

**Presbytery of Detroit  
Minutes of the Stated Meeting  
January 23, 2018**

The Presbytery of Detroit convened with prayer at Birmingham First Church in a stated meeting on January 23, 2018 at 4:00 p.m. Stefanie Lewis moderated the meeting.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST (15)**

The Moderator appointed Sandra Karan the assistant to the Stated Clerk.

The Moderator welcomed new members and commissioners to the Presbytery.

Upon motion of the Stated Clerk the Presbytery approved the docket.

Upon motion of the Stated Clerk the Presbytery excused those who have requested excuses

The Moderator declared the presence of a quorum.

Upon motion the Presbytery voted to enroll Doug Portz, Board of Pensions; elder James Rissler, President of the Presbyterian Investment and Loan Program; John Carlson, CEO of the Howell Nature Center as corresponding members.

**Reports from Presbytery Affiliated Organizations**

**Board of Pensions.** Doug Portz reported

Mr Portz, our representative to the Board of Pensions, reported on new programs and benefits available. The pension is sound, and is fully funded (one of five in the US that are). There has been an increased in membership from 12,000 to 14,400 due to offering the benefits to others not previously eligible. The PoP has increased the educational debt program from \$6,000 to \$10,000, and has begun a new program to support diabetics. There is now a Telamedicine service for long distance consultation. There will be a regional event on April 19.

**Presbytery Investment and Loan Program.** Jim Rissler reported.

Mr Rissler, the President of the Presbyterian Investment and Loan Program, described the programs available to churches for borrowing money at a low interest rates and for particular problems. He distributed refund checks amounting to \$12,000 to Farmington First, Howell First, Northville First, Novi Faith, Rochester Hills University.

**Howell Nature Center.**

Julie Delezene introduced John Carlson, the new Howell Nature Center Director. Mr Carlso briefly addressed the Presbytery.

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

**Video Presentation Of Ministry**

Presbytery viewed the video, *Rejoicing Spirit*, about the ministry of Birmingham First about their ministry to those who are developmentally, physically, and mentally challenged.

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

**Executive Presbyter's Report**—Rev. Dr. Allen D. Timm

Mr Timm welcomed new members of Presbytery, and offered celebrations of time in service.

### **Business Adopted by Motion and Debate**

The Moderator offered a prayer for openness.

#### **Motion from the floor.**

**Committee on Nominations** MaryAnn Brantley spoke for the Committee.

Upon nomination of the Committee, there being no nominations from the floor, Presbytery elected Michael Barconey to position of Young Adult Advisory Delegate to the Synod of the Covenant.

#### **Committee Items for Action:**

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

Upon motion of the Coordinating Cabinet, Presbytery:

1. Elected the following to the Committee on Nominations:
  - Class of 2019- Laura Sias-Lee, Teaching Elder, Clarkston, Sashabaw (James Russell's replacement)
  - Class of 2019- Mike Beckman, Teaching Elder, Westland Kirk of Our Savior
  - Class of 2020- Emma Nickel, Teaching Elder, At-Large Member
  - Class of 2020- Wendy Beck, Ruling Elder, Kirk in the Hills
  - Class of 2020- Steve Benton, Ruling Elder, Grosse Ile
  - Class of 2020- Kathi Johnson, Ruling Elder, Detroit, Jefferson Avenue
2. Appointed Rev. Barb McRae to the P-21 Committee.
3. Approved Communion for the Presbyterian Women retreat on March 24 at Dearborn First.
4. Concurred with the New Covenant Presbytery General Assembly Overture *On Engagement with the Issue of Climate Change and its Rationale*. (Appended to the minutes)

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

In the Spring of 2015, the Coordinating Cabinet stopped docketing time for announcements at Presbytery meetings. This constituted an amendment to its policy CC-3: Time Limits for Announcements and Reports to Presbytery, and should have been reported to Presbytery at the time. The Coordinating Cabinet now reports its action to amend its Policy CC-3 by striking "Announcements and" in the title and "The time limit for announcements at Presbytery meetings shall be 2 minutes" from the Policy.

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

Upon motion of the Committee, Presbytery voted to:

#### ***Calls/Contracts***

1. **Approve** the part-time (15 hours per week) Commissioned Ruling Elder contract between **Elder Charon Barconey and Hope Presbyterian** beginning January 1, 2018. Terms of Call: Salary-\$0, Housing-\$18,000, Fee to moderate Session-\$100 per meeting, Funerals-\$125 per service for members and families of the congregation, Continuing Education/Travel-\$300. Per approval by the Board of Pensions and Operations of the Presbytery of Detroit, Charon Barconey's hours between Hope Presbyterian Church (15 hours) and her *Youth Mission Coordinator* position at the Presbytery of Detroit (19 hours) will be combined, so that she is

eligible for the Affiliate Health Benefits through BoP. Payment for 2018 will be split among Charon Barconey, Hope Presbyterian Church, and the Presbytery of Detroit (Congregational Development and Transformation grant). Hope Church will be listed as employer and receive invoice from BoP. Total health and dental cost \$8,744. Vacation: 4 weeks including 4 Sundays per year; Study Leave: 2 weeks including 2 Sundays per year.

\*Contract is approved pending receipt of a signed addendum required in all transitional contracts that reads "The CRE will be responsible for abiding by the terms of the Sexual Misconduct Policy and Procedures of the Presbytery of Detroit, and the terms of the Statement of Professional Ethics of the Presbytery of Detroit. The CRE will be responsible for regularly reviewing and following any changes in these two policies including signing forms when required."

2. **Approve** the Parish Associate contract between **the Rev. Ted Thode and First Presbyterian Church, Birmingham** beginning January 1, 2018. No compensation or benefits were offered. The Session is encouraged to pay for and allow time for the Parish Associate to attend one of the Presbytery's Pastors in Transition retreats.
3. **Approve** the Parish Associate contract between **the Rev. Julie Madden and First Presbyterian Church, Birmingham** beginning January 1, 2018. No compensation or benefits were offered. The Session is encouraged to pay for and allow time for the Parish Associate to attend one of the Presbytery's Pastors in Transition retreats.
4. **Approve** the Half-Time Temporary Supply Pastor contract between **the Rev. Barbara McRae and First Presbyterian Church, Wyandotte** beginning January 1, 2018 for six months. Housing \$10,997, 403b \$5,000, Social Security \$841. Total compensation-\$16,838. Vacation-2 weeks including 2 Sundays; Study Leave-1 week including 1 Sunday. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.

#### ***Transfers***

1. **Approve** the transfer of **the Rev. Jessica Hauser-Brydon and Troy Hauser-Brydon** to Lake Michigan Presbytery.
2. **Approve** the transfer of **the Rev. Matthew Means** to Long Island Presbytery.

The Committee on Ministry reported the following actions taken under the authority it has been given. It has:

#### ***Calls/Contracts***

1. APPROVED the Commission Ruling Elder contract renewal between **Pamela Hutchens, CRE and Auburn Hills Presbyterian Church** beginning November 1, 2017. Terms of Call: Salary - \$16,200; Other - \$1,240. Total: \$17,440. Vacation: 4 weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. In addition, the church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
2. APPROVED the Stated Supply Pastor contract renewal between **the Rev. Raphael Francis and Trinity Community Presbyterian Church, Detroit** effective September 1, 2017. This is a 20 hour per week position. Terms: Salary and Housing - \$25,468.99; Medical and Pension - \$3,056.27; Social Security - \$1,948.37; Professional Expenses - \$603.43; Spouse Medical - \$382.02. Total: \$32,184.36. Vacation: 4 weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. All vacation days must be used during the contract year. Vacation time cannot be carried over to the following year. There is no compensation for unused vacation days. In addition, the church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.

3. APPROVED the Interim Pastor contract renewal between **the Rev. Anne Schaefer** and **First Presbyterian, Plymouth** beginning December 1, 2017. Effective salary - \$154,290; Professional Expense Reimbursement - \$7,890. Total - \$162,180. Vacation: 4 weeks including 4 Sundays. Study Leave: 2 weeks including 2 Sundays. . In addition, the church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
4. APPROVED the Commissioned Ruling Elder contract renewal between **Michael Hoffman, CRE** and **First Presbyterian, Dearborn** effective August 1, 2017. Terms: Salary - \$4,914. Other - Up to \$500 for continuing education/books. Up to \$500 for business expenses. Vacation: 4 weeks including 4 Sundays. Study leave: 2 weeks including 2 Sundays. . In addition, the church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats. The CRE is encouraged to seek scholarship assistance from the Committee on Ministry.
5. APPROVED the Parish Associate contract between **the Rev. Dr. Kathryn Thoresen** and **First Presbyterian Church, Birmingham** effective January 1, 2018. No compensation is offered. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.

#### ***Administrative Commissions***

1. APPROVED: Appoint the Administrative Commission to Ordain **Jacqueline Spycher** on Sunday, January 14, 2018, 4:00 p.m., at **Beverly Hills Northbrook**, to include the Sacrament of the Lord's Supper. Members of the Commission: Moderator John Judson; Ministers of Word and Sacrament Marjorie Wilhelmi, Renee Roederer; Ruling Elders Bill Jordan (Beverly Hills Northbrook) Harold Ellis (Detroit St. Johns); and Corresponding Members Rev. Dr. Rhonda Myers (Lake Huron), Rev. Susan Reisinger (West Jersey).

The Committee on Ministry reports for the information of Presbytery that it has taken the following actions: It has

1. Granted **the Rev. Fred Lee** from San Jose Presbytery to labor within the bounds of Detroit Presbytery at the Ann Arbor Taiwanese Fellowship pending receipt of an Executive Presbyter reference check, a clear criminal background check, and a signed consent form on the Sexual Misconduct Policy.
2. Added **the Rev. Cassie Todd** who is transferring to Lake Huron Presbytery to the pulpit supply list, pending receipt of an Executive Presbyter reference check, a clear criminal background check, and a signed consent form on the Sexual Misconduct Policy.
3. Added **Ruling Elder William (Biff) Irving**, Grosse Pointe Woods; and the **Rev. Julie Madden**, Parish Associate at Birmingham First to the Pastoral Response Team.
4. Approved the **Ann Arbor Westminster** Self Study.
5. Reimbursed **a minister** up to \$2,300 for 2016 medical costs from the 2017 COM budget.
6. Approved payment up to \$240 for coaching for **a minister** from COM's 510 account.
7. Approved the self-study of **Faith Community Church** in Novi and granted permission to elect a PNC.

#### **Omnibus motion.**

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

##### **From the Trustees**

1. **Approve** a 10-year \$450,000 loan by Berkley Greenfield from the Presbytery Investment and Loan Program to remodel their building.
2. **Guarantee** the Presbytery Investment and Loan Program loan to Berkley Greenfield.

**Receive and enter the minutes** the following for the information of Presbytery:

1. The Trustees are moving forward on closing the property at 3530 Grand River.
2. The Trustees will report in March on the motion referred to the Trustees at the November meeting of Presbytery regarding the use of funds received for the sale of 3530 Grand River. The matter requires more time for consideration than the holidays allowed.
3. The Presbytery has received an anonymous donation of \$350,000. The Trustees have established a special account to receive and hold this donation. The donor made specific requirements for the use of this fund, including that it be received before the end of the year (2017), that it be spent within a year, and that a named group administer the fund. The Trustees formally accepted and received the gift, and, pursuant to the gift document, appointed Rev Julie Delezene, chair, Elder Bob Ponder, Elder Martha Blenman, Rev Jacqueline Spycher, an RevFernando Rodriques to a work group to administer the fund.
4. The Trustees have authorized Livonia St Timothy Church to sell a piece of land to a developer for \$430,000. When the sale is properly confirmed, it will be presented to Presbytery for approval. The original offered price was \$270,000, but with the help of the Trustees, the offer was increased to \$430,000.
5. The Trustees have authorized Ferndale Drayton Avenue to offer their building for sale for at least \$890,000.
6. The Trustees have elected the following officers of the corporation:
  - President – Martha Blenman
  - Vice President – Mike Starynchak
  - Corporate Secretary – Al Timm
  - Assistant Treasurer – Ruthanne Herrington
7. The Trustees are investigating ALICE training for churches and the Presbytery. It is a program that trains church officers in the mental and physical skills necessary to act aggressively but not recklessly in extremely hostile environments.
8. The Trustees heard a report that the Howell Nature Center loan from Presbytery has been fully paid off. The loan was originally made from Presbytery's Capital Fund, Fund 200, and has been returned to Fund 200.
9. The Trustees have completed their assistance to Gratiot for a new roof and repairs. A grant mortgage of \$55,000 against the church has been recorded.
10. The Trustees are assisting Highland Park Park United with difficulties regarding a tax assessment on a property.

**From the Committee on Representation**

**Receive and enter into the minutes** the 2017 Committee on Representation report. (Appended to the minutes.)

**From the Committee on Preparation for Ministry**

**Receive and enter into the minutes** the following report:

1. CPM met with the following individual and voted to enroll her as an Inquirer under the care of the Presbytery of Detroit: Alexis Allum
2. CPM met with Kathleen Mackie, a Commissioned Ruling Elder candidate, and granted her a Final Assessment and designates her an ECRE (Eligible Commission Ruling Elder).
3. There are currently 23 persons under care by the CPM on behalf of Detroit Presbytery.
  - 9 Inquirers
  - 4 Candidates
  - 6 Commissioned Ruling Elder trainees
  - 4 Ministers of other denominations seeking to transfer

**Approve** the request to celebrate the Sacrament of the Lord's Supper at its retreat meeting on February 6, 2018.

**Stated Clerk.** Edward Koster reported

Upon motion of the Stated Clerk Presbytery voted to:

1. Approve the minutes of November 18, 2017 as amended.
2. Amend the minutes of 9/26/17 as follows:
  - On p. 23 under Ministry Team Expenditures, for NCD strike \$19,000 and insert \$16,500. The mission budget as amended is paper B-3.
3. Appoint an administrative commission to hear the petition of Matthew Morse to be restored to the active ministry, with the following responsibilities and authorities:
  - 1) It shall review the case decided by the Permanent Judicial Commission.
  - 2) It shall review other relevant materials relating to Mr Morse.
  - 3) It shall review the behavior of Matthew Morse while under suspension.
  - 4) It shall grant Mr. Moore all rights of fundamental fairness afforded in administrative hearings. These rights shall include at least:
    - a. Informing Mr. Moore of all the issues that he must address.
    - b. Giving Mr. Moore time and opportunity to respond to the issues.
    - c. It shall grant Mr Morse a hearing for him to present his petition and proofs, at which he shall be afforded the right to have a (Presbyterian) counsel and an advocate.
      - i. It shall hear testimony of anyone wishing to speak for or against Mr. Morse's petition.
  - 5) It shall decide on behalf of the Presbytery of Detroit whether he shall be restored to the ordered ministry of teaching elder, and if not to be restored at this time, to set criteria and procedures for his restoration within one year. This shall include the body that shall supervise his compliance, and the consequences of his failure to satisfactorily complete the requirements. One of the consequences of his failure after one year to satisfy the requirements as reported by the supervising body may be that he will be declared to have renounced the jurisdiction of this church pursuant to G-2.0509.
  - 6) It shall report its decision to Presbytery at the first meeting after the hearing.
 

In 2012 Matthew Morse was convicted of sexual misconduct and abuse of alcohol, and was temporarily excluded from the ordered ministry for a minimum of 5 years. The Permanent Judicial Commission in its order required certain steps and demonstrations be made for restoration. Mr Morse has petition to be restored to active ministry.
4. Elect the following members of the administrative Commission: Rev Scott Miller, Elder Diane Bostic-Robinson (Detroit Westminster), Elder Stefanie Lewis (Detroit Hope).

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

1. TRANSFERS COMPLETED
  - a) From the Presbytery of Detroit:
    - i) Tom Priest to New Hope
    - ii) Amy Morgan to Plains & Peaks
  - b) To the Presbytery of Detroit:
    - i) Jacqueline Spycher from Lake Huron
    - ii) Eric Lange from White Water Valley
    - iii) Anne Lange from White Water Valley
    - iv) Fernando Rodriquez from New Castle
    - v) Matthew Nickel from Mid-Kentucky

Upon motion of the Planning and Visioning Team made by Mr Anderson, Presbytery voted to approve communion for the Coordinating Cabinet at its retreat on March 5, 2018.

Presbytery recessed for dinner at 5:36.

## WE SHARED GOD'S BOUNTY

Presbytery shared a meal and fellowship.

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

**Treasurer.** Timothy Ngare reported.

Mr Ngare's report is appended to the minutes.

## WE PROCLAIMED THE GOOD NEWS

Presbytery worshipped God, Mr Judson preaching. As a part of the worship service, the Lord's Supper was celebrated, and Presbytery installed John Judson as Moderator and Charon Barconey as Vice Moderator for 2018.

## WE GAVE THANKS TO GOD

John Judson began moderating.

Presbytery completed evaluation forms for the meeting.

Presbytery shared joys and concerns in prayer.

## WE WENT OUT IN GOD'S NAME

The Presbytery adjourned with a benediction and prayer at 8:25 p.m.

The next stated meeting of Presbytery will convene Saturday, March 10, 2018 at 9:00 a.m. at Grosse Ile Church.

ATTEST:

*Edward W Koster*

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

New Covenant Presbytery General Assembly Overture *On Engagement with the Issue of Climate Change and its Rationale*  
2017 Committee on Representation Report  
Treasurer's report

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR January 23, 2018

CHURCHES:                                      Of 78 churches, 46 were represented and 32 were not.

COMMISSIONERS: Of 137 eligible commissioners, 67 enrolled, and 70 did not.

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

Of 12 total, 9 were present, of whom 2 counted as commissioners, leaving 7 as the unduplicated count: 2 excused, and 1 absent.

TEACHING ELDERS:

Of the 124 non-retired teaching elders on the combined rolls of active members and members-at-large, 67 were present, 10 were excused, and 47 were absent.

Of the 86 retired teaching elders on the rolls, 11 were present and 75 were excused.

COMMISSIONED LAY  
PASTORS AND  
CERTIFIED EDUCATORS:

Of the 6 Commissioned Lay Pastor on the rolls, 1 was present, 0 excused, 5 absent

Of the 1 Certified Educators on the rolls, 0 were present, 0 excused, 1 absent.

SUMMARY

VOTING MEMBERS PRESENT

	67	Elder Commissioners
+	7	Other Ruling Elders
+	67	Non-retired teaching elders
+	11	Retired teaching elders
=	1	Commissioned lay pastors.
=	0	Certified educators.
=	153	Voting members present.

OTHERS PRESENT

6	Non-voting attendees
2	Corresponding members

### Clergy and Elder Members

#### A. RULING ELDER MEMBERS ON CABINET

P ADAMS, ADRIENNE  
P BLENMAN, MARTHA  
C BRANTLEY, MARY ANN  
P CAMPBELL, DORIS  
P FAIR, DEBORAH  
E JOHNSON, KATHI  
P LEWIS, STEFANIE  
A MATERS, BRUCE  
P MORTON, JANET  
P NGARE, TIMOTHY  
C PONDER, BOB  
P TALLANGER, CHIP

#### B. TEACHING ELDERS

A ADAMS, WILLIAM L III  
P ALLEN, ROBERT  
P ANDERSON, BRYANT  
E ANDERSON, LINDA  
P ANDERSON, LINDSEY  
P AUE, CRAIG  
P AUSTIN, MARY  
P BAHR-JONES, MARY  
P BATTAGLIA, LEIA  
P BECKMAN, MICHAEL

P BLAIR, JOANNE  
A BOLT, KENNETH  
A BOUSQUETTE, PAUL  
P BUCKLEY, BLAIR  
A CAMPBELL, EMILY  
A CASTEEL-HUSTON, PEGGY  
A CHOI, SEUNG KOO  
P CHUNG, ISAAC  
A CHURCH, HEIDI  
A COCHRAN, LINDA  
P CORNFIELD, KEITH  
P COZIER, CLINTON  
A DE ORIO, ANTHONY  
P DELANEY, BETH  
P DELEZENNE, JULIE  
P DOWNS, ELIZABETH  
A DOYLE-HOHF, KATHLEEN  
P DUNN, EDWARD  
P DUNN, JOANNA  
A ERVIN, DANIEL  
P FAILE, JAMES  
P 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  
P GROSCH, ADAM  
A HANNA, RAAFAT  
E HARRIS, R. JOHN  
P HAYES, FRANCES  
A HEATON, DAN  
A HENRY, PETER J. M.  
P HERRINGTON, RUTHANNE  
P HILDEBRANDT, KARA  
P HORLOCKER, MICHEL  
P JAMES, MICHELLE  
P JAMES, THOMAS  
P JOHNSON, KEVIN  
P JU, GWANGWOO  
P JUDSON, JOHN  
P JUSINO, EDDIE  
P KAIBEL, KENNETH  
P KELSEY, LAURA  
E KIM, Y. MONCH  
A KLINGER, JAMIE  
P KOENIG-REINKE, ERIC  
P KOSTER, EDWARD H.



P LANGE, ANNE  
 P LANGE, ERIC  
 A LEE, ESTHER  
 A MABEE, CHARLES  
 P MADDEN, JULIE  
 A MARKS, JULIE  
 P McCLOSKEY-TURNER, CATHARINE  
 A McGOWAN, EVANS  
 P McMILLAN, JUDITH  
 A McRAE, BARBARA  
 P MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 A MILLS, JILL  
 A MONNETT, JAMES  
 A MOOK, SHARON  
 A MOON, SUNG-JOON  
 P MOORE, PETER  
 E MORGAN, JOANNE  
 A MORROW, DUKE  
 P MOZENA, SUSAN  
 E NICHOLS, NEETA  
 P NICKEL, MATTHEW  
 A NUSS, STEVEN  
 P OBERG, ARTHUR  
 A OSWALD, DIANE  
 A OTT, JEFF  
 A PARKER, OPELTON  
 P PARKS-PIATT, DOROTHY  
 P PAVELKO, JOHN H.  
 P PHILLIPS, MARK  
 P PHILLIPS, NATHANIEL  
 A PHILLIPS, SCOTT  
 A PICKRELL, BROOKE  
 P PIECUCH, KEVIN  
 P PITTMAN, JASON  
 A PITTMAN, KELLY  
 P PORTER, JAMES  
 E PRENTICE-HYERS, MARY ELIZABETH  
 P PUNTIGAM, JOEL  
 P REED, PHILIP  
 A RIKE, JENNIFER  
 P RODRIGUEZ, FERNANDO  
 P ROEDERER, RENEE  
 A ROGERS, MELISSA ANNE  
 E RYAN, BREANNE  
 A RYO, ANGELA  
 E SANDERFORD, JOHN  
 A SCHAEFER, ANNE N.  
 P SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 P SMART, JASMINE  
 E SMITH, BRYAN DEAN  
 P SPYCHER, JACQUILINE  
 A STUNKEL, KAREN  
 P STUNKEL, PAUL  
 A TAN, HOTEK  
 A THODE, TED  
 P THOMAS, CHRISTOPHER  
 P THWAITE, PAUL  
 P TIMM, ALLEN D  
 A TUCKER-LLOYD, IRIS  
 A WHITLOCK, KELLIE  
 P WILHELMI, MARJORIE  
 P 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 BOEVE, PETER  
 P BROWNLEE, RICHARD  
 E BYARS, RONALD  
 E CAPPS, HARRY  
 E CARLE, NANCY  
 E CARTER, DOUGLAS D.  
 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.  
 E DAVIS, ROXIE ANN  
 E DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON, GRETCHEN  
 E DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E DYKSTRA, CRAIG R.  
 E ELLENS, J. HAROLD  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 P HARTLEY, THOMAS  
 E HATCHER, RUFUS  
 E HELMKE, BEN  
 E HENDERSON, RICHARD  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOGEL, LYNNE  
 E LANGWIG, JANICE  
 E LANGWIG, ROY  
 E LISTER, KENNETH D.  
 E LONGWOOD, MARJORIE  
 E MacINNES, JOHN D.  
 E McINTYRE, DEWITT  
 P 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.  
 P ROBERTSON, ANN  
 P ROBERTSON, WILLIAM  
 E RUSSELL, JAMES P.  
 E SCRIBNER, LOREN  
 E SHIPMAN, JUDY  
 E SKIMINS, JAMES  
 E SOEHL, HOWARD  
 P SOMMERS, CHARLOTTE  
 P 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 AGNEW, DIANE  
 P BARCONEY, MICHAEL  
 P DELEZENNE, ADAM  
 P JENSEN, SANDRA  
 E JOHNSON, KATHI  
 P NEAL, TOM

### E. CERT. ASSOC. CHRISTIAN ED.

A ARCHEY, JOSHUA  
 P MERTEN, CINDY  
 P PRICE, LAURA

### F. COMMISSIONED RULING ELDERS

P BARCONEY, CHARON  
 A BASS, NANCY  
 A HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA  
 A SEILER, GORDON  
 A SINGLEY, LINDA

### H. PAST RULING ELDER

**MODERATORS NOT ON CABINET**  
 E BOSTIC-ROBINSON, DIANE, PM  
 E ELAM, DIXIE, PM  
 P ELLIS, HAROLD, PM  
 E HYLKEMA, CAROL, PM  
 E LOUP, JEAN, PM  
 E MORRISON, HELEN, PM  
 E WINSLOW, PAUL, PM

### G. CORRESPONDING MEMBERS

Doug Portz  
 Board of Pensions  
 Jim Rissler  
 PCUSA Invest & Loan Program

## CHURCHES AND ELDER COMMISSIONERS

**ALLEN PARK, Allen Park**  
 1 ROBERT MORTON  
 2 SUSAN INGERSOLL

3  
**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 DOUG FRANKLIN  
2  
**AUBURN HILLS, Auburn Hills**  
1 NOT REPRESENTED  
**BELLEVILLE, Belleville**  
1 NOT REPRESENTED  
**BERKLEY, Greenfield**  
1 SUZANNE EDDINGS  
2 RAY SWETMAN  
**BEVERLY HILLS, Northbrook**  
1 BILL JORDAN  
2  
**BIRMINGHAM, First**  
1 JOHN CRAWFORD  
2 KEITH TERMAAT  
3 ROSY LATIMORE  
**BLOOMFIELD HILLS, Kirk/Hills**  
1 BOBI TALLINGER  
2  
3  
4  
5  
**BRIGHTON, First**  
1 ALICE J RODERICK  
2 STEVE WILLIS  
**CANTON, Geneva**  
1 DAVE BUNCH  
2  
**CLARKSTON, Sashabaw**  
1 ABIGAIL LEE  
**DEARBORN, Cherry Hill**  
1 SHERRY BROWN  
2  
**DEARBORN, First**  
1 NOT REPRESENTED  
2  
**DEARBORN, Littlefield**  
1 EMILY NIETERING  
**DEARBORN HGTS, St. Andrew's**  
1 NOT REPRESENTED  
**DETROIT, Broadstreet**  
1 GREGORY BERRY  
2  
**DETROIT, Calvary**  
1 PAMELA JOHNSON  
2  
**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 JACQUELYN HINES  
2 ROY WHITAKER  
**DETROIT, Jefferson Avenue**  
1 BOB RUSSETTE  
2 RON HUIZENZA  
**DETROIT, St. John's**  
1 NOT REPRESENTED  
2  
**DETROIT, Trinity Community**  
1 NATALIE BROTHERS  
2 FRANCES BEEMAN  
**DETROIT, Trumbull Avenue**  
1 MARTHA SINGLEY  
2 ELEANOR WILLIAMS  
**DETROIT, Westminster**  
1 LYNDA A THOMPSON  
2  
3  
**FARMINGTON, First**  
1 KAREN LINNELL  
2 LESLIE BLACK  
**FERNDALE, Drayton Avenue**  
1 LEZLIE HART  
**FORT GRATIOT, Lakeshore**  
1 GREG MCLEOD  
**GARDEN CITY, Garden City**  
1 GAIL MAIN  
**GROSSE ILE, Grosse Ile**  
1 DIANE FLYNN  
2 CAROLYN MARICQ  
**GROSSE POINTE, Memorial**  
1 NOT REPRESENTED  
2  
3  
4  
**GROSSE PTE WOODS, Woods**  
1 SANDY FULLERTON  
**HIGHLAND PARK, Park United**  
1 MARIE HUGHLEY  
2  
**HOWELL, First**  
1 DAWAIN RIEBOW  
2  
**LINCOLN PARK, Lincoln Park**  
1 NOT REPRESENTED  
**LIVONIA, Rosedale Gardens**  
1 NOT REPRESENTED  
2  
**LIVONIA, St. Paul's**  
1 NOT REPRESENTED  
**LIVONIA, St. Timothy's**  
1 NOT REPRESENTED  
**MILAN, Peoples**  
1 DORIS CAMPBELL  
**MILFORD, Milford**  
1 ROBERT PARRETT  
2 RHETT ROWE  
**MT. CLEMENS, First**  
1 NOT REPRESENTED  
2  
**NORTHVILLE, First**  
1 JUDY EDWARDS  
2 WANDA MOON  
3 THOMAS LAHIFF  
**NOVI, Faith Community**  
1 ROGER WILFENG  
2 LEN BERMAN  
**ORCHARD LAKE, Community**  
1 JAN FARHAN  
2 HEATHER STEGGALL  
3 MIKE STARYNCHAK  
**PLYMOUTH, First**  
1 JEFF STONER  
2  
3

4  
**PONTIAC, First**  
1 NOT REPRESENTED  
**PONTIAC, Joslyn Avenue**  
1 NOT REPRESENTED  
**PORT HURON, First**  
1 SUE MURVICH  
2 GAIL RUSAKS  
**REDFORD, St. James**  
1 NOT REPRESENTED  
**ROCHESTER, University**  
1 PAUL SCOBIE  
2 DOUG FRYER  
**ROYAL OAK, First**  
1 JANE MAKULSKI  
2 SANDY BELANGER  
3 KEVIN BALL  
**ROYAL OAK, Starr**  
1 NOT REPRESENTED  
**SALINE, First**  
1 NOT REPRESENTED  
2  
**SHELBY TWP., St. Thomas**  
1 NOT REPRESENTED  
2  
**SOUTH LYON, First**  
1 NOT REPRESENTED  
**SOUTHFIELD, Covenant**  
1 SOLOMON IKWECHUGH  
**SOUTHFIELD, KPCMD**  
1 NOT REPRESENTED  
2  
3  
**SOUTHFIELD, New Hope**  
1 NOT REPRESENTED  
**ST. CLAIR SHORES, Heritage**  
1 NOT REPRESENTED  
**ST. CLAIR SHORES, Lake Shore**  
1 NOT REPRESENTED  
2  
**STERLING HGTS, New Life**  
1 MARGARET KUNZ  
**TAYLOR, Southminster**  
1 DALE SIMON  
**TROY, First**  
1 GENE WILLIAMS  
**TROY, Korean First**  
1 NOT REPRESENTED  
2  
**TROY, Northminster**  
1 MARTHA BABCOCK  
**WALLED LAKE, Crossroads**  
1 NOT REPRESENTED  
**WARREN, Celtic Cross**  
1 KATHY NICOSIA  
**WARREN, First**  
1 DARLENE ROZMAN  
**WATERFORD, Community**  
1 JOANNE PRUDHOMME  
**WESTLAND, Kirk of Our Savior**  
1 MADELINE CARPENTER  
**WHITE LAKE, White Lake**  
1 NOT REPRESENTED  
**WYANDOTTE, Wyandotte**  
1 NOT REPRESENTED  
**YPSILANTI, First**  
1 NOT REPRESENTED  
2

*On Engagement with the Issue of Climate Change—From the Presbytery of New Covenant.*

The Presbytery of New Covenant overtures the 223<sup>rd</sup> General Assembly (2018) of the PC(USA) to:

1. Express its profound concern about the detrimental effects of climate change on all God's creation, including those living in poverty, the elderly and children, and those least responsible for the emissions of greenhouse gases.
2. Proclaim that we recognize the Gospel's call to shift to a just, compassionate and sustainable energy plan.
3. Acknowledge that this compels us to implement strategies and actions that engage climate change and offer the realistic prospect of changing our destructive behaviors that contribute to the issue.
4. Call upon congregations and councils of the church to develop ways for those who disagree on climate change to be in dialogue with one another, seeking together to find and represent the will of Christ; affirm the need for dialogue and discernment, not only within and among our congregations, but also all parties outside our denomination, seeking faithful individual and collective responses to address climate change, trusting that we share a common belief in the need to respond.
5. Affirm that we have a duty to assure that our response to climate change does not endanger the economic progress and improvements in living conditions that have been made among all of God's people, most notably the impoverished, but instead enables that progress to continue.
6. Affirm that is both possible and practical to effect meaningful change; urge individuals, congregations, councils of the church, and institutions (including the Presbyterian Church (U.S.A.) Foundation, Board of Pensions, Presbyterian Mission Agency, Office of General Assembly, camps, conference centers, colleges, and theological seminaries) to initiate, continue, and build upon steps to reduce our carbon footprint and to continue adoption of lower-carbon and zero-carbon technologies and lifestyles.
7. Commend the Committee on Mission Responsibility through Investment ("MRTI") for its long history of corporate engagement on climate change issues.
8. Instruct MRTI to continue that engagement, applying the long-standing PC(USA) principles related to corporate engagement and consideration of divestment.
9. Acknowledge that our response must not be limited to corporate engagement, and that engagement also requires us to develop, advocate, and implement faithful responses that alter harmful individual, institutional, and corporate behaviors that contribute to climate change.
10. Affirm the steps already taken by the Presbyterian Foundation, Board of Pensions, and Presbyterian Investment and Loan Corporation to leverage investments to help care for God's creation and mitigate the adverse effects of climate change by urging these groups to establish and enhance programs to target climate change solutions, such as the "Restoring Creation Loan" program, which allows congregations to renovate their buildings using energy-efficient products to conserve energy, lower costs, and reduce carbon emissions.
11. Commend congregations that have committed to the "earth care pledge" and encourage all congregations to consider joining the Earthcare Congregation Network of the PC(USA).
12. Advocate for the reduction of greenhouse gases through the use of alternative, cleaner energy sources, such as natural gas, nuclear, wind, solar, and industrial-scale power storage, even if only as a bridge to the long-term future.
13. Direct the Advisory Committee for Social Witness Policy, in collaboration with Congregational Ministries Publishing, The Thoughtful Christian, and other organizations with parallel goals, to develop a policy paper and educational materials to assist congregations and councils of the church to understand the impact of climate change and in taking individual and collective action to slow climate change, including: shareholder activism; investments in renewable energy; advocacy at local, state, federal, and international levels for policies to reduce greenhouse gas emissions (including policies to price greenhouse gas emissions);

and local efforts to reduce carbon footprint, consistent with the 2006 call for denominational carbon neutrality, and the 2008 “Power to Change” recommendations. 12

**14. Direct the Stated Clerk of the PC (USA) to inform the denomination and the larger public of the passage and implementation of this overture.**

### *Rationale*

Our denomination has long recognized our obligation to be faithful stewards of God’s creation (including General Assembly actions in 1981, 1998, 1999, 2003, 2006, and 2008). We have acknowledged the realities of climate change and its effect on the “least of these,” and the need to take action by reducing energy consumption and reliance on fossil fuels. Now is the time to move from symbolism to education and behavioral changes.

We must also adopt in our individual, congregational, and denominational lives meaningful approaches that address climate change. As Christians, we have the privilege, responsibility and obligation to speak with moral authority on issues of great importance. Climate change is such an issue.

This overture exhorts us to unite all Presbyterians to engage climate change with responsible, meaningful, and lasting actions that will make a difference in the future of God’s creation. Through the actions called for in this overture, the PC (USA) will demonstrate the depth of our theological understanding of the stewardship of God’s creation and community by promoting faithful actions that unite us in addressing the issues of climate change.

### **Biblical and Theological Rationale**

Ecology and justice are implicit in the story of creation itself: “The Lord God took the man and put him in the Garden of Eden to till it and keep it” (Gen. 2:15). This Scripture affirms four values that characterize “a new faithfulness” reflecting God’s love for the world: sustainability, participation, sufficiency, and solidarity. These values also highlight the inherent tensions. We cannot address only the good of the creation without also considering the good of the community. We cannot address only the good of the community without considering the good of creation. Global climate change, regardless of its cause, threatens both the community and the earth over which we are stewards. Our call is to address these threats responsibly, with meaningful effect, while promoting economic justice.

### **A Proposed Response**

From our perspective, the consistent, rational, and equitable global pricing of emissions would enlist market forces to drive changes in consumption necessary to reduce greenhouse gas emissions, and also provide the economic incentive necessary to promote investment in low-carbon or zero-carbon infrastructure and technologies. Affordable energy would continue to be available to drive responsible economic development, while global emissions driven by consumption would decline. We thus address our dual responsibility to promote the well-being of the disadvantaged and the protection of the earth.

We also recognize that this pricing system must originate with the secular authorities, not PC(USA). This Overture therefore also highlights many actions that we as individuals, congregations, and institutions can take on our own authority, and that some among us are already taking. We urge broader adoption of these actions.

### **Summary**

We Presbyterians approach creation with the twin perspectives of responsible use and sustainable care. An ethic of stewardship therefore must consider creation both as a good in itself and as a resource for economic justice. The responsibility of holding wealth is directed toward an ethic of engagement that seeks to use wealth to transform injustice and immorality rather than shunning such engagement. Action to bring about that outcome is a faithful response to the urgent climate change issues that are before us.

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## **COMMITTEE ON REPRESENTATION 2017 REPORT TO COORDINATING CABINET**

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 Book of Order, the constitution of our church has several sections which speak directly to representation and participation in leadership as do the Bylaws of our Presbytery (POD Bylaws, 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 ruling elders serve on committees and ministry teams “in numbers as nearly equal as possible.”

This report is the Committee on Representation's (henceforth COR) review of the Presbytery of Detroit's (henceforth POD) implementation of this charge. Historically, COR has prepared a statistical type report which 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 was representative. 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 and information compared to diversity in the membership of the POD congregations. We will also 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 2016 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.

## **Representation, diversity and inclusion by Committees and Ministry Teams**

To achieve 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 or goal in one or more categories.

### **Racial Ethnic Representation:**

There are no Asian Americans on:

- Committee on Representation
- Congregational Development
- Leadership Equipping Ministry Team (henceforth MT)
- Mission Interpretation MT
- Multicultural Ministries MT
- Presbytery Operations MT
- Planning and Visioning Team
- Social Justice MT
- Trustees

This is significant because the POD has more Asian membership (**1170**) than any other racial ethnic group. The other racial ethnic congregational representation is Black, African American and African (**1005**) Middle Eastern (**46**), and Hispanic (**64**)

There are no Blacks on:

- New Church Development MT
- Permanent Judicial Commission.



There was one Middle Eastern representative on the New Church Development MT last year. 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/ Non Teaching Elder:**

The following committees and ministry teams have a significant (60% or more of either one) teaching/non teaching elder imbalance.

- Congregational Development and Transformation
- New Church Development
- Trustees

### **Gender:**

The following committees and ministry teams have a significant (60% or more of one gender) gender imbalance.

- New Church Development      MT
- Social Justice MT
- Trustees

The goals for COR in 2018:

- Work collaboratively with CON to gain more diversity on POD committees and Ministry Teams
- Attend CON meetings quarterly
- Sponsor presentation for POD by Rev. Molly Casteel, the Assistant Stated Clerk for GA Committee on Representation in March.
- Revise Diversity Information Form created for POD committees

**Paper C****THE PRESBYTERY OF DETROIT***An informed Presbytery is a  
Responsible Presbytery***TREASURER'S REPORT**

January 23, 2018

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**Assets: As Of 11/30/17**

Cash and Cash Equivalents	207,391
Presbyterian Investment Loan Program	526,831
Investment Securities	21,497,621
Notes Receivable	3,831,101
Other Assets	4,015
<b>Total Assets</b>	<b><u>26,066,959</u></b>

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**Net Assets/Equity & Liabilities: As Of 11/30/17**

Notes Payable PCUSA & Other Liabilities	2,336,716
<b>Net Assets/Equity</b>	
Unrestricted	6,429,700
Temporarily Restricted	2,327,306
Permanently Restricted	<u>14,973,237</u>
<b>Total Net Assets/Equity</b>	<b><u>23,730,243</u></b>
<b>Total Net Assets/Equity/Liability</b>	<b><u>26,066,959</u></b>

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**REVENUES - 1/1/17 – 11/30/17**

Mission Revenue	1,029,279
Investments Income	836,304
Grant Income & Other Income	<u>29,990</u>
Total Revenues	<u>1,895,573</u>

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**EXPENDITURES - 1/1/17 – 11/30/17**

Mission Expense	512,880
Investment Distribution & fees	664,428
General Operating Expenses	140,306
Total Ministry Teams (Committees) Exp.	268,071
Admin. Expenses - Salary & Benefits	374,286
Grant Expense	<u>43,036</u>
Total Expenditures	<u>2,003,007</u>

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**Income/(Loss) 1/1/17 - 11/30/17**

Total Revenues	1,895,573
Total Expenditures	<u>2,003,007</u>
Total Income Before Net Realized/ Unrealized Gain Or Loss	(107,434)
Net Unrealized/Realized Endow & Gen Invest Gain or Loss	<u>1,394,209</u>
Total Income After Net Realized/ Unrealized Gain or Loss	<u>1,286,775</u>

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**Presbytery of Detroit  
Minutes of the Stated Meeting  
March 10, 2018**

The Presbytery of Detroit convened with prayer at Grosse Ile Presbyterian Church in a stated meeting on March 10, 2018, at 9:00 a.m. John Judson moderated the meeting.

The Moderator declared the presence of a quorum.

Since the Stated Clerk, Edward Koster, was excused, the Moderator nominated Thomas Oxtoby to serve as Stated Clerk *pro tem*. There being no nominations from the floor, he was elected by acclamation.

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

**WE PROCLAIMED THE GOOD NEWS**

Jill Mills, Kevin Johnson, Fran Hayes, and Lindsey Anderson led the Presbytery in a service of worship celebrating the Exhibition of the Kingdom of Heaven to the World. Jill Mills preached a sermon on “Poverty and the Kingdom of God” based on Deuteronomy 15:1-11 and John 12:1-8. The Poor People’s Campaign: A National Call to Moral Revival was introduced. After a time for individual reflection, the Presbytery broke into small groups to discuss what congregations could do about systemic racism, poverty, the war economy, and ecological devastation. The service concluded with prayers, a hymn, and a charge and benediction.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST**

The Moderator appointed Kathleen Rankin as the assistant to the Stated Clerk.

The Moderator welcomed new members and commissioners to the Presbytery.

Upon motion of the Stated Clerk *pro tem*, the Presbytery excused those who have requested excuses.

Upon motion of the Stated Clerk *pro tem*, the Presbytery enrolled as corresponding members Emma Nickel of Mid-Kentucky Presbytery and Deborah Uchtman of Cincinnati Presbytery.

Phil Reed welcomed the Presbytery to the Grosse Ile church.

Bob Ponder led a ceremony dedicating the pledges of congregations to **Shared Mission**.

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

**Reports**

Tom Neal presented the report of the **Hands-On Mission** Work Group, including the Great Tomato Give Away and the June 2 Hands-On Mission Workshop.

Neeta Nichols presented the report of the **Hunger Ministries Support** Work Group, including the Cereal for Summer Campaign.

Beth Delaney presented the report of the **Metropolitan Urban Ministries** Work Group, including the Ranney-Balch Grants.

Gretchen Denton presented the report of the **Thika Partnership** Work Group.

**WE RESPONDED TO CHRIST’S CALL TO MISSION AND MINISTRY**

## Executive Presbyter

Allen Timm presented his report, including highlights from his document, “State of the Presbytery: Reflections on 2017,” which was distributed at the meeting. His report is appended to the minutes.

## Business Adopted by Motion and Debate

The Moderator offered a prayer for openness.

## Motion from the Floor

Deborah Fair presented a resolution from the Michigan Black Presbyterian Caucus endorsing the Poor People’s Campaign. The Presbytery voted to adopt the resolution, including its preamble, rationale, and twelve fundamental principles. The resolution is appended to the minutes.

## Committee Items for Action

**Coordinating Cabinet.** Stephanie Lewis presented the report.

Upon motion of the Coordinating Cabinet, the Presbytery acted as follows:

1. Amend the 20-18 budget to add the Ranney Balch distributions as follow:

Inclusion Ministry Program	\$7,000.00
Southwest Immigrant	\$10,000.00
Broadstreet Tutoring	\$5,000.00
Hope	\$5,320.00
Trinity	\$6,200.00

**Inclusion Ministry** - is a program created to provide a safe space that supports, uplifts, and provides an inclusive and barrier-free community for persons with disabilities who have otherwise felt excluded from full and active participation in a faith community.

**Southwest Detroit Immigrant and Refugee Center** provides services to "arriving aliens" and "defensive" asylum seekers unable to find legal counsel to represent them at Immigration Court in Detroit. This ministry includes Advocacy, Legal services and Housing/incarceration alternatives.

**Broadstreet Tutoring Project** provides educational assistance and support to families in the neighborhood. The tutoring provides opportunities for Pre-K-8 youth to develop social and spiritual skills, mathematics and reading skills, as well as basic computer and related technical skills.

**Hope in Detroit** is seeking to continue their program to expand community outreach by serving the community around Meyers & Fenkell through providing information and resources for the community to gather, engage, and connect with agencies that provide city services and community safety. This ministry will also include outreach through PVM Harmony Manor.

**Trinity - Community Outreach Tutoring** is an educational outreach program targeting students in elementary school with a special focus on fifth graders who are in need of bringing up their grades to the level of preparedness to enter Middle School, with focus on Reading, English and Mathematic skills.

2. Amend the 2018 COR budget to add \$2000 for the Committee on Representation by reallocating from the Planning and Visioning Team.
3. Concur with the Cincinnati Overture to the General Assembly *On Appointing an Administrative Commission for the Synod of the Covenant*. Appended to the minutes.
4. Appoint Edward Koster the overture advocate for the overture *On Appointing an Administrative Commission for the Synod of the Covenant*.

**Committee on Nominations.** MaryAnn Brantley presented the report.

Upon nomination of the Committee, and there being no nominations from the floor, the Presbytery elected the following persons to the positions indicated:

<b>Position/Class</b>	<b>Nominee</b>
<b>Committee on Preparation for Ministry (CPM) , Church affiliation</b>	
Class - 18	Rev. Neil Cowling , H.R.
Class - 19	Rev. Eric Lange , Detroit, Fort Street
Class - 19	Elder Steve Orr , Orchard Lake, Community
Class - 20	Elder Paul Smith , Ann Arbor, First
Class - 20	Rev. Robert Agnew , Interim, Warren, Celtic Cross
Class - 20	Elder Marilyn Thibedeau , Northville, First

**Multi-Cultural Ministry Team**

Class - 18 Rev. Anne Lange , Detroit, Fort Street

**Presbytery Operations Ministry Team**

Chair - 18 Rev. James Porter , Shelby Twp., St. Thomas

Class - 19 Rev. Mary Austin , Detroit, Westminster

Class - 20 Elder Ruthenia Henderson, Detroit, Trinity

**Synod Commissioner**

Class - 20 Rev. Raphael Francis , Detroit, Trinity

**Permanent Judicial Commission**

Class of 19 Elder Stanford Evans, Birmingham, First

**Fort Street Administrative Commission**

Jean Loup presented the final report of the Administrative Commission that had been appointed in 2014 to work with the Fort Street Presbyterian Church of Detroit.

Upon motion the Presbytery approved the report and dismissed the Administrative Commission with profound thanks. The report is appended to the minutes.

**Committee on Ministry.** Phil Reed presented the report.

***Examinations***

The Committee on Ministry recommended that the Presbytery commission **Kathleen Mackie** as a Commissioned Ruling Elder for **Livonia, Rosedale Gardens**. She presented her statement of faith and responded to questions from the floor. When there were no further questions, she was excused, and the Presbytery then voted to approve her examination and to commission Kathleen Mackie to the Rosedale Gardens Presbyterian Church of Livonia as a Commissioned Ruling Elder with all the authority that can be granted to a CRE. She returned to the room and answered the constitutional questions in the affirmative. After prayer, the Moderator declared her commissioned.

Upon motion of the Committee on Ministry, the Presbytery acted as follows:

***Calls/Contracts***

1. **Approve** the part-time Interim Pastor contract between the **Rev. Brewster Gere** and **Westminster Church, Ann Arbor**, effective January 30, 2018, for three months. Terms of Call: Salary \$30,000. The pastor is retired and receiving benefits directly from the PCUSA. The church will pay 12% of the Interim Pastor's cash salary as post-retirement service dues. Mileage to be reimbursed at current IRS rate; partial payment of SECA by church. Vacation-2 weeks including 2 Sundays.
2. **Approve** the Stated Supply contract between the **Rev. Hotek Tan** and **The Taiwanese Fellowship**, effective January 1, 2018. Terms of Call: Salary \$36,396, Housing \$14,735, Utilities Allowance \$3,283, Social Security \$4,163, Full Pension \$24,296, Medical Deductible \$728, Continuing Education \$1,039, Auto/Travel & Other Business Expenses \$1,559. Total-\$82,036. Vacation-One month including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
3. **Approve** the Commissioned Ruling Elder contract between **Ruling Elder Kathleen Mackie** and **Rosedale Gardens Presbyterian, Livonia**, effective March 11, 2018. Salary-\$61,200, employee pays ½ of monthly medical benefits deducted from salary as offered by BOP; Rosedale Gardens pays the other ½ (total monthly cost \$744.31), Dental \$36.95 monthly, Continuing Education/Conference \$900. Total-\$67,009.32 Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The Church will pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats with the CRE seeking scholarship assistance from the COM.
4. **Approve** the part-time Parish Associate contract between the **Rev. Emma Nickel** and **First Presbyterian Church, Northville** effective March 1, 2018. Terms of Call: Salary \$30 per hr., reimbursements as applicable. Total: \$1200/month. Also, **approve** the **transfer** of the **Rev. Emma Nickel** from the Mid Kentucky Presbytery to the Presbytery of Detroit and enroll her as a Member at Large.

#### *Transfers*

1. **Approve** the **transfer** of the **Rev. Robert Sheldon** from the Presbytery of Peace River to the Presbytery of Detroit.

#### *Retirements*

1. **Approve** the retirement of the **Rev. Dr. Kenneth G. Kaibel** effective January 1, 2018 and **grant** him the status of Honorably Retired.  
Al Timm spoke about the ministry of Ken Kaibel,
2. **Approve** the retirement of the **Rev. Kevin Johnson** effective April 8, 2018 and **grant** him the status of Honorably Retired.

Adrienne Adams spoke about the ministry of Kevin Johnson,  
Messrs Kaibel and Johnson addressed the Presbytery briefly.

The Committee on Ministry *reported for information* the following actions taken under the authority it has been given. It has:

1. APPROVED the positions of Resident Ministers at Kirk of the Hills and Interim Pastor at Westminster Ann Arbor.
2. APPROVED the MIFs from Plymouth and from Saline.
3. APPROVED that the position of Program Director of the Ecumenical Center for Christian Leadership, Lansing, Michigan be approved as a validated ministry; the **Rev. Sharon Mook**

be approved to serve in this validated ministry and the Rev. Sharon Mook be approved to labor outside the bounds of the Presbytery of Detroit.

4. APPROVED the following Validated Ministries:
  - Rev. Craig Aue**-Chaplain Beaumont Hospice, Dearborn
  - Rev. Blair Buckley**-Resident Minister, First Presbyterian Ann Arbor
  - Rev. Harry Capps**-Seniors Wellness Group of Michigan
  - Rev. Charles Mabee**-Campus Ministry--Oakland University
  - Rev. Susan Mozena**- Chaplain, Beaumont Hospital, Grosse Pointe
  - Rev. Steven Nuss**-Chaplain, Henry Ford Hospital, Detroit
  - Rev. Dorothy Parks-Piatt**-Resident Minister, First Presbyterian Ann Arbor
  - Rev. Kevin Picuch**-Executive Director of Southwest Detroit Immigration and Refugee Center
  - Rev. Kelly Pittman**-Chaplain, McLaren Hospice
  - Rev. Eric Koenig-Reinke**-Resident Minister, First Presbyterian Ann Arbor
  - Rev. Jennifer Rike**-Associate Professor, University of Detroit/Mercy
  - Rev. Renee Roederer**-Director of Nones & Dones Ministry, Ann Arbor
5. APPROVED adding the **Rev. Cassandra (Cassie) Todd** (member of Lake Huron Presbytery) to the Pulpit Supply list
6. APPROVED concurring with the request of the Session of the **First Presbyterian Church of Plymouth** to name the **Rev. James Skimmins** as Pastor Emeritus.
7. APPROVED granting the **Rev. Duke Morrow** permission to labor outside the bounds of the presbytery in order to officiate at the wedding of his grandson in St. Petersburg, Florida on July 29, 2018
8. APPROVED adding the **Rev. Sam Laswell** to the Pulpit Supply list.
9. APPROVED adding Inquirer **Caleb Jones** to the Pulpit Supply list.
10. APPROVED adding the Rev. **Anne Lange**, Elder **William Irving** and **Elder Jin Lee** to the Pastoral Response Team.
11. APPROVED the **Rev. Majorie Welhemi** to take Interim Ministry September 25-27 at the Five Oaks Retreat Center in Paris, Ontario.
12. APPROVED the **Rev. Dr. Robert Agnew** as Moderator of Session beginning April 1, 2018 at St. John's, Detroit
13. APPROVED the **Rev. Beth Delaney** as Moderator of Session beginning April 8, 2018 at Calvary, Detroit
14. APPROVED the MIF for First Birmingham

### **Omnibus Motion**

The Stated Clerk *pro tem* presented the Omnibus Motion. Item 5.e was removed from the motion upon request. The Presbytery voted to approve the rest of the Omnibus Motion as follows:

Upon motion of the Stated Clerk, Presbytery voted to:

### **On behalf of the Trustees:**

1. Grant permission of Warren First to lease their property, including worship space, to Promised Word Ministries, 3637 W. Jolly Road, Lansing, MI
2. Ratify the license agreement by Troy First with the Korean Presbyterian Church dated 1/23/11, and approve the extension of it until 1/22/2021.



3. Dissolve the Erin Presbyterian Church effective 3/10/18
4. Approve the sale of a portion of St John's Presbyterian Church described as:

Part of a larger parcel described as:

Lot 13 of Elmwood Park Urban Renewal Plat No. 1 as recorded in Liber 89, Pages 47, 48, and 49 of Plats, Wayne County Records.

This description is taken from the city of Detroit assessor records. The actual legal description of the subject property should be determined by a survey that complies with the American Land Title Association (ALTA) standards.

Commonly known as the western and northern portions of 1961 East Lafayette.

To Hunter Pasteur Homes, LLC, for the following:

- (a) Buyer shall pay Six Hundred Fifty Thousand Dollars (\$650,000) (the "Purchase Price") for the Property. The Option Price shall be credited against the Purchase Price if the Option is exercised. The Purchase Price, as adjusted, shall be paid in full at the closing, by cashier's check, title company check or other immediately available funds.
- (b) Buyer shall, at the time of closing, enter into a separate agreement to provide all labor, materials, fees and costs to reconfigure and resurface Seller's parking lot and provide necessary construction to the exterior church entrance (steps and sidewalk, but no part of the building), to provide handicap access at no cost to Seller, according to construction plans provided by Seller and mutually agreed upon by Seller and Buyer who shall work together and in good faith to reach said agreement. Target date for construction shall be the summer of 2019, but in no event shall it occur later than August 31, 2020.
- (c) Buyer shall contribute two hundred dollars (\$200) from the sale of each unit in the Lafayette/SI. Aubin Project toward the Hunger Ministries coordinated by St. John's Presbyterian Church.
- (d) Seller shall, at the time of closing, enter into a separate agreement to provide Buyer a license to utilize a portion of the remaining portions of Seller's property as access to the Lafayette/SI. Aubin Project for emergency vehicles, provided that all construction, planning and legal costs associated with said access shall be paid for by Buyer and shall be subject to Seller's approval which shall not be unreasonably withheld. The parties will work together and in good faith to minimize the impact upon Seller's property and parking spaces.
- (e) This transaction is contingent upon Buyer obtaining all necessary approvals for a land split to create the parcels described in Exhibit A. Seller agrees to cooperate with Buyer's efforts to secure land split. All costs associated with the land split shall be borne by the Buyer.
- (f) The Closing on the Property following exercise of the option shall be held at such a time and date as the parties may agree upon at the office of the Seller's attorney provided, however, that closing must take place on or before thirty (30) days after this Option is exercised and no later than September 30, 2018.
- (g) Buyer shall pay all closing fees and all costs associated with the sale of the Property. The parties agree that the Title Company shall prepare the required deed and closing documents necessary to complete the transaction, the Title Company shall conduct the closing, and the cost of same together with any settlement, document preparation, or disbursement fee shall be borne by Buyer. Buyer shall

pay the required transfer tax, the cost of an owner's commitment and policy of title insurance and recording fees relative to the discharge of Seller's mortgage, if any. At closing, the parties shall execute closing statements prepared by the Title Company and all income or other tax reporting documents as required by the Title Company.

