts to transfer funds as needed to meet financial obligations;
6. Prepare payroll and maintain employee payroll records, process by-weekly with payroll company;
7. Reconciliation of investment accounts and operating accounts;
8. Prepare all journal entries related to mission and program funds;
9. Prepare monthly reconciliation and transfer reports for trustees;
10. Review completed monthly reports and give to the Executive Presbyter for final review;
11. Prepare quarterly mission giving reports for congregations and give to the Bookkeeping Assistant for distribution;
12. Prepare financial statement requirements as required by for Trustees, Coordinating Cabinet, and Presbytery Meetings;
13. Coordinate, prepare, and distribute Trustee monthly agenda and packets, including all related documents;
14. Post Trustee documents and minutes to [pod.caucus.com](http://pod.caucus.com) website.
15. Assist in preparations and presentations of records and reports for independent auditors and provide follow-up reports as requested;
16. Participate in staff meetings, contribute to budget negotiation meetings and attend Trustee meetings;

17. Prepare accounting related correspondence regarding mission, insurance, accounts payable, accounts receivable as required, and any other as requested;
18. Assist churches and committee members with information requests;
19. Oversee all tax payments and other government requirements (such as friend of the court"); and
20. Complete other tasks as assigned by the Executive Presbyter.

**KNOWLEDGE AND SKILLS:**

Full knowledge of fund accounting, College-level studies, or acceptable years of service in the fund accounting field, knowledge of MIP fund accounting preferred, employee benefit program requirements, and payroll preparation is required. Good communication skills, ability to maintain confidentiality, ability to coordinate and carry out multiple assignments in a timely fashion, knowledge of office machines and equipment. Knowledge of the structure of the Presbyterian Church (U.S.A.) is helpful.

Computer skills: Excel, MIP (by Abila, formerly SAGE) accounting software (or similar system), Microsoft Word.

Candidate capable of being bonded and passing a criminal background check.

**RELATIONSHIPS:**

The Accounting Manager shall work in a team relationship with all other members of Presbytery staff. In addition, the position impacts the work of the Presbytery staff and Presbytery committees and calls for interaction with the Presbytery's constituents. With respect to timely performance of responsibilities, the Executive Presbyter is the supervisor of the work of the Accounting Manager.

**EVALUATION:**

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

**Presbytery of Detroit  
Minutes of the Stated Meeting  
September 27, 2017**

**WE GATHERED IN GOD'S NAME**

The Presbytery of Detroit convened with worship and prayer in a stated meeting with worship and prayer at 4:01 p.m. at Birmingham First Presbyterian Church. Beth Delaney moderated the meeting.

**WE PROCLAIMED THE GOOD NEWS**

Presbytery worshiped God. Julie Delzenne preached.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST (15)**

The Moderator declared the presence of a quorum.

The Moderator appointed Barbara Hoover the assistant to the stated clerk.

The Moderator welcomed new commissioners and members.

Upon motion of the Stated Clerk, Presbytery voted to adopt the docket as corrected.

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

Upon motion of Allen Timm, Presbytery seated Rafaat Zaki of the Synod of the Covenant as a corresponding member.

John Judson welcomed Presbytery to Birmingham First.

**Recognition of Domestic Violence Month**

Presbytery viewed part of the video on domestic violence called "I believe you," produced by Deva Communications.

**SEEK THE WELFARE OF THE CITY**

Presbytery heard a presentation by Imam Mustapha Elturk of The Islamic Organization of North America, after which Fran Hayes reported on the ministry and cooperation of Littlefield Boulevard Church and the Muslim community in Dearborn.

Imam Elturk responded to questions from the Presbytery.

**WE SHARED GOD'S BOUNTY**

Presbytery recessed for dinner at 5:59 p.m.

**WE GAVE THANKS TO GOD**

Presbytery resumed at 7:00 p.m.

Presbytery shared joys and concerns and offered prayers of thanks and intercession.

### **Reports from Presbytery Affiliated Organizations**

Report of the General Assembly Commissioners

The presbytery saw a video of the General Assembly and the commissioners.

Report of the Synod Commissioners

Stan Edwards reported. The General Assembly has decided to leave the synods as they are.

Presbyterian Youth Connection

Presbytery heard a report from the Presbyterian Youth Connection.

### **WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY Announcements**

Presbytery heard reports from the Committee on Nominations, and the Metropolitan Urban Mission Work Group on the Ranney-Balch Fund, the Second Mile Center.

### **WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY**

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

Mr Timm reported on marriages, Presbytery activities, staff matters, denominational missionaries and activities, opportunities for service, web site organization. He gave thanks for Sandy Jensen to applause of Presbytery for her work on the web site and during staff transition. He introduced new Staff: Rhonda Barley (to new position); Pat McBride to accounting manager.

The Moderator offered a prayer for openness.

### **Committee Items for Action:**

**Committee on Preparation for Ministry.** Matt Means and Sandra Karam reported.

The Committee reported that the credentials, academic transcripts, and preparation for ministry of **Ho-tek Tan** are in order with the expectations and requirements of the Presbytery of Detroit and the Presbyterian Church (USA). In addition, **Ho-tek Tan** is a member in good standing of the Taichung Presbytery of the Presbyterian Church in Taiwan, serves as the Program Secretary of the GA office of the Presbyterian Church in Taiwan, and has been ordained for 15 years.

Upon motion of the Committee, the Presbytery voted to waive the requirement for Ho-tek Tan for taking the Standard Ordination Examinations.

In affirmation of his continuing call serving as Stated Supply Pastor of the Taiwanese Presbyterian Fellowship in Ann Arbor, the Committed presented Mr Tan to the Presbytery of Detroit for examination of **Ho-tek Tan** to be received as a member of the Presbytery of Detroit from the Presbyterian Church of Taiwan. .

Mr Tan read his statement of faith, and Presbytery examined him on his statement. Upon completion of his examination, Presbytery arrested his examination. Upon motion of the Committee on Preparation for Ministry, Presbytery voted to receive Mr Tan into membership from the Presbyterian Church of Taiwan. The Moderator called Mr Tan forward and asked Mr Tan the ordination questions in W-4.4003. On his affirmative answers, the Moderator declared him enrolled in the Presbytery of Detroit and a teaching elder in the Presbyterian Church (U.S.A).

The Committee reported to Presbytery that it has conducted the following consultations:

1. The following Eligible Commissioned Ruling Elder and sustained her annual consultation:  
Anne Lyke    September 27, 2016    First, South Lyon
2. The following Commissioned Ruling Elder Trainee and sustained her annual consultation:  
Ruth Azar    September 27, 2016    Grosse Pointe Memorial, Grosse Pointe Farms

**Committee on Ministry.** Mary Austin reported for the Committee.

Upon motion of the Committee, the Presbytery voted to:

***Contracts:***

1. Pending approval of the Congregation on September 18, 2016, approve the call between **Farmington First Church** and the **Reverend Eddie Jusino** as Pastor effective November 7, 2016. Terms: Full-time. Cash Salary/Housing and Utility Allowance/Flexible Benefits \$70,000; SECA Reimbursement \$5,355 (7.65% of Effective Salary); Dues for the Benefits Plan of the Board of Pension \$24,500; Medical Deductible Reimbursement \$1,400; Continuing Education Reimbursement \$1,000; Auto/Travel reimbursement \$1,500.00; Business Expenses \$500; Total compensation \$104,255. Vacation: 4 weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. One time moving expense up to \$10,000. The Church will also pay for the new Pastor to attend a Pastors in Transition retreat.
2. Approve the 12-month Interim Pastor contract between **Rev. Ken Kaibel** and **Jefferson Avenue**, effective September 1, 2016. Terms: Full-Time. Salary \$30,500; Housing Allowance \$24,000; Board of Pension 403(b) \$24,000; Medical Reimbursement (by voucher) \$3,500; Professional Expenses (by voucher) \$5,000. Vacation: five weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. Any mileage or other reimbursement requests must be submitted, with appropriate details, to the Church bookkeeper monthly. Unused vacation time earned on a pro-rated basis during the life of the contract will be paid upon termination of the contract.

***Validations:***

3. Approve of the Innovative Ministry to Nones and Dones within the bounds of Detroit Presbytery acknowledging that participants may extend beyond the bounds of the presbytery.
4. Approve the Validation of **Rev. Renee Roederer** to this ministry of Nones and Dones.

***Changes in Membership Status:***

5. Approve the retirement of **Rev. James Skimins (Plymouth First)** on January 1, 2017 and grant him the status of Honorably Retired, pending the approval of the congregation.
6. Approve the retirement of **Rev. Richard Henderson (Novi First)** on February 1, 2017 and grant him the status of Honorably Retired, pending the approval of the congregation.

***Miscellaneous:***

7. Approve the 2017 Minimum Terms of Call. (Appended to the minutes.)
8. Concur with the congregation of **St. Andrew's, Dearborn Heights**, to eliminate the head of staff position, effective June 12, 2016, and seek relief from the Board of Pensions dues. Communication with the Board of Pensions is the church's responsibility.

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

***Administrative Commissions***

1. Approved the Administrative Commission to Install the **Rev. Joanna Dunn** to the position of Associate Pastor at **Rochester Hills, University** on Sunday, July 31, 2016 at 2:00 p.m.  
Moderator: Beth Delaney

Teaching Elders: Jim Monnett, Emma Ouellette, Isaac Chung

Ruling Elders: Elizabeth Tengler (Grosse Pointe Memorial), Jacob Lusk (Rochester University)

Corresponding Member: ruling Elder Mathew Eardley, Boise Presbytery

***Contracts:***

2. In light of the Mt. Clemens strategic plan process, granted permission for the church to extend the discussion period deadline to January 31, 2017 regarding a future position between **Mt Clemens** and **Rev. Dan Heaton**. Contract details, including the length of contract, to be determined.
3. Approved the one-year Co-Interim Pastor contract between **Revs. Ann B. and William O. Robertson and Troy, First** effective June 26, 2016. Terms: Half-time; Salary \$32,700 which includes \$250 each for continuing education. This is on a contractual basis and all taxes and other expenses are the responsibility of the contracted Interim Pastors. Vacation: Four weeks. Study Leave: Two weeks. The church will pay for the pastors to attend one of the Presbytery's Pastors in Transition retreats.
4. Approved the 12-month Interim Pastor contract renewal between **Rev. Anne Schaefer and Livonia, Rosedale Gardens**, effective July 7, 2016. Terms: Full-time; Salary \$58,640; Housing Allowance \$38,000; Social Security \$7,393; Travel \$1,300; Study Leave \$2,800. Vacation: One month including four Sundays. Study Leave: Two weeks.
5. Approved the 12-month Interim Pastor contract renewal between **Rev. Judy Shipman and Ann Arbor, Westminster**, effective February 1, 2016. Terms: Salary \$35,000; Housing & Utilities \$33,300; Medical Supplement \$2,000; Professional expenses \$700; Continuing Education \$1,000; Car Allowance \$5,000; Post-retirement Service dues (12% of Salary, Housing & Utilities); SECA (7.65%). Vacation: One month including four Sundays; Study Leave: Two weeks including two Sundays.
6. Approved the 12-month Temporary Supply contract between **Rev. Barbara McRae and Wyandotte, First**, effective June 1, 2016. Terms: Half-time; 403B \$10,000; Housing \$21,084.07; Social Security Reimbursement \$1,612.93. Vacation: Four weeks including four Sundays; Study Leave: Two weeks including two Sundays. The church will pay for Rev. McRae to attend one of the Pastor in Transition retreats.
7. Approved the Associate Pastoral Call from **Rochester Hills, University** to **Rev. Joanna Lynn Jew Dunn**, effective July 10, 2016. Terms: Full-time; Salary \$28,294.29; Housing & Utilities \$26,000; Medical reimbursement \$1,387.51; Continuing Education \$1,224; Business expenses \$2,257.26. Vacation: One month including four Sundays; Study Leave: Two weeks including two Sundays. The church will pay for Rev. Dunn to attend a Pastor in Transition retreat, approx. cost \$200. AAEEEO guidelines were followed in the search.
8. Approved the position description for the ½-time Christian Education position at **Kirk in the Hills** for **Rev. Jessica Hauser-Brydon** as of July 1, 2016. Terms: Half-time position (average of 25 hrs. per week). Salary: \$28,300.00; Medical Reimbursement \$2,400.00; Professional Reimbursement \$1,000.00; Study Leave \$1,000.00. Vacation: one month including four Sundays; Study Leave: two weeks.

***Dissolutions:***

9. Approved the termination of the Interim pastor relationship between **Rev. Dr. Nancy DeVries and Jefferson Avenue, Detroit**, at the request of the pastor, effective July 31, 2016. This negates any further contract obligations. Rev. DeVries has permission to remain in the manse through August 31, 2016.

***Changes in Membership Status:***

10. Approved the retirement of **Rev. Barbara Swartzel** (Pastor at Large) on September 1, 2016 and granted her the status of Honorably Retired.

***Miscellaneous:***

11. Approved UCC minister Rev. Dr. William Grosch (Adam's father) to baptize **Rev. Adam Grosch's** baby.

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

1. Approved adding **Rev. Rene Roederer** and **Jason Morgan** to the Pulpit Supply List.
2. Appointed **Rev. Ken Kaibel** moderator at **Dearborn Heights, St. Andrew's** and **Rev. Mary Austin** moderator at **Jefferson Avenue, Detroit**.
3. Recommended that CPM examine **Rev. Dwight Walker** for preparation to be received as a Presbyterian minister, and ask their advice on adding Rev. Walker to the Pulpit Supply List. (Rev. Walker wishes to join PCUSA.)
4. Approved the **Jefferson Avenue** self-study, with comments, allowing the election of a PNC.
5. Appointed **Rev. Edward Dunn** moderator of **Gratiot Avenue** as of August 26, 2016.
6. Appointed **Rev. Ruthanne Herrington** moderator at **St. Andrew's**, effective September 8, 2016.
7. Appointed **Rev. Neeta Nichols** moderator at **St. John's** effective Oct. 1, 2016.
8. Sent an email to all Teaching Elders inviting them to fill out a new Terms of Call Report Form prior to October 1, 2016. Per Presbytery Policy all clergy are required to report their Terms of Call to the Presbytery annually. Those who fail to make their report will be list in the November Report to Presbytery.
9. Approved **Anne Lyke** (CRC candidate) to attend Week One of Interim Training and will be listed in the November report.

#### **Omnibus motion .**

Upon motion of the Stated Clerk, Presbytery approved following as an omnibus action:

##### **On behalf of the Social Justice Ministry Team:**

Approve the General Assembly Hunger Action Enabler Grant. (Appended to the minutes.)

##### **On behalf of the Trustees:**

Receive and enter into the minutes the following for information:

1. The Trustees amended Trustee Policy T-7, Article VIII, b4 Benchmarks by striking *Fixed Income BC Interim Gov./Credit* and inserting *Fixed Income:Barclays U.S. Aggregate Bond Index*.
2. The Trustees approved on behalf of the Presbytery the sale of the manse of Allen Park Presbyterian Church, located in Allen Park and described as:  
 Lots 189 and 190-Lincolnawn Subd'n. of part of Lot No.5 of Francis Campau Est. Sub. of P.C. 95 & part of 86 & 84, Ecorse Twp., Now City of Allen Park & City of Lincoln Park, Wayne Co., Michigan. and S'yly adjacent vacated alley. (As recorded in Liber 53, Page 62 of Plats, Wayne County Records),  
 to Timothy Fressel for \$210,000, which will result in cash receipt of \$190,067.39 and a promissory note in the amount of \$19,932.61 from Douglas Blaike.  
 The Trustees acted on behalf of Presbytery because the offer is on the table, and if the church does not close now, it could cause significant difficulties.
3. Trustees approved Peter Schriemer, a member of Trinity Church, as a director of the Howell Nature Center Board to fill the unexpired term of Jim Conley,
4. The Trustees approved a grant of up to \$1000 for Gratiot Avenue for the purchase of a commercial refrigerator
5. The Trustees approved \$500 to put in more electrical outlets in Mr. Timm's office.
6. The Trustees approved a 510 for the Flint water crisis to be administered by the Social Justice Ministry Team.

7. Trustees approved new Policy T-17 for Cash and Line of Credit. The policy is Paper H-A
8. The Trustees approved a \$500,000 line of credit from Comerica Bank for working capital at ½% under prime for cash-flow purposes.
9. There has been an incorrect rumor that the Howell Nature Center has closed. The financial status is actually much improved. There have been 2400 cases of wounded animals in the first 6 months of 2016, compared to 2400 in the last full year, which has generating a significant increase in income. They are now growing, and as the result of a publicity program, HNC currently has \$80,000 in income from donations. HNC is moving forward with development of a professional board. The Howell nature is \$30,000 ahead of last year, and expenses are down. The bottom line is that HNC is \$14,000 ahead of last year.
10. The Trustees have accepted the Howell Nature Center Audit for the period January 1, 2015 to September 30, 2015. On October 1, 2015, HNC became an LLC, which removed it from being a part of the Presbytery's audit process.

**Treasurer.** Timothy Ngare reported.

Mr Ngare presented his report. It is appended to the minutes.

**Coordinating Cabinet.** Judy Shipman reported for the Coordinating Cabinet.

The General Assembly having approved amendments to the Book of Order, and having sent them to the presbyteries for their affirmative or negative votes, the Presbytery approved the following amendments to the Book of Order:

- 16-A. Child and Youth Protection Policy On Amending G-3.0106.
- 16-B. Parity in Committees On Amending G-3.0109.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Approve the 2017 Mission Celebration Budget, allocating \$7,200 to P and V to hold funds for the Gender Violence Work Group (due to leadership changes, this group was unable to submit a formal request, so they may request last year's budget amount from P and V), and allocating the remaining surplus of \$8,946.53 to P and V for the purpose of providing funds for new initiatives or for providing additional funds for ongoing initiatives, as needed. This budget includes *per capita* amounts of \$15.35 for Presbytery, and \$3.25 for the Synod, both unchanged from this year. The General Assembly *per capita* is \$7.33, an increase of 21¢ from this year. The Mission Celebration Budget is appended to the minutes..
2. Approve the following 2018 dates for Presbytery Assembly: January 23, March 10, June 12, September 25, November 17.

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

1. The Coordinating Cabinet has set the schedule below for the approval of amendments to the Constitution. The Proposed Amendments to the Constitution are posted on the web site under resource materials. Due to budget restrictions, there will be no hard copies available. The particular amendments to be considered will be posted in the papers of the meeting at which they will be considered.

9/27/16

- 16-A. Child and Youth Protection Policy On Amending G-3.0106
- 16-B. Parity in Committees On Amending G-3.0109

11/19/16

- 16-C. Ordered Ministry Titles (Changing *teaching elder* to *minister of Word and Sacrament*)
  - 16-C.1. Ministers of the Word and Sacrament On Amending F-3.0202
  - 16-C.2. Ministers of the Word and Sacrament On Amending G-2.0102



- 16-C.3. Ministers of the Word and Sacrament On Amending G-2.0301
- 16-C.4. Ministers of the Word and Sacrament On Amending G-2.05 and G-2.0501
- 16-C.5. Ministers of the Word and Sacrament On Amending G-2.0701
- 16-C.6. Ministers of the Word and Sacrament and Commissioned Pastors On Amending G-3.0307
- 16-C.7. Minister of the Word and Sacrament and Commissioned Pastor On Amending the Directory for Worship and the Rules of Discipline
- 16-C.8. Minister of the Word and Sacrament On Amending W-4.4001a.

1/24/17

- 16-H. Directory for Worship On Replacing the Current Directory for Worship

3/25/17

- 16-D. Relationship to the PC(USA) of a Person Who Has Renounced Jurisdiction of the Church
  - 16-D. Relationship to the PC(USA) of a Person Who Has Renounced Jurisdiction of the Church
  - 16-D.2. On Amending D-10.0401
- 16-E. Certified Service Requirements On Amending G-2.1101

6/13/17

- 16-F. The Ministry of Members On Amending G-1.0304
- 16-G. Access to the Lord's Table On Amending W-2.4011a. and b.

2. The Planning & Visioning Team is seeking recommendations for a Presbytery Assembly theme for 2017.
3. Sandy Jensen reported to the Coordinating Cabinet about what can be posted on the web site.
  - Various announcements for posting
  - Church and Presbytery calendar items
  - Posting church events
  - Can create and post flyers if given the info in time.
  - Can make conference call arrangements for Presbytery team and committee meetings.

Ms Jensen is the contact person for posting and changes.

4. The Presbytery Operations Team reported to the Coordinating Cabinet that the terms of the Stated Clerk and Treasurer will end at the end of the year. These positions will be posted for those who wish to apply for these positions shortly. The Treasurer is a volunteer position, the Stated Clerk is a half-time position.
5. The Presbytery Operations Team reported on recent hires. Pat McBride has been hired to replace Bev Auger as the Accounting Manager. Her hours are: Mon & Thurs from 8am to 6pm.

Rhonda Barley has (re)joined us as the Bookkeeping Assistant. Her hours are: Tues, Wed, Thurs, 10-5.

**Stated Clerk.** Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery:

1. Approved the minutes of June 14, 2016.
  2. Approved the reports of the following Commissions:
    - a) Installation of Scott Phillips as Pastor of Brighton First on May 15.
    - b) Ordination of Daniel Ervin to the position Resident Minister at Ann Arbor First of on June 26.
    - c) Installation of Joanna Dunn as the Associate Pastor of Rochester University on July 31.
- The Commission reports are appended to the minutes.

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

#### TRANSFERS COMPLETED

1. Transfers
  - a) From the Presbytery of Detroit:
    - i) Terri Gast to the Assemblies of God (restored after released per authorization on 3/21/15)
  - b) To the Church Triumphant:
    - i) Diane Smalley on 7/4/2016
    - ii) Frank Marvin on 6/8/2016

#### COMMUNICATIONS

The Stated Clerk has received a letter from the Session of First Presbyterian Church Saline protesting a prayer offered by a Muslim imam at the General Assembly. The letter is appended to the minutes.

Upon motion, Presbytery adjourned with prayer at 8:58 p.m.

The next meeting of the Presbytery will be Saturday, November 19, 2016 at 9:00 a. m. at Pontiac First Presbyterian Church

ATTEST:

*Edward W Koster*

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

2017 Minimum Terms of Call  
 General Assembly Hunger Action Enabler Grant  
 Treasurer's Report  
 2017 Mission Celebration Budget  
 Ordination and Installation Commission Report  
 Letter from the Session of First Presbyterian Church Saline  
 protesting a prayer offered by a Muslim imam at the  
 General Assembly

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR 9/27/2016.

CHURCHES: Of 79 churches, 45 were represented and 34 were not.

COMMISSIONERS: Of 144 eligible commissioners, 74 enrolled, and 70 did not.

OTHER RULING ELDERS (Officers, Members of Council)::

Of 13 total, 8 were present, of whom 2 counted as commissioners, leaving 6 as the unduplicated count: 0 excused, and 5 absent.

TEACHING ELDERS: Of the 137 non-retired teaching elders on the combined rolls of active members and members-at-large, 63 were present, 18 were excused, and \*

were absent.

Of the 87 retired teaching elders on the rolls, 19 were present and 68 were excused.

COMMISSIONED LAY  
PASTORS AND  
CERTIFIED EDUCATORS:

Of the 8 Commissioned Law Pastor on the rolls, 2 were present, 0 excused, 3 absent

Of the 2 Certified Educators on the rolls, 2 were present.

SUMMARY

VOTING MEMBERS PRESENT

74 Elder Commissioners  
+ 6 Other Ruling Elders  
+ 63 Non-retired teaching elders  
+ 19 Retired teacing elders  
= 2 Commissioned lay pastors.  
= 0 Certified educators.  
= 164 Voting members present.

OTHERS PRESENT

7 Non-voting attendees  
1 Corresponding members

ATTENDANCE TEACHING ELDERS AND RULING ELDER MEMBERS

**A. RULING ELDER MEMBERS ON CABINET**

C BARCONEY, CHARON  
P BUNCH, DAVE  
A CAMPBELL, DORIS  
A FAIR, DEBORAH  
A HOLLOWELL, KEN  
P JOHNSON, KATHLEEN  
P KARAM, SANDRA  
P LEWIS, STEFANIE  
P LOCKARD, JOAN  
A MACKIE, KATE  
P NGARE, TIMOTHY  
A SADLER, CHUCK  
C SMITH, BARBARA

**B. TEACHING ELDERS**

A ADAMS, WILLIAM L III  
P ALLEN, ROBERT  
P ANDERSON, BRYANT  
A ANDERSON, LINDA  
A ANDERSON, LINDSEY  
A AUE, CRAIG  
P AUSTIN, MARY  
P BAHR-JONES, MARY  
P BECKMAN, MICHAEL  
A BEGHIN, EMILY  
A BESTER, JACO  
P BLAIR, JOANNE  
A BOLT, KENNETH  
A BOUSQUETTE, PAUL  
A CAMPBELL, EMILY  
A CARL, STEPHEN  
A CARLE, NANCY  
P CASTEEL, PEGGY  
E CHOI, SEUNG KOO  
P CHUNG, ISAAC  
P CHURCH, HEIDI  
A COCHRAN, LINDA  
P CORNFIELD, KEITH  
P COZIER, CLINTON  
A DE ORIO, ANTHONY  
A DE VRIES, NANCY  
P DELANEY, BETH  
P DELEZENNE, JULIE

P DOWNS, ELIZABETH  
A DOYLE-HOHF, KATHLEEN  
P DUNN, EDWARD  
P DUNN, JOANNA  
E DYKSTRA, CRAIG R.  
E FAILE, JAMES  
E FAIR, FAIRFAX  
A FERGUSON, GUY THOMAS  
A FORGER, DEBORAH  
P FRANCIS, RAPHAEL B.  
A GABEL, PETER W.  
E GEAR, JAMES  
A GEISELMAN, KEITH  
A GODBEHERE, SARAH  
A GRANO, MARIANNE  
P GROSCH, ADAM  
A HANNA, RAAFAT  
E HARRIS, R. JOHN  
P HARTLEY, THOMAS  
P HAUSER-BRYDON, JESSICA  
E HAUSER-BRYDON, TROY  
P HAYES, FRANCES  
A HEATON, DAN  
P HENDERSON, RICHARD  
A HENRY, PETER J. M.  
P HERRINGTON, RUTHANNE  
P HILDEBRANDT, KARA  
P HORLOCKER, MICHEL  
E JAMES, MICHELLE  
A JAMES, THOMAS  
P JOHNSON, KEVIN  
A JU, GWANGWOO  
P JUDSON, JOHN  
E KAIBEL, KENNETH  
P KELSEY, LAURA  
A KIM, MIN SOON  
E KIM, Y. MONCH  
E KIM, YOUNGCHUL  
P KLINGER, JAMIE  
P KOSTER, EDWARD H.  
A LEE, ESTHER  
P LINN, SARAH  
A MABEE, CHARLES

P MADDEN, JULIE  
A MARKS, JULIE  
E McCLOSKEY-TURNER, CATHARINE  
E McGOWAN, EVANS  
P McMILLAN, JUDITH  
P McRAE, BARBARA  
P MEANS, MATTHEW  
P MEILANDS, PAMELA  
P MILLER, J. SCOTT  
P MILLS, JILL  
A MONNETT, JAMES  
P MOOK, SHARON  
A MOON, SUNG-JOON  
P MOORE, PETER  
P MORGAN, AMY  
P MORGAN, JOANNE  
A MORROW, DUKE  
A MOZENA, SUSAN  
P NICHOLS, NEETA  
A NUSS, STEVEN  
A OBERG, ARTHUR  
A OSWALD, DIANE  
P OUELLETTE, EMMA  
A PARKER, OPELTON  
P PAVELKO, JOHN H.  
P PHILLIPS, MARK  
A PHILLIPS, SCOTT  
A PICKRELL, BROOKE  
A PIECUCH, KEVIN  
P PITTMAN, JASON  
A PITTMAN, KELLY  
A PORTER, JAMES  
A PORTICE, GEORGE  
E PRENTICE-HYERS, MARY ELIZABETH  
P PRIEST, TOM  
P PUNTIGAM, JOEL  
P REED, PHILIP  
E RICE, ELIZABETH  
A RIKE, JENNIFER  
P ROEDERER, RENEE  
A ROGERS, MELISSA ANNE  
A RYAN, BREANNE  
A RYO, ANGELA

A	SANDERFORD, JOHN	E	COLON, LOIS	E	POLKOWSKI, WILLIAM
P	SCHAEFER, ANNE N.	E	CONLEY, JAMES H.	E	PRICE, MICHAEL T.
E	SHELDON, ROBERT	E	CORSO, LINDA	P	PROVOST, KEITH
A	SIAS-LEE, LAURA	P	COWLING, NEIL D.	E	PRUES, LOUIS J.
E	SIMONS, SCOTT W.	E	CRILLEY, ROBERT	E	RATCLIFFE, ALBERT H.
P	SKIMINS, JAMES	E	CROSS, PAUL D.	P	ROBERTSON, ANN
P	SMITH, BRYAN DEAN	P	DAVIS, ROXIE ANN	P	ROBERTSON, WILLIAM
A	SOHN, YO SUP	P	DAVIS, WILLIAM	P	RUSSELL, JAMES P.
P	SOMMERS, CHARLOTTE	E	DENNIS, WARREN	E	SCRIBNER, LOREN
P	STUNKEL, KAREN	P	DENTON, GRETCHEN	P	SHIPMAN, JUDY
P	STUNKEL, PAUL	E	DOWNTON, DAVID	E	SMALLEY, DIANE
P	SWARTZEL, BARBARA G.	E	DUNIFON, WILLIAM	E	SMITH, PETER C.
P	TAN, HOTEK	E	ELLENS, J. HAROLD	E	SOEHL, HOWARD
E	TATE, CAROL ANN	E	FINDLAY, WILLIAM	E	SUTTON, PAUL
A	THODE, TED	E	FORSYTH, E. DICKSON	E	TAYLOR, J. BERNARD
P	THOMAS, CHRISTOPHER	E	FOSTER, JOHN	E	TAYLOR, THEODORE, II
P	THWAITE, PAUL	E	GEPFORD, WILLIAM G.	P	THORESEN, KATHRYN R.
P	TIMM, ALLEN D	E	GERE, BREWSTER	E	WINGROVE, WILLIAM N
A	TUCKER-LLOYD, IRIS	E	GLENN, LAWRENCE T.	E	WRIGHT, DONALD
A	VANDERBEEK, RONALD	E	HANNA, J. RICHARD	E	YOON, HAK SUK
P	WHITLOCK, KELLIE	E	HARP, WILLIAM S.	E	YUE, MYUNG JA
A	WILHELMI, MARJORIE	E	HATCHER, RUFUS	E	ZAMBON, WILLIAM
A	YU, SEUNG WON	E	HELMKE, BEN	E	ZIEGLER, JACK T.
	<b>C. RETIRED TEACHING ELDERS</b>	E	JANSEN, ROBERT		<b>D. STAFF &amp; OTHERS</b>
P	AARON, ESTELLE	E	JEFFREY, JOHN	P	AGNEW, DIANE
P	AGNEW, ROBERT	E	KIM, T. ANDREW	P	JENSEN, CHRISTINA
P	ALBRECHT, GLORIA	P	KNUDSEN, RAYMOND	P	JENSEN, SANDRA
E	ANDREWS, DOYLL	E	KOGEL, LYNNE	P	O'NEILL, SADIE BOLOS
E	AUSTIN, LARRY	E	KREHBIEL, DAVID E.		<b>E. CERT. ASSOC. CHRISTIAN ED.</b>
P	BEERY, ELDON	E	LANGWIG, JANICE	P	MERTEN, CINDY
E	BENEDICT, IVAN L.	E	LANGWIG, ROY	P	PRICE, LAURA
E	BLEIVIK, DAVID	E	LISTER, KENNETH D.		<b>F. COMMISSIONED RULING ELDERS</b>
E	BOEVE, PETER	E	LONGWOOD, MARJORIE	P	BARCONEY, CHARON
E	BORCHARDT, HENRY	E	MacINNES, JOHN D.	P	BASS, NANCY
P	BROWNLEE, RICHARD	E	McINTYRE, DEWITT	A	HOFFMAN, MICHAEL
E	BYARS, RONALD	E	MICHALEK, DANIEL	A	HUTCHENS, PAMELA
E	CAPPS, HARRY	P	MIHOCKO, DAVID	A	SINGLEY, LINDA
E	CARTER, DOUGLAS D.	E	MISHLER, JOHN		<b>H. PAST RULING ELDER</b>
E	CATER, LAWRENCE H.	E	NUSSDORFER, GUS		<b>MODERATORS NOT ON CABINET</b>
E	CHAMBERLAIN, LAWRENCE	E	OLIVER, GARY	P	ELLIS, HAROLD
E	CHAMBERS, JAMES C.	E	ORR, ROBERT C.		<b>G. CORRESPONDING MEMBERS</b>
E	CHOI, IN SOON	E	OWEN, DAVID		RAAFAT ZAKI
P	CLISE, W. KENT	P	OXTOBY, THOMAS		SYNOD OF THE COVENANT
E	COBLEIGH, GERALD R.	E	PETERS, RICHARD		

## ATTENDANCE CHURCHES AND COMMISSIONERS

### ALLEN PARK, Allen Park

- 1 JANET MORTON
- 2 BOB MORTON
- 3 SID ALLEY

### ANN ARBOR, Calvary

- 1 NOT REPRESENTED

### ANN ARBOR, First

- 1 BEN VANTUYL
- 2 NANCY CRAWFORD
- 3
- 4
- 5

### ANN ARBOR, Northside

- 1 NOT REPRESENTED

### ANN ARBOR, Westminster

- 1 GORDON BEEMAN
- 2 NED SIMPSON

### AUBURN HILLS, Auburn Hills

- 1 NOT REPRESENTED

### BELLEVILLE, Belleville

- 1 NOT REPRESENTED

### BERKLEY, Greenfield

- 1 TED SCHAFER
- 2 PAULA ROBINSON

### BEVERLY HILLS, Northbrook

- 1 NOT REPRESENTED

### BIRMINGHAM, First

- 1 JOHN CRAWFORD
- 2 JOAN PALLESCHI
- 3

### BLOOMFIELD HILLS, Kirk/Hills

- 1 LINDA JURACEK-LIFA
- 2 ARNOLD KUMMEROW
- 3 ELLEN KITTENDORF
- 4 JAN KEELING
- 5

### BRIGHTON, First

- 1 JANE PENDLETON
- 2 JEFF BORNER
- 3 ALICE NORBAL

### CANTON, Geneva

- 1 MICHAEL GAUBATZ

### CLARKSTON, Sashabaw

- 1 NOT REPRESENTED

### DEARBORN, Cherry Hill

- 1 MARY BOUDREAU

### DEARBORN, First

- 1 BOB MISSLER
- 2 PETER JOHNSTON

### DEARBORN, Littlefield

- 1 ROBERT STEAD

### DEARBORN HGTS, St. Andrew's

- 1 NOT REPRESENTED

### DETROIT, Broadstreet

- 1 NOT REPRESENTED

2

### DETROIT, Calvary

- 1 JANIFER BINION
- 2 TRINA ELLIS ERWIN

### DETROIT, Calvin East

- 1 NOT REPRESENTED

2

### DETROIT, First

- 1 NOT REPRESENTED

### DETROIT, Fort Street

- 1 BOB PONDER

### DETROIT, Gratiot Avenue

- 1 MARY ANN BRANTLEY

2

### DETROIT, Hope

- 1 ROY WHITAKER
- 2 JAQUELIN HINES

### DETROIT, Jefferson Avenue

1 SUSAN HILL  
 2 CAMERON RAMSEZ  
 3 BOB RUSSETTE  
**DETROIT, St. John's**  
 1 JANICE HOWELL  
 2 JEANE V MOORE  
**DETROIT, Trinity Community**  
 1 NATALIE BROTHERS  
 2  
**DETROIT, Trumbull Avenue**  
 1 NOT REPRESENTED  
 2  
**DETROIT, Westminster**  
 1 JOANNE WHITE  
 2  
 3  
**FARMINGTON, First**  
 1 DEB JACKSON LUM  
 2 KAREN LINNELL  
**FERNDALE, Drayton Avenue**  
 1 KEN SEAWELL  
**FORT GRATIOT, Lakeshore**  
 1 NOT REPRESENTED  
**GARDEN CITY, Garden City**  
 1 NOT REPRESENTED  
**GROSSE ILE, Grosse Ile**  
 1 CAROLE POLESKI  
 2  
 3  
**GROSSE POINTE, Memorial**  
 1 RUTH AZAR  
 2  
 3  
 4  
**GROSSE PTE WOODS, Woods**  
 1 SANDY FULLERTON  
**HIGHLAND PARK, Park United**  
 1 NOT REPRESENTED  
 2  
**HOWELL, First**  
 1 DENNIS M TRASHAK  
 2  
**LINCOLN PARK, Lincoln Park**  
 1 CHRISTA GRUNDY  
**LIVONIA, Rosedale Gardens**  
 1 JOHN MAJEPPA  
 2 KATIE WALRAD  
 3  
**LIVONIA, St. Paul's**  
 1 NOT REPRESENTED

