

**Presbytery of Detroit
Minutes of Presbytery
January 28, 2020**

The Presbytery of Detroit convened with prayer in a stated meeting on January 28, 2020 at 4:03 p.m. at the Lakeshore Presbyterian Church. Stefanie Lewis moderated the meeting. The Moderator declared the presence of a quorum.

WE CELEBRATEED OUR CONNECTIONS IN CHRIST

The Moderator greeted new members and commissioners.

The Moderator appointed Carol Koviak to be the assistant to the Stated Clerk.

Upon motion of the Stated Clerk Presbytery voted to adopt the docket as corrected.

Upon motion of the Stated Clerk Presbytery excused those who have requested to be excused (Charon Barconey)

Upon motion, Presbytery voted to seat Rev Andrew Pommerville and Rev Rafaat Zaki as corresponding members.

Adam Grosch welcomed Presbytery to the Lake Shore Church. Celebrating how church is leading us to reach out; worship up 20%; 40 new members. Other ministries.

REPORT FROM A PRESBYTERY AFFILIATED ORGANIZATION

James Rissler, President of the Presbyterian Investment and Loan Program, reported to Presbytery on the kinds of low cost loans the Presbyterian Investment and Loan Program offers to churches. He handed our checks for interest rebates to churches that have borrowed. These rebates come because the Presbytery has invested in the Presbyterian Investment and Loan Program: Howell First; Novi Faith; Northville First; Farmington First; Rochester University.

WE RESPOND TO CHRIST'S CALL TO MISSION AND MINISTRY

Acting Heads of Staff

Bob Agnew and Neeta Nichols reported.

Mr Agnew noted the divisions and injustices in the world, including issues of racism. They will try to address racism in the Presbytery, healing, reconciliation, transformation.

Ms Nichols explained the workings of their interim work and scheduling.

Ms Lewis reported for Charon Barconey whose mother is ill and is unable to be present. For Ms Barconey she reported on the Matthew 25 Congregations Ms Barconey is working on.

The Moderator offered a prayer for openness.

Business to be Adopted by Motion and Debate

Motion from the Floor

Upon motion of Ruth Azar the Presbytery voted to grant permission for Presbyterian Women of the Presbytery of Detroit to serve communion at their annual retreat on March 14th at Farmington First.

Committee Items for Action:

Coordinating Cabinet. Julie Delezenne reported for the Coordinating Cabinet.

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

1. The Coordinating Cabinet has heard reports from the two task forces formed in response to the matter of Michael Barconey,

a. Task Force on Racial Incident

The Coordinating Cabinet received the final report of the Special Task Force on Incidents Surrounding the Staffing of Hands-on Mission, Operations and Supervision. The report is appended to the minutes.

The Coordinating Cabinet adopted this report and dismissed the Task Force with thanks and appreciation.

Upon motion of Mr Grosch Presbytery voted to delete the last part of the 2nd item on p. 10. of the Task Force report. The vote was 43 yes. 39 no.

b. Report and recommendations of Task Force on Supervision, Leadership and Systemic Racism

The Coordinating Cabinet heard an extended report from the Task Force and adopted its three reports (appended to the minutes), and decided it would dedicate its March 2 retreat to determining how to implement its recommendations in such a way as to ensure they are implemented. It has asked the Task Force to continue its work to make proposals on how to do that.

2. The Coordinating Cabinet has approved two anti-racism training proposals, One from the Michigan Round Table, the other from the Presbyterian Mission Agency of the General Assembly. The approved proposals are appended to the minutes.
3. The Coordinating Cabinet referred the Treasurer Job Description back to the Presbytery Operations Team, as requested at the November Presbytery meeting .

Upon motion of the Coordinating Cabinet, Presbytery voted to elect the following:

- a. Rev. Marianne Grano to a three-year term as Stated Clerk beginning April 1, 2020.
- b. Elect Elder Mike Gaubatz to a three-year term as Treasurer beginning April 1, 2010.
- c. Elect Elder Mike Starynychak to a three-year term as Assistant Treasurer beginning April 1, 2020.

The report of the nominating committee is appended.

The Moderator appointed the following tellers: Kent Clise, Scott Miller, Beth Delaney, Barbara Swartzel, Jennifer Binion, Rosy Latimore.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Approve the following terms of call for the Stated Clerk after his term expires March 31:
 Approve for 2020 the following terms of call on a monthly basis for up to three months of transition, at his discretion, for the Stated Clerk after his term expires March 31:
 (half-time position)
 \$257.25 Salary
 2666.67 Housing Allowance
 43.16 Medical reimbursement
 223.67 SECA (social security) allowance

- 916.67 Board of Pensions Medical dues (based on BOP minimum)
 - 351 Board of Pensions Pension dues
 - 31.92 Board of Pensions Life Insurance and Disability dues
 - 125 Workmen's Comp insurance
 - 116.67 Reimbursement for travel expenses (at IRS rate)
 - 1116.66 Reimbursement for Business Expenses
 - 83 Reimbursement for Continuing Education
 - 4931.67 Monthly Total Compensation
2. Ratify the decision of the Coordinating Cabinet to appoint Neeta Nichol and Robert Agnew as Acting Heads of Staff pursuant to the contract appended to the minutes.
 3. Amend the 2019 Coordinating Cabinet budget to add \$1200 for the Task Force 1 consultants:
Move \$300 from Line Item *Resource Materials*
Move \$900 from Line Item *Communications Work Group*
 4. Nominate Dr Mona Hanna-Atisha for the Peacemaker Award to be given at the General Assembly in June. The proposal is appended to the minutes.
 5. Amend the 2020 budget by adding \$20,000 to the Planning and Visioning Team for the purposes of employing North Star Strategies to conduct an evaluation of our organizational structure. A description of North Star Strategies is appended to the minutes.

Committee on Nominations. Wendy Beck reported for the Committee,

Upon motion of the Committee, there being no nominations from the floor, Presbytery elected the following by unanimous ballot:

COMMITTEE on PREPARATION for MINISTRY

Co-Chair Rev Mary Bahr-Jones Class-2020 At-Large

Co-Chair Rev Edward Dunn Class-2021 Grosse Pointe Woods

COMMITTEE on REPRESENTATION

Chair Rev Barbara Swartzel Class-2020 H.R.

PRESBYTERY OPERATIONS

Chair Elder Chip Tallinger Class-2021 B. Hills Kirk in the Hills

Class-2022 Elder Suzanne Lewand Royal Oak First

COMMITTEE on SOCIAL JUSTICE

Chair Rev Laura Kelsey Class-2021 Pontiac First

MISSION INTERPRETATION

Class-2022 Elder Loretta Stanton Detroit Fort Street

PLANNING and VISIONING

Chair Elder Kevin Smith Class-2022 Warren First

MULTICULTURAL MINISTRIES

Chair Elder Sharon Moore Class-2020 Detroit St. John

Class-2020 Rev Gail Monsma Mt. Clemens First

Class-2020 Elder Sharon Moore Detroit St. John

NEW CHURCH DEVELOPMENT

Class-2020 Rev Nate Phillips Bloomfield Hills Kirk in the Hills

CONGREGATIONAL DEVELOPMENT

Chair Rev Joanne Morgan Class-2020 At Large

Omnibus Motion

Upon motion of the Stated Clerk on behalf of the Trustees, Presbytery voted to receive and enter into the minutes the following report from the Trustees:

1. The Trustees have elected the following corporate officers for 2020:
 President: Rev. Kara Hildebrandt
 Vice President: Rev. Ruthanne Herrington
 Secretary: Elder Martha Blenman
2. The Trustees have approved a new Credit Card Policy. (Appended to the Minutes)
3. The Trustees have reviewed and approved the 2020 insurance policy for Presbytery with the Insurance Board.
4. Drayton Church has sold its former church property to a PCA congregation. The Trustees were asked if there was any objection to selling the property to them. Since neither the Trustees nor the Presbytery has ever objected to the sale of property to a particular buyer, the Trustees responded there was no objection.

Stated Clerk. Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to approve the minutes of November 16, 2019 as corrected.

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

Transfers Completed

- a) From the Presbytery of Detroit:
 - i) Seung Won Yu to Midwest Korean Presbytery
 - ii) Dorothy Piatt to the Presbytery of the James
 - iii) Matthew Morse to New Covenant Presbytery
 - iv) Fairfax Fair to New Covenant Presbytery
 - v) Mary Austin to National Capital Presbytery
- b) To the Presbytery of Detroit:
 - i) Rick Spalding from Boston Presbytery
 - ii) Mark Diehl from New Harmony Presbytery
- c) To the Church Triumphant
 - i) Andrew Kim on January 8, 2020

Treasurer Timothy Ngare reported

Mr Ngare projected and went through his report of the Presbytery finances. His report is appended to the minutes.

Administrative Commission for Ann Arbor First Church. Clint Cozier reported for the Commission.

Mr Cozier reported on the work of the commission and the nature of the report. He lifted individuals for their courage, hard work, and leadership.

Upon motion of the Commission, Presbytery voted to refer to the Committee on Ministry the recommendations found lines 704-870 of the Commission Report.

The report of the Commission is appended to the minutes.

Upon motion of the Commission, Presbytery voted to dismiss the AC with much thanks.

Teller report on the elections:

The Moderator announced the teller reports on the elections:

Election of Marianne Grano as Stated Clerk:

Number of votes cast	122
Necessary for election:	62
Votes <i>yes</i> for	113
Votes <i>no</i> for	9
Illegal votes:	4

Election of Mike Gaubatz as Treasurer

Number of votes cast	120
Necessary for election:	61
Votes <i>yes</i> for	114
Votes <i>no</i> for	6
Illegal votes:	6

Election of Mike Starynychak as Assistant Treasurer

Number of votes cast	119
Necessary for election:	60
Votes <i>yes</i> for	111
Votes <i>no</i> for	8
Illegal votes:	4

WE SHARED GOD'S BOUNTY

Presbytery recessed for dinner at 5:44.

WE PROCLAIM THE GOOD NEWS

Presbytery worshipped God and celebrated the Lord's Supper. During the worship service, Presbytery commissioned travelers to Thika Presbytery, and installed Julie Delezenne and Dave Bunch as Moderator and Vice Moderator for 2020.

Renee Roederer gave a statement on the Ann Arbor First Administration Commission report.

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

The Committee reported the following for the information of Presbytery.

The Committee on Preparation for Ministry met with Lon Keuhn and voted to enroll him as an Inquirer under the care of the Presbytery of Detroit. Mr. Keuhn is a member of Starr Presbyterian Church of Royal Oak. He is attending Moody Seminary.

The Committee presented **Christine James, a member of Novi, Faith Community, for examination for candidacy.** Ms James presented a written statement of faith. Members of Presbytery examined Ms James on her statement. Upon motion of the Committee the Presbytery voted to arrest the examination.

Upon motion of the Committee Presbytery voted to sustain her examination and enroll Ms James as a candidate of the Presbytery of Detroit. The Moderator called Ms James forward, along with her friends and supporters. She asked Ms James the questions found in Policy P-9,

and after she answered in the affirmative, offered a prayer and declared her a candidate of the Presbytery of Detroit.

The Committee on Preparation for Ministry presented **Charles P Sadler II, a member of Shelby Township, St Thomas Church for examination for candidacy.** Mr Sadler presented a written statement of faith, after which Presbytery examined him on his faith journey and sense of call. Upon motion of the committee Presbytery voted to arrest the examination.

Upon motion of the Committee Presbytery voted to enroll him as a candidate of the Presbytery of Detroit. The Moderator called Mr Sadler forward, along with his friends and supporters. She asked him the questions found in Policy P-9, and after he answered in the affirmative, offered a prayer and declared him a candidate of the Presbytery of Detroit.

The committee presented **Andrew Frazier, a candidate of Heartland Presbytery for examination for ordination.** They have confirmed that Mr Frazier has met all requirements for ordination, is a graduate of Austin Seminary, and has a call as resident minister at Ann Arbor First.

Mr Frazier read his statement of faith to Presbytery, after which Presbytery examined him on his calling, gifts, preparation, and suitability for the responsibilities of ordered ministry. Upon motion the Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to sustain his call and approve Mr Frazier for ordination to the Ministry of Word and Sacrament.

The Moderator called forward Mr Frazier's family and supporters and offered a prayer of thanksgiving for him and his calling.

Committee on Ministry Mark Phillips reported for the Committee

Upon motion of Mr Phillips Presbytery voted to approve the service of ordination with the celebration of the Lord's Supper for Mr Frazier at First Presbyterian Church of Ann Arbor on March 8, 2020 at 3:00 p.m. The following are appointed to the commission: Teaching Elders Angela Ryo, Marjorie Wilhelmi, Renee Roederer, and Mark Mares; Ruling Elders Sue Cares of First Presbyterian Church Ann Arbor, Pat Tamblyn of First Presbyterian Church Ann Arbor, and Charon Barconey, Associate Executive Presbyter; Corresponding member Elder Mary Wall, University Presbyterian Church, Austin Texas, Mission Presbytery.

Upon motion of the Committee, Presbytery voted to:

Calls/Contracts:

1. **Approve** the Interim Pastor contract renewal between the **Rev. Anne Schaefer** and **Northbrook, Beverly Hills** effective January 15, 2020. Terms of Call: Salary-\$35,439, Housing-\$45,000, Medical-\$10,464, Dental-\$443, Social Security-\$6,154, Study Allowance-\$1,500, Professional Expenses-\$1,000. Total compensation-\$100,000. Vacation-5 weeks including 5 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. **Approve** the contract renewal between the **Rev. Richard Peters** and **Faith Community, Novi** effective January 1, 2020. The agreement may be continued on a monthly basis. Terms of Call: \$1250 per week including mileage. One Sunday off per month at his discretion.

3. **Approve** the Commissioned Ruling Elder part-time contract renewal between **CRE Michael Hoffman** and **First, Dearborn** effective August 1, 2018. Terms of Call: Salary-\$2,130.20, Continuing Education-\$208.33, Business reimbursement-\$208.33, Auto Allowance—not to exceed \$208.33. Total compensation-\$2,755.19. 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.
4. **Approve** the Commissioned Ruling Elder part-time contract renewal between **CRE Michael Hoffman** and **First, Dearborn** effective January 1, 2019. Terms of Call: Salary-\$5,485.25, Continuing Education-\$500.00, Business reimbursement-\$500.00, Auto Allowance-not to exceed \$500.00. Total compensation-\$6,985,25. 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.
5. **Approve** the Parish Associate part-time contract renewal between the **Rev. Julie Madden** and **First, Birmingham** effective January 1, 2020. No compensation. 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.
6. **Approve** the Parish Associate part-time contract renewal between the **Rev. Dr. Kathryn Thoresen** and **First, Birmingham** effective January 1, 2020. No compensation. 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.
7. **Approve** the Parish Associate part-time contract renewal between the **Rev. Ted Thode** and **First, Birmingham** effective January 1, 2020. No compensation. The Session is encouraged to pay for and allow time for the Parish Associate to attend one the Presbytery’s Pastors in Transition retreats.
8. **Approve** changes in the Interim Co-Pastor contract between the **Rev. Anne Lange** and **Fort Street, Detroit** effective January 8, 2020 until June 1, 2020. Terms of Call: Salary-\$7,900, Housing-\$19,748, BOP Pensions-\$3,041, BOP Death/Disability-\$276, Social Security-\$2,115, Medical deductible-\$840, Continuing Education-\$1,000, Professional Expenses-\$1,500. Total compensation-\$28,320. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The Session will provide, as necessary, for maternity/paternity leave per the terms of the Presbytery of Detroit’s Policy on Parental Leave.
9. **Approve** changes in the Interim Co-Pastor contract between the **Rev. Eric Lange** and **Fort Street, Detroit** effective January 8, 2020 until June 1, 2020. Terms of Call: Salary-\$58,752, Medical-\$14,688, BOP Pension-\$6,463, BOP Death/Disability-\$588, Social Security-\$4,495.09, Medical Deductible-\$840, Continuing Education-\$1,000, Professional Expenses-\$1,500. Total compensation-\$64,593. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The Session will provide, as necessary, for maternity/paternity per the terms of the Presbytery of Detroit’s Policy on Parental Leave.

Upon motion of the committee Presbytery voted to **approve the retirement of the Rev. Joanne Blair** effective December 31, 2019 and grant her the status of Honorably Retired. The Committee called Ms Blair forward to celebrate her years of ministry. Mr Phillips presented her with a retirement cross.

Mr Phillips called **Nancy Bass** forward. Upon motion of the Committee, Presbytery voted to **commission Nancy Bass to serve Littlefield Blvd Presbyterian Church**. The Moderator asked Ms Bass the questions for ordination, which she answered in the affirmative.

The Committee on Ministry presented the following for the information of Presbytery. The committee has:

1. **Approved** the MIF for University, Rochester Hills.
2. **Approved** the MIF for Faith, Novi.
3. **Appointed** the **Rev. Renee Roederer** as moderator at **First, Saline** during the month of January, 2020 and the **Rev. Dr. Brewster Gere** as moderator at **First, Saline** effective February, 2020.
4. **Removed** the **Rev. Ruthanne Herrington** and **CRE Nancy Bass** from the Pulpit Supply list.
5. **Added** the **Rev Isaac Chung and Debbie Lennis** to the Pulpit Supply list.

The Committee reported actions it has taken under the authority it has been given. It has:
Calls/Contracts:

1. **Approved** the 4/5 time Temporary Supply Pastor contract between the **Rev. Ruthanne Herrington** and **Celtic Cross, Warren** effective January 1, 2020. Terms of Call: Salary & Housing-\$50,000, S.E.C.A.-\$3,825, BOP-\$6,000, Medical Deductible-\$850, Study Allowance-\$2,000, Professional Expenses-\$4,150, matching 403b Contribution-\$4,000. Total compensation-\$70,825. Vacation-5 weeks including 5 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
2. **Approved** the part-time Stated Supply Pastor contract renewal between the **Rev. Keith Cornfield** and **Calvary, Ann Arbor** effective January 1, 2020. Terms of Call: Salary-\$7,200, Housing-\$32,850, Social Security-\$3,066, Professional Expenses-\$2,384. Total compensation-\$45,500. Vacation-5 weeks including 5 Sundays; Study Leave-2 weeks including 2 Sundays.
3. **Approved** the extension of the Stated Supply Pastor contract between the **Rev. Susan Mozena** and **Grosse Pointe Memorial, Grosse Pointe Farms** effective through December 31, 2019. Terms of Call: Salary-\$18,184 annual, Continuing Education-\$500 annual, Professional expenses-\$500 annual. Total compensation annual-\$19,184. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
4. **Approved** the Pastor call between the **Rev. Timothy Marvil** and **Allen Park** effective February 1, 2020. Terms of Call: Salary-\$50,768.85, Housing-\$31,731.15, BOP-\$30,525, Social Security-\$6,311.25, Medical Deductible-\$2,000, Continuing Education-\$1,200, Professional Expenses-\$2,000. Total compensation-\$124,536.25. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. One time moving expenses not to exceed \$9,000. Rev. Marvil will attend a Pastors in Transition Program offered by the Executive Presbyters, cost to be borne by church. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.

Commissions

1. **Approved** the Service of Installation as Pastor for **Rev. Dr. Judith McMillan** on January 12, 2020 at 4:30 p.m. at **New Life, Sterling Heights**. Commission: Teaching Elders-the Rev. Julie Delezenne (Warren First), the Rev. Jasmine Smart (Troy First), the Rev. Adam Grosch (Lake Shore, St. Clair Shores). Ruling Elders-Lori Haralson (New Life, Sterling Heights), Judi Armstrong, Charon Barconey (Associate Executive Presbyter).

Sabbaticals

1. **Approved** the request from the **Rev. Adam Grosch** for a 3-month **Sabbatical** April 20-July 19, 2020. Details were provided to COM. A POB Sabbatical grant was encouraged. Rev. Grosch will report to COM when the sabbatical is completed.

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

1. **Approved** the request from **St. Paul's, Livonia** to have the **Rev. Joanne Morgan** serve as Parish Associate.
2. **Approved** the position description for **South Lyon First** for a 25- hr per week Temporary Supply Pastor.
3. **Approved** the removal of the **Rev. Dr. Allen Timm** from the pulpit supply list due to his retirement requirement of no leadership or leading worship within the Presbytery after December 31, 2019.
4. **Approved** the removal of the **Rev. James Chambers**, the **Rev. Lois Colon**, and the **Rev. David Owen** from the pulpit supply list.
5. **Approved** the **Rev. Neeta Nichols** as moderator for **Northminster, Troy**.
6. **Approved** the MIF for Assistant Pastor for Administration, **Kirk in the Hills, Bloomfield Hills**. This position replaces a paid Business Administrator position held by a layperson.
7. **Approved** the self-study for **Greenfield, Berkley** and granted approval to form and elect a PNC when the way be clear.
8. **Approved** requesting credentials for the **Rev. Timothy Marvil** from Lake Michigan Presbytery for transfer to the Detroit Presbytery.

WE WENT OUT IN GOD'S NAME

Upon motion the Presbytery adjourned with prayer and benediction at 9:15 p.m.

The next meeting of the Presbytery will be March 19, 2020 at 9:00 a.m. at the Grosse Ile Presbyterian Church.

ATTEST:

Edward H Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Final report of the Special Task Force on Incidents Surrounding the Staffing of Hands-on Mission, Operations and Supervision
 Reports (3) from the Task Force on Supervision, Leadership and Systemic Racism
 Anti-racism training proposals
 Report of the Nominating Committee
 Acting Heads of Staff contracts
 Nomination of Dr Mona Hanna-Atisha for the Peaceseeker Award
 North Star Strategies Brochure
 Trustee Credit Card Policy

Treasurer Report
Report of the Administrative Commission for Ann Arbor First
Presbyterian Church

ROLL OF PRESBYTERY FOR June 25, 2019

CHURCHES: Of 74 churches, 42 were represented and 32 were not.

COMMISSIONERS: Of 133 eligible commissioners, 66 enrolled, and 67 did not.

OTHER RULING ELDERS (Officers, Members of Council):
Of 16 total, 11 were present, of whom 0 counted as commissioners, leaving 11 as the unduplicated count: 0 excused, and 5 absent.

TEACHING ELDERS: Of the 117 non-retired teaching elders on the combined rolls of active members and members-at-large, 60 were present, 12 were excused, and 45 were absent.
Of the 90 retired teaching elders on the rolls, 16 were present and 74 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 9 Commissioned Lay Pastor on the rolls, 3 were present, 1 excused, 5 absent
Of the 2 Certified Educators on the rolls, 1 were present, 0 excused, 1 absent.

SUMMARY

VOTING MEMBERS PRESENT

	66	Elder Commissioners
+	11	Other Ruling Elders
+	60	Non-retired teaching elders
+	16	Retired teaching elders
=	3	Commissioned lay pastors.
=	1	Certified educators.
=	157	Voting members present.

OTHERS PRESENT

	13	Non-voting attendees
	2	Corresponding members

ATTENDANCE ELDER MEMBERS AND CLERGY

A. RULING ELDER MEMBERS ON CABINET	P	MARICQ, CAROLYN (MIMT)	P	ANDERSON, LINDSEY
P BECK, WENDY (CON)	P	NGARE, TIMOTHY (TREAS)	A	AUE, CRAIG
P BLENMAN, MARTHA (CORP SEC)	A	PRICE, LAURA (LEADERSHIP EQUIP)	A	BAHR-JONES, MARY
P BUNCH, DAVE (CPM)	P	SADLER, CHUCK (P. MEN)	A	BATTAGLIA, LEIA
P DELEZENNE, DENNIS (MIMT)	P	SMITH, KEVIN (P&V)	E	BECKMAN, MICHAEL
A FAIR, DEBORAH (MBPC)	P	TALLANGER, CHIP (OPS)	A	BOUSQUETTE, PAUL
A GLENN, LARRY (CDT)			P	BUCKLEY, BLAIR
P HENDERSON, RUTHENIA (OPS-ALT)		B. TEACHING ELDERS	A	CAMPBELL, EMILY
A HESS, VIC (P. MEN)	P	AN, SAMUEL	A	CHOI, SEUNG KOO
P LEWIS, STEFANIE (MOD)	P	ANDERSON, BRYANT	A	CHUNG, ISAAC
A LOCKARD, JOAN(PW)	A	ANDERSON, LINDA	A	CHURCH, HEIDI

P	COCHRAN, LINDA	P	PHILLIPS, SCOTT	E	FOSTER, JOHN
P	CORNFIELD, KEITH	A	PICKRELL, BROOKE	E	GERE, BREWSTER
P	COZIER, CLINTON	A	PIECUCH, KEVIN	E	HANNA, J. RICHARD
A	DE ORIO, ANTHONY	P	PITTMAN, JASON	E	HARP, WILLIAM S.
P	DE ROSIA, MELISSA	E	PITTMAN, KELLY	E	HARTLEY, THOMAS
P	DELANEY, BETH	E	PRENTICE-HYERS, MARY ELIZABETH	E	HATCHER, RUFUS
P	DELEZENNE, JULIE	P	PUNTIGAM, JOEL	E	HAYES, FRANCES
A	DIEHL, MARK	P	REED, PHILIP	E	HELMKE, BEN
A	DOYLE-HOHF, KATHLEEN	P	RIKE, JENNIFER	E	HENDERSON, RICHARD
P	DUNN, EDWARD	P	RODRIGUEZ, FERNANDO	E	JANSEN, ROBERT
P	DUNN, JOANNA	P	ROEDERER, RENEE	E	JEFFREY, JOHN
P	FAILE, JAMES	A	ROGERS, MELISSA ANNE	P	JOHNSON, KEVIN
A	FERGUSON, GUY THOMAS	P	RUHF, AMY	P	KAIBEL, KENNETH
A	FORGER, DEBORAH	E	RYAN, BREANNE	E	KNUDSEN, RAYMOND
P	FRANCIS, RAPHAEL B.	A	RYO, ANGELA	E	KOGEL, LYNNE
A	GABEL, PETER W.	P	SANDERFORD, JOHN	E	LANGWIG, JANICE
A	GEISELMAN, KEITH	E	SCHAEFER, ANNE N.	E	LANGWIG, ROY
A	GODBEHERE, SARAH	P	SHELDON, ROBERT	E	LISTER, KENNETH D.
P	GRANO, MARIANNE	A	SIAS-LEE, LAURA	E	LONGWOOD, MARJORIE
P	GROSCH, ADAM	E	SIMONS, SCOTT W.	E	MacINNEN, JOHN D.
P	HAINES, ALEXANDER	P	SMART, JASMINE	E	McINTYRE, DEWITT
P	HALLAM, CHRISTINA	P	SMITH, BRYAN DEAN	E	MICHALEK, DANIEL
A	HANNA, RAAFAT	P	SPALDING, RICK	E	MIHOCKO, DAVID
E	HARRIS, R. JOHN	P	SPYCHER, JACQUILINE	E	MISHLER, JOHN
A	HEATON, DAN	P	STUNKEL, KAREN	E	NUSSDORFER, GUS
P	HERRINGTON, RUTHANNE	P	STUNKEL, PAUL	E	OLIVER, GARY
P	HILDEBRANDT, KARA	A	SWANN, TEGA	E	ORR, ROBERT C.
A	HORLOCKER, MICHEL	P	TAN, HOTEK	E	OWEN, DAVID
E	JAMES, MICHELLE	A	THODE, TED	P	OXTOBY, THOMAS
P	JOHNSON, KHAYLA	A	THOMAS, CHRISTOPHER	P	PETERS, RICHARD
A	JU, GWANGWOO	P	THWAITE, PAUL	E	POLKOWSKI, WILLIAM
P	JUDSON, JOHN	A	TUCKER-LLOYD, IRIS	E	PRICE, MICHAEL T.
P	JUSINO, EDDIE	P	WHITLOCK, KELLIE	E	PROVOST, KEITH
P	KELSEY, LAURA			E	PRUES, LOUIS J.
P	KIM, ALEX		C. RETIRED TEACHING ELDERS	E	RATCLIFFE, ALBERT H.
E	KIM, Y. MONCH	P	AARON, ESTELLE	E	ROBERTSON, ANN
P	KOSTER, EDWARD H.	P	AGNEW, ROBERT	E	ROBERTSON, WILLIAM
E	LANGE, ANNE	E	ALBRECHT, GLORIA	E	RUSSELL, JAMES P.
P	LANGE, ERIC	E	ANDREWS, DOYLL	P	SCRIBNER, LOREN
A	LEE, ESTHER	E	AUSTIN, LARRY	E	SHIPMAN, JUDY
A	MABEE, CHARLES	P	BEERY, ELDON	E	SOEHL, HOWARD
A	MADDEN, JULIE	P	BLAIR, JOANNE	E	SOMMERS, CHARLOTTE
A	MARKS, JULIE	E	BOEVE, PETER	P	SWARTZEL, BARBARA G.
E	McCLOSKEY-TURNER, CATHARINE	E	BOLT, KENNETH	E	TAYLOR, J. BERNARD
A	McGOWAN, EVANS	P	BROWNLEE, RICHARD	E	TAYLOR, THEODORE, II
P	McMILLAN, JUDITH	E	BYARS, RONALD	E	THORESEN, KATHRYN R.
A	McRAE, BARBARA	E	CAPPS, HARRY	E	TIMM, ALLEN D.
P	MEILANDS, PAMELA	E	CARLE, NANCY	E	VANDERBEEK, RONALD
P	MILLER, J. SCOTT	E	CARTER, DOUGLAS D.	E	WILHELMI, MARJORIE
E	MILLS, JILL	E	CHAMBERLAIN, LAWRENCE	E	WINGROVE, WILLIAM N
A	MONNETT, JAMES	E	CHAMBERS, JAMES C.	E	WRIGHT, DONALD
P	MONSMA, GAIL	E	CHOI, IN SOON	E	YOON, HAK SUK
P	MOOK, SHARON	P	CLISE, W. KENT	E	YUE, MYUNG JA
P	MOORE, PETER	E	COBLEIGH, GERALD R.	E	ZAMBON, WILLIAM
A	MORGAN, JOANNE	E	COLON, LOIS	E	ZIEGLER, JACK T.
A	MORROW, DUKE	E	CONLEY, JAMES H.		
P	MOZENA, SUSAN	E	CORSO, LINDA		D. STAFF & OTHERS
P	NICHOLS, NEETA	E	COWLING, NEIL D.	P	EIBEN, DAWN
P	NICKEL, EMMA	E	CRILLEY, ROBERT	P	JENSEN, SANDRA
P	NICKEL, MATTHEW	E	CROSS, PAUL D.	P	JOHNSON, KATHI
A	NUSS, STEVEN	P	DAVIS, ROXIE ANN	P	LEIGHT, SARAH
A	OBERG, ARTHUR	P	DAVIS, WILLIAM	P	MATU-NGARE, UNAH
A	OSWALD, DIANE	E	DENNIS, WARREN		
A	OTT, JEFF	P	DENTON, GRETCHEN		E. CERT. ASSOC. CHRISTIAN ED.
A	PARKER, OPELTON	E	DOWNS, ELIZABETH	P	ARCHEY, JOSHUA
P	PAVELKO, JOHN H.	E	DOWNTON, DAVID		JARRAIT, JOELLE
P	PEERBOLTE, BETHANY	E	DUNIFON, WILLIAM		MERTEN, CINDY
P	PETERSON, TERESA	E	DYKSTRA, CRAIG R.		
P	PHILLIPS, MARK	E	FINDLAY, WILLIAM		F. COMMISSIONED RULING ELDERS
A	PHILLIPS, NATHANIEL	E	FORSYTH, E. DICKSON	P	AZAR, RUTH

E BARCONEY, CHARON
 P BASS, NANCY
 A CHIANGONG, JOELLY
 A HOFFMAN, MICHAEL
 A HUTCHENS, PAMELA
 P MACKIE, KATE
 A SEILER, GORDON
 A SINGLEY, LINDA

**H. PAST RULING ELDER MODERATORS
 NOT ON CABINET**
 E BOSTIC-ROBINSON, DIANE, PM
 E ELLIS, HAROLD PM
 E HYLKEMA, CAROL, PM
 E MORRISON, HELEN, PM
 E SEABROOKS, DOROTHY, PM
 E WINSLOW, PAUL, PM

G. CORRESPONDING MEMBERS
 P ZAKI, RAAFAT
 SYNOD OF THE COVENANT
 P POMERVILLE, ANDREW
 LAKE HURON

ATTENDANCE ELDER COMMISSIONERS AND CHURCHES

ALLEN PARK, Allen Park
 1 NOT REPRESENTED
 2
 3
ANN ARBOR, Calvary
 1 NORM SCHEIDER
ANN ARBOR, First
 1 ILLEGIBLE
 2 BRUCE THOMSON
 3 CHRISTOPHER HILL
 4 SUSAN CANCO
 5
ANN ARBOR, Northside
 1 NOT REPRESENTED
ANN ARBOR, Westminster
 1 DOUG FRANKLIN
AUBURN HILLS, Auburn Hills
 1 NOT REPRESENTED
BELLEVILLE, Belleville
 1 NOT REPRESENTED
BERKLEY, Drayton
 1 DAVE KEENER
BERKLEY, Greenfield
 1 PAUL DUNKERLY
 2 BILL GOODCOURAGE
BEVERLY HILLS, Northbrook
 1 JOYCE VANDER WEIDE
 2 DAVE TENGLER
BIRMINGHAM, First
 1 SANDRA KARAM
 2 ROSY M LATIMORE
 3 ANDREW CAMPBELL
BLOOMFIELD HILLS, Kirk/Hills
 1 BOBI TALLINGER
 2 BOB BECK
 3 WENDY BECK
 4
 5
BRIGHTON, First
 1 NOT REPRESENTED
 2
 3
CANTON, Geneva
 1 MIKE GAUBATZ
 2 CAROL BUNCH
CLARKSTON, Sashabaw
 1 NOT REPRESENTED
DEARBORN, Cherry Hill
 1 NOT REPRESENTED
DEARBORN, First
 1 NOT REPRESENTED
 2
DEARBORN, Littlefield
 1 EMILY NIETERING
DEARBORN HGTS, St. Andrew's
 1 NOT REPRESENTED
DETROIT, Broadstreet
 1 NOT REPRESENTED

2
DETROIT, Calvary
 1 JANIFER BINION
 2
DETROIT, Calvin East
 1 NOT REPRESENTED
 2
DETROIT, Fort Street
 1 NOT REPRESENTED
DETROIT, Gratiot Avenue
 1 MARYANN BRANTLEY
 2 WALTER HUTCHINS
DETROIT, Hope
 1 DARYL TAYLOR
 2 PRISCILLA WASHINGTON
DETROIT, Jefferson Avenue
 1 ELIZABETH KLEIN
 2
DETROIT, St. John's
 1 JEANE MOORE
 2 SHARON MOORE
DETROIT, Trinity Community
 1 NATALIE BROTHERS
 2
DETROIT, Trumbull Avenue
 1 NOT REPRESENTED
 2
DETROIT, Westminster
 1 SUZANNE BATES
 2
 3
FARMINGTON, First
 1 COLLEEN TAVOR
 2 NANCY PRIESKORN
FORT GRATIOT, Lakeshore
 1 NOT REPRESENTED
GARDEN CITY, Garden City
 1 NOT REPRESENTED
GROSSE ILE, Grosse Ile
 1 STEVE BENTON
 2
GROSSE POINTE, Memorial
 1 HOLLY CORY
 2 MARY LLOYD
 3 MARCIA BALL
 4 BILL BALL
GROSSE PTE WOODS, Woods
 1 DIANE AGNEW
HIGHLAND PARK, Park United
 1 NOT REPRESENTED
 2
HOWELL, First
 1 NOT REPRESENTED
LINCOLN PARK, Lincoln Park
 1 MARIANNE PROVENZANO
LIVONIA, Rosedale Gardens
 1 DYCHE ANDERSON
 2

3
LIVONIA, St. Paul's
 1 NOT REPRESENTED
LIVONIA, St. Timothy's
 1 DENNIS DELEZENNE
MILAN, Peoples
 1 NOT REPRESENTED
MILFORD, Milford
 1 NOT REPRESENTED
 2
MT. CLEMENS, First
 1 BARBARA O'MARA
 2
NORTHVILLE, First
 1 DEBBIE DUNBAR
 2 WANDA MOON
 3
NOVI, Faith Community
 1 SUSAN FAROOQ
 2
ORCHARD LAKE, Community
 1 GORDY STEEL
 2
 3
PLYMOUTH, First
 1 SCOTT BOOTHROYD
 2 TODD UNDERHILL
 3
PONTIAC, First
 1 NOT REPRESENTED
PONTIAC, Joslyn Avenue
 1 NOT REPRESENTED
PORT HURON, First
 1 LYNN VINCENT
 2 ROBERT WILLIAMS
REDFORD, St. James
 1 NOT REPRESENTED
ROCHESTER, University
 1 KAY BASSETT
 2 BUCK DILLON
 3 DOUG FRYER
ROYAL OAK, First
 1 JAMES HANKS
 2
 3
ROYAL OAK, Starr
 1 NOT REPRESENTED
SALINE, First
 1 NOT REPRESENTED
SHELBY TWP., St. Thomas
 1 KATY MCGUIRE
 2 MIKE BREWER
SOUTH LYON, First
 1 NOT REPRESENTED
SOUTHFIELD, Covenant
 1 KARI GORMAN
SOUTHFIELD, Korean
 1 ROBERT LEE

2 DAVID KIM

3

4

SOUTHFIELD, New Hope

1 MIKI DINH

2

ST. CLAIR SHORES, Lake Shore

1

2

STERLING HGTS, New Life

1 CHERYL ROCKEY

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 NOT REPRESENTED

WARREN, First

1 DARLENE ROZMAN

WATERFORD, Community

1 NOT REPRESENTED

WESTLAND, Kirk of Our Savior

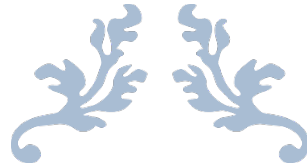
1 NOT REPRESENTED

WHITE LAKE, White Lake

1 DEBBIE LENNIS

YPSILANTI, First

1 NOT REPRESENTED



REPORT TO THE COORDINATING CABINET OF THE PRESBYTERY OF DETROIT

**By the Special Task Force on Incidents
Surrounding the Staffing of Hands-on Mission,
Operations and Supervision**



Task Force Members

Teaching Elder Peter Moore, Moderator
Ruling Elder Margaret Breeden
Ruling Elder John Clinkscales
Teaching Elder Beth Delaney
Ruling Elder Dianne Robinson
Teaching Elder Fernando Rodriguez
Ruling Elder Richard Turner

December 23, 2019

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REPORT OF THE TASK FORCE

Introduction

The members of the Special Hands-on Task Force thank the Coordinating Cabinet of the Presbytery of Detroit for the opportunity to be involved in such an important, complex and timely work. What sparked the formation of this task force was a racial incident. In the process of investigating this matter, we have had the occasion to listen to and discuss complicated topics, including racism, communication, culture, leadership, and other “isms.” Although we come from different perspectives and backgrounds, we found our process — listening to people directly involved, developing a “best possible” timeline, open communication, and prayer — led to consensus in conclusions and recommendations.

Our report is focused on learning from this experience and healing. With multifaceted issues and perspectives, such as those we were presented with during our research, it might have been easy to get lost in the many complicated issues involved. Differing and, at times, conflicting recollections by individuals of the same event required us to focus on overall patterns and concepts, avoiding “he-said/she-said” standoffs. We found it necessary to continuously review and stay focused on our core directives.

This report should open the door to having additional uncomfortable conversations, a renewed commitment to listen to and appreciate all perspectives, positive growth, and ultimate healing. These are not easy topics. We do not live in an easy time, but we are blessed to live in a time in which we can learn to appreciate and consider new perspectives. As Michelle Hwang¹ encouraged, “we need to lean into our discomfort. ...”

Background

The Task Force on “the incidents surrounding the staffing of Hands-on-Mission, Operations and Supervision” was appointed in June 2019, following the motion by the Coordinating Cabinet (Minutes of May 6, 2019), “*To direct the Moderator of Coordinating Cabinet to appoint a 7-member task force to include 3rd party (outside Presbytery of Detroit) resources to review or assess incidents surrounding and resulting from the Hands-on Mission, Presbytery Operations Team, and supervisory staff matter, and make recommendations and take actions for their resolution, including opportunities for interpersonal healing of relationships. The task force will report to the Coordinating Cabinet on 8/26*” (Minutes of May 6, 2019).

¹ Chair of PCUSA’s Racial Ethnic Advocacy Committee.

Members of the Task Force

Members of the Task Force are Ruling Elders Margaret Breeden, John Clinkscales, Dianne Robinson, Richard Turner; and Teaching Elders Peter Moore (Moderator), Beth Delaney and Fernando Rodriguez.

Persons Interviewed

The Task Force interviewed the following individuals:

- Allen Timm – Executive Presbyter
- Tom Neal – Former Chair/Co-chair of the Hands on Mission Work Group (HOMWG)
- Sue Acton – Former Co-chair of the HOMWG
- Harold Ellis – Chair of Operations
- Bob Ponder – Chair of Mission Interpretation
- Michael Barconey – Former HOMWG Coordinator
- Charon Barconey – Associate Executive Presbyter
- Stefanie Lewis – Presbytery Moderator
- Mary Lloyd – Former HOMWG member and previous HOMWG Coordinator
- Michelle Hwang – Chair of PCUSA's Racial Ethnic Advocacy Committee (by telephone)

Additionally, individual task force members met with members of the HOMWG Team as well as additional resource persons:

- Bethany Peerbolte – HOMWG
- Kate Thorenson – HOMWG
- Matt Nichol – HOMWG
- Jim Faile – HOMWG
- Tom Duffield – HOMWG
- Courtney Hoekstra – GA staff (by email)
- Ruthenia Henderson – Operations Liaison to HOM Coordinator

Task Force Consultants

In accordance with the wishes of the Presbytery of Detroit Coordinating Cabinet, this task force shared a draft of this report with two recommended consultants, Lutheran pastors: The Rev. Michael Johnson, Co-chair of Building Racial Reconciliation in Christ's Kingdom (BRRCK), a committee of the Southeast Michigan Synod of the Evangelical Lutheran Church of America (ELCA), and The Rev. Julianne Smeck, Co-chair of Building Racial Reconciliation in Christ's Kingdom (BRRCK). A copy of their joint report is enclosed as Appendix B.

Findings and Recommendations

Racism

The use of the “N-word” within the work of the Church is completely unacceptable. Specifically, in this case, the use of the “N-word,” even as an analogy by a white male supervisor to a young Black staff person, was about power. The analogy would almost certainly not have been used in other circumstances. The supervisor’s stated intent was to “help” the staff person “feel the pain” that the Coordinator’s comments, made in a previous Hands-on Mission Work Group (HOMWG) Meeting, had caused to some members of HOMWG. Unfortunately, the supervisor succeeded in this and, in so doing, also demonstrated a lack of sensitivity, both as to how this term has been used historically by white persons, as well as in the racially divided times in which we live today.

Additional racially insensitive remarks also were made along the way. The lack of understanding of these issues and the manner in which they were handled indicate a need for anti-racism training in our Presbytery. Anti-racism training is not only needed within the Presbytery, it is needed throughout our culture. We are only a microcosm of our broader society. The Church has an opportunity to lead in this.

We are living in uncomfortable times in our society and, for some, more than others. Honest discussions about racism are rare, even in the Church. We have all had personal journeys that lead us to where we are today, and we must continue to evolve by becoming more self-aware. We should all be learning and constantly reforming,

Leadership

Our investigation revealed a number of missteps in leadership.

- It is not clear when supervision of the HOMWG Coordinator was shifted from the Executive Presbyter to the volunteer Chair of the HOMWG, but that transfer was never clear or complete. As a result, the HOMWG Coordinator had too many bosses, who sometimes had different and conflicting expectations of him.
- The leadership style of the HOMWG Chair appears to have been primarily authoritarian which, on one hand, enabled the team to meet specific goals and significant outcomes. On the other hand, as with any innate leadership style, leaders need to adapt their style to the task and personnel at hand. Given that the HOMWG Coordinator was a young college student, part-time, just entering the workforce, a more coaching style of leadership may have been more appropriate.
- The Presbytery executive misdiagnosed the initial racial incident, underestimating the hurt caused by the “N-word” racial slur. Though meetings between the parties involved were held, The Presbytery executive also overestimated how quickly

reconciliation was [or was not] taking place. As a result, hurt feelings and mistrust were allowed to fester.

- In addition, there was a clear attempt to limit who was told about the racial incident. Committees which should have been informed – Operations, Mission Interpretation, the HOMWG – were all kept in the dark until it was too late. When word of what was going on spread to Presbyterian organizations beyond our Presbytery, there also was an attempt to keep them from getting involved.
- In part, because of this lack of communication when a new Co-Chair of the HOMWG came onboard, a heavy emphasis was placed on performance reviews, rather than on the conflict resolution and healing that was badly needed. The Coordinator was given all “0’s” on a performance review, without ever being put on a Performance Improvement Program. He also was given conflicting directions about time sheets and reporting forms.
- The leadership of the Operations Team became aware of the conflict either towards the end of 2018 or very early in 2019. Operations did not officially discuss concerns until their January meeting, when they affirmed the review process that HOMWG had set up, but they failed to deal with underlying issues of racism, conflict and lack of communication. They also did not alert Mission Interpretation (MI) of issues within the work group under MI’s responsibility.

Communication

As the timeline (Appendix [A](#)) indicates, the problematic incident began on September 2018, when Michael Barconey, at the time, who served as the Hands on Mission Coordinator, expressed his opinion during a HOMWG Zoom conference call, that a recommended change in policy was “un-Christlike.” From then, there began a series of unfortunate and, we believe, unnecessary events that resulted in Michael Barconey’s resignation, the involvement of the National Black Caucus of PCUSA, and the Racial Equity Advocacy Committee (REAC), dissolution of the HOMWG, and a multitude of hurt feelings.

Clearly some members of the HOMWG were offended by Michael’s comments. The question is, why were those hurt feelings and conflicts not addressed by the work group? Is it safe for any team member to disagree, regardless of age, tenure, affiliations, and race? It is worth pondering whether minority voices and options are given the same hearing as those with power and privilege. Had there been a culture of open communication and discussion of differences, this entire situation may have been dealt with in that or subsequent meetings and would not have escalated.

The Mission Interpretation Committee (MI), which has oversight of the HOMWG and funds the Hands-on Mission Coordinator Position, was not made aware of the issue until spring of 2019. Once notified, they acted quickly and deliberately; however, the fact that they were not aware of this issue until months after it occurred, indicates communication and structural deficiencies between committees and workgroups within the Presbytery.

There seems to be a cloud of secrecy and lack of transparency within the Presbytery, and it appears that issues of conflict are not addressed appropriately. Information is communicated on a “need to know basis” only. The fact that Operations, MI and even the HOMWG, itself, were unaware of the incident or issues until months later, indicates a lack of transparency and a culture of secrecy, silos and protectionism. Knowledge is power and information needs to be more broadly shared.

There are other examples of poor communication, including unclear reporting relationships, lack of clarity of job expectations, no clear communication on job performance, including no formal Performance Improvement Plan, differing directions regarding timesheet and reporting forms, as well as other leaders who should have known about the matter and should have been brought in to help work toward a solution of the incident, but were not.

Recommended Actions

We believe that healing is possible with time, open conversation and effort. To that end we make the following recommendations:

1. We concur with the recommendation of the Coordinating Cabinet regarding the need for anti-racism training and conflict resolution for all leaders in the Presbytery. Training must be required and ongoing, since leadership changes annually. Training by itself will not solve all of our issues. The Presbytery previously had an anti-racism team which held numerous training events. Frankly, a small percentage of presbyters showed up. Participation should be mandatory.
2. We believe that additional training on communication skills also would be helpful for those participating in the work of the Presbytery. Helpful resources are Eric Law’s “Respectful Communication Guidelines” and our denomination’s “Seeking to be Faithful Together: Guidelines for Presbyterians During Times of Disagreement.” Even further, in our Presbytery as in some of our churches, there is an inability to hear all voices and, even, an effort to silence voices. We need to ensure that everyone who wants to share has an opportunity to speak, and that we all thoughtfully consider what is said.
3. The decision to disband HOMWG in its current form is supported by this task force. The work group has done a lot of good mission work for which it should be commended. However, clearly there is a need for a new start.
4. The former Coordinator should be offered spiritual direction and/or counseling, not because we believe he was at fault, but because the hurt he has suffered has caused him to rethink his relationship with the Church and his future goals.

5. We acknowledge that racism is systemic in nature and that its effects extend beyond this incident. We also acknowledge that relationships were broken and recommend conflict mediation between/amongst key constituents, including HOMWG members, staff members and other affected parties. Mediators must be brought in from outside the Presbytery.
6. We recommend that the Coordinating Cabinet works to ensure that acts of confession and healing are a part of ongoing corporate worship experiences in the Presbytery.
7. Planning and Visioning should review work group reporting relationships. In addition, it should be required that all staff be supervised by either the Executive Presbyter or the Associate Executive Presbyter, rather than by volunteer leaders.
8. As Operations is considered the human resources arm of the Presbytery, it is clear that they need to be more engaged with all of the Presbytery staff relations (including coordinators/consultants).
9. A significant amount of mistrust is present within the Presbytery. Part of the mistrust can be attributed to systemic racism that affects not only the Church, but our entire culture. Another part of the mistrust is the confidence (or lack thereof) in Presbytery leadership to deal with these problems. Therefore, Planning & Visioning and Operations should look at the requirements of the Presbyters' (Executive and Associate) job roles, specifically, regarding the current environment, knowing the need for interracial experience and skills, as well as abilities to build bridges.
10. This incident could provide a powerful case study for anti-racism training, highlighting that racism exists in ALL institutions, that it is deeper than just our intentions and awareness and it includes not only what we do but what we fail to do.

###

APPENDIX

Appendix A

Presbytery Incident Timeline, Comparing “Base Timeline” with 7/24 Timeline and Notice of Formal Complaint

Date	Timeline According to Interviews = “Base Timeline”	Interviewee Discrepancies	7/24 Timeline “Original”	Notice of Formal Complaint
9/2017	MB is hired as Hands on Mission Coordinator		✓	✓
7/2018	East Main HS came to work staying at Lakeshore Presbyterian. Kids found a “noose tied at the bottom of the old chapel bell” April Shield came, untied noose and said “poof it’s gone.” Deleted by amendment at Presbytery.			
End of summer 2018	MB produces a HOMWG promotional video and brochure. Both well received, “loved them.” At 9/2018 Zoom meeting, HOMWG wanted MB to put on the flyer that they “require donations.” Michael disagreed.			
9/2018	“That doesn’t sound very Christ like” (or “Christian”) comment made (“very angrily”) by MB at HOMWG (ZOOM) meeting. MB made this statement in response to a proposed policy change requiring inbound mission workers to pay \$20/day to the sponsoring organization. This upset (at least, some) members of HOMWG. The next morning April Shields (HOMWG team member) sent an email to TN, saying that Michael’s comment was upsetting.		✓	
	At a following supervisory meeting between TN, AT & MB, TN uses the following analogy with MB <i>“Calling someone unchristian is the same as me calling you a (N-word),”</i> attempting to demonstrate to MB how hurtful his comment was. This comment was made when AT was out of the room.	TN says after receiving April’s e-mail, he called MB and it was on the phone call that he made the “N-Word” analogy.	✓	
9/2018 (27 th)	Annual review held with TN, AT and Tom Lahiff (member of HOMWG). Michael received 0’s in all areas of review. TN and AT had differing opinions on what MB should be doing. (AT and TL leave the meeting.) After they left, TN used the “N-word” analogy. That night MB spoke with AT, who kept saying “It’s just an analogy” and “You were wrong about your un-Christ like comment.”			
Following Week	CB, TN and MB meet to talk about issue. TN (looking at CB) apologizes “with a smirk on his face.”			

Date	Timeline According to Interviews = "Base Timeline"	Interviewee Discrepancies	7/24 Timeline "Original"	Notice of Formal Complaint
	MB feels unsupported. Not specific about the meeting to talk about the Issue.			
9/2018 (Two Days Later)	TN, CB and MB meet at Panera. TN apologizes to MB. CB accepts the apology. Michael "not so much." (Per TN)		✓	
9/2018 or 10/2018	AT,TL and TN meet with MB due to frustration over how he was spending his work time. MB was asked to be more specific about hours and activities. "This was a long time in coming." (Per TN)			
Fall 2018	AT learns of MB incident			
Between Oct and Dec	Michael receives an unsatisfactory 360 Annual Performance Review.	SA and TN say the 360 Review was in Oct or Nov	✓	
12/2018				"...Respondent's male rep made an offensive comment towards me..."
12/2018	Some HOMWG members said they couldn't complete the 360 Annual Review, because they didn't know what MB did. MB receives a negative performance review. AT finds out about review and objects because he didn't feel MB's goals were clear. AT decides to attend future monthly status update meetings with MB, SA, & TN. Michael expresses confusion because AT had asked him to do some tasks not on the HOMWG list. AT agrees to stop giving Michael tasks directly.			
12/2018	SA becomes co-moderator of HOMWG. RH begins attending supervision meetings at MB's request.		✓	
Nov/Dec	HOMWG meeting where SA is voted on to become co-chair. SA made comment about "MB needed his mommy to be there."			
1/2019	At a meeting with MB and TN, AT asks, "Are we reconciled?" AT thought reconciliation had occurred. New timesheet format introduced to MB by SA & TN.	It is unclear the exact date when AT learned of the incident.		
1/2019	Operations Committee informed of incident at January meeting.			
2/2019	At a supervisory meeting, MB brought up the N-word meeting. This is when SA found out about the incident. MB said TN's apology was insufficient and that he was going to take it to the next level.			
2/2019	Timesheet deficiencies were found by SA and she would not sign-off on the timesheet. SA develops an Excel spreadsheet report format at the request of MB. MB has trouble completing it.		✓	
Feb/March	MB went to Fort Street. Had too many clothes. MB reached out to churches in POD that had clothes closets and several			

Date	Timeline According to Interviews = "Base Timeline"	Interviewee Discrepancies	7/24 Timeline "Original"	Notice of Formal Complaint
	churches were able to pickup clothes. SA reprimanded MB, because it was not his "focus area."			
3/2019	MB appeals to Operations (HE) Team, because he didn't like reporting requirements. Operations team endorses the use of the timesheet and reporting procedure. AT and HE meet with MB.		✓	
3/11/2019	SA makes threat to withhold MB's current wages, due to incorrect timesheet. Following another timesheet error, SA asks AT for a formal PIP. AT tells SA in an email that he instructed MB to go forward not backwards on timesheets/Excel spreadsheet. SA responds that timesheet issues have been going on for two months.		✓	
3/15/2019			Resignation Ltr is submitted.	
3/20/2019	BP finds out about the racial slur from Charon in a phone call. Charon called to ask him to attend an upcoming HOMWG meeting			"Forced to resign my position on or around March 20, due to my race, in retaliation for"
3/21/2019	BP attended HOMWG meeting with MB (rode with MB in MB's car). MB showed BP letter of resignation. BP asks MB to "hold on to it." At HOMWG meeting, Rosy Latimore exposes N-word analogy to HOMWG team.			
3/23/2019	BP sends email to TN, "Notice of Intent."			
3/27/2019	At a MIMT Executive Session, TN and MB presented their respective stories.			
4/4/2019	MIMT Team Statement released. Included in the statement is the removal of TN and SA as supervisors and appointment of AT as exclusive supervisor.			
6/2/2019	Presbytery HOM Workshop at B'ham First PC. MB was assigned to lead the Health Breakout Meeting, but 20 minutes before the meeting, he refused to lead it, saying, he had something to do.			
Mission Fair at FPC B'Ham	TN & SA requested to see MB's presentation ahead of time. Michael declined; "intellectual property." Presentation went well. However, there were technical issues prior to presentation and some heated words were exchanged between TN & MB			
7/2019	At a HOMWG meeting, members stated they still felt Michael owed them an apology			
8/28/2019	MIMT voted to dissolve HOMWG			

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Appendix B

Report of Consultants to the Task Force

November 22, 2019

As was noted in the June 26 report of the Coordinating Committee , “This is an ugly matter.”

We understand our task to be that of offering an outside perspective on the assessment of incidents and recommendations for action. We tried to note elements the task force overlooked. We also heard a desire that we evaluate opportunities for healing the relationships which have been broken by these events.

Assessment of the Incidents

The work done by the task force to uncover the timeline of events was exhaustive. There was clearly an attempt to be fair to all involved. Healing relationships was also a clear priority. Great pain was experienced when healing did not occur.

In the details, what comes across is the desire to get an answer, to “learn” from the situation. The objective, it appears, was to discern the lesson so people could learn from this, and all move forward from it. But the power of racism is so complex that a simple act of apology, regardless of its sincerity, or single answer doesn’t fix things.

One of the powers of racism is that it is not manifested in simple, clear ways. The repeated emphasis on clarifying the context in which the slur was uttered is a symptom of systematic racism. The belief that context would reveal Mr. Neal’s true (“innocent”) intentions grows from the belief that only bad people are racist. Thus the rationalization is made that because Mr. Neal is a Christian and a brother in Christ, he cannot be racist. Robin Diangelo, in the book White Fragility, identifies this as the Good/Bad Binary. In the binary, racism is bad, so a good person can’t be racist. As she points out, that is a false dichotomy.

Another element of racism’s complexity is the belief that it only occurs in the actions of individuals. This seems present in the Executive Presbyter’s attempt to “help Mr. Barconey and Mr. Neal learn”. The lessons to be learned were apparently that white people shouldn’t use the N-word (Mr. Neal), and all white people (specifically those involved) don’t mean to hurt the feelings of people of color (Mr. Barconey). Again, underlying was the belief that if those involved would learn their lessons, relationships would be fixed and the problem solved.

A greater lesson would have been for the white people involved to recognize that racism *is* more than the acts or attitudes of an individual. Understanding was highly valued, but only in justifying the motivations of individuals. Thus, Mr. Barconey didn’t understand where the female volunteer was coming from, or the point which Mr. Neal was trying to impart. As a further example, the Executive Presbyter believed the problem was that neither Mr. Barconey nor Mr. Neal understood what he was trying to teach them.

In this perspective, understanding can only be achieved by establishing the truth. Hence the exhaustive work by the task force. The hope: truth could be defined, responsibility could be assigned and then healing could begin.

But this was not just about individuals. This was a demonstration of the powers of racism. It bears the possibility of discerning ways racism holds institutions captive.

Perhaps this is what the task force missed. This is not a situation with an answer. The Presbytery experienced ways racism breaks us all. It breaks community. It breaks relationships. It has broken our society. There is no one thing that will heal it. This demands recognition of the power of sin to deceive us.

One way white people are deceived by racism/supremacy is with the belief that things need to be handled in isolation. Racism hurts white people by turning them in on their selves. This 'turning in on self' is evident in the Executive Presbyter's desire to manage the situation without outsiders.

Reactions

Obviously race played a significant role, whether that was what initially offended the volunteer or not. It seems the volunteer was made uncomfortable when a young black man challenged her with another point of view. Her discomfort triggered all of the other decisions made. Her reactivity was judged as legitimate. Mr. Barconey's reaction was judged as being over the top. He needed to get over it and move forward. The onus for dealing with emotions was on him, though his emotions were a natural result of living in a society broken by racism. In other words, his emotions were a legitimate response to the sin of racism, yet they were dismissed.

Likewise, Mr. Barconey's work was dismissed. When he did not complete his work the "right" way, he was judged a failure. The emphasis on reporting work in a particular way without dialogue is itself a symptom of captivity to supremacy.

Symptoms of a System Ensnared

-Executive Presbyter rejecting outside help, even when it came from within the Presbyterian Church.

-"Desire for reconciliation without repair," identified by Michelle Hwang. The insistence on noting resistance to her presentation was interesting. It seems to be an attempt to discount and minimize her perspective. This too is part of a system in the grip of supremacy.

-Solution was viewed as a matter of "understanding" the perspective of others. However, there was little, if any, energy given to understanding the person of color's point of view.

+++

It is significant that our perspective has been sought. This was a complex matter. As already mentioned, one of the ways racism hurts white people is that it makes us believe we must rely on ourselves. The willingness of the task force to risk the input of others is noteworthy, and a positive sign.

There is no one answer. Anti-racism training by an outside group like Crossroads is essential. It is also merely a starting place. Only out of that work can attention be given to personnel structures and policies.

There are clearly many resources within the Presbyterian community. The input of the groups which signed on to the letter of April 5 was on point and should be taken. The Presbytery is blessed to have these voices, and we urge that leadership listen.

There are many resources to which people can turn while preparing for antiracism training. The aforementioned White Fragility by Robin Diangelo is a good place to start. We can provide a further bibliography.

These steps will lead to resistance. Powers do not like to be challenged. Of course Jesus faced opposition. He did not shy away from it, but instead, challenged those who opposed him. We believe he continues that work of confrontation and liberation today. Even in our communities of faith. Especially in our communities of faith.

May God bless you in the midst of this pain and anxiety. May you experience God's grace creating something new as you walk through these times, together.

In Christ,
Pastor Julianne R. Smeck
Hope Lutheran Church, Columbus, Ohio

Pastor Michael V. Johnson
Love Rising Lutheran Church, Detroit, Michigan

###

Date: August 21, 2019

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To: Coordinating Cabinet

From: Task Force on Supervision, Leadership and Systemic Racism
Rev. Kevin Johnson, Moderator
Rev. Gloria Albrecht Elder Deborah Evans
Elder John Haggerty Rev. Gail Monsma
Elder Sharon Moore Rev. Matt Nickle

Subject: Report of the Taskforce on Supervision, Leadership and Systemic Racism to the Coordinating Council regarding its work in response to its mandate”

1. *To explore and document the structures of the Presbytery including staff supervision, the authority of team members, and missteps in leadership, and how these might contribute to systemic racism*
2. *To recommend policies for Presbytery and/or Coordinating Cabinet that are more inclusive and relational between staff and volunteers.*

As of this writing, the Task Force has held two meeting at which all members were present by personal attendance or phone connection: July 10 and August 9, 2019. The next scheduled meeting is September 6, 2019.

At its first meeting Moderator Lewis and Rev. Judson presented a summary of the event and subsequent exchanges that led to the resignation of Mr. Barconey from his work as Coordinator of Hands-on-Mission (HOM). The Task Force also received copies of various memos, e-mails, and minutes pertinent to its work. In the discussion that followed, the Task Force identified what it saw as significant aspects of the work ahead:

1. To tell the story of racism in the Presbytery of Detroit with an aim to bring about awareness and confession of past and present sins;
2. To examine and recommend the realignment of the supervisory structure along with more appropriate processes of evaluation;
3. Create processes of volunteer training in anti-racism, a zero tolerance policy for use of racist language and training for incoming pastors into the history of Detroit and the POD as it regards racism;
4. Work toward a change in called presbytery leadership in order to allow for growth, healing and reconciliation in the presbytery.

Members have subsequently read and studied the documents provided, as well as *The Gospel from Detroit* (PCUSA), the Bylaws of the Presbytery of Detroit, and relevant manuals and policies currently in place. It has established a liaison with the Taskforce reviewing the incidents arising from the HOM matter. As the mandate points out, racism is structural. ~~Yet these~~ It is these structures that then shape the experiences of individuals. Consequently, the Task Force is listening to personal narratives of those relating experiences, within the Presbytery, of racism.

The final goal is to develop and present to the Coordinating Cabinet specific changes in these bylaws, policies and procedures which will help to untangle the structures that have enabled a long history of racial disparities and tensions within the Presbytery of Detroit that culminated in an event such as this.

At this stage in our work, the Task Force makes the following points:

Context:

The work of the POD is tied to the expression of the Great Ends of the Church as described in the Book of Order. Because of this connection, our structure and our work must demonstrate elements of worship, service, prophecy, and care for others. We must not fear or avoid the call to continuously improve and refine our processes and our organizational structure. This call is God's call.

1. Recommendation Point One:

POD employees (paid workers) will be supervised (hired, managed and evaluated, separated) exclusively by paid POD employees or administrators who are trained in anti-racism and anti-discriminatory practices and policies.

Rationale:

It is critical for the POD to embrace and consistently engage in widely acknowledged best practices in human resources management. The POD and those it serves will benefit from professional level training in how to effectively develop and manage employees. This training will be provided by a highly qualified outside source. Ineffective staff management wastes time, energy, and resources. Poor or uninformed management styles are a negative witness in our congregations and our communities.

2. Recommendation Point Two:

The POD must consider and meaningfully reflect upon the legacy and current environment of structural racism and discrimination.

Rationale:

Our experiences and cultural histories vary widely. We share a common faith, but not a common history. We honestly and authentically have not seen or experienced the world in the same ways. In order to create a future that reflects our mission as ambassadors of Jesus Christ, we need regularly scheduled opportunities for learning, sharing, and conflict resolution around issues of prejudice, privilege, and the creation of community. POD staff and administrators will regularly participate in these learning opportunities and strongly encourage everyone associated with the POD to join them.

The Task Force agrees with the emphasis the Cabinet has placed on Anti-racism education. Yet it must be noted that this has been done, on and off, for those interested, for over two decades. For that reason, anti-racism education should be mandated, and enabled, for each member of the staff and volunteers of Presbytery. It needs to be periodically repeated. More generally, it should also become mandated for every ordained member of Presbytery.

3. Recommendation Point Three:

The POD must take action in all aspects of its ministry to become the Presbytery of *Detroit*. The work of doing justice is the work of every Christian and every aspect of organizations working in Christ's name.