(h) All water and sewer charges, if any, assessed to the Property after closing shall be the responsibility of the Buyer.

(i) The provisions of sub-sections (a), (b) and (c) above shall be nullified if buyer does not purchase the Property.

5. Receive and include in the minutes the following for the information of Presbytery:

a. Trustees authorized up to \$30,000 for the Faith in Action Work Group for the purpose of providing grants of up to \$1,000 as a part of Phase 1 of their program for distributing the \$350,000 gift to Presbytery.

b. The Trustees voted to approve on behalf of the Presbytery of Detroit the quit claim deed of Celtic Cross Church to Glenn P. Neuner, whose address is 47930 Harbor, Chesterfield as follows:

Land situated in the City of Center Line, County of Macomb, State of Michigan

Lot 13, except the South 170.00 feet and Lot 14, except the South 60.0 feet, Assessor's Plat No. 2, according to the plat thereof as recorded in Liber 13, Page 15 of Plats, Macomb County Records.

For \$1.00.

Commonly Known as: 25045 Burt

Parcel ID: 01-13-22-353-027

The reason for approving this is that a strip of land was inadvertently not included in the sale of their manse. The owner is selling and discovered the error. The imminent sale is pending approval of this quit claim deed.

c. The Trustees have released funds from the Ranney-Balch Fund as follow, contingent on approval by the Coordinating Cabinet:

Inclusion Ministry	
Program	\$7,000.00
Southwest Immigrant	\$10,000.00
Broadstreet Tutoring	\$5,000.00
Hope	\$5,320.00
Trinity	\$6,200.00

d. The Trustees have been forced to move forward with evicting the Barnabas Project from the property at 3530 Grand River. The property is owned by the Presbytery and has been used by Barnabas, but not since November 2016. The Trustees have informed Presbytery of their intent to place the property on the market.

e. [Divided from the resolution on demand. See below.]

f. The Trustees have leased a copier that will be available for committees and teams to make copies.

g. The Trustees have arranged for a seminar on church safety that will be held at St Paul's Presbyterian Church on April 28<sup>th</sup>.

h. The Trustees have been in consultation with Park United regarding a property purchase and its taxable status. The property is a store-front intended for some worship and other

ministries. Since the purchase was for cash with no encumbrance, no Presbytery approval is required

- i. The Trustees have amended its policy T-7 Statement of Investment Objectives, Policies, and Guidelines, Art 7 as follows (deleted provision is crossed out, amended provision is in italics.):

Target Ranges

Equity Investments 40%-60% (Includes REITS up to ~~10%~~ 15% of the total)  
 Fixed Income Investments 40%-60%  
 Cash Equivalents 0% - 5%

Item 5e. A motion was made in November relating to the use of funds realized in the sale of the 3530 Grand River property, which was referred to the Trustees. In January the Trustees informed the Presbytery that they will report on that referral at this meeting. The Trustees have since received notice that the Michigan Black Presbyterian Caucus has an interest in the funds. The Trustees will report on the referral after consultation with the Black Caucus.

The paragraph was divided for separate consideration on demand of a member. A representative of the Michigan Black Presbyterian Caucus moved that the last two words of the third sentence (“the funds”) be struck out and that the following be inserted in their place: “participating in the process for determining the recommendation of the Trustees.” The Presbytery voted to approve the amendment and to include the amended version in the minutes, as follows:

5.e. A motion was made in November relating to the use of funds realized in the sale of the 3530 Grand River property, which was referred to the Trustees. In January the Trustees informed the Presbytery that they will report on that referral at this meeting. The Trustees have since received notice that the Michigan Black Presbyterian Caucus has an interest in participating in the process for determining the recommendation of the Trustees. The Trustees will report on the referral after consultation with the Black Caucus.

**Treasurer.** Timothy Ngare presented his Treasurer’s report.

**Stated Clerk.** Thomas Oxtoby presented the report.

***For action***

Upon motion of the Stated Clerk *pro tem*, the Presbytery voted to:

1. Approve the following dates for the 2019 Presbytery meetings:
  - Tue Jan 22
  - Sat Mar 16
  - Tue Jun 11
  - Tue Sep 24
  - Sat Nov 16
2. Approve the reports of the following Commissions:
  - a) Ordination of Jacqueline Spycher on January 14, 2018. Appended.
3. Approve the Annual Report to the General Assembly

<b>Ministers on Roll (Retired and active) 12/31/16</b>	<b>217</b>
Died	5
Dismissed to other Presbyteries	9
Dismissed to other denominations	0

<u>Other removals (administrative)</u>	1
Total Losses:	<u>15</u>
Received from other Presbyteries	7
Ordained	4
<u>Restored</u>	0
<u>Received from other denominations</u>	1
Total Gains:	<u>12</u>
<b>Ministers on Roll (Retired and active) 12/31/17:</b>	<b><u>214</u></b>

	<b>Churches</b>	<b>Membership</b>
<b>Number of churches</b>		
<b>12/31/16</b>	<b>79</b>	<b>22,310</b>
Dissolved:	1	
Dismissed to other denomination	0	
Member decrease		1281
<b>12/31/17</b>	<b>78</b>	<b>21029</b>

4. Approve the annual Equalization of Elders. Appended.

***For information***

The Stated Clerk *pro tem* reported the following for the information of the Presbytery:

**TRANSFERS COMPLETED**

- a) To the Presbytery of Detroit:
  - i) Matt Nickel from Mid-Kentucky Presbytery
  - ii) Blair Buckley from Pueblo Presbytery
- b) From the Presbytery of Detroit
  - i) Matthew Bauhof to Western Reserve Presbytery

**Service of Recognition**

Laura Price introduced **Joshua Archey**, who serves as Educator at the **First Presbyterian Church of Farmington Hills** and who has completed his training and been certified by the General Assembly as a **Certified Christian Educator**. She then led the Presbytery in the Service of Recognition. Joshua Archey answered the constitutional questions in the affirmative. After prayer, the Moderator declared the Presbytery's recognition of Joshua Archey as a Certified Christian Educator. Since he is also a Ruling Elder, he is entitled to the privilege of voice and vote at all meetings of the Presbytery during his term of service (G-2.1103b).

**WE GAVE THANKS TO GOD**

The Moderator led the Presbytery in prayer, including prayers of thanksgiving and concern voiced by the people from their pews. Those present then exchanged the Peace of Christ with one another.

## WE WENT OUT IN GOD'S NAME

The Presbytery adjourned with a benediction and prayer at 12:40 p.m.

The next stated meeting of the Presbytery will convene on Tuesday, June 12, 2018, at 4:00 p.m. at Kirk in the Hills, Bloomfield Hills.

ATTEST:

/s/ Thomas Oxtoby

THOMAS OXTOBY, Stated Clerk *pro tem*

ATTACHMENT ONE: The Roll

APPENDICES:

Executive Presbyter's State of the Presbytery Reflections on 2017  
Resolution endorsing the Poor People's Campaign  
Cincinnati Presbytery General Assembly Overture *On Appointing an  
Administrative Commission for the Synod of the Covenant* and its  
Rationale  
Report of the Fort Street Administrative Commission  
Report of the Commission to Ordain Jacqueline Spycher  
Equalization of Elder Commissioners April 2018 – April 2019

### ROLL OF PRESBYTERY FOR March 10, 2018

CHURCHES:                               Of 78 churches, 33 were represented and 45 were not.

COMMISSIONERS:                       Of 137 eligible commissioners, 46 enrolled, and 91 did not.

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

Of 11 total, 4 were present, of whom 3 counted as commissioners, leaving 1 as the unduplicated count: 1 excused, and 3 absent.

TEACHING ELDERS:                   Of the 124 non-retired teaching elders on the combined rolls of active members and members-at-large, 35 were present, 24 were excused, and 65 were absent.

Of the 86 retired teaching elders on the rolls, 11 were present and 75 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS:           Of the 6 Commissioned Lay Pastor on the rolls, 2 were present, 0 excused, 4 absent

Of the 3 Certified Educators on the rolls, 2 were present, 0 excused, 1 absent.

SUMMARY

VOTING MEMBERS PRESENT

46 Elder Commissioners

+     1 Other Ruling Elders

+	35	Non-retired teaching elders
+	11	Retired teaching elders
=	2	Commissioned lay pastors.
=	0	Certified educators.
=	95	Voting members present.

## OTHERS PRESENT

6	Non-voting attendees
2	Corresponding members

**ATTENDANCE****Churches and Elder Commissioners**

<b>ALLEN PARK, Allen Park</b>	<b>DETROIT, Broadstreet</b>	1	NOT REPRESENTED
1	ROBERT MORTON	2	
2	BETH STANTON	<b>HOWELL, First</b>	
3	E SUZAN MAXEY	1	NOT REPRESENTED
<b>ANN ARBOR, Calvary</b>	<b>DETROIT, Calvary</b>	2	
1	PAMELA DAWSON	<b>LINCOLN PARK, Lincoln Park</b>	
1	ADRIENNE ADAMS	1	CHRIS GRUNDY
<b>ANN ARBOR, First</b>	<b>DETROIT, Calvin East</b>	<b>LIVONIA, Rosedale Gardens</b>	
1	ELLEN SCHREUDER	1	DYCHE ANDERSON
2		2	
3	<b>DETROIT, First</b>	<b>LIVONIA, St. Paul's</b>	
4	1	1	NOT REPRESENTED
5	NOT REPRESENTED	<b>LIVONIA, St. Timothy's</b>	
<b>ANN ARBOR, Northside</b>	<b>DETROIT, Fort Street</b>	1	NOT REPRESENTED
1	DEREK SALE	<b>MILAN, Peoples</b>	
<b>ANN ARBOR, Westminster</b>	<b>DETROIT, Gratiot Avenue</b>	1	NOT REPRESENTED
1	MARYANN BRANTLEY	<b>MILFORD, Milford</b>	
2		1	BRUCE GILBERT
<b>AUBURN HILLS, Auburn Hills</b>	<b>DETROIT, Hope</b>	2	
1	DARYL TAYLOR	<b>MT. CLEMENS, First</b>	
<b>BELLEVILLE, Belleville</b>	2	1	NOT REPRESENTED
1	P WASHINGTON	2	
<b>BERKLEY, Greenfield</b>	<b>DETROIT, Jefferson Avenue</b>	<b>NORTHVILLE, First</b>	
1	KATHLEEN E JOHNSON	1	NOT REPRESENTED
2		2	
<b>BEVERLY HILLS, Northbrook</b>	<b>DETROIT, St. John's</b>	3	
1	1	<b>NOVI, Faith Community</b>	
2	NOT REPRESENTED	1	NOT REPRESENTED
<b>BIRMINGHAM, First</b>	<b>DETROIT, Trinity Community</b>	2	
1	1	<b>ORCHARD LAKE, Community</b>	
2	NATALIE BROTHERS	1	STEVE ORR
3	RUTHENIA HENDERSON	2	
<b>BLOOMFIELD HILLS, Kirk/Hills</b>	<b>DETROIT, Trumbull Avenue</b>	3	
1	1	<b>PLYMOUTH, First</b>	
2	MARTHA SINGLEY	1	LOU MACERATINI
3		2	
4	<b>DETROIT, Westminster</b>	3	
5	1	<b>PONTIAC, First</b>	
<b>BRIGHTON, First</b>	2	1	STEVEN TODD
1	DEBORAH FAIR	<b>PONTIAC, Joslyn Avenue</b>	
2		1	NOT REPRESENTED
<b>CANTON, Geneva</b>	3	<b>PORT HURON, First</b>	
1	<b>FARMINGTON, First</b>	1	NOT REPRESENTED
2	1	2	
<b>CLARKSTON, Sashabaw</b>	2	<b>REDFORD, St. James</b>	
1	JANICE DENNISON	1	NOT REPRESENTED
<b>DEARBORN, Cherry Hill</b>	2	<b>ROCHESTER, University</b>	
1	DEB LUM	1	DOUG FRYE
2	<b>FERNDALE, Drayton Avenue</b>	2	
<b>DEARBORN, First</b>	1	<b>ROYAL OAK, First</b>	
1	SARA CAMPBELL	1	JAMES HANKS
2	<b>FORT GRATIOT, Lakeshore</b>	2	SCOTT RIECK
<b>DEARBORN, Littlefield</b>	1	3	
1	NOT REPRESENTED	<b>ROYAL OAK, Starr</b>	
<b>DEARBORN HGTS, St. Andrew's</b>	<b>GARDEN CITY, Garden City</b>		
1	1		
	GAIL MAIN		
	<b>GROSSE ILE, Grosse Ile</b>		
	1		
	STEPHANIE COBB		
	2		
	NANCY COLINA		
	<b>GROSSE POINTE, Memorial</b>		
	1		
	BILL BALL		
	2		
	MARY LLOYD		
	3		
	STEVE TENGLER		
	4		
	<b>GROSSE PTE WOODS, Woods</b>		
	1		
	NOT REPRESENTED		
	<b>HIGHLAND PARK, Park United</b>		
	1		
	NOT REPRESENTED		

1 RICHARD SMITH  
**SALINE, First**  
 1 NOT REPRESENTED  
 2  
**SHELBY TWP., St. Thomas**  
 1 NOT REPRESENTED  
 2  
**SOUTH LYON, First**  
 1 NOT REPRESENTED  
**SOUTHFIELD, Covenant**  
 1 NOT REPRESENTED  
**SOUTHFIELD, Korean**  
 1 NOT REPRESENTED  
 2  
 3  
**SOUTHFIELD, New Hope**  
 1 NOT REPRESENTED  
**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 RUTH FEDOR  
**TROY, Korean First**  
 1 NOT REPRESENTED  
 2  
**TROY, Northminster**  
 1 NOT REPRESENTED  
**WALLED LAKE, Crossroads**  
 1 NOT REPRESENTED  
**WARREN, Celtic Cross**  
 1 NOT REPRESENTED  
**WARREN, First**  
 1 NOT REPRESENTED  
**WATERFORD, Community**  
 1 ALICE SIAS  
**WESTLAND, Kirk of Our Savior**  
 1 MADELINE CARPENTER  
**WHITE LAKE, White Lake**  
 1 NOT REPRESENTED  
**WYANDOTTE, Wyandotte**  
 1 NOT REPRESENTED  
**YPSILANTI, First**  
 1 NOT REPRESENTED  
 2

## Elder Members and Clergy

### A. RULING ELDER MEMBERS ON CABINET

C ADAMS, ADRIENNE  
 E BLENMAN, MARTHA  
 C BRANTLEY, MARY ANN  
 A CAMPBELL, DORIS  
 C FAIR, DEBORAH  
 P LEWIS, STEFANIE  
 A MATERS, BRUCE  
 P MORTON, JANET  
 P NGARE, TIMOTHY  
 P PONDER, BOB  
 A TALLANGER, CHIP

### B. TEACHING ELDERS

A ADAMS, WILLIAM L III  
 P ALLEN, ROBERT  
 E ANDERSON, BRYANT  
 A ANDERSON, LINDA  
 P ANDERSON, LINDSEY  
 A AUE, CRAIG  
 E AUSTIN, MARY  
 P BAHR-JONES, MARY  
 A BATTAGLIA, LEIA  
 P BECKMAN, MICHAEL  
 E BLAIR, JOANNE  
 A BOLT, KENNETH  
 A BOUSQUETTE, PAUL  
 A BUCKLEY, BLAIR  
 A CAMPBELL, EMILY  
 A CASTEEL-HUSTON, PEGGY  
 A CHOI, SEUNG KOO  
 E CHUNG, ISAAC  
 A CHURCH, HEIDI  
 A COCHRAN, LINDA  
 E CORNFIELD, KEITH  
 E COZIER, CLINTON  
 A DE ORIO, ANTHONY  
 P DELANEY, BETH  
 E DELEZENNE, JULIE  
 P DOWNS, ELIZABETH  
 A DOYLE-HOHF, KATHLEEN  
 E DUNN, EDWARD  
 P DUNN, JOANNA  
 A ERVIN, DANIEL  
 P FAILE, JAMES  
 P 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  
 E GROSCH, ADAM  
 A HANNA, RAAFAT  
 E HARRIS, R. JOHN  
 P HAYES, FRANCES  
 A HEATON, DAN  
 A HENRY, PETER J. M.  
 A HERRINGTON, RUTHANNE  
 P HILDEBRANDT, KARA  
 A HORLOCKER, MICHEL  
 P JAMES, MICHELLE  
 A JAMES, THOMAS  
 P JOHNSON, KEVIN  
 A JU, GWANGWOO

P JUDSON, JOHN  
 P JUSINO, EDDIE  
 P KAIBEL, KENNETH  
 P KELSEY, LAURA  
 E KIM, Y. MONCH  
 A KLINGER, JAMIE  
 A KOENIG-REINKE, ERIC  
 E KOSTER, EDWARD H.  
 P LANGE, ANNE  
 E LANGE, ERIC  
 A LEE, ESTHER  
 A MABEE, CHARLES  
 P MADDEN, JULIE  
 A MARKS, JULIE  
 E McCLOSKEY-TURNER, CATHARINE  
 A McGOWAN, EVANS  
 A McMILLAN, JUDITH  
 P McRAE, BARBARA  
 A MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 P MILLS, JILL  
 A MONNETT, JAMES  
 E MOOK, SHARON  
 A MOON, SUNG-JOON  
 P MOORE, PETER  
 E MORGAN, JOANNE  
 A MORROW, DUKE  
 A MOZENA, SUSAN  
 P NICHOLS, NEETA  
 P NICKEL, MATTHEW  
 A NUSS, STEVEN  
 A OBERG, ARTHUR  
 A OSWALD, DIANE  
 A OTT, JEFF  
 A PARKER, OPELTON  
 E PARKS-PIATT, DOROTHY  
 A PAVELKO, JOHN H.  
 A PHILLIPS, MARK  
 A PHILLIPS, NATHANIEL  
 P PHILLIPS, SCOTT  
 P PICKRELL, BROOKE  
 A PIECUCH, KEVIN  
 E PITTMAN, JASON  
 E PITTMAN, KELLY  
 A PORTER, JAMES  
 E PRENTICE-HYERS, MARY ELIZABETH  
 P PUNTIGAM, JOEL  
 P REED, PHILIP  
 A RIKE, JENNIFER  
 A RODRIQUEZ, FERNANDO  
 P ROEDERER, RENEE  
 A ROGERS, MELISSA ANNE  
 E RYAN, BREANNE  
 A RYO, ANGELA  
 A SANDERFORD, JOHN  
 A SCHAEFER, ANNE N.  
 A SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 A SMART, JASMINE  
 E SMITH, BRYAN DEAN  
 E SPYCHER, JACQULINE  
 P STUNKEL, KAREN  
 A 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  
 A 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, LUDON  
 E BOEVE, PETER  
 P BROWNLEE, RICHARD  
 E BYARS, RONALD  
 E CAPPS, HARRY  
 E CARLE, NANCY  
 E CARTER, DOUGLAS D.  
 E CHAMBERLAIN, LAWRENCE  
 E CHAMBERS, JAMES C.  
 E CHOI, IN SOON  
 P CLISE, W. KENT  
 E COBLEIGH, GERALD R.  
 E COLON, LOIS  
 P CONLEY, JAMES H.  
 E CORSO, LINDA  
 P COWLING, NEIL D.  
 E CRILLEY, ROBERT  
 E CROSS, PAUL D.  
 E DAVIS, ROXIE ANN  
 E DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON, GRETCHEN  
 E DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E DYKSTRA, CRAIG R.  
 E ELLENS, J. HAROLD  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 E HARTLEY, THOMAS  
 E HATCHER, RUFUS  
 E HELMKE, BEN  
 E HENDERSON, RICHARD  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOGEL, LYNNE  
 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.  
 P PROVOST, KEITH  
 E PRUES, LOUIS J.  
 E RATCLIFFE, ALBERT H.  
 E ROBERTSON, ANN  
 E ROBERTSON, WILLIAM  
 E RUSSELL, JAMES P.  
 P SCRIBNER, LOREN  
 E SHIPMAN, JUDY  
 E SKIMINS, JAMES  
 E SOEHL, HOWARD  
 E SOMMERS, CHARLOTTE  
 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 AGNEW, DIANE  
 P BARCONEY, MICHAEL  
 P JENSEN, SANDRA  
 P JOHNSON, KATHI  
 P NEAL, TOM

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

P ARCHEY, JOSHUA  
 A MERTEN, CINDY  
 P PRICE, LAURA

**F. COMMISSIONED RULING ELDERS**

P BARCONEY, CHARON

P BASS, NANCY  
 A HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA  
 A SEILER, GORDON  
 A SINGLEY, LINDA

**H. PAST RULING ELDER**

**MODERATORS NOT ON CABINET**

E BOSTIC-ROBINSON, DIANE, PM  
 E ELAM, DIXIE, PM  
 E ELLIS, HAROLD, PM  
 E HYLKEMA, CAROL, PM  
 P LOUP, JEAN, PM  
 E MORRISON, HELEN, PM  
 E WINSLOW, PAUL, PM

**G. CORRESPONDING MEMBERS**

UCTHTMAN, DEBORAH  
 CINCINNATI PRESBYTERY  
 EMMA NICKEL  
 MID-KENTUCKY PRESBYTERY

**State of the Presbytery: Reflections on 2017**  
**The Rev. Dr. Allen D. Timm, Executive Presbyter**

**Transforming and Strengthening Congregations to be Missional, Pastoral and Prophetic**

We lost 763 members in 2016, down from a loss of 1494 members in 2015. We have not stemmed decline, but we have slowed it down. Presbytery still pursues the mission of strengthening and transforming congregations to be missional, pastoral, and prophetic.

The racial makeup of the Presbytery continued to change. Korean Americans are now the largest minority (5.24%) and African Americans are now 4.5% of the membership.

The Presbytery of Detroit through, its committees and teams, offered a lot of help to congregations last year. There was much impact. Here are the outcomes that I want to report.

The Care and Preparation for Ministry Committee:

- supported congregations by training and developing leaders for congregations, for ordained ministry of word and sacrament, and for Commissioned Ruling Elder.

The Committee on Ministry:

- gave help and inspiration to interim and temporary pastors;
- supported churches and pastors in their transitions;
- prepared new clergy to avoid sexual misconduct;
- visited many congregations to offer the support of Presbytery; and
- resourced retired pastors.

The Committee on Representation:

- held in front of the Presbytery the need to represent the diversity of the Presbytery in congregational leadership and on Presbytery committees, teams, and workgroups.

The Committee on Nominations:

- filled most of the teams and committees with gifted and called leadership.

The Trustees:

- assisted congregations with property management, and sale;
- represented the corporate functions of the Presbytery;
- supported the ministry of the Howell Nature Center;
- provided office space for the work of the presbytery; and
- oversaw the funds: strengthened the accounting and managed the investments that brought revenue to the Presbytery.

The New Church Development Team:

- helped pastors and elders ask how they can start meetings with those outside of the church, to serve people who do not come in. How can congregations reach those who are “done” with institutions? Or will have “none” of them?

#### Congregational Development and Transformation:

- helped with mission studies, demographics; and
- introduced a new tool for studying congregations called “Owlsight,” or visualizing a congregation from up on high with visual acuity. This helped measure level of satisfaction and energy of members.

#### The Leadership Equipping Ministry Team Workgroups team:

- introduced educators to new ideas for resources so they could “flip the classroom,” including providing resources for the 10 – 20 churches that visit each month;
- gave youth the opportunity to meet youth from other communities, across other races and cultures, while conducting mission, including taking a group to the Montreat conference center;
- equipped new officers with tools for ministry;
- helped leaders of congregations start new mission projects in their community, assisted by the missional church network, to help congregations make an impact on their community, to remake the church and change the world;
- welcomed and resourced new pastors and commissioned ruling elders, including introducing them to missions in Detroit, with a tour of Detroit and the exhibit on the 1967 uprisings at the Detroit Historical Society;
- opened leaders in the Presbytery to a deeper faith in Christ through Presbyterian Pilgrimage events.

#### The Multicultural Ministry Team:

- lifted up the vision of Martin Luther King, Jr., that our society, churches, and presbytery might reflect the “beloved community;” and
- introduced commissioners to the value of the Belhar Confession that calls for racial equality in the church.

#### Social Justice Ministry Team:

- helped congregations to understand the water crisis, and to help neighbors deal with the crisis;
- offered regular exhibits at presbytery assemblies on how to be inclusive;
- helped seniors to find health care;
- helped congregations know that they can help members and neighbors find resources when they hear about gender violence;
- encouraged entrepreneurship among Detroit residents through Self Development of People grants;
- offered 27,000 meals through the outreach of 9 congregations, including an outreach providing cereal for hungry kids in the summer, supported by the Hunger Work Group; and
- awarded grants for congregational outreach projects, funded by the Ranney-Balch Fund.

#### Mission Interpretation Ministry Team:

- continued to support congregations that led campus ministries at Eastern Michigan University, Oakland University, and the University of Michigan, as well as supporting a ministry on Wayne State University Campus by InterVarsity Christian fellowship);
- supported the growth of youth on the East side of Detroit at Second Mile Center, and Barnabas Youth Opportunities, Inc. in Midtown, which is currently moving out of Presbytery’s building;
- impacted members of congregations who saw their faith grow through mission and tried to attract young adults to ministry through the work of Motor City Mission Corps, a Young Adult volunteer program with emphasis on how they can serve God in their vocation;

- helped congregations make an impact on neighbors by holding health fairs for those without insurance; and
- helped the East Thika Presbytery to design and maintain wells and supported their ministry.

The Planning and Visioning Ministry Team continued to hold teams and committees accountable to describe the difference their funding will make towards outcomes. An outcome is the difference made by spending resources and holding activities. By planning for what outcomes take place, teams do more than measure how many opportunities for training they offer. They describe or picture the impact, or difference, they will make. Additionally, for the first time in my memory, Planning and Visioning assigned a Goals Work Group to delegate and to monitor Presbytery-wide goals.

Planning and Visioning also planned special events for each Presbytery Assembly to help congregations meet the Great Ends of the Church (F-1.0304). Last year Assemblies focused on the end: the promotion of social righteousness. The discussions were about how churches could speak to their community about issues of social righteousness. They helped congregations speak about immigration, education, the needs of Detroit, and gender violence.

### **Presbytery's Support Groups**

A word of thanks needs to be extended to the Trustees. They provide funds for the Presbytery, excellent office space, loans to congregations and support to congregations in their transactions. The Trustees asked Presbytery to establish a special committee to help declining congregations to their way into the future, either by consolidating, merging, or closing. The committee follows the Presbytery Policy on the topic, called P-21.

The Operations Ministry Team continues to support the staff. Annual evaluations were again held for all staff. They also led a study of staffing needs, assisted by consultant Robert L. Hunter. Bev Knox, longtime Executive Assistant retired, and with that change, it was time to study what staffing is needed. That process has included the Coordinating Cabinet, ministry teams and committees, and members of Presbytery. The staff mourn the loss of Beverly Knox, longtime servant to the Presbytery.

The staff gave great support to the Presbytery. During a time of staff transition they worked hard and helped publicize the work of congregations, and special events of congregations. They attempted to provide for financial accounting and reporting. Our staff and consultants provided resources for congregations, as well as consulted with congregations about their mission, including addressing hunger needs, and transformation. They also supported the ecclesiastical functions of the Presbytery, such as statistical reporting and clergy membership.

The mission of the Presbytery was also extended by the Presbyterian Women, The Presbyterian Men, and the Michigan Black Presbyterian Caucus.

### **Funding the Mission**

Some of our congregations are very generous with funding to the mission of the Presbytery, while other congregations only supported their own mission. My hope is that congregations both support the mission of the Presbytery and mission in their community and in the world. There are ministries that teams see that are not supported by congregations, so need the support of Presbytery, Synod and General Assembly.

Last year the Presbytery operating mission budget (Fund 100) had more revenues than expenses. While at the writing of this report the accounts have not been audited, initial reports show that the budgeted expenditures were lower because teams or committees did not spend all that they asked for (primarily the Operations and New Church Development Teams). Revenues were higher for two reasons: increased income from Presbytery's

portion of the endowments and increased per capita revenue from congregations that brought their per capita obligations up to date.

### **What do I see in the future for the Presbytery?**

I would like to lend support to the committees, teams and work groups in their strengthening of congregations. Excellent plans that are in place. Ministry teams are envisioning great outcomes for their work and there is potential for great impact.

In my opinion, our new staffing design will lead to more support of congregations. I look forward to a new and increased strategy for communicating what Presbytery and its congregations offer. I look forward to supporting congregations and pastors more directly with the help of an Associate Executive Presbyter. I look forward to giving ministry teams more accurate and timely accounting, so they can step out boldly in their work.

Per capita dollars support the administration of the Presbytery, Synod, and General Assembly. Most of the congregations see the importance of the connectional church and receiving the support of the denomination. The congregations especially see the need for the support of presbytery in times of pastoral transition, and when they send a candidate for training of the presbytery.

Last year the Leadership Equipping Ministry Team offered training for churches looking to join God in their neighborhood. Five pastors joined a bi-weekly conference call to compare notes and give each other support, under the coaching of Michael Binder. The trend to collaborate with others in the community is growing, and neighbors are seeing the extension of the kingdom of God through the outreach efforts of congregations. These congregations are securing their place as God's servants and leaders in the community.

I am also encouraged by two new directions of COM: to hold clergy cluster meetings to support pastors, and to offer a coach for each clergy new to ministry, with the impact being support for the start-up phase of ministry. COM also has formed a new sub-committee, to look at innovations in ministry for congregations. They are collaborating with the Congregational Development and Transformation Team.

I have some concerns:

I have heard from five congregations that they see their time as limited. I have suggested to each that they contact P-21 (Presbytery Policy 21 – on closing, merging or consolidating churches) to make a proactive plan for ministry. Struggling churches have options if they take early action. For example, the Drayton Avenue Congregation have nested in another congregation in the community, and listed their property for sale, as an act of stewardship. They have joined some community wide ministries that are nurtured by three congregations now. These congregations see the value of partnership.

The number of congregations with temporary and part time pastors is growing. Presbytery commissioned four ruling elders to congregations, and they are doing a wonderful job. 18 congregations of our 79 churches have part time pastors. 14 of our churches are looking for a new pastor. This takes more time for the Committee on Ministry. The Trustees will have to help sell property.

One other change to note is the shift in diversity. While there are more Asian Americans (5.2%) African Americans (4.5%), Asian Americans are under-represented on teams and committees. The Committee on Nominations continues to work hard to represent all ethnic groups on committees and teams and made progress in recruiting Asian Americans to serve the Presbytery. The Committee on Nominations needs help in recruiting called and gifted people to serve.

I am encouraged by the number of congregations who are engaged in mission in their community. When our new Hands on Mission Coordinator, Michael Barconey, began his ministry, the team asked me to give him congregations to visit that demonstrate healthy mission. I sat down and thought of 41 congregations. I believe this is the church of the future. We can't be the church that turns inward.

Yes, we need to nurture faith in Christ, but in an equal way, the church needs to hear Christ's call to serve him outside their walls.

Recently the lectionary shared the text, "If any one want to come after me, let that one deny oneself, take up her or his cross, and follow after me" (Mark 8:31-38). The pastor of one congregation reminded his congregation that success is not having a fine building and great programs. Success is measured by how we follow Jesus. Jesus calls us to deny ourselves, take up our cross, and follow him. Where is Jesus going? Into the community and into the world. Jesus is welcoming the stranger, lifting the poor and hungry, healing the broken, releasing the captives and sharing the good news of the gospel.

Somewhere along the line, some churches turned inward. They said, "We will build it and they will come." Or they were satisfied with worship with only their friends. In my opinion the church of tomorrow needs to demonstrate the power of the gospel in such a way that people in our communities will see the kingdom grow, and will see the added value a congregation of faithful believers can give them.

What is that added value? The Presbytery looked at Jeremiah's hope for Jerusalem, that he shared for God. Jeremiah said, "seek the welfare of the city in which you live, in which you are exiles. Pray for them; build houses; grow families. For in their welfare, you will find their welfare." He concludes by saying God has a plan for them, for a future and a hope.

Jesus calls his disciples to be the salt of the earth and a light to the world. In Jesus' day, salt was used to preserve food, and to give zest to food. May we preserve what is true and good, and may we bring zest and hope to those around us. Jesus said, put your light on a hill so all can see. Don't hide it. May we be a beacon of hope. Jesus said, "Let your light so shine before others, that they may see your good works and give glory to your Father who is in heaven" (Matt 5:16).

And the Apostle Paul urges us, "And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him" (Col 3:17).

*Woe to those who make unjust laws,  
to those who issue oppressive decrees,  
to deprive the poor of their rights  
and withhold justice from the oppressed of my people,  
making widows their prey and robbing the homeless child... (Isaiah 10)*

At the Riverside Church of New York, N.Y., a prophetic Martin Luther King Jr., addressed America and highlighted the “triplets of evil” that challenged our existence ~ militarism, racism, and materialism. The movement of the Holy Spirit upon his conscience led him to break silence on that evening and speak out about the economic injustice of war. Martin’s journey from that pulpit led to the formation of a Poor Peoples Campaign; a campaign for him cut short by an assassin’s bullet. 50 years later the prophet’s mantle has been taken up by a new generation. Co-chaired by the Rev. Dr. William Barber II and the Rev. Dr. Liz Theoharris, a Poor People’s Campaign now calls for a moral revival in America.

**Whereas** the 50 years since the campaign of 1968 has seen an increase in the income inequalities between that of white America and black America...

**Whereas** the 50 years since the campaign of 1968 has seen an increase in the population of children in America living in poverty...

**Whereas** the city of Detroit has consistently been portrayed as the poorest major city in America for the past 5 years...

Be it resolved that on this date \_\_\_March 10, 2018\_\_\_\_\_, the Presbytery of Detroit publicly endorses **the Poor People’s Campaign /A National Call for Moral Revival** and their attached 12 Fundamental Principles. This resolution is presented by Michigan Black Presbyterian Caucus.

## The National Poor Peoples Campaign / A Call for Moral Revival 2018

### FUNDAMENTAL PRINCIPLES

1. We are rooted in a moral analysis based on our deepest religious and constitutional values that demand justice for all. Moral revival is necessary to save the heart and soul of our democracy.
2. We are committed to lifting up and deepening the leadership of those most affected by systemic racism, poverty, the war economy, and ecological devastation and to building unity across lines of division.
3. We believe in the dismantling of unjust criminalization systems that exploit poor communities and communities of color and the transformation of the “War Economy” into a “Peace Economy” that values all humanity.
4. We believe that equal protection under the law is non-negotiable.
5. We believe that people should not live in or die from poverty in the richest nation ever to exist. Blaming the poor and claiming that the United States does not have an abundance of resources to overcome poverty are false narratives used to perpetuate economic exploitation, exclusion, and deep inequality.
6. We recognize the centrality of systemic racism in maintaining economic oppression must be named, detailed and exposed empirically, morally and spiritually. Poverty and economic inequality cannot be understood apart from a society built on white supremacy.
7. We aim to shift the distorted moral narrative often promoted by religious extremists in the nation from issues like prayer in school, abortion, and gun rights to one that is concerned with how our society treats the poor, those on the margins, the least of these, LGBTQIA folks, workers, immigrants, the disabled and the sick; equality and representation under the law; and the desire for peace, love and harmony within and among nations.
8. We will build up the power of people and state-based movements to serve as a vehicle for a powerful moral movement in the country and to transform the political, economic and moral structures of our society.
9. We recognize the need to organize at the state and local level—many of the most regressive policies are being passed at the state level, and these policies will have long and lasting effect, past even executive orders. The movement is not from above but below.
10. We will do our work in a non-partisan way—no elected officials or candidates get the stage or serve on the State Organizing Committee of the Campaign. This is not about left and right, Democrat or Republican but about right and wrong.
11. We uphold the need to do a season of sustained moral direct action as a way to break through the tweets and shift the moral narrative. We are demonstrating the power of people coming together across issues and geography and putting our bodies on the line to the issues that are affecting us all.
12. The Campaign and all its Participants and Endorsers embrace nonviolence. Violent tactics or actions will not be tolerated.



## ON APPOINTING AN ADMINISTRATIVE COMMISSION FOR THE SYNOD OF THE COVENANT

The Presbytery of Cincinnati overtures the 223<sup>rd</sup> General Assembly (2018) of the Presbyterian Church (U.S.A.) to establish an Administrative Commission to address disorder in the Synod of the Covenant, as provided in G-3.0109b(5) of the *Book of Order* and Standing Rule K.2. of the *Manual of the General Assembly*. The Commission, which shall consist of not fewer than seven (7) persons appointed by the Moderator (or Co-Moderators), shall:

1. Conduct Special Administrative Review (G-3.0108b; Standing Rule K.2.) for the purpose of inquiring into and settling the following allegations of disorder:
  - a. Failure to determine a satisfactory method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103 in proposed amendments to the by-laws of the Synod, or adequately to consult with the presbyteries and racial-ethnic caucuses of the Synod in the preparation of said by-laws;
  - b. Failure to adequately support the ministry and mission of its presbyteries as they seek to support the witness of congregations (G-3.0401);
  - c. Failure to adequately facilitate communication with and among its presbyteries (G-3.0401a);
  - d. Failure to adequately exercise pastoral care among its presbyteries in order that the synod may live in the unity represented in the Sacraments (G-3.0401b);
  - e. Conflict between the Synod Executive and the Racial-Ethnic Caucuses of the Synod, and with the Cabinet on Ethnic Church Affairs of the Synod;
  - f. Loss of trust and mutuality between the Synod and its constituent presbyteries;
  - g. Loss of trust and mutuality between the Synod Executive and multiple presbyteries of the Synod;
  - h. Loss of trust and mutuality between the Synod Executive and the elected and/or administrative leadership of multiple presbyteries of the Synod.
2. In its exercise of Special Administrative Review, and in consultation with the Personnel Services Committee of the Synod, conduct a comprehensive performance review of the Synod Executive, including feedback from Commissioners, Synod Staff, Racial-Ethnic Caucuses, Presbyteries, Presbytery Executives, and others as it may determine helpful to its task; and to direct the Synod regarding the remediation of performance deficiencies, which may include recommendation to terminate employment if it deems the mission of the Synod imperatively demands it.
3. Have full authority to enforce the findings and recommendations of its Special Administrative Review, granting fair notice and an opportunity to be heard to all parties. The process for termination of employment, if recommended, shall conform to the Personnel Policies of the Synod in effect at the time the request for Special Administrative Review was initially filed.
4. Refer to judicial process any irregularities or offenses it may discover in the conduct of its review that cannot be remedied through administrative review.

### RATIONALE

The Synod of the Covenant is experiencing serious conflict and dysfunction. At its August 2017 Synod Assembly, amendments to the Synod By-Laws were introduced which would have the effect of disempowering and marginalizing the racial-ethnic caucuses of the Synod from the decision-making processes of the Synod. These by-laws were constructed and presented with little, if any, consultation with the persons directly affected, and with no

consultation with the presbyteries of the Synod. The given rationale was that “When a synod meets, it shall be composed of commissioners elected by the presbyteries” (G-3.0401), disregarding the Synod’s obligation stated in the very same paragraph, “[to] determine a plan for the election of commissioners to the synod, *as well as the method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103; both plans shall be subject to approval by a majority of the presbyteries in the synod*” (emphasis added). The proposed by-laws have never been distributed to the presbyteries, nor are they available on the Synod website. The process seems set up to exclude the very voices synods are charged to protect. The proposed by-laws remove racial-ethnic voices from the council commissioned to make decisions for the body between Assemblies, on which persons elected by the Synod (as opposed to the presbyteries) may legally serve (see Request 90-1, Minutes, 1990, Part I, p. 254).

The process for the proposed amendments to the by-laws reinforces perceptions that they are a response to ongoing conflict between the Synod Executive and the racial-ethnic caucuses of the Synod which comprise the Cabinet for Ethnic Church Affairs (CECA). In defending the proposed by-laws at the August 2017 meeting, the Synod Executive allegedly accused those registering objections as being “greedy for power.”

In addition, the qualities of trust and mutuality in the relationships between the presbyteries and the Synod, and presbytery leaders and the Synod Executive, have strained to the point of breaking. The Presbytery of Mackinac was recently blindsided by a request for a called meeting of the Synod to appoint an administrative commission to take original jurisdiction of the presbytery without any prior consultation or inquiry. Only threatened ecclesiastical suits alleging a violation of due process prompted the presentation of a substitute motion limiting the Commission’s powers to inquiry only. No rationale, other than the receipt of four anonymous letters – the contents of which were withheld – were presented for the motion in the call.

Several presbyteries, including Maumee Valley, Scioto Valley, and Detroit have withdrawn some or all of their participation in the life of the Synod. Serious conflicts exist between several presbytery executives and the Synod Executive. Recently all five female presbytery executives refused to participate in an executive forum because of conflicts or concerns involving the synod executive.

There are serious, chronic problems in the dissemination of information from the synod to presbyteries and their leaders. Some presbytery executives have been told directly that they are not permitted at Synod Assemblies. Information regarding the timing and location of upcoming Assemblies, as well as agendas and supporting documents, are neither sent to the executives nor posted on the synod website.

At the November 2017 meeting of the Synod, the Personnel Services Committee indicated they had conducted a job performance review of the Synod Executive and a pay raise was being recommended to the Synod on the basis of that review. Email correspondence documentation indicates that the Personnel Services Committee did not meet in 2017, in direct contrast to their report filed in November 2017.

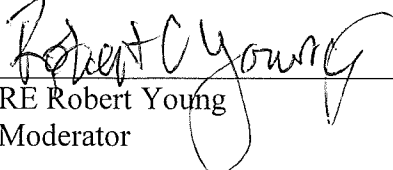
In November 2017, a question was publicly posed to the Chair of the Personnel Services Committee during a Synod meeting, inquiring if that committee would be willing to meet with the presbytery executives of the Synod of the Covenant. A direct response was deferred. The question was presented on additional occasions in email communication subsequent to the November 2017 Synod meeting, and the response from a Synod officer indicated it was inappropriate to make such a request. In addition, in December 2017, a Presbytery Executive

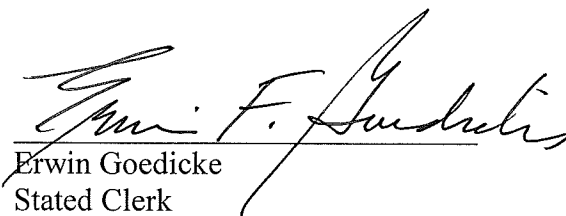
requested a meeting between Presbytery Executives and the Synod Executive, and that direct invitation was refused by the Synod Executive.

Due to the severity of the issues involved, we believe time is of the essence in conducting this review.

Adopted by the Presbytery of Cincinnati at its stated meeting held in at Madeira-Silverwood Presbyterian Church, Cincinnati, Ohio, on Saturday, February 24, 2018.

Attest:

  
RE Robert Young  
Moderator

  
Erwin Goedicke  
Stated Clerk

To: The Presbytery of Detroit

From: The Administrative Commission for the Fort Street Presbyterian Church

Date: February 28, 2018

Subject: Final Report

The Commission for the Fort Street Presbyterian Church (AC) was created at the recommendation of the Committee on Ministry (COM) by the meeting of the Presbytery of Detroit on April 22, 2014.

*Recommend that Presbytery appoint an Administrative Commission to be placed in Fort Street Presbyterian Church, Detroit, to settle the disorder as per the Book of Order. The time frame would be 24 months that could be extended at the request of the Administrative Commission. The Administrative Commission should report back to Presbytery in a regular and timely fashion. The Administrative Commission shall have the following duties and powers:*

- 1. To call congregational meetings for appropriate purposes as necessary.*
- 2. If, after a full investigation in which Session is afforded full opportunity to be heard, the Administrative Commission determines that the Session cannot exercise its authority, or is unable or unwilling to manage wisely the affairs of the church, to assume original jurisdiction over any or all functions of the Session, pursuant to G-3.0303e. This shall include assuming control over any Session committee or task force.*
- 3. If, after the pastor, Session, and congregation have been given notice and given full opportunity to be heard, it (the AC) determines that the church's mission under the word imperatively demands it, the Administrative Commission may recommend the dissolution of the pastoral relationship to Presbytery, pursuant to G-2.0904.*

The membership included The Rev. Dr. Elizabeth Downs, Elder Dixie Elam, Elder Harold Ellis, Elder Jean Loup, The Rev. Dr. Louis Prues, and The Rev. Donald Wright.

It is important to recognize that issues of conflict within the Fort Street Church had been reported to COM for more than ten years. Various COM attempts to work with the Session and Pastors to resolve these conflicts were unsuccessful. This lack of success as well as the importance of this congregation to the Presbytery led to the motion to create the AC.

A week later the Chair of COM, The Rev. Philip Reed, convened the group, presenting a charge to guide the AC's work:

*Fort Street Presbyterian Church is a vital and important witness of God's grace, love, and reconciliation at the heart of the city of Detroit. The Committee on Ministry finds that there is protracted and increasing conflict between the Personnel Committee, Session, Congregation and Pastor. The purpose of the Administrative Commission is to*

- 1. Build trust with Session, Congregation and Pastor,*

2. *Through prayer and carefully listening to all parties concerned, discern what is happening in the church, paying particular attention to long-term, system issues,*
3. *And become partners with Session and Pastor to develop ways to address the issues and advance God's mission in Detroit through the congregation of Fort Street Presbyterian Church.*

*The Administrative Commission may assume any or all powers of original jurisdiction of the Session.*

The document went on to list responsibilities including building trust and demonstrating that the AC is there to work with them. It also included a suggested process and tasks to be accomplished, ending with the need for constant prayer.

At the meeting with Phil, Jean Loup was chosen to chair the AC and the first meeting was called for May 12. It was decided that Beth Downs and Jean Loup would attend the May 7<sup>th</sup> Session meeting to introduce the AC to the Session. Following the meeting with Phil Reed, Don Wright resigned from the AC and the Rev. Douglas Blaikie was appointed to replace him. Each member of the AC brought unique skills to our work, which proved to be very helpful.

The work of the first year was incredibly intense and claimed much of our time and energy. We met nineteen times and, in addition, conducted ten listening sessions with members of the congregation and staff, and interviewed others, including the Pastor, the Rev. Sharon Mook. As directed by Phil Reed's memo, we were focusing on listening, learning and building trust. Lou Prues put it this way, "Listen, listen, listen, build trust, listen, listen, listen, build trust ...."

Early on Dixie Elam shared a number of documents that prior efforts at working with the Fort Street Church had generated. Two members of the AC reviewed Session minutes for the past ten year and two others the Presbytery files on the Church. We also focused on communication, both within the AC and with the Session and Pastor. As part of our communication plan we decided that all members of the AC would attend all Session meetings.

As time passed, we began to identify issues that would need to be addressed. Both the review of documents and the listening sessions were helpful in this effort. The relationship between the congregation and the pastor, not only the current pastor but those who served before, was identified early on as needing attention. Other issues included the Session committee structure, fiscal and personnel processes, and the relationship between various programs (Open Door, the Chorale, and weddings) and the Church. In the latter matter it seemed that commitment was stronger to the program than to the overall church.

In mid-September, two members of the AC met with Sharon Mook to share the results of the listening sessions and the AC's initial observations of the situation at Fort Street. After some discussion, it was agreed that Sharon would prepare a document, outlining her responses with suggestions for future action. We also agreed that this document would provide the basis for discussions with the entire AC in mid- to late-October. At this second meeting the conversation began with Sharon's document and continued until we agreed to meet again. At the third meeting, Sharon announced her intention to resign as Pastor of Fort Street.

Planning for the transition began immediately. The Session accepted the resignation and the severance package, which the AC had negotiated, and agreed that Sharon's last Sunday would be December 14, 2014. The Rev. Dr. Sue Ellis Melrose accepted a three-month half-time temporary stated supply position, starting on January 4, 2015, to provide stability while a search could be conducted for a longer-term appointment.

The AC also invited an organizational consultant, Dr. Roland Loup, to meet with us on November 24, 2014, to discuss issues related to organizations in crisis and to hear suggestions on how to address the various issues. He emphasized that we need to be clear what our purpose is right now and answer the question, "What will be different?" Our role was to help them to health, moving forward together. It was a two-hour conversation that was very useful.

We met with Sue Melrose once each month to get updates on what was going on at Fort Street. We were especially pleased with her sense of calm which helped reduce conflict within the Session. There were a number of issues that she handled early on, especially the concern about fiscal processes and a restructuring of the Session. In addition, she provided helpful insights into the congregation, the Session, the tie between Fort Street and the city of Detroit, and some personnel matters.

By February we had moved forward on the appointment of a six-member Stated Supply Search Committee, three from the AC, including the chair, and three from the Session. The three from the AC were Beth Downs, Dixie Elam, and Harold Ellis, with Beth serving as chair, and those from the Session were Tom Edwards, Hedi Mulford, and Mark Topping. The Committee began work immediately. The Search Committee completed its work in April with the recommendation of The Rev. Dr. Robert Agnew as Temporary Stated Supply, an appointment greeted with appreciation by both the AC and the Session.

Now and then we had to remind ourselves to trust the process, to not get ahead of ourselves, to be patient. This was especially true during the two months between the time Sue Melrose left in early April and the arrival of Bob Agnew in early June. The level of anxiety apparent among the Session members and the congregation led to a return to past behaviors, which were seldom productive. Doug Blaikie moderated the May Session meeting and with Lou Prues continued the Session training begun by Sue. We also discussed the importance of waiting for Bob Agnew before taking action on significant changes was critical. It is unclear they agreed with us, but acquiesced.

Great was the sense of relief we all felt when Bob began his ministry at Fort Street. It was clear our work was not over, but we now had a long-term, full-time pastor addressing issues as they arose and consulting regularly with us. Our role became more one of monitoring and advising than of hands-on effort, and so we decided to change our attendance at Session meetings to two AC members instead of all. It was probably about this time that we began to like working with this Session. There was a new sense of cooperation as Bob and the Session moved forward together.

Over the next six months Bob and the Session approved the hiring of QuikBooks, an accounting firm, to manage the financial details and an Operations Manager to oversee the day-to-day financial matters and also dealt with an insurance claim for the damage to the steeple from a lightning strike.

They also accepted the resignation of the Open Door manager. Other issues Bob identified to the AC included the organist, attendance at worship, facilities, and parking. He also pointed out the need to change the view of the church as several programs to that of "one church." Together we decided that the AC would handle a difficult personnel situation that had existed for some time before Bob arrived.

In the fall we began talking with Bob about the need for an outside consultant. After considering a number of options, it was decided to approach Roland Loup to conduct a day-long retreat for members of the Session and Deacons. The planning group included Bob, Beth from the AC and a couple of members of both the Session and Deacons. It was hoped the retreat would accomplish the following outcomes: 1) a common understanding of the current state of the church; 2) agreement on short-term (to the end of 2016) objectives that the church leadership would guide to move the church forward; and 3) agreement on responsibilities for leading actions to achieve these objectives.

The Retreat was held in April 2016 with almost all Elders and Deacons in attendance. There was lots of active engagement in discussion, identifying areas of strength and areas to be targeted. Four areas were identified for further small group/committee work by elder and deacon teams. In general the responses to the day were very positive; they liked the ability to actually talk with one another and work toward common goals. There was a growing realization that they are one church with many interests. In other words it was as if they realized for the first time they were charged with working together for the benefit of the Fort Street Presbyterian Church. Later it was agreed that Roland would be invited back for a meeting later in the fall for follow-up discussions. It too generated positive discussion and a new sense of energy.

In September 2016 the entire AC met with the Session at their regular meeting to talk about the future. We told them that much of the work that we'd been doing with them would be the fairly normal work done by a congregation as it prepares for calling a new pastor. However, the history of conflict with the pastor and within the congregation is long, longer than just one pastor or within just one program of the church. So in some ways the AC was charged with changing the culture of the Church. There are still questions to be pondered, but the AC was ready to agree to establish a Search Committee for an Interim Pastor to begin work in January.

The Interim Search Committee including Fort Street members Camille Cooke, Tom Edwards, and Craig McLean and AC members Lou Prues and Jean Loup began meeting in January 2017. Working closely with the Committee on Ministry, the Search Committee reviewed the process of calling an interim and then began telephone conversations with candidates in mid-March. There were moments of frustration as candidates withdrew or were seen as not being a good fit. In mid-summer we were given the names of a couple who were considering interim ministry.

Meanwhile Bob Agnew had resigned effective in early April and Neeta Nichols stepped in to moderate the Session and be present in the church one day each week. Unlike the two months in 2015 without a pastor, all went well.

In August the Interim Search Committee interviewed the Rev. Anne and Eric Lange, first in a conference call and then in person. We were impressed with the skills they would bring to Fort Street, maybe not the traditional interim skills, but Fort Street is not your typical congregation. We were also pleased with their sense of call and their energy level. In early September they accepted our offer with a mid-October start-date and the Search Committee and the AC were elated.

Having met with Anne and Eric twice and observed them as they work with the Session, the Administrative Commission now believes our role is at an end. We ask that this report serve as our final action and that the Commission be dismissed.

We owe thanks to a number of individuals and groups. High on our list are the pastors who served Fort Street during this almost-four year journey, Sue Melrose, Bob Agnew and Neeta Nichols. We also want to thank the Presbytery's Board of Trustees for setting up an account for our use; it helped primarily with the expenses of the consultant we brought in. And, last we want to thank all those who served on the Fort Street Session over these years and the congregation. Their willingness to work with us will forever be appreciated. Most of all we need to thank God for all the blessings and support we knew we were receiving all these months.



**COMMISSION REPORT  
ORDINATIONS AND INSTALLATIONS  
PRESBYTERY OF DETROIT  
March 10, 2018**

The Commission to ordain Jacqueline Suzanne Spycher as Assistant Pastor of Outreach of Northbrook Presbyterian Church to the ordered ministry of (teaching elder for ordinations without installation) was convened with prayer by the moderator, Rev. Dr. John Judson, at 4:00 p.m., on Sunday, January 14, 2018, at Northbrook Presbyterian Church. The Commission members present were:

The Rev. Marjorie Wilhelmi	Teaching Elder of Northbrook Presbyterian Church
The Rev. Renee Roderer	Teaching Elder of Nones and Dones
Bill Jordan	Ruling Elder of Northbrook Presbyterian Church
Harold Ellis	Ruling Elder of St. John's Presbyterian Church

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

The Rev. Susan Reisinger of West Jersey Presbytery  
The Rev. Dr. Rhonda Myers of Lake Huron Presbytery

The Commission invited the following persons to participate in the worship service:

Rev. Andrew Miller, First Presbyterian Church, Mt. Pleasant, MI  
Rev. Jessie Gutsell, St. Katherine's Episcopal Church, Willimaston  
Angel Gippert, Northbrook Presbyterian Church

After approving the order of worship, the Commission proceeded to worship, where it ordained as Jacqueline Suzanne Spycher of Northbrook Presbyterian Church to the validated ministry as Minister of Word and Sacrament. In the course of the ordination service, Jacqueline gave affirmation to the obligations undertaken in the ordination questions found in W-4.4003. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Spycher.