**LIVONIA, St. Timothy's**  
 1 NOT REPRESENTED  
**MILAN, Peoples**  
 1 NOT REPRESENTED  
**MILFORD, Milford**  
 1 CAROL A ENGELMAN  
 2 ROGER BROOK  
 3 GINNY O'BRIEN  
**MT. CLEMENS, First**  
 1 BILL HERHILAN  
 2  
**NORTHVILLE, First**  
 1 JUDY EDWARDS  
 2 MARILYN THIBODEAU  
 3 VIVIENNE WARD  
**NOVI, Faith Community**  
 1 JILL BEDNAREK  
 2 SHEILA HENDERSON  
**ORCHARD LAKE, Community**  
 1 HEATHER STEGGALL  
 2 PATRICE STEELE  
 3 MIKE STARYNCHAK  
**PLYMOUTH, First**  
 1 JANET SIBBOLD  
 2  
 3  
 4  
**PONTIAC, First**  
 1 NOT REPRESENTED  
**PONTIAC, Joslyn Avenue**  
 1 NOT REPRESENTED  
**PORT HURON, First**  
 1 ROB WILLIAMS  
 2 RICHARD SMALLDON  
**REDFORD, St. James**  
 1 NOT REPRESENTED  
**ROCHESTER, University**  
 1 DOUG DENTON  
 2  
 3  
**ROSEVILLE, Erin**  
 1 KEVIN SMITH  
**ROYAL OAK, First**  
 1 ELLEN BURNS  
 2 NORM DELL  
 3  
**ROYAL OAK, Starr**  
 1 NOT REPRESENTED  
**SALINE, First**  
 1 NOT REPRESENTED

2  
**SHELBY TWP., St. Thomas**  
 1 NOT REPRESENTED  
 2  
**SOUTH LYON, First**  
 1 KIM MACWISH  
**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, New Life**  
 1 PHIL CUNNINGHAM  
**TAYLOR, Southminster**  
 1 CONNIE DAINUS  
**TROY, First**  
 1 NOT REPRESENTED  
**TROY, Korean First**  
 1 NOT REPRESENTED  
 2  
**TROY, Northminster**  
 1 CHRIS KONDAK  
**WALLED LAKE, Crossroads**  
 1 NOT REPRESENTED  
**WARREN, Celtic Cross**  
 1 NOT REPRESENTED  
**WARREN, First**  
 1 MARIJO HOCKLEY  
**WATERFORD, Community**  
 1 NITA LARPENTEUR  
**WESTLAND, Kirk of Our Savior**  
 1 ILLEGIBLE  
**WHITE LAKE, White Lake**  
 1 NOT REPRESENTED  
**WYANDOTTE, Wyandotte**  
 1 NOT REPRESENTED  
**YPSILANTI, First**  
 1 NOT REPRESENTED

**2017 MINIMUM TERMS FOR FULL-TIME CLERGY**  
**The Committee On Ministry-Presbytery of Detroit**

**The POD effective salary for 2017 is a minimum 1.4% increase over 2016.  
 BOP requires that Medical dues be based on effective salary but not less than \$44,000.  
 Social Security, Pensions and Death/Disability are based on effective salary.**

	<u>2016</u>	<u>2017</u>	<u>2016</u>	<u>2017</u>
		Clergy	Clergy, Spouse/Family	
<b><u>I. Effective Salary * (POD Minimum)</u></b>				
a. Cash Salary, Housing Allowance & Deferred Compensation	\$42,840	\$43,440	\$42,840	\$43,440
b. Self-Employment Contribution Act Reimbursement (Any portion over 7.65% of Effective Salary)				
<b>TOTAL EFFECTIVE SALARY *</b>	<b>\$ 42,840</b>	<b>\$43,440</b>	<b>\$42,840</b>	<b>\$43,440</b>
<b><u>II. Benefits**</u></b>				
a. BOP Medical 23% minimum \$44,000	10,120	10,120	10,120	10,120
b. BOP Pensions 11% Effective Salary	4,712	4,778	4,712	4,778
c. BOP Death/Disability 1% effective	428	478	428	478
d BOP Dependent Medical 1.5% minimum \$44,000			660	660
e. Social Security Reimbursement (7.65% of Effective Salary *)	3,277	3,323	3,277	3,323
<b>TOTAL BENEFITS</b>	<b>\$18,537</b>	<b>\$18,699</b>	<b>\$19,197</b>	<b>\$ 19,359</b>
<b><u>III. Reimbursed Expenses</u></b>				
a. Med. Deductible (1% of cash salary for plan member Plus 1% for spouse/family)	428	478	856	956
b. Study Allowance Reimbursed	\$1,000	\$ 1,000	\$1,000	\$1,000
c. Professional Expenses (Vouchered & Reimbursed) Auto Reimbursement at IRS allowable rate (currently .54 cents/mile) , Business Expenses (books, dues, tapes, etc.)	1,500	\$1,500	\$1,500	\$1,500
<b>TOTAL REIMBURSED EXPENSES</b>	<b>\$2,928</b>	<b>\$ 2,978</b>	<b>\$3,356</b>	<b>\$ 3,456</b>
<b>GRAND TOTAL MINIMUM TERMS OF CALL</b>	<b>\$64,305</b>	<b>\$ 65,117</b>	<b>\$65,393</b>	<b>\$66,255</b>

**Other Requirements**

- Attend Transition in Ministry Workshop
- All new and existing 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.
- Study Allowance and Leave may be accumulated up to 6 weeks, upon Session action.
- All installed positions require participation in the Board of Pensions.
- BOP Median Salary for 2017 is \$56,200.

\* POD minimum effective salary. 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. \*\*2017 Benefit costs have not yet been announced by the BOP these figures are for guidance only.

Detroit Presbytery requires Employing Organizations to pay all dues for Mandated Plan Member Medical Insurance through the Board of Pensions and where needed, for Dependent Medical Insurance through the Board of Pensions. We encourage Employing Organizations to verify appropriate, comparable insurance coverage for dependents who choose to opt out of BOP coverage.

APPROVED by Committee on Ministry: September 8, 2016  
 APPROVED by Presbytery of Detroit:

**Report of the Social Justice Ministry Team**

***Motion: The Social Justice Ministry Team moves the approval of the Hunger Action Covenant Grant Application to the Presbyterian Hunger Program in the amount of \$6,300.***

Each year, the Presbyterian Hunger Program asks presbyteries with Hunger Action Advocates to submit an application for matching funds to support the salary of the Hunger Action Advocate. This request is done in the form of an on-line covenant application. Approval/affirmation is required of the presbytery.

In the Presbytery of Detroit, our Hunger Action Advocate is Diane Agnew. (Our title for the position is Hunger Action Coordinator.) The covenant application was submitted first to the Hunger Ministries Workgroup for comments and approval. It was then submitted to the Social Justice Ministry Team for review and approval. Because the application deadline was September 1, it was submitted pending approval of the presbytery.

The role of the Hunger Action Coordinator in the Presbytery of Detroit is to educate, enable, and assist the presbytery and congregations in their commitment to the hungry both locally and globally; to supervise the presbytery's 10 hunger partners; to secure volunteers for hunger efforts; to communicate hunger issues; to facilitate communication with groups from the PC(USA) or other groups; and to network with community agencies.

**To learn more about the Hunger Ministries Program in our presbytery, visit the Hunger page on the presbytery's website by scanning this QR Code!**



**Follow us on Facebook!**



# THE PRESBYTERY OF DETROIT

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## TREASURER'S REPORT August 23, 2016

A) Attached for discussion are the following financial statements:

1. Combined Revenue and Expenditure Statement Jan 1 – June 30, 2016 reflecting variances on a 6-month and annual budgets. The six month budget reflects historical receipts of 25% of Presbytery revenues in December of the year.
2. Expenditures Overall By Committee Jan 1- June 30, 2016
3. Comparative Balance Sheet June vs. July reflecting transfer of about \$1.5 million from Cash & Cash Equivalents to longer term investments "General Investments".
4. Combined Revenue and Expenditure Statement Jan 1 – July 31, 2016

### NOTE:

a) Machinery & Maintenance expense has exceeded budget for the 6-month because of roof repairs at Second Mile not previously budgeted

b) Similarly Professional Expenses have exceeded budget due to additional legal work related to opinion regarding impact of stricter IRS interpretation of Employee vs Contractor classification of some Presbytery staff.

Submitted By: Timothy Ngare, CPA



Treasurer



The Presbytery of Detroit  
Statement of Revenues and Expenditures Combined Funds  
From 1/1/2016 Through 6/30/2016

	Jan 1 - Jun 30 Actual	6 Mos Budget	6 Mos Budget Variance	Total Annual Budget	Annual Budget Variance	Percent Total Annual Budget Remaining
Mission Revenue						
Shared Mission	163,077.93	133,125.00	29,952.93	355,000.00	(191,922.07)	(54.06)%
Offerings and Donations	153,665.27	84,750.00	68,915.27	226,000.00	(72,334.73)	(32.01)%
POD ECO	21,907.57	67,500.00	(45,592.43)	135,000.00	(113,092.43)	(83.77)%
GA & Synod	229.50	22,500.00	(22,270.50)	45,000.00	(44,770.50)	(99.49)%
Directed Mission	2,125.00	2,500.00	(375.00)	5,000.00	(2,875.00)	(57.50)%
General Mission & Designated Projects	45,668.86	62,500.00	(16,831.14)	125,000.00	(79,331.14)	(63.46)%
Per Capita	224,061.80	231,331.88	(7,270.08)	616,885.00	(392,823.20)	(63.68)%
Total Mission Revenue	610,735.93	604,206.88	6,529.06	1,507,885.00	(897,149.07)	(59.50)%
Investments						
Endowment Income	401,464.82	322,850.50	78,614.32	645,701.00	(244,236.18)	(37.82)%
Int Income-Pod Church loans	5,674.37	30,076.50	(24,402.13)	60,153.00	(54,478.63)	(90.57)%
Total Investments	407,139.19	352,927.00	54,212.19	705,854.00	(298,714.81)	(42.32)%
Grant Income	51,722.06	10,500.00	41,222.06	21,000.00	30,722.06	146.30%
Other Income	4,181.40	1,000.00	3,181.40	2,000.00	2,181.40	109.07%
Total Revenues	1,073,778.58	1,118,369.50	(44,590.92)	2,236,739.00	(1,162,960.42)	(51.99)%
Mission Expense						
Shared Mission	36,712.31	26,625.00	(10,087.31)	71,000.00	34,287.69	48.29%
Offerings and Donations	151,784.96	84,750.00	(67,034.96)	226,000.00	74,215.04	32.84%
POD ECO	19,956.80	67,500.00	47,543.20	135,000.00	115,043.20	85.22%
GA & Synod ECO	229.50	22,500.00	22,270.50	45,000.00	44,770.50	99.49%
General & Other Mission Expense	37,763.45	62,500.00	24,736.55	125,000.00	87,236.55	69.79%
Per Capita	92,423.63	95,803.13	3,379.50	255,475.00	163,051.37	63.82%
Total Mission Expense	338,870.65	428,737.50	89,866.85	857,475.00	518,604.35	60.48%
Investment						
Endowment Distribution	334,575.74	168,986.00	(165,589.74)	337,972.00	3,396.26	1.00%
Bank & Investment Fees	29,716.34	47,650.00	17,933.66	95,300.00	65,583.66	68.82%
Total Investment	364,292.08	216,636.00	(147,656.08)	433,272.00	68,979.92	15.92%
Machinery & Maintenance	27,520.87	16,998.00	(10,522.87)	33,996.00	6,475.13	19.05%
Professional Expense	16,504.85	7,750.00	(8,754.85)	15,500.00	(1,004.85)	(6.48)%
Office & Other Expense	11,534.26	16,550.00	5,015.74	33,100.00	21,565.74	65.15%
Rent & Security	21,332.52	21,487.00	154.48	42,974.00	21,641.48	50.36%
Insurance & Umbrella Liability	5,246.64	8,750.00	3,503.36	17,500.00	12,253.36	70.02%
Grant Expense	38,849.68	10,500.00	(28,349.68)	21,000.00	(17,849.68)	(85.00)%
Other Expense	2,133.76	-	(2,133.76)	-	(2,133.76)	0.00%
Total Ministry Teams (Committees) Expense	145,282.78	185,134.00	39,851.22	370,268.00	224,985.22	60.76%
Administrative Expenses						
Salary & Benefits	205,167.79	207,684.99	2,517.19	415,369.97	210,202.18	50.61%
Payroll Taxes	12,790.73	12,388.02	(402.72)	24,776.03	11,985.30	48.37%
Total Administrative Expenses	217,958.52	220,073.00	2,114.48	440,146.00	222,187.48	50.48%
Total Expenditures	1,189,526.61	1,132,615.50	(56,911.11)	2,265,231.00	1,075,704.39	47.49%
Total Income Before Net Realized/Unrealized Gain Or Loss	(115,748.03)	(14,246.00)	101,502.03	(28,492.00)	(87,256.03)	
Net Unrealized/Realized Endowment Gain or Loss	361,541.31					
Total Income After Net Realized/Unrealized Gain or Loss	245,793.28					

The Presbytery of Detroit  
Statement of  
Expenditures - Overall By Committee  
From 6/1/2016 Through 6/30/2016

Expense	Jan 1 to June 30	2015 Budget	Percent Total Budget
	Actual		Remaining
Representation	199.00	500.00	60.20%
Committee on Ministry	1,763.79	8,400.00	79.00%
Preparation for Ministry	165.00	2,850.00	94.21%
Trustees	63,743.10	145,870.00	56.30%
Congregational Development & Transformation Ministry Team	11,770.95	22,360.00	47.36%
Social Justice	47,026.75	75,745.00	37.91%
Mission Interpretation	26,120.98	69,869.00	62.61%
Leadership Equipping Ministry Team	37,041.08	74,518.00	50.29%
New Church Dev/Redevelopment	29,988.79	71,178.00	57.87%
Multicultural Ministry Team	1,180.37	8,000.00	85.25%
Planning & Visioning	400.00	1,200.00	66.67%
Coordinating Cabinet	565.24	3,450.00	83.62%
General	(190.88)	0.00	0.00%
<b>Total Expense</b>	<b>435,045.52</b>	<b>931,086.00</b>	<b>53.28%</b>

**The Presbytery of Detroit**  
**Statements of Financial Position**  
**As of 6/30/2016 and**

6/30/2016      7/31/2016      7/31/2016

Cash and Cash Equivalents	1,854,343.54	325,980.35	(A3)
Presbyterian Investment Loan Program	526,174.22	526,174.22	
Investment Securities			
General Investments	-	1,579,315.73	(A3)
Endowment - Comerica	17,791,200.85	18,227,331.58	
Investment - Other	-	<u>330.81</u>	
Total Investment Securities	17,791,200.85	19,806,978.12	
Notes Receivable			
Church Loan Receivable - Module	1,305,387.67	1,284,028.95	
Notes Receivable PCUSA Loans, Reserve an Grant Mortgages	2,935,621.81	2,935,621.81	
Prepaid Assets	<u>739.36</u>	<u>21.03</u>	
<b>Total Assets</b>	<b><u>24,413,467.45</u></b>	<b><u>24,878,804.48</u></b>	
Liabilities			
Accounts Payable - Module		(3,555.42)	
General Mission Payable	(236.39)	(75.47)	
Notes Payable to Presbyterian Church (U.S.A.)			
Note Payable - PCUSA	85,329.31	85,329.31	
Note Payable P.I.L.P	<u>2,467,729.62</u>	<u>2,467,729.62</u>	
Total Notes Payable to Presbyterian Church (U.S.A.)	2,553,058.93	2,553,058.93	
<b>Total Liabilities</b>	<b><u>2,552,822.54</u></b>	<b><u>2,549,428.04</u></b>	
Net Assets/Equity			
Unrestricted	3,869,257.69	4,305,880.21	
Temporarily Restricted	2,762,242.94	2,794,351.95	
Permanently Restricted	<u>15,229,144.28</u>	<u>15,229,144.28</u>	
Total Net Assets/Equity	21,860,644.91	22,329,376.44	
<b>Total Liabilities and Net Assets/Equity</b>	<b><u>24,413,467.45</u></b>	<b><u>24,878,804.48</u></b>	

The Presbytery of Detroit  
Statement of Revenues and Expenditures Combined Funds - Unposted Transactions Included In Report  
From 7/1/2016 Through 7/31/2016

	<u>Current Period Actual</u>	<u>Current Year Actual</u>	<u>Total Budget</u>	<u>Budget Variance</u>	<u>Percent Total Budget Remaining</u>
Mission Revenue					
Shared Mission	21,894.58	184,972.51	355,000.00	(170,027.49)	(47.90)%
Offerings and Donations	7,385.00	161,050.27	226,000.00	(64,949.73)	(28.74)%
POD ECO	650.00	22,557.57	135,000.00	(112,442.43)	(83.29)%
GA & Synod	0.00	229.50	45,000.00	(44,770.50)	(99.49)%
Directed Mission	0.00	2,125.00	5,000.00	(2,875.00)	(57.50)%
General Mission & Designated Projects	14,175.90	59,844.76	125,000.00	(65,155.24)	(52.12)%
Per Capita	<u>42,794.85</u>	<u>266,856.65</u>	<u>616,885.00</u>	<u>(350,028.35)</u>	<u>(56.74)%</u>
Total Mission Revenue	<u>86,900.33</u>	<u>697,636.26</u>	<u>1,507,885.00</u>	<u>(810,248.74)</u>	<u>(53.73)%</u>
Investments					
Interest - General Investment	1,342.74	1,342.74	0.00	1,342.74	0.00%
Endowment Income	54,784.79	456,249.61	645,701.00	(189,451.39)	(29.34)%
Interest Income-Pod Church loans & Other Investment Income	<u>4,673.84</u>	<u>10,693.00</u>	<u>60,153.00</u>	<u>(49,460.00)</u>	<u>(82.22)%</u>
Total Investments	<u>60,801.37</u>	<u>468,285.35</u>	<u>705,854.00</u>	<u>(237,568.65)</u>	<u>(33.66)%</u>
Grant Income	1,761.03	53,483.09	21,000.00	32,483.09	154.68%
Other Income	<u>0.00</u>	<u>4,181.40</u>	<u>2,000.00</u>	<u>2,181.40</u>	<u>109.07%</u>
Total Revenues	<u>149,462.73</u>	<u>1,223,586.10</u>	<u>2,236,739.00</u>	<u>(1,013,152.90)</u>	<u>(45.30)%</u>
Mission Expense					
Shared Mission	4,884.52	41,596.83	71,000.00	29,403.17	41.41%
Offerings and Donations	7,361.75	159,146.71	226,000.00	66,853.29	29.58%
POD ECO	924.42	20,881.22	135,000.00	114,118.78	84.53%
GA & Synod ECO	0.00	229.50	45,000.00	44,770.50	99.49%
General & Other Mission Expense	16,320.27	54,083.72	125,000.00	70,916.28	56.73%
Per Capita	<u>14,824.26</u>	<u>107,247.89</u>	<u>255,475.00</u>	<u>148,227.11</u>	<u>58.02%</u>
Total Mission Expense	<u>44,315.22</u>	<u>383,185.87</u>	<u>857,475.00</u>	<u>474,289.13</u>	<u>55.31%</u>
Investment	52,846.02	387,421.76	337,972.00	(49,449.76)	(14.63)%

The Presbytery of Detroit  
Statement of Revenues and Expenditures Combined Funds - Unposted Transactions Included In Report  
From 7/1/2016 Through 7/31/2016

	Current Period Actual	Current Year Actual	Total Budget	Budget Variance	Percent Total Budget Remaining
Endowment Distribution					
Bank & Investment Fees	60.82	29,777.16	95,300.00	65,522.84	68.75%
Total Investment	52,906.84	417,198.92	433,272.00	16,073.08	3.71%
Machinery & Maintenance	2,630.42	30,151.29	33,996.00	3,844.71	11.31%
Professional Expense	1,757.25	18,262.10	15,500.00	(2,762.10)	(17.82)%
Office & Other Expense	369.82	11,904.08	33,100.00	21,195.92	64.04%
Rent & Security	3,555.42	24,887.94	42,974.00	18,086.06	42.09%
Insurance & Umbrella Liability	718.33	5,964.97	17,500.00	11,535.03	65.91%
Grant Expense	0.00	38,849.68	21,000.00	(17,849.68)	(85.00)%
Other Expense	0.00	2,133.76	0.00	(2,133.76)	0.00%
Total Ministry Teams (Committees) Expense	14,877.99	160,160.77	370,268.00	210,107.23	56.74%
Administrative Expenses					
Salary & Benefits	34,463.95	239,631.74	415,369.97	175,738.23	42.31%
Payroll Taxes	2,325.40	15,116.13	24,776.03	9,659.90	38.99%
Total Administrative Expenses	36,789.35	254,747.87	440,146.00	185,398.13	42.12%
Total Expenditures	157,920.64	1,347,447.25	2,265,231.00	917,783.75	40.52%
Total Income Before Net Realized/Unrealized Gain Or Loss	(8,457.91)	(123,861.15)	(28,492.00)	(95,369.15)	
<b>Net Unrealized/Realized Endowment Gain or</b>	<b>468,155.44</b>	<b>829,696.75</b>	<b>0.00</b>	<b>829,696.75</b>	
<b>Unrealized Gain/Loss - General Investments</b>	<b>10,031.95</b>	<b>10,031.95</b>	<b>0.00</b>	<b>10,031.95</b>	
Total Income After Net Realized/Unrealized Gain or Loss	459,697.53	705,835.60	(28,492.00)	734,327.60	

2017 Presbytery Mission Celebration  
Summary Operating Budget

Page#	Proposed Cuts	Operating B(fund 100)	Flow Thru	2016 Budget	2015 Actual	2017 Budget			
	Not determined yet						<b>2015</b>		
			56,100.00	60,350.00	64,000.00	56,100.00	\$	7.07	
			9,900.00	10,650.00	14,725.00	9,900.00	\$	3.25	
		266,400.00		284,000.00	254,000.00	266,400.00	\$	14.47	
			169,631.00	175,408.00	152,047.00	169,631.00	\$	24.79	
			75,211.00	80,067.00	84,164.00	75,211.00	<b>2016</b>		
		355,229.70		361,410.00	351,920.00	355,229.70	\$	7.12	
		(32,000.00)		(25,000.00)	(32,000.00)	(32,000.00)	\$	3.25	
		25,000.00		25,000.00	17,756.00	25,000.00	\$	15.35	
		5,000.00		5,000.00	13,000.00	5,000.00	\$	25.72	
			226,000.00	226,000.00	240,600.00	226,000.00			
		233,315.00		183,527.00	201,609.00	233,315.00	<b>2017</b>	<b>23142</b>	<b>membership</b>
			77,000.00	95,000.00	78,041.00	77,000.00	\$	7.33	\$ 169,630.86 GA
		44,714.00		43,504.00	48,255.00	44,714.00	\$	3.25	\$ 75,211.50 Synod
			43,491.00	42,316.00	50,683.00	43,491.00	\$	15.35	\$ 355,229.70 Pby
			236,305.00	229,919.00	253,419.00	236,305.00	\$	25.93	\$ 600,072.06 Total
			52,915.00	51,435.00	54,932.00	52,915.00	Summary of 2016 increase/decreases		
				2,153.00	3,753.00		\$	355,229.70	new per cap .88 increase Pby Per C
		50,000.00			4,417.00	50,000.00	\$	(356,483.00)	2015 per cap
		2,000.00	0.00	2,000.00	2,000.00	2,000.00	\$	(1,253.30)	2016 increase in per cap revenue
		6,000.00	0.00	6,000.00	6,300.00	6,000.00		0.88	12% increase
	<b>0.00</b>	<b>955,658.70</b>	<b>946,553.00</b>	<b>1,858,739.00</b>	<b>1,863,621.00</b>	<b>1,902,211.70</b>			
							\$	26,137.96	14% cuts NCD, Leadership CD&T
							\$	32,754.20	20% cuts other ministry Teams
			135,000.00	135,000.00	102,752.00	135,000.00	\$	58,892.16	Total Cuts
				45,000.00	0.00	0.00			
			25,000.00	25,000.00	26,743.00	25,000.00	<b>Assumptions:</b>		
			55,000.00	58,000.00	55,273.00	55,000.00	<b>Ecclesiastical Committees Funded By:</b>		
			40,000.00	15,000.00	44,326.00	40,000.00	Presbytery Per Capita		
			3,500.00		8,609.00	3,500.00	Endowment Income Fund 100 & 200		
							Interest Income		
			96,000.00	100,000.00	96,985.00	96,000.00	<b>Ministry Teams Funded By:</b>		
		<b>0.00</b>	<b>354,500.00</b>	<b>378,000.00</b>	<b>334,688.00</b>	<b>354,500.00</b>	Presbytery Shared Mission		
							Presbytery Women Donation		
							PCUSA Hunger Grant		
	<b>0.00</b>	<b>955,658.70</b>	<b>1,301,053</b>	<b>2,236,739</b>	<b>2,198,309</b>	<b>2,256,712</b>			

## 2017 Presbytery Mission Celebration Summary Operating Budget

Page#		Proposed Cuts	Operating B(fund 100)	Flow Thru	2016 Budget	2015 Actual	2017 Budget	
	<b>Ecclesiastical Committee Expenditures</b>							
3	Committee on Ministry		8,900.00		8,400.00	3,523.00	8,900.00	
5	Committee on Prep for Ministry		2,850.00		2,850.00	880.00	2,850.00	
6	Trustees		140,490.00		145,870.00	118,669.00	140,490.00	
8	Operations		455,536.34		447,146.00	408,884.00	455,536.34	still waiting for affiliated info
	Nominations				0.00	0.00		
9	Representations		2,500.00		500.00	50.00	2,500.00	
	<b>Total Ecclesiastical Committee Expenses</b>	<b>0.00</b>	<b>610,276.34</b>	<b>0.00</b>	<b>604,766.00</b>	<b>532,006.00</b>	<b>610,276.34</b>	5,510.34
	<b>Ministry Team Expenditures</b>							
10	Congregational Development and Transformation Team		33,000.00		22,360.00	21,529.00	33,000.00	
	Outdoor Ministries		0.00		0.00	20,560.00	0.00	
13	Social Justice		62,223.14		58,745.00	50,650.00	62,223.14	
20	Mission Interpretation		87,904.43		65,869.00	55,118.00	87,904.43	
21	Leadership Equipping Ministry Team		70,445.95		74,518.00	58,696.00	70,445.95	
22	NCD		63,012.31		61,213.00	75,307.00	63,012.31	
25	Planning & Visioning		17,346.53		1,200.00	101.00	17,346.53	
26	Multiculturalism Ministry Team		8,000.00		8,000.00	6,117.00	8,000.00	
28	Coordinating Cabinet		3,450.00		3,450.00	2,317.00	3,450.00	
	<b>Total Ministry Team Expenditures</b>	<b>0.00</b>	<b>345,382.36</b>	<b>0.00</b>	<b>295,355.00</b>	<b>290,395.00</b>	<b>345,382.36</b>	50,027.36
	<b>Pass-Through and Designated Expenditures</b>							
	POD ECO			135,000.00	135,000.00	93,817.00	135,000.00	
	Denomination ECO Support			0.00	45,000.00	0.00	0.00	
	Non-Denomination Support			25,000.00	25,000.00	26,743.00	25,000.00	
	Interest on POD Loan Payments			55,000.00	58,000.00	55,273.00	55,000.00	
	GA & Other Synod Grants			40,000.00	0.00	44,326.00	40,000.00	
	Synod NCD & Campus Ministry Grants			3,500.00	15,000.00	8,609.00	3,500.00	
	Howell Conference and Nature Center							
	<b>Committee Project Expense</b>			96,000.00	100,000.00	96,715.00	96,000.00	
	General Assembly Portion of Shared Mission			56,100.00	60,350.00	64,000.00	56,100.00	
	General Assembly Portion of Per Capita			169,631.00	175,408.00	152,047.00	169,631.00	
	Per Capita funding Shortage GA				0.00	0.00		
	General Assembly Offering			226,000.00	226,000.00	240,600.00	226,000.00	
	Synod Portion of Shared Mission			9,900.00	10,650.00	14,725.00	9,900.00	
	Synod Portion of Per Capita			75,211.00	80,067.00	84,164.00	75,211.00	
	Other Presbyteries (from endowment fund)			43,491.00	42,316.00	50,683.00	43,491.00	
	Disbursement from Endowment Fund Fund200				0.00	0.00		if distb are to be transferred
	Disbursement from Endowment Fund Fort Street			236,305.00	229,919.00	253,419.00	236,305.00	to fund 100
	Comerica/Munder Mgmt Fees			77,000.00	95,000.00	78,041.00	77,000.00	
	Ranney Balch Portion of Endowment Fund			52,915.00	51,435.00	54,932.00	52,915.00	
	Trustee's Fund 200, Buildings, Legal & SW		0.00		0.00			
	<b>Total Pass-Through and Designated Expenditures</b>		<b>0.00</b>	<b>1,301,053.00</b>	<b>971,145.00</b>	<b>992,611.00</b>	<b>1,301,053.00</b>	
	<b>Total Expenditures</b>	<b>0.00</b>	<b>955,658.70</b>	<b>1,301,053.00</b>	<b>1,871,266.00</b>	<b>1,815,012.00</b>	<b>2,256,711.70</b>	
	Transfer in from Fund 200 to cover Deficit in fund 100							
	<b>Net Income</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>365,473.00</b>	<b>383,297.00</b>	<b>0.00</b>	

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Committee on Ministry

## Strengthening and transforming our congregations to be **MISSIONAL, PASTORAL, and PROPHETIC.**

Through all times and places, God has called women and men to be transformative in their particular time and place. Just as God called a people out of bondage in Egypt and just as God opened the ears of all to hear the gospel on the Day of Pentecost, so God is continuing to call and send us out into the freedom of new life in Christ. Trusting in God, the Presbytery of Detroit submits to the transforming work of Jesus Christ in this time and place. In gratitude for all signs of God's grace, we will seek to continually recognize and celebrate manifestations of the Kingdom of God in our midst.

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.

ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Training Programs	\$ 3,000.00	Training for Pastoral Response Team -New members; for Pastoral call team; for transitional leaders; sponsored by transitional leadership  Better training - more effective support for churches; better connections between churches & presbytery.	
Clergy Support	\$ 4,300.00	Support clergy in need; strengthen bonds of POD	
Dues & memberships	\$ 100.00	sources of new ideas	
PRT Expenses	\$ 500.00	Additional books; mileage	
travel/mileage	\$ 1,000.00	enable people to attend meetings connected people Churches POD	
<b>TOTAL \$ 8,900.00</b>			

## Strengthening and transforming our congregations to be **MISSIONAL, PASTORAL, and PROPHETIC.**

GOALS 2020

1. Nourish relationships between people, churches, and ministries.
2. Develop a communication action plan promoting fluency and positive messaging in the language of 21st century communication and social media.
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2017 Presbytery Mission Celebration

Committee on Ministry Expense Budget

	Modified 2012 Budget	2013 Budget	2014 Budget	2015 Budget	2016 Budget	2017 Budget
Clergy Support	\$ 7,730.00	\$ 4,797.00	\$ 3,800.00	\$ 4,000.00	\$ 4,300.00	\$ 4,300.00
Consulting Fee						
Dues and Membership	\$ 200.00	\$ 150.00	\$ 100.00		\$ 100.00	\$ 100.00
Legal Fees						
Registration Fees						
Mileage Reimbursed	\$ 1,500.00	\$ 300.00	\$ 1,000.00	\$ 500.00	\$ 1,000.00	\$ 1,500.00
Meeting Exp	\$ 100.00	\$ 200.00	\$ 100.00			
Background checks	\$ 750.00	\$ 562.00			\$ 100.00	
Lead Local Program					\$ 3,000.00	
Training	\$ 850.00	\$ 638.00	\$ 2,000.00	\$ 1,000.00	\$ 2,500.00	\$ 3,000.00
Interim Ministry consultant						
Tri Annual Visits	\$ 2,500.00	\$ 500.00		\$ 500.00	\$ 500.00	
Discernment Sub Committee						
Adjustment for 2015						
<b>Total</b>	<b>\$ 13,630.00</b>	<b>\$ 7,147.00</b>	<b>\$ 7,000.00</b>	<b>\$ 6,000.00</b>	<b>\$ 11,500.00</b>	<b>\$ 8,900.00</b>

100 trustee to cover

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: CPM

24

## **Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

Through all times and places, God has called women and men to be transformative in their particular time and place. Just as God called a people out of bondage in Egypt and just as God opened the ears of all to hear the gospel on the Day of Pentecost, so God is continuing to call and send us out into the freedom of new life in Christ. Trusting in God, the Presbytery of Detroit submits to the transforming work of Jesus Christ in this time and place. In gratitude for all signs of God's grace, we will seek to continually recognize and celebrate manifestations of the Kingdom of God in our midst.

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: two training events for Holy Conversations consultants. Outcome example: six congregations started a new mission project with community partners.

ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Training Programs	300	We will train candidates, as necessary, to affirm their calling to pastoral ministry	N/A
Psychological Examinations	2500	Through these examinations, CPM verifies that an inquirer will become a healthy and appropriate teaching elder in our Presbytery	N/A
Travel/Mileage Expense	50	<p><b>Outcomes:</b> Trained teaching elders and commissioned ruling elders (CRE's)</p> <p>PM</p>	
<b>TOTAL</b>	<b>2850</b>		

GOALS 2020

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Trustees

25

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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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

ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS <small>How will this impact our congregations/presbytery? How will this further the goals of the presbytery?</small>	MULTI-YEAR CONSIDERATIONS
General			
Bank Charges	800.00		
Background Checks	120.00		
Computer - Internet/Website	2,000.00		
Computer - Maintenance/Support	5,000.00		
Computer - Software	150.00		
Copier - Meter Charges	2,600.00		
Copier - Supplies	300.00		
Equipment - Lease	24,048.00		
Equipment - (Minor) Purchase	500.00		
Freight & Shipping Charges	150.00		
Gifts and Flowers	100.00		
Investment Fees			
Maintenance and Repair - Buildings			
Maintenance and Repair - Equipment	500.00		
Maintenance and Repair - Grounds and Landscaping			
Maintenance and Repair - Office			
Meeting Expense			
Occupancy - Insurance - Building and Property	11,500.00		
Insurance - Umbrella Liability Policy			
Occupancy - Rent & Security	42,974.00		
Postage	6,000.00		
Printing/Copying	1,000.00		
Professional Fees - Audit	12,750.00		
Professional Fees - Legal	3,500.00		
Registration Fees			
Supplies - Office	12,000.00		
Telephone - Expense & Maintenance	13,500.00		
Travel/Mileage Expense	1,000.00		
Suspense			
<b>Total Expense</b>	<b>140,490.00</b>		
<b>TOTAL</b>			

2017 Presbytery Mission Celebration

Trustees Expense Budget

	Modified						
	2012 Budget	2013 Budget	2014 Budget	2015 Budget	2016 Budget	2017 Budget	
Computer System - support/maintain	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,400.00	\$ 5,000.00	Abilia , PC and Backup RDSC
Freight Charges	\$ 250.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	\$ 150.00	POD & Meeting Packs
Copier - Meter Charges & Supplies	\$ 8,800.00	\$ 8,800.00	\$ 2,520.00	\$ 2,600.00	\$ 3,250.00	\$ 2,900.00	Combined into one line # Staples
Computer software	\$ 1,000.00	\$ 1,000.00			\$ 200.00	\$ 150.00	
Maintenance and Repair -Buildings						\$ 500.00	
Maintenance & Repair - Equip			\$ 500.00	\$ 500.00	\$ 650.00	\$ 500.00	minor equip/software
Minor Equipment Purchase					\$ 12,000.00	\$ 12,100.00	Provisional Estimate
Supplies	\$ 10,750.00	\$ 10,500.00	\$ 10,838.00	\$ 11,000.00	\$ 6,000.00	\$ 6,000.00	Provisional Estimate
Postage	\$ 6,000.00	\$ 5,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00	Provisional Estimate
Printing	\$ 1,000.00	\$ 850.00	\$ 850.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	Provisional Estimate
Telephone- Usage & Maintenance	\$ 14,000.00	\$ 13,500.00	\$ 13,500.00	\$ 13,500.00	\$ 13,600.00	\$ 13,500.00	Cell phones included
Equipment Lease	\$ 26,500.00	\$ 26,500.00	\$ 24,046.00	\$ 24,046.00	\$ 24,046.00	\$ 24,046.00	Copiers
Occupancy - Rent & Security	\$ 38,100.00	\$ 38,100.00	\$ 40,346.25	\$ 40,346.00	\$ 42,974.20	\$ 42,974.00	Contract with Westminster
Real Estate Tax - Presby Owned Property					\$		
Audit & Accounting Fees	\$ 10,500.00	\$ 10,500.00	\$ 11,250.00	\$ 11,250.00	\$ 12,000.00	\$ 12,750.00	Letter of engagement
Bank Charges	\$ 100.00	\$ 100.00	\$ 100.00	\$ 300.00	\$ 300.00	\$ 800.00	
Insurance Expense	\$ 11,000.00	\$ 11,500.00	\$ 16,000.00	\$ 14,600.00	\$ 17,500.00	\$ 11,500.00	POD only fund 100 ; Fund 200 for Southwest Barnabas and Morang
Legal Fees	\$ 3,000.00	\$ 2,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	
Meeting Expense			\$ 87.75	\$ 100.00	\$ 100.00	\$ 120.00	
Background checks			\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
Travel Budget			\$ 800.00	\$ 1,000.00	\$ 1,200.00	\$ 2,000.00	
Internet Website & Constant Contact							
<b>Total Trustees</b>	<b>\$135,000.00</b>	<b>\$133,000.00</b>	<b>\$135,488.00</b>	<b>\$136,892.00</b>	<b>\$145,870.20</b>	<b>\$140,490.00</b>	

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Presbytery OPS 27

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Estimated	\$ 455,536.34	Still waiting for affiliated information for medical insurance costs	
<b>TOTAL \$ 455,536.34</b>			

**GOALS 2020**

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2017 Presbytery Mission Celebration  
Operations Committee Expense Budget

	2011 Budget	Modified 2012 Budget	2013 Budget	2014 Budget	2015 Budget	2016 Budget	2017 Budget
Staff		\$ 377,013.00	\$ 399,250.00	\$ 446,547.00			\$ 448,636.34
In depth Study of Staff Needs							\$ 6,000.00
Increased Disability & Life adjustment				\$ (27,767.00)			\$ 900.00
Total Staff	395,672.00	\$ 377,013.00	\$ 399,250.00	\$ 418,780.00	\$ 432,089.00	\$ 447,146.38	\$ 455,536.34

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Committee on Representation  
29

## **Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Completing Book of Order and Presbyter of Detroit constitutional assignments  Providing training for committee members to understand and be able to carry out the responsibilities. The dollar amount requested is a very minimal amount for 2 people to attend one event hopefully together to strengthen learning and bringing back understanding to the committee.	2500	There will be more diversity and more diverse points of view in Presbytery leadership.  O Fulfillment of goal 4  Committee members will be more able to understand and dismantle institutional racism and other forms of discrimination	This is an annual responsibility and task, to be repeated every year.  This is an annual need as well as new members join the committee. There will be 2 new members of the committee in 2017.
<b>TOTAL</b>	<b>2500</b>		

**GOALS 2020**

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Congregational Development & 1  
30

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Church Support/Neighborhood Mission	20,000	Grants for congregations doing local community outreach	( See attachment for impact)
Worship	3,000	Grants to attend Calvin Symposium and support for local	
Evangelism	1,500	Grants to attend PCUSA Disciple workshop and local Evar	
Lead Local	6,000	Support for local & national iniative to encourage congre	
Self Study	1,000	Financial Support for congregations seeking guidance th	
New Day	1,500	One day local conference for congregations to evaluate t	
<b>TOTAL</b>	<b>33,000</b>		

**GOALS 2020**

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# Congregational Development and Transformation

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## 2017 Projected Outcomes

### 1. Church Support \$20,000

Projected Outcome- Seven churches will receive grants that will assist them in ministries reaching out to their communities. These ministries will result in stronger connections to the community making POD a more missional presbytery.