Rationale:

Read the silences. As the Coordinating Cabinet, in good faith, wrestles with the current situation, the foundational administrative documents are silent about the reality of systemic and pervasive racism and white supremacy that shapes our lives and our churches – here in Detroit. As currently written, these documents ignore the Presbytery's location and its history in Detroit. The Task Force intends to develop more specific recommendations in response to this issue.

4. Recommendation Point Four:

POD must strive to listen and respond to God's call for social justice. It is broad and deep. It includes all those who have been made vulnerable and unequal by race, gender, economic deprivation, mental/physical disability or sexual identity.

Rationale:

Pervasive and persistent racial inequalities still define metro Detroit. As people of God, we are called to action.

In conclusion:

The Task Force has pondered how our talk about structures is clarified by Jesus' talk about trees – the good and the bad. In Matt 7 and 12, in Luke 6, Jesus tells us every good tree bears good fruit. But bad trees produce bad fruit. The Task Force joins the Coordinating Cabinet in its commitment to address the issue of structural racism and looks forward to continuing the work to heal this tree.

Date: October 21, 2019

To: Coordinating Cabinet

From: Task Force on Supervision, Leadership and Systemic Racism
 Rev. Kevin Johnson, Moderator
 Rev. Gloria Albrecht, Elder Deborah Evans, Elder John Haggerty,
 Rev. Gail Monsma, Elder Sharon Moore, Rev. Matt Nickle

Subject: Second Report of the Taskforce on Supervision, Leadership and Systemic Racism to the Coordinating Council regarding its work on its mandate:

- *To explore and document the structures of the Presbytery including staff supervision, the authority of team members, and missteps in leadership, and how these might contribute to systemic racism*
- *To recommend policies for Presbytery and/or Coordinating Cabinet that are more inclusive and relational between staff and volunteers.*

Prologue: This Taskforce takes with great seriousness the task set before it – that is, to identify how the sin of racism may be embedded within the Presbytery’s administrative structures, policies and relationships. Obviously, this is, by any measure, an exceedingly difficult task. It is important to note that this second report is an interim report as the Taskforce continues to identify current structures that need to be revised as well as the characteristics of a Christian commitment to anti-racism that are currently absent. This second report should be understood as a further development of the issues raised in the first report as well as providing additional recommendations.

It is also important to recognize the broader context shaping the work of the Presbytery of Detroit. As its webpage points out, the Presbytery of Detroit was organized in 1827 to serve the Presbyterian churches of southeast Michigan. Today, Southeast Michigan includes two of the most racially segregated cities in the U.S. (Detroit and Livonia). Since racism has been and continues to be a major force shaping the lives of people and churches, shaping choices and opportunities, and shaping ministries, we must identify and acknowledge how the Presbytery of Detroit has been shaped, or misshaped, by the power of racism.

Developing the characteristics of faithful Christian anti-racism structures:

- Today, the Presbytery struggles to understand how the use of an ugly racial slur could be deemed acceptable in the context of a Christian supervisory conversation. Yet, almost a year after the incident took place, the employee subjected to the racial slur has yet to receive an apology from the Presbytery.
 - The Taskforce urges such an apology be made immediately.
 - The Taskforce urges that a clear statement rejecting the use of such language be issued.
- Today the Presbytery must also wrestle with why the leadership of the Presbytery, and the current managerial structure, were so ill-equipped to respond to a racial incident.

- The Taskforce believes that the failure of Presbytery's leadership (specifically EP Rev. Dr. Al Timm and SC Rev. Ed Koster) to respond adequately was a grave failure of pastoral duties and a serious misunderstanding of the nature of structural racism.
- This failure highlights the need for all in leadership positions to receive anti-racism education that is challenging and comprehensive: administrators, employees, elected members of committees, teaching elders.
- To grow into an effective anti-racism community of faith it is necessary for the Presbytery to face its own history with honesty, acknowledging its moments of faithful courage as well as its failures.
 - The history currently on the website is silent about the role of racism in shaping the decisions of individual churches and the Presbytery of Detroit. The Taskforce urges the Presbytery to provide a more complete history (the Gospel From Detroit for example).
 - The Taskforce urges the churches of the Presbytery to discover and learn from their own histories in order to strengthen their courage in meeting today's issues.

Issues in the structures of the Presbytery, including staff supervision, the authority of team members, and missteps in leadership, as found in the *Bylaws*:

How to hire, fire, supervise, etc??

Responsibilities of various units?

How people are chosen, elected, to committees?

Etc?

Characteristics of a Structure of Christian Commitment to Anti-Racism:

Vision and Mission statement?

A champion/prophet/pastor?

Revision of written materials?

Anti-racism education?

Inclusion of anti-racism responsibilities in position descriptions, committee and ministry units?

Charges to units to find ways to counter the effects of racism in their particular ministries?

Future work of the Taskforce?

Interviewing? Closer look at various units and how they can become consciously anti-racist? Etc.

To: Coordinating Cabinet of the Presbytery of Detroit
From: Task Force #2 on Supervision, Leadership, and Systemic Racism
Re: Recommendation to Form Commission on Racial and Intercultural Justice
Date: 12/10/19

It is the recommendation of Task Force #2 that the Presbytery of Detroit, through consultation with the Coordinating Cabinet and this Task Force, commission a body to service the Presbytery of Detroit in matters of Racial and Intercultural Justice. It is our belief that such a commission is necessary in light of the history of anti-black thinking that has led us to our present reality.

The word "nigger" is the embodiment of anti-black thinking. It embraces the historic view that black people [African Americans] are less than human. The fact that it surfaced in the conversation between Tom Neal and Michael Barconey must not be casually dismissed - especially in light of the Matthew 25 Vision to dismantle systemic racism, eliminate poverty, and nurture congregational vitality throughout the Presbyterian Church USA.

In our previous report to you (dated October 21, 2019), our **Recommendation** (page 3) is for "the creation of a committee on anti-racism and the elimination of implicit bias." We have refined this recommendation. There currently exists within the structure of the Presbyterian Mission Agency a Coordinator for Racial and Intercultural Justice. It is our belief that our presbytery can best carry out the ministry of reconciliation (II Corinthians 5:18) by utilizing and aligning ourselves with the direction and resources within our denomination.

Proposal To Coordinating Cabinet
Re: Anti-Racism Training for Staff, Leadership and Presbytery

From: Multicultural Ministry Team of the Presbytery of Detroit
Dec 20, 2019

We were very pleased to receive five responses to our RFP posted in Nov. 2019. Of the five, two of which were friendly letters of decline, we have identified two proposals that we believe will create a robust conversation, relevant learning opportunities and appropriate paths to internal and external accountability for our presbytery and the congregations there in.

Our proposal is that March (Lent) 2020 be identified as a time of diving deeper into our commitment to racial justice and learning. This is part of our Matthew 25 commitment as a presbytery and, we believe, it is a Kairos moment in our world and in our church for such a commitment.

Our proposal is two-pronged:

1. We propose that PoD contract Michigan Roundtable to lead us through their proposed curriculum on for Racial and Social Justice Training. The outline of this curriculum is attached. This training would be for all staff of the presbytery and all current committee and work group leadership. The capacity for these trainings is 60 so there would be additional seats available for others who wished to participate. We propose using the suggested format of 5 consecutive, weekly meetings, Michigan Roundtable would offer these at two different times (day/evening, Tues/Thurs, etc.). This format would allow for processing time, deep dives, relationship building and commitment that a 5 week journey facilitates.
2. We propose that the PoD contract with Rev. Denise Anderson and Rev. Shanea Leonard of the Presbyterian Mission Agency Office of Racial and Intercultural Justice to offer Racial Justice training to the presbytery and consultation to appropriate entities of the presbytery (Multicultural MT, Social Justice, etc.). This training would intentionally build on our commitment to be a Matthew 25 presbytery and give us broader understanding of our identity as Presbyterians working for racial justice, and include some pastoral care or healing/reconciliation work as needed. We propose that these training opportunities take place at and around the March Presbytery meeting.

The total cost of these training opportunities is \$11,000, and will be covered by the Multicultural Ministry Team Budget for 2020.

Following the Coordinating Cabinet's lead, we believe that this is the right time to invest our time and our intention in this important gospel work. We are very

hopeful that these trainings will be a good launching point to a presbytery-wide journey, shaping our witness to the gospel in this time and place and forming in us a renewed commitment to the ministry of justice in our region.

Prayerfully submitted,
Multicultural Ministry Team
Lindsey Anderson
Lorn Coleman
Anne Lange

**REPORT TO THE COORDINATING CABINET OF DETROIT
PRESBYTERY
STATED CLERK, TREASURER AND ASSISTANT TREASURER
SEARCH PROCESS**

12/30/2019

Operations Committee created the joint Search Committee with the following members. Presbytery elected the members.

- Elder Chip Tallinger, Chairman, Co-Chair Operations, Kirk in the Hills
- Elder Harold Ellis, Chairman Operations, St Johns
- Elder Ruthenia Henderson, Operations, Trinity
- Trustee Martha Blenman, First Birmingham
- Reverend Kara Hildebrandt, Lincoln Park
- Reverend Al Timm Head of Staff, ex-officio

The Search Committee began meeting on September 26. The Committee reviewed the existing Stated Clerk and Treasure job descriptions and approved for posting. The Assistant Treasurer position is allowed under Presbytery By-Laws and will share responsibilities with Treasurer and within the Treasurer Job description.

The Committee agreed on the following timeline:

- Position postings on October 1, 2019, email blast to Detroit Presbytery churches and pastors, Chair of Representation Committee, Michigan Presbyteries, Synod , General Assembly, letters to Detroit Presbytery Churches and posting on Presbytery Website. The Committee on Representation was also notified and asked to advise the Committee of suitable candidates and recommendations to post positions.
- Cutoff date for receipt of Resumes: November 1, 2019
- Evaluation of candidates: November 5, 2019
- Interviews: November 14, 2019
- Decision: November 18, 2019

The Committee (absent Elder Harold Ellis) met on November 1, 2019 to review the candidates.

Treasurer and Assistant Treasure positions: Three applicants, including the incumbent submitted resumes and letters of interest: One African American man and two White American men. The committee voted to interview all three applicants.

Stated Clerk position: Five applicants, including the incumbent submitted resumes and letters of interest: One African American woman, two White American women and two White American men. The Committee voted to interview the incumbent and two White Women.

On November 14, 2019 the Committee met to interview the candidates (Elder Harold Ellis spoke to Martha Blenman and told her he was resigning due to a family emergency)

The three Treasurer and Assistant Treasurer candidates were interviewed. Each candidate understood that the Committee was filling 2 positions.

The three candidates for Stated Clerk were interviewed.

The Committee met on November 18, 2019 to decide on the candidates for the positions. The Committee unanimously recommends the following:

- **Treasurer:** Mike Gaubatz
- **Assistant: Treasurer:** Mike Starynychak
- **Stated Clerk:** Rev. Marianne Grano

Operations approved the recommendations of the search Committee unanimously on November 25, 2019 and moves these recommendations be approved individually by Coordinating Cabinet. on January 6, 2020.

Faithfully submitted,
Chip Tallinger, Chairman, Search Committee
Co-Chair Operations

CONTRACT FOR CO-ACTING HEADS OF STAFF

This contract is established between the following three parties for the purpose of providing ministry as Co-Acting Heads of Staff at Presbytery of Detroit:

The Presbytery of Detroit through its Coordinating Cabinet and the Operations Ministry Team;
The Rev. Dr. Robert L. Agnew and the Rev. Neeta R. Nichols as Co-Acting Heads of Staff.

PURPOSE:

The Co-Acting Heads of Staff will provide spiritual and administrative leadership, guidance and oversight for the Presbytery and Presbytery Staff during the search for a Transitional Executive Presbyter. The position is guided by the Presbytery's mission, goals and values, and is committed to Presbyterian polity and governance.

ACCOUNTABILITY AND RELATIONSHIPS:

The Co-Acting Heads of Staff are accountable to the Presbytery through the Presbytery Coordinating Cabinet and the Operations Ministry Team as delegated by the Presbytery.

RESPONSIBILITIES:

Provide administrative leadership and collegiality as the temporary heads of staff and chief administrative officers in the implementation of Presbytery decisions in the matters of programs, strategy and resources.

Serve as ex-officio members without vote of the Coordinating Cabinet and Committees, Ministry Teams, Team entities as defined by the Presbytery.

Required Committees include:

- Operations
- Planning and Visioning Team
- Trustees

Foster good multidirectional communications and relationships among the staff (internal communications) and staff and congregations/pastors as required (external communications).

EVALUATION:

There will be an ongoing review by the Operations Ministry Team, reported to the Presbytery's Coordinating Cabinet at each meeting during the tenure of the Co-Acting Heads of Staff.

LENGTH AND TERMINATION OF CONTACT:

The Co-Acting Heads of Staff are appointed by the moderator, vice moderator and chair of Coordinating Cabinet until such time as a Transitional Executive Presbyter is called. This contract is for a period of one year beginning on January 1, 2020, with the option to be extended as negotiated. This contract may be terminated by any of the three parties with a 30-day notice.

HOURS:

The Co-Acting Heads of Staff will share this position; each serving 19 hours a week.

COMPENSATION AND BENEFITS:

Compensation and benefits will be as follows (all dollar amounts and times are expressed in annual terms, and will be pro-rated to actual time served if this contract is terminated prior to the one-year term):

The Rev. Dr. Robert L. Agnew

Salary		\$ 46,200.00
(as a retired pastor, Rev. Agnew pays \$14,760 for his family medical with the Board of Pensions)		
SECA (social security allowance)		\$ 3,534.00
Retirement Saving		\$ 4,000.00
Reimbursed Business Expenses		\$ 5,200.00
(for travel, study leave and professional expenses)		
Total Compensation		\$58,934.00
Vacation:	4 weeks	
Study Leave	2 Weeks	

The Rev. Neeta R. Nichols

Salary		\$ 46,200.00
(as a retired pastor, Rev. Nichols pays \$10,200 for her medical)		
SECA (social security allowance)		\$ 3,534.00
Retirement Saving		\$ 4,000.00
Reimbursed Business Expenses		\$ 5,200.00
(for travel, study leave and professional expenses)		
Total Compensation		\$58,934.00
Vacation:	4 weeks	
Study Leave	2 Weeks	

Acceptance of contract for Co-Acting Heads of Staff:

Moderator, Presbytery of Detroit

Date

Chair, Operations Team, Presbytery of Detroit

Date

Moderator, Coordinating Cabinet
Presbytery of Detroit

Date

Co-Acting Head of Staff

Date

Co-Acting Head of Staff

Date

**Water Justice Work Group of Social Justice Ministry Team
2020 Nomination for Peacemaker/Peaceseeker Award to be presented
to Dr. Mona Hanna-Attisha, MD at Baltimore, MD General Assembly**

Peaceseeker Award Statement of Nomination

1. Name of Nominee: Dr. Mona Hanna-Attisha, MD, MDH, FAAP

First and last name of an individual or full name of an organization/congregation



2.

Why/How do you think that this nominee is on the front lines of reducing war and violence? *

On 24 September 2015, in a press conference at Flint's Hurley Medical Center, Dr. Hanna-Attisha revealed that Flint children's blood lead levels doubled after the water was switched from the Detroit River to the Flint River in April 2014.

Dr. Hanna-Attisha conducted her research after talking to a high-school friend, Elin Warn Betanzo, a former Environmental Protection Agency Office of Ground Water and Drinking Water employee and water engineer. Betanzo told Hanna-Attisha that Marc Edwards, a water engineer and professor from Virginia Tech and his team of Flint Water Study researchers, found high levels of lead in Flint residents' homes. Even though Hanna-Attisha was not provided the data she sought from the State of Michigan, she used hospital electronic medical records as data for her study.

At a risk to her career, Hanna-Attisha revealed her findings at the 24 September 2015 press conference before her research was scientifically peer reviewed, because of the public health implications. Hanna-Attisha's findings were later published in the *American Journal of Public Health*. Hanna Attisha's findings were confirmed in a *Morbidity and Mortality Weekly Report (MMWR)* published by the Center for Disease Control and Prevention (CDC) in July 2016, and is recognized as an underestimate of exposure.

At Dr. Hanna-Attisha's 24 September 2015 press conference she urged residents, particularly children, to stop drinking the water, to end Flint River as a water source as soon as possible and urged the City of Flint to issue a health advisory. A day after Dr. Hanna-Attisha released her study, Flint issued a health advisory advising residents, particularly children, to minimize exposure to Flint tap water. The water source was switched back to the Detroit River on 16 October 2015. Later, the City of Flint, the State of Michigan and the United States made emergency declarations.

**Water Justice Work Group of Social Justice Ministry Team
2020 Nomination for Peacemaker/Peaceseeker Award to be presented
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Dr. Hanna-Attisha's research was initially ridiculed by the State of Michigan, when a Michigan Department of Environmental Quality spokesperson accused her of being an "unfortunate researcher" "splicing and dicing numbers" who was causing "near hysteria." About ten days later, after *The Detroit Free Press* published its own findings consistent with Dr. Hanna-Attisha's findings and after Hanna-Attisha engaged in one-on-one conversations with Michigan's chief medical officer, the State of Michigan backed down and concurred with her findings. Later, at the press conference in which the State of Michigan acknowledged the lead in water crisis, Department of Environmental Quality officials apologized to Hanna-Attisha. In his 19 January 2016 State of the State address, Governor Snyder publicly thanked Hanna-Attisha and Edwards for sounding the alarm about the Flint water crisis.

Dr. Hanna-Attisha testified twice before Congress about the Flint Water Crisis and penned an op/ed advocating for federal assistance for Flint children exposed as a result of the crisis published in the *New York Times*. Eventually, in part due to Dr. Hanna-Attisha's advocacy, \$100 million in federal dollars was allocated to Flint in addition to approximately \$250 million in state dollars to address the crisis.

She is the founder the director of the Pediatric Public Health Initiative, a partnership between Hurley Medical Center and Michigan State University, to optimize the outcomes of Flint children. Through community and clinical programs, childhood health policy and advocacy, and robust evaluation, the Pediatric Public Health Initiative works with many partners, including Flint's heroic parents and kids, as a center of excellence, with the primary goal of mitigating the impact of the Flint Water Crisis and serving as a national resource for best practices.

Also in response to the crisis, Hanna-Attisha worked to establish, was a founding donor, raises money for and is on the advisory board of the Flint Child Health and Development Fund. In one year, the Flintkids.org Fund raised over \$17 million and awarded over \$2 million in grants directly supporting Flint kids' health and development.

Hanna-Attisha was appointed by Michigan Governor Rick Snyder to three public health commissions formed in response to the Flint Water Crisis, the Flint Water Interagency Coordinating Committee, the Michigan Child Lead Poisoning Elimination Board, and the Michigan Public Health Commission.

3. **Website/Nominee:** https://en.wikipedia.org/wiki/Mona_Hanna-Attisha
Optional link: <https://monahannaattisha.com> & <https://msuhurleypphi>

Born Mona Hanna in Sheffield, England, her parents are Iraqi scientists and dissidents who fled during Saddam Hussein's regime. She grew up in Royal Oak, Michigan and graduated from Royal Oak's Kimball High School. In 2017, she penned a *New York Times* opinion about her immigrant story and the impact of recent immigration restrictions titled *Corroding the American Dream*.

**Water Justice Work Group of Social Justice Ministry Team
2020 Nomination for Peacemaker/Peaceseeker Award to be presented
to Dr. Mona Hanna-Attisha, MD at Baltimore, MD General Assembly**

Mona Hanna received her Bachelor of Science from University of Michigan's School of Natural Resources and Environment and Masters of Public Health degree in Health Management and Policy from the University of Michigan School of Public Health, and her medical degree from Michigan State University College of Human Medicine. She completed her residency and chief residency at Wayne State University/Children's Hospital of Michigan.^[6] She is an associate professor at the Michigan State University College of Human Medicine. Her husband, Elliott Attisha, is a pediatrician in Detroit, Michigan. They have two daughters.

4. Your name: Mary Lloyd, Chairperson

313.247.0792

msmarylloyd@hotmail.com

Nominator:

Water Justice Work Group

Of Social Justice Ministry Team

Of the Presbytery of Detroit & Lake Huron Presbytery

**Water Justice Work Group of Social Justice Ministry Team
2020 Nomination for Peacemaker/Peaceseeker Award to be presented
to Dr. Mona Hanna-Attisha, MD at Baltimore, MD General Assembly**

Award Recipients

2018: Rev. Dr. Liz Theoharis and Rev. Dr. William Barber
 2017: Rev. Abby Mohaupt
 2016: William "Bill" Coop
 2015: Evelyn Chumbow and Jill Bolander-Cohen
 2014: Jim Atwood
 2013: Jewish Voice for Peace and the Israel/Palestine Mission Network
 2012: Alice Winters
 2011: Victor Makari
 2010: Mel Duncan
 2009: Bill Galvin
 2008: Gary Cozette, Peggy Howland
 2007: Anita David and Beth Pyles
 2006: Anne Barstow, Milton Mejia and the Colombia Accompaniment Program
 2005: Ann Barr Weems
 2004: SOA Prisoners of Conscience: Marilyn Murphey White, Don Beisswenger, Charles A. Booker-Hirsch, Kent Kennon, Cliff Frasier, Ann Huntwork, Dwight Lawton, Phil Gates, John Ewers, Eric Johnson, & Ruthy Woodring. Since 2004, Julienne Oldfield, Chris Lieberman and LeAnne Clausen.
 2003: Ross and Gloria Kinsler
 2002: Lois Baker
 2001: Walter Owensby
 2000: Lois Kroehler
 1999: Clinton Marsh
 1998: Warren Wilson College
 1997: Jan Hus Presbyterian Church & Jan Orr-Harter, NYC
 1996: Rick Ufford-Chase & Borderlinks
 1995: Ruth and Fred Maier
1994: Fred ("Mister") Rogers
 1993: Barbara Green
 1992: Gary and Chess Campbell
 1991: L. William Yolton
 1990: The COs of 1940s: William Lovell, on behalf of all Conscientious Objectors from the 1940's
 1989: Ruth Rylander
1988: Mary Jane Patterson
 1987: Maurice McCracken, Howard Maxwell
 1986: Albert C. Winn
 1985: Jim and Margaret Goff
 1984: Southside Presbyterian Church (Tucson, AZ), John Fife, Pastor
 1983: Jean Beaver, Herb Meza
 1982: Eugene Carson Blake, Hogan and Genevieve Yancey
 1981: Cameron P. Hall, Irvin (Mike) Elligan, Jean Edwards

**Water Justice Work Group of Social Justice Ministry Team
2020 Nomination for Peacemaker/Peaceseeker Award to be presented
to Dr. Mona Hanna-Attisha, MD at Baltimore, MD General Assembly**

1980: Ralph Mould, Olof Anderson, George Edwards, Henry Lofquist
1979: Winburn T. Thomas
1978: Edler Hawkins
1977: Margaret (Maggie) Kuhn
1976: John T. Conner
1975: John Oliver Nelson
1974: George R. Edwards
1973: St. Luke Church (Wayzata, MN), Steve Geckeler, Pastor
1972: Robert [McAfee](#) Brown
1971: John Coventry Smith
1970: William P. Thompson

**Water Justice Work Group of Social Justice Ministry Team
2020 Nomination for Peacemaker/Peaceseeker Award to be presented
to Dr. Mona Hanna-Attisha, MD at Baltimore, MD General Assembly**

History of Peace Award:

In the mid-1960's, Quakers, the National Council of Churches and others were maintaining a vigil in front of the White House to call for an end to the Vietnam War. This was prior to the big anti-war marches of that era. William P Thompson, the Stated Clerk of the General Assembly, found time in his busy schedule to join this vigil for about a week. The leadership of the Presbyterian Peace Fellowship was impressed with this witness, and felt PPF should honor this in some way. So the Fellowship presented Bill Thompson with a "Peacemaker Award."

Subsequently, PPF decided that it would be good to call attention to, and celebrate, other Presbyterians who had made a significant contribution to peace, and decided it would present such an award every year at General Assembly. The PPF leaders wisely realized that it is God who makes peace, and we are the ones who seek it. So the award was renamed the Peaceseeker Award.

In the 50 years or so that PPF has given the award, it has almost always gone to an individual in our church who has done something significant for peace. On a few occasions, it has gone to a congregation (i.e. Southside Presbyterian Church in Tucson received the award for its sanctuary work). On a couple of occasions it has gone to a group of Presbyterians (i.e. the Presbyterian prisoners of conscience who went to jail for their witness to close the School of the Americas and the over 200 Presbyterians who were conscientious objectors during WWII). On one occasion it went to a college: Warren Wilson. It was the first Presbyterian college to have a full time faculty member as a peace studies mentor, and Warren Wilson made him available to help other colleges develop peace studies programs.

The purpose of this award is to give well-deserved recognition to those who have made a serious commitment to working for justice and peace, particularly work that has influenced Presbyterians and the PC(USA). It is also intended to inspire others to get engaged in this work that is central to our calling. In recent years we have also included our non-Presbyterian partners working with us for a more just and peaceful world.

The award is annual, and the presentation of the award happens at the PPF Peace Breakfast during General Assembly in even years.

Mission, Vision and Strategic Planning Process

North Star Strategies works collaboratively with leaders of faith-based and nonprofit organizations. We facilitate a process to develop their vision and mission and to develop high quality, realistic plans that are endorsed by leaders, staff, members and stakeholders. Our unique process for gaining alignment leads to the plans being implemented.

Assessment and Analysis (~2 months):

- **Kick-off Meeting** – Confirm the scope of the project, timing, and roles. Sample communications, interview questions and timelines are provided. North Star Strategies works collaboratively with a “Planning Committee” (or Task Force) to refine them.
- **Recruit Participants** – Promote the initiative and identify participants with a sign up form.
- **Interviews** – Select 8-12 representative participants for individual one-hour telephone interviews. An unlimited number of additional participants may complete an online version of the interview, if desired.
- **Opinion Survey** – Interview responses are assembled into an anonymous online survey taken by each participant. A supplemental paper survey process can be added to enable participation by people without access to computers. (Requires approximately 15 minutes)
- **Reasoning and Feedback** – Unique to our process, each participant will be asked to provide reasoning and feedback on those personal responses that are different from the majority of the group. This step provides a level of insight unavailable through other traditional or online assessment techniques. (Requires approximately 15 minutes)

Mission, Vision and Strategy Development (~2 months):

- **Retreat** – We facilitate a review the results of the assessment and use the results to begin a dialogue on mission, vision and strategic priorities. (~4-6 hours for the Planning Committee)
- **Additional face-to-face and/or web-based meetings** – We work with a Planning Committee, whose composition can be finalized after the assessment, to further develop the mission, vision and strategic plan details. (~10-14 hours for the Planning Committee).

Deliverables:

- Presentation of assessment findings
- Online access to the detailed assessment results
- A written document of shared assumptions, mission, vision, priority goals and a plan with a roadmap of activities, responsibilities and timing.

Typical Pricing: \$15,000 plus travel expenses

This typical process can be modified to meet the unique situation and circumstances of the Presbytery of Detroit.

“We were so excited and grateful for all of the help you gave to us. Now we are looking at another major change that will be proposed to the Annual Conference next June, which promises to be quite challenging. Naturally we thought of North Star Strategies!”

Sandy O’Brien
Louisiana United Methodist Conference

Presbytery of Detroit Trustee Policy on Credit Cards

1. Presbytery of Detroit provides credit cards to select personnel to facilitate purchases that are required as part of their job responsibilities and/or the operations of the Presbytery office.
2. The Board of Trustees approves the issuance of credit cards and sets the credit limit by employee / job requirement. The Board of Trustees may modify the credit limit if circumstances necessitate.
3. Credit cards will be issued in the name of the employee.
4. The card may be used only for the purchase of goods or services required for official business of the Presbytery of Detroit. Any use for personal or unauthorized purchases will result in disciplinary action, which could include garnishment of wages to recover the misspent funds and/or termination of employment.
5. All purchases must be within current budget line item amounts. If the purchase is to be charged to a budget line other than the pre-approved routine bills or an Operations spending allowance line, the purchaser must have pre-approval from the owner of the budget line being charged.
6. Employees issued a credit card are responsible for its protection and custody, and shall immediately notify the credit card company and Accounting Manager if it is lost or stolen. Employees must immediately surrender the card to the Accounting Manager if employment ends or directed to do so by the Board of Trustees. Employees should not allow other employees to make purchases using the card.
7. Credit card activity will be reconciled and recorded on a monthly basis by the Accounting Manager and submitted to the Treasurer for review. Employees will receive an itemized listing of their activity during the month and must submit receipts showing the date, purpose, and dollar amount of each charge as well as documentation of approval for all items except those on the Routine Bills list. Receipts for meals must include a note with the names of all individuals who were part of the charged amount.
8. The Accounting Manager will request the issuance of cards, manage the online account, review the monthly activity, and record the journal entries related to the credit card. Therefore, a card should not be issued to the Accounting Manager.

I have received a copy of the Presbytery of Detroit Credit Card Policy and agree to abide by its terms:

Name _____ Date _____

PRESBYTERY OF DETROIT

AN INFORMED PRESBYTERY IS A RESPONSIBLE PRESBYTERY

PRESBYTERY MEETING 1/28/2020

TREASURER'S REPORT

- A. Snap Shot of Balance Sheet as of 11/30/2019 and Revenues & Expenditures 1/1/19 – 11/30/2019**

- B. For Budget monitoring purposes, see attached report:**
 - 1) Detailed Fund 100 (General Fund) Revenues & Expenditures for 1/1/ to 11/30/2019 Actuals compared to budget.

- C. The following MIP System reports are also enclosed for your information:**
 - 1) Combined Balance Sheet for the Period ending 11/30/2019 compared to 11/30/2018
 - 2) Balance Sheet by Fund (Endowments Combined) as of 11/30/2019
 - 3) Revenues & Expenditures by Fund for 1/1/2019 to 11/30/2019

The Presbytery of Detroit
Statement of Revenues and Expenditures (All funds unless otherwise noted below)
100 - Operating Fund
From 1/1/2019 Through 11/30/2019

	YTD Actual	YTD Budget	YTD Budget Variance	Total Annual Budget	Percent Annual Budget Remaining
Mission Revenue					
Shared Mission	134,441.70	244,200.00	(109,758.30)	266,400.00	(49.53)%
Per Capita	264,954.79	266,360.38	(1,405.59)	350,309.00	(24.37)%
Total Mission Revenue	<u>399,396.49</u>	<u>510,560.38</u>	<u>(111,163.89)</u>	<u>616,709.00</u>	<u>(35.24)%</u>
Investments					
Interest - General Investment	2,232.37	0.00	2,232.37	0.00	0.00%
Endowment Income	323,320.29	334,530.13	(11,209.84)	364,942.00	(11.41)%
Total Investments	<u>325,552.66</u>	<u>334,530.13</u>	<u>(8,977.47)</u>	<u>364,942.00</u>	<u>(10.79)%</u>
Grant Income	6,300.00	6,000.00	300.00	6,000.00	5.00%
Other Income	1,298.30	1,833.37	(535.07)	2,000.00	(35.09)%
Total Revenues	<u>732,547.45</u>	<u>852,923.88</u>	<u>(120,376.43)</u>	<u>989,651.00</u>	<u>(25.98)%</u>
Investment					
Bank & Investment Fees	275.43	0.00	(275.43)	0.00	0.00%
Total Investment	<u>275.43</u>	<u>0.00</u>	<u>(275.43)</u>	<u>0.00</u>	<u>0.00%</u>
General Operating Expenses					
Machinery & Maintenance	41,913.59	43,394.89	1,481.30	47,340.00	11.46%
Professional Expense	16,416.25	12,375.00	(4,041.25)	13,500.00	(21.60)%
Office & Other Expense	16,434.40	21,576.50	5,142.10	23,538.00	30.18%
Rent & Security	43,824.42	43,930.37	105.95	47,924.00	8.55%
Insurance & Umbrella Liability	6,877.00	5,916.74	(960.26)	6,000.00	(14.62)%
Total General Operating Expenses	<u>125,465.66</u>	<u>127,193.50</u>	<u>1,727.84</u>	<u>138,302.00</u>	<u>9.28%</u>
Total Ministry Teams (Committees) Expense	176,585.57	280,909.42	104,323.85	306,447.00	42.38%
Administrative Expenses					
Salary & Benefits	467,161.06	517,729.35	50,568.29	564,866.00	17.30%
Payroll Taxes	26,093.61	27,853.98	1,760.37	30,386.00	14.13%
Total Administrative Expenses	<u>493,254.67</u>	<u>545,583.33</u>	<u>52,328.66</u>	<u>595,252.00</u>	<u>17.14%</u>
Total Expenditures	<u>795,581.33</u>	<u>953,686.25</u>	<u>158,104.92</u>	<u>1,040,001.00</u>	<u>23.50%</u>

The Presbytery of Detroit

Statement of Revenues and Expenditures (All funds unless otherwise noted below)

100 - Operating Fund

From 1/1/2019 Through 11/30/2019

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>YTD Budget Variance</u>	<u>Total Annual Budget</u>	<u>Percent Annual Budget Remaining</u>
Total Income Before Net Realized/Unrealized Gain (Loss)	<u>(63,033.88)</u>	<u>(100,762.37)</u>	<u>37,728.49</u>	<u>(50,350.00)</u>	<u>25.19%</u>
Total Income After Net Realized/Unrealized Gain (Loss)	<u><u>(63,033.88)</u></u>	<u><u>(100,762.37)</u></u>	<u><u>37,728.49</u></u>	<u><u>(50,350.00)</u></u>	<u><u>25.19%</u></u>

The Presbytery of Detroit

Balance Sheet
As of 11/30/2019

	Current Year	Prior Year	Current Year % Change
Assets			
Cash and Short Term Investments			
Cash - Petty Cash	200.00	200.00	0.00
Cash - Operating Account	383,101.98	76,337.04	401.86
Cash - Payroll Account	55,324.92	13,848.13	299.51
Cash - PayPal Account	1,620.02	3,819.90	(57.59)
POD Special Mission Account	0.00	324,831.13	(100.00)
Total Cash and Short Term Investments	440,246.92	419,036.20	5.06
Receivables and Other Short Term Assets			
Church Loan Receivable - Module	50,000.00	37,786.12	32.32
Church Line of Credit Receivable	22,838.13	70,025.94	(67.39)
Misc Receivables	77.37	12.57	515.51
Total Receivables and Other Short Term Assets	72,915.50	107,824.63	(32.38)
Denominational Loans			
PCUSA Grant Mortgage Receivable	194,018.05	214,007.81	(9.34)
POD Grant Mortgage	432,393.12	432,393.12	0.00
PCUSA Grant Mortgage Reserve	(194,018.05)	(214,018.05)	(9.35)
PCUSA Guaranteed Loans	652,958.14	42,515.60	1,435.81
P.I.L.P. Guaranteed Loans	3,215,763.87	3,117,074.04	3.17
Total Denominational Loans	4,301,115.13	3,591,972.52	19.74
Long Term Investments			
General Investments	3,778,306.16	3,221,031.62	17.30
Endowment - Comerica	19,903,356.39	18,597,275.08	7.02
Gehres Fund (Restr) @ Presby Foundation	0.00	1,673.55	(100.00)
Investment - P.I.L.P	833,308.76	728,545.07	14.38
Total Long Term Investments	24,514,971.31	22,548,525.32	8.72
Total Assets	29,329,248.86	26,667,358.67	9.98
Liabilities and Equity Section			
Short Term Liabilities			
Donations Received in Advance	7,700.00	6,300.00	22.22
Other	2,285.84	1,265.79	80.59
Total Short Term Liabilities	9,985.84	7,565.79	31.99
Long Term Liabilities			
Note Payable - PCUSA	652,958.14	42,515.60	1,435.81
Note Payable P.I.L.P	3,215,763.87	3,117,074.04	3.17
Total Long Term Liabilities	3,868,722.01	3,159,589.64	22.44
Net Assets			
Net Assets - Unrestricted	6,459,987.81	5,857,514.75	10.29
Net Assets - Restricted	16,429,419.09	18,616,770.17	(11.75)
Total Net Assets	22,889,406.90	24,474,284.92	(6.48)
Current YTD Net income			
	2,561,134.11	(974,081.68)	(362.93)
Total Liabilities and Equity Section	29,329,248.86	26,667,358.67	9.98

The Presbytery of Detroit

Balance Sheet
As of 11/30/2019

	Operating	Capital Fund	Endowment	Designated	Mission	Total
Assets						
Cash and Short Term Investments						
Cash - Petty Cash	200.00	0.00	0.00	0.00	0.00	200.00
Cash - Operating Account	(30,843.47)	190,255.21	(79,653.18)	307,660.01	(4,316.59)	383,101.98
Cash - Payroll Account	60,969.89	(3,847.97)	0.00	(1,797.00)	0.00	55,324.92
Cash - PayPal Account	(629.98)	0.00	0.00	2,250.00	0.00	1,620.02
POD Special Mission Account	0.00	0.00	0.00	0.00	0.00	0.00
Total Cash and Short Term Investments	29,696.44	186,407.24	(79,653.18)	308,113.01	(4,316.59)	440,246.92
Receivables and Other Short Term Assets						
Church Loan Receivable - Module	0.00	50,000.00	0.00	0.00	0.00	50,000.00
Church Line of Credit Receivable	0.00	22,838.13	0.00	0.00	0.00	22,838.13
Misc Receivables	77.37	0.00	0.00	0.00	0.00	77.37
Prepaid Expenses	0.00	0.00	0.00	0.00	0.00	0.00
Allowance for Other Receivables	0.00	0.00	0.00	0.00	0.00	0.00
Total Receivables and Other Short Term Assets	77.37	72,838.13	0.00	0.00	0.00	72,915.50
Denominational Loans						
PCUSA Grant Mortgage Receivable	0.00	194,018.05	0.00	0.00	0.00	194,018.05
POD Grant Mortgage	0.00	432,393.12	0.00	0.00	0.00	432,393.12
PCUSA Grant Mortgage Reserve	0.00	(194,018.05)	0.00	0.00	0.00	(194,018.05)
PCUSA Guaranteed Loans	0.00	652,958.14	0.00	0.00	0.00	652,958.14
P.I.L.P. Guaranteed Loans	0.00	3,215,763.87	0.00	0.00	0.00	3,215,763.87
Total Denominational Loans	0.00	4,301,115.13	0.00	0.00	0.00	4,301,115.13
Long Term Investments						
General Investments	82,689.94	3,695,616.22	0.00	0.00	0.00	3,778,306.16
Endowment - Comerica	0.00	1,572,564.18	18,330,792.21	0.00	0.00	19,903,356.39
Investment - P.I.L.P.	0.00	833,308.76	0.00	0.00	0.00	833,308.76
Total Long Term Investments	82,689.94	6,101,489.16	18,330,792.21	0.00	0.00	24,514,971.31
Total Assets	112,463.75	10,661,849.66	18,251,139.03	308,113.01	(4,316.59)	29,329,248.86
Liabilities and Equity Section						
Short Term Liabilities						
Accounts Payable - Module	0.00	0.00	0.00	0.00	0.00	0.00
Donations Received in Advance	6,300.00	0.00	0.00	0.00	1,400.00	7,700.00
Proceeds from Sale of Property	0.00	0.00	0.00	0.00	0.00	0.00

The Presbytery of Detroit

Balance Sheet
As of 11/30/2019

	Operating	Capital Fund	Endowment	Designated	Mission	Total
Other	2,285.84	0.00	0.00	0.00	0.00	2,285.84
Total Short Term Liabilities	8,585.84	0.00	0.00	0.00	1,400.00	9,985.84
Long Term Liabilities						
Note Payable - PCUSA	0.00	652,958.14	0.00	0.00	0.00	652,958.14
Note Payable P.I.L.P	0.00	3,215,763.87	0.00	0.00	0.00	3,215,763.87
Total Long Term Liabilities	0.00	3,868,722.01	0.00	0.00	0.00	3,868,722.01
Net Assets						
Net Assets - Unrestricted	166,911.79	6,172,952.90	0.00	114,407.64	5,715.48	6,459,987.81
Net Assets - Restricted	0.00	(365,927.90)	16,307,933.88	502,147.93	(14,734.82)	16,429,419.09
Total Net Assets	166,911.79	5,807,025.00	16,307,933.88	616,555.57	(9,019.34)	22,889,406.90
Current YTD Net income						
	(63,033.88)	986,102.65	1,943,205.15	(308,442.56)	3,302.75	2,561,134.11
Total Liabilities and Equity Section	<u>112,463.75</u>	<u>10,661,849.66</u>	<u>18,251,139.03</u>	<u>308,113.01</u>	<u>(4,316.59)</u>	<u>29,329,248.86</u>

The Presbytery of Detroit
Statement of Revenues and Expenditures (All funds unless otherwise noted below)
From 1/1/2019 Through 11/30/2019

	Operating	Capital Fund	Endowment	Designated	Mission	Total
Mission Revenue						
Shared Mission	134,441.70	0.00	0.00	0.00	42,524.71	176,966.41
Per Capita	264,954.79	0.00	0.00	0.00	185,636.30	450,591.09
Offerings and Donations	0.00	0.00	0.00	284.17	184,884.90	185,169.07
POD ECO	0.00	0.00	0.00	600.00	42,873.93	43,473.93
Directed Mission	0.00	0.00	0.00	0.00	225.00	225.00
General Mission & Designated Projects	0.00	0.00	0.00	66,707.80	0.00	66,707.80
Total Mission Revenue	<u>399,396.49</u>	<u>0.00</u>	<u>0.00</u>	<u>67,591.97</u>	<u>456,144.84</u>	<u>923,133.30</u>
Investments						
Interest - General Investment	2,232.37	75.41	0.00	0.00	0.00	2,307.78
Endowment Income	323,320.29	40,373.34	470,616.50	0.00	0.00	834,310.13
Interest Income-Pod Church loans & Other Investment Income	0.00	0.00	0.00	993.12	0.00	993.12
Total Investments	<u>325,552.66</u>	<u>40,448.75</u>	<u>470,616.50</u>	<u>993.12</u>	<u>0.00</u>	<u>837,611.03</u>
Grant Income						
	6,300.00	0.00	0.00	4,500.00	11,208.10	22,008.10
Other Income						
	1,298.30	423,356.85	0.00	0.00	0.00	424,655.15
Total Revenues	<u>732,547.45</u>	<u>463,805.60</u>	<u>470,616.50</u>	<u>73,085.09</u>	<u>467,352.94</u>	<u>2,207,407.58</u>
Mission Expense						
Shared Mission	0.00	0.00	0.00	0.00	43,317.48	43,317.48
Per Capita	0.00	0.00	0.00	0.00	184,843.52	184,843.52
Offerings and Donations	0.00	0.00	0.00	0.00	180,572.15	180,572.15
POD ECO	0.00	0.00	0.00	400.00	18,873.93	19,273.93
Directed Mission	0.00	0.00	0.00	0.00	1,235.00	1,235.00
General & Other Mission Expense	0.00	0.00	0.00	381,040.31	24,000.00	405,040.31
Total Mission Expense	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>381,440.31</u>	<u>452,842.08</u>	<u>834,282.39</u>
Investment						
Endowment Distribution	0.00	44,581.75	527,689.34	0.00	0.00	572,271.09
Bank & Investment Fees	275.43	20,422.60	57,108.83	0.00	0.00	77,806.86

The Presbytery of Detroit
Statement of Revenues and Expenditures (All funds unless otherwise noted below)
From 1/1/2019 Through 11/30/2019

	<u>Operating</u>	<u>Capital Fund</u>	<u>Endowment</u>	<u>Designated</u>	<u>Mission</u>	<u>Total</u>
Total Investment	<u>275.43</u>	<u>65,004.35</u>	<u>584,798.17</u>	<u>0.00</u>	<u>0.00</u>	<u>650,077.95</u>
General Operating Expenses						
Machinery & Maintenance	41,913.59	154.16	0.00	0.00	0.00	42,067.75
Professional Expense	16,416.25	0.00	0.00	0.00	0.00	16,416.25
Office & Other Expense	16,434.40	0.00	0.00	0.00	0.00	16,434.40
Rent & Security	43,824.42	0.00	0.00	0.00	0.00	43,824.42
Insurance & Umbrella Liability	<u>6,877.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>6,877.00</u>
Total General Operating Expenses	<u>125,465.66</u>	<u>154.16</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>125,619.82</u>
Total Ministry Teams (Committees) Expense	176,585.57	0.00	0.00	87.34	564.37	177,237.28
Administrative Expenses						
Salary & Benefits	467,161.06	0.00	0.00	0.00	0.00	467,161.06
Payroll Taxes	<u>26,093.61</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>26,093.61</u>
Total Administrative Expenses	<u>493,254.67</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>493,254.67</u>
Grant Expense	0.00	0.00	0.00	0.00	10,643.74	10,643.74
Total Expenditures	<u>795,581.33</u>	<u>65,158.51</u>	<u>584,798.17</u>	<u>381,527.65</u>	<u>464,050.19</u>	<u>2,291,115.85</u>
Total Income Before Net Realized/Unrealized Gain (Loss)	<u>(63,033.88)</u>	<u>398,647.09</u>	<u>(114,181.67)</u>	<u>(308,442.56)</u>	<u>3,302.75</u>	<u>(83,708.27)</u>
Realized Endowment Gain (Loss)	0.00	50,792.86	592,073.33	0.00	0.00	642,866.19
Unrealized Endowment Gain (Loss)	0.00	125,706.49	1,465,313.49	0.00	0.00	1,591,019.98
Realized General Investments Gain (Loss)	0.00	84,301.04	0.00	0.00	0.00	84,301.04

The Presbytery of Detroit
Statement of Revenues and Expenditures (All funds unless otherwise noted below)
From 1/1/2019 Through 11/30/2019

	<u>Operating</u>	<u>Capital Fund</u>	<u>Endowment</u>	<u>Designated</u>	<u>Mission</u>	<u>Total</u>
Unrealized General Investment Gain (Loss)	0.00	326,655.17	0.00	0.00	0.00	326,655.17
Total Income After Net Realized/Unrealized Gain (Loss)	<u>(63,033.88)</u>	<u>986,102.65</u>	<u>1,943,205.15</u>	<u>(308,442.56)</u>	<u>3,302.75</u>	<u>2,561,134.11</u>

REPORT OF THE ADMINISTRATIVE COMMISSION FOR FIRST PRESBYTERIAN CHURCH ANN ARBOR

Prologue

As the Administrative Commission assigned to work with First Presbyterian Church in Ann Arbor concludes its work and makes a series of recommendations intended to reduce the likelihood of a similar problem taking place going forward, there are a series of known limitations within which this report must be understood. The Administrative Commission knows that its conclusions are to some extent provisional and its underlying narrative of the problems afflicting the congregation over the past several years may in the days ahead need correction. This is true for a series of reasons:

Lack of Formal Record Keeping

Accessing things like performance reviews should be a matter of simply opening a personnel file. In our audit of personnel files, we did not find a single performance review placed in a personnel file by either a direct supervisor or the Personnel Committee. Important records were scattered across a series of private computers. The Administrative Commission is appreciative of the cooperation of various members of the Personnel Committee who have provided us some of the background information needed to do our work. It is the case that there may be documents found and put forth in the public domain in the days ahead which could alter the understanding of events set forward here. The provisional nature of our work points to an important contributing factor in the discord over the past several years: important documents like performance reviews and formal processes to correct performance shortcomings should always be documented in writing, formally filed in personnel files, and occasionally audited to assure accuracy.

Institutional Memory

A contributing factor in the problems experienced at First Pres Ann Arbor involves the breakdown of “institutional memory.” While the Personnel Committee was made up of a relatively stable collection of people, the chair of the committee changed at least five times during the years under review by the Administrative Commission (2011-2018). While there are broad themes that shape Personnel and Session actions over the period under consideration, the priorities and means of addressing those broad themes vary from chairperson to chairperson. It appears to the Administrative Commission that this turnover of committee leadership is a contributing factor in the lack of formal record keeping.

33 Gatekeeping

34 One of the critical responsibilities given to a solo Pastor or Head of Staff in PC(USA) polity is
 35 serving as the Moderator of Session. Evenhanded performance of this function means that
 36 decision making bodies (Session and the committees of Session) have broad access to
 37 information representing all sides of a particular question or deliberation. As the points of
 38 contention at First Pres multiplied and intensified from the Summer of 2016 forward, the
 39 Moderator appears to have played a role in constricting the flow of information to the Session
 40 and Personnel Committee. For example, Elder Rick Boothman was extended voice to speak to
 41 the Personnel Committee, but the chairperson of Committee on Ministry was not extended voice
 42 in Session. Rev. Roederer was allowed to speak to the Session following her resignation, while
 43 Rev. Monnett was not extended the same access following his termination (though the grievance
 44 procedure in both cases is different given the revisions in the 2015 Personnel Manual). As the
 45 tensions at First Pres increased, the Moderator appears to have made a series of decisions about
 46 what information was allowed to pass into the formal governance structure of the church and
 47 what information was not communicated.

48 At times, inaccurate information appears to have been communicated. The original Form 27 filed
 49 with the Presbytery by Rev. Monnett in July of 2017 appears to have been presented orally to the
 50 Session, but the amended filing was never formally presented. That is, the Session and Personnel
 51 Committee of First Pres had reason to believe that a complaint had been lodged against the Head
 52 of Staff, the Personnel Committee, and the Chairperson of the Personnel Committee; in fact, the
 53 judicial process was a formal complaint against the Head of Staff alone.

54 Finally, the Administrative Commission acknowledges that we are seven outsiders trying to look
 55 at something that others lived. We lack both the direct knowledge and the passion with which
 56 many readers will approach this document. Our hope is that, as outsiders, we can offer a fair and
 57 balanced narrative of a turbulent period in First Presbyterian's history and distill some learnings
 58 that become part of who we are (both First Pres and the Presbytery of Detroit) for the journey
 59 ahead.

60 This report will unfold as a series of narratives focused on individuals. It is hoped that
 61 connections will be apparent as they unfold. As much as possible, the narratives are arranged in
 62 chronological order, though they do in many instances overlap and intertwine.

63 **The Call of Rev. Dr. Fairfax Fair to First Pres**

64 On May 28, 2011 Rev. Dr. Fairfax Fair was installed as the Head of Staff at the First
 65 Presbyterian Church of Ann Arbor, MI. The process that led to her selection would also set in
 66 motion some of the dynamics in play at the dissolution of that call in the Fall of 2018. The
 67 Pastoral Nominating Committee (PNC) that selected her was formed in May of 2010. As
 68 committee members began to canvass local and national denomination leaders for candidates,
 69 Rev. Fair's name was offered by multiple sources. Serving as the Head of Staff at the Highland
 70 Presbyterian Church of Louisville, KY, she was an experienced Head of Staff; in addition, she
 71 was involved in the life and governance of her local presbytery, synod and the General

72 Assembly. When the PNC approached Rev. Fair to measure her interest in the position in Ann
73 Arbor, she submitted a Personal Informal Form for their consideration. The PNC was looking for
74 a leader, someone who “through collaboration and partnership . . . will lead and care for a staff of
75 ordained ministers, program staff, and administrative / support staff.” Rev. Fair appeared to be a
76 perfect fit: in her PIF she describes herself as “. . . a strong, collegial leader. I enjoy working in
77 partnership with intelligent, creative people . . . who love their work and throw themselves into
78 it.”

79 Because Rev. Fair was in active service at Highland, it was not possible for the PNC to speak to
80 the ordained and lay staff working with Rev. Fair at Highland. Given her extensive work across
81 the denomination, the PNC was able to gather strong references for her work from colleagues
82 with whom she served; they were not able to assess her ability to create and nurture a
83 collaborative work environment. Had the PNC examined the staff dynamics at Highland in 2010
84 and early 2011, they may have realized that a common vocabulary was being used to reference
85 different things regarding Rev. Fair’s leadership style.

86 At a point late in the call process (January of 2011), the Presbytery of Detroit was asked to make
87 sure that Rev. Fair was a member in good standing with the Presbytery of Mid-Kentucky and
88 that her credentials could be transferred in the event that a call was extended. A phone
89 conversation took place between the two Executive Presbyters (Revs. Allen Timm and Betty
90 Meadows). Rev. Timm was told that Rev. Fair’s credentials could be transferred in the event of a
91 call, but was then informed that there were additional considerations that would only be given
92 under the promise of confidentiality. **Appendix A** of this document is an email written by Rev.
93 Betty Meadows which details this information: the Committee on Ministry of Mid-Kentucky
94 Presbytery was considering the formation of an Administrative Commission tasked with
95 examining Rev. Fair’s work as the Head of Staff at Highland Presbyterian Church. The reason
96 that confidentiality was requested was that there was no actual motion from the Committee on
97 Ministry at the time of the inquiry. What was revealed under this agreement of confidentiality
98 was a *potential* action that could -if undertaken- impact the consideration of Rev. Fair for the
99 position in Ann Arbor.

100 The Mid-Kentucky Committee on Ministry was concerned about a series of staff transitions at
101 Highland. At the time Rev. Fair and the Ann Arbor PNC were in conversation, steps were being
102 undertaken at Highland to terminate one of the Associate Pastors (Rev. Doodle Harris) from her
103 employment. **Appendix B** is Rev. Harris’ narrative about her relationship with Rev. Fair in her
104 capacity as Head of Staff and the events surrounding Rev. Harris’ attempted termination.

105 Rev. Timm responded to this information by asking the Committee on Ministry liaison (Elder
106 Jean Loup) to remind the Ann Arbor PNC of the need to develop references beyond those given
107 by Rev. Fair on her PIF. In an email exchange with the PNC chairperson, this request was raised
108 and the chairperson responded that the concern about secondary references would be brought to
109 the PNC for consideration, but that additional national references had already been gathered. At
110 no point was the PNC told there were concerns raised about Rev. Fair from the Presbytery
111 reference check process, and certainly no direction was given that the PNC should explore
112 further the Head of Staff function with Rev. Fair. There is no record of additional secondary
113 references being developed before Rev. Fair was introduced to the congregation in Ann Arbor in
114 March of 2011 as the PNC’s candidate for the Head of Staff position.

115 At the installation of Rev. Fair in May of 2011, Ann Arbor's PNC had reason to believe that she
 116 possessed the administrative and leadership traits they were seeking in a new Head of Staff.
 117 Those who knew the staff dynamics at Highland had reason for concern. In a church looking for
 118 collaborative leadership, what had taken place in Louisville with Rev. Harris raised deep
 119 concerns. Unfortunately, that narrative was not known by the PNC nor by the congregational
 120 leadership.

121 **Rev. Renee Roederer**

122 Rev. Renee Roederer became the Director of Campus Ministry at First Presbyterian Church of
 123 Ann Arbor on September 1, 2013. Rev. Roederer's position was considered a validated ministry
 124 by the Presbytery of Detroit. She began with Rev. Fair as her immediate supervisor. In
 125 September of 2013, Rev. Jay Sanderford was called as an Associate Pastor, and by the Summer
 126 of 2014 he was assigned to supervise Rev. Roederer's work.

127 Her time and energy were spread across four broad areas: involvement in the ministry of Young
 128 Life at the UM Ann Arbor campus, programming responsibilities for a Sunday Evening worship
 129 service focused on reaching college and young adults, the ministry of T2A2, and campus
 130 ministry activities within First Pres not related to Young Life. The broad and divergent nature of
 131 Rev. Roederer's responsibilities led to problems: she recalls working seventy hours per week
 132 with some regularity. Rev. Sanderford, after observing Rev. Roederer's ministry for several
 133 months before being asked to supervise her work, suggested in their initial supervisory
 134 conversation that some form of therapeutic help might be beneficial. Eventually, a solid working
 135 relationship developed between Revs. Sanderford and Roederer. Between April 2014 and March
 136 of 2015, they met at least 18 times. At one of those meetings in December of 2014, formal goals
 137 for Campus Ministry were developed. The two regularly discussed and developed work plans to
 138 address the challenges of redeveloping a Campus Ministry at First Pres and discussed the
 139 complexities of juggling many and varied ministry responsibilities. While no written
 140 performance evaluation was offered in this coaching context, there was regular exploration and
 141 strategizing about the program challenges presented at First Pres, as well as the need for
 142 strengthening personal and ministry skills and abilities.

143 On January 26, 2015, Rev. Roederer received an email from the chairperson of the Personnel
 144 Committee containing a letter dated January 24, 2015 as an attachment. The letter was part of the
 145 notification given about annual compensation changes required by the Personnel Manual every
 146 January for every employee (40.0140). The letter details the reasons why there was no salary
 147 raise for Rev. Roederer in 2015. It expresses concern about Rev. Roederer's ability to meet the
 148 expectations of the Personnel Committee for a Campus Minister. The letter states:

149 As you know from conversations you have had with both Fairfax and Jay, there is
 150 concern about your ability to meet these expectations. Others involved with
 151 campus ministry share similar concerns.

152 The letter directed Rev. Roederer to meet at the earliest possible opportunity with Revs.
 153 Sanderford and Fair so that a plan could be developed to address the perceived shortcomings of

154 her performance and define standards and measures for assessing the effectiveness of Campus
155 Ministry going forward.

156 The letter came as a surprise given the ongoing relationship and input from her supervisor and
157 the lack of formal documented performance evaluations. There is also a lack of detail: just who
158 were the “others” who agreed with the negative assessment and are a part of campus ministry?
159 Rev. Roederer responded by reaching out to various leaders in the Ann Arbor Campus Ministry
160 Foundation and the Campus Workgroup, guessing that they might be part of that group of
161 “others.” None of the three leaders contacted were aware of a review of Rev. Roederer’s
162 performance and they did not share the concerns expressed in the letter received from the
163 Personnel Committee. Rev. Roederer reached out to the Presbytery of Detroit Committee on
164 Ministry Consultations sub-committee in an attempt to get procedural advice and support.
165 Finally, Rev. Roederer requested a meeting with Revs. Sanderford and Fair.

166 An approximately ninety-minute meeting took place on January 30, 2015 involving Revs.
167 Roederer, Sanderford and Fair. Rev. Roederer describes the meeting as “almost exclusively
168 negative” which was surprising given the long-standing supervisory relationship with Rev.
169 Sanderford and the lack of any formal written performance concerns during her fifteen month
170 tenure as Campus Minister. More than two weeks after the meeting, a summary of the meeting
171 and a detailed list of performance concerns was finally presented to Rev. Roederer. Her response
172 (with the support and coaching of the Presbytery’s Committee on Ministry) was to develop a
173 series of specific, attainable and relevant goals for her work as Director of Campus Ministry
174 along with the measurements to be used in assessing progress towards the goals. On February 26,
175 2015, Rev. Roederer presented her goals and assessment criteria to Rev. Sanderford; on March
176 13, 2015, a meeting took place between Revs. Roederer, Sanderford and Fair and Rev. Carol
177 Tate from the Presbytery’s Committee on Ministry. At that meeting, Rev. Roederer agreed to
178 meet with Rev. Sanderford every other week to assess progress against the goals.

179 On March 26, Rev. Roederer informed Rev. Sanderford of her decision to resign as Director of
180 Campus Ministries effective May 4, 2015. She submitted a formal written letter to Rev. Fair as
181 the Head of Staff in the days immediately following her verbal resignation. The letter was not
182 acknowledged for a period of three weeks. On April 13, 2015, an exit interview took place with
183 Rev. Roederer, Elder Rick Boothman and Elder Prue Heikkinen along with Rev. Tate from
184 Committee on Ministry.

185 On June 17, 2015 Rev. Roederer prepared written answers for her Committee on Ministry Exit
186 Interview. This interview is, in some respects, almost prophetic. Rev. Roederer points to the
187 parallels between her journey with Rev. Fair as Head of Staff and two Associates at Highland
188 Presbyterian Church in Louisville, KY. The parallels between the attempted termination of Rev.
189 Harris at Highland and Rev. Roederer are detailed. Years before the connection between Rev.
190 Fair’s work as Head of Staff in Ann Arbor and Louisville were formally explored, Rev. Roederer
191 walked through most of the important details in her report.

192 Second, in reflecting on Rev. Monnett being asked to assume temporary leadership of Campus
193 Ministries (the next narrative to be detailed), Rev. Roederer states that:

194 The Session voted to shift Jim Monnett’s position in the May 17 (2015) meeting.
 195 He is now responsible for Youth and Campus Ministries. The congregation is also
 196 searching for some interns to help him in this new role. That additional help is
 197 positive, but it is challenging to find recent college graduates to serve as interns
 198 this late into the summer, as many of them have found jobs or other post-
 199 graduation activities. ***I am concerned about the huge time demands this new***
 200 ***role will likely place upon his ministry, as well as the varied expectations from***
 201 ***different constituencies of the church.***

202 Jim Monnett is a capable leader, and it is helpful that someone is stepping into
 203 this role who is already familiar with the congregation. At the same time, with the
 204 time demands involved in the combination of these areas, ***I am concerned that***
 205 ***eventually he might be harshly evaluated as well.***

206 Finally, Rev. Roederer recommended that Committee on Ministry examine Rev. Fair’s behavior
 207 as Head of Staff. Rev. Roederer states that:

208 . . . [Rev. Fair’s] behavior can be categorized unquestionably as workplace
 209 bullying. This behavior is destructive, and without intervention, I believe
 210 additional abuses of power could continue to harm to the congregation and its
 211 staff. Such harm would negatively affect the work of the Presbytery as well.

212 Rev. Roederer’s journey is troubling for several reasons. First, there is a stunning lack of written
 213 documentation given the concerns expressed in the letter from the Personnel
 214 Committee. Second, the 2011 Personnel Manual (40.1330) is clear that an Annual Performance
 215 Review takes place in the context of the relationship of an employee with their immediate
 216 supervisor. At most, such a review can involve the “guidance of the Personnel Committee.” The
 217 employee is extended the opportunity for input in the Annual Performance Review process,
 218 something never formally extended to Rev. Roederer. The written performance review is the
 219 product of the immediate supervisor. The Personnel Committee reviews the final performance
 220 assessment, but does not produce it. The 2011 Personnel Manual also states that each staff
 221 person will have an assigned liaison from the Personnel Committee. No such liaison appears in
 222 any of the narratives about Rev. Roederer.

223 The lack of direct communication between the Presbytery and the church is troubling. At the exit
 224 interview of April 13, the Presbytery raised the question of the “others” referenced in the January
 225 24th letter and stated that conversations had taken place with various people involved in the
 226 Campus Ministry Workgroup and Foundation. If true, this is an instance where the Presbytery
 227 should have been much more direct, approaching either Rev. Fair in her capacity as Head of
 228 Staff or the Personnel Committee and inquiring about the specifics of the Annual Performance
 229 Review process behind the letter.

230 The CoM exit interview is a rare glimpse into the future. Having been given a detailed and
 231 troubling glimpse into life as a staff member of First Pres, CoM’s lack of formal action in light
 232 of the interview simply cannot be understood.

233

Rev. Jim Monnett

234 In May of 2015, and in the shadow of the resignation of Rev. Roederer, Rev. Jim Monnett was
 235 asked to assume temporary leadership of the campus ministry programs of First Presbyterian
 236 Ann Arbor in addition to continuing as Director of Youth Ministries, the position into which he
 237 was hired in August of 2008. Two things combined to bring together what was called the
 238 Campus Ministry Bridge Plan. First, there was a felt need to study the question of campus
 239 ministry within the life of the church, examine programs and approaches that were working in
 240 other places, and develop a model that reflected both national best practices and the context of
 241 ministry within First Pres. Rev. Monnett's skills as an administrator were highly regarded by the
 242 Personnel Committee in the late Spring of 2015; he was thought to be a safe pair of hands into
 243 which campus ministry could be entrusted in the present while a task force would undertake
 244 shaping the future.

245 The opportunity to transition into campus ministry also came at a time when concerns were
 246 being voiced about Rev. Monnett's ability to lead youth ministries into the future after leading
 247 them for seven years. Beginning in the late Spring of 2015 and stretching into 2017, a series of
 248 parents communicated directly with the Head of Staff and members of the Personnel Committee
 249 about various shortcomings in the youth ministry focused largely on Rev. Monnett. There was a
 250 perception that some young people were showered with time, attention, and affirmation while
 251 others remained on the fringe of the group and were the object of negative criticism and at times
 252 verbal aggression. The Bridge Plan would mean that Rev. Monnett would continue to oversee the
 253 youth programming while decreasing his day to day interaction with young people. There is
 254 some indication that the Personnel Committee attempted to respond to these complaints. In May
 255 of 2016, *Working as a Leader to Youth Leadership Guidelines* were developed. There is no
 256 record from 2015 forward of an Annual Performance Review of Rev. Monnett's ministry and
 257 there are no documented attempts in his personnel file to communicate the parental complaints to
 258 Rev. Monnett or formalize corrective actions.

259 A series of task forces were formed to examine the future of campus and youth ministry. A key
 260 element of the Campus Ministry Bridge Plan was that Rev. Monnett would not be promised any
 261 particular role in the staffing of First Pres once the task forces had completed their work. At a
 262 meeting approximately one year into the Bridge Plan (May 1, 2016), Rev. Monnett
 263 communicated a desire to continue to work in campus ministries to Rev. Fair at a lunch meeting.
 264 Later that November, the chairperson of the Campus Workgroup wrote a letter to Rev. Fair
 265 communicating a motion from the workgroup that Rev. Monnett be made the Campus Minister
 266 at First Pres.

267 In November of 2016, the Campus Ministry Task Force issued its report. Rev. Monnett is
 268 mentioned as providing "transitional leadership" but the report assumes new leadership of
 269 Campus Ministries going forward. Less than a month later (December of 2016), the Youth
 270 Ministries Task Force released its report. The report makes no specific recommendations about
 271 Rev. Monnett, but it does call for youth ministries that are built on relationships, more integral to
 272 the church and part of a larger continuum of disciple-forming in the life of the church.