/s John Judson  
Moderator

Date: January 14, 2018

**EQUALIZATION OF ELDER COMMISSIONERS  
PRESBYTERY OF DETROIT  
April 2018-APRIL 2019**

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 156. I report the number of active ministers this year as 145. 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 March 11, 2018 to April 30, 2019. **Commissioners should report this new figure to Session so the proper number will come to the June meeting.**

City	Church	2017 Mbrs	2017- 2018 Elders	2018 Mbrs	Ethnic ?	2018-2019 Elders	Add to Equalize	Elders/ church
	Elder Members		12			12		12
	Allen Park	718	3	673		2		2
	Ann Arbor	35	1	33		1		1
	Ann Arbor	1657	5	1629		4		4
	Ann Arbor	44	1	39		1		1
	Ann Arbor	231	2	191		1		1
	Auburn Hills	42	1	39		1		1
	Belleville	71	1	67		1		1
	Berkley	221	2	222		1	1	2
	Beverly Hills	253	2	253		1	1	2
	Birmingham	865	3	860		2	1	3
	Bloomfield Hills	1959	5	1611		4		4
	Brighton	553	2	549		2		2
	Canton	213	2	212		1	1	2
	Clarkston	14	1	14		1		1
	Dearborn	204	2	208		1	1	2
	Dearborn	363	2	362		2		2
	Dearborn	53	1	51		1		1
	Dearborn Hts	70	1	68		1		1
	Detroit	72	2	76	Y	2		2
	Detroit	120	2	114	Y	2		2
	Detroit	47	2	40	Y	2		2
	Detroit	1	1	1		1		1
	Detroit	140	1	140		1		1
	Detroit	44	2	37	Y	2		2
	Detroit	71	2	70	Y	2		2
	Detroit	362	2	345		2		2
	Detroit	77	2	77	Y	2		2
	Detroit	85	2	78	Y	2		2
	Detroit	36	2	36	Y	2		2
	Detroit	296	3	285	Y	2	1	3
	Farmington	358	2	339		2		2
	Ferndale	84	1	71		1		1
	Fort Gratiot	62	1	63		1		1
	Garden City	144	1	108		1		1
	Grosse Ile	464	2	466		2		2
	Grosse Pointe	1140	4	1148		3	1	4
	Grosse Pte Wds	164	1	165		1		1
	Highland Park	40	2	39	Y	2		2
	Howell	266	2	262		1	1	2
	Lincoln Park	117	1	119		1		1
	Livonia	577	2	541		2		2
	Livonia	195	1	171		1		1

City	Church	2017 Mbrs	2017- 2018 Elders	2018 Mbrs	Ethnic ?	2018-2019 Elders	Add to Equalize	Elders/ church
Livonia	St. Timothy's	137	1	137		1		1
Milan	People's	111	1	110		1		1
Milford	Milford	472	2	468		2		2
Mt. Clemens	First	308	2	308		2		2
Northville	First	767	3	670		2		2
Novi	Faith Community	272	2	267		1	1	2
Orchard lake	Community	710	3	722		2	1	3
Plymouth	First	1165	4	794		2	1	3
Pontiac	First	163	1	155		1		1
Pontiac	Joslyn Avenue	21	1	21		1		1
Port Huron	First	411	2	408		2		2
Redford	St. James	64	1	64		1		1
Rochester	University	585	2	585		2		2
Royal Oak	First	634	3	624		2		2
Royal Oak	Korean First	30	2	26	Y	2		2
Royal Oak	Starr	74	1	76		1		1
Saline	First	290	2	287		1	1	2
Shelby Twp	St. Thomas	415	2	402		2		2
South Lyon	First	125	1	120		1		1
Southfield	Covenant	78	1	69		1		1
Southfield	Korean	939	3	972	Y	4		4
Southfield	New Hope	74	1	72	Y	2		2
St. Clair Shores	Heritage	66	1	55		1		1
St. Clair Shores	Lake Shore	346	2	325		2		2
Sterling Heights	New Life	198	1	138		1		1
Taylor	Southminster	130	1	127		1		1
Troy	First	82	1	80		1		1
Troy	Northminster	99	1	96		1		1
Walled Lake	Crossroads	65	1	67		1		1
Warren	Celtic Cross	125	1	121		1		1
Warren	First	138	1	182		1		1
Waterford	Community	200	1	197		1	1	2
Westland	Kirk of Our Savior	70	1	70		1		1
White Lake	White Lake	97	1	95		1		1
Wyandotte	First	52	1	48		1		1
Ypsilanti	First	203	2	199		1	1	2
<b>Totals:</b>		<b>22310</b>	<b>149</b>	<b>21029</b>	<b>13</b>	<b>131</b>	<b>14</b>	<b>145</b>

**Presbytery of Detroit  
Minutes of the Stated Meeting  
June 12, 2018**

**WE GATHERED IN GOD'S NAME**

The Presbytery of Detroit was convened with prayer in a stated meeting at 4:00 p.m. on June 12, 2018 at Kirk in the Hills. John Judson moderated the meeting.

The Stated Clerk declared the presence of a quorum.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST**

The Moderator declared the presence of a quorum.

Upon motion of the Stated Clerk Presbytery voted to approve the docket.

**WE WORSHIPED GOD**

**The exhibition of the Kingdom of Heaven to the world. F-1.0304. *Gun Violence (90)***

Rev Barb McRae preached on gun violence.

Presbytery heard a panel discussion on gun violence and then discussed it in small groups.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST (continued)**

The moderator appointed Bob Beck the assistant to the Stated Clerk.

The Moderator welcomed new commissioners and ministers.

Upon motion of the Stated Clerk, Presbytery excused those who requested excuses.

**Commissioning of General Assembly Commissioners**

Presbytery commissioned the commissioners to the 223rd General Assembly.

Pastor Nathaniel Phillips welcomed Presbytery to the Kirk in the Hills.

**WE SHARED GOD'S BOUNTY**

Presbytery recessed for dinner at 5:50 p.m.

Presbytery reconvened at 7:10 p.m.

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

**Reports.** Presbytery heard reports from:

Faith in Action Grants. Julie Delezenne reported

- 45 congregations have applied.
- Phase II will be to distribute the remainder of the grant.
- Requests due 10/31.

Cereal Give-Away program. Diane Agnew reported on the program.

- The purpose is to encourage congregations to collect AND to seek out children in need. 57% of children in Detroit live in poverty.
- We were overwhelmed by boxes of Cheerios.
- 750 boxes were donated just this meeting; adding 400, the total was 1156.

- Ms Agnew thanked Detroit Westminster for storage

## **WE WATCHED VIDEO PRESENTATIONS OF MINISTRY**

“A collaboration in Livonia” Kelly Whitlock presented the video from Rosedale Gardens Church

## **Reports from Other Governing Bodies**

**Synod Commissioners.** Rafael Francis reported that he had no report.

## **WE RESPONDED TO CHRIST’S CALL TO MISSION AND MINISTRY**

**Executive Presbyterian’s Report.** Allen Timm reported.

Mr Timm celebrated:

- Ordinations: 10 yrs, Bryant Anderson, Julie Delezenne, Brooke Pickrell; 15 years Peggy Casteel; 20 years, Judith McMillan; 30 years Fairfax Fair, Scott Phillips, Bryan Smith; 35 years Anne Schaeffer. 45 David Mihocko, Craig Dykstra; 50 years Kent Clise, Gerald Cobleigh; 55 years Michael Price.
- Mr Timm reported we have hired Sarah Leight as our new accounting manager.

## **Prayer for Openness**

The Moderator offered a prayer for openness.

## **Business for adoption by motion and debate**

**Coordinating Cabinet.** Stefanie Lewis reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet. Presbytery voted to:

1. Amend the dates approved for 2019 meetings as follow:
  - From March 16 to March 23
  - From June 11 to June 25
2. Amend Article 1§3 of the Bylaws as follows (insertions are underlined, deletions are stricken):
  - 3) Membership and Composition. In addition to the teaching elder members and ruling elder commissioners prescribed in the Book of Order, each ruling elder who is elected an officer of the Presbytery or Corporation or chairperson of a standing committee, Planning and Visioning Team, Ministry Team, ~~and~~ Commissioned Ruling Elders currently serving in a validated ministry, and Certified Christian Educators (who are also ruling elders) currently serving as a Certified Christian Educator in a congregation of the Presbytery, shall be enrolled as a member of the Presbytery for their term of office. Past moderators, Certified Christian Educators (who are not ruling elders) and Associate Christian Educators currently serving in a congregation of the Presbytery, shall have voice in all Presbytery meetings.

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

1. The Coordinating Cabinet has reallocated \$7500 from the Mission Interpretation Team Barnabas as follow: \$5,000 to 2<sup>nd</sup> Mile Center, \$2,500 to camperships for children from inner city churches.

2. The Coordinating Cabinet heard the report of the Presbytery Operations Team that the search committee for the new Accounting Manager conducted a search following all Presbytery policies. The Committee is very happy with Ms Leight. The report of the search team is appended to the minutes.

**The Administrative Commission on Matthew Morse.** Scott Miller reported for the AC.

Mr Miller presented the report of the Administrative Commission to hear the petition of Matthew Morse to be restored to active ministry. The Commission declined to restore Mr Morse at this time and gave him one year to comply with requirements or be considered to have renounced the jurisdiction of the church. The report is appended to the minutes.

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

The Committee on Ministry, having approved the position of Executive Director of The Second Mile Center in Detroit as a validated ministry in the Presbytery of Detroit and approved the Covenant of Support between Grosse Pointe Memorial Church, The Second Mile Center, the Presbytery of Detroit and CRE Ruth Azar, which is appended to the minutes, called Ms Azar to be examined by Presbytery on her statement of faith and sense of call. Presbytery examined Ms Azar on her statement of. Upon motion of the Committee, the Presbytery voted to commission Ruth Azar to the validated ministry at the Second Mile Center. The commission includes permission to serve communion only at Second Mile Center, per COM policy on CREs, with an elder or deacon present, ordinarily from Grosse Pointe Memorial Church, or someone designated by them. Communion dates will be approved by the Grosse Pointe Memorial Church session, in advance. The commission also includes permission to do baptisms, per COM policy on CREs, with the agreement of the Grosse Pointe Memorial Church session, in advance. Baptisms will be recorded on the rolls at Grosse Pointe Memorial.

The Moderator charged Ms Azar, asked her the questions in W-4.04, and commissioned her as a Commissioned Ruling Elder to serve at the 2nd Mile Center, under an agreement with Grosse Pointe Memorial Church.

Upon motion of the Committee Presbytery voted to **approve** the retirement of the **Rev. Dr. Elizabeth Downs** effective April 1, 2018 and granted her the status of Honorably Retired.

Ms Downs was lauded by Keith Provost. The Moderator offered a prayer of thanksgiving for Ms Downs' ministry and for blessing on her retirement.

The following actions were taken by the Committee on Ministry in the months when there was no presbytery meeting, under the powers granted to the committee by the presbytery. The Committee has:

### ***Calls/Contracts***

1. **Approved** the Full time Interim Pastor contract between the **Rev. Dr. Robert Sheldon** and **University Presbyterian, Rochester Hills** effective March 19, 2018. Terms of Call: Salary-\$49,000, Housing Allowance \$30,000, Value of Manse (not paid in cash) \$23,700, Self-Employment Contribution Act Reimbursement \$7,858, BOP Medical \$25,675, BOP Pensions \$11,297, BOP Death/Disability \$1,027, BOP Dental \$905, Study Allowance \$1,000, Professional Expenses \$6,000. Total compensation: \$156,461.

One-time moving expenses not to exceed \$22,000. 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 of the Presbytery's Pastors in Transition retreats.

2. **Approved** the Full time Interim Pastor contract renewal between the **Rev. James Faile** and **Allen Park Presbyterian** effective April 17, 2018. Terms of Call: Salary-\$40,000, Housing Allowance \$25,000, Social Security \$4,973, Medical \$15,925, Pension \$7,150, Death & Disability \$650, Automobile Mileage \$2,000, Continuing Education \$1,200, Medical Deductible \$1,000. Total compensation-\$97,898. 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 of the Presbytery's Pastors in Transition retreats.
3. **Approved** the Full time Temporary Supply Associate Pastor contract between **Orchard Lake Community Church** and the **Rev. Linda Cochran** effective April 23, 2018. Terms of Call: Salary \$33,000, Housing Allowance \$33,000, Pension/RSP salary deferral \$4,000, Travel \$2,500, Study Leave \$1,500, Reimbursable Moving Expenses \$2,000, Retirement Savings contribution \$2,000. Total compensation: \$78,000. Vacation-one month including 4 Sundays; Study Leave-2 weeks.
4. **Approved** the Parish Associate Covenant between **Kirk in the Hills** and the **Rev. Dr. Keith Provost** effective April 1, 2018. This is a volunteer position for estimated 10 hours per month. Compensation will be to reimburse for travel and professional expenses only, approximately \$1,000/year.
5. **Approved** the six-month part-time (.6 time) Stated Supply Pastor contract between **Calvary, Ann Arbor** and the **Rev. Keith Cornfield** effective June 16, 2018 and renewable on an annual basis. Terms of Call: Salary \$6,140, Housing \$32,650, Social Security Reimbursement \$2,970, Professional Expenses \$2,240. Total Compensation: \$44,000. Vacation-5 weeks including 5 Sundays; Study Leave-2 weeks including 2 Sundays.
6. **Approved** the part-time (20 hrs.) Interim Pastor contract between **Westminster, Ann Arbor** and the **Rev. Dr. Judy A. Shipman** effective June 1, 2018. Terms of Call: Salary \$30,000. Mileage to be reimbursed at the current IRS rate. Vacation-one month including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
7. **Approved** the part-time (20 hrs.) Interim Pastor contract between **Westminster, Ann Arbor** and the **Rev. Dr. Brewster Gere** effective June 1, 2018. Terms of Call: Salary \$30,000 Mileage to be reimbursed at the current IRS rate. Vacation-one month including 4 Sundays; Study Leave-2 weeks including 2 Sundays. Dr. Gere will moderate the session and be the head of staff.
8. **Approved** the extension of the Parish Associate relationship between the **Rev. Dan Heaton** and **Mt. Clemens First** until July 8, 2018. COM is making an exception to our policy on Parish Associate relationships on a one-time basis to allow the Rev. Heaton to go on a previously scheduled youth mission trip.
9. **Approved** the Full time Interim Pastor contract renewal between the **Rev. Daniel Michalek** and **Faith Community Presbyterian, Novi** effective March 15, 2018. Terms of Call: Salary-\$65,370, Housing \$12,000, Reimbursable Expenses (professional expenses, family medical copays, study leave, etc.)-\$11,970. Total compensation-

\$89,340. 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 of the Presbytery Pastors in Transition retreats.

10. **Approved** the Part time Interim Pastor contract renewal between the **Rev. Mary Bahr Jones** and **New Life Presbyterian, Sterling Heights** effective April 16, 2018. Terms of Call: Salary-\$16,902, Housing Allowance \$30,000, Self-Employment Contribution Act Reimbursement \$3,588, BOP Medical \$11,725, BOP Pensions \$5,159, BOP Death/Disability \$469, Dental (family) \$1,632, Supplemental life (spouse)-\$258, Medical Reimbursement \$2,000, Continuing Education/Study Allowance-\$1,000, Professional Expenses-\$1,500. Total compensation-\$74,233. 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 of the Presbytery's Pastors in Transition retreats.

### ***Commissions***

1. **Approved** the Administrative Commission for the installation of the **Rev. Matthew Nickel** on April 29, 2018 at **Jefferson Avenue Presbyterian**: Moderator the Rev. Dr. John Judson, Teaching Elders Rev. Adam Grosch, Rev. Emma Nickel and Rev. Paul Stunkel and Ruling Elders Kathi Johnson and Sue Acton.

### ***Dissolutions***

1. **Approved** the dissolution of ministry between the **Rev. Peggy Casteel Houston** and **Mt. Clemens First**. She will use 4 weeks of unused vacation in May, the church will pay her June, July and August and if she still has not received a call, the church will continue to pay her through November, 2018 (salary ends after 6 months).

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

1. **Approved** the revised Covenant of Relationship between Pastor Emeritus Howard Soehl and First Presbyterian Church Howell.
2. **Approved** the position descriptions for a **Temporary Supply Pastor for Calvary, Detroit; Interim Pastor for St. Thomas Shelby Township; and Assistant Pastor for the Korean Presbyterian Church of Metro Detroit.**
3. **Approved** the validated ministry of the **Rev. Arthur Oberg** as chaplain at Assured Hospice.
4. **Approved** adding the **Rev. Dr. Kenneth Kaibel** and the **Rev. Kevin Johnson** to the Pulpit Supply list.
5. **Approved** At-Large Status to the following:
  - The **Rev. Linda Anderson**
  - The **Rev. Lindsey Anderson**
  - The **Rev. Jill Mills**
  - The **Rev. Mary Elizabeth Prentice-Hyers**
  - The **Rev. Deborah Knott-Forger**
  - The **Rev. Evans McGowan**
  - The **Rev. Robert Harris**
  - The **Rev. Duke Morrow** The **Rev. Kathleen Doyle-Hohf**



6. **Approved** the request of the Session of the **Westminster Detroit** to name the **Rev. William Fuerstenau** as Pastor Emeritus.
7. **Approved** the request of the Session of Faith Community Church, Novi to name the **Rev. Richard J. Henderson** as Pastor Emeritus.
8. **Approved** the position of Staff Chaplain at C.S. Mott Children's Hospital at the University of Michigan as a validated ministry in the Presbytery of Detroit.
9. **Approved** The Presbytery of Detroit Process for Clergy Coaching.
10. **Approved** the Relay Succession Model for **St. Paul's Presbyterian Church**.
11. **Approved, upon request from the church**, a ruling elder, **Mr. Edwin Fabre**, to serve sacraments at Calvary, Detroit during the Interim period for the months of June, July and August. This is a one-time approval for the church as they seek an Interim Pastor.
12. **Approved** the **Rev. Dr. Roxie Davis** to moderate the session at **St. Thomas, Shelby Township**, until an interim is in place.
13. **Approved** the Rev. Mary Austin to moderate the session at Mt. Clemens First.
14. **Approved** up to \$1500 to support a pastor to attend Interim Training.
15. **Approved** the 2018 terms of call. (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 approved the sale of property of the Wyandotte Presbyterian Church on behalf of the Presbytery of Detroit as follows:

Property located in the City of Wyandotte, Michigan described as:

Lots 254 and 255 also 291 and 292 and the West 36.70 feet of 293

"Assessor's Wyandotte Plat No. 12", City of Wyandotte, Wayne County, MI as recorded in the Liber 69, page 65 of Plats, WCR Containing 1.419 Acres of Land,

also known as 2250 Oak Street and 2809 23<sup>rd</sup> St., Wyandotte, MI, to Ronald A. Jones for \$360,000 cash payable on closing.

The reason the sale was approved on behalf of Presbytery was the buyer insistence that the sale be on a specified date before the next Presbytery meeting.

2. The Trustees approved on behalf of Presbytery of Detroit the purchase by Milford Presbyterian Church of a lot with restaurant facilities down the street from the Church, described as follows:

Land situated in the Village of Milford, Oakland County, Michigan, being more particularly described as follows:

Lots 1, 2 and the south 13 feet of lot 3, block 4, except the west 10 feet thereof, Phelps' Milford Addition as recorded in liber 2 of plats on page 22, Village of Milford, Oakland County, Michigan and described as: Beginning at a point on the south line of lot 1, that is N. 89°51' W. 22.00 feet along said lot line from the S.E. corner of lot 1; thence N. 89° 51' W. 100.00 feet along the south line of lot 1; thence due north 145.00 feet parallel with and 10 feet east of the west line of lots 1, 2 and 3; thence S. 89° 51' E. 122.00 feet parallel with and 13 feet north of the south line of lot 3; thence due south 79.00 feet along the rear line of lots 2 and 3 to the southeast corner of lot 2; thence S. 33° 44' W. 39.61 feet; thence due south 33.00 feet to the point of beginning.

and

Parts of Lots 3 and 4 in Block 4 of Phelps's Plat of the Village of Milford, Oakland County, Michigan, according to the plat thereof as recorded in Liber 2 of Plats, Page 22, Oakland County Records, described as: Commencing at a point on West line of Lot 4, Block 4 of said Phelps's Plat, 15 feet North of the Northwest corner of Lot 3 of said Block 4, thence East 8 rods to the East line of said Lot 4; thence South on East line of said Lots 3 and 4, 68 feet; thence West 8 rods to the West line of said Lots 3 and 4; thence North to the place of beginning; being the South 15 feet of said Lot 4 and the North 53 feet of said Lot 3;

Together the parcels are commonly known as 210 North Main Street, Milford, Michigan 48381

Tax Parcel No. LM-16-11-155-015

from ROBERT J. ELIASSEN & SONS on a land contract with the following terms:

- (a) The purchase price for the Property (the "Purchase Price") is Six Hundred Thirty Thousand Dollars (\$630,000). The Purchase Price shall be payable as follows:
  - (i) At the consummation of the transactions contemplated herein (the "Closing"), Purchaser shall pay to Seller Five Thousand Dollars (\$5,000) (the "Down Payment"); and
  - (ii) The balance of the Purchase Price shall be payable pursuant to a land contract in the form attached to the sales agreement as Exhibit B to be executed at Closing by Seller and Purchaser (the "Land Contract").
- (b) The purchase price for the Equipment (the "Equipment Price") is Forty-five Thousand Dollars (\$45,000). The Equipment Price shall be paid in full at Closing.

The Trustees approved this on behalf of the Presbytery because they need to close the transaction. The Trustees decided that no policy was needed, but that it would be appropriate to prepare a list of services.

- 3. The Trustees voted to approve on behalf of the Presbytery of Detroit the sale of property of St Timothy Presbyterian Church to Infinity Homes, Inc., on behalf of an entity to be formed, as follows:

Property situated in the City of Livonia, Wayne County, Michigan, described as follows:

4.4 +/- acres of vacant land adjacent to and a part of 16700 and 16600 Newburgh Road, Livonia, Michigan 48154 with Sidwell Numbers 46-066-99-0007-000 (this Sidwell number will require a land division) and 46-066-99-0008-000, more particularly described on Exhibit A and D (appended to the minutes),

together with all improvements and appurtenances, if any, now on the Premises, subject to existing building and use restrictions, easements, conditions, restrictions and encumbrances, if any, matters of record, matters which would be revealed by an accurate survey, and zoning ordinances upon the following conditions:

The purchase price for the Premises shall be the sum of Four Hundred Thirty Thousand and 00/100 Dollars (\$430,000.00) (the "Purchase Price").

The Purchase Price shall be paid in full by certified funds or wire transfer at closing.

The Trustees approved this on behalf of Presbytery because the property is being sold to a developer who wishes to begin construction on the property before the next scheduled meeting of Presbytery.

4. Re: 3530 Grand River:

Mr Edwards refused to vacate the building, requiring the Trustees to file suit to evict him from the building. The hearing was in April. Mr Edwards had no attorney and could not represent Barnabas before the court, so Mr Edwards and our attorney entered into a negotiation that resolved the matter, which Trustees voted to accept. Mr Edwards is to be out by 5/15. There is other property in the building—golf clubs—and the Trustees will contact the owner so he can get them.

The building needs to be cleared. The Trustees have acted to clear the building and market it as is. To date, we have spent roughly \$77,000 over the years: roof, windows, loan, legal fees, etc, and expect to incur more costs. These costs will be taken from proceeds for the sale of the building.

The Trustees note that the “amendment” made to their information report at the March meeting, replacing “the funds” with “participating in the process for determining the recommendation of the Trustees” was what they intended. The Trustees further note that anyone who wishes to attend the various meetings where this will be considered is welcome to attend.

5. The Trustees have voted to grant publisher Adam Matthew Digital the rights to include *Tasty Teasers* by Katherine McGregor and the Auxiliary of the Woodward Avenue Presbyterian Church in a book they are preparing, *Food and Drink in History*, scheduled for publication in August 2019. The Trustees requested a copy of the book when it is published.

**Stated Clerk: Rev. Edward Koster**

Upon motion of the Stated Clerk, Presbytery voted to

1. Approve the minutes of March 10, 2018.
2. Approve the minutes of the January 23, 2018 meeting of presbytery.
3. Approve the reports of the Commissions for the installation of Matt Nickel as the pastor of Jefferson Avenue Church on April 29, 2018. (Appended to the minutes.)
4. Approve the following records:

Ann Arbor Northside With exception	Dearborn Cherry Hill With exceptions & correction	Ferndale Drayton Avenue No exceptions
Ann Arbor Westminster No exceptions	Detroit Broadstreet With exception	Garden City Garden City No exceptions
Belleville, Belleville With exceptions	Detroit Calvary No exceptions	Grosse Pointe Farms Grosse Pointe Memorial
Berkley Greenfield With exceptions	Bloomfield Hills Kirk in the Hills	No exceptions Milan People’s
Beverly Hills Northbrook No exceptions	No exceptions	No exceptions Port Huron First
Brighton First No Exceptions	Farmington First With exceptions	With exception Royal Oak First Wit exception

Royal Oak Starr With exceptions & Corrections	Taylor Southminster No Exceptions	Waterford Community With exceptions
St Clair Shores Heritage No exceptions	Troy Northminster No exceptions	Westland Kirk of Our Savior
Sterling Heights New Life With exception	Walled Lake Crossroads 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) Matthew Means to Long Island Presbytery
  - b) To the Presbytery of Detroit:
    - i) Emma Nickel from Mid-Kentucky Presbytery
    - ii) Robert Sheldon from Peace Presbytery
    - iii) Blair Buckley from Pueblo Presbytery
2. The Synod of the Covenant has read the 2017 minutes of the Presbytery and has approved them with 1 exception: There was no report from Synod Commissioners.
3. 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 2017	Ruling Elder Elizabeth Baergen
Class of 2017	Teaching Elder Bryan Smith
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

#### **Treasurer.**

Timothy Ngare presented his report. It is appended to the minutes.

#### **Committee on Preparation for Ministry Edward Dunn** reported for the Committee.

The Committee reported the following for the information of Presbytery:

1. CPM met with the following individual and voted to enroll her as an Inquirer under the care of the Presbytery of Detroit:
 

**Christine Nicole James**
2. CPM met with the following individuals and voted to enroll them as Commissioned Ruling Elder candidates:
 

**Debbie Lennis**, White Lake Presbyterian Church

**Tom Kostrzewa**, Joslyn Avenue Presbyterian Church
3. CPM met with the following Inquirer, and sustained his annual consultation:
 

**Joseph Sheeran**

Having met with and examined **Andrew Spaulding**, an Inquirer under care of **Ann Arbor First**, the CPM brought him to the Presbytery for examination for the purpose of enrolling Mr. Spaulding as a Candidate. Presbytery examined Mr Spaulding as to his intentions, motivations, and sense of call.

Upon motion of the Committee Presbytery voted to receive Mr Spaulding as a candidate for the ministry.

The Moderator asked Mr Spaulding the questions required by Policy P-19. Upon his affirmative answers, the Moderator noted that he has been enrolled. The Moderator called friends forward, and offered a prayer.

### WE GAVE THANKS TO GOD

Presbytery shared joys and concerns, lifted prayers of thanksgiving and intercession, greeted one another with the peace of Jesus Christ, and adjourned with prayer and benediction at 8:43 p.m.

The next meeting of the Presbytery will be Tuesday, September 25, 2018 at 4:00 p.m. at Dearborn First.

ATTEST:

*Edward H Koster*

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Presbytery Operations Team. Report of the Accounting Manager  
Search Team  
Administrative Commission on Matthew Morse report  
Covenant between Ruth Azar and Grosse Pointe Memorial Church  
2018 Terms of Call  
Appendices for St Timothy Land Sale  
Report of the Treasurer  
Installation Commission Report

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR JUNE 12, 2018

CHURCHES: Of 78 churches, 44 were represented and 34 were not.

COMMISSIONERS: Of 133 eligible commissioners, 65 enrolled, and 68 did not.

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

Of 12 total, 8 were present, of whom 3 counted as commissioners, leaving 5 as the unduplicated count: 0 excused, and 1 absent.

TEACHING ELDERS: Of the 124 non-retired teaching elders on the combined rolls of active members and members-at-large, 60 were present, 18 were excused, and 46 were absent.

Of the 88 retired teaching elders on the rolls, 12 were present and 76 were excused.

COMMISSIONED LAY  
PASTORS AND  
CERTIFIED EDUCATORS:

Of the 6 Commissioned Ruling Elders on the rolls, 3 were present, 0 excused, 3 absent

Of the 3 Certified Educators on the rolls, 2 were present, 0 excused, 1 absent.

SUMMARY

VOTING MEMBERS PRESENT

65 Elder Commissioners  
+ 5 Other Ruling Elders  
+ 60 Non-retired teaching elders  
+ 12 Retired teaching elders  
= 3 Commissioned ruling elders.  
= 0 Certified educators.  
= 145 Voting members present.

OTHERS PRESENT

6 Non-voting attendees  
0 Corresponding members

Attendance: Churches and Commissioners

**ALLEN PARK, Allen Park**

1 ROBERT MORTON  
2 PAT McBRIDE

**ANN ARBOR, Calvary**

1 KAY DeWHITT

**ANN ARBOR, First**

1 KAY FULLER  
2 HENRY JOHNSON

3

4

**ANN ARBOR, Northside**

1 NOT REPRESENTED

**ANN ARBOR, Westminster**

1 GAIL ARNOLD

**AUBURN HILLS, Auburn Hills**

1 NOT REPRESENTED

**BELLEVILLE, Belleville**

1 NOT REPRESENTED

**BERKLEY, Greenfield**

1 PAUL DUNKERLY  
2 BONNIE SWETMAN

**BEVERLY HILLS, Northbrook**

1 BOZENNA JOHNSON  
2 AMY ARNETT

**BIRMINGHAM, First**

1 ROSY M LATIMORE  
2 ROGER KRIEGER  
3 MAYAN REY McINTYRE

**BLOOMFIELD HILLS, Kirk/Hills**

1 BOB BECK  
2 BOBI TALLINGER  
3 CHIP TALLINGER

4

**BRIGHTON, First**

1 JUDY WORKMAN

2

**CANTON, Geneva**

1 MICHAEL GAUBATZ

2

**CLARKSTON, Sashabaw**

1 NOT REPRESENTED

**DEARBORN, Cherry Hill**

1 MARY BOUDREAU  
2 WENDY SLOGAN

**DEARBORN, First**

1 JANET WITKOWSKI  
2 BOB MISSLER

**DEARBORN, Littlefield**

1 ROBERT STEAD  
**DEARBORN HGTS, St. Andrew's**

1 NOT REPRESENTED

**DETROIT, Broadstreet**

1 ALVIN SMITH  
2

**DETROIT, Calvary**

1 PAMELA DAWSON  
2 JAMES NGARE

**DETROIT, Calvin East**

1 ELLEN SCHREUDER  
2

**DETROIT, First**

1 NOT REPRESENTED

**DETROIT, Fort Street**

1 LORETTA STANTON

**DETROIT, Gratiot Avenue**

1 NOT REPRESENTED  
2

**DETROIT, Hope**

1 DARYL TAYLOR  
2 STEFANIE LEWIS

**DETROIT, Jefferson Avenue**

1 ILLEGIBLE

2

**DETROIT, St. John's**

1 SHARON MOORE  
2 JEANE MOORE

**DETROIT, Trinity Community**

1 NATHANIEL DANIEL

2

**DETROIT, Trumbull Avenue**

1 MARTHA SINGLEY

2

**DETROIT, Westminster**

1 JOANNE WHITE

2

3

**FARMINGTON, First**

1 SHARON CRESSMAN

2 KAREN LINNELL

**FERNDALE, Drayton Avenue**

1 TOM BRENNER

**FORT GRATIOT, Lakeshore**

1 NANCY McLEOD

**GARDEN CITY, Garden City**

1 GAIL MAIN

**GROSSE ILE, Grosse Ile**

1 GREG GENTER

2 SHANNON GENTER

**GROSSE POINTE, Memorial**

1 MARY LLOYD

2 JUDY MASSERANG

3 BILL BALL

4 MARCIA BALL

**GROSSE PTE WOODS, Woods**

1 NOT REPRESENTED

**HIGHLAND PARK, Park United**

1 MARIE HUGHLEY

2

**HOWELL, First**

1 TRACEY ARLEDGE

2

**LINCOLN PARK, Lincoln Park**

1 CHRIS GRUNDY

**LIVONIA, Rosedale Gardens**

1 NOT REPRESENTED  
 2  
**LIVONIA, St. Paul's**  
 1 NOT REPRESENTED  
**LIVONIA, St. Timothy's**  
 1 NOT REPRESENTED  
**MILAN, Peoples**  
 1 NOT REPRESENTED  
**MILFORD, Milford**  
 1 SANDI MUIRHEAD  
 2 RON JOHNSON  
**MT. CLEMENS, First**  
 1 NOT REPRESENTED  
 2  
**NORTHVILLE, First**  
 1 NOT REPRESENTED  
 2  
**NOVI, Faith Community**  
 1 TED MARTIN  
 2 ANGELA RYAN  
**ORCHARD LAKE, Community**  
 1 SALLY MONTERA  
 2 NANCY RATAJCZAK  
 3  
**PLYMOUTH, First**  
 1 GWYN JONES  
 2  
 3  
**PONTIAC, First**  
 1 NOT REPRESENTED  
**PONTIAC, Joslyn Avenue**  
 1 NOT REPRESENTED  
**PORT HURON, First**  
 1 NOT REPRESENTED

2  
**REDFORD, St. James**  
 1 NOT REPRESENTED  
**ROCHESTER, University**  
 1 NOT REPRESENTED  
 2  
**ROYAL OAK, First**  
 1 NOT REPRESENTED  
 2  
**ROYAL OAK, Starr**  
 1 NOT REPRESENTED  
**SALINE, First**  
 1 NOT REPRESENTED  
 2  
**SHELBY TWP., St. Thomas**  
 1 NOT REPRESENTED  
 2  
**SOUTH LYON, First**  
 1 BARBARA CLARK GREENE  
**SOUTHFIELD, Covenant**  
 1 NOT REPRESENTED  
**SOUTHFIELD, Korean**  
 1 NOT REPRESENTED  
 2  
 3  
 4  
**SOUTHFIELD, New Hope**  
 1 NOT REPRESENTED  
 2  
**ST. CLAIR SHORES, Heritage**  
 1 JUDY LOYD  
**ST. CLAIR SHORES, Lake Shore**  
 1 NOT REPRESENTED  
 2

**STERLING HGTS, New Life**  
 1 DOROTHY HARRINGTON  
**TAYLOR, Southminster**  
 1 MICHELE HINTZ  
**TROY, First**  
 1 WAYNE GOEMAN  
**TROY, Korean First**  
 1 NOT REPRESENTED  
 2  
**TROY, Northminster**  
 1 NOT REPRESENTED  
**WALLED LAKE, Crossroads**  
 1 NOT REPRESENTED  
**WARREN, Celtic Cross**  
 1 CHARLES POTTER  
**WARREN, First**  
 1 KEVIN SMITH  
**WATERFORD, Community**  
 1 CAM McCAFFERY  
 2  
**WESTLAND, Kirk of Our Savior**  
 1 NOT REPRESENTED  
**WHITE LAKE, White Lake**  
 1 NOT REPRESENTED  
**WYANDOTTE, Wyandotte**  
 1 NOT REPRESENTED  
**YPSILANTI, First**  
 1 NOT REPRESENTED  
 2

### Attendance: Teaching and Ruling Elder Members

#### A. RULING ELDER MEMBERS ON CABINET

P ADAMS, ADRIENNE  
 P BLENMAN, MARTHA  
 E BRANTLEY, MARY ANN  
 A CAMPBELL, DORIS  
 P ELLIS, HAROLD, PM  
 P FAIR, DEBORAH  
 C LEWIS, STEFANIE  
 A MATERS, BRUCE  
 P MORTON, JANET  
 P NGARE, TIMOTHY  
 P PONDER, BOB  
 P TALLANGER, CHIP

#### B. TEACHING ELDERS

A ADAMS, WILLIAM L III  
 E ALLEN, ROBERT  
 P ANDERSON, BRYANT  
 P ANDERSON, LINDA  
 A ANDERSON, LINDSEY  
 A AUE, CRAIG  
 P AUSTIN, MARY  
 P BAHR-JONES, MARY  
 A BATTAGLIA, LEIA  
 E BECKMAN, MICHAEL  
 P BLAIR, JOANNE  
 P BOLT, KENNETH  
 A BOUSQUETTE, PAUL  
 P BUCKLEY, BLAIR  
 P CAMPBELL, EMILY  
 A CASTEEL-HUSTON, PEGGY

A CHOI, SEUNG KOO  
 P CHUNG, ISAAC  
 A CHURCH, HEIDI  
 P COCHRAN, LINDA  
 P CORNFIELD, KEITH  
 P COZIER, CLINTON  
 A DE ORIO, ANTHONY  
 P DELANEY, BETH  
 P DELEZENNE, JULIE  
 P DOWNS, ELIZABETH  
 A DOYLE-HOHF, KATHLEEN  
 P DUNN, EDWARD  
 P DUNN, JOANNA  
 A ERVIN, DANIEL  
 E FAILE, JAMES  
 P 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  
 P GROSCH, ADAM  
 A HANNA, RAAFAT  
 E HARRIS, R. JOHN  
 P HAYES, FRANCIS  
 A HEATON, DAN  
 P HENRY, PETER J. M.  
 A HERRINGTON, RUTHANNE  
 P HILDEBRANDT, KARA

P HORLOCKER, MICHEL  
 P JAMES, MICHELLE  
 P JAMES, THOMAS  
 A JU, GWANGWOO  
 P JUDSON, JOHN  
 E JUSINO, EDDIE  
 P KELSEY, LAURA  
 E KIM, Y. MONCH  
 A KLINGER, JAMIE  
 P KOENIG-REINKE, ERIC  
 P KOSTER, EDWARD H.  
 P LANGE, ANNE  
 P LANGE, ERIC  
 A LEE, ESTHER  
 A MABEE, CHARLES  
 A MADDEN, JULIE  
 A MARKS, JULIE  
 P McCLOSKEY-TURNER, CATHARINE  
 A McGOWAN, EVANS  
 P McMILLAN, JUDITH  
 P McRAE, BARBARA  
 P MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 A MILLS, JILL  
 P MONNETT, JAMES  
 E MOOK, SHARON  
 E MOON, SUNG-JOON  
 E MOORE, PETER  
 A MORGAN, JOANNE  
 A MORROW, DUKE  
 A MOZENA, SUSAN

P NICHOLS, NEETA  
 A NICKEL, EMMA  
 P NICKEL, MATTHEW  
 A NUSS, STEVEN  
 P OBERG, ARTHUR  
 A OSWALD, DIANE  
 A OTT, JEFF  
 A PARKER, OPELTON  
 P PARKS-PIATT, DOROTHY  
 P PAVELKO, JOHN H.  
 P PHILLIPS, MARK  
 P PHILLIPS, NATHANIEL  
 P PHILLIPS, SCOTT  
 A PICKRELL, BROOKE  
 A PIECUCH, KEVIN  
 E PITTMAN, JASON  
 E PITTMAN, KELLY  
 A PORTER, JAMES  
 E PRENTICE-HYERS, MARY ELIZABETH  
 P PUNTIGAM, JOEL  
 P REED, PHILIP  
 A RIKE, JENNIFER  
 P RODRIQUEZ, FERNANDO  
 A ROEDERER, RENEE  
 A ROGERS, MELISSA ANNE  
 A RYAN, BREANNE  
 P RYO, ANGELA  
 E SANDERFORD, JOHN  
 P SCHAEFER, ANNE N.  
 P SHELDON, ROBERT  
 A SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 P SMART, JASMINE  
 E SMITH, BRYAN DEAN  
 P SPYCHER, JACQULINE  
 E STUNKEL, KAREN  
 E STUNKEL, PAUL  
 P TAN, HOTEK  
 A THODE, TED  
 P THOMAS, CHRISTOPHER  
 P THWAITE, PAUL  
 P TIMM, ALLEN D  
 E TUCKER-LLOYD, IRIS  
 P WHITLOCK, KELLIE  
 P WILHELMI, MARJORIE  
 YU, SEUNG WON

#### C. RETIRED TEACHING ELDERS

P AARON, ESTELLE  
 E AGNEW, ROBERT  
 E ALBRECHT, GLORIA  
 E ANDREWS, DOYLL  
 E AUSTIN, LARRY  
 P BEERY, ELDON  
 E BOEVE, PETER  
 E BROWNLEE, RICHARD  
 E BYARS, RONALD

E CAPPS, HARRY  
 E CARLE, NANCY  
 E CARTER, DOUGLAS D.  
 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  
 P COWLING, NEIL D.  
 E CRILLEY, ROBERT  
 E CROSS, PAUL D.  
 E DAVIS, ROXIE ANN  
 E DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON, GRETCHEN  
 E DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E DYKSTRA, CRAIG R.  
 E ELLENS, J. HAROLD  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 P HARTLEY, THOMAS  
 E HATCHER, RUFUS  
 E HELMKE, BEN  
 P HENDERSON, RICHARD  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 P JOHNSON, KEVIN  
 P KAIBEL, KENNETH  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOGEL, LYNNE  
 E LANGWIG, JANICE  
 E LANGWIG, ROY  
 E LISTER, KENNETH D.  
 E LONGWOOD, MARJORIE  
 E MacINNES, JOHN D.  
 E McINTYRE, DEWITT  
 P MICHALEK, DANIEL  
 E MIHOCKO, DAVID  
 E MISHLER, JOHN  
 E NUSSDORFER, GUS  
 E OLIVER, GARY  
 E ORR, ROBERT C.  
 E OWEN, DAVID  
 E OXTOBY, THOMAS  
 E PETERS, RICHARD  
 E POLKOWSKI, WILLIAM  
 E PRICE, MICHAEL T.

P PROVOST, KEITH  
 E PRUES, LOUIS J.  
 E RATCLIFFE, ALBERT H.  
 E ROBERTSON, ANN  
 P ROBERTSON, WILLIAM  
 P RUSSELL, JAMES P.  
 E SCRIBNER, LOREN  
 E SHIPMAN, JUDY  
 E SKIMINS, JAMES  
 E SOEHL, HOWARD  
 E SOMMERS, CHARLOTTE  
 E SWARTZEL, BARBARA G.  
 E TAYLOR, J. BERNARD  
 E TAYLOR, THEODORE, II  
 P 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 AGNEW, DIANE  
 P BARCONEY, MICHAEL  
 P JENSEN, SANDRA  
 P JOHNSON, KATHI  
 A NEAL, TOM

#### E. CERT. ASSOC. CHRISTIAN ED.

A ARCHEY, JOSHUA  
 P MERTEN, CINDY  
 P PRICE, LAURA

#### F. COMMISSIONED RULING ELDERS

P BARCONEY, CHARON  
 P BASS, NANCY  
 P HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA  
 A SEILER, GORDON  
 A SINGLEY, LINDA

#### H. PAST RULING ELDER

**MODERATORS NOT ON CABINET**  
 E BOSTIC-ROBINSON, DIANE, PM  
 E ELAM, DIXIE, PM  
 E HYLKEMA, CAROL, PM  
 E MORRISON, HELEN, PM  
 E WINSLOW, PAUL, PM

#### G. CORRESPONDING MEMBERS



## **PREBYTERY OF DETROIT**

### **MEMO**

**TO:** Operations Team

**From:** Accounting Manager Search Committee: Martha R. Blenman, Chairperson

**CC:** Al Timm and Stephanie Lewis

**Date:** April 5, 2018

**RE: Search Process: Accounting Manager**

The following summarizes the process used to select a new Accounting Manager for the Presbytery of Detroit (POD). The search Committee included the following:

Operations: Harold Ellis and Rob Allen

Audit Committee: John Binion

CPM: Mike Gaubatz

Ex Officio: Al Timm, Head of Staff

We requested posting/posted the position as follows:

Wayne State University

University of Michigan

University of Michigan Dearborn

POD website

POD bulletin board

Clerks of all POD churches

Ziprecruiter.com (at the suggestion of POD auditor, Anita Tellis, owner of a minority CPA firm in Detroit)

Randstad Professionals, Troy MI. They contacted us after seeing the Ziprecruiter.com ad.

Applications received:

Ziprecruiter.com: 24

Randstad Professionals: 5

The online description included two very specific questions (that were added). First, do you have fund accounting experience and second to you have knowledge of MIP (accounting software). I engaged in email conversations with some candidates and spent extensive time on

the phone with Randstad Professionals to determine whether candidates had fund accounting experience and knowledge of MIP.

Most of the candidates were eliminated because they had no fund accounting experience. After review of the remaining candidates, the committee interviewed two applicants. One from Ziprecruiter.com and one from Randstad Professionals.

Please note: the pool of candidates was racially/ethnically diverse and male/female particularly because of the locations chosen to post (e.g. Wayne State University and University of Michigan, Ann Arbor and University of Michigan Dearborn). One African-American male with extensive experience took himself out consideration because the job was too "low level" for his experience. He also told me the job description was misleading.

The candidate chosen was Sarah Leight. She received a Master of Accountancy from Walsh College. Her undergraduate degree is from Case Western Reserve University in Mechanical Engineering. She is member of Northminster Presbyterian Church where she is the Treasurer (she plans to leave that post). She was hired because of her capacity to learn software and her knowledge of accounting. The committee will work with Ms. Leight and the POD staff to ensure (1) MIP training takes place immediately and (2) her immersion into the fund accounting conducted by POD is thorough and extensive. She starts on April 10, 2018.

**Presbytery of Detroit**  
**Report of the Commission to Hear the Petition of Matthew Morse**  
**for Restoration**  
**June 12, 2018**

Matthew Morse was convicted by the Permanent Judicial Commission of the Presbytery of Detroit of sexual misconduct and abuse of alcohol on June 2, 2012 and was temporarily excluded from the ordered ministry of teaching elder for a minimum of 5 years. The Permanent Judicial Commission in its order required certain steps and demonstrations be made for restoration, and that he present proof he has accomplished them. These steps include proving “to the satisfaction of the Presbytery, that [Mr. Morse] has addressed [his] serious emotional issues (particularly [his] persistent anger issues) and [his] persistent issues of substance use and abuse.” Furthermore, the Commission recommended that the Presbytery “carefully consider the extent to which Rev. Morse has sought and successfully completed professional treatment for these issues, the length of that treatment, and objective evidence of rehabilitation before approving any application for restoration submitted by Rev. Morse.” In 2017, Mr. Morse petitioned to be restored to active ministry.

On January 23, 2018, the Presbytery of Detroit created an Administrative Commission to hear and act on Mr. Morse’s petition. The resolution assigned the following duties and responsibilities to the Commission:

- 1) It shall review the case decided by the Permanent Judicial Commission.
- 2) It shall review other relevant materials relating to Mr. Morse.
- 3) It shall review the behavior of Mr. Morse while under suspension.
- 4) It shall grant Mr. Morse all rights of fundamental fairness afforded in administrative hearings. These rights shall include at least:
  - a. Informing Mr. Morse of all the issues that he must address.
  - b. Giving Mr. Morse time and opportunity to respond to the issues.
- 5) It shall grant Mr. Morse a hearing for him to present his petition and proofs, at which he shall be afforded the right to have a (Presbyterian) counsel and an advocate.
- 6) It shall hear testimony of anyone wishing to speak for or against Mr. Morse’s petition.
- 7) It shall decide on behalf of the Presbytery of Detroit whether he shall be restored to the ordered ministry of teaching elder, and if not to be restored at this time, to set criteria and procedures for his restoration within one year. This shall include the body that shall supervise his compliance, and the consequences of his failure to satisfactorily complete the requirements. One of the consequences of his failure after one year to satisfy the requirements as reported by the supervising body may be that he will be declared to have renounced the jurisdiction of this church pursuant to G-2.0509.
- 8) It shall report its decision to Presbytery at the first meeting after the hearing.

The Commission has reviewed all the relevant documentation regarding this case, which is appended to this report.

The Commission provided Mr. Morse with the documents it had regarding this case, informed him that he had the right to an advocate and a Presbyterian counsel, and set a deadline for Mr. Morse and the Commission to provide all evidence and the names of all witnesses that would be considered.

On May 23, 2018, the Commission held an open hearing on Mr. Morse’s petition at the Presbytery office. Mr. Morse attended, as did the members of the Commission. There were also others who came to observe. At that hearing, Mr. Morse was given the opportunity to present anything he desired in support of his petition. Members of the Commission questioned Mr. Morse on his

presentation, his intention, on his activities, and steps he had taken to comply with the order of the Permanent Judicial Commission.

Following this hearing, the Commission held follow-up conversations with Mission Presbytery General Presbyter Sallie Watson and Licensed Pastoral Counselor Intern James Anderson.

The Commission has found the following to be true:

- That Matthew Morse acknowledges the errors of his ways and is repentant for the harm he has done to others resulting from his actions.
- That Matthew Morse has established a strong support network of family and friends since moving back to Texas where he now resides and that he has remarried and has a family.
- That during the time of his censure, Matthew Morse has been actively engaged in his community through several organizations such as Rotary Club, Children's Advocacy Center, River City Advocacy, and the Chamber of Commerce; that he and his family have become actively involved in a Methodist church; and that he has been employed as a manager at a family-owned Honey Baked Ham store.
- That Matthew Morse has been working with Mr. Anderson to identify causes for anxiety, which he believes led to alcohol abuse and anger issues; and that with the help of this professional, he is learning and applying skills to overcome his anxiety and focus on a more stable and healthy marriage; and that at the time of his hearing, he had seen the counselor 6 times.
- That Mr. Anderson believes that Mr. Morse is making significant progress toward managing his anxiety issues with the help of his strong support system; and that Mr. Anderson believes that Mr. Morse does not exhibit signs of substance abuse.
- That the General Presbyter of Mission Presbytery in Texas indicated the willingness of the Mission Presbytery to offer support, but that she was unsure of their authority to exercise oversight because Mr. Morse is not a member of their presbytery.
- That Matthew Morse did not seriously seek professional help to address the terms of his 5-year censure until October 2, 2017, and that he then filed for reinstatement on December 19, 2017, approximately 6 months prior to the termination date of the censure period.
- That Matthew Morse did repeatedly violate the terms of his temporary exclusion from ordered ministry by preaching at several different churches in Texas.
- That Matthew Morse continues to drink socially but infrequently and believes that his use of alcohol is under control.

The Administrative Commission applauds Matthew Morse on his progress and determination to date. He has shown improvement since beginning to seriously address the issues identified in the terms of his censure and demonstrates a much greater self-awareness. It appears that he has established a strong support network among colleagues, friends, and family there in Texas. In addition, he has secured the willingness of the Mission Presbytery to support his efforts toward better self-care. We affirm his involvement in serving the community through the various organizations mentioned above. However, given the short time that he has endeavored to comply with the terms of his censure and even violated those terms with regard to his preaching of the Word, this Commission finds that Mr. Morse has not demonstrated an ability to manage the issues raised in his censure over an extended period of time since obtaining treatment. Therefore, after deliberation, the Commission has unanimously voted not to restore Mr. Morse at this time. It gives him one year from the time of this Presbytery meeting to demonstrate his ability to continue to address these issues by complying with the following directives:

- Mr. Morse will continue counseling and therapy at least monthly for four months, and then every other month for the remainder of the year.
- Mr. Morse will refrain from preaching any sermons during this one-year term, or performing any of the other duties associated with the ordered ministry of teaching elder.
- Mr. Morse will avail himself of resources offered by the Mission Presbytery in establishing and improving his relationship with this Presbytery in preparation for a transition to its oversight.

Mr. Morse will be monitored and supervised regarding his compliance with these directives as follows:

- This Commission asks the counselor whom Mr. Morse has been seeing to report on his progress after 6 months and again at the end of the year, and to notify this Commission immediately if there is anything that could change the direction of his treatment.
- This Commission asks the Mission Presbytery to report to this Commission after 6 months and again at the end of the year, on its knowledge of Mr. Morse's activities within the Presbytery, the extent to which he has availed himself of Presbytery resources, and the cultivation of his relationship with the Presbytery, as well as any concerns that may arise during this period.

**Note:** This Commission is concerned about Mr. Morse's continued social drinking in light of his history of abuse, but we are not able to monitor these actions. Therefore we encourage him to take the matter of his drinking, even socially, more seriously.

If Mr. Morse has not petitioned for restoration and provided proof of his compliance to this order, the Presbytery of Detroit shall consider that he has renounced the jurisdiction of the Presbyterian Church (USA) and the Presbytery of Detroit, and shall be stricken from the roll.

The Commission is not asking to be dissolved at this time, but will remain in place until Mr. Morse complies with this order or does not. This Commission expects to report back to the Presbytery with a final recommendation at the June 25, 2019 meeting of the Presbytery.

Rev. Scott Miller, Moderator  
Elder Stefanie Lewis  
Elder Dianne Bostic-Robinson

Matthew Morse  
Petition for Restoration  
171219

December 19, 2017

RE: PJC Decision No. 2012-1

Dear Rev. Koster,

On June 2, 2012, the PJC unanimously accepted my guilty plea of offenses contrary to Scriptures and the Constitution of the Presbyterian Church (U.S.A.). Specifically, the offenses of sexual misconduct and continued misuse of alcohol in violation to the Scriptures. The result was a censure and temporary exclusion from the practice of ministry for a minimum of five years and until I could demonstrate to the Church's satisfaction that I have addressed the issues leading to said offenses. I am writing to you today to avow that I have addressed these issues and to respectfully submit my application for restoration into the Presbytery, with the goal of then, upon restoration, having my membership transferred to my current Presbytery of residence, Mission Presbytery.

When the PJC made their decision regarding my case, I had been living in Texas for over a year, choosing to resign my position at Southminster Presbyterian Church, Taylor, in early March 2011, rather than be placed on administrative leave. The incident of sexual misconduct itself took place over a year prior to that as well. I mention this to say that in fact it has been nearly eight years since the incident that led to the charges for which I pled guilty so to begin the timeline. I also lost my driver's license due to driving while under the influence. This occurred in January of 2009. Beginning in 2009 and through April of 2011 when I relocated to Texas, I attended AA meetings on a regular basis, many of the records of which I have available if the Presbytery would like to see copies. While AA was helpful to me, I admit that I was in a very lonely, isolate place personally probably from a time early in my marriage in 2004 and through the subsequent divorce. I should have done more to address this and other consequential issues. I made some very poor choices and committed acts contrary to Scriptures and my ordination vows by my decision to drink to excess and put myself in the position where I engaged in an act of sexual misconduct. I am very remorseful and sorry for this. I regret whatever harm it caused to the congregation I served.

Since relocating to Texas, I have met the love of my life, who is now my wife, Ashley, and the mother of our two young children, Ethan and Brynn. I have reconnected with my parents and my brother and his family in ways I wished so much I could have from a distance. To be present at my wife and children's baptism earlier this year at the church at which we worship was a highlight of my life and a moment I will never forget. And still, I have this past behavior that I must, and want, to atone for. I know that I let down my congregation and my colleagues in ministry. I know that I deeply hurt the woman (and her family) against whom I committed the offense. I wish it hadn't happened.

This past fall I met with the General Presbyter of Mission Presbytery here in the San Antonio area which I now call home. I was feeling the "tug" that I should seize this moment to seek restoration in the church and, if it be God's plan, that I would return to active ministry in some capacity. She suggested I reach out to Rev. Timm, who even through this time has been a caring Executive, checking in on my wellbeing. To my grateful surprise, the timing of all this concurred with an invitation from the Session of Southminster Church and its pastor that I might be a part of their 60<sup>th</sup> Anniversary celebration. I gladly, with the approval of the COM, accepted and not only got to be a part of a wonderful worship event but took that occasion to meet up with Rev. Timm and talk about my intentions for restoration and for the future. The encouragement I received from everyone that weekend only strengthened my resolve to

reach out to the PJC and to you, Rev. Koster, and ask that my application for restoration into active ministry in Detroit Presbytery and the Presbyterian Church (U.S.A.) be prayerfully considered.