### 2. Worship 3,000

#### Fall Workshop

Projected Outcome- Local and national speakers will engage participants in various worship styles during a local worship workshop. Church leaders will leave with resources to assist in revitalizing their worship experience.

#### Providing scholarships to the Calvin Symposium

Projected Outcome- Four congregations will send representatives to this workshop and will implement new ideas that will gradually revitalize their worship experience.

### 3. Evangelism \$1,500

Projected Outcome- Scholarships to the national conference will be offered to local congregations. Upon returning from the national "Disciple Making" conference, two representatives will lead a pre-presbytery meeting, which will result in attending churches having a new insight in Evangelism in 2017. (Five of those churches will implement what they have learned and reach out to their communities in new ways)

### 4. Self-Study- \$1,000

Projected Outcome- - By providing financial assistance to this process, several congregations will begin and complete the process becoming healthier congregations, which will result in POD becoming a healthier presbytery.

### 5. Lead Local- \$6,000

Projected Outcome- Several congregations have already begun to meet and discuss (with local and national leaders) on how to "Join God in the Neighborhood." CD&T believes that this initiative is a great way for congregations to "Be a part of what God is already doing." The

financial support will help congregations to continue seeking God in their communities and will revitalize congregations by discovering (or rediscovering God's call/mission for their church.) Churches who are on track makes for a presbytery that is on track.

**6. New Day- \$1,500**

**Projected Outcome-** This will be a one-day local conference for congregations to gather and evaluate their current ministry and future goals. Resources will be available, as well as time allotted for networking. Congregations will be motivated and encouraged to take the next step in determining what God is calling them to accomplish in years coming.

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
All God's Children	\$ 2,600.00	See Attached	
Gun Violence Prevention	\$ 500.00	See Attached	
Health Care	\$ 1,500.00	See Attached	
Hunger Ministries	\$ 51,410.00	See Attached	
Flint Water Crisis WG	\$ 3,000.00	See Attached	
Inclusion Ministry	\$ 500.00	See Attached	
<b>TOTAL \$ 59,510.00</b>			

**GOALS 2020**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS <small>How will this impact our congregations/presbytery? How will this further the goals of the presbytery?</small>	MULTI-YEAR CONSIDERATIONS
Communication with congregations through travel, networking at conferences or direct mailings.	\$1,000	Provide / Present educational info on LGBT issues to interested congregations to help create dialogue and assist in being more welcoming and affirming to all. More welcoming congregations will help build up the POD and the image of the PC(USA)	
Presbyterian presence at Motor City Pride Fest	\$500	Rent space with canopy at 2015 Pride Fest to share the gospel of God's unconditional love and direct people to POD churches	
Distribute faith messages at various events through brochures, buttons, and magnets	\$300	Share faith and give people a tangible reminder of God's love for them, directing them to affirming POD congregations.	
Scholarships	\$250	Assist Seminarians to attend National Presbyterian Welcome's annual seminarian retreat for LGBT students. Supports up and coming clergy to fill much needed vacancies for affirming ministries in the POD and PC(USA).	
Donations to affiliated LGBT groups	\$300	Continue networking opportunities with PC (USA) affiliated organizations through membership donations to national LGBT justice organizations. Increases visibility and awareness of the work of the POD, partnering with other organizations, generating greater involvement and building up the denomination.	
Administrative needs	\$250	Funds for ongoing administrative needs, mailing, producing flyers, buttons, magnets and welcoming brochures, to continue the work of promoting and welcoming people to the POD and PC(USA).	
<b>TOTAL</b>		<b>\$2,600</b>	

**GOALS 2020**

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

**Ministry Team:** Gun Violence Prevention <sup>25</sup>

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	<b>IMPACT ON P.O.D. CONGREGATIONS</b> How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Gun Violence Prevention Education	\$500.00	Congregations will learn facts of, theology behind, and opportunities for action in gun violence prevention.	
<b>TOTAL</b> \$500.00			

**GOALS 2020**

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Health Care

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS <small>How will this impact our congregations/presbytery? How will this further the goals of the presbytery?</small>	MULTI-YEAR CONSIDERATIONS
Pastor Congregations	\$300	Equip leaders and congregations to view health from a "whole" person (mind, body, spirit) perspective; w person/centered-patient/focused care. And, empowering them to a more dynamic approach of health care goals.	These budget numbers are based on 3 planned events a year.
	\$300		
Events	\$600		
Promotions/Graphics	\$300		
<b>TOTAL</b>	<b>\$1,500</b>		

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Hunger Ministries

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
The Hunger Ministries Program will seek to accomplish the following: 1. Provide support to partner churches 1,4  2. Involve non-partner churches 1,4  3. Communication 1,2,4	\$17,500	Alleviate Hunger in our Communities and work for a day when all will be fed.  We will provide financial support to our partner churches and seek other sources of food so that their food pantries and meal programs can reach beyond the 2,000 people we currently serve each month.  We will seek to enable and assist non-partner churches by: finding sources of food for their hunger work; we will educate congregations about hunger issues; we will develop ways for congregations to work together on hunger issues so that we can achieve greater impact.  We will expand our use of social media so that we can	Funding for this program has been in place for over 30 years. Currently, it costs \$30,000 to minimally support the 10 partner congregations. We are asking for an increase in Shared Mission funds because ECO giving is shrinking, but the needs in our community are growing.
4. Hunger Action Coordinator 1,2,3,4  TOTAL	36,623  51,410	This is estimated salary support. We anticipate a \$6,000 grant from PHP to offset salary. The HAC will educate, enable and assist congregations in our commitment to the hungry so that we work more collaboratively to serve those in need.	The Presbyterian Hunger Program estimates the grant will be \$6,000. The final amount will be determined in the fall.

GOALS 2020

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## Presbytery of Detroit Ministry Team Budget Proposal (2017)

**Ministry Team: Flint Water Crisis WG**

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS <small>How will this impact our congregations/presbytery? How will this further the goals of the presbytery?</small>	MULTI-YEAR CONSIDERATIONS
<p>Fresh Flint Festival could coordinate another community activity designed to support city residents while promoting fitness and healthy living as a means to mitigate the effects of lead poisoning. The weekend festival is designed to unite the Flint community in compassion and renew commitment and hope for Flint's future together. FWCRWG is to define volunteer needs by coordinating with the Fresh Flint Festival Committee and coordinate the communication for volunteer to work on event days in 2017. This volunteer work will be further defined by the coordinating committee of First Presbyterian Church of Flint</p>	\$1,000	<p>Impact on POD Congregations: Opportunity to stand with Flint as volunteers interact with residents during the Fresh Flint Festival event. Each encounter is an opportunity to show compassion by listening and understanding what people are feeling. This builds trust.</p>	<p>The crisis in Flint has long term effects due to infrastructure, cost and understanding the scope of the problem. The damage to children is not known.</p>
<p>During 2017, FWCRWG will host the first of one "teach-in" forum. The forum is to further inform, educate and bring together interested groups in the Presbytery and its community of interest on clean water issues facing urban areas. Lunch, subject matter expert presentations and dialogue on solutions will frame the forum.</p>	\$1,500	<p>FWCRWG forum should bring together people and congregations from across the Presbytery in ways that facilitate new acquaintances for people, churches and ministries. When open and honest communications occurs, the foundation for relationships are formed.</p>	
<p>To show that POD via SJP stands with Flint, a donation should be made.</p>	\$ 500.00		
<b>TOTAL</b>		<b>\$3,000</b>	

- GOALS 2020

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
hard copy resource packet and survey mailing to each congregation	\$ 500	tangible resources with computer links to other resources which educate and enable congregations to further develop inclusion of those with disabilities	once initial mailing is done, contact and further conversation and education will be done via web links, phone calls, and visits...the goal is to enable congregations to further develop inclusion of those with disabilities in their individual settings, with their individual needs and resources
<b>TOTAL</b>		500	

- GOALS 2020** **Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**
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Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Mission Interpretation

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Hands on Mission	\$22,035	Funding for HOM Consultant	anticipate yearly growth 2-3%
Motor City Mission Corp	\$8,000	enable youth participation in Detroit Mission	MIMT set Campus Ministry as high importance
Ann Arbor Campus Ministry	\$8,000	develop student/congregation relationships	determineds to increase funding yearly
EMU Campus Ministry	\$8,000		
Oakland U Campus Ministry	\$8,000		
Wayne State Campus Ministry	\$8,000		
Month of Mission	\$3,500	In residence Mission co-workers	
Howell Center	\$2,500	Scholarships - enable inner city youth to attend camp	
Second Mile Center	\$7,500	education and support for residents of 2nd Mile area	
Barnabas Center	\$7,500	continued mentorship/training inner city youth	
Thika Partnership	\$5,000	Provide better understanding of our brothers and sisters in Christ in Thika and learn about the rapid growth of the Presbyterian Church in East Africa.	
Total	\$88,035	Encourage congregational involvement in the Thika Part	
		Provide a forum for social witness	
		TOTAL	

**GOALS 2020**

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Leadership Equipping Summary 4

## **Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Youth Events	\$ 7,200.00	Page 21 a	
PYC Consultant	\$ 30,995.95		
Church officer Training	\$ 10,000.00	Page 21 b	
Clergy In Transition	\$ 5,100.00	27 c	
Christian Education	\$ 9,650.00	21 d	
Stewardship	\$ 1,000.00	21 e	
Resource Center	\$ 4,500.00	21 f a g	
Presbytery Pilgrimage	\$ 2,000.00	21 h-k	
<b>TOTAL \$ 70,445.95</b>			

**GOALS 2020**

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Name: Youth Events & Consultant

**PRESBYTERY OF DETROIT**

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 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 and 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.

**2017 Budget Proposal**

Activity by Priority	2017 Budget Amount	Mission Emphasis	2017 Impact on Presbytery of Detroit Congregations	Multi-Year Budget Considerations
		(1-8)	Measurable Outcome(s)? How will this impact our Congregations/Presbytery?	
Mission Events & Support	5,000	2, 3, 5, 6, 8	Help youth grow in faith. Support outside congregations in mission endeavors.	Yes
Middle School & High School Events	1,400	2, 3, 5, 6, 8	Connection of Presbytery youth in service and fellowship with one another.	Yes
Leadership & Equipping	800	1, 2, 8	To enhance the spiritual leadership potential of all called - youth & youth leaders.	Yes
	<b>7,200</b>			
Youth Missions Consultant	33,690	1, 2, 3, 5, 7, 8	Staff position supporting planning, preparation and implementation of PYC mission.	Yes
Totals				

**Mission Emphasis**

*Strengthening and Transforming Congregations to be Missional, Pastoral, and Prophetic*

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.

*Page 21a*

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Church Officer Training

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	OBJECTIVES & OUTCOMES <small>How will this impact our congregations/presbytery? How will this further the goals of the presbytery?</small>	MULTI-YEAR CONSIDERATIONS
Lead Local	10,000	Lead Local, Presbytery of Detroit, strengthens congregations by facilitating missional transformation. Church leaders, representing approximately 20 congregations, are discovering a greater sense of God's mission in their context and developing deep and supportive relationships with each other while doing so. As a result of participating in Lead Local, congregations will become catalysts for change in their community and be recognized for their community leadership. This Ministry Team also facilitates Presbytery Leadership Day and trains new elders and deacons for service within the Presbytery.	Lead Local will continue through 2017 and hopefully
TOTAL		10,000	

**GOALS 2020**

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Leadership in Retreats	\$ 4,500.00	Leaders will foster a closer connection to God and pastor new clergy will transition better, leaders will grow spiritually and serve Christ in deeper ways. Pastors will be given the tools to help them serve their congregations in more effective and healthy ways. The cost is associated with building rental.	
Welcome Lunch and Bus tour of Detroit	\$ 600.00	Pastors from the Presbytery will be given a bus tour of Detroit to be followed by a luncheon in the city. Conversations will be had regarding the history of the city, ongoing development, and future plans. A guide will be provided on the bus to highlight areas of the city in terms of its history and future. A speaker will be provided at lunch to continue the conversation and to help pastors to engage the issues and make plans with their congregations to come along side the ongoing mission and ministries of the Pres	
TOTAL \$ 5,100.00			

GOALS 2020

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Page 21a

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Christian Education<sup>45</sup>

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1. Certification	\$ 3,000.00	Strengthen Christian Education programs in congregations of the Presbytery.	
2. Conferences & Events	\$5,000	Network & share cutting edge information in Educational Ministry.	
3. Travel & mileage	\$ 1,000.00	Provide opportunities for people to attend conferences.	
4. Ministry Support	\$ 200.00	Support opportunities for people in Christian education to share and grow in their understanding of ministry.	
5. Training Programs	\$ 200.00	Planning & implementation of programs in faith development.	
9. Printing & Postage	\$ 250.00	Communicate information on faith formation event.	
<b>TOTAL</b>			

GOALS 2020

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*Page 2/4*

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Stewardship

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Stewardship  Consult with churches upon request.  Provide a monthly workshop on stewardship. (How many months to be determined.)	\$ 1,000.00	Help members have a better feeling about stewardship.  Understand what it means to be a good steward.  Help them see the need for year around stewardship.  Break the taboo about talking about money.  See the relationship between mission intrepretation and good stewardship.  Talking about Money becomes easier.	
<p style="text-align: right;"><b>TOTAL \$ 1,000.00</b></p>			

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*Page 2/10*



# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Resource Center p. 47

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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ACTIVITY BY PRIORITY	AMOUNT	OBJECTIVES & OUTCOMES How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Research, evaluate, purchase, catalogue and advertise resources.  Resource Center Director establishes relationships with churches.  Provide resources to and encourage members of churches that do not have funds for materials to use the R.C.  Support programs for Certification of Educators, Lay Pastors and persons who are called to ministry.		Books and resources to support the ministries of the Presbytery of Detroit churches.  Provide a knowledgeable staff person to help guide churches in choosing resources best suited to their needs and furthering Presbytery goals.  Books and resources free to churches who are in need and can't afford them.  Reducing the cost of textbooks and other materials by providing books for their courses.	
<b>TOTAL</b>			

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# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Resource Center p. <sup>48</sup>2

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ACTIVITY BY PRIORITY	AMOUNT	OBJECTIVES & OUTCOMES How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Provide displays as requested.  Reach out to congregations encouraging their use of the R.C.  Seek out resources that celebrate diversity.  Helping churches understand the need for licensing for AV materials as well as copyright laws.		People will be able to preview and use current resources of the PCUSA  Persons using resources that will strengthen and transform congregations to be Missional, Pastoral and Prophetic.  Encouraging Presbytery churches to be more inclusive, understanding what it means to be a diverse people living the love of Jesus Christ.  Understanding of the justice issues involved with using resources in their congregations.	
<b>TOTAL</b>			<b>\$4,500.00</b>

**GOALS 2020**

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*page 2/9*

**2017 Budget Proposal: Presbyterian Pilgrimage Work Group; Tom Davies, Moderator of Leadership Council; Rev. Dr. Roxie Davis, Spiritual Advisor, Co-chairs of the Work Group for the Leadership Equipping Team**

**Activity by Priority**

Presbyterian Pilgrimage in March, 2017 at Howell Nature Center.

Presbyterian Pilgrimage, in November, 2017 at Howell Nature Center.

A four day Spiritual Renewal Weekend for Pastors and Laypersons.

**2017 Budget Request**

\$2000 for partial payment to Howell Nature Center; Public Relations; and supplemental scholarship for both the Leadership Team and the Guests. \$200 is paid by each participant, including the Leadership Team. The Leadership Team pays to work because they are Servants – rather than Volunteers or Workers – Servant always means sacrifice and for some Servants, paying for the weekend is a sacrifice). Our Team Leadership capacity at Howell Nature Center is 25 and our guest capacity is 15.

**Mission Emphasis**

The Presbyterian Pilgrimage accomplishes Mission Emphasis No. 1, 2, 3, 4, 6

**2017 Impact in Presbytery of Detroit Congregations**

Our hope is that lives will be changed.

Growth in faith will occur.

Ah-ha moments and God moments will happen.

The participants will feel the love and forgiveness of God's grace in a genuine way.

They go back to their churches with renewed energy and commitment to the work of Jesus Christ.

They have a sense of ecumenical community when they are on Pilgrimage and carry that back to their churches.

The churches will benefit because the participants will show leadership in their spiritual formation and servant hearts.

### 2016 Accomplishments and Budget Report (includes the last 12 months)

**Presbyterian Pilgrimage Work Group; Tom Davies, Moderator of Leadership Council; Rev. Dr. Roxie Davis, Spiritual Advisor, Co-chairs for the Leadership Equipping Team**

#### **Activity by Priority**

Presbyterian Pilgrimage, on March 10-13, 2016 at Howell Nature Center

Presbyterian Pilgrimage, occurring on November 10-13, 2016 at Howell Nature Center.

A four day Spiritual Renewal Weekend for Pastors and Laypersons.

Similar to Cursio, Great Banquet, Walk to Emmaus Events.

#### **2016 Budget Amount Granted**

\$2000 for partial payment to Howell Nature Center; and supplemental scholarship for both the Leadership Team and the Guests. \$200 is paid by each participant, including the Leadership Team. The Leadership Team pays to work because they are Servants – rather than Volunteers or Workers – Servant always means sacrifice and for some Servants, paying for the weekend is a sacrifice). Our Team Leadership capacity at Howell Nature Center is 25 and our guest capacity is 15.

#### **Mission Emphasis**

The Presbyterian Pilgrimage accomplishes Mission Emphasis No. 1, 2, 3, 4, 6

No. 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.**

No. 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.**

No. 3 We will acknowledge and celebrate **diversity** among the citizenship of the Kingdom of God in a way that will strengthen congregations.

No. 4 We will launch new communities of faith in cooperation with and to **strengthen our existing congregations**.

No. 6 We will provide a forum for our leaders and congregational members to **reflect together theologically**.

### **2016 Impact in Presbytery of Detroit Congregations**

The impact of Presbyterian Pilgrimage could easily be heard from the testimonies of those who have participated in the Pilgrimage. The Pilgrimage community has prepared two powerpoint presentations about Pilgrimage which are available to churches and to the Presbytery. In previous years, the powerpoint presentation was seen at Presbytery, and it has been presented to the St. Thomas Presbyterian Church, the Lake Shore Presbyterian Church and the Celtic Cross Presbyterian Church. We also have a table at all Presbytery meetings to distribute brochures and answer questions. We try to be visible at Presbytery meeting, wearing buttons that say: "Ask Me About Pilgrimage." We regularly go to churches to share about Pilgrimage and distribute both brochures and posters. We are very open to new ideas so we look to the Leadership Equipping Team for suggestions and ideas.

We have placed in print through our brochure several of the testimonies of the participants and how their faith and lives have been changed through the experience of Pilgrimage. There is a definite sense that they have matured in their faith walk. Also there has been the impact that the Pilgrimage has on the churches where these participants attend. Their worship attendance has increased, their participation in Bible study and prayer has shown improvement and their leadership capacity and willingness to be used by God through their congregation is evident. How do we know this? Because we periodically ask the new and long-time pilgrimages to share with us what has happened in their live since they attended Pilgrimage. We have attached in another document how many people we have had at each Pilgrimage since the beginning of the Detroit Pilgrimage, showing the various churches where participants are members. We have also accounted for the number of pastors who have attended some part of the Presbyterian Pilgrimage Renewal Weekend. We have also attached our budget report, as of May, 2016.

It has been evident that the churches of these participants have benefited from their vibrant leadership skills and faith which was furthered or born at the Presbyterian Pilgrimage experience. Many of these leaders are more comfortable with prayer, with studying the Bible, with the discussion of theological issues, and with serving in the name of Jesus Christ. We know about the effect of Presbyterian Pilgrimage participants on their churches because we keep in contact with the participants after they have been through a weekend. We have a follow-up celebration two weeks after the weekend for the participants and team where they have an opportunity to share a meal and tell about their faith experiences. We have two one-day retreats a year to gather the community of participants (we call them the Fourth Day Community) to just touch base with each other and share what is happening in their lives and their churches. Our emphasis is for them to go back to their churches and be more faithful servants of Jesus Christ. Our purpose is not to take them away from the ministry of their local churches. Our job is to support the work of Jesus Christ in the local church. However, some participants choose to be on the Leadership Team as an extension of their work to help other churches in the Presbytery be more vibrant and faithful.

We have several on the Leadership Team who are willing to go to any church, pastor or Session and speak about Presbyterian Pilgrimage. We have invited a number of pastors from various churches to do a "talk" at Presbyterian Pilgrimage to expose them to the renewal weekend. The cost is not prohibitive because there are always sponsorships available for those who cannot afford the weekend. There is a great need from the Leadership Equipping Ministry Team and the Executive Presbyter to be advocates of this program if you decide to give us \$2000 again this coming year, 2017, to support it. We need you to get the word out to churches, besides the public relations which we do. The Pilgrimage Team would recommend that at least, two people come from each congregation since we know that two people can make a bigger impact on the life of the congregation than just the experience of one lone person.

The Presbyterian Pilgrimage Team is faithful in leading the weekend. People's lives are changed – God's amazing grace becomes real – The participants come to know that they are loved by God – and that Jesus Christ is more firmly centered in their hearts. One of the best ways to see how Presbyterian Pilgrimage can affect you and your congregation is to come to Presbyterian Pilgrimage Renewal Weekend and experience it for yourself.

## Presbytery of Detroit Ministry Team Budget Proposal (2017)

**Ministry Team:** New Church Development

ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS <small>How will this impact our congregations/presbytery? How will this further the goals of the presbytery?</small>	MULTI-YEAR CONSIDERATIONS
Discerning, Identifying, and Training	\$ 10,000	<p><b>ACTIVITIES</b> Connect with Churches and Pastors to continue the listening process begun in 2016. Through these conversations, identify and incubate innovators within church communities, and begin the process of helping each church develop, train, and sustain these innovators to imagine and form new worshipping communities. Provide support for the churches and these innovators by providing listening sessions, mentoring relationships, networking opportunities, and training events (local, regional, national). Send innovators and leaders to events such as the Go Disciple Live Conference (formerly Evangelism and Church Growth) put on by the PC(USA)</p> <p><b>OUTCOMES</b> The NCD Team is in a season of discernment and listening. We hope that continued conversation will lead the Presbytery to see where God is already at work outside the walls of our churches and in the community. We hope to help churches identify and train innovators to begin new worshipping communities, by providing the support and training needed. Our goal would be to identify at least four innovators who God is already using in a way that could lead to a New Worshipping Community and to send them to the Go Disciple Live Conference. We will then continue to discern with them if God is calling them to grow into a New Worshipping Community with the support of their home Church/Ministry, along with providing training and mentoring.</p>	<p>This program will vary year to year based on the plans of the NCD Ministry Team for discerning God's call to our Presbytery and training of potential/actual innovators for new worshipping communities. We expect this activity to ramp up <i>significantly</i> in future years as this process takes hold which will need a significant increase in funds at that time, especially for training costs.</p>
NCD/Transformation Consultant	\$ 37,106	<p>Assist in the work of New Church Development and Church Transformation in coordination with the New Church Development Ministry Team and the Congregational Development Ministry Team. The Consultant for New Church Development and Transformation represents the Presbytery of Detroit and the Executive Presbyter in all public settings of this position.</p>	<p>This position is planned to continue into the following years with, at minimum, a 1.4% cost of living increase annually.</p>

<p>Comunidad Los Del Camino</p>	<p>\$ 16,848</p>	<p><b>ACTIVITIES</b></p> <p>1. A Community Group will be formed, and will have reviewed the needs of the neighborhood, and the vision for Comunidad, and made any necessary adjustments. The Group's review will take into consideration demographic data and other information gathered concerning the needs Southwest Detroit, and will develop a plan to bring Good News to the community. The Evangelist and the Discernment Team are working towards the development of a neighborhood/community group.</p> <p>2. A work group of the NCD Team and the Evangelit will use a system of communication the Work Group has developed to keep NCD, the Presbytery, and other interested parties of the development, learnings, and progress being made by the Evangelist and the Community Group.</p> <p>3. Grace In Action NCD and Comunidad will work cooperatively, with a clear understanding of the uniqueness and the mutuality of each other's ministries.</p> <p><b>OUTCOMES</b></p> <p>The Evangelist has establish a presence in the community of SW Detroit, establishing key relationships, and working alongside several groups, organizations, and individuals. The NCD Team and Presbytery will benefit from these relationships and the learnings of the Evangelist as we seek to identity and incubate innovators in churches and ministries involved in the area. It is a unique area of our Presbytery with our Evangelist as our key presence and networker.</p>	<p>These are long term missions of the Presbytery of Detroit that will take years to develop and will need ongoing continued support. Grant money received into 500 accounts has been accounted for and planned for use in combination with the requested funds from budget for 2017. Along with our requests and grant/funding in 500 accounts we have also set goals for securing additional funding from partners through ECO donations.</p>
<p><b>TOTAL \$ 63,954</b></p>			

**GOALS 2020**

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

1. Nourish relationships between people, churches, and ministries.
2. Develop a communication action plan promoting fluency and positive messaging in the language of 21st century communication and social media.
3. Emphasize the sacredness of time in how we schedule, construct, and conduct the work of the presbytery.
4. Emphasize inclusivity of ideas new and old from diverse groups to promote a more unified and collaborative body to serve Christ and our congregations.



2017 Presbytery Mission Celebration  
New Church Development Expense Budget

	Modified					
	2012 Budget	2013 Budget	2014 Budget	2015 Budget	2016 Budget	2017 Budget
Postage						
Printing						
Probes	\$ 1,000.00					
General						
Comunidad Los Del Camino	\$ 40,000.00	\$40,000.00	\$50,000.00	\$40,000.00	\$29,800.00	\$16,848.00
Training and Support	\$ -		\$5,000.00	\$3,000.00	\$5,000.00	\$10,000.00
Gratiot						
Southfield Presbyterian						
Transformation Coordination	\$ 26,000.00	\$26,000.00	\$35,000.00	\$35,665.00	\$36,378.30	\$36,164.31
New Transformation Projects/Events	\$ 1,000.00					
MLK/Morang St						
Vietnamese Fellowship						
Far West	\$ 7,000.00	\$18,700.00	\$25,000.00	\$28,000.00		
Fellowship						
NCD						
Adjustment for 2016					-\$9,964.96	
<b>Total NCD Expense</b>	<b>\$ 75,000.00</b>	<b>\$84,700.00</b>	<b>\$115,000.00</b>	<b>\$106,665.00</b>	<b>\$61,213.34</b>	<b>\$63,012.31</b>

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Planning & Visioning<sup>6</sup>

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

Through all times and places, God has called women and men to be transformative in their particular time and place. Just as God called a people out of bondage in Egypt and just as God opened the ears of all to hear the gospel on the Day of Pentecost, so God is continuing to call and send us out into the freedom of new life in Christ. Trusting in God, the Presbytery of Detroit submits to the transforming work of Jesus Christ in this time and place. In gratitude for all signs of God's grace, we will seek to continually recognize and celebrate manifestations of the Kingdom of God in our midst.

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: two training events for Holy Conversations consultants. Outcome example: six congregations started a new mission project with community partners.

ACTIVITY BY PRIORITY	AMOUNT	OBJECTIVES & OUTCOMES How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
General budget	\$1,200	To support the overall work of the Ministry Teams of the presbytery.	
Gender Violence Work Group	\$7,200	(This group was unable to submit a formal budget request, so their funds are being held by P&V so that they can be requested as needed)	
2017 Budget Surplus	\$8,946.53	To help new projects get off the ground, or to provide additional funding to successful ongoing projects. This will allow the presbytery to be more agile in addressing emergent needs throughout the year.	
<b>TOTAL \$17,346.53</b>			

GOALS 2020

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

1. Nourish relationships between people, churches, and ministries.
2. Develop a communication action plan promoting fluency and positive messaging in the language of 21st century communication and social media.
3. Emphasize the sacredness of time in how we schedule, construct, and conduct the work of the presbytery.
4. Emphasize inclusivity of ideas new and old from diverse groups to promote a more unified and collaborative body to serve Christ and our congregations.

## 2017 Presbytery Mission Celebration

## Planning &amp; Visioning Expense Budget

	<b>Modified 2012 Budget</b>	<b>2013 Budget</b>	<b>2014 Budget</b>	<b>2015 Budget</b>	<b>2016 Budget</b>	<b>2017 Budget</b>
Postage						
Printing						
Unallocated Budget	\$ 2,000.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,200.00
Gender Violence Work Group						\$ 7,200.00
2017 Budget Surplus						\$ 8,946.53
Adjustments for 2016					\$ (300.00)	
<b>Total P&amp;V Expenses</b>	<b>\$ 2,000.00</b>	<b>\$ 1,500.00</b>	<b>\$ 1,500.00</b>	<b>\$ 1,500.00</b>	<b>\$ 1,200.00</b>	<b>\$ 17,346.53</b>

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: MultiCultural Ministry Team

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

Through all times and places, God has called women and men to be transformative in their particular time and place. Just as God called a people out of bondage in Egypt and just as God opened the ears of all to hear the gospel on the Day of Pentecost, so God is continuing to call and send us out into the freedom of new life in Christ. Trusting in God, the Presbytery of Detroit submits to the transforming work of Jesus Christ in this time and place. In gratitude for all signs of God's grace, we will seek to continually recognize and celebrate manifestations of the Kingdom of God in our midst.

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: two training events for Holy Conversations consultants. Outcome example: six congregations started a new mission project with community partners.

ACTIVITY BY PRIORITY	AMOUNT	IMPACT ON P.O.D. CONGREGATIONS How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
MLK Sunday, January 15, 2017 "Jazz Vespers" w/Marion Hayden and "Stars of the Future"	\$3,500.00	This service is intended to appeal to cross cultures many POD congregations that are not organizing MCMT believes that at this time, planning more participatory programs of inclusiveness and diversity, seeing multiculturalism in action, will help narrow the racial divide.	and generations and bring participation from as their own MLK program.
Ralph Bunche Institute, WSU	\$2,000.00	Youth scholarships (20@100.00 ea. Approx.) new/renewed sense of acceptance and inclusion	youth and adults participants will return with a and diversity from this experience.
Community concert w/Covenant PC Mission and Outreach Comm.	\$1,300.00	This concert will be an opportunity for community outreach and fellowship.	outreach and fellowship.
Partner with Social Justice / Gun Anti-Violence	\$2,500.00	POD wide to put in place a doable plan of action	
<b>TOTAL</b> \$9,300.00			

GOALS 2020

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

1. Nourish relationships between people, churches, and ministries.
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3. Emphasize the sacredness of time in how we schedule, construct, and conduct the work of the presbytery.
4. Emphasize inclusivity of ideas new and old from diverse groups to promote a more unified and collaborative body to serve Christ and our congregations.

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Page 2/6

Statement adapted from

2016

**Our vision is for a New and Living Way**

**We, the lay and clergy of the Presbytery of Detroit**

**will encourage one another in love and good  
works and commit ourselves to hold fast to the  
confession of our hope**

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

Ministry Team: Coordinating Cabinet

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

Through all times and places, God has called women and men to be transformative in their particular time and place. Just as God called a people out of bondage in Egypt and just as God opened the ears of all to hear the gospel on the Day of Pentecost, so God is continuing to call and send us out into the freedom of new life in Christ. Trusting in God, the Presbytery of Detroit submits to the transforming work of Jesus Christ in this time and place. In gratitude for all signs of God's grace, we will seek to continually recognize and celebrate manifestations of the Kingdom of God in our midst.

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: two training events for Holy Conversations consultants. Outcome example: six congregations started a new mission project with community partners.

ACTIVITY BY PRIORITY	AMOUNT	OBJECTIVES & OUTCOMES How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	MULTI-YEAR CONSIDERATIONS
Meeting Expense	\$ 900.00	Objective to provide an offsite retreat time for CC. Outcome: CC members will build stronger relationships which in turn will result in improved communication and coordination with the teams of the Presbytery	\$500 needed for 2017 retreat expense, and \$400 deposit is needed for 2018
Moderator Training	\$ 1,500.00	Objective: The Vice Moderator attends Moderator training in the fall put on by OGA. Outcome: This will enable the VM to more easily step into the role of Moderator which will assist the Presbytery with a smooth transition in leadership	
Resource Materials	\$ 400.00	To provide resources (books or other) for CC for study purposes so that they will have more information to better allow them to function.	
Travel for Moderator	\$ 400.00	To provide reimbursement for travel expenses to meetings for Moderator	
Gifts and Flowers	\$ 250.00		
<b>TOTAL \$ 3,450.00</b>			

GOALS 2020

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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3. Emphasize the sacredness of time in how we schedule, construct, and conduct the work of the presbytery.
4. Emphasize inclusivity of ideas new and old from diverse groups to promote a more unified and collaborative body to serve Christ and our congregations.

**COMMISSION REPORT  
ORDINATIONS AND INSTALLATIONS  
PRESBYTERY OF DETROIT  
SEPTEMBER 27, 2016**

**Installation of Scott Phillips**

The Commission to install the Rev. Scott Phillips to the position of Pastor at First Presbyterian Church Brighton was convened with prayer by the moderator, Beth Delaney, at 3:15 p.m. on Sunday, May 15, 2016, at First Presbyterian Church Brighton, Michigan. The Commission members present were: The Rev. Neeta Nichols, the Rev. David Mihocko, Elder Jan Byron (Brighton First), Elder Gordon Seiler (Farmington First) and the Rev. Beth Delaney (Moderator).