273 In late December of 2016, following the release of reports from both pertinent Task Forces and
 274 with concern continuing to build about Rev. Monnett's ability to build relationships across the

275 full spectrum of young people in the church, the Personnel Committee decided that Rev. Monnett
 276 would not be a part of Youth or Campus ministries as they built towards the future. On January
 277 11, 2017, Rev. Monnett was called into a meeting with Rev. Fair and Jim Cameron where that
 278 decision was communicated. No written record of the meeting exists and the memories of
 279 individual participants differ. Everyone agrees that it was communicated to Rev. Monnett that
 280 the time to find a new place of ministry was at hand. The timeline outlined anticipated him
 281 leaving both campus and youth ministries by the end of June. Rev. Fair committed to helping
 282 him transition into a context fitting his gifts and experience, and it was agreed that Rev. Monnett
 283 would control the timing of communication about his departure. Mr. Cameron recalls being
 284 present in his capacity as a member of the Personnel Committee and that the meeting put into
 285 process what was hoped to be an amicable separation. Rev. Monnett recalls Mr. Cameron being
 286 in the meeting as church legal counsel and remembers employment separation paperwork on the
 287 table of the office. It was also agreed that Rev. Monnett would limit knowledge of his impending
 288 job search to the First Pres members who were listed as references on his Personal Information
 289 Form. Exactly two days later, the chairperson of the Personnel Committee was fielding phone
 290 calls from people well beyond Rev. Monnett's reference list about his impending departure.

291 At a congregational meeting held on January 29, 2017, it was announced that College Ministries
 292 would be staffed by Resident Ministers. This announcement set off a series of conversations
 293 about Rev. Monnett and the future of both college and youth ministries. Representatives from the
 294 college ministry approached the Session asking for a roadmap for college ministry through 2017.

295 On March 22, there was a meeting held involving Rev. Monnett, Rev. Fair, representatives from
 296 the Personnel Committee and Revs. Allen Timm and Mary Austin from the Presbytery of
 297 Detroit. In this meeting, it was communicated that Rev. Monnett's employment was being
 298 terminated immediately because of damage being caused to the church by Rev. Monnett's
 299 actions. First Pres offered a three month salary and benefits severance package, which would
 300 have extended Rev. Monnett's benefits to the June date originally agreed upon in the January 11
 301 meeting. In consultation with Revs. Timm and Austin, a counteroffer was made of six months
 302 severance which was consistent with published Committee on Ministry guidelines. Rev. Fair
 303 committed to presenting the six month counter offer to the Session for their approval. Rev.
 304 Monnett's final Sunday at First Pres was March 26, 2017 where a reception was held to honor
 305 his nine years of service to the church.

306 Though no formal minutes exist of the meeting, Session met that Sunday and rejected the six
 307 month offer and countered with a four month severance package which was presented to Rev.
 308 Monnett before he concluded his final Sunday morning at the church. In church publications that
 309 weekend, Rev. Monnett spoke about it being an appropriate time "to step back and let First Pres
 310 move in a new direction." That language of "stepping back" was drafted on Friday, March 24
 311 when Rev. Monnett's counter offer had yet to be rejected by the Session.

312 On Monday, March 27, there was a meeting involving concerned youth and parents along with
 313 Revs. Fair, Sanderford, and Rogers and Elder Prue Heikkinen representing the Personnel
 314 Committee. In what are either minutes from that meeting or extensive prep notes going into the
 315 meeting, the assertion is made multiple times that Rev. Monnett was not fired and was the
 316 architect of the timing of his departure. First, Elder Heikkinen:

317 The Personnel Committee has been working with Jim over an extended period of
 318 time in hopes that he could finish strong at First Pres and that this congregation
 319 could celebrate his next call with him.

320 The hope of the Personnel Committee was that Jim's time would not end at this
 321 time or so abruptly. This timing has been driven by Jim.

322 Especially important are the comments of Rev. Fair:

323 The issue of timing is on the minds of many people. Jim's departure feels sudden,
 324 and it feels that way to me, too. . . . Jim is the architect of this timing.

325 I have heard people say that Jim was fired. That is not true. Jim was not fired. He
 326 has chosen to step back and take some time and enjoy the space necessary to
 327 discern the call that excites him, the call that God already has picked out for him.

328 The “timing” question depends on the window being considered. It is true that originally in the
 329 March 22 meeting, the reception to honor Rev. Monnett was in early April and was moved to his
 330 last Sunday at Rev. Monnett’s request. In the larger window, it was not Rev. Monnett’s decision
 331 to end his employment before the June date. It could be argued that Rev. Monnett’s actions made
 332 necessary his departure, but that is different from saying that he chose to resign (assuming “step
 333 back” is understood in that manner), and controlled the timing.

334 In the written four month counteroffer from Session to Rev. Monnett, the agreement referred to
 335 his departure as a resignation; he declined to sign the agreement. On May 30, a four month
 336 severance offer was presented along with a two week deadline for acceptance. Rev. Monnett
 337 responded on June 13 by emailing the members of Session and detailing his objections to the
 338 language of the proposed agreements.

339 On July 12, Rev. Monnett filed an amended Form 27 complaint with the Stated Clerk of the
 340 Presbytery of Detroit. The complaint accused the Head of Staff, Rev. Fair, of actions contrary to
 341 both Scripture and the Constitution of the PC(USA).

342 **Rev. Fairfax Fair**

343 Rev. Fairfax Fair began her tenure as Head of Staff at First Pres Ann Arbor in May of 2011. The
 344 first two years of her service were defined by a major revision of the church bylaws,
 345 restructuring of the committees of the Session, and a campaign to endow the Resident Minister
 346 program so that it could continue beyond the Lilly Foundation grant which gave rise to the
 347 program.

348 The 2015 Stewardship Campaign took place in the middle of the Resident Minister Endowment
 349 Campaign. There was a realization in the Fall of 2014 that First Pres faced very real financial
 350 pressure in 2015 and beyond. Membership growth had been stagnant and the congregation was
 351 aging. Several large donors had been lost, and once the Resident Minister Program was
 352 endowed, major projects in the building loomed. A draft of the Stewardship Presentation for the

353 2015 Campaign notes that “By making modest adjustments across-the-board, First Presbyterian
 354 Church can position itself financially to become 50% larger within five years” A modest
 355 increase in both the number of people contributing to the church and the size of the average
 356 contribution was the pathway chosen. The report notes that the staffing levels of late 2014 were
 357 “. . . too large for our present membership . . . [but] the solution is to grow our membership.” It is
 358 important to note that this is the context in which the Rev. Roederer Salary Review takes place
 359 and the Campus Ministry Bridge Plan is designed.

360 The first Annual Performance Review we have for Rev. Fair is in the Summer of 2015. We don’t
 361 have the full review, but we have the comments that went into the review. Under “things that the
 362 pastor could or should start doing that they are not doing”, the first item notes (input which came
 363 from the staff) her heavy traveling schedule and the problems her absence raised for staff
 364 workflow. The fourth item is “We could do a better job of telling the congregation what’s going
 365 on in Session.” Under “What does the pastor do that could be stopped” a question is raised about
 366 Rev. Fair’s ability to handle the Annual Giving campaign. Her schedule meant that she “provides
 367 less direction and that can be bad.” It is important to read the 2015 Performance Evaluation in
 368 light of the preceding paragraph about the 2015 Stewardship presentation. In an environment
 369 where a commitment has been made to leverage staff resources to produce growth, anything that
 370 inhibits staff workflow is significant. In this light, the question about whether the Head of Staff
 371 had the capacity to work on the annual giving program seems critical.

372 The other major change in the latter part of 2015 is a complete revision of the Personnel Manual.
 373 Two changes are significant: first, the 2011 Personnel Manual establishes Personnel Committee
 374 Liaisons. These were members of the Personnel Committee assigned to specific employees who
 375 served both as a conduit of information between the committee and the employees and a means
 376 of improving job satisfaction and performance. In the 2015 revision, the Personnel Committee
 377 Liaisons were removed. The grievance process in the 2011 manual allows an employee to appeal
 378 to their immediate supervisor, then to an appropriate supervisor, then to the Pastor / Head of
 379 Staff, and finally to the Personnel Committee. The 2015 revision flattens the appeal process to
 380 the immediate supervisor, then to the Head of Staff. The section concludes: “The Head of Staff’s
 381 resolution shall be final.”

382 The first half of 2016 was dominated by youth and college concerns. This was the time when
 383 parental complaints about Rev. Monnett meant that Rev. Fair was one of the frequent points of
 384 contact for disgruntled parents. At the same time, Rev. Monnett approached her at least once in
 385 this period asking to be considered as the permanent Campus Minister. In June of 2016, Rev.
 386 Fair began a three month sabbatical. Before leaving, Rev. Fair approached Rev. Rogers and
 387 asked her to serve as Acting Head of Staff. Rev. Rogers expressed a preference to share those
 388 responsibilities with Rev. Sanderford.

389 Two significant events took place upon Rev. Fair’s return from sabbatical in the Fall of 2016.
 390 First, Revs. Rogers and Sanderford cowrote *Sabbatical Gleanings and Recommendations* and
 391 submitted it to her on September 13, 2016. The document details the teamwork, planning and
 392 multiple voices that made up the administrative and pastoral presence during the sabbatical
 393 period. At times, the document suggests a contrast between the summer period of working
 394 together and other times:

395 Due to the nature of a less chaotic summer and worship so fully planned out in
 396 advance, there emerged time to explore ideas, to research design options, to
 397 evaluate and implement better management practices, and to accomplish more
 398 fact-checking and editing on publications. Having the preaching schedule in
 399 advance is always helpful for planning. Some staff feel ill- prepared for this
 400 coming fall and Advent.

401 It also communicates a desire to cope with Rev. Fair's frequent travel in a way that would be less
 402 impactful on staff workflow:

403 Because we value and depend upon your vision and planning so greatly, it was
 404 true that your absence was keenly felt. We feel pressured by the rest of the staff to
 405 address the issue of your time away that will happen in fall and spring. You have
 406 an amazing staff team of pastors and program leaders who are full of interesting
 407 ideas and experiences. The staff yearns for the ability to bring those ideas into
 408 major theme conversations, and they often associate your travel with a lack of
 409 planning time, which may not be an accurate assessment of things.

410 **Appendix C** is the *Sabbatical Gleanings Report* in its entirety.

411 Approximately five weeks later, Rev. Fair's Annual Performance Review took place. Again, we
 412 don't have the final product, but we do have the summary of comments and input. In 2015, that
 413 document was a two page table; in 2016 it expands to a nine page document. Among the new
 414 issues raised in the 2016 review:

- 415 1. Why don't we hear Jay and Melissa Anne preach more often? Alternating authorship of *Our*
 416 *Life Together* Rotation of preachers at various services would be something to try as it
 417 would likely strengthen the church's attendance and appeal.
- 418 2. Some staff (admin and pastoral) have a sense of foreboding that jobs may be at risk. No
 419 idea where this comes from, but reassurance will be good.
- 420 3. Staff members stressed the importance of long and mid-range planning with locked-in
 421 themes, music, special events.
- 422 4. From the office staff's perspective, it would be helpful to have a more clear picture of what
 423 is being planned in a longer range time period or more overall goals, such as what themes
 424 are going to be used for Wednesday night gatherings, major holidays.
- 425 5. . . . [Rev. Fair] tends to micromanage details

426 Publicly, Rev. Fair responded to the *Sabbatical Gleanings* report graciously; Personnel
 427 Committee minutes from that fall contain a mention of her gratitude for the job done by the
 428 Associates in her absence. We also know from interviews that privately she was troubled by the
 429 document. She was receiving criticism both from within the pastoral and program staff and from
 430 the Personnel Committee. Sometime late in December of that year, within two months of
 431 receiving both the *Sabbatical Gleanings* report and the 2016 Annual Review, the Personnel
 432 Committee voted to inform Rev. Monnett that his ministry at First Pres was coming to an end.

433 As 2017 began, Rev. Fair was focused on bringing the separation of Rev. Monnett from First
 434 Pres to its conclusion. This separation was taking place in the context of an ongoing conversation

435 with the Personnel Committee about how to improve Rev. Fair's job performance and new
 436 tensions among the Pastoral Staff from the post-sabbatical period. The Personnel Committee was
 437 becoming increasingly aware of a significant staff morale problem. Rev. Monnett's last Sunday
 438 was March 26, with the severance negotiations continuing through the first week of June.

439 During this time period, the chairperson of Personnel met with Rev. Fair (May 2) and attempted
 440 to raise issues from the 2016 Performance Review (micromanagement, concerns about
 441 preaching), but felt no progress was made. For the next two months, pastors, staff and program
 442 leaders were interviewed by the Personnel Chairperson. The product of these conversations was
 443 distilled down to five bullet points:

- 444 1. Lack of advance planning and last minute changes in areas such as worship.
- 445 2. A seemingly arbitrary decision-making process, with little explanation of process.
- 446 3. Micromanagement, which reduces job satisfaction for staff and slows progress on projects.
- 447 4. Lack of general vision and goals for the church and therefore lack of clarity about staff
 448 members' specific roles in the mission of the church.
- 449 5. Recurring absences on denominational business that delayed decisions and planning.

450 On the last Friday in June (June 30), the Personnel Committee met without Rev. Fair so that they
 451 could assess the product of the staff interviews and chart a path forward. That next Monday (July
 452 3), the chairperson of Personnel met with Rev. Fair to talk about areas of concern and possible
 453 corrective actions that could be undertaken. This conversation became known as "the hard talk."
 454 On Wednesday, July 5, Rev. Fair met with the entire Personnel Committee. This meeting
 455 focused on changes that would result in better staff morale and productivity. Since the latter part
 456 of her ministry at Highland, questions had been asked at different times and contexts about Rev.
 457 Fair's capacity to work in a collaborative fashion. This was the first time anyone had specifically
 458 raised these issues directly with her.

459 One week later (July 12), Rev. Monnett filed a *Form 27 Accusation By A Member of A Council*
 460 *As A Statement of Offense* with the Stated Clerk of the Presbytery of Detroit. As the Judicial
 461 Narrative found in **Appendix D** details, two different Form 27s were actually filed. The initial
 462 filing involved complaints against the chairperson of the Personnel Committee (Elder Prue
 463 Heikkinen), the Personnel Committee of First Pres and Rev. Fair as Head of Staff. On the advice
 464 of the Presbytery's Stated Clerk, the initial Form 27 was immediately replaced by a revised Form
 465 27 focused on Rev. Fair and omitting both Elder Heikkinen and the Personnel Committee.

466 Two processes were now underway in parallel. The judicial process which was initiated with the
 467 Form 27 filing followed a path laid out in *The Book of Order* and *The Rules of Discipline*. That
 468 process had several immediate consequences. First, as the complaint was being investigated,
 469 information could be shared only on a need-to-know basis. Secondly, once submitted, the
 470 process must be followed through to one of the conclusions found in *The Rules of Discipline*.

471 At the same time, the Personnel Committee was addressing the ongoing problem of staff tensions
 472 and low morale as well as a Head of Staff who was resistant to change. As the Presbytery's
 473 Investigating Committee was beginning its work on Rev. Monnett's complaint, the Personnel
 474 Committee met with the Coordinating Council without Rev. Fair present. At the end of
 475 September (September 27), the Stated Clerk of the Presbytery formally informed Rev. Fair of the

476 charges that had been filed. Copies of the Form 27 were never shared with the Session of First
 477 Pres, but the oral reporting seems to reference the initial filing (naming Personnel, Chairperson
 478 of Personnel and the Head of Staff in the complaint) rather than the Form 27 that was being
 479 examined by the Investigating Committee involving Rev. Fair alone. That is, the Personnel
 480 Committee and the Personnel Chairperson were thought to be objects of the complaint for the
 481 duration of the judicial process by Session.

482 The Annual Performance Review of Rev. Fair on October 2, 2017, is less strident than might
 483 have been anticipated given the context. The review encourages Rev. Fair to make use of and
 484 consult with the two Associate Pastors, to continue to provide a diversity of voices in the pulpit
 485 on Sundays, to identify resources within and beyond the church who could provide advice or
 486 coaching, to be direct and immediate in addressing issues, and to help the church think about the
 487 larger question of vision and ministry. Concern was raised about Rev. Fair's tendency to exert
 488 and desire control over both programs (Sunday Worship is the specific context) and governance
 489 (the frustration of some within Coordinating Council desiring more open and diverse discussion).
 490 The tone of the review may have been influenced by the Session's support of Rev. Fair in light
 491 of the judicial process and the belief that both the Personnel Committee and Elder Heikkinen
 492 were objects of the complaint along with Rev. Fair.

493 2018 begins by replacing Elder Prue Heikkinen as chairperson of the Personnel Committee. This
 494 shift to Elder Linda Dabrowski was unexpected since Elder Heikkinen had one more year left as
 495 a Ruling Elder. In response to the felt need for clarity on vision and mission (the Big Picture
 496 request in the Performance Reviews), a Mission and Vision Task Force was brought together and
 497 began its work. The task force employed Sandra Heron as a consulting resource. Staff tensions
 498 surfaced at a weekly staff meeting where the chair of the Mission and Vision Task Force
 499 overviewed some preliminary work and received pushback from some of those present. The new
 500 chair of Personnel met with Rev. Fair on March 5 to talk about the staff tensions that were
 501 evidenced at that meeting.

502 On Saturday, April 1, Debbie MacVey announced her retirement as Director of Christian
 503 Education. On Sunday, June 3, Tom Granum resigned as Music Director and a few days later
 504 wrote an email which he sent to the choir email distribution list describing First Pres as "a toxic
 505 work environment." Over this same period of time, the Presbytery's Investigating Committee
 506 was in correspondence with the Clerk of Session attempting to obtain Session and Personnel
 507 Committee minutes. They were informed that no minutes exist for Session in Executive Session
 508 and the Clerk of Session had no control over committee minutes.

509 Sandra Heron, working with the Mission and Vision Task Force, undertook a series of
 510 congregational conversations and staff interviews in the Spring of 2018. When interviewing the
 511 staff, it became apparent that profound tensions existed among the staff with the Head of Staff.
 512 The results of the staff interviews were so negative that the process transitioned from Mission
 513 and Vision concerns to the development of a remediation plan to address problems with the Head
 514 of Staff.

515 On June 13, the Personnel Committee hosted an informal (*sans* Moderator) meeting for Session
 516 members to discuss the rapidly deteriorating staff situation in light of the MacVey and Granum
 517 resignations and the fresh input from the Mission and Vision interviews. At this June 13th

518 gathering, an anonymous unsigned letter was read that again detailed staff discomfort with Rev.
519 Fair's leadership. Concurrently, the Deacons were meeting and Doris Granum fielded questions
520 about the Granums' impending departure in a way that added more tension (and people) to the
521 conflagration that was now under way.

522 Exit interviews were conducted by the Personnel Committee with Ms. MacVey (June 3) and Mr.
523 Granum (June 23). These exit interviews both pointed again to a common list of familiar
524 problems with the Head of Staff including excessive absences, lack of planning, unclear decision
525 making criteria, and a lack of clear communication. On June 25, the Personnel Committee met
526 with Rev. Fair and presented the product of the exit interviews along with expressing continued
527 concerns about deteriorating staff morale. No real answers arose from this meeting.

528 On June 27, the Personnel Committee again hosted an informal gathering with Session to report
529 on the MacVey and Granum exit interviews and the product of the Mission and Vision process.
530 As this meeting proceeded, it became clear that the possibility of dissolving Rev. Fair's call in
531 an amicable fashion was now an outcome to be considered and that the Presbytery, through the
532 Committee on Ministry, needed to be brought into the conversation.

533 On July 9, the Personnel Committee met with Rev. Fair, then on July 12 there was a meeting
534 involving the Personnel Committee and representatives from the Presbytery's Committee on
535 Ministry. The Personnel Committee needed procedural and polity guidance. At this meeting,
536 Committee on Ministry informed the Personnel Committee that if the staff situation did not
537 improve, both Associate Pastors should consider seeking other calls.

538 On the 22nd of July, members of the Coordinating Cabinet again met informally to prepare for
539 an upcoming special Session meeting called for July 25. At the July 25 special Session meeting,
540 members from the Committee on Ministry were present. In remarks at that meeting, Rev. Fair
541 indicated her willingness to seek another call after the resolution of the judicial case. The next
542 day, the Associate Pastors requested the Personnel Committee attend a previously scheduled
543 meeting with the Head of Staff. On July 30, the Personnel Committee met with representatives
544 from the Presbytery's Committee on Ministry to discuss the procedures and processes necessary
545 to dissolve a call. By the 7th of August, the Personnel Committee and Rev. Fair were in
546 negotiations about the formal terms of separation. The conversation slowed as the judicial process
547 appeared to be drawing to its conclusion.

548 September would bring a flurry of activity. Elder Linda Dabrowski stepped down as the chair of
549 the Personnel Committee but remained a member. Elder Chris Dahl assumed the chair. On
550 September 4, members of the Session, the Personnel Committee and representatives from the
551 Committee on Ministry would meet informally to talk about the transition ahead. Two days later,
552 the Presbytery's Investigating Committee announced that they would bring three charges against
553 Rev. Fair growing from their investigation of Rev. Monnett's Form 27 complaint. Two elders
554 from the Personnel Committee formally requested that Rev. Fair call a special Session meeting
555 on September 9 to consider dissolving Rev. Fair's call. Such a request must be honored by a
556 Session Moderator (G-3.0203), but Rev. Fair declined to call the meeting. The meeting was
557 called by the Presbytery's Committee on Ministry. The special Session meeting approved a
558 motion brought by the Personnel Committee to dissolve the pastoral relationship with Rev. Fair.
559 What remained after the September 9th meeting was final agreement on the terms of

560 severance. By October 3rd, the dissolution agreement between the church and Rev. Fair was in
561 final form. On October 14th, a congregational meeting was held where the congregation voted to
562 dissolve Rev. Fair's call and adopt the terms of the dissolution agreement. **Appendix F** is an
563 executive summary of a report to the congregation of the dissolution narrative from the
564 perspective of the First Pres Session.

565 On November 1, the judicial process concluded when the Presbytery and Rev. Fair entered into a
566 Consent Order and Agreement that involved a guilty plea to the second charge and a dismissal of
567 the first and third charges with no findings as to guilt or innocence. Rev. Fair also agreed to a
568 censure of rebuke and supervised rehabilitation. The charge to which Rev. Fair entered a guilty
569 plea states that:

570 Dr. Fair did not act as friend among her colleagues in ministry at First
571 Presbyterian Church, and failed to create a work environment of respect and
572 collegiality among church staff.

573

Epilogue

574 This document's narrative, along with its concluding recommendations and rationales
575 encompasses a time period from 2011 until 2018. More than a year has passed since the
576 Administrative Commission of First Presbyterian Ann Arbor was formed and began its work that
577 has now been shared in this document. What is not reflected here is the thoughtful, expedient and
578 diligent work already underway by the Session, Personnel Committee and staff of this
579 congregation, since. The Administrative Commission composed this document and made our
580 recommendations based on the information gathered during our time of inquiry which concluded
581 in 2018. We acknowledge that some of the recommendations included in this work have already
582 been resolved or are currently in the process of being handled by the leadership of First
583 Presbyterian. They should be commended for the way in which they have humbly and
584 enthusiastically availed themselves to this process of inquiry and settlement.

585 It is clear that First Presbyterian took initiative to make various changes within a variety of areas
586 of their leadership and committees without needing to wait on these conclusions now presented
587 here in this document. Some examples of this work include, but are not limited to: the Personnel
588 Committee undertaking a complete review and update of the personnel manual, correcting some
589 of the concerns about the leadership structure, and being more diligent about conducting annual
590 staff reviews. Additionally, Session appointed a Governance Task Force that is reviewing the
591 church's Bylaws and Manual of Administrative Operations. To see the Session's reflection on
592 lessons learned, see **Appendix G**. To see specific corrective actions undertaken by the Session
593 and Personnel Committee, see **Appendix H**.

594 It should also be noted that in the period following the report Reverend Doctor Fairfax Fair has
595 completed the requirements established by the Committee on Ministry for rehabilitation and has
596 returned to the Ministry of Word and Sacrament.

597 Finally, the recommendations in this document are simply that – recommendations. They are not
598 requirements, nor are they mandates, but they are recommendations made by seven individuals
599 doing their best to look from the outside in and discern what was seen. They are
600 recommendations being made with the sincere hope that similar dynamics will not occur again at
601 First Presbyterian Ann Arbor, the Presbytery of Detroit, its individual congregations as well as
602 other congregations beyond the Presbytery of Detroit.

603 It is our prayer that from this painful journey, those impacted will take the lessons learned and
604 the grace they have experienced and become themselves the agents of change and healing.

605 **Recommendations for First Presbyterian Church of Ann Arbor**

606 Recommendations for Session

607 1. **Recommendation:** *Ongoing and comprehensive training for elders is critically important.*
608 *As such, there should be regular opportunities provided for elder training.*

609 **Rationale:** A ruling elder is a member of a team, and as such, should think with others, pray
610 with others and work with others. As the whole church is under the jurisdiction of the Session, it
611 is critically important that elders receive ongoing training. Such training will promote the
612 development of elders' gifts in working with other elders and in serving the entire congregation.
613 Regular occasions for study and discussion related to the responsibilities of the ruling elders
614 should be part of the ongoing work of the session. Training should include orientation to the
615 Session's responsibilities for the whole life of the congregation, as well as the whole church.
616 Ongoing training may be undertaken at session retreats and entered as docket items at regular
617 session meetings. Strengthened training for elders should include information about the
618 relationship between the Church and the Presbytery. The church may look to the Presbytery and
619 General Assembly for help with designing a process for education and mutual growth for elders.

620 2. **Recommendation:** *There should be open communication of Session's actions to assure*
621 *transparency in the ongoing life of the church.*

622 **Rationale:** Regular communication with the broader church membership is essential for a
623 healthy, involved church family. A regular reporting methodology may include reports of session
624 actions in the church bulletin, on the church website and in appropriate social media.

625 3. **Recommendation:** *Minutes of all Session meetings should be written, duly approved and*
626 *securely retained.*

627 **Rationale:** To fully support the continuing history of the whole church and corporate memory,
628 it is essential to keep a record of all proceedings of Session—regular meetings, executive
629 sessions and specially called meetings. The Clerk of Session records minutes of session meetings
630 as well as meetings of the congregation. Minutes are read to ensure accuracy before they are
631 permanently entered into the minute book.

632 4. **Recommendation:** *That the Session's policy on minutes in Executive Session be brought into*
633 *conformity with Presbytery's Guidelines for Executive Session which can be found in the*
634 *Policies and Procedures section of the Presbytery website.*

635 **Rationale:** Conformity to the policies and procedures outlined in *Guidelines for Executive*
636 *Session* will assure that Session deliberations can always be reconstructed.

637 Recommendations for Personnel Committee

638 1. **Recommendation:** *The Personnel Committee should hold regular monthly meetings.*

639 **Rationale:** Personnel Committee members, serving as the human resource or people team of the
640 church, retain the responsibility for position descriptions, program supervision and salaries.
641 While this important work ideally is carried out before the loving God who calls us in service,
642 informed policy may not be developed without regular meetings of the Personnel Committee.

643 2. **Recommendation:** *The Head of Staff should attend the initial part of each Personnel
644 Committee meeting.*

645 **Rationale:** As director of the entire church staff—ordained and other ministerial and program
646 staff and administrative staff—it is critical that the Head of Staff attend the initial several
647 minutes of each Personnel Committee meeting in order to keep committee members informed of
648 current operations as well as emerging individual staff concerns.

649 3. **Recommendation:** *The Personnel Committee should invite an individual staff member or
650 two staff members, as appropriate, to at least one monthly meeting each year.*

651 **Rationale:** It is critical that committee members hear from individual staff to learn of issues at
652 the earliest possible period. By inviting individual staff to speak to the entire Personnel
653 Committee about present work and to raise any current topics, as well as asking, “How may we
654 help?”, committee members may learn about issues, ideally, that are just emerging. For example,
655 an individual may complain that a minister is always late in providing scripture or other worship
656 service components, making it impossible to begin printing the weekly bulletin or to prepare
657 sermon slides for large screen projection in a timely way. However, the minister may counter
658 that she or he needs that individual to be more flexible in days or hours worked.

659 4. **Recommendation:** *Personnel Committee meeting minutes should be detailed for committee
660 members, including pertinent discussion as well as motions.*

661
662 **Rationale:** To fully support a comprehensive history of the personnel committee’s work, it is
663 essential to keep a record of all proceedings—regular meetings and specially called meetings. If
664 any of the recorded proceedings is considered sensitive, then a “Confidential” watermark should
665 appear on each page of the minutes.

666 5. **Recommendation:** *Minutes of Personnel Committee meetings published for Session
667 meetings should give elders a comprehensive overview of motions and actions taken.*

668 **Rationale:** Church policy and direction are the prerogatives of Session, but committee reports
669 often make up a large part of the docket or agenda of a Session meeting and thus are critical to
670 Session decision making and action. As a general rule, minutes of Personnel Committee
671 meetings published for Session meetings should not contain confidential or sensitive

672 information, unless it is deemed essential as background for a committee-introduced motion to
673 the Session.

674 **6. Recommendation:** *There should be a complete personnel file for each member of staff.*

675 **Rationale:** To fulfill its mission of program and staff supervision, the Personnel Committee
676 must ensure that a complete file is maintained for each staff member, from the call or inception
677 of employment to separation or leave taking from the church. All materials related to the
678 individual's employment, including annual reviews and salary research and information should
679 be included in the file. When the person leaves First Church Ann Arbor, a recording of the exit
680 interview should be entered in the file, as well.

681 **7. Recommendation:** *There should be a regular annual review process for each member of*
682 *staff.*

683 **Rationale:** Annual reviews are essential for all staff—ordained, program and administrative—
684 in order to fully support individual growth in career development and service in the church's
685 ministry and outreach. It may be helpful to develop a current organization chart in order to
686 clearly display who reviews whom. Each annual review should include goal setting and
687 documentation of findings.

688 **8. Recommendation:** *The Personnel Committee chair should be an elder and a current*
689 *member of Session.*

690 **Rationale:** The chair of the Personnel Committee plays an important role in clear
691 communication with Session regarding the church's staff and existing issues.

692 **9. Recommendation:** *There should be an exit interview conducted by two members of the*
693 *Personnel Committee when a staff person leaves the church staff.*

694 **Rationale:** Insight into church mission and current issues may be gained by conducting an exit
695 interview with each staff person that leaves the church—whether the separation is initiated by the
696 church or the individual.

697 **10. Recommendation:** *That the review process for ordained staff serving in called or validated*
698 *positions be consistent with the recommendations contained in **Appendix E**, Accountability for*
699 *Presbyterian Pastors.*

700 **Rationale:** The author of **Appendix E** has served as a polity consultant for the AC and CoM in
701 their work with First Pres. The policies and procedures outlined were developed to address
702 questions that arose from his work with First Pres.
703

704

Recommendations to the Presbytery of Detroit

705 Presbytery to Presbytery Reference Checks

706 **Recommendation:** *We recommend that information gained in all Presbytery to Presbytery*
 707 *reference checks on potential pastoral candidates, including reference checks between Executive*
 708 *Presbyters as well as between members of Committees on Ministry in particular Presbyteries, be*
 709 *fully available to Pastor Nominating Committee (PNC) members as they conduct their work. As*
 710 *we learned about the process used for these reference checks in First Presbyterian, Ann Arbor,*
 711 *we became aware that information shared “confidentially” about a pastoral candidate during*
 712 *one of these reference checks was not made available to the PNC. We recommend that all*
 713 *Presbytery to Presbytery reference checks be conducted with the prior understanding and*
 714 *agreement between the parties involved in the reference check that any information shared in*
 715 *those reference checks will be available to the PNC for their review.*

716 **Rationale:** In the document *On Calling A Pastor*, the following statement is made regarding
 717 Presbytery to Presbytery reference checks: “Your presbytery checks with the prospective
 718 pastor’s presbytery of membership for additional information about his or her practice of
 719 ministry.” This simply states these checks will be done without offering any guidance about how
 720 information generated during those background checks is to be used or shared with a PNC. As
 721 we learned about the nature of the pastoral call process at First Presbyterian, Ann Arbor, we were
 722 made aware these reference checks were done between Executive Presbyters. However, the
 723 Executive Presbyter in the former Presbytery of the candidate eventually called to serve in Ann
 724 Arbor asked that information shared during the background check with our Executive Presbyter
 725 be treated confidentially. While there were no specific instances of misconduct or offense being
 726 alleged, there was concern expressed about leadership issues within the particular congregation
 727 which had led that Presbytery to consider the appointment of an Administrative Commission.
 728 However, the search and call process in Ann Arbor unfolded before that Presbytery chose to
 729 move in this direction. The concerns raised during the reference check proved to be relevant to
 730 the leadership issues which eventually surfaced in Ann Arbor, yet the PNC was not given the
 731 chance to learn about these concerns due to the request of confidentiality during the reference
 732 check itself.

733 We understand the difficulties this scenario presented. To act with integrity on a request of
 734 confidentiality while also finding a way to provide information to a PNC which is relevant to
 735 their work is not an easy task. This made full transparency difficult to achieve. In this case, the
 736 request for confidentiality was respected. But the PNC in Ann Arbor was also encouraged by
 737 their COM liaison to pursue secondary references (see separate recommendation on Secondary
 738 References) regarding the pastoral candidate in the hope that these secondary reference checks
 739 might help the PNC be aware of issues of concern in the previous congregation and church staff.
 740 As we heard about this process and its limitations, we learned that those involved, in hindsight,
 741 would have acted differently. The request for confidentiality in the reference check did not serve
 742 the Ann Arbor congregation well in this instance.

743 For these reasons, we recommend that all future reference checks on pastoral candidates between
 744 either Executive Presbyters or Committee on Ministry members in Detroit Presbytery with those

745 in other Presbyteries be conducted with the clear understanding stated up front that any
 746 information shared in those reviews will be available to a congregation's PNC in conducting
 747 their work in seeking a pastor. This would require stating at the outset of any reference checks
 748 between EP's or COM members an understanding that any information shared during the
 749 conversation can be shared with the PNC conducting the search process. We understand this may
 750 impact what someone chooses to share or not share in a reference check, but we believe the
 751 importance of complete transparency in the process is a higher priority. Congregations are not
 752 served well if information relevant to their future leaders is kept in confidence. This is why
 753 pastors must answer questions about any accusations of sexual misconduct against them. In the
 754 same way, relevant information about other areas of concern regarding pastoral candidates
 755 should be fully shared and disclosed to a PNC as they do their work seeking pastors.

756 The Importance of Secondary References

757 **Recommendation:** *that the Committee on Ministry of Detroit Presbytery and all liaisons from*
 758 *COM working with PNCs at particular congregations be strongly encouraged to direct all PNCs*
 759 *to seek out and pursue secondary personal references as well as primary personal references*
 760 *provided by the candidate. This would be most important for all pastoral candidates under*
 761 *serious consideration by a PNC. We believe this practice will increase PNCs' awareness of both*
 762 *the strength and growth areas of any potential pastoral candidates and equip them more*
 763 *thoroughly in their final decision-making process. This should always be done with respect to the*
 764 *candidate's concern for confidentiality in the search process, but also with the understanding*
 765 *that securing such references will serve the congregation best in the long run, minimizing*
 766 *chances for future issues to arise after the pastoral call has been completed.*

767 **Rationale:** The Personal Information Form, or PIF, which clergy are required to complete in the
 768 process of seeking a new call, contains a section for listing *primary personal references* who are
 769 familiar with the candidate. These references are people selected by the pastoral candidate who
 770 have a knowledge of the candidate's personal and professional qualifications. Primary personal
 771 references normally want to provide a positive reference for the candidate engaged in a search
 772 process for a new call. A PNC should always ask primary personal references about specific
 773 areas of growth or concern a specific candidate might display which would potentially impact
 774 their ability to serve a congregation faithfully and effectively.

775 On the other hand, secondary personal references are individuals who have not been listed on the
 776 candidate's PIF provided to the PNC. As stated in *On Calling A Pastor*, "Secondary references
 777 are persons who are not listed by the prospective pastor but are suggested by others or contacted
 778 because they are thought to have knowledge of the individual." They may also be individuals
 779 whom the PNC specifically seeks out by contacting congregations or a Presbytery office where a
 780 candidate has previously served as a pastor. In the case of the previously mentioned call process
 781 at First, Ann Arbor these individuals could have included Associate Pastors and other staff
 782 members who had served in congregations under the leadership of candidates the PNC was
 783 considering. *On Calling A Pastor* also states that "Under no circumstances should a PNC contact
 784 members of a prospective pastor's present congregation without her or his permission to do so.
 785 Discuss with your presbytery liaison the presbytery guidelines for contacting secondary
 786 references."

787 While primary personal references are easily provided to a PNC by a pastoral candidate, a PNC
 788 would probably need to do some intentional extra work to identify and connect with secondary
 789 personal references who have knowledge of the candidate. Secondary personal references can
 790 offer a perspective on a pastoral candidate which might not be shared initially in conversations
 791 with a primary personal reference.

792 Our experience as an Administrative Commission as we heard about the pastoral call process at
 793 First, Ann Arbor found the importance of pursuing secondary references on a potential pastoral
 794 candidate was downplayed by the PNC. Whether it was a factor of the necessary time involved
 795 to do the work of securing and contacting secondary personal references, concerns about
 796 confidentiality for the candidate, or simply a decision to assume the PNC had gathered sufficient
 797 information about the candidate through primary personal references, the pursuing of secondary
 798 personal references was not done, even though the PNC had received counsel from their COM
 799 liaison to seek out such references. We believe this proved to be a significant omission by the
 800 PNC in performing its duties with due diligence. We also believe that had appropriate secondary
 801 personal references been pursued in this search process, there could have been an awareness of
 802 issues of concern which ultimately surfaced during the pastoral ministry at First Pres, Ann Arbor.
 803 Of course, we cannot know for certain if pursuing secondary personal references and surfacing
 804 concerning information would have changed the outcome of the PNC's decision. We do think it
 805 would have at least provided cause for more thorough investigation regarding their pastoral
 806 candidate before making that final decision.

807 Encourage Early Presbytery Intervention

808 **Recommendation:** *The Presbytery should regularly and consistently remind churches and*
 809 *sessions of the necessity to seek assistance from the Presbytery when faced with difficulties.*

810 **Rationale:** As stated in the Book of Order, “. . . the presbytery has the authority to: c. counsel
 811 with a session concerning reported difficulties within a congregation. . . .” (G-3.0303)

812 Through the inquiring of the Administrative Commission and their assignment to First
 813 Presbyterian Church of Ann Arbor, it was observed that perhaps some issues could have been
 814 dealt with sooner had Presbytery been given notification of conflict in its earlier stages. Anytime
 815 a Session needs to meet “informally” or work around (rather than with or through) the
 816 Moderator, Presbytery needs to become involved.

817 Require and Facilitate Elder Training

818 **Recommendation:** *Presbytery should help facilitate and require stronger elder training*
 819 *programs both at the congregation and presbytery levels.*

820 **Rationale:** “When persons have been elected to the ordered ministry of ruling elder or deacon,
 821 the session shall provide a period of study and preparation, after which the session shall examine
 822 them as to their personal faith; knowledge of the doctrine, government, and discipline contained
 823 in the Constitution of the church; and the duties of the ministry.” (G-2.0403)

824 It is a known fact that many Presbyterian congregations often struggle with finding members to
 825 serve within the lay leadership of their church and may, at times, water-down the responsibilities
 826 of being a Ruling Elder so that seats may be filled with greater ease. Typically, ordained lay
 827 leaders are volunteers and sometimes there is a tendency to lower expectations when it comes to
 828 anyone who serves in a position in which they do not get paid. We do not want to ask or require
 829 too much of our volunteers for fear that they will no longer offer up their services. This is an
 830 unfortunate reality in our culture, and the church is no exception. In turn, lowered expectations
 831 can potentially fuel the weakening of sessions, accompanied by an inability to truly fulfill their
 832 call to their congregations as well as to the Presbytery, as a whole.

833 With this in mind, it is possible that pastors may not want to overburden their leaders with too
 834 many responsibilities or requirements, and many times, training programs are the first to fall to
 835 the wayside. If training programs and Presbytery resourcing were more readily available or
 836 widely known, then sessions would be strengthened and elders would have a better
 837 understanding as to their roles and responsibilities as spiritual leaders to their congregations as
 838 well as to the Presbytery. Additionally, it is recommended that there be accountability to ensure
 839 proper training of their leadership teams.

840 As stated in *Selected Theological Statements of the Presbyterian Church (USA)*, “The process of
 841 preparing persons to exercise the office of elder is in need of much renewal and real reform. If
 842 the elders are to fulfill their offices of leadership in God’s service responsibly and effectively,
 843 they need to acquire the appropriate knowledge and necessary skills prior to assuming office
 844 rather than learning on the job.” (1998)

845 It is possible that if the leadership of First Ann Arbor had more in-depth training in regards to
 846 their roles and responsibilities, as well as in their knowledge of government and polity, then
 847 perhaps they would have known how to circumnavigate some of the issues that they faced over
 848 the past few years. It is also recognized that First Ann Arbor is not the only church who could
 849 benefit from stronger elder training programs within the Presbytery.

850 Build Intentional Bridges to Congregations

851 **Recommendation:** *The Presbytery must commit itself to building stronger bridges between the*
 852 *Presbytery and individual congregations.*

853 **Rationale:** There can be a perception among churches that the Presbytery does not have interest
 854 in a congregation as long as they are doing well and appear healthy – or that the Presbytery only
 855 gets involved with congregations when there is a problem. Thankfully, the Presbytery is a
 856 resource when trouble occurs; however, by the time a congregation reaches that stage where the
 857 Presbytery needs to “step in,” tensions are often high and conflict on a variety of levels has
 858 already occurred.

859 Through the inquiry of the Administrative Commission of First Ann Arbor, the question was
 860 raised as to how stronger bridges may be built between the Presbytery and individual churches so
 861 that, 1. Conflict can be dealt with in its early stages before escalation, and 2. that the Presbytery
 862 would be viewed more as an ally to all parties involved rather than, at some crucial stages, a
 863 mediator or even a dictator.

864 There is a brilliance in the structure of the Presbyterian Church (USA) with its form of
865 government and discipline; however, its polity can be dense and difficult to navigate, especially
866 when the body is governed by a majority volunteer laity. By leveraging available resources,
867 individual church communities, as well as our presbyteries, can be strengthened as leaders
868 (clergy, lay leaders and staff) and together we can ensure that congregations and leadership are
869 receiving the support they need to remain healthy so that God's Kingdom may be glorified and
870 strengthened.

1 **APPENDICES TO THE REPORT OF THE ADMINISTRATIVE COMMISSION**
2 **FOR FIRST PRESBYTERIAN CHURCH ANN ARBOR**

3 **Appendix A**

4 The Meadows Letter

5 I served the Presbytery of Mid-Kentucky as General Presbyter for sixteen years, beginning late
6 in 1997 and ending in March, 2013. During that time, Fairfax Fair served as Head of Staff of
7 Highland Presbyterian Church for seven years from May, 2004 to May, 2011.

8 Both Highland Presbyterian Church and the Presbytery of Mid-Kentucky were excited to have
9 such a gifted pastor serve within our bounds. Her references were outstanding and her gifts for
10 ministry were in abundance.

11 What puzzled the Committee on Ministry and me was that we began to hear about staff issues
12 particularly with the Director of Member Care (not an ordained position), with one associate, and
13 then another associate, to name only three. The congregation seemed to be very positive about
14 Fairfax's leadership, preaching, and pastoral care, but the issues with staff kept increasing.

15 Again, the Committee on Ministry was puzzled. I was puzzled. About six months before the call
16 to First, Ann Arbor became public, the Committee on Ministry began a process to put an
17 Administrative Commission in place to come alongside Fairfax, to shine light on what was not
18 working, and to help her embrace a place of personal growth so that her leadership would be
19 even stronger. The conversations with the Committee on Ministry were centered on
20 strengthening a gifted pastor who may or may not be aware that there was something wrong in
21 how she related to staff. There seemed to be many issues: supporting staff, encouraging staff,
22 sharing power and authority with staff, and perhaps the most important issue was working with
23 gifted, beloved individuals.

24 The only way to get at these issues was to name members of the Presbytery to serve as an
25 Administrative Commission to come alongside Fairfax, to have honest dialogue with her about
26 her staff relations, and to help her grow where she may be blind to her behavior. The intent was
27 to strengthen her ministry by strengthening how she worked with staff.

28 The Administrative Commission was not in place when the call came from First, Ann Arbor.

29 When the call came from First, Ann Arbor my hope was that the staff issues at Highland
30 Presbyterian Church, which were real and painful for many, were an isolated case perhaps
31 stemming from the fact that the call at Highland simply was not a good fit for Fairfax. My hope
32 was that the position at First, Ann Arbor was a better fit, one that would bring out the best for her
33 in staff relations, and one in which Fairfax, the staff, and the church would blossom.

34 What I have learned was that the behavior the Committee on Ministry in Mid-Kentucky
35 Presbytery heard about was repeated at First, Ann Arbor.

36 My heart hurts for the staff at First, Ann Arbor that Fairfax had difficulty with, for the church
37 community who must be confused and even angry that their pastor has been removed, and
38 certainly for Fairfax herself.

39 The Committee on Ministry of the Detroit Presbytery like the Committee on Ministry of the
40 Presbytery of Mid- Kentucky knows Fairfax to be a very gifted pastor who would be even more
41 so if she could embrace the issues that both presbyteries have uncovered.

42 My prayers remain for Fairfax, for the staff that were hurt by her, for the congregation of First,
43 Ann Arbor, for the Committee on Ministry, and for the Presbytery of Detroit.

Appendix B

Rev. Doodle Harris Narrative

1
2
3 I was called to the position of Associate Pastor for Youth in September of 2008 at Highland
4 Presbyterian Church in Louisville, Kentucky where Fairfax was head of staff. Before I moved to
5 Louisville (from Pittsburgh), but after accepting the position, the personnel committee insisted
6 that I come back to Louisville for a third visit for a meeting with Fairfax and the personnel
7 committee (I had already come for a second visit – also of my own expenses – to find a place to
8 live and meet with the Committee on Ministry of Mid-Kentucky Presbytery). The purpose of the
9 trip was, apparently, to let me know that Fairfax was the head of staff. The meeting lasted about
10 30 minutes. Literally, nothing else happened at this meeting beyond members of personnel
11 committee and Fairfax telling me that Fairfax would be my boss. Highland Presbyterian Church
12 reimbursed neither my mileage nor my hotel stay for this visit. I suppose I should've known
13 something was amiss at this point, but this was my first call. At that time, I thought this was
14 “standard procedure,” but what I recognize now is that it was a prelude to months of bullying
15 that I (along with the rest of the staff of Highland) would endure.

16 After beginning my work at Highland, Fairfax was largely absent. I'd learned from the rest of the
17 staff that this was normal. She was rarely in the office and no one knew where she was.
18 Sometimes no one would see her or hear from her between the end of worship one Sunday
19 morning until right before Worship the next (except for our secretary who received liturgy for
20 the bulletin). I didn't mind. The other associate pastors were capable and willing to show me
21 how Highland worked and orient me in my first call. I found that I had freedom to program for
22 the youth and to provide pastoral care for members of the church as I and the church committees
23 I staff discerned was appropriate.

24 In November of 2008 (it was Christ the King Sunday), I had my second odd encounter with
25 Fairfax. It was my first time preaching at Highland. After the service, Fairfax and I were greeting
26 the congregation and our visitors at the same door. One member (whose name I didn't know at
27 the time) shook my hand and congratulated me on a great sermon. She then looked at Fairfax and
28 said, “I hope she gets to do that more often.” I didn't think anything of it until the following
29 morning when Fairfax called me into her office to ask why I'd asked that member to make the
30 comment to Fairfax about my preaching more often. I said I hadn't done that and didn't even
31 know the woman's name. Fairfax asked me not to do it again and I said okay (not really
32 knowing what I'd done wrong in the first place, but eager to please my new Head of Staff.). I
33 found out later that there was tension among the staff because Fairfax rarely let any of the
34 associate pastors preach ever. Usually if she had to miss worship, she got an outside pastor to
35 preach.

36 This wasn't the only tension in the church, though. Staff meetings – even from the beginning –
37 were uncomfortable. I always had the sense that most of the staff wanted to say as little as
38 possible and get out of the meetings quickly. When things went “wrong,” Fairfax was always
39 eager to find someone to blame in those meetings. Once – a few months after I arrive – I was
40 reporting that while the youth were playing in our gym, one of our youth took an elbow to her
41 nose and got a nose bleed. Another youth ran for the first-aid kit and I called her mother (who

42 was a doctor). I had a youth advisor sit with the girl while she waited for her mother (on the side
43 of the gym) while I returned to supervising the youth. I mentioned all of this in staff meeting to
44 thank the custodian who was working that night for helping to clean up the blood on the gym
45 floor quickly. Fairfax then expressed her anger and disappointment with me in my behavior in
46 this incident. I asked, “what should I have done differently?” She replied, “the nosebleed
47 should’ve never happened in the first place.” I said, “They’re kids. Accidents happened. The
48 mother didn’t seem upset at all when I spoke with her once she arrived.” Fairfax then told me I
49 should supervise the youth better in the gym and there better not be any more nosebleeds. Staff
50 meetings were often laced with these sorts of threats and misplaced blame. The rest of the staff
51 encouraged me not to say anything next time.

52 The exception to this “don’t talk” rule in staff meeting was our choir director, Frank.
53 The relationship between Frank and Fairfax was puzzling at best. Often Fairfax would
54 triangulate Frank into talking to members of the congregation for her when she didn’t want to
55 directly address a situation. When Frank complained to Fairfax about one of the rest of the staff,
56 she immediately took his side and called whichever staff he was frustrated at into her office to
57 bully them. I remember one instance clearly that first year. The Youth Committee had planned
58 an overnight for our High School youth on a Friday night and suggested we not have youth
59 group and youth choir on Sunday evening since the youth had already been at church for a retreat
60 that weekend. I said that I couldn’t speak for choir, but I was fine to cancel youth group. I did so,
61 publicizing the cancellation several weeks in advance. The week *after* the retreat and cancelled
62 youth group I got called into Fairfax’s office to be told that I was never to cancel youth group
63 again. I explained the conversation and discussion that the youth committee had had. Finally,
64 after asking several questions, I understood that Frank was angry because the attendance at his
65 choir rehearsal was low that Sunday evening (I had related the youth committee’s conversation
66 to Frank week’s before and suggested he cancel his rehearsal as well). Other times, she would
67 have Frank ask us questions that she didn’t want to ask – specifically about our personal lives. At
68 first, I answered Frank’s questions (believing them to be a desire to get to know me better), but
69 soon I realized that he was relaying all answers to Fairfax (who once told me – after a
70 conversation with Frank – that I was not to go to Indianapolis to visit a friend that weekend in
71 case someone needed me at the church).

72 Anyway, about 6 months into my first year at Highland, Fairfax called for staff reviews. It
73 seemed as if she announced we were having these and suddenly we had them in the same week
74 of their announcement with no preparation. My review went fine. I said very little in the review
75 itself (with Fairfax and a member of the personnel committee). I found out afterwards that there
76 was a culture on the staff of Highland that reviews were only called for when someone was “in
77 trouble” and the personnel committee needed to document the offense. They weren’t regularly
78 scheduled reviews. That particular round of staff reviews was to attack our Business
79 Administrator and to encourage him to quit (or maybe retire?). I remember little else about that
80 except that it was common knowledge that Fairfax and personnel was “out to get someone” each
81 time a personnel review came up.

82 In addition to personnel review being unusual, we also discovered that Fairfax often knew things
83 about ourselves and our work that we hadn’t told her. The staff, after some time, came to the
84 belief that our e-mails were being read by Fairfax. Yes, it was in our employee handbook that
85 our church e-mails could be read, but there was also a clause stating that this would happen only

86 if it was necessary. Furthermore, Fairfax's son, Walker, owned our IT company. We guessed that
87 perhaps he was giving her full access to our e-mails. Most things were things we would share
88 with one another anyway, but there were times that it was uncomfortable for her to ask questions.
89 She never revealed directly that she had been reading our e-mails, but after some collaboration
90 and discussion, it was our best guess.

91 Fast forward to sometime in the Fall of 2009 (I'd been at Highland about a year or maybe a little
92 longer). I was preaching on the first Sunday of August and the periscope for worship was
93 Jeremiah and the potter. I thought it'd be a great idea to give the children some clay during
94 children's time and see what they could make from it by the end of the service. I turned in my
95 information for the bulletin without thinking much about it until Fairfax told me we weren't
96 having a children's time that day. When I asked why not she said "because we don't have
97 children's times on Communion Sundays." I explained my idea to her (thinking it was a great
98 one at the time – as it kind of was!). She said that the session had passed a motion against
99 children's time on communion Sundays and I couldn't do it. I asked when and she didn't know.
100 So – not trying to be a jerk, but trying to understand this session policy – I started reading back
101 through several years of session minutes. I read back through all of the session minutes from
102 meetings that Fairfax had moderated and even a few years before that. Nowhere in the session
103 minutes was any mention of children's time not happening on the same Sundays that we
104 celebrated communion. At this point, I knew how illogical and irrational Fairfax could be, but I
105 was really invested in my "potter" idea. I called her (from wherever she was out of town) and left
106 a message explaining why I'd like to have a children's time, that I didn't mind shortening my
107 sermon to accommodate, and I had researched all of the session minutes and couldn't find any
108 mention of a policy prohibiting children's time and communion in the same Sunday. The next
109 phone call I received was from someone on the personnel committee explaining to me how
110 inappropriate it was that I read the old session minutes at the church. I was told that it was
111 "insubordinate" not to "take Fairfax's word for it." I was called into a personnel meeting a
112 couple of days later with the full personnel committee where it was explained to me that it didn't
113 matter what decisions the session had made and what was in writing or not. Whatever Fairfax
114 said was "law at Highland." Furthermore, session minutes were not a matter of public record and
115 I could be dismissed if I read any more of them.

116 At this point, I called the representative for Highland from our Committee for Ministry and asked
117 for help. I knew that what was happening at Highland was inappropriate. Fortunately, Dee – our
118 COM rep – was wonderful. She began meeting with all of the pastors at Highland, including
119 Fairfax, to learn more about the work atmosphere. For about 6 months, she also tried to meet
120 with members of the personnel committee and was told that what happened in personnel
121 committee meetings was none of her business. In those months, Dee also encouraged me to meet
122 with our executive presbyter who listened compassionately to me (as I found out she'd listened
123 compassionately to other associate pastors at Highland before me). She gave me some advice
124 and suggestions and affirmed my instinct to get our COM representative involved. (At another,
125 later, personnel committee meeting, I was told that it was inappropriate of me to speak to the
126 general presbyter about anything going on at Highland).

127 After the "children's sermon" incident, I believe I became the target of Fairfax's rage. I was
128 frequently called into her office to be told that she had "heard" I was doing something or not
129 doing something (she wasn't present to know). I would tell the truth as I knew it or experienced

130 it. She raised her voice frequently at these meetings. These meetings often made no sense and I
131 felt emotionally beaten up for things that weren't true, weren't my fault, or weren't relevant. The
132 time that stands out as the most infuriating was the time that she called me in and accused me of
133 "playing favorites." I asked when I had done that and who had reported to her that I was playing
134 favorites. I wanted to know specifics about the incidents that she was talking about. I was
135 unwilling to settle on her assertion that "people keep saying" I was doing this. Finally she said,
136 "I read it in your field education review." I reminded her that the field education review was
137 from 4 years prior at a church in a different state. I asked again for her evidence that I was doing
138 this at Highland. She could give no concrete examples of anything that had happened at
139 Highland.

140 She then began inviting members of the personnel committee to these "meetings." I suppose
141 somewhere I should share that the members of the personnel committee were the same people
142 that served on her Pastor Nominating Committee. I'm not sure why her PNC was so heavy with
143 lawyers, but now at least 4 of those lawyers were serving on the personnel committee. In fact, the
144 chair of that committee became both the chair of the personnel committee AND the clerk of
145 session. In a church of 1200 members, there was no reason for one person to serve both of those
146 positions indefinitely, but that's what was happening at Highland. The members of personnel
147 were like her personal attack dogs. They would "attack" members of the staff at Highland
148 regularly when Fairfax told them they "should follow up" on a staff member. They did this
149 through phone calls, e-mails, and face-to-face meetings.

150 Eventually, I refused to meet with Fairfax or any members of the personnel committee without
151 Dee Hoge (the COM representative) present. At first, Dee was told she wasn't allowed in these
152 meetings. Dee asserted that indeed she was. Dee took notes and kept meticulous records which I
153 believe she was sharing with COM as it was appropriate. During the last 6-8 months of Fairfax's
154 employment at Highland, I was meeting with the personnel committee at least monthly and often
155 weekly. Similar to the meetings in Fairfax's office, I was accused and blamed for things that I
156 didn't do and had no knowledge of. When I disagreed, I was accused of "calling Fairfax a liar"
157 and not accepting her authority. I was accused of "undermining all ministry at Highland."

158 One Sunday morning (about 3 months prior to Fairfax's leaving), I came into our Fellowship
159 Hall well before Sunday School began. Sunday School started at 9:30 and I usually arrived at the
160 church between 7:30 and 8:00. One member of the congregation was there early that day (I don't
161 know why, but she was the choir librarian, so I usually assumed she was helping with the choir
162 when she was early). I walked in wearing appropriate "church clothes," but I also had a backpack
163 on my back and tennis shoes on my feet. She approached me to ask if the youth had had a retreat
164 that weekend. I said we had not, before I asked her how her weekend was going. The meeting
165 was brief and I went about my business for the day.

166 I was called into a personnel committee meeting the following day (by this point it was routine
167 and abusive the way I was constantly being called in). Dee was available and so we went. I was
168 told about my inappropriate foot wear in the church. I tried to explain that I kept black "dress"
169 shoes in my office and I changed once I got to church. Following worship and lunch, I'd go back
170 to my office and change into clothes more appropriate for leading our youth groups in the
171 afternoon and evening – including tennis shoes. I was told not to wear tennis shoes again on the
172 church property because they weren't "giving God my best." I was told the church had received

173 “several complaints” about my footwear. When I asked who had complained, Fairfax said, “why
174 Helen was just complaining about it yesterday.” Helen was the woman in the Fellowship Hall
175 asking about the retreat. Again, I was used to these meetings by this point, so I listened to the
176 lecture and left.

177 A few days later, I happened to see Helen at another church function. I was perplexed because
178 Helen and I have a good relationship and I couldn’t imagine her complaining about my footwear
179 without saying anything to me first. I asked her if she had said anything about my footwear to
180 anyone at the church. She said “no.” I asked if she’d even noticed my footwear on Sunday
181 morning to which she also replied, “no.” I asked “why did you ask if I’d been at a retreat?” She
182 said, “you were wearing your backpack!” She went on to explain that she hoped I had been at a
183 retreat because I always come back with such “delightful stories” when I go on retreats with the
184 youth.

185 In my next meeting with the personnel committee, I relayed that conversation to them. The
186 whole experience stands out because in that meeting (the second one involving discussions of my
187 footwear), I was told that I was fired. Fortunately, Dee was there and could explain the proper
188 procedure for “firing a pastor” (which involved calling a congregational meeting). The
189 “statement was retracted” but I was told that the session would immediately begin the process of
190 dissolving my call and I was to tell no one.

191 I’m not quite sure what happened at this point, but I believe COM had discussions with our
192 personnel committee. I was called back to another personnel committee meeting where I was put
193 on a “60 day plan.” The plan – I thought – was an attempt to repair staff relations in the office (I
194 wasn’t the only one put on a “60-day plan.”). By this point, one of the other associate pastors had
195 left and another had announced they were accepting another call. The plan (despite its uncreative
196 name) wasn’t unreasonable. I remember that all pastors were to let all staff know where they
197 were on work days. Part of the 60-day plan was that I was to meet with Fairfax for an hour each
198 week one-on-one. Personnel committee made us set a weekly day and time to meet during the
199 meeting I received the plan. Although the plan was to last 2 months, we only met once. During
200 the meeting time each week, I would sit in the hallway outside of Fairfax’s office and speak with
201 any one who walked by. I wanted as much evidence that I was trying to follow the 60-day plan
202 as possible.

203 Before the 60 days was over, Fairfax announced she had accepted the call in Ann Arbor. It
204 seemed that that announcement put an end to all 60-day plans and all personnel meetings.

205 Already this is a long document, but there are so many more stories I could tell along the way. It
206 is not an exaggeration to say that the work environment was abusive. It is not an exaggeration to
207 say that staff and members of the congregation who disagreed with Fairfax were bullied. I will
208 own – for myself – that I was louder and more assertive than my other colleagues. I also believe
209 that Fairfax found my talent and work ethic competitive. I admit that then I was told in these
210 meetings to “tell no one,” that I frequently told several others. I talked with other pastors in the
211 area, I continued to talk with Dee and our Presbytery executive. I eventually pulled aside the
212 chair of the youth committee and a couple of youth advisors and told them what I was
213 experiencing.

214 I'm not sure how to end this document except to say that I am grateful for the work that's being
215 done in Ann Arbor. I am grateful to have connected with current and former members of the staff
216 at First Pres Ann Arbor who seem to understand this PTSD that we have all experienced versions
217 of. I'm grateful to the AC who has sought truth and offered me pastoral care that I didn't realize I
218 still needed simply by hearing my story.

Appendix C

Sabbatical Gleanings and Recommendations

Melissa Anne Rogers and Jay Sanderford, writing together

September 13, 2016

It was an honor and joy to work together to lead our great staff team during your 12-week sabbatical. Our goal was to sustain the worship and pastoral excellence that defines First Presbyterian Church. Our goal continues to be that we are in collaborative, coordinated ministry with you where we are mutually empowered, and all can flourish.

Theme of the Sabbatical: Team

During your sabbatical, the program and pastoral staff viewed Jay and Melissa Anne as a team. No emergencies or formal decisions had to be made where there was a disagreement among us. Even when away, we approached our work as a team. For example, we edited and approved one another's "Our Life Together" pieces, as well as edited the other staff's contributions, and weekly "question" related to the compassion series, for the bulletin.

Goals we had were consensus-building and permission-giving, and strong, clear, communication. Because of this, even during the heaviest of vacation weeks with staff stepping in to willingly fill in the gaps that naturally arose.

STAFF

All are skilled, experienced, and hard-working.

With minimum of oversight from us, staff performed well. Coordination and planning by Mel and Jay was appreciated.

Administrative staff benefitted from the regular presence of their team leaders and the set hours of Melissa Anne and Jay.

Retreat and team-building time was especially critical to our work together. Staff enjoyed the opportunities to get-together for fellowship off-campus — once at Dominick's, and once at Mary Jones' cottage, as well as an end-of-sabbatical lunch, provided by Melissa Anne and Jay. Small rewards of closing early helped increase participation. Friendships were strengthened that have carried over into the work environment.

Learning modules at staff meetings can be helpful. We elected to have a learning module at one of the staff meetings, with Maggie Jones, who spoke to us about transgender issues and terms. She was articulate and educative. For 30 minutes, staff learned from her about new issues in the LGBTQ movement, how to consider terminology, and to address questions around LGBTQ concerns.

PLANNING AND COORDINATION

Having the continuity of an overarching theme (book) with specific sub-themes and scriptures for each week has helped worship be planned effectively and with minimal stress.

37 Educational Content — ConnecTED: the class on discussing worship, the sermon, and the
 38 themes was well received, highly attended, neither evaluative of worship or the sermon. We
 39 recommend this class should continue.

40 ‘First Pres Reads’ — “Compassion Series” *12 Steps to a Compassionate Life*, by Karen
 41 Armstrong. There was an overall excellent response to the book read tied into the sermons and
 42 ConnectED, as well as the children’s book-of-the-week recommendations. We had the smoothest
 43 book sale to date because it was a good selection, but also due to integrated publicity and
 44 reinforcement. This level of planning and preparation and the all-church invitation to get
 45 involved was exceedingly productive and positive.

46 Due to the nature of a less chaotic summer and worship so fully planned out in advance, there
 47 emerged time to explore ideas, to research design options, to evaluate and implement better
 48 management practices, and to accomplish more fact-checking and editing on publications.
 49 Having the preaching schedule in advance is always helpful for planning. Some staff feel ill-
 50 prepared for this coming fall and Advent.

51 Because we value and depend upon your vision and planning so greatly, it was true that your
 52 absence was keenly felt. We feel pressured by the rest of the staff to address the issue of your
 53 time away that will happen in fall and spring. You have an amazing staff team of pastors and
 54 program leaders who are full of interesting ideas and experiences, The staff yearns for the ability
 55 to bring those ideas into major theme conversations, and they often associate your travel with a
 56 lack of planning time, which may not be an accurate assessment of things.

57 DIFFERENT VOICES

58 Many parishioners expressed appreciation for hearing the variety of preachers/“voices” each
 59 Sunday. Attendance remained robust all summer, especially for outdoor worship Sundays. All of
 60 our staff preachers presented good sermons this summer; even the less experienced ministers
 61 preached well.

62 Based on the consistent feedback of our members, we wonder whether it might be helpful to use
 63 an associate or program minister, or a guest preacher, once a month at the 9:30 service, and,
 64 more often, use a variety of preachers at 11 a.m., which has significantly lighter attendance.