Since resolving that God is calling me back into active ministry, and wanting to do everything I can to prove my readiness and fitness, I have begun seeing a professional therapist at the recommendation of the General Presbyter of Mission Presbytery, Rev. Sallie Watson. I have copied her on this email so that you will know how to get a hold of her if you have any further questions to her. She supports my decision to at this time ask for restoration, and would support my immediate transfer into Mission Presbytery. My time back in therapy, while brief, has reinforced my belief that I am in a healthy place, ready to serve the church again, and a reminder of how, despite past misconduct, that in God's hands I am redeemed, and loved, and capable of doing great things in His name. I have attached to this correspondence a letter from the counselor I currently see, and I hope that will be helpful in the Presbytery's decision to act on my request. If I can be helpful in any other way, please let me know.

It was my great joy to serve the congregations at First, Ann Arbor, and Southminster Presbyterian, and the Presbytery of Detroit. I am forever grateful for that time and ask that you would pass that along to whom it may concern, as well as my request for restoration into active ministry in the Presbytery, and the Presbyterian Church (U.S.A.).

Warmest regards,

Matt Morse





December 14, 2007

Re: Matthew B. Morse

To Whom It May Concern:

I am writing today to confirm that I have seen Matthew Morse in therapy on 10/2, 10/10, 10/18, 11/1 & 12/14. Matthew is always on time and participates fully in therapy. He demonstrates excellent insight and a desire to succeed in both work and family life. He is taking the necessary proactive steps to ensure such.

Matthew reports no substance abuse and I do not see any sign of abuse of any substances. He has demonstrated the employment of healthy self-soothing techniques to deal with anxiety as it arises. I am confident he will succeed in whatever endeavors he undertakes in the future.

Sincerely,

A handwritten signature in cursive script that reads 'James Anderson'.

James Anderson, LPC-INTERN

Supervised by Richard Amiss, D. Min, LPC-S

Administrative Commission  
to hear the petition of Matthew Morse  
180123

## MORSE ADMINISTRATIVE COMMISSION

Actions of the Presbytery of Detroit, January 23, 2018:

1. Appoint an administrative commission to hear the petition of Matthew Morse to be restored to the active ministry, with the following responsibilities and authorities:
  - 1) It shall review the case decided by the Permanent Judicial Commission.
  - 2) It shall review other relevant materials relating to Mr Morse.
  - 3) It shall review the behavior of Matthew Morse while under suspension.
  - 4) It shall grant Mr. Moore all rights of fundamental fairness afforded in administrative hearings. These rights shall include at least:
    - a. Informing Mr. Moore of all the issues that he must address.
    - b. Giving Mr. Moore time and opportunity to respond to the issues.
    - c. It shall grant Mr Morse a hearing for him to present his petition and proofs, at which he shall be afforded the right to have a (Presbyterian) counsel and an advocate.
      - i. It shall hear testimony of anyone wishing to speak for or against Mr. Morse's petition.
  - 5) It shall decide on behalf of the Presbytery of Detroit whether he shall be restored to the ordered ministry of teaching elder, and if not to be restored at this time, to set criteria and procedures for his restoration within one year. This shall include the body that shall supervise his compliance, and the consequences of his failure to satisfactorily complete the requirements. One of the consequences of his failure after one year to satisfy the requirements as reported by the supervising body may be that he will be declared to have renounced the jurisdiction of this church pursuant to G-2.0509.
  - 6) It shall report its decision to Presbytery at the first meeting after the hearing.
 

In 2012 Matthew Morse was convicted of sexual misconduct and abuse of alcohol, and was temporarily excluded from the ordered ministry for a minimum of 5 years. The Permanent Judicial Commission in its order required certain steps and demonstrations be made for restoration. Mr Morse has petition to be restored to active ministry.
2. Elect the following members of the administrative Commission: Rev Scott Miller, Elder Diane Bostic-Robinson (Detroit Westminster), Elder Stefanie Lewis (Detroit Hope).

Matthew Morse  
Investigating Committee 2006-01

**IN THE PERMANENT JUDICIAL COMMISSION  
PRESBYTERY OF DETROIT**

PRESBYTERIAN CHURCH (U.S.A)  
PRESBYTERY OF DETROIT

v.

Case 06-01

REV. MATTHEW MORSE

---

**CHARGE**

The Presbyterian Church (U.S.A.) charges you, Rev. Matthew Morse, a member of the Presbytery of Detroit, with the following offense(s):

**ABUSE OF ALCOHOL**

An offense is any act or omission by a member or officer of the church that is contrary to the Scriptures or the Constitution of the Presbyterian Church (U.S.A.). The abuse of alcohol is contrary to at least the following passages of Scripture (NRSV):

**Luke 21:34** - Be on guard so that your hearts are not weighed down with dissipation and drunkenness and the worries of this life, and that day catch you unexpectedly,

**Ephesians 4:22-24** - You were taught to put away your former way of life, your old self, corrupt and deluded by its lusts, and to be renewed in the spirit of your minds, and to clothe yourselves with the new self, created according to the likeness of God in true righteousness and holiness.

**Ephesians 5:15-18** - Be careful then how you live, not as unwise people but as wise, making the most of the time, because the days are evil. So do not be foolish, but understand what the will of the Lord is. Do not get drunk with wine, for that is debauchery; but be filled with the Spirit,

**Proverbs 23:29-35** - Who has woe? Who has sorrow? Who has strife? Who has complaining? Who has wounds without cause? Who has redness of eyes? Those who linger late over wine, those who keep trying mixed wines. Do not look at wine when it is red, when it sparkles in the cup and goes down smoothly. At the last it bites like a serpent, and stings like an adder. Your eyes will see strange things, and your mind utter perverse things. You will be like one who lies down in the midst of the sea, like one who lies on the top of a mast. "They struck me," you will say, "but I was not hurt; they beat me, but I did not feel it. When shall I awake? I will seek another drink."

**Romans 1:22-25** - Claiming to be wise, they became fools; and they exchanged the glory of the immortal God for images resembling a mortal human being or birds or four-footed animals or reptiles. Therefore God gave them up in the lusts of their hearts to impurity, to the degrading of their bodies among themselves, because they exchanged the truth about God for a lie and worshiped and served the creature rather than the Creator, who is blessed forever! Amen.

**1 Timothy 3:2-3** - Now a bishop\* must be above reproach, married only once, temperate, sensible, respectable, hospitable, an apt teacher, not a drunkard, not violent but gentle, not quarrelsome, and not a lover of money.

\*G-6.0202a. The person who fulfills this responsibility has, in Scripture, obtained different names expressive of his or her various duties. As he or she has the oversight of the flock of Christ, he or she is termed bishop.

Each specific charge of Abuse of Alcohol is numbered below and sets forth the conduct that constitutes the offense. The document includes six (6) separate charges of Abuse of Alcohol.

### **Charge No. 1**

On or about the week of May 10, 2004, during the Lilly Endowment Conference and again in October 2005 at your residence, you, The Rev. Matthew Morse did commit the offense of Abuse of Alcohol in that you

- a) consumed alcohol (beer) while at the Lilly Endowment Conference, prior to the opening night reception and dinner, in such amounts that you became inebriated. *See Morse Recorded Testimony at 20:15 – 20:30*
- b) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraph (a), during the reception preceding the opening night dinner. Specifically, you consumed two to three glasses of red wine in about a 45 minute period. *See Morse Recorded Testimony at 20:30 – 21:00.*
- c) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a) and (b), during the opening night dinner. Specifically you consumed a bottle of wine during a two hour period. *See Morse Recorded Testimony at 23:00 – 24:00.*
- d) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b) and (c), after the opening night dinner. Specifically, after dinner you attended a bar for “another couple of hours” across the street from the location of Conference dinner even though you admittedly were inebriated and could not walk straight. Further, while at the bar you consumed three to four more GUINNESS® beers, admittedly were drunk, and could not walk straight. *See Morse Recorded Testimony at 25:45 – 26:15; 28:30 – 29:15.*
- e) while married, kissed an unmarried woman, as a direct result of your having been admittedly “wasted” (i.e., drunk) and unable to think straight in the time following your departure from the bar identified in paragraph (d). *See Morse Recorded Testimony at 33:00 – 35:00.*
- f) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b), (c) and (d), after attending the bar following the opening night dinner. Specifically, you went to the hotel bar and had one more drink. *See Morse Recorded Testimony at 35:30 – 36:30.*

**Charge No. 1 – continued.**

- g) consumed alcohol during the second night of the Lilly Endowment Conference at the hotel bar. Specifically, you consumed one or more martinis. *See Morse Recorded Testimony at 41:30 – 42:30.*
- h) consumed alcohol during the second night of the Lilly Endowment Conference at the bar near the hotel. Specifically, after drinking martinis in the hotel bar, to attended a bar near the hotel where you consumed seven or eight beers. *See Morse Recorded Testimony at 41:30 – 42:30.*
- i) consumed alcohol in such amounts that it resulted in your exercising physical violence in the vicinity of your then spouse and her children. Specifically, on or about October 10 – 11, 2005, you engaged in conduct including shoving your spouse, yelling at your spouse, banging on the door of the bedroom in which your wife and her children had locked themselves, and turning over a coffee table, all of which resulted in your wife and her children to leave your home. *See McMillian Recorded Testimony 26:30 - 31:30.*

Witnesses (list names and addresses) in support of charge:

1. Rev. Matthew Morse – via Recorded Testimony  
13510 Cambridge #308  
Southgate, Michigan 48195
2. Rev. Judith McMillian  
7784 Surrey Drive  
Romulus, Michigan 48174
3. Rev. Jamie Martinez  
178 Oenoke Ridge Road  
New Canaan, CT 06840
4. Rev. Margaret L. Shreve  
1674 Fairfax Ct.  
Canton, Michigan 48188



**Charge No. 1 – continued.**

Records and documents (list and describe each) in support of charge:

1. Recorded Testimony of Rev. Matthew Morse
2. Recorded Testimony of Rev. Judith McMillian
3. Recorded Testimony of Rev. Margaret L. Shreve
4. Recorded Testimony of Rev. Jamie Martinez

## **Charge No. 2**

On or about the week of May 10, 2004, during the Lilly Endowment Conference, you, The Rev. Matthew Morse did commit the offense of Abuse of Alcohol in that you

- a) consumed alcohol (beer) while at the Lilly Endowment Conference, prior to the opening night reception and dinner, in such amounts that you became inebriated. *See Morse Recorded Testimony at 20:15 – 20:30*
- b) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraph (a), during the reception preceding the opening night dinner. Specifically, you consumed two to three glasses of red wine in about a 45 minute period. *See Morse Recorded Testimony at 20:30 – 21:00.*
- c) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a) and (b), during the opening night dinner. Specifically you consumed a bottle of wine during a two hour period. *See Morse Recorded Testimony at 23:00 – 24:00.*
- d) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b) and (c), after the opening night dinner. Specifically, after dinner you attended a bar for “another couple of hours” across the street from the location of Conference dinner even though you admittedly were inebriated and could not walk straight. Further, while at the bar you consumed three to four more GUINNESS® beers, admittedly were drunk, and could not walk straight. *See Morse Recorded Testimony at 25:45 – 26:15; 28:30 – 29:15.*
- e) while married, kissed an unmarried woman, as a direct result of your having been admittedly “wasted” (i.e., drunk) and unable to think straight in the time following your departure from the bar identified in paragraph (d). *See Morse Recorded Testimony at 33:00 – 35:00.*
- f) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b), (c) and (d), after attending the bar following the opening night dinner. Specifically, you went to the hotel bar and had one more drink. *See Morse Recorded Testimony at 35:30 – 36:30.*

**Charge No. 2 – continued**

- g) consumed alcohol during the second night of the Lilly Endowment Conference at the hotel bar. Specifically, you consumed one or more martinis. *See Morse Recorded Testimony at 41:30 – 42:30.*
- h) consumed alcohol during the second night of the Lilly Endowment Conference at the bar near the hotel. Specifically, after drinking martinis in the hotel bar, to attended a bar near the hotel where you consumed seven or eight beers. *See Morse Recorded Testimony at 41:30 – 42:30.*

Witnesses (list names and addresses) in support of charge:

- 1. Rev. Matthew Morse – via Recorded Testimony  
13510 Cambridge #308  
Southgate, Michigan 48195
- 2. Rev. Jamie Martinez  
178 Oenoke Ridge Road  
New Canaan, CT 06840
- 3. Rev. Margaret L. Shreve  
1674 Fairfax Ct.  
Canton, Michigan 48188

Records and documents (list and describe each) in support of charge:

- 1. Recorded Testimony of Rev. Matthew Morse
- 2. Recorded Testimony of Rev. Margaret L. Shreve
- 3. Recorded Testimony of Rev. Jamie Martinez

### Charge No. 3

On or about the week of May 10, 2004, during the Lilly Endowment Conference, you, The Rev. Matthew Morse did commit the offense of Abuse of Alcohol in that you

- a) consumed alcohol (beer) while at the Lilly Endowment Conference, prior to the opening night reception and dinner, in such amounts that you became inebriated. *See Morse Recorded Testimony at 20:15 – 20:30*
- b) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraph (a), during the reception preceding the opening night dinner. Specifically, you consumed two to three glasses of red wine in about a 45 minute period. *See Morse Recorded Testimony at 20:30 – 21:00.*
- c) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a) and (b), during the opening night dinner. Specifically you consumed a bottle of wine during a two hour period. *See Morse Recorded Testimony at 23:00 – 24:00.*
- d) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b) and (c), after the opening night dinner. Specifically, after dinner you attended a bar for “another couple of hours” across the street from the location of Conference dinner even though you admittedly were inebriated and could not walk straight. Further, while at the bar you consumed three to four more GUINNESS® beers, admittedly were drunk, and could not walk straight. *See Morse Recorded Testimony at 25:45 – 26:15; 28:30 – 29:15.*
- e) while married, kissed an unmarried woman, as a direct result of your having been admittedly “wasted” (i.e., drunk) and unable to think straight in the time following your departure from the bar identified in paragraph (d). *See Morse Recorded Testimony at 33:00 – 35:00.*
- f) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b), (c) and (d), after attending the bar following the opening night dinner. Specifically, you went to the hotel bar and had one more drink. *See Morse Recorded Testimony at 35:30 – 36:30.*

**Charge No. 3 – continued**

- g) consumed alcohol during the second night of the Lilly Endowment Conference at the hotel bar. Specifically, you consumed one or more martinis. See *Morse Recorded Testimony at 41:30 – 42:30*.

Witnesses (list names and addresses) in support of charge:

1. Rev. Matthew Morse – via Recorded Testimony  
13510 Cambridge #308  
Southgate, Michigan 48195
2. Rev. Jamie Martinez  
178 Oenoke Ridge Road  
New Canaan, CT 06840
3. Rev. Margaret L. Shreve  
1674 Fairfax Ct.  
Canton, Michigan 48188

Records and documents (list and describe each) in support of charge:

1. Recorded Testimony of Rev. Matthew Morse
2. Recorded Testimony of Rev. Margaret L. Shreve
3. Recorded Testimony of Rev. Jamie Martinez

**Charge No. 4**

On or about the week of May 10, 2004, during the Lilly Endowment Conference, you, The Rev. Matthew Morse did commit the offense of Abuse of Alcohol in that you

- a) consumed alcohol (beer) while at the Lilly Endowment Conference, prior to the opening night reception and dinner, in such amounts that you became inebriated. *See Morse Recorded Testimony at 20:15 – 20:30*
- b) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraph (a), during the reception preceding the opening night dinner. Specifically, you consumed two to three glasses of red wine in about a 45 minute period. *See Morse Recorded Testimony at 20:30 – 21:00.*
- c) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a) and (b), during the opening night dinner. Specifically you consumed a bottle of wine during a two hour period. *See Morse Recorded Testimony at 23:00 – 24:00.*
- d) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b) and (c), after the opening night dinner. Specifically, after dinner you attended a bar for “another couple of hours” across the street from the location of Conference dinner even though you admittedly were inebriated and could not walk straight. Further, while at the bar you consumed three to four more GUINNESS® beers, admittedly were drunk, and could not walk straight. *See Morse Recorded Testimony at 25:45 – 26:15; 28:30 – 29:15.*
- e) while married, kissed an unmarried woman, as a direct result of your having been admittedly “wasted” (i.e., drunk) and unable to think straight in the time following your departure from the bar identified in paragraph (d). *See Morse Recorded Testimony at 33:00 – 35:00.*
- f) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b), (c) and (d), after attending the bar following the opening night dinner. Specifically, you went to the hotel bar and had one more drink. *See Morse Recorded Testimony at 35:30 – 36:30.*

**Charge No. 4 – continued**

Witnesses (list names and addresses) in support of charge:

1. Rev. Matthew Morse – via Recorded Testimony  
13510 Cambridge #308  
Southgate, Michigan 48195
2. Rev. Jamie Martinez  
178 Oenoke Ridge Road  
New Canaan, CT 06840
3. Rev. Margaret L. Shreve  
1674 Fairfax Ct.  
Canton, Michigan 48188

Records and documents (list and describe each) in support of charge:

1. Recorded Testimony of Rev. Matthew Morse
2. Recorded Testimony of Rev. Margaret L. Shreve
3. Recorded Testimony of Rev. Jamie Martinez

**Charge No. 5**

On or about the week of May 10, 2004, during the Lilly Endowment Conference, you, The Rev. Matthew Morse did commit the offense of Abuse of Alcohol in that you

- a) consumed alcohol (beer) while at the Lilly Endowment Conference, prior to the opening night reception and dinner, in such amounts that you became inebriated. *See Morse Recorded Testimony at 20:15 – 20:30*
- b) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraph (a), during the reception preceding the opening night dinner. Specifically, you consumed two to three glasses of red wine in about a 45 minute period. *See Morse Recorded Testimony at 20:30 – 21:00.*
- c) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a) and (b), during the opening night dinner. Specifically you consumed a bottle of wine during a two hour period. *See Morse Recorded Testimony at 23:00 – 24:00.*
- d) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b) and (c), after the opening night dinner. Specifically, after dinner you attended a bar for “another couple of hours” across the street from the location of Conference dinner even though you admittedly were inebriated and could not walk straight. Further, while at the bar you consumed three to four more GUINNESS® beers, admittedly were drunk, and could not walk straight. *See Morse Recorded Testimony at 25:45 – 26:15; 28:30 – 29:15.*
- e) while married, kissed an unmarried woman, as a direct result of your having been admittedly “wasted” (i.e., drunk) and unable to think straight in the time following your departure from the bar identified in paragraph (d). *See Morse Recorded Testimony at 33:00 – 35:00.*



**Charge No. 5 – continued**

Witnesses (list names and addresses) in support of charge:

1. Rev. Matthew Morse – via Recorded Testimony  
13510 Cambridge #308  
Southgate, Michigan 48195
2. Rev. Jamie Martinez  
178 Oenoke Ridge Road  
New Canaan, CT 06840
3. Rev. Margaret L. Shreve  
1674 Fairfax Ct.  
Canton, Michigan 48188

Records and documents (list and describe each) in support of charge:

1. Recorded Testimony of Rev. Matthew Morse
2. Recorded Testimony of Rev. Margaret L. Shreve
3. Recorded Testimony of Rev. Jamie Martinez

**Charge No. 6**

On or about the week of May 10, 2004, during the Lilly Endowment Conference, you, The Rev. Matthew Morse did commit the offense of Abuse of Alcohol in that you

- a) consumed alcohol (beer) while at the Lilly Endowment Conference, prior to the opening night reception and dinner, in such amounts that you became inebriated. *See Morse Recorded Testimony at 20:15 – 20:30*
- b) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraph (a), during the reception preceding the opening night dinner. Specifically, you consumed two to three glasses of red wine in about a 45 minute period. *See Morse Recorded Testimony at 20:30 – 21:00.*
- c) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a) and (b), during the opening night dinner. Specifically you consumed a bottle of wine during a two hour period. *See Morse Recorded Testimony at 23:00 – 24:00.*
- d) consumed alcohol while at the Lilly Endowment Conference, in addition to that identified in paragraphs (a), (b) and (c), after the opening night dinner. Specifically, after dinner you attended a bar for “another couple of hours” across the street from the location of Conference dinner even though you admittedly were inebriated and could not walk straight. Further, while at the bar you consumed three to four more GUINNESS® beers, admittedly were drunk, and could not walk straight. *See Morse Recorded Testimony at 25:45 – 26:15; 28:30 – 29:15.*

**Charge No. 6 – continued**

Witnesses (list names and addresses) in support of charge:

1. Rev. Matthew Morse – via Recorded Testimony  
13510 Cambridge #308  
Southgate, Michigan 48195
2. Rev. Jamie Martinez  
178 Oenoke Ridge Road  
New Canaan, CT 06840
3. Rev. Margaret L. Shreve  
1674 Fairfax Ct.  
Canton, Michigan 48188

Records and documents (list and describe each) in support of charge:

1. Recorded Testimony of Rev. Matthew Morse
2. Recorded Testimony of Rev. Margaret L. Shreve
3. Recorded Testimony of Rev. Jamie Martinez

**Charge No. 7**

On or about the week of May 10, 2004, during the Lilly Endowment Conference and again in October 2005 at your residence, you, The Rev. Matthew Morse did commit the offense of Abuse of Alcohol in that you knowingly and deliberately consumed sufficient amounts of alcohol to result in your becoming drunk, unable to walk straight, unable to recall events, physically violent, verbally abusive, and resulting in at least one instance of your physically embracing (kissing) an unmarried woman while you yourself were married.

Witnesses (list names and addresses) in support of charge:

1. Rev. Matthew Morse – via Recorded Testimony  
13510 Cambridge #308  
Southgate, Michigan 48195
2. Rev. Judith McMillian  
7784 Surrey Drive  
Romulus, Michigan 48174
3. Rev. Jamie Martinez  
178 Oenoke Ridge Road  
New Canaan, CT 06840
4. Rev. Margaret L. Shreve  
1674 Fairfax Ct.  
Canton, Michigan 48188
5. Rev. Wendy Mathewson  
2515 Central Park Avenue  
Evanston, IL 60201
6. Rev. Tara Woodard-Lehman  
Peace College - Wm. C. Bennet Chaplin  
15 E. Peace St.  
Raleigh, NC 27604-1149

**Charge No. 7 - continued**

Records and documents (list and describe each) in support of charge:

1. Recorded Testimony of Rev. Matthew Morse
2. Recorded Testimony of Rev. Judith McMillian
3. Recorded Testimony of Rev. Margaret L. Shreve
4. Recorded Testimony of Rev. Jamie Martinez
5. Recorded Testimony of Rev. Wendy Mathewson
6. Recorded Testimony of Rev. Rev. Tara Woodard-Lehman

**Additional Statements**

For any of the above charges, the prosecuting committee reserves the right to call additional unnamed witnesses and use additional unidentified documents or records, if necessary, to rebut the testimony of any witness not already identified above that may be called by the accused.

May 7, 2007  
Date

/ Mark Schneider /  
Elder Mark Schneider,  
Secretary, Investigating Committee 06-01

Presbytery of Detroit  
Minutes of the Executive Session  
October 23, 2007

The Stated Clerk reported the following to the Presbytery:

The Permanent Judicial Commission of the Presbytery of Detroit in a hearing on this date has found that Matthew Morse has committed the offense of misuse of alcohol. It has rebuked him and directed a program of rehabilitation.

Upon motion of the Stated Clerk, the Presbytery of Detroit approved the minutes of this meeting, to include the full decision of the Permanent Judicial Commission.



Edward H. Koster  
Stated Clerk

**IN THE PERMANENT JUDICIAL COMMISSION  
OF THE PRESBYTERY OF DETROIT**

PRESBYTERIAN CHURCH (U.S.A)  
PRESBYTERY OF DETROIT

v.

07  
Case 06-01

REV. MATTHEW MORSE

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**SETTLEMENT AGREEMENT**

Whereas, you, MATTHEW MORSE have been found guilty of the offense(s) of alcohol misuse, and by such offense(s) you have acted contrary to the Scriptures and/or the Constitution of the Presbyterian Church (U.S.A.); now, therefore, the Permanent Judicial Commission of the Presbytery of Detroit, in the name and authority of the Presbyterian Church (U.S.A.), expresses its condemnation of this offense, rebukes you, and orders you to complete a program of supervised rehabilitation supervised by the Rev. William Zambon as described below:

1. Rev. Morse shall, within one calendar month of ratification of this agreement by the Permanent Judicial Commission of the Presbytery of Detroit, begin a minimum of 12 sessions of therapy with a therapist adept in working with men and women with problem drinking. The therapist shall also be approved by the Rev. Bill Zambon. The timing of the 12 sessions shall occur as agreed upon by Rev. Morse and the selected therapist, but must be completed within at least nine (9) months from the ratification of this agreement by the Permanent Judicial Commission. Rev. Morse shall report the agreed upon session timing to Rev. Zambon.
2. Rev. Morse shall also, for a period of nine (9) calendar months beginning on the commencement date of the therapy identified in paragraph 1, entirely abstain from the consumption of beverage alcohol. Rev. Morse shall further submit during this period to a regimen of no more than three (3) random urine toxicology tests, looking for ethyl glucuronide, a metabolite of ethanol, the random tests to be administered by the Rev. Zambon. Rev. Zambon to provide for such tests.
3. If Rev. Morse shall fail to complete the 12 session of therapy identified in paragraph 1, or refuse or fail any of the random urine toxicology tests, and at least one confirmation test of any failed toxicology test, identified in paragraph 2, or a fail to complete the 12 therapy sessions identified in paragraph 1 with a period of nine (9) months, then he hereby agrees to begin a course of at least 30 days of in-patient treatment for alcohol abuse that is covered by the current behavior health insurance program of the Presbyterian Church (USA), such treatment to begin at least 2 weeks after a positive test (paragraph 2).
4. In the event Rev. Morse undergoes treatment as required by paragraph 3, or refuses such treatment, Rev. Zambon shall inform the Stated Clerk of the Presbytery of Detroit and/or the Moderator of the Permanent Judicial Commission which shall call a hearing meeting of the

Permanent Judicial Commission as soon as is practicable to determine what further action, if any, may be required in this matter. Rev. Morse, Rev. Zambon, Rev. Melrose and Elder Schneider shall attend this hearing.

5. The Permanent Judicial Commission shall retain jurisdiction of this matter to enforce this agreement.

Rev. Matthew Morse  
Rev. Matthew Morse

For the  
Elder Mark Schneider  
Elder Mark Schneider,  
Secretary, Investigating Committee 06-01

Date: 10-23-07

Date: 10-23-2007

This settlement agreement has been ratified by the Permanent Judicial Commission of the Presbytery of Detroit.

Neeta R. Nichols  
PJC Moderator

NEETA R. NICHOLS  
Print name

Date: 10/23/2007



Matthew Morse  
Investigating Committee 2011-01

March 8, 2011

To the Southminster Faithful:

For the past six and a half years I have had the privilege of serving as your pastor. I could never express adequately my gratitude for the opportunity and experience. For some time now, however, I have recognized my need to relocate to Texas where I can be closer to my family. It is to that end that I will no longer serve as your pastor effective immediately. I have only the greatest hopes and expectations for this wonderful congregation as you move into the future God has already prepared for you.

The peace of our Lord Jesus Christ be with you all.

PASTOR MATT

March 8, 2011

To the Session of Southminster Presbyterian Church (U.S.A.):

It is my desire that effective immediately the pastoral relationship between myself and the congregation be dissolved.

Yours in Christ,

A handwritten signature in black ink, appearing to read "Rev. Matthew B. Morse". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Rev. Matthew B. Morse

March 8, 2011

To the Session of Southminster Presbyterian Church (U.S.A.):

It is my desire that effective immediately the pastoral relationship between myself and the congregation be dissolved.

Yours in Christ,

A handwritten signature in black ink, appearing to read "Rev. Matthew B. Morse". The signature is written in a cursive style with a long horizontal flourish extending to the right.

Rev. Matthew B. Morse

**PRESBYTERY OF DETROIT**  
**ADMINISTRATIVE LEAVE**  
**FINANCIAL TERMS OF AGREEMENT**

Date: \_\_\_\_\_

During the period of administrative leave, from March 6, 2011 to March 5, 2012, the Session and congregation of Taylor Southminster Church agree to continue to pay Matt Morse according to the current terms of call, not including expense allowances and/or educational benefits.

If the administrative leave is extended beyond the aforementioned date, the congregation has a right to amend the terms of call, with the approval of the Committee on Ministry and the Presbytery Assembly. Any amendment of the terms of call must be negotiated by the Committee on Ministry and the Session, in consultation with the minister, and put before the congregation for approval.

\_\_\_\_\_  
(COM Representative)

\_\_\_\_\_  
(Date)

  
\_\_\_\_\_  
(Minister)

3-6-11  
\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Clerk of Session)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Stated Clerk)

\_\_\_\_\_  
(Date)

28402 Universal Dr.  
Warren, Mi. 48092  
March 7, 2012

Rev. Matthew Morse  
1850 Valley Dr.  
Canyon Lake, Tx.78133.

Dear Rev Morse,

I am following up with this letter to you as I sent you an e-mail with the forwarding address we have for you at the presbytery.

The presbytery investigating team consisting of Elder Rosy Latimore, Rev. Annemarie Kidder and myself, Rev. Raphael Francis, have completed the investigation of the complaint filed against you in the Presbytery of Detroit alleging sexual misconduct and abuse of alcohol.

Following the investigation we have proceeded to file charges against you with the Permanent Judicial Commission for sexual misconduct and abuse of alcohol. The document is enclosed.

Should the commission approve the charges, we will recommend that your ordination be set aside and that your name be removed from the rolls of the Presbytery of Detroit.

Kindly inform us of your intention to respond to these charges. Kindly send us your current telephone number and or a current e-mail.

Sincerely,

  
Raphael Francis.

Cc Rev. Ed. Koster  
Rev. Annemarie Kidder  
Elder Rosy Latimore

**Presbytery of Detroit  
Permanent Judicial Commission**

**Second Amended Charge**

The Presbyterian Church (U.S.A) charges you, Matthew Morse of the Presbytery of Detroit, with the following offenses contrary to Scripture and the Constitution of the Presbyterian Church (U.S.A.):

1. On or about the 20<sup>th</sup> day of July, 2009 , you, Matthew Morse did commit the offense of Sexual Misconduct, contrary to Scriptures and the Constitution of the Presbyterian Church (U.S.A.)
  - a. On or about the 20th day of July, 2009 you invited Brooke Wade to a bar near Southminster Church for counseling. She reported sharing a drink with you following which you invited her to your home where you both had sexual intercourse.

Witnesses:

Brooke Wade. 313 768 5976  
Timothy Wade, Husband of Brook Wade. 313 768 5976  
Rosy Latimore. 248 641 8910  
Raphael Francis. 586 573 8263  
Allen Timm. 313 345 6550

2. Over the period 2007-2011 you, Matthew Morse, misused alcohol in violation of Scripture, the Constitution of the Presbyterian Church (U.S.A.), and the order of the Permanent Judicial Commission of the Presbytery of Detroit, as follow:
  - a. On or about July 20, 2009, you were intoxicated when you invited Brook Wade to your home and engaged in sexual relations with her.
  - b. On or about March 20, 2008, you were observed conducting a worship service while intoxicated by the Director of Music, Jeffrey Burke.
  - c. On or about January 27, 2008, William Zambon observed you intoxicated at Detroit Metropolitan airport, which condition may have caused you to miss your flight.
  - d. You lost your driver's license because of alcohol use.
  - e. You violated the order of the Permanent Judicial Commission of the Presbytery of Detroit, which found you guilty of misuse of alcohol, and directed you to abstain from the use of alcohol.

Witnesses:

Brooke Wade. 313 768 5976

Jeffrey Burke, Director of Music. 734 678 3444  
William Zambon. 734 272 7062  
Edward H Koster. 734-358-5403

Documents:

State of Michigan Driver Record  
Order of the Presbytery of Detroit Permanent Judicial Commission dated  
10/23/2007

Date: 3/17/2012

Raphael Francis  
Raphael Francis

Rosy M. Latimore  
Rosy Latimore

Annemarie S. Kidder  
Annemarie Kidder

Investigating Committee 2011-01



**PERMANENT JUDICIAL COMMISSION  
FOR THE PRESBYTERY OF DETROIT  
PRESBYTERIAN CHURCH (U.S.A.)**

PRESBYTERIAN CHURCH (U.S.A.)  
THROUGH THE PRESBYTERY OF DETROIT

V.

DISCIPLINARY CASE NO.: 2012-1

REV. MATTHEW MORSE

**DECISION**

A quorum being present, the Permanent Judicial Committee for the Presbytery of Detroit (PPJC) convened for the trial and censure hearing this manner at 9:10 am on Saturday, June 2, 2012.

On Thursday, March 29, 2012, the Executive Committee of the PPJC convened the pretrial hearing in this matter. During the pretrial, Rev. Morse indicated an intension to plead guilty to the following charges:

The Presbyterian Church (U.S.A) charges you, Matthew Morse of the Presbytery of Detroit, with the following offenses contrary to Scripture and the Constitution of the Presbyterian Church (U.S.A.):

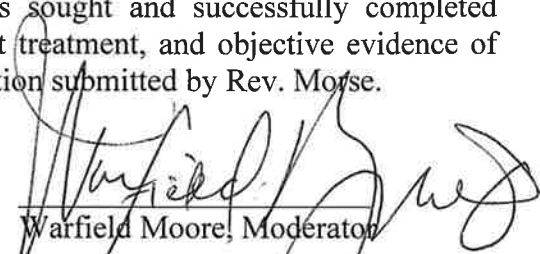
1. On or about the 20<sup>th</sup> day of July, 2009, you, Matthew Morse did commit the offense of Sexual Misconduct, contrary to Scriptures and the Constitution of the Presbyterian Church (U.S.A.)
  - a. On or about the 20<sup>th</sup> day of July, 2009 you invited a woman to a bar. She reported sharing a drink with you following which you invited her to your home where you both had sexual intercourse.
2. Over period 2007 – 20111 you, Matthew Morse, misused alcohol in violation of Scripture, the Constitution of the Presbyterian Church (U.S.A.), and the order of the Permanent Judicial Commission of the Presbytery of Detroit, as follows:
  - a. On or about July 20, 2009, you were intoxicated when you invited a woman to your home and engaged in sexual relations with her.
  - b. On or about March 20, 2008, you were observed conducting a worship service while intoxicated by the Director of Music, Jeffery Burke.
  - c. On or about January 27, 2008, William Zambon observed you intoxicated at Detroit Metropolitan airport, which condition may have cause you miss your flight.
  - d. You lost your driver's license because alcohol use.
  - e. You violated the order of the Permanent Judicial Commission of the Presbytery of Detroit, which found you guilty of misuse of alcohol, and directed you to abstain from the use of alcohol.

At trial, Rev. Morse pled guilty to each charge and the Commission voted unanimously to accept Rev. Morse's plea and proceed to a censure hearing.

The Commission heard testimony from the current interim pastor of Southminster Church of Taylor and received as exhibits in the form victim impact letters concerning the degree of censure.

Thereafter, the Commission unanimously approved the following terms of censure:

Whereas, you, Rev. Matthew Morse, have been found guilty of the offenses of Sexual Misconduct and Misuse of Alcohol in Violation of Scripture, and by such offenses you have acted contrary to the Scriptures and the Constitution of the Presbyterian Church (U.S.A.); now, therefore, the Presbytery of Detroit, in the name and by the authority of the Presbyterian Church (U.S.A.), does now declare you temporarily excluded from ordered ministry as a teaching elder for a minimum period of 5 years, and said period of temporary exclusion continuing until after you have applied for restoration to the Presbytery of Detroit and can also prove, to the satisfaction of said Presbytery in conjunction with said application, that you have addressed your serious emotional issues (particularly your persistent anger issues) and your persistent issues of substance use and abuse, moreover this Commission recommends that the Presbytery of Detroit carefully consider the extent to which Rev. Morse has sought and successfully completed professional treatment for these issues, the length of that treatment, and objective evidence of rehabilitation before approving any application for restoration submitted by Rev. Morse.



Warfield Moore, Moderator



Mark Schneider, Clerk

Date: June 2, 2012

A Covenant of Support  
Between Grosse Pointe Memorial Church,  
the Second Mile Center, the Presbytery of Detroit and Ruth Azar

Whereas Ruth Azar is a ruling elder in the Presbyterian Church (USA), a member of Grosse Pointe Memorial Church (GPMC), under care of the Session of GPMC and executive director of an outreach ministry supported by GPMC;

and in order to expand and deepen the ministry of Ruth Azar at the Second Mile Center (SMC) of Detroit by providing her with a supervisory relationship to satisfy the Committee on Ministry (COM) of the Presbytery of Detroit's (PoD) requirements of a validated ministry for a Certified Ruling Elder (CRE);

The Session of GPMC, in consultation with the Committee on Ministry of the Presbytery of Detroit, enters into a covenant of support with Ruth and the SMC. This covenant of support includes but is not limited to the following:

- 1.) Responsibility for and indirect supervision of the worship life of SMC by the Session, including responsibility for the approval of the administration of the Sacraments at the SMC by Ruth.
  - a. When baptisms are requested, Ruth Azar will take responsibility for preparation for baptism. This will include parents/guardians or grandparents or sponsors of the person to be baptized if that person is under the age of 12.
  - b. Those who are baptized will be entered into the rolls of GPMC.
  - c. GPMC will assume the responsibility for per capita payments for people baptized through the SMC.
  - d. Communion will ordinarily be celebrated on regular, set dates approved by the Session of GPMC. Any additions or changes are subject to Session approval.
  - e. GPMC will provide a ruling elder and/or deacon from its membership or an appropriate representative (ruling elder and/or deacon or Minister of Word and Sacrament from another PCUSA congregation) whenever a sacrament is administered.
- 2.) A yearly visitation by Ruth with the GPMC Session and Liaison from the Committee on Ministry in order to renew the covenant and to determine other ways, if appropriate and approved, that GPMC could supervise and support the worship life of the SMC.
- 3.) Pastoral support and guidance of Ruth's ministerial role (worship and sacraments) at the SMC, including consultation on pastoral care, through at least 6 contact hours a quarter with members of the pastoral staff of GPMC.
- 4.) In support of this covenant, the Presbytery of Detroit through its Committee on Ministry will appoint a liaison who will be in communication with Ruth Azar, the Session of GPMC, and SMC to facilitate the flourishing of this ministry.


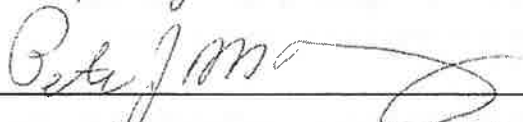
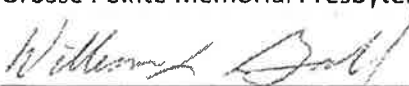
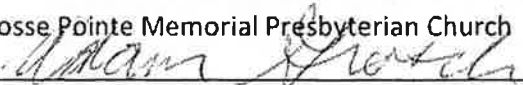
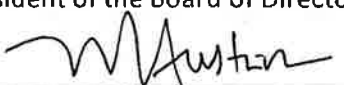
This covenant shall be renewed annually by all parties named above. It does not interfere with or eliminate the need for financial and administrative oversight of Ruth and the SMC by a SMC Board of Directors. Said Board is still responsible for all other activities and personnel of the SMC and any legal, financial and insurance liabilities related to its work. While a member of GPMC and under the supervision of the Session, this covenant does not grant to Ruth any status as a member of the staff nor any compensation, benefits, titles, rights or privileges normally accorded to a GPMC staff member.

As a Commissioned Ruling Elder serving in this validated ministry, Ruth Azar will be responsible for abiding by the terms of the Sexual Misconduct Policy and Procedures of the Presbytery of Detroit, and the terms of the Statement of Professional Ethics of the Presbytery of Detroit. Ruth will be responsible for regularly reviewing and following any changes in these two policies, including signing forms when required.

This covenant is contingent upon the continuation of the covenant between the SMC and the PoD and Ruth's continued status as a CRE. This covenant/contract may be terminated at any time by mutual agreement of the parties listed above with one month's notice, provided there is prior consultation with and eventual concurrence by the Committee on Ministry.

The termination of that covenant or the discontinuation of her certification as a CRE would terminate this covenant between the Session of GPMC, Ruth, the PoD, and the SMC.

This covenant and contract is for a period of one year beginning on July 1 2018 and maybe renewed thereafter by mutual agreement of all the parties involved for up to one year at a time.

 _____ Ruth Azar, Director, Second Mile Center	<u>6-5-2018</u> _____ Date
 _____ The Rev. Dr. Peter J. M. Henry, Moderator of Session Grosse Pointe Memorial Presbyterian Church	<u>5-29-18</u> _____ Date
 _____ William Ball, Clerk of Session Grosse Pointe Memorial Presbyterian Church	<u>6-4-2018</u> _____ Date
 _____ The Rev. Adam Grosch President of the Board of Directors, Second Mile Center	<u>6-7-18</u> _____ Date
 _____ The Rev. Mary Austin, Moderator, Committee on Ministry, Presbytery of Detroit	<u>6/6/18</u> _____ Date

**EXHIBIT A****LEGAL DESCRIPTION**

Land situated in the City of Livonia, Wayne County, Michigan, and described as follows:

**[MUTUALLY AGREED LEGAL DESCRIPTION TO BE INSERTED]**

**Sidwell Nos:**           Part of 46-066-99-0007-000  
                              All of 46-066-99-0008-000

## EXHIBIT A

LEGAL DESCRIPTION

Land situated in the City of Livonia, Wayne County, Michigan, and described as follows:

**Sidwell Nos:** 46-066-99-0007-000 AND 46-066-99-0003-000

"PREMISES"

PARCEL 46-066-99-0003-000 (#16600 NEWBURGH ROAD)  
 THAT PART OF THE NW 1/4 OF SECTION 17, T. 1 S., R. 9 E. DESCRIBED AS BEGINNING AT A POINT ON THE WEST SECTION LINE DISTANT S 00°04'00" E 1261.37 FEET FROM THE NORTHWEST CORNER OF SECTION 17 AND PROCEEDING THENCE S 89°22'20" E 663.32 FEET; THENCE S 00°06'15" W 60.00 FEET; THENCE N 89°22'20" W 663.14 FEET; THENCE N 00°04'00" W ALONG THE WEST SECTION LINE 60.00 FEET TO THE POINT OF BEGINNING. EXCEPT THE WEST 60 FEET THEREOF.  
 CONTAINING 0.83 ACRES

PART OF PARCEL 46-066-99-0007-000 (#16700 NEWBURGH ROAD)  
 DESCRIBED AS: PART OF THE NW 1/4 OF SECTION 17, T. 1 S., R. 9 E., COMMENCING AT THE NORTHWEST CORNER OF SECTION 17; THENCE S 00°04'00" E 801.37 FEET ALONG THE WEST LINE OF SECTION 17; THENCE S 89°22'20" E 475.00 FEET TO THE POINT OF BEGINNING; THENCE S 89°22'20" E 189.68 FEET; THENCE S 00°06'15" W 460.00 FEET; THENCE N 89°22'20" W 603.32 FEET; THENCE N 00°04'00" W 172.02 FEET; THENCE S 89°22'20" E 62.78 FEET; THENCE S 78°02'01" E 75.69 FEET; THENCE S 89°22'20" E 277.29 FEET; THENCE N 00°06'15" E 302.87 FEET TO THE POINT OF BEGINNING.  
 CONTAINING 3.53 ACRES

PROPERTY RETAINED BY CHURCH

PART OF PARCEL 46-066-99-0007-000 (#16700 NEWBURGH ROAD)  
 DESCRIBED AS: PART OF THE NW 1/4 OF SECTION 17, T. 1 S., R. 9 E., COMMENCING AT THE NORTHWEST CORNER OF SECTION 17; THENCE S 00°04'00" E 801.37 FEET ALONG THE WEST LINE OF SECTION 17; THENCE S 89°22'20" E 60.00 FEET TO THE POINT OF BEGINNING; THENCE S 89°22'20" E 415.00 FEET; THENCE S 00°06'15" W 302.87 FEET; THENCE N 89°22'20" W 277.29 FEET; THENCE N 78°02'01" W 75.69 FEET; THENCE N 89°22'20" W 62.78 FEET; THENCE N 00°04'00" W 288.00 FEET TO THE POINT OF BEGINNING.  
 CONTAINING 2.85 ACRES.

COMMISSION REPORT  
 INSTALLATION OF REV. MATT NICKEL  
 JEFFERSON AVENUE PRESBYTERIAN CHURCH, DETROIT, MI

The Commission to install **Matt Nickel as the Pastor of Jefferson Avenue Presbyterian Church, Detroit** was convened with prayer by the moderator, Rev. Dr. John Judson, at 4:30 p.m., on Sunday, April 29, 2018, at Jefferson Avenue Presbyterian Church. The Commission members present were:

The Rev. Dr. John Judson	Teaching Elder, First Presbyterian Church Birmingham.
The Rev. Adam Grosch	Teaching Elder Lake Shore P.C.
The Rev, Emma Nickel	Teaching Elder, At-Large, Presbytery of Detroit
The Rev. Peter Henry	Teaching Elder, Grosse Pointe Memorial P.C.
The Rev. Paul Stunkel	Teaching Elder, St Paul P.C.
Kathi Johnson	Ruling Elder, Jefferson Avenue P.C.
Susan Acton	Ruling Elder, Grosse Pointe Memorial P.C.

The Commission invited the following persons from the Jefferson Avenue PNC to participate in the worship service: Paul Booker, Jessica Christy, Ivan Fiscus, Wanda Brock and Jenny King

After approving the order of worship, the Commission proceeded to worship, where it **installed Rev. Matt Nickel as the pastor of Jefferson Avenue Presbyterian Church. In the course of the installation service, Matt gave affirmation to the obligations undertaken in the installation questions found in W-4.4003.** Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Nickel.

John Judson – Moderator

April 29, 2018

The Presbytery of Detroit  
 Statement of Revenues and Expenditures  
**100 - Operating Fund**  
 From 5/1/2018 Through 5/31/2018

	Year to Date Actual	2018 Budget	Percent Total Budget Remaining - Original
<b>Revenue</b>			
Trustees	311,960.09	1,051,624.31	(70.34)%
Congregational Development & Transformation Ministry Team	0.00	1,000.00	(100.00)%
Social Justice	6,300.00	7,000.00	(10.00)%
Mission Interpretation	0.00	1,000.00	(100.00)%
Leadership Equipping Ministry Team	0.00	1,000.00	(100.00)%
New Church Dev/Redevelopment	0.00	1,000.00	(100.00)%
Presbyterian Women	500.00	2,000.00	(75.00)%
<b>Total Revenue</b>	<u>318,760.09</u>	<u>1,064,624.31</u>	<u>(70.06)%</u>
<b>Expense</b>			
Representation	397.74	2,000.00	80.11%
Committee on Ministry	460.09	12,900.00	96.43%
Preparation for Ministry	0.00	3,500.00	100.00%
Trustees	66,576.51	138,301.84	51.86%
Presbytery Operations	174,414.74	556,148.15	68.64%
Congregational Development & Transformation Ministry Team	4,184.00	32,500.00	87.13%
Social Justice	29,272.22	77,645.00	62.30%
Mission Interpretation	32,517.11	105,077.00	69.05%
Leadership Equipping Ministry Team	22,629.71	79,425.00	71.51%
New Church Dev/Redevelopment	0.00	16,500.00	100.00%
Multicultural Ministry Team	0.00	9,000.00	100.00%
Planning & Visioning	0.00	7,000.00	100.00%
Coordinating Cabinet	1,225.00	4,750.00	74.21%
<b>Total Expense</b>	<u>331,677.12</u>	<u>1,044,746.99</u>	<u>68.25%</u>



**Presbytery of Detroit  
Minutes of the Presbytery  
September 25, 2018**

**WE GATHERED IN GOD'S NAME**

The Presbytery of Detroit convened with prayer in a stated meeting on September 25, 2018 at 4:00 p.m. at the first Presbyterian Church, Dearborn Michigan. John Judson moderated the meetin.

The Moderator declared the presence of a quorum.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST**

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

**WE PROCLAIMED THE GOOD NEWS**

Presbytery worshipped God. The theme of the service was Hope in a time of Conflict; Peacemaking in our everyday lives. The worship included Scripture, meditations, song, and prayer.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST (continued)**

The Moderator welcomed new commissioners and ministers.

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

Chris Thomas welcomed Presbytery to Dearborn First.

**Reports from Other Governing Bodies**

**General Assemble Commissioners**

The Commissioners to the 223<sup>rd</sup> Assembly reported by video on their experiences, and the events and accomplishments of the Assembly.

**Synod Commissioners**

Synod Commissioner Rafael Francis reported on the recent meetings of the Synod of the Covenant.

**WE WATCHED A VIDEO PRESENTATION OF MINISTRY**

Presbytery saw a video on the Summer Youth Mission Blast

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

**Report**

The Presbytery heard a report from the Hunger Program. We have collected a lot of Cheerios: 2600 boxes of cereal, plus oatmeal, breakfast bars. These were given to feed hungry children in Detroit. The Hunger Program is also designed to get congregations to seek out hunger matters in their neighborhoods.

**Executive Presbyter's Report**

Mr Timm reported on ordination anniversaries, and pastoral concerns.

**WE SHARED GOD'S BOUNTY**

Presbytery recessed at 6:13 for dinner.

Presbytery reconvened at 7:20 p.m.

## **WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY**

The Moderator offered a brief Prayer for openness.

### **Committee on Preparation for Ministry**

Edward Dunn reported for the Committee.

The Committee on Preparation for Ministry reported the following for the information of Presbytery:

It has sustained the annual consultation with the following persons under care:

Joelly Chiangong, CRE candidate

Tyler Brinks, Inquirer

Chris Hallam

The Committee on Preparation for Ministry presented the following for examination:

Chris Hallam, a candidate finally assessed by the Presbytery of Detroit, has met the requirements for ordination in this presbytery, has received a M.Div. from Princeton Theological Seminary, and has received a call as Resident Minister at the Kirk in the Hills, Bloomfield Hills, Michigan.

The Committee presented Ms Hallam to Presbytery for examination for ordination to the Ordered Ministry of Word and Sacrament. Ms Hallam read her statement of faith to Presbytery, and Presbytery examined her on her Christian faith, views in theology, the Bible, the Sacraments, and the government of the church. Upon motion, the examination was arrested and Ms Hallam was escorted from the room. Upon motion of the Committee, Presbytery sustained the examination and approved her ordination to the Ordered Ministry of Word and Sacrament.

Bethany Peerbolte

Bethany Peerbolte, a candidate finally assessed by the Presbytery of Detroit, has met the requirements for ordination in this presbytery, has received a M.Div. from the Ecumenical Theological Seminary, and has received a call to serve First Presbyterian Church, Birmingham, Michigan.

The Committee presented Ms Peerbolte to Presbytery for examination for ordination to the Ordered Ministry of Word and Sacrament. She read her statement of faith to Presbytery. Presbytery examined her on her Christian faith, views in theology, the Bible, the Sacraments, and the government of the church. Upon motion, the examination was arrested and Ms Peerbolte was escorted from the room. Upon motion of the Committee, Presbytery sustained the examination and approved her ordination to the Ordered Ministry of Word and Sacrament.

### **Committee on Ministry**

Mary Austin reported for the Committee.

Upon motion of the Committee, the Presbytery voted to:

1. Following a request from the Pastor and Clerk of Session, and a separate request from the Personnel Committee and the session, form an Administrative Commission for First Presbyterian Church, Ann Arbor. The resolution is appended to the minutes.
2. Adopt the 2019 Terms of Call. The resolution is appended to the minutes

### **Calls/Contracts**

1. **Approve** the renewal of the one-year Interim contract between **Celtic Cross, Warren** and the **Rev. Dr. Robert Agnew** effective August 15. Terms of Call: Salary-\$28,000, 403(b) Employee Contribution-\$10,000, 403(b) Employer contribution-\$10,000, Self-Employment Contribution Act reimbursement-\$3,672, BOP Family Medical-\$13,536, Medical Deductible-\$940, Study Allowance-\$5,250, Professional Expenses\$3,346, Total terms of call: \$74,744. BOP post retirement church dues-\$5, 760. Total cost to the church: \$80,200. Vacation-5 weeks including 4 Sundays; Study Leave-3 weeks including 2 Sundays. In addition, the church will pay for and allow time for the pastor to attend one of the Presbytery's Pastors in Transition retreats.
2. **Approve** the **renewal** of the 3-month Interim contract between **New Hope Church of Michigan, Southfield** and the **Rev. Karen Stunkel** effective October 12, 2018. Terms of Call: Salary-\$33,900, Housing-\$23,601, Contribution to annuity-\$4,800, FICA-\$2,598, Medical Deductible-\$805, Travel-\$5,000, Study Leave-\$1,200, Professional Expenses-\$1,000, BOP Medical-\$15,591, BOP Pension-\$6,860, BOP Death/Disability-\$624. Total: \$96,039. Vacation-5 weeks including 4 Sundays; Two family Sundays (as needed with approval of session); Study Leave-2 weeks including 2 Sundays. **This motion is an exception to COM policy so that the church may complete certain projects. This is the final 3-month renewal.**
3. **Approve** the **renewal** of the one-year Commissioned Ruling Elder contract between **St. Andrew's, Dearborn Heights** and **CRE Gordon Seiler** effective July 1, 2018. Terms of Call: Services of Worship-\$150, Moderating meetings of the session and congregation-\$100, weddings and funerals to be paid by the family. In addition, the church will pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats. This approval was done on a timely basis but delayed by COM so COM could meet with the session.
4. **Approve** the **renewal** of the part-time Parish Associate contract between **First Presbyterian, Port Huron** and the **Rev. Kelly Pittman** effective June 1, 2018. Terms of Call: Salary-\$100 monthly, reimbursements of travel at IRS rate and professional expenses up to \$500. Preaching remuneration a pulpit supply rate. Total-\$1,700.
5. **Approve** the renewal of the Interim Pastor contract between **First Presbyterian, Saline** and the **Rev. James Monnett** effective June 25, 2018. Terms of Call: Salary-\$45,300, Housing-\$21,000, Self-Employment Contribution Act reimbursement-\$5,071.95, BOP benefits-\$24,531, Medical deductible-\$1,326, Professional Expenses-\$3,700. Total cost to the church: \$100,928.25. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
6. **Approve** the contract between **Kirk in the Hills, Bloomfield Hills, and Christina Hallam** as **Resident Minister**, effective August 1, 2018. Terms of Call: Salary-\$45,000, Housing, included in the above, Board of Pension dues\$16,650, Social Security-\$3,442, Continuing Education-\$1,000, Other professional expenses, -\$1,945. Total Compensation-\$70,537. One-time moving expenses of \$2,500. One year, renewable for one additional year. Vacation-4 weeks including 4 Sundays; Paid Continuing Education leave-2 weeks including 2 Sundays (time and funds cumulative to 4 weeks upon Session action). In addition, the church will allow time for and pay for the Resident Minister to attend a Pastors in Transition Retreat.

### **Administrative Commissions**

1. **Approve the Installation** as Pastor of the **Rev. Leia Rose Battaglia** at **Milan, Peoples** on September 2, 2018 at 3:00 p.m. The following will comprise the commission: Teaching Elders: Rev. Linda Anderson, Rev. Pam Meilands; Ruling Elders: Doris Ann Campbell (Peoples, Milan), JoAnne White (Westminster, Detroit); Moderator: the Rev. Dr. John Judson; Corresponding Member: Rev. Alex Peterson, (Lake Huron Presbytery).
2. **Approve the Installation** as Associate Pastor of the **Rev. Fernando Rodriguez** at **Kirk of the Hills, Bloomfield Hills** on September 30, 2018 at 10:00 a.m. The following will comprise the commission:  
Teaching Elders: Rev. Dr. John Judson, moderator; Rev. Jacqueline Spycher;  
Ruling Elders: Bob Ponder (Fort Street, Detroit), Jon Keeling (Kirk in the Hills, Bloomfield Hills); Corresponding Members: Rev. Dr. Victor Aloyo (Elizabeth Presbytery), Rev. Ruth-Aimee Balonni and Rosaria Govens (New York City Presbytery).
3. **Approve the Installation** as Pastor of the **Rev. Emma Nickel** at **First Presbyterian Church of Royal Oak** on October 14, 2018 at 4:00 p.m. The following will comprise the commission: Teaching Elders: Rev. Julie Delezenne, Rev. Matt Nickel, Rev. Dr. Judi McMillan; Ruling Elders: Suzanne Lewand (First, Royal Oak), Bill Halstead (First, Warren), Bill Greene (Jefferson Ave., Detroit); Moderator: the Rev. Dr. John Judson; Corresponding Member Rev. Mamie Broadhurst (Mid-Kentucky Presbytery).