A quorum of the Commission was present. There were no corresponding members. The Order of Worship was reviewed and the Commission approved proceeding with the installation Service for the Rev. Scott Phillips. After meeting, the commission proceeded to worship.

Neil Myer (Campus Minister MSU) proclaimed the Word. In the course of the installation service, the Rev. Scott Phillips gave affirmation to the obligations undertaken in the ordination questions found in W-4.4003. Ruling Elder Willis asked the Constitutional Questions of the congregation. The pastor-elect then stood and with prayer and the laying on of hands, the Commission installed him as Pastor of First Presbyterian Church Brighton.

The Rev. Neeta Nichols delivered the Charge to the Pastor and the Rev. David Mihocko delivered the Charge to the Congregation. An offering was taken for the Presbytery's Candidate Scholarship Fund. The commission and congregation were dismissed with prayer and benediction by the newly installed Teaching Elder, the Rev. Scott Phillips.

Submitted by  
Rev. Beth Delaney, Moderator of the Presbytery of Detroit  
Date: Sunday, May 15, 2016

**Ordination of Daniel Ervin**

The Commission to Ordain Daniel Ervin to the position of Resident Minister at First, Ann Arbor was convened with prayer by the moderator, Beth Delaney, at 1:40 p.m. on Sunday, June 26, 2016, at First Presbyterian Church Ann Arbor, Michigan. The Commission members present were: the Rev Angela Ryo (First, Ann Arbor), the Rev. Jay Sanderford (First, Ann Arbor), Elder Henry Johnson (First, Ann Arbor), Elder Jim Thomson (Westminster, Ann Arbor), and the Rev. Beth Delaney (Moderator).

A quorum of the Commission was present.

There was a motion to seat the Rev. Miriam Foltz (Giddings-Lovejoy Presbytery), the Rev. Dr. Paul Galbreath (Presbytery of The James) and Rev. Kyle Goodman (Salem Presbytery) as corresponding members. The motion was approved by the Commission. The Order of Worship was reviewed and the Commission approved proceeding with the Ordination Service for Daniel Ervin.

Teaching Elder Galbreath proclaimed the Word utilizing the text from Acts 2:1-21. In the course of the installation service, Mr. Ervin gave affirmation to the obligations undertaken in the ordination questions found in W-4.4003. The Ordinand then knelt and with prayer by the

Moderator and the laying on of hands, the Commission ordained him as a Teaching Elder in the Presbyterian Church (USA).

The Rev. Kyle Goodman delivered both the Charge to the Pastor and the Charge to the Congregation. An offering was taken for the Presbytery's Candidate Scholarship Fund. The Lord's Supper was celebrated with the Rev. Daniel Ervin presiding. The commission and congregation were dismissed with prayer and benediction by the newly ordained Teaching Elder, The Rev. Daniel Ervin.

Submitted by

Rev. Beth Delaney, Moderator of the Presbytery of Detroit

Date: Sunday, June 26, 2016

### **Installation of Joanna Dunn**

The Commission to install the Rev. Joanna Dunn to the position of Associate Pastor of University Presbyterian Church was convened with prayer by the moderator, Beth Delaney, at 1:45 p.m. on Sunday, July 31, 2016, at University Presbyterian Church in Rochester Hills, Michigan. The Commission members present were: The Rev. Jim Monnet, the Rev. Emma Ouellette, the Rev. Isaac Chung, Elder Elizabeth Tengler (Grosse Pointe Memorial), Elder Jacob Lusk (University) and the Rev. Beth Delaney.

A quorum of the Commission was present.

The motion to seat Elder Mathew Eardley (First Presbyterian Boise, Idaho, Boise Presbytery) as a corresponding member was approved. The Order of Worship was reviewed and the Commission approved proceeding with the installation Service for the Rev. Joanna Dunn. After meeting, the commission moved to worship.

The Rev. Jim Monnett proclaimed the Word. In the course of the installation service, the Rev. Joanna Dunn gave affirmation to the obligations undertaken in the ordination questions found in W-4.4003. Ruling Elder Lusk asked the Constitutional Questions to the congregation. The pastor-elect then stood and with prayer by the Moderator and the laying on of hands, the Commission installed her as Associate Pastor of University Presbyterian Church.

The Rev. Emma Ouellette delivered the Charge to the Pastor and Elder Mathew Eardley delivered the Charge to the Congregation. The commission and congregation were dismissed with prayer and benediction by the newly installed Teaching Elder, the Rev. Joanna Dunn.

Submitted by

Rev. Beth Delaney, Moderator of the Presbytery of Detroit

Date: Sunday, July 31, 2016





## *First Presbyterian Church*

143 East Michigan Avenue, Saline, Michigan 48176

Reverend Jaco Bester

734.429.4140

The Presbytery of Detroit  
17575 Hubbell  
Detroit, MI 48235

c/o The Stated Clerk, The Rev Edward Koster, J.D.

We, the Session of First Presbyterian Church of Saline, hereby wish to place on record our objection to the prayer offered by Mr. Wajidi Said as part of the first order of business during the most recent gathering of the General Assembly in Portland, OR.

We understand that the invitation extended to Mr. Said was with good intention, and issued in the name of inter-faith cooperation. We commend any efforts of an inter-faith nature to address issues of violence, injustice, and xenophobia that plague so much of our society today – and we value the importance of inter-faith dialogue to help us know and love our neighbors in a manner that is life-giving and authentic. We also wish to honor Mr. Said in praying a prayer that is true to his own faith tradition, and congruent with his identity as a leader within the Muslim faith community; our objection should in no way whatsoever be interpreted as a slight on the Islamic faith or a call to undermine the legitimacy of Mr. Said's expression of that faith.

However, we do object to the prayer insofar as it served, or was intended to serve, as an opening prayer (or part thereof) within the context of the worship of the PC(USA)'s General Assembly.

It is clear that this prayer was intended to serve as an organic part of the whole worship event that constituted the first order of business. And that this was done by careful design. This is evident from the fact that the liturgy was obviously scripted, and each participant understood fully what he or she was reading; moreover, the prayer in reference followed on from reflective readings and prayers, and was also followed by more of the same, without any qualifying statements or distinguishing comments.

We believe that an Islamic prayer cannot, in any way, serve as part of Christian worship without reducing it to less than authentic Christian worship. This was made all the more obvious when the name of Jesus was listed among those of other so-called "prophets" that included Abraham, Ishmael, Isaac, Moses and Muhammed, thereby denigrating Jesus to less than who he has declared himself to be, and whom the Church has always believed him to be; the only begotten Son of God, our Lord and Savior. Who alone is worthy of worship, together with the Father, and the Holy Spirit. One, Holy, Triune God. As it was in the beginning, is now, and evermore shall be, amen.

Our objection, therefore, is against the leadership of the PC(USA)'s General Assembly, specifically those who were responsible for deciding on the order of business and choosing to include this prayer as part of the General Assembly's liturgy for worship. The fact that the Stated Clerk's request to the staff leadership of the PC(USA)'s ecumenical and interfaith ministries, lead to an inclusion of an Islamic prayer during Christian worship is reflective of irresponsible and negligent leadership. A leadership suffering, in our opinion, from a clear disregard for the unique claims of the Gospel of Jesus Christ, and the call of the Church of Jesus Christ to worship him – and him alone.

It is indeed true, as the Moderator made clear, that the violence which rocked this nation, and to which this first order of business sought to respond in prayer, “tore at each of our hearts as it reminded us of too many tragedies and too many victims.” This is a human struggle that calls for action from all faith communities – we understand and urge this too – the violence suffered by so many does not regard race, or creed. So we must all stand together against this injustice. However, we believe that inter-faith dialogue and cooperation can take place in a meaningful way without having to introduce an awkward and unnatural moment of shared worship through the act of prayer. As though we all worship the same God, and can do so legitimately and authentically as Christians and Muslims together – the very notion of this is absurd and calls into question not only our own faithfulness to the Gospel of Jesus Christ, but also our sincere regard for the Islamic faith and those who adhere to it. Do we imagine it is possible to honor the unique claims of the Islamic faith by including a Muslim prayer in the act of Christian worship? Surely not! This is disingenuous.

Furthermore, while the apology offered by the Stated Clerk illustrates the lack of wisdom in the decision to include this prayer, and promises at least some measure of hope that responsibility will be taken and people held to account, it does little to assure us, as a Session, that the same “mistakes” (in the words of the Stated Clerk) will not be made again. In fact, the failure to clearly and unequivocally acknowledge that the prayer was an inappropriate and illegitimate expression within the context of Christian worship continues to linger as a tacit endorsement of its validity for Christian worship.

This begs the question; what shall be done?

We believe that if any further action should be taken it should be at the decision of the Presbytery of Detroit; and we are willing to abide by and honor that decision. However, for as a matter of conscience, we wish to have our objection duly noted and recorded in the minutes of the next stated meeting of the Presbytery of Detroit, with a clear reference to this letter.

Grace and peace to you all, in the name of our Lord, Jesus Christ.

The Session,  
First Presbyterian Church of Saline

**The Presbytery of Detroit  
Minutes of its Stated Meeting  
November 19, 2016**

**WE PROCLAIMED THE GOOD NEWS**

The Presbytery of Detroit convened in its annual meeting with worship and prayer at 9:03 a.m. on November 19, 2016. Beth Delaney moderated.  
Commissioned Ruling Elder Charon Barconey preached.

**Seek the Welfare of the City**

Gloria Albrecht presented a paper on the state of race relations in the Presbytery of Detroit. The papers Ms Albrecht presented are appended to the minutes.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST**

The Moderator declared the presence of a quorum.  
The Moderator appointed Harold Boettger the Assistant to the Stated Clerk.  
The Moderator welcomed new commissioners and teaching elders.

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

Laura Kelsey welcomed Presbytery to First Presbyterian Church Plymouth.

**WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY**

Stephanie Lewis began moderating the meeting.

**Reports**

John Judson reported on progress toward reaching the goals set for 2016. The report is appended to the minutes.

Barbara Smith presented the report of the Committee on Representation. Her report is appended to the minutes.

**WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY**

**Executive Presbyter's Report**—Teaching Elder Allen D. Timm

Allen Timm reported on ordination anniversaries, new members, and surveys received. He thanked the retiring chairs of Presbytery committees and teams. He extended thanks and his appreciation for the ministry of Beverly Knox, who served the Presbytery for so many years. He announced the leadership training on January 28.

The Moderator offered a prayer for openness

Beth Delaney resumed moderating.

**Committee Items for Action:**

**Committee on Nominations.** Ruling Elder David Bunch reported for the Committee

Upon nomination of the Committee, there being no nominations from the floor, Presbytery elected the members and chairs of committees and teams as in the appended report.

**Committee on Preparation for Ministry**

Matthew Means reported for the Committee.

The Committee reported the following consultation reports for the information of Presbytery:

For Teaching Elder

1. CPM met with the following Candidate and voted to sustain her annual consultation and continue with her in the candidacy phase.  
Christina Jensen November 1, 2016 Greenfield, Berkley
2. CPM met with the following individual and voted to enroll him as an Inquirer under the care of the Presbytery of Detroit.  
Caleb Jones November 1, 2016 Littlefield, Dearborn
3. The following Inquirer has requested that she be transferred to the care of the Presbytery of Tampa Bay (Florida). Her paperwork has been forwarded and she has been removed from the list of those under the care of the Presbytery of Detroit.  
Eileen Jewell November 1, 2016 Jefferson Avenue, Detroit

The Committee on Preparation for Ministry presented Bethany Peerbolte, a member of Milford Presbyterian Church, for examination to be a candidate. Ms Peerbolte told Presbytery how she arrived at her decision and calling to seek ordination as a teaching elder. Upon motion of the committee, Presbytery voted to arrest her examination. After discussion and upon motion of the Committee, Presbytery voted to receive her as candidate for the ordered ministry of teaching elder. The Moderator called forward friends and relatives, and asked Ms Peerbolte the questions from Policy P-21, and on her affirmative answers, directed she be enrolled as a candidate.

**Coordinating Cabinet**

Judy Shipman reported for the Coordinating Cabinet.

Pursuant to the action of the General Assembly, the following amendments to the Constitution were placed on the floor for the Presbytery's positive or negative vote:

- 16-C. Ordered Ministry Titles (Changing *teaching elder* to *minister of Word and Sacrament*)
  - 16-C.1. Ministers of the Word and Sacrament On Amending F-3.0202
  - 16-C.2. Ministers of the Word and Sacrament On Amending G-2.0102
  - 16-C.3. Ministers of the Word and Sacrament On Amending G-2.0301
  - 16-C.4. Ministers of the Word and Sacrament On Amending G-2.05 and G-2.0501
  - 16-C.5. Ministers of the Word and Sacrament On Amending G-2.0701
  - 16-C.6. Ministers of the Word and Sacrament and Commissioned Pastors On Amending G-3.0307
  - 16-C.7. Minister of the Word and Sacrament and Commissioned Pastor On Amending the Directory for Worship and the Rules of Discipline
  - 16-C.8. Minister of the Word and Sacrament On Amending W-4.4001a.

On demand of Mr Oxtoby, Amendment 16-C.6 was removed for separate discussion and vote.

By voice vote, the Presbytery approved all but Amendment 16-C.6.

After discussion and debate, Presbytery voted not to approve Amendment 16-C.6.

On the recommendation of the Coordinating Cabinet, Presbytery voted to:

Form a special committee pursuant to P-21 to guide Erin Presbyterian Church in the sale of its property and in the discussion about their future, comprised of Lou Prues (Trustee) and the Consultations sub-Committee of the Committee on Ministry.

1. Approve for 2017 a 1.4% increase allocated between salary and housing with the following new terms of call:

The Rev. Dr. Allen D. Timm, Executive Presbyter

Approve a 1.4% increase in salary and housing (increase of \$1178)

\$35,317	Salary
50,000	Housing Allowance
1,000	Medical reimbursement
6527	FICA allowance
22,747	Board of Pensions Medical dues
10,213	Board of Pensions Pension dues
928	Board of Pensions Life and Disability Insurance dues
125	Workmen's Comp insurance dues
6,660	Reimbursement for travel expenses (at IRS rate)
4,000	Reimbursement for Professional Business Expenses
<u>3,000</u>	<u>Reimbursement for Continuing Education</u>
\$140,516	Total Compensation

The Rev. Edward H. Koster, J.D., Stated Clerk

Approve a 1.4% increase allocated between salary and housing (increase of \$461 half-time position):

\$3,097	Salary
30,300	Housing Allowance
518	Medical reimbursement
2,555	FICA allowance
12,404	Board of Pensions medical dues
3,955	Board of Pensions pension dues
506	Board of Pension Life insurance and disability
125	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>
\$57,260	Total Compensation

Elect the following to the 2017 Nominating Committee:

Ruling Elder Dave Bunch. (Chair). Canton, Geneva.

Ruling Elder Maryann Brantley. Detroit, Gratiot Avenue

Teaching Elder James Russell. H.R.

Teaching Elder Anne Schaefer

2. Accept the invitations of the following churches to host the 2017 Presbytery meetings:
 

January 24 4:00 P.M.	Detroit Hope
March 25 9:00 A.M. Saturday	Taylor Southminster
June 13 4:00 P.M.	Detroit Westminster
September 26 4:00 P.M.	Orchard Lake Community
November 18 9:00 A.M. Saturday	Grosse Ile

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

1. The Detroit Water Department has billed churches, small businesses, non-profits for a new service: water run-off from impervious surfaces. That would be parking lots, roofs, etc. The increase in cost is significant.
2. The Coordinating Cabinet met with Robert Hunter as a part of the Presbytery Operations Team's assessment process for determining our staffing needs.
3. The Presbytery Operations Team announced the search processes for Stated Clerk and Treasurer. Applications are available on line. The Treasurer and Stated Clerk have stated their intention to apply.
4. The Coordinating Cabinet has amended the current Coordinating Cabinet policy CC-3, which now reads,  
 "CC-3 Time Limits for Announcements and Repots  
 Time limits for announcements at Presbytery meetings shall be 2 minutes. The time limit for reports at Presbytery meetings shall be 5 minutes."  
 To read:  
 "CC-3: Guidelines for Announcements and reports  
 All announcements of events or activities made at Presbytery meetings will be shared via printed materials or scrolling video, or by verbal announcements made during the mealtime only. The time limit for reports at Presbytery meetings shall be 5 minutes."
5. The Coordinating Cabinet heard the report of new Presbytery Office Hours: Monday-Thursday 8:30 a.m.-4:00 p.m.
6. The Coordinating Cabinet has set the theme for the year 2017: "Great Ends of the Church: Promoting Social Righteousness."

### **Treasurer**

Timothy Ngare reported.

Mr Ngare submitted his report. The Treasurer's Report is appended to the minutes.

Upon motion of Mr Ngare, Presbytery adopted the 2015 Audit. The Audit is appended to the minutes.

### **Committee on Ministry**

Mary Austin reported for the Committee.

On the recommendation of the Committee, Presbytery voted to:

#### ***Contracts and Dissolutions:***

1. **Approve** the call between **Livonia Rosedale Gardens Church** and the **Rev. Kellie Whitlock** as Pastor, effective November 1, 2016, with the following terms of call: Cash Salary of 49,767; Housing and Utility Allowance of \$24,270; Deferred Compensation of \$2,400; SECA Reimbursement of \$5,664 (7.65% of Effective Salary); Dues for the Benefits Plan of the Board of Pension of \$27,899; Medical Deductible Reimbursement of \$5,500;

Continuing Education Reimbursement of \$1,000; Business Expenses of \$1,500; Total compensation \$118,000. Vacation of 4 weeks including 4 Sundays; Study Leave of 2 weeks including 2 Sundays. The Church will also pay for the new Pastor to attend a Pastors in Transition retreat. AA/EEO guidelines of the denomination have been followed during the search process.

2. **Approve** the dissolution of the Associate Pastor relationship between **Livonia Rosedale Gardens** and the **Rev. Kellie Whitlock** effective October 31, 2016.
3. **Approve** the 12-month Interim Pastor contract renewal between **Rev. Karen Stunkel** and the **New Hope Church of Michigan Presbyterian Church**, effective October 12, 2016. Terms: Full-Time. Salary \$33,960; Housing Allowance \$22,000; Contribution to Annuity \$4,800; FICA (SS/MC)7.65% \$2,598; Medical Deduct \$805; Travel \$5,000; Study Leave \$1,200; Professional Expenses \$1,000, Board of Pensions Medical \$14,906, Pension \$6,682, Death/Disability \$608. Vacation: five weeks including 4 Sundays; two family Sundays (as needed with approval of session); Study Leave: 2 weeks including 2 Sundays. Vacation and study leave pro-rated over the life of this contract.
4. **Approve** the Part-Time (20 hours per week) Stated Supply contract between **Rev. Raphael B. Francis** and **Trinity Community Presbyterian Church, Detroit**, effective September 1, 2016. Terms: Salary & Housing \$24,969.60; Medical & Pension \$2,996.35; Social Security \$1,910.17; Professional Expenses \$714.00; Continuing Education \$591.60; Spouse Medical \$374.52; Total compensation \$31,556.26. Vacation: 4 weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. The Church will also pay for the Pastor to attend a Pastors in Transition retreat.
5. **Approve** the Quarter-Time Stated Supply Pastor contract between **Rev. Opelton Parker** and **Broadstreet Presbyterian Church, Detroit**, effective November 1, 2016. Terms: Salary \$10,349; Housing Allowance \$6,000; Accountable Professional Expense Reimbursements at the discretion of the pastor; Total compensation \$16,349. Vacation: 1 month including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one Pastors in Transition retreat if he has not attended one in the past year.
6. **Approve** the Parish Associate contract between **Rev. Renee Roederer** and **Northside Presbyterian Church of Ann Arbor**, effective November 1, 2016. Terms: \$150 per Sunday that the Rev. Roederer leads worship and \$50 per week that the Rev. Roederer provides pastoral care in the absence of the Pastor due to vacation, study leave, illness or emergency.
7. **Approve** the Interim Pastor contract between **Rev. Anne Norwood Schaefer** and **First Presbyterian Church, Plymouth**, effective December 1, 2016. Terms: Effective Salary \$154,290; Accountable Professional Expense Reimbursements \$7,890; Total compensation \$\$162,180. Vacation: 4 weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. The Church will pay for and allow time for the Interim Pastor to attend one Pastors in Transition retreat.
8. **Approve** the Temporary Supply Pastor contract between **Rev. Jill A. Mills** and **New Life Presbyterian Church, Sterling Height**, effective Dec. 1, 2016 for 6 months. Terms for 6 months: Salary \$5,570.50; Housing Allowance \$19,000; Social Security \$1,879.50;

Contribution to PC(USA) Retirement Svgs Plan \$2,750; Contribution to Health Savings Account \$2,750; Travel (car) and prof. exp. Reimbursement \$1,500; Study Leave \$1,500; Other Professional Expenses \$750; Total compensation \$35,700 (6 months). Vacation: 3 weeks including 3 Sundays; Study Leave: 1 week including 1 Sunday.

***Validations:***

1. **Validate** the ministry position of Executive Director of Samaritan Counseling Center of Southeastern Michigan.
2. **Validate Rev. Sharon Mook** to the position of Executive Director of Samaritan Counseling Center of Southeastern Michigan.
3. **Validate** the ministry of Worship Leader for the **Westland Presbyterian Villages**, pending the receipt of documentation.
4. **Validate Rev. J. Bernard Taylor** to the position of Worship Leader for the **Westland Presbyterian Villages**.

***Miscellaneous:***

1. **Approve** the 2016 Terms of Call spreadsheet. The spreadsheet is appended to the minutes.

Presbytery honored with testimonials and applause Dick Henderson and Jim Skimins in their retirements.

**The Committee reported the following actions taken under the authority that has been granted. It has:**

**Approved** the 12-month Interim Pastor contract renewal between **Rev. W. Kent Clise** and **First Presbyterian Church of Royal Oak**, effective October 16, 2016. Terms: Full-Time. Terms: Salary \$89,428; Social Security \$6,841; Professional Expenses \$3,000; Post Retirement Service Dues \$10,731. Vacation: one month including 4 Sundays; Study Leave: 2 weeks. Unused vacation time and study leave pro-rated over the life of the contract.

**The Committee reported the following for the information. It has:**

- **Approved the request of Rev. Beth Delaney to attend Interim Ministry training.**
- **Approved** the request of **Rev. Daniel Michalek** for Interim Ministry training.
- **Approved** a waiver for term limits for **Calvary, Ann Arbor**.
- **Approved** the self-study for **Royal Oak First**, pending Session approval.
- **Approved** the removal of **Christine Sackett** CRE candidate from the Pulpit Supply list per the request of CPM.
- **Approved** the addition of **Rev. Nancy Carle**, retired, to the Pulpit Supply list pending the receipt of the background check.
- **Scheduled** the Retired Pastors Luncheon for November 30, 2016, 11:00 a.m.-2:00 p.m. at Presbyterian Village, Redford.
- **Approved** self-studies for **New Hope** and **St. John's**.

**Social Justice Team**

Laura Kelsey reported for the Team.

Upon motion of the Team, Presbytery approved the PDA grant request. The grant request is appended to the minutes.



## Omnibus motion.

Upon motion of the Stated Clerk, presbytery voted to:

Receive and enter into the minutes the following report of the Trustees:

1. The Trustees have reviewed the 2015 Audit that will be presented by the Treasurer, and recommend Presbytery adopt it.
2. The Trustees voted to approve granting permission to the Michigan State University *What America Ate Project* to digitize the cookbook “Tasty Teasers by Katherine McGregor Auxiliary (1933)” of the former Woodward Avenue Presbyterian Church.
3. The City of Detroit has started to assess fees for water run-off from churches and non-profits. They are keyed to the roof and parking lot areas, and are very expensive. The Trustees voted to allocate up to \$2,500 for legal fees to see what can be done, and have retained Lucius Vassar from the firm Clark Hill. We will solicit the bills from all the Detroit churches, and from them determine what challenges can be made to the new billing.
4. The Trustees voted to approve up to \$5,000 for repairs from Fund 200 for repairs to downspouts and gutters at the Second Mile Center. Work continues on the roof and other areas to try to resolve continuing problems of water entering the building.

## Stated Clerk

Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of September 27, 2016.
2. Approve the following review of session records:

Ann Arbor, Northside	Detroit, Gratiot Avenue	Shelby, St Thomas
With exception	With exceptions	With Exceptions
Ann Arbor First	Drayton Avenue, Ferndale	Port Huron, Westminster
Without Exception	With exceptions &	With exception
Beverly Hills, Northville	Corrections	St Clair Shores, St Clair
No exceptions	Garden City, Garden City	Shores
Bloomfield Hills, Kirk in the Hills	No Exceptions	With exception
With Exceptions	Milford, Milford	Taylor, Southminster
Canton, Geneva	With exceptions &	No Exceptions
With exceptions &	Corrections	Warren, First
corrections	Orchard Lake, Orchard	No Exceptions
Dearborn, Littlefield	Lake Community	
No exceptions	No exceptions	

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

1. TRANSFERS COMPLETED
  - a) From the Presbytery of Detroit:
  - b) To the Presbytery of Detroit:
    - i) Ho-Tek Tan from the Presbyterian Church of Taiwan
    - ii) Eddie Jusino from Long Island Presbytery

2. The following churches have not submitted their 2015 records for review as required by G-3.0108a:  
 Allen Park, Allen Park; Clarkston, Sashabaw; Dearborn Heights, St Andrews; Dearborn First;  
 Detroit, Calvin East; Detroit First; Detroit, Fort Street; Detroit, St John's; Detroit, Trinity;  
 Detroit, Trumbull Avenue; Detroit, Westminster; Farmington, First; Highland Park, Park  
 United; Howell, First; Livonia, St Timothy's; Novi, Faith; Plymouth, First; Pontiac, Joslyn  
 Avenue; Redford, St James; Roseville, Erin; Southfield, Korean; Southfield, New Hope; St  
 Clair Shores, Heritage; Troy, Korean First; Wyandotte, Wyandotte; Ypsilanti, First.

The Presbytery filled out surveys of the meeting.

The Presbytery shared peace with each other, offered up prayers of thanks and intercession, and adjourned after the benediction at 12:30 p.m.

The next meeting of the Presbytery will be January 24, 2017 at 4:00 p.m. at Detroit Hope Church.

ATTEST:

*Edward W Koster*

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Papers from Seek the welfare of the city  
 Report on Progress for the 2016 Goals  
 Committee on Representation report  
 Report of the Committee on Nominations  
 Treasurer's Report  
 2015 Audit  
 2016 Terms of Call  
 PDA Grant Request

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR NOVEMBER 19, 2016

CHURCHES: Of 79 churches, 39 were represented and 40 were not.

COMMISSIONERS: Of 144 eligible commissioners, 60 enrolled, and 84 did not.

OTHER RULING ELDERS (Officers, Members of Council)::

Of 13 total, 7 were present, of whom 3 counted as commissioners, leaving 4 as the unduplicated count: 0 excused, and 6 absent.

TEACHING ELDERS: Of the 133 non-retired teaching elders on the combined rolls of active members and members-at-large, 43 were present, 76 were excused, and 14 were absent.

Of the 88 retired teaching elders on the rolls, 11 were present and 77 were excused.

COMMISSIONED LAY  
PASTORS AND  
CERTIFIED EDUCATORS:

Of the 4 serving Commissioned Ruling Elders on the rolls, 1 were present, \* excused, 3 absent

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

SUMMARY

VOTING MEMBERS PRESENT

60 Elder Commissioners  
+ 4 Other Ruling Elders  
+ 43 Non-retired teaching elders  
+ 11 Retired teaching elders  
+ 1 Commissioned Ruling Elders.  
+ 0 Certified Christian Educators.  
= 119 Voting members present.

OTHERS PRESENT

5 Non-voting attendees  
0 Corresponding members

ATTENDANCE

Churches & Elder Commissioners

**ALLEN PARK, Allen Park**

1 NOT REPRESENTED  
2  
3

**ANN ARBOR, Calvary**

1 NOT REPRESENTED

**ANN ARBOR, First**

1 BEN VAN TUYL

2

3

4

5

**ANN ARBOR, Northside**

1 NOT REPRESENTED

**ANN ARBOR, Westminster**

1 KATHERINE SIMPSON

2 NED SIMPSON

**AUBURN HILLS, Auburn Hills**

1 NOT REPRESENTED

**BELLEVILLE, Belleville**

1 NOT REPRESENTED

**BERKLEY, Greenfield**

1 DAVE McCATTY

2 STACY PETERSON

**BEVERLY HILLS, Northbrook**

1 AMY ANNETT

2

**BIRMINGHAM, First**

1 JOHN CRAWFORD

2

3

**BLOOMFIELD HILLS, Kirk/Hills**

1 ARNIE KUMMEROW

2 LINDA WEITZEL

3

4

5

**BRIGHTON, First**

1 SUZANNE S KWORSKI

2 LOIS ROMANS

3 JUDY WORKMAN

**CANTON, Geneva**

1 DAVE BUNCH

**CLARKSTON, Sashabaw**

1 NOT REPRESENTED

**DEARBORN, Cherry Hill**

1 NOT REPRESENTED

**DEARBORN, First**

1 NOT REPRESENTED

2

**DEARBORN, Littlefield**

1 NOT REPRESENTED

**DEARBORN HGTS, St. Andrew's**

1 NOT REPRESENTED

**DETROIT, Broadstreet**

1 JANET GLENN

2 CURTIS WILLIAMS

**DETROIT, Calvary**

1 TRINA ERWIN

2

**DETROIT, Calvin East**

1 NOT REPRESENTED

2

**DETROIT, First**

1 NOT REPRESENTED

**DETROIT, Fort Street**

1 NOT REPRESENTED

2

**DETROIT, Gratiot Avenue**

1 MARYANN BRANTLEY

2

**DETROIT, Hope**

1 MARY GREEN

2 DARYL TAYLOR

**DETROIT, Jefferson Avenue**

1 BRYAN A SUNISLOE

2 BYRUM PATRICK

3

**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 KRIS GETSCHMAN

2 DEBORAH FAIR

3

**FARMINGTON, First**

1 HOWARD CAYLOR

2 DALE COUNTEGAN

**FERNDALE, Drayton Avenue**

1 NOT REPRESENTED

**FORT GRATIOT, Lakeshore**

1 NOT REPRESENTED

**GARDEN CITY, Garden City**

1 NOT REPRESENTED

**GROSSE ILE, Grosse Ile**

1 NOT REPRESENTED

2

3

**GROSSE POINTE, Memorial**

1 DICK STROWGER

2 RUTH AZAR

3

4

**GROSSE PTE WOODS, Woods**

1 SANDY FULLERTON

**HIGHLAND PARK, Park United**

1 JULIETE PARKER

2 MARIE HUGHLEY

**HOWELL, First**

1 NOT REPRESENTED

2

**LINCOLN PARK, Lincoln Park**

1 MARIANNE PROVENZANO

**LIVONIA, Rosedale Gardens**

1 JAMES DAVIS  
 2 JASON ELSTONE  
 3 DYCHE ANDERSON  
**LIVONIA, St. Paul's**  
 1 ALLEN NICHOLAS  
**LIVONIA, St. Timothy's**  
 1 NOT REPRESENTED  
**MILAN, Peoples**  
 1 NOT REPRESENTED  
**MILFORD, Milford**  
 1 BARBARA STUNAS  
 2 KRISTIN CONNOLLY  
 3 LESLIE NAVE  
**MT. CLEMENS, First**  
 1 BILL HERILHAN  
 2  
**NORTHVILLE, First**  
 1 JUDY EDWARDS  
 2  
 3  
**NOVI, Faith Community**  
 1 SHEILA HENDERSON  
 2 TERRY KAZAKOS  
**ORCHARD LAKE, Community**  
 1 RON VERDUIN  
 2  
 3  
**PLYMOUTH, First**  
 1 BARBARA BULLOTTE  
 2 NANCY WHITE  
 3 MIKE BALNAVES  
 4  
**PONTIAC, First**  
 1 JOAN FRISH  
**PONTIAC, Joslyn Avenue**

1 NOT REPRESENTED  
**PORT HURON, First**  
 1 NOT REPRESENTED  
 2  
**REDFORD, St. James**  
 1 NOT REPRESENTED  
**ROCHESTER, University**  
 1 DOUG DENTON  
 2  
 3  
**ROSEVILLE, Erin**  
 1 NOT REPRESENTED  
**ROYAL OAK, First**  
 1 NORM DELL  
 2 JULIE MATTHEWS  
 3 BARB HAYES  
**ROYAL OAK, Starr**  
 1 NOT REPRESENTED  
**SALINE, First**  
 1 FRED LOPTON  
 2  
**SHELBY TWP., St. Thomas**  
 1 TERRY URWIN  
 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, New Life**  
 1 NOT REPRESENTED  
**TAYLOR, Southminster**  
 1 NOT REPRESENTED  
**TROY, First**  
 1 NOT REPRESENTED  
**TROY, Korean First**  
 1 NOT REPRESENTED  
 2  
**TROY, Northminster**  
 1 CHRISTA GAINOR  
**WALLED LAKE, Crossroads**  
 1 NOT REPRESENTED  
**WARREN, Celtic Cross**  
 1 CHARLES POTTER  
**WARREN, First**  
 1 NOT REPRESENTED  
**WATERFORD, Community**  
 1 NOT REPRESENTED  
**WESTLAND, Kirk of Our Savior**  
 1 DAVID GARCIA  
**WHITE LAKE, White Lake**  
 1 NOT REPRESENTED  
**WYANDOTTE, Wyandotte**  
 1 NOT REPRESENTED  
**YPSILANTI, First**  
 1 NOT REPRESENTED

## Clergy & Council

### A. RULING ELDER MEMBERS ON CABINET

P BARCONEY, CHARON  
 C BUNCH, DAVE  
 A CAMPBELL, DORIS  
 C FAIR, DEBORAH  
 A HOLLOWELL, KEN  
 P JOHNSON, KATHLEEN  
 A KARAM, SANDRA  
 P LEWIS, STEFANIE  
 A LOCKARD, JOAN  
 A MACKIE, KATE  
 P NGARE, TIMOTHY  
 A SADLER, CHUCK  
 C SMITH, BARBARA

### B. TEACHING ELDERS

A ADAMS, WILLIAM L III  
 E ALLEN, ROBERT  
 P ANDERSON, BRYANT  
 P ANDERSON, LINDA  
 P ANDERSON, LINDSEY  
 A AUE, CRAIG  
 P AUSTIN, MARY  
 P BAHR-JONES, MARY  
 P BECKMAN, MICHAEL  
 A BEGHIN, EMILY  
 A BESTER, JACO  
 P BLAIR, JOANNE  
 A BOLT, KENNETH  
 A BOUSQUETTE, PAUL  
 P CAMPBELL, EMILY  
 A CARL, STEPHEN

A CARLE, NANCY  
 A CASTEEL, PEGGY  
 E CHOI, SEUNG KOO  
 A CHUNG, ISAAC  
 A CHURCH, HEIDI  
 A COCHRAN, LINDA  
 A CORNFIELD, KEITH  
 A COZIER, CLINTON  
 A DE ORIO, ANTHONY  
 P DELANEY, BETH  
 P DELEZENNE, JULIE  
 A DOWNS, ELIZABETH  
 A DOYLE-HOEH, KATHLEEN  
 P DUNN, EDWARD  
 A DUNN, JOANNA  
 E DYKSTRA, CRAIG R.  
 A ERVIN, DANIEL  
 P FAILE, JAMES  
 A FAIR, FAIRFAX  
 A FERGUSON, GUY THOMAS  
 A FORGER, DEBORAH  
 P FRANCIS, RAPHAEL B.  
 A GABEL, PETER W.  
 A GEISELMAN, KEITH  
 A GODBEHERE, SARAH  
 A GRANO, MARIANNE  
 A GROSCH, ADAM  
 A HANNA, RAAFAT  
 E HARRIS, R. JOHN  
 P HARTLEY, THOMAS  
 A HAUSER-BRYDON, JESSICA  
 A HAUSER-BRYDON, TROY  
 P HAYES, FRANCES  
 A HEATON, DAN  
 P HENDERSON, RICHARD

A HENRY, PETER J. M.  
 P HERRINGTON, RUTHANNE  
 P HILDEBRANDT, KARA  
 A HORLOCKER, MICHEL  
 A JAMES, MICHELLE  
 A JAMES, THOMAS  
 P JOHNSON, KEVIN  
 A JU, GWANGWOO  
 P JUDSON, JOHN  
 P JUSINO, EDDIE  
 P KAIBEL, KENNETH  
 P KELSEY, LAURA  
 A KIM, MIN SOON  
 E KIM, Y. MONCH  
 E KIM, YOUNGCHUL  
 A KLINGER, JAMIE  
 P KOSTER, EDWARD H.  
 A LEE, ESTHER  
 A LINN, SARAH  
 A MABEE, CHARLES  
 A MADDEN, JULIE  
 A MARKS, JULIE  
 P McCLOSKEY-TURNER, CATHARINE  
 E McGOWAN, EVANS  
 P McMILLAN, JUDITH  
 A McRAE, BARBARA  
 A MEANS, MATTHEW  
 A MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 A MILLS, JILL  
 A MONNETT, JAMES  
 A MOOK, SHARON  
 A MOON, SUNG-JOON  
 E MOORE, PETER  
 P MORGAN, AMY

P MORGAN, JOANNE  
 A MORROW, DUKE  
 A MOZENA, SUSAN  
 P NICHOLS, NEETA  
 A NUSS, STEVEN  
 A OBERG, ARTHUR  
 A OSWALD, DIANE  
 A OUELLETTE, EMMA  
 P PARKER, OPELTON  
 P PAVELKO, JOHN H.  
 A PHILLIPS, MARK  
 P PHILLIPS, SCOTT  
 A PICKRELL, BROOKE  
 P PIECUCH, KEVIN  
 A PITTMAN, JASON  
 A PITTMAN, KELLY  
 P PORTER, JAMES  
 A PORTICE, GEORGE  
 E PRENTICE-HYERS, MARY ELIZABETH  
 E PRIEST, TOM  
 A PUNTIGAM, JOEL  
 P REED, PHILIP  
 E RICE, ELIZABETH  
 A RIKE, JENNIFER  
 A ROEDERER, RENEE  
 A ROGERS, MELISSA ANNE  
 A RYAN, BREANNE  
 A RYO, ANGELA  
 A SANDERFORD, JOHN  
 A SCHAEFER, ANNE N.  
 A SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 P SKIMINS, JAMES  
 E SMITH, BRYAN DEAN  
 A SOHN, YO SUP  
 P SOMMERS, CHARLOTTE  
 E STUNKEL, KAREN  
 P STUNKEL, PAUL  
 A TAN, HOTEK  
 A THODE, TED  
 A THOMAS, CHRISTOPHER  
 P THWAITE, PAUL  
 P TIMM, ALLEN D  
 A TUCKER-LLOYD, IRIS  
 P WHITLOCK, KELLIE  
 P WILHELMI, MARJORIE  
 A YU, SEUNG WON

#### C. RETIRED TEACHING ELDERS

P AARON, ESTELLE  
 E AGNEW, ROBERT  
 P ALBRECHT, GLORIA  
 E ANDREWS, DOYLL  
 E AUSTIN, LARRY  
 P BEERY, ELDON  
 E BENEDICT, IVAN L.  
 E BLEIVIK, DAVID  
 E BOEVE, PETER  
 E BORCHARDT, HENRY  
 E BROWNLEE, RICHARD  
 E BYARS, RONALD  
 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  
 E CONLEY, JAMES H.  
 E CORSO, LINDA

E COWLING, NEIL D.  
 E CRILLEY, ROBERT  
 E CROSS, PAUL D.  
 P DAVIS, ROXIE ANN  
 P DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON, GRETCHEN  
 P DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E ELLENS, J. HAROLD  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GEPFORD, WILLIAM G.  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 E HATCHER, RUFUS  
 E HELMKE, BEN  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOGEL, LYNNE  
 E KREHBIEL, DAVID E.  
 E LANGWIG, JANICE  
 E LANGWIG, ROY  
 E LISTER, KENNETH D.  
 E LONGWOOD, MARJORIE  
 E MacINNES, JOHN D.  
 E McINTYRE, DEWITT  
 E MICHALEK, DANIEL  
 E MIHOCKO, DAVID  
 E MISHLER, JOHN  
 E NUSSDORFER, GUS  
 E OLIVER, GARY  
 E ORR, ROBERT C.  
 E OWEN, DAVID  
 P OXTOBY, THOMAS  
 E PETERS, RICHARD  
 E POLKOWSKI, WILLIAM  
 E PRICE, MICHAEL T.  
 E PROVOST, KEITH  
 E PRUES, LOUIS J.  
 E RATCLIFFE, ALBERT H.  
 E ROBERTSON, ANN  
 E ROBERTSON, WILLIAM  
 P RUSSELL, JAMES P.  
 E SCRIBNER, LOREN  
 P SHIPMAN, JUDY  
 E SMITH, PETER C.  
 E SOEHL, HOWARD  
 E SUTTON, PAUL  
 E SWARTZEL, BARBARA G.  
 E TAYLOR, J. BERNARD  
 E TAYLOR, THEODORE, II  
 E THORESEN, KATHRYN R.  
 E VANDERBEEK, RONALD  
 E WINGROVE, WILLIAM N  
 E WRIGHT, DONALD  
 E YOON, HAK SUK  
 E YUE, MYUNG JA  
 E ZAMBON, WILLIAM  
 E ZIEGLER, JACK T.