65 For the academic preachers, George Stroup and Scott Seay - as you noted on the Sunday George
 66 was here, he is more a systematic theologian and should probably be recruited to teach. Scott
 67 Seay was fabulous and we have the potential for an ongoing relationship with him.

68 The weekly written piece of “Our Life Together”: Across the board, people loved hearing from a
 69 variety of staff members in the weekly email. We suggest strongly that whoever is preaching the
 70 9:30 service be given the job of writing that piece, and that when a guest preacher is in town, one
 71 of the other pastors has opportunity to write that.

72 OTHER ISSUES

73 One “thorny” issue: Mary Jones being asked to do your sabbatical transcribing infused some
 74 stress into Mary’s life, and Jay and I were called upon to hear that stress, and empower her to
 75 take a pass on this additional work during August, her busiest month.

76 When we had a guest preacher who was neither robing nor collaring, we chose to wear our
77 casual/professional clothes. This was well received across the board. With increased steps to
78 reach visitors and be recognized, we managed to be identifiable to the visitors and members. We
79 felt more relaxed, cool, and in our own element. Recommendation: consider going collarless in
80 the summers, or choose a Sunday a month to be more informal.

Appendix D

Narrative of the Judicial Process in Presbytery of Detroit v. Fairfax Fair Ed Koster October 19, 2019

At its request, I have prepared and here submit this narrative of the judicial process against Fairfax Fair to the Detroit Presbytery's Administrative Commission for Ann Arbor First Presbyterian Church.

I The Judicial Process

The Rules of Discipline govern judicial process in the Presbyterian Church (USA). They lay out a simplified process that is designed to address the misbehaviors of individuals and councils. They are roughly based on judicial procedures found in American law, but have their own rules. They are designed to be used by people without a legal background, but frequently lawyers are engaged, and that raises the complexity. When an attorney represents anyone, the Rules require the lawyer to be Presbyterian. The system provides for appeals that can go as high as the General Assembly. Where a case goes to the General Assembly PJC, and where the GAPJC decides on an interpretation of the Book of Order, that becomes an "authoritative interpretation" of the Book of Order that is mandatory throughout the Presbyterian Church (USA).

There are two kinds of cases: remedial and disciplinary. A remedial case is a case brought against a council (session, presbytery, or synod) alleging that the council has done something it should not have done, or failed to do something it should have done. In a remedial case, the complainant actually prosecutes the case as in a civil case in American law; the case would be titled the named "Complainant v. the Council." A remedial case can be filed by a limited set of complainants against a council to the next highest council. That is, a case against a session would be brought to the presbytery. Appeals can be made all the way to the General Assembly.

The other kind of case is a disciplinary case, which alleges that an individual has committed an "offense." An offense is defined as an act that violates Scripture, the Confessions, or the Book of Order. Any Presbyterian can file a written complaint against any other Presbyterian, wherever that person is located. A complaint is initiated when the clerk of the body of membership receives written allegations that a Presbyterian has committed an offense or offenses. That means that all complaints against Ministers of the Word and Sacrament are filed with the stated clerk of the presbytery of membership, and any complaint against a member of a church is filed with the clerk of session of membership. There are 2 parties to a disciplinary case, the church and the accused: "The Presbyterian Church (USA) v Accused". The rules about processing a disciplinary case are very clear and rigid. When a clerk receives a complaint, he or she is required to form an investigating committee (IC). The clerk has no discretion in the matter, no matter who files the complaint or what the complaint alleges. From this point the matter is confidential, meaning that any information about it is strictly limited to those with a need to know (very narrowly defined). At the session level, the clerk reports to the

40 session that a complaint has been received and asks the session to appoint an IC. At the
 41 Presbytery level, the Stated clerk appoints the IC, and reports only that a complaint against a
 42 member has been received. In Detroit, our practice is to also report the names of the three
 43 members appointed to the IC.

44 From the moment the case is received by the clerk until it is fully completed, either by dismissal
 45 of the case, acquittal, or completion of the judicial process (including any rehabilitation), the
 46 accused may not be transferred.

47 It is the duty of the stated clerk to train the IC, to staff the permanent judicial commission (PJC),
 48 and to be a resource for all parties. Pursuant to these duties, the Stated clerk has the
 49 responsibility for providing resources and assistance to the IC as requested.

50 In disciplinary cases, there are rights afforded to both the accuser and the accused. The accused
 51 may have counsel (who must be a Presbyterian, and need not be an attorney) and an advocate.
 52 (Counsel can speak for the accused, an advocate cannot.) The accused is entitled to know exactly
 53 what the charges are, and the witnesses and evidence that will be produced to prove the case. The
 54 accused is not required to testify or speak at all. The accuser has the right to seek a review if the
 55 IC does not file charges, and the accused can seek a review of the investigative process.

56 The IC has well defined duties. The first is to review the complaint and determine whether any
 57 allegation, if true, would constitute an offense. (This is similar to a preliminary hearing in
 58 criminal law.) If the answer to this query is *no*, the IC returns the material to the clerk, and the
 59 matter is closed. If the answer is *yes*, the IC then proceeds to an investigation. In the course of
 60 this investigation, the IC is required to review all the evidence and interview all the witnesses. If,
 61 after this full investigation, the IC concludes that the accused did commit an offense and that it
 62 can reasonably be proved, taking into account the credibility of the witnesses, they will prepare
 63 charges. If both of these conditions are not met, they inform the clerk they will not file charges
 64 and the case is closed. Charges must be filed within 1 year of the first meeting of the IC and 5
 65 years of the alleged offenses; if those times are exceeded, the PJC has no jurisdiction and the
 66 case is dismissed. The charges generally follow this format:

67 The Presbyterian Church charges that you, _____ have committed offenses as
 68 follows:

- 69 1. On ____date____. you did _____.
- 70 2. This was in violation of:
 - 71 a. Scripture (specific passage) and/or,
 - 72 b. the Confessions (specific section) and/or,
 - 73 c. the Book of Order (specific provision).
- 74 3. List of witnesses:
 - 75 a.
 - 76 b.
- 77 4. Evidence in support

78 (There can be multiple actions under a specific violation, and multiple counts.)

79 The IC can decide to bring charges not alleged by the accuser if, in the course of its
 80 investigation, it finds that the accused has committed other offenses.

81 If it decides to file charges, the IC then becomes the prosecuting committee (PC), comprised of
82 one or two members of the IC.

83 If charges are filed, the provision regarding confidentiality is no longer in effect. Hearings and
84 trials in the case are open to the public unless closed on motion of either party.

85 In both remedial and disciplinary cases, there is a “trier of fact.” In civil law it is a judge or a
86 jury. Under the Rules of Discipline, the trier of fact in a disciplinary case against a member of a
87 church is the session. In presbyteries, synods, and the General Assembly, the trier of fact is the
88 permanent judicial commission (PJC). (The PJC is elected by the council to six-year terms.) The
89 case is presented to the session or PJC for its decision and judgment.

90 Trials are conducted in the way we would expect from watching TV. The Prosecuting Committee
91 (PC) (or complainant in a remedial case) presents the case by introducing evidence in the form of
92 exhibits and witnesses. The accused (or respondent) can cross examine witnesses and challenge
93 other evidence. The accused also can present evidence and arguments in defense, which are open
94 to cross examination and challenge by the PC. In all cases witnesses are sworn and can be cross-
95 examined by the other party. After all the evidence is given, the PJC goes into isolation where it
96 deliberates and votes on whether or not the person/council has or has not committed the acts
97 alleged. In a remedial case, the verdict is determined by a simple majority and a preponderance
98 of the evidence. In a disciplinary trial, 2/3 of the commissioners must believe it is proven beyond
99 a reasonable doubt. Once the decision is reached, the trial is reconvened and the decision
100 announced.

101 After announcing its decision in a disciplinary case, the PJC then holds a hearing to allow the
102 parties and any “victims” to address the commission. It then adjourns again to decide the
103 censure. Censures are of three kinds: a rebuke, a temporary exclusion from office, or a
104 permanent removal from office. In a rebuke or a temporary exclusion there can be a requirement
105 for rehabilitation, which must be laid out in full in the judgment. The temporary exclusion also
106 has a time period for the exclusion. Nothing beyond these three forms of censure can be imposed
107 by the PJC.

108 Where an accused pleads guilty to any or all charges, the trial is obviated, and the PJC moves
109 directly to a hearing on the degree of censure.

110 There is a provision in the Rules of Discipline that allows for an alternative form of resolution
111 (AFR). This is an attempt to avoid the sometimes destructive and debilitating effects of an
112 adversarial process. The current Rules require a “professional” mediator. The IC can enter this
113 process once it has decided on the charges, and the only matter that can be mediated are the
114 charges that have been prepared. Once charges have been filed, any AFR is precluded. When
115 there has been a successful AFR, the PJC is convened to decide whether to accept a written
116 agreement; there is no trial, no amending the agreement. That agreement is then entered as the
117 decision of the PJC.

118 In all disciplinary cases the judgment of the PJC is read to the Presbytery and entered into the
119 minutes of Presbytery in full.

120

II Investigation

121 **2017**

122 On July 12, 2017 I received by email from James Monnett a “Form 27” complaint and a list of
 123 documents in support of his complaint. The complaint was against Fairfax Fair, the Personnel
 124 Committee of Ann Arbor First Presbyterian Church (First Pres), and the chair of the
 125 Personnel Committee. I responded to Mr Monnett that I could process the complaint against Ms
 126 Fair, but the other two would need to follow a different process. The complaint against the
 127 Personnel Committee would require him to file a remedial case against the session with the
 128 Presbytery, and he would need to prosecute that case. The complaint concerning the chair of the
 129 Personnel Committee would have to be filed with the clerk of session of First Pres. Mr Monnett
 130 responded by submitting a revised complaint against Ms Fair only.

131 The amended complaint, which listed only Ms Fair as the accused, was submitted to the
 132 Investigating Committee. When Mr Monnett revised the complaint, while he removed the
 133 Personnel Committee and its Chair from the list of accused so that only Ms Fair remained an
 134 accused, he did not remove all the mentions of the other parties from his complaint. In the
 135 amended complaint, Mr Monnett made the following allegations against Ms Fair:

- 136 A. Misrepresenting to the Session and the congregation that Rev. Dr. Monnett resigned as
 137 Director of Youth Ministry when I did not.
- 138 B. Neglecting to tell the Session that Rev. Dr. Monnett spoke with Rev. Dr. Fair requesting
 139 to be the permanent College Pastor in May and September 2016.
- 140 C. Neglecting to tell the Session that the College Workgroup led by Acting Chair Katie
 141 Parker talked with Dr. Fair on Nov. 3, 2016 to share the approved Motion that Dr.
 142 Monnett remain as Director of College Ministry.
- 143 D. Neglecting to follow through with the College Workgroup on anything concerning this
 144 recommendation.
- 145 E. Neglecting to work with or even tell the College Workgroup that the Personnel
 146 Committee recommended to Session that the Director of College Ministry position be
 147 eliminated in favor of having Resident Ministers do college ministry.
- 148 F. Misrepresenting to the Session that Rev. Dr. Monnett had complaints about the Youth
 149 Overview Task Force report when I did not.
- 150 G. Negotiating in bad faith with Rev. Dr. Monnett over Severance.
- 151 H. Misrepresenting Rev. Dr. Monnett's words and actions in digital publications to the
 152 congregation of the First Presbyterian Church against his direction.
- 153 I. Inventing and publishing reasons why Rev. Dr. Monnett resigned and was leaving in
 154 "Our Life Together" (Friday, March 31) and in the April 2017 newsletter against his
 155 written direction (email March 29, 2017) that no one at the church should be speaking on
 156 his behalf.
- 157 J. Misrepresenting to the congregation the financial situation of the church.
- 158 K. Misrepresenting the sale of the Ecumenical Center for International Relations (ECIR)
 159 apartment building on Church Street to the Session and Congregation that the money was
 160 to be used for college ministry and instead using the money to underwrite the Residency I
 161 took steps to prevent Ms Fair from being transferred.

162 I immediately began searching for an investigating committee, and selected Charon Barconey,
163 Dan Michalek, and Phil Reed. Because of scheduling difficulties, the earliest date they could
164 convene for their first meeting was Thursday, September 7, 2017. I reported the receipt of a
165 complaint against a member and the appointment of the IC to the September 26, 2017 Presbytery
166 meeting.

167 In a three-hour meeting on September 7, I laid out the responsibilities of the IC to review the
168 complaint and determine if it alleges any offense. I defined an offense and instructed them to
169 return the complaint to me if they did not believe an offense was alleged. If they did find the
170 complaint alleged an offense, they were to proceed to an investigation to determine if they
171 believed an offense had been committed and if they had sufficient evidence to prove it, taking
172 into consideration the quality of the evidence and testimony. (They must convince a PJC beyond
173 a reasonable doubt. (2/3 majority)) After explaining the process and their responsibilities, I gave
174 them the complaint and left them alone to confer and decide how they would proceed. They
175 reported to me that they had selected a chair and would begin the process. After calling this
176 meeting, I never met or communicated with the IC except at their request.

177 At the request of the IC on September 11, I prepared a memo on the notion of “fundamental
178 fairness.” There are times when a complaint is made to Presbytery against a pastor that is not a
179 disciplinary complaint. This is an administrative rather than judicial matter, and is handled under
180 the authorities of Presbytery relating to its members and sessions. *Fundamental fairness* is a
181 policy defined in case law to require when such a complaint is received the pastor is given the
182 right to counsel and a personal advocate, the right to receive notice of the allegations against him
183 or her, the right to an adequate time to prepare a defense, and the right to a hearing before a
184 neutral body. (These rights are by rule incorporated into the judicial process that is the system
185 followed in this case against Ms Fair.)

186 On September 12 I was copied on an email from the chair addressed to the IC expressing his
187 opinion for consideration that the matter should not proceed because the complaint did not have
188 merit. He proposed instead that the IC immediately proceed to an AFR. He stated: he believed it
189 was unjust that the complaint was only against Ms Fair when others also were involved; he
190 believed there was no obligation of anyone to have communicated certain information to Mr
191 Monnett; Mr Monnett would better have filed a remedial case against the session; Mr Monnett
192 did not provide sufficient evidence to support his allegations. He also pointed to certain events he
193 believed were crucial, and questioned Mr Monnett’s actions and the motives of others; he
194 questioned whether First Pres had done certain things that were predicate to the employment
195 situation. He also questioned the intentions of various parties.

196 I responded to the IC on that date, saying I must have failed in communicating the process and
197 duties of an investigating committee. I laid out what I thought I had covered in the training,
198 specifically quoting provisions of D-10.01, 02, 03, and 04 that list the duties of an investigating
199 committee, which are basically to determine if an offense had had been alleged in the complaint,
200 and if *yes*, then to interview all parties and review all the evidence determine if they believe an
201 offense was committed. If they conclude Ms Fair had committed an offense or offenses, then
202 they had to determine whether they can prove it. If the answer is yes to all these, then to prepare
203 charges. I pointed out that if, after writing charges, they determine that there might be a
204 possibility for an “alternative form of resolution” (AFR), they could take steps to initiate a period

205 of mediation. Only if the complaint alleged no offense would they not proceed with an
206 investigation. I also pointed out that at this point questions of motivation, of the appropriateness
207 of the investigating process, the various procedures within the church, the appropriate outcomes
208 were not matters for concern. The sole duty of an IC is to investigate the charges alleged and
209 determine if Ms Fair had committed any offense, and if they could prove it. I further pointed out
210 that Mr Monnett had the right to file a complaint against Ms Fair and her only; he was not
211 obligated to use any particular process, file any type of case, or include any other party in his
212 pursuit of a remedy.

213 I met with the IC on September 21 at its request to discuss the case.

214 On October 2 I prepared citations from the Manual of Judicial Process, a resource from the GA
215 for stated clerks on judicial process and the role of the session and the PJC.

216 On October 2 I also prepared a memorandum at the request of the IC on writing charges. I sent a
217 copy of that memorandum to Ms Fair.

218 At the request of Ms Fair, I met with her and her attorney David Deromedi at my house on
219 October 9. I laid out the process, her rights to remain silent, to have counsel and an advocate. I
220 explained my role to train the IC, to staff the PJC, to remain neutral, and to be an adviser to all
221 parties. I explained I have no role in the investigative process other than to advise and answer
222 questions. Mr Deromedi asked about the scheduled interview with the IC, whether he could be
223 present, could bring evidence, could bring members of session. I responded that he could be
224 there and bring any evidence he desired, but this was an investigation, not a hearing, so she could
225 not bring members of session. I pointed out that any trial would be open. I explained the rule of
226 confidentiality: that this is intended to protect Ms Fair; that I will not reveal anything unless
227 someone has a need to know; that if charges are brought, confidentiality would no longer apply.
228 I explained the types of cases; the role of the PJC; the trial process; what is necessary for a
229 judgment; the kinds of censure; that any judgment and censure is read to the Presbytery. I
230 pointed out that if charges are filed, she can request the PJC to appoint counsel for her; that she
231 can ask for a review of the process of the investigation (and that Mr Monnett can ask for a review
232 of a decision not to file charges).

233 I met with the IC at their request on October 19. They wanted a discussion of an offense, their
234 requirement to investigate all charges, and interview all witnesses. I explained that they are not
235 limited to investigating or charging only the items in Mr Monnett's complaint, but can
236 investigate and charge for other offenses they discover in the course of their investigation. In the
237 course of this meeting, I requested that they ensure that I do not go beyond my duty to assist
238 them only with the process.

239 **2018**

240 I convened the Permanent Judicial Commission on February 2, 2018 for a training. I explained
241 that a case was coming, and that of all the cases I had seen, this was the one most likely to go to
242 trial. I laid out the basics of the process. At that point, they elected their moderator and clerk. I
243 told them that I would later get them additional training.

244 I met with the IC at their request on February 10 and February 15. On February 15, at their
245 request I prepared a memo on how to write charges.

246 At their request I met with the IC on April 12.

247 The chair of the IC, which had been seeking this information since February, wrote a letter to the
248 Clerk of Session on May 1, requesting the 1/25/17, 3/15/17, 3/26/17, 4/19/17, 6/14/17, 9/20/17,
249 10/18/17, and 11/11/17 minutes of session, the minutes and documents from the executive
250 sessions of 1/25/17, 3/15/17, 3/26/17, 6/14/17, 10/18/17 and 11/11/17, and all church financial
251 information that was presented to Session in Executive Session on 3/26/17 or any other meeting
252 when a severance agreement for Mr. Monnett was discussed. The request also asked for the
253 personnel file of Mr Monnett, to include annual reviews. The letter expressed that the IC was
254 troubled that she had said she did not have access to any of the minutes of the Personnel
255 Committee. Some time shortly thereafter, I received from Mr Deromedi records from the
256 Personnel Committee.

257 I met with the IC on May 31 at their request. I told them that I would assist them in getting
258 information from the church if it did not respond to their requests. I wrote a letter to the Clerk of
259 Session on June 9 giving the session a deadline of June 15 for submission of the requested
260 materials. The letter from the IC had given a date of 6/25, but I noted that the earlier date is
261 necessary because of the time constraints on the IC; the deadline for filing was 9/7. If the
262 documents were not produced, I would need to ask the Presbytery to form an administrative
263 commission to take control of the records and provide them to the IC, and the last Presbytery
264 meeting before the deadline was June 19th.

265 In the course of that correspondence, I also communicated with Ms Fair and the Clerk of
266 Session. In that correspondence with the Clerk of Session, I noted that my only recourse to get
267 the information was to go to the Presbytery, since I could not arrest her. "Not arrest her" was an
268 unwise thing to have said. The lack of wisdom can be seen in the incorporation of the working
269 into objections raised by the session.

270 I met with the IC on June 14 at their request.

271 On June 18 I received an email from the clerk of session. Ms Gardner said she has no Book of
272 Order responsibilities to record minutes and had not. She said the minutes of the 3/26/17 session
273 meeting did not reflect that any financial document was presented, and if it had, it would not
274 have been retained. She said she was not the custodian of the records of the church and thus did
275 not have any control over them, specifically not the Personnel Committee's records.

276 I met with the IC at their request on July 3. I prepared a memo on what constitutes
277 *misrepresentations* for them on July 5. After this time, the IC began consulting with Tom
278 Oxtoby, a former Stated clerk of Detroit and several other Presbyteries

279 At the request of the IC, I prepared a memo explaining the process for an Alternative Form of
280 Resolution pursuant to D-10.0202j. In it I explained that charges had to be prepared (but not
281 filed) if they want to enter into an AFR. Once the charges are filed, an AFR is not possible. The
282 distinction between an AFR and a plea is that the AFR does not involve any statement by the

283 accused pleading responsibility, but is a document that is presented to the PJC, which the PJC
284 can accept or not.

285 I met with the IC on August 3 to discuss censure. At their request I prepared and emailed them
286 the rules for Censure and provided a censure from an earlier case before the PJC as an example
287 of how a censure would look.

288 What I observed is that over the course of its investigation, the IC carefully considered all of Mr.
289 Monnet's allegations prior to beginning its investigation, to determine if any constituted an
290 "offense" as defined by the Rules of Discipline (D-10.0203b). The IC did determine that Mr
291 Monnett had alleged one or more "offenses," and began its investigation as laid out in D-

292 10.0202. Throughout the investigation, the IC considered carefully each allegation to confirm if
293 there was evidence to support the allegations. At the conclusion of the investigation, the IC
294 determined that it could reasonably prove offenses they identified, having due regard for the
295 character, availability, and credibility of the witnesses and evidence available. Only then did they
296 decide to prepare and file charges.

297 Some time after this, the chair of the IC met alone with David Deromedi, who represented
298 himself as the attorney for Ms Fair, the session, and the church. He did so with the permission of
299 the IC.

300 Judith Woods sent a letter dated August 29 proposing a "global" resolution of the various issues
301 involving Ms Fair, suggesting this was proposed by the IC. The assumption was that this would
302 be a part of the judicial process. The letter also addressed the scheduling of a session meeting
303 that had been requested by 2 elders on August 24 but not held. (Tom Oxtoby addressed this
304 matter in an email of August 31.)

305 The chair of the IC prepared multiple versions of charges between 8/29 and 9/1.

306 In the course of the IC's deliberations on writing charges, I offered to show their charges to Mark
307 Schneider, an attorney and elder who had represented the Presbytery several times in cases and
308 who had served as clerk of the PJC. He is the most knowledgeable person in the area that I know
309 when it comes to the Rules of Discipline. I had initially offered to employ Mr Schneider as their
310 counsel, but he declined because of work load. The IC agreed to his reviewing the charges, and I
311 sent them to him. I received and shared with the IC Mr Schneider's response to the charges on
312 September 1. Mr Schneider said that the charges were not in a form that could prevail, that they
313 lacked specificity, and they would be eaten up by a competent attorney. I offered the IC to take
314 the charges they had written, and put them in a form that would suffice in a judicial process.

315 On September 1, I wrote a memo to the Committee on Ministry in response to the letter sent by
316 Ms Woods. In this memo I laid out the distinctions between the judicial process and the
317 proceedings that involve the Committee on Ministry surrounding the dissolution of Ms Fair's
318 call. I pointed out that there could be no "global solution" because the intention, goals, and
319 procedures of a disciplinary case are very narrow, that the PJC had no jurisdiction to do anything
320 more than act on the charges brought to it from the IC.

321 On September 4, I met with the IC by telephone about the charges. The chair presented a memo
322 of a call he made to Mr Monnett.

323 On September 5, the Chair of the IC wrote a memo to the IC, me, and Mr Oxtoby saying what he
324 believed the charges should be, noting the six versions he had prepared and that Mr Oxtoby also
325 had difficulty with the charges, and directing me to prepare charges from his submissions. In a
326 phone meeting I asked if they wanted me to include another charge involving what they had
327 uncovered, that Ms Fair had failed to ensure minutes were taken of the executive sessions where
328 Mr Monnett had been discussed. I was directed to include that allegation.

329 I prepared charges and submitted them to the IC as instructed on September 5 and 6. I prepared
330 the final version and presented them to the IC by email and to Ms Barconey the evening of
331 September 7 for signature on behalf of the IC. The IC then became the Prosecuting Committee
332 (PC), consisting of 2 members of the IC, Ms Barconey and Mr Michalek. The PC amended these
333 charges twice in the proceedings before trial. The amendments were minor and not substantive.

334 I received the charges as a filing on September 7 and submitted them to the moderator and clerk
335 of the PJC.

336 When the charges were filed, the matter was no longer confidential. I soon received a request to
337 see a copy of the charges from a member of First Presbyterian Church. I supplied the charges to
338 that person without the names of witnesses, and over the course of the next 2 months I supplied
339 copies to any member of First Presbyterian Church or the Presbytery of Detroit that requested
340 them.

341 **III Trial**

342 On September 10 I prepared materials for the Moderator of the PJC on the conduct of a trial.

343 Ms Woods filed an appearance in the case with the PJC, in which she mentioned my role in a
344 way suggesting I should not have a part in the matter. I responded to her letter explaining my
345 role in the case.

346 I received a communication from Maryanne Grano, a member of the Presbytery and an employee
347 of the Viviano law firm, filing her appearance representing the PC in the case. I had earlier gone
348 to the Trustees and explained the case and that Ms Woods was a very experienced and influential
349 lawyer with many contacts throughout the denomination. I explained that no one on the PC was
350 an attorney and requested authorization to employ counsel to represent the PC.

351 According to the Rules of Discipline, the PJC must hold a preliminary hearing within 30 days of
352 receiving the charges. That hearing was held at the Presbytery office on October 1. At this point,
353 Ms Woods indicated she was pursuing an AFR.

354 The PJC came together for a full day training at the Presbytery office on October 11. The
355 training was conducted by the General Assembly Associate Stated clerk for Judicial Process. In
356 the course of that training, the matter of the AFR was raised. The trainer said that it was not
357 possible, because once the charges had been filed, the PJC had no authority other than to rule on
358 the charges filed. Ms Woods had been proposing the dismissal of charges 1 (misrepresentation)
359 and 3 (failing to ensure minutes had been taken of meetings regarding Mr Monnett).

360 The congregation of Ann Arbor First Presbyterian met on October 14 to dissolve the relationship
361 with Ms Fair.

362 Between October 18 and November 1, there was an extended negotiation between Ms Woods
363 and Ms Grano regarding the form of the charges.

364 The parties proposed an agreement to the PJC at the scheduled November 1, 2018 trial. This
365 agreement was in the form of an agreement ordinarily submitted after an AFR. The agreement
366 included a guilty plea to Charge 2 (Dr. Fair did not act as friend among her colleagues in
367 ministry at First Presbyterian Church, and failed to create a work environment of respect and
368 collegiality among church staff) and the dismissal of Charge 1 (committing the offense of
369 misrepresentation) and Charge 3 (Violating her responsibilities and duties as a teaching elder and
370 moderator of session as required in the Book of Order and Robert's Rule of Order, which require
371 that minutes be taken and approved of the meetings of councils). The agreement described the
372 requirements for rehabilitation and the process by which it would be verified. The full agreement
373 was incorporated in the judgment of the PJC, and, pursuant to the Rules of Discipline, was read
374 to the Presbytery of Detroit at its stated meeting of November 17, 2018 and included in the
375 minutes of that meeting.

376 In the course of the trial, the PJC inquired about dismissing the charges and was informed that
377 the General Assembly staff said it was allowed in this case because the dismissed charges were
378 described in the judgment. In general a summary judgment is ordered when the claim of the
379 charge is not supported by the law or the facts do not rise to the level of proving the charge.
380 According to the Rules of Discipline as interpreted in case law (an authoritative interpretation), a
381 PJC cannot summarily dismiss any charge. That Charges 1 (misrepresentation) and Charge 3 (not
382 ensuring minutes were made of meetings where decisions about the severance agreements were
383 made) were dismissed does not mean that that these two charges were without merit legally or
384 factually.

385 Subsequent to 11/1 trial, Ms Fair submitted a paper into her personnel file (as permitted in the
386 judgment) which claimed that she was the victim of a conspiracy. She has since satisfied the
387 Committee on Ministry that she has satisfactorily completed the prescribed rehabilitation.
388 The effect of this decision by the Committee on Ministry concluded the case.

Edward W Koster

389

390

Appendix E

ACCOUNTABILITY FOR PRESBYTERIAN PASTORS Some Starting Points for Discussion

Written by Thomas C. Oxtoby
August 1, 2019

Introduction

Accountability for pastors is a perennial problem in the church. Parishioners often feel frustrated because their concerns are not addressed. Pastors often resent any attempts to hold them accountable.

At one extreme, there are churches that have no formal process for evaluating the work of the pastor. Problems are allowed to fester, parishioners gossip and complain among themselves, and nobody does anything to improve the situation. As the revelations about clergy sexual misconduct have made clear, there are often no advertised channels for reporting complaints, and when complaints are lodged the system often conspires to protect the pastor and the institution at the expense of the victims. This approach can carry over into matters like the pastor's leadership style that are not criminal in nature.

At the other extreme, there are competent hard-working pastors who feel crushed by the burden of unrealistic expectations. Evaluation processes seem like exercises in nit-picking and micro- management. The calling and commitment of the pastor are not honored, and nobody seems to pay attention to the mission of the church.

“Accountability” is a fraught word. “Holding people accountable” is often understood to mean “punishing people for their misdeeds.” A better approach is to think of accountability as asking people to give an account — to tell the story — of what they have been doing. The story includes motivation (why they were doing this), reasoning (how they hoped what they did would help), narrative (what they did), reflection (whether it was an accomplishment to be celebrated, a failure to be learned from, or both), and future planning (what they intend to do next as a result). Evaluation should always be based on the church's mission, values, and goals, the requirements of the person's position description, and the specific goals for the time period being evaluated that were agreed upon in advance by the person and the organization.

In the Presbyterian Church (U.S.A.) the presbytery is supposed to play a role in holding pastors accountable. However, most presbyteries do almost nothing until a problem becomes so big that the congregation is not able to handle it on its own. By that time most of the damage has usually been done. Presbyteries need to discuss how they can be more involved earlier in the process, despite the increased volunteer time that would require.

There is a particular aspect of the polity of the Presbyterian Church (U.S.A.) that makes it even more difficult to hold pastors accountable. Ordinarily the pastor is the moderator of the session, while the session is the governing board of the congregation that employs the pastor. This puts the pastor in the position of presiding over discussions and decisions about the pastor's own employment, a situation that would normally be perceived as a conflict of interest. Special procedures need to be put in place and used

38 regularly to permit the ruling elders to represent the congregation and exercise their oversight
39 responsibilities while still following the requirements of the Book of Order.

40 This paper is an attempt to help pastors, churches, and presbyteries discuss and improve their practices of
41 offering accountability for pastoral leadership in the Presbyterian Church (U.S.A.). The specific
42 suggestions will apply most fully to installed solo or senior pastors, but some of them can be adapted for
43 associate pastors, interim pastors, commissioned pastors, and pastors in temporary relationships. Some of
44 the suggestions could also be used in churches with other polities, but those churches and pastors will
45 need to determine for themselves what would be helpful.

46 The Pastor

47 Pastoral accountability is most effective when the pastor takes the lead in providing it. Pastors should
48 regularly give an account to their church and to their presbytery of what they have been doing in their
49 pastoral role. They can describe their goals, their accomplishments, and their challenges. The church and
50 the presbytery can then respond with appreciation and with suggestions for the future. By taking the
51 initiative, pastors can influence the tone, the form, and the content of the evaluation. Pastors need to ask
52 for and welcome feedback, suggestions, and evaluation. They need to listen to other people's concerns so
53 that those people will in turn listen to them.

54 Pastors are called by God, the church, and the presbytery to provide spiritual leadership in particular
55 congregations. The pastor, the church, and the presbytery need to reflect together, regularly, on what God
56 is calling that congregation to be and to do. There needs to be mutual agreement on the mission and the
57 goals. Then there can be a discussion of what pastoral work is needed to carry out that mission. Without
58 agreement on all of this in advance, there is no basis for evaluating the pastor's work. However, once
59 there is some agreement on those matters, pastors can give an account of their work that shows how they
60 have tried to follow the agreement. If the people are dissatisfied with the pastor, it may indicate that there
61 are different understandings about what pastoral work is needed, or even about the mission of the church.
62 In that case, those matters need to be discussed further to reach greater clarity about the goals for the next
63 period of ministry.

64 Pastors have a considerable amount of power and influence in the church. They determine the content of
65 the preaching and the prayers during worship. They are invited into the lives of church members at times
66 of great joy, pain, and grief. They often teach, and they help plan church programs. They frequently
67 oversee the work of volunteers. The pastor is usually the head of staff for all paid employees. The pastor
68 is also the moderator of the session and may be a member *ex officio* of all the session's committees.
69 Having this power and influence gives the pastor the opportunity to help the church fulfill its mission.
70 However, this power can also be abused if the pastor uses it to silence critics and to avoid accountability.

71 Pastors can influence the evaluation process, but they should not control it. Both the presbytery and the
72 ruling elders serving on the session have legitimate roles to play, and they must be given the freedom to
73 form their own opinions both before and after talking with the pastor. The committee on ministry of the
74 presbytery should have little difficulty deliberating in private: after hearing from the pastor involved, it
75 can ask the pastor to leave the meeting while the matter is discussed and voted upon, even if the pastor is
76 a member of the committee on ministry. For the ruling elders, the situation is more difficult. Neither the
77 session nor the congregation can act without a duly appointed moderator presiding, and there are no
78 provisions in the Book of Order for the pastor to appoint anyone from the church to serve as moderator
79 *pro tem*. Groups of members who get together on their own to discuss the pastor are often accused of
80 undermining the church, even if the group includes only the ruling elders in active service on the session.

81 The pastor should therefore follow the processes outlined below in order to allow the church to exercise
82 freely its responsibility for discerning, carrying out, and evaluating its mission.

83 The Session

84 The ruling elders in active service are elected by the congregation to serve on the governing board of the
85 congregation, where they are “to share in discernment of God’s Spirit and governance of God’s people.”
86 (G-2.0301) In most organizations, the work of governance ordinarily includes a regular review of the
87 relationship between the organization and its “chief executive officer.” When the CEO is a member of the
88 board, there are usually provisions for the “independent directors” (those members of the board who are
89 not employed by the organization or supervised by the CEO) to meet separately to discuss the
90 performance of the CEO.

91 However, in the Presbyterian Church (U.S.A.) there would seem to be a constitutional problem if the
92 ruling elders were to meet without the pastor to discuss the pastoral relationship. The beginning of the
93 first paragraph of the section in the Book of Order about the session (G-3.02) says this: “The session is
94 the council for the congregation. It shall be composed of those persons elected by the congregation to
95 active service as ruling elders, together with all installed pastors and associate pastors. All members of the
96 session are entitled to vote. The pastor shall be the moderator of the session, and the session shall not
97 meet without the pastor or designated moderator. If there is no installed pastor, or if the installed pastor is
98 unable to invite another moderator, the presbytery shall make provisions for a moderator.” Nevertheless,
99 there are at least two ways to get around this apparent constitutional impediment.

100 The first is for the pastor and the session to invite another minister member of the presbytery to serve as
101 moderator pro tem for discussions and decisions about the pastoral relationship. The installed pastors
102 would excuse themselves from that portion of the meeting.

103 If it is impractical to invite another minister to preside, an alternative is to use the process in Robert’s
104 Rules of Order known as “committee of the whole” (RONR 11th ed., pp. 531-538). A ruling elder would
105 be appointed by the pastor or elected by the ruling elders to preside as chair of the committee of the
106 whole, and someone other than the clerk of the session may serve as secretary. The installed pastors
107 would excuse themselves from the meeting of the committee of the whole. The ruling elders would then
108 hold their discussion and vote on recommendations to be made to the session. When the committee of the
109 whole “rises and reports” (either immediately or at the next stated meeting of the session), the installed
110 pastors would be present and the regular moderator would preside over the presentation of the report and
111 the vote on the recommendations.

112 One of the two processes above should be used at least once every year to give the ruling elders a formal
113 opportunity to discuss the state of the pastoral relationships without the pastors present. In addition, it
114 would be wise at least quarterly for pastors to leave the room during or after meetings of the session to
115 allow the ruling elders to discuss informally matters they might be reticent to discuss in front of the
116 pastors. No actions can be taken in such informal settings, but one ruling elder could be chosen to report
117 to the pastors any concerns about which they should be informed.

118 The congregation, not the session, is the local party to the call of an installed pastor, so the session must
119 call a meeting of the congregation to vote on any proposed changes in the terms of call, including any
120 request that the pastoral relationship be dissolved. However, the session has considerable power and
121 influence in these matters, since it is responsible under the Book of Order (G-2.0804) for reviewing
122 annually the terms of call and for proposing changes.

123 The Presbytery

124 In its section on Presbytery and the Minister of the Word and Sacrament (G-2.0502), the Book of Order
 125 speaks about all validated ministry, including pastoral relationships with congregations, and it says, “In
 126 the performance of that ministry, the minister of the Word and Sacrament shall be accountable to the
 127 presbytery.” In the next section, at G-2.0503a(4), the fourth criterion for a validated ministry is that it
 128 shall “be carried on in accountability for its character and conduct to the presbytery in addition to any
 129 organizations, agencies, and institutions served.” It is up to the presbytery to determine what form that
 130 accountability will take. In a later section on the presbytery (G-3.0307), the Book of Order says that each
 131 presbytery shall serve as pastor and counselor to its ministers of the Word and Sacrament and
 132 commissioned pastors, and that the presbytery has oversight of its minister of the Word and Sacrament
 133 members. The judicial process in the Rules of Discipline provides accountability when pastors are
 134 accused of offenses, but normal oversight is usually carried out by the committee on ministry.

135 The committee on ministry needs to decide how to stay in touch with pastors. It needs to ensure that some
 136 form of review and evaluation of the pastor’s ministry is carried out by or on behalf of the session, and it
 137 needs to be prepared to conduct its own review and evaluation if necessary. The committee on ministry
 138 can provide trained persons to facilitate review processes in congregations upon request. The committee
 139 on ministry needs to keep reminding pastors and ruling elders that the committee on ministry should be
 140 called at the first signs of trouble.

141 The Personnel Committee

142 Sessions can choose to handle all personnel responsibilities by themselves in their regular plenary
 143 meetings. However, most sessions find it helpful to appoint a personnel committee of three to five
 144 persons to oversee the personnel practices of the church and to make recommendations to the session.
 145 Delegation of authority needs to be clear, especially when it comes to hiring, firing, and evaluating
 146 pastors and staff. Who makes the decisions? Who conducts the evaluations? What records will be kept,
 147 who is responsible for maintaining them, and who will have access to them? Is there a process for appeal
 148 if a person feels aggrieved?

149 The personnel committee should be considered an agency of the session, not a support group for the
 150 pastor. The members should be chosen by the session. If the session wants to give the pastor some say in
 151 who will serve on the personnel committee, the session could approve twice as many names and allow the
 152 pastor to choose half of them to serve, or the session could ask the pastor to propose twice as many names
 153 and then elect the committee from among the names on the pastor’s list. The personnel committee
 154 ordinarily should be supportive of the work of the pastor as well as of the rest of the staff, but if
 155 difficulties develop the personnel committee will have to make the hard choices about what to
 156 recommend to the session. If the pastor wants to have a support group composed of church members, the
 157 pastor should invite members the pastor trusts to form such a group, but that group should not be given
 158 any responsibility for personnel matters.

159 Personnel committees should meet on a regular schedule, not just when there are problems. Personnel
 160 committees should always be willing to hear from pastors, but personnel committees should spend some
 161 time at each meeting without any pastors present.

162 The members of the congregation should be told that if they have any concerns about a pastor they should
 163 speak first with that pastor, if possible. If that is not possible or if the matter is not resolved by that
 164 conversation, they should speak with the chair of the personnel committee. The chair will decide whether

165 or not to speak to the pastor about the concern, and whether or not to bring the concern to the personnel
 166 committee. The congregation should be told that any anonymous complaint will be destroyed
 167 immediately by whichever person sees or hears it first, and that person will not tell anyone else that such a
 168 complaint even existed, much less what it alleged.

169 Position Descriptions

170 In the paragraph about installed pastoral relationships (G-2.0504a), after mentioning pastors, co- pastors,
 171 and associate pastors, the Book of Order says this: “the duties of each pastor and the relationship between
 172 the pastors of the congregation shall be determined by the session with the approval of the presbytery.”
 173 This makes clear that the session is responsible for creating the position description for every installed
 174 pastoral relationship. The session may determine, for example, how often each pastor preaches, which
 175 pastor is responsible for working with which programs, and how each pastor will be supervised. It should
 176 be noted that the terms “Senior Pastor” and “Head of Staff” appear nowhere in the Book of Order. The
 177 session may choose to use such terms when writing position descriptions, but they are not required, and
 178 the responsibilities ordinarily associated with such terms do not automatically accrue to any one position.
 179 The session can set the tone for whether relationships will be more hierarchical or more collegial.
 180 Associate pastors may or may not be supervised by “the pastor.” One pastor may do most of the
 181 preaching, or all the pastors may share that responsibility equally.

182 Models for Evaluation

183 Models for evaluating the work of pastors can be found in the first two books listed in the bibliography
 184 below. Dan Hotchkiss in Chapter 8 describes an “annual cycle of board-staff collaboration,” which
 185 includes considering open questions, developing a vision of ministry, setting goals and budgets,
 186 monitoring, and evaluating. Jill Hudson describes a process where the pastor and the review committee
 187 reflect separately on the effectiveness of the pastor and the church before meeting together to discuss their
 188 reflections and to refine the pastor’s action plan, all based on the “12 characteristics for effective 21st-
 189 century ministry” that she lists and describes at length in Chapter 4.

190 Many other models are available. The challenge is to base the evaluation on the pastor’s contributions to
 191 helping the church carry out its mission in the world, instead of merely responding to complaints or
 192 circulating a survey that produces a numerical rating of the pastor’s “performance” in carrying out
 193 particular tasks.

194 Pastors cannot accomplish the work of the church alone. Success or failure in meeting goals may depend
 195 as much on the quality of the congregation’s participation as on the pastors’ abilities. At least once every
 196 three years there needs to be a comprehensive review of the ministry of the whole church that takes into
 197 account the work of the pastors, the board, the staff, and the volunteers.

198 Conclusion

199 When pastors and church members trust each other, work well together, and are equally committed to the
 200 mission of the church, almost any process can be used effectively and can provide adequate
 201 accountability. However, it is worth the effort to develop better accountability practices, both to address
 202 issues before they become problems and to deal with problems before they seriously damage both the
 203 pastor and the church. When we recognize that we are all ultimately accountable to the God who created
 204 and called us, then it will be possible for pastors, churches, and denominations to hold each other

205 accountable, in love, for the ways we are all trying to follow Jesus Christ in the ever-changing
206 circumstances in which we find ourselves.

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216 **The Author**

217 Thomas C. Oxtoby is an honorably retired Minister of the Word and Sacrament in the Presbyterian
218 Church (U.S.A.). From 1975 through 2011 Tom served as installed pastor in two churches, as interim
219 pastor in sixteen churches, and as stated clerk in four presbyteries.

Appendix F

Executive Summary of Session's Narrative First Presbyterian Church of Ann Arbor

1
2
3
4 Over the past months, members of Session have painstakingly reviewed the events and
5 actions leading up to the joint decision to seek an amicable dissolution of the pastoral
6 relationship with the Rev. Dr. Fairfax Fair. The following narrative summarizes the key
7 events, actions, and discussions in the process that culminated in the congregation's
8 approval of the Dissolution Agreement on October 14, 2018. It seeks to present a factual
9 timeline, rather than an interpretation of those events, from the perspective of Session.
10 Other documents discuss lessons learned and corrective actions Session has taken based on
11 those lessons.

12 As Christians in the Reformed tradition, we know that we live in a fallen world. As fallible
13 humans in this world, we too easily confuse responsibility with blame. In considering what
14 led to the dissolution of the pastoral relationship, it is important that we try to sift through the
15 situations and the events that led to the unraveling of the relationship without rushing to assign
16 blame. We need to realize that these events were driven by the actions and inactions of many
17 people, all children of God, all working with an imperfect understanding. As we analyze the
18 imperfections of the past, it is also important to remember that painful periods in the life of the
19 church can also be periods of growth and development. As Christians we trust in a gospel of
20 hope and our faith looks forward. If we focus solely on the past we may lose sight of the
21 potential for very real progress that a period of transition like the present can and does bring to
22 churches.

23 Dr. Fair was called to Ann Arbor in 2011. The nature of the call meant that she would serve the
24 church in at least three capacities: as Senior Pastor, as Head of Staff, and as Moderator of
25 Session. Many of us were excited to have a woman in these leadership roles for the first time,
26 and Dr. Fair was an experienced pastor with a track record of service to the denomination and the
27 presbyteries where she had been. While there were differing opinions about Dr. Fair's leadership
28 and preaching in the early years of her ministry, there was a sense of continuing good will and a
29 desire on the part of everyone to work together in advancing the mission of our church.

30 In 2015 and 2016, concerns about Dr. Fair's leadership had begun to emerge and came to the
31 attention of the Personnel Committee, not only through the annual evaluation process but also
32 through comments from members of the congregation. In the 2015 annual evaluation, along with
33 positive feedback, the following issues were raised: 1) problems with Dr. Fair's frequent travel
34 on national church business 2) micro-management, along with a need to delegate more to other
35 pastors and staff; 3) a need to communicate more fully with relevant Session committees and the
36 congregation. In the 2016 evaluation, additional issues were noted, including a suggestion that
37 the associate ministers share more of the preaching responsibilities and a recommendation for
38 greater emphasis on long-range planning for the staff and the church.

39 In both years, evaluations of Dr. Fair were highly positive. They also identified areas in need of
40 improvement, but they were not direct enough; and they did not set measurable performance

41 goals for Dr. Fair. In retrospect, the Personnel Committee fell short in its responsibility for
42 conducting a rigorous performance review. Dr. Fair's evaluations (and, for that matter, those of
43 the two other installed pastors) were not discussed with Session as a whole. Nor did the
44 Personnel Committee meet as an entire committee to discuss the evaluations. These were missed
45 opportunities for greater transparency and better oversight.

46 The underlying issues in leadership and staff morale suggested in the 2015 and 2016 evaluations
47 rose prominently to the surface in 2017. Additional members of the congregation (including
48 officers) came to Elder Prue Heikkinen, chair of Personnel, with concerns about the leadership of
49 the church. That spring several staff members also sought out Heikkinen and asked to meet with
50 her individually. Staff members were concerned about lack of leadership, problems in
51 supervision, micromanagement by Dr. Fair, and low morale; some were fearful of reprisals for
52 going to the Personnel Committee.

53 Elder Heikkinen spoke to Dr. Fair about some of these issues and indicated her belief that they
54 were "fixable." Dr. Fair requested that anyone with complaints approach her directly, in effect
55 leaving the Personnel Committee out of the process. Several members of the congregation met
56 with her, but staff were reluctant to do so. Revisions made to the Personnel Manual over time
57 under Dr. Fair discouraged staff from speaking with the Personnel Committee and centralized
58 authority for deciding appeals in the hands of the Head of Staff, who was a full member of the
59 Committee. This had the effect of making the Committee more of an advisory body to the Head
60 of Staff, thus hampering the work of the committee.

61 After her initial meetings with staff, Heikkinen followed up by interviews with the ordained
62 ministers and all senior program directors in order to understand their concerns. Five common
63 themes emerged from her meetings: 1) a lack of advanced planning and frequent last-minute
64 changes in areas such as worship; 2) a seemingly arbitrary decision-making process and
65 authoritarian management style; 3) micromanagement; 4) lack of a general vision for the church
66 and goals for the future; and 5) absences from the church on denominational business that
67 delayed decision-making at home. By summer it was clear that there were significant problems
68 in leadership and staff morale. Heikkinen convened a meeting of the committee, without Dr.
69 Fair, to discuss possible solutions, which she proposed to Dr. Fair in an individual meeting on
70 July 3. Dr. Fair then called a meeting with the full committee. Both meetings were acrimonious.
71 Dr. Fair disagreed with the committee and pushed back against their observations. After some
72 frustration, the committee decided to set out positive suggestions for improving things, rather
73 than continuing to confront Dr. Fair. No specific performance plan was put in place, nor did the
74 committee identify a means of monitoring progress. Suggestions of hiring an executive coach
75 and having a member of Personnel join the church's weekly staff meetings were rebuffed by Dr.
76 Fair.

77 As they were attempting to address the leadership problems, the Session and the Personnel
78 Committee were also dealing with the departure of Dr. Jim Monnett, Director of Youth
79 Ministries, who had left the church without reaching a separation agreement or severance
80 package. Monnet filed a formal judicial complaint against Dr. Fair with the Presbytery of
81 Detroit. While the complaint was lodged against Dr. Fair, the actions alleged also involved
82 Session and the Personnel Committee. In September the Presbytery appointed an investigative
83 commission to consider Monnett's charges. Dr. Fair was represented in the proceedings by a

84 member of the congregation, and three elders were selected to oversee the process on behalf of
85 Session. Thus, Personnel had to deal with two complex and related issues at once, along with the
86 ongoing management and staff issues that had come to the fore. This distracted attention from
87 the underlying management problems in the church and may have affected the Committee's
88 annual evaluation of Dr. Fair.

89 Over the summer and early fall of 2017, Dr. Fair assured the Personnel Committee that her
90 relationship with the staff was improving. Personnel accepted her assurances without seeking
91 independent verification and assumed that the problems in staff morale were on their way to
92 solution. This was an error. While her formal evaluation did include feedback from the senior
93 staff interviews and the chairs of other Session committees in an added commentary, the tone of
94 the general cover letter was positive. It stated general objectives, but did not address the
95 problems in staff morale, and it did not provide any way of monitoring progress.

96 By the beginning of 2018, a few elders including some committee chairs had become aware of
97 the problems in staff morale, and the Personnel Committee became aware in February that the
98 problems of the previous year had re-emerged. But Session as a whole still had not been
99 informed of the ongoing challenges. In April long-time Director of Christian Education Debbie
100 MacVey retired, which occasioned questions from members of the congregation, and then at the
101 beginning of June Tom Granum resigned as Director of Music Ministries, stating in a letter to
102 choir members that he could "no longer work in a toxic environment." Exit interviews with
103 MacVey and Granum confirmed the morale problems.

104 Granum's resignation came as a surprise to many members of Session and to the congregation as
105 well. Choir members were understandably upset. The Personnel Committee, working with
106 Congregational Life, opened lines of communication and sought to answer people's questions.

107 At this point, the Mission and Vision process was well under way. In an attempt to address the
108 crisis, Personnel brought in the church's consultant, Sandra Herron, who had already distilled
109 many hours of "listening session" comments, to assist in analyzing staff morale and management
110 problems.

111 On June 13, the Personnel Committee convened an informal gathering of Session—the first of
112 two such meetings in the summer—for the purpose of discussion and information sharing. Elder
113 Heikkinen reported on the committee's efforts over the past two years and summarized the five
114 concerns about church leadership that emerged from their evaluations and interviews with senior
115 staff. She reported on the meetings in Summer 2017. In her power-point report, Sandra Herron
116 reported on the key leadership issues with Dr. Fair and suggested a plan for remediation through
117 mentoring and supervision. Five of the six issues identified by Herron overlapped with those
118 presented by Heikkinen.

119 Thus began a series of intense discussions and frequent meetings. Each member of the Personnel
120 Committee and each member of Session came to the decision-making process from his or her
121 own perspective. For many Session members this came as a shock, since they had heard nothing
122 about any performance issues with Dr. Fair before Tom Granum's resignation was announced.
123 There was, of course, a difference of opinion as to how to proceed, with many feeling that the
124 relationship with Dr. Fair needed to be dissolved and others who wanted a remediation plan and

125 corrective actions to be attempted before any final decisions were made or implemented. At this
126 point there were a wide variety of perspectives, but as the summer advanced with additional
127 meetings, a degree of clarity was achieved. While all recognized the seriousness of the situation,
128 some members believed that the problems with Dr. Fair's leadership were remediable; some
129 urged a mentor or coach; still others believed that staff relations had spun so far out of control
130 that it would not be possible to fix the problems.

131 At the end of June, the Personnel Committee met with Dr. Fair to discuss the situation of the
132 church and report on the exit interviews with Granum and Debbie MacVey. Dr. Fair indicated
133 her willingness to engage a management coach and indicated her intention to call a meeting of
134 Session to present her views. The Personnel Committee encouraged that step, though their
135 discussions with Dr. Fair had led them to realize, reluctantly, that dissolving the pastoral
136 relationship might be the only workable path forward.

137 Over late June and early July, staff tensions increased markedly, and the Personnel Committee
138 informed Session at a second informal meeting of its sense that the situation of the staff had
139 become untenable. One staff member announced plans to leave, and the Personnel Committee
140 feared that if the issues were not resolved more staff, possibly including pastors, would resign,
141 and the church would be in an unhealthy place. The Personnel Committee thus recommended
142 that the Session proceed toward dissolving the relationship with Dr. Fair. The decision was
143 made to consult with the Presbytery's Committee on Ministry for advice and oversight and to be
144 sure that discussions about any dissolution of the pastoral relationship would follow Presbyterian
145 policies and procedures.

146 From then on, members of the COM were present at all called meetings of Session. On July 25,
147 in a long and painful meeting moderated pro-tem by the Rev. Mark Phillips of Cherry Hill
148 Presbyterian Church, the situation was thoroughly explored by the elders with Dr. Fair. She
149 presented her perspective on the history of the difficulties with staff and answered questions.
150 Toward the end of her presentation Dr. Fair indicated she would consider seeking another call,
151 but not until the Monnett complaint to Presbytery was resolved. Personnel also offered
152 information and a sense of urgency about moving toward dissolving the relationship in order to
153 prevent further damage to the church as a whole. Most of the elders agreed it was too late to
154 restore cordial working relations between Fair and the staff and it was time to seek new
155 leadership for the church.

156 In early August, therefore, the Personnel Committee began trying to negotiate a dissolution
157 agreement that would be fair and generous. Its overarching objectives throughout the
158 negotiations were, first, to recognize Fair's contributions to FPC and support her next steps in
159 ministry and, second, to reach an amicable agreement that would foster the welfare, peace, and
160 unity of the congregation. In essence, Personnel sought an agreement on behalf of Session that
161 would allow both congregation and pastor to move on.

162 Negotiations with Dr. Fair extended over the month of August since Dr. Fair's attorney did not
163 advise approving any agreement until the Monnett complaint was resolved. She held out hope
164 for a "global settlement" that would free Dr. Fair to seek another call as soon as possible. On
165 September 6, 2018, however, the Investigative Commission rendered its decision, recommending
166 that the matter be tried before Presbytery's Judicial Commission. The three counts included

167 mishandling of Dr. Monnett's separation, creation of a hostile work environment, and failure to
168 ensure that proper minutes were taken at all Session meetings. At that point negotiations on
169 dissolution began in earnest, and at a special meeting on September 9 Session authorized the
170 Personnel Committee to complete an agreement for an amicable agreement with Dr. Fair, which
171 was approved in a congregational meeting on October 14.

172 June 11, 2019

173 *Note: This is a summary of a more extensive narrative prepared by the Personnel Committee*
174 *and discussed by the Session during Spring 2019.*

Appendix G

LESSONS LEARNED

INTRODUCTION

The lessons learned from the events of the past two years are numerous, and they cover a number of components in First Presbyterian Church's governing process. The overall lesson is cannot expect that to be the case in our imperfect world. Thus, some form of "trust but verify" process with checks and balances is needed and will be implemented in our own church policies and procedures, including a thorough review and reform of our by-laws. Such a process, we believe, depends on two crucial factors: 1) a clearer and stronger understanding of their responsibilities in governance on the part of all bodies in our church; 2) a willingness on the part of all to exercise their responsibilities under our Presbyterian form of governance.

In addition, communications between and among all components of the church's governance and operations—from staff to Associate Pastors to the Head of Staff ("HOS"), the Session, and the Congregation—need to be improved. Greater transparency among the bodies and individuals that make our church function would have gone a long way to addressing the problems that led to the dissolution agreement, and perhaps provided a possible solution to the leadership problems evident the past two years, before the events of 2018 spun to their conclusion in the Fall. Transparency and effective communication are, of course, simply good governance in any organization, including our church. More of them were plainly needed.

From the vantage point of Session, we note first that this situation was complicated by a variety of circumstances that helped to create the perfect storm that ensued. First, while the Personnel Committee ("PC") incorrectly assumed the problems with the HOS and her relations with staff members and fellow ministers were on their way to solution on their own, without providing clear guidance and measurable goals, we came to realize that our form of church governing process can create obstacles to solving leadership problems. Presbyterian polity vests a great deal of authority in the Head of Staff as Moderator of Session. Session cannot meet without the Moderator, and when problems occur with the Head of Staff, there is no readily available forum for the elders to discuss and address those problems. This places a heavy burden on other elements in our local church governing process to do their job when the problem at hand involves the HOS, as it did here.

On top of this structural problem, the Head of Staff and the church were faced with a disciplinary complaint by the Rev. Dr. Jim Monnet against Dr. Fair, which was filed in July 2017 and transmitted to the church in September. As it sought to address problems in leadership, the PC had an added workload of issues to be dealt with in connection with the Monnett complaint. While this is not an excuse, it provides a partial explanation for the church's difficulties in attending to the problems of leadership and staff morale and communicating what was going on.

The lessons we learned can be separated into various categories, based on the various units of governance including the PC, Session, and the Congregation at large, along with sub-groups of each. The requirements of the *Book of Order* ("BOO") of the PCUSA and greater Presbyterian Polity are other contributing factors, as stated above. While each category is a bit different,

41 most of the breakdowns stem from a lack of good communication, a lack of follow up from
 42 various perspectives, and related neglect to carry out the full range of governance responsibilities
 43 that fall to lay leadership in a Presbyterian church.

44 PERSONNEL COMMITTEE

45 Because of changes made in the personnel policies and procedures from 2011 to 2016, the PC
 46 did not feel fully empowered as they faced the issues that arose in 2017; they lacked a strong
 47 sense of independence. Considerable authority was placed in the hands of the Head of Staff,
 48 who became a regular, rather than ex-officio, member of the PC, sitting in on all its meetings
 49 (which were held in her office). All employee appeals were required to go through the Head of
 50 Staff, if not resolved by the immediate supervisor, rather than going to the Personnel Committee.
 51 Employees were not granted the opportunity to meet with the Personnel Committee as part of
 52 their regular evaluations. The PC had become, in effect, advisory to the Head of Staff, rather
 53 than exercising its full power. Many of these procedures do not reflect regular practices in the
 54 PCUSA. The Personnel Committee has already proposed revisions to the Personnel Manual to
 55 rectify some of these issues, and a complete revision is in progress. The PC will need to
 56 strengthen its own identity and further clarify its role, so that it again plays its proper role in the
 57 church.

58 While the PC maintained its own agenda and workflow, the PC failed to keep Session informed
 59 on several of the significant personnel and leadership issues it faced. Of course, there is always a
 60 delicate balance as no one wants to sound alarms about possible problems without justification
 61 and many of the discussions of the PC need to be kept confidential, but there needs to be a
 62 reporting process put in place so Session is appropriately informed of its work. Again, some of
 63 the requirements of the *Book of Order* involving regular meetings of Session become an issue
 64 here, since it should be a best practice to allow Session to meet without any of the installed
 65 Pastors present to discuss matters related to performance; that is not allowed under Presbyterian
 66 polity. Nevertheless, the PC needs to work more closely with Session as a whole, so no
 67 significant personnel issues arise without prior knowledge or input from Session. It would be
 68 helpful to share summaries of the annual evaluations of the installed pastors and senior program
 69 staff, confidentially, with Session as a whole.

70 The PC failed to monitor the Head of Staff's reports of improvement in morale during the latter
 71 half of 2017. Nor did it set clear goals for better performance, going forward. In the future, the
 72 PC needs to be more vigilant in setting goals for performance and metrics to measure
 73 performance and then follow through. If closer monitoring had taken place, perhaps the PC
 74 would have perceived the escalation of tensions between the staff and the senior minister, instead
 75 of what it thought was an improvement of relations as reported by the HOS.

76 The PC needs to put in place specific criteria for annual evaluations and metrics for monitoring
 77 progress; then it should implement a stronger system of follow up. Based on the experiences of
 78 the 2018 Personnel Committee, its outgoing chair made suggestions for improvement in seven
 79 areas. They include the areas mentioned above, along with the following: greater operating
 80 independence for the committee, better record-keeping and tracking of personnel documents;
 81 annual evaluations for installed pastors; and better communication with program and
 82 administrative staff. Changes are currently underway in most or all of these areas.

83 In one additional respect, the PC neglected to carry out its oversight functions. Members
 84 assumed that formal written evaluations of non-installed program staff had been carried out on a
 85 regular basis by the HOS. In the case of three staff members (Granum, MacVey, and Monnett),
 86 the PC discovered that such evaluations had not been conducted for at least five years prior to
 87 2018. The committee began to set in place a system to track evaluations in 2018, and those
 88 efforts continue. More work remains to be done.

89 **SESSION**

90 While we believe that in a church setting we would want to be able to assume that key committee
 91 functions are carried out on a regular basis, one of the breakdowns resulting from that
 92 assumption was insufficient general oversight by Session of the work of the PC. Thus, we would
 93 recommend that Session increase its oversight and engagement with the PC and its other six
 94 major committees. This, of course, may be hindered by the Moderator's centrality in the *Book of*
 95 *Order's* concept of councils of the church. The Moderator may control much of the Session
 96 agenda, but we would recommend that Session exercise its oversight over all committee
 97 activities that could have a major impact on the church as a whole, such as major PC actions,
 98 major financial issues, property etc. We also would recommend that Session meetings include
 99 discussion of one or more larger topics in addition to reports and recommendations from
 100 committees. Session as a whole is charged with a large responsibility and while delegation to
 101 committees is fully appropriate, Session as a whole needs to stay fully informed of anything that
 102 could have a major impact on the overall congregation and carefully consider major decisions.
 103 Too often, Session runs the danger of operating on "automatic pilot," merely approving pre-
 104 discussed motions from committee. Some form of peer review of any significant action
 105 proposed by any Committee could provide aid in the oversight process. Likewise, more training
 106 of Elders is needed to ensure that all of Session takes proper oversight responsibility.

107 We are currently seeking to fill various vacant positions, including that of interim pastor.
 108 Session as a whole needs to be sure as a body that it is comfortable with the process being
 109 carried out and ultimately the decisions made. On the basis of our experiences in the past year,
 110 we also see the need for more transparency in the process of nominating elders and identifying
 111 members of search committees. During our deliberations regarding church leadership, questions
 112 emerged regarding the role of the Head of Staff in exerting control over the work of the elected
 113 Congregational Nominating Committee. In response to these concerns, procedures for selecting
 114 major search committees have been modified. Members of the Interim Pastor Search
 115 Committee, for example, were selected by the Nominating Committee on the basis of an open
 116 process. Similar, more orderly and open processes need to be in place for the selection of other
 117 search committees for full-time positions. In addition, the process for selecting chairs of Session
 118 committees needs to be more transparent. All of these actions speak to the issue of further
 119 transparency at the Session and congregational level, as well as better communication between
 120 Session committees and Session as a whole.

121 Session also needs to undertake more communication with the congregation. While no one
 122 would have expected Session to inform the congregation of all the details of the pastoral
 123 leadership issues as they arose, and while it is true that confidentiality is necessary in many
 124 personnel cases, we are keenly aware that most of the congregation was in the dark about the
 125 deliberations over church leadership until a congregational meeting was called in the middle of
 126 September. Greater transparency—and some means of informing the congregation without

127 breaching confidentiality—would have been helpful in the end, even if such transparency might
 128 have laid open some unpleasant circumstances along the way. Total transparency isn't
 129 necessarily a virtue, however, and there is a fine line between confidentiality and secrecy. At
 130 points in the past several years, the church and its leadership may have crossed the line from
 131 confidentiality to unhealthy secrecy. This pertains not only to personnel matters but also issues
 132 of finance and planning. As we move forward, we need to pay close attention to achieving a
 133 healthy level of transparency and information sharing.

134 While the *Book of Order* makes it difficult for Session to discuss certain issues without the Head
 135 of Staff present as Moderator, it is incumbent on Session to carry out its duties to the
 136 congregation faithfully, as it eventually did last year, even if procedural obstacles may have
 137 impeded smooth process. In this regard, Session could have asked for the Committee on
 138 Ministry (“COM”) of Presbytery to provide advice and assistance sooner, but with the Monnet
 139 complaint hanging over the church and an impression of Presbytery as adversary established in
 140 the minds of some members, Session was understandably reluctant to seek an additional
 141 intervention by the Presbytery.

142 One of the most important lessons learned from Session's experiences in 2018 has to do, not so
 143 much with procedures and processes, but with the nature and purpose of Session itself. As the
 144 chair of Presbytery's Administrative Commission pointed out, *all members* of Session—both
 145 ruling elders and ministers of word and sacrament—are ordained as elders. Both categories of
 146 elders are ordained to serve the church. When the governance system begins to drift away from
 147 this principle, when Session begins to operate on automatic pilot, unconsciously relinquishing
 148 their role in running the church and not paying enough attention to the operations and direction
 149 of the church, our ability to govern as a Session, our ability to be the church, begins to atrophy.
 150 To some extent, that's what Session allowed to happen over a period of years leading up to the
 151 dissolution agreement. Elders and other officers need to re-learn the skills of governance under
 152 the Presbyterian system and reach a better understanding of their duties. The process of dealing
 153 with leadership and morale issues at First Pres has taught that lesson over the past year. Session
 154 needs to assume and exercise the powers it already possesses to lead the church.