### **Dissolutions**

1. **Approve the dissolution** between **Covenant, Southfield** and the **Rev. Thomas James**, move him to at-large status and **transfer** him to the Presbytery of Maumee Valley upon request.
2. **Approve the dissolution** between **St. Thomas, Shelby Twp.** and **The Revs. James Porter and Jamie Klinger** and **transfer** them to the Presbytery of Mackinac upon request.

### **Transfers**

1. **Approve the dismissal** of the **Rev. William (Tres) Adams III** to the Evangelical Covenant Organization, Presbytery of Northern California/Nevada.
2. **Approve the transfer** of the **Rev. Peggy Casteel Houston** to the Lake Michigan Presbytery.

### **Retirements**

**Approve the retirement of the Rev. Marjorie Wilhelmi effective October 31, 2018.**

The Committee on Ministry reported it has taken the following actions: It has

1. **Approved** the request from **First, Troy** for support of a waiver of vacancy dues from the Board of Pensions.
2. **Approved** the **Rev. Kenneth Kaibel** as moderator of Session for Covenant, Southfield.
3. **Approved** the addition of the **Rev. Barbara McRae** to the Pulpit Supply List.
4. **Approved** the removal of the **Rev. Bethany Peerbolte** from the Pulpit Supply List.

The following actions were taken by the Committee on Ministry in the months when there was no presbytery meeting, under the powers granted to the committee by the Presbytery to act in those months. The Committee has:

### **Calls/Contracts**

1. **Approved** the call between **First Presbyterian Church of Royal Oak** and the **Rev. Emma Nickel** as **Pastor** effective September 4, 2018. Terms of Call: Salary-\$71,000, Housing-\$2,000, Deferred Compensation\$2,000, Board of Pension dues-\$27,750, Social Security-\$5,737.50, Medical Deductible-\$440, Auto/Travel-\$1,000, Continuing Education-\$1,000, Business Expenses-\$2,310. Total compensation-\$113,237.50. Vacation-4 weeks including 4 Sundays, Paid Continuing Education leave-2 weeks including 2 Sundays (time & funds cumulative to 6 weeks upon Session action), Sabbatical leave per the recommended terms of the Presbytery of Detroit. The pastor will engage in a clergy coaching relationship and the church will contribute 1/3 of the costs (shared with the pastor and the presbytery) of 12 coaching sessions. Within the first year the pastor will attend a Pastors in Transition Program that is offered by the Executive Presbyters of the four Presbyteries of Michigan; cost to be borne by church (approx. \$200).
2. **Approved** the call between **First Presbyterian Church of Birmingham** and **Bethany Peerbolte** as **Associate Pastor** effective June 11, 2018. Terms of Call: Salary-\$30,447, Housing-\$16,000, Board of Pension dues-\$17,185, Social Security-\$3,563, Continuing Education-\$1,000, Business Expenses-\$2,700. Total Compensation-\$72,885. Vacation-4 weeks including 4 Sundays; Paid Continuing Education leave-2 weeks including 2 Sundays (time and funds cumulative to 4 weeks upon Session action). Within the first year the pastor will attend a Pastors in Transition Program that is offered by the Executive Presbyters of the four Presbyteries of Michigan, cost to be borne by the church (approx.. \$200). The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service (approx. \$200).
3. **Approved** the call between **Kirk of the Hills, Bloomfield Hills** and the **Rev. Angela Ryo** as **Associate Pastor** effective July 1, 2018. Terms of Call: Salary-\$15,100, Housing \$42,000, Board of Pension dues-\$22,200, Social Security-\$4,590, Medical Deductible-\$1,500, Dental Plan-\$1,632.36, Auto/Travel-\$1,500, Continuing Education-\$500, Cell phone reimbursement-\$600. Total compensation-\$92,822.36. Vacation-4 weeks including 4 Sundays; Paid Continuing Education leave-2 weeks including 2 Sundays. Within the first year the pastor will attend a Pastors in Transition Program that is offered by the Executive Presbyters of the four Presbyteries of Michigan; cost to be borne by church (approx.. \$200) and the church will share with the pastor and the presbytery 1/3 of the cost for the clergy coaching for the first year of service (approx.. \$200).
4. **Approved** the call between **Kirk of the Hills, Bloomfield Hills** and the **Rev. Fernando Rodriguez** as **Associate Pastor** effective July 1, 2018. Terms of Call: Salary-\$42,000, Housing-\$18,000, Board of Pension dues-\$22,200, Social Security-\$4,590, Medical Deductible-1,500, Dental Plan\$1,632.36, Auto/Travel-\$1,800, Continuing Education-\$500, Cell phone reimbursement-\$600. Total compensation-\$92,822.36. Vacation-4 weeks including 4 Sundays; Paid Continuing Education leave-2 weeks including 2 Sundays. Within the first year the pastor will attend a Pastors in Transition Program that is offered by the Executive Presbyters of the four Presbyteries of Michigan; cost to be borne by church (approx.. \$200) and the church will share with the pastor and the presbytery 1/3 of the cost for the clergy coaching for the first year of service (approx.. \$200).

5. **Approved** the **renewal** of the one-year Interim Pastor contract between **Northminster, Troy** and the **Rev. Neeta Nichols** effective July 1, 2018. Terms of Call: Salary-\$40,000, Housing-\$25,000, Pension/Medical-\$24,050, Dental-\$450, Social Security-\$4,973, Medical Deductible-\$650, Study Allowance-\$2000, Professional Expenses-\$2,000. Total compensation: \$99,123. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time (beyond the Study Leave time above) for the Interim Pastor to attend the Committee on Ministry's Transitional Leaders required workshops.
6. **Approved** the **renewal** of the one-year Interim Co-Pastor contract between **Fort Street Presbyterian, Detroit** and the **Rev. Anne Lange** effective October 15, 2018. Terms of Call: Salary-\$12,000, Housing\$30,000, BOP Pensions-\$4,620, BOP Death/Disability-\$420, Social Security\$3,213, Medical Deductible-\$840, Continuing Education-\$1,000, Professional Expenses-\$1,500, Reimbursement of up to \$500 in childcare for every month in which the Open Door director is not hired (\$1000-\$2000). Total Compensation-\$54,593-\$55,593. The Session will provide, as necessary, for maternity/paternity leave per the terms of the Presbytery of Detroit's Policy oh Parent Leave. 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 of the Presbytery's Pastors in Transition retreats and Week 2 of Interim Training.
7. **Approved** the **renewal** of the one-year Interim Co-Pastor contract between **Fort Street Presbyterian, Detroit** and the **Rev. Eric Lange** effective October 15, 2018. Terms of Call: Salary-\$42,00, BOP Medical-\$11,000, BOP Pensions-\$4,620, BOP Death/Disability-\$420, Social Security-\$3,213, Medical Deductible-\$840, Continuing Education-\$1,000, Professional Expenses-\$1,500. Total Compensation-\$64,593. The Session will provide, as necessary, for maternity/paternity per the terms of the Presbytery of Detroit's Policy on Parental Leave. The Church will provide a one-time moving expense of up to \$5,000. 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 of the Presbytery's Pastors in Transition retreats and Week 1 of Interim Training.
8. **Approved** the **renewal** of the one-year Commissioned Ruling Elder contract between **First Presbyterian, Warren** and **Commissioned Ruling Elder Nancy Bass** effective July 1, 2018. Terms of Call: Salary\$19,000, Study Allowance-\$750, Professional Expenses and Travel-\$750. Total Compensation-\$20,500. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay (from the sale of the Erin Church building) for and allow time for the Commissioned Ruling Elder to attend one of the Presbytery's Pastors in Transition retreats. The CRE is to seek scholarship assistance from the Committee on Ministry.
9. **Approved** the one-year Interim Pastor contract between **St. Thomas Community Presbyterian, Shelby Township** and the **Rev. Dr. Judith McMillan** effective July 12, 2018. Terms of Call: Salary-\$65,000 (to be divided into salary, housing and deferred compensation by the Interim Pastor). BOP Medical 25% of effective salary, BOP Pension 11% of effective salary, BOP Death/Disability of 1% effective salary, Dental-\$1,600. Vacation4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
10. **Approved** the full-time Pastor for Community and Care/Temporary Supply Associate Pastor **renewal** contract between **Kirk in the Hills, Bloomfield Hills** and the **Rev. Jasmine Smart**

effective May 1, 2018. Terms of Call: Salary-\$67,417.63, Professional Reimbursements\$2,000, Mileage Reimbursements-\$1,000, Study Leave-\$1,000. Total compensation-\$72,329.63. Vacation-One month including 4 Sundays; Study Leave-2 weeks.

### **Dissolutions**

1. **Approved** the dissolution between **Allen Park Presbyterian** and the **Rev. Michelle James** effective July 31, 2018. Severance begins August 1, 2018. She will use unused vacation time, the church will pay her for three months and if she still does not have a call, will continue to pay her for the complete 6 months. The church is grateful for Rev. James' service and regrets that this decision was required by budgetary constraints. The Associate Pastor position will be eliminated as of December 31, 2018 as previously approved by vote of the congregation. **Approved** moving the **Rev. Michelle James** to at-large status as of August 1, 2018.
2. **Approved** the dissolution of the relationship between the **Rev. William (Tres) Adams and Kirk in the Hills, Bloomfield Hills**, effective April 8, 2018. **Approved** moving **Rev. Adams** to at-large status effective August 1, 2018.

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

1. **Approved** 12 sessions of coaching for a pastor upon their request, to be paid ½ by presbytery, ½ by the pastor.
2. **Appointed** the following session moderators:  
**Rev. Renee Roederer**, at **Howell First**, effective August 1, 2018  
**Rev. Kara Hildebrandt**, at **Wyandotte**, effective July 31, 2018
3. **Moved** the following people to at-large status:  
**Rev. Peggy Casteel-Huston**  
**Rev. Daniel Heaton**

**Coordinating Cabinet** Stefanie Lewis reported for the Coordinating Cabinet.

The Coordinating Cabinet recommends Presbytery:

1. The motion was made to approve the 2019 Mission Celebration Budget. (Appended to the minutes.)

The motion was made by Ms Denton in line 230 campus ministry to strike 77,577 and insert 97,577. The amendment was interpreted by the Moderator to increase the deficit. The motion was not approved y39; no 43.

Upon motion of Roederer Presbytery voted to amend the Budget to restore \$10,000 to the EMU campus ministry.

The main motion was approved as amended.

*Approval of the budget constitutes the approval of a \$1.00 increase in the Presbytery per capita (to \$16.35)*

2. Approve amendments to the Sexual Misconduct Policy, Policy P-4 as follows:

Non-Substantive Changes can be found on pages 2- 4, 6 -10, 12, 14-18.

There are several recommended changes that are more substantive. They include:

- Page 3, Expand definition #7 , inappropriate use of the internet to also include technology and social media.

- Page 4, Regarding Presumed Consent, changes in this paragraph attempt to clarify pastor church member/participant relationships, as one that begins at church. The policy has been returned to the stronger “shall” language in regard to pastor church member/participant relationships. PRT unanimously agreed that “shall” language is necessary here due to the imbalance of power that exists in these relationships. The #metoo and #churchtoo movements should serve to remind us how important it is to maintain good healthy professional boundaries, the “shall” language in this part of the policy clearly states that professional boundary.
- Page 6, Recommend changing from an annual policy review to “at least every three years” to allow for in-depth policy reviews and potentially substantive changes.
- Page 8, Added to ensure and protect the pastoral relationship and confidentiality.
- Page 9, This change seeks to have clergy, like other professions, maintain their own professional credentials. This addition would not alter the Presbytery’s responsibility to maintain records as well.

Rationale:

The current POD Sexual Misconduct Policy requires that the Pastoral Response Team, a workgroup of COM then looks at the policy and makes recommendations to Coordinating Cabinet for Presbytery’s final consideration.

Most of the changes recommended this year are not substantive changes but rather no longer apply, reflect Book of Order changes, or ensure language consistency between the policy and the signatory page.

The Policy is appended to the minutes.

3. Approve the celebration of the Lord’s Supper at the Pastors in Transition Retreat on October 29-30 at the St Francis Retreat Center.

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

1. Mr Timm reported on the search for the associate executive has had 30 applications and are now in the phase of face-to-face interviews.
2. We are seeking someone to fill a ½ time administrative assistant for Committee on Ministry & Committee on Preparation for Ministry. This person would keep track of the records (sexual misconduct training, background checks, etc) and persons. The job description is appended to the minutes.).
3. The Coordinating Cabinet heard a report that the Grand River property that it is in our possession, that it has been cleared of all equipment, and that the Trustees are in the process of preparing it for listing.
4. The Coordinating Cabinet has reviewed the 2017 Audit, which will be presented for adoption by the Treasurer.
5. Jacqueline Spycher has been selected for the new position of media consultant. The report of the Search Committee is appended to the minutes.

**Treasurer** Timothy Ngary reported.

Mr Ngare presented his report.

Upon motion of Mr Ngare, Presbytery voted to adopt the 2017 Audit. (Appended to the minutes)



**Omnibus motion.**

Upon motion of the Stated Clerk Presbytery voted to:

**On behalf of the Social Justice Team:**

Approve the grant request to the General Assembly for the Hunger Action Enabler.

(Appended to the minutes.)

**On behalf of the Trustees:**

Receive for information and enter into the minutes the following:

1. The Trustees voted to expend up to \$17,000 from fund 200 for computers, wireless equipment, video screens, and other office equipment.
2. The Trustees approved sale of a house owned by First Presbyterian Church of Wyandotte described as:
  - Situated in the City of Wyandotte, County of Wayne, Michigan, legally described as:
    - Lot 294 and the East 3.30 feet of Lot 293 Assor's Wyandotte Plat #12 L 69 P 65 WCR
    - being known as 2204 Oak, Wyandotte, MI 48192, Property Tax ID 9999 to Raul Echeverria and Ana Echevarria for eighty five thousand dollars (\$85,000.00).
3. The Trustees voted to approve a grant mortgage of \$50,000 to the Southwest Detroit Immigrant and Refugee Center. The loan would be interest free for 5 years, at which time SWIRC would begin to pay interest at the prevailing mortgage term interest rate.
4. The Trustees voted to roll over the PILP CD, and to extend the term to 5 years.
5. The Trustees have reviewed the 2017 audit and recommend it to the Presbytery for approval.
6. Trustees voted to approve Lou Prues as our agent to market and sell the property at 3530 Grand River.
7. The Trustees have authorized funds for expenses for an upcoming judicial case.
8. The Trustees have voted to grant up to \$1600 to Calvin East for the purchase of a commercial refrigerator for use in their meals program.

**Stated Clerk** Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of June 12, 2018.
2. Approve the reports of the administrative commission for the installation of Leia Battaglia as pastor of Milan People's on September 2, 2018. (Appended to the minutes)
3. Approve the records of churches as follow:
 

Auburn Hills	Grosse Ile
Without exception	Without exception
Birmingham First	Warren Celtic Cross
Without exception	With exception
Fort Gratiot Lake Shore	
With exceptions	

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

1. TRANSFER COMPLETED
  - a. Harold Ellens to the Church Triumphant: on 4/13/08
2. The Stated Clerk gave warning about having and complying with sexual misconduct and child and youth protection policies.

### WE GAVE THANKS TO GOD

shared joys and concerns and offered prayers of thanks and intercession, after which we shared God's peace with one another.

### WE WENT OUT IN GOD'S NAME

Presbytery adjourned with prayer at 8:58 p.m.

The next meeting of the Presbytery will be November 17, 2018 at 9:00 a.m. at Warren First.

ATTEST:

*Edward W Koster*

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Administrative Commission for Ann arbor First  
2019 Terms of Call  
Amended 2019 Budget  
Amended Sexual Misconduct Policy  
Administrative Assistant job description  
Media Consultant search committee report  
2017 Audit  
Installation Report for Leia Battaglia

#### ATTACHMENT ONE: THE ROLL

#### ROLL OF PRESBYTERY FOR 9/25/2018

CHURCHES: Of 78 churches, 43 were represented and 35 were not.

COMMISSIONERS: Of 133 eligible commissioners, 65 enrolled, and 68 did not.

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

Of 11 total, 8 were present, of whom 0 counted as commissioners, leaving 8 as the unduplicated count: 0 excused, and 3 absent.

TEACHING ELDERS: Of the 118 non-retired teaching elders on the combined rolls of active members and members-at-large, 56 were present, 19 were excused, and 43 were absent.

Of the 88 retired teaching elders on the rolls, 12 were present and 76 were excused.

COMMISSIONED LAY PASTORS AND Of the 8 Commissioned Ruling Elders on the rolls, 3 were present, 0 excused, 5 absent

## CERTIFIED EDUCATORS:

Of the 1 Certified Educators on the rolls, 0 were present, 0 excused, 0 absent.

## SUMMARY

VOTING MEMBERS PRESENT	
	65 Elder Commissioners
+	8 Other Ruling Elders
+	56 Non-retired teaching elders
+	12 Retired teaching elders
=	3 Commissioned lay pastors.
=	0 Certified educators.
=	144 Voting members present.
OTHERS PRESENT	
	4 Non-voting attendees
	0 Corresponding members

## ATTENDANCE

## Clergy and Ruling Elder Members

<b>A. RULING ELDER MEMBERS ON CABINET</b>			
A	ADAMS, ADRIENNE	A	FERGUSON, GUY THOMAS
P	BLENMAN, MARTHA	A	FORGER, DEBORAH
A	BRANTLEY, MARY ANN	P	FRANCIS, RAPHAEL B.
P	CAMPBELL, DORIS	A	GABEL, PETER W.
P	FAIR, DEBORAH	A	GEISELMAN, KEITH
P	LEWIS, STEFANIE	A	GODBEHERE, SARAH
A	MATERS, BRUCE	A	GRANO, MARIANNE
P	MORTON, JANET	P	GROSCHE, ADAM
P	NGARE, TIMOTHY	A	HANNA, RAAFAT
P	PONDER, BOB	E	HARRIS, R. JOHN
P	TALLANGER, CHIP	P	HAYES, FRANCES
		P	HEATON, DAN
		A	HENRY, PETER J. M.
		E	HERRINGTON, RUTHANNE
		P	HILDEBRANDT, KARA
		A	HORLOCKER, MICHEL
		P	JAMES, MICHELLE
		A	JU, GWANGWOO
		P	JUDSON, JOHN
		P	JUSINO, EDDIE
		P	KELSEY, LAURA
		E	KIM, Y. MONCH
		P	KOENIG-REINKE, ERIC
		P	KOSTER, EDWARD H.
		E	LANGE, ANNE
		P	LANGE, ERIC
		A	LEE, ESTHER
		A	MABEE, CHARLES
		A	MADDEN, JULIE
		A	MARKS, JULIE
		E	McCLOSKEY-TURNER, CATHARINE
		A	McGOWAN, EVANS
		P	McMILLAN, JUDITH
		P	McRAE, BARBARA
		P	MEILANDS, PAMELA
		E	MILLER, J. SCOTT
		A	MILLS, JILL
		P	MONNETT, JAMES
		E	MOOK, SHARON
		A	MOON, SUNG-JOON
		P	MOORE, PETER
		A	MORGAN, JOANNE
		A	MORROW, DUKE
		A	MOZENA, SUSAN
		P	NICHOLS, NEETA
		P	NICKRL, EMMA
		P	NICKEL, MATTHEW
		A	NUSS, STEVEN
		P	OBERG, ARTHUR
		A	OSWALD, DIANE
		A	OTT, JEFF
		A	PARKER, OPELTON
		E	PARKS-PIATT, DOROTHY
		A	PAVELKO, JOHN H.
		E	PHILLIPS, MARK
		P	PHILLIPS, NATHANIEL
		P	PHILLIPS, SCOTT
		A	PICKRELL, BROOKE
		A	PIECUCH, KEVIN
		E	PITTMAN, JASON
		E	PITTMAN, KELLY
		E	PRENTICE-HYERS, MARY ELIZABETH
		P	PUNTIGAM, JOEL
		P	REED, PHILIP
		A	RIKE, JENNIFER
		P	RODRIGUEZ, FERNANDO
		P	ROEDERER, RENEE
		A	ROGERS, MELISSA ANNE
		E	RYAN, BREANNE
		P	RYO, ANGELA
		P	SANDERFORD, JOHN
		P	SCHAEFER, ANNE N.
		E	SHELDON, ROBERT
		A	SIAS-LEE, LAURA
		E	SIMONS, SCOTT W.
		P	SMART, JASMINE
		P	SMITH, BRYAN DEAN
		P	SPYCHER, JACQUILINE
		P	STUNKEL, KAREN
		P	STUNKEL, PAUL
		P	TAN, HOTEK
		A	THODE, TED
		P	THOMAS, CHRISTOPHER
		E	THWAITE, PAUL
		P	TIMM, ALLEN D
		A	TUCKER-LLOYD, IRIS
		A	WHITLOCK, KELLIE
		A	WILHELMI, MARJORIE

P YU, SEUNG WON

**C. RETIRED TEACHING ELDERS**

P AARON, ESTELLE  
 P AGNEW, ROBERT  
 E ALBRECHT, GLORIA  
 E ANDREWS, DOYLL  
 E AUSTIN, LARRY  
 P BEERY, ELDON  
 E BOEVE, PETER  
 P BROWNLIE, RICHARD  
 E BYARS, RONALD  
 E CAPPS, HARRY  
 E CARLE, NANCY  
 E CARTER, DOUGLAS D.  
 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  
 E DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON, GRETCHEN  
 E DOWNS, ELIZABETH  
 E DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E DYKSTRA, CRAIG R.  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 P HARTLEY, THOMAS  
 E HATCHER, RUFUS

E HELMKE, BEN  
 E HENDERSON, RICHARD  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 P JOHNSON, KEVIN  
 P KAIBEL, KENNETH  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOGEL, LYNNE  
 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  
 E 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  
 E SHIPMAN, JUDY  
 E SKIMINS, JAMES  
 E SOEHL, HOWARD  
 E SOMMERS, CHARLOTTE  
 E SWARTZEL, BARBARA G.  
 E TAYLOR, J. BERNARD  
 E TAYLOR, THEODORE, II  
 P 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 AGNEW, DIANE  
 P BARCONEY, MICHAEL  
 P JENSEN, SANDRA  
 E JOHNSON, KATHI  
 P LEIGHT, SARAH

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

A ARCHEY, JOSHUA  
 P MERTEN, CINDY  
 P PRICE, LAURA

**F. COMMISSIONED RULING ELDERS**

P AZAR, RUTH  
 P BARCONEY, CHARON  
 P BASS, NANCY  
 A HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA  
 A MACKIE, KATE  
 A SEILER, GORDON  
 A SINGLEY, LINDA

**H. PAST RULING ELDER**

**MODERATORS NOT ON CABINET**  
 E BOSTIC-ROBINSON, DIANE, PM  
 E ELAM, DIXIE, PM  
 E ELLIS, HAROLD, PM  
 E HYLKEMA, CAROL, PM  
 E MORRISON, HELEN, PM  
 E WINSLOW, PAUL, PM

**G. CORRESPONDING MEMBERS**

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## Churches and Commissioners

**ALLEN PARK, Allen Park**

1 ROBERT MORTON  
 2 MEGAN CUTHBERT

**ANN ARBOR, Calvary**

1 NOT REPRESENTED

**ANN ARBOR, First**

1 HENRY JOHNSON  
 2 DIANA GARDNER  
 3 CHRISTOPHER DAHL  
 4 MARITA SERVAIS

**ANN ARBOR, Northside**

1 NOT REPRESENTED

**ANN ARBOR, Westminster**

1 DAVID GROSS

**AUBURN HILLS, Auburn Hills**

1 NOT REPRESENTED

**BELLEVILLE, Belleville**

1 NOT REPRESENTED

**BERKLEY, Greenfield**

1 DANA HOWE  
 2 WILLIAM GOODCOURAGE

**BEVERLY HILLS, Northbrook**

1 NOT REPRESENTED  
 2

**BIRMINGHAM, First**

1 INSUN ANN-LEE  
 2 HEATHER HANSEL

3 CATHY DINKELDO

**BLOOMFIELD HILLS, Kirk/Hills**

1 BOBI TALLINGER

2

3

4

**BRIGHTON, First**

1 DOUG BECKER  
 2 SUZANNE SKWARSKI

**CANTON, Geneva**

1 DAVE BUNCH

2 MIKE GAUBATZ

**CLARKSTON, Sashabaw**

1 NOT REPRESENTED

**DEARBORN, Cherry Hill**

1 SHERRY BROWN

2 JOSH ELLING

**DEARBORN, First**

1 JANET WHITKOWSKI

2

**DEARBORN, Littlefield**

1 PAMELA MOORE

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

1 NOT REPRESENTED

**DETROIT, Broadstreet**

1 NOT REPRESENTED

2

**DETROIT, Calvary**

1 NOT REPRESENTED

2

**DETROIT, Calvin East**

1 ELLEN SCHREUDER

2

**DETROIT, First**

1 NOT REPRESENTED

**DETROIT, Fort Street**

1 NOT REPRESENTED

**DETROIT, Gratiot Avenue**

1 NOT REPRESENTED

2

**DETROIT, Hope**

1 DARYL TAYLOR

2 AUDREY KIDD

**DETROIT, Jefferson Avenue**

1 JOHN LOVEGREN

2 BYRUM PATRICK  
**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 JOANNE WHITE  
2  
3  
**FARMINGTON, First**  
1 SALLY KIRSTEN  
2 EDDIE MATTESON  
**FERNDALE, Drayton Avenue**  
1 KEN SEAWELL  
**FORT GRATIOT, Lakeshore**  
1 NOT REPRESENTED  
**GARDEN CITY, Garden City**  
1 GAIL MAIN  
**GROSSE ILE, Grosse Ile**  
1 NOT REPRESENTED  
2  
**GROSSE POINTE, Memorial**  
1 MARCIA BALL  
2 BILL BALL  
3  
4  
**GROSSE PTE WOODS, Woods**  
1 DAVID BENJAMINS  
**HIGHLAND PARK, Park United**  
1 MARIE HUGHLEY  
2 JOELLY CHIANGONG  
**HOWELL, First**  
1 DAWAIN RIEBOW  
2  
**LINCOLN PARK, Lincoln Park**  
1 NOT REPRESENTED  
**LIVONIA, Rosedale Gardens**  
1 DYCHE ANDERSON  
2  
**LIVONIA, St. Paul's**  
1 NOT REPRESENTED  
**LIVONIA, St. Timothy's**

1 DENNIS DELEZENNE  
**MILAN, Peoples**  
1 NOT REPRESENTED  
**MILFORD, Milford**  
1 BOB PARRETT  
2 LESLIE NAVE  
**MT. CLEMENS, First**  
1 EVELYN MCKENZIE  
2  
**NORTHVILLE, First**  
1 TIM DAFY  
2 ADAM DANES  
**NOVI, Faith Community**  
1 MARK TURNER  
2 JIM ERNST  
**ORCHARD LAKE, Community**  
1 GORDY STECK  
2 MIKE STARYNCHAK  
3  
**PLYMOUTH, First**  
1 DOUG HEASLEY  
2  
3  
**PONTIAC, First**  
1 RICK NEWILL  
**PONTIAC, Joslyn Avenue**  
1 NOT REPRESENTED  
**PORT HURON, First**  
1 NOT REPRESENTED  
2  
**REDFORD, St. James**  
1 NOT REPRESENTED  
**ROCHESTER, University**  
1 NOT REPRESENTED  
2  
**ROYAL OAK, First**  
1 JAMES HANKS  
2 SCOTT KORTLANDT  
**ROYAL OAK, Starr**  
1 NOT REPRESENTED  
**SALINE, First**  
1 NOT REPRESENTED  
2  
**SHELBY TWP., St. Thomas**  
1 NOT REPRESENTED  
2  
**SOUTH LYON, First**

1 NOT REPRESENTED  
**SOUTHFIELD, Covenant**  
1 BARRY PUCKETT  
**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 MARGE KUNZ  
**TAYLOR, Southminster**  
1 DALE SIMON  
**TROY, First**  
1 JIM MEINERSHAGEN  
**TROY, Korean First**  
1 NOT REPRESENTED  
2  
**TROY, Northminster**  
1 CHRIS KONDAK  
**WALLED LAKE, Crossroads**  
1 NOT REPRESENTED  
**WARREN, Celtic Cross**  
1 CHARLES POTTER  
**WARREN, First**  
1 NINA WASH  
**WATERFORD, Community**  
1 KIM BISHOP  
2 KATHLEEN DOUGHERDY  
**WESTLAND, Kirk of Our Savior**  
1 MADELINE CARPENTER  
**WHITE LAKE, White Lake**  
1 NOT REPRESENTED  
**WYANDOTTE, Wyandotte**  
1 NOT REPRESENTED  
**YPSILANTI, First**  
1 NOT REPRESENTED  
2



### 2019 MINIMUM TERMS OF CALL FOR FULL TIME CLERGY

BOP requires that Medical dues be based on effective salary but not less than \$44,000 and not more than \$124,000

Social Security, Pensions, and Death/Disability are based on effective salary

	2018	2019 3% Increase
<b>I. Effective Salary *(POD Minimum)</b>		
a. Cash Salary, Housing Allowance, & Deferred Compensation	\$44,526	\$45,862
b. Self-Employment Contribution Act Reimbursement (Any portion over 7.65% of Effective Salary)		
<b>TOTAL EFFECTIVE SALARY*</b>	<b>\$44,526</b>	<b>\$45,862</b>
<b>II. Benefits</b>		
a. BOP Medical 25% Effective Salary (Minimum \$44,000)	\$11,132	\$11,465
b. BOP Pensions 11% Effective Salary	\$ 4,898	\$ 5,044
c. BOP Death/Disability 1% Effective Salary	\$ 445	\$ 459
d. Social Security Reimbursement (7.65% of Effective Salary*)	\$3,406	\$ 3,508
<b>TOTAL BENEFITS</b>	<b>\$19,881</b>	<b>\$20,476</b>
<b>III. Reimbursed Expenses (as designated by the pastor)</b>		
a. Medical Deductible **or contribution to Flexible Spending Accounts – see below	\$ 445	\$ 459
b. Study Allowance Reimbursed	\$ 1,000	\$ 1,000
c. Professional Expenses (Vouchered & Reimbursed) Auto Reimbursement at IRS Allowable Rate Business Expenses (books, dues, etc.)	\$ 1,500	\$ 1,500
<b>TOTAL REIMBURSED EXPENSES</b>	<b>\$ 2,945</b>	<b>\$ 2,959</b>
<b>GRAND TOTAL MINIMUM TERMS OF CALL</b>	<b>\$67,352</b>	<b>\$69,297</b>

\* 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.

\*\* The setting aside of a Medical Reimbursable amount by a presbytery is optional. As an alternative, many presbyteries and pastors are moving away from requiring a medical deductible amount paid by

the church, and opting for contributions to Flexible Spending Accounts (as approved by session) as such accounts can be used for a wider array of medical/health expenses. There is also a tax advantage for the pastor in such an arrangement. For more information and list of options please see “The Guide to Selecting 2019 Benefits” on the Board of Pensions website, [www.pensions.org](http://www.pensions.org).

#### **OTHER REQUIREMENTS**

- a.** 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 based on 50 hours for full time.
- b.** Four weeks’ vacation (including 4 Sundays); and two weeks’ study leave (including 2 Sundays) are required.
- c.** Study Allowance and Leave may be accumulated up to 6 weeks by Session action.
- d.** All installed positions require participation in the Board of Pensions.
- e.** BOP Median Salary for 2019 is \$59,100



## 2019 Presbytery Mission Celebration Approved Operating Budget (Fund 100)

	<b>2018 Budget</b>	<b>2019 Budget</b>
<b>Revenue</b>		
Per Capita Apportionment POD	\$ 342,459	\$ 343,795
Less: Per Capita Shortage		(15,261)
Prior Year Per Capita Receipts	30,889	21,775
Shared Mission POD	266,400	266,400
Directed Mission (Budget Support)	5,000	-
Income from Fund 200 Capital Investment	45,278	51,357
Income from Fund 200 Cash Investment	55,000	90,000
Income from Joy Endowment	235,777	199,789
Income from McKay Endowment	19,822	16,796
Interest from PILP Investments	-	7,000
Interest on POD Loans	56,000	-
Presbyterian Women	2,000	2,000
PCUSA Grant: Hunger Coordinator	6,000	6,000
	<u>\$ 1,064,625</u>	<u>\$ 989,651</u>
 <b>Expenses</b>		
100 Nominations	-	-
110 Representation	2,000	1,900
120 Committee on Ministry	12,900	12,900
130 Committee on Preparation for Ministry	3,500	3,500
140 Trustees	138,302	138,302
150 Operations	556,148	597,052
210 Congregational Development	32,500	12,000
220 Social Justice	77,645	73,095
230 Mission Interpretation	105,077	87,577
240 Leadership Equipping	79,425	82,425
260 New Church Development	16,500	18,500
290 Multiculturalism	9,000	6,000
310 Planning and Visioning	7,000	2,000
330 Coordinating Cabinet	4,750	4,750
	<u>\$ 1,044,747</u>	<u>\$ 1,040,001</u>
<b>Revenues Over (Under) Expenses</b>	<b>19,878</b>	<b>(50,350)</b>

**Includes**

## Income:

\$1 per person Per Capita increase (\$21,000)

## Expenses:

All Committees start at 2018 Budget amounts, except COLA for payroll and addition of Executive Assistant position (affects Ops, SJ, MI, LE)

*Reduce CD&T by \$20,000*

*Reduce Social Justice by \$5,000*

*Reduce Mission Interpretation by \$20,000*

*Increase New Church Development by \$2,000*

*Reduce Multicultural by \$3,000*

*Reduce P&V by \$2,000*

# 2019 Presbytery Mission Celebration

## Approved Budget (Pass Thru)

	2018 Budget	2019 Budget
<b>Revenue</b>		
Per Capita Apportionment GA	172,456	188,210
Per Capita Apportionment Synod	72,508	68,344
Less: Per Capita Shortage	(13,500)	
Shared Mission GA	56,100	56,100
Shared Mission Synod	9,900	9,900
Offerings (OGHS, Pentecost, Peacemaking, etc)	226,000	226,000
Income from Joy Fund to 3 Presbyteries	43,932	49,947
Income from Joy Fund to Fort Street	219,700	249,737
Income from Connor Fund to Fort Street	19,007	21,606
Income from Ranney Balch Fund to be distributed	53,484	60,769
Endowment Management fees (paid from capital gains)	65,000	-
Committee Project Expense	96,000	-
POD Extra-Commitment Opportunites (ECO)	135,000	135,000
Non-Denomination Support	25,000	10,000
GA & Other Synod Grants	40,000	40,000
NCD Synod & Synod Campus Ministry Grants	3,500	3,500
	<u>\$ 1,224,087</u>	<u>\$ 1,119,113</u>
<b>Expenses</b>		
Per Capita Apportionment GA	172,456	188,210
Per Capita Apportionment Synod	72,508	68,344
Less: Per Capita Shortage	(13,500)	
Shared Mission GA	56,100	56,100
Shared Mission Synod	9,900	9,900
Offerings (OGHS, Pentecost, Peacemaking, etc)	226,000	226,000
Distribution of Joy Fund to 3 Presbyteries	43,932	49,947
Distribution of Joy Fund to Fort Street	219,700	249,737
Distribution of Connor Fund to Fort Street	19,007	21,606
Distribution of Ranney Balch Fund	53,484	60,769
Endowment Management fees (paid from capital gains)	65,000	-
Committee Project Expense	96,000	-
POD Extra-Commitment Opportunites (ECO)	135,000	135,000
Non-Denomination Support	25,000	10,000
GA & Other Synod Grants	40,000	40,000
NCD Synod & Synod Campus Ministry Grants	3,500	3,500
	<u>\$ 1,224,087</u>	<u>\$ 1,119,113</u>
<b>Revenues Over (Under) Expenses</b>	-	-

## P-4 SEXUAL MISCONDUCT POLICY AND PROCEDURES

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## I. INTRODUCTION

In recent years, sexual misconduct has become a public matter, having been quietly dispatched or ignored previously. Presbyteries, Synods and the General Assembly of the Presbyterian Church (U.S.A.) have adopted policies for the prevention and judicial management of these cases. This document applies to the Presbytery of Detroit and its constituent teaching elders, committee members, related agencies, and staff. Through its implementation, the Presbytery is establishing the norm that no sexual misconduct will be tolerated.

### A. Theological Rationale

Under the grace of God and the Lordship of Jesus Christ, the church and its people are called to behave responsibly in a connectional system that is clear in its expectations and uniform in its discipline. Biblical standards for the sanctity of marriage and for ethical behavior are based on a combination of love, justice and the equitable distribution of power. Sexual behavior is one aspect of human interaction that must be conducted justly and fairly. Our faith, under Christ, leads us to decry any interactions where people are treated without love and justice.

The church has grappled since its inception with the tension between judgment and grace as attributes of God's nature. Though grace predominates and forms the motivation of human response, judgment and discipline are expected when individual behavior affects other persons and the church body as a whole. To lightly dismiss an instance of sexual misconduct, though it appears on the surface to be gracious, is really a compounding of the misconduct. Maintaining silence, though characteristic of the church's history, is unacceptable. In the words of Paul: "All things are lawful but not all things build up. Do not seek your own advantage, but that of the other." (I Corinthians, 10:23-24)

### B. Purpose and Scope

#### 1. Purpose

It is the purpose of this policy:

- a. to define sexual misconduct in the Presbytery of Detroit;
- b. to provide standards for behavior applicable to all members of the Presbytery of Detroit: its officers, committee members, candidates, inquirers, volunteers, employees, or any other person carrying out the programs of the Presbytery of Detroit;
- c. to provide for measures to prevent the occurrence of sexual misconduct;
- d. to provide the basis for policies to be adopted by church Sessions dealing with church members and non-ordained employees;
- e. to have a system which provides for an expeditious, professional, confidential, and caring response in sexual misconduct situations;
- f. to serve as a companion to the Book of Order but not to supersede any of its provisions.

#### 2. Scope

The persons governed by this policy are all members of the Presbytery of Detroit: its officers, committee members, candidates, inquirers, volunteers, employees, or any other person carrying out the programs of the Presbytery of Detroit.

- a. Particular Churches: This policy does not purport to regulate sexual conduct within the particular churches of the Presbytery of Detroit. It is recommended that Sessions adopt policies similar to this one.
- b. Child, Youth and Vulnerable Adult Protection: Because of the unique issues involved in monitoring children Youth and vulnerable adult (CY&V) activities, this policy is not intended to serve as a full CY &V protection policy

#### 3. Other Policies and Procedures

This policy is to be interpreted and applied consistently with any and all other applicable policies of the Presbytery of Detroit, the Presbyterian Church (U.S.A.), and state, federal, and local law.

## II. DEFINITIONS

### A. Sexual Misconduct

Sexual misconduct is the comprehensive term used in this policy to cover the following:

1. **Child sexual abuse** is any contact or interaction between a child under the age of 18 when the child is being used for sexual stimulation of adults. The behavior may or may not involve touching. Sexual behavior between an adult and a child is always considered forced whether or not there is consent.
2. **Inappropriate sexual conduct** is language, visual contact, touching or other behavior judged by the person to be injurious to his or her physical or emotional health. It involves crossing a boundary the person was attempting to set.
3. **Rape** is sexual contact by force, threat, intimidation, or coercion.
4. **Sexual malfeasance** is sexual conduct within a teaching elder or professional relationship (e.g., teaching elder with a parishioner, counselor with a client, church employee with a church member, Presbytery staff person with a volunteer). It includes unwelcome sexual advances, requests for sexual favors or conduct of a sexual nature, as well as consensual romantic relationships (see Section II.B, below).
5. **Sexual harassment** is an unwelcome sexual advance, verbal or physical contact, or display of sexually related material when:
  - a. the affected party has previously rejected those advances;
  - b. submission is explicitly or implicitly made a condition of future employment, service or care;
  - c. such conduct affects morale or performance of the individual or others involved in the situation; or
  - d. persons in the work setting claim to find the material offensive.
6. **Single party conduct** is that where no partner is involved, such as use of computers, reproduction machinery or other office equipment belonging to a governing body. When discovered it could fall under this policy.
7. **Inappropriate use of technology, the Internet and/or social media** to communicate with another to commit sexually abusive activity, including but not limited to the activities as listed above.

### B. Presumed Consent

Presumed consent is the assertion that a particular act is between consenting adults. It applies to relationships where there is no disparity of power, as between spouses or single adults who are peers or colleagues.

In this policy presumed consent does not apply to relationships between teaching elders and members or participants in the life of the church, supervisors and supervised, or with anyone involved with a performance review, compensation, promotion, or continued employment. Even when parties claim that a consensual agreement exists, there is an inherent imbalance of power between the two parties that undermines the assumed validity of such consent.

A relationship **that begins** between a teaching elder and a church member/participant is inherently unequal with regard to the responsibilities of the pastoral relationship. Becoming involved in such a relationship has implications not only for the teaching elder and church member/participant, but it may also have implications for the congregation, especially if the relationship is terminated unhappily. Such a relationship is not a personal matter because it impacts the whole system of the congregation. It is recommended that a teaching elder and member/participant not pursue a romantic

relationship while remaining in the same congregation. If a teaching elder chooses to continue the relationship, one or the other **shall** change churches so that the teaching elder is no longer in the pastoral role **within this relationship**. **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.

### C. Presbytery Entities Involved In Sexual Misconduct Cases

1. An **Advocate** is a person who provides support and emotional and physical presence, to the alleged victim(s) and their family, the accused, family members of the accused, or the congregation involved in a sexual misconduct case. The advocate may also provide clarification of the investigative process of the church and the judicial process of the church to the person(s) with whom he or she works. The role of an advocate is not to speak for the party for whom he or she is an advocate but to inform that party of his or her rights within the investigative process. The advocate shall not give advice regarding civil remedies. When requested by the party for whom he/she is advocate, the advocate may accompany that person to meetings of Presbytery entities when that party is testifying.
2. **Committee on Ministry** continues in its constitutional role as resource to teaching elders and congregations, particularly where pastoral vacancies occur. When appropriate, the Committee on Ministry is to facilitate the employment of interim leadership competent to manage any conflict associated with the sexual misconduct case. The committee facilitates the relations between congregations, teaching elders, and the Presbytery, and resolves difficulties on behalf of the Presbytery when possible and expedient.
3. The **Executive Presbyter** maintains his or her role as resource to the Committee on Ministry. Under most circumstances the Executive Presbyter is the point of entry when an allegation of misconduct is made, and is to ensure that the proper steps are taken to bring the process to issue.
4. **Pastor** includes Ministers of Word and Sacrament (also known as Teaching Elders), and Commissioned Ruling Elders
5. The **Pastoral Response Team** is a group of clergy and laity, from which panels of at least 3 persons shall be assigned to work with the person making the complaint, the accused and the affected governing body (in a congregation the Session) to make a preliminary intervention with affected parties. It has no judicial function, nor should it attempt to assume one. It shall talk with parties individually and assist them in selecting advocates; members of the Pastoral Response Team do not serve as advocates. It may maintain contact with those involved in the situation, but must assure the parties that it is not interfering with the disciplinary case in process should there be one. This team shall be responsible for the training of pastors and lay persons in the Presbytery in matters related to sexual misconduct, and shall take steps toward its prevention. Attendance at training sessions will be tracked and reported by the team.
6. The **Permanent Judicial Commission** is the continuing body elected by the Presbytery to conduct trials when an investigating committee files charges. The commission's structure and duties are described in D-5.000.
7. The **Investigating Committee**. This is the committee established under the Rules of Discipline to investigate any allegation of misconduct as an allegation of offense. If it determines that an offense has been committed, it will file charges with the Stated Clerk. *Amended 8/28/12.*
8. The **Stated Clerk** receives the initial complaint and notifies the Presbytery Assembly that a complaint has been received. The Clerk consults with the Executive Presbyter

and the Committee on Ministry on whether the complaint warrants an administrative leave. The Clerk refers recommendations from the Investigating Committee to the Permanent Judicial Commission.

#### **D. Additional Definitions**

1. The **Accused** is the person against whom a claim of sexual misconduct is being made.
2. An **Accuser/victim** is the person claiming knowledge of sexual misconduct by a person covered by this policy or a person claiming to have been the subject of sexual misconduct by a person covered under this policy. The accuser may or may not have been the victim of the alleged sexual misconduct.
3. An **Employee** of the Presbytery of Detroit has been hired by the Presbytery and/or its entities to perform specific duties for the Presbytery of Detroit or its entities. The employee receives salary/remuneration from the Presbytery for work performed.
4. A **Mandated Reporter** is a person required by the laws of Michigan (and other states) to report suspected incidents of child abuse, including child sexual abuse, which come to their attention. As state laws vary, any person who knows or suspects child abuse and has questions about reporting should confer with an attorney.
5. A **Volunteer** is a person who provides services for the Presbytery and/or its entities and receives no benefit or remuneration. Volunteers include persons elected or appointed to serve on boards, committees, task forces, and other groups. For purposes of this policy, volunteers are treated the same as employees.

### **III. THE PASTORAL RESPONSE TEAM**

#### **A. Purpose**

The Pastoral Response Team shall be appointed by and serve under the authority of the Committee on Ministry and shall be confirmed by the Presbytery. The purpose of the Pastoral Response Team is to:

1. Ensure that an expeditious, professional, confidential, and caring response is made by the Presbytery to charges of sexual misconduct, particularly in a congregational environment. The Pastoral Response Team, however, is not an investigatory body and will not usurp the roles of Presbytery officials or committees, including investigating committees.
2. Lead an ongoing preventative program of continuing education for staff, clergy, volunteers, and congregations in the Presbytery, as outlined below in Section V.A.

#### **B. Membership**

The Pastoral Response Team shall be comprised of Presbyterian clergy and lay persons who represent a range of professional expertise, including but not limited to pastoral counseling/therapy, law, interim ministry, conflict resolution, personnel management and training, and child advocacy. The Pastoral Response Team should reflect the racial/ethnic and gender constituency of the Presbytery, and be composed of an equal number of clergy and laity.

The Pastoral Response Team should consist of at least nine persons to allow for the possibility that more than one allegation of misconduct will be pending at any particular time. Members should agree to serve for six years, in order to build experience and expertise within the group. One third of the Pastoral Response Team shall be appointed by the Committee on Ministry every other year. No person who has served a full six-year term shall be re-appointed until one full year has elapsed.

#### **C. Training**

The Pastoral Response Team members will receive training in dealing with sexual and ethical misconduct, with specific attention to the dynamics that are unique to the ministerial role. The cost of training the Pastoral Response Team shall be borne by the Presbytery.

In addition, the Pastoral Response Team is responsible for conducting seminars on the issues of sexual misconduct. This training shall be given yearly. See Section V.A.4., below.

#### **D. Policy-Review**

Since this policy cannot detail all the procedures needed by the Pastoral Response Team in addressing different kinds of cases, at least every three years, the Pastoral Response Team shall evaluate this policy and recommend changes to the Committee on Ministry for approval by the Presbytery Assembly. There shall be a report of this evaluation made to the Presbytery Assembly at its June meeting, regardless of whether changes are recommended.

#### **E. Resources**

1. Through the Committee on Ministry, the Pastoral Response Team shall maintain a list of interim or supply pastors trained in responding to congregations where abuse has occurred and other resources for assisting such congregations.
2. The Presbytery shall develop a fund from which the expenses of administering this policy may be drawn.

### **IV. PROCEDURES AND IMPLEMENTATION**

#### **A. General Principles**

1. Ministers of Word and Sacrament, ruling elders, deacons, and ministerial candidates and inquirers are subject to inquiry and discipline under the Book of Order, Rules of Discipline. This policy is intended to supplement the Rules of Discipline, not replace them.
2. Employees of the Presbytery are subject to the employee policies administered by the Presbytery Operations Ministry Team.

#### **B. Sexual Misconduct and the Disciplinary Process. Amended 8/28/12**

1. When a pastor is accused of sexual misconduct, two processes are begun: procedures under this policy, and judicial procedures under the Rules of Discipline. The two processes are related and in some cases overlap, but they are distinct. The judicial process is mandated by the Rules of Discipline, and where there is a conflict between the two procedures, the judicial process takes priority.
2. A case is initiated by a written allegation. In the case of a pastor, it is given to the Stated Clerk of the Presbytery; in the case of a ruling elder or member of a church, to the Clerk of Session. A person accused is presumed innocent until proved guilty. He or she is afforded the right of counsel at all stages, and the session or Permanent Judicial Commission may authorize payment of counsel fees upon application.
3. Upon receipt of a written allegation, the clerk will cause to be appointed an Investigating Committee, which has the duty to inquire into all the facts, contact all the witnesses, and review all the available evidence. If it determines that the accused committed an offense, and that it has sufficient evidence to prove it, the Investigating Committee will file charges with the clerk, which will begin the process of a trial. In the case of a ruling elder/member, the trial will be before the session; in the case of a pastor, it will be before the Permanent Judicial Commission. In evaluating the evidence for the purpose of determining whether to file charges, the Investigating Committee will take into consideration the credibility of the witnesses. If after hearing the evidence, 2/3 of the members of the Permanent Judicial Commission are persuaded beyond a reasonable doubt, they will find the accused guilty.
4. The remedies available under the Rules of Discipline are variations of "censure." This censure can be a simple reprimand to a removal from office and membership. The decision of the Permanent Judicial Commission will be read to the council and entered into the minutes. It can be appealed by the person convicted.
5. There is a matter of confidentiality to be considered. The rule is that the name of the accused and the nature of the allegations are not revealed. The clerk is required to report



to the council only that allegations have been received against a member and that an Investigating Committee has been appointed. When the Investigating Committee has decided to file charges, this also is reported, without naming the accused or the charges. This confidentiality is required because the mere allegation is sometimes enough to destroy a reputation or a career. Any trial, however, is open; that is, it is not confidential. This confidentiality, as well as the possibility of civil litigation, sets requirements for the implementation of our sexual misconduct policy. Information about the charges and the pastor are not public information, and should not be revealed to anyone except under very limited circumstances, and the identity of the victim must be strictly protected. The exceptions to confidentiality regarding the accused and the accusations are governed by a need to know. If an individual or a group has a need to know this information, it can be revealed to them under the following circumstances: steps must be taken to limit the dissemination strictly to that group or individual; only the amount of information necessary is to be revealed. The very difficult decision is when there is a need to know. Since matters of sexual misconduct in a church are rarely secret, and since rumors frequently abound, there can be significant damage to persons or to churches that can only be limited by accurate information. In such a case, some information can be revealed. Before doing that, it is wise to consult with the Stated Clerk. Since trials are open, confidentiality ends at that point.

### **C. The Role of the Pastoral Response Team**

1. When the Pastoral Response Team is first notified of an accusation, it shall coordinate pastoral care as needed for the accuser/victim(s), the accused, their families, the congregation, and all other involved parties. The Pastoral Response Team's responsibilities are to:
  - a. notify the affected parties of the Pastoral Response Team's role;
  - b. confirm that civil authorities have been notified, when appropriate;
  - c. assess the needs of the affected parties, congregations, entities, agencies, and governing bodies, including the need for advocates and/or an attorney or counsel.
    - 1) The Accuser/Victim(s): At least two persons from the Pastoral Response Team will meet with the accuser/victim(s) and their family to listen to their concerns and ascertain their needs. The Pastoral Response Team members' role is to help clarify options for the accuser/victim(s) so they may decide for themselves what they will choose to do, as well as make available to the accuser/victim a list of counseling resources.
    - 2) The Accused: The Pastoral Response Team, through its moderator, shall consult with the Executive Presbyter and his or her designee, to determine what support and resources should be offered to the accused. The Executive Presbyter or his or her designee will offer to arrange for at least two persons from the Pastoral Response Team to provide support, as well as make available to the accused a list of counseling resources, if requested.
    - 3) The Congregation: When a congregation is involved, the Pastoral Response Team, in consultation with the Committee on Ministry and the Executive Presbyter or his/or her designee, shall determine if it would be helpful to offer the congregation support and services. When appropriate, members of the Pastoral Response Team may be called upon to meet with the Session to advise the congregation on the kind of support and resources that are available and to help the Session plan a response to the situation.
    - 4) Resources: The Pastoral Response Team will identify the resources available for professional counseling. If the victim and/or the accused do not have insurance and are unable to assume the costs of counseling, the Presbytery shall

accept responsibility for payment of counseling fees, for a reasonable time, up to a maximum of one year.

2. At no time will there be only one person in possession of knowledge of any matters pertaining to a case. At least two members of the Pastoral Response Team will be present when meeting with the accuser, victim, accused, or witnesses. Such consultations shall always include at least one person who is of the same gender as the person being interviewed.
3. Members of the Pastoral Response Team will make reasonable efforts to guard the privacy of persons involved. Material information will be made available only to authorized persons on a need-to-know basis.
4. Should the accuser choose to file a complaint as defined in this policy, the Pastoral Response Team ceases to function in the case, other than to listen and counsel on the initiative of the parties involved.
5. Should the accuser refuse to file a complaint, the Pastoral Response Team is to continue in a supportive role with the various parties through their advocates.
6. PRT Members cannot serve on judicatory cases in which PRT has been mobilized to respond

#### **D. The Role of the Investigating Committee**

1. The Investigating Committee is charged, under the Rules of Discipline, with conducting an inquiry to determine whether charges should be filed (D-10.0201).
2. The Investigating Committee is appointed by the Moderator of Presbytery, in consultation with the Stated Clerk and the Executive Presbyter, for the particular case.
3. The Investigating Committee will provide the accused with a copy of the statement of the alleged offense (D-10.0202 b).
4. The Investigating Committee will determine whether sufficient grounds exist to bring the complaint to trial. If the committee determines that grounds exist, and they can reasonably be proved (D-10.0202b), the Investigating Committee will prosecute the case before the Presbytery Permanent Judicial Commission.
5. After the investigation is complete, the Investigating Committee, if appropriate, will initiate alternative forms of dispute resolution (D-10.0202 j), or proceed to the filing of charges (D-10.0302) and the prosecution of the case (D-10.0402).

#### **E. Appeal Process**

If the defense in a case alleges that grounds exist for an appeal (D-13.0106), the appeal shall be made to the Permanent Judicial Commission of the Synod. During the appeal process, any level of censure invoked by the Presbytery shall remain in force.

#### **F. Unsupported Allegations**

If the accused is acquitted of charges or if the investigating committee determines that the allegations are unsupported by evidence, the Executive Presbyter and his or her designee will consult with the accused to decide how best to repair any damage that may have been done to the reputation of the accused. If an allegation is found to have been submitted maliciously or without grounds, the accuser may be named and disciplinary action may be initiated. The Investigating Committee and the Pastoral Response Team should encourage the accused to file a 'request for vindication' under D-9.000.

### **V. ADDITIONAL RESPONSIBILITIES OF THE PRESBYTERY**

#### **A. Availability of the Policy and Compliance**

1. All Ministers of Word and Sacrament, CRE's, ministerial candidates, and inquirers, members of the Presbytery Coordinating Cabinet, and the moderators of any of the Presbytery's entities, shall be given copies of the policy and be required to sign an acknowledgment of receipt. In addition, they are required to agree to abide by the policy, accept responsibility to review all changes to the policy as posted and abide by

the sexual misconduct policy as amended subsequent to the date of their signature (Appendix F).

2. This document shall also be available on request to all church members and to the public.
3. Presbytery employees shall receive this document as a supplement to the employee handbook and shall be required to sign an acknowledgment of receipt.
4. All Ministers of Word and Sacrament, CRE's, ministerial candidates and inquirers, members of the Presbytery Coordinating Cabinet, the moderators of any of the Presbytery's entities, and all employees of the Presbytery of Detroit shall be required to attend a training offered by the Presbytery on the issues of sexual misconduct. All new clergy are required to attend such training no later than one year after employment. Persons who have taken training offered by other entities, such as another Presbytery or a synod, seminary or other similar institution, must submit proof of that training for review to satisfy this requirement. Youth overnight advisors/volunteers must receive training prior to spending the night with minors at Presbytery of Detroit sponsored functions. The Pastoral Response Team or its designee will train all youth advisors/volunteers regarding this policy prior to overnight youth events. Upon completion of any Presbytery of Detroit sexual misconduct training participants will receive a certificate verifying their attendance. Participants will be required to maintain the certificate for their record, in order to substantiate compliance with this policy.