#### D. STAFF & OTHERS

P JENSEN, CHRISTINA  
 P JENSEN, SANDRA

#### E. CERT. ASSOC. CHRISTIAN ED.

P MERTEN, CINDY

P PRICE, LAURA

#### F. COMMISSIONED RULING ELDERS

P BASS, NANCY  
 A HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA  
 A SINGLEY, LINDA

#### H. PAST RULING ELDER

##### MODERATORS NOT ON CABINET

BOSTIC-ROBINSON, DIANE, PM  
 P ELAM, DIXIE, PM  
 ELLIS, HAROLD  
 HYLKEMA, CAROL, PM  
 LOUP, JEAN, PM  
 MORRISON, HELEN, PM  
 WINSLOW, PAUL, PM

#### G. CORRESPONDING MEMBERS

## *The Gospel From Detroit*

Rev. Dr. Gloria Albrecht, to Presbytery of Detroit in Pontiac, MI., 11/19/16

### **Slide 1:**

About a year ago when the Urban Mission Taskforce chose the theme, “Seek Ye the Welfare of the City,” a primary resource for the theme was a paper drafted by the Rev. Kevin Johnson and myself while we were serving on the Advisory Committee on Social Witness Policy of the PC(USA). The 2014 GA meeting here in Detroit overwhelmingly adopted *The Gospel from Detroit* as social witness policy for our denomination. The GA recognized that the serious urban crisis faced by Detroit was not unique to Detroit; that the forces that shaped Detroit are not unique to Detroit; and that the abandonment of the city by white Christians did not happen only in Detroit. But in light of that abandonment, the GA called on presbyteries to pursue a renewal of their urban ministries, one grounded in a *theologically informed* analysis of their city’s history and current context, as we did for Detroit.

### **Slide 2:**

St. Paul, speaking from his own experience of transformation, gives us hope when he challenges us not to be conformed to this world! (Romans 12:2) Transformed by the grace of God, as he was, we will not assess value as the world does; we will not define normal as the world does; we will not organize and do business as the world does. So, this morning, we will look specifically at Detroit, (but it could be Pontiac or Flint or your town,) but...

- ...not to see through the eyes of buildings and billionaires,
- ...nor through the eyes of fear or disgust,
- and never through the eyes of pity.

We are challenged to see through the eyes of Christ, discerning the meaning for our time and place of the prophet’s call to “seek the welfare of the city.” Still, it is only with God’s grace that we will honestly face our past in order to understand and reform the present and work energetically to become the beloved community.

First, we will need to understand how the Detroit of today developed – including the stark reduction of Presbyterian ministries within it – from 44 churches with 36 full-time pastors in 1960 to 11 churches and only 4 full-time pastors today. This is not an easy or comfortable task. It’s hard to look at our nation’s past and see how Christians could tragically succumb to cultural norms that make a mockery of God’s purposes. But seeing how they could be captured by national myths, informed by false memories, kept ignorant by lost memories, misguided by generalities and seduced by explanations that justify and mock the suffering of others, we can be forewarned.

### **Slide 3:**

Some today like to talk about there being two Detroits, Mid-town and Downtown is one – and then there is” the rest.” Mid-town and Downtown are celebrated as beacons of a new bright future. It is fueled by wealthy private investors and hundreds of millions of public development funds, cheap land, and tax abatements. But for “the rest” the data will describe a sobering legacy of economic and racial exclusion. With eyes of faith, we will look behind the numbers to see the children, women and men, young and old, caught in the violence of economic and racial isolation.

**In our theologically informed study of the history of Detroit we found two cultural myths that profoundly shaped Detroit, its people, and its churches. The first is the myth of race.**

**Slide 4:** A couple of weeks ago, my sister e-mailed me a question. She wanted to know how I would respond to her neighbors in the northwest corner of Georgia who were telling her that” Jesus had to have had white skin because, after all, he was a Jew. He could not have been black.” My initial response was “What a really stupid question.” But, since the murder of Trayvon Martin, it has become abundantly clear that race is a deadly serious matter in a culture that equates whiteness with both the human and godly norm. So we can’t understand how

Detroit became the city it is today, or how to seek its welfare, without understanding the power of the myth of race.

Simply put, race is a lie. It has no biological basis. And, no, it is not true that humans have always divided ourselves into races. Separating people into so-called races and then justifying the enslavement of one group on the basis of the race assigned to it was a brand new idea in the 1600's created by my ancestors: property-owning white folk. My ancestors had a need for enormous amounts of cheap agricultural labor. But indentured English servants had some legal rights and could appeal to a judge for protection of them. Africans had no legal standing or protectors. The solution was chattel slavery for the most defenseless humans available – Africans. Over the next centuries, this would be justified as experts in law, science and religion would develop and deepen the lie called race.<sup>1</sup>

250 years later, slavery ended, but the lie of race continued. I was a history major, but I never knew how, for the next 100 years, white Christian citizens created laws, regulations, policies, and customs intent on, and very successful at, replicating the fear, intimidation, inequality and control of people of color that slavery used to achieve. Black Codes denied equal civil rights specifically to Black Americans. Jim Crow laws were judged constitutional by the highest courts. Unspeakable violence, north and south, was unleashed upon the bodies of Black Christians by white Christians, keeping in place a system of rigid segregation affecting every aspect of life: jobs, voting, schools, health care, transportation, residence and, yes, worship.<sup>2</sup> Detroit was no exception to this. Hundreds of race riots scarred Detroit well into the 1960's as white folk rioted to keep Black folk out of our jobs and our neighborhoods.<sup>3</sup>

This is an uncomfortable history. But I think it raises profound theological questions which, by the way, were not part of my seminary education. I had to read theology written by Black Christian theologians in order to see.

### **Slide 5:**

Rev. Dr. Katie Cannon, the first African-American woman to be ordained in the PC(USA), teaches at Union Presbyterian Seminary in Richmond, VA. She writes:

“I first began pondering the relationship between faith and ethics as a schoolgirl.... My community of faith taught me the principles of God’s universal parenthood ..., embracing the equal humanity of all people. Yet, my city, state and nation declared it a punishable offense against the laws ... for Blacks and whites “to travel, eat, defecate, wait, be buried, make love, play, relax and even speak together, except in the stereotyped context of master and servant interaction.

My religious quest was one of trying to relate the Christian doctrines preached in the Black Church to the suffering, oppression and exploitation of Black people in the society. How could Christians who were white, flatly and openly, refuse to treat as fellow human beings Christians who had African ancestry?”<sup>4</sup>

Ancient history? My neighbor, Bill, and I have carried on many conversations over the years and over the fence separating our driveways. A few weeks ago we were talking and Bill said that the best place he has ever been was in Canada. “Where?” I asked. “Montreal,” he answered. “What’s so great about Montreal?” He said, “There I was a human being.” My neighbor, Bill, is a Black man, my age, born and raised in Detroit.

Dr. James Cone is a minister in the A.M.E. Church and Professor of Theology at Union Theological Seminary in New York City. In his most recent book, *The Cross and the Lynching Tree*, Dr. Cone describes his own childhood - living in fear of the violence white folk could do with impunity. He book describes the Black community’s history of enduring rampant white violence. School openings might be delayed, or church ended early, to allow whole white Christian families to attend the torture, burning and lynching of a Black soul. He asks how could white Christians who find Christ in a crucified Jesus not be able to see Jesus in these broken Black bodies?

**Slide 6:**

Ancient history? Or an essential question for today. Kelly Brown Douglas is an Episcopal priest, a canon at the National Cathedral, Director of the Religion Program at Goucher College, the author of four books, the mother of a son. The killing of Trayvon Martin and the acquittal of his killer, the killing of Jordan Davis (17), then Jonathan Ferrell (24), Renisha McBride (19), and so many more has deeply troubled her. She writes, “I became acutely aware that perhaps the only place my black male child was safe was in my home. Every time he leaves the house I pray, ‘God please be my eyes, and be my hands, watch over my son and bring him safety home.’... I tremble at the thought that the world is not safe for our sons ....”<sup>5</sup> I, too, am a mother of a son. But I have never worried about the harm that could come to him because of the color of his skin or the loudness of his car radio.

Today we gather after an election that has revealed to us aspects of our national character the existence of which many of us would have denied just a year ago. Last week, Stephen Henderson, wrote a stunning piece in the *Detroit Free Press*, a true cry from the heart. When asked how he felt about the election, he writes; “I feel frightened and worried – for the first time ever after a presidential election. That’s how my family feels.”<sup>6</sup> Stephen Henderson is a native of Detroit, a newspaper editor, a Pulitzer Prize awardee. And as a Black man, father to two sons, he lives in Detroit today in fear. Why? Can I, a white Christian, understand his fear? How can I, a white Christian, respond?

The issue, to me, is deeply theological. As John Calvin warned us - - without true knowledge of self we fail at truly knowing God - or, I would add, truly loving neighbor. As I look on my city, Detroit, I have to interrogate myself, “Does the myth of race still give me assumptions about race that justify the pain and devastation I see there – numbing my heart? Do I dismiss their fears because I’ve always fit the American norm?”

As we who are white Christians seek the welfare of this city what don’t we know that we don’t know we don’t know?

**Slide 7:**

**Segregation:** Why is the Detroit metro area the most segregated metropolitan area in the U.S.?<sup>7</sup> The city of Detroit is about 83% Black and less than 10% White. The counties around it are the reverse.<sup>8</sup>

**This Residential Segregation sustains continuing school segregation:** Michigan is the 4th most segregated state for Black students, with 50.4 percent of African-Americans attending schools that are 90-100% minority.<sup>9</sup>

**This residential segregation continues** to blocks equal access to the basic resources people need to flourish: jobs and income, food, education, public transportation, medical care, banking, and churches, etc. But it also serves to limit what white folk know about ourselves, about the intended or unintended consequences of our beliefs and behaviors. It limits our knowledge of Black Christians. And it can limit our moral sensitivity. Race still matters.

**Slide 8: A Second Powerful Myth our study of Detroit revealed is the myth of “the Riot:”**

Moving here in 1992, I learned that Detroit is a city of two tales - two contesting explanations. Most white folk I talked to told me that the downfall of Detroit began 50 years ago with the “riot” in 1967: 8,000 National Guard troops 5,000 paratroopers of the 82<sup>nd</sup> Airborne Army Division – with tanks, guns, and tear gas –on the streets of Detroit to quell black rioters. After the “riot,” white folk naturally fled from irrational black violence – and a great city decayed in the hands of black leaders. It is a simple, but powerful story of white innocence and black violence. So after moving here, suburban friends would look up and down my street and say, “Is this a Black neighborhood?” Then, “aren’t you afraid to come home by yourself?”

**Slide 9:** Digging deeper, we discovered a different story – one that fills in what the first story doesn’t tell. This is a story beginning in the 1940’s of car and auto supply manufacturers closing factories and moving out of the city for cheaper taxes, cheaper land, and cheaper labor. It includes a federal government’s actions to decentralize the country’s manufacturing base to protect it from enemy attack and to develop a highway system



to support decentralization and suburbanization. It describes how white folk, and white Presbyterians, and white churches followed those jobs into new, *legally segregated* suburbs. With the support of the GI Bill of Rights and FHA financing, white families could buy houses in white neighborhoods. Meanwhile, the FHA was red-lining black and mixed neighborhoods, denying the possibility of home ownership and the accumulation of equity for Black families. So this is a story of how Detroit lost half its manufacturing jobs, and over half a million white residents before 1960, well before the “riot.”<sup>10</sup>

**Slide 10:** Left behind, with empty hulks of factories, closed bars, restaurants, cleaners, grocery stores, and, yes, closed churches, were poor whites and people of African descent as political and economic power shifts to suburbia. Historian Tom Sugrue’s history of Detroit comes to this conclusion: “Discrimination and deindustrialization proved to be a lethal combination for blacks.”<sup>11</sup> They still do.

### **Detroit Today:**

The Detroit of today is a result of economic abandonment – part of the rust belt story so important in the recent election. In cities this loss of industry created what sociologist William Julius Wilson calls “the new *urban* poverty” – it is a jobless poverty for those left behind. The election exposed the spread of that joblessness into the suburbs and rural areas - the effects of automation and globalization now bringing hardship and despair to the white working class. But decades ago, racial segregation laid that burden on the Black working class left behind in an economically devastated city. Once again the myth of race provided false explanations of Black poverty and a convenient scapegoat on which to blame the growing pain and destitution among white workers.

Today, “the rest” of Detroit faces these tragic realities: ....

**Slide 11: Median Household Income (2015):** On the **right side** of this slide, you see Detroit’s median household income is less than **\$27,000**.<sup>12</sup> Oakland County is over **\$66,000** and Macomb County is **\$54,000**.<sup>13</sup>

**Poverty: On the left side you see Detroit’s impoverishment:** Today, Detroit is the most impoverished big city in the US with 39.8% of its population living below the poverty line for a family of 4.<sup>14</sup> Its unemployment rate hovers around 14%.<sup>15</sup> In 2014 the city’s decision to shut off water to thousands of households too poor to pay their bills created an international outcry.<sup>16</sup>  
**But Poverty Rates for Macomb is 12.3%; Oakland is 10%**

**Slide 12: Child Poverty:** There is no disagreement about the long term serious effects of child poverty on human development.<sup>17</sup> Yet, of the nation’s 50 largest cities, Detroit ranks highest in the percentage of children (67%) living in areas of concentrated poverty.<sup>18</sup> 59% of our children live in official poverty (an increase of 34% since 2006).<sup>19</sup> A 2014 report by the United Way found but that 67% of Detroit’s families can’t afford to adequately meet basic needs like housing and health care, even when family members are employed.<sup>20</sup> Working a full-time job at Michigan’s new minimum wage (\$8.15) still leaves a family of four almost \$7,000 short of reaching the federal poverty line.<sup>21</sup> A self-sufficiency budget in Detroit for a single mother with two children would require an income of \$45,756.<sup>22</sup>

**Poverty Matters: it impacts educational attainment:**<sup>23</sup> The results of the 2013 National Assessment of Educational Progress (NAEP) tests are chilling. Fewer than 8% of Detroit’s fourth- and eighth-graders tested proficient (or above) in math and reading.<sup>24</sup> Only 2.7 % of Detroit’s public high school students scored “college ready” on the standard ACT test.<sup>25</sup>

**Poverty Matters: it impacts health: Asthma as One Example:** “Detroit has the highest rate of asthma in young children among America’s 18 largest cities.” It is a problem that experts say affects children’s health and learning for the rest of their lives.”<sup>26</sup> The rate of Detroit children’s hospitalization for asthma and death from asthma is three times that for the state of Michigan.<sup>27</sup>

Like many other cities, Detroit has experienced, what Thomas Sugrue calls, “...two of the most important, interrelated, and unresolved problems in American history:” that capitalism creates inequality and that communities of color disproportionately bear that burden.<sup>28</sup> So, how shall we Christians answer the question: Do Black Lives Matter?

**Answering a resounding Yes to that, Detroit has another story to tell. One of resistance and faith:**

**Slide 13: Resistance:** Throughout Detroit today, hundreds of small and mid-size organizations, with small staffs and limited budgets and local volunteers, Black and white, are at work daily to address the indignities and injustices that threaten human flourishing in our neighborhoods. They take the form of block clubs, neighborhood associations, community organizers, urban farmers, artists and designers, community advocates, churches and community development corporations - all no-profit and moderate pay. It is they who are tackling on-the-ground issues such as saving homeownership, neighborhood gardening, resisting foreclosures, blocking water turn-offs, preventative healthcare, local economic development strategies, vacant homes, beautification projects, local school support, safety, gun violence, environmental pollution, and more. This is not the work of charity; it is the work of justice. Their values stress inclusive local organizing in which the energy, vision, and sense of ownership of residents-working-together empowers and shapes community action. This is not the work of charity but the work of empowerment which challenges what Rip Rapson, President of the Kresge Foundation calls “persistent racial, economic, and political barriers.”<sup>29</sup> It is to these groups that individuals, churches and this Presbytery might look to understand what is required to seek the welfare of the *people* of the city, first by listening and learning *from* them, and then by joining with them doing justice, loving mercy and walking humbly on the streets of Detroit – with Jesus.<sup>30</sup>

**Slide 14: Faith:** Our challenge is ultimately theological. Can we *see* Jesus on the streets of Detroit? “From the experience of unjust suffering [there is] a tradition of Christian faith that knows deep down, in its bones, in every family’s history, that no one could have survived this history and no one survives these conditions except for the grace of God.”<sup>31</sup> For centuries this has been the message and the ministry of the Black Church. Preaching God’s redemptive presence within the experience of violent injustice, within the protest against oppression, within the daily struggle for dignity and freedom, the ministry of the Black Church, for centuries, has affirmed the image of God in each Black woman, Black child, and Black man despite a culture that denied it.

So, now the challenge is before *us*. White Christians like most of us once abandoned the city. How will we who are white Christians seek its welfare today? Will we support its struggle for justice? Will we support and grow the ministry of the Black Church within this city? Will we support these ministries, especially in racially segregated and economically poor neighborhoods? Or does the gospel only come to those who can pay for it?

Can we recognize, as the Bible promises, that it is on those streets and in those neighborhoods, that we will find the Spirit of the God of the Exodus, the Spirit of the God of the prophets, the Spirit of the God of Jesus making a way where there is no way; hitting a straight lick with a crooked stick; sustaining sacred personhood in a context meant to destroy it, cherishing the sacred possibilities in every child, woman, and man. This is *The Gospel from Detroit*.

**Slide 15**

Thank you

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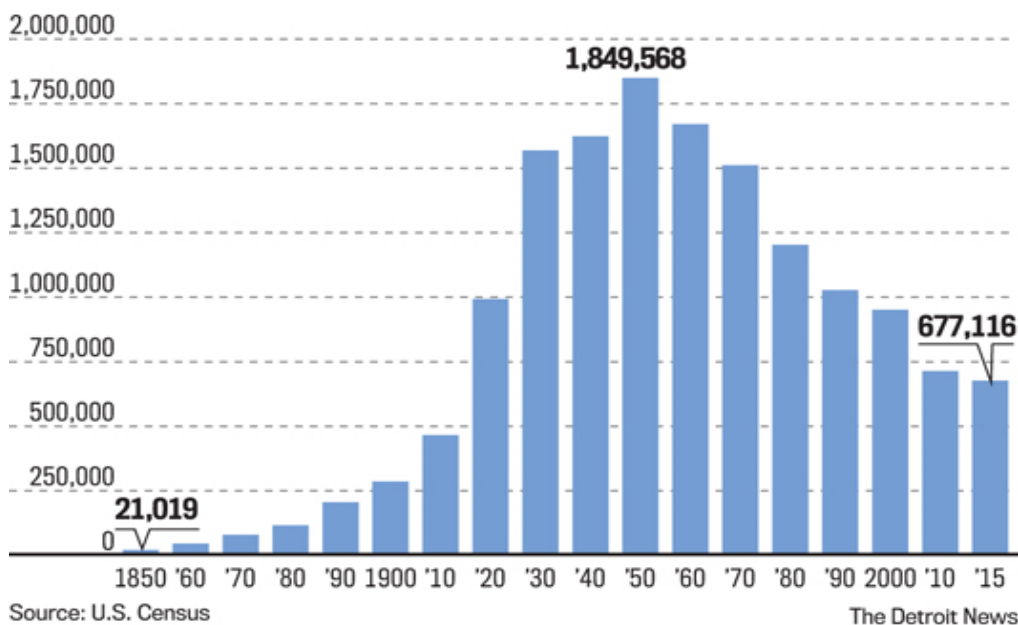
<sup>1</sup> Jennifer Harvey, *Dear White Christians: For Those Still Longing for Racial Reconciliation* (Eerdmans, 2014), 49. Records from a case in 1640 describe the treatment of 3 indentured servants who had run away. Two were of European descent. They were sentenced to 30 lashes and 4 more years of servitude. The third indentured servant is described as “negro.” His sentence was 30 lashes and servitude for the remainder of his natural life.

<sup>2</sup> *Ibid.*, 7-38

- <sup>3</sup> Thomas Sugrue, *The Origins of the Urban Crisis: Race and Inequality in Postwar Detroit* (Princeton University Press, 1996), 231-241. For white Catholic Church reactions, see Nancy M. Davis, "Finding Voice: Revisiting Race and American Catholicism in Detroit," *American Catholic Studies* Vol. 114, No. 3 (2003): 39-58, 265.
- <sup>4</sup> Cannon, Katie. *Black Womanist Ethics* (Scholars Pres, 1988), 1.
- <sup>5</sup> Douglas, Kelly Brown. *Stand Your Ground: Black Bodies and the Justice of God* (Orbis, 2015). 130.
- <sup>6</sup> Stephen Henderson, "Vote for Trump puts bigotry front and center," *Detroit Free Press* (11/11/16): 13A.
- <sup>7</sup> <http://247wallst.com/special-report/2016/09/08/americas-most-segregated-cities-2/6/>
- <sup>8</sup> "Population Information and Statistics From Every City, State and County in the US.," *Suburban Stats*, <https://suburbanstats.org/>
- <sup>9</sup> "Educational Inequality," *Black Detroit*, <http://www.blacdetroit.com/BLAC-Detroit/January-2016/Educational-Inequality/>
- <sup>10</sup> Gloria Albrecht, "Detroit: Still the 'Other' America," *Journal of the Society of Christian Ethics* 29, no. 1 (Spring/Summer 2009): 10.
- <sup>11</sup> Sugrue, 144.
- <sup>12</sup> Census Bureau, City and County Quick Facts at <http://quickfacts.census.gov/qfd/states/26/2622000.html>
- <sup>13</sup> Census Bureau, City and County Quick Facts at <http://quickfacts.census.gov/qfd/states/26/26125.html>
- <sup>14</sup> <http://www.detroitnews.com/story/news/local/michigan/2015/09/16/census-us-uninsured-drops-income-stagnates/32499231/> and <http://www.census.gov/quickfacts/table/IPE120215/2622000,26125,26099,00>
- <sup>15</sup> Detroit, MI, Unemployment Rate at [http://ycharts.com/indicators/detroit\\_mi\\_unemployment\\_rate](http://ycharts.com/indicators/detroit_mi_unemployment_rate) (9/3/15).
- <sup>16</sup> "Detroit: Disconnecting water from people who cannot pay - an affront to human rights, say UN experts" at <http://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=14777&LangID=E#sthash.TjyQ2YHO.dpuf>
- <sup>17</sup> For example, see Joseph Stromberg, "How Growing Up in Poverty May Affect a Child's Developing Brain," *Smithsonian.com*, 11/25/13, at <http://www.smithsonianmag.com/science-nature/how-growing-up-in-poverty-may-affect-a-childs-developing-brain-180947832/?no-ist>; UNICEF, *Inequalities in Early Childhood Development* 2012 at [http://www.unicef.org/lac/Inequities\\_in\\_Early\\_Childhood\\_Development\\_LoRes\\_PDF\\_EN\\_02082012\(1\).pdf](http://www.unicef.org/lac/Inequities_in_Early_Childhood_Development_LoRes_PDF_EN_02082012(1).pdf)
- <sup>18</sup> Annie E. Casey Foundation, *National KIDS COUNT*, Project, "Michigan Fact Sheet." at <http://www.milhs.org/wp-content/uploads/2012/02/HighPovertyinMI.pdf>
- <sup>19</sup> Karen Bouffard, "Study: Detroit worst big city for childhood poverty," *Detroit News* (2/19/15) at <http://www.detroitnews.com/story/news/local/wayne-county/2015/02/18/detroit-childhood-poverty-ranking-kids-count-report/23657355/>
- <sup>20</sup> United Way, "ALICE Michigan," at <http://www.uwmich.org/alice/> The report also shows Detroit's poverty rate to be 38%.
- <sup>21</sup> Khalil AlHajal, "Child poverty rises to 27 percent in Southeast Michigan, 59 percent in Detroit," (2/19/15) at [http://www.mlive.com/news/detroit/index.ssf/2015/02/child\\_poverty\\_rises\\_to\\_27\\_perc.html](http://www.mlive.com/news/detroit/index.ssf/2015/02/child_poverty_rises_to_27_perc.html)
- <sup>22</sup> Michigan League for Human Services, "Economic Self-Sufficiency in Michigan: A Benchmark for Ensuring Family Well-Being," (June 2011) at <http://www.milhs.org/wp-content/uploads/2010/07/SSJune2011.pdf> The self-sufficiency standard is based on meeting a bare-bones budget of basic needs without assistance from government programs.
- <sup>23</sup> For example, see Joseph Stromberg, "How Growing Up in Poverty May Affect a Child's Developing Brain," *Smithsonian.com*, 11/25/13, at <http://www.smithsonianmag.com/science-nature/how-growing-up-in-poverty-may-affect-a-childs-developing-brain-180947832/?no-ist>; UNICEF, *Inequalities in Early Childhood Development* 2012 at [http://www.unicef.org/lac/Inequities\\_in\\_Early\\_Childhood\\_Development\\_LoRes\\_PDF\\_EN\\_02082012\(1\).pdf](http://www.unicef.org/lac/Inequities_in_Early_Childhood_Development_LoRes_PDF_EN_02082012(1).pdf)
- <sup>24</sup> Patrick Cooney, "What do we mean by good schools in Detroit?" *Detroit Free Press* (4/19/15) at <http://www.freep.com/story/opinion/contributors/2015/04/19/detroit-schools/25964779/>
- <sup>25</sup> Lori Higgins, Kristi Tanner and Ann Zaniewski, "High school students show improvement, but college-readiness rate drops," *Detroit Free Press* (7/16/14) at <http://www.freep.com/article/20140707/NEWS06/307080003>
- <sup>26</sup> Bouffard, Karen, "Hardships boost asthma rate for Detroit kids," *Detroit News* (3/9/16) at <http://www.detroitnews.com/story/news/special-reports/2015/12/09/trauma-fuels-detroit-asthma-rate/77004430/>
- <sup>27</sup> "Detroit: the Current State of the Asthma Burden," [https://www.michigan.gov/documents/mdhhs/Detroit-AsthmaBurden\\_516668\\_7.pdf](https://www.michigan.gov/documents/mdhhs/Detroit-AsthmaBurden_516668_7.pdf)
- <sup>28</sup> Sugrue, 5.
- <sup>29</sup> Rip Rapson, "Philanthropy can help us heal after divisive election," *Detroit Free Press* (11/18/16) 15A.
- <sup>30</sup> For example, see Community Development Advocates of Detroit at <http://cdad-online.org/about/>
- <sup>31</sup> PC(USA), *The Gospel from Detroit*, 12.

# Detroit's growth and decline

Here's a look through the years at the city's U.S. Census population estimates.

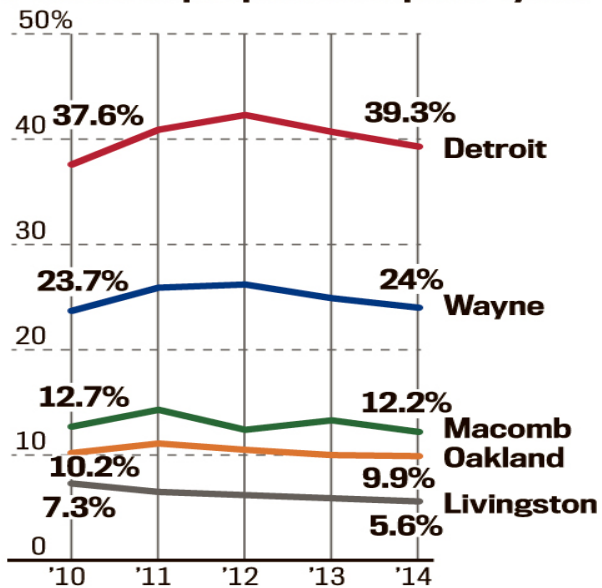


SEEK  
YE  
THE  
WELFARE  
OF THE CITY

# Poverty down, income flat in Metro counties

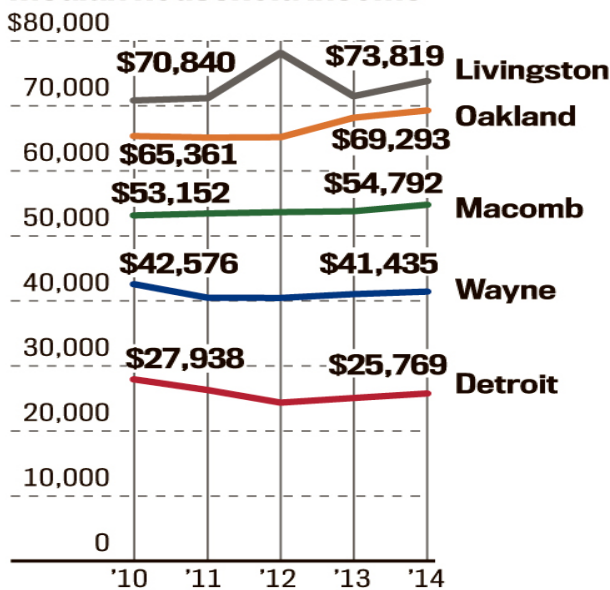
Detroit has more impoverished residents and recorded the lowest median income, according to new statistics released by U.S. census officials. The numbers changed slightly from a year ago.

**Percent of people below poverty line**



Source: U.S. Census Bureau

**Median household income**



The Detroit News

## The Poverty of Detroit's Children

- 67% living in areas of concentrated poverty
  - 59% living in official poverty
  - 67% of families unable to meet basic needs
- \*\*\*\*\*
- Education: Fewer than 8% of Detroit's fourth- and eighth-graders tested proficient (or above) in math and reading
  - Health: Highest rate of asthma in young children among America's 18 largest cities

### **WHAT CAN YOU, YOUR CHURCH, AND THIS PRESBYTERY DO TO SEEK THE WELFARE OF THE CITY OF DETROIT??**

#### **YOU CAN...**

- Learn more!
- Listen to the people of Detroit!
  - Learn how Detroit residents face structural barriers
  - Learn how Detroiter residents work to create safe neighborhoods
- Pick an issue and find out what Detroiters are doing about it ...support them!
  - ...water turn-offs, foreclosures, environmental dangers.....
- What else?????

#### **YOUR CHURCH CAN...**

- Learn more!
- Study your own community history and identify structural injustices
- Teach your children a race sensitive and inclusive history
- Name racism in sermons, prayers, and lessons
- Choose an issue and get involved
- ???????

#### **THE PRESBYTERY CAN...**

- Grow Black ministers from within: identify and support Black youth interested in ministry
- Support, financially and prayerfully, full-time Black ministries in Detroit
- Develop a Detroit Spiritual Immersion Experience, rooted in the Black Presbyterian presence
- Re-think the meaning of Christian community in the urban context – beyond brick and mortar
- Network with other faith and/or justice-oriented partners in Detroit
- Choose an issue to learn about and become a public advocate for
- Learn about Mission Asset Fund (<http://missionassetfund.org/>). Would this work here?
- Become a public advocate for all God's children

**ALL THIS – AND MORE!**

What are you supposed to do when your country doesn't see you?

When nearly half the population elects a president who has promised to increase your misery through denial of your most basic rights, of your very identity as an American?

What do you do when that population says their votes were about low taxes or job growth or a message they wanted to send to the political establishment, and that's why they had to embrace a leader who says your place in this country is expendable, debatable, crushable? What are you supposed to do when your country says you don't matter?

If you're Muslim or Latino, if you're an immigrant or an African American, Tuesday was the most bitter reminder you've ever had of the tenuous status by which you may claim America, and her great freedoms. It was that brutal splash of cold water to the face, the one that wakes you from complacency, or belief, and recalibrates your understanding of reality.

Donald Trump said he wants to add a religious test to immigration policy, to keep Muslims out of the country "for a time." He said he'd build a wall between the U.S. and Mexico, our neighbor country of brown-skinned people, ostensibly to stop illegal immigration but clearly to send a message about who belongs here, and who doesn't. Trump bragged about how he could mistreat and defile women, and all but called Hillary Clinton "weaker" because she was a female candidate. And Trump has said that policies like stop-and-frisk, which have led to the violation of thousands of innocent black men's rights and to some of the life-ending confrontations between police and black people, are somehow the path to racial healing. Not since Andrew Jackson ran for the presidency essentially promising the brutal and near-genocidal removal of Native Americans from their lands has a major-party presidential candidate more brazenly wrapped his arms around bigotry.