155 CONGREGATION

156 While the Congregation is not charged in the *Book of Order* with regular governance functions
 157 (that's the responsibility of Session), they are, after all, the church. All of us—elders, deacons,
 158 members young and old—make up the First Presbyterian Church of Ann Arbor. We hope that
 159 in the future there will be increasingly better and greater communication between Session, the
 160 Pastors and the Congregation on all matters of church activities and governance.

161 As we've mentioned repeatedly, many members of our congregation were surprised by the
 162 recommendation by Session of the dissolution of the pastoral relationship with Dr. Fair and had
 163 little or no idea of any problems. Again, part of the issue here was the appropriate level of
 164 confidentiality and respect that were rightly placed upon some of the issues raised, but it remains
 165 abundantly evident that more transparency and communication with our congregation through
 166 Session and clergy would have been welcomed—and was perceived as needed—by our members
 167 in order to exercise their responsibility to vote on various matters. This process has already
 168 begun with regular communications to the congregation by our associate pastors (currently
 169 serving as interim co-Moderators) regarding “the path forward” and reporting on various

170 searches and actions by Session, as well as the work of the Mission and Vision Task Force and
 171 regular updates on the church budget. Effective this year, Session has also decided to make the
 172 minutes of its regular meetings more readily available to all members.

173 We hope that further opportunities for enhanced communication between Session and the
 174 congregation will also be forthcoming, with opportunities for Session and the congregation to
 175 share information about all aspects of our church's life and work. This might be achieved by
 176 more frequent meetings of the congregation, town hall-style forums, question and answer
 177 sessions, and targeted communications to specific groups in the church.

178 PRESBYTERY

179 Our church must establish a better relationship with the Presbytery of Detroit ("Presbytery"),
 180 whose role it is to nurture the work of the churches that comprise its membership.

181 In retrospect, for example, it would have been helpful if Session and its Personnel Committee
 182 had consulted the Committee on Ministry earlier in the process, since it serves as the arm of
 183 Presbytery that oversees pastoral relations in member churches at an earlier point in the process.
 184 As a general matter, the dissolution process has revealed that elders and members of the
 185 congregation need to acquire a better understanding of the Presbytery's role and functions and
 186 greater fluency in dealing with Presbyterian polity, which is an inescapable part of who we are as
 187 a church. Better orientation and added training for elders on Presbyterian governance are
 188 needed.

189 By the same token, Session was dismayed to learn in reviewing the dissolution process that
 190 officers of the Presbytery had material information about Dr. Fair that was not shared with, or
 191 did not manage to reach the Pastoral Nominating Committee or others at our church at the time
 192 that her call was being considered. In addition, many members of Session believe that the
 193 Investigative Commission of the Presbytery, which dealt with the Monnet complaint, may not
 194 have acted fairly in the investigation and let that process take much too long.

195 Notwithstanding these negative feelings, the COM was extremely helpful in assisting the PC in
 196 its negotiations with Dr. Fair. In addition, the Presbytery formed an Administrative Commission
 197 to review various activities of our church's workings, which will be able to offer positive and
 198 constructive recommendations for our future work.

199 Since the Presbytery plays a vital role in our overall church governance and our interaction with
 200 the PCUSA, we need to redouble our efforts to work closely and collegially with our cohort
 201 from Presbytery of Detroit.

202 June 11, 2019

Appendix H

CORRECTIVE ACTIONS BY SESSION November 1, 2018 – January 21, 2020

Session recognizes the importance of understanding the circumstances that led to Dr. Fair's departure, as well as identifying the lessons that have been learned. However, it would be a failure of this process of self-examination if we did not institute corrective actions. Working with Session, the Personnel Committee has followed up on what they learned during the dissolution process.

The following corrective actions were taken during the first six months of 2019, as members of Session and the Personnel Committee reviewed the events that led to the dissolution agreement.

- 1) Session, under the leadership of the co-moderators, has focused on streamlining agendas in order to place the highest priority on the responsibilities of Session to provide guidance and make decisions.
- 2) Key among the measures taken by Session has been to restore the role of the Personnel Committee by adopting the following revisions in January 2019:
 - a) The role of the Personnel Committee to recommend all personnel policies and staffing decisions to Session has been restored to the Personnel Manual.
 - b) The role of the Personnel Committee to perform a liaison role to staff has been restored to the Personnel Manual.
 - c) The role Head of Staff as a member of the Personnel Committee has been modified. While the Head of Staff remains an ex-officio member, such membership is without voting rights.
 - d) Regarding Grievance Procedures, the Personnel Manual was revised in June of 2015 to place sole authority for the resolution of staff grievances with the Head of Staff. The January 2019 amendments restore a progressive grievance process in which the final resolution of staff grievances rests with the Personnel Committee and Session.
- 3) Written guidelines for recruiting and hiring individuals for full-time permanent positions were prepared and issued to current Search Committees, effective in January 2019. The role of the Congregational Nominating Committee in suggesting members of major search committees has been enhanced.

39 On a long-term basis, the Personnel Committee, on behalf of Session, is committed to continue
40 the process of identifying and implementing the steps needed to promote healing and improve
41 governance at First Presbyterian Church. To that end, the Personnel Committee retained a
42 human resources consultant, Sage Solutions, in July of 2019. They have conducted a
43 comprehensive review and assessment of personnel practices and policies. Based on their
44 recommendations and counsel, the following actions and initiatives are either under way or
45 completed:

- 46 1) With guidance from Sage Solutions, a comprehensive review of the First Presbyterian
47 Personnel Manual is in progress, drawing on the best practices of businesses, not-for
48 profit firms and other Presbyterian churches in the Presbyterian Church (USA). A
49 complete revision of the Personnel Manual will be prepared, with a new version to be
50 presented to Session for approval by the end of the year.
51
- 52 2) The Personnel Committee is engaged in the active review and revision of all position
53 descriptions in consultation with other larger Presbyterian churches in the
54 Presbyterian Church (USA). Sage Solutions has reviewed all existing personnel files,
55 identifying any deficiencies; the Personnel Committee is preparing new job
56 descriptions for all employees. This process is almost complete.
57
- 58 3) With the guidance of Sage Solutions, the Personnel Committee is developing a new
59 performance evaluation system, with appropriate guidelines and procedures for annual
60 assessments of all church employees. The new system will be implemented in 2020.

61 In addition to these actions by Session and its Personnel Committee, a blue ribbon Task Force on
62 Church Governance was appointed in July 2019. After a hiatus in their activities, the Task Force
63 will resume their work following the annual meeting of the church on January 26, 2020.

**Presbytery of Detroit
Minutes of the Stated Meeting
June 16, 2020**

The Presbytery of Detroit convened with prayer in a stated meeting (unofficial) at 4:00 pm via Zoom technology. Julie Delezenne moderated the meeting.

The Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Joanna Dunn the assistant to the clerk.

The Moderator welcomed all new ministers and commissioners.

Upon motion of the Stated Clerk Presbytery approved the docket.

Upon motion of the Stated Clerk Presbytery approved the special standing rules for the meeting.

Upon motion of the Stated Clerk Presbytery approved the seating of the following corresponding members: Dan Saperstein of Lake Huron Presbytery, Jenny Saperstein of Lake Huron Presbytery, Doug Portz of Pittsburgh Presbytery, and Edward Garris of Philadelphia Presbytery.

Special Report: Bethany Peerbolte reported on behalf of the Mission Interpretation Ministry Team, Kenya Partnership, that the work is ongoing in Thika and hopefully has not been hindered by the coronavirus.

Report of the Synod of the Covenant: Charles (Chip) Hardwick spoke about the Administrative Commission of the GA responding to concerns regarding the Synod of the Covenant, the process that has led to his becoming Interim Executive, the upcoming ministry of the Synod to provide a break to pastors by hosting a worship service June 28, his contact information, his lament over the persons killed in recent encounters with police, and his concerns regarding continued racial inequity in our nation.

Report from the regional consultant for the Board of Pensions: Doug Portz spoke about the Board of Pensions' many programs to respond to COVID-19 including financial assistance in the form of three months' dues waivers to small churches, with full benefits, the fact that the Board is keeping dues for pastors' participation the same for the fourth year in a row, and expanded benefits now provided by the Board.

Report of the Co-Acting Heads of Staff: Neeta Nichols reported that the Presbytery offices will be open and persons are asked to set an appointment if they would like to speak with staff. Persons will be asked to wear a mask. Rev. Nichols also reported on ordination anniversaries. She also shared that Ann Robertson has been placed in hospice care and she requested the prayers of the Presbytery.

Associate Executive Presbyter's Report: Charon Barconey reported that dismantling structural racism is clearly a call to the Presbytery today and she challenged the Presbytery to move beyond walking in marches to more concrete action. She also reported the work of the Presbytery in eradicating poverty and celebrated that work. She invited the Presbytery to a conversation of Multicultural Ministries on dismantling structural racism, Thursday June 18 at 7pm via Zoom.

Worship: Rev. Agnew, Rev. Nichols, and CRE Barconey led worship, including prayers for racial justice and prayers responding to the pain and disproportionate impact of COVID-19.

Commissioning of General Assembly Commissioners: Rev. Hardwick led the commissioning of Dave Bunch, Mark Phillips, Julie Delezenne, Jasmine Smart, and Barbara Russell to the General Assembly.

The moderator offered a prayer for openness.

Report of the Coordinating Cabinet: Stefanie Lewis reported for the Coordinating Cabinet. **Appendix A.**

The Coordinating Cabinet nominated the following to the Nominating Committee:

Class-2021	Rev Kent Clise	H.R
Class-2022	Rev John Pavelko	Walled Lake Crossroads

Motion carried.

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

1. The Coordinating Cabinet approved the following dates for its remaining meetings in 2020: August 24th and November 2nd at 3pm.
2. The Coordinating Cabinet received a report from the Transitional General Presbyter Search Committee. The Coordinating Cabinet has approved the Ministry Information Form for the search. (Paper D-A for the March 13, 2020 Presbytery Meeting).
3. The Coordinating Cabinet has approved the docket and pre-presbytery meeting requests for June by Doug Portz, our Board of Pensions representative, so he can describe significant improvements to the Benefits Plan.
4. The Coordinating Cabinet heard and endorsed a proposal by the Trustees to match funds received by Alma College from churches for its capital funds drive, to a maximum of \$20,000.
5. The Cabinet approved PYC's youth mission blast this summer on two separate dates with the submitted safety protocols in place.
6. The Coordinating Cabinet directed that the letter prepared by Planning and Visioning with regard to resuming in-person worship be sent to the Presbytery from the Leadership Team and the Planning and Visioning Team.

Ms. Lewis responded to questions regarding settlement/compensation to Michael Barconey.

Treasurer's Report: Treasurer Mike Gaubatz reported that the Presbytery is currently operating at a deficit of approximately \$69k; although this is on par with what was projected for 2020, recent events will likely lead to a larger deficit than expected. **Appendix B.**

Nominations: Wendy Beck reported for the Committee on Nominations. The Committee moved the nominations in **Appendix C.** Motion carried.

Committee on Preparation for Ministry: Edward Dunn reported for the Committee. **Appendix D.**

Upon motion, the Presbytery elected the following Ordination Examination Readers for Winter 2021: Teaching Elders, Marjorie Wilhelmi and Paul Stunkel; Ruling Elders, Dave Bunch and Tom Kostrzewa; and Teaching Elder Judi McMillan, alternate.

Rev. Dunn reported that Jenny Saperstein has been under care of the Presbytery of Lake Huron. Upon motion of Rev. Dunn (in his capacity as a Member), the Presbytery voted to proceed to conduct an examination for ordination of Jenny Saperstein. Upon motion of Rev. Dunn, the Presbytery approved the ordination of Jenny Saperstein.

Rev. Dunn's report concluded early.

Committee on Ministry: Mark Phillips reported for the Committee. **Appendix E.** Rev. Phillips yielded the floor to Phil Reed to report on behalf of COM regarding "Recommendations to the Presbytery of Detroit" from the Administrative Commission for First Presbyterian Church Ann Arbor, MI. The Committee is considering implementations of the five recommendations: strengthen presbytery to presbytery reference checks, utilize secondary references, encourage early presbytery intervention, require and facilitate elder training, and build intentional bridges to congregations.

Upon motion, Presbytery approved the following calls and contracts:

1. The part-time Commissioned Ruling Elder contract between CRE Nancy Bass and Littlefield, Dearborn effective August 18, 2020. Terms of Call: Salary-\$32,000, Medical (40% Bass & 60% Littlefield)-\$5,000, Professional expenses-\$1,300. Total compensation-\$38,300. 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.
2. The part-time Stated Supply Pastor contract between the Rev. Daniel Heaton and Troy First effective May 16, 2020-August 15, 2020. Terms of Call-Compensation-\$1,000 per month. Total compensation-\$3,000. The Session is encouraged to pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
3. The Temporary Supply Pastor contract between the Rev. Teresa Peterson and Garden City effective June 1, 2020. Terms of Call: Salary-\$28,840, Housing-\$20,600, Medical-\$13,335, Pension-\$5,867, 403B contribution-\$1,400,

- Death/Disability-\$533, Medical deductible-\$3,779, Dental-\$479, Vision-\$50, Study Allowance-\$1,000, Professional expenses-\$1,500. Total compensation-\$77,383. Vacation-one month including 4 Sundays; Study Leave-2 weeks. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
4. The 4/5-time Temporary Supply Pastor contract between the Rev. Ruthanne Herrington and Celtic Cross, Warren effective July 1, 2020. Terms of Call: Salary and Housing-\$47,000, SECA-\$3,595.50, BOP-\$17,390, Professional expenses-\$3,000. Total compensation-\$70,985.50. Vacation-5 weeks including 5 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
 5. The part-time Stated Supply Pastor contract between the Rev. Susan d'Olive Mozena and Grosse Pointe Memorial effective January 1, 2020. Terms of Call: Salary-\$14,927, Housing-\$12,000, Continuing Education-\$500, Professional expenses-\$500. Total compensation-\$27,927.
 6. The half-time Stated Supply Pastor contract between the Rev. Michelle James and Covenant, Southfield effective January 1, 2020. Terms of Call: Salary-\$30,000, BOP pension-\$3,300, Death/Disability-\$300, Social Security-\$2,295, Study allowance-\$500 Professional expenses-\$800. Total compensation-\$37,195. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
 7. The part-time Parish Associate contract between the Rev. Keith Provost and Kirk in the Hills, Bloomfield Hills effective April 1, 2020. Terms of Call: Travel/Professional expenses-\$1000. Total compensation-\$1000. If an opportunity for study leave should arise, the Parish Associate will be allowed up to \$1250.
 8. The part-time Temporary Supply Associate Pastor contract renewal between the Rev. Linda Cochran and Orchard Lake Community effective May 1, 2020. Terms of Call: Salary-\$9,010, Housing-\$35,000, RSP Salary deferral-\$2,400, Travel-\$900, Study Leave-\$600, RSP Match-\$1,200. Total compensation-\$49,110. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
 9. The Interim Pastor contract between the Rev. James Faile and Northville First effective July 1, 2020. Terms of Call: Salary-\$40,000, Housing-\$30,000, Self-employment contribution act reimbursement-\$5,355, BOP Medical-\$17,332, BOP Pensions-\$8,289, BOP Death/Disability-\$754, BOP Dependent Medical-\$1,130, Medical deductible-\$1,400, Study Allowance-\$1,000, Professional expenses-\$2,000. Total compensation-\$107,260. 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.

Upon motion, Presbytery approved the following dissolutions:

1. The dissolution of the relationship between the Rev. Marianne Grano and Starr, Royal Oak effective March 19, 2020.
2. The dissolution of the relationship between the Rev. Pamela Meilands and Royal Oak First effective June 15, 2020.
3. The dissolution of the relationship between the Rev. Paul Stunkel and St. Paul's, Livonia effective June 30, 2020.
4. The dissolution of the relationship between the Rev. Dr. John Pavelko and Crossroads, Walled Lake effective June 30, 2020.

Upon motion Presbytery approved the Service of Ordination for Jennifer Saperstein on July 19, 2020 at 3:30 p.m. online by Zoom. She is called to the Temporary Supply Pastor position at Northside, Ann Arbor. Moderator: the Rev. Julie Delezenne. Teaching Elders: the Rev. Renee Roederer (Nones & Dones/Community Chaplaincy), the Rev. Dr. Robert Sheldon (University), the Rev. Andrew Frazier (Ann Arbor First). Ruling Elders: Susan Bryan (Northside, Ann Arbor), Mary Lloyd (Grosse Point Memorial), David Bunch (Geneva, Canton). Corresponding members: the Rev. Daniel Saperstein (Lake Huron Executive Presbyter), Elizabeth Saperstein (Lake Huron Ruling Elder at Countryside Trinity, Saginaw). The ordination was approved pending successful completion of examination for ordination.

Upon motion Presbytery approved the request for Sabbatical Leave submitted by the Rev. Sarah Godbehere September 16-December 16, 2020 with an alternative of January 3-April 2, 2021 if current pandemic restrictions require it. This is with the already given approval of Grosse Pointe Memorial Church.

Upon motion Presbytery approved the following retirements:

1. The retirement of the Rev. Paul Stunkel and grant of the status of Honorably Retired effective July 1, 2020.
2. The retirement of the Rev. Dr. John Pavelko and grant of the status of Honorably Retired effective July 1, 2020.

Rev. Phillips reported that retirements will be celebrated at the September meeting.

Vice Moderator Dave Bunch moderated the following portion of the meeting.

Trustees: Kara Hildebrandt reported on behalf of Trustees. **Appendix F.** Rev. Hildebrandt gave the floor to Rev. Delezenne for a special report.

Rev. Delezenne reported that a Faith In Action grant has been donated by a member of Warren-First. The grant information will be shared by the Faith in Action workgroup. The intent is that these grants will respond to the COVID-19 crisis.

Rev. Hildebrandt reported that not all of the investments managed by the Presbytery of Detroit can be used for operating expenses. A \$200k shortfall is expected. The Presbytery will have to draw down on investment capital in 2020 in order to cover operating expenses.

Rev. Delezenne moderated the following portion of the meeting.

Social Justice: Laura Kelsey reported on behalf of Social Justice. Upon motion, the Presbytery approved the following distribution of the Ranney-Balch grants:

Ms. Kelsey reported that Black Lives Matter to God and To Us signs are available at fourthchurch.org. She also requested that churches work to encourage participation in the census.

Upon motion of the Stated Clerk, the minutes of the January 16, 2020 meeting were approved as presented.

Upon motion of the Stated Clerk, the equalization of elders was approved as presented for 2020. **Appendix G.**

Upon motion of the Stated Clerk, the following were approved as part of the omnibus motion:

1. Approve the 2020 ECO List:

- A Place of Refuge
- Everyone Eats
- Response to Flint Water Crisis
- Southwest Detroit Immigration and Refugee Center
- Baby Basics of Troy Ministry
- Camperships- (MIMT Workgroup)
- Care Village Outreach, Inc.
- Fort Street Open Door
- Howell Nature Center
- Month of Mission (MIMT Workgroup)
- Second Mile Center
- Thika Partnership (MIMT Workgroup)
- Campus Ministry
- Hunger Ministry
- Cents-ability

2. Approve the following meeting dates for 2021:

Tuesday, January 26, 2021

Saturday, March 20, 2021
 Tuesday, June 22, 2021
 Tuesday, September 28, 2021
 Saturday, November 20, 2021

3. Approve the Treasurer Job Description. **Appendix H.**

Upon motion of the Stated Clerk, the annual report to the General Assembly was approved as follows:

1. Approve the following 2019 Annual Report to the General Assembly:		
Ministers on Roll (Retired and active) as of 12/31/2018		209
Died		1
Dismissed to other Presbyteries		5
Dismissed to other denominations		0
Other removals (administrative)		0
	Total Losses:	6
		4
Received from other Presbyteries		4
Ordained		2
Restored		0
	Received from other denominations	1
	Total Gains:	7
		210
	Ministers on Roll (Retired and active) 12/31/19:	210

	Churches	Membership
Number of churches		
12/31/2018	76	20096
Dissolved:	1	
Dismissed to other denomination	0	
Member decrease		
12/31/19	75	18801

Upon motion, Presbytery adjourned with prayer at 6:54pm.

The next meeting of the Presbytery will be September 22, 2020, at 4:00pm.

ATTEST:

Marianne J. Grano

Marianne Grano, Stated Clerk

ATTACHMENT ONE: THE ROLL

APPENDICES:

Appendix A, Coordinating Cabinet Report
Appendix B, Treasurer's Report
Appendix C, Nominations
Appendix D, Committee on Preparation for Ministry Report
Appendix E, Committee on Ministry Report
Appendix F, Trustees' Report
Appendix G, Equalization of Elders
Appendix H, Treasurer Job Description
Appendix I, Ranney-Balch Grants

ATTENDANCE

JUNE 16, 2020

ZOOM

A. RULING ELDER MEMBERS ON CABINET					
P	BECK, WENDY (CON)	P	LANGE, ERIC	E	ALBRECHT, GLORIA
A	BLENMAN, MARTHA (CORP SEC)	P	LEE, ESTHER	E	ANDREWS, DOYLL
P	BUNCH, DAVE (CPM)	A	MABEE, CHARLES	E	AUSTIN, LARRY
C	DELEZENNE, DENNIS (MIMT)	P	MADDEN, JULIE	E	BEERY, ELDON
P	FAIR, DEBORAH (MBPC)	P	MARES, MARK	E	BLAIR, JOANNE
P	GAUBATZ, MIKE (TREAS)	A	MARKS, JULIE	P	BOEVE, PETER
A	GLENN, LARRY (CDT)	P	MARVIL, TIMOTHY	E	BOLT, KENNETH
A	HENDERSON, RUTHENIA (OPS)	P	McCLOSKEY-TURNER, CATHARINE	P	BROWNEE, RICHARD
A	HESS, VIC (P. MEN)	A	McGOWAN, EVANS	E	BYARS, RONALD
P	LEWIS, STEFANIE (MOD)	P	McMILLAN, JUDITH	E	CAPPS, HARRY
A	LOCKARD, JOAN(PW)	A	McRAE, BARBARA	E	CARLE, NANCY
P	MARICQ, CAROLYN (MIMT)	P	MEILANDS, PAMELA	E	CARTER, DOUGLAS D.
C	MOORE, SHARON (MCMT)	P	MILLER, J. SCOTT	E	CHAMBERLAIN, LAWRENCE
A	PRICE, LAURA (LEADERSHIP EQUIP)	A	MILLS, JILL	E	CHAMBERS, JAMES C.
A	SADLER, CHUCK (P. MEN)	E	MONNETT, JAMES	E	CHOI, IN SOON
P	SMITH, KEVIN (P&V)	P	MONSMA, GAIL	E	CLISE, W. KENT
P	TALLANGER, CHIP (OPS)	P	MOOK, SHARON	E	COBLEIGH, GERALD R.
		P	MOORE, PETER	E	COLON, LOIS
		A	MORGAN, JOANNE	E	CONLEY, JAMES H.
		P	MORROW, DUKE	E	CORSO, LINDA
		A	MOZENA, SUSAN	E	COWLING, NEIL D.
		P	NICKEL, EMMA	E	CRILLEY, ROBERT
		P	NICKEL, MATTHEW	E	CROSS, PAUL D.
		A	NUSS, STEVEN	E	DAVIS, ROXIE ANN
		A	OBERG, ARTHUR	E	DAVIS, WILLIAM
		A	OSWALD, DIANE	E	DENNIS, WARREN
		A	OTT, JEFF	P	DENTON, GRETCHEN
		A	PARKER, OPELTON	E	DOWNS, ELIZABETH
		A	PAVELKO, JOHN H.	P	DOWNTON, DAVID
		P	PEERBOLTE, BETHANY	E	DUNIFON, WILLIAM
		P	PETERSON, TERESA	E	DYKSTRA, CRAIG R.
		P	PHILLIPS, MARK	E	FINDLAY, WILLIAM
		P	PHILLIPS, NATHANIEL	E	FORSYTH, E. DICKSON
		P	PHILLIPS, SCOTT	E	FOSTER, JOHN
		A	PICKRELL, BROOKE	E	GERE, BREWSTER
		A	PIECUCH, KEVIN	E	HANNA, J. RICHARD
		A	PITTMAN, JASON	E	HARP, WILLIAM S.
		A	PITTMAN, KELLY	E	HARTLEY, THOMAS
		A	PRENTICE-HYERS, MARY ELIZABETH	E	HATCHER, RUFUS
		P	PUNTIGAM, JOEL	P	HAYES, FRANCES
		P	REED, PHILIP	E	HELMKE, BEN
		A	RIKE, JENNIFER	E	HENDERSON, RICHARD
		A	RODRIGUEZ, FERNANDO	E	JANSEN, ROBERT
		P	ROEDERER, RENEE	E	JEFFREY, JOHN
		A	ROGERS, MELISSA ANNE	E	JOHNSON, KEVIN
		A	RUHF, AMY	E	KABEL, KENNETH
		P	RYAN, BREANNE	E	KNUDSEN, RAYMOND
		P	RYO, ANGELA	E	KOGEL, LYNNE
		P	SANDERFORD, JOHN	P	KOSTER, EDWARD H.
		A	SCHAEFER, ANNE N.	E	LANGWIG, JANICE
		P	SHELDON, ROBERT	E	LANGWIG, ROY
		A	SIAS-LEE, LAURA	E	LISTER, KENNETH D.
		E	SIMONS, SCOTT W.	E	LONGWOOD, MARJORIE
		P	SMART, JASMINE	E	MacINNES, JOHN D.
		P	SMITH, BRYAN DEAN	E	McINTYRE, DEWITT
		P	SPALDING, RICK	P	MICHALEK, DANIEL
		P	SPYCHER, JACQUILINE	E	MIHOCKO, DAVID
		P	STUNKEL, KAREN	E	MISHLER, JOHN
		P	STUNKEL, PAUL	E	NICHOLS, NEETA
		P	TAN, HOTEK	P	NUSSDORFER, GUS
		A	THODE, TED	E	OLIVER, GARY
		A	THOMAS, CHRISTOPHER	E	ORR, ROBERT C.
		P	THWAITE, PAUL	E	OWEN, DAVID
		A	TUCKER-LLOYD, IRIS	P	OXTOBY, THOMAS
		P	WHITLOCK, KELLIE	E	PETERS, RICHARD
				E	POLKOWSKI, WILLIAM
				E	PRICE, MICHAEL T.
				E	PROVOST, KEITH
				P	PRUES, LOUIS J.
				E	RATCLIFFE, ALBERT H.
				E	ROBERTSON, ANN
				E	ROBERTSON, WILLIAM
				P	RUSSELL, JAMES P.
				E	SCRIBNER, LOREN
				E	SHIPMAN, JUDY
				E	SOEHL, HOWARD
				E	SOMMERS, CHARLOTTE
				P	SWARTZEL, BARBARA G.
				E	TAYLOR, J. BERNARD
				E	TAYLOR, THEODORE, II
				E	THORESEN, KATHRYN R.
				E	TIMM, ALLEN D
				E	VANDERBEEK, RONALD
				P	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
				P	EIBEN, DAWN
				P	JENSEN, SANDRA
				E	JOHNSON, KATHI
				P	LEIGHT, SARAH
				E	MATU-NGARE, UNAH
					E. CERT. ASSOC. CHRISTIAN ED.
				P	ARCHEY, JOSHUA
				A	JARRAIT, JOELLE
				A	MERTEN, CINDY
					F. COMMISSIONED RULING ELDERS
				A	AZAR, RUTH
				P	BARCONEY, CHARON
				P	BASS, NANCY
				P	CHIANGONG, JOELLY
				A	HOFFMAN, MICHAEL
				A	HUTCHENS, PAMELA
				P	MACKIE, KATE
				A	SEILER, GORDON
				A	SINGLEY, LINDA
					H. PAST RULING ELDER MODERATORS NOT ON CABINET
				E	BOSTIC-ROBINSON, DIANE, PM
				E	ELLIS, HAROLD PM
				E	HYLKEMA, CAROL, PM
				E	MORRISON, HELEN, PM
				E	SEABROOKS, DOROTHY, PM
				E	WINSLOW, PAUL, PM
					G. CORRESPONDING MEMBERS
				P	Rev. Chip Hardwick
					Synod of the Covenant/Miami
				P	Rev. Dan Saperstein
					Lake Huron
				P	Rev. Doug Portz
					Pittsburgh
				P	Rev. Edward Gehres, Jr
					Philadelphia
				P	Tega Swann
					Beaver-Butler
					C. RETIRED TEACHING ELDERS
		E	AARON, ESTELLE		
		P	AGNEW, ROBERT		

ATTENDANCE OF COMMISSIONERS AND CHURCHES
JUNE 16, 2020
ZOOM MEETING

ALLEN PARK, Allen Park

1 Kevin Vaughan
2 Barry Davis
3

ANN ARBOR, Calvary

1 NOT REPRESENTED

ANN ARBOR, First

1 Bruce Thomson
2 Bill Upton
3
4
5

ANN ARBOR, Northside

1 Sharon Lean

ANN ARBOR, Westminster

1 NOT REPRESENTED

AUBURN HILLS, Auburn Hills

1 NOT REPRESENTED

BELLEVILLE, Belleville

1 NOT REPRESENTED

BERKLEY, Drayton

1 Lezlie Hart

BERKLEY, Greenfield

1 Brian Fuller

BEVERLY HILLS, Northbrook

1 Todd Dolan

BIRMINGHAM, First

1 Sandra Karam
2 Barbara Russell
3 Brian Zabowski

BLOOMFIELD HILLS, Kirk/Hills

1 Bob Beck
2 Bobi Tallinger
3
4
5

BRIGHTON, First

1 Nancy Tillman
2 Lisa McAllister
3

CANTON, Geneva

1 Gail Anderson

CLARKSTON, Sashabaw

1 NOT REPRESENTED

DEARBORN, Cherry Hill

1 Mary Boudreau

DEARBORN, First

1 NOT REPRESENTED
2

DEARBORN, Littlefield

1 Anna Dewey

DEARBORN HGTS, St. Andrew's

1 NOT REPRESENTED

DETROIT, Broadstreet

1 NOT REPRESENTED
2

DETROIT, Calvary

1 Adrienne, Adams
2 Marva, Banks

DETROIT, Calvin East

1 NOT REPRESENTED
2

DETROIT, Fort Street

1 NOT REPRESENTED

DETROIT, Gratiot Avenue

1 MaryAnn Brantley
2

DETROIT, Hope

1 Roy Whitaker
2

DETROIT, Jefferson Avenue

1 Barbara Prues

DETROIT, St. John's

1 Jeane Moore
2 Sharon Moore

DETROIT, Trinity Community

1 NOT REPRESENTED
2

DETROIT, Trumbull Avenue

1 NOT REPRESENTED
2

DETROIT, Westminster

1 Jo White
2 Tammy Williams
3

FARMINGTON, First

1 Dorothy Tait

FORT GRATIOT, Lakeshore

1 NOT REPRESENTED

GARDEN CITY, Garden City

1 NOT REPRESENTED

GROSSE ILE, Grosse Ile

1 Gregory Genter
2 Sarah Ream

GROSSE POINTE, Memorial

1 NOT REPRESENTED
2
3

GROSSE PTE WOODS, Woods

1 Diane Agnew

HIGHLAND PARK, Park United

1 NOT REPRESENTED
2

HOWELL, First

1 Gary Nelson

LINCOLN PARK, Lincoln Park

1 Marianne Provenzano

LIVONIA, Rosedale Gardens

1 Dyche Anderson
2
3

LIVONIA, St. Paul's

1 NOT REPRESENTED

LIVONIA, St. Timothy's

1 Dennis Delezenne

MILAN, Peoples

1 NOT REPRESENTED

MILFORD, Milford

1 NOT REPRESENTED
2

MT. CLEMENS, First

1 NOT REPRESENTED
2
3

NORTHVILLE, First

1 Wanda Moon
2
3

NOVI, Faith Community

1 Leonard Berman

ORCHARD LAKE, Community

1 Carolyn Pender
2 Gordon Steele
3 Judy Leybourn

PLYMOUTH, First

1 Dana Hearn
2
3

PONTIAC, First

1 NOT REPRESENTED

PORT HURON, First

1 NOT REPRESENTED

REDFORD, St. James

1 NOT REPRESENTED

ROCHESTER, University

1 David Johnson
2 Doug Fryer
3 Andrew Lusk

ROYAL OAK, First

1 Kevin Ball

2 James Hanks

ROYAL OAK, Starr

1 Richard Smith

SALINE, First

1 NOT REPRESENTED

SHELBY TWP., St. Thomas

1 NOT REPRESENTED
2

SOUTH LYON, First

1 NOT REPRESENTED

SOUTHFIELD, Covenant

1 NOT REPRESENTED

SOUTHFIELD, Korean

1 David Kim
2 Robert Lee
3
4

SOUTHFIELD, New Hope

1 John Lee
2

ST. CLAIR SHORES, Lake Shore

1 NOT REPRESENTED
2

STERLING HGTS, New Life

1 NOT REPRESENTED

TAYLOR, Southminster

1 Dale Simon

TROY, First

1 Jim Meinershagen

TROY, Korean First

1 NOT REPRESENTED
2

TROY, Northminster

1 Martha Babcock

WALLED LAKE, Crossroads

1 NOT REPRESENTED

WARREN, Celtic Cross

1 NOT REPRESENTED
2

WARREN, First

1 Vincent Fazio

WATERFORD, Community

1 Alice Sias

WESTLAND, Kirk of Our Savior

1 NOT REPRESENTED

WHITE LAKE, White Lake

1 Debbie Lennis

YPSILANTI, First

1 NOT REPRESENTED

**Presbytery of Detroit
Report of the Coordinating Cabinet
June 16, 2020**

The Coordinating Cabinet nominates the following to the Nominating Committee.

Class-2021	Rev Kent Clise	H.R.
Class-2022	Rev John Pavelko	Walled Lake Crossroads

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

1. The Coordinating Cabinet approved the following dates for its remaining meetings in 2020: August 24th and November 2nd at 3pm.
2. The Coordinating Cabinet received a report from the Transitional General Presbyter Search Committee. The Coordinating Cabinet has approved the Ministry Information Form for the search. (Paper D-A for the March 13, 2020 Presbytery Meeting)
3. The Coordinating Cabinet has approved the docket and pre-presbytery meeting requests for June by Doug Portz, our Board of Pensions representative, so he can describe significant improvements to the Benefits Plan.
4. The Coordinating Cabinet heard and endorsed a proposal by the Trustees to match funds received by Alma College from churches for its capital funds drive, to a maximum of \$20,000.
5. The Cabinet approved PYC's youth mission blast this summer on two separate dates with the submitted safety protocols in place.
6. The Coordinating Cabinet directed that the letter prepared by Planning and Visioning with regard to resuming in-person worship be sent to the Presbytery from the Leadership Team and the Planning and Visioning Team.
7. The Coordinating Cabinet recommended the Presbytery approve items listed in the Stated Clerk's Omnibus motion (Paper B-2).

The Presbytery of Detroit
OPERATING FUND (Fund 100)
Revenues and Expenditures
From 5/1/2020 Through 5/31/2020

	Year to Date Actual	Annual Budget	YTD as a % of Budget (Year is 42% Complete)
Revenue			
Per Capita	83,455	368,570	23%
Shared Mission	42,507	188,600	23%
Fund 200 Investments	60,496	166,861	36%
Joy & McKay Endowment Distributions	84,159	216,585	39%
Other	0	7,200	0%
Total Revenue	270,617	947,816	29%
Expense			
Representation	0	1,200	0%
Committee on Ministry	274	16,600	2%
Preparation for Ministry	833	4,000	21%
Trustees	44,960	144,000	31%
Presbytery Operations	231,530	641,581	36%
Congregational Dev. & Transformation	227	14,700	2%
Social Justice	16,250	37,450	43%
Mission Interpretation	19,900	68,720	29%
Leadership Equipping Ministry Team	2,120	30,600	7%
New Church Dev/Redevelopment	17,500	17,500	100%
Multicultural Ministry Team	300	16,000	2%
Planning & Visioning	5,300	21,000	25%
Coordinating Cabinet	233	3,750	6%
Total Expense	339,427	1,017,101	33%
Revenues Over (Under) Expenditures	(68,810)	(69,285)	

Committee on Nominations Report to Presbytery – June 16, 2020

The Committee on Nominations nominates the following individuals for the positions indicated:

COMMITTEE on MINISTRY

Class-2021	Elder Ronald Hughes	Livonia Rosedale Gardens
Class-2021	Elder Richard Turner	Detroit Fort Street
Class-2022	Elder Ron Case	Grosse Ile

CONGREGATIONAL DEVELOPMENT

Class-2021	Rev. Oghene'tega "Tega" Swann	Detroit St. John
Class-2022	Rev. Teresa Peterson	Garden City

OPERATIONS

Class-2021	Elder Patrick Swaney	Warren Celtic Cross
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PLANNING and VISIONING

Class-2022	Rev Fernando Rodriguez	Bloomfield Hills Kirk in the Hills
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MULTICULTURAL MINISTRIES

Class-2021	Rev Karen Stunkel	Detroit Westminster
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NEW CHURCH DEVELOPMENT

Class-2022	Elder Wanda Moon	Northville First
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LEADERSHIP EQUIPPING

Class-2022	Elder Michael Kim	Southfield New Hope
Class-2022	Rev Sarah Godbehere	Grosse Pointe Memorial

PERMANENT JUDICIAL

Class-2023	Rev Samuel An	Southfield New Hope
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REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

June 16, 2020

The Committee on Preparation met on February 4, March 3, May 5, and June 2, 2020 and submits the following report:

FOR INFORMATION:

From its March 3 meeting:

CPM met with candidate, **Alexis Allum**, for a Final Assessment. Her assessment was sustained and she was granted permission to prepare and circulate her Personal Information Form.

CPM met with **Marijo Hockley**, an Inquirer, and **Joseph Chapman**, a Candidate and sustained their Annual Consultations.

From its May 5 meeting:

CPM received a request to attest the Personal Information Form of the Rev. Larry Hoxey, a minister in the United Church of Christ, who has submitted his resume to the P.C.U.S.A.'s Church Leadership Connection. The committee sought further research from presbytery staff who confirms that Rev. Hoxey was approved by the CPM in 2011 to submit his PIF; in a subsequent poll of members, permission to submit a PIF was approved.

Our Committee conducts a significant portion of its work in face-to-face consultations. The distancing policies since March 2020 have made it far more challenging to conduct consultations and has created a backlog that we will be working through for the remainder of the year.

From its June 2 meeting:

CPM met with candidate, **Joseph Sheeran**, for a Final Assessment. His assessment was sustained and he was granted permission to prepare and circulate his Personal Information Form.

The committee met with Commissioned Ruling Elder Candidate, **Tom Kostrzewa**, to conduct a Final Assessment. His examination was sustained and it was reported to the Committee on Ministry that he is an Eligible Commissioned Ruling Elder.

FOR ACTION:

1. The CPM places in nomination the following persons to serve as Ordination Examination Readers for Winter 2021: Teaching Elders, **Marjorie Wilhelmi** and **Paul Stunkel**; Ruling Elders, **Dave Bunch** and **Tom Kostrzewa**; and Teaching Elder **Judi McMillan**, alternate.
2. Presentation of a Candidate, Finally Assessed as Ready to Receive a Call by another presbytery, for Examination by this presbytery. An Autobiographical Statement and Statement of Faith are provided with our report.

Respectfully submitted,

Rev. Mary Bahr-Jones

Rev. Edward Dunn

Co-Moderators

Jenny Saperstein – Statement of Faith

I believe in the one triune God: Creator (whom Jesus called Father), Christ, and Holy Spirit. I believe that God is God and we are not and that we belong to God in life and in death. I believe that God is good, gracious, and loving, and that humankind is created in the image of God. We are called to love God and to love one another because we have been created to celebrate diversity and live in community, as modeled in the mystery of the triune God.

I believe God's true nature is revealed to humanity in the person of Jesus Christ, revealing how God loves us and calls us to live in community. We are inextricably tangled in complex networks of sin. However, this is not the final say, for in his death and resurrection Christ Jesus reconciled humankind to God so that we are no longer bound by sin and death but may have eternal life through Christ. This does not undo our sinful nature but gives us abiding faith that God loves us and is always ready to forgive us our sins and make us new. It is out of joy and gratitude at our forgiveness that we are compelled to serve God as Christ taught us, through ministries of social justice and by seeking reconciliation and shalom with our neighbors across the globe.

Our sacraments are extensions of God's grace. Through the waters of baptism, we publicly and communally recognize God's claim on us; baptism is a seal of the covenant between God and the Church giving us new life in Christ Jesus as we are born into the community of faith. When we partake in communion, in remembrance of Jesus' sacrificial love and celebrating the feast of Christ's victory over death, the covenant of baptism is sustained, and our faith nourished. We arrive at the table broken and in need of grace to receive the elements by which our corporeal bodies are fed with spiritual sustenance as we are connected to Christ, and through Christ to all those who have believed throughout time; we come away from the table reminded of our relationship to Christ, renewed in our connection to the church, and recommitted to the work of Christ in the world.

The Holy Spirit bears in us the fruit of "love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control" (Gal. 5:22-23). By these gifts the Holy Spirit works in us, in the church, and in the world today as in biblical times -- inspiring prophets and moving people to follow God's way. It is by the power of the Holy Spirit that we come to faith through Scripture so that we may know Christ and the Creator. However, Scripture is also a witness to the limitations of our human perspectives that are shaped by our finite experiences in history. So, we must wrestle with all of the biblical texts and venturing to the heart of Scripture, the crux of theology, to find how God is fully revealed there and in turn show how God is still fully present with us today, keeping the promise of our eternal hope in Jesus Christ, our risen Lord.

A brief autobiography: Jenny Saperstein

I am a lifelong Presbyterian. Born into the world the daughter of a pastor, I was raised in the PC(USA). I grew up living far away from the families of my parents, so I naturally considered the local congregation my extended family. I have felt called to ministry since the age of 3 when I talked about going to seminary to be a minister like my dad. Along the way I have served the church as a deacon starting in high school, a youth advisory delegate to the 215th General Assembly in college, and as a Ruling Elder in my 20s prior to finally going to seminary.

I call Pullman, Washington my hometown. I attended school there from first grade through high school and returned there the first few summers of college. The region's rolling hills of grain have settled into the landscape of my heart along with the idealized child's vision of small town that is also deeply proud of its higher education (Washington State University) and the diversity that it brought to the community through the many international students and their families, whose children I grew up with. While I was in college in southern California, my family moved to Colorado and I joined them there after graduation.

My husband Patrick Saperstein and I met in Colorado. He took my last name when we married and we will be celebrating 10 years of marriage this year.

My parents, Dan and Liz Saperstein, moved to Saginaw in 2015 where Dan serves as executive presbyter for the Presbytery of Lake Huron. Being closer to family was one of the reasons why we decided to move to Michigan. My mother's family is originally from Michigan. She, my sister Bethany, and I are a tribal citizens of the Little Traverse Bay Bands of Odawa Indians located in Harbor Springs, Michigan.

In 2018 I graduated from Austin Presbyterian Theological Seminary. After my second year in seminary Patrick and added a little one to our family. Jake is 4 years old now. One of the many challenges of motherhood has been to hold on to a sense of identity apart from that. But as Jake gets older, I am finding more ways to carve out time for the things I enjoy like painting and drawing, cooking, and gardening. Being in Michigan I hope to spend time with my extended family and my tribe and also spend some time kayaking or canoeing. I am a big fan of the Harry Potter books and have two havanese dogs named Albus and Sirius.

I am thrilled and nourished to be living into my lifelong call to ministry in the church. I am energized by the work I am doing now and grateful for the community I am building here in Michigan at Northside Presbyterian Church. I look forward to continuing to grow into this calling into a ministry of word and sacrament.

Presbytery of Detroit
Committee on Ministry

June 16, 2020

Report on “Recommendations to the Presbytery of Detroit”
from the Administrative Commission for First Presbyterian Church, Ann Arbor, MI.

At the January 28, 2020 meeting of the Presbytery of Detroit (POD), Presbytery referred the “Recommendations to the Presbytery of Detroit” from the “Report of the Administrative Commission at the First Presbyterian Church of Ann Arbor, MI” to POD’s Committee on Ministry. As directed, the Committee on Ministry (COM) reports the status of these recommendations to the Presbytery of Detroit at its June 16, 2020 meeting.

Recommendations from the Administrative Commission for the First Presbyterian Church of Ann Arbor were not numbered. For the purposes of this report, the Administrative Commission recommendations have been copied and pasted into this report and numbered 1 to 5. The number following each Recommendation is the line number in “Recommendations to the Presbytery of Detroit” report.

Recommendation 1: Presbytery to Presbytery Reference Checks (703)

Recommendation: *We recommend that information gained in all Presbytery to Presbytery reference checks on potential pastoral candidates, including reference checks between Executive Presbyters as well as between members of Committees on Ministry in particular Presbyteries, be fully available to Pastor Nominating Committee (PNC) members as they conduct their work. As we learned about the process used for these reference checks in First Presbyterian, Ann Arbor, we became aware that information shared “confidentially” about a pastoral candidate during one of these reference checks was not made available to the PNC. We recommend that all Presbytery to Presbytery reference checks be conducted with the prior understanding and agreement between the parties involved in the reference check that any information shared in those reference checks will be available to the PNC for their review.*

The Committee on Ministry agrees with this recommendation and will proceed to implement it in consultation with the Stated Clerk, General Assembly, and perhaps others. We have several questions and concerns:

1. Do Executives and others incur liability when they speak candidly about potential candidates? The common practice in the business community seems to be to not provide specific comments for people seeking employment.

2. Executives and others must be trained to begin all such conversations seeking references are not confidential.
3. We must ensure that Pastor Search Committee's and others will follow the guidelines in the document provided by PCUSA entitled *On Calling a Pastor* will NOT contact members or staff colleagues at a candidate's current call?
4. Are candidates entitled to be informed who has been contacted for a reference and what was said?

Recommendation 2: The Important of Secondary References (756)

Recommendation: *that the Committee on Ministry of Detroit Presbytery and all liaisons from COM working with PNCs at particular congregations be strongly encouraged to direct all PNCs to seek out and pursue secondary personal references as well as primary personal references provided by the candidate. This would be most important for all pastoral candidates under serious consideration by a PNC. We believe this practice will increase PNCs' awareness of both the strength and growth areas of any potential pastoral candidates and equip them more thoroughly in their final decision-making process. This should always be done with respect to the candidate's concern for confidentiality in the search process, but also with the understanding that securing such references will serve the congregation best in the long run, minimizing chances for future issues to arise after the pastoral call has been completed.*

The Committee on Ministry is in favor of Recommendation 2 and will seek to implement it with the following considerations:

1. We believe candidates should be invited to sign a release form granting specific permission to contact secondary references. This release form will also state that Nominating Committees will follow guidelines articulated in *On Calling a Pastor* that affirm Pastor Nominating Committees may not contact members or staff at a candidate's current position without his or her permission. The Pastoral Search Subcommittee will develop the necessary form.
2. The Committee on Ministry's Pastoral Search Subcommittee will also provide complete training and specific procedures as to how to conduct secondary reference checks, including who to contact, what to ask, and what not to ask.

Recommendation 3: Encourage Early Presbytery Intervention (807)

Recommendation: *The Presbytery should regularly and consistently remind churches and sessions of the necessity to seek assistance from the Presbytery when faced with difficulties.*

We support Recommendation 3 and will develop ways to communicate that COM is ready and willing to act as pastor, counselor, advisor, consultant, mediator and arbitrator for congregations within the bounds of the Presbytery of Detroit as outlined in the Book of Order, G-30301b and G-3.0307. COM's role within the Presbytery will be further explained in an upcoming report entitled, "What COM Can Do."

Recommendation 4: Require and Facilitate Elder Training (817)

Recommendation: *Presbytery should help facilitate and require stronger elder training programs both at the congregation and presbytery levels.*

We support Recommendation 4 and refer it to those planning the annual Leadership Summit

Recommendation 5: Build Intentional Bridges to Congregations (850)

Recommendation: *The Presbytery must commit itself to building stronger bridges between the Presbytery and individual congregations.*

We are much in support Recommendation 5 and will develop strategies to implement it.

June 16, 2020

Presbytery of Detroit

REPORT OF THE COMMITTEE ON MINISTRY

**Report on “Recommendations to the Presbytery of Detroit” from the
Administrative Commission for First Presbyterian Church Ann Arbor, MI.**

RECOMMENDATIONS TO THE PRESBYTERY

THE COMMITTEE ON MINISTRY RECOMMENDS THAT PRESBYTERY:

Calls/Contracts

1. **By motion, approve** the part-time Commissioned Ruling Elder contract between **CRE Nancy Bass** and **Littlefield, Dearborn** effective August 18, 2020. Terms of Call: Salary-\$32,000, Medical (40% Bass & 60% Littlefield)-\$5,000, Professional expenses-\$1,300. Total compensation-\$38,300. 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.
2. **By motion, approve** the part-time Stated Supply Pastor contract between the **Rev. Daniel Heaton** and **Troy First** effective May 16, 2020-August 15, 2020. Terms of Call-Compensation-\$1,000 per month. Total compensation-\$3,000. The Session is encouraged to pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery’s Pastors in Transition retreats.
3. **By motion, approve** the Temporary Supply Pastor contract between the **Rev. Teresa Peterson** and **Garden City** effective June 1, 2020. Terms of Call: Salary-\$28,840, Housing-\$20,600, Medical-\$13,335, Pension-\$5,867, 403B contribution-\$1,400, Death/Disability-\$533, Medical deductible-\$3,779, Dental-\$479, Vision-\$50, Study Allowance-\$1,000, Professional expenses-\$1,500. Total compensation-\$77,383. Vacation-one month including 4 Sundays; Study Leave-2 weeks. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery’s Pastors in Transition retreats.
4. **By motion, approve** the 4/5-time Temporary Supply Pastor contract between the **Rev. Ruthanne Herrington** and **Celtic Cross, Warren** effective July 1, 2020. Terms of Call: Salary and Housing-\$47,000, SECA-\$3,595.50, BOP-\$17,390, Professional expenses-\$3,000. Total compensation-\$70,985.50. Vacation-5 weeks including 5 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery’s Pastors in Transition retreats.
5. **By motion, approve** the part-time Stated Supply Pastor contract between the **Rev. Susan d’Olive Mozena** and **Grosse Pointe Memorial** effective January 1, 2020. Terms of Call: Salary-\$14,927, Housing-\$12,000, Continuing Education-\$500, Professional expenses-\$500. Total compensation-\$27,927.

**Committee on Ministry Report to Presbytery
June 16, 2020, Page 2**

6. **By motion, approve** the half-time Stated Supply Pastor contract between the **Rev. Michelle James** and **Covenant, Southfield** effective January 1, 2020. Terms of Call: Salary-\$30,000, BOP pension-\$3,300, Death/Disability-\$300, Social Security-\$2,295, Study allowance-\$500 Professional expenses-\$800. Total compensation-\$37,195. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
7. **By motion, approve** the part-time Parish Associate contract between the **Rev. Keith Provost** and **Kirk in the Hills, Bloomfield Hills** effective April 1, 2020. Terms of Call: Travel/Professional expenses-\$1000. Total compensation-\$1000. If an opportunity for study leave should arise, the Parish Associate will be allowed up to \$1250.
8. **By motion, approve** the part-time Temporary Supply Associate Pastor contract renewal between the **Rev. Linda Cochran** and **Orchard Lake Community** effective May 1, 2020. Terms of Call: Salary-\$9,010, Housing-\$35,000, RSP Salary deferral-\$2,400, Travel-\$900, Study Leave-\$600, RSP Match-\$1,200. Total compensation-\$49,110. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
9. **By motion, approve** the Interim Pastor contract between the **Rev. James Faile** and **Northville First** effective July 1, 2020. Terms of Call: Salary-\$40,000, Housing-\$30,000, Self-employment contribution act reimbursement-\$5,355, BOP Medical-\$17,332, BOP Pensions-\$8,289, BOP Death/Disability-\$754, BOP Dependent Medical-\$1,130, Medical deductible-\$1,400, Study Allowance-\$1,000, Professional expenses-\$2,000. Total compensation-\$107,260. 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.

Dissolutions

1. **By motion, approve** the dissolution of the relationship between the **Rev. Marianne Grano** and **Starr, Royal Oak** effective March 19, 2020.
2. **By motion, approve** the dissolution of the relationship between the **Rev. Pamela Meilands** and **Royal Oak First** effective June 15, 2020.
3. **By motion, approve** the dissolution of the relationship between the **Rev. Paul Stunkel** and **St. Paul's, Livonia** effective June 30, 2020.
4. **By motion, approve** the dissolution of the relationship between the **Rev. Dr. John Pavelko** and **Crossroads, Walled Lake** effective June 30, 2020.

**Committee on Ministry Report to Presbytery
June 16, 2020, Page 3**

Commissions

1. **By motion, approve** the Service of Ordination for **Jennifer Saperstein** on July 19, 2020 at 3:30 p.m. online by Zoom. She is called to the Temporary Supply Pastor position at **Northside, Ann Arbor**. Moderator: the Rev. Julie Delezenne. Teaching Elders: the Rev. Renee Roederer (Nones & Dones/Community Chaplaincy), the Rev. Dr. Robert Sheldon (University), the Rev. Andrew Frazier (Ann Arbor First). Ruling Elders: Susan Bryan (Northside, Ann Arbor), Mary Lloyd (Grosse Point Memorial), David Bunch (Geneva, Canton). Corresponding members: the Rev. Daniel Saperstein (Lake Huron Executive Presbyter), Elizabeth Saperstein (Lake Huron Ruling Elder at Countryside Trinity, Saginaw). Ordination is pending the successful completion of examination at the Presbytery meeting on June 16, 2020.

Sabbaticals

1. **By motion, approve** the request for Sabbatical Leave submitted by the **Rev. Sarah Godbehere** September 16-December 16, 2020 with an alternative of January 3-April 2, 2020 if current pandemic restrictions require it. This is with the already given approval of Grosse Pointe Memorial Church.

Retirements

1. **By motion, approve** the retirement of the **Rev. Paul Stunkel** and **granted** the status of Honorably Retired effective July 1, 2020.
2. **By motion, approve** the retirement of the **Rev. Dr. John Pavelko** and **granted** the status of Honorably Retired effective July 1, 2020.

Information

1. **By motion, COM approved** appointing the **Rev. Samuel An** as moderator of **Starr, Royal Oak**.
2. **By motion, COM approved** appointing the **Rev. Dr. Roxie Davis** as moderator of **Port Huron First**.
3. **By motion, COM approved** appointing the **Rev. Joanne Morgan** as moderator of **St. Paul's, Livonia**.
4. **By motion, COM approved** the position description for **Port Huron First**.
5. **By motion, COM approved** the transfer of credentials for the **Rev. Pamela Meilands** to the **Presbytery of Carlisle (Hershey, PA)**.
6. **By motion, COM approved** the request of **Royal Oak First** that the Associate Pastor position be closed effective June 14, 2020.
7. **By motion, COM approved** adding **Joshua Archey** to the Pulpit Supply list.
8. **By motion, COM approved** removing the **Rev. Blair Buckley** from the Pulpit Supply list.
9. **By motion, COM approved** removing the **Rev. Barbara Swartzel** from the Pulpit Supply list.

**Committee on Ministry Report to Presbytery
June 16, 2020, Page 4**

10. **By motion, COM approved** removing the **Rev. Oghene'tega Swann** from the Pulpit Supply list.
11. **By motion, COM approved** granting \$1000 to the **Rev. Bethany Peerbolte** from the Clergy Coaching line item of the COM budget for the purpose of youth ministry coaching through the Youth Cartel.

**THE COMMITTEE ON MINISTRY REPORTS THE FOLLOWING ACTIONS TAKEN
UNDER THE AUTHORITY THAT HAS BEEN GRANTED TO IT:**

Calls/Contracts

1. **By motion, COM approved** the part-time Parish Associate contract between the **Rev. Joanne Morgan** and **St. Paul's, Livonia** effective January 1, 2020. Total compensation-\$2000. The church will pay for and allow time for the Parish Associate to attend one of the Presbytery's Pastors in Transition retreats.
2. **By motion, COM approved** the part-time Stated Supply Pastor contract between the **Rev. Susan d'Olive Mozena** and **Grosse Pointe Memorial** effective January 1, 2020. Terms of Call: Salary-\$26,927, Professional Expenses-\$500, Continuing Education-\$500. Total compensation-\$27,927.
3. **By motion, COM approved** the Assistant Pastor contract between the **Rev. Dr. R. Edward Brandt** and **Kirk in the Hills, Bloomfield Hills** effective June 15, 2020. Terms of Call: Salary-\$40,188.11, Housing-\$75,000, Deferred Compensation (403b)-\$26,000, SECA-\$8,811.89. Total compensation-\$150,000. Vacation-4 weeks including 4 Sundays, Paid Continuing Education-2 weeks including 2 Sundays. The Assistant Pastor is eligible for an annual bonus based on certain goals and objectives.
4. **By motion, COM approved** the Interim Pastor contract between the **Rev. Robert Sheldon** and **University, Rochester Hills** effective March 19, 2020. Terms of Call: Salary-\$50,000, Housing-\$30,000, Value of the Manse-\$24,000, Self-Employment Contribution Act Reimbursement-\$7,956, BOP Medical-\$39,385, Study Allowance-\$1,000, Professional Expenses-\$6,000. Total Compensation-\$158,341. 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.
5. **By motion, COM approved** the part-time Stated Supply Pastor contract between the **Rev. Barbara Swartzel** and **Hope, Detroit** effective January 1,
6. 2020. Terms of Call: Salary-\$6,990, Housing-\$3,000, Long-Term Care insurance-\$1,100, Business expenses-\$9,700. Total compensation-\$20,790. Vacation-4 weeks including 2 Sundays, Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the part-time Stated Supply Pastor to attend one the Presbytery's Transitional Ministry Workshops if the pastor has not attended one within the past year.

**Committee on Ministry Report to Presbytery
June 16, 2020, Page 5**

7. **By motion, COM approved** the Temporary Supply Pastor contract between the **Rev. Jasmine Smart and Fort Street, Detroit** effective May 17, 2020. Terms of Call: Salary-\$70,275, Housing-\$24,000, BOP Pensions-\$10,370.25, BOP Death/Disability-\$942.75, Social Security Offset-\$7,212, Study Allowance-\$2,500, Professional Expenses-\$2,500. Total compensation-\$117,800. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one the Presbytery's Pastors in Transition retreats.
8. **By motion, COM approved** the part-time Parish Associate contract between the **Rev. Marjorie Wilhelmi and Kirk in the Hills, Bloomfield Hills** effective March 1, 2020. Terms of Call: Salary-\$24,000. Vacation and Study Leave as negotiated with the Head of Staff.
9. **By motion, COM approved** the half-time Stated Supply Pastor contract between the **Rev. Oghene'tega Swann and St. John, Detroit** effective April 8, 2020. Terms of Call: Salary-\$30,000, BOP Medical-\$7,500, BOP Pensions-\$3,300, BOP Death/Disability-\$300.00, Social Security Reimbursement-\$2,295, Medical-\$472, Study Leave-\$3,000, Professional Expenses-\$4,350. Total compensation-\$51,689. Vacation-2 weeks including 2 Sundays; Study Leave-1 week including 1 Sunday. 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.
10. **By motion, COM approved** the $\frac{3}{4}$ time Temporary Supply Pastor contract between **Jennifer Saperstein and Northside, Ann Arbor** effective April 1, 2020. Terms of Call: Salary-\$2,667, Housing-\$33,333, Pension-\$3,960, Family Medical-\$11,000, Death & Disability-\$360, SECA-\$3,000, Mileage-\$1,080, Continuing Education-\$1,040, Books, etc.-\$500, Medical Reimbursement-\$695. Total compensation-\$57,635. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats. Ms. Saperstein will need to be examined by CPM for Ordination.
11. **By motion, COM approved** the $\frac{1}{4}$ time Stated Supply Pastor contract between the **Rev. William Davis and Lakeshore, Ft. Gratiot** effective April 1, 2020. Terms of Call: Housing-\$12,350, Flexible spending account-\$2,550, Professional expenses-\$400. Total compensation-\$15,300. Vacation-6 weeks including 6 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition Seminars.
12. **By motion, COM approved** the part-time Temporary Supply, Associate Pastor for Christian Education contract between the **Rev. Diane Oswald and Lakeshore, Ft. Gratiot** effective April 1, 2020. Terms of Call: Salary-\$3,500. Total compensation-\$3,500. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.

**Committee on Ministry Report to Presbytery
June 16, 2020, Page 6**

13. **By motion, COM approved** the part-time Temporary Supply, Associate Pastor for Pastoral Visitation contract between the **Rev. Breanne Ryan** and Lakeshore, Ft. Gratiot effective April 1, 2020. Terms of Call: Salary-\$3,500. Total Compensation-\$3,500. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
14. **By motion, COM approved** the one year part-time contract between **CRE Joelly Chiangong** and **Park United, Highland Park** effective February 1, 2020. Terms of Call: For services of worship-\$150 each time, moderate Session and Congregation-\$100 each time, Pastoral calls or other duties-\$25 per hour plus mileage. The church will pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats.

Dissolutions

1. **By motion, COM approved** the dissolution of the pastoral relationship between the **Rev. Jason Pittman** and **Port Huron First** effective June 28, 2020.

Information

1. **By motion, COM approved** the MIF from **Calvary, Detroit**.
2. **By motion, COM approved** the MIF from **Kirk in the Hills, Bloomfield Hills** for Associate Pastor for Youth Formation.
3. **By motion, COM approved** the MIF from **Fort Street, Detroit**.
4. **By motion, approved CRE Caleb Jones** to serve Communion on Easter Sunday, 2020 at **Gratiot Avenue, Detroit**.
5. **By motion, COM approved** adding **CRE Linda Living-Hawley** (Lake Huron Presbytery) to the Pulpit Supply list.
6. **By motion, COM approved** permission for the **Rev. R. Edward Brandt** to labor within the bounds of the Presbytery of Detroit as Assistant Pastor at **Kirk in the Hills, Bloomfield Hills** pending the approval of National Capitol Presbytery to labor outside the bounds of that presbytery.
7. **By motion, COM approved** the request from **Gratiot Avenue, Detroit** to waive the limitations for elders and deacons.
8. **By motion, COM approved** the MIF for Northminster, Troy.
9. **By motion, COM approved** the MIF for Greenfield, Berkley.
10. **By motion, COM approved** adding the **Rev. Jasmine Smart** to the Pastoral Response Team.
11. **By motion, approved** that credentials for the **Rev. Oghene'tega Swann** be requested for transfer to the Presbytery of Detroit from the Beaver Butler Presbytery.
12. **By motion, COM approved** laboring outside the bounds of the presbytery for the **Rev. Jasmine Smart** on June 20, 2020 in Ashville, North Carolina.
13. **By motion, COM approved** the transfer of credentials for the **Rev. Jason Pittman** to the Northern Kansas Presbytery.