#### **B. Management of the Policy**

1. Liability and insurance: The Presbytery shall periodically obtain from its insurance agents, confirmation that the liability insurance policy covers sexual misconduct liability for its programs and activities, if such coverage is available.
2. Record Keeping: The Presbytery of Detroit will include in every employee's personnel file, including teaching elders, the application for employment, any employment questionnaires, reference responses, and other documents related to this policy, including a signed receipt for receiving the sexual misconduct policy.

#### **C. Screening of Applicable Persons**

1. Pre-Employment Reference Checks
  - a. Pre-employment screening includes specific questions related to previous complaints of sexual misconduct. The Presbytery reviews the *Sexual Misconduct Information* of the Presbyterian Church (U.S.A.) Personal Information Form when interviewing persons seeking ministerial calls.
  - b. The Executive Presbyter and his or her designee are responsible for making reference checks to ascertain whether persons seeking ministerial calls have any history of sexual or other misconduct. The Executive Presbyter or his or her designee will report to the Committee on Ministry either that there was no reported misconduct, or that the committee should inquire into reported sexual or other misconduct. A written record of conversations and correspondence with references will be kept in the teaching elder's/employee's file.
  - c. When the Executive Presbyter or his or her designee provides a reference, any information provided concerning complaints, inquiries, and administrative disciplinary action shall be accurate.
2. Criminal Background Checks
  - a. Pre-employment screening for prospective incoming clergy and Presbytery staff shall also include a mandatory criminal history background check, conducted by the Executive Presbyter or his or her designee, using a national screening organization.
  - b. All persons for whom a background check is required shall be required to sign a written consent and release form authorizing the criminal record background check. The Committee on Ministry will provide all prospective incoming clergy with a written

disclosure that a criminal record background report will be requested. The failure of a prospective incoming clergy person to volunteer important information regarding his or her criminal history shall prevent that person from consideration or employment in any capacity, or will be grounds for termination.

- c. The discovery of a criminal conviction will not automatically exclude a person from entry into the Presbytery and work in its congregations or with its youth. The use the Presbytery makes of the criminal record background report will be determined on an individual case-by-case basis, and shall include, where necessary, appropriate supervision of the individual. Only the Executive Presbyter or his or her designee shall order and review the criminal record background reports. The Executive Presbyter and his or her designee shall ensure the confidentiality and appropriate retention of criminal record background checks.
- d. A person who claims that the information in the report is inaccurate, false, or incomplete shall have the right to dispute it.

#### **D. Requests for Transfer, Release, or Renunciation of Jurisdiction**

A Session or the Presbytery is constitutionally prohibited from granting a certificate of transfer to a member while an inquiry or charges are pending (D-10.0105). The reasons for not granting a transfer may be communicated by the Clerk of Session or the Stated Clerk to the appropriate persons. Should a Minister of Word and Sacrament or a CRE renounce the jurisdiction of the Presbyterian Church (U.S.A) under G-6.0501, the Stated Clerk shall report to the governing body both the renunciation and the status of the matter at that time, including the name of the accused, the date and fact of renunciation during an investigation or trial, and the charges filed, if any. These actions shall end the Presbytery's disciplinary process. In the case of a renunciation, the Committee on Ministry shall make all reasonable efforts to provide pastoral care and justice to the accuser/victim and the congregation.

#### **E. Disposition of Files**

At the conclusion of a case, the records and files of all allegations and their disposition shall be delivered to the Stated Clerk as the designated custodian of all files concerning the case. No committee or its members shall keep copies of a file.

### **APPENDIX A PROCESS IN DISCIPLINARY PROCEEDINGS**

The Presbytery of Detroit takes seriously all allegations of misconduct which may come to its attention. Such allegations will be dealt with according to the procedures contained in the Rules of Discipline. To help familiarize members of the Presbytery Assembly and its churches with these procedures, we call attention to the following facets of the disciplinary process.

#### **A. Initiating or Exploring the Filing of a Statement of Alleged Offense**

Anyone who believes that she or he has been a victim of professional misconduct by a member of the Presbytery or one of its employees or volunteers is advised to contact the Executive Presbyter, the Stated Clerk, the Moderator of the Committee on Ministry, or the Moderator of the Pastoral Response Team, in person or in writing.

The official who has been contacted will provide information regarding the appropriate procedure for pursuing the matter. The official will not attempt to judge the legitimacy of the allegation or seek to resolve the matter. If the allegation involves any of the above individuals, or any other official of the Presbytery, that person is barred from participating in proceedings relative to the matter.

#### **B. Filing a Written Allegation of Offense**

1. An individual who wishes to proceed with the formal disciplinary process is advised to file a signed, written statement of allegation with the Stated Clerk of the Presbytery or, if the accused is an ruling elder or deacon, with the Clerk of the accused's Session. The statement of allegation should state briefly the nature of the offense, the name of the

accused, and provide relevant and supporting information. It need not contain full details or evidentiary material. The accuser is expected to be prepared to attest personally to the allegation in the course of the investigation and disciplinary process.

Note: The procedures which follow describe only the process followed in the Presbytery of Detroit. Disciplinary procedures in a local church will be similar to those described here. For specific details about the disciplinary process in a church, see chapter 10 of the Rules of Discipline.

2. Upon receipt of a written statement of allegation, the Presbytery Moderator, in conjunction with the Stated Clerk and the Executive Presbyter, will appoint an Investigating Committee. The Presbytery is informed by the Stated Clerk at its next meeting, without naming any of the individuals involved or the nature of the alleged offense.
3. Members of the Investigating Committee will be ruling elder and teaching elder members of the Presbytery. They will receive special orientation by the Stated Clerk or his or her designee and training in matters of process and sensitivity and are chosen to represent both particular skills and disciplines and the broader spectrum of the Presbytery's membership.
4. Upon receipt of a written statement of allegation, any need for administrative leave will be reviewed, as provided for in the Sexual Misconduct Policy of the Presbytery. The Committee on Ministry, with concurrence of the Session, shall assist in finding Temporary Supply and shall appoint an Interim Pastor for the duration of the administrative leave.

### **C. The Initial Investigation**

1. The Investigating Committee will inform the parties of the options and procedures open to them in the disciplinary process. The committee will respect both the rights of the accused and the alleged victim(s), and will provide the accused with a copy of the statement of the alleged offense. The committee will determine whether the accused's Session or other responsible entity should be informed at this time.
2. Both the accuser/victim and the accused have the right to be represented by counsel in the course of the investigation and any subsequent trial. Under the Rules of Discipline, such counsel do not need to be licensed attorneys. They must, however, be members of the Presbyterian Church (U.S.A.). In the event the accused is unable to secure counsel, the Permanent Judicial Commission shall appoint counsel. Reasonable expenses for defense shall be authorized and reimbursed by the Presbytery.
3. If the Investigating Committee determines that there is probable cause to believe that a chargeable offense has been committed, and that it can be reasonably proved, the committee, under the powers assigned to it in the Rules of Discipline, may elect to file charges against the accused and proceed to prosecute the case before the Permanent Judicial Commission; or, with the agreement of both the accuser/victim and the accused, initiate the process of alternative resolution as provided in the Rules of Discipline.

### **D. Full Judicial Process**

1. If formal charges are filed, the case will be tried before the Permanent Judicial Commission. In the event the accused is found guilty, the Commission determines the degree of censure as guided by the Rules of Discipline and reports its findings to the Presbytery Assembly.
2. In the event the accused is found innocent or the charges are not proven, the Executive Presbyter or his or her designee will consult with the accused to decide how best to proceed to repair any damage that may have been done to his or her reputation. Follow-up with the accuser will be done as deemed necessary and appropriate at the time.

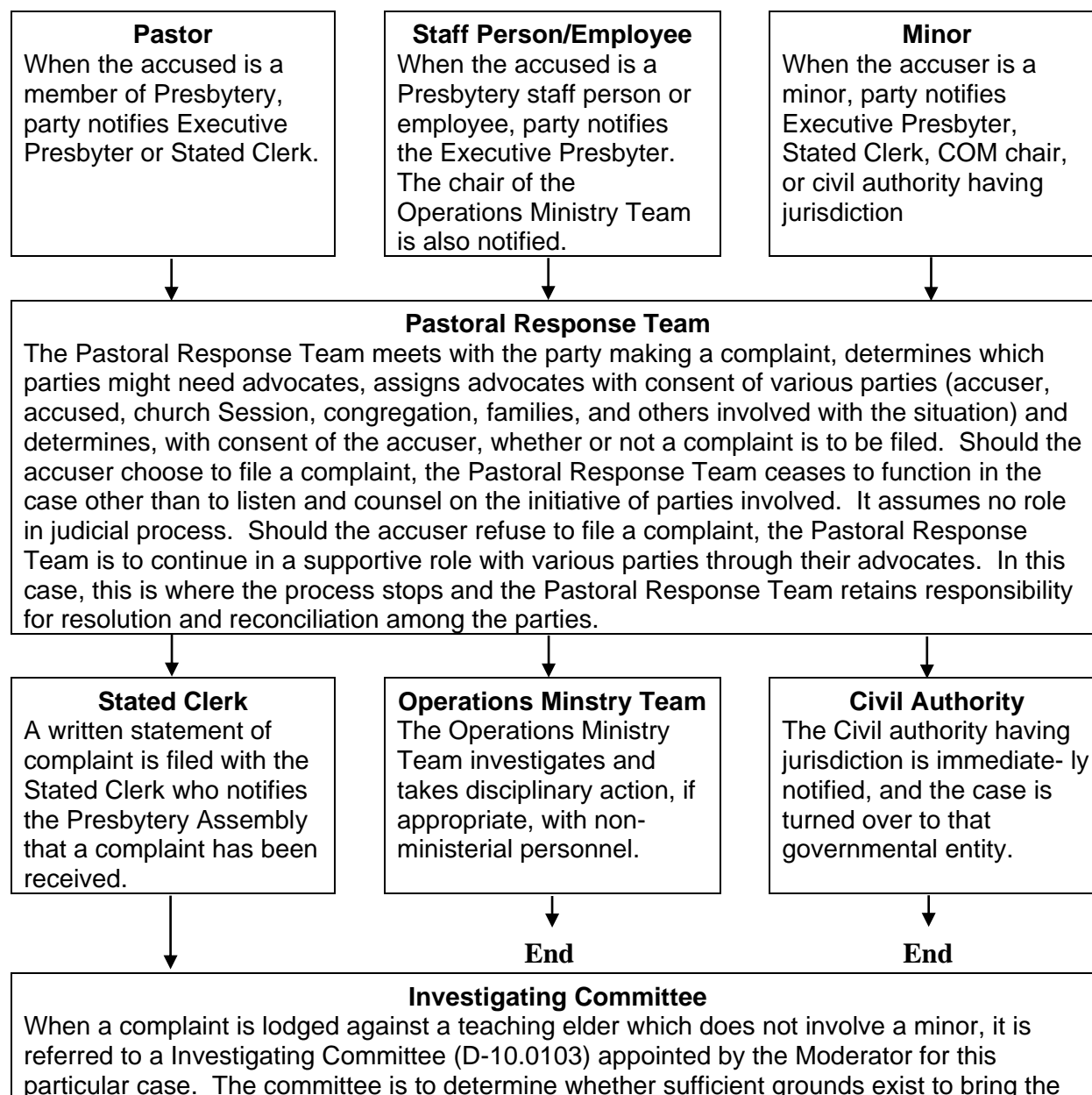
### E. Renunciation of Jurisdiction

Should a Minister of Word and Sacrament renounce the jurisdiction of the Presbyterian Church (U.S.A.) while disciplinary proceedings are pending, the Stated Clerk shall report to the Presbytery Assembly both the renunciation and the status of the matter at that time, including the name of the accused, the date and fact of renunciation during an investigation or trial, and the charges filed, if any. These actions end the Presbytery's disciplinary process.

## APPENDIX B

### • PROCESS FLOW IN SEXUAL MISCONDUCT SITUATIONS

- Refer to Section IV – *Procedures and Implementation* and to Appendix A – *Process in Disciplinary Proceedings* for a more in-depth description of the process.



complaint to a trial. If it is determined that grounds exist, and they can be reasonably proved, the committee shall prosecute the case before the Presbytery Permanent Judicial Commission. If they do not so conclude, the process stops at this point.

↓  
**GO to A**

**A**

**Permanent Judicial Commission**

Following the work of the Investigating Committee or a civil authority, the case shall be referred to the Permanent Judicial Commission which shall conduct an ecclesiastical trial to determine whether an appropriate level of censure should be enforced (D-12.0102ff). In such a trial the Investigating Committee prosecutes the case and the defendant is to seek counsel from within the membership of the Presbyterian Church (U.S.A.). In the absence of an appeal, the decision of the Permanent Judicial Commission settles the matter.

**Appeal to the Permanent Judicial Commission of the Synod**

Should the defense in a case allege that grounds exist for an appeal (D-13.0106) it shall be made to the Permanent Judicial Commission of the Synod. During the appeal process, any level of censure invoked by the Presbytery shall remain in force.

**Request for Vindication**

Should a Investigating Committee conclude that grounds for filing charges do not exist and that the complaint was frivolous or defamatory to the person accused, it would be appropriate for the Presbytery to take remedial action to defend that person's reputation. The Pastoral Response Team and the Investigating Committee should encourage the accused to file a 'request for vindication' under D-9.0000.

Throughout the process described above, from accusation to resolution, the Committee on Ministry shall ensure that the congregation involved receives appropriate care, including the appointment of interim pastoral leadership trained in the management of sexual misconduct cases. Should a pastor be placed on administrative leave, this interim appointment, in consultation with the church Session, should be made with dispatch.

**APPENDIX C**

**MANDATORY REPORTING OF SUSPECTED CHILD ABUSE**

**MICHIGAN:**

For child abuse occurring in Michigan, contact the Child Protective Service emergency contact number for the appropriate county. The website giving information for each Michigan County is:

[http://www.michigan.gov/fia/0,1607,7-124-5452\\_7119\\_7193-15252--,00.html](http://www.michigan.gov/fia/0,1607,7-124-5452_7119_7193-15252--,00.html)

## APPENDIX D

### ACCUSATION OF SEXUAL MISCONDUCT

Date of Report: \_\_\_\_\_ Date Received by Stated Clerk: \_\_\_\_\_

#### 1. ACCUSER INFORMATION (please print)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_/\_\_\_\_\_-\_\_\_\_\_

Church Membership: \_\_\_\_\_

Ordination: Ruling Elder \_\_\_\_\_ Deacon \_\_\_\_\_ Minister Word & Sacrament \_\_\_\_\_

Other \_\_\_\_\_

Currently serving: Yes: \_\_\_\_\_ No: \_\_\_\_\_

#### 2. ALLEGED VICTIM INFORMATION (if different from accuser) (please print)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_/\_\_\_\_\_-\_\_\_\_\_

Church Membership: \_\_\_\_\_

Ordination: Ruling Elder \_\_\_\_\_ Deacon \_\_\_\_\_ Minister Word & Sacrament \_\_\_\_\_

Other \_\_\_\_\_

Currently serving: Yes: \_\_\_\_\_ No: \_\_\_\_\_

#### 3. ACCUSED INFORMATION (please print)

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone: \_\_\_\_\_/\_\_\_\_\_-\_\_\_\_\_

Church Membership: \_\_\_\_\_

Position: Ruling Elder \_\_\_\_\_ Deacon \_\_\_\_\_ Minister Word & Sacrament \_\_\_\_\_

Other \_\_\_\_\_

Presbytery Staff \_\_\_\_\_ Presbytery Volunteer \_\_\_\_\_



**4. ALLEGATION**

Being as specific as possible, please list incident(s) of sexual misconduct, including date(s), time(s), and location(s). If more space is needed, please staple additional comments to this form.

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**5. POSSIBLE WITNESSES**

Please list the name, address, and phone number of persons who may have information related to or pertinent to this accusation.

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**6. OTHER INFORMATION**

Please identify any additional information that may be helpful to the investigation.

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**APPENDIX E  
THE PRESBYTERY OF DETROIT  
POLICY ON ADMINISTRATIVE LEAVE**

**A. The Policy**

Under appropriate circumstances, pastors who are being investigated for professional misconduct should be temporarily removed from their ministerial positions. Under no circumstances will administrative leave be required when there is no concurrent disciplinary proceeding in process under the Rules of Discipline. The conditions in which administrative leave is appropriate include, but are not limited to, situations where:

1. the facts described in a statement of alleged offense, or where the investigating committee in the course of its investigation uncovers allegations of facts which, if true, pose a significant present risk of sexual abuse, as defined in the Presbytery of Detroit's Sexual Misconduct Policy, particularly to children or those unable to consent because of physical or mental disability;
2. the facts described in a statement of alleged offense, or where the investigating committee, in the course of its investigation uncovers allegations of facts which, if true, pose a present risk of serious physical, emotional, or financial harm, particularly to children or those unable to consent because of physical or mental disability;
3. relations between the pastor and the congregation or entity he or she serves have become severely conflicted in the course of the disciplinary process.

#### **B. Application**

When the Stated Clerk of the Presbytery receives a written statement of an alleged offense, in addition to initiating the procedures required by the Rules of Discipline, the Stated Clerk shall consult with the Executive Presbyter and the moderator of the Committee on Ministry. If it is their unanimous judgment that the complaint warrants administrative leave, the Stated Clerk will notify the teaching elder and the local Session that the teaching elder is placed on administrative leave. All persons placed on administrative leave are none-the-less to be presumed innocent until proven guilty.

#### **C. Term**

The duration of administrative leave will be set by the Committee on Ministry and will depend upon the time needed for the investigative and judicial process. The investigation will proceed to conclusion with all deliberate speed, mindful of the financial obligations of those involved.

#### **D. Conduct of Pastor ~~Teaching elder~~ on Leave**

The pastor on leave shall:

1. not initiate or sustain contact with any member of the church staff or any member of the congregation (other than family members) except under the following circumstances:
  - a. one member of the staff may be designated, by prior mutual agreement, to deliver personal mail or other personal effects to the pastor on administrative leave; or
  - b. when contact has been authorized by the Stated Clerk for the purpose of preparing a defense.
 

All other contact with the congregation shall be through the moderator appointed by the Committee on Ministry and/or through his or her designee. Even in non-church events such as scouting, school, or sports programs, the pastor shall not use social contact with church members to garner support for his or her case;
2. remain out of all church buildings and off church grounds (excluding a manse and/or a school on the church property when the pastor is in the role of a parent of a child enrolled in the school) throughout the duration of administrative leave;
3. not conduct worship services, weddings, funerals, administer the sacraments or engage in any form of pastoral leadership in the congregation which the pastor serves, or in funeral homes, wedding chapels, or in any other congregation in the Presbytery or any other Presbytery. Provisions may be made with the Stated Clerk, Executive Presbyter, or the Committee on Ministry in those cases where the pastor's pastoral care is requested by his or her own family;
4. not attend Session meetings or meetings of any other board of the congregation.

#### **E. Financial Arrangements**

1. Because a pastor on administrative leave is presumed innocent, he or she will continue to receive full salary, housing allowance, and medical and pension benefits as defined by his or

her terms of call. However, expense allowances, including educational benefits, shall not be paid. The period during which financial support is paid shall be set by the Committee on Ministry and shall not ordinarily exceed one year. If the administrative leave is extended, the terms of call may be amended by the congregation, with the approval of the Committee on Ministry and the Presbytery.

2. Ordinarily, these costs shall be borne by the pastor's congregation. In the event the congregation cannot afford to honor the accused pastor's terms of call and pay for interim leadership, the costs of interim leadership may be borne in whole or in part by the Presbytery of Detroit. The reasonableness of these costs shall be determined by the Committee on Ministry.

**F. Enforcement:**

**Any violations of the terms of a person's administrative leave shall be reported to the Stated Clerk of the Presbytery, and may themselves become the subject of disciplinary proceedings.**

*Amended 8/28/2012*

**PRESBYTERY OF DETROIT**  
**ADMINISTRATIVE LEAVE**  
**FINANCIAL TERMS OF AGREEMENT**

Date: \_\_\_\_\_

During the period of administrative leave, from \_\_\_\_\_ to \_\_\_\_\_, the Session and congregation of \_\_\_\_\_ Church agree to continue to pay \_\_\_\_\_ according to the current terms of call, not including expense allowances and/or educational benefits.

If the administrative leave is extended beyond the aforementioned date, the congregation has a right to amend the terms of call, with the approval of the Committee on Ministry and the Presbytery Assembly. Any amendment of the terms of call must be negotiated by the Committee on Ministry and the Session, in consultation with the pastor, and put before the congregation for approval.

\_\_\_\_\_  
 (COM Representative)

\_\_\_\_\_  
 (Date)

\_\_\_\_\_  
 (Pastor)

\_\_\_\_\_  
 (Date)

\_\_\_\_\_  
 (Clerk of Session)

\_\_\_\_\_  
 (Date)

\_\_\_\_\_  
 (Stated Clerk)

\_\_\_\_\_  
 (Date)

## APPENDIX F

- RECEIPT AND ACKNOWLEDGMENT OF
- SEXUAL MISCONDUCT POLICY AND PROCEDURES

*I have received the Presbytery of Detroit Sexual Misconduct Policy and Procedures and acknowledge its contents.*

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Position(s): \_\_\_\_\_

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*I agree to abide by the standards of the Presbytery of Detroit Sexual Misconduct Policy and Procedures as long as I remain a teaching elder, ministerial candidate or inquirer, employee, volunteer, or work in a position carrying out the programs of the Presbytery of Detroit.*

*I acknowledge that any amendments to this Sexual Misconduct Policy require approval of the Presbytery, and thus will appear in Presbytery papers before the meeting and will be in the minutes of that meeting. Those papers and minutes are posted on line on the Presbytery web site. Moreover, I acknowledge that this Sexual Misconduct Policy is included on the Policies and Procedures Manual, which is posted on the Presbytery web site. I accept that it is my responsibility to review all changes to the policy as they are posted, and that I will abide by the Sexual Misconduct Policy as amended subsequent to the date of my signature.*

Name: \_\_\_\_\_

Date: \_\_\_\_\_

*Approved 4/26/05  
Amended 11/22/11  
Amended 8/28/12  
Amended 4/22/14  
Amended 9/25/18*

THE PRESBYTERY OF DETROIT  
PRESBYTERIAN CHURCH (U.S.A.)

**JOB TITLE:** Executive Assistant, 20 hours weekly, FLSA non-exempt  
**REPORTS TO:** Associate Executive Presbyter  
**DATE:** June 1, 2018

**PURPOSE OF THE POSITION**

Under the direction of the Associate Executive Presbyter, the Executive Assistant will be responsible for maintaining all records pertaining to clergy and those under care of the Committee on Preparation for Ministry as well as providing administrative support to the Associate Executive Presbyter.

**SPECIFIC DUTIES**

1. Maintains record of all actions by the Committee on Ministry (COM) and the Committee for Preparation for Ministry (CPM) by filing necessary documents and providing reports as needed to the committees, the Stated Clerk and Associate Executive Presbyter.
2. Secures and proofreads all documents from COM and CPM for presbytery meetings.
3. Runs and files criminal background checks for those under the care of CPM and clergy at the direction of COM.
4. Maintains list of those required to sign the Sexual Misconduct Policy and works with the committees to ensure the documents are completed.
5. Maintains COM and CPM policy manuals; providing copies as needed.
6. Responsible for the annual Terms of Call Report to the Presbytery.
7. Provides regular updates of changes in clergy, moderators, contact information for clergy to the Director of Operations.
8. Prepares and distributes Clergy ID Cards.
9. In cooperation with the Accounting Manager, manages and maintains records pertaining to churches.
10. Handles registration for the Pastor's in Transition Retreats and other events at the direction of the Associate Executive Presbyter.
11. Assists Director of Operations with registration of clergy at presbytery meetings.
12. Provides administrative support for the Associate Executive Presbyter and the related committees/ministry teams.
13. Works collaboratively with other staff on duties as directed by the Associate Executive Presbyter.

**KNOWLEDGE AND SKILLS**

The Executive Assistant should have experience in an office setting with good command of written and spoken English. The person must have excellent organizational skills, the ability to maintain records and handle multiple tasks and meet deadlines. Must be proficient with Microsoft Word and Excel and have the ability to learn to use other software as needed. Must be able to work as part of a team, maintain confidentiality, and be flexible in hours and duties. Knowledge of the PC(USA) needed.

**PHYSICAL REQUIREMENTS**

Must be able to lift and carry 25 pounds.

**TYPE OF SUPERVISION**

While the Executive Assist must be able to work independently with an understanding of the tasks and deadlines to meet, it is supervised by the Associate Executive Presbyter and ultimately by the Executive Presbyter who is Head of Staff.

**RELATIONSHIPS**

This position requires working in a collegiate manner with all other members of the Presbytery Staff as well as with POD Committees and Ministry Teams, with clergy members and churches.

**EVALUATION**

There will be an annual performance review and evaluation by the Associate Executive Presbytery and reported to the Presbytery's Operations Ministry Team.

Items in RED are currently handled by the Director of Operations

May 23, 2018

To: Presbytery of Detroit  
Attn: Operations Team  
Re: Media and Marketing Search

Friends,

We, the search team for the Media and Marketing Coordinator for the Presbytery of Detroit, submit the following for your action:

- The Media and Marketing Coordinator search team advertised the open position via local college and university job boards, the PoD website, PoD newsletters/emails to member churches, and through an on-line job search site with an end-date for submissions to the Presbytery of May 7, 2018.
- The search team received a total of four (4) resumes. These candidates all had a blend of skills and experiences that fit the criteria for consideration. The relatively small number of applicants appears to be in line with the tightening of the job market in the Detroit metro area due to the economic upturn.
- After a careful review of the candidates' credentials, two were chosen for a preliminary, in-person interview.
- The racial make-up of the candidates was indeterminate from their applications, but it appears from a review of their social media and on-line presence that all were Caucasian. Three of the applicants were female and one male. Additionally, three of the applicants had ties to the PC(USA).
- It was determined by the interviewers that an offer of employment be extended to Rev. Jacqueline S. Spycher to begin June 1, 2018 pending approval of the Operations Team. Rev. Spycher has a considerable resume and her familiarity with both the PC(USA) and the Presbytery of Detroit made her the standout candidate to take on this new staff position.

Finally, I would certify that the process of this search was in keeping with the established policies of the Presbytery of Detroit, EEOC guidelines, and the prayerful consideration of the search team. It is our hope that our efforts will be found successful as Rev. Spycher's work will help draw the member churches of the Presbytery of Detroit into closer and more effective communication.

Respectfully submitted,

The Media and Marketing Coordinator Search Team,

Ruthenia Henderson, Stephanie Lewis, Sandy Jensen, Rob Allen, and Al Timm (ex officio)



**UPDATED 8-28-18**

**THE PRESBYTERY OF DETROIT, INC.**

Financial Statements  
Independent Auditor's Report  
with Comparative and Supplementary Information  
December 31, 2017 and 2016

**THE PRESBYTERY OF DETROIT, INC.**  
Financial Statements  
Independent Auditor's Report  
with Comparative and Supplementary Information  
December 31, 2017 and 2016

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## **Independent Auditor's Report**

To the Presbytery Board of Trustees of  
The Presbytery of Detroit, Inc.

We have audited the accompanying financial statements of The Presbytery of Detroit, Inc. (a nonprofit organization) which comprise the statements of financial position as of December 31, 2017 and the related statements of activities, and statements of cash flows for the year then ended, and the related notes to the financial statements.

### **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these 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 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 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 financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the 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 report as in Note 1 to the financial statements, the financial statements referred to above present fairly, in all material respects, the financial position of The Presbytery of Detroit, Inc. as of December 31, 2017 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.

Independent Auditor's Report  
(Continued)

**Report on Summarized Comparative Information**

We have previously audited The Presbytery of Detroit, Inc. 2016 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated August 15, 2017. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2016 is consistent, in all material respects, with the audited financial statements from which it has been derived.

**Other Matters**

As more fully described in Note 5 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 financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Detroit, Michigan  
June 15, 2018

# THE PRESBYTERY OF DETROIT, INC.

## Statements of Financial Position As of December 31, 2017 and 2016

	<b>Assets</b>	
	<u>2017</u>	<u>2016</u>
<b>Cash and Cash Equivalents</b>	\$ 500,605	\$ 351,024
<b>Presbyterian Investment Loan Program</b> (Note 2)	728,504	528,504
<b>Investment Securities</b> (Notes 3 and 7)	22,646,371	20,030,954
<b>Notes Receivable</b>		
Notes Receivable (Note 1)	505,890	1,577,723
<b>Other Assets</b>		
Other Receivables (Note 1)	<u>2,328,407</u>	<u>2,540,545</u>
Total Assets	\$ <u><u>26,709,777</u></u>	\$ <u><u>25,028,750</u></u>
 <b>Liabilities and Net Assets</b>  		
<b>Liabilities:</b>		
Notes Payable to Presbyterian Church (U.S.A.) (Note 1)	\$ 2,235,532	\$ 2,481,837
General Mission payable	-	98,688
Accrued Liabilities	<u>(37)</u>	<u>256</u>
Total Liabilities	<u>2,235,495</u>	<u>2,580,781</u>
<b>Net Assets:</b>		
Unrestricted		
General Operating (Deficit)	50,312	(50,416)
Designated for Long-Term Investment and Other (Note 10)	6,192,306	5,802,537
Temporarily Restricted (Note 8)	2,214,221	1,722,612
Permanently Restricted (Note 9)	<u>16,017,443</u>	<u>14,973,236</u>
Total Net Assets	<u>24,474,282</u>	<u>22,447,969</u>
Total Liabilities and Net Assets	\$ <u><u>26,709,777</u></u>	\$ <u><u>25,028,750</u></u>

The accompanying notes are an integral part of these financial statements.

**THE PRESBYTERY OF DETROIT, INC.**  
**Statements of Activities and Changes in Net Assets**  
**For the Years Ended December 31, 2017 and 2016**

	Unrestricted					Total 2017	Total 2016
	General Operating	Designated	Total Unrestricted	Temporarily Restricted	Permanently Restricted		
<b>Changes in Net assets</b>							
Revenue, gains, and other support							
Per capita apportionments	\$ 397,437	\$ -	\$ 397,437	\$ -	\$ -	\$ 397,437	\$ 328,653
Presbytery Mission giving	221,666	-	221,666	-	-	221,666	253,489
Grants	13,179	28,800	41,979	-	-	41,979	60,923
Offerings/Donations	13,646	122,606	136,252	350,000	-	486,252	173,571
Other Income (Loss)	2,000	-	2,000	4,666	-	6,666	36,507
Net realized and unrealized gains	-	242,570	242,570	124,270	1,126,166	1,493,006	714,855
Sale, Disposal of Fixed Assets	-	-	-	-	-	-	(2,134)
Interest and dividends	540	161,755	162,295	45	-	162,340	92,347
Endowment income	262,212	49,346	311,558	58,543	494,568	864,669	822,127
Net assets released from restrictions- Satisfaction of program restrictions	622,442	-	622,442	(45,915)	(576,527)	-	-
Total revenue, gains, and other support	1,533,122	605,077	2,138,199	491,609	1,044,207	3,674,015	2,480,338
Expenses:							
Program expenses (Note 12)	1,288,449	210,424	1,498,873	-	-	1,498,873	1,474,998
Management and general (Note 12)	143,945	4,884	148,829	-	-	148,829	135,800
Total expenses	1,432,394	215,308	1,647,702			1,647,702	1,610,798
<b>Increase (Decrease) in Net Assets - Before transfers</b>	100,728	389,769	490,497	491,609	1,044,207	2,026,313	869,540
<b>Transfers</b>	-	-	-	-	-	-	-
<b>Increase (Decrease) in Net Assets</b>	100,728	389,769	490,497	491,609	1,044,207	2,026,313	869,540
<b>Net Assets - January 1,</b>	(50,416)	5,802,537	5,752,121	1,722,612	14,973,236	22,447,969	21,578,429
<b>Net Assets - December 31,</b>	\$ 50,312	\$ 6,192,306	\$ 6,242,618	\$ 2,214,221	\$ 16,017,443	\$ 24,474,282	\$ 22,447,969

The accompanying notes are an integral part of these financial statements.

**THE PRESBYTERY OF DETROIT, INC.**  
 Statements of Cash Flows  
 For the Years Ended December 31, 2017 and 2016

	<u>2017</u>	<u>2016</u>
<b>Cash Flows from Operating Activities</b>		
Changes in net assets	\$ 2,026,313	\$ 869,540
Adjustments to reconcile changes in net assets to net cash from operating activities:		
Net realized and unrealized (gains) losses on investments (Net of Income and Transfers)	(2,692,072)	(1,120,290)
<b>Changes in assets and liabilities:</b>		
(Increase) Decrease in Presbytery causes receivable	1,071,833	60,816
(Increase) Decrease in other receivables	544,020	544,020
Increase (Decrease) in general mission payable	(98,688)	(36,891)
Increase (Decrease) in accrued liabilities	<u>(293)</u>	<u>247</u>
Net cash provided by (used in) operating activities	<u>851,113</u>	<u>317,442</u>
<b>Cash Flows In Investing Activities</b>		
Net (Purchases) Sales of investment securities	(455,227)	(1,401,721)
Issuance (Proceeds) from receipt of payment on notes receivables from churches	<u>(246,305)</u>	<u>(324,297)</u>
Net cash provided by (used in) investing activities	<u>(701,532)</u>	<u>(1,726,018)</u>
<b>Cash Flows In Financing Activities</b>	-	-
Net Increase in Cash and Cash Equivalents	149,581	(1,408,576)
Cash and Cash Equivalents - Beginning of year	<u>351,024</u>	<u>1,759,600</u>
Cash and Cash Equivalents - End of year	<u>\$ 500,605</u>	<u>\$ 351,024</u>

**Supplemental Cash Flow Disclosures**

Cash Paid During the Year for Interest	\$ <u>          -</u>	\$ <u>          -</u>
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The accompanying notes are an integral part of these financial statements.

**THE PRESBYTERY OF DETROIT, INC.**  
 Notes to Financial Statements  
 For the Years Ended December 31, 2017 and 2016

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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 financial statements include: the "Presbytery" only. These 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, 2017 and 2016 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.

**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.

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.

**Functional Basis and Allocation** - Indirect costs 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.



**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Financial Statements  
For the Years Ended December 31, 2017 and 2016

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**Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)**

**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). At December 31, 2017, the Operating Account had deposits of \$28,299 in excess of the FDIC limits.

**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 \$2,386,106 and \$2,617,046 at December 31, 2017 and 2016. Of this amount \$2,235,532 for December 31, 2017 and \$2,481,837 for December 31, 2016 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 not required as of December 31, 2017 they are deemed collectible.

**Property, Building, and Equipment** - As further discussed in Note 5, certain capital expenditures are not recorded as assets by the Presbytery.

**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.

**Subsequent Events** - The Presbytery management has evaluated events and transactions for potential recognition or disclosure through the date of the auditor's report June 15, 2018, which is the same date the financial statements were available to be issued.

**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 \$10,668 and \$14,031 for the years ended December 31, 2017 and 2016. 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.

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Financial Statements  
For the Years Ended December 31, 2017 and 2016

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**Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)**

**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, 2017 and 2016, the Presbytery has \$728,504 and \$528,504 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>2017</u>	<u>2016</u>
The fair market value of securities is as follows:		
Corporate stocks and bonds	\$12,317,136	\$11,555,254
Mutual Funds	9,927,561	8,093,571
Money market securities	<u>401,674</u>	<u>382,129</u>
Total	<u>\$22,646,371</u>	<u>\$20,030,954</u>

Net investment income for the period consist of:

	<u>2017</u>	<u>2016</u>
Net realized and unrealized gains (losses) on investments	\$ 1,493,006	\$ 714,855
Dividends and Interest	1,027,012	914,474
Investment fees	<u>( 77,316)</u>	<u>( 62,680)</u>
Total	<u>\$ 2,442,702</u>	<u>\$ 1,566,649</u>

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Financial Statements  
For the Years Ended December 31, 2017 and 2016

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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 different 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, 2017.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Corporate Stock and bonds	\$12,317,136	\$ -	\$ -	\$12,317,136
Mutual Funds	9,927,561	-	-	9,927,561
Money Market Securities	<u>401,674</u>	<u>-</u>	<u>-</u>	<u>401,674</u>
Totals	<u>\$22,646,371</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$22,646,371</u>

**Note 4 – Property, Buildings, and Equipment**

As further discussed in Note 5, certain capital expenditures are not recorded as assets by the Presbytery.

**Note 5 – 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. Subsequent to 2010 Presbytery elected not to report their fixed assets.

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Financial Statements  
For the Years Ending December 31, 2017 and 2016

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**Note 6 – 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 \$65,136 for 2017 and \$42,974 for 2016. 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, 2017 amounted to \$65,136.

Future minimum lease payments required under all of the leases are as follows:

<u>Year Ending December 31,</u>	<u>Amount</u>
2018	\$ 64,021
2019	47,921
2020	<u>32,772</u>
Total	<u>\$ 144,714</u>

**Note 7 – Net Assets (Endowment Funds)**

As described in Notes 8 and 9, 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. 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, 2017 and 2016 is as follows:

	<u>2017</u>	<u>2016</u>
Account balance, beginning of the year	\$20,030,954	\$17,510,238
Contributions	1,920,709	2,608,030
Investment gain (loss)	1,493,006	714,270
Distributions	( 720,982)	( 738,904)
Expenses	<u>( 77,316)</u>	<u>( 62,680)</u>
Account balance, end of year	<u>\$22,646,371</u>	<u>\$20,030,954</u>

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Financial Statements  
For the Years Ending December 31, 2017 and 2016

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**Note 8 – 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.

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, 2017 and 2016 reflects excess dollars paid out during this time period than collected. The excess represents a temporary timing difference.

	<u>2017</u>	<u>2016</u>
Ranney-Balch Fund	\$1,878,911	\$1,742,012
Special Mission	350,047	-
Mission Fund	<u>( 14,737)</u>	<u>( 19,400)</u>
	<u>\$2,214,221</u>	<u>\$1,722,612</u>

**Note 9 – 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>2017</u>	<u>2016</u>
McKay Fund - Provide funding for new Presbyterian churches and Missions within the city of Detroit	\$ 499,590	\$ 465,954
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	14,868,241	13,902,160
Connor Fund - Earnings used to support Fort Street Presbyterian Church	<u>649,612</u>	<u>605,122</u>
Total permanently restricted net assets	<u>\$16,017,443</u>	<u>\$14,973,236</u>

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Financial Statements  
For the Years Ending December 31, 2017 and 2016

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**Note 10 - 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>2017</u>	<u>2016</u>
Funds available to provide financial assistance to new and Established churches – Capital Fund	\$6,077,898	\$5,645,677
Funds designated for Presbytery projects	<u>114,408</u>	<u>156,860</u>
Total designated net assets	<u>\$6,192,306</u>	<u>\$5,802,537</u>

**Note 11 – Transfers**

The transfers represent revenue and expense transferred within the unrestricted net assets funds for 2017. These funds were transferred during the year because the Presbytery maintains only one operating checking account.

**Note 12 – New Accounting Pronouncements**

In July 2016, the FASB ASU 2016-2, Leases (Topic 842). The ASU requires that assets and liabilities be recognized from all leases, except for leases with a term of 12 months or less. The ASU is effective for fiscal years beginning after December 15, 2019.

Management is currently assessing the potential impact of the upcoming pronouncements to the Organization's accounting and financial reporting.

**THE PRESBYTERY OF DETROIT, INC.**  
Notes to Financial Statements  
For the Years Ended December 31, 2017 and 2016

**Note 13 - Unrestricted Expenses**

Unrestricted program and management and general expenses for the year were as follows:

	<u>2017</u>	<u>2016</u>
Program expenses:		
Operations	\$ 1,305,014	\$ 1,316,363
Designated Funds:		
NCD Hispanic Ministry	-	9,965
Hand on Missions Project	-	3,561
PCUSA HOM Grant	27,247	-
Fort Street Open Door	11,351	15,426
Two Cents A Meal	8,450	13,490
Clergy in Transit	-	4,555
Helping Hand Fund	2,240	8,000
Social Economic Justice / Pro Literacy	-	25,000
Park United Roof	5,000	5,000
Outdoor Ministry	2,370	-
Hunger Program	3,566	-
Self Development of People	10,752	-
Habitat for Humanity	7,626	-
A Place of Refuge	-	2,350
Detroit Inbound Mission	11,927	13,455
Second Mile Center	19,871	24,355
Presbyterian Men	-	1,015
Other Expenses	<u>83,459</u>	<u>32,463</u>
Total Program Expenses	<u>\$ 1,498,873</u>	<u>\$ 1,474,998</u>
Management and general expenses:		
Trustees (Note 1)	\$ 143,945	\$ 131,123
Investment fees	<u>4,884</u>	<u>4,677</u>
Total Management and General Expenses	<u>\$ 148,829</u>	<u>\$ 135,800</u>

## Supplementary Information

DRAFT



**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, 2017

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
Detroit, St John's	6,041	-	-	-	6,041
Dearborn, Cherry Hill	-	28,940	-	-	28,940
Dearborn, Littlefield	-	17,083	-	-	17,083
Churches of Detroit					
Broadstreet	-	20,000	-	2,885	22,885
Calvin East	-	29,050	-	-	29,050
Grandale	-	20,000	-	-	20,000
Outer Drive	-	21,664	-	-	21,664
Eunmerical Calvary Church /Ann Arbor	-	9,000	-	-	9,000
Farmington, First Presbyterian	-	-	205,774	-	205,774
Drayton Plains, Community	-	28,688	-	-	28,688
Gratiot Avenue	-	49,920	-	-	49,920
Howell, First Presbyterian	-	-	209,015	-	209,015
Livonia, St. Pauls	-	10,000	-	-	10,000
Barnabas	-	-	-	12,925	12,925
Northville, First Presbyterian	-	-	933,436	-	933,436
Novi, Faith Community	-	-	244,074	-	244,074
Pontiac, Joslyn Ave.	-	22,175	-	-	22,175
Redford, Village	-	11,418	-	-	11,418
Rochester University	-	-	585,535	-	585,535
Sterling Heights, Utica	19,724	-	-	-	19,724
Sterling Heights, Utica	31,932	-	-	-	31,932
Howell Nature Center	-	373,573	-	-	373,573
<b>Total Loans - Churches</b>	<b>\$ 57,697</b>	<b>\$ 646,511</b>	<b>\$ 2,177,834</b>	<b>\$ 15,810</b>	<b>\$ 2,897,852</b>

COMMISSION REPORT  
ORDINATIONS AND INSTALLATIONS  
PRESBYTERY OF DETROIT  
September 25, 2018

The Commission to **install Leia Rose Battaglia as Pastor of People's Presbyterian Church of Milan** was convened with prayer by the moderator, Rev. Dr. John Judson, at 2:45 p.m., on Sunday, September 2, 2018, at People's Presbyterian Church of Milan. The Commission members present were:

<b>Rev. Dr. John Judson</b>	<b>Teaching Elder, First Presbyterian Church Birmingham</b>
<b>Rev. Pam Meilands</b>	<b>Teaching Elder First Presbyterian Church of Royal Oak</b>
<b>Rev. Linda Anderson</b>	<b>Teaching Elder Detroit Presbtyery (at-large)</b>
<b>Doris Ann Campbell</b>	<b>Ruling Elder, People's Church Milan</b>
<b>JoAnne White</b>	<b>Ruling Elder, Westminster Presbyterian Church, Detroit</b>

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

**Rev. Alex Peterson – First Presbyterian Church of Lapeer (Lake Huron Presbtyery)**

The Commission invited the following persons to participate in the worship service:

Chris Hallam – Ruling Elder

Nancy Kuzinar – Ruling Elder, People's Church Milan

After approving the order of worship, the Commission proceeded to worship, where it **installed Leia Rose Battaglia as Pastor of People's Presbyterian Church of Milan. In the course of the ordination service, Leia gave affirmation to the obligations undertaken in the installation questions found in W-4.4003.** Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Battaglia.



John Judson  
Moderator

Date: September 2, 2018

**Presbytery of Detroit  
Minutes of the Presbytery  
November 17, 2018**

The Presbytery of Detroit convened with prayer in a stated meeting on November 17, 2018 at 9:02 AM at First Presbyterian Church, Warren. John Judson moderated the meeting. The Moderator declared the presence of a quorum.  
Upon motion of the Stated Clerk, Presbytery approved the docket

**WE WORSHIPED GOD**

Presbytery worshipped God, celebrating the ministry made possible by the donation of a gift for mission projects.

**WE CELEBRATED OUR CONNECTIONS IN CHRIST**

The Moderator appointed Darlene Rozman the Assistant to the Stated Clerk. The Moderator welcomed new commissioners and members.  
Upon motion of the Stated Clerk Presbytery excused those who had requested to be excused.

Rev. Delezenne welcomed Presbytery to Warren First.

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

**Reports**

Presbytery heard a report on the plans for the 2019 Youth Triennium.

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

**Executive Presbyter's Report**

Mr Timm lifted up ordination vows and new pastors in the Presbytery. And he thanked those who have faithfully served on the various committees, teams, and other posts this last year.

The Moderator offered a prayer of openness.

**Business Adopted by Motion and Debate**

**Associate Executive Nominating Committee**

The Associate Executive Nominating Committee presented its report, including discussion of its search and process, which included interviewing applicants from ethnic communities. The Committee introduced her to the Presbytery. The Committee also reported on the terms of call. (Appended to the minutes.) The Committee recommended Charon Barconey for election by the Presbytery. (Appended to the minutes.)

There was significant discussion about issues such as the need for outside blood, the need to go through all caucuses, and the unique nature of Detroit. Mr Ellis responded to various questions, at which point a point of order was raised as to whether we were at the point of voting. The Moderator ruled that he was giving Mr Ellis time to continue his response and then to Ms

Barconey to address Presbytery. Ms Barconey addressed Presbytery and was greeted with applause.

Presbytery proceeded to vote on Ms Barconey's call by ballot. The Moderator appointed Sandy Jensen and Sarah Leight as tellers.

**Trustees.** Martha Blenman reported.

Upon motion of the Trustees, Presbytery voted to:

1. Appoint, at the request of the congregation and session of St Clair Shores Heritage, an Administrative Commission to close the church effective December 31, 2018, with the following powers:
  - a. To immediately assume original jurisdiction over all powers and functions of session necessary to prepare for closing;
  - b. Take immediate steps to account for, monitor, and control the assets of the congregation;
  - c. Assist session and the congregation in planning its closing and celebrating its ministry;
  - d. Upon closing, take control of all property in the name of the Presbytery of Detroit, which includes all real and personal property, and all financial accounts, pursuant to G-4.0205;
  - e. Take all necessary steps to wind down and close the corporation;
  - f. Pay all outstanding obligations with the assets of the congregation;
  - g. In consultation and coordination with the Trustees, list the real property for sale, and, when appropriate, petition Presbytery for approval of the sale;
  - h. Sell the personal property of the church at fair prices, or to distribute it to other churches or organizations of the Presbytery of Detroit upon request;
  - i. Account for all the funds of the church, including bank accounts, stock holdings, endowments, or any other funds owned or controlled by the church, and deliver them to the Trustees of the Presbytery;
  - j. Deliver the minutes and registers of the church to the Stated Clerk of the Presbytery;
  - k. Create, sign, and file any legal documents necessary for the closing of the church.
2. Elect the following members of the Heritage Administrative Commission:
  - Elder Sharon Moore (Chair)
  - Elder Martha Blenman
  - Rev Ken Kaibel
  - Elder Nancy Bass
3. Its having become extinct by reason of the death and dispersal of its members, close the First Presbyterian Church of Detroit.
4. Approve the sale of property in the City of Detroit, Michigan, described as:
 

N Grand River 19&18 Also Triang Por Of 17 Bg W 5.04 Ft On N Line & N 1.26 Ft On W Line ReSub Of Hodges Bros Sub L27 P46 Plats, W C R 6/54 That Pt Of 30&29 Lyg S Of & Adj Lot 19 Of Sd ReSub Exc Triang Por Of Lot 29 Bg S 5.20 Ft On E Line & Rng Wly To A P Te In S W Cor Of Lot 29 Hodges Bros Sub L1 P308 Plats, W C R 6/53 74.81 Irreg

located at 3530 Grand River, Detroit Michigan

to Cinnare Solutions, a Michigan Non-Profit Corporation, for Three Hundred Thirty Thousand and 00/100 (\$330,000.00) Dollars.

**Teller report.** The Moderator reported the results of the vote to elect Ms Barconey: 117 votes were cast; necessary for majority, 59; Votes yes 105; Votes no 12. The Moderator declared Charon Barconey has been elected Associate Presbytery Executive. He offered a prayer for Ms Barconey and Presbytery.

The motion was made to approve a special committee to oversee the proceeds of the sale of 330 E. Grand River that will determine where the money may be used in the city of Detroit for the mission of ministry in the city of Detroit.

Upon motion of Ms Leight, the motion was postponed until after the report of the endowments.

The Trustees report the following for the information of Presbytery:

1. The Trustees have given a grant of \$500 to Detroit Calvary for the purchase of a freezer for their hunger ministry program.
2. In response to question posed at the September meeting about the use of various endowments and special funds, the Trustees here report on how those funds available for use by the Presbytery. The report is appended to the minutes.

Presbytery returned to the postponed motion:

To approve a special committee to oversee the proceeds of the sale of 330 E. Grand River that will determine where the money may be used in the city of Detroit for the mission of ministry in the city of Detroit.

The resolution was approved. The Moderator will select the committee.

**Coordinating Cabinet.** Stefani Lewis reported for the Coordinating Cabinet.

The Coordinating Cabinet placed the following amendments on the floor for the Presbytery's positive or negative votes pursuant to actions of the 223<sup>rd</sup> General Assembly:

18-A: G-2.0401. Election of Ruling Elders and Deacons. Presbytery voted *Yes*

18-C: G-3.0104. On officers endorsing individuals running for office. Presbytery voted *Yes*.

18-G: D-2.0203b. Including sexual misconduct as an offense. Presbytery voted *No*.

The Amendments are appended to the minutes.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Accept the invitations of the following churches to host the 2019 Presbytery meetings:
  - January 22: Detroit Westminster
  - March 23: Howell Nature Center
  - June 25: Detroit Jefferson Avenue
  - September 24: Farmington First
  - November 16: Royal Oak First
2. Approve the revisions to the 2019 Budget. Appended.
3. Approve the Extra Commitment Opportunity grants. Appended.
4. Approve the following amendments to terms of call:
  - The Rev. Dr. Allen D. Timm, Executive Presbyter
  - Approve a 3% increase in salary and housing (increase of \$2611)
  - \$37,634 Salary
  - 52,000 Housing Allowance

1,000	Medical reimbursement	
6,857	SECA (social security) allowance	
24,373	Board of Pensions Medical dues	
10,724	Board of Pensions Pension dues	
975	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>	
	\$147,348	Total Compensation

The Rev. Edward H. Koster, J.D., Stated Clerk

Approve a 3% increase salary and housing (increase of \$1022, half-time position):

\$3,087	Salary	
32,000	Housing Allowance	
518	Medical reimbursement	
2,684	SECA (social security) allowance	
11,000	Board of Pensions Medical dues (based on BOP minimum)	
4212	Board of Pensions Pension dues	
383	Board of Pensions Life Insurance and Disability dues	
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>	
\$57,809	Total Compensation	

5. Elect the following to the 2019 Class of the Nominating Committee:  
 Elder Jim Hooper  
 Elder Kenneth Hollowell  
 Rev Michael Horlocker

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

1. The Coordinating Cabinet has prepared a booklet on what Presbytery teams and work groups can offer congregations. The booklet is appended.

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

Upon motion of the Committee, Presbytery voted to:

**Approve** concurring with the Associate Executive Presbyter Search Committee's request to grant the status of CRE (with permission to officiate at the Lord's Supper for churches of the Detroit Presbytery and at official Presbytery events, and permission to moderate session/congregational meetings for churches in the Presbytery as needed) as part of the call to the candidate for the Associate Executive Presbyter position and to elect **Charon Barconey** to the position. This call is a full-time position.

***Calls/Contracts***

1. **Approve** the call as Associate Pastor between the **Rev. Sung Joon Moon** and **The Korean**

**Presbyterian Church of Metro Detroit, Southfield** effective November 18, 2018. Terms of Call: Salary-\$29,000, Housing-\$29,000, BOP dues -\$23,092.36, Social Security-\$2,769.30, Medical Deductible-\$1,800, Auto/Travel-\$7,200, Continuing Education-\$1,000, Cell phone & Internet-\$3,000. Total Compensation-\$96,861.66. Vacation-4 weeks including 4 Sundays; Paid Continuing Education-2 weeks including 2 Sundays. Within the first year Rev. Moon will attend a Pastors in Transition Program offered by the Executive Presbyters of the four Presbyteries of Michigan; cost to be borne by the church. In addition, the church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.

**Approve** the following: In accordance with the Book of Order (G-2.0505)

- a. The Presbytery of Detroit recognizes the ordination of Samuel An by the Korean Presbyterian Church Abroad (KPCA) and shall receive him from the Onnuri Mission Alliance when the way is clear.
- b. Grant Samuel An exemption from the ordination examinations in Theology, Worship and Sacraments, Biblical Exegesis, PC(USA) Polity, and Bible Content. (This exemption requires a two-thirds vote of the presbytery: G-2.0505(2)).
- c. Require Samuel An receive instruction in PC(USA) policy from the Stated Clerk of the presbytery (will take approximately 4-6 weeks). Following the instruction, Samuel An shall pass a written exam created by and administered by the Stated Clerk.
- d. Upon the successful completion of #3 above, examine him for reception into the Presbyterian Church (USA) and, if his examination is approved, install The Rev. Samuel An as the Pastor of New Hope Church of MI.
- e. Starting on January 1, 2019, his first day of employment at Southfield, New Hope Church of MI, allow the Rev. Samuel An to celebrate the sacraments.
- f. Appoint the Rev. Joel Puntigam to moderate the Session of the New Hope Church of MI until that time that The Rev. Samuel An is received as a minister-member of the Presbytery of Detroit.

*Background:*

*The Committee on Ministry has been working with the New Hope Church of MI Congregation during their interim period for the last three plus years. During that time the congregation has been discerning God's future for their church and their pastoral leadership needs. Their search for pastor has led to a final candidate who has been ministering outside of the PC(USA).*

*In reference to Book of Order G-2.0505(a)(2), we seek to affirm his credentials for ministry and welcome him as a minister-member based on the following*

- 1. On November 28, 2010 Samuel An was ordained by the New Jersey Presbytery of the KPCA (Korean Presbyterian Church Abroad), a covenantal partner with the PC(USA)*
- 2. The Stated Clerk of the New Jersey Presbytery of the KPCA has provided a statement that they still recognize his ordination and his faithfulness in ministry and attests that there is no complaint or pending disciplinary action on his record.*
- 3. Samuel An is a graduate of Princeton Theological Seminary receiving a MDiv degree.*
- 4. Based on conversations with Luke Choi, Assistant Stated Clerk of the PC(USA) General Assembly and an interview with COM and CPM representatives from Presbytery of Detroit, we believe his understanding of the Reformed theology and the PC(USA) is solid.*

5. *His current call is with the In2 Onnuri Church in NYC. This church is under the jurisdiction of the Onnuri Church in Korea, which is a member of PCK – our sister church in Korea.*
2. **Approve** the call between the **Rev. Samuel An** and **New Hope Church of MI, Southfield** effective January 1, 2019. Terms of Call: Salary-\$53,000, Housing-\$27,000, BOP-\$29,600, Social Security-\$6,120, Auto/Travel-\$5,400, Continuing Education-\$1,600, Business Expenses-\$1,600, Medical Deductible-\$900. Total Compensation-\$125,220. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One time moving expenses up to \$19,000. Within the first year Rev. An will attend a Pastors in Transition Program offered by the Executive Presbyters of the four Presbyteries of Michigan; cost to be borne by the church. He will attend the Boundary Awareness Training offered by the Presbytery of Detroit. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service. There will be a PCUSA polity class required per recommendation of CPM/COM and Rev. An must pass a written polity exam administered by the Stated Clerk of the Presbytery of Detroit.
  3. **Approve** the three-quarter time Stated Supply Pastor contract between the **Rev. Estelle Aaron** and **St. John's, Detroit** effective October 22, 2018. Terms of Call: Contribution to 403b-\$24,000, Housing-\$25,473, Study Leave-\$1,000, Travel Reimbursement-\$1,500, Professional Expense-\$2,500. Total Compensation-\$51,973. Vacation-one month including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition the church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition Seminars if she has not attended one in the past year.
  4. **Approve** the Assistant Pastor contract renewal between the **Rev. Jacqueline Spycher** and **Northbrook, Beverly Hills** effective October 15, 2018. Terms of Call: Salary-\$23,000, Housing-\$23,000, Medical-\$11,500, Dental-\$443, Pension-\$5,060, Death & Disability-\$460, Social Security-\$3,519, Professional Expenses-\$1,500, Continuing Education-\$1,000, Medical Deductible-\$460. Total Compensation-\$69,942. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition the church will pay for and allow time for the Assistant Pastor to attend one of the Presbytery's Pastors in Transition retreats.