The votes cast for him Tuesday were a vile, knowing consent to all of that, and more. They were a nod to notions that question not only our status in this country, but our humanity. A hundred people must have asked me since Tuesday about how I'm feeling, what my reaction was to Tuesday's outcome.

I feel frightened and worried -- for the first time ever after a presidential election. That's how my family feels. This is how countless others who've reached out in the last few days are feeling. And yes, for so many people who don't suffer the consequences of racial, ethnic or religious bigotry but spend their lives pushing back against it, this is how they feel, too.

America has turned its back on us, and has made us question anew whether it will ever really have *our* backs in important and substantive ways. All the progress that has been made since this nation's founding toward equality, toward full citizenship for people who have been locked out — it seems tenuous now, and threatened. It feels weakened, fragile.

That's not new for anyone who's part of an historically marginalized group. You grow up understanding that life for you in this country is different, and that you'd better keep your head on a swivel or risk jarring, unforeseen disappointments. But this was such a crystal clear example, a stark and convulsing disturbance of expectation.

Let me be clear: I'm absolutely not saying that all people who voted for Trump are bigots. I'm definitely not saying that racial, ethnic or religious division was foremost in people's minds when they voted Tuesday.

No doubt, the nation's bigots supported Trump (the Ku Klux Klan broke with centuries of tradition and actually issued an endorsement for his candidacy) — but I don't believe they make up the majority. Indeed, what I'm saying is nearly opposite of that.

By voting for Trump, half of America simply said they were willing to accept, or risk accepting, the horrific bigoted consequences he promised to mete out, and they have justified that decision by elevating some other motivator — money, anger, job creation, political retribution — above the protection of other people's rights. Of my rights. Of the rights of people I know. That's not overt bigotry. But it is a devaluing of equality.

Trump's voters were able to look past his consistent savaging of Muslims or Arab Americans, Latinos or African Americans, and vote for him anyway. Which means that to half of America, essentially, we are unseen. Our issues, which are often about life and death, and almost always are about the extent to which our rights as Americans are respected, don't rank among the nation's chief concerns when the most important democratic decision is being made.

There is a negation involved in that decision that is frightening. For me, the literary and historical echoes are deafening. Ralph Ellison's rendering of what it's like to be black in America in "The Invisible Man" crystallized the idea of literal transparency, the concept of black people being faceless, and their issues being forgettable in America. "I am invisible, you see, simply because people refuse to see me," says the narrator of Ellison's novel in one of its most powerful refrains. The character walks the streets and no one ever acknowledges him. He works to advance himself in a society where even the paths laid out for others don't pay off for African Americans. And he comes to realize, slowly and painfully, how much of his own identity is defined by the way others see him. "You ache with the need to convince yourself that you do exist in the real world, that you're a part of all the sound and anguish, and you strike out with your fists, you curse and you swear to make them recognize you. And, alas, it's seldom successful."

History helps frame this moment as well. For years, the subtext of the debate about civil rights and progress has been what role good people sometimes play in evil outcomes. So few people espouse nakedly bigoted views, at least in public, anymore. But they nod at and repeat the coded language that has replaced outward bigotry.

And so few could recognize in themselves anything that contributes to inequality. They figure if they're not cutting eyeholes out of bedsheets or shouting epithets, they're not part of the problem. But they benefit from inequality, or fail to call it out where they see it. In this case, they've failed to stop someone whose explicit aim was to scapegoat and pursue discrimination, sew it into law and canon in new and dangerous ways.

You can't be blameless for that, no matter how much you mouth your love for this nation's ideals. This is what they've done with Trump — perhaps subconsciously — to look through, or look away from, the awfulness of his lurch toward inequality.

On the Sunday morning talk show "Meet the Press" last spring, I invoked the specter of Republican rhetoric and symbolism, over decades, that fueled the racial and ethnic bigotry we were seeing more aggressively verbalized by Trump. Political adviser Mary Matalin was furious (she said it made her want to choke me) and pushed back with: "Conservatives do not consider themselves bigots or homophobes or misogynists, OK?" She's not wrong. But like the others, she's not seeing. And not seeing is, unfortunately, very much the problem.

In the long balance of the nation's civil rights movement, nearly every leader has addressed this. Dr. Martin Luther King Jr. did it bluntly in a 1967 speech. "Loose and easy language about equality, resonant resolutions about brotherhood fall pleasantly on the ear, but for the Negro there is a credibility gap he cannot overlook," King said. "He remembers that with each modest advance the white population promptly raises the argument that the Negro has come far enough. Each step forward accents an ever-present tendency to backlash."

Tuesday's votes for Trump were, whether purposeful or a function of not seeing the injustice he espoused, a backlash against Americanism, and humanity, for this nation's ethnic, religious and racial minorities. As the potential victims of Trump's bigoted policies, we have an obligation to call this out now. Not just to Trump and his Republican cohorts, who ought to think better about acting on his promises. But also to the population that put him in office. Their decision may drive our future misery. It's why people are in the streets, showing their vehement disapproval. It's why the next four years could see a literal tearing apart of this nation, as the people Trump has promised to target rise up in opposition, for their own survival. There's no way to diffuse the responsibility for that. Tuesday cast Trump's voters as the progenitors of this bizarre and un-American era.

# Mitch Albom: Time to pause, reflect — and stop predicting

**Mitch Albom**, Detroit Free Press Columnist Published 11:33 p.m. ET Nov. 12, 2016 | Updated 10:31 a.m. ET Nov. 13, 2016



(Photo: Spencer Platt/Getty Images)

There was a moment in the 2008 election when, at a town hall, John McCain heard a supporter tell him, “We’re scared of an Obama presidency.” The man was worried that Obama associated with terrorists.

McCain stopped the supporter and said, while he, McCain, thought he was the better candidate, Obama was “a person you don’t have to be scared of as president of the United States.”

The crowd booed, but McCain held firm. And everyone calmed down.

► **Mitch Albom:** [Only thing worse than this election may be the next one \(http://www.freep.com/story/sports/columnists/mitch-albom/2016/11/05/mitch-albom-presidential-election-tuesday/93354634/\)](http://www.freep.com/story/sports/columnists/mitch-albom/2016/11/05/mitch-albom-presidential-election-tuesday/93354634/)

We can learn some things from that. One, this isn’t the first time citizens have been scared of a new presidency. Two, a calming word from the other side can go a long way.

Hillary Clinton tried to do that with her graceful concession speech. President Barack Obama tried to do it, too, meeting with President-elect Donald Trump and saying, before the cameras, “If you succeed, the country succeeds.”

But most everyone else who didn’t want Trump as president — especially in the media — has severely gone in the other direction. Dire predictions. Tears. Declarations that the nation as we know it is over and that we are on the verge of “a covert form of Jim Crow” (the New York Times) and “white supremacy’s last stand” (a CBC commentator).

► **Related:** [How Donald Trump turned the tide in Michigan \(http://www.freep.com/story/news/local/michigan/2016/11/11/donald-trump-michigan-counties-clinton/93641908/\)](http://www.freep.com/story/news/local/michigan/2016/11/11/donald-trump-michigan-counties-clinton/93641908/)

Well, first, I sure hope they are wrong. But second, I’d like to pose a question to the “experts” in our business:

Why, after getting this whole election so colossally wrong, after misreading voters, misinterpreting polls, misjudging what people thought and how seriously Americans took certain words and actions — why do we rush right back out and declare, with such certainty, what’s going to happen next?

Are we in the media even listening to ourselves? Are we learning from our mistakes? Or are we so bent on making memorable statements, on being on what we think is the “right side of history,” that we threaten to mold that actual history before it even happens?

► **Related:** [Fractured Michigan GOP seeks to unite behind Trump \(http://www.freep.com/story/news/local/michigan/2016/11/09/fractured-michigan-gop-seeks-unite-behind-trump/93544124/\)](http://www.freep.com/story/news/local/michigan/2016/11/09/fractured-michigan-gop-seeks-unite-behind-trump/93544124/)

Someone once said of the new president, “I am scared that if (he) gets into office, we are going to see more of the Ku Klux Klan and a resurgence of the Nazi Party.”

Perhaps you’re nodding in agreement? You’re saying, “Yes, Trump will do that!”

Except the person who said it was Coretta Scott King, in 1980, and the man she was talking about was Ronald Reagan.

History didn’t begin yesterday. And unpopular presidents are not new.

So can we all slow down? Please?

## Hold off on assumptions

I will state right here that I have no idea what will happen with a Trump presidency. I wrote one column about him 16 months ago, saying when the time came, he would not end up being the president, and I was wrong. Wrong. One column. That’s enough to teach me a lesson.

But after months of stating their opinions as near facts, only to be proven massively incorrect, pundits everywhere — particularly on cable TV news — went right back to their declarations.



The same people who foresaw an inevitable Hillary Clinton victory were, within minutes, explaining the new results as anger, racism, misogyny, or in one case “whitelash.”

My first question would be “How do you know?” It was only minutes after Trump’s win. Without even an interview, these experts determined it must be this, that or the other ugly thing.

And in the two days that followed, I heard an unusual number of respected journalists telling us what the nation thought by saying, “I’ve had phone calls ...” and “people have been stopping me and saying ...” (something, ironically, Trump does all the time). While a personal anecdote can be powerful, it is not a national sampling.

Shouldn’t the numbers be thoughtfully examined before we resume screaming? Take this suddenly popular theme of “whitelash” or “white supremacy.” Maybe people forget that 70% of the voters in this election were white. They voted in huge numbers for both candidates. So to tag the results as a “white” way of thinking is not only every bit as insulting as suggesting a black or brown way of thinking, but also it doesn’t make sense. When President Obama won his first election with 96% of the African-American vote, nobody called it a “backlash.” Yet despite nearly 40% of white voters casting for Clinton, her defeat was a “whitelash?”

Same skepticism goes for the oft-repeated notion that this was uneducated white people lashing out. A comfortable theory, perhaps. But the numbers show that Trump actually won big with college-educated white men, 54% to Clinton’s 39%.

And if the next argument is, “Well, yeah, but that’s men,” Trump also earned 45% of the vote from *college-educated white women*, who fall in the same demographic as Hillary Clinton.

Now, I’m not smart enough to explain that. But I’m responsible enough to know I can’t ignore it. Any more than I can ignore the fact that, despite the insulting, denigrating way Trump has spoken about women — something that turned my stomach — 42% of American women voters, of all races and ethnicities, chose him. Or that nearly 30% of Latinos did as well, in spite of Trump’s string of insults against Mexicans.

“How could they?” many in our business scream. Well, we need to remind ourselves that just because something is the most important issue for us, it may not be for someone else. And one vote is one vote. It’s no more right to label voters bigots because they didn’t reject Trump then to label voters baby killers because they didn’t reject a pro-choice Clinton. It’s more complicated than that.

There was so much echo chamber in the news media this election, that over time, to many it became white noise. As Paul Simon once sang, “a man hears what he wants to hear and disregards the rest.”

So some voters heard Trump’s offensive remarks about women and minorities and said, “That’s who he is.” Others heard him say he wants to bring back jobs and cut taxes and said, “That’s who he is.” Just as some heard Clinton say, “We are stronger together” while some heard her reference “a basket of deplorables.”

People are used to lies and exaggerations. They ignore words and make choices for a myriad of reasons. We cannot assume we know what is in someone else’s heart. But after so clumsily bumbling our “expert’ analysis of the 2016 voter, even trying should give us pause, don’t you think?

## A voter’s choice: It’s all relative

Now, look. I have ears. I heard the insults Trump leveled over the last 18 months. They repulsed me. Do I believe some Trump voters are racist? Sure. But I imagine some Clinton voters are as well. Are some Trump voters misogynistic? Quite likely. But if they all are, then some roughly 25 million women must hate themselves.

So we can’t claim any sweeping, unassailable knowledge. Yet we do. We declare. We preach. We take the worst things Trump has said and slap them on the foreheads of all those who voted for him.

This is irresponsible journalism. It reflects something an Atlantic Monthly writer penned a few months ago about Trump: “The press takes him literally, but not seriously; his supporters take him seriously, but not literally.”

Which is why, I guess (guess, but don’t know for sure) that some good, smart, decent people could still somehow vote for Trump, perhaps begrudgingly, over a candidate they disliked even more. For some, it was all relative.

Take the “Access Hollywood” tape, in which Trump suggested his fame gave him sexual power and the leeway to grab women. We went crazy when that came out. Some called it the death knell. Said Trump should just quit. So how did he not only survive that, but win? Because all his voters are equally perverse?

Or is it because, while we publicly claim to be about morals and upstanding behavior, we watch bad behavior every chance we get: reality shows, TV

series, movies where people cheat, lie and kill with abandon. Not to mention pornography.

24

And while Trump's behavior was disgusting, the other candidate was, undeniably, married to a former president who didn't just talk about power and sex, but engaged in it in the White House.

Did you know that Bill Clinton's approval ratings sunk after the Monica Lewinsky affair, but before his term was finished they rose to higher levels than before the scandal broke? And this was for a sitting president who acted shamefully, not a thrice-married private businessman who once posed on Playboy's cover.

## Let's wait before making judgments

So why are we acting so shocked? And why are we acting like we know what's next for America? People thought Obama was a socialist who would follow the rants of a controversial pastor. They thought John F. Kennedy, a Catholic, would make America subservient to the Vatican. They thought Reagan was a cowboy and a dolt. They were shocked that George W. Bush took the White House (or stole it, as some suggested) claiming he was a frat-boy baseball executive who couldn't get through a sentence.

Yet nine months into his term, Bush was tested and became a different kind of president. He eventually won a second term — as did Reagan, and as did Obama, in case critics who think we are a Jim Crow nation have forgotten.

The presidency does things to people. We can hope it matures Trump, tempers his offensive edges, makes him think before he casts his crude asides. We have to hope for that, don't we?

And yes, while Trump has set a new low in offensive, crude and bigoted comments for a president-elect, let's be honest, we've done the same as a country. The comments we post now, the vitriol we spit, the racism we cast back and forth, it's all meaner than ever before. Why be surprised that a candidate has lowered the bar as well?

I understand why marginalized groups feel slapped in the face by the election outcome. I admit, it almost seems, at times, surreal. But instead of declaring the world is over, we might remember that we didn't elect a king. Trump will not have the sole power to do the majority of things people so direly predict he will. Rounding up every undocumented immigrant in America or demanding Mexico build a wall across the border, if he even pushed for such things, requires money, manpower and approvals that he is highly unlikely to get.

Nor do 51 Republicans in the Senate assure him a rubber stamp on crazy ideas. Many Republicans repudiated Trump, and if he goes rogue, they will be protecting their seats in upcoming elections more than they will protect him. It's worth noting our suddenly "intolerant" nation also just elected California's first African-American/American-Indian female senator, Nevada's first Latina senator, and an Illinois senator who lost both her legs fighting in Iraq.

Trump will soon be criticized, as most presidents are, by all sides, not just half the country. His power will be more in check than it was as a CEO. And should he still prove to be all the awful things our pundits are predicting, in two years, we can vote in a Congress that will thwart his every move, and in four years, he can be swept out.

So despite the embarrassment, shock and anger that his critics understandably feel, and the pain that some are expressing, we in the media should learn from our still-fresh mistake in generalizing about what America — a wonderfully diverse, 320 million-person nation — is and isn't.

I understand fear. I understand resentment. I also understand that our job in these pages — and on the airwaves — is not firstly to stoke those fires but to perhaps, if possible, calmly urge patience until we can at least measure the flames. Could we, dare we say it, show President Obama's "audacity of hope," and hope things are better — or at least not as bad — as this ugly election cycle has portended?

And then we can do what history demands. Not predict. Wait and see. Because like it or not, we're going to have to.

*Contact Mitch Albom: [malbom@freepress.com](mailto:malbom@freepress.com). Check out the latest updates with his charities, books and events at [MitchAlbom.com](http://MitchAlbom.com). Catch "The Mitch Albom Show" 5-7 p.m. weekdays on WJR-AM (760). Follow him on Twitter @mitchalbom. Read recent columns at [freep.com/sports/mitch-albom](http://freep.com/sports/mitch-albom).*

## Report of the Goals Implementation Team November 19, 2016

### Presbytery of Detroit Goals for 2020

#### **GOAL #1: BY 2020, THE PRESBYTERY OF DETROIT WILL NOURISH RELATIONSHIPS BETWEEN PEOPLE, CHURCHES, AND MINISTRIES BY:**

- a. living out its vision to be pastoral, serving as a listening ear, actively soliciting and responding to feedback from member churches through a formal engagement process which may include surveys, attention to participation data and outreach to member churches with the least engagement with the Presbytery in an attempt to re-engage as soon as practical;

#### **We are assigning 1.a to the Committee on Ministry.**

*We desire that the COM, in the next six months, meet with the session of every church in the presbytery and ask them two questions:*

1. *What exciting things are happening in your congregation?*
2. *How can we as presbytery help resource you?*

*The results of these visits will be collated and made available not only to the presbytery (the exciting things happening) but to the various units of presbytery that might help the congregations with their resourcing needs.*

*We suggest that these visits be done in pairs, either two members of COM, or a member of COM and a coopted member (such as a member of Planning and Visioning)*

*Teaching Elder Kent Clise has created a process for these visits and members of the Committee on Ministry are being trained in the process and assigned congregations to visit.*

- b. developing and sustaining at least 3 new cooperative affinity groups based on geographic location, ministry collaboration, or resource sharing;

#### **Not Assigned**

*This is the portion of the goal dealing with affinity groups. We believe that there are a number of affinity groups already in existence. What is needed is a survey to find those groups and see if those groups might be expanded/duplicated elsewhere. Additional affinity groups could be encouraged around shared interests, location or church size. We do not yet have a recommendation as to which entity this ought to be assigned.*

*This objective has yet to be pursued.*

- c. including purely relational activities into the “business” of Presbytery meetings and events aimed at fostering new relationships and transformative conversations among our diverse Presbytery members and commissioners;

#### **We are assigning this to Coordinating Cabinet**

*We request that they*

1. *Select an annual theme that will assist the presbytery in living its vision*
2. *Invite a speaker to every presbytery meeting who will address some aspect of the theme*
3. *Have the speaker speak for 30 minutes followed by 30 minutes of discussion among those present at the meeting, based on questions offered by the presenter*
4. *Video the presentation and post it to the web along with the questions for use by sessions and others*

*An additional suggestion to all committees and workgroups is that they spend the first five minutes of their meeting sharing prayer requests with a prayer partner.*

*This goal is being implemented. A Theme for 2016 was selected, speakers were invited and discussions followed. All of the presentations were made available on-line. A new theme is under discussion for 2017 in order to continue the implementation of this goal.*

- d. within one year, Coordinating Cabinet will develop a presentation for churches highlighting the ways that the various ministries of Presbytery plan to support the ministries of the local churches. Within the next three years, a representative of Presbytery will visit each church in the Presbytery to share this presentation.

***This was assigned by Coordinating Cabinet to Communications Ministry***

*No progress has been made on this goal. It will be taken up by the Communications Ministry in 2017.*

**GOAL #2: BY 2020, THE PRESBYTERY WILL DEVELOP A COMMUNICATION ACTION PLAN PROMOTING FLUENCY AND POSITIVE MESSAGING IN THE LANGUAGE OF 21ST CENTURY COMMUNICATION AND SOCIAL MEDIA BY:**

- a. living out its vision to be missional, resourcing churches with training, tools, and theology to develop effective communication plans of their own, engaging them where they are now and helping them advance in their ability to leverage technology effectively for communication;

***We are assigning to the Communications Workgroup***

*We recommend that this go to the communications work group so that they can find available currently available resources and make these available to congregations. Suggestions are pre-presbytery events (or other trainings) where churches can learn how to create their own websites (Weebly, Wix, etc.) or can connect with [www.worshiptimes.org](http://www.worshiptimes.org) which builds and maintains websites for churches. There are other resources here in the presbytery that can be made available.*

*Communications is planning to have presentations on communications for the January 2017 Leadership Training Event.*

- b. increasing the resources devoted to communication technology and media as needed (including staff and volunteers);

***We are assigning this to Coordinating Cabinet***

*We recommend to Cabinet that in the 2017 budget they set aside sufficient funds for an outside consultant to examine the ways in which the POD communicates in order to make recommendations for us to improve our ability to help churches connect with presbytery, resources and with one another. This will be in addition to any and all ongoing work as regards other communications initiative.*

*After much discussion, Coordinating Cabinet did not approve this objective. They believe that the current, ongoing staffing consultation will assist in this process. We will continue to monitor and if needed return to this objective.*

- c. highlighting and celebrating where we see the Holy Spirit at work in our churches and ministries on a regular basis through Presbytery meetings, email communications, and social media;
- d. developing a platform to cultivate innovation in churches, regularly sharing new ideas for ministry as a part of presbytery gatherings.

**We are assigning this (2c., 2d.) to Coordinating Cabinet**

*We recommend to Cabinet that they have a 10 minute “Ministry Share” at every presbytery meeting. These would be ten minute presentations (hopefully using technology and not simply a talking head) about something exciting that a church/churches are doing that could be replicated by other congregations.*

*This has been intermittently implemented. Our hope is that as COM discovers the exciting things that churches are doing they will pass these on to cabinet who will then invite these churches to present at presbytery meetings. In addition, there are a series of ongoing cluster meetings at which churches are being invited to share their successes with other congregations.*

**GOAL #3: THROUGHOUT THE NEXT FIVE YEARS, THE PRESBYTERY WILL EMPHASIZE THE SACREDNESS OF TIME IN HOW WE SCHEDULE, CONSTRUCT, AND CONDUCT THE WORK OF THE PRESBYTERY BY:**

- a. Living out its vision to be prophetic in designing each meeting from the “ground up,” being attentive to the voice of the Spirit;

**We are assigning 3.a to Coordinating Cabinet**

*The Coordinating Cabinet is designing each presbytery meeting individually based on the purpose of the meeting. We do have some concerns that we are slipping back into the habit of having last minute, in-person, announcements in the meeting rather than utilizing other media.*

- b. Utilizing a consent agenda where appropriate at stated meetings of the Presbytery;

**We are assigning 3.b to the Stated Clerk**

*Coordinating Cabinet is asking each ministry which items they would like in consent agenda. We believe this could be better utilized, and will encourage Cabinet to do so.*

- c. Incorporating time-saving technologies into the work of the Presbytery;
- d. Scheduling meetings and utilizing video conferencing in order to include people who have not been active in the ministries of the presbytery

**We are assigning 3.c, 3.d to the Communications Workgroup.**

*We are doing so because we believe that this is an extension of Goal #2.a. Thus the Communications Workgroup will not only assist congregations in developing better communication through leveraging technology, but will assist the presbytery and its committees and workgroups to do the same. (as a note, the Communications Workgroup might consider creating a “Media Creation Team” in order to assist the presbytery in creating more online resources).*

*Sandy has implemented a conference calling program. We are hopeful that this will allow greater participation in the work of the POD. Even so we hope that the committees, workgroups and other entities within POD will use additional communications avenues (Skype, Google Hangouts, etc.)*

**GOAL #4: THROUGHOUT THE NEXT FIVE YEARS, THE PRESBYTERY EMPHASIZE INCLUSIVITY OF IDEAS NEW AND OLD FROM DIVERSE GROUPS TO PROMOTE A MORE UNIFIED AND COLLABORATIVE BODY TO SERVE CHRIST AND OUR CONGREGATIONS BY:**

- a. Living out its vision to be prophetic, striving to be more reflective of the communities in which we worship;

**We are assigning this to the Committee on Representation.**

*We are doing so because the COR is tasked with this responsibility in the Form of Government. Our hope is that the COR will find some creative ways for assisting individual congregations in addressing the issue of inclusivity.*

*COR is working with Committee on Nominations to insure that the POD meets its goal of being inclusive. The focus of COR is on inclusion in the Presbytery and not in individual churches.*

- b. Incorporating events to promote diversity, inclusivity and unity into the life of the Presbytery;

**We are assigning this to Social Justice and Multicultural Ministry.**

*We are doing so because each of these entities is already tasked with assisting in this effort. We encourage them to not only offer events (and to video-tape them for others to watch who could not attend) but to create other on-line offerings (interviews, interactive teaching videos, etc.) that could be used by individuals, sessions, congregations and presbytery entities.*

*We were informed that both of these ministries are short of members which is hampering their ability to fulfill the goals assigned to them. We will continue to follow up.*

- c. Being sensitive to the resistance to change and teaching from a place of love and patience.

**We are assigning this to Presbytery staff and to the leadership of all Committees and Workgroups**

*We do so because this is a necessary part of our rebuilding trust and meaning in the Presbytery of Detroit*

*We noted that the presbytery staff is doing well during this time of short staffing and the presbytery is being supportive and understanding.*

## **2016 REPORT TO COORDINATING CABINET PRESBYTERY OF DETROIT**

### **Introduction – Context**

The Presbyterian Church (USA) (henceforth, PCUSA) places a strong value in selecting leadership at all levels of the church that represents the full diversity of the memberships of all of our congregations. To that end the constitution of our church, the Book of Order, has several sections which speak directly to representation and participation in leadership as do the Bylaws of our Presbytery (POD, Article XI, 4, (b), ii).

Most relevant is G-3.0103, which says, “Each council shall develop procedures and mechanisms for promoting and reviewing that body's implementation of the church's commitment to inclusiveness and representation. Councils above the session shall establish by their own rule committees of representation to fulfill the following functions: to advise the council regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403.”

A proposed amendment to the Book of Order recommends that teaching and non teaching elders serve on committees and ministry

teams “in numbers as nearly equal as possible.”

This report is the Committee on Representation's (COR) review of the Presbytery of Detroit's (POD) implementation of this charge. Historically, COR has prepared a statistical type report which has attempted to show the relationship between various categories of membership in all of our churches and membership on committees and ministry teams of the POD, to see whether our leadership has been representative. This has assumed that membership in committees and ministry teams has represented leadership in the POD. In accordance with recent revisions in the Book of Order, this report will include the information about the diversity in representation in POD committees and ministry teams, compared to diversity in the membership of the POD congregations; but, will make additional recommendations to help POD strengthen its commitment and actions for diversity and inclusiveness in leadership.

## **Data Collection and Issues Related to Data Collection**

### Data related to the members of our congregations

COR used the data collected for 2015 by the POD in the clerks' reports from each congregation and compiled by Presbytery staff. For a number of years, the committee has struggled with both the categories the clerks are asked to use and understanding how the clerks are able and choose to complete the forms. For example, who is African American and who is Black? Fortunately, this is an issue



that has come to church-wide attention, with several overtures to the General Assembly, asking for a revision of the clerks' reporting form. This concern was assigned to the GA level COR, and we are eagerly looking forward to their response. See Appendix 1 for these data.

### Data Related to the Committees and Ministry Teams of the POD

In 2016 COR, with the assistance of the chairs of each group, asked each member of a committee or ministry team to complete a diversity information form (DIF). There are 161 elected positions on the POD committees and ministry teams with approximately 151 of those positions being filled at this time. COR received 126 DIFs for a return rate of 83%. A big thank you to all who supported this effort. COR has supplemented this information by also using the membership of committees and ministry teams as published in the 2016 POD Directory. See Appendix 2 for these data.

This process involved self-reporting, which seemed like a way to get more complete and accurate information. However, it also raised questions about appropriate categories for reporting race and culture, which this report recommends that both Committee on Nominations (CON) and COR continue to review.

COR made no attempt to collect information about membership in work groups which are often self-selected and often do the bulk of the work of a ministry team. This is clearly a shortcoming of our work this year.

## **Racial-Ethnic Data on Membership of POD Churches**

The summary of the annual statistical reports that clerks of Session submit and POD staff prepares shows the following (from Appendix 1:

5.0% Asian American  
 5.0% Black\*  
 0.6% Middle Eastern, Hispanic, and Native American together  
 89.0% White

\*Black includes Black, African American and African categories from the annual statistical report prepared by clerks of session in Appendix 1.

All of the following data are from the COR DIF data in Appendix 2.

## **Racial Ethnic Data on Membership in POD Committees and Ministry Teams**

4.0% Asian American  
 18.0% Black\*  
 0.7% Middle Eastern  
 0.0% Hispanic and Native American  
 76.0% White#

\*Black includes Black, African American, and African from the self-report COR DIFs.

#White includes White, European American and Caucasian from the self-report COR DIFs.

### **Gender Data on Membership in POD Committees and Ministry Teams**

46% Male

54% Female

### **Teaching Elder/Non Teaching Elder Data on Membership in POD Committees and Ministry Teams**

51% Teaching Elders

49% Non Teaching Elders

### **Age Group Data on Membership in POD Committees and Ministry Teams**

6% Under 35

21% 35-55

63% 55-75

10% over 75

## **Representation, Diversity and Inclusion by Committees and Ministry Teams**

In order for diverse representation in all the work of the Presbytery, it is necessary to have diversity on each committee and ministry team. With that in mind here is a list of the committees and ministry teams which are far from the Presbytery norm in one or more category.

### **Racial Ethnic:**

There are no Asian Americans on:

- Committee on Nominations
- Committee on Representation
- Leadership Equipping Ministry Team (henceforth, MT)
- Mission Interpretation MT
- Multicultural Ministries MT
- Presbytery Operations MT
- Planning and Visioning Team
- Social Justice MT
- Trustees

There are no Blacks on:

- Leadership Equipping MT
- New Church Development MT

- Permanent Judicial Commission.

There is one Middle Eastern representative on the New Church Development MT. There are no Middle Eastern representatives on any other committee or MT.

There are no Hispanic or Native American on any committees or MTs.

Whites are represented on all committees and MTs.

### **Teaching Elder (TE)/Non Teaching Elder (NTE):**

The following committees and ministry teams have a significant (60% or more of either one) teaching/non teaching elder imbalance.

Congregational Development and Transformation	83% TE
New Church Development	67% TE
Trustees	78% NTE

### **Gender:**

The following committees and ministry teams have a significant (60% or more of one gender) gender imbalance.

New Church Development	MT	67% Male
Social Justice MT		80% Female

Trustees

78% Male

**Age:**

Two groups have no one under the age of 55.

- Committee on Representation
- Social Justice MT

**Based on the above data the Committee on Representation recommends that next year:**

- Committee on Nominations and Committee on Representation and all Presbytery leadership continue to reach out to Asian American, Black, Middle Eastern, Hispanic, and Native American members and churches in our Presbytery for dialogue and action to increase representation and leadership in our Presbytery.
- Committee on Representation continues to work with Presbytery Operations Ministry Team on issues related to fair employment practices.
- Committee on Nominations and Committee on Representation meet together annually (as close to the beginning of the year as possible) to support one another, increase the consistency in the work, review the data collection processes, revise the forms used, and post revised forms on the websites of both committees.
- Committee on Representation monitors representation in work groups by contacting all work group chairs at the beginning of each year about representation goals, asking them to work to achieve these goals within their work group, and keeping a record of compliance.
- Committee on Representation begins to work with individual

congregations on representation issues in both employment and leadership as included in its mandate and as requested by the Goals Work Group of P&VT.

- To continue to demonstrate the POD commitment to parity between teaching and nonteaching elders, the POD annual directory should include mailing addresses for all persons serving on committees and ministry teams.

### **Conclusion:**

It has been holy work and a blessing to engage with all of the leadership of the Presbytery of Detroit around representation, and the committee prays that this work will continue to receive the support of the Presbytery in the future.



**APPENDIX 1**

<b>Asian</b>	1172
<b>Black</b>	407
<b>African American</b>	660
<b>African</b>	64
<b>Middle Eastern</b>	47
<b>Hispanic</b>	64
<b>Native American</b>	35
<b>White</b>	20671
<b>Other</b>	21
<b>TOTAL</b>	23141

## APPENDIX 2

<b>Com/MT</b>	<b>TE</b>	<b>NTE</b>	<b>Male</b>	<b>Female</b>	<b>&lt;34</b>	<b>34-55</b>	<b>55-75</b>	<b>&gt;75</b>
<b>CC</b>	7	14	7	14	0	5	11	3
<b>CD&amp;T</b>	5	1	3	3	0	2	3	0
<b>COM</b>	14	14	14	14	1	1	18	0
<b>CON</b>	5	7	7	5	0	4	6	2
<b>CPM</b>	11	10	10	11	4	4	9	3
<b>COR</b>	2	3	3	2	0	0	3	2
<b>LE</b>	3	2	2	3	0	1	3	1
<b>MIMT</b>	3	3	3	3	0	1	3	1
<b>MMMT</b>	4	1	1	4				
<b>NCD</b>	4	2	4	2	1	2	3	0
<b>PJC</b>	4	3	3	4	0	2	4	0
<b>POMT</b>	3	3	3	3	0	1	5	0
<b>P&amp;VT</b>	5	3	3	5	1	2	5	0
<b>SJMT</b>	4	1	1	4	0	0	3	0
<b>TRUSTEES</b>	2	7	6	3	0	1	2	1
<b>Total</b>	<b>76</b>	<b>74</b>	<b>70</b>	<b>80</b>	<b>7</b>	<b>26</b>	<b>78</b>	<b>13</b>

In this table teaching/non teaching elders and male/female data include information from the 2016 directory. Age data only include information collected by means of the DIFs.

COM/MT	Middle		Native				
	Asian	Black	Eastern	Hispanic	American	White	Other
CC	1	5	0	0	0	14	0
CD&T	0	3	0	0	0	2	0
COM	2	1	0	0	0	17	0
CON	0	2	0	0	0	9	0
CPM	1	2	0	0	0	17	0
COR	0	2	0	0	0	3	0
LE	0	0	0	0	0	5	0
MIMT	0	2	0	0	0	3	0
MM							
NCD	1	0	1	0	0	4	0
PJC	1	0	0	0	0	5	0
POMT	0	2	0	0	0	4	0
P&V	0	4	0	0	0	5	0
SJ	0	1	0	0	0	2	0
TRUSTEES	0	1	0	0	0	4	0
Total	6	25	1	0	0	94	0

This table is based on data collected by means of the DIFs.

Presbytery of Detroit

**Committee on  
Nominations**  
November 19, 2016

On behalf of the Committee on Nominations, I place in nomination:

**For Officers of the Presbytery:**

Moderator -17	Elder	Stefanie Lewis	Detroit, Hope
Vice-moderator -17	Rev.	John Judson	Birmingham, First

**For Committee on Ministry:**

Chair -17	Rev.	Mary Austin	Detroit, Westminster
<b>To fill Vacancies:</b>			
Class-17	Rev.	Catherine McCloskey-Turner	Novi, Faith Community
Class-17	Elder	Hyun Sik Chang, MD	KPCMD
Class-19	Rev..	David Downton	H.R.
Class-19	Rev.	Phillip Reed	Grosse Ile, Grosse Ile
Class-19	Rev	Esther Lee	Southfield, KPCMD
Class-19	Rev.	Breanne Ryan	Port Huron, First
Class-19	Rev.	Scott Phillips	Brighton, First
Class-19	CRE	Gordon Seiler	Farmington, First
Class-19	Elder	Diane Agnew	Grosse Pointe, Memorial
Class-19	Elder	Ron Case	Grosse Ile
Class-19	Elder	Sandra Karem	Birmingham, First
Class-19	Elder	Shirley Henry	Northville, First

**For Committee on Preparation for Ministry:**

Co-Chair -17	Rev.	Matthew Means	Warren, Celtic Cross
Co-Chair -17	Rev.	Mary Bahr-Jones	At-Large
Class- 19	Elder	Marcia Ball	Grosse Pointe, Memorial
Class- 19	Rev.	Emma Oullette	Northville, First
Class- 19	Elder	Daryl Taylor	Detroit, Hope
Class- 19	CRE	Nancy Bass	Roseville, Erin
Class- 19	Rev.	Judi McMillan	Troy, First
Class- 19	Rev.	Angela Ryo	Ann Arbor, First
Class- 19		<b>vacancy</b>	

**For Congregational Development and Transformation:**

Chair -17	Rev.	Joanne Morgan	South Lyon, First
Class- 19	Elder	Alvin Smith	Detroit, Broadstreet
Class-19	Elder	Lawrence Glenn, Jr.	Detroit, Broadstreet

**For Leadership Equipping Team:**

Chair -17	Elder	Doris Campbell	People's. Milan
Class-17		<b>vacancy</b>	
Class-19	Elder	Josh Archey	Farmington, First
Class-19	Rev	Sarah Godbehere	Grosse Pointe Memorial

**For Mission Interpretation:**

Chair -17	Rev	Heidi Church	Belleville, First
<b>To fill Vacancy:</b>			
Class-18	Rev	Heidi Church	Belleville, First
Class-19	Rev	Sarah Linn	Orchard Lake Community
Class-19	Elder	Bobby Ponder	Detroit, Fort Street

**For Multicultural Ministries Team:**

Chair -17	Elder	Kathleen Johnson	Detroit, Jefferson Avenue
Class-17		<b>Vacancy</b>	
<b>To fill Vacancy:</b>			
Class-18	Rev.	Lindsey Anderson	Validated Ministry
Class-19	Rev	Thomas James	Southfield, Covenant
Class-19		Matthew Schmitt	First LA, Under care of Presbytery of the Pacific

**For New Church Development Ministry Team:**

Chair -17	Rev	Chris Thomas	Dearborn, First
Class-19	Elder	Anne Lyke	South Lyon - First
Class-19	Rev	Chris Thomas	Dearborn-First

**For Planning and Visioning Ministry Team:**

Chair -17	Rev	Bryant Anderson	Milford
<b>To fill Vacancy:</b>			
Class-18	Rev	Kevin Johnson	Detroit, Calvary
Class-19	Rev	Dan Michalek	H.R.
Class-19	Elder	Joan Hanpeter	Bloomfield Hills, Kirk in the Hills
Class-19	Elder	Kevin Smith	Roseville, Erin

**For Presbytery Operations:**

Chair -17	Rev.	Peggy Casteel	Mt. Clemens, First
Class-19	Rev.	Peggy Casteel	Mt. Clemens, First
Class-19	Elder	Harold Ellis	Detroit, St. John's

**For Committee on Representation:**

Chair -17	Elder	Deborah Fair	Detroit, Westminster
<b>To fill Vacancy:</b>			
Class-17	Rev	Raphael Francis	Detroit, Trinity
Class-19	Elder	Rhonda Favors Smith	Detroit, Calvary
Class-19	Elder	Deborah Fair	Detroit, Westminster

**For Social Justice Team:**

Chair -17	Rev	Laura Kelsey	Pontiac — First
Class-19	Rev	Fran Hayes	Dearborn-Littlefield
Class-19	Elder	Ron Beford	Brighton-First

**For the Board of Trustees:**

Chair -17		<b>Trustees select their own Chair</b>	
Class-19	Rev	Kara Hildebrandt	Lincoln Park
Class-19	Elder	Micheal Starynchak	Orchard Lake
Class-19	Elder	James Millhench	Detroit - Fort Street

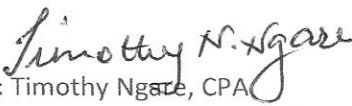
# THE PRESBYTERY OF DETROIT

## An informed Presbytery is a Responsible Presbytery

### TREASURER'S REPORT November 10, 2016

Please note the following:

- A) Attached is the Combined Revenue and Expenditure Statement 1-1-2016 thru 9-30-2016 with budget comparisons to the nine-month prorated budget and comparison to the annual budget.
  