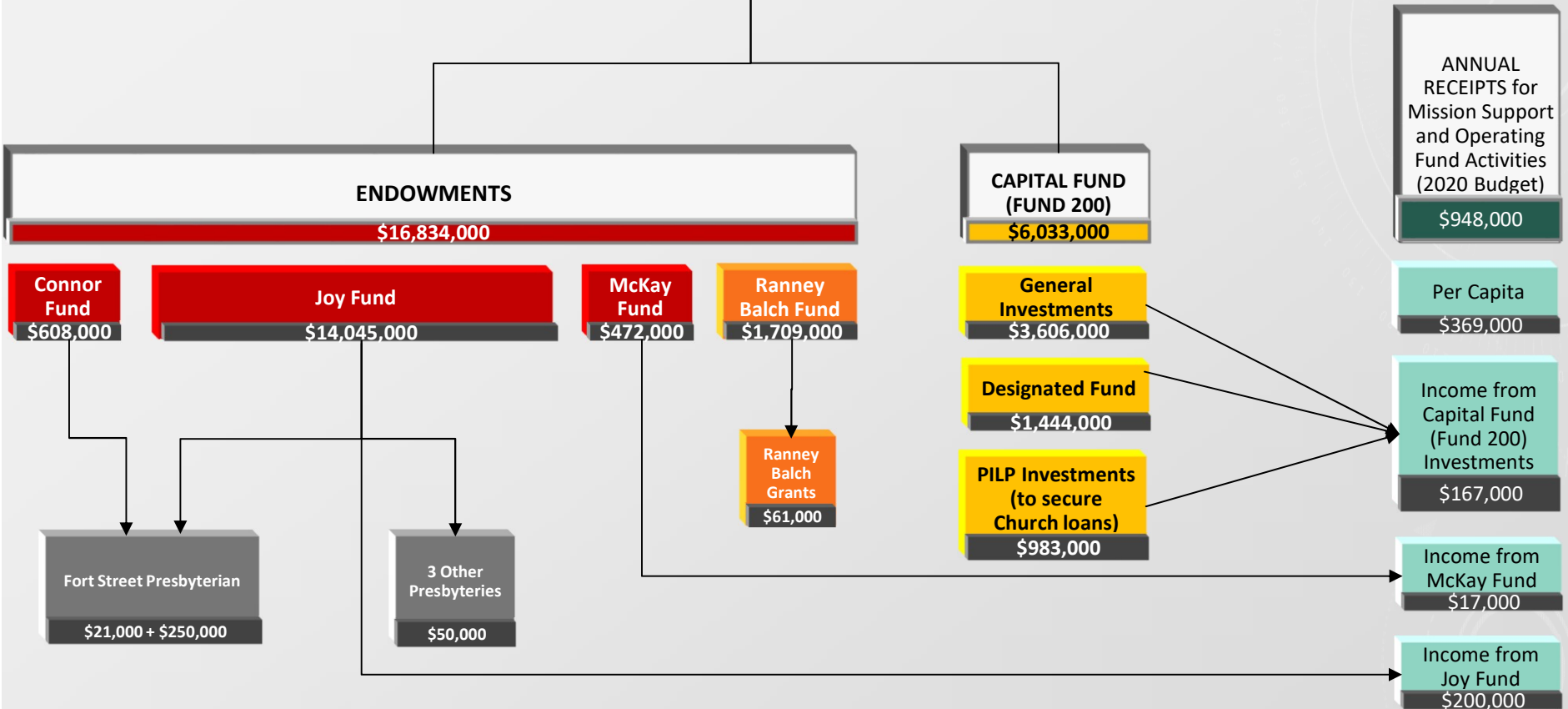
**Presbytery of Detroit
Report of the Trustees
June 16, 2020**

The Trustees report the following for the information of Presbytery:

1. The Trustees are in the process of reviewing and negotiating the lease for the Presbytery offices with Westminster Church.
2. The Trustees are in the process of creating an Audit Workgroup and accepting bids for the audit.
3. Alma College is soliciting funds from our churches for a capital campaign. The Trustees will match funds donated by churches for this purpose, up to a maximum of \$20,000.
4. The Trustees have discovered that the Peace and Global Witness Offerings we have received from the churches have not been properly calculating the amount sent to the General Assembly. On agreement with the General Assembly, this is being corrected back to 2019 and will be properly calculated in the future.
5. The Trustees suspended contributions to the Synod of the Covenant following the formation of an Administrative Commission. Since the appointment of a new Transitional Synod Executive, the Trustees resumed contributions to the Synod.
6. The Trustees report on the various endowment accounts and their use. Paper Ha.
7. The Trustees approved a credit card policy and increased the credit line for the Office Manager.
8. The Trustees approved a grant request to PCUSA from Crossroads-Walled Lake.
9. The Trustees disbursed \$55,000 from the sale of the Grand River properties to City of Detroit churches and \$3,000 to Second Mile Center pursuant to the recommendation of the committee appointed by Presbytery.
10. The Trustees approved a loan from Covenant-Southfield.
11. The Trustees apportioned monies for the Transitional Associate Executive Search.
12. The Trustees added to T-5 of the Policies and Procedures Manual a National Emergency Grant/Loan Policy.
13. The Trustees approved an application for loans and grants during the COVID-19 crisis.
14. The Trustees created an account for receiving donations of non-food emergency supplies for COVID-19 relief, with Social Justice having oversight.
15. The Trustees added a provision to T-5 in the Policies and Procedures Manual: as of May 5th, 2020, Trustees reserve the right to add conditions to the draw-down of Lines of Credit.

16. The Trustees allocated funds to the YMCA and YWCA pursuant to the terms of the McKay endowment.
17. The Trustees allocated funds from Fund 200 to assist churches in purchasing Zoom licenses.
18. The Trustees approved communications to the Second Mile Center regarding insurance expenses and rental of Presbytery property.
19. The Trustees approved the sale of a portion of the west parking lot of the Westminster Church of Detroit.
20. The Trustees guaranteed a Line of Credit loan from PILP for Southfield-Covenant.
21. The Trustees received an anonymous donation for additional Faith In Action grants to be distributed by that group.

Presbytery of Detroit
Total Invested Assets* (as of 2020-05-31)
\$22,867,000



- 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 \$27,394,000 includes Invested Assets of \$22,867,000 as above, Church & Other Notes Receivables of \$4,377,000 and Cash/Cash Equivalents of \$150,000.

• The Endowments of \$16,834,000 have lost \$1,700,000 (9.2%) since Jan. 1, 2020. The Capital Fund investments have lost \$369,000 (5.8%) since Jan. 1, 2020 (data as of 2020-05-31)

- ANNUAL RECEIPTS for Mission Support and Operating Fund Activities (2020 Budget)**
\$948,000
- Per Capita \$369,000
 - Income from Capital Fund (Fund 200) Investments \$167,000
 - Income from McKay Fund \$17,000
 - Income from Joy Fund \$200,000
 - Shared Mission \$189,000
 - Hunger Grant \$6,000
 - Presbyterian Women \$1,000

**EQUALIZATION OF ELDER COMMISSIONERS
PRESBYTERY OF DETROIT
April 2019-APRIL 2020**

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 142. I report the number of active ministers this year as 138. 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 24, 2019 to April 30, 2020. **Commissioners should report this new figure to Session so the proper number will come to the June meeting.**

City	Church	2019 Mbrs	2019- 2020 Elders	2020 Mbrs	Ethnic ?	2020-21 Elders	Add to Equalize	Elders/ church
	Elder Members		10			16		16
	Allen Park	661	2	537		2	1	3
	Ann Arbor	34	1	33		1	0	1
	Ann Arbor	1556	4	1542		4	1	5
	Ann Arbor	39	1	38		1	0	1
	Ann Arbor	183	1	172		1	0	1
	Auburn Hills	38	1	36		1	0	1
	Belleville	54	1	59		1	0	1
	Berkley	61	1	61		1	0	1
	Berkley	225	1	203		1	0	1
	Beverly Hills	243	1	243		1	0	1
	Birmingham	828	2	818		2	1	3
	Bloomfield Hills	1633	4	1636		4	1	5
	Brighton	523	2	534		2	1	3
	Canton	208	1	220		1	0	1
	Clarkston	14	1	14		1	0	1
	Dearborn	192	1	183		1	0	1
	Dearborn	363	2	363		2	0	2
	Dearborn	52	1	52		1	0	1
	Dearborn Hts	64	1	60		1	0	1
	Detroit	71	2	70	Y	1	1	2
	Detroit	109	2	107	Y	1	1	2
	Detroit	40	1	39	Y	1	1	2
	Detroit	144	1	142		1	0	1
	Detroit	34	2	30	Y	1	1	2
	Detroit	67	2	66	Y	1	1	2
	Detroit	302	2	302		1	0	1
	Detroit	58	2	57	Y	1	1	2
	Detroit	64	1	62	Y	1	1	2
	Detroit	36	2	36	Y	1	1	2
	Detroit	296	2	288	Y	1	2	3
	Farmington	335	2	271		1	0	1
	Fort Gratiot	61	1	62		1	0	1
	Garden City	105	1	103		1	0	1
	Grosse Ile	412	2	405		2	0	2
	Grosse Pointe	1153	3	1130		2	1	3
	Grosse Pte Wds	158	1	150		1	0	1
	Highland Park	28	2	33	Y	1	1	2
	Howell	206	1	207		1	0	1
	Lincoln Park	114	1	134		1	0	1
	Livonia	513	2	493		2	1	3
	Livonia	167	1	138		1	0	1
	Livonia	95	1	75		1	0	1

City	Church	2019 Mbrs	2019- 2020 Elders	2020 Mbrs	Ethnic ?	2020-21 Elders	Add to Equalize	Elders/ church
Milan	People's	113	1	103		1	0	1
Milford	Milford	473	2	451		2	0	2
Mt. Clemens	First	347	2	329		2	0	2
Northville	First	659	2	523		2	1	3
Novi	Faith Community	260	1	139		1	0	1
Orchard lake	Community	728	2	595		2	1	3
Plymouth	First	805	2	805		2	1	3
Pontiac	First	147	1	131		1	0	1
Pontiac	Joslyn Avenue	14	1	11		1	0	1
Port Huron	First	415	2	280		1	0	1
Redford	St. James	31	1	35		1	0	1
Rochester	University	579	2	475		2	1	3
Royal Oak	First	483	2	442		2	0	2
Royal Oak	Korean First	28	2	28	Y	1	1	2
Royal Oak	Starr	76	1	61		1	0	1
Saline	First	166	1	166		1	0	1
Shelby Twp	St. Thomas	376	2	316		2	0	2
South Lyon	First	120	1	121		1	0	1
Southfield	Covenant	62	1	58		1	0	1
Southfield	Korean	938	3	937	Y	2	2	4
Southfield	New Hope	77	2	68	Y	1	1	2
St. Clair Shores	Lake Shore	307	2	314		2	0	2
Sterling Heights	New Life	134	1	117		1	0	1
Taylor	Southminster	126	1	123		1	0	1
Troy	First	81	1	85		1	0	1
Troy	Northminster	93	1	90		1	0	1
Walled Lake	Crossroads	67	1	51		1	0	1
Warren	Celtic Cross	124	1	120		1	0	1
Warren	First	180	1	163		1	0	1
Waterford	Community	188	1	165		1	0	1
Westland	Kirk of Our Savior	67	1	69		1	0	1
White Lake	White Lake	94	1	79		1	0	1
Ypsilanti	First	199	1	147		1	0	1
Totals:		20096	124	18801	13	114	26	140

PRESBYTERY OF DETROIT
17575 Hubbell, Detroit, MI 48235

POSITION DESCRIPTION

TITLE: Treasurer

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

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

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

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

Presbytery

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

Other financial reports as warranted by change.

b. Report on investment income to budget as needed

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

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

Trustees

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

Qualifications:

- 1. Must understand non-profit and fund accounting processes and procedures.
- 2. Must communicate to the Presbytery and Trustees in timely and clear terms regarding financial status.
- 3. Computer skills: POD will provide training on MIP software.
- 4. Has a knowledge of and skills in Microsoft Office Suite.

Term and Election:

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

Renumeration:

The Treasurer position is volunteer.

2020 Ranney Balch Grant Recommendations

The Ranney-Balch Fund, on behalf of the Metropolitan Urban Work Group, move the following distribution of the for approval by Social Justice Ministry Team. The recommendation still needs to be approved by the Trustees, Planning and Visioning Ministry Team and the Coordinating Cabinet. If approved, the motion to distribute funds would be on the March Presbytery docket.

We received thirteen grant applications and had \$60,300.00 to distribute. After prayerful deliberation and utilization of application rubrics previously established, we recommend the following distribution of Ranney-Balch funds:

Southwest Detroit Immigration and Refugee Center	\$ 7,200
A Place of Refuge	\$ 7,200
Fort Street – Open Door	\$ 7,200
First – Warren Day Center	\$ 6,000
Second Mile Center	\$ 6,100
Broadstreet Music Initiative	\$ 6,100
South Oakland Citizens for the Homeless - Welcome Inn	\$ 6,100
Covenant – Southfield Food Pantry	\$ 6,100
Celtic Cross Warming Center	\$ 3,040
First - Birmingham Shop and Drop Program	<u>\$ 5,260</u>
	\$60,300

The Metropolitan Urban Ministry work group was encouraged by the numerous very worthy ministries that applied for funds. Thank you for this opportunity to be of service to the Presbytery and to the Kingdom.

The 2020 Ranney Balch Grant Proposed Awardees are as follows:

Southwest Detroit Immigrant and Refugee Center provides free and low-cost legal services to those who need them most in the Metro-Detroit area, with a focus on recent immigrants and asylum seekers. There is a critical lack of quality legal services of low-income immigrants, refugees and asylum seekers in Oakland county. These funds in particular will address a critical lack of quality legal services for low-income immigrants, refugees and asylum seekers in Oakland County. The Pontiac Legal Clinic seeks to: 1) Ensure that access to justice is not dependent upon your wealth, race or immigration status; 2) Equip recent immigrants and refugees to navigate U.S. institutions and government agencies; and 3) Assist undocumented peoples in legitimizing their presence in the United States, empowering them to live openly, work legally, and contribute fully to their community.

A Place of Refuge is a collaborative nonprofit organization that provides short term, safe and nurturing shelter to homeless youth who are about to “age out” of foster care or who have aged out. Our youth generally have up to two years to set and work to achieve goals for their future including: education, employment, finances, parenting, healthy living, and work place professionalism. They work in making significant strides toward these goals while preparing for independent living.

Fort Street – Open Door and its supporting partners provide comfort, care, and support services to the homeless and poor people of Detroit by ministering to their physical, spiritual, and social needs in a manner that respects human dignity, and affirms the humanity of all. These funds will at the micro-level provide immediate assistance to Detroit’s homeless and vulnerable populations; and at the macro-level will assist as Open Door collaborates, educates, and engages with multiple partners to understand the complexities of homelessness, building resource networks, and advocating for policies and programs that address some of the underlying issues associated with homelessness.

First – Warren Day Center provides a safe indoor environment for those living on our streets. Their homelessness is compounded by struggles with addiction and mental health issues. The Day Center provides a safe place to get out of the elements, meals and connections to a number of social service providers. It also is a space for human connection as we work hard to foster a sense of community among guest and volunteers.

Second Mile Center whose mission is to empower and strengthen people with the love of Christ while raising disciples to walk with the light of Christ in the Word so that their lives proclaim Jesus Christ as Lord and Savior. This grant will support the summer program which provides opportunities to initiate and support the faith journey of African-American children and youth from *The Second Mile Center through teaching and connecting with other youth from Churches in the PC USA and other denominations.*

Broadstreet - Community Music Initiative is a program that Broadstreet started in March of last year. The purpose of the program is to show the love of Christ by making Broadstreet more accessible to the community through music. We seek to develop new community relationships, as well as improving existing ones, through the use of outdoor concerts, Jazz Vespers and music lessons. with interested underprivileged youths by providing them with musical instruments, and instrumental musical instructions.

South Oakland Citizens for the Homeless - Welcome Inn Day Center is a seasonal day center for the homeless of south Oakland County housed out of Starr Presbyterian Church in Royal Oak. A program of South Oakland Citizens for the Homeless, the Welcome Inn is open from 7 a.m. – 7 p.m. mid-December through mid-March, during the coldest months of the year. Guests are offered three hot meals, a food pantry, clothing closet, case management assistance, nurses, laundry, showers, hygiene items, spiritual care, and a warm place to take shelter. These funds will assist with our occupancy and transportation costs, the two largest expenditures.

Covenant – Southfield Food Pantry will use this grant with other funding sources to expand their food pantry with the goal of feeding the 12.7% undernourished children attending Southfield Schools, as well as their families. These children are often fed at school but return home to economic situations unable to meet their dietary and nourishment needs. Children who are hungry are not able to concentrate on their school work, and their academic progress is impeded. Feeding them is fundamental to social justice and the teachings of Jesus Christ!

Celtic Cross Warming Center will host the Macomb County Warming Center for the week of April 5-11, 2020 which includes converting the church into a shelter for the week and providing shelter and food for 60 homeless adults. The church will prepare and serve 1,260 meals needed to nourish the guests for the week. Celtic Cross will create an environment free of violence and drugs and be a place of socialization between the 60 guests and the Celtic Cross volunteers nightly. This also provides opportunities for the congregation to perform mission work and share the love and warmth found in our relationship with God.

First - Birmingham Shop and Drop Program *works to alleviate hunger for the students at Alcott Elementary School in Pontiac by providing food for the weekend for 20 families each week. Volunteer shoppers purchase food in the amount of \$220 each week and drop it off at the school where it is distributed by the school social worker and volunteers into the backpacks of 20 children. This church funded program does the following: 1) provides nutritional assistance which will increase the students' ability to focus on school work, 2) ensures that the children receive balanced nutrition over the weekends, 3) reduces household stress by providing balance meals, and 4) helps with overall health of the children and their success in the classroom.*

Presbytery of Detroit
Minutes of a Special Meeting
August 4, 2020

The Presbytery of Detroit convened with prayer and a land acknowledgment in a special meeting (unofficial) at 7:00 pm via Zoom technology. Rev. Julie Delezenne moderated the meeting.

Following an electronic vote to establish attendance numbers, the Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Rev. Joanna Dunn the assistant to the clerk.

The Moderator welcomed all new ministers and commissioners.

Upon motion of the Stated Clerk Presbytery approved the docket.

Upon motion of the Stated Clerk Presbytery approved the special standing rules for the meeting.

Upon motion Presbytery approved all excuses and the seating of the following corresponding members: Rev. Charles (Chip) Hardwick, Interim Synod Executive; Rev. Ed Brandt, National Capitol Presbytery; Rev. Floretta Barbee-Watkins, Charlotte Presbytery.

Vice-Moderator Dave Bunch moderated the following portion of the meeting.

Report of the Coordinating Cabinet: Elder Stefanie Lewis reported for the Coordinating Cabinet. **Appendix A.** Elder Lewis gave the floor to Rev. Delezenne and Rev. John Judson to present the report of the Transitional General Presbyter Search Team.

Rev. Delezenne reported that the Committee, after receiving feedback from the Presbytery, sought a person with listening skills, interest in learning about Detroit and the impact of racism, and leading the Presbytery to change the structure and atmosphere of the Presbytery, and that the candidate met all of these desired characteristics.

Rev. Barbee-Watkins introduced herself and shared her story and her sense of call to the Presbytery of Detroit. Elder Tim Moran moved to hire Rev. Barbee-Watkins, and the motion was seconded, but the motion was withdrawn upon learning that it needed to be from the Coordinating Cabinet. Rev. Barbee-Watkins responded to questions regarding her organizational management background, what drew her to Detroit Presbytery, her support for folks “in the trenches” of ministry, and her background in transitional ministry. Stated Clerk Marianne Grano related information regarding the bylaws and process for electing a Transitional General Presbyter and approving related changes to the Presbytery budget.

Elder Lewis, on behalf of the Coordinating Cabinet, moved that pursuant to Article V, Section (3) of the Bylaws, Presbytery approve the call of Rev. Floretta Barbee-Watkins to the position of Transitional General Presbyter. (Biography attached as **Appendix B**). Rev. Barbee-Watkins was moved to the waiting room. On behalf of the Search Committee, Rev. John Judson and Rev. Delezenne responded to a question regarding the change in terminology from Executive to

General Presbyter. The Stated Clerk responded to questions regarding the process and the possibility of a transitional call becoming an installed position. Elder Lewis, Rev. Judson, and Rev. Delezenne responded to questions regarding the candidate's status role as Transitional and the transition team to assist the Transitional General Presbyter in the transition.

The vote by electronic secret ballot (with several oral votes due to technological limitations) was as follows:

Yes: 89, 93%

No: 2

Motion carried.

On behalf of the Coordinating Cabinet, Elder Lewis moved that Presbytery adjust the 2020 2020 budget to transfer 4,665.00 from Transitional General Presbyter Search Committee (Leadership Competency Assessment) into Executive Presbyter, and allocate an additional \$2,000 from TGP Search Committee (Leadership Competency Assessment) for moving expenses from North Carolina for Rev. Barbee-Watkins. Elder Lewis responded to a question regarding whether Rev. Barbee-Watkins's entire moving expenses would be covered by the move.

The vote by electronic secret ballot (with several oral votes due to technological limitations) was as follows:

Yes: 89, 100%

No: 0

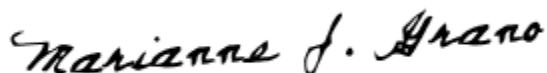
Motion carried.

Rev. Barbee-Watkins returned from the waiting room. The Presbytery welcomed and congratulated Rev. Barbee-Watkins, who introduced her wife Montressa Barbee-Watkins.

Upon motion, Presbytery adjourned with prayer at 8:05PM.

The next meeting of the Presbytery will be September 22, 2020, at 4:00PM.

ATTEST:



Marianne Grano, Stated Clerk

ATTACHMENT ONE: THE ROLL

APPENDICES:

Appendix A, Coordinating Cabinet Report

Appendix B, Biography of Rev. Floretta Barbee-Watkins

**ATTENDANCE OF COMMISSIONERS AND CHURCHES
AUGUST 4, 2020 – SPECIAL CALLED
ZOOM MEETING**

ALLEN PARK, Allen Park
1 NOT REPRESENTED
2
3

ANN ARBOR, Calvary
1 NOT REPRESENTED

ANN ARBOR, First
1 NOT REPRESENTED
2
3
4
5

ANN ARBOR, Northside
1 SHARON LEAN

ANN ARBOR, Westminster
1 NOT REPRESENTED

AUBURN HILLS, Auburn Hills
1 NOT REPRESENTED

BELLEVILLE, Belleville
1 NOT REPRESENTED

BERKLEY, Drayton
1 NOT REPRESENTED

BERKLEY, Greenfield
1 NOT REPRESENTED

BEVERLY HILLS, Northbrook
1 NOT REPRESENTED

BIRMINGHAM, First
1 SANDRA KARAM
2 ROSY LATIMORE
3 BARBARA RUSSELL

BLOOMFIELD HILLS, Kirk/Hills
1 BOB BECK
2
3

BRIGHTON, First
1 NOT REPRESENTED
2
3

CANTON, Geneva
1 GAIL ANDERSON

CLARKSTON, Sashabaw
1 NOT REPRESENTED

DEARBORN, Cherry Hill
1 MARY BOUDREAU

DEARBORN, First
1 NOT REPRESENTED
2

DEARBORN, Littlefield
1 PAMELA MOORE

DEARBORN HGTS, St. Andrew's
1 NOT REPRESENTED

DETROIT, Broadstreet
1 NOT REPRESENTED
2

DETROIT, Calvary
1 ADRIENNE ADAMS
2 TRACEY KNOX

DETROIT, Calvin East
1
2

DETROIT, Fort Street
1 TIM MORAN

DETROIT, Gratiot Avenue
1 MARYANN BRANTLEY
2

DETROIT, Hope
1 DARYL TAYLOR
2 ROY WHITAKER

DETROIT, Jefferson Avenue
1 NOT REPRESENTED

DETROIT, St. John's
1 SHARON MOORE
2

DETROIT, Trinity Community
1 NOT REPRESENTED
2

DETROIT, Trumbull Avenue
1 NOT REPRESENTED
2

DETROIT, Westminster
1 JO WHITE
2 TAMMY WILLIAMS
3

FARMINGTON, First
1 COLEEN TAVOR

FORT GRATIOT, Lakeshore
1 NOT REPRESENTED

GARDEN CITY, Garden City
1 MIKE SMITH

GROSSE ILE, Grosse Ile
1 NOT REPRESENTED
2

GROSSE POINTE, Memorial
1 MARY LLOYD
2
3

GROSSE PTE WOODS, Woods
1 NOT REPRESENTED

HIGHLAND PARK, Park United
1 NOT REPRESENTED
2

HOWELL, First
1 NOT REPRESENTED

LINCOLN PARK, Lincoln Park
1 MARIANNE PROVENZANO

LIVONIA, Rosedale Gardens
1 DYCHE ANDERSON
2
3

LIVONIA, St. Paul's
1 KAREN BARSEY

LIVONIA, St. Timothy's
1 DENNIS DELEZENNE

MILAN, Peoples
1 NANCY KUZNIAR

MILFORD, Milford
1 NOT REPRESENTED
2

MT. CLEMENS, First
1 NOT REPRESENTED
2

NORTHVILLE, First
1 DEBBIE DUNBAR
2 WANDA MOON
3 CALVIN STROM

NOVI, Faith Community
1 NOT REPRESENTED

ORCHARD LAKE, Community
1 NOT REPRESENTED
2
3

PLYMOUTH, First
1 NOT REPRESENTED
2
3

PONTIAC, First
1 NOT REPRESENTED

PORT HURON, First
1 NOT REPRESENTED

REDFORD, St. James
1 NOT REPRESENTED

ROCHESTER, University
1 DOUGLAS FRYER
2 JANET TIRRELL
3

ROYAL OAK, First
1 NOT REPRESENTED
2

ROYAL OAK, Starr
1 RICHARD SMITH

SALINE, First
1 NOT REPRESENTED

SHELBY TWP., St. Thomas
1 CHUCK SADLER
2

SOUTH LYON, First
1 NOT REPRESENTED

SOUTHFIELD, Covenant
1 JANN PALMER

SOUTHFIELD, Korean
1 NOT REPRESENTED
2
3
4

SOUTHFIELD, New Hope
1 NOT REPRESENTED
2

ST. CLAIR SHORES, Lake Shore
1 NOT REPRESENTED
2

STERLING HGTS, New Life
1 NOT REPRESENTED

TAYLOR, Southminster
1 NOT REPRESENTED

TROY, First
1 JAMES MEINERSHAGEN

TROY, Korean First
1 NOT REPRESENTED
2

TROY, Northminster
1 NOT REPRESENTED

WALLED LAKE, Crossroads
1 NOT REPRESENTED

WARREN, Celtic Cross
1 NANCY MOORE

WARREN, First
1 ADAM DELEZENNE

WATERFORD, Community
1 JOANNE PRUDHOMME

WESTLAND, Kirk of Our Savior
1 NOT REPRESENTED

WHITE LAKE, White Lake
1 DEBBIE LENNIS

YPSILANTI, First
1 NOT REPRESENTED

**Presbytery of Detroit
Report of the Coordinating Cabinet
August 4, 2020**

1. The Coordinating Cabinet voted to call a special meeting of the Presbytery via Zoom for the purpose of election of a Transitional General Presbyter, approval of the terms of call, and changes to the budget based on the same.
2. The Coordinating Cabinet unanimously voted to present Floretta Barbee-Watkins to the Presbytery as the Transitional General Presbyter.

Pursuant to Article V, Section (3) of the Bylaws, the Coordinating Cabinet recommends that Presbytery approve the call of Rev. Floretta Barbee-Watkins to the position of Transitional General Presbyter. (Biography Paper Da).

3. After confirmation that Planning and Visioning moved approval of the changes to the budget, the Coordinating cabinet approved changes to the Presbytery operating budget based on the search expenses and terms of call. The terms of call are as follows:

Salary \$ 42,134.00; Housing Allowance \$ 52,000.00; Medical Reimbursement \$ 1,000.00; SECA \$ 6,857.00; Board of Pensions - Medical \$ 25,497.75; Pension \$ 11,219.01; Disability \$ 1,019.91; Professional Expenses - Travel \$ 6,660.00; Business Expenses \$ 3,000.00; Continuing Education \$ 2,500.00; Total Compensation: \$ 151,887.67.

Rev. Barbee-Watkins begins virtually September 16, 2020 and physically October 5, 2020.

The Coordinating Cabinet, after receiving a report indicating that Rev. Allen Timm's compensation was well below national averages, recommends that Presbytery adjust the 2020 budget to transfer 4,665.00 from Transitional General Presbyter Search Committee (Leadership Competency Assessment) into Executive Presbyter. The line item TGP Search Committee (Leadership Competency Assessment) was originally budgeted at \$7,500 and was a placeholder for competency assessment testing of candidates, if needed.

The Coordinating Cabinet recommends that Presbytery allocate an additional \$2,000 from TGP Search Committee (Leadership Competency Assessment) for moving expenses for Rev. Barbee-Watkins.

4. The Cabinet approved by common consent for Ms. Lewis to work on assembling a team to support Rev. Barbee-Watkins in her transition.



Reverend Floretta L. Barbee-Watkins

The Reverend Floretta L. Barbee-Watkins was born to the late Mr. and Mrs. Lawrence and Flossie E. Watkins in Atlanta, GA. She graduated from Walker High School and then matriculated to Mercer University in Macon GA where she earned a BA degree in Communications. In 1993, she graduated from Johnson C. Smith Seminary of the Interdenominational Theological Seminary with an emphasis in Homiletics and Christian Education. After Seminary she was ordained as Minister of Word and Sacrament and immediately began her vocational service to the church as Presbytery Staff of Campus Ministry at South Carolina State University and Claflin College. It was there that Reverend Watkins developed her approach to ministry as a “down to earth” minister serving with imagination, energy and humor.

After serving the campuses in Orangeburg SC, she received a call to

serve Pleasant Ridge of Lancaster SC and Hermon Presbyterian Church in Rock Hill, SC. Under her leadership, Hermon was able to erect a new worship facility right under 7000 square feet, consisting of a Sanctuary, classrooms and a fellowship hall. Reverend Barbee-Watkins was chosen to lead Hermon because of her dynamic preaching abilities as well as her abilities to understand generational characteristics and their impact on the church.

In 1997, Reverend Floretta Barbee-Watkins was commissioned to the rank of 1st Lieutenant in the United States Air Force National Guard as the first African American female Chaplain. She served as support to airmen and soldiers in the various situations including the floods of North Carolina in Kingston NC as well as deployment to Elmendorf, AFB in Alaska, and Osan, South Korea. In June 2017 she retired from the 145th Air National Guard with 20 years of service to our nation.

In 2002 Reverend Barbee-Watkins began her service at well-known Seigle Avenue Presbyterian Church. Known for its interracial make-up, Reverend Barbee-Watkins opened the doors for more inclusion and acceptance of all of God's children. With a strong emphasis on leadership development, Reverend Barbee-Watkins concentrates her efforts on a decentralized ministry style so that she can pour her energy into equipping lay leadership for ministry.

As the church transitions to new opportunities for service Reverend Barbee-Watkins continues to enhance her leadership skills, both formally and informally. Rev. Barbee-Watkins completed the Certificate of Executive Leadership with McCormick Theological Seminary and is currently a Doctoral Candidate for a Doctorate of Education (Ed.D) in Organizational Leadership. Her work will be around Clergy women and role congruity: The lived experiences of Female Clergy in the PCUSA. She plans to defend her dissertation and graduate this Summer.

Reverend Barbee-Watkins continues to serve the church with heart and soul. She has served on the Presbytery Council and served and chair of the Mission and Justice Committee of Council. She also proudly served

as the first African American Clergy woman Moderator of the Presbytery of Charlotte in 2013. Reverend Barbee-Watkins was nominated to serve on the Presbytery Mission Agency's Advocacy Committee for Women's Concerns, for the class of 2018. She serves as a member of the Presbytery Mission Agency Board.

Reverend Barbee-Watkins is the owner of **FlowMotion Coaching** a performance coaching company which focuses on the total person, mind, body and heart. As a certified coach in Social and Emotional Intelligence, she hopes to help professionals, entrepreneurs and leaders transform and synergize the FLOW of mind body and heart, so that they can live purposeful and powerful lives.

**Presbytery of Detroit
Minutes of the Stated Meeting
September 22, 2020**

The Presbytery of Detroit convened with prayer and a land acknowledgment in a stated meeting (unofficial) at 4:05 pm via Zoom technology. Rev. Julie Delezenne moderated the meeting and Rev. Marianne Grano served as clerk and secretary.

The Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Rev. Joanna Dunn the assistant to the clerk.

The Moderator welcomed all new ministers and commissioners.

Upon motion of the Stated Clerk Presbytery approved the docket with an amendment to move the treasurer's report earlier in the meeting.

Upon motion of the Stated Clerk Presbytery approved the special standing rules for the meeting.

Upon motion of the Stated Clerk Presbytery approved the seating of the following corresponding members: Edward Gehres, Presbytery of Philadelphia, Charles Hardwick, Synod of Covenant, and Floretta Barbee-Watkins, Charlotte Presbytery. An additional corresponding member was seated during the report of the Committee on Ministry.

Special Report, Self-Development of Peoples: Alonzo Johnson reported on behalf of Self-Development of Peoples ("SDOP") on the history and goals of that organization to create equity through non-paternalistic methods, such as grants to those who are helping themselves and who take ownership of the work to eradicate poverty in their communities. Margaret Mwale reported on behalf of SDOP, celebrating its 50th anniversary, regarding specifically the work of SDOP with mid-councils. Elder Sharon Oglesby reported on behalf of Detroit Presbytery's SDOP regarding local partners Brightmoor Makers Project, We the People of Detroit, and Warriors on Wheels.

Report from the Commissioners to the 224th General Assembly: Rev. Jasmine Smart reported on behalf of the Commissioners and shared a video created by all commissioners. Elder Barbara Swartzel reported that preparation included one hundred days of prayer, and that she experienced unfortunate misrepresentation of motives and failure to hear minority perspectives during the Assembly. Rev. Julie Delezenne reported missed building community together and that she experienced that the Assembly taking place electronically limited the possibilities for understanding one another's points of view. Elder Dave Bunch reported that the election of the co-moderators and the embracing of Matthew 25 were highlights of the Assembly. Rev. Mark Phillips reported being impressed by the technologies of the virtual Assembly but that Rev. Phillips missed the opportunity to be with other commissioners and the work of committees. Elder Stefanie Lewis reported that the lack of a committee process contributed to miscommunications and micro-

aggressions of racism, and that important work, particularly the Black Women and Girls report, was deferred to the next Assembly due to the participants' desire to limit the length of Zoom meetings. Elder Bunch reported that some of the reports which were deferred could be discussed at the Presbytery level immediately. Elder Lewis reported the Assembly's response to the sin of racism, including both overt and systemic racism, and the Assembly's affirmation that Black Lives Matter.

Report of the Synod of the Covenant: Rev. Chip Hardwick of the Synod of the Covenant reported that scholarships are available from the Synod, as well as emergency grants for higher education students, funding for racial ethnic congregations, and New Covenant grants for multicultural/justice ministries, congregational transformation, and higher education ministries, and that all the information would be available on the Synod website. Rev. Hardwick also reported that Elder Sharon Moore of Detroit Presbytery has been elected Stated Clerk of the Synod, and that the Synod would be saving money and assisting mission partners by moving its offices to the Kirk in the Hills church in Bloomfield Hills.

Report of the Transitional General Presbyter: Rev. Floretta Barbee-Watkins reported that she was able to visit the Detroit area and was also able to begin conducting staff meetings. Rev. Barbee-Watkins presented a video sharing her heart for God, for the church, and for the Presbytery, and her background as a lifelong Presbyterian who has worked particularly on ministries of justice and gender justice.

Associate Executive Presbyter's Report: CRE Charon Barconey reported more congregations have signed on to be Matthew 25 congregations, committed to building vital congregations, dismantling structural racism, and eradicating systemic poverty. CRE Barconey lamented the death of 200,000 Americans due to COVID-19, and shared her openness to change, hoping and trusting that each congregation will join in working together towards what God has in store for the Presbytery.

Worship: Elder Kevin Smith led worship on behalf of the Planning and Visioning team with a reading, 1 Corinthians 12:22-31, and prayer. The Presbytery moved into breakout rooms to share how COVID-19 has affected congregations and their current needs for support. Elder Smith closed worship in prayer.

The assembly observed a brief recess.

The moderator offered a prayer for openness.

Treasurer's Report: Elder Mike Gaubatz reported that Presbytery is forecasting approximately a \$70k deficit, as budgeted; both income and expenses are down. **Appendix A.** The format of the report has been adjusted to more accurately reflect the Presbytery's assets and liabilities. Elder Gaubatz responded to questions regarding the Presbytery's applying for Paycheck Protection Program ("PPP") funding, the Presbytery's financial situation compared to previous years, the ability of the body to direct the Trustees to apply for PPP, and the need for pulling funding from Presbyterian Investment and Loan investments if the Presbytery runs a deficit budget.

Report of the Coordinating Cabinet: Elder Stefanie Lewis reported for the Coordinating Cabinet. **Appendix B.**

Elder Lewis gave the floor to Elder Smith for questions regarding the budget proposal. **Appendix C.** Elder Smith, in turn, gave the floor to Rev. Kara Hildebrandt, chair of Trustees, to present the income side of the budget. Rev. Hildebrandt reported that per capita and investment income would no longer cover staff expenses, and also that as a matter of trustworthiness, Shared Mission income would be used only used for Shared Mission and would not subsidize other areas of the budget. Rev. Hildebrandt responded to a question regarding the projected decrease in investment income. Elder Smith and the Stated Clerk responded to questions regarding PPP application.

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

1. The Coordinating Cabinet reported the proposed budget for 2021 for a first reading. It will be proposed for approval at the November meeting of Presbytery.
2. The Coordinating Cabinet approved posting a document outlining 20 recommendations from the task forces related to racism within the Presbytery and the resignation of Michael Barconey, which shall be continually updated as to the status and progress of each recommendation.
3. The Coordinating Cabinet held a special meeting July 27 for the purpose of discussing the 2021 budget.
4. The Coordinating Cabinet referred the new job descriptions for staff, prepared by the Co-Acting Heads of Staff with the input of Presbytery Operations, back to Operations and the new Transitional General Presbyter and to bring back recommendations.

Vice Moderator Bunch moderated the following portion of the meeting.

Nominations: Elder Wendy Beck reported for the Committee on Nominations and requested that individuals self-nominate. Upon motion from the Committee on Nominations, Presbytery elected the following individuals as Commissioners to the Synod of the Covenant: Class of 2023, Elder Adrienne Adams, Detroit-Calvary; Class of 2022, Rev. James Monnett, Port Huron-First.

Trustees: Rev. Kara Hildebrandt reported on behalf of Trustees. **Appendix D.** Rev. Hildebrandt gave the floor to Rev. Delezenne for a report regarding Faith In Action grants. Rev. Delezenne reported that the team received eighteen applications and gave eleven grants, one more than the ten originally planned, due to extra funds left from the original Faith In Action grants, and that the team considered diversity in ministries and geographic area in awarding grants.

The Presbytery again observed a brief recess.

Moderator Delezenne moderated the following portion of the meeting.

Committee on Preparation for Ministry (“CPM”): Rev. Edward Dunn reported for the

Committee. **Appendix E.**

Rev. Dunn reported that Alexis Allum had been under care of the Presbytery of Detroit. The Presbytery conducted an examination for ordination of Alexis Allum, who responded to questions related to her statement of faith. Upon motion of Elder Kevin Smith, Presbytery voted to arrest the examination by a vote of 88 yes, zero no votes. After considerable discussion, the motion was withdrawn by its maker because Alexis Allum was scheduled for an examination in the Presbytery of call, ordinarily the proper body to examine her.

Committee on Ministry: Rev. Mark Phillips reported for the Committee. **Appendix F.** Upon motion of Rev. Phillips, Rev. Oghene'tega Swann was seated as a corresponding member from the Presbytery of Beaver-Butler. Upon motion from the Committee and by a vote of 85 yes, 0 no, Presbytery approved the commissioning of Ruling Elder Deborah Lennis to serve White Lake Presbyterian Church according to the covenant outlined in paper N-1, item 4, and to celebrate the sacraments and moderate Session in that commission. Upon motion from the Committee and by a vote of 85 yes, 0 no Presbytery approved the commissioning of Ruling Elder Joshua Archey to serve Crossroads—Walled Lake according to the covenant outlined in paper N-1, item 5, and to celebrate the sacraments and moderate Session in that commission.

Upon motion, Presbytery approved the Minimum Terms of Call for 2021 with 0% increase and no changes from the 2020 Terms of Call. A letter would be sent to congregations from the C & C sub-committee to clarify the reasoning and also encourage congregations to increase clergy compensation if possible (a list will be included of suggestions beyond a raise in salary).

Upon motion, Presbytery approved the following calls and contracts:

1. The 4/5-time call between the **Rev. Christina Lynn Hallam** and **Northminster, Troy** effective August 30, 2020. Terms of Call: Salary-\$22,790, Housing-\$15,000, BOP Medical-\$11,000, BOP Pension & Death & Disability-\$4,535, Social Security-\$2,891, Medical Deductible-\$378, Continuing Education-\$800, Professional Expenses-\$1,200. Total Compensation-\$58,594. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. The Rev. Hallam would attend a Pastors in Transition Program offered by the Executive Presbyters of the four Presbyteries of Michigan, cost to be borne by the church. The church would share with the pastor and the presbytery 1/3 of the cost for clergy coaching.
2. The call between the **Rev. Dr. Patricia Jacobs** and **University, Rochester Hills** effective October 1, 2020. Terms of Call: Salary-\$71,000, Use of Manse-\$24,000, Life Insurance-\$587, BOP dues with medical-\$35,367.19, Social Security-\$7,267.50, Continuing Education-\$2,000, Professional Expenses-\$5,000. Total Compensation-\$145,221.69. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One time moving expenses up to \$10,000. The Rev. Dr. Jacobs would attend a Pastors in Transition Program offered by the Executive Presbyters of the four Presbyteries of Michigan, cost to be borne by the church. The church would share with the pastor and the presbytery 1/3 of the cost for clergy coaching. The Detroit Presbytery requests the transfer of credentials from the North Central Iowa Presbytery.

3. The call between the **Rev. Dr. B. Ronald Gilmer** and **St. Thomas Community, Shelby Twp.** effective November 1, 2020. Terms of Call: Salary-\$50,500, Housing-\$18,000, BOP dues-\$ 25,345, Social Security-\$5,240, Dental-\$1,350, Continuing Education-\$1,000, Professional Expenses-\$4,365. Total Compensation-\$107,000. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. Paid sick leave of 2 weeks including 2 Sundays. Paid Clergy Renewal Leave of 3 months every 6 years. One time moving expenses up to \$10,000. Rev. Dr. Gilmer would attend a Pastors in Transition Program offered by the Executive Presbyters of the four Presbyteries of Michigan, cost to be borne by the church. The church would share with the pastor and the presbytery 1/3 of the cost for clergy coaching. The Detroit Presbytery requests the transfer of credentials from the New Hope Presbytery.
4. The part-time contract between **Ruling Elder Deborah Lennis** and **White Lake** effective September 11, 2020. Terms of Call: Salary-\$35,428, Other-\$1,875. Total Compensation-\$37,303. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church would pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats.
5. The part-time contract between **Ruling Elder Joshua J. Archey** and **Crossroads, Walled Lake** effective October 1, 2020. Terms of Call: Salary-\$20,997.60, Pension-\$2,516.80. Total Compensation-\$23,514.40. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition, Study Allowance-\$400, Professional Expenses-\$600. The church would pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats.
6. The Interim Pastor contract between the **Rev. Dr. James Monnett** and **Port Huron First** effective October 13, 2020. Terms of Call: Salary-\$38,000, Housing-\$21,000, Deferred Compensation 403b-\$8,000, BOP Medical-\$16,750, BOP Pensions-\$7,370, BOP Death/Disability-\$670, FICA-\$5,116, Medical Deductible-\$2,200, Continuing Education-\$2,000, Professional Expenses-\$3,200. Total Compensation-\$104,316. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. The church would pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
7. The part-time Stated Supply Pastor contract between the **Rev. Daniel Heaton** and **Troy First** effective August 16, 2020. Terms of Call: Salary-\$11,500, Housing-\$11,500, BOP-\$2,170, Study Leave-\$500, Tax-\$2,357, Reimbursable Expenses-\$500. Total Compensation-\$28,527. Vacation-4 weeks including 4 Sunday; Study Leave-2 weeks including 2 Sundays.
8. The Interim Pastor part-time (40 hours/week) contract extension between the **Rev. Beth E. Delaney** and **Community, Waterford** effective September 1, 2020-November 30, 2020. Terms of Call-Compensation rate of original full-time contract. Total Compensation-\$69,297. Vacation-5 weeks; Study Leave-2 weeks.

Upon motion Presbytery approved the installation of the **Rev. Dr. B. Ronald Gilmer** for November 7, 2020 at St. Thomas Community, Sterling Hts. Commission Members: the Rev. Julie Delezenne (Moderator of Detroit Presbytery), Teaching Elders-the Rev. Roxie Davis (At Large,

POD), the Rev. Julie Delezene (Warren First), the Rev. Judi McMillan (New Life, Sterling Hts.), Ruling Elders-Joelly Chiangong (Park United, Detroit), Ronald Hughes (Rosedale Gardens, Livonia), Frank Zeig (St. Thomas Community, Sterling Hts., Corresponding Member: the Rev. Dr. Rooney Sapler (New Hope Presbytery).

Upon motion Presbytery approved the dissolution of the relationship between the **Rev. Clint Cozier** and **Southminster, Taylor** effective October 31, 2020.

Presbytery celebrated the retirements of the Rev. John Pavelko, the Rev. Paul Stunkel, and the Rev. Ed Koster, longtime Stated Clerk of the Presbytery. Each minister made remarks and remarks from their friends and those they had served in ministry were shared. The remarks of former Executive Presbyter Rev. Al Timm regarding Rev. Ed Koster are appended. **Appendix G.**

Mission Interpretation Ministry Team: Elder Dennis Delezene reported on behalf of the Mission Interpretation Ministry Team and gave the floor to Elder Renee Danyo from the Educate a Child Workgroup of the Presbytery. Elder Danyo reported that the Educate a Child Workgroup was formed to respond to issues in education, including the privatization of public schools and the school-to-prison pipeline, and shared some of the ways the Workgroup's goals meshed with the Matthew 25 initiative as well. Elder Danyo reported that a congregation could become an Educate a Child Congregation as well as a Matthew 25 congregation.

Social Justice: Rev. Laura Kelsey reported on behalf of Social Justice and gave the floor to Unah Matu-Ngare, Hunger Ministries Coordinator of the Presbytery. Coordinator Matu-Ngare reported that hunger ministries fed over 31,000 persons in 2019 and that thousands of boxes of cereal have been collected in summer 2020. Many food ministries had become drive-through in the COVID-19 era. Coordinator Matu-Ngare shared her contact information.

Multicultural Ministries: Elder Sharon Moore reported on behalf of Multicultural Ministries. Elder Moore reported that Multicultural Ministries and Social Justice joined in the PCUSA Week of Action and held a rally for water justice with thirty riders, three support drivers, and fifty attendees. Elder Moore presented a video sharing the rally and charging the Presbytery in the words of Tracy Chapman, "all that you have is your soul." Elder Moore reported that Rev. Hildebrandt is working on sharing the stories and accounts of persons from Detroit particularly with stories from people of color sharing their histories.

The Stated Clerk's report was presented. **Appendix H.**

Upon motion of the Stated Clerk, the minutes of the June 16, 2020 meeting were approved as presented.

Upon motion of the Stated Clerk, the minutes of the August 4, 2020 meeting were approved as presented.

Upon motion of the Stated Clerk, the following was approved as part of the omnibus motion:

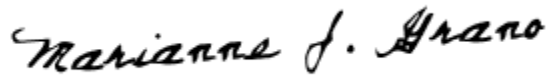
Upon motion of the Stated Clerk, the report of the commission to ordain Jenny Saperstein was

adopted.

Upon motion, Presbytery adjourned with prayer at 8:50pm.

The next meeting of the Presbytery will be November 21, 2020, at 9:00am.

ATTEST:

A handwritten signature in black ink that reads "Marianne J. Grano". The signature is written in a cursive, flowing style.

Marianne Grano, Stated Clerk

ATTACHMENT ONE: THE ROLL

APPENDICES:

Appendix A, Treasurer's Report

Appendix B, Coordinating Cabinet Report

Appendix C, Proposed 2021 Budget

Appendix D, Trustees' Report

Appendix E, Committee on Preparation for Ministry Report

Appendix F, Committee on Ministry Report

Appendix G, Remarks of Rev. Al Timm

Appendix H, Stated Clerk's Report

ATTENDANCE
SEPTEMBER 22, 2020
ZOOM

A. RULING ELDER MEMBERS ON CABINET			E	ANDREWS, DOYLL	E	PRICE, MICHAEL T.	
P	BECK, WENDY (CON)	A	LEE, ESTHER	E	AUSTIN, LARRY	E	PROVOST, KEITH
A	BLENMAN, MARTHA (CO. SEC)	A	MABEE, CHARLES	P	BEERY, ELDON	E	PRUES, LOUIS J.
P	BUNCH, DAVE (V-MOD)	P	MADDEN, JULIE	P	BLAIR, JOANNE	E	RATCLIFFE, ALBERT H.
C	DELEZENNE, DENNIS (MIMT)	A	MARES, MARK	E	BOEVE, PETER	E	ROBERTSON, ANN
A	FAIR, DEBORAH (MBPC)	A	MARKS, JULIE	E	BOLT, KENNETH	E	ROBERTSON, WILLIAM
P	GAUBATZ, MIKE (TREAS)	P	MARVIL, TIMOTHY	P	BROWNEE, RICHARD	P	RUSSELL, JAMES P.
A	GLENN, LARRY (CDT)	P	McCLOSKEY-TURNER, CATHARINE	E	BYARS, RONALD	E	SCRIBNER, LOREN
P	LEWIS, STEFANIE (CHAIR)	A	McGOWAN, EVANS	E	CAPPS, HARRY	E	SHIPMAN, JUDY
A	LOCKARD, JOAN(PW)	P	McMILLAN, JUDITH	E	CARLE, NANCY	E	SOEHL, HOWARD
P	MARICQ, CAROLYN (MIMT)	A	McRAE, BARBARA	E	CARTER, DOUGLAS D.	P	STUNKEL, PAUL
P	MOORE, SHARON (MCMT)	E	MILLER, J. SCOTT	E	CHAMBERLAIN, LAWRENCE	E	SOMMERS, CHARLOTTE
A	PRICE, LAURA (LEAD. EQUIP)	A	MILLS, JILL	E	CHAMBERS, JAMES C.	E	SWARTZEL, BARBARA G.
A	SADLER, CHUCK (P. MEN)	P	MONNETT, JAMES	E	CHOI, IN SOON	E	TAYLOR, J. BERNARD
P	SMITH, KEVIN (P&V)	A	MONSMA, GAIL	E	CLISE, W. KENT	E	TAYLOR, THEODORE, II
P	TALLANGER, CHIP (OPS)	A	MOOK, SHARON	E	COBLEIGH, GERALD R.	E	THORESEN, KATHRYN R.
		P	MOORE, PETER	E	COLON, LOIS	P	TIMM, ALLEN D
		A	MORGAN, JOANNE	E	CONLEY, JAMES H.	E	VANDERBEEK, RONALD
P	B. TEACHING ELDERS	A	MORROW, DUKE	E	CORSO, LINDA	E	WILHELMI, MARJORIE
A	AN, SAMUEL	A	MOZENA, SUSAN	E	COWLING, NEIL D.	E	WINGROVE, WILLIAM N
A	ANDERSON, BRYANT	A	NICKEL, EMMA	E	CRILLEY, ROBERT	E	WRIGHT, DONALD
P	ANDERSON, LINDA	A	NICKEL, MATTHEW	E	CROSS, PAUL D.	E	YUE, MYUNG JA
A	ANDERSON, LINDSEY	A	NUSS, STEVEN	E	DAVIS, ROXIE ANN	E	ZAMBON, WILLIAM
A	AUE, CRAIG	A	OBERG, ARTHUR	E	DAVIS, WILLIAM	E	ZIEGLER, JACK T.
A	BAHR-JONES, MARY	A	OSWALD, DIANE	E	DENNIS, WARREN		
A	BATTAGLIA, LEIA	A	OTT, JEFF	P	DENTON, GRETCHEN		D. STAFF & OTHERS
P	BECKMAN, MICHAEL	A	PARKER, OPELTON	E	DOWNES, ELIZABETH	P	EIBEN, DAWN
A	BOUSQUETTE, PAUL	P	PEERBOLTE, BETHANY	E	DOWNTON, DAVID	P	JENSEN, SANDRA
A	CAMPBELL, EMILY	P	PETERSON, TERESA	E	DUNIFON, WILLIAM	P	LEIGHT, SARAH
A	CHOI, SEUNG KOO	P	PHILLIPS, MARK	E	DYKSTRA, CRAIG R.	P	MATU-NGARE, UNAH
P	CHUNG, ISAAC	A	PHILLIPS, NATHANIEL	E	FINDLAY, WILLIAM		
A	CHURCH, HEIDI	P	PHILLIPS, SCOTT	E	FORSYTH, E. DICKSON		E. CERT. ASSOC. CHRISTIAN ED.
A	COCHRAN, LINDA	A	PICKRELL, BROOKE	E	FOSTER, JOHN	P	ARCHEY, JOSHUA
A	CORNFIELD, KEITH	A	PIECUCH, KEVIN	E	GERE, BREWSTER	A	JARRAIT, JOELLE
A	COZIER, CLINTON	E	PITTMAN, KELLY	E	HANNA, J. RICHARD	A	MERTEN, CINDY
A	DE ORIO, ANTHONY	A	PRENTICE-HYERS, MARY ELIZABETH	E	HARP, WILLIAM S.		
P	DELANEY, BETH	E	PUNTIGAM, JOEL	E	HARTLEY, THOMAS		F. COMMISSIONED RULING ELDERS
P	DELEZENNE, JULIE	P	REED, PHILIP	E	HATCHER, RUFUS	P	AZAR, RUTH
P	DEROSIA, MELISSA	A	RIKE, JENNIFER	P	HAYES, FRANCES	P	BARCONEY, CHARON
A	DIEHL, MARK	P	ROEDERER, RENEE	E	HELMKE, BEN	P	BASS, NANCY
A	DOYLE-HOHF, KATHLEEN	A	ROGERS, MELISSA ANNE	E	HENDERSON, RICHARD	P	CHIANGONG, JOELLY
P	DUNN, EDWARD	A	RUHF, AMY	E	JANSEN, ROBERT	A	HOFFMAN, MICHAEL
P	DUNN, JOANNA	P	RYAN, BREANNE	E	JEFFREY, JOHN	A	HUTCHENS, PAMELA
A	FAILE, JAMES	E	RYO, ANGELA	E	JOHNSON, KEVIN	P	MACKIE, KATE
P	FERGUSON, GUY THOMAS	E	SANDERFORD, JOHN	E	KAIBEL, KENNETH	A	SEILER, GORDON
A	FORGER, DEBORAH	P	SAPERSTEIN, JENNIFER	E	KNUDSEN, RAYMOND	A	SINGLEY, LINDA
A	FRANCIS, RAPHAEL B.	A	SCHAEFER, ANNE N.	E	KOGEL, LYNNE		
A	GABEL, PETER W.	A	SHELDON, ROBERT	P	KOSTER, EDWARD H.		H. PAST RULING ELDER MODERATORS
A	GEISELMAN, KEITH	A	SIAS-LEE, LAURA	E	LANGWIG, JANICE		ON CABINET
A	GODBEHERE, SARAH	E	SIMONS, SCOTT W.	E	LANGWIG, ROY	E	BOSTIC-ROBINSON, DIANE, PM
P	GRANO, MARIANNE	P	SMART, JASMINE	E	LISTER, KENNETH D.	E	ELLIS, HAROLD PM
A	GROSCH, ADAM	A	SMITH, BRYAN DEAN	E	LONGWOOD, MARJORIE	E	HYLKEMA, CAROL, PM
P	HAINES, ALEXANDER	P	SPALDING, RICK	E	MacINNES, JOHN D.	E	MORRISON, HELEN, PM
P	HALLAM, CHRISTINA	P	SPYCHER, JACQUILINE	E	McINTYRE, DEWITT	E	SEABROOKS, DOROTHY, PM
A	HANNA, RAAFAT	P	STUNKEL, KAREN	P	MICHALEK, DANIEL	E	WINSLOW, PAUL, PM
E	HARRIS, R. JOHN	A	TAN, HOTEK	E	MIHOCKO, DAVID		
A	HEATON, DAN	A	THODE, TED	E	MISHLER, JOHN		
P	HERRINGTON, RUTHANNE	P	THOMAS, CHRISTOPHER	P	NICHOLS, NEETA	P	G. CORRESPONDING MEMBERS
P	HILDEBRANDT, KARA	E	THWAITE, PAUL	E	NUSSDORFER, GUS		Rev. Chip Hardwick
P	JAMES, MICHELLE	A	TUCKER-LLOYD, IRIS	E	OLIVER, GARY		Synod of the Covenant/Miami
P	JOHNSON, KHAYLA	P	WHITLOCK, KELLIE	E	ORR, ROBERT C.	P	Rev. Dr. Flo Barbee-Watkins
P	JU, GWANGWOO			E	OWEN, DAVID		Charlotte
P	JUDSON, JOHN			E	OXTOBY, THOMAS	P	Rev. Edward Gehres, Jr
A	JUSINO, EDDIE		C. RETIRED TEACHING ELDERS	P	PAVELKO, JOHN		Philadelphia
P	KELSEY, LAURA	E	AARON, ESTELLE	P	PETERS, RICHARD	P	Tega Swann
A	KIM, ALEX	E	ALBRECHT, GLORIA	E	POLKOWSKI, WILLIAM		Beaver-Butler
A	KIM, Y. MONCH						

ATTENDANCE OF COMMISSIONERS AND CHURCHES
SEPTEMBER 22, 2020
ZOOM MEETING

ALLEN PARK, Allen Park

1 E. Susan Maxey
2
3

ANN ARBOR, Calvary

1 NOT REPRESENTED

ANN ARBOR, First

1 Bruce Thomson
2
3
4
5

ANN ARBOR, Northside

1 Sharon Lean

ANN ARBOR, Westminster

1 NOT REPRESENTED

AUBURN HILLS, Auburn Hills

1 NOT REPRESENTED

BELLEVILLE, Belleville

1 NOT REPRESENTED

BERKLEY, Drayton

1 Thomas Brenner

BERKLEY, Greenfield

1 Carol Van Hoef

BEVERLY HILLS, Northbrook

1 Daniel Gross

BIRMINGHAM, First

1 Sandra Karam
2 Lynda Martens
3

BLOOMFIELD HILLS, Kirk/Hills

1 Anita Pinson
2 Bobi Tallinger
3
4
5

BRIGHTON, First

1 Janet Budesky
2 Mark Dunny
3 Susan Willis

CANTON, Geneva

1 NOT REPRESENTED

CLARKSTON, Sashabaw

1 NOT REPRESENTED

DEARBORN, Cherry Hill

1 Mary Boudreau

DEARBORN, First

1 NOT REPRESENTED
2

DEARBORN, Littlefield

1 Robert Stead

DEARBORN HGTS, St. Andrew's

1 NOT REPRESENTED

DETROIT, Broadstreet

1 Sharon Oglesby
2

DETROIT, Calvary

1 Toni Cunningham
2 Edwin Fabre

DETROIT, Calvin East

1 NOT REPRESENTED
2

DETROIT, Fort Street

1 NOT REPRESENTED

DETROIT, Gratiot Avenue

1 MaryAnn Brantley
2

DETROIT, Hope

1 Daryl Taylor
2 Pricilla Washington

DETROIT, Jefferson Avenue

1 NOT REPRESENTED

DETROIT, St. John's

1 Jeane Moore
2

DETROIT, Trinity Community

1 NOT REPRESENTED
2

DETROIT, Trumbull Avenue

1 NOT REPRESENTED
2

DETROIT, Westminster

1 Jo White
2
3

FARMINGTON, First

1 Gerald Howe

FORT GRATIOT, Lakeshore

1 NOT REPRESENTED

GARDEN CITY, Garden City

1 NOT REPRESENTED

GROSSE ILE, Grosse Ile

1 Lindsey Williams
2

GROSSE POINTE, Memorial

1 Judy Massering
2 Bill Ball
3

GROSSE PTE WOODS, Woods

1 Diane Agnew

HIGHLAND PARK, Park United

1 NOT REPRESENTED
2

HOWELL, First

1 NOT REPRESENTED

LINCOLN PARK, Lincoln Park

1 Joshua McDonald

LIVONIA, Rosedale Gardens

1 NOT REPRESENTED
2
3

LIVONIA, St. Paul's

1 NOT REPRESENTED

LIVONIA, St. Timothy's

1 Dennis Delezenne

MILAN, Peoples

1 NOT REPRESENTED

MILFORD, Milford

1 NOT REPRESENTED
2

MT. CLEMENS, First

1 Dorothy Joseph
2

NORTHVILLE, First

1 Wanda Moon
2 Nancy Kaatz
3 Calvin Strom

NOVI, Faith Community

1 Susan Farooq

ORCHARD LAKE, Community

1 Carolyn Pender
2 Gordon Steele
3 Mike Starynchak

PLYMOUTH, First

1 Tom Weaver
2
3

PONTIAC, First

1 NOT REPRESENTED

PORT HURON, First

1 NOT REPRESENTED

REDFORD, St. James

1 NOT REPRESENTED

ROCHESTER, University

1 Paul Scobie
2 Doug Fryer
3 Jan Tirrell

ROYAL OAK, First

1 Theresa Henige

2 Christine Klein

ROYAL OAK, Starr

1 Richard Smith

SALINE, First

1 NOT REPRESENTED

SHELBY TWP., St. Thomas

1 NOT REPRESENTED
2

SOUTH LYON, First

1 NOT REPRESENTED

SOUTHFIELD, Covenant

1 Linda Layne

SOUTHFIELD, Korean

1 David Kim
2 Robert Lee
3

SOUTHFIELD, New Hope

1 Jay Yang
2

ST. CLAIR SHORES, Lake Shore

1 NOT REPRESENTED
2

STERLING HGTS, New Life

1 Bill Bowman

TAYLOR, Southminster

1 Patricia Fraser

TROY, First

1 Jim Meinershagen

TROY, Korean First

1 NOT REPRESENTED
2

TROY, Northminster

1 Judy Love

WALLED LAKE, Crossroads

1 Mary May

WARREN, Celtic Cross

1 NOT REPRESENTED

WARREN, First

1 Adam Delezenne

WATERFORD, Community

1 Alexandra Maguire

WESTLAND, Kirk of Our Savior

1 NOT REPRESENTED

WHITE LAKE, White Lake

1 Michele Dick

YPSILANTI, First

1 NOT REPRESENTED

The Presbytery of Detroit
Statement of Revenues and Expenditures
From 8/1/2020 Through 8/31/2020

*100 - Operating Fund
(In Whole Numbers)*

	<u>This Period</u>	<u>Year to Date</u>	<u>Annual Budget</u>	<u>Percent of Total</u>
	<u>Actual</u>	<u>Actual</u>		<u>Budget Remaining</u>
			There is 33% of the year remaining.	
Revenue				
Shared Mission	8,020	87,597	188,600	54%
Per Capita	20,830	177,343	368,570	52%
Investments (Fund 200)	10,044	97,793	166,861	41%
Joy & McKay Endowments	14,996	126,432	216,585	42%
Social Justice	0	6,300	6,000	-5%
Presbyterian Women	0	403	1,200	66%
General	0	88	0	
Total Revenue	<u>53,891</u>	<u>495,955</u>	<u>947,816</u>	<u>48%</u>
Expense				
Representation	0	0	1,200	100 %
Committee on Ministry	1,150	2,324	16,600	86 %
Preparation for Ministry	0	833	4,000	79 %
Trustees	5,505	75,166	144,000	48 %
Presbytery Operations	40,419	382,524	641,581	40 %
Congregational Develop't & Trans	0	3,461	14,700	76 %
Social Justice	0	22,500	37,450	40 %
Mission Interpretation	10,325	30,850	68,720	55 %
Leadership Equipping Ministry Team	0	2,120	30,600	93 %
New Church Dev/Redevelopment	0	17,500	17,500	0 %
Multicultural Ministry Team	0	300	16,000	98 %
Planning & Visioning	0	5,300	21,000	75 %
Coordinating Cabinet	0	679	3,750	82 %
Total Expense	<u>57,399</u>	<u>543,556</u>	<u>1,017,101</u>	<u>47 %</u>
Revenues Over (Under) Expenditures	<u>(3,508)</u>	<u>(47,601)</u>	<u>(69,285)</u>	

The Presbytery of Detroit

Balance Sheet

As of 8/31/2020

(In Whole Numbers)

	OPERATING FUNDS	RESTRICTED & ENDOWMENT FUNDS
	<u> </u>	<u> </u>
Cash		
	(91,251)	323,818
Total Cash	(91,251)	323,818
Investment Securities		
General Investments	3,773,754	0
Endowment - Comerica	1,518,681	17,702,690
Investment - P.I.L.P	983,309	0
Total Investment Securities	6,275,743	17,702,690
Receivables		
Church Loan Receivable - Module	56,000	0
Church Line of Credit Receivable	40,460	0
Misc Receivables	1,964	1,130
POD Grant Mortgage	432,393	0
Total Receivables	530,817	1,130
Other Assets		
	0	0
Total Other Assets	0	0
Total Assets	<u>6,715,309</u>	<u>18,027,638</u>
Miscellaneous Liabilities		
Accounts Payable - Module	2,500	(2,750)
Other	4,183	1,512
Total Miscellaneous Liabilities	6,683	(1,238)
Notes Payable to Presbyterian Church (U.S.A.)		
PCUSA Grant Mortgage Receivable	(194,018)	0
PCUSA Grant Mortgage Reserve	194,018	0
PCUSA Guaranteed Loans	(666,103)	0
P.I.L.P. Guaranteed Loans	(3,192,091)	0
Note Payable - PCUSA	666,103	0
Note Payable P.I.L.P	3,192,091	0
Total Notes Payable to Presbyterian Church (U.S.A.)	0	0
Total Liabilities	<u>6,683</u>	<u>(1,238)</u>
Unrestricted Net Assets/Equity		
	5,708,010	1,631,400
Total Unrestricted Net Assets/Equity	5,708,010	1,631,400
Restricted Net Assets/Equity		
	1,000,616	16,397,476
Total Restricted Net Assets/Equity	1,000,616	16,397,476
Total Net Assets/Equity	<u>6,708,626</u>	<u>18,028,876</u>
Total Liabilities & Net Assets/Equity	<u>6,715,309</u>	<u>18,027,638</u>

**Presbytery of Detroit
Report of the Coordinating Cabinet
September 22, 2020**

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

1. The Coordinating Cabinet reports the proposed budget for 2021 for a first reading. It is **Paper D-A**. It will be proposed for approval at the November meeting of Presbytery.
2. The Coordinating Cabinet approved posting a document outlining 20 recommendations from the task forces related to racism within the Presbytery and the resignation of Michael Barconey, which shall be continually updated as to the status and progress of each recommendation.
3. The Coordinating Cabinet held a special meeting July 27 for the purpose of discussing the 2021 budget.
4. The Coordinating Cabinet referred the new job descriptions for staff, prepared by the Co-Acting Heads of Staff with the input of Presbytery Operations, back to Operations and the new Transitional General Presbyter and to bring back recommendations.