#### **Commissions**

**Approve** the Commission for Installation of the **Rev. Sung Joon Moon** as **Associate Pastor** on December 9, 2018 at The Korean Presbyterian Church of Metro Detroit, Southfield at 4:00 p.m. The Commission will include Teaching Elders the Rev. Seung Won Yu from KPCMD, the Rev. Karen Stunkel from New Hope and the Rev. Dr. Allen Timm from the Presbytery of Detroit. Ruling Elders will include Mei Jung Kim from KPCMD, Andrew Nam from New Hope, Southfield and Diane Agnew from Grosse Pointe Woods.

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

1. **Approved** the **Rev. Jacqueline Spycher** as Moderator at **Northbrook, Beverly Hills**.
2. **Approved** the request from Baltimore Presbytery to transfer the **Rev. David Bleivik**.
3. **Approved** adding the **Rev. Gus Nussdorfer** to the Pulpit Supply list.
4. **Approved** permission for the **Rev. Michelle James** to labor outside the bounds of the Detroit Presbytery in order to moderate the Session at First Presbyterian Church, Monroe, Michigan (Maumee Valley Presbytery).
5. **Approved** adding Ruling Elder **Susan Fish, Northminster, Troy** to the PRT team.
6. **Approved** the Cabinet of COM to conduct COM business at the December 13, 2018 meeting.



The full Committee on Ministry will not meet in December.

The following actions were taken by the Committee on Ministry in the months when there was no presbytery meeting, under the powers granted to the committee by the presbytery to act in those months. It has

#### ***Calls/Contracts***

1. **Approved** modifying the Interim Pastor contract renewal between the **Rev. Dr. Robert Agnew** and **Celtic Cross, Warren** to include five Sundays of vacation and three Sundays of study leave.
2. **Approved** the Interim Pastor contract renewal between the **Rev. Beth Delaney** and **Waterford, Community** effective September 1, 2018. Terms of Call: Salary-\$11,250, Housing-\$39,000, Deferred compensation-\$4,000, Self-Employment Contribution Act Reimbursement-\$3,800, BOP-\$5,967.50, BOP Death/Disability-\$542.50, Study Leave-\$1,200, Professional Expenses-\$1,592. Total cost to the church-\$67,352. Vacation-5 weeks, Study Leave-2 weeks. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
3. **Approved** the Interim Pastor contract between the **Rev. Gail Monsma** and **Mount Clemens, First** effective October 15, 2018. Terms of Call: Salary-\$50,000 Housing-\$25,000, BOP Medical-\$18,750, BOP Pensions-\$8, 250, BOP Death/Disability-\$750, Dental-\$500, Medical Deductive-\$750, Business Expenses/Continuing Education-\$2,000, Mileage-\$2,000, Business expenses (books, etc.)-\$400, Professional Expenses-\$600, Self-Employment Contribution Act Reimbursement-\$5,737.50. Total cost to the church-\$114,737.50. Moving expenses of up to \$7,000 with three bids secured by the pastor. Vacation-5 weeks including 5 Sundays, Study Leave-2 weeks including 2 Sundays. The church will allow time for the Interim Pastor to attend Part Two of Interim Training during the first year.

#### ***Dissolutions***

**Approved** the terms of the dissolution between the **Rev. Dr. Fairfax Fair** and **Ann Arbor, First** effective October 14, 2018.

**Terms:** From October 15, 2018 through the Severance End Date (defined below), Dr. Fair shall be entitled to severance payments as provided in this Paragraph 3.

The present terms of call for Dr. Fair include an annual cash salary in the amount of \$71,460.15 and an annual housing allowance in the amount of \$75,000.00, which together constitute Dr. Fair's effective annual Salary at an annual amount of \$146,460.15 (the "Effective Salary"). In addition, Dr. Fair's present terms of call provide for an annual allowance for continuing education expenses equal to \$3,500 (the "Continuing Education Allowance"). Furthermore, First Presbyterian has agreed to pay the annual amounts required by the Board of Pensions of the Presbyterian Church (U.S.A.) ("Board of Pensions") for Pension and Medical Dues on Dr. Fair's Effective Salary to the Presbyterian Church (U.S.A.) Board of Pensions according to the requirements and procedures in place as of September 1, 2018, for making such payments for installed pastors (the "Pension and Medical Dues"), or as may be amended by the Board of Pensions. First Presbyterian shall pay Dr. Fair an amount equal to one hundred percent (100%) of Dr. Fair's Effective Salary, her Continuing Education Allowance and her Pension and Medical Dues according to her terms of call in effect as of September 1, 2018, and as stated in clause 3.a above (together these are the "Severance Payments") for the period of time beginning after the Call Dissolution Date through and including September 30, 2019; provided, however, in the event that Dr. Fair has not obtained other employment before September 30, 2019, First Presbyterian shall continue

to pay the Severance Payments through and including November 30, 2019 (the date on which the Severance Payments end may be referred to as the “Severance End Date,” and the period from the Call Dissolution Date through and including the Severance End Date may be referred to as the “Paid Severance Period”). Unless and until Dr. Fair becomes covered by other medical/dental insurance whether offered by the Board of Pensions, offered by another employer, or otherwise before the expiration of the Paid Severance Period, Dr. Fair shall be entitled to continue her medical/dental insurance (which amount is presently \$906 per month) through the Board of Pensions of the Presbyterian Church (U.S.A.) according to the terms and provisions of the policies applicable to her, and First Presbyterian shall pay to the Board of Pensions, on behalf of Dr. Fair, an amount equal to one half of her medical/dental insurance for a period of up to six months following the Severance End Date. The Effective Salary and the Continuing Education Allowance shall be paid by First Presbyterian to Dr. Fair in monthly increments by direct deposit to an account as directed by Dr. Fair. The Pension and Medical Dues shall be paid directly to the Board of Pensions. The Severance Payments paid for the period from October 15, 2018 through and including December 31, 2018, are paid to compensate Dr. Fair for all accrued paid time off (including vacation time, sick leave, study leave, and other paid leave) to which she is entitled during that period. The Severance Payments paid for the period beginning January 1, 2019, and continuing through and including the end of the Paid Severance Period are payments for a sabbatical leave period which Dr. Fair would not otherwise have been entitled to receive, except in consideration of this Agreement. The extended severance during the sabbatical leave period may be used by Dr. Fair as a time of study and reflection and an opportunity to pursue continuing pastoral education, personal coaching and similar activities. All Severance Payments to or for the benefit of Dr. Fair, and the Moving Expense Reimbursement shall be made without any deductions or tax withholding, and Dr. Fair shall be solely responsible for any taxes due on any amount paid to her.

### ***Commissions***

1. **Approved** the Administrative Commission for the Ordination and Installation of the **Bethany Peerbolte** as Associate Pastor of Youth & Mission at Birmingham, First on October 21, 2018 at 4:00 p.m. The commission will include Teaching Elders the Rev. Dr. John Judson from Birmingham, First, the Rev. Bryant Anderson from Milford and the Rev. Joanna Dunn from Rochester, University. Ruling Elders will be Cathy Dinkeloo from Birmingham, First, Leslie Nave from Milford and Cromwell Zama from Detroit, Westminster.
2. **Approved** the Administrative Commission for the Installation of the **Rev. Angela Ryo** as Associate Pastor for Christian Formation at Bloomfield Hills, Kirk in the Hills on October 21, 2018 at 10:00 a.m. The commission will include Teaching Elders Rev. Melissa Rogers from Ann Arbor, First, Rev. Nate Phillips from Bloomfield Hills, Kirk in the Hills and Rev. Fernando Rodriguez from Bloomfield Hills, Kirk in the Hills. Ruling elders will be Linda Ayres from Bloomfield Hills, Kirk in the Hills, Kate Silbert from Ann Arbor, First and Miki Dinh from Southfield, New Hope Church of Michigan.

### ***Validated Ministries***

1. **Approved** the position of Pastoral Care Manager/Chaplain at St. Joe’s Village, an Independent and Assisted Living Community in Ann Arbor, Michigan as a validated ministry in the Presbytery of Detroit.
2. **Approved** the **Rev. Barbara McRae** to serve in this validated ministry beginning October 9, 2018.

### **Information**

1. **Approved** the appointment of the present Associate Pastors of **Ann Arbor, First**, the **Rev. Melissa Rogers** and the **Rev. John Sanderford**, as co-moderators and Heads of Staff effective October 14, 2018.
2. **Approved** adding the **Rev. Dan Heaton** to the Pulpit Supply list.
3. **Approved** adding the **Rev. Michelle James** to the Pulpit Supply list.
4. **Approved** removing the **Rev. Barbara McRae** from the Pulpit Supply List.
5. **Approved** removing the **Rev. Thomas Hartley** from the Pulpit Supply List.
6. **Approved** permission to serve communion at the Advent service for clergy.

**Committee on Nominations.** Peter Henry reported for the Committee.

Upon nomination of the Committee, there being no nominations from the floor, the Presbytery elected officers and committee members as follow:

### **PRESBYTERY OFFICERS**

Moderator 2019	Elder	Stefanie Lewis	Detroit, Hope
Vice-Moderator 2019	Rev.	Julie Delezenne	Warren, First

### **COMMITTEE ON MINISTRY**

Chair 2019	Rev.	Mark Phillips	Dearborn, Cherry Hill
Class of 19	Elder	Ellen Schreuder	Detroit, Calvin East
Class of 20	Elder	Robert Trombley	Milford
Class of 20	CLER GY	VACANCY	
Class of 21	Rev.	Clint Cozier	Taylor, Southminster
Class of 21	Elder	Lon Kuehn	Royal Oak, Starr
Class of 21	Elder	Debbie Lennis	White Lake
Class of 21	Rev.	Jim Monnett	Saline, First
Class of 21	Rev.	Mark Phillips	Dearborn, Cherry Hill
Class of 21	Elder	Bobby Ponder	Detroit, Fort Street
Class of 21	Rev.	Jasmine Smart	Kirk in the Hills
Class of 21	ELDE R	VACANCY	
Class of 21	ELDE R	VACANCY	
Class of 21	ELDE R	VACANCY	

### **COMMITTEE ON PREPARATION FOR MINISTRY**

Co-Chair 2019	Rev.	Mary Bahr-Jones	Sterling Heights, New Life
Co-Chair 2019	Rev.	Edward Dunn	Grosse Pointe Woods
Class of 20	Elder	Fred Walker	Sterling Heights, New Life
Class of 21	Elder	Dave Bunch	Canton, Geneva
Class of 21	Elder	John Crawford	Birmingham, First
Class of 21	Rev.	Edward Dunn	Grosse Pointe Woods

Class of 21	Rev.	Bethany Peerbolte	Birmingham, First
Class of 21	Rev.	Paul Stunkel	St. Paul's, Livonia
Class of 21	Elder	Lisa Turner	Grosse Pointe Memorial
Class of 21	Rev.	Marjorie Wilhelmi	Honorably Retired

### **CONGREGATIONAL DEVELOPMENT**

Chair	Rev.	Joanne Morgan	At-Large
Class of 21	Rev.	Eddie Jusino	Farmington, First
Class of 21	ELDER	VACANCY	

### **LEADERSHIP EQUIPPING**

Chair 2019		VACANCY	
Class of 21	CLERGY	VACANCY	
Class of 21	ELDER	VACANCY	

### **MISSION INTERPRETATION**

Chair 2019	Elder	Bobby Ponder	Detroit, Fort Street
Class of 20	Elder	Steve Voorhees	Grosse Pointe Memorial
Class of 21	Lay	Adam Delezenne	Warren, First
Class of 21	Rev.	Kara Hildebrandt	Lincoln Park

### **MULTICULTURAL MINISTRIES**

Chair 2019	Rev.	Lindsey Anderson	At-Large
Class of 19	Elder	Lorn Coleman	Detroit, Calvary
Class of 20	Elder	Isaac Nzoma	Detroit, Calvary
Class of 20	Elder	Sharon Oglesby	Detroit, Broadstreet
Class of 21	Rev.	Lindsey Anderson	At-Large
Class of 21	Rev.	Anne Lange	Detroit, Fort Street

### **NEW CHURCH DEVELOPMENT**

Chair 2019	Rev.	Chris Thomas	Dearborn, First
Class of 21	Elder	Jennifer Binion	Detroit, Calvary
Class of 21	Rev.	Renee Roederer	Ann Arbor, Northside

### **NOMINATIONS**

Chair 2019		VACANCY	
Class of 21	Elder	Ken Hollowell	Detroit, Broadstreet
Class of 21	Elder	Jim Hooper	Grosse Pointe Memorial
Class of 21	Rev.	Michael Horlocker	South Lyon, First
Class of 21	ELDER	VACANCY	

### **OPERATIONS**

Chair 2019	Elder	Harold Ellis	Detroit, St. John's
Class of 21	Rev.	Peter Henry	Grosse Pointe Memorial
Class of 21	Elder	Chip Tallinger	Kirk in the Hills

### **PLANNING AND VISIONING**

Chair 2019	Rev.	Bryant Anderson	Milford
Class of 20	Rev.	Marianne Grano	Royal Oak, Starr
Class of 20	ELDER	VACANCY	CITY, CHURCH

Class of 21	Elder	Dianne Bostic-Robinson	Detroit, Westminster
Class of 21	Rev.	Kevin Johnson	Honorably Retired
Class of 21	Elder	Stefanie Lewis	Detroit, Hope

### REPRESENTATION

Chair 2019	Elder	Deborah Fair	Detroit, Westminster
Class of 21	Elder	Ruth Azar	Grosse Pointe Memorial
Class of 21	Rev.	Gwangwoo Ju	Southfield, KPCMD

### SOCIAL JUSTICE

Chair 2019	Rev.	Laura Kelsey	Pontiac, First
Class of 21	Rev.	Laura Kelsey	Pontiac, First
Class of 21	Elder	Mary Lloyd	Grosse Pointe Memorial

### TRUSTEES

Chair 2019		Trustees elect their own chair	
Class of 21	Elder	John Buell	Grosse Pointe Woods
Class of 21	Elder	Robert Lee	Southfield, KPCMD
Class of 21	Rev.	Susan Mozena	Grosse Pointe Memorial

### Treasurer

Timothy Ngare presented his report, which is appended to the minutes.

### Committee on Preparation for Ministry

Edward Dunn reported for the committee.

Upon nomination of the Committee, Presbytery elected the following as examination readers for 2019:

Ministers of Word and Sacrament: Pam Meilands, Judi McMillan

Ruling Elders: Marcia Ball, Robert Stead

Alternate: Minister of Word and Sacrament Marjorie Wilhelmi

**Stated Clerk.** Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to

1. Approve the minutes of September 25, 2018.
2. Approve the reports of the following Commissions (Appended):
  - a) Installation of Emma Nickel as pastor of Royal Oak First
  - b) Installation of Fernando Rodriguez as Associate Pastor of Kirk in the Hills.
3. Approve the session records as follow:

Allen Park, Allen Park With exceptions	Dearborn Littlefield With exceptions	Grosse Pointe Woods, Grosse Pointe Woods
Ann Arbor Calvary With exception	Detroit Gratiot Avenue No exceptions	With exceptions Lincoln Park, Lincoln Park
Ann Arbor First (2016) With exceptions	Detroit Jefferson Avenue No exceptions	No exceptions Livonia St Paul's
Ann Arbor First (2017) With exceptions	Detroit Westminster Without exceptions	With exceptions Milford, Milford With exception

Northville First With exceptions Register not available	Rochester Hills University With exceptions Southfield Covenant	Troy First No exceptions Warren First
Pontiac First With exceptions	No exceptions	No exception

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

1. TRANSFERS COMPLETED
  - a) From the Presbytery of Detroit:
    - i) Thomas James to Maumee Valley Presbytery
    - ii) James Porter to Mackinac Presbytery
    - iii) Jamie Klinger to Mackinac Presbytery
    - iv) William Adams to the ECO.
    - v) Peggy Casteel to Lake Michigan Presbytery
2. The Stated Clerk read to the Presbytery the PJC Judgment: Presbytery v. Fairfax Fair, Case 2018-8. (Appended to the minutes.)

### **WE GAVE THANKS TO GOD**

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

### **WE WENT OUT IN GOD'S NAME**

Presbytery adjourned with prayer and benediction by the Moderator at 12:21 p.m.

The next meeting of the Presbytery will be January 22, 2019 at 4:00 p.m. at Detroit Westminster.

ATTEST:

*Edward W Koster*

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Associate Executive Terms of Call  
Trustee Report on Endowments  
Amendments to the Book of Order  
2019 Budget revisions  
2019 Extra Commitment Opportunities  
Booklet describing committee and team offerings and functions  
Report of the Treasurer  
Installation Commission Reports  
PJC Judgment: Presbytery v. Fairfax Fair, Case 2018-8.

## ATTACHMENT ONE: THE ROLL

## ROLL OF PRESBYTERY FOR November 17, 2017.

CHURCHES:	Of 77 churches, 42 were represented and 35 were not.
COMMISSIONERS:	Of 132 eligible commissioners, 58 enrolled, and 74 did not.
OTHER RULING ELDERS (Officers, Members of Council)::	
	Of 11 total, 9 were present, of whom 3 counted as commissioners, leaving 6 as the unduplicated count: 1 excused, and 1 absent.
TEACHING ELDERS:	Of the 119 non-retired teaching elders on the combined rolls of active members and members-at-large, 48 were present, 13 were excused, and 58 were absent.
	Of the 89 retired teaching elders on the rolls, 8 were present and 81 were excused.
COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS:	Of the 8 Commissioned Ruling Elders on the rolls, 2 were present, 0 excused, 6 absent
	Of the 1 Certified Educators on the rolls, 0 were present, 0 excused, 1 absent.

## SUMMARY

## VOTING MEMBERS PRESENT

	58	Elder Commissioners
+	6	Other Ruling Elders
+	48	Non-retired teaching elders
+	8	Retired teaching elders
=	2	Commissioned lay pastors.
=	1	Certified educators.
=	123	Voting members present.

## OTHERS PRESENT

	1	Non-voting attendees
	0	Corresponding members

**Attendance**

## Churches and Elder Commissioners

<b>ALLEN PARK, Allen Park</b>	1	NOT REPRESENTED	1	NOT REPRESENTED
1 ROBERT MORTON	2		2	
<b>ANN ARBOR, Calvary</b>	1	<b>BERKLEY, Greenfield</b>	1	<b>CANTON, Geneva</b>
1 NORMA SCHEIDER	2	1 SUSAN BAKKE	1	MIKE GAUBATZ
<b>ANN ARBOR, First</b>	1	2 ALAN GEBAUER	2	DAVE BUNCH
1 DIANE HOCKETT	2	<b>BEVERLY HILLS, Northbrook</b>	1	<b>CLARKSTON, Sashabaw</b>
2 LYNNE LANDE	3	1 NOT REPRESENTED	1	NOT REPRESENTED
3	4	2	2	<b>DEARBORN, Cherry Hill</b>
4		<b>BIRMINGHAM, First</b>	1	MARY BOUDREAU
<b>ANN ARBOR, Northside</b>	1	1 KEITH TERMAAT	2	
1 NOT REPRESENTED	2	2 JOHN HAGGERTY	2	<b>DEARBORN, First</b>
<b>ANN ARBOR, Westminster</b>	3	3	1	NOT REPRESENTED
1 NOT REPRESENTED	1	<b>BLOOMFIELD HILLS, Kirk/Hills</b>	2	
<b>AUBURN HILLS, Auburn Hills</b>	2	1 BOBI TALLINGER	2	<b>DEARBORN, Littlefield</b>
1 NOT REPRESENTED	3	2 CHIP TALLINGER	1	PHILIP GIBBS
<b>BELLEVILLE, Belleville</b>	4	4	1	<b>DEARBORN HGTS, St. Andrew's</b>
		<b>BRIGHTON, First</b>	1	NOT REPRESENTED

**DETROIT, Broadstreet**

1 SHARON OGLESBY  
2 ALVIN SMITH

**DETROIT, Calvary**

1 LORN COLEMAN  
2 ADRIANE ADAMS

**DETROIT, Calvin East**

1 NOT REPRESENTED  
2

**DETROIT, First**

1 NOT REPRESENTED

**DETROIT, Fort Street**

1 NOT REPRESENTED

**DETROIT, Gratiot Avenue**

1 MARYANN BRANTLEY  
2

**DETROIT, Hope**

1 DARYL TAYLOR  
2 ERIN FORDAN

**DETROIT, Jefferson Avenue**

1 CAMERON RAMSEY  
2

**DETROIT, St. John's**

1 JEANE V MOORE  
2 SHARON E MOORE

**DETROIT, Trinity Community**

1 NOT REPRESENTED  
2

**DETROIT, Trumbull Avenue**

1 MARTHA SINGLRY  
2 ELEANOR WILLIAMS

**DETROIT, Westminster**

1 JOANNE WHITE  
2 JANN PALMER  
3

**FARMINGTON, First**

1 JANICE DENNISON  
2 GERALD HOWE

**FERNDAL, Drayton Avenue**

1 KIM TURNER

**FORT GRATIOT, Lakeshore**

1 GREG McLEOD

**GARDEN CITY, Garden City**

1 NOT REPRESENTED

**GROSSE ILE, Grosse Ile**

1 STEPHANIE COBB  
2 GREG GENTER

**GROSSE POINTE, Memorial**

1 MARY LLOYD  
2  
3  
4

**GROSSE PTE WOODS, Woods**

1 NOT REPRESENTED

**HIGHLAND PARK, Park United**

1 NOT REPRESENTED

2

**HOWELL, First**

1 NOT REPRESENTED

2

**LINCOLN PARK, Lincoln Park**

1 MARIANNE PROVENZANO

**LIVONIA, Rosedale Gardens**

1 DYCHE ANDERSON  
2

**LIVONIA, St. Paul's**

1 DENNIS DELEZENNE

**LIVONIA, St. Timothy's**

1 NOT REPRESENTED

**MILAN, Peoples**

1 NOT REPRESENTED

**MILFORD, Milford**

1 NOT REPRESENTED

2

**MT. CLEMENS, First**

1 JILL ALA

2

**NORTHVILLE, First**

1 NOT REPRESENTED

2

**NOVI, Faith Community**

1 NOT REPRESENTED

2

**ORCHARD LAKE, Community**

1 MIKE STARYNCHAK

2

3

**PLYMOUTH, First**

1 WAYNE KRUPIN

2

3

**PONTIAC, First**

1 LARA SARTON

**PONTIAC, Joslyn Avenue**

1 NOT REPRESENTED

**PORT HURON, First**

1 NOT REPRESENTED

2

**REDFORD, St. James**

1 NOT REPRESENTED

**ROCHESTER, University**

1 NOT REPRESENTED

2

**ROYAL OAK, First**

1 SCOTT RIECK

2 JAMES HANKS

**ROYAL OAK, Starr**

1 NOT REPRESENTED

**SALINE, First**

1 NOT REPRESENTED

2

**SHELBY TWP., St. Thomas**

1 GREGORY McCARTHY

2

**SOUTH LYON, First**

1 ANNE LYKE

**SOUTHFIELD, Covenant**

1 NOT REPRESENTED

**SOUTHFIELD, Korean**

1 NOT REPRESENTED

2

3

4

**SOUTHFIELD, New Hope**

1 ANDREW NAM

2 DAN OH

**ST. CLAIR SHORES, Heritage**

1 NOT REPRESENTED

**ST. CLAIR SHORES, Lake Shore**

1 NOT REPRESENTED

2

**STERLING HGTS, New Life**

1 WILLIAM BOWMAN

**TAYLOR, Southminster**

1 DALE SIMON

**TROY, First**

1 JIM MEINERSHNGER

**TROY, Korean First**

1 NOT REPRESENTED

2

**TROY, Northminster**

1 SARAH LEIGHT

**WALLED LAKE, Crossroads**

1 NOT REPRESENTED

**WARREN, Celtic Cross**

1 CHUCK POTTER

**WARREN, First**

1 MICHAEL SLUPINSKI

**WATERFORD, Community**

1 SANDY MAGUIRE

2 MIKE ERKFRTZ

**WESTLAND, Kirk of Our Savior**

1 MADELINE CARPENTER

**WHITE LAKE, White Lake**

1 JAN CORNILLAUD

**WYANDOTTE, Wyandotte**

1 NOT REPRESENTED

**YPSILANTI, First**

1 NOT REPRESENTED

2

**CLERGY AND ELDER MEMBERS****A. RULING ELDER MEMBERS ON CABINET**

C ADAMS, ADRIENNE  
P BLENMAN, MARTHA  
C BRANTLEY, MARY ANN  
E CAMPBELL, DORIS  
P FAIR, DEBORAH  
P LEWIS, STEFANIE  
A MATERS, BRUCE  
P MORTON, JANET  
P NGARE, TIMOTHY  
P PONDER, BOB

**C TALLANGER, CHIP****B. TEACHING ELDERS**

A ALLEN, ROBERT  
E ANDERSON, BRYANT  
A ANDERSON, LINDA  
P ANDERSON, LINDSEY  
A AUE, CRAIG  
P AUSTIN, MARY  
P BAHR-JONES, MARY  
A BATTAGLIA, LEIA  
P BECKMAN, MICHAEL

P BLAIR, JOANNE  
A BOLT, KENNETH  
A BOUSQUETTE, PAUL  
P BUCKLEY, BLAIR  
A CAMPBELL, EMILY  
A CHOI, SEUNG KOO  
A CHUNG, ISAAC  
A CHURCH, HEIDI  
A COCHRAN, LINDA  
P CORNFIELD, KEITH  
A COZIER, CLINTON  
A DE ORIO, ANTHONY



P DELANEY, BETH  
 P DELEZENNE, JULIE  
 E DOYLE-HOHF, KATHLEEN  
 P DUNN, EDWARD  
 P DUNN, JOANNA  
 A ERVIN, DANIEL  
 E FAILE, JAMES  
 A FAIR, FAIRFAX  
 A FERGUSON, GUY THOMAS  
 A FORGER, DEBORAH  
 A FRANCIS, RAPHAEL B.  
 A GABEL, PETER W.  
 A GEISELMAN, KEITH  
 A GODBEHERE, SARAH  
 A GRANO, MARIANNE  
 P GROSCH, ADAM  
 A HALLAM, CHRISTINA  
 A HANNA, RAAFAT  
 E HARRIS, R. JOHN  
 P HAYES, FRANCES  
 P HEATON, DAN  
 P HENRY, PETER J. M.  
 P HERRINGTON, RUTHANNE  
 P HILDEBRANDT, KARA  
 A HORLOCKER, MICHEL  
 P JAMES, MICHELLE  
 A JU, GWANGWOO  
 P JUDSON, JOHN  
 P JUSINO, EDDIE  
 P KELSEY, LAURA  
 E KIM, Y. MONCH  
 P KOENIG-REINKE, ERIC  
 P KOSTER, EDWARD H.  
 P LANGE, ANNE  
 P LANGE, ERIC  
 A LEE, ESTHER  
 A MABEE, CHARLES  
 A MADDEN, JULIE  
 A MARKS, JULIE  
 P McCLOSKEY-TURNER, CATHARINE  
 A McGOWAN, EVANS  
 P McMILLAN, JUDITH  
 A McRAE, BARBARA  
 P MEILANDS, PAMELA  
 P MILLER, J. SCOTT  
 A MILLS, JILL  
 P MONNETT, JAMES  
 E MOOK, SHARON  
 E MOON, SUNG-JOON  
 E MOORE, PETER  
 P MORGAN, JOANNE  
 A MORROW, DUKE  
 A MOZENA, SUSAN  
 P NICHOLS, NEETA  
 P NICKEL, EMMA  
 A NICKEL, MATTHEW  
 A NUSS, STEVEN  
 A OBERG, ARTHUR  
 A OSWALD, DIANE  
 A OTT, JEFF  
 P PARKER, OPELTON  
 A PARKS-PIATT, DOROTHY  
 A PAVELKO, JOHN H.  
 P PEERBOLTE, BETHANY  
 E PHILLIPS, MARK  
 A PHILLIPS, NATHANIEL  
 P PHILLIPS, SCOTT  
 A PICKRELL, BROOKE  
 P PIECUCH, KEVIN  
 A PITTMAN, JASON

A PITTMAN, KELLY  
 E PRENTICE-HYERS, MARY ELIZABETH  
 A PUNTIGAM, JOEL  
 P REED, PHILIP  
 E RIKE, JENNIFER  
 P RODRIQUEZ, FERNANDO  
 P ROEDERER, RENEE  
 A ROGERS, MELISSA ANNE  
 E RYAN, BREANNE  
 A RYO, ANGELA  
 A SANDERFORD, JOHN  
 A SCHAEFER, ANNE N.  
 P SHELDON, ROBERT  
 A SIAS-LEE, LAURA  
 E SIMONS, SCOTT W.  
 P SMART, JASMINE  
 A SMITH, BRYAN DEAN  
 P SPYCHER, JACQULINE  
 P 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  
 A WHITLOCK, KELLIE  
 P YU, SEUNG WON

**C. RETIRED TEACHING ELDERS**  
 P AARON, ESTELLE  
 P AGNEW, ROBERT  
 P ALBRECHT, GLORIA  
 E ANDREWS, DOYLL  
 E AUSTIN, LARRY  
 P BEERY, ELDON  
 E BOEVE, PETER  
 E BROWNLEE, RICHARD  
 E BYARS, RONALD  
 E CAPPS, HARRY  
 E CARLE, NANCY  
 E CARTER, DOUGLAS D.  
 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.  
 E DAVIS, ROXIE ANN  
 E DAVIS, WILLIAM  
 E DENNIS, WARREN  
 P DENTON, GRETCHEN  
 E DOWNS, ELIZABETH  
 E DOWNTON, DAVID  
 E DUNIFON, WILLIAM  
 E DYKSTRA, CRAIG R.  
 E FINDLAY, WILLIAM  
 E FORSYTH, E. DICKSON  
 E FOSTER, JOHN  
 E GERE, BREWSTER  
 E GLENN, LAWRENCE T.  
 E HANNA, J. RICHARD  
 E HARP, WILLIAM S.  
 E HARTLEY, THOMAS  
 E HATCHER, RUFUS

E HELMKE, BEN  
 E HENDERSON, RICHARD  
 E JANSEN, ROBERT  
 E JEFFREY, JOHN  
 P JOHNSON, KEVIN  
 P KAIBEL, KENNETH  
 E KIM, T. ANDREW  
 E KNUDSEN, RAYMOND  
 E KOGEL, LYNNE  
 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  
 E 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 SKIMINS, JAMES  
 E SOEHL, HOWARD  
 E SOMMERS, CHARLOTTE  
 E SWARTZEL, BARBARA G.  
 E TAYLOR, J. BERNARD  
 E TAYLOR, THEODORE, II  
 E THORESEN, KATHRYN R.  
 E VANDERBEEK, RONALD  
 E WILHELMI, MARJORIE  
 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  
 P BARCONEY, MICHAEL  
 P JENSEN, SANDRA  
 P JOHNSON, KATHI  
 C LEIGHT, SARAH  
 A NEAL, TOM

**E. CERT. ASSOC. CHRISTIAN ED.**  
 A ARCHEY, JOSHUA  
 A MERTEN, CINDY

**F. COMMISSIONED RULING ELDERS**  
 A AZAR, RUTH  
 P BARCONEY, CHARON  
 P BASS, NANCY  
 A HOFFMAN, MICHAEL  
 A HUTCHENS, PAMELA  
 A MACKIE, KATE  
 A SEILER, GORDON

A SINGLEY, LINDA

**H. PAST RULING ELDER**

**MODERATORS NOT ON CABINET**

E BOSTIC-ROBINSON, DIANE, PM

E ELAM, DIXIE, PM

P ELLIS, HAROLD, PM

E HYLKEMA, CAROL, PM

E MORRISON, HELEN, PM

E WINSLOW, PAUL, PM

**G. CORRESPONDING MEMBERS**

To: Coordinating Cabinet

From: Operations Ministry Team

Date: October 9, 2018

The Operations Ministry Team moves to recommend upon election that Presbytery:

Approve salary and housing the following terms of call:

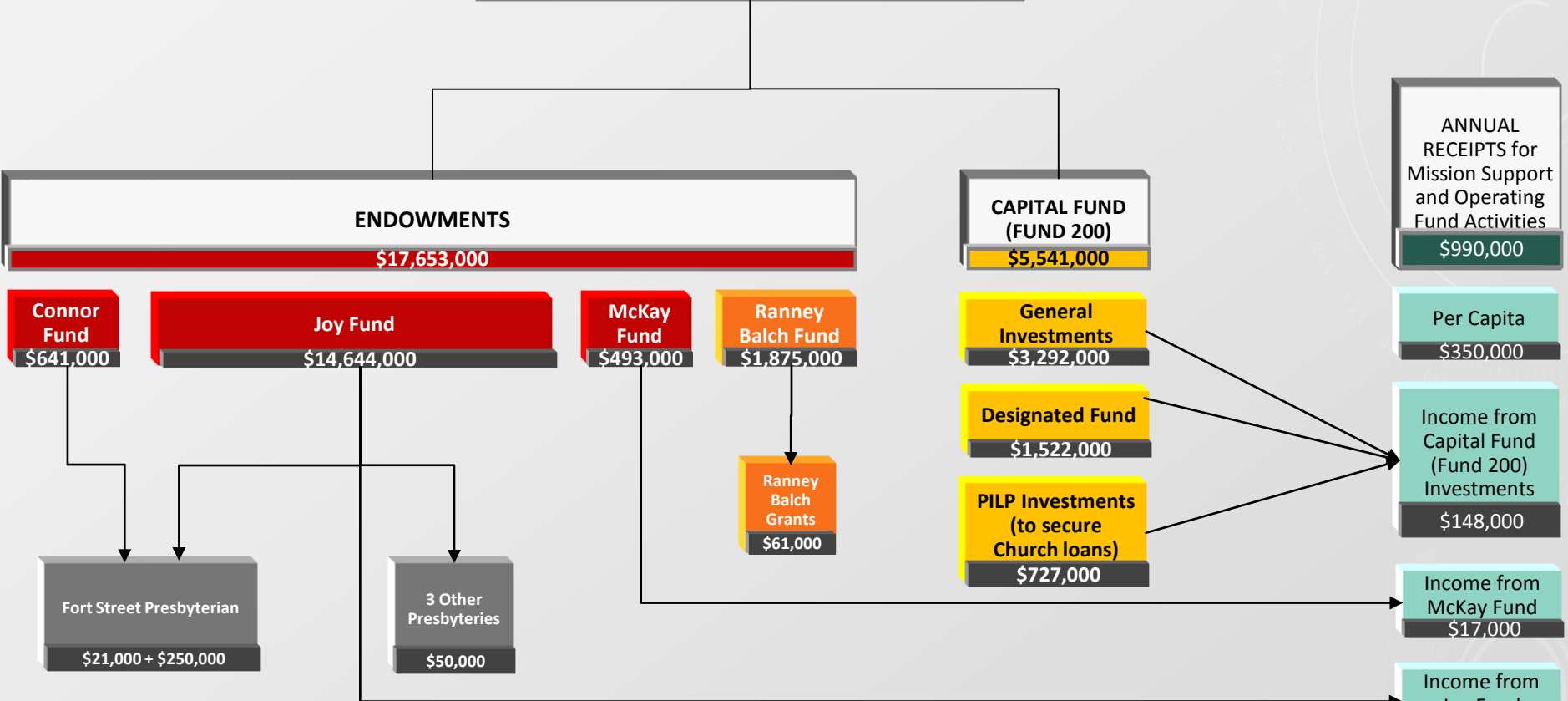
Charon Barconey, Associate Executive Presbyter, Commissioned Ruling Elder

\$32,500	Salary
30,000	Housing Allowance
1,000	Medical reimbursement
4,858	SECA (social security) allowance
17,090	Board of Pensions Medical dues
7,519	Board of Pensions Pension dues
683	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>
\$107,250	Total Compensation

2 weeks of study leave

4 weeks of vacation

Presbytery of Detroit  
Total Invested Assets\* (as of 2018-09-30)  
**\$23,194,000**



- Restricted to income only by Will
- Restricted to income only by Trustee Policy
- Presbytery Assets (Fund 200)
- Operating Fund (Fund 100)
- Mission Support (Fund 100)

\* Total POD Assets of \$27,324,000 includes Invested Assets of \$23,194,000 as above, Churches & other Notes Receivables of \$3,781,000 and Cash/cash equivalents of \$349,000.

- ANNUAL RECEIPTS for Mission Support and Operating Fund Activities  
\$990,000
- Per Capita  
\$350,000
- Income from Capital Fund (Fund 200) Investments  
\$148,000
- Income from McKay Fund  
\$17,000
- Income from Joy Fund  
\$200,000
- Shared Mission  
\$266,000
- Hunger Grant  
\$6,000
- Presbyterian Women  
\$2,000

# **Presbytery of Detroit**

# **Policies and**

# **Procedures Manual**

***EXCERPTS FOR PRESBYTERY OF DETROIT FINANCIAL  
OVERVIEW PRESENTATION AT PRESBYTERY MEETING  
ON 2018-11-17***

**Adopted 4/22/03**

**Version 2. 1/28/14 (renumbering and reformatting)**

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

*Amended by substitution 6/14/16*

### 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:

- a. To document governance responsibilities and operational policies established for the management of the Portfolio's assets.
- b. To establish objectives and guidelines for the investment of the Portfolio assets that meet the overall goals of the Presbytery of Detroit.
- c. To outline timing, criteria and procedures to assess on an ongoing basis the Portfolio's asset management.

#### Article II. Definition of Assets to Invest

- a. 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.
- b. 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**

<b>Fund Name &amp; Account</b>	<b>Percentage of Total *</b>
• 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

- c. 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**

<b>Fund Name</b>	<b>Fort Street Church</b>	<b>Presbytery of Detroit</b>	<b>Use of Principal</b>
• 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 15% of the total)
Fixed Income Investments	40%-60%
Cash Equivalents	0% - 5%

*Amended 3/10/18*

- 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: Barclay's Aggregate. *Amended 9/26/17*
- 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.

**T-11. PRESBYTERY BUDGET PROCESS; USE OF CAPITAL OR ENDOWMENT FUNDS FOR OPERATING EXPENSES.**

- a. General. As a general rule, the Board of Trustees recommends that the Presbytery operating budget be met from operating revenues and income from investments, rather than from the principal of restricted net assets and designated net assets.
- b. Budget Process. In preparing budget submissions, each council or subcommittee shall indicate the source of all funds, which it expects to spend in the next fiscal year. If funding of the subcommittee's activities is expected from a source other than general operating revenues, the council or subcommittee shall consult with the Board of Trustees by no later than September 15 in advance of final approval of the budget as to whether the anticipated endowment or other capital fund will be available for the proposed use for the fiscal year in question.

**T-17 Policy Statement for Cash and Line of Credit**

In the normal business operations of the Presbytery of Detroit cash and cash equivalents are kept in Bank checking and money market accounts.

A minimum cash balance of \$200,000 or as determined by the Treasurer and the Financial Manager for normal business transactions should be kept at all times. (Seasonal requirements may vary)

When cash balances exceed these minimum requirements for a minimum of 30 to a maximum of 60 days these excess funds shall be invested in the general investment funds of the Presbytery of Detroit, as governed by the Board of Trustees Investment policy, (T-7).

The general investments funds will be held in a separate existing account for this purpose and will seek out high quality high yield investment vehicles with low fees.

When it is determined by the Financial Manager and the Treasurer that short term cash will be needed to fund near term cash transactions the bank line of credit will be the first account to be considered to provide short term funds.

If it is determined by the Finance Manager and The Treasurer that the better choice is to sell general investments to raise cash this shall also be permitted with consultation and review of the Investment Group. The total of the general investment fund shall not fall below \$715,000 (to comply with the loan agreement). Transaction costs versus opportunity costs to be minimized where possible.

The Bank Line of Credit will be paid down as cash is received in the normal operations of the Presbytery of Detroit or if required by the sale of investments in the general investment funds.

*Reported to the Presbytery 9/27/16*

## **18-A. Election of Ruling Elders and Deacons On Amending G-2.0401 (Item 06-11)**

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-2.0401 of the Form of Government be amended as follows? [Text to be deleted is shown with strike through; text to be added or inserted is shown in *italic*.]**

### **“G-2.0401 Election of Ruling Elders and Deacons**

**“Ruling elders and deacons are men and women elected by the congregation from among its members. The nomination and election of ruling elders and deacons shall express the rich diversity of the congregation’s membership and shall guarantee participation and inclusiveness (F-1.0403). Ruling elders and deacons shall be nominated by a committee elected by the congregation, drawn from and representative of its membership. ~~Congregations may provide by their own rule for a congregational nominating committee, provided that the committee shall consist of at least three active members of the congregation, and shall include at least one ruling elder who is currently serving on the session.~~ *Congregations may provide by their own rule for a congregational nominating committee. The rule shall meet the following criteria: (1) the minimum size of the committee as specified in the rule shall be at least three persons; (2) at least one member of the committee shall be an elder currently serving on session; and (3) a majority of those persons on the committee who are eligible to vote shall consist of persons not currently serving on session. The pastor shall serve ex officio and without vote. When elections are held, full opportunity shall always be given to the congregation for nomination from the floor of the congregational meeting by any active member of the congregation. A majority of all the active members present and voting shall be required to elect.*”**

### **Rationale**

This proposed amendment originates from the Presbytery of Grace as Item 06-11. The Presbyteries of Grand Canyon, Muskingum Valley, Huntington, and de Cristo concurred. The Presbytery of Grace provided the following rationale [edited].

This proposed amendment clarifies the somewhat ambiguous language regarding the nominating committee membership.

The proposed changes set the minimum size of the nominating committee at three members, not including the pastor. This is ideal for small congregations yet also provides flexibility for churches to add more from this minimum.

The goal is to provide clarity while preserving the overall permission-giving nature of the Form of Government.

### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to approve Item 06-11 as amended providing the following advice [edited]:

The Presbytery of Grace presents proposed language to clarify the minimum size of a congregational nominating committee and the requirement that a majority of the voting members of a congregational nominating committee be members-at-large of the congregation.

The proposed amendment provides helpful clarification to G-2.0401. The minimum size of a congregational nominating committee shall be three members, at least one member of which must be a ruling elder in active service on

the session. The minimum size of three is appropriate for smaller congregations. There is no maximum size for a congregational nominating committee.

The proposed amendment adds clarity and is consistent with past practice. The majority of a congregational nominating committee should be members-at-large of the congregation, not ruling elders currently serving on the session.

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The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 54/0. The 223rd General Assembly (2018) approved the committee's recommendation with amendment 478/3. (See *Minutes*, 2018, Part I, pp. 69, 72, 592.)

For the full report of Item 06-11, go to <https://www.pc-biz.org/#/committee/3000008/business>

## 18-C. Officers

### On Amending G-3.0104 (Item 06-16)

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall G-3.0104 of the Form of Government be amended by adding the following statement as the last paragraph to read as follows? [Text to be added is shown as italic.]**

***“No congregation, session, presbytery, synod, or national office of the Presbyterian Church (U.S.A.), nor any individual acting on behalf of or in an official capacity for the above institutions, shall publicly endorse or oppose, or otherwise encourage or discourage others to vote for or against an individual running for public office.”***

### Rationale

The proposed amendment originates from the Presbytery of Western North Carolina as Item 06-16. The Presbytery of de Cristo concurred. The Presbytery of Western North Carolina provided the following rationale for Item 06-16 [edited].

Since 1954, the Johnson Amendment has been a provision in the United States tax code prohibiting charitable organizations, including churches, from endorsing or opposing political candidates. This allows for charitable organizations to qualify for tax exemption and qualifies donations to these organizations as tax-exempt. In recent years, there has been discussion regarding the repeal of this amendment; those in favor of repeal claim that the amendment infringes on the first amendment rights of clergy and other leaders of religious and charitable organizations while those in favor of maintaining the statute fear that a repeal would lead to religious and charitable organizations becoming safe-havens for tax-exempt and un-reported political contributions.

While full repeal of the Johnson Amendment has not yet come to fruition, action has been taken to loosen the interpretation and implementation of the statute when churches and secular charitable organizations are found to be in violation.

The Presbyterian Church (U.S.A.) has long supported the notion of the separation of church and state. We can see this throughout our Foundations of Presbyterian Polity. Section F-3.0101a and b affirms that “God alone is Lord of the conscience,” and that “We do not even wish to see any religious constitution aided by the civil power, further than may be necessary for protection and security, and at the same time, be equal and common to all others.”

While it is clear that the principles of this overture are present in abundance throughout the *Book of Order* and *Book of Confessions*, there is no explicit guidance offered to governing bodies or to those in leadership positions regarding endorsing or opposing candidates running for political office. This amendment to the *Book of Order* precludes such activity while still allowing for churches and leaders to actively engage with secular issues that touch on the life of faith, to work towards bringing God’s reign of justice and peace ever closer to reality.

### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) disapprove Item 06-16 providing the following advice [edited].

The Presbytery of Western North Carolina summarizes the history of the “Johnson Amendment,” and anticipates change to that statute. Because the Johnson Amendment has not yet been revoked or altered, it is premature for the assembly to address anticipated statutory change. The overture would reverse long-standing foundational principles of our denomination and have long-reaching effects on the church,

#### *Individual Discernment and Diversity of Religious Belief*

Presbyterians begin with a firm and fundamental belief in the private discernment of religious belief. Section F-3.0101 sets forth and affirms the historic principle that “God alone is Lord of the conscience” and that “in all matters that

respect religion” “we consider the rights of private judgment ... as universal and inalienable.” Holy Scriptures are the only rule of faith, and church power in matters of religious belief is limited as explained in F-3.0107. This first historic principle of church order (F-3.0101) was affirmed and explained in the policy statement, “God Alone Is Lord of the Conscience.”<sup>1</sup> The principle that God alone is Lord of the conscience both reflects and underlies many other foundational<sup>2</sup> and confessional<sup>3</sup> statements in the Presbyterian Church (U.S.A.).

“Religious bodies and people of faith hold to a wide variety of convictions, ideas, and values that make important contributions to the shape and strength of public life. That life has been shaped by individuals and groups that have sought to create new forms, sustain traditional ones, challenge existing ideologies and reform or resist unjust institutions. Participation is thus viewed by the government sometimes as a blessing and at other times as a threat” (*God Alone*, p. 48; see also F-1.404). Because the individual is the bearer of conscience, it does not matter whether others of the same faith make the same conscientious claim. *God Alone*, p. 19. “Religious tolerance and pluralism are our political and societal norm. We do not perfectly achieve that norm and intolerance has not been eliminated....” (*God Alone*, p. 7).

#### *Formation of Conscience in Community*

While Presbyterians emphasize individual belief, we also recognize the importance of community and our shared expression of belief. Discourse and expressions of diversity within the church are important to formation of religious conscience. As Presbyterians, we recognize that “The formation of conscience occurs in community, but its exercise is very often finally an individual matter” (*God Alone*, p. 19). It is a fundamental principle for our church and our country that “The individual’s right to believe cannot be divorced from the right to exercise that belief in the company and community of others. For nearly every human being, the right to practice religion only as a solitary individual is virtually no right at all” (*God Alone*, p. 12). “The exercise of individual and corporate conscience must be affirmed as an integral aspect of religious liberty.”<sup>4</sup>

#### *Separation of Church and State*

The freedom to express religious views in public is as important as the freedom to determine religious beliefs for oneself. For Reformed Christians, “faith demands engagement in the secular order and involvement in the political realm” (*God Alone*, p. 48). The so-called “separation between church and state” is “particularly misleading when used to advocate the separation of religion from politics or from any other dimension of the public order. The First Amendment has never meant separation of religion from community or separation of the church from public life. On their face, the religion clauses [of the U.S. Constitution] constitute an absolute prohibition on government participation in religious life; there is no hint that that barrier was even thought to isolate religion from the life of the republic” (*God Alone*, pp. 47–48).

#### *Responsibility for Involvement in Public Life*

The freedom and responsibility to express religious and moral views in public is an important part of our denominational principles and history. The Gospel demands that we share our faith and that we seek to be a community of faith witnessing to God’s good news and Christ’s teachings to the world in words and deeds. According to the Reformed tradition and standards of the Presbyterian Church (U.S.A.), “it is a limitation and denial of faith not to seek its expression in both a personal and public manner, in such ways as will not only influence, but transform the public order and involvement in the political realm” (*God Alone*, p. 48). This principle reflects our foundational statements (F-1.0301, F-1.0304, F-1.0404), other parts of the *Book of Order* (e.g., W-5.0304), and our long-standing and important history of social witness to world.

#### *Endorsement or Opposition to Political Candidates*

“For these reasons, limitations upon the freedom of religious bodies to participate in public life are illegitimate and unconstitutional. The church is bound to reject any regulation limiting church advocacy or particular legislation or endorsement of candidates, or establishing religious qualifications for office holders” (*God Alone*, p. 50). Over the centuries, Presbyterians have stood up and spoken out against those who would silence the church and the faithful.

Internal Revenue Code provisions that limit tax-exempt religious organization from devoting “substantial” activity to attempts to influence legislation or participate or intervene in political campaigns on behalf of any candidate for public office, as well as recent public debate, heighten concerns about religious discourse about public life. There is a difference between discussion of issues and candidates, on one hand, and intervention in campaigns on behalf of specific candidates on the other” (*God Alone*, p. 50).

The 200th General Assembly (1988) specifically affirmed that: “We recognize that speaking out on issues will sometimes constitute implicit support or opposition to particular candidates or parties, where policy and platform differences are clearly drawn. Since such differences are the vital core of the political process, church participation should not be curtailed on that account; but we believe that it is generally unwise and imprudent for the church explicitly to support or oppose specific candidates, except in unusual circumstances” (*God Alone*, p. 50).

Each council should be mindful of these foundational principles and historical practice. “It is easy to step from advocating our vision to seeking to enforce it, from protecting religious liberty to requiring ‘right’ belief and action. The church must advocate its positions on public issues, but it should not seek to exercise political authority in its own right” (*God Alone*, p. 50).

#### Endnotes

1. *God Alone Is Lord of the Conscience* is a policy statement of Presbyterian Church (U.S.A.) adopted by the 200th General Assembly (1988), and affirmed or cited by numerous subsequent General Assemblies and entities of the church. Hereafter “God Alone.”

2. Section F-1.0301 states the “Calling of the Church” is to be a community of faith, a community of hope, a community of love, and a community of witness. “The Great Ends of the Church” (F-1.0304) include “the promotion of social righteousness; and the exhibition of the Kingdom of Heaven to the world.” Section F-1.0404 explains the “Church seeks a new openness to God’s mission in the world.”

3. See, e.g., the Theological Declaration of Barmen and the Confession of 1967, which can be found in the *Book of Confessions*.

4. “The church is always obliged to respect claims of conscience lest it frustrate efforts to obey the will of God. We need not agree with the specific dictates of another’s conscience to respect and support the right to exercise that conscience. Paul told Christians that they were freed from Jewish dietary laws, but if the conscience of another is offended by eating certain foods, ‘for conscience sake—I mean his conscience, not yours—do not eat it’ (1 Corinthians 10:28–29). The obligation to respect the exercise of conscience is not only a dynamic of life within the church; it is both a demand and a dilemma of the First Amendment’s protection of religious freedom” (*God Alone*, p. 18).

### **Advice from the Advisory Committee for Social Witness Policy**

The Advisory Committee for Social Witness Policy advised the 223rd General Assembly (2018) to approve 06-16 with suggested amendment providing the following advice [edited].

The Advisory Committee on Social Witness Policy (ACSWP) advises approval as amended below: [Text to be deleted is shown with a strike-through and with brackets; text to be added or inserted is shown with an underline and with brackets.]

“~~No~~ [Except in cases of extreme danger to the common good, and even then with cautions against extreme partisanship, no] congregation, session, presbytery, synod, or national office of the Presbyterian Church (U.S.A.), nor any individual acting on behalf of or in an official capacity for the above institutions, shall publicly endorse or oppose, or otherwise encourage or discourage others to vote for or against an individual running for public office.”

The substantial and generally fine General Assembly social witness policy on church/state relations, *God Alone Is Lord of the Conscience* (1988; <https://www.presbyterianmission.org/wp-content/uploads/1-god-alone-is-lord-1988.pdf>) refuses to limit prophetic religious speech, but also recognizes the wisdom of our predominant practice. “The church is bound to reject any regulation limiting church advocacy or particular legislation or endorsement of candidates, or establishing religious qualifications for office holders.” But then, “There is a difference between discussion of issues and candidates, on one hand, and intervention in campaigns on behalf of specific candidates on the other.” And further, “... we believe that it is generally unwise and imprudent for the church explicitly to support or oppose specific candidates, except in unusual circumstances” (all three quotes from page 50).

The General Assembly spoke to the issues involved in the Tax Justice policy of 2014, reaffirming the principles behind the current 501.c.3 category, and further addressing the abuse of the 501.c.4 category of “social welfare institutions” for political purposes and personal enrichment:



Rules governing tax-exempt “social welfare organizations” (501(c)(4)s) should exclude or strictly limit the eligibility of donations for partisan political purposes, parties and candidates, and the individual and corporate donors to or through such organizations should be made public due to their influence on the political process ([http://www.pcusa.org/site\\_media/media/uploads/acswp/pdf/acswp\\_tax\\_justice\\_42.pdf](http://www.pcusa.org/site_media/media/uploads/acswp/pdf/acswp_tax_justice_42.pdf), p. 4).

The 222nd General Assembly (2016) addressed this matter even more directly, responding to Supreme Court decisions in the Citizens United and Voting Rights Act cases, which intensified the role of money in politics:

[The Assembly:] Endorses the continuing prohibition of partisan political endorsements by religious organizations or their leadership and other measures to respect both religious liberty and the separation of church and state. The Presbyterian Church (U.S.A.) strongly supports the freedom of religious organizations to speak on matters of policy, but personal endorsements and partisan ties may present the appearance of or opportunity for collusion, special treatment, and the violation of nonprofit tax status. <https://www.presbyterianmission.org/wp-content/uploads/Election-Protection-and-Integrity-in-Campaign-Finance-2016-ACSWP.pdf>, pp. 2–3)

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The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 31/24. The 223rd General Assembly (2018) approved the committee’s recommendation with amendment 370/99. (See *Minutes*, 2018, Part I, pp. 73, 611.)

For the full report of Item 06-16, go to <https://www.pc-biz.org/#/committee/3000008/business>

## **18-G. Disciplinary Offense**

### **On Amending D-2.0203b (Item 06-04)**

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall D-2.0203b of the Form of Government be amended as follows? [Text to be deleted is shown with strike-through; text to be added or inserted is shown as italic.]**

**“b. An offense is any act or omission by a member or a person in an ordered ministry of the church that is contrary to the Scriptures or the Constitution of the Presbyterian Church (U.S.A.). *Sexual abuse as defined in Section D-10.0401c shall be considered contrary to the Scriptures or Constitution of the Presbyterian Church (U.S.A.), and therefore an offense for purposes of these rules.*”**

#### **Rationale**

This proposed amendment originates from the Presbytery of North Alabama as Item 06-04. The Presbyteries of Albany, Boise, Grand Canyon, Huntington, and de Cristo concurred. The Presbytery of North Alabama provided the following rationale [edited].