- B) The Annual Independent Auditor's Report: Financial Statements with comparative and Supplementary Information for the years ending December 31, 2015 and 2014
  - 1. Clean opinion given
  
  - 2. Page 3, has two columns for Howell Conference Center (HNC). Activity for nine month period ending 9-30-2015 when HNC financials were consolidated with the Presbytery and activity for the three month period ending 12-31-2015 when HNC, LLC converted to a Non-profit membership corporation. See footnote #14.
  
  - 3. Page 7, Note # 3, Note change in investment strategy from U.S. government obligations and reduction in Corporate stocks and bonds into Mutual Funds.
  
  - 4. Page 11, Note # 14 The Trustees amended Investment Policy (T7) to allow more flexibility in long term investments and also adopted a new policy (T17), Cash and Line of Credit Policy.
  
  - 5. Page 11, Note # 14 The Trustees applied and received approval from Comerica for a \$500,000 line of credit to cover short term fund shortages. This allowed the Trustees to reduce the amount of idle cash that held thus enabling longer term general investments.
  
- C) Upon receipt and adoption of these Audited Financial Statements by the Presbytery, they will be placed on the POD website "Treasurer's Corner" where previous years' statements are also maintained.

  
Presented by: Timothy Ngare, CPA  
Treasurer, Presbytery of Detroit

The Presbytery of Detroit  
Statement of Revenues and Expenditures  
From 1/1/2016 to 9/30/2016

	Current Year Actual	Annual Total Budget	Annual Budget Variance	Percent Total Annual Budget Remaining	9 - Month Budget	9 - Month Budget Vaiance
<b>Mission Revenue</b>						
Shared Mission	237,872.84	355,000.00	(117,127.16)	(32.99)%	266,250.00	(28,377.16)
Offerings and Donations	173,698.60	226,000.00	(52,301.40)	(23.14)%	169,500.00	4,198.60
POD ECO	31,788.48	135,000.00	(103,211.52)	(76.45)%	101,250.00	(69,461.52)
GA & Synod	459.00	45,000.00	(44,541.00)	(98.98)%	33,750.00	(33,291.00)
Directed Mission	2,125.00	5,000.00	(2,875.00)	(57.50)%	3,750.00	(1,625.00)
General Mission & Design Projects	70,135.88	125,000.00	(54,864.12)	(43.89)%	93,750.00	(23,614.12)
Per Capita	389,029.90	616,885.00	(227,855.10)	(36.94)%	462,663.75	(73,633.85)
<b>Total Mission Revenue</b>	<b>905,109.70</b>	<b>1,507,885.00</b>	<b>(602,775.30)</b>	<b>(39.97)%</b>	<b>1,130,913.75</b>	<b>(225,804.05)</b>
<b>Investments</b>						
Interest - General Investment	10,631.41	0.00	10,631.41	0.00%	-	10,631.41
Endowment Income	464,760.49	645,701.00	(180,940.51)	(28.02)%	484,275.75	(19,515.26)
Interest Inc Church loans & Other	20,053.61	60,153.00	(40,099.39)	(66.66)%	45,114.75	(25,061.14)
<b>Total Investments</b>	<b>495,445.51</b>	<b>705,854.00</b>	<b>(210,408.49)</b>	<b>(29.81)%</b>	<b>529,390.50</b>	<b>(33,944.99)</b>
Grant Income	53,483.09	21,000.00	32,483.09	154.68%	15,750.00	37,733.09
Other Income	5,020.06	2,000.00	3,020.06	151.00%	1,500.00	3,520.06
<b>Total Revenues</b>	<b>1,459,058.36</b>	<b>2,236,739.00</b>	<b>(777,680.64)</b>	<b>(34.77)%</b>	<b>1,677,554.25</b>	<b>(218,495.89)</b>
<b>Mission Expense</b>						
Shared Mission	53,234.09	71,000.00	17,765.91	25.02%	53,250.00	15.91
Offerings and Donations	175,045.04	226,000.00	50,954.96	22.55%	169,500.00	(5,545.04)
POD ECO	28,521.23	135,000.00	106,478.77	78.87%	101,250.00	72,728.77
GA & Synod ECO	459.00	45,000.00	44,541.00	98.98%	33,750.00	33,291.00
General & Other Mission Expense	59,110.55	125,000.00	65,889.45	52.71%	93,750.00	34,639.45
Per Capita	155,927.01	255,475.00	99,547.99	38.97%	191,606.25	35,679.24
<b>Total Mission Expense</b>	<b>472,296.92</b>	<b>857,475.00</b>	<b>385,178.08</b>	<b>44.92%</b>	<b>643,106.25</b>	<b>170,809.33</b>
<b>Investment</b>						
Endowment Distribution	426,075.81	337,972.00	(88,103.81)	(26.07)%	253,479.00	(172,596.81)
Bank & Investment Fees	16,914.40	95,300.00	78,385.60	82.25%	71,475.00	54,560.60
<b>Total Investment</b>	<b>442,990.21</b>	<b>433,272.00</b>	<b>(9,718.21)</b>	<b>(2.24)%</b>	<b>324,954.00</b>	<b>(118,036.21)</b>
<b>Machinery &amp; Maintenance</b>						
Machinery & Maintenance	41,795.34	33,996.00	(7,799.34)	(22.94)%	25,497.00	(16,298.34)
Professional Expense	18,262.10	15,500.00	(2,762.10)	(17.82)%	11,625.00	(6,637.10)
Office & Other Expense	15,290.43	33,100.00	17,809.57	53.81%	24,825.00	9,534.57
Rent & Security	32,076.07	42,974.00	10,897.93	25.36%	32,230.50	154.43
Insurance & Umbrella Liability	8,564.97	17,500.00	8,935.03	51.06%	13,125.00	4,560.03
Grant Expense	40,610.71	21,000.00	(19,610.71)	(93.38)%	15,750.00	(24,860.71)
Other Expense	2,133.76	0.00	(2,133.76)	0.00%	-	(2,133.76)
<b>Tot Ministry Teams (Comt) Expense</b>	<b>201,247.29</b>	<b>370,268.00</b>	<b>169,020.71</b>	<b>45.65%</b>	<b>277,701.00</b>	<b>76,453.71</b>
<b>Administrative Expenses</b>						
Salary & Benefits	317,122.91	415,369.97	98,247.06	23.65%	311,527.48	(5,595.43)
Payroll Taxes	21,046.13	24,776.03	3,729.90	15.05%	18,582.02	(2,464.11)
<b>Total Administrative Expenses</b>	<b>338,169.04</b>	<b>440,146.00</b>	<b>101,976.96</b>	<b>23.17%</b>	<b>330,109.50</b>	<b>(8,059.54)</b>
<b>Total Expenditures</b>	<b>1,613,436.84</b>	<b>2,265,231.00</b>	<b>651,794.16</b>	<b>28.77%</b>	<b>1,698,923.25</b>	<b>85,486.41</b>
<b>Total Income Before Net Realized/Unrealized Gain Or Loss</b>	<b>(154,378.48)</b>	<b>(28,492.00)</b>	<b>(125,886.48)</b>			
<b>Net Unrealiz/Realiz Gain/Loss:</b>						
Endowment	828,759.03	-	828,759.03			
General Investments	(4,987.49)	-	(4,987.49)			
<b>Total Income After Net Realized/Unrealized Gain or Loss</b>	<b>674,380.55</b>	<b>(28,492.00)</b>	<b>702,872.55</b>			



**Paper C-1****THE PRESBYTERY OF DETROIT, INC.**  
(Consolidated)

Financial Statements  
Independent Auditor's Report  
with Comparative and Supplementary Information  
December 31, 2015 and 2014

# THE PRESBYTERY OF DETROIT, INC.

48

Financial Statements  
Independent Auditor's Report  
with Supplementary Information  
December 31, 2015 and 2014

## TABLE OF CONTENTS

	<b>Page</b>
Independent Auditor's Report	1
Financial Statements:	
Consolidated Statements of Financial Position	2
Consolidated Statements of Activities and Changes in Net Assets	3
Consolidated Statements of Cash Flows	4
Notes to Consolidated Financial Statements	5-12
Supplementary Information	13-14
Schedule of Indebtedness of Churches and the Presbytery of Detroit, Inc. to other Presbytery's Organizations	



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Anita R. Tellis, CPA, MST

15 E. Kirby St., Suite 106  
Detroit, Michigan 48202  
(313) 873-3812  
(313) 873-3816 Fax  
www.tellisandcompanycpas.com

## Independent Auditor's Report

To the Presbytery Board of Trustees  
The Presbytery of Detroit, Inc.

We have audited the accompanying consolidated financial statements of The Presbytery of Detroit, Inc. (a nonprofit organization) which comprise the consolidated statements of financial position as of December 31, 2015 and the related consolidated statements of activities, and consolidated statements of cash flows for the year then ended, and the related notes to the consolidated financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audits. We conducted our audits 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 consolidated financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Opinion

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 in Note 1 to the consolidated 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, 2015 and the changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

### **Report on Summarized Comparative Information**

We have previously audited The Presbytery of Detroit, Inc. 2014 consolidated financial statements, and we expressed an unmodified audit opinion on those audited consolidated financial statements in our report dated August 17, 2015. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2014 is consistent, in all material respects, with the audited consolidated financial statements from which it has been derived.

### **Other Matters**

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.

### **Supplementary Information**

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 consolidated financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic consolidated financial statements taken as a whole.

*Tellis and Company, PLLC*

Detroit, Michigan  
August 31, 2016

**THE PRESBYTERY OF DETROIT, INC.**

## Consolidated Statements of Financial Position

As of December 31, 2015 and 2014

<b>Assets</b>		<u>2015</u>	<u>2014</u>
<b>Cash and Cash Equivalents</b>	\$	2,231,422	\$ 2,166,978
<b>Presbyterian Investment Loan Program</b> (Note 2)		527,200	525,900
<b>Investment Securities</b> (Notes 3 and 8)		17,510,238	18,479,787
<b>Notes Receivable</b> (Note 1)			
Notes Receivable		78,793	453,537
Total Notes and Land Contracts Receivable		<u>78,793</u>	<u>453,537</u>
<b>Other Assets</b>			
Other Receivables (Note 1)		2,709,251	2,829,815
Store Inventory		12,631	12,782
Prepaid Assets		75,461	34,239
Total Other Assets		<u>2,797,343</u>	<u>2,876,836</u>
<b>Property, Buildings, and Equipment - Net</b> (Notes 5 and 6)		<u>972,593</u>	<u>867,036</u>
Total Assets	\$	<u><u>24,117,589</u></u>	\$ <u><u>25,370,074</u></u>

**Liabilities and Net Assets**

<b>Liabilities:</b>			
Notes Payable to Presbyterian Church (U.S.A.) (Note 1)	\$	2,806,132	\$ 2,975,170
Note Payable - Huntington National Bank (Note 13)		8,633	11,871
General Mission payable		135,579	42,673
Accrued Liabilities		109,267	88,207
Total Liabilities		<u>3,059,611</u>	<u>3,117,921</u>
<b>Net Assets:</b>			
Unrestricted			
General Operating (Deficit)		(1,554,943)	(1,552,887)
Designated for Long-Term Investment and Other (Note 11)		5,598,433	5,905,523
Designated for Committee on Local Arrangement		-	58,425
Designated for Property, Buildings, and Equipment		972,593	867,036
Temporarily Restricted (Note 8 and 9)		1,616,814	1,744,912
Permanently Restricted (Note 8 and 10)		14,425,081	15,229,144
Total Net Assets		<u>21,057,978</u>	<u>22,252,153</u>
Total Liabilities and Net Assets	\$	<u><u>24,117,589</u></u>	\$ <u><u>25,370,074</u></u>

The accompanying notes are an integral part of these financial statements.

**THE PRESBYTERY OF DETROIT, INC.**  
Consolidated Statements of Activities and Changes in Net Assets  
For the Years Ended December 31, 2015 and 2014

Unrestricted									
	General Operating	Designated	Howell Conference and Nature Center Nine months Ending 9-30-15	Howell Nature Center, LLC Three months Ending 12-31-15	Total Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2015	Total 2014
<b>Changes in Net assets</b>									
Revenue, gains, and other support									
Per capita apportionments	\$ 368,927	\$ -	\$ -	\$ -	\$ 368,927	\$ -	\$ -	\$ 368,927	\$ 420,391
Presbytery Mission giving	196,192	-	-	-	196,192	-	-	196,192	222,216
Grants	32,936	20,000	-	-	52,936	-	-	52,936	123,756
Offerings/Donations	12,033	195,228	-	-	207,261	-	-	207,261	321,015
Outdoor ministries	-	-	1,593,892	496,402	2,090,294	153,600	-	2,243,894	2,125,203
Committee on Local Arrangement	-	-	-	-	-	-	-	-	241,657
Other Income (Loss)	2,000	-	-	-	2,000	516	-	2,516	(13,706)
Net realized and unrealized gains	-	(66,795)	-	-	(66,795)	(78,853)	(699,861)	(845,509)	750,910
Sale, Disposal of Fixed Assets	-	(158,286)	-	-	(158,286)	-	-	(158,286)	573,307
Interest and dividends	3,753	55,273	-	-	59,026	-	-	59,026	65,564
Endowment income	201,609	48,255	-	-	249,864	49,211	441,556	740,631	677,863
Net assets released from restrictions- Satisfaction of program restrictions	902,832	(4,120)	(100,382)	-	798,330	(252,572)	(545,758)	-	-
Total revenue, gains, and other support	<u>1,720,282</u>	<u>89,555</u>	<u>1,493,510</u>	<u>496,402</u>	<u>3,799,749</u>	<u>(128,098)</u>	<u>(804,063)</u>	<u>2,867,588</u>	<u>5,508,176</u>
<b>Expenses:</b>									
Program expenses (Note 15)	1,331,412	390,480	1,146,117	351,172	3,219,181	-	-	3,219,181	3,172,960
Management and general (Note 15)	118,669	6,165	512,066	190,933	827,833	-	-	827,833	928,522
Fundraising expenses (Note 15)	-	-	14,749	-	14,749	-	-	14,749	49,240
Total expenses	<u>1,450,081</u>	<u>396,645</u>	<u>1,672,932</u>	<u>542,105</u>	<u>4,061,763</u>	<u>-</u>	<u>-</u>	<u>4,061,763</u>	<u>4,150,722</u>
<b>Increase (Decrease) in Net Assets - Before transfers</b>	<u>270,201</u>	<u>(307,090)</u>	<u>(179,422)</u>	<u>(45,703)</u>	<u>(262,014)</u>	<u>(128,098)</u>	<u>(804,063)</u>	<u>(1,194,175)</u>	<u>1,357,454</u>
<b>Transfers</b>	<u>(330,682)</u>	<u>-</u>	<u>(687,614)</u>	<u>1,018,296</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
<b>Increase (Decrease) in Net Assets</b>	<u>(60,481)</u>	<u>(307,090)</u>	<u>(867,036)</u>	<u>972,593</u>	<u>(262,014)</u>	<u>(128,098)</u>	<u>(804,063)</u>	<u>(1,194,175)</u>	<u>1,357,454</u>
<b>Net Assets - January 1,</b>	<u>(1,494,462)</u>	<u>5,905,523</u>	<u>867,036</u>	<u>-</u>	<u>5,278,097</u>	<u>1,744,912</u>	<u>15,229,144</u>	<u>22,252,153</u>	<u>20,894,699</u>
<b>Net Assets - December 31,</b>	<u>\$ (1,554,943)</u>	<u>\$ 5,598,433</u>	<u>\$ -</u>	<u>\$ 972,593</u>	<u>\$ 5,016,083</u>	<u>\$ 1,616,814</u>	<u>\$ 14,425,081</u>	<u>\$ 21,057,978</u>	<u>\$ 22,252,153</u>

The accompanying notes are an integral part of these financial statements.

**THE PRESBYTERY OF DETROIT, INC.**  
**Consolidated Statements of Cash Flows**  
**For the Years Ended December 31, 2015 and 2014**

	<u>2015</u>	<u>2014</u>
<b>Cash Flows from Operating Activities</b>		
Changes in net assets	\$ (1,194,175)	\$ 1,357,454
Adjustments to reconcile changes in net assets to net cash from operating activities:		
Depreciation	126,024	110,179
Net realized and unrealized (gains) losses on investments (Net of Income and Transfers)	974,304	(715,321)
<b>Changes in assets and liabilities:</b>		
(Increase) Decrease in Presbytery causes receivable	374,744	109,375
(Increase) Decrease in other receivables	120,564	491,568
(Increase) Decrease in store inventory	151	(3,696)
(Increase) Decrease in prepaid assets	(41,222)	8,698
Increase (Decrease) in general mission payable	92,906	(53,057)
Increase (Decrease) in accrued liabilities	<u>21,060</u>	<u>(23,443)</u>
Net cash provided by (used in) operating activities	<u>474,356</u>	<u>1,281,757</u>
<b>Cash Flows In Investing Activities</b>		
Net (Purchases) Sales of investment securities	(5,481)	40,956
Net (Purchases) of property, buildings, and equipment	(232,156)	(75,353)
Issuance (Proceeds) from receipt of payment on notes receivables from churches	<u>(169,037)</u>	<u>(864,618)</u>
Net cash provided by (used in) investing activities	<u>(406,674)</u>	<u>(899,015)</u>
<b>Cash Flows In Financing Activities</b>		
(Decrease) in notes payable	<u>(3,238)</u>	<u>(2,967)</u>
Net Increase in Cash and Cash Equivalents	64,444	379,775
Cash and Cash Equivalents - Beginning of year	<u>2,166,978</u>	<u>1,787,203</u>
Cash and Cash Equivalents - End of year	<u>\$ 2,231,422</u>	<u>\$ 2,166,978</u>

**Supplemental Cash Flow Disclosures**

Cash Paid During the Year for Interest	\$ <u>56,242</u>	\$ <u>57,456</u>
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The accompanying notes are an integral part of these financial statements.

**THE PRESBYTERY OF DETROIT, INC.**  
 Notes to Consolidated Financial Statements  
 For the Years Ended December 31, 2015 and 2014

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**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.). The Presbytery consolidation policy is to include all entities under its common control. These consolidated financial statements include: the "Presbytery", "Howell Conference and Nature Center", and "Howell Nature Center, LLC". These consolidated financial statements exclude the following related entity: "Presbyterian Women in the Presbytery of Detroit" (PWPD). The effect on the consolidated report as of December 31, 2015 and 2014 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.

Effective as of October 1, 2015 "Howell Conference and Nature Center" had a name change, and transferred all of its assets to "Howell Nature Center, LLC, in which "The Presbytery of Detroit, Inc. is the managing member.

**Significant accounting policies are as follows:**

The financial statements of the Presbytery have been prepared on the accrual basis of accounting. 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.

**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.



**THE PRESBYTERY OF DETROIT, INC.**  
 Notes to Consolidated Financial Statements  
 For the Years Ended December 31, 2015 and 2014

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**Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)**

**Functional Basis and Allocation** – Indirect cost have been allocated between the program and support services based on activity-based costing methods. Although the methods of allocation used are considered appropriate other methods could be used that would produce different amounts.

**Concentration of Credit Risk Arising From Deposit** – The Presbytery maintains cash balances with different banks. Accounts at each institution are insured by Federal Deposit Insurance Corporation (FDIC).

**Risks and Uncertainties** – The Presbytery invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that change in the values of investment securities may occur in the near term and those changes could materially affect the amounts reported in the consolidated statement of financial position.

**Notes Receivable, Other Receivables 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 Presbytery churches is \$3,032,148 and \$3,524,612 at December 31, 2015 and 2014. Of this amount \$2,923,269 for December 31, 2015 and \$3,288,020 for December 31, 2014 is due on Presbyterian Church (U.S.A.) 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 5 percent due at various maturity dates through 2037. The Notes receivable are reviewed periodically throughout the year and assessed for collectability. An allowance for doubtful accounts is set-up once a receivable collectability is in doubt. The allowance (shown net) is \$36,423 for the year ended December 31, 2015 and \$36,423 as of December 31, 2014.

These amounts also include 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 decrease in the Notes Receivable from 2014 to 2015 was from a member church which was sold and was reported as of December 31, 2014.

**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 paid by a reduction in trust principal only.

**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.

**Donated Property and Services** – The Presbytery records donated property at its estimated market value only. Additionally, the Presbytery members provided volunteer services in many activities of the entity. These volunteers have a significant impact on making the ministry effective. However, the values of those services are not reflected herein inasmuch as the amount of services provided is indeterminable.

**Principles of Consolidation** – The consolidated financial statements include the accounts of The Presbytery and "Howell Conference and Nature Center", and "Howell Nature Center, LLC" because The Presbytery has both control and an economic interest in the Howell. All significant intercompany accounts and transactions have been eliminated in consolidation. Unless otherwise noted, these consolidated entities are hereinafter referred to as "The Presbytery".

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Consolidated Financial Statements  
For the Years Ended December 31, 2015 and 2014

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**Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)**

**Subsequent Events** - The Presbytery management has evaluated events and transactions for potential recognition or disclosure through the date of the auditor's report August 31, 2016, which is the same date the financial statements were available to be issued. See Note 14 for Subsequent Event.

**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 \$13,728 and \$13,506 for the years ended December 31, 2015 and 2014. 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 represent non-salaried expenses used to run the day-to-day operation of the Presbytery office.

**Note 2 - Investment Loan Program**

At December 31, 2015 and 2014, the Presbytery has \$527,200 and \$525,900 in a money market fund with the Presbytery 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>2015</u>	<u>2014</u>
The fair market value of securities is as follows:		
Corporate stocks and bonds	\$ 9,887,821	\$15,747,983
U.S. government obligations	-	2,221,541
Mutual Funds	7,335,988	-
Money market securities	<u>286,429</u>	<u>510,263</u>
Total	<u>\$17,510,238</u>	<u>\$18,479,787</u>

Net investment income for the period consist of:

	<u>2015</u>	<u>2014</u>
Net realized and unrealized gains (losses) on investments	\$( 845,510)	\$ 750,910
Dividends and Interest	799,658	743,427
Investment fees	<u>( 71,877)</u>	<u>( 85,928)</u>
Net Investment Income (Loss)	<u>\$( 117,729)</u>	<u>\$ 1,408,409</u>

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Consolidated Financial Statements  
For the Years Ended December 31, 2015 and 2014

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**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 market 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 market 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, Mutual Funds and Money Market Securities. These investments are based upon quoted prices and determined to be Level 1's for the year ended December 31, 2015.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Corporate Stock and bonds	\$ 9,887,821	\$ -	\$ -	\$ 9,887,821
Mutual Funds	7,335,988	-	-	7,335,988
Money Market Securities	<u>286,429</u>	<u>-</u>	<u>-</u>	<u>286,429</u>
Totals	<u>\$17,510,238</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$17,510,238</u>

**Note 4 – Advertising Costs**

It is the policy of the Presbytery (Howell's) to expense advertising costs as incurred. Advertising costs for the ended December 31, 2015 was \$5,588.

**Note 5 – Property, Buildings, and Equipment**

Property, buildings, and equipment at December 31, 2015 and 2014 are comprised of the following:

	<u>2015</u>	<u>2014</u>
Camp	\$3,305,112	\$3,072,957
Less accumulated depreciation	<u>2,332,519</u>	<u>2,205,921</u>
Net carrying amount	<u>\$ 972,593</u>	<u>\$ 867,036</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.

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Consolidated Financial Statements  
For the Years Ending December 31, 2015 and 2014

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**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, 2015. This lease was renewed on September 1, 2015 for another thirty-six months, with options for renewal for two (2) extended terms of twelve (12) month's each. Rent expense, including costs of security, was \$42,047 for 2015 and \$40,501 for 2014. The Presbytery also leases photocopier equipment under an operating lease agreement expiring October, 2018, with monthly payments of \$1,795. The lease expense for the year ended December 31, 2015 amounted to \$63,593.

Future minimum lease payments required under all of the leases are as follows:

<u>Year Ending</u> <u>December 31,</u>	<u>Amount</u>
2016	\$ 64,520
2017	65,136
2018	64,021
2019	47,921
2020	<u>32,772</u>
Total	<u>\$ 274,370</u>

**Note 8 – Net Assets (Endowment Funds)**

As described in Notes 9 and 10, the Presbytery has temporarily and permanently restricted net assets. These funds are invested in a common account managed by Comerica Bank according to investment policies determined by the Presbytery (See Note 14, Subsequent Events). The primary objective of these policies is to outline the investment objective of the Presbytery so that a maximum total rate of return will be realized given a level of risk consistent with the preservation of capital and anticipated future cash flow requirements. This objective is accomplished utilizing a balanced strategy of equities, fixed income securities and cash equivalents in a mix which is conducive to participation in rising markets while allowing for adequate protection in falling markets. Certain investments commonly known as alternatives are generally not allowed in the portfolio.

All of the temporarily and permanently restricted net assets are restricted by the donor whereby only the income may be spent for the purpose stipulated by the donor. The principal of the permanently restricted fund may not be spent below its original amount. The Presbytery has also followed the guideline that the principal amount of the temporarily restricted fund may also not be spent below its original amount.

Expenditures from the funds are dictated by the donor for the stated purpose and amount. Amounts are determined based on the investment performance of the managed Comerica account.

A summary of the activity in the Comerica account for the years ended December 31, 2015 and 2014 is as follows:

	<u>2015</u>	<u>2014</u>
Account balance, beginning of the year	\$18,479,787	\$17,806,756
Contributions	11,715	19,153
Investment gain (loss)	( 289,240)	1,295,050
Distributions	( 613,982)	( 547,874)
Expenses	<u>( 78,042)</u>	<u>( 93,298)</u>
Account balance, end of year	<u>\$17,510,238</u>	<u>\$18,479,787</u>

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Consolidated Financial Statements  
For the Years Ending December 31, 2015 and 2014

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**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's 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, 2015 and 2014 reflects excess dollars paid out during this time period than collected. The excess represents a temporary timing difference.

	<u>2015</u>	<u>2014</u>
Ranney-Balch Fund	\$1,670,721	\$1,755,296
Howell Conference and Nature Center	-	44,039
Mission Fund	<u>( 53,907)</u>	<u>( 54,423)</u>
	<u>\$1,616,814</u>	<u>\$1,744,912</u>

**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>2015</u>	<u>2014</u>
McKay Fund - Provide funding for new Presbyterian churches and Missions within the city of Detroit	\$ 451,500	\$ 476,611
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 Churches	13,390,911	14,137,577
Connor Fund - Earnings used to support Fort Street Presbyterian Church	<u>582,670</u>	<u>614,956</u>
Total permanently restricted net assets	<u>\$14,425,081</u>	<u>\$15,229,144</u>

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Consolidated Financial Statements  
For the Years Ending December 31, 2015 and 2014

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**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>2015</u>	<u>2014</u>
Funds available to provide financial assistance to new and Established churches – Capital Fund	\$5,462,497	\$5,750,982
Funds designated for Presbytery projects	<u>135,936</u>	<u>154,541</u>
Total designated net assets	<u>\$5,598,433</u>	<u>\$5,905,523</u>

**Note 12 – Transfers**

The transfers represent revenue and expense transferred within the unrestricted net assets funds for 2015. These funds were transferred during the year because the Presbytery maintains only one operating checking account.

**Note 13 – Note Payable-The Huntington National Bank (Howell)**

Note payable with Huntington National Bank, is secured by a vehicle (Camp Van) and payable in 72 monthly installments of \$325, which includes principal and interest of 6.24% per annum.

The Maturities of the note are as follows:

Years ending December 31:	
2016	\$ 3,408
2017	3,627
2018	<u>1,598</u>
	<u>\$ 8,633</u>

**Note 14 – Subsequent Events**

On July 1, 2016 “Howell Nature Center, LLC” converted to a Non-profit membership corporation in which the “Presbytery of Detroit, Inc.” is the only member.

On July 25, 2016 “Howell Nature Center”, was approved for a line of credit with Comerica Bank with a \$250,000 limit. Interest is at a variable rate. The line of credit is secured by personal property (as defined in the Security Agreement), and guaranteed by “Presbytery of Detroit, Inc., a Michigan Non-Profit Corporation”.

The “Presbytery of Detroit, Inc.” adopted a New Investment Policy (T7) as of June 2016. The Trustees established a clear understanding of the values, philosophy and investment objective to be applied to the Investment Portfolio(s).

The “Presbytery of Detroit, Inc.” adopted a New Cash and Line of Credit Policy Statement (T-17) as of August 2016.

On May 25, 2016 the “Presbytery of Detroit, Inc.”, was approved for a line of credit with Comerica Bank with a \$500,000 limit. Interest is at a variable rate. The line of credit is secured by all assets referred to in the Security Agreement (excluding real property which is not a fixture).

**THE PRESBYTERY OF DETROIT, INC.**  
 Consolidated Notes to Financial Statements  
 For the Years Ended December 31, 2015 and 2014

**Note 15 - Unrestricted Expenses**

Unrestricted program and management and general expenses for the year were as follows:

	<u>2015</u>	<u>2014</u>
Program expenses:		
Howell Conference and Nature Center Operations	\$ 1,497,289	\$ 1,348,391
	1,498,648	1,454,141
Designated Funds:		
Committee on Local Arrangement (COLA)	-	100,979
Hand on Missions Project	25,156	14,957
Ecumenical Theological Seminary	2,550	-
Barnabas	4,100	-
Domestic Violence	-	9,756
Fort Street Open Door	15,260	26,585
Two Cents A Meal	2,250	7,400
Kenya Well	-	13,256
Clergy in Transit	3,620	-
Habitat for Humanity	-	5,916
New Transformation Worship PCUSA Grant	-	7,500
Presbyterian Village	3,928	-
Hunger Program	14,060	9,378
NCD Commuidad 4500 (Rent)	14,758	19,438
A Place of Refuge	1,500	-
Detroit Inbound Mission	2,320	6,234
Second Mile Center	56,700	22,922
Dexter/Chelsea NCD Grants Synod, PCUSA	46,509	54,322
Presbyterian Men	3,153	-
Other Expenses	<u>27,380</u>	<u>71,785</u>
Total Program Expenses	\$ <u>3,219,181</u>	\$ <u>3,172,960</u>
Management and general expenses:		
Trustees (Note 1)	\$ 629,932	\$ 650,162
COLA	-	82,253
Depreciation expense	126,024	110,179
Investment fees	<u>71,877</u>	<u>85,928</u>
Total Management and General Expenses	\$ <u>827,833</u>	\$ <u>928,522</u>
Fundraising Expense	\$ <u>14,749</u>	\$ <u>49,240</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, 2015

Church Name	Loans from General Assembly	Grant Mortgage (Deferred Payment) Loans	Presbyterian Investment Loan Program	Loans from Presbytery	Total
Ann Arbor, Calvary	\$ -	\$ 5,000	\$ -	\$ -	\$ 5,000
Ann Arbor, Calvary	-	9,000	-	-	9,000
Detroit, St John's	24,549	-	-	-	24,549
Dearborn, Cherry Hill	-	28,940	-	-	28,940
Dearborn, Littlefield	-	17,083	-	-	17,083
Churches of Detroit					
Broadstreet	-	20,000	-	8,910	28,910
Calvin East	-	29,050	-	-	29,050
Grandale	-	20,000	-	-	20,000
Outer Drive	-	21,664	-	-	21,664
Trinity Community	-	-	-	1,245	1,245
Eunmenical Center & International Residence	-	53,787	-	-	53,787
Farmington, First Presbyterian	-	-	582,698	-	582,698
Drayton Plains, Community	-	28,688	-	-	28,688
Howell, First Presbyterian	-	-	399,147	-	399,147
Livonia, St. Pauls	-	10,000	-	-	10,000
New Life Presbyterian	-	-	-	1,841	1,841
Northville, First Presbyterian	-	-	1,119,320	-	1,119,320
Novi, Faith Community	-	-	287,231	-	287,231
Pontiac, Joslyn Ave.	-	22,175	-	-	22,175
Redford, Village	-	11,418	-	-	11,418
Rochester University	-	-	320,855	-	320,855
Sterling Heights, Utica	29,744	-	-	-	29,744
Sterling Heights, Utica	42,589	-	-	-	42,589
<b>Total Loans - Churches</b>	<b>\$ 96,882</b>	<b>\$ 276,805</b>	<b>\$ 2,709,251</b>	<b>\$ 11,996</b>	<b>\$ 3,094,934</b>



CHURCHES	ALL
Ministers	Effective Date
ALLEN PARK	
JAMES FAILE	
MICHELLE JAMES	
ANN ARBOR, CALVARY	
KEITH CORNFIELD	
ANN ARBOR, FIRST	
FAIRFAX FAIR	1/1/2016
JOHN SANDERFORD	
JAMES MONNETT	8/1/2008
MELISSA ANNE ROGERS	
ANN ARBOR, NORTHSIDE	
BROOKE PICKRELL	1/31/2016
ANN ARBOR, WESTMINSTER	
JUDY SHIPMAN	
AUBURN HILLS	
PAMELA HUTCHENS	
BELLEVILLE	
HEIDI CHURCH	
BERKLEY, GREENFIELD	
PETER MOORE	
BEVERLY HLS, NORTHBROOK	
MARJORIE WILHELMI	
VACANT	
BIRMINGHAM, FIRST	
JOHN JUDSON	1/1/2015
AMY MORGAN	2/4/2007
JOANNE BLAIR	1/24/2016
BLMFLD HILLS, KIRK	
ROBERT SHELDON	12/1/2015
TROY HAUSER-BRYDON	1/1/2016
WILLIAM ADAMS III	
JESSICA HAUSER-BRYDON	7/1/2016
BRIGHTON, FIRST	
SCOTT PHILLIPS	
CANTON, GENEVA	
BRYAN SMITH	1/31/2016
CLARKSTON, SASHABAW	
LAURA SIAS-LEE	
DEARBORN, CHERRY HILL	

		DETAILED LIST OF														SUMMARY OF ITEMS				
CHURCHES	Membersh ip	ITEMS INCLUDED IN THE STANDARD CALL														INCLUDED IN THE STANDARD C				
		BASIC COMPENSATION					BASIC BENEFITS			PROFESSIONAL EXPENSES					OTHER ITEMS		SUB TOTALS			
Ministers	Position	Cash Salary	Housing & Utility Allow	Use of Manse	Medical Ded./All ow.	Flex. Benefits (Desc)	Flex. Benefits (Amt)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Tr avel Allow.	Cont. Ed.	Business Exp	Other (Desc)	Other (Amt)	Vac	Study Leave	Basic Comp.	Basic Benefits	Pro. Expenses	GRAND TOTAL (package)
MARK PHILLIPS	PASTOR	\$32,000	\$20,000	\$0	\$520		\$0	\$18,720	\$3,978	\$0	\$1,000	\$1,500		\$0	N/A	N/A	\$52,520	\$22,698	\$2,500	\$77,718