2021 Presbytery Mission Celebration PROPOSED Operating (Fund 100) Budget

	2020 Budget	2021 Budget Requests	2021 Budget Proposed
Revenue			
<i>Shared Mission (POD portion)</i>	188,600		150,000
Per Capita Apportionment POD	\$ 368,570		\$ 348,759
Less: Per Capita Shortage	(15,000)		(15,000)
Prior Year Per Capita Receipts	15,000		15,000
Income from Fund 200 Capital Investment	51,357		39,505
Income from Fund 200 Cash Investment	105,000		100,000
Income from Joy Endowment	199,789		153,684
Income from McKay Endowment	16,796		12,920
Interest from PILP Investments	10,504		14,000
Presbyterian Women	1,200		1,200
PCUSA Grant: Hunger Coordinator	6,000		6,000
	\$ 947,816	\$ 826,068	\$ 826,068
Expenses			
<i>Congregational Development</i>	14,700	10,200	9,000
<i>Social Justice</i>	37,450	31,050	31,050
<i>Mission Interpretation</i>	68,720	56,351	47,300
<i>Leadership Equipping</i>	30,600	23,800	23,500
<i>New Church Development</i>	17,500	27,500	17,500
<i>Multicultural</i>	16,000	16,000	16,000
<i>Shared Mission Subtotal</i>	184,970	164,901	144,350
Nominations	-	-	-
Representation	1,200	700	600
Committee on Ministry	16,600	16,600	14,600
Committee on Preparation for Ministry	4,000	4,000	3,800
Trustees	144,000	133,200	133,200
Operations	641,581	627,565	627,565
Planning and Visioning	21,000	4,000	1,000
Coordinating Cabinet	3,750	3,200	3,200
	\$ 1,017,101	\$ 954,166	\$ 928,315
Revenues Over (Under) Expenses	(69,285)	(128,098)	(102,247)
10% Operations Reduction			62,757
Adjusted Revenues Over (Under) Expenses			(39,490)
OR 15% Operations Reduction			94,135
Adjusted Revenues Over (Under) Expenses			(8,112)

**Presbytery of Detroit
Report of the Trustees
September 22, 2020**

The Trustees report the following for the information of Presbytery:

1. PILP requested that the presbytery be a co-borrower instead of the guarantor of a loan for Southfield-Covenant and the trustees declined being a co-borrower of said loan.
2. The Trustees assigned negotiation of the lease of space at Westminster Presbyterian Church to a subcommittee, then, upon receiving the lease, assigned the Chair to execute the lease as presented and amended.
3. The Trustees approved a \$5k COVID-19 loan/grant to Detroit-Hope with the recommendation that the church develop a long-term plan for survival.
4. The Trustees authorized a change to the Policies and Procedures Manual, T-5: Lines of Credit, to read as follows:
 - (g) Line of Credit: Churches with property for sale and related cash flow issues will be referred to the Presbyterian Investment & Loan Program (PILP) for line of credit lending.
5. The Trustees assigned accounting manager Sarah Leight to investigate potential liability to the Presbytery of churches re-opening for in-person services during the COVID-19 pandemic.
6. The Trustees approved several changes to accounting practices recommended by the accounting manager, Sarah Leight, and the Treasurer, to more accurately convey the Presbytery's financial condition:
 - a. Carry PILP loans as a liability with an off-setting contra-liability to reflect the church's obligation to pay them.
 - b. Identify the amounts of loans held by individual church instead of as a lump sum.
 - c. Carry loans at the total of both the disbursed and approved-but-not-disbursed amounts.
7. The Trustees approved a credit card for the incoming Transitional General Presbyter, Floretta Barbee-Watkins with a \$5k limit.
8. The Trustees added the Zoom monthly subscription fee for the Presbytery office to the Routine Bills list for 2020.
9. The Trustees approved their budget proposal to be included in the overall Presbytery budget proposal for 2021.

10. The Trustees released \$20k from fund 200 to Alma College for its chapel using funds received from the recent campaign.
11. The Trustees began an investigation into the future technology needs of the Presbytery.
12. The Trustees assigned the Investment Committee with the task of reallocating funds as needed between the fixed income portfolio to the Schafer Cullen Large Cap Value to maximize investment income.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

September 22, 2020

The Committee on Preparation met on August 4, 2020 and submits the following report:

FOR INFORMATION:

The committee met with Commissioned Ruling Elder Candidates, **Josh Archey** and **Debbie Lennis** to conduct Final Assessments. The examinations of Josh and Debbie were sustained and it has been reported to the Committee on Ministry that they are now Eligible Commissioned Ruling Elder.

The committee met with **Bonnie Bakewell**, a member of First Presbyterian Church of Northville, and enrolled her as an Inquirer.

FOR ACTION:

1. Having met with and examined Alexis Allum, a Candidate under care of Detroit Presbytery, the CPM recommends that the Presbytery conduct an examination for ordination to the Ordered Ministry of Word and Sacrament.

Alexis received a M.Div. from Austin Presbyterian Theological Seminary, and has received a call to serve as a Resident Minister at Second Presbyterian Church of Indianapolis. Her biography and Statement of Faith included in this packet. The Presbytery is invited to ask questions of her Statement of Faith or in relation to her preparedness for ordained ministry.

Ordination to ordered ministry of teaching elder is an act of the whole church carried out by the presbytery, setting apart a person to ordered ministry. Such a person shall have fulfilled the ordination requirements of the presbytery of care and received the call of God to service to a congregation or other work in the mission of the church that is acceptable to the candidate and to the presbytery of call.

(G2.0701)

Respectfully submitted,

Rev. Mary Bahr-Jones

Rev. Edward Dunn

Co-Moderators

Lex Allum Updated Statement of Faith

I believe in the Living God, who alongside Jesus Christ - God's only Son and our Lord - and the Holy Spirit, compose the Holy Trinity. Three-in-one, the Trinity works for the good of the world to unite humanity with God.

Humanity, created in the image of God, receives the Trinity's work. Yet sin entered human lives, separating us from God. Because we are separated from God, we required a redeeming act of love only accomplished by Jesus Christ. Through Jesus' death on the cross and resurrection, humanity is reunited with God. We are invited into God's kingdom, both earthly and heavenly, where God's presence is abundant and grace overflows. We are clothed in the sanctifying acts of Christ Jesus.

Union with God is given to us by the grace of God, which is manifested through compassion shown to us in Jesus and lived out in Christian community. No one is separated from God's grace and I am convinced that nothing can separate us from this gift of grace, connection with God, or love extended to each of us.

Through these communal acts of grace and love extended by God, I find salvation through Jesus Christ; freely by God's goodness, through the willing death and triumphant resurrection of our Lord Jesus Christ. Who, being fully God and fully human, took on human form to deliver us from death knowing we could not do so ourselves and reunited us with Godself. We are invited to live out this salvation and experience union with Christ here and now, and forevermore.

The Holy Spirit is the tangible manifestation of our connection to Christ and the grace of God. Through the Holy Spirit we come to know God and experience what it means to be part of the Body of Christ. We are inspired, transformed, and brought together by this bond of the Holy Spirit, which we learn about through scripture and experience in relationship. The Holy Bible is God's inspired Word and a gift given by God, lived out in Jesus, and sustained for us in the Spirit.

I believe we are called to live in God's grace and we do so in the Church. With the community of believers, we proclaim Jesus as Lord and confess the saving acts of God. We worship, serve, and gain a better understanding of our Christian Vocation communally, affirming the truths of the scriptures, which helps reveal the life and nature of God.

I believe in the Holy Sacraments of Baptism and the Eucharist, which assist in bringing this heavenly promise to our earthly reality; where Christ meets us intimately and communally, connecting us to all the Saints. Through these sacraments we are joined together in the Body of Christ. In Baptism we affirm God's kingdom on earth and are refreshed in the redeeming waters of God's promise of new life. In these waters we are baptized into Christ, claimed by God, and made members of the Church. Through the Eucharist we come together with one another in community at the Table of God, which belongs only to God and are renewed in Christ.

Lex Allum Autobiography:

Born and raised just outside of Rochester, Michigan, I attended seminary in Austin, Texas and now serve Second Presbyterian Church in Indianapolis, Indiana as a Lake Fellow in Parish Ministry.

Growing up in the Midwest as an only child to Stu and Christine Allum, I had a wonderful childhood and one filled with faith. From birth until my early Twenties, I was raised in, and practiced the tradition of, the Lutheran Church Missouri Synod. From a young age I quickly learned the foundations of a Christian faith and for as long as I can remember, I have found peace, strength, and inspiration in holding fast to my belief in God. I attended LCMS schools until I enrolled at Michigan State University and was an active member in Lutheran churches all the way through college, serving in many leadership roles.

I became Presbyterian post my time at MSU while living in Ann Arbor, Michigan, and working as a Peer Minister for First Presbyterian Church. While I was not originally PC(USA) when I entered my time at First Pres Ann Arbor, my faith was well on its way to being formed – and Reformed - in adulthood. Through my time with youth, conversations with mentors, and the unmistakable formation that comes through participating in ministry, I became Presbyterian and began my journey towards seminary.

I matriculated at Austin Presbyterian Theological Seminary in the Fall of 2017. While the weather in Austin took some getting used to, the seminary itself felt like a fit right away; God's call in my life was unmistakable. Through my time at APTS, I grew exponentially in my spiritual life and my understanding of my call. I became an active member of the seminary community and felt enriched daily.

My call to ministry over the past years became solidified in my seminary experience and ministerial positions. I am convinced of my call to be a part of the mission of God and an advocate for the Body of Christ and hope to continuously learn and grow throughout my ministry.

While attending seminary I worked a few jobs. I was both a Research Assistant and a Resident Assistant at the seminary along with working downtown Austin as a waitress and at Westlake Hills Presbyterian Church as a seminary intern. While busy, these jobs continuously helped me develop and improve my interpersonal and ministerial skills. I learned – and continue to learn - how to be authentic in all situations.

As of August 17th, 2020 I work as a Lake Fellow at Second Presbyterian Church. The past four weeks have been both tough and lifegiving and I am looking forward to serving alongside the members of this congregation.

I am forever thankful for my family and for their constant support and encouragement in my life; all of whom have been supporters of my journey through seminary towards ordination and encourage me to strive for the best version of myself. Without any of these individuals I would have never have found the confidence to navigate ministry with the confidence and self-assuredness I possess. I am also grateful for my cute and very lovable cats, Luther and Beza.

Likewise, I am eternally grateful for all mentors, Pastors, congregations, seminaries, etc., who have affirmed me in ministry and continue to affirm my call. By the encouragement of all these individuals and groups of people, my ultimate goal is to serve as an Ordained Minister of the Word and Sacrament, assisting in God's mission for the world. I believe that I possess gifts of ministry in faith, leadership, authenticity and wisdom, and I am looking forward to a lifetime of learning!

Presbytery of Detroit

September 22, 2020

REPORT OF THE COMMITTEE ON MINISTRY

RECOMMENDATIONS TO THE PRESBYTERY

THE COMMITTEE ON MINISTRY RECOMMENDS THAT PRESBYTERY:

Terms of Call

1. **By motion, approve** the Minimum Terms of Call for 2021 with 0% increase and no changes from the 2020 Terms of Call. A letter will be sent to congregations from the C & C sub-committee to clarify the reasoning and also encourage congregations to increase clergy compensation if possible (a list will be included of suggestions beyond a raise in salary).

Calls/Contracts

1. **By motion, approve** the 4/5-time call between the **Rev. Christina Lynn Hallam** and **Northminster, Troy** effective August 30, 2020. Terms of Call: Salary-\$22,790, Housing-\$15,000, BOP Medical-\$11,000, BOP Pension & Death & Disability-\$4,535, Social Security-\$2,891, Medical Deductible-\$378, Continuing Education-\$800, Professional Expenses-\$1,200. Total Compensation-\$58,594. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. The Rev. Hallam 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching.
2. **By motion, approve** the call between the **Rev. Dr. Patricia Jacobs** and **University, Rochester Hills** effective October 1, 2020. Terms of Call: Salary-\$71,000, Use of Manse-\$24,000, Life Insurance-\$587, BOP dues with medical-\$35,367.19, Social Security-\$7,267.50, Continuing Education-\$2,000, Professional Expenses-\$5,000. Total Compensation-\$145,221.69. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One time moving expenses up to \$10,000. The Rev. Dr. Jacobs 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching. The Detroit Presbytery requests the transfer of credentials from the North Central Iowa Presbytery.
3. **By motion, approve** the call between the **Rev. Dr. B. Ronald Gilmer** and **St. Thomas Community, Shelby Twp.** effective November 1, 2020. Terms of Call: Salary-\$50,500, Housing-\$18,000, BOP dues-\$ 25,345, Social Security-\$5,240, Dental-\$1,350, Continuing Education-\$1,000, Professional Expenses-\$4,365. Total Compensation-\$107,000. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. Paid sick leave of 2 weeks including 2 Sundays. Paid Clergy Renewal Leave of 3 months every 6 years. One time moving expenses up to \$10,000. Rev. Dr. Gilmer 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. The church will share with the pastor and the presbytery 1/3 of the cost for

clergy coaching. The Detroit Presbytery requests the transfer of credentials from the New Hope Presbytery.

4. **By motion, approve** the part-time contract between **Ruling Elder Deborah Lennis** and **White Lake** effective September 11, 2020. Terms of Call: Salary-\$35,428, Other-\$1,875. Total Compensation-\$37,303. 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.
5. **By motion, approve** the part-time contract between **Ruling Elder Joshua J. Archey** and **Crossroads, Walled Lake** effective October 1, 2020. Terms of Call: Salary-\$20,997.60, Pension-\$2,516.80. Total Compensation-\$23,514.40. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition, Study Allowance-\$400, Professional Expenses-\$600. The church will pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats.
6. **By motion, approve** the Interim Pastor contract between the **Rev. Dr. James Monnett** and **Port Huron First** effective October 13, 2020. Terms of Call: Salary-\$38,000, Housing-\$21,000, Deferred Compensation 403b-\$8,000, BOP Medical-\$16,750, BOP Pensions-\$7,370, BOP Death/Disability-\$670, FICA-\$5,116, Medical Deductible-\$2,200, Continuing Education-\$2,000, Professional Expenses-\$3,200. Total Compensation-\$104,316. Vacation-4 weeks including 4 Sundays; Continuing Education-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.
7. **By motion, approve** the part-time Stated Supply Pastor contract between the **Rev. Daniel Heaton** and **Troy First** effective August 16, 2020. Terms of Call: Salary-\$11,500, Housing-\$11,500, BOP-\$2,170, Study Leave-\$500, Tax-\$2,357, Reimbursable Expenses-\$500. Total Compensation-\$28,527. Vacation-4 weeks including 4 Sunday; Study Leave-2 weeks including 2 Sundays.
8. **By motion, approved** the Interim Pastor part-time (40 hours/week) contract extension between the **Rev. Beth E. Delaney** and **Community, Waterford** effective September 1, 2020-November 30, 2020. Terms of Call-Compensation rate of original full-time contract. Total Compensation-\$69,297. Vacation-5 weeks; Study Leave-2 weeks.

Installations

1. **By motion, approve** the Service of Installation Commission for the **Rev. Dr. B. Ronald Gilmer** for November 7, 2020 at St. Thomas Community, Sterling Hts. Commission Members: the Rev. Julie Delezene (Moderator of Detroit Presbytery), Teaching Elders-the Rev. Roxie Davis (At Large, POD), the Rev. Julie Delezene (Warren First), the Rev. Judi McMillan (New Life, Sterling Hts.), Ruling Elders-Joelly Chiangong (Park United, Detroit), Ronald Hughes (Rosedale Gardens, Livonia), Frank Zeig (St. Thomas Community, Sterling Hts., Corresponding Member: the Rev. Dr. Rooney Sapler (New Hope Presbytery).

Dissolutions

1. **By motion, approve** the dissolution of the relationship between the **Rev. Clint Cozier** and **Southminster, Taylor** effective October 31, 2020.

Information

1. **By motion, COM approved** the self-study for **Mount Clemens First** and approved their forming a PNC.
2. **By motion, COM approved** the MIF for Resident Minister for Cooperative Parish for **Kirk in the Hills, Bloomfield Hills**.
3. **By motion, COM approved** the Resident Minister for Cooperative Parish position description for **Kirk in the Hills, Bloomfield Hills**.
4. **By motion, COM approved** the addition of the **Rev. Susan Thomas** to the Pulpit Supply List.
5. **By motion, COM approved** the addition of the **Rev. Dr. Charles (Chip) Hardwick** (Transitional Synod Executive) to the Pulpit Supply List.
6. **By motion, approve** the position description for an Interim for Mt. Clemens First.
7. **By motion, COM approved** the **Rev. Sarah Godbehere** as moderator at **Grosse Pointe Memorial, Grosse Pointe Farms** and recommend that she be compensated appropriately for any additional change in her responsibilities as Acting Head of Staff beginning May 1, 2021.
8. **By motion, COM approved** the **Rev. Jasmine Smart** as moderator at **Mount Clemens First** through October, 2020.
9. **By motion, COM approved** the **Rev. Dr. Nathaniel Phillips** as moderator at **Starr, Royal Oak**.
10. **By motion, COM approved** rescinding the request for transfer of the **Rev. Oghene'tega Swann's** credentials.
11. **By motion, COM approved** permission for the **Rev. Oghene'tega Swann** to labor within the Detroit Presbytery's bounds pending action from the Beaver-Butler Presbytery. COM will appoint a moderator for St. John's since the moderator must be a member of the Detroit Presbytery.
12. **By motion, COM approved** the request of credentials for the **Rev. Dr. Floretta Barbee-Watkins** from the Presbytery of Charlotte.

THE COMMITTEE ON MINISTRY REPORTS THE FOLLOWING ACTIONS TAKEN UNDER THE AUTHORITY THAT HAS BEEN GRANTED TO IT:

Calls/Contracts

1. **By motion, COM approved** the quarter-time Stated Supply Pastor contract between the **Rev. Opelton Parker** and **Broadstreet, Detroit** effective October 2, 2019. Terms of Call: Salary-\$11,343, Housing-\$6,000. Total Compensation-\$17,343. Reimbursements for mileage professional expenses, study leave or medical reimbursements are at the discretion of the pastor. Vacation-one month including 4 Sundays, Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition Seminars if he has not attended one in the past year.
2. **By motion, COM approved** the Stated Supply Pastor contract between the **Rev. Hotek Tan** and **Taiwanese Fellowship of Ann Arbor** effective January 1, 2020. Terms of Call: Salary-\$38,613, Housing-\$15,632, Utilities-\$3,482, Social Security-\$4,417, Full Pension-\$21,359, Medical Deductible-\$773, Continuing Education-\$1,102, Business Expenses-\$1,654. Total

Compensation-\$87,032. Vacation-one month including 4 Sundays, Study Leave-2 weeks.

3. **By motion, COM approved** the half-time Stated Supply Pastor contract between the **Rev. Jasmine Smart** and **Troy First** effective January 1, 2020. Terms of Call: Salary-\$24,335, Housing-\$9,000, Board of Pensions-\$3,667, Professional Reimbursements-\$1,000, Mileage Reimbursements-\$500, Study Leave-\$500. Total Compensation-\$39,002. This is a half-time contract with Kirk in the Hills so between the two churches: Vacation-4 weeks including 4 Sundays, Study Leave-2 weeks including 2 Sundays.
4. **By motion, COM approved** the part-time Commissioned Ruling Elder contract between **Ruling Elder Pamela Hutchens** and **Auburn Hills** effective January 1, 2020. Terms of Call: Salary-\$16,200, Other-\$1,240. Total Compensation-\$17,440. Vacation-4 weeks including 4 Sundays, Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Commissioned Ruling Elder to attend one of the Presbytery's Pastors in Transition retreats.
5. **By motion, COM approved** the part-time Temporary Supply Pastor contract between the **Rev. Christina Hallam** and **Northminster, Troy** effective February 9, 2020. Terms of Call: Salary-\$18,067, Housing-\$15,000, Pension/Medical-\$14,968, Social Security-\$2,530, Medical Deductible-\$330, Study Allowance-\$700, Professional Expenses-\$1,050. Total Compensation-\$52,645. Vacation-4 weeks including 4 Sundays, Study Leave-\$2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
6. **By motion, COM approved** the half-time Temporary Supply Pastor contract between the **Rev. Linda Anderson** and **South Lyon First** effective February 17, 2020. Terms of Call: Salary-\$23,250, Housing-\$12,000, Mileage-\$750. Total Compensation-\$36,000. Vacation-2 weeks including 2 Sundays, Study Leave-1 week including 1 Sunday. The church will pay for and allow time for the Half-Time Temporary Supply Pastor to attend the Presbytery's Transitional Ministry Workshop.
7. **By motion, COM approved** the revision of the Temporary Supply Associate Pastor contract between the **Rev. Linda Cochran** and **Orchard Lake Community** effective for 3 months beginning February 1, 2020. Terms of Call: Salary-\$8,100, Housing-\$35,000, RSP Salary Deferral-\$2,400, Travel-\$900, Study Leave-\$600, RSP Match-\$1,200. Total Compensation-\$48,200. Vacation-4 weeks including 4 Sundays, Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
8. **By motion, COM approved** the covenant between the **Rev. Isaac Chung** and **Lake Shore, St. Clair Shores** as Temporary Supply Pastor for 3 months, April 19-July 18, 2020. Terms of Call: Salary-\$3,000, Medical Reimbursement-\$3,500, Business Expenses-\$3,500 (includes transportation). Total Compensation-\$10,000.

9. **By motion, COM approved** the Temporary Supply Pastor contract revision between the **Rev. Teresa Peterson** and **Garden City** effective June 1, 2020. Terms of Call: Salary-\$28,840, Housing-\$20,600, Deferred Compensation (403B)-\$1,400, Medical-\$12,710, Pension-\$5,593, Death & Disability-\$509, SECA-\$3,892, Dental-\$443, Vision-\$47, Study Allowance-\$1,000, Professional Expenses-\$1,500. Total compensation-\$76,424. Vacation-one month including 4 Sundays; Study Leave-2 weeks. The church will pay for and allow time for the Temporary Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
10. **By motion, COM approved** the part-time contract extension between the **Rev. Richard Peters** and **Faith Community, Novi** effective June 22, 2020-September 7, 2020. Terms of Call: \$1250 per week. Total compensation-\$1250 per week.
11. **By motion, COM approved** the Temporary Supply Pastor contract between the **Rev. Michelle James** and **Faith Community, Novi** effective September 8, 2020. Terms of Call: Salary-\$54,000, Housing-\$4,000, Pension-\$21,460, SECA-\$4,437, Business/Professional-\$1,500, Continuing Education-\$1,000. Total compensation-\$86,397.
12. **By motion, COM approved** the Commissioned Ruling Elder contract between **Ruling Elder Kathleen Mackie** and **Rosedale Gardens, Livonia** effective April 15, 2020. Terms of Call: Salary-\$61,200, ½ of monthly medical benefits-\$744.31, monthly Dental -\$36.95, Conference or other continuing education-up to \$900 annually. Total compensation-\$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 Commissioned Ruling Elder to attend one of the Presbytery's Pastors in Transition retreats.
13. **By motion, COM approved** the call between the **Rev. Benjamin Larson-Wolbrink** and **Northbrook, Beverly Hills** effective September 1, 2020. Terms of Call: Salary-\$50,600, Housing-\$22,000, Deferred Compensation (403b)-\$2,400, BOP dues-\$27,750, Social Security-\$5,738, Dental-\$1,000, Medical Deductible-\$4,500, Continuing Education-\$2,000, Professional Expenses-\$2,000. Total compensation-\$117, 988. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One-time moving expense-\$8,400. Rev. Larson-Wolbrink 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.
The Detroit Presbytery requests the transfer of his credentials from the Presbytery of Hudson River.
14. **By motion, COM approved** the call between the **Rev. Jacqueline Spycher** and **Northville First** effective September 1, 2020. Terms of Call: Salary-\$36,000, Housing-\$36,000, BOP dues-\$26,640, Social Security-\$5,508, Medical Deductible-\$1,000, Continuing Education-\$1,000, Professional Expenses-\$3,000. Total compensation-\$109,148. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One-time moving expenses-\$10,000. Rev. Spycher 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.

- 15. By motion, COM approved** the Assistant Pastor contract between the **Rev. Junghyun Sean Moon** and **Korean Presbyterian Church of Metro Detroit, Southfield**, effective July 1, 2020. Terms of Call: Salary-\$30,000, Housing-\$35,000, Medical-\$16,900. SECA-\$4,972.50, Auto & Mileage-\$2,800, Continuing Education-\$1,500, Books & Subscriptions-\$1,200, Other Professional Expenses-\$1,800. Total compensation-\$94,172.50. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Assistant Pastor to attend one of the Presbytery's Pastors in Transition retreats.
- 16. By motion, COM approved** an updated half-time Stated Supply Pastor contract between the **Rev. Oghene'tega Swann** and **St. John, Detroit** effective April 8, 2020. Terms of Call: Salary-\$30,000, BOP Medical-\$11,334.84, BOP Pensions-\$3,300, BOP Death/Disability-\$300, Social Security-\$2,295, Medical-\$472, Study Leave-\$3,000, Professional Expenses-\$4,350. Total compensation-\$55,051.84. Vacation-2 weeks including 2 Sundays; Study Leave-1 week including 1 Sunday. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition Seminars.
- 17. By motion, COM approved** the part-time Commissioned Ruling Elder contract between **CRE Gordon Seiler** and **St. Andrew's, Dearborn Heights** effective July 1, 2020. Terms of Call: Services of Worship-\$150, Moderation of Session & Congregation meetings-\$100, Pastoral Calls or other duties-\$25 per hour plus mileage, Weddings & Funerals-to be paid by the family-\$150, Graveside Internment-\$50. The church will pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats.
- 18. By motion, COM approved** the 3-person team Interim Pastor contract between the **Rev. Dr. Brewster H. Gere**, the **Rev. Dr. Judy A. Shipman**, the **Rev. William R. Zambon** and **Saline First** effective September 13, 2020. Each person within the Interim Pastor team is a part-time position. Terms of Call: Salary-\$21,500, SECA-\$1,644.75. The church will pay 12% of the Interim Pastor Team's collective cash salary as post-retirement service dues.

Commissions

- 1. By motion, COM approved** the Service of Installation of the **Rev. Timothy D. Marvil** as Head of Staff, **Allen Park** on February 23, 2020 at 3:00 p.m. The commission Teaching Elder members: the Rev. Julie Delezenne representing the Presbytery of Detroit, the Rev. Phillip Reed- Grosse Ile, the Rev. Francis Hayes-Honorably Retired, the Rev. Gail Monsma-Mt. Clemens First. Ruling Elder members: Andrea Carlson-Allen Park, Dale Simon-Southminster, Barry Davis-Allen Park. Corresponding Member: the Rev. James Hegedus-Jackson First, Lake Michigan Presbytery.

Information

- 1. By motion, COM approved** Orchard Lake to form an APNC for an Associate Pastor search.
- 2. By motion, COM approved** Kirk in the Hills, Bloomfield Hills to form an APNC for an Associate Pastor for Youth search.
- 3. By motion, COM approved** the MIF for Plymouth First for the APNC.

4. **By motion, COM approved** moving the **Rev. Edward Koster, J.D.** to Honorably Retired effective July 1, 2020.
5. **By motion, COM approved** adding the **Rev. Blair Buckley** to the Pulpit Supply list.
6. **By motion, COM approved** the transfer of the **Rev. Michael Horlocker** to the Lake Michigan Presbytery.
7. **By motion, COM approved** the transfer of the **Rev. Dr. J. Bernard Taylor** to the National Presbytery.
8. **By motion, COM approved** permission for the CRE Nancy Bass Commission to include serving Communion, performing Baptisms, Moderating Session and performing weddings.
9. **By motion, COM appointed** the **Rev. Isaac Chung** as Moderator for **Crossroads, Walled Lake.**
10. **By motion, COM approved** the Interim MIF for **Port Huron First.**
11. **By motion, COM approved** the MIF for **Garden City.**
12. **By motion, COM approved** the self-study for **KPCMD** and permission to elect a PNC for Head of Staff.
13. **By motion, COM approved** granting the authority to Moderator Mark Phillips to approve the MIF for **Starr, Royal Oak** after discussion with the Rev. Nate Phillips and all parties involved.
14. **By motion, COM approved** the **Rev. Renee Roederer** as moderator for **Covenant, Southfield.**
15. **By motion, COM approved,** the **Rev. Joanna Dunn** as moderator for **University, Rochester** during the month of September, 2020.
16. **By motion, COM approved** the **Rev. Craig Aue** for the Pulpit Supply List.
17. **By motion, COM approved** the **Rev. Jeri Baker** for the Pulpit Supply List.
18. **By motion, COM approved** the **Rev. Amy Ruhf** for the Pulpit Supply List.
19. **By motion, COM approved** Joshua Archey to attend Week 1 of Transitional Ministry Education October 12-15.

STATEMENT OF FAITH

Debbie Lennis

This I believe!

I trust and believe in God the Father, Jesus the Son, and The Holy Spirit, and because I know that God created the entire world, I know God's love. We were created to care for His creation, to love each other, and to love God. Instead, we sinned. And still, He showed us forgiveness.

Because of His great love for us, He sent Jesus Christ, to dwell on earth as a human form of God himself. Fully human and fully God, Jesus walked along side us as we journeyed through life and showed us daily how to live and love and do good. Jesus walked with us, with sinners, with outcasts and with those who did not believe. He healed the sick, gave sight to the blind. He comforted the sad and mourning. He taught others, by his words and actions, how to believe, and in turn, I learn of his great love. He taught us the fruits of the spirit: kindness, empathy, patience, compassion, trust, faith and forgiveness. Jesus never questioned his destiny, he was obedient to his Father, suffering on the cross, rising from the dead and overcoming sin and death. Because of him, I don't question, I trust and believe. His promise of life everlasting sustains me and gives me glorious hope. God's raising his Son, Jesus Christ from death to life everlasting assures me of my everlasting life to come.

Because of Jesus' promise to be with us to the end, he sent his Spirit to be with us, speaking to us through scripture. The Spirit calls us to serve, in ministries and in service to God. The Spirit guides us and comforts us.

Together we worship and praise God's name, using scripture and witnessing our hope during all of life's circumstances. We are called to be together in worship and fellowship, study and service. Outwardly, the signs of our faith; baptism and the Lord's Supper, welcome us to be in Christ's presence where we get strengthened to be servants of the Lord. Being grateful for God's grace, knowing that we do not earn it but that its freely given. Grateful for God's gift of salvation through Jesus Christ, I know my duty is to show God's love, share His Word, and never stop living my life in such a way as to glorify His name.

AUTOBIOGRAPHICAL STATEMENT

Debbie Lennis

I believe faith is born in you and is then nurtured by your parents and those around you. It seems strange to say that a tiny baby is born filled with faith, but I believe not only does God predestine us to lead faith-filled lives, but who you are born to does as well. My personal faith could have gone a completely different direction 62 years ago. I was born to a woman who, although married and the mother of 3 older children, conceived me outside of her marriage. Because she couldn't lose her 3 older children, and her husband would never accept me, I was relinquished at birth, and then adopted by my parents. They were two of the most faith-filled people to walk the earth. Pictures show my arrival on September 17 and baptism on September 21. Would I be here today, following my call, if I hadn't made my way to George and Norma? I'll never know. Because of my faith, and what I believe to be true, I believe I am here because of God's plan for me, from day one.

I was raised in a Christian home, kindness and prayers a part of each day. I grew up at Cherry Hill Presbyterian, Sunday school, confirmation class, youth choir, youth group, I participated in the "Boars Head" Festival from its beginning. My friends were church friends. I eventually married, at Cherry Hill. My children were baptized there, and when I was 28 Dr. Frank Marvin asked me to be an Elder. I have been on a Session from that time forward.

My career at this point of life was to be a mom to my 3 children. I became Clerk of Session at White Lake PC in 1993, continuing that to this day. In that time, White Lake has had 5 Pastors, 2 of which were Interim, and I have worked and learned easily under each of their leadership. For 18 years, alongside caring for my family, I worked in direct sales, growing a successful business. In 2005, after being diagnosed with Multiple Sclerosis, it became apparent that the physical demands of my business were too much, so I 'retired' and almost simultaneously took over the Office Administrator position at White Lake PC, where I have remained to this day.

When I think about my destiny, I know it's because of my Father's love, even before I was here on earth, he knew me, that I'm here to walk this journey of love and faith and acceptance. When I think about my destiny, I know that each step has been guided by Jesus. I learned of God the Father and His Son's great love in times of trial and sickness and pain as well as moments of happiness. When I suffered a hemorrhagic stroke in front of the congregation of White Lake PC, I believe it was the calling to me, that by saving me, and letting me survive unscathed, I had a greater purpose. Jesus never questioned his destiny, he never said, "Why me?" And through all the things that life has thrown me in the past few years, it would have been easy to just say, "Why me, Lord?" But my faith, my belief that I was put here to do this, to be a CRE, to guide and love and teach and support others, prevented me from saying those words. When I contracted Covid-19 the middle of April, when I lost 2 weeks of time to work on my CRE final, I never said, "Why me?" I just knew, in my heart, that because of God's promises, I would finish.

As I move into my new destiny, as a CRE, I will continue to rely on the powers of my faith, my trust in my Father and His Son, and I will continue to listen, daily for the whispers from the Holy Spirit. Because of my beginning, being placed as an infant with parents who followed Jesus, I believe without a doubt that there has always been a plan for me life. Even if it took me 62 years to figure it out!

Personal Faith Statement

Joshua Archey

I believe in the love and the grace of the triune God, who through Jesus Christ, God's only Son, and by the Holy Spirit, which is God's presence working in us and through us, reaches out for us in all times and in all places. Wherever we find ourselves, God is with us, and Jesus is our Immanuel. God moves in us and through us by inspiring us with God's Holy Spirit, which leads us to work for the in-breaking of God's Kingdom in the here and now. When we follow God's call to love God with all our heart, soul, mind, and strength, and to love our neighbor as ourselves, we are working for a world in which we are truly one, united in the faith and knowledge that we are all beloved children of God. As someone with a disability, I feel strongly about all people's equality before God and humankind. As the children's song taught us when we were growing up, "Red and yellow, black and white, they are precious in His sight. Jesus loves the little children of the world."

We are all beloved children of God, and we are all invited to meet God in the person of His only Son, Jesus Christ. When we come to the table to break bread and drink wine together, we remember the life and death of our Lord, until He comes again in glory. Sharing bread and wine together is our claiming and re-affirming our place in the Body of Christ. When we share a meal with one another, we reaffirm our commitment to one another as we reaffirm our commitment to Christ. Nourished by this holy meal, we are sent out to make disciples of all nations, proclaiming the Good News to the poor, the widowed, the orphaned, and the oppressed.

When we baptize by water and the Spirit, we are acknowledging that the Spirit works in us and through us for the betterment of God's Kingdom. When a child is baptized, the family makes a commitment to love and nurture the child's faith in the triune God, who by water and the Spirit claims us as His own. The congregation also makes a commitment to love and nurture the child as he or she grows in faith. If we come to Christ later in life, we make these same commitments of our own volition, while still being surrounded by the love and support of the faithful community of which we are a part, as well as the larger Priesthood of all Believers.

The Bible reminds us that people of all generations, in all times and places, have felt joy and sorrow, love and loss, forgiveness and condemnation. Yet God sent Jesus Christ in human form to bear every burden, take on every hardship, so that by the grace of God, our sins are forgiven once and for all through Jesus' dying on the cross and rising again. When we confess our sins and acknowledge our shortcomings to God, Jesus offers us the grace of complete and total forgiveness. As a forgiven people, we can renew our work again as Christ's hands and feet in the world, trusting in Jesus, the Name above all names, to light our path towards a life fully committed to our Lord and Savior. As I live my life, I strive to love more deeply and completely, so that God can use me as an instrument of peace in the world. Becoming a CRE allows me to commit myself more fully to God's call, and to say, "Here I am, Lord." May we all hear Christ's call to us to work for a better world, and to care for God and our neighbor as ourselves. Amen.

Autobiographical Statement

Joshua Archey

My personal faith begins with my birth, or rather, surviving my birth, by God's grace, more than 40 years ago. On July 24th, 1979, I was born eleven weeks prematurely at South Georgia Medical Center in Valdosta, Georgia. The doctors gave me at best a fifty percent chance of survival. The stories related to me by my parents cannot be mere coincidence. They represent for me God as a real and active presence in my life. My parents were members of an adult Bible study group, which included my dad's flight surgeon, the doctor who checked all the pilots' health before they flew. (My dad was a WSO/Navigator in F-4 Phantoms in the U.S. Air Force). When I was born, my dad's flight surgeon, Dr. Hutchins, came to see me in the hospital, and told my dad, "This baby's not going to make it if he doesn't get more advanced medical care." Dr. Hutchins then called his Air Force colleagues at Wilford Hall Medical Center in San Antonio, Texas, then the Air Force's preeminent domestic medical center, and within hours, two doctors and a nurse were flying to Moody AFB, Georgia, while a medevac jet was dispatched from its base in St. Louis, Missouri to Moody AFB to pick up me and my parents. I had survived nine days in the Georgia NICU. When the doctors got me on the plane, they told my parents I was going to make it.

A couple months later, still in the hospital, but finally well enough to breathe on my own for short periods of time, I was baptized in the hospital chapel in San Antonio, Texas. Today, the facility has been downgraded to an ambulatory surgical center and the chaplain I spoke with did not have records of baptisms taking place in the late 1970s. However, I do have the record of my confirmation at Manchaca United Methodist Church in Austin, Texas in 1992, where my dad was stationed at Bergstrom AFB from late 1986 until his retirement from the Air Force in 1992.

I have always had a strong sense of call as a result of my survival. I have felt powerfully the urge to help, to support, to teach, and to minister to others going through life's trials and tribulations, as well as life's greatest joys. It took me many years to find my true calling. Every career inventory I have ever taken indicated strong skills pointing to a career as a pastor or a teacher. In college, my grandparents' minister, who was also my college religion professor at Kalamazoo College, Rev. Dr. Waldemar Schmeichel, encouraged me to consider the ministry. My parents urged me to get my teaching credential, so teaching won out, for a while, eventually leading me to become Director of Christian Education at First Presbyterian Church of Farmington in 2014, and a Certified Christian Educator in the PC(USA) in 2017.

Looking back, I should have seen where God was calling me. In graduate school, I became active in the Presbyterian Campus Ministry, the Koinonia Center at the University of Oregon, eventually becoming a student Board member. I also began to volunteer to visit members and friends of Central Presbyterian Church weekly in the hospital. Yet, education was where I stayed until the workload of maintaining a church youth program with not very many children or youth led me to re-examine who and where God was calling me to be. Through a discernment process that lasted over a year, I re-discovered my call to pastoral ministry and pastoral care, and my pastor recommended the CRE program.

Today, while I still feel the call to the ministry of pastoral care, I have found joy in sharing the story of God's love and God's grace with the whole church community as an intern and now as pulpit supply at Crossroads Presbyterian Church. Where I used to be terrified of public speaking, I now preach to the congregation in ways that I hope connects their everyday lives to their faith lives. I want them to see their everyday lives as an extension of their faith, of who God calls them to be and how God calls us to serve our neighbors in need. Our faith lives and our everyday lives need not be separate; they are and can be one and the same!

My faith grows out of a conviction that God calls us to help one another, supporting one another with Christ's love, Christ's peace, and Christ's grace. My faith permeates all that I do and all that I am. My faith is the reason why I go out of my way to help others, to call them, to say hello, to connect them to their faith and to their faith family. We are all children of God. As a child of God, everyone is included, and no one is excluded. If God can use me, a man with a physical handicap, to touch others, to care for others, and to care for God's creation, how much more can God do in the life of our church if we are only open to the possibilities God sets before us? I recall the words of the hymn *Immortal, Invisible, God Only Wise*. God is omnipotent, almighty, and with God, anything is possible. When we become the hands and feet of Christ in the world, we take a step towards creating a world in which all can come to know the love, the grace, and the peace of Christ that surpasses all understanding.

A Tribute on the Retirement of the Rev. Ed Koster, J.D.

Presbytery of Detroit

by

The Rev. Dr. Allen D. Timm, honorably retired, former Executive Presbyter

September 22, 2020

When I first came to the Presbytery in 2004 to serve as Executive Presbyter, I met with the staff to see what they were doing so I could learn more about the work of the Presbytery.

My conference with Ed Koster set me back for a moment. He said to me something like, I want you to know that my first loyalty comes to Christ and to the Presbytery. If you or anyone else ever does anything that harms Christ or the church, I will take any action necessary to protect the church and the presbytery.

At first I thought Ed was warning me. Then, as I thought more about it, I said to myself, "Of course. That is his job. It is about Christ and his church. What a gift to have a lawyer and a pastor as a clerk."

I soon realized his job wasn't just about transferring clergy and taking minutes for the Coordinating Cabinet, Trustees, and Presbytery. And being a parliamentarian. All of which he did with excellence and transparency.

And as an adjunct Professor at Ecumenical Theological Seminary he would often teach polity to students preparing for ministry. He loved to share his knowledge of polity and held quarterly clerk training meetings.

He often put to use his training from the University of Michigan in conflict resolution and strategic planning.

Ed used his training as a lawyer to help with Trustee matters, especially the transfer of property and adhering to the law in church matters. Or to help in matters of church discipline.

And Ed was always ready to help a church that called, and would go to meet with them wherever they were, about whatever they asked. He even conducted mission studies.

In his work he protected the church.

But I know he also loves the church.

There was the time I called him for help.

Some younger members of the Korean Presbyterian Church of Metropolitan Detroit, called me. It was a multicultural English speaking group that had its own worship service. They asked if there was a way for their worship committee to be independent, while still maintaining respect and loyalty to their elders.

Ed provided them a clear path. The group tried it. But later, when they wanted more independence, Ed laid out how a commission could become a new congregation with its own session. When the group asked for more freedom, the elders said, "You have our blessing to separate and here is a check for seed money for the first year and so you can call your own pastor."

He did not use the Book of Order as a club. When he heard a request, he did not say, "How can we keep this from happening," but rather said, "Let's think about what 'the good book' says about how we can do this, if it is God's will."

In the 16 years I worked with him, I always saw his love of Christ and his church. And by the way, that is why he stood for election as Stated Clerk of the General Assembly. He toured the country on his own nickel and listened to what leaders in the church needed. Then he wrote a book: [The Challenge of the Presbyterian Church: Opening Governance to the Movement of the Holy Spirit.](#)

Ed also worked hard to make sure churches were following the Good Book in their record keeping, so that they were keeping order.

Ed loves the church of Jesus Christ.

I would like to share parts of his journey as a follower of Christ.

He heard his call to ministry in worship aboard ship, and served a chaplain's assistant. He was Naval Officer and graduate of the US Naval Academy. He prepared for ministry at Union Theological Seminary in Richmond Virginia, and studied under one of the foremost Old Testament scholars, John Bright. There he heard the call to teach in seminary.

He entered the graduate program at the University of Michigan. After he passed his oral exams for his Ph.D., he followed God's call to serve as pastor of Calvary Presbyterian Church in Ann Arbor.

Later he heard another call into the practice of law, so went to law school at the University of Toledo, and set up a practice of general law. Along the way, a new call came, to blend the practice of law with serving the Church of Christ. The position of Stated Clerk of the Presbytery opened up. And he was elected to the position. He served as clerk for 25 years.

And as clerk, for years, Ed has taught Sunday school every week at his home church, the First Presbyterian Church of Ann Arbor. I often read his teaching outline, which he forwards to anyone who asks.

This evening I also want to acknowledge and thank Ed's dear wife Virginia, a social worker, a servant of Christ, who supported every call along the way. She helped the First Presbyterian Church of Ann Arbor hear the call to hands on mission, and a cluster group of churches in Washtenaw County.

So I thank God for calling Ed to ministry. He helped us to discern God's call in questions we would bring. He stood beside pastors and congregations. Ed stood by me as a colleague and a brother in Christ. He guided and protected the Presbytery of Detroit. He loves the church.

Like he first told me when I met with him, his call as clerk was to serve Christ and his church.

Jesus concluded the Sermon on the Mount with the parable of the house built on rock. He said that the one who hears his words and does them is like the one who builds a house on rock.

So is the legacy of the Rev. Edward Koster, JD. He built his house on rock. Not everyone liked when Ed spoke during his tenure, because sometimes he would be very firm. But that house built on rock stood the test of wind and rain. But he was faithful to his Lord and Savior, Jesus Christ, and to his church.

What a legacy Ed leaves in the Presbytery of Detroit.

I believe I join Jesus Christ in saying about Ed's faithful years of service, as a Teaching Elder and a lawyer, and a teacher,

"Well done, good and faithful servant."

**RECOMMENDATIONS OF STATED CLERK MARIANNE GRANO
TO THE PRESBYTERY OF DETROIT
September 22, 2020**

PART I: RECOMMENDATIONS FOR OPENING FORMALITIES PART OF THE DOCKET

1. DOCKET: Adopt the docket as presented.
2. EXCUSES: Excuse all continuing minister and elder members of Presbytery who have asked to be excused.
3. CORRESPONDING MEMBERS: Seat as corresponding members all eligible persons who are presented to the Presbytery and who register as corresponding members.

PART II: RECOMMENDATIONS AND INFORMATION UNDER BUSINESS

FOR ACTION

1. MINUTES: Approve the minutes of June 16, 2020 (**Paper B-2**), and August 4, 2020 (**Paper B-3**).
2. ADMINISTRATIVE COMMISSION REPORTS. Approve the reports of the following Commissions:
 - a) Ordination of Jenny Saperstein on July 19, 2020. (**Paper B-4**).

FOR INFORMATION

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
Jason Edward Pittman to Northern Kansas
Joseph Bernard Taylor to National Capital
Pamela Meilands to Carlisle
2. The review of Session minutes will be held virtually via Zoom technology on Saturday, November 7, from 10am to 11:30am with a presentation and Q & A following from 11:30-12 entitled, "Treasures of the Book of Order." The reading shall take place in the following manner:
 - a) Churches will be paired across the Presbytery.
 - b) Churches will arrange to receive one another's minutes and checklist by October 17. This can be done by emailing or file sharing minutes, mailing a copy of minutes, or arranging an inspection of the minutes.
 - c) Clerks or other representatives of Sessions shall complete a review and evaluation of the minutes and email the evaluation to the Stated Clerk prior to the Zoom meeting.
 - d) Clerks or other representatives of Sessions shall attend the review of minutes.
 - e) The presentation "Treasures of the Book of Order" is open to guests who pre-register by emailing the Stated Clerk at marianne@detroitpresbytery.org.
 - f) The results of the review shall be communicated to Presbytery at the next stated meeting.
3. The minutes of the Presbytery of Detroit were approved with exceptions at the Synod of the Covenant reading of minutes held virtually on August 19, 2020. The exceptions requiring correction have been corrected.

**Presbytery of Detroit
Minutes of the Special Meeting
October 13, 2020**

The Presbytery of Detroit convened with prayer and a land acknowledgment in a special meeting (unofficial) at 4:05 pm via Zoom technology. Rev. Julie Delezenne moderated the meeting and Rev. Marianne Grano served as clerk and secretary.

The Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Rev. Joanna Dunn the assistant to the clerk.

The Moderator welcomed all new ministers and commissioners.

Rev. Floretta Barbee-Watkins, Transitional General Presbyter, presented greetings and an introduction to the meeting.

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

1. To approve the docket as presented.
2. To approve the special standing rules.
3. To seat all eligible corresponding members presenting themselves for enrollment.

Motion carried.

Ordination of Alexis Allum. Rev. Edward Dunn reported on behalf of the Committee on Preparation for Ministry and moved to sustain the examination of September 22, 2020 and proceed to ordain Alexis Allum. Motion passed by common consent.

Ordination of Kelsey Sorge. Rev. Edward Dunn reported on behalf of the Committee on Preparation for Ministry and presented the candidate, whose papers were posted on the Presbytery website. **Appendix A.** Kelsey Sorge read her statement of faith and responded to questions regarding controversy and division in the church, the work of the Spirit in the church, and the future of the church. Upon motion of Rev. Dunn, the Presbytery arrested the examination by common consent. Upon motion of Rev. Dunn, the Presbytery approved the ordination of Kelsey Sorge.

Upon motion, Presbytery adjourned with prayer at 4:42pm.

The next meeting of the Presbytery will be November 21, 2020, at 9:00am.

ATTEST:

Marianne J. Grano

Marianne Grano, Stated Clerk

ATTACHMENT ONE: THE ROLL

APPENDICES:

Appendix A, Documents Presented Committee for Preparation for Ministry

ATTENDANCE OCTOBER 13, 2020 SPECIAL CALLED

	A. RULING ELDER MEMBERS ON CABINET				
	A. JUDSON, JOHN	A	THWAITE, PAUL	E	OLIVER, GARY
P	BECK, WENDY (CON)	A	TUCKER-LLOYD, IRIS	E	ORR, ROBERT C.
A	BLENMAN, MARTHA (CORP SEC)	P	WHITLOCK, KELLIE	E	OWEN, DAVID
P	BUNCH, DAVE (VICE MODERATOR)	P		P	OXTOBY, THOMAS
A	DELEZENNE, DENNIS (MIMT)	A	C. RETIRED TEACHING ELDERS	E	PAVELKO, JOHN H.
A	FAIR, DEBORAH (MBPC)	A	AARON, ESTELLE	E	PETERS, RICHARD
A	GAUBATZ, MIKE (TREAS)	A	AGNEW, ROBERT	E	POLKOWSKI, WILLIAM
A	GLENN, LARRY (CDT)	P	ALBRECHT, GLORIA	E	PRICE, MICHAEL T.
A	HENDERSON, RUTHENIA (OPS ALT)	A	ANDREWS, DOYLL	E	PROVOST, KEITH
A	HESS, VIC (P. MEN)	A	AUSTIN, LARRY	E	PRUES, LOUIS J.
P	LEWIS, STEFANIE (MOD)	A	BEERY, ELDON	E	RATCLIFFE, ALBERT H.
A	LOCKARD, JOAN(PW)	P	BLAIR, JOANNE	E	ROBERTSON, ANN
A	MARICQ, CAROLYN (MIMT)	A	BOEVE, PETER	E	ROBERTSON, WILLIAM
P	MOORE, SHARON (MCMT)	A	BOLT, KENNETH	E	RUSSELL, JAMES P.
A	PRICE, LAURA (LEADERSHIP EQUIP)	P	BROWNEE, RICHARD	E	SCRIBNER, LOREN
A	SADLER, CHUCK (P. MEN)	A	BYARS, RONALD	E	SHIPMAN, JUDY
A	SMITH, KEVIN (P&V)	A	CAPPS, HARRY	E	SOEHL, HOWARD
P	TALLANGER, CHIP (OPS)	A	CARLE, NANCY	E	SOMMERS, CHARLOTTE
		A	CARTER, DOUGLAS D.	E	STUNKEL, PAUL
	B. TEACHING ELDERS	A	CHAMBERLAIN, LAWRENCE	E	SWARTZEL, BARBARA G.
A	AN, SAMUEL	P	CHAMBERS, JAMES C.	E	TAYLOR, THEODORE, II
A	ANDERSON, BRYANT	A	CHOI, IN SOON	E	THORESEN, KATHRYN R.
A	ANDERSON, LINDA	A	CLISE, W. KENT	E	TIMM, ALLEN D.
A	ANDERSON, LINDSEY	A	COBLEIGH, GERALD R.	E	VANDERBEEK, RONALD
A	AUE, CRAIG	E	COLON, LOIS	P	WILHELMI, MARJORIE
A	BAHR-JONES, MARY	A	CONLEY, JAMES H.	E	WINGROVE, WILLIAM N
P	BREBEE-WATKINS, FLORETTA	A	CORSO, LINDA	E	WRIGHT, DONALD
A	BATTAGLIA, LEIA	A	COWLING, NEIL D.	E	YOON, HAK SUK
P	BECKMAN, MICHAEL	A	CRILLEY, ROBERT	E	YUE, MYUNG JA
A	BOUSQUETTE, PAUL	A	CROSS, PAUL D.	E	ZAMBON, WILLIAM
P	CAMPBELL, EMILY	A	DAVIS, ROXIE ANN	E	ZIEGLER, JACK T.
A	CHOI, SEUNG KOO	A	DAVIS, WILLIAM		
A	CHUNG, ISAAC	A	DENNIS, WARREN		D. STAFF & OTHERS
A	CHURCH, HEIDI	A	DENTON, GRETCHEN	P	EIBEN, DAWN
A	COCHRAN, LINDA	A	DOWNS, ELIZABETH	P	JENSEN, SANDRA
A	CORNFIELD, KEITH	A	DOWNTON, DAVID	P	LEIGHT, SARAH
A	COZIER, CLINTON	A	DUNIFON, WILLIAM		
A	DE ORIO, ANTHONY	P	DYKSTRA, CRAIG R.		E. CERT. ASSOC. CHRISTIAN ED.
A	DE ROSIA, MELISSA	P	FINDLAY, WILLIAM	A	JARRAIT, JOELLE
A	DELANEY, BETH	P	FORSYTH, E. DICKSON	A	MERTEN, CINDY
P	DELEZENNE, JULIE	A	FOSTER, JOHN		
A	DIEHL, MARK	A	GERE, BREWSTER		F. COMMISSIONED RULING ELDERS
A	DOYLE-HOHF, KATHLEEN	A	HANNA, J. RICHARD	A	ARCHEY, JOSHUA
P	DUNN, EDWARD	A	HARP, WILLIAM S.	A	AZAR, RUTH
P	DUNN, JOANNA	E	HARTLEY, THOMAS	P	BARCONEY, CHARON
A	FAILE, JAMES	P	HATCHER, RUFUS	P	BASS, NANCY
A	FERGUSON, GUY THOMAS	A	HAYES, FRANCES	A	CHIANGONG, JOELLY
A	FORGER, DEBORAH	A	HELMKE, BEN	A	HOFFMAN, MICHAEL
A	FRANCIS, RAPHAEL B.	A	HENDERSON, RICHARD	A	HUTCHENS, PAMELA
P	FRAZIER, ANDREW	A	JANSEN, ROBERT	A	LENNIS, DEBBIE
A	GABEL, PETER W.	A	JEFFREY, JOHN	A	MACKIE, KATE
A	GEISELMAN, KEITH	A	JOHNSON, KEVIN	A	SEILER, GORDON
A	GILMER, B. RONALD	P	KAIBEL, KENNETH	A	SINGLEY, LINDA
A	GODBEHERE, SARAH	P	KNUDSEN, RAYMOND		
P	GRANO, MARIANNE	A	KOGEL, LYNNE		H. PAST RULING ELDER MODERATORS NOT ON CABINET
A	GROSCH, ADAM	A	KOSTER, EDWARD H.	P	BOSTIC-ROBINSON, DIANE, PM
A	HAINES, ALEXANDER	A	LANGWIG, JANICE	E	ELLIS, HAROLD PM
A	HALLAM, CHRISTINA	E	LANGWIG, ROY	E	HYLKEMA, CAROL, PM
A	HANNA, RAAFAT	P	LISTER, KENNETH D.	E	MORRISON, HELEN, PM
E	HARRIS, R. JOHN	P	LONGWOOD, MARJORIE	E	SEABROOKS, DOROTHY, PM
A	HEATON, DAN	P	MacINNES, JOHN D.	E	WINSLOW, PAUL, PM
A	HERRINGTON, RUTHANNE	A	McINTYRE, DEWITT	E	
A	HILDEBRANDT, KARA	A	MICHALEK, DANIEL		
P	JACOBS, PATRICIA	A	MIHOCKO, DAVID		G. CORRESPONDING MEMBERS
P	JAMES, MICHELLE	A	MISHLER, JOHN		
P	JOHNSON, KHAYLA	A	NICHOLS, NEETA		
A	JU, GWANGWOO	A	NUSSDORFER, GUS		

**ATTENDANCE OF COMMISSIONERS AND CHURCHES
OCTOBER 13, 2020 SPECIAL CALLED**

ALLEN PARK, Allen Park

1 E. SUZAN MAXEY

2

3

ANN ARBOR, Calvary

1

ANN ARBOR, First

1 DIANE HOCKETT

2 BRUCE THOMSON

3

4

5

ANN ARBOR, Northside

1

ANN ARBOR, Westminster

1

AUBURN HILLS, Auburn Hills

1

BELLEVILLE, Belleville

1

BERKLEY, Greenfield

1

2

BEVERLY HILLS, Northbrook

1

2

BIRMINGHAM, First

1 SANDRA KARAM

3

3

BLOOMFIELD HILLS, Kirk/Hills

1 DON GUTHRIE

2 ROBERT HEUER

3 WENDY MYERS

4 ANITA PINSON

5 BOBI TALLINGER

BRIGHTON, First

1

2

3

CANTON, Geneva

1

2

CLARKSTON, Sashabaw

1

DEARBORN, Cherry Hill

1 MARY BOUDREAU

DEARBORN, First

1

2

DEARBORN, Littlefield

1

DEARBORN HGTS, St. Andrew's

1

DETROIT, Broadstreet

1

2

DETROIT, Calvary

1 ADRIENNE ADAMS

2

DETROIT, Calvin East

1

2

DETROIT, Fort Street

1

DETROIT, Gratiot Avenue

1

2

DETROIT, Hope

1 DARYL TAYLOR

2

DETROIT, Jefferson Avenue

1

2

DETROIT, St. John's

1

2

DETROIT, Trinity Community

1

2

DETROIT, Trumbull Avenue

1

2

DETROIT, Westminster

1 PATRICIA BRANDENBERG

2 JOANNE WHITE

3 TAMMY WILLIAMS

FARMINGTON, First

1

2

FERNDALE, Drayton Avenue

1

FORT GRATIOT, Lakeshore

1

GARDEN CITY, Garden City

1

GROSSE ILE, Grosse Ile

1 KERRI KWOLEK

2 LYNDESEY WILLIAMS

GROSSE POINTE, Memorial

1

2

3

4

GROSSE PTE WOODS, Woods

1 DIANE AGNEW

HIGHLAND PARK, Park United

1

2

HOWELL, First

1

LINCOLN PARK, Lincoln Park

1

LIVONIA, Rosedale Gardens

1 DYCHE ANDERSON

2

3

LIVONIA, St. Paul's

1

LIVONIA, St. Timothy's

1

MILAN, Peoples

1

MILFORD, Milford

1

2

MT. CLEMENS, First

1

2

NORTHVILLE, First

1

2

3

NOVI, Faith Community

1

2

ORCHARD LAKE, Community

1

2

3

PLYMOUTH, First

1 TOM WEAVER

2

3

PONTIAC, First

1

PONTIAC, Joslyn Avenue

1

PORT HURON, First

1

2

REDFORD, St. James

1

ROCHESTER, University

1 DOUGLAS FRYER

2 JANET TIRRELL

3

ROYAL OAK, First

1

2

3

ROYAL OAK, Starr

1 RICHARD SMITH

SALINE, First

1

SHELBY TWP., St. Thomas

1

2

SOUTH LYON, First

1

SOUTHFIELD, Covenant

1

SOUTHFIELD, Korean

1

2

3

4

SOUTHFIELD, New Hope

1

2

ST. CLAIR SHORES, Lake Shore

1

2

STERLING HGTS, New Life

1

TAYLOR, Southminster

1

TROY, First

1 JAMES MEINERSHAGEN

TROY, Korean First

1

2

TROY, Northminster

1

WALLED LAKE, Crossroads

1

WARREN, Celtic Cross

1

WARREN, First

1

WATERFORD, Community

1

WESTLAND, Kirk of Our Savior

1

WHITE LAKE, White Lake

1

YPSILANTI, First

1

From the COMMITTEE ON PREPARATION FOR MINISTRY

October 13, 2020

The Committee on Preparation met on October 6, 2020 and brings the following motion to the Presbytery:

The Committee on Preparation for Ministry moves that the Presbytery of Detroit examine Kelsey Sorge for ordination to the office of Minister of Word and Sacrament.

If this motion is approved, the Committee on Preparation for Ministry provides the following documents to the Presbytery to assist in its examination of Ms. Sorge:

Autobiographical Statement
Statement of Faith

Kelsey Sorge is a Candidate under care of the Presbytery of Scioto Valley, finally assessed as ready to be examined for ordination by that presbytery's Commission for Church Professionals on May 4, 2020. She has received a call to serve as Associate Pastor at Kirk in the Hills, Bloomfield Hills, MI.

The Presbytery is invited to ask questions of his/her Statement of Faith or in relation to her preparedness for ordained ministry.

Ordination to ordered ministry of teaching elder is an act of the whole church carried out by the presbytery, setting apart a person to ordered ministry. Such a person shall have fulfilled the ordination requirements of the presbytery of care and received the call of God to service to a congregation or other work in the mission of the church that is acceptable to the candidate and to the presbytery of call.
(G2.0701)

Respectfully submitted,

Rev. Edward Dunn

Co-Moderator, Committee on Preparation for Ministry

I believe in one God, the Holy Trinity; God the Creator, Jesus the Redeemer and the Holy Spirit the Sustainer. God forever was, is, and forever will be. Humans cannot fully comprehend or explain God's being, nor is God bound by time, space, gender, or language. God is love.

Out of God's great love God brought a perfect creation into existence. Sin entered the world, and the perfect relationship between God and humanity was broken. All of creation, land, animals, and humans, were affected by this brokenness and no human works could rectify it. Out of love for creation, though, God sent God's only son in human form by way of a miraculous birth into the world. After Jesus performed many miracles, Jesus was convicted a criminal, and blameless, he suffered and died on a cross in order to bear the sins of the world.

Jesus conquered death, and rose from the dead three days later. Jesus appeared to many and then ascended into Heaven to sit at the right hand of the Creator. While sin remains in creation, Jesus's death and resurrection was an atoning sacrifice for sin. Through Jesus, humans can again be in perfect relationship with God.

Jesus ascended into Heaven, and in the absence of his physical presence God provided the gift of the Holy Spirit out of continued love. The Holy Spirit remains with humanity always to guide and protect. It is by the power of the Holy Spirit that God works through humanity to bring God's light into the world.

In response to God's amazing grace, the church is free to serve faithfully in the world by proclaiming God's love with word, service, relationships and sacraments. Through sacraments, the Church declares and affirms its faith. In baptism God claims us as God's own and renews us through cleansing with water. As a church we declare our own faith and promise to live as a community who loves and believes in the grace and love of God. The sacrament of communion is a reminder of God's unfailing love and atonement of our sins for all of eternity, in which we can partake with gladness. By partaking in communion we can grasp God's very real presence in our lives today.

Through word, service and relationship in the world the church continues in the work set forth by Jesus. The church is called to love one another as Jesus demonstrated, so that all people may know grace, forgiveness and belonging in its fullness.

Through Scripture, the Word of God is proclaimed to humanity and God's being is revealed through the inspired words written by humans. These holy words teach of God's grace and mercy, and encourage us to live by its teachings while reminding us that failure is met with love and forgiveness. We are assured of God's desire to be in relationship with us and all of creation.

Through confessions and creeds, we can know how the Reformed tradition has been shaped by past men and women, and we can look to those doctrines for guidance in the church, as well as for hope in the ever evolving nature of our tradition.

Kelsey Sorge
Autobiography

My family is not what some may call a “religious” family; however, when I was young, it was a requirement for us all to go to church on Sundays. We attended a non-traditional Presbyterian church in Ohio, and though I resisted church as a child, I enthusiastically got involved in youth group, service, and leadership in various ways as a teenager and young adult.

Faith was an important part of my life, but I never considered parish ministry as my calling. I attended The Ohio State University for undergraduate and graduate degrees in Middle Childhood Education. At the time, I believed my calling was to teach in a school, but by the time I graduated I recognized God’s call on my life to serve people in a different way. My freshman year I joined a college ministry group, and my faith was challenged immensely through this experience. I was indirectly taught to doubt my ability to lead in the church because of my gender, but I also learned the importance of vulnerability and healing both from friends and family and from God’s grace. It was not an aspect of my faith that I had addressed much beforehand. Being a part of this theologically conservative group I started to question my faith for the first time; however, I felt unable to work through those questions and struggles with friends and leaders serving in this ministry.

During my sophomore year of college I began serving as a Youth Assistant at my home church. I worked closely with the Youth Pastor there to help organize Bible studies, outings, retreats, mission trips, and Sunday school curriculums. He challenged me to think theologically, pushed me in my leadership abilities, and encouraged me to experience the love of God in real, tangible ways. Not only did I grow in my own faith through this position, but I developed my own sense of call for youth ministry as well. For a short time I assumed I would simply continue on in this role, even as I began my teaching career, but God had different plans for me. When I finally voiced the call I had heard from God for my life, I was met with support and encouragement from friends, family, and mentors.

The next step was seminary. I attended Princeton Theological Seminary, and the first year of my seminary experience challenged me in ways I had never been challenged before. On one hand, I was learning new and exciting interpretations of the Bible and of theological concepts, but on the other hand, the work was difficult and I seemed to lose God’s place in my life. It took a significant amount of time and effort to learn how to incorporate a personal, meaningful faith with the academic theological thinking that was new and demanding. The combination resulted in a deeper, more authentic faith than I had ever experienced in my life. I learned how to articulate my faith better in classes, but I also learned how to value and interact with God’s people in the world better through student organizations, field education placements, and conversations with friends and colleagues.

Throughout my life, my experiences with God and other people have awoken a deep desire in me to love others in liberating and meaningful ways. I know that God is calling me to be a leader in the church; to help guide, love, empower, and nurture faith in and with God’s people. I am prepared to do the work necessary to follow that call well.