A recent ruling by a synod permanent judicial commission effectively indicated that actions in violation of a council’s sexual misconduct policy are not under the jurisdiction of the Rules of Discipline unless those actions are explicitly specified as contrary to the Scriptures or the Constitution. The Constitution of the Presbyterian Church (U.S.A.) requires “all councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy” (*Book of Order*, G-3.0106). In order to meet this requirement, actions or omissions in violation of these policies must have the capacity to be addressed through our disciplinary process; otherwise the policies are unenforceable. Furthermore, it should be implicit that actions that violate constitutionally required policies are by their very nature contrary to the Scriptures or the Constitution. Decisions in prior disciplinary cases have supported this concept.

The members and congregations of the Presbytery of North Alabama wish to stringently affirm that sexual misconduct is sin. We believe past failure to confront this behavior has led to injustice and discord within the church, and scrutiny and litigation from without. We humbly ask the Presbyterian Church (U.S.A.) to take an unequivocal stand for justice by equating this sin as an implicit violation of scriptural norms and constitutional ordination vows.

#### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to disapprove Item 06-04 with comment. They provided the following advice [edited].

The Advisory Committee on the Constitution advises the 223rd General Assembly (2018) to disapprove Item 06-04 with the following comment.

“While sexual misconduct is not condoned by Scriptures or the Constitution of the PC(USA), adding this language to the *Book of Order* is unnecessary. All councils and judicial commissions are admonished to consider sexual misconduct as contrary to the Scriptures and the Constitution of the PC(USA).”

Scriptures and the Constitution do not condone sexual misconduct or the abuse and endangerment of children and youth. Many acts involve impermissible sexual overtures, force, and misconduct. The assembly is reminded that the Constitution is not an enumeration of specific permitted or prohibited conduct, but rather a guide for all councils in administering their mission. Each council should be mindful that any act of sexual misconduct or child abuse is in violation of the Constitution. By singling out a particular violation of a particular policy, an inference might be made that violations of other policies are not contrary to the Scriptures and the Constitution.

Councils have the authority to establish and enforce their policies. Not all violations of a particular policy may be found to be contrary to Scripture or the Constitution. Violation of a council's sexual misconduct and/or child and youth protection policy may be procedural and may not rise to the level of a constitutional offense. The Rules of Discipline set forth the process for determining proof of an alleged offense, including sexual misconduct.

The assembly may consider admonishing all councils and judicial commissions that sexual misconduct is contrary to the Scriptures and the Constitution and that all councils are required to adopt and implement a sexual misconduct policy and/or child/youth protection policy (G-3.0106).

Alternatively, the assembly may consider referral of this item to the Task Force on the Rules of Discipline for report to the 224th General Assembly (2020).

### **Advice from the Advocacy Committee on Women's Concerns**

The Advocacy Committee on Women's Concerns advised the 223rd General Assembly (2018) approve Item 06-04 providing the following advice [edited].

The Advocacy Committee for Women's Concerns (ACWC) agrees that any act or omission prohibited by the council of authority's duly adopted sexual misconduct policy and/or child and youth protection policy should be considered contrary to the Scriptures or Constitution of the Presbyterian Church (U.S.A.) and therefore an offense for purposes of these rules. ACWC agrees with this overture that past failure to confront sexual misconduct has led to injustice and discord within the church, and scrutiny and litigation from without.

Because all sexual abuse is, at the core, an abuse of power, certain populations are more vulnerable to such abuse. For instance, children and youth, developmentally disabled adults, and immigrant night shift workers are often the targets of sexual misconduct. Gender inequities rooted in theological misunderstandings based in patriarchy leave women within the church particularly vulnerable to sexual misconduct, not only from other clergy, but also to sexual harassment from male members of their congregations. It is essential that the Presbyterian Church (U.S.A.) take an unequivocal stand for justice by equating sexual misconduct to be an implicit violation of scriptural norms and constitutional ordination vows.

The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 53/0. The 223rd General Assembly (2018) approved the committee's recommendation with amendment 416/13. (See *Minutes*, 2018, Part I, pp. 70, 570.)

For the full report of Item 06-04, go to <https://www.pc-biz.org/#/committee/3000008/business>.

## 2019 Presbytery Mission Celebration Approved Operating Budget (Fund 100)

	2018 Budget	2019 Budget
<b>Revenue</b>		
Per Capita Apportionment POD	\$ 342,459	\$ 343,795
Less: Per Capita Shortage		(15,261)
Prior Year Per Capita Receipts	30,889	21,775
Shared Mission POD	266,400	266,400
Directed Mission (Budget Support)	5,000	-
Income from Fund 200 Capital Investment	45,278	51,357
Income from Fund 200 Cash Investment	55,000	90,000
Income from Joy Endowment	235,777	199,789
Income from McKay Endowment	19,822	16,796
Interest from PILP Investments	-	7,000
Interest on POD Loans	56,000	-
Presbyterian Women	2,000	2,000
PCUSA Grant: Hunger Coordinator	6,000	6,000
	<u>\$ 1,064,625</u>	<u>\$ 989,651</u>
 <b>Expenses</b>		
100 Nominations	-	-
110 Representation	2,000	1,900
120 Committee on Ministry	12,900	12,900
130 Committee on Preparation for Ministry	3,500	3,500
140 Trustees	138,302	138,302
150 Operations	556,148	597,052
210 Congregational Development	32,500	12,000
220 Social Justice	77,645	73,095
230 Mission Interpretation	105,077	87,577
240 Leadership Equipping	79,425	82,425
260 New Church Development	16,500	18,500
290 Multiculturalism	9,000	6,000
310 Planning and Visioning	7,000	2,000
330 Coordinating Cabinet	4,750	4,750
	<u>\$ 1,044,747</u>	<u>\$ 1,040,001</u>
<b>Revenues Over (Under) Expenses</b>	<b>19,878</b>	<b>(50,350)</b>

**Includes**

## Income:

\$1 per person Per Capita increase (\$21,000)

## Expenses:

All Committees start at 2018 Budget amounts, except COLA for payroll and addition of Executive Assistant position (affects Ops, SJ, MI, LE)

*Reduce CD&T by \$20,000*

*Reduce Social Justice by \$5,000*

*Reduce Mission Interpretation by \$20,000*

*Increase New Church Development by \$2,000*

*Reduce Multicultural by \$3,000*

*Reduce P&V by \$2,000*

# 2019 Presbytery Mission Celebration Summary DRAFT Budget (Pass Thru)

	2018 Budget	2019 Budget
<b>Revenue</b>		
Per Capita Apportionment GA	172,456	188,210
Per Capita Apportionment Synod	72,508	68,344
Less: Per Capita Shortage	(13,500)	
Shared Mission GA	56,100	56,100
Shared Mission Synod	9,900	9,900
Offerings (OGHS, Pentecost, Peacemaking, etc)	226,000	226,000
Income from Joy Fund to 3 Presbyteries	43,932	49,947
Income from Joy Fund to Fort Street	219,700	249,737
Income from Connor Fund to Fort Street	19,007	21,606
Income from Ranney Balch Fund to be distributed	53,484	60,769
Endowment Management fees (paid from capital gains)	65,000	-
Committee Project Expense	96,000	-
POD Extra-Commitment Opportunites (ECO)	135,000	135,000
Non-Denomination Support	25,000	10,000
GA & Other Synod Grants	40,000	40,000
NCD Synod & Synod Campus Ministry Grants	3,500	3,500
	<u>\$ 1,224,087</u>	<u>\$ 1,119,113</u>
<b>Expenses</b>		
Per Capita Apportionment GA	172,456	188,210
Per Capita Apportionment Synod	72,508	68,344
Less: Per Capita Shortage	(13,500)	
Shared Mission GA	56,100	56,100
Shared Mission Synod	9,900	9,900
Offerings (OGHS, Pentecost, Peacemaking, etc)	226,000	226,000
Distribution of Joy Fund to 3 Presbyteries	43,932	49,947
Distribution of Joy Fund to Fort Street	219,700	249,737
Distribution of Connor Fund to Fort Street	19,007	21,606
Distribution of Ranney Balch Fund	53,484	60,769
Endowment Management fees (paid from capital gains)	65,000	-
Committee Project Expense	96,000	-
POD Extra-Commitment Opportunites (ECO)	135,000	135,000
Non-Denomination Support	25,000	10,000
GA & Other Synod Grants	40,000	40,000
NCD Synod & Synod Campus Ministry Grants	3,500	3,500
	<u>\$ 1,224,087</u>	<u>\$ 1,119,113</u>
<b>Revenues Over (Under) Expenses</b>	-	-

# Presbytery of Detroit Ministry Team Budget Proposal (2017)

## Ministry Team: Committee on Representation

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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
Schedule meetings regularly on PoD calendar	\$100	Focus CoR on issues relevant to PoD . Broadening PoD committee vision of CoR. Help them to fulfill their responsibility	
Co-sponsor meeting with Presbytery of Lake Huron's CoR and meet with other Synod CoR committees	\$500	Will provide better ways to share information with congregations that are interested in addressing the issues of representation and diversity.	
Attend National CoR training in Louisville November	\$ 1,200	Committee will gain a national perspective of CoR. Attend sessions regarding information included in new the statistical reporting procedures. Will provide better ways to share information with congregations that are interested in addressing these issues	
Hold quarterly meeting with Committee on Nominations		Increase participation in the work of PoD	
Prepare and present annual report to CC and Presbytery	\$100	Identify and encourage implementation of diversity participation in PoD	
<b>TOTAL</b>			
			<b>\$1,900</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.

COM Requested Budget – 2019 (no multi-year considerations for any of these)

**Activity by Priority**

	<b>Amount</b>	<b>Objectives and Outcomes</b>
Training	\$3300	Objective: training twice a year for transitional pastors – interims, CREs, etc. Also, training for COM members Outcome: higher clergy functioning, shorter interim times, more successful interim experiences for churches, higher member satisfaction, less conflict
PRT – expenses (mileage, books, training)	\$1000	Objective: clergy knowledge of boundaries Outcome: more clergy trained in boundary issues
Clergy Cluster Gatherings area meetings for clergy	\$1500	Objective: support for pastors Outcome: reduced stress, burnout, share knowledge, possibly share services between churches
Clergy Support: support for clergy who are ill, or in financial distress,	\$4000	Objective: provide financial support for pastors in need Outcome: pastors are supported by the presbytery when they are in need, or have plans to take a class that will benefit the presbytery but don't have Con Ed funds
Clergy coaching:	\$2000	Objective: resource for clergy in new roles Outcome: pastors will have an unbiased, wise source of knowledge on which to draw; reduce congregational discontent and clergy stress
Dues and membership	\$100	Objective: maintain professional connections Outcome: benefit from shared knowledge, connections
Mileage	\$1000	Objective: assist people with travel expenses in getting to meetings Outcome: greater COM presence when needed / requested by churches
<b>Total:</b>	<b>\$12,900</b>	

COM appreciates the support of the presbytery!

# Presbytery of Detroit Ministry Team Budget Proposal (2019)

**Cmt On Preparation for 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.

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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
Training Program	300	Provide training for Sessions re: their role with those und	
Psychological Examinations	3000	to fulfill G-2.06 provisions re: those under care	
Travel/Mileage	200	to assist with travel when needed/requested	Outcome: Preparation of T.E. and C.R.E. candidates
<b>TOTAL</b>			
		3500	

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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.



<b>2019 Presbytery Mission Celebration</b>		<b>Trustees Expense Budget</b>		<b>140</b>		
	<b>Fund Code</b>	<b>GL Code</b>	<b>Committee Code</b>	<b>Sub-Committee Code</b>	<b>Project Code</b>	<b>2019 budget</b>
Background checks	100	6022	140	999	999	\$ 1,000.00
Bank Charges	100	6020	140	999	999	\$ -
Computer: Internet Website & Constant Contact	100	6030	140	999	999	\$ 2,500.00
Computer System - software/support/maintain	100	6040	140	999	999	\$ 10,000.00
Computer Supplies	100	6060	140	999	999	\$ 2,000.00
Copier - Meter Charges & Supplies	100	6110	140	999	999	\$ 4,000.00
Equipment Lease	100	6170	140	999	999	\$ 27,840.00
Insurance Expense-Occupancy, Bldg & Property	100	6310	140	999	999	\$ 5,500.00
Insurance Expense-Umbrella Liability Policy	100	6315	140	999	999	\$ 500.00
Maintenance and Repair -Buildings	100	6220	140	999	999	\$ -
Occupancy - Rent & Security	100	6320	140	999	999	\$ 47,924.00
Postage	100	6330	140	999	999	\$ 6,150.00
Printing	100	6390	100	999	999	\$ 1,100.00
Professional Fees - Audit & Accounting Fees	100	6410	140	999	999	\$ 10,500.00
Professional Fees - Legal Fees	100	6420	140	999	999	\$ 3,000.00
Real Estate Tax - Presby Owned Property	100	6326	140	999	999	\$ -
Supplies	100	6520	140	999	999	\$ 9,088.00
Telephone- Usage & Maintenance	100	6580	140	999	999	\$ 4,800.00
Telephone- Cell	100	6570	140	999	999	\$ 2,400.00
<b>Total Trustees</b>						<b>\$ 138,302.00</b>

**Ministry Team: Operations**

**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
Operations Ministry 2018 Budget	556148	The staff supports outreach of teams and committees to congregations.	Add Executive Assistant to do administration for Associate Executive Presbyter. Operations
increase in payroll service	200		added 8 hours to a current staff member's hours
increase in extra hours	1379		and found that was inadequate. 20 hours is more
add executive assistant	37,462	20 hours per week, with salary and benefits	accurate of an assessment for the communications
subtract GA expenses	-7500		and paperwork required for COM and CPM.
meeting expense	2000		
3% COLA all staff	7363		
<b>TOTAL</b>	<b>\$ 597,052</b>		

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Presbytery of Detroit Ministry Team Budget Proposal 2019		Ministry Team:	Congregational Development & Trans.
<p><b>Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.</b></p> <p>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.</p>			
<b>ACTIVITY BY PRIORITY</b>	<b>AMOUNT</b>	<b>OBJECTIVES &amp; OUTCOMES</b> How will this impact our congregations/presbytery? How will this further the goals of the presbytery?	<b>MULTI-YEAR CONSIDERATIONS</b>
CONSULTATION	\$5,000.00	These funds will provide for CAT (Congregational Assessment Tool) grants and related expenses. In applying for these grants, CD&T has developed an application form that helps us determine if the outcomes for each grant were met, and grant recipients are asked to report on the outcomes of their grant when work is completed.	The CAT is an important tool that congregations can use in preparing to call a pastor, exploring new mission and ministry, and to assess the energy and satisfaction of a congregation in considering options of viability. As use of the CAT grown, more money to support grants may be needed given the \$20,000 cut for 2019. In addition, future funding may be also needed to train our own consultants to present the CAT results, as the \$5000 originally allotted for this but now supports the CAT grants themselves.
LAZARUS WORKGROUP	\$1,000.00	This workgroup was formed to support pastors and leaders in congregations in transition, particularly closure or relocation. The funds will be used to support the pastors/leaders in ways that vary from books and resources to conference fees. Outcomes will be determined by the participation in the group and the support the participants felt this offers.	
CONSULTANTS FOR CONGREGATIONAL DISCERNMENT WORKGROUP	\$5,000.00	These funds will 1: support training for the Consultants for Congregational Discernment Workgroup (and others interested in the training offered); 2: cover consultants' mileage and expenses for congregational visits; and 3: be used to offer additional CAT grants as needed. Outcomes will be determined by the number of congregations served, and an evaluation at the end of each agreement.	An increase in funding may be needed as more consultants are added and equipped/ trained.
CD&T MINISTRY TEAM EXPENSES (mileage, supplies, etc.)	\$1,000.00	As the work of the CD&T ministry team is spread throughout the presbytery, these funds will help to offset expenses such as mileage and supplies for ministry team members as they visit the congregations that engage them. Outcomes will be determined by an increase in ability to meet with and serve congregations that inquire.	
<b>TOTAL</b>	<b>\$12,000.00</b>		

# Presbytery of Detroit Ministry Team Budget Proposal (2019)

Ministry Team: **Social Justice 2019**

## **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
Gender Based Violence WG	9,500	<p>During 2019, GBV WG plans to train at least 25 elders and pastors to be able to recognize possible Gender Based Violence and respond appropriately. They will also help at least 5 GBV survivor families receive spiritual support. To continue the important work for GBV in our presbytery, 2 delegates will attend the Commission of the Status of Women and use this conference to gain training that can be related to the presbytery and congregations for the health of individuals we know and love. They will also continue their spiritual support with the National Lifers to expedite healing. Ecumenical Advocacy Day partial scholarships will continue to be given so that the future advocacy relating to Gender Based Violence prevention can continue in the POD and our communities. Further they will begin a pilot program in training youth.</p>	

# Presbytery of Detroit Ministry Team Budget Proposal (2019)

Ministry Team: Social Justice 2019

<p>Hunger WG</p>	<p>To witness to the Good News of the Gospel By working to alleviate hunger and eliminated its causes. This will occur through providing financial support to partner congregations and three non-partner congregations so that they can meet the needs in their communities. This will also occur by educating individuals and churches on the issues that affect hunger and poverty.</p>	<p>22,500</p>
<p>Hunger Action Coordinator</p>	<p>Through our Hunger Action Coordinator many congregations will be educated and assisted as the presbytery works collaboratively with them as we join together in serving those in need.</p>	<p>37,695</p>
<p>Water Justice WG</p>	<p>Through Events and Multi-church gatherings, during 2019 we will educate, guide congregations in visioning and prayer and start beginning steps with them so that congregations and individuals can develop action steps as they work for water justice, take part in water advocacy and respond as crises occur in the POD and the Flint communities.</p>	<p>1800</p>
<p>Immigration Justice</p>	<p>Immigration Justice WG seeks to do third things during their first year. 1) Mobilize: We will train members of the POD to talk to local law enforcement as community members and their expectations for acceptable Policing practices unacceptable. 2.) Put pressure on state representatives to pass legislation for drivers licenses to be issued for those not here legally as this is a public safety issue. 3.) Support a fellowship for legal aid for those children in immigration without an attorney present. We expect one lawyer serving 25 children over a one year term. (It is expected that we will fund a fellowship at a later date which likely will be at a cost of \$50,000 which isn't in this budget</p>	<p>1,600</p>

# Presbytery of Detroit Ministry Team Budget Proposal (2019)

## Mission Interpretation Ministry

### Ministry Team: Team

#### **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
Hands on Mission	\$ 30,701	Help congregations implement mission activities locally, nationally and internationally. We will hold a 5 day summer day camp and a 3 day after school program offering Bible related activities for 20-30 minutes daily to Pre-K-12th graders who by the end of each program will know who Jesus Christ and be willingly to attend a church or stay in our program to further develop their faith.	Ongoing mission-oriented focus with all congregations in the Presbytery.
Second Mile Center	\$13,200		Ongoing focus with community, churches, missionaries and police.
Ann Arbor Campus Ministry	\$ 10,000	Connecting college students to a caring congregation in hopes for continued church involvement beyond college.	The ongoing commitment of the Presbytery is a vital part of sustaining this ministry
EMU Campus Ministry	\$ 10,000	Connecting college students to a caring congregation in hopes for continued church involvement beyond college.	The ongoing commitment of the Presbytery is a vital part of sustaining this ministry
Oakland University Campus Ministry	\$ 10,000	Connecting college students to a caring congregation in hopes for continued church involvement beyond college.	The ongoing commitment of the Presbytery is a vital part of sustaining this ministry
Month of Mission	\$ 2,500	Encourage mission co-workers and connect them with churches in the Presbytery, enhancing our sense of world-wide community.	
Campership Work Group	\$ 7,176	Ensure that campers in the Presbytery of Detroit churches are able to experience a week of Christian summer camp so that they grow spiritually and learn to live in Christian community.	We expect that there will always be families in our churches who need the Presbytery's help to afford a week of camp. Ensure that campers in the Presbytery of Detroit churches are able to experience a week of Christian summer camp so that they grow spiritually and learn to live in Christian community.
Thika Partnership	\$ 4,000	Nourish relationships between people, churches and ministries.	A strong partnership requires ongoing commitment.
<b>TOTAL</b>			
	\$ 87,577		

**Ministry Team: Leadership Equipping**

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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
Spiritual Formation/Education	9600	3000 certification for educators to strengthen min 5000 for conferences to strengthen ministry 1000 for travel to conferences 200 support new programs in education in congs 400 training events for faith leadership 500 expenses for training, equip officers to lead 2000 leadership expenses to train members to be leaders 5500 to provide shared resources for congregations Materials, newsletters, VBS, displays for meetings	all annual except as below:
Presbyterian Leadership Day	500		
Presbyterian Pilgrimage	2000		
Resource Center	5500		
Pastors in Transition	7300	4500 retreats that help pastors grow in faith, skills 2000 for clergy coaching to guide first months	tour is every other year
Stewardship Training	1000	800 for bus tour for new clergy to connect to Detroit so that congregations would serve Detroit	
Presbytery Youth Connection	12,500	train leaders of congs to expand stewardship 2000 for presbytery wide youth events that unify 2000 summer mission to give youth mission experience and unify presbytery youth and grow their faith 700 incoming mission groups like above	
Youth Missions Consultant	44025	800 Leadership Equipping to train youth leaders 7000 Triennium national youth event to grow faith For salary support and expenses for youth coordinator	every three years provide annual consultation
<b>Total</b>	<b>82,425</b>		

Presbytery of Detroit Ministry Team Budget Proposal (2019)		Ministry Team:	New Church Development
<p><b>Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHEPIC.</b></p> <p>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.</p>			
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<b>MULTI-YEAR CONSIDERATIONS</b>			
<p><b>IMPACT ON P.O.D. CONGREGATIONS</b></p> <p>How will this impact our congregations/presbytery? How will this further the goals of the presbytery?</p>		<p>Grant recipients, if successful will need some kind of follow up granting to help them continue the work they are doing. Since we are giving two grants out to new innovative communities this year (plus one ecumenical grant) and have additional applicants who will not receive a grant in 2018, we will continue to need more funding for second and third tier grants down the road in 2020 and beyond.</p>	
<p><b>ACTIVITY BY PRIORITY</b></p> <p>Innovative Communities Grants</p>	<p><b>AMOUNT</b></p> <p>\$8,500.00</p>	<p><b>ACTIVITIES:</b> This budget will be given out in four different grants. Three will be for \$7500 and given for new communities seeking to develop new disciples of Jesus Christ using innovative techniques that are not a part of current Church strategies. These grants are designed to match the General Assembly's 1001 New Worshipping Community Grants but will not be restrained to those who also apply for a 1001 NWC grant. The remaining \$1000 will be given as a grant to an ecumenical partner doing an innovative ministry that we may partner with them and learn from what they are doing. Our objective from these goals are to take what we learn in the attempt at these innovative strategies and adapt them to teach current congregations once they are proven successful, as well as follow the Spirit's lead and seed potential new communities so that if they are blessed by God in the years to come we can continue to grow them as new Churches.</p>	
Community Chaplaincy (Nones & Dones)	\$10,000.00	Reallocated from Mission Interpretation	
<b>TOTAL for 2018 Presbytery Budget</b>		\$	18,500.00
<p><b>Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHEPIC.</b></p> <ol style="list-style-type: none"> <li>Nourish relationships between people, churches, and ministries.</li> <li>Develop a communication action plan promoting fluency and positive messaging in the language of 21st century communication and social media.</li> <li>Emphasize the sacredness of time in how we schedule, construct, and conduct the work of the presbytery.</li> <li>Emphasize inclusivity of ideas new and old from diverse groups to promote a more unified and collaborative body to serve Christ and our congregations.</li> </ol>			



**Ministry Team: Multicultural Ministry Team**

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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
Leadership Growth/Structural Transformation	\$2,000	Create a Presbytery that is more conducive to multiculturalism, by working toward racial justice within our institutional structure. Model racial justice and multiculturalism for our congregations.	Create a culture of watchfulness and open conversation for renewal of our structures and systems, as regards multicultural inclusion and racial justice. Train/engage more and more leaders, who through their life in the presbytery can make great impact on committees, in congregations, in shared ministries.
<ul style="list-style-type: none"> <li>-3 Training/Planning Conversations for Leaders (i.e. Coordinating Cabinet, Presbytery Staff, Trustees) 1) Speaking the same language about Race and Culture 2) Analyzing our system as a Presbytery 3) Strategies for meaningful transformation.</li> </ul>		Equip and deploy leaders who are fluent in discussions of race and culture and are influencers in our communities for justice, transformation and growth.	Think and discern deeply how the POD can increase it's prophetic (inclusive, diverse) voice/presence in SE Michigan
Equipping Congregations	\$3,000	Help congregations to better understand racism and monocultural norms, so that they might, in their own communities resist them. Build congregations' strength and confidence to engage in the work of racial justice and crossing difference in their own communities.	
<ul style="list-style-type: none"> <li>-Worshops/Conversations for Congregations/Individuals (movie screening, book discussion, speaker), Resources to share with congregations (books, online resources, film)</li> </ul>		Build stronger partnerships within the Presbytery and outside of the Presbytery, drawing the circle of our justice work wider, including more voices and giving more points of entry to this work of the Presbytery	
Committee Cooperation (training, events, rapid response)		Continue to support and share leadership of the celebration of Dr. Martin Luther King's life and legacy	Create more shared ownership and buy in for the events of the MLK celebration weekend, by including more entities and people in the planning and responsibility for these events
-MLK Commoration, joint projects with other committees, training of MCMT members as needed	\$1,000		
<b>TOTAL</b>			<b>\$6,000</b>

# Presbytery of Detroit Ministry Team Budget Proposal (2019)

**Ministry Team: Planning & Visioning**

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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Support for presbytery assemblies	\$ 2,000	Presbytery commissioners will be motivated to share what is presented at meetings with their congregations, and congregations will carry on the conversation and find creative ways to act on the theme of the meeting.	
<b>TOTAL \$ 4,000</b>			

**GOALS 2020**

**Strengthening and transforming our congregations to be MISSIONAL, PASTORAL, and PROPHETIC.**

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# Presbytery of Detroit Ministry Team Budget Proposal (2018)

## Ministry Team: Coordinating Cabinet

### 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
Meeting Expense	1400	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	\$1000 needed for 2018 retreat expense (includes cost of Sunday dinner), and \$400 deposit is needed for 2019. Estimated attendance is 18-20
Moderator Training	1500	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		
Travel for Moderator	400		
Gifts and Flowers	250		
Communications Work Shop	1000	Sponsored by PCUSA. Objective: to fulfill Goal 2 (attached) Outcome: 5 churches would increase their communications to the community, resulting in better response. 3 Ministry teams would improve their outreach within the presbytery and to churches. The workshop would be conducted for a minimum of 20 people. Cost covers transportation for facilitator(s) (per PCUSA request).	Based on a successful workshop in 2018, 2 workshops may be scheduled per year -- one in Spring and one in Fall. Cost per year would be \$2,000.
babysitting	600	for presbytery meetings	
	-800	Adjustments to maintain budget at 2018 level:	
<b>TOTAL</b>	<b>4750</b>		

## PRESBYTERY OF DETROIT

### 2019 EXTRA COMMITMENT OPPORTUNITIES (ECO)

This is a list of ministries approved by Presbytery for giving beyond shared mission contributions.

#### 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 and Pontiac Immigrant and Refugee Center**  
To help the Latino immigrants and refugees in southwest Detroit and Pontiac with immigration issues.

#### MISSION INTERPRETATION

- **Baby Basics of Troy Ministry**  
A non-profit volunteer organization that provides and distributes diapers and kindness to working low-income families who do not receive governmental cash assistance. 100% of our donations go directly towards the purchase of diapers
- **Camperships**  
To help send children to camp that otherwise would not have the opportunity.
- **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.

## **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.

## POD Resources

This is a guide to the resources offered by the Presbytery of Detroit to its pastors, sessions and congregations. Pastors and Sessions are encouraged to read through this list to discover resources that might prove beneficial to the life and work of their congregations.

Further Information about these resources can be found at [www.detroitpresbytery.org](http://www.detroitpresbytery.org). Follow the dropdown links under each Committee or Work Group heading.

Because of the rotational nature of leadership, the current contact person for each committee or work group is listed on the website.

### Pastors

#### From Leadership Equipping

**Pastors in Transition:** We help bring pastors and CREs together to build relationship, hone leadership skills, offer support, and care through retreats, coaching, and community events.

#### From Committee on Ministry

**Pastoral Issues:** Assistance with compensation, job descriptions, validated ministries, conflict resolution and retirement. There are forms covering the POD Sexual Misconduct Policy, Background Checks, Salary Change Forms, links for free counseling, Minimum Terms of Call and a pulpit supply list. In addition, there are resources dealing with Clergy as Mandated Reporters and a Pastoral Response Team.

### Sessions/Congregations

#### From Operations

We provide support for Clerks in their responsibilities of reviewing minutes.

#### From Congregational Development and Transformation:

**Holy Conversations:** A congregational consulting and discernment process that seeks God's vision for the future of a congregation, leading to a new vision and mission statement, and at least one new ministry project that engages the neighborhood.

**Strategic Planning:** assist congregations in creating church-wide goals and plans to implement them.

**Mission Insite:** This gives session and pastors access to demographic data that can be used for many different purposes.

**Church Development/Transformation Consultation:** tools are made available to assist in congregational discernment and development. These include connecting congregations with Holy Cow resources including CAT and consultants.

**Congregational Grants:** The Congregational Development & Transformation Ministry Team has grants available to churches who are seeking to do a new project in their community to show the love of Christ to their neighbors.

### From Leadership Equipping

**Leadership Training Day:** We organize a leadership training day focusing on lay leaders. Workshops are offered that will equip persons to perform ministry in such a manner that will strengthen congregations. The goal is to provide church leaders with ideas, information and inspiration.

**Stewardship:** We provide educational events that help congregations learn how to run a strong stewardship campaign. We help persons understand that being a steward is a “way of life” and it is more than giving money. We provide consulting services with congregations upon request.

### From Committee on Ministry

**Pastoral Issues:** We work with churches who are looking for a new pastor, saying goodbye to a pastor, or seeking an interim or temporary pastor. We work with pastors and sessions to have smoother relationships, do evaluations, write contracts and figure out the right compensation and write job descriptions. If there's conflict or a concern, we can help with that. We also support clergy in finding clergy coaches and can help with the payment. Or if you think that your church simply needs refreshing we can assist with that too.

**Sexual Misconduct:** The COM provides support to congregations and individuals where there are accusations of clergy sexual misconduct.

**Safe Church Policies:** These include Creating Sexual Misconduct Policies, Essentials for Church Child Protection Policy, Definitions-Creating Safe Ministries, Examples of Reporting Sexual Misconduct, Prevention-Creating Safe Ministries, We Won't Let It Happen Here and Why We Need Policies

### From Committee on Preparation for Ministry:

**Members seeking ordination:** The Committee for Preparation for Ministry (CPM) works with individuals seeking to be ordained as a Minister of Word and Sacrament (Teaching Elder) in the Presbyterian Church (U.S.A.) and with Commissioned Ruling Elders (CREs) who serve in a limited pastoral role. CPM also works with sessions when a member of their church desires to explore a call to ministry as a Minister of Word and Sacrament or a CRE.

### From Trustees

**Property Assistance:** The trustees offer a boiler-plate contract for those using church property, a revocation of property use document, a request for permission to enter into a real estate transaction and another for permission to borrow (both are necessary for all real estate transactions entered into and loans taken out by POD congregations), a self-study for viability of building projects, a Loan Application form for General Assembly Loans, and a checklist for PILP Loans ([www.pilp.pcusa.org](http://www.pilp.pcusa.org) for more information). Trustees also oversee per-capita, including receiving, recording and distributing it to presbytery and other governing bodies.

**Assistance with church mergers/closings:** This is conducted by the P-21 workgroup. P-21 will assist churches in exploring their long-term viability and offering insight into future possibilities. It will also assist in the legal dissolution of congregations.

### **From Multicultural Ministries:**

**Multicultural Resources:** This Team offers a packet for a Virtual Multicultural Ministries Workshop, Fifth Sunday Resources (concerned with Asian American issues) and an article on understanding the Belhar Confession.

### **From Social Justice:**

**Social Justice Resources:** These resources include information on Everyone Eats, Gender Based Violence, Immigration, Metro-Urban Ministries, Water Justice, Hunger Ministries (see below) and Self-Development of People (see below).

#### **Hunger Ministries Program**

The Hunger Ministries Program seeks to alleviate hunger and eliminate its causes. We provide congregations with information and resources on hunger related programs and projects to equip them to meet the needs of their neighbors here and around the world. We also offer resources on justice issues pertaining to food insecurity as well as information on advocacy for those living in poverty. We provide training for safe food handling practices, advice on community gardens, networking for food sharing, and provide support for congregations feeding people in areas of need. We offer opportunities to serve in direct hunger relief in our presbytery and can advise congregations on how to make a sustainable impact internationally.

#### **Self-Development of People**

Self-Development of People is a ministry that affirms God's concern for humankind. We are Presbyterians and ecumenical partners dissatisfied with poverty and oppression, united in faith and action through sharing, confronting, and enabling by participating in the empowerment of economically poor, oppressed, and disadvantaged people, seeking to change the structures that perpetuate poverty, oppression and injustice. Grants are awarded to community groups that meet the SDOP criteria for funding.

**Ranney-Balch Grants:** Also included under Metro-Urban Ministries is the Ranney-Balch grant application. These funds are intended "*...for the aid of aged poor of the congregations of the Presbytery of Detroit and/or for the benefit of Christian work among Italian, Negro and other under privileged groups within the bounds of said presbytery...*" (from the will that established the fund).

### **From Mission Interpretation and Hands on Mission:**

Resources include information about Mission Co-worker Connections, POD Partnerships with the Thika Presbytery in Kenya, campus ministry and the Second Mile Center in Detroit.

**Mission Opportunities:** Provide/explain mission opportunities within the Presbytery or outside the Presbytery including providing tomato plants in May to encourage growing community gardens to deliver fresh produce to local food pantry, consult on other programs to support growing vegetables, lining up mission work projects with partners in Southeast Michigan, arrange hosting of inbound mission work groups outside of our Presbytery, train members how to run a health festival, connect individual volunteers that want to participate in a group mission-oriented activity and facilitate learning between congregations.



**Mission Consultation:** They offer consulting support for running a mission project, answering questions about partners in the area for mission work, educating about recruiting congregation members to participate in mission and consulting on sending out mission groups or hosting

### **Christian Education/Children and Youth**

#### **From Leadership Equipping**

**Presbyterian Youth Connection:** We support youth ministry through presbytery-wide events, leadership training, sharing information that bring young people together and build the body of Christ. There are also scholarships available for youth events and Triennium.

**Resource Center:** We offer resources in the form of books and audiovisual resources as well as curriculum and reference materials. Resources may be viewed and ordered from the Presbytery Resource section of the Presbytery website and picked up in person or mailed to your home or church. The Resource Center is open Mondays through Thursdays during Presbytery hours.

**Presbyterian Pilgrimage:** Presbyterian Pilgrimage is a renewal weekend that happens every Fall and Spring. It begins on a Thursday evening and ends on Sunday afternoon. It is a time for the participants to grow in their faith, experience God's grace full-blown, and to move from a mundane ordinary life to an extraordinary adventure with God. The participants hear several talks by both pastors and laypeople. There is time for discussion, individual reflection and moments that will make you laugh and cry. This weekend can change your life—for the better!

**Christian Education & Faith Development:** We are a network that shares cutting edge information in Educational Ministry. We support persons taking courses to become certified Christian Educators. We offer scholarships to persons attending the GLAPCE regional Fall Conference. We develop training events that helps persons in their faith development.

# THE PRESBYTERY OF DETROIT

*An informed Presbytery is a  
Responsible Presbytery*

## **TREASURER'S REPORT**

November 17, 2018

Timothy Ngare, CPA

# Combined Assets: As Of 9/30/18 <sup>57</sup>

Cash and Cash Equivalents	\$	348,901
Capital Fund (Fund 200)		5,541,000
Endowments		17,653,480
Notes Receivable		3,780,448
Total Assets		<u>\$ 27,323,829</u>

## **Combined Net Assets/Equity & Liabilities: As Of 9/30/18<sup>58</sup>**

Notes Payable PCUSA & Other	\$ 2,948,211
Liabilities	
Net Assets/Equity	
Unrestricted	5,857,515
Temporarily Restricted	3,544,866
Permanently Restricted	<u>14,973,237</u>
Total Net Assets/Equity	<u>24,375,618</u>
Total Net Assets/Equity/Liability	<u>\$ 27,323,829</u>

# **OPERATING FUND REVENUES – 1/1/18 – 9/30/18**

Mission Revenue	\$ 361,708
Investments Income	217,775
Grant Income & Other Income	7,556
	<hr/>
Total Revenues	\$ 587,039

# **OPERATING FUND EXPENDITURES<sup>60</sup>**

## **1/1/18 – 9/30/18**

General Operating Expenses		\$ 107,794
Total Ministry Teams (Committees) Exp.		179,177
Admin. Expenses - Salary & Benefits		331,445
Misc. Investment/Bank fees		293
Total Expenditures	398,522	<u>\$ 618,709</u>
Operating Fund Income/(Loss)		(31,670)

# Visit the Presbytery's Website

[www.detroitpresbytery.org](http://www.detroitpresbytery.org)

**Menu > Resources > Treasurer's Corner**

**To find**

**A.) Previous Audited Financial Statements**

**B.) Expense Voucher**

**C.) Mission Remittance Form**

COMMISSION REPORT  
ORDINATIONS AND INSTALLATIONS  
PRESBYTERY OF DETROIT  
November 17, 2018

**Installation of Emma Cickel**

The Commission to install **Rev. Emma Nickel as Pastor, First Presbyterian Church, Royal Oak MI** was convened with prayer by the moderator, Rev. Dr. John Judson, at 3:30 p.m., on Sunday, October 14, 2018, at First Presbyterian Church of Royal Oak, Mi. The Commission members present were:

<b>Rev. Dr. John Judson</b>	<b>Teaching Elder, First Presbyterian Church Birmingham, MI</b>
<b>Rev. Julie Delezenne</b>	<b>Teaching Elder, First Presbyterian Church, Warren, MI</b>
<b>Rev. Neeta Nichols</b>	<b>Teaching Elder, Northminster Presbyterian Church, Troy</b>
<b>Rev. Matt Nickel</b>	<b>Teaching Elder, Jefferson Avenue, Presbyterian Church, Detroit</b>
<b>Suzanne Lewand</b>	<b>Ruling Elder, First Presbyterian Church, Royal Oak, MI</b>
<b>Bill Halstead</b>	<b>Ruling Elder, First Presbyterian Church, Warren, MI</b>
<b>Bill Greene</b>	<b>Ruling Elder, Jefferson Avenue, Presbyterian Church, Detroit</b>

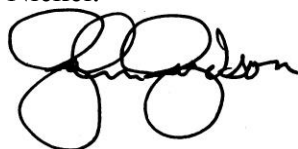
The Commission approved the seating of the following members as corresponding members:

**Rev. Mamie Broadhurst – (Mid-Kentucky Presbtyery)**

The Commission invited the following persons to participate in the worship service:

**Rev. Dr. Judi McMillan, St. Thomas Presbyterian Chruch, Shelby Township, MI**  
**Elder Benny Rediers, First Presbyterian Church, Royal Oak, MI**

After approving the order of worship, the Commission proceeded to worship, where it installed **Rev. Emma Nickel as Pastor, First Presbyterian Church, Royal Oak MI**. **In the course of the installation service, Rev. Nickel gave affirmation to the obligations undertaken in the installation questions found in W-4.4003**. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Nickel.



John Judson  
Moderator

Date: October 14, 2018

**Installation of Fernando Rodriguez**

The Commission to install **Fernando Rodriguez as Associate Pastor, Kirk in the Hills Presbyterian Church, Bloomfield Hills, MI** was convened with prayer by the moderator, Rev. Dr. John Judson, at 9:30 a.m., on Sunday, September 30, 2018, at Kirk in the Hills Presbyterian Church. The Commission members present were:

<b>Rev. Dr. John Judson</b>	<b>Teaching Elder, First Presbyterian Church Birmingham</b>
<b>Rev. Jacqueline Spycher</b>	<b>Teaching Elder Northbrook Presbyterian Church</b>
<b>Bob Ponder</b>	<b>Ruling Elder, Fort Street Presbyterian Church, Detroit</b>



Jan Keeling

**Ruling Elder Kirk in the Hills Presbyterian Church,  
Bloomfield Hills**

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

**Rev. Victor Aloyo – Princeton Theological Seminary (Elizabeth Presbtyery)  
Rev. Ruth-Aimee Belonni-Rosario Govens – Colombia Theological Seminary  
(Presbytery of New York City)**

The Commission invited the following persons to participate in the worship service:

After approving the order of worship, the Commission proceeded to worship, where it installed **Fernando Rodriguez as Associate Pastor, Kirk in the Hills Presbyterian Church, Bloomfield Hills, MI. In the course of the installation service, Rev. Rodriguez gave affirmation to the obligations undertaken in the installation questions found in W-4.4003.** Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Rodriguez.

A handwritten signature in black ink, appearing to read "John Judson". The signature is written in a cursive style with several loops and flourishes.

John Judson  
Moderator

Date: September 30, 2018

**PRESBYTERIAN CHURCH (U.S.A.)  
PERMANENT JUDICIAL COMMISSION  
OF THE PRESBYTERY OF DETROIT**

THE PRESBYTERIAN CHURCH (U.S.A.),  
BY THE PRESBYTERY OF DETROIT,

v.

DISCIPLINARY CASE NO. 2018-01

REV. DR. FAIRFAX F. FAIR,

**JUDGMENT**

Whereas, you, Fairfax F. Fair, have been found guilty of Charge II, the offense of failing to act as friend among your colleagues in ministry at First Presbyterian Church, Ann Arbor, and failing to create a work environment of respect and collegiality among church staff, and of creating a hostile work environment, and by such offense you have acted contrary to the Scriptures and the Constitution of the Presbyterian Church (U.S.A.), (W-4.0404e, Romans 12:10, Galatians 5:13-15, 1 Peter 2:17, Philippians 2:3-5, Leviticus 19:15-18); now, therefore, the Permanent Judicial Commission the Presbytery of Detroit, in the name and authority of the Presbyterian Church (U.S.A.), expresses its condemnation of this offense, rebukes you, and orders you to satisfactorily complete a program of supervised rehabilitation supervised by the Committee on Ministry of the Presbytery of Detroit per the Consent Agreement below, which was submitted and approved by the parties, and which is hereby approved and incorporated into this judgment.

Charges I and III are dismissed with prejudice.


You are enjoined to be more watchful and avoid such offense in the future. We prayerfully urge you to use diligently the means of grace to the end that you may be more obedient to our Lord Jesus Christ.

**Full Text of the Consent Agreement will be inserted here.**

Date: 1 November, 2018

  
\_\_\_\_\_  
Neeta R. Nichols, Moderator  
Permanent Judicial Commission  
Presbytery of Detroit

Date: Nov 1, 2018, 2018

  
\_\_\_\_\_  
Howard B. Hill, Clerk  
Permanent Judicial Commission  
Presbytery of Detroit

## **CONSENT AGREEMENT**

THIS CONSENT AGREEMENT (“Agreement”) is entered into by and between the Reverend Dr. Fairfax F. Fair (“Dr. Fair”)<sup>1</sup> and the Presbytery of Detroit (the “Presbytery”) (each of them a “Party”).<sup>2</sup> The Parties, for good and valuable consideration, the adequacy of which is hereby acknowledged, now agree as follows:

1. The Presbytery initiated an investigation and filed charges<sup>3</sup> in a disciplinary case against Dr. Fair. The “Disciplinary Case” is pending before the Permanent Judicial Commission of the Presbytery of Detroit (the “PJC”) and is identified as “*Presbytery of Detroit v. Rev. Dr. Fairfax F. Fair*, Case No. 2018-01.”

2. Dr. Fair disputed the charges in the Disciplinary Case and pled “not guilty.”

3. Recognizing the expense, effort and uncertainty involved in proceeding to trial; the short- and long-term detrimental effects that a trial would likely have on First Presbyterian Church of Ann Arbor, Michigan (“First Presbyterian Church”), whose members and staff would find themselves testifying on both sides of this dispute; and recognizing that the goals of discipline in the Presbyterian Church (U.S.A.) include honoring God, achieving justice and compassion for all the participants involved, bringing members to repentance and restoration, building up the Body of Christ, not destroying it, and redeeming, not punishing, the Presbytery and Dr. Fair have agreed to conclude the Disciplinary Case on the basis of their agreement to do the things described herein below.

4. This Agreement will be effective when it is signed by the Parties and approved by the PJC. If this Agreement is not approved by the PJC, this Agreement shall be null and void, and the

<sup>1</sup> Dr. Fair is represented by her counsel, Judy L. Woods and David Deromedi.

<sup>2</sup> The Presbytery is represented by a Prosecuting Committee, whose members are Charon Barconey and Dan Michalek, and its counsel Marianne Grano.

<sup>3</sup> The charges have been amended twice by the Prosecuting Committee. All references to the “charges” are to the Second Amended Charges unless otherwise noted.

Parties shall be returned to their positions as if this Agreement had not existed. Neither this Agreement, nor any portion or term of this Agreement, shall be admissible in any ecclesiastical or secular court or proceeding, except by a Party to enforce its terms.

#### The Charges

5. Charge I alleges that Dr. Fair misrepresented the circumstances related to announcement of the dissolution of the call of Dr. James Monnett to serve in a validated ministry at First Presbyterian Church. Charge I shall be dismissed in its entirety with prejudice.

6. Charge II alleges that Dr. Fair did not act as friend among her colleagues in ministry at First Presbyterian Church, and failed to create a work environment of respect and collegiality among church staff. Dr. Fair has agreed to plead guilty and accept the censure of rebuke with supervised rehabilitation (as described herein below) to Charge II.

7. Charge III alleges that Dr. Fair failed to require the Clerk of Session of First Presbyterian Church to take minutes at executive meetings of the session in accordance with Robert's Rules of Order. Charge III will be dismissed in its entirety with prejudice.

#### The Agreed Form of Censure

8. Dr. Fair shall be subject to the censure of "Rebuke with Supervised Rehabilitation" (the "Censure"), which censure shall be carried out as provided in Book of Order D-12.0103. The Censure shall not exclude Dr. Fair from the exercise of ordered ministry.

9. Dr. Fair intends to seek dissolution of her call to First Presbyterian Church and move her residence to the Presbytery of New Covenant. The Presbytery of Detroit shall not object to Dr. Fair's move to Houston, which may occur at any time of Dr. Fair's choosing.

10. Dr. Fair agrees to not seek or accept any call to installed ministry within the Presbyterian Church (U.S.A.) beginning on the Effective Date of this Agreement and continuing until such time as she has successfully completed the "Rehabilitation Plan" outlined herein below. This

period of time shall be referred to as the “Rehabilitation Period.” During the Rehabilitation Period, Dr. Fair may exercise her ordained office, as a member at large of the Presbytery of Detroit; may participate and vote at Presbytery meetings (provided the subject matter of any such meeting does not pertain to her); may preach and serve in temporary pastoral relationships as provided in G-2.0504b; and if requested to do so and with the written approval of the Presbytery’s Committee on Ministry (“COM”), may administer communion and perform baptisms.

11. Dr. Fair agrees to and shall fulfill in good faith each and all of the steps outlined herein below as the “Rehabilitation Plan.” The Presbytery and COM agree to work in good faith to fulfill their obligations under this Agreement.

12. The Stated Clerk of the Presbytery shall comply with the requirements of the BOOK OF ORDER in reporting to the Presbytery any orders of the PJC with respect to this Agreement and the completion of its terms.

#### The Rehabilitation Plan

13. Supervision. The Presbytery’s COM shall appoint one of its members who is a Minister of the Word and Sacrament to act as the Presbytery’s liaison with Dr. Fair during the Rehabilitation Period in order to facilitate communication with Dr. Fair and to receive any reports or requests from Dr. Fair (the “COM Liaison”).

14. Personal Counseling. Dr. Fair agrees to participate in a course of counseling with a qualified mental health professional of at least 24 sessions to address issues related to Charge II, including discussion of developing and maintaining personal relationships in a work environment and collaboration with co-workers and the use of power and authority in a Christ-like model of servant leadership. The sessions may be scheduled weekly or more or less frequently as may be recommended by Dr. Fair’s mental health professional, with the expectation that the sessions will span about six months. Dr. Fair has selected Rev. Dr. Joseph S. Spidell as her mental health professional. If for any

reason Dr. Spidell cannot serve as Dr. Fair's mental health professional, a substitute mental health professional shall be selected by Dr. Fair, and Dr. Fair shall notify the COM of the substitution. The COM reserves the right to disapprove any substitute mental health professional on the basis of her/his lack of professional qualifications or experience, but shall not unreasonably withhold its approval. The specific course of Dr. Fair's counseling shall be developed between Dr. Fair and her mental health professional and shall remain confidential between them. The mental health professional shall be provided with a copy of the charges as presently filed in the Disciplinary Case and a copy of this Agreement. The mental health professional shall provide a confidential report to the COM when at least twelve counseling sessions have been completed and at the conclusion of 24 sessions. The reports shall state whether Dr. Fair has engaged in good faith in the counseling sessions as required by this Agreement, but shall not reveal any confidential communications between the mental health professional and Dr. Fair.

15. Educational Activities. Dr. Fair agrees that she shall attend two of the following continuing pastoral education activities:

- November 6-7, 2018, Stepping Up to Staffing and Supervision, Washington D.C., 2-day workshop lead by Rev. Dr. Susan Beaumont (formerly of the Alban Institute).
- Leadership In Ministry, April 8-10, 2019, part I of II, 3 day workshop offered by Columbia Theological Seminary
- Leadership In Ministry, October 14-16, 2019, part II of II, 3 day workshop offered by Columbia Theological Seminary
- Transitional Ministry Workshop February 11-14, 2019, 4-day workshop offered by Menucha Retreat and Conference Center, Portland, Oregon

In the event one or more of these workshops is not available, Dr. Fair will seek a comparable program and submit the brochure for the substitute program to the Presbytery's COM,

which shall not unreasonably withhold its approval for the substitution.

16. Payment for the Rehabilitation Plan. Nothing in this Agreement shall preclude Dr. Fair from participating in any continuation of health care or similar benefits available to Dr. Fair to the extent that she is eligible to do so under the terms of any such plan, including any such benefits offered by the Board of Pensions of the Presbyterian Church (U.S.A.), and Dr. Fair may utilize such benefits to the extent they are available to cover the expenses of this Rehabilitation Plan, including the costs of counseling. Dr. Fair shall utilize the 2018 continuing education allowance paid to her by First Presbyterian Church in the amount \$3,500 to pay the cost of the Educational Activities, including tuition, registration, housing, meals, travel or other costs associated with the Educational Activities.

17. Conclusion of Rehabilitation. When Dr. Fair has fulfilled the Personal Counseling and Educational Activities requirements of this Rehabilitation Plan, she shall submit a written statement of completion to the Presbytery's COM (the "Completion Statement"). This Completion Statement shall include proof of attendance at the Educational Activities and a statement from Dr. Fair's mental health professional that the requisite counseling sessions (as described in paragraph 14 above) have been satisfactorily completed. The COM Liaison shall submit Dr. Fair's Completion Statement to the COM for its final approval. The COM shall review the Completion Statement and confer with the COM Liaison, to determine whether Dr. Fair has satisfactorily completed the requirements of this Rehabilitation Plan. The COM shall act in good faith in determining whether to approve the Completion Statement and shall not unreasonably change the terms of the Rehabilitation Plan. After COM has received and approved the Completion Statement, the Presbytery's Stated Clerk shall announce the completion of Dr. Fair's Rehabilitation Plan at the next regularly scheduled Presbytery meeting, and the records of the Presbytery shall reflect these actions.

18. In the event that Dr. Fair fails to complete the Rehabilitation Plan on or before November 1, 2019, or within a reasonable time thereafter, Dr. Fair agrees to meet with COM promptly

and the COM or its designees and Dr. Fair shall work in good faith to address any failure to complete the Rehabilitation Plan. The decision as to whether Dr. Fair has satisfactorily completed the Rehabilitation Plan rests with the COM, and the COM shall not transfer Dr. Fair's membership to another Presbytery until she has completed the Plan. Once Dr. Fair has completed the Rehabilitation Plan, the Presbytery of Detroit shall transfer her membership to the Presbytery of New Covenant or such other Presbytery as Dr. Fair may request in writing.

19. The Parties represent and affirm that they have not filed any complaints, actions, charges, causes of action, or remedial or disciplinary complaints against any other Party regarding any matter which occurred on or before the Effective Date of this Agreement with any local, state, federal or ecclesiastical agency, office, entity, commission, committee or court, and the Parties agree that any such complaint, action, charge, cause of action or disciplinary or remedial complaint shall be withdrawn and dismissed with prejudice before this Agreement shall be deemed effective.

20. The Presbytery agrees to provide to Dr. Fair's counsel a true and correct copy of her entire personnel file as maintained by the Presbytery within at least ten business days of the Effective Date of this Agreement. Within ten business days of receiving a copy of her personnel file, Dr. Fair may insert into her file a response to any document presently in her Presbytery personnel file.

21. Each Party represents that she or it has carefully read this Agreement; fully understands all of the terms and provisions of this Agreement and the Agreement's binding effect; is entering into this Agreement voluntarily and without coercion or duress; has not relied and may not rely upon the legal or other advice of any other Party or any other Party's counsel in entering into this Agreement; each Party has had the opportunity to negotiate fully the terms of this Agreement and its terms shall be interpreted and construed without any presumption or inference based upon or against the Party causing this Agreement to be drafted; no other person or entity has any interest in the matters addressed in this Agreement, and no Party has assigned or transferred or purported to assign or transfer, to any person or entity, any claim, right or benefit under this Agreement.



22. This Agreement reflects and contains the entire Agreement between and among the Parties, and no statements, promises or inducements made by or on behalf of a Party or any Party's counsel or representatives that are not contained in this Agreement or the attachments to it shall be binding. No amendment or modification to this Agreement shall be effective unless and until agreed to in writing and signed by all the Parties. To be effective, a waiver of any right under this Agreement must be in writing and signed by the waiving Party, and a waiver of any right shall not be deemed a waiver of other rights, including rights as may relate to future or continued performance of this Agreement.

23. The Parties agree promptly and in good faith to execute and deliver such documents and to do such acts and things as may be necessary or appropriate to carry out the purposes and intent of this Agreement, although such documents, acts, and things may not specifically be mentioned in this Agreement.

24. This Agreement shall inure to the benefit of and be binding upon the Parties' respective heirs, executors, administrators, successors and assigns.

25. This Agreement shall be governed by the BOOK OF ORDER of the Presbyterian Church (U.S.A.), and to the extent secular law is applicable, by the laws of the State of Michigan, without regard to its choice of law provisions.

26. This Agreement may be prepared in multiple counterparts, each of which shall be deemed to be an original, and all such counterparts together shall constitute one Agreement. Each person signing this Agreement represents and warrants that he or she is duly and fully authorized to enter into and execute this Agreement, as a binding commitment on behalf of the Party for which he or she purports to act.

IN WITNESS WHEREOF, this Agreement is executed effective as provided herein  
above by:

Date: 11/1/2018 \_\_\_\_\_ /s \_\_\_\_\_  
Rev. Dr. Fairfax F. Fair \_\_\_\_\_

Date: 11/12018 \_\_\_\_\_ /s \_\_\_\_\_  
Charon Barconey, Member of the Prosecuting  
Committee \_\_\_\_\_

Date: \_\_\_\_\_ \_\_\_\_\_  
Rev. Dan Michalek, Member of the Prosecuting Committee \_\_\_\_\_