Terms of Call 2016  
Presbytery of Detroit

CHURCHES	ALL
Ministers	Effective Date
MARK PHILLIPS	1/30/2016

		DETAILED LIST OF														SUMMARY OF ITEMS				
CHURCHES	Membersh ip	ITEMS INCLUDED IN THE STANDARD CALL														INCLUDED IN THE STANDARD C				
		BASIC COMPENSATION						BASIC BENEFITS		PROFESSIONAL EXPENSES					OTHER ITEMS		SUB TOTALS			
Ministers	Position	Cash Salary	Housing & Utility Allow	Use of Manse	Medical Ded./All ow.	Flex. Benefits (Desc)	Flex. Benefits (Amt)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Tr avel Allow.	Cont. Ed.	Business Exp	Other (Desc)	Other (Amt)	Vac	Study Leave	Basic Comp.	Basic Benefits	Pro. Expenses	GRAND TOTAL (package)
DEARBORN, FIRST	393																			
CHRISTOPHER THOMAS	PASTOR																			
MICHAEL HOFFMAN	PT CRE																			
VACANT	ASSOC																			
DEARBORN, LITTLEFIELD	59																			
FRANCES HAYES	PASTOR	\$34,038	\$26,743			Roth IRA	\$1,200	\$23,553	\$4,742	\$1,500	\$1,000	\$0		\$0	28 DAYS	14 DAYS	\$61,981	\$28,295	\$2,500	\$92,776
DBN HGTS, ST ANDREW'S	82																			
CLOSED	PASTOR																			
DETROIT, BROADSTREET	71																			
VACANT																				
DETROIT, CALVARY	188																			
KEVIN JOHNSON	PASTOR	\$56,797	\$6,000	\$0	\$1,159	DEF. COMP	\$2,400	\$26,180	\$5,062	\$0	\$0	\$0		\$0			\$66,356	\$31,242	\$0	\$97,598
DETROIT, CALVIN EAST	54																			
VACANT																				
DETROIT, FORT STREET	227																			
ROBERT AGNEW	TEMP ST SUPPLY	\$35,000	\$0	\$0	\$0	DEF. COMP	\$27,000	\$16,310	\$2,680	\$3,300	\$5,210	\$3,000		\$10,000			\$62,000	\$18,990	\$21,510	\$102,500
DETROIT, GRATIOT AVE.	41																			
VACANT	PASTOR																			
DETROIT, HOPE	70																			
CHARON BARCONY	1/4 TIME CRE																			
DETROIT, JEFFERSON AVE	419																			
KEN KAIBEL	INT PASTOR	\$30,500	\$24,000	\$0	\$0	LIFE INS	\$24,000	\$0	\$0	\$0	\$0	\$5,000	403B Empl oyer	\$10,000	7 DAYS	7 DAYS	\$78,500	\$0	\$15,000	\$93,500
DETROIT, ST. JOHN'S	80																			
VACANT	PASTOR																			
DETROIT, TRINITY	88																			
RAPHAEL FRANCIS	PT STATED																			
DETROIT, TRUMBULL AVE	36																			
LINDA SINGLEY	PT CRE	\$7,800	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0		\$0	N/A	N/A	\$7,800	\$0	\$0	\$7,800
DETROIT, WESTMINSTER	296																			
MARY AUSTIN	PASTOR	\$20,000	\$36,000	\$0	\$1,000		\$0	\$22,368	\$4,284	\$0	\$0	\$4,500	Bonus	\$7,500	5 WKS	2 WKS	\$57,000	\$26,652	\$12,000	\$95,652
FARMINGTON, FIRST	390																			
KEITH PROVOST	3/4 TEMP SUPPLY	\$31,000	\$13,000	\$0	\$0		\$9,634	\$0	\$3,366	\$0	\$1,000	\$2,000		\$0			\$53,634	\$3,366	\$3,000	\$60,000
FERNDAL, DRAYTON AVE	91																			
J. SCOTT MILLER	PASTOR	\$29,536	\$36,700	\$0	\$0		\$0	\$26,366	\$5,526	\$3,500	\$1,300	\$0		\$0	28 DAYS	14 DAYS	\$66,236	\$31,892	\$4,800	\$102,928
FORT GRATIOT, LAKESHORE	71																			
BILL DAVIS	1/4 STATED SUPPLY	\$0	\$9,750	\$0	\$0		\$2,250	\$0	\$0	\$2,000	\$500	\$500		\$0	28 DAYS	14 DAYS	\$12,000	\$0	\$3,000	\$15,000
GARDEN CITY	137																			
RUTHANNE BOURLIER	TEMP SUPPLY	\$14,000	\$30,000	\$0	\$0		\$0	\$17,692	\$3,366	\$0	\$800	\$4,942		\$0	4 WKS	2 WKS	\$44,000	\$21,058	\$5,742	\$70,800
GROSSE ILE	454																			
PHILIP REED	PASTOR	\$32,000	\$29,056	\$0	\$0		\$13,500	\$29,056	\$6,600	\$1,000	\$0	\$644		\$0	4 WKS	2 WKS	\$74,556	\$35,656	\$1,644	\$111,856

Terms of Call 2016  
Presbytery of Detroit

CHURCHES	ALL
Ministers	Effective Date
DEARBORN, FIRST	
CHRISTOPHER THOMAS	
MICHAEL HOFFMAN	
VACANT	
DEARBORN, LITTLEFIELD	
FRANCES HAYES	1/1/2016
DBN HGTS, ST ANDREW'S	
CLOSED	
DETROIT, BROADSTREET	
VACANT	
DETROIT, CALVARY	
KEVIN JOHNSON	1/1/2016
DETROIT, CALVIN EAST	
VACANT	
DETROIT, FORT STREET	
ROBERT AGNEW	6/8/2016
DETROIT, GRATIOT AVE.	
VACANT	
DETROIT, HOPE	
CHARON BARCONY	
DETROIT, JEFFERSON AVE	
KEN KAIBEL	9/1/2016
DETROIT, ST. JOHN'S	
VACANT	
DETROIT, TRINITY	
RAPHAEL FRANCIS	
DETROIT, TRUMBULL AVE	
LINDA SINGLEY	4/14/2016
DETROIT, WESTMINSTER	
MARY AUSTIN	1/1/2014
FARMINGTON, FIRST	
KEITH PROVOST	4/20/2016
FERNDALE, DRAYTON AVE	
J. SCOTT MILLER	2/1/2016
FORT GRATIOT, LAKESHORE	
BILL DAVIS	1/1/2016
GARDEN CITY	
RUTHANNE BOURLIER	5/19/2016
GROSSE ILE	
PHILIP REED	1/1/2016





Terms of Call 2016  
Presbytery of Detroit

CHURCHES	ALL
Ministers	Effective Date
VACANT	



CHURCHES	ALL
Ministers	Effective Date
GROSSE PTE, MEMORIAL	
PETER HENRY	
SARAH GODBEHERE	1/1/2016
GROSSE POINTE, WOODS	
EDWARD DUNN	4/1/2016
VACANT	
HIGHLAND PARK, PARK UNITED	
VACANT	
HOWELL, FIRST	
JUDITH McMILLIAN	
LINCOLN PARK	
KARA HILDEBRANDT	1/1/2016
LIVONIA, ROSEDALE GDNS	
ANNE SCHAEFER	
KELLIE WHITLOCK	
LIVONIA, ST. PAUL'S	
PAUL STUNKEL	3/25/2012
LIVONIA, ST. TIMOTHY	
JOEL PUNTINGAM	2/24/2016
MILAN, PEOPLES	
RICHARD GRIFFITH (UMC)	
MILFORD	
BRYANT M. ANDERSON	
MT CLEMENS, FIRST	
PEGGY CASTEEL	1/1/2016
DAN HEATON	
NORTHVILLE, FIRST	
ROBERT ALLEN	6/21/2016
EMMA L. OUELLETTE	6/21/2016
NOVI, FAITH COMMUNITY	
RICHARD J. HENDERSON	1/1/2016
ORCHARD LK, COMMUNITY	
PAUL THWAITE	1/24/2016
SARAH LINN	1/24/2016
PLYMOUTH, FIRST	
JAMES SKIMINS	1/24/2016
EMILY CAMPBELL	1/24/2016
VACANT	

		DETAILED LIST OF														SUMMARY OF ITEMS					
CHURCHES		Membersh ip	ITEMS INCLUDED IN THE STANDARD CALL														INCLUDED IN THE STANDARD C				
			BASIC COMPENSATION					BASIC BENEFITS		PROFESSIONAL EXPENSES					OTHER ITEMS		SUB TOTALS				
Ministers	Position	Cash Salary	Housing & Utility Allow	Use of Manse	Medical Ded./All ow.	Flex. Benefits (Desc)	Flex. Benefits (Amt)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allow.	Cont. Ed.	Business Exp	Other (Desc)	Other (Amt)	Vac	Study Leave	Basic Comp.	Basic Benefits	Pro. Expenses	GRAND TOTAL (package)	
PONTIAC, FIRST	164																				
LAURA KELSEY	PASTOR	\$35,000	\$15,000	\$0	\$0		\$0	\$6,750	\$3,825	\$0	\$1,000	\$1,500		\$0	14 DAYS	14 DAYS	\$50,000	\$10,575	\$2,500	\$63,075	
PONTIAC, JOSLYN AVE	21																				
VACANT	PASTOR																				
PORT HURON, FIRST	404																				
JASON PITTMAN	PASTOR	\$43,027	\$20,554	\$0	\$1,272		\$0	\$23,671	\$4,961	\$0	\$2,000	\$1,000		\$0	28 DAYS	14 DAYS	\$64,853	\$28,632	\$3,000	\$96,485	
REDFORD, ST. JAMES	70																				
PAUL BOSQUETTE	PASTOR	\$39,640	\$15,000	\$0	\$1,000		\$0	\$24,700	\$3,000	\$0	\$0	\$0		\$0	4 WKS	2 WKS	\$55,640	\$27,700	\$0	\$83,340	
ROCHESTER, UNIVERSITY	605																				
GEORGE PORTICE	PASTOR																				
JOANNA DUNN	ASSOC	\$28,294	\$2,600	\$0	\$0		\$1,387	\$20,684	\$4,154	\$0	\$1,224	\$2,257		\$0			\$55,681	\$24,837	\$3,481	\$83,999	
ROSEVILLE, ERIN	68																				
NANCY BASS	PT CRE																				
ROYAL OAK, FIRST	646																				
W. KENT CLISE	INT. PASTOR	\$89,428	\$0	\$0	\$0		\$0	\$0	\$6,841	\$0	\$0	\$3,000		\$0			\$89,428	\$6,841	\$3,000	\$99,269	
PAMELA MEILANDS	ASSOC	\$27,540	\$19,380	\$0	\$913		\$0	\$5,740	\$3,586	\$0	\$1,200	\$1,500		\$0	20 DAYS	10 DAYS	\$47,833	\$9,326	\$2,700	\$59,859	
ROYAL OAK, STARR	75																				
MARIANNE GRANO	PT PASTOR																				
ST CLAIR SHORES, HERITAGE	69																				
KENNETH BOLT	3/4 TIME PASTOR	\$15,327	\$14,000	\$0	\$0		\$0	\$3,959	\$2,244	\$1,500	\$1,000	\$1,200		\$0	42 DAYS	14 DAYS	\$29,327	\$6,203	\$3,700	\$39,230	
ST CLAIR SHORES, LAKE SHORE	345																				
ADAM GORSCH	PASTOR	\$40,055	\$24,970	\$0	\$1,270	DEF. COMP	\$1,657	\$16,242	\$5,072	\$4,000	\$1,500			\$0	20 DAYS	15 DAYS	\$67,952	\$30,229	\$5,500	\$103,681	
SALINE	285																				
JACO BESTER	PASTOR																				
SHELBY, ST THOMAS	412																				
JAIME KLINGER	PT CO-PASTOR	\$31,847	\$10,159		\$1,400			\$21,318		\$2,068	\$1,500	\$600		\$0	4 WKS	2 WKS	\$43,406	\$21,318	\$4,168	\$68,892	
JAMES PORTER	CO-PASTOR	\$42,915	\$22,438		\$2,000			\$29,203		\$1,575	\$2,000	\$2,000		\$0	4 WKS	2 WKS	\$67,353	\$29,203	\$5,575	\$102,131	
SOUTHFIELD, NEW HOPE	72																				
KAREN STUNKEL	INT. PASTOR	\$37,920	\$22,080	\$0	\$0		\$0	\$13,800	\$2,533	\$5,000	\$1,200	\$1,000		\$0			\$60,000	\$16,333	\$7,200	\$83,533	
SOUTHFIELD, KOREAN	914																				
SEUNG WON YU	PASTOR																				
GWANG JU	ASSOC	\$28,091	\$28,091	\$0	\$0		\$0	\$4,291	\$4,462	\$7,500	\$1,000	\$0		\$3,000			\$56,182	\$29,186	\$11,500	\$96,868	
ESTHER LEE	ASSOC	\$27,591	\$27,591	\$0	\$0		\$0	\$12,692		\$4,800	\$1,000	\$0		\$2,400			\$55,182	\$21,557	\$8,200	\$84,939	
SUNG JOON MOON	ASSIST																				
MIN SOON KIM	ASSIST																				
SOUTHFIELD, COVENANT	82																				
THOMAS JAMES	PASTOR																				
SOUTH LYON	131																				
MICHAEL HORLOCKER	PASTOR	\$31,500	\$0	\$13,500	\$0		\$0	\$16,387	\$3,328	\$1,025	\$2,900	\$0		\$460	5 WKS	4 WKS	\$45,000	\$19,715	\$4,385	\$69,100	

CHURCHES	ALL	
Ministers	Effective Date	
PONTIAC, FIRST		
LAURA KELSEY	2/14/2015	
PONTIAC, JOSLYN AVE		
VACANT		
PORT HURON, FIRST		
JASON PITTMAN	1/24/2016	
REDFORD, ST. JAMES		
PAUL BOSQUETTE	1/1/2016	
ROCHESTER, UNIVERSITY		
GEORGE PORTICE		
JOANNA DUNN		
ROSEVILLE, ERIN		
NANCY BASS		
ROYAL OAK, FIRST		
W. KENT CLISE		
PAMELA MEILANDS	9/27/2015	
ROYAL OAK, STARR		
MARIANNE GRANO		
ST CLAIR SHORES, HERITAGE		
KENNETH BOLT	1/1/2016	
ST CLAIR SHORES, LAKE SHORE		
ADAM GORSCH	1/1/2016	
SALINE		
JACO BESTER		
SHELBY, ST THOMAS		
JAIME KLINGER	1/1/2016	
JAMES PORTER	1/1/2016	
SOUTHFIELD, NEW HOPE		
KAREN STUNKEL	10/22/2015	
SOUTHFIELD, KOREAN		
SEUNG WON YU		
GWANG JU	11/16/2014	
ESTHER LEE	2/21/2016	
SUNG JOON MOON		
MIN SOON KIM		
SOUTHFIELD, COVENANT		
THOMAS JAMES		
SOUTH LYON		
MICHAEL HORLOCKER	1/24/2016	

		DETAILED LIST OF														SUMMARY OF ITEMS					
CHURCHES	Membersh ip	ITEMS INCLUDED IN THE STANDARD CALL														INCLUDED IN THE STANDARD C					
		BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES					OTHER ITEMS		SUB TOTALS			
Ministers	Position	Cash Salary	Housing & Utility Allow	Use of Manse	Medical Ded./All ow.	Flex. Benefits (Desc)	Flex. Benefits (Amt)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Tr avel Allow.	Cont. Ed.	Business Exp	Other (Desc)	Other (Amt)	Vac	Study Leave	Basic Comp.	Basic Benefits	Pro. Expenses	GRAND TOTAL (package)	
STERLING HGTS, NEW LIFE	204																				
JILL MILLS	TEMP. SUPPLY																				
TAYLOR, SOUTHMINSTER	130																				
CLINT COZIER	PASTOR	\$26,000	\$15,000	\$0	\$1,000		\$3,483	\$16,601	\$3,403	\$1,400	\$1,200	\$2,000		\$0	5 WKS	N/A	\$45,483	\$20,004	\$4,600	\$70,087	
TROY, FIRST	96																				
ANN ROBERTSON	CO INT PASTOR																				
WILLIAM ROBERTSON	CO INT PASTOR																				
TROY, KOREAN FIRST	31																				
SEUNG CHOI	PT PULPIT SUPLY																				
TROY, NORTHMINSTER	121																				
CHARLOTTE SOMMERS	PASTOR	\$34,381	\$28,560	\$0	\$0		\$0	\$22,030	\$4,816	\$3,000	\$1,500	\$0		\$0	31 DAYS	21 DAYS	\$62,941	\$27,321	\$4,500	\$94,762	
WALLED LAKE, CROSSROADS	68																				
JOHN PAVELKO	PT PASTOR																				
WARREN, CELTIC CROSS	129																				
MATTHEW MEANS	PASTOR	\$27,217	\$26,000	\$0	\$0		\$9,100	\$14,333	\$4,767	\$1,000	\$0	\$400		\$0	28 DAYS	14 DAYS	\$62,317	\$19,100	\$1,400	\$82,817	
WARREN, FIRST	139																				
JULIE DELZENNE	PASTOR	\$29,035	\$17,000	\$0	\$921		\$0	\$11,279	\$3,522	\$500	\$1,000	\$1,000		\$0			\$46,956	\$21,486	\$2,500	\$70,942	
WATERFORD, COMMUNITY	210																				
THOMAS HARTLEY	PASTOR	\$27,448	\$25,200	\$0	\$0		\$0	\$21,427	\$3,864	\$0	\$0	\$0		\$0			\$52,648	\$25,291	\$0	\$77,939	
WESTLAND, KIRK/SAVIOR	66																				
MICHAEL BECKMAN	PASTOR																				
WHITE LAKE	90																				
ISAAC CHUNG	PASTOR	\$19,000	\$25,000	\$0	\$0		\$0	\$16,060	\$3,366	\$2,400	\$2,400	\$2,466		\$0	28 DAYS	23 DAYS	\$44,000	\$19,426	\$7,266	\$70,692	
WYANDOTTE, FIRST	92																				
BARBARA McRAE	INT. 1/2 TIME PASTOR																				
YPSILANTI, FIRST	214																				
KEITH GEISELMAN	PASTOR	\$10,000	\$34,967	n/a	\$0	Life Ins	\$5,000	\$10,342	\$3,440	\$2,500	\$1,200	\$4,000		\$0	5 WKS	2 WKS	\$49,967	\$29,745	\$7,700	\$87,412	

CHURCHES		ALL
Ministers	Effective Date	
STERLING HGTS, NEW LIFE		
JILL MILLS		
TAYLOR, SOUTHMINSTER		
CLINT COZIER	1/31/2016	
TROY, FIRST		
ANN ROBERTSON		
WILLIAM ROBERTSON		
TROY, KOREAN FIRST		
SEUNG CHOI		
TROY, NORTHMINSTER		
CHARLOTTE SOMMERS		
WALLED LAKE, CROSSROADS		
JOHN PAVELKO		
WARREN, CELTIC CROSS		
MATTHEW MEANS	1/17/2016	
WARREN, FIRST		
JULIE DELZENNE		
WATERFORD, COMMUNITY		
THOMAS HARTLEY	1/1/2016	
WESTLAND, KIRK/SAVIOR		
MICHAEL BECKMAN		
WHITE LAKE		
ISAAC CHUNG	1/1/2016	
WYANDOTTE, FIRST		
BARBARA McRAE		
YPSILANTI, FIRST		
KEITH GEISELMAN	1/1/2016	

## 2016 Non-Reporting Churches and Pastors

It is the policy of Detroit Presbytery, that annually the salary packages of all pastors and CRE's will be recorded in the minutes of the Presbytery. This is for the protection of clergy and congregations should there ever be a dispute about the pastor's compensation. The following have failed to make a timely report this year:

Allen Park:	Michelle James
Ann Arbor, Calvary:	Keith Cornfield
Ann Arbor, First:	John Sanderford
Ann Arbor, Westminster:	Judy Shipman
Auburn Hills:	Pamela Hutchens
Belleville:	Heidi Church
Berkley, Greenfield:	Peter Moore
Bloomfield Hills, Kirk In The Hills:	William Adams III
Brighton, First:	Scott Phillips
Clarkston, Sashabaw:	Laura Sias-Lee
Dearborn, First:	Christopher Thomas, Michael Hoffman
Detroit, Hope:	Charon Barcony
Detroit, Trinity:	Raphael Francis
Livonia, Rosedale Gardens:	Anne Schaefer, Kellie Whitlock
Milan, Peoples:	Richard Griffith (UMC)
Mt Clemens, First:	Dan Heaton
Rochester, University:	George Portice
Roseville, Erin:	Nancy Bass
Royal Oak, Starr:	Marianne Grano
Saline:	Jaco Bester
Southfield, KPCMD:	Seung Won Yu; Sung Joon Moon; Min Soon Kim
Southfield, Covenant:	Thomas James
Sterling Heights, New Life:	Jill Mills
Troy, First:	Ann Robertson; William Robertson
Troy, Korean First:	Seung Choi
Walled Lake, Crossroads:	John Pavelko
Westland, Kirk of Our Savior:	Michael Beckman
Wyandotte, First:	Barbara McRae



## Domestic Refugee Grant Partnership

**NOTE:** The following application is to be submitted to the PDA Catalyst for Refugees and Asylum, Susan Krehbiel, [susan.krehbiel@pcusa.org](mailto:susan.krehbiel@pcusa.org). It is to be accompanied by a proposal signed by someone with the authority to request funds for the program and e-mailed. If a grant is awarded, Grantee is expected to agree with the terms and guidelines. I understand that a request for funds implies that PDA may send a national response volunteer team, at our expense, to assess the needs of the community. “How PDA Funds are Used” and reporting guidelines documents are attached and located on the PDA website. Please copy all requests to [beth.snyder@pcusa.org](mailto:beth.snyder@pcusa.org).

**Please fill out all information in the request unless specified.**

<b>1. General Information</b>	
Date of request	September 5, 2016
Type of grant	Special Program Grant
Total amount requested	\$20,000
This amount is ___% of the total cost of this program.	Fifteen (15) percent.

<b>2. Point of Contact Information</b>	
Grant Contact	
Name	Kevin J. Piecuch
Title	Executive Director
Address (street/city/state/zip)	174 Ridge Rd. Grosse Pointe Farms, MI 48236
Phone(s)	248-752-6610 (cell); 313-881-2903 (office)
Email	<a href="mailto:kevin@detimmigrantcenter.com">kevin@detimmigrantcenter.com</a>

<b>3. General Program Information</b>	
Name and description of program	<p><b>Communication and Information Tools Project</b></p> <p>This effort will help the Southwest Detroit Immigrant and Refugee Center (SWIRC) create communication tools to sustain and fund refugee assistance programming and to connect SWIRC with its constituents. Current efforts to assist asylum seekers at Detroit’s Immigration Court cannot continue on a long-term basis without identifying on-going funding sources and communicating with supporters. This grant will provide supports that will</p>

	allow SWIRC to create a sustainable organization. Also, as our client base expands, SWIRC must obtain scheduling and data storage capabilities to better manage the ministry.
Communities and geographic area to be served by the proposed program	SWIRC clients live primarily in the Southwest Detroit neighborhood. Some clients also are incarcerated in prisons in Monroe, Battle Creek, Milan, Port Huron, and Sault Sainte Marie, Michigan.
Program description / title	<b>SWIRC Communication and Information Tools Project</b>
Program start date	July 1, 2016
Program end date	December 31, 2016
Purpose/Expected outcome of program	<p>Create resources and underwrite efforts to create a communication program that will sustain the ongoing work of SWIRC. Our legal representation of asylum seekers and others in removal proceedings at Detroit's Immigration Court is possible thanks to a small group of supporters who donate time, money and services. A sustained effort to identify and communicate with additional funding sources through the creation of interpretation resources and face-to-face meetings involving the SWIRC executive director, staff, and its Board of Directors, and charging limited fees for legal services provided for non-immigration purposes, will expand our ability to provide free legal services to immigrants and refugees.</p> <p>Second, as our client base grows, SWIRC must obtain scheduling and data storage tools to manage critical and confidential information.</p>
Does this program receive additional funding from other organizations? (If yes, list name(s) of organizations.	SWIRC's financial partners include the Ford Fund, the Ranney Balch Fund, Drake & McCormick, PLLC and the DTE Energy Foundation, individual churches, and private donors. SWIRC's outreach to refugees has been approved as an Extra Commitment Opportunity of the Presbytery of Detroit for 2016. Virtually all funds received have directly supported services to clients. In 2015 SWIRC received a Special Program Grant from the Presbyterian Disaster Assistance Program.

#### **4. Program Summary**

*Briefly describe the activity for which the organization is seeking funds. The summary should elaborate on details from Section 3 (General Program Information). The summary should also include any additional information such as, overall objective of program and expected results. Also include a draft of the timeline of the program.*

Detroit is the largest U.S. city that sits on an international border and houses one the busiest U.S. Immigration Courts. This year more than 1,100 deportation cases have been added to the Detroit docket (through July 31). Of these cases, 795 of the petitioners are detained. Most of the petitioners (76 percent) face no criminal charges beyond lacking a visa. Also, nearly 80 percent come from four countries: Mexico, El Salvador, Honduras and Guatemala. For many asylum seekers, hope for future freedom in the U.S. is tempered by current hardships. While criminal detainees are quickly deported, those in Detroit with viable asylum claims must wait their day in court either in prison—which can take up to a year—or released without employment authorization documents, public assistance, or decent housing. Non-detained asylum seekers must fend for themselves.

For those with viable asylum claims, legal representation is difficult to find in Detroit. Private attorneys charge between \$6,000 and \$20,000 a case, far beyond what most petitioners can afford. SWIRC is the only organization locally that provides free legal services to incarcerated asylum seekers. For the 795

asylum seekers currently detained in Michigan jails, we stand alone. SWIRC is good at what we do. This year, only one (out of 21) clients we represent has been deported. For many petitioners, SWIRC legal representation is all that stands between life in the U.S. and near certain death in the country they fled.

Our clients come from Bangladesh, Mexico, Ecuador, Somalia, Ghana, Nigeria, Guatemala, Honduras, Togo, and El Salvador. Last year's grant from the PDA allowed our case load to expand. However, for our work to continue, SWIRC must find ways to extend and expand our resources. That's where PDA monies can help us in 2016.

The refugee crisis involving persons from sub-Saharan Africa, Mexico and Central America is largely unnoticed in Southeast Michigan. While resettlement efforts here involving Syrians receive attention, the fact that in 2016 more refugees from Mexico and Central America arrived in Detroit is unknown. And, while Syrians enjoy significant financial support, the Mexicans and Central Americans often arrive with little more than the clothes on their backs.

When SWIRC talks about these "invisible" refugees to the greater Southeast Michigan community, we find interested listeners often willing to offer support. However, this is a story very few voices are telling—and we need tools to reach a wider audience. With flyers, banners, displays and staff resources paid for by a 2016 grant for the PDA, SWIRC can set up information tables at churches, faith-based gatherings, and other events. Right now, SWIRC's executive director is the sole interpreter as well as SWIRC's primary legal counsel. To raise consistent, sustainable funding, he must spend more time interpreting SWIRC's mission to others while staff and volunteers focus on providing the legal services. PDA monies can help us achieve that in 2016.

At the same time, SWIRC's high quality legal services have gained the attention of Detroit's immigrant community—who are now asking our attorneys for additional legal services. To sustain our ministry, the SWIRC Board of Directors approved providing certain legal services to persons who can afford to pay a modest fee. These services are not immigration related, and usually involve traffic offenses, housing issues, civil litigation, and family and probate matters. A test of this new, "extended services" program has raised \$2,000 for SWIRC since June 1. Through fees charged to selected clients, SWIRC will gain resources to sustain our Free Legal Clinic and refugee assistance program. To promote these additional services, however, SWIRC needs printed materials in multiple languages as well as scheduling and data storage software that will be used by the Free Legal Clinic and the refugee assistance program as well.

Since its inception in 2014, virtually all funds raised by SWIRC have been used to provide direct services to clients. The organization has benefitted from obtaining free office space, donated labor, and word-of-mouth promotion. Other than spending \$750 to create a website, SWIRC has spent nothing on communication materials. We have no flyers, banners, business cards, or displays. We've relied totally on the generosity of funders who have heard our story directly and supported our efforts. Further, we have no scheduling tools or a formal database to store information. Our files are organized in cardboard boxes! As we reach a wider audience, we must initiate a computer scheduling system and data storage program.

We ask the PDA to consider making a second grant to SWIRC to help us become a truly sustainable ministry through an expanded communication program and help us upgrade our scheduling and data storage capabilities. Your grant will help us design and print promotional flyers in four languages (English, Spanish, Arabic and Bengali), update and improve our website, design and create displays that can be used at public gatherings and interpretation events where immigrant and refugee issues will be discussed. In the next two months, SWIRC has been invited to talk about refugee housing at the Welcoming Michigan gathering in Lansing, Michigan, and at the Community Housing Forum in Southwest Detroit as well as several church groups. The executive director can participate in these and additional events as long as staff is available to cover the legal work.

SWIRC is also sponsoring a “Run for Refugees” team at the Detroit Marathon on October 8, 2016. This event is a tremendous opportunity to raise awareness about refugees who are literally running for their lives from Africa, Mexico and Central America.

## 5. Program Details

*Give an assessment of the conditions on the ground (scope and number being served, etc.). This includes the geographic areas being addressed by this proposal and in which the program is taking place in some detail.*

Since SWIRC applied for a grant from PDA last year, the number of free/low-cost legal services for asylum seekers in the Detroit area dropped by one. Justice for our Neighbors (UMC supported) stopped taking new cases of incarcerated aliens, leaving the Southwest Detroit Immigrant and Refugee Center as the only legal assistance program in Southeast Michigan visiting and representing incarcerated aliens. JFON and nuns from the Sisters of Mercy continue to visit imprisoned aliens and provide SWIRC monthly referrals of new potential clients. Unfortunately, while all prisoners tell heartbreaking stories of abuse and violence, SWIRC’s resources are limited. This year SWIRC has turned down 15 potential clients interviewed at the Monroe County Jail because it lacked resources to carry forward their cases.

While SWIRC stands alone in representing incarcerated aliens, a handful of organizations offer free legal services to non-incarcerated asylum seekers. Currently Freedom House in Detroit represents 30 “affirmative” asylum applicants (those not in removal proceedings). Other organizations locally who represent asylum seekers include the International Institute, Wayne State University Immigration Law Clinic, JFON, ACCESS and La Sed. However, for incarcerated aliens, SWIRC is the only legal services provider. All others behind bars must either hire a private attorney or represent themselves. Not surprisingly, most go it alone.

*Who are the expected beneficiaries of the proposed program? Please explain the process for beneficiaries to raise concerns/complaints to the organization regarding the proposed program.*

With funds provided by the PDA this year, SWIRC will create tools that will help us secure financial resources so that we can serve imprisoned aliens seeking relief in Detroit’s Immigration Court. Funds also will support SWIRC’s Free Legal Clinic in Southwest Detroit where everyone is served . . . but no one is charged. All legal clients will be helped with new scheduling and data storage software—which is crucial to support our continued growth.

If the beneficiaries are unhappy with the services they receive from SWIRC, they are free to complain to us—and even ask us to withdraw as their legal counsel. They may also inform the Immigration Court Judge or a representative from Immigration and Customs Enforcement (ICE) their concerns/complaints regarding our services. They are also encouraged to give feedback to the management at the Ford Resource and Engagement Center who provides us free office space.

*Provide a list of who has been/will be invited to participate in this program. Explain what each one will contribute to the program.*

Current Participants:

Kevin Piecuch, Esq.--legal director of SWIRC. Determines which cases to accept, supervises, reviews every asylum application. He serves as lead counsel during most Immigration Court proceedings; Rebecca Robichaud, Esq.—volunteer attorney. Rebecca brings SWIRC more than 10 year’s experience representing asylum seekers at Freedom House, in private practice, and through the Wayne State University Law School Immigration Law Clinic. She primarily has been responsible for reviewing and compiling evidence to support asylum petitions. With a success rate of more than 80% in the applications she prepares, her experience is crucial to our effective representation of refugees. She has recently returned to work after an extended maternity leave.

Josh Hadley, Esq.—volunteer attorney. Josh passed the Michigan bar last year and has been an important contributor to SWIRC. He has sat “second chair” at a number of hearings, and has represented clients in non-immigration legal settings. He is available to provide services to clients on non-immigration matters through the Extended Services program.

Alexis Cobau—volunteer legal assistant. This second-year student at Wayne State University Law School helps perform intakes with potential clients and she “crunches data” relating to the clinic. She is paid a small salary for her work.

Maria Flores--a bilingual paralegal with many year’s experience at Detroit Legal Aid and Defender, provides translation services, completes client intake (lengthy questioning);

Clarisa Piecuch--a bilingual professional offers translation services;

SWIRC is currently interviewing student volunteers to help at the Free Legal Clinic and with research and trial prep for our asylum petitioners.

*Please provide any other information that may prove useful to know about this program.*

Kevin Piecuch, executive director of SWIRC, is an ordained Presbyterian (U.S.A.) minister. He is also a University of Michigan Law School graduate licensed to practice law in several state and federal courts and in Immigration Court. His call to lead SWIRC is recognized as a validated ministry by the Presbytery of Detroit. His desire to serve refugees and asylum seekers began five years ago when he was asked to supervise law students through the Iraqi Refugee Assistance Project (IRAP). At that time, he learned that the major faith communities in metropolitan Detroit had dramatically cut back legal services to asylum seekers. In July 2015 when a Honduran woman and her young child arrived at the SWIRC Free Legal Clinic three days before her asylum application was due—and after she had sought assistance from a host of other providers only to be turned down every time, Rev. Piecuch decided to launch the refugee assistance program that has grown to include 21 clients.

## **6. Program Budget and Narrative (Use separate page(s) if necessary)**

*Provide a budget in detail for the use of the requested funds. Also show if funds are being provided from other sources.*

Expenses: Southwest Detroit Immigrant and Refugee Center 2016

\$75,000 – Free Legal Clinic. Operates every Wednesday at the Mercado (2826 Bagley, Detroit). Clients are served on other days on an “as needed” basis. More than 250 existing clients.

\$55,000 – “Free the Refugee” program. Helps incarcerated aliens with cases at Detroit’s Immigration Court.

\$10,000 – Housing program. Includes resourcing the “Welcoming Michigan” statewide convening that helps immigrants find housing. Also includes costs for the Neighborhood Housing Forum (October 8, 2016).

\$20,000 – Communication and Information Tools Project. Includes one-time expenses that will help SWIRC sustain its ongoing work by creating communication materials in multiple languages, business cards, displays, signs, and banners that can be used for years to come. These materials will support SWIRC’s efforts to raise its public profile—connect with current and potential new supporters and explain the full range of legal services available for free and those available for a modest fee (\$16,000). Second, as SWIRC’s client base expands, we must obtain scheduling and data storage software to more effectively manage our ministry (\$1,500). Funds also will be used to pay staff expenses while the executive director

attends interpretation events and will support an information kiosk and purchase T-shirts for the Detroit International Marathon (\$2,500).

Total Budget: \$180,000.

#### Past PDA Funds

2015 Funds (\$25,000) received from the PDA provided the resources that SWIRC used to represent of 7 asylum seekers and 1 person seeking cancellation of removal. PDA funds also helped SWIRC prepare and present three appeals for clients who lost their initial removal hearings. Specifically, PDA funds covered professional services (\$20,000); and trial and trial preparation expenses (\$3,000). The balance of the grant (\$2,000) reimbursed staff and volunteers for out-of-pocket expenses.

### 7. Program Evaluation

*Summarize how the organization will evaluate the program, including the indicators it will utilize, and how the organization plans to capture the quantitative and qualitative data needed for reporting.*

SWIRC follows a multifaceted review process.

1. Review Time sheets. All staff (paid and pro bono) complete time sheets which indicate the hours spent on specific client matters. That allows us to determine our client capacity.
2. Staff Evaluation. After we receive verdicts in asylum petition cases the professional staff meet to evaluate our professional performance--especially areas where we can improve. We also determine next steps: e.g. whether or not to appeal, possible agency "hand offs" (e.g. enrolling in ESL classes, job placements, etc.)
3. Client Satisfaction Survey. When representation is completed, clients are given a chance to share their opinion of our services: what we did well; how we can improve.

### 8. Signature of Organization Executive

Signature and printed name of Executive of Organization	Kevin J. Piecuch
Organization Position	Executive Director
Phone Number	248-752-6610
Email	<a href="mailto:kevin@detimmigrantcenter.com">kevin@detimmigrantcenter.com</a>