**Presbytery of Detroit
Minutes of the Stated Meeting
November 21, 2020**

The Presbytery of Detroit convened with prayer and a land acknowledgment in a stated meeting (unofficial) at 9:01 am via Zoom technology. Rev. Julie Delezenne moderated the meeting and Rev. Marianne Grano served as clerk and secretary.

The Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Rev. Joanna Dunn the assistant to the clerk.

The Moderator welcomed all new ministers and commissioners.

Upon motion of the Stated Clerk Presbytery approved the following as Omnibus #1:

Approved the docket as presented.

Approved the special standing rules.

Approved any eligible corresponding members presenting themselves for enrollment.

Report from Rev. Chip Hardwick, Synod of the Covenant: Rev. Hardwick reported that the Synod awarded 61 higher education scholarships, and that he was personally in prayer and working to provide support for Advent worship during the COVID-19 pandemic.

Special Report, Care Village: Bob Cindric reported on behalf of Care Village that Care Village provided housing, education, and support for young people in South Africa and that the fans installed with help of the Presbytery assisted in the comfort of the children.

The assembly recessed for ten minutes to adjust technical settings in order to admit additional persons into the meeting.

Associate Executive Presbyter's Report: CRE Charon Barconey reported more congregations have signed on to be Matthew 25 congregations, committed to building vital congregations, dismantling structural racism, and eradicating systemic poverty. CRE Barconey encouraged the church to commit even more fully to that vision.

Transitional General Presbyter's Report: Rev. Floretta Barbee-Watkins shared the prayer of St. Francis and reported her work attending committee meetings, holding one-on-one conversations with Presbytery staff, meeting with committee chairs, and compiling a pictorial directory. Rev. Barbee-Watkins shared a quote regarding the church's call to "learn the song of the tribe" in order to sing that song and together, with others, write the next verse. Rev. Barbee-Watkins reported that each church would be assigned a COM liaison in order to better walk beside all churches in ministry. Rev. Barbee-Watkins also reported the upcoming retirement of the Director of Operations Sandy Jensen, who will be celebrated at the January meeting, and the need to re-envision roles and responsibilities within staff and within the Presbytery moving forward.

Worship: The assembly celebrated worship with communion. Cherry Hill Presbyterian Church of Dearborn offered special music. Rev. Barbee-Watkins preached on Acts 18, calling the church to listen for God’s voice and to return to our “Antioch” to be replenished and reenergized for our work, and to find that Antioch in true community with one another and God. The assembly moved into breakout rooms for the prayers of the people. Rev. Mark Phillips and CRE Barconey presided over the Lord’s Supper. The time of worship concluded with words of greeting from South Africa and Care Village.

The assembly observed a brief recess.

The Moderator offered a prayer for openness.

The Stated Clerk reviewed Zoom protocols.

Treasurer’s Report: Treasurer Mike Gaubatz presented the report. **Appendix A.** The Treasurer reported that the Presbytery’s revenues were down and that the Presbytery would face a deficit, and coverage of the deficit would be taken from Presbytery’s investments. The long-term impact would be the reduction of investment and associated investment income.

Trustees’ Report: Rev. Kara Hildebrandt reported on behalf of the Trustees. **Appendix B.** Upon motion of Trustees, Presbytery approved the sale of the property on Morang Street, Detroit, Michigan, and legally described as:

Lots 2223 thru 2235, Park Drive #7 (Plats), City of Detroit, Wayne County, Michigan, as recorded in Liber 60, Page 28 of Plats of Wayne County Records,

to the Second Mile Center for the sum of one dollar, with final contract approval to be accomplished by Trustees.

The vote by secret electronic ballot was as follows:

Yes: 94 (100%)
No: 0

Motion carried.

Upon motion of Trustees, Presbytery adopted the 2019 financial audit report by unanimous consent. **Appendix C.**

Report of the Committee on Nominations: Elder Wendy Beck presented the report and on behalf of the Committee nominated the following individuals for the positions indicated:

PRESYTERY OFFICERS

Moderator for 2021	Elder Dave Bunch	Canton Geneva
Vice Moderator for 2021	Rev. Jasmine Smart At Large	

COMMITTEE ON MINISTRY

Chair for 2021	Rev. Mark Phillips	Dearborn Cherry Hill
Class of 2022	Rev. Leia Battaglia	Milan Peoples
Class of 2023	Elder Diane Agnew	Grosse Pointe Woods
Class of 2023	Elder Wendy Beck	Bloomfield Hills Kirk
Class of 2023	Elder MaryAnn Brantley	Detroit Gratiot Ave
Class of 2023	Rev. Kent Clise	H.R.
Class of 2023	Rev. Beth Delaney	Waterford Community
Class of 2023	Rev. Melissa DeRosia	Ann Arbor Westminster
Class of 2023	Rev. Michelle James	Novi Faith Community
Class of 2023	Elder Tom Kostrzewa	Waterford Community
Class of 2023	Rev. Tim Marvil	Allen Park
Class of 2023	Elder Eleanor Williams	Detroit Trumbull Ave

COMMITTEE ON PREPARATION FOR MINISTRY

Co-Chair for 2021	Rev. Jim Faile	At Large
Co-Chair for 2021	Elder Marilyn Thibedeau	Northville First
Class of 2023	Elder Marcia Ball	Grosse Pointe Memorial
Class of 2023	Rev. Jim Faile	At Large
Class of 2023	Rev. Ben Larson-Wolbrink	Beverly Hills Northbrook
Class of 2023	Elder Stefanie Lewis	Detroit Hope
Class of 2023	Rev. Emma Nickel	Royal Oak First
Class of 2023	Elder Bob Stead	Dearborn Littlefield
Class of 2023	Elder Marilyn Thibedeau	Northville First

CONGREGATIONAL DEVELOPMENT AND TRANSFORMATION

Chair for 2021	Rev. Angela Ryo	Bloomfield Hills Kirk
Class of 2021	Rev. Andrew Frazier	Ann Arbor First
Class of 2023	Rev. Angela Ryo	Bloomfield Hills Kirk

LEADERSHIP EQUIPPING

Chair for 2021	Rev. Joel Puntigam	Livonia St. Timothy
Class of 2023	Rev. Joel Puntigam	Livonia St. Timothy
Class of 2023	Rev. Jacqueline Spycher	Northville First

MISSION INTERPRETATION

Chair for 2021	Elder Adam Delezenne	Warren First
Class of 2023	Elder Autumn Palmer	Detroit Westminster

MULTICULTURAL MINISTRIES

Chair for 2021	Elder Sharon Moore	Detroit St. John's
Class of 2023	Elder Sharon Moore	Detroit St. John's

NEW CHURCH DEVELOPMENT

Chair for 2021	Rev. John Pavelko	H.R.
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Class of 2022	Rev. John Pavelko	H.R.
Class of 2023	Rev. Isaac Chung	At Large
Class of 2023	Rev. Nate Phillips	Bloomfield Hills Kirk

OPERATIONS

Chair for 2021	Elder Chip Tallinger	Bloomfield Hills Kirk
Class of 2023	Rev. Joanna Dunn	Rochester Hills University
Class of 2023	Elder Constance Roway	Detroit Westminster

PERMANENT JUDICIAL

(Decide their own Moderator)

Class of 2025	Elder Richard Turner	Detroit Fort Street
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PLANNING AND VISIONING

Chair for 2021	Elder Kevin Smith	Warren First
Class of 2023	Rev. Bob Agnew	H.R.
Class of 2023	Rev. John Judson	Birmingham First
Class of 2023	Elder Alison Oglesby	Detroit Broadstreet

REPRESENTATION

Chair for 2021	Rev. Barbara Swartzel	H.R.
Class of 2022	Elder Andree Tarrant	Detroit Calvin East
Class of 2023	Rev. Barbara Swartzel	H.R.
Class of 2023	Elder Greg Sykes	Detroit Gratiot Ave

SOCIAL JUSTICE

Chair for 2021	Elder Mary Lloyd	Grosse Pointe Memorial
Class of 2023	Elder Pamela Walker-Dawson	Detroit Calvary
Class of 2023	Rev.	

TRUSTEES

(Decide their own President)

Class of 2023	Rev. Ruthanne Herrington	Warren Celtic Cross
Class of 2023	Elder Ken Hollowell	Detroit Broadstreet
Class of 2023	Rev. Kevin Johnson	H.R.

The following individuals were nominated from the floor:

Mission Interpretation:

Class of 2023, Rev. Gretchen Larson-Wolbrink

Multicultural Ministries:

Class of 2023, Elder John Haggerty

The votes by electronic secret ballot were tallied as follows:

Yes: 94 (99%)
No: 1 (1%)

Motion carried.

Coordinating Cabinet: Elder Stefanie Lewis reported for the Coordinating Cabinet. Upon motion of the Coordinating Cabinet, the Presbytery approved the budget as presented. **Appendix D.** The votes by electronic secret ballot were tallied as follows:

Yes: 92 (96%)
No: 3 (4%)

Motion carried.

Upon motion of the Coordinating Cabinet, Presbytery elected the following to the Committee on Nominations by unanimous consent:

Chair-2021: Elder Rosy Latimore, Birmingham First
Class-2023: Elder Steve Benton, Grosse Ile; Elder Martha Blenman, Birmingham First;
and Rev. Jasmine Smart, At Large.

Upon motion of the Coordinating Cabinet, Presbytery approved by unanimous consent the following locations for 2021 Presbytery meetings:

January 26: Virtual
March 20: Virtual

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

1. The Cabinet adopted a set of group norms for its work.
2. The Cabinet authorized a task force of six members, to be appointed by the Moderator and Chair of Coordinating Cabinet, for the purpose of reviewing and proposing changes to the Bylaws and Policies and Procedures Manual for approval of the Coordinating Cabinet and Presbytery.
3. The Cabinet adopted protocols to improve the process of virtual Presbytery meetings.
4. The Cabinet approved the following schedule for Cabinet meetings and leadership team meetings in 2021:

LEADERSHIP TEAM (ABOUT 2 WKS BEFORE CC)	COORDINATING CABINET (ABOUT 2 WKS BEFORE PRESBYTERY – 3 P.M.)	PRESBYTERY
Monday, January 4	Monday, January 11	Tuesday, January 26
Monday, February 22	Monday, March 8	Saturday, March 20
Monday, March 31	Monday, June 14	Tuesday, June 22
Monday, August 30	Monday, September 13	Tuesday, September 28
Monday, October 25	Monday, November 8	Saturday, November 20

5. The Cabinet approved Rev. Tom Oxtoby to function as Acting Stated Clerk on a volunteer basis in any situations where the Stated Clerk or her firm has a conflict of interest.
6. The Cabinet approved the service of communion at the November 21, 2020 meeting.

The Presbytery again observed a brief recess.

Committee on Preparation for Ministry (“CPM”): Rev. Edward Dunn reported for the Committee. **Appendix E.**

Rev. Dunn reported that Ashley S. Ashley was a candidate under care of Pittsburgh Presbytery who was finally assessed by that Presbytery and received a call to First Presbyterian Church, Plymouth to serve as Associate Pastor. Ashley S. Ashley responded to questions regarding serving with imagination and creativity, how the impact of how her experience as a social worker impacted her theology of the body, and her thoughts regarding earth care ministries.

Upon motion of Rev. Jim Monnett Presbytery arrested the examination by unanimous consent.

Upon motion of Rev. Dunn Presbytery approved the ordination of Ashley S. Ashley. The vote by electronic secret ballot was tallied as follows:

Yes: 92 (100%)
No: 0

Rev. Dunn reported thankfulness as this is his last meeting as Co-Chair.

Committee on Ministry: Rev. Mark Phillips reported for the Committee. **Appendix F.**

Upon motion from the Committee, Presbytery approved the following calls and contracts by unanimous consent:

1. The Associate Pastor for Youth call between the **Rev. Kelsey Sorge and Kirk in the Hills, Bloomfield Hills** effective August 1, 2020. Terms of Call: Salary & Housing-\$57,500, BOP dues-\$21,275, Social Security-\$4,398.75, Dental plan-\$2,400, Continuing Education-\$1,000, Professional Expenses-\$1,600. Total compensation-\$88,179.75. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One time moving expenses-\$5,000-\$7,000. Kelsey Sorge 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of served.

2. The Assistant Pastor for Campus Ministries and Faith Formation call between the **Rev. Evans McGowan** and **Ann Arbor, First** effective December 1, 2020. Terms of Call: Salary & Housing-\$63,000, SECA-\$4,819.50, Professional Allowance-\$1,500, Continuing Education/Study Allowance-\$1,200. Total compensation-\$85,218. Additionally, Healthcare from BOP for pastor and spouse through the Board of Pensions (First AA expense) and 9% of Effective Salary as a 403(b) Fidelity Retirement Benefit. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
3. The Co-Pastor call between the **Rev. Garrett R. Mostowski** and **Fort Street, Detroit** effective October 5, 2020. Terms of Call: Salary-\$33,000, Housing-\$12,000, 403(b)-\$3,000, BOP dues-\$17,760, Social Security-\$3,442.50, Medical deductible-\$3,000, Continuing Education-\$3,000, Professional Expenses-\$3,250, Other-(cell phone service, computer, internet service, etc)-\$2,000. Total compensation-\$80,452.50. Vacation-4 weeks including Sundays; Continuing Education-3 weeks including 3 Sundays. Paid Parental leave of up to 12 weeks to be divided with the other co-pastor. Sabbatical leave of 3 months for every 7 years. One time moving expenses up to 100% of costs with receipts. Rev. Mostowski 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.
4. The Co-Pastor call between the **Rev. Sarah Logemann** and **Fort Street, Detroit** effective October 5, 2020. Terms of Call: Salary-\$45,000, 403(b)-\$3,000, BOP dues-\$5,760, Social Security-\$3,442.50, Medical deductible-\$3,000, Continuing Education-\$3,000, Professional Expenses-\$3,250, Other (cell phone service, computer, internet service, etc)-\$2,000. Total compensation-\$68,452.50. Vacation-4 weeks including 4 Sundays; Continuing Education-3 weeks including 3 Sundays. Paid Parental leave of up to 12 weeks to be divided with the other co-pastor. Sabbatical leave of 3 months for every 7 years. One time moving expenses up to 100% of costs with receipts. Rev. Logemann 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.
5. The Associate Pastor call between **Ashley Ashley** and **Plymouth First** effective December 1, 2020. Terms of Call: Salary & Housing-\$53,000, BOP dues-\$19,610, Social Security-\$4,055, Continuing Education-\$2,000, Professional Expenses-\$1,500. Total compensation-\$80,165. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One Time moving expenses up to \$5000 and up to \$1000 travel expenses to Candidate Sunday. Ashley Ashley will attend a Pastors in Transition Program, cost borne by the church. The Church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.

6. The Interim Pastor contract between the **Rev. James Faile** and **St. Paul's, Livonia** effective November 1, 2020. Terms of Call: Salary-\$35,000, Housing-\$30,000, Self-Employment Contribution Act Reimbursement-\$4,972.50, BOP Medical-\$17,493.13, BOP Pensions-\$7,696.98, BOP Death/Disability-\$699.73, BOP Dependent Medical-\$1,049.59, Medical Deductible-\$650, Study Allowance-\$1,000, Professional Expenses-\$1,500. Total compensation-\$100,061.93. 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.
7. The extension of the Interim Pastor contract between the **Rev. Mark Diehl** and **Grosse Pointe Memorial, Grosse Pointe Farms** effective November 7, 2020-April 30, 2021. Terms of Call: Salary & Housing-\$128,520, Self-Employment Contribution Act Reimbursement-\$9,832, BOP Medical-\$33,400, BOP Pensions-\$10,924, BOP Death/Disability-\$1,285, BOP Temporary Disability-\$643, Medical Deductible-\$1,970, Study Allowance-\$2,100, Professional Expenses-\$6,700. Total compensation-\$195,474. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
8. The part-time Temporary Supply Pastor contract between the **Rev. Frances Hayes** and **Dearborn First** effective November 22, 2020-February 28, 2021. Terms of Call: \$6000 per month. 1 week of paid vacation.
9. The Resident Minister (2nd year) contract between the **Rev. Andrew Frazier** and **Ann Arbor First** effective August 16, 2020. Terms of Call: Salary & Housing-\$47,238, SECA-\$3,613.71, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education/Study Allowance-\$1,000, full participation in the BOP Medical, Pension and Death/Disability plan for Clergy. Total compensation-\$53,351.71. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
10. The Resident Minister (2nd year) contract between the **Rev. Amy Ruhf** and **Ann Arbor First** effective August 16, 2020. Terms of Call: Salary & Housing-\$47,238, SECA-\$3,613.71, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education-\$1,000. Full participation in the BOP Medical, Pension and Death/Disability plan for Clergy. Total compensation-\$53,351.71. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
11. The Resident Minister (2nd year) contract between the **Rev. Khayla Johnson** and **Ann Arbor First** effective August 16, 2020. Terms of Call: Salary & Housing-\$47,238, SECA-\$3,613.71, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education/Study Allowance-\$1,000. Full participation in the BOP Medical, Pension and Death/Disability plan for Clergy. Total compensation-\$53,351.71. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
12. The correction to the part-time Stated Supply Pastor contract between the **Rev. Raphael Francis** and **Trinity Community, Detroit** effective September 1, 2020. Terms of Call: Salary & Housing-\$25,468.99, Medical & Pension-\$3,056.27, Social Security-\$1,948.37, Professional Expenses-\$728.28, Continuing Education-\$603.43, Spouse Medical-\$382.02. Total compensation-\$32,184.36. Vacation-2 weeks including 2 Sundays; per 6 months

Study leave-1 week including 1 Sunday per 6 months. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.

13. The Interim Pastor contract extension between the **Rev. Beth Delaney and Community, Waterford** effective September 1, 2020-December 31, 2020. Terms of Call: All inclusive \$69,297. Prorated vacation-5 weeks; Study leave-2 weeks.
14. The renewal of the covenant of support between **CRE Ruth Azar and Grosse Pointe Memorial**.

Upon motion from the Committee, and following extensive discussion, the Presbytery authorized the Calvary, Detroit PNC's final candidate for pastor to take the ordination exams, including the Bible Content exam (next offered Feb. 5, 2021) as well as the senior ordination exams in Bible Exegesis, Theology, and Worship and Sacraments (next offered Jan. 2021). The vote by secret electronic ballot was tallied as follows:

Yes: 89 (93%)
No: 7 (7%)

Motion carried.

Upon motion from the Committee, the Presbytery waived further coursework requirements for the Candidate, pursuant to G-2.0607c, under the authority of G-2.0610 (Accommodations to Particular Circumstances). The Committee reported the particular circumstances, related to G-2.0610, as follows:

- The Candidate has a distinguished record of ministry and is in good standing in the Disciples of Christ having graduated from Christian Theological Seminary (Indianapolis) in 1993. That coursework included Greek.
- The candidate has a record as being a lifelong learner and is finishing a Doctor of Ministry dissertation.
- The PCUSA has strong ecumenical ties to The Disciples of Christ, which has Presbyterian roots, and is in full communion with the UCC (The PCUSA and UCC are under the formula of agreement).
- The Calvary PNC has followed the Spirit's will in faithful discernment and has found a strong culture and missional match with this candidate based on their congregation's self-study. In this process they considered a total of 69 PIFs and met weekly from December 2019 to August 2020.
- The PNC has come to believe that this candidate has UNIQUE qualifications that they did not find in any other candidate.
- This uniqueness was attested to by members of COM through the candidate's COM interview.
- The candidate has extensive experience in ministry that dates back to the early 90s and has served more than half-a-dozen Mid-Western congregations including predominantly black as well as majority Eurocentric and multi-cultural communities.

- In all of the communities he served, the churches experienced growth.
- The candidate is a distinguished preacher and has received invitations to preach, among others places, in the pulpit of a larger church in our presbytery as well as at the Hartford Memorial Baptist Church.

The votes by secret electronic ballot were tallied as follows:

Yes: 84 (89%)
No: 10 (11%)

Motion carried by the required three-quarters vote.

Upon motion from the Committee, Presbytery enrolled the called pastor under G-2.0506 to serve the **Calvary Presbyterian Church, Detroit** in a temporary position following the congregational meeting of his election and until the time when the requirements for transfer are complete and the candidate has been installed as Pastor. During this time, the Pastor would be under the supervision of COM and Session would be moderated by a PCUSA teaching elder appointed by COM.

The votes by secret electronic ballot were tallied as follows:

Yes: 88 (94%)
No: 5 (6%)

Upon motion from the Committee, Presbytery designated an Administrative Commission to work with St. John's Presbyterian Church of Detroit, Michigan, with the following function, powers, and responsibilities:

Function:

The commission shall visit St. John's Presbyterian Church of Detroit which has been reported to be affected with disorder and inquire into and settle the difficulties therein. (G-3.0109b(5))

Powers:

The commission shall have the power to assume original jurisdiction on behalf of the Presbytery. It has become apparent to the Committee on Ministry and to Presbytery Leaders that the Session is unable to exercise its authority and manage its affairs wisely. (G-3.0303e)

Responsibilities:

- The commission shall work with the congregation to resolve the conflict and power struggles.
- The commission shall work with the Committee on Ministry to secure transitional pastoral leadership for St. Johns.
- The commission shall work to locate and review the official records of St. John's Church.

- The commission shall review the policies and procedures of St. John's Church, and work with the congregation to revise, up-date, and develop appropriate policies.
- The commission shall review the financial records of St. John's Church and assist the congregation in developing best financial practices and investment policies.
- The commission shall review the structure of the Session and committees, working with the congregation to develop a workable structure with appropriate term limits and systematic rotation.
- The commission shall provide education and training to develop leaders who have knowledge of Presbyterian process and procedures, skills in decision-making, and understand the role of leadership within the congregation.
- The commission shall provide opportunities for members of the church to speak to the commission.
- The commission shall assist the congregation to define its overall mission and ministry.

Rev. Phillips reported that the Session of St. John's had notice and an opportunity to be heard regarding the original jurisdiction of the administrative commission. The vote by secret electronic ballot was tallied as follows:

Yes: 84 (98%)
 No: 2 (2%)

Motion carried.

Upon motion from the committee, Presbytery appointed the following persons to serve as members of the Administrative Commission to work with St. John's Presbyterian Church of Detroit, Michigan, and approved a quorum for the commission as be a majority of its members.

Teaching Elders: Kevin Johnson, HR (Chair)
 Rev. Laura Kelsey, Pontiac First
 Rev. Dr. Judi McMillan, New Life, Sterling Heights

Ruling Elders: CRE Joshua Archey, Crossroads, Walled Lake
 RE Janifer Banion, Calvary, Detroit
 RE Timothy Ngare, Calvary, Detroit

The vote by secret electronic ballot was tallied as follows:

Yes: 86 (99%)
 No: 1 (1%)

Motion carried.

Rev. Phillips celebrated the retirement of Rev. Neeta Nichols, who served many churches in the Presbytery, and most recently served as Presbytery's Co-Acting Head of Staff.

Rev. Phillips welcomed new clergy to the Presbytery.

Stated Clerk's Report: The Stated Clerk's report was presented. **Appendix G.**

Upon motion of the Stated Clerk, Presbytery approved the following as part of the amended omnibus motion #2:

MINUTES: Approved the minutes of September 22, 2020 and October 13, 2020 as presented.

ADMINISTRATIVE COMMISSION REPORTS. Approved the reports of the following Commissions:

- a) Ordination of Alexis Allum, **Appendix H.**
- b) Ordination and Installation of Kelsey Sorge, **Appendix I.**

REVIEW OF RECORDS: Approved the following reviews of records:

Allen Park Allen Park
No exceptions
Ann Arbor Calvary
Approved
Ann Arbor First
No exceptions
Ann Arbor Northside
Approved
Ann Arbor Westminster
Approved
Auburn Hills Auburn Hills
Without exceptions
Belleville Belleville
No exceptions
Berkley Greenfield
With exceptions
Beverly Hills Northbrook
Submitted, awaiting review
Birmingham First
No exceptions
Bloomfield Hills Kirk in the Hills
With exceptions
Brighton First
No exceptions
Canton Geneva
No exceptions
Clarkston Sashabaw
Approved
Dearborn Cherry Hill
Approved
Dearborn First
With exceptions
Dearborn Littlefield Blvd
No exceptions
Dearborn Heights St. Andrew's
No exceptions
Detroit Broadstreet
With exceptions
Detroit Calvary
No exceptions
Detroit Gratiot Ave.
No exceptions
Detroit Fort Street
Submitted, awaiting review
Detroit Hope
No exceptions
Detroit Jefferson Ave.
With exception
Detroit St. John's
Reviewed, not approved at this time
Detroit Trinity
Reviewed, not approved at this time

Detroit Trumbull Ave.
Submitted, awaiting review
Detroit Westminster
No exceptions
Farmington First
No exceptions
Ferndale Drayton Avenue
With exceptions
Fort Gratiot Lakeshore
No exceptions
Garden City Garden City
No exceptions
Grosse Ile Grosse Ile
No exceptions
Grosse Pointe Farms Grosse Pointe Memorial
No exceptions
Grosse Pointe Woods Grosse Pointe Woods
With exceptions
Highland Park Park United
Approved
Howell First
Submitted, awaiting review
Lincoln Park Lincoln Park
No exceptions
Livonia Rosedale Gardens
No exceptions
Livonia St Paul's
No exceptions
Milan People's
No exceptions
Milford Milford
No exceptions
Mt Clemens First
With exceptions
Northville First
With exceptions
Novi Faith
With exceptions
Orchard Lake Community
With exceptions
Plymouth First
No exceptions
Pontiac First
Approved
Rochester University
No exceptions
Royal Oak First
No exceptions
Royal Oak Starr
Approved
Saline First
No exceptions

Saint Clair Shores Lake Shore

With exceptions

Shelby Township St Thomas

With exceptions

Southfield Covenant

No exceptions

Southfield New Hope

No exceptions

Southfield Korean PC of Metro Detroit

Approved

South Lyons First

No exceptions

Sterling Heights New Life

With exception

Taylor Southminster

No exception

Troy First

No exceptions

Troy Northminster

No exceptions

Walled Lake Crossroads

No exceptions

Warren Celtic Cross

Approved

Warren First

No exceptions

Waterford Community

With exceptions

Westland Kirk of Our Savior

No exceptions

White Lake White Lake

No exceptions

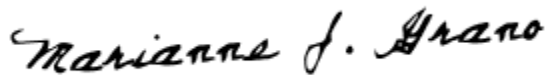
Ypsilanti First

No exceptions

Upon motion, Presbytery adjourned with prayer at 1:04pm.

The next meeting of the Presbytery will be January 26, 2020, at 4:00pm.

ATTEST:



Marianne Grano, Stated Clerk

ATTACHMENT ONE: THE ROLL

APPENDICES:

Appendix A, Treasurer's Report

Appendix B, Trustees' Report

Appendix C, 2019 Financial Audit Report

Appendix D, Coordinating Cabinet Report

Appendix E, Committee on Preparation for Ministry Report

Appendix F, Committee on Ministry Report

Appendix G, Stated Clerk's Report

Appendix H, Administrative Commission Report, Ordination of Alexis Allum

Appendix I, Administrative Commission Report, Ordination and Installation of Kelsey Sorge

ATTENDANCE NOVEMBER 21, 2020

A. RULING ELDER MEMBERS ON CABINET					
P	BECK, WENDY (CON)	A	KELSEY, LAURA	A	TUCKER-LLOYD, IRIS
A	BLENMAN, MARTHA (CORP SEC)	A	KIM, ALEX	P	WHITLOCK, KELLIE
P	BUNCH, DAVE (CPM)	A	KIM, Y. MONCH		
C	DELEZENNE, DENNIS (MIMT)	A	LANGE, ANNE	C. RETIRED TEACHING ELDERS	
A	FAIR, DEBORAH (MBPC)	A	LANGE, ERIC	E	AARON, ESTELLE
P	GAUBATZ, MIKE (TREAS)	P	LARSON-WOLBRINK, BENJAMIN	E	AGNEW, ROBERT
A	GLENN, LARRY (CDT)	A	LEE, ESTHER	E	ALBRECHT, GLORIA
P	LEWIS, STEFANIE (MOD)	A	LOGEMANN, SARAH	E	ANDREWS, DOYLL
A	LOCKARD, JOAN(PW)	A	MABEE, CHARLES	E	AUSTIN, LARRY
P	MARICQ, CAROLYN (MIMT)	A	MADDEN, JULIE	E	BEERY, ELDON
P	MOORE, SHARON (MCMT)	A	MARES, MARK	E	BLAIR, JOANNE
A	PRICE, LAURA (LEADERSHIP EQUIP)	A	MARKS, JULIE	E	BOEVE, PETER
A	SADLER, CHUCK (P. MEN)	P	MARVIL, TIMOTHY	E	BOLT, KENNETH
P	SMITH, KEVIN (P&V)	P	McCLOSKEY-TURNER, CATHARINE	E	BROWNLEE, RICHARD
P	TALLANGER, CHIP (OPS)	A	McGOWAN, EVANS	E	BYARS, RONALD
		P	McMILLAN, JUDITH	E	CAPPS, HARRY
		A	McRAE, BARBARA	E	CARLE, NANCY
		P	MILLER, J. SCOTT	E	CARTER, DOUGLAS D.
P	B. TEACHING ELDERS	A	MILLS, JILL	E	CHAMBERLAIN, LAWRENCE
A	AN, SAMUEL	P	MONNETT, JAMES	E	CHAMBERS, JAMES C.
P	ANDERSON, BRYANT	A	MONSMA, GAIL	E	CHOI, IN SOON
A	ANDERSON, LINDA	E	MOOK, SHARON	P	CLISE, W. KENT
A	ANDERSON, LINDSEY	P	MOORE, PETER	E	COBLEIGH, GERALD R.
P	AUE, CRAIG	A	MORGAN, JOANNE	E	COLON, LOIS
P	BAHR-JONES, MARY	A	MORROW, DUKE	E	CONLEY, JAMES H.
P	BARBEE-WATKINS, FLO	A	MOSTOWSKI, GARRETT	E	CORSO, LINDA
A	BATTAGLIA, LEIA	P	MOZENA, SUSAN	E	COWLING, NEIL D.
P	BECKMAN, MICHAEL	P	NICKEL, EMMA	E	CRILLEY, ROBERT
A	BOUSQUETTE, PAUL	P	NICKEL, MATTHEW	E	CROSS, PAUL D.
P	CAMPBELL, EMILY	A	NUSS, STEVEN	E	DAVIS, ROXIE ANN
A	CHOI, SEUNG KOO	A	OBERG, ARTHUR	E	DAVIS, WILLIAM
A	CHUNG, ISAAC	A	OSWALD, DIANE	E	DENNIS, WARREN
A	CHURCH, HEIDI	A	OTT, JEFF	E	DENTON, GRETCHEN
A	COCHRAN, LINDA	A	PARKER, OPELTON	E	DENTON, GRETCHEN
A	CORNFIELD, KEITH	P	PEERBOLTE, BETHANY	E	DOWNES, ELIZABETH
A	COZIER, CLINTON	P	PETERSON, TERESA	E	DOWNTON, DAVID
A	DE ORIO, ANTHONY	P	PHILLIPS, MARK	E	DUNIFON, WILLIAM
P	DELANEY, BETH	A	PHILLIPS, NATHANIEL	E	DYKSTRA, CRAIG R.
P	DELEZENNE, JULIE	P	PHILLIPS, SCOTT	E	FINDLAY, WILLIAM
A	DEROSIA, MELISSA	A	PICKRELL, BROOKE	E	FORSYTH, E. DICKSON
A	DIEHL, MARK	A	PIECUCH, KEVIN	E	FOSTER, JOHN
A	DOYLE-HOHF, KATHLEEN	E	PITTMAN, KELLY	E	GERE, BREWSTER
P	DUNN, EDWARD	E	PRENTICE-HYERS, MARY ELIZABETH	E	HANNA, J. RICHARD
P	DUNN, JOANNA	P	PUNTIGAM, JOEL	E	HARP, WILLIAM S.
P	FAILE, JAMES	P	REED, PHILIP	E	HARTLEY, THOMAS
A	FERGUSON, GUY THOMAS	A	RIKE, JENNIFER	E	HATCHER, RUFUS
A	FORGER, DEBORAH	P	ROEDERER, RENEE	P	HAYES, FRANCES
P	FRANCIS, RAPHAEL B.	A	ROGERS, MELISSA ANNE	E	HELMKE, BEN
P	FRAZIER, ANDREW	A	RUHF, AMY	E	HENDERSON, RICHARD
A	GABEL, PETER W.	P	RYAN, BREANNE	E	JANSEN, ROBERT
A	GEISELMAN, KEITH	P	RYO, ANGELA	E	JEFFREY, JOHN
P	GILMER, B. RONALD	A	SANDERFORD, JOHN	P	JOHNSON, KEVIN
A	GODBEHERE, SARAH	P	SAPERSTEIN, JENNIFER	E	KAIBEL, KENNETH
P	GRANO, MARIANNE	A	SCHAEFER, ANNE N.	E	KNUDSEN, RAYMOND
P	GROSCH, ADAM	A	SHELDON, ROBERT	E	KOGEL, LYNNE
A	HAINES, ALEXANDER	P	SIAS-LEE, LAURA	P	KOSTER, EDWARD H.
A	HALLAM, CHRISTINA	E	SIMONS, SCOTT W.	E	LANGWIG, JANICE
A	HANNA, RAAFAT	P	SMART, JASMINE	E	LANGWIG, ROY
E	HARRIS, R. JOHN	A	SMITH, BRYAN DEAN	E	LISTER, KENNETH D.
A	HEATON, DAN	A	SORGE, KELSEY	E	LONGWOOD, MARJORIE
P	HERRINGTON, RUTHANNE	A	SPALDING, RICK	E	MacINNES, JOHN D.
P	HILDEBRANDT, KARA	A	SPYCHER, JACQUILINE	E	McINTYRE, DEWITT
P	JACOBS, PATRICIA	P	STUNKEL, KAREN	P	MICHALEK, DANIEL
P	JAMES, MICHELLE	P	TAN, HOTEK	E	MIHOCKO, DAVID
P	JOHNSON, KHAYLA	A	THODE, TED	E	MISHLER, JOHN
A	JU, GWANGWOO	A	THOMAS, CHRISTOPHER	P	NICHOLS, NEETA
P	JUDSON, JOHN	P	THWAITE, PAUL	E	NUSSDORFER, GUS
P	JUSINO, EDDIE			E	OLIVER, GARY
				E	ORR, ROBERT C.
				E	OWEN, DAVID
				P	OXTOBY, THOMAS
				E	PAVELKO, JOHN H.
				E	PETERS, RICHARD
				E	POLKOWSKI, WILLIAM
				E	PRICE, MICHAEL T.
				E	PROVOST, KEITH
				E	PRUES, LOUIS J.
				E	RATCLIFFE, ALBERT H.
				E	RUSSELL, JAMES P.
				E	SCRIBNER, LOREN
				E	SHIPMAN, JUDY
				E	SOEHL, HOWARD
				P	SOMMERS, CHARLOTTE
				P	STUNKEL, PAUL
				P	SWARTZEL, BARBARA G.
				E	TAYLOR, THEODORE, II
				E	THORESEN, KATHRYN R.
				E	TIMM, ALLEN D
				E	VANDERBEEK, RONALD
				E	WILHELM, MARJORIE
				E	WINGROVE, WILLIAM N
				E	WRIGHT, DONALD
				E	YUE, MYUNG JA
				E	ZAMBON, WILLIAM
				E	ZIEGLER, JACK T.
					D. STAFF & OTHERS
				P	EIBEN, DAWN
				P	JENSEN, SANDRA
				P	LEIGHT, SARAH
					E. CERT. ASSOC. CHRISTIAN ED.
				A	JARRAIT, JOELLE
				A	MERTEN, CINDY
					F. COMMISSIONED RULING ELDERS
				P	ARCHEY, JOSHUA
				P	AZAR, RUTH
				P	BARCONEY, CHARON
				P	BASS, NANCY
				A	CHIANGONG, JOELLY
				A	HOFFMAN, MICHAEL
				A	HUTCHENS, PAMELA
				P	LENNIS, DEBBIE
				P	MACKIE, KATE
				A	SEILER, GORDON
				A	SINGLEY, LINDA
					H. PAST RULING ELDER MODERATORS NOT ON CABINET
				E	BOSTIC-ROBINSON, DIANE, PM
				E	ELLIS, HAROLD PM
				E	HYLKEMA, CAROL, PM
				E	MORRISON, HELEN, PM
				E	SEABROOKS, DOROTHY, PM
				E	WINSLOW, PAUL, PM
					G. CORRESPONDING MEMBERS
				Rev.	Chip Hardwick
					Synod of the Covenant/Miami
				Rev.	Bob Cindric
					Care Village of South Africa

**ATTENDANCE OF COMMISSIONERS AND CHURCHES
NOVEMBER 21, 2020**

ALLEN PARK, Allen Park
1 ANDREA CARLSON
2 ANDREA SEABLOOM
3

ANN ARBOR, Calvary
1 NOT REPRESENTED

ANN ARBOR, First
1 BRUCE THOMAS
2 DIANE HOCKETT
3 MARTI WENDLER
4
5

ANN ARBOR, Northside
1 JOAN PENNER-HAHN

ANN ARBOR, Westminster
1 DAVID GROSS

AUBURN HILLS, Auburn Hills
1 NOT REPRESENTED

BELLEVILLE, Belleville
1 NOT REPRESENTED

BERKLEY, Drayton
1 SARA CAMPBELL

BERKLEY, Greenfield
1 ALAN GEBAUER

BEVERLY HILLS, Northbrook
1 PENNY WILLEY

BIRMINGHAM, First
1 CATHY DINKELOO
2 ROSY LATIMORE
3 SANDRA KARAM

BLOOMFIELD HILLS, Kirk/Hills
1 BOBI TALLINGER
2
3

BRIGHTON, First
1 LISA MCALLISTER
2
3

CANTON, Geneva
1 NOT REPRESENTED

CLARKSTON, Sashabaw
1 NOT REPRESENTED

DEARBORN, Cherry Hill
1 LESLIE GARBER

DEARBORN, First
1 NOT REPRESENTED
2

DEARBORN, Littlefield
1 NOT REPRESENTED

DEARBORN HGTS, St. Andrew's
1 NOT REPRESENTED

DETROIT, Broadstreet
1 NOT REPRESENTED
2

DETROIT, Calvary
1 ADRIENNE ADAMS
2 DORIS WEBSTER

DETROIT, Calvin East
1 NOT REPRESENTED
2

DETROIT, Fort Street
1 NOT REPRESENTED

DETROIT, Gratiot Avenue
1 NOT REPRESENTED
2

DETROIT, Hope
1 PRISCILLA WASHINGTON
2

DETROIT, Jefferson Avenue
1 RODNEY BURLETT

DETROIT, St. John's
1 JEANE V MOORE
2

DETROIT, Trinity Community
1 NOT REPRESENTED
2

DETROIT, Trumbull Avenue
1 NOT REPRESENTED
2

DETROIT, Westminster
1 JANN PALMER
2 JOANNE WHITE
3

FARMINGTON, First
1 SALLY KIRSTEN

FORT GRATIOT, Lakeshore
1 NOT REPRESENTED

GARDEN CITY, Garden City
1 NOT REPRESENTED

GROSSE ILE, Grosse Ile
1 BILL RITO
2 STEPHEN BENTON

GROSSE POINTE, Memorial
1 NOT REPRESENTED
2
3

GROSSE PTE WOODS, Woods
1 DIANE AGNEW

HIGHLAND PARK, Park United
1 NOT REPRESENTED
2

HOWELL, First
1 NOT REPRESENTED

LINCOLN PARK, Lincoln Park
1 NOT REPRESENTED

LIVONIA, Rosedale Gardens
1 MARGARET FLOWERS
2
3

LIVONIA, St. Paul's
1 CHERY NICHOLAS

LIVONIA, St. Timothy's
1 DENNIS DELEZENNE

MILAN, Peoples
1 NOT REPRESENTED

MILFORD, Milford
1 NOT REPRESENTED
2

MT. CLEMENS, First
1 NOT REPRESENTED
2

NORTHVILLE, First
1 NOT REPRESENTED
2
3

NOVI, Faith Community
1 MARK TURNER

ORCHARD LAKE, Community
1 BARBARA CHRISTOFF
2 MICHAEL STARYNCHAK
3 NANCY RATAJCZAK

PLYMOUTH, First
1 DANA HEARN
2 TOM WEAVER
3

PONTIAC, First
1 LAURA SARTELL

PORT HURON, First
1 NOT REPRESENTED
2

REDFORD, St. James
1 NOT REPRESENTED

ROCHESTER, University
1 CHERYL STEWART
2 DOUGLAS FRYER
3 MERRILEES CRAIG

ROYAL OAK, First
1 KAREN KLINE
2 SCOTT KORTLANDT

ROYAL OAK, Starr
1 NOT REPRESENTED

SALINE, First
1 NOT REPRESENTED

SHELBY TWP., St. Thomas
1 BRUCE VAUGHN
2 KATY MCGUIRE

SOUTH LYON, First
1 NOT REPRESENTED

SOUTHFIELD, Covenant
1 NOT REPRESENTED

SOUTHFIELD, Korean
1 NOT REPRESENTED
2
3
4

SOUTHFIELD, New Hope
1 JAE LEE
2

ST. CLAIR SHORES, Lake Shore
1 NOT REPRESENTED
2

STERLING HGTS, New Life
1 DAVID KONIKSON

TAYLOR, Southminster
1 NOT REPRESENTED

TROY, First
1 JIM MEINERSHAGEN

TROY, Korean First
1 NOT REPRESENTED
2

TROY, Northminster
1 NOT REPRESENTED

WALLED LAKE, Crossroads
1 NOT REPRESENTED

WARREN, Celtic Cross
1 PATRICK SWANEY

WARREN, First
1 NOT REPRESENTED

WATERFORD, Community
1 NOT REPRESENTED

WESTLAND, Kirk of Our Savior
1 NOT REPRESENTED

WHITE LAKE, White Lake
1 NOT REPRESENTED

YPSILANTI, First
1 NOT REPRESENTED

The Presbytery of Detroit
Statement of Revenues and Expenditures
From 10/1/2020 through 10/31/2020

*100 - Operating Fund
(In Whole Numbers)*

	<u>This Period</u> <u>Actual</u>	<u>Year to Date</u> <u>Actual</u>	<u>Annual Budget</u>	<u>Percent of Total</u> <u>Budget Remaining</u>
				17% of the year remaining
Revenue				
Shared Mission	10,590	112,137	188,600	41 %
Per Capita	21,902	223,341	368,570	39 %
Investments (Fund 200)	10,171	123,268	166,861	26 %
Joy & McKay Endowments	14,487	154,706	216,585	29 %
Social Justice	0	6,300	6,000	-5 %
Presbyterian Women	120	610	1,200	49 %
Other	0	185	0	
Total Revenue	<u>57,270</u>	<u>620,547</u>	<u>947,816</u>	<u>35%</u>
Expense				
Representation	0	0	1,200	100 %
Committee on Ministry	0	2,324	16,600	86 %
Preparation for Ministry	0	833	4,000	79 %
Trustees	11,112	106,611	144,000	26 %
Presbytery Operations	50,195	493,128	641,581	23 %
Congregation Develop't & Transform'n	0	3,461	14,700	76 %
Social Justice	0	22,500	37,450	40 %
Mission Interpretation	20,830	51,680	68,720	25 %
Leadership Equipping Ministry Team	0	2,229	30,600	93 %
New Church Dev/Redevelopment	0	17,500	17,500	0 %
Multicultural Ministry Team	8,000	8,300	16,000	48 %
Planning & Visioning	0	5,300	21,000	75 %
Coordinating Cabinet	0	734	3,750	80 %
Total Expense	<u>90,137</u>	<u>714,600</u>	<u>1,017,101</u>	<u>30 %</u>
Revenues Over (Under) Expenditures	<u>(32,867)</u>	<u>(94,053)</u>	<u>(69,285)</u>	

The Presbytery of Detroit

Balance Sheet As of 10/31/2020 (In Whole Numbers)

	OPERATING FUNDS	RESTRICTED & ENDOWMENT FUNDS
	<u> </u>	<u> </u>
Cash		
	(175,216)	242,811
Total Cash	(175,216)	242,811
Investment Securities		
General Investments	3,664,548	0
Endowment - Comerica	1,457,291	16,987,098
Investment - P.I.L.P	983,309	0
Total Investment Securities	6,105,148	16,987,098
Receivables		
Church Loan Receivable - Module	56,000	0
Church Line of Credit Receivable	40,460	0
Misc Receivables	763	1,130
POD Grant Mortgage	432,393	0
Total Receivables	529,616	1,130
Other Assets		
	0	0
Total Other Assets	0	0
Total Assets	<u>6,459,548</u>	<u>17,231,039</u>
Miscellaneous Liabilities		
Accounts Payable - Module	0	0
Other	4,536	1,512
Total Miscellaneous Liabilities	4,536	1,512
Notes Payable to Presbyterian Church (U.S.A.)		
PCUSA Grant Mortgage Receivable	(194,018)	0
PCUSA Grant Mortgage Reserve	194,018	0
PCUSA Guaranteed Loans	(666,103)	0
P.I.L.P. Guaranteed Loans	(3,192,091)	0
Note Payable - PCUSA	666,103	0
Note Payable P.I.L.P	3,192,091	0
Total Notes Payable to Presbyterian Church (U.S.A.)	0	0
Total Liabilities	<u>4,536</u>	<u>1,512</u>
Unrestricted Net Assets/Equity		
	4,807,179	(1,346,694)
Total Unrestricted Net Assets/Equity	4,807,179	(1,346,694)
Restricted Net Assets/Equity		
	1,647,833	18,576,222
Total Restricted Net Assets/Equity	1,647,833	18,576,222
Total Net Assets/Equity	<u>6,455,012</u>	<u>17,229,527</u>
Total Liabilities & Net Assets/Equity	<u>6,459,548</u>	<u>17,231,039</u>

**Presbytery of Detroit
Report of the Trustees
November 21, 2020**

The Trustees recommend Presbytery approve the sale of the property addressed as 18391 Morang, Detroit, Wayne County, Michigan, and legally described as:

Lots 2223 thru 2235, Park Drive #7 (Plats), City of Detroit, Wayne County, Michigan, as recorded in Liber 60, Page 28 of Plats of Wayne County Records,

to the Second Mile Center for the sum of one dollar upon the approval of the Second Mile Center Board.

Rationale: The building is currently used by the Second Mile Center, which is a mission of Presbyterian Women. The Trustees determined that ownership of property gives Second Mile Center the freedom to do with the building as they wish, which will better support their mission and vision for their community. This sale is in accordance with the mission and vision of the Presbytery going forward.

The Trustees recommend Presbytery approve the audit report. **Paper H-2.**

The Trustees report the following for the information of Presbytery:

1. The Trustees elected Christine Blauvelt, David Williams, David Tolfree, and Kirk Waibel to the Board of the Howell Nature Center for three-year terms.
2. The Trustees authorized automatic monthly payment to Great American Financial for the two copier leases via automatic withdrawal from the PayPal checking account.
3. The Trustees determined to hold the remaining 2020 budgeted amounts for the NorthStar Strategies consulting work and Multicultural Structural Transformation in Fund 510 for use in 2021.
4. The Trustees authorized New Church Development to move \$458.85 remaining from the 2019 budget to a 510 line.
5. The Trustees authorized Elder Martha Blenman to sign documents related to the audit as corporate secretary.
6. The Trustees approved a PILP loan application for \$125k from First Presbyterian Church of Farmington Hills.
7. The Trustees approved a PILP loan application for \$15k from Crossroads—Walled Lake.

THE PRESBYTERY OF DETROIT, INC.

Financial Statements
Independent Auditor's Report
with Supplementary Information
December 31, 2019 and 2018

THE PRESBYTERY OF DETROIT, INC.

Financial Statements Independent Auditor's Report with Supplementary Information December 31, 2019 and 2018

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Anita R. Tellis, CPA, MST

15 E. Kirby St., Suite 106
Detroit, Michigan 48202
(313) 873-3812
(313) 873-3816 Fax
www.tellisandcompanycpas.com

Independent Auditor's Report

To the Presbytery Board of Trustees 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, 2019 and the related statements of activities, functional expenses and 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, 2019 and the changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

Report on Summarized Comparative Information

We have previously audited The Presbytery of Detroit, Inc. 2018 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated August 20, 2019. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2019 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.

Tellis and Company PLLC

October 27, 2020

THE PRESBYTERY OF DETROIT, INC.

Statements of Financial Position
As of December 31, 2019 and 2018

	Assets	
	<u>2019</u>	<u>2018</u>
Cash and Cash Equivalents	\$ 336,225	\$ 473,508
Presbyterian Investment Loan Program (Note 2)	983,309	731,294
Investment Securities (Notes 3)	23,953,118	20,884,927
Notes Receivable		
Notes Receivable (Note 1)	1,098,496	719,614
Other Assets		
Other Receivables (Note 1)	<u>3,271,212</u>	<u>3,523,237</u>
Total Assets	<u>\$ 29,642,360</u>	<u>\$ 26,332,580</u>

Liabilities and Net Assets

Liabilities:		
Notes Payable to Presbyterian Church (U.S.A.) (Note 1)	\$ 3,858,194	\$ 3,424,421
General Mission payable	10,522	102
Accrued Liabilities	<u>12,814</u>	<u>18,650</u>
Total Liabilities	<u>3,881,530</u>	<u>3,443,173</u>
Net Assets:		
Without Donors Restrictions		
General Operating	155,194	166,912
Designated for Long-Term Investment and Other (Note 11)	6,785,987	6,097,788
With Donors Restrictions		
Purposes Restrictions (Note 9)	2,328,104	2,069,239
Perpetual in nature (Note 10)	<u>16,491,545</u>	<u>14,555,468</u>
Total Net Assets	<u>25,760,830</u>	<u>22,889,407</u>
Total Liabilities and Net Assets	<u>\$ 29,642,360</u>	<u>\$ 26,332,580</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, 2019 and 2018

	Without Donors Restrictions			With Donors Restrictions		Total 2019	Total 2018
	General Operating	Designated	Subtotals	Purposes Restrictions	Perpetual in Nature		
Changes in Net assets							
Revenue, gains, and other support							
Per capita apportionments	\$ 343,059	\$ -	\$ 343,059	\$ -	\$ -	\$ 343,059	\$ 353,166
Presbytery Mission giving	169,644	-	169,644	-	-	169,644	189,711
Grants	6,300	4,500	10,800	-	-	10,800	36,300
Offerings/Donations	4,076	117,882	121,958	9,125	-	131,083	71,617
Other Income (Loss)	102,293	45,578	147,871	53,931	477,359	679,161	101,516
Endowment income	245,853	-	245,853	-	-	245,853	323,925
Endowment distribution (Fort Street, and Other Entities)	-	-	-	-	-	-	557,644
Net assets released from restrictions- Satisfaction of program restrictions	990,090	(122,307)	867,783	(372,242)	(495,541)	-	-
Total revenue, gains, and other support	1,861,315	45,653	1,906,968	(309,186)	(18,182)	1,579,600	1,633,879
Expenses:							
Program expenses	1,197,804	-	1,197,804	-	-	1,197,804	1,501,392
Management and general	687,160	47,469	734,629	-	-	734,629	189,041
Total expenses	1,884,964	47,469	1,932,433	-	-	1,932,433	1,690,433
Increase (Decrease) in Net Assets - Before transfers	(23,649)	(1,816)	(25,465)	(309,186)	(18,182)	(352,833)	(56,554)
Transfers							
In	1	1	2	346,268	-	346,270	-
Out	-	(346,287)	(346,287)	-	-	(346,287)	-
Net	1	(346,286)	(346,285)	346,268	-	3	-
Increase (Decrease) in Net Assets from Operating Activities	(23,648)	(348,082)	(371,730)	37,082	(18,182)	(352,830)	(56,554)
Nonoperating Activities:							
Net realized and unrealized gains	-	612,822	612,822	220,790	1,954,259	2,787,871	(1,807,531)
Sale, Disposal of Fixed Assets	-	423,459	423,459	-	-	423,459	168,375
Interest and dividends	11,930	-	11,930	993	-	12,923	15,777
Change in net assets from nonoperating activities	11,930	1,036,281	1,048,211	221,783	1,954,259	3,224,253	(1,623,379)
Changes in net assets	(11,718)	688,199	676,481	258,865	1,936,077	2,871,423	(1,679,933)
Net Assets - January 1,	166,912	6,097,788	6,264,700	2,069,239	14,555,468	22,889,407	24,474,282
Prior Period Adjustment	-	-	-	-	-	-	95,058
Adjusted net assets - January 1,	166,912	6,097,788	6,264,700	2,069,239	14,555,468	22,889,407	24,569,340
Net Assets - December 31,	\$ 155,194	\$ 6,785,987	\$ 6,941,181	\$ 2,328,104	\$ 16,491,545	\$ 25,760,830	\$ 22,889,407

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Statements of Functional Expenses
For the Years Ended December 31, 2019 and 2018

	Program Expenses	Administrative Expenses	2019 Totals	2018 Totals
Salaries and Wages/Housing Allowance	-	349,841	349,841	305,998
Reimbursed Allowance	1,540	52,302	53,842	42,725
Payroll Taxes	-	28,234	28,234	23,573
Employee Benefits	522	104,693	105,215	67,124
Bank Charges	-	275	275	14,857
Background Checks	-	658	658	739
Clergy Support	-	-	-	125
Communication / Publicity	-	528	528	-
Computer - Internet/Website	-	913	913	3,728
Computer - Maintenance/Support	-	11,593	11,593	28,741
Computer - Software	-	1,513	1,513	6,137
Computer - Supplies	-	127	127	23
Copier - Meter Charges	-	2,888	2,888	2,661
Equipment - Lease	-	28,336	28,336	27,007
Equipment - (Minor) Purchase	-	-	-	2,119
Freight and Shipping Charges	-	-	-	187
Gifts and Flowers	-	305	305	300
Advertising Expenses	-	-	-	1,587
Maintenance Repair	-	547	547	755
Meeting Expenses	87	1,529	1,616	1,593
Moderator Training	-	-	-	-
Insurance - General	-	2,439	2,439	7,234
Occupancy	-	49,952	49,952	46,143
Postage Expenses	-	3,636	3,636	3,297
Professional Fees - Audit	-	10,661	10,661	11,960
Professional Fees - consultant	-	5,525	5,525	5,000
Professional Fees - Legal	-	5,755	5,755	15,148
Professional Fees - Payroll	-	3,410	3,410	3,324
Psychological	-	-	-	-
Resource Material	-	-	-	1,244
Supplies - Office	-	6,356	6,356	9,184
Telephone - Expense and Maintenance	-	8,433	8,433	6,415
Travel and Mileages Expenses	4,640	6,753	11,393	1,110
Committee Expenses	-	-	-	11,278
Mission/Ministries/Support	201,038	-	201,038	248,294
PC USA Grants	5,000	-	5,000	27,500
Designated Projects (ECO)	61,493	47,427	108,920	60,461
2018 Faith in Action Mission Fund	319,860	-	319,860	29,604
Endowment Distributions	603,624	-	603,624	673,258
Total Functional Expenses	\$ 1,197,804	\$ 734,629	\$ 1,932,433	\$ 1,690,433

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, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Cash Flows from Operating Activities		
Changes in net assets	\$ 2,871,423	\$ (1,679,933)
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)	(2,787,871)	1,807,531
Prior Period Adjustment	-	95,058
Changes in assets and liabilities:		
(Increase) Decrease in Presbytery causes receivable	252,025	(1,194,830)
(Increase) Decrease in other receivables	(378,882)	(213,724)
Increase (Decrease) in general mission payable	10,420	100
Increase (Decrease) in accrued liabilities	<u>(5,836)</u>	<u>18,687</u>
Net cash provided by (used in) operating activities	<u>(38,721)</u>	<u>(1,167,111)</u>
Cash Flows In Investing Activities		
Net (Purchases) Sales of investment securities	(581,260)	(48,157)
Change in restricted Cash	48,925	(718)
Issuance (Proceeds) from receipt of payment on notes receivables from churches	<u>433,773</u>	<u>1,188,889</u>
Net cash provided by (used in) investing activities	<u>(98,562)</u>	<u>1,140,014</u>
Cash Flows In Financing Activities	<u>-</u>	<u>-</u>
Net Decrease in Cash and Cash Equivalents	(137,283)	(27,097)
Cash and Cash Equivalents - Beginning of year	<u>473,508</u>	<u>500,605</u>
Cash and Cash Equivalents - End of year	<u>\$ 336,225</u>	<u>\$ 473,508</u>

Supplemental Cash Flow Disclosures

Cash Paid During the Year for Interest	\$ <u>-</u>	\$ <u>-</u>
--	-------------	-------------

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2019 and 2018

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, 2019 and 2018 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 without or with donors restrictions.

New Accounting Pronouncement – For the year ended December 31, 2019, the Presbytery adhered to the requirements of the Financial Accounting Standards Board's Accounting Standards Update No. 2016 14 – Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities (ASU 2016- 14). This update addresses the complexity and understandability of resources, and the lack of consistency in the type of information provided about expenses and investment return between not-for-profit entities. A key change required by ASU 2016-14 is the net asset classes used in these financial statements. Amounts previously reported as unrestricted net assets are now reported as net assets without donor restrictions and amounts previously reported as temporarily restricted net assets and permanently restricted net assets are now reported as net assets with donor restrictions. A footnote on liquidity has also been added.

The accompanying information from 2018 financial statements is in conformity to the 2019 presentation disclosure requirements of ASU 2016-14.

Without Donors Restrictions - 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.

With Donors Restrictions - Net 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, and consist of amounts received from donors who have specified that the principal of the donation is to remain intact for investment purposes.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses and changes in net assets during the reporting period. Actual results could differ from those estimates.

Cash Equivalents – The Presbytery considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2019 and 2018

Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)

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.

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, 2019, the Operating Account had deposits of \$336,225.00.

Risks and Uncertainties – The Presbytery invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that change in the values of investment securities may occur in the near term and those changes could materially affect the amounts reported in the consolidated statement of financial position.

Notes Receivable, Other Receivables and Payable - The Presbyterian Church (U.S.A.) makes loans to various churches within The Presbytery of Detroit, Inc.'s jurisdiction, and the Presbytery cosigns for these loans. Included in notes receivable balance from Presbytery churches is \$3,192,091 and \$3,137,200 at December 31, 2019 and 2018. Of this amount \$3,858,194 for December 31, 2019 and \$3,424,421 for December 31, 2018 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, 2019 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 October 27, 2020, which is the same date the financial statements were available to be issued. (See Note 15)

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 \$22,178 and \$14,413 for the years ended December 31, 2019 and 2018. 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.

Administrative Expenses – These expenses represent non-salaried expenses used to run the day-to-day operation of the Presbytery office.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2019 and 2018

Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)

Comparative Data - The financial statements include certain prior-year summarized comparative information in total, but not by net asset class or functional classification. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended September 30, 2018 from which the summarized information was derived. The expenses on the statement of activities for 2018 have been shown in total only since the allocation method was changed for 2019.

Note 2 - Investment Loan Program

At December 31, 2019 and 2018, the Presbytery has \$983,309 and \$731,294 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 / Fair Value Measurements

	<u>2019</u>	<u>2018</u>
The fair market value of securities is as follows:		
Corporate stocks and bonds	\$13,174,006	\$10,965,943
Mutual Funds	10,259,649	9,580,211
Money market securities	<u>519,463</u>	<u>338,773</u>
Total	<u>\$23,953,118</u>	<u>\$20,884,927</u>
Net investment income for the period consist of:		
	<u>2019</u>	<u>2018</u>
Net realized and unrealized gains (losses) on investments	\$2,787,871	\$(1,807,531)
Dividends and Interest	679,162	573,421
Investment fees	<u>(77,531)</u>	<u>(76,939)</u>
Total	<u>\$3,389,502</u>	<u>\$ (1,311,049)</u>

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 measurements 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:

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2019 and 2018

Note 3 - Investment Securities / Fair Value Measurements (continued)

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, 2019.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Corporate Stock and bonds	\$13,174,006	\$ -	\$ -	\$13,174,006
Mutual Funds	10,259,649	-	-	10,259,649
Money Market Securities	<u>519,463</u>	<u>-</u>	<u>-</u>	<u>519,463</u>
Totals	<u>\$23,953,118</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$23,953,118</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.

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 \$47,921 for 2019 and \$46,143 for 2018. The Presbytery also leases photocopier equipment under an operating lease agreement expiring October, 2022 and March 2023, with monthly payments of \$1,795 and \$309. The total lease expense for the year ended December 31, 2019 amounted to \$76,257.

Future minimum lease payments required under all of the leases are as follows:

<u>Year Ending</u> <u>December 31,</u>	<u>Amount</u>
2020	\$ 58,020
2021	25,248
2022	19,863
2023	<u>927</u>
Total	<u>\$ 104,058</u>

Note 7 - Line-of-Credit

The Presbytery has an open line of credit with Comerica Bank in the amount of \$500,000, with a "Prime Reference Interest Rate" of half a percent. In no event and at no time shall the "Prime Referenced Rate" be less than the sum of the Daily Adjusting "LIBOR Rate" for such day Plus 2.5% per annum. The outstanding amount at December 31, 2019 was \$0.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2019 and 2018

Note 8 – Net Assets (With Donors Restrictions)

As described in Notes 9 and 10, the Presbytery has With Donors Restrictions 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 With Donors Restrictions Net Assets are restricted by the donor whereby only the income may be spent for the purpose stipulated by the donor. They are either restricted by time, purpose or principal. If the funds are restricted by principal they may not be spent below its original amount. The Presbytery has also followed the guideline that the funds that are restricted by time and purpose their principal amount also may 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.

Note 9 – Purpose Restrictions Fund

Net assets (With Donors Restrictions) 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, 2019 and 2018 reflects excess dollars paid out during this time period than collected. The excess represents a temporary timing difference.

	<u>2019</u>	<u>2018</u>
Ranney-Balch Fund	\$1,966,419	\$1,752,466
Special Mission - Faith in Action	6,925	325,792
Designed Fund	354,654	-
Mission Fund - (Deferred)	(353)	(9,019)
Total	<u>\$2,327,645</u>	<u>\$2,069,239</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2019 and 2018

Note 10 – Endowments

Endowments net assets (With Donors Restrictions) are investments of the following amounts. The income on such investments is specified by the donor to be used for the purposes noted:

	<u>2019</u>	<u>2018</u>
McKay Fund - Provide funding for new Presbyterian churches and Missions within the city of Detroit	\$ 515,154	\$ 454,697
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	15,306,784	13,508,934
Connor Fund - Earnings used to support Fort Street Presbyterian Church	<u>669,607</u>	<u>591,837</u>
Total	<u>\$16,491,545</u>	<u>\$14,555,468</u>

Note 11 - Designated Net Assets

Certain unrestricted gifts and revenue have been designated for specific purposes by the Presbytery for unique causes sponsored by the Presbytery.

The specific purposes are as follows:

	<u>2019</u>	<u>2018</u>
Funds available to provide loans to new and Established churches – Capital Fund	\$6,785,987	\$5,807,027
Funds designated by Presbytery from Grand River Sale	-	168,375
Funds designated for Presbytery projects	<u>-</u>	<u>122,386</u>
Total designated net assets	<u>\$6,785,987</u>	<u>\$6,097,788</u>

Note 12 – Transfers

The transfers represent revenue and expense transferred within the "Without Donors Restrictions" net assets funds for 2019. These funds were transferred during the year because the Presbytery maintains only one operating checking account.

Note 13 – 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.

In July 2015, the FASB issued ASU 2018-08, Revenue with Contracts from Customers (Topic 606). The ASU eliminates transaction and industry specific revenue recognition guidance under current general accepted accounting principles, and replaces it with a principle based approach for determining revenue recognition. The ASU is effective for fiscal years beginning after December 15, 2019. The entity effective date is October 1, 2020.

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 Ending December 31, 2019 and 2018

Note 14 – Liquidity and availability of Financial Assets

The Presbytery's working capital and cash flows have variations during the year attributable to the timing of contributions receipts. Monthly cash outflows vary each year based on the specific requirements of the events programmed that year.

The following reflects the Presbytery's financial assets as of the statement of financial position date, reduced by amounts not available for general use within one year of the statement of financial position date because of contractual or donor-imposed restrictions.

	<u>2019</u>	<u>2018</u>
Cash and Cash Equivalents, at Year End	\$ 336,225	\$ 473,508
PILP (Mission Market)	403,718	331,021
General Investments	5,418,735	4,505,356
Short-Term Receivable	<u>77,161</u>	<u>384,007</u>
Total Current Assets	<u>6,235,839</u>	<u>5,693,892</u>
Less: Assets with Donor Restrictions (less than one year)		
Donor Restriction (Funds Designed)	354,654	177,392
Short-term Receivables (from Grand River)	635	168,375
PILP loan contingency	3,192,091	3,137,200
Mission Funds	<u>353</u>	<u>9,019</u>
Total Assets with Donor Restrictions	<u>(3,547,733)</u>	<u>(3,491,986)</u>
Financial assets available within one year to meet cash needs for general expenditures within one year.	<u>\$2,688,106</u>	<u>\$2,201,906</u>

Note 15 – SUBSEQUENT EVENTS (COVID-19)

Beginning around March 2020, the COVID-19 virus has been declared a global pandemic as it continues to spread rapidly. Business continuity, including supply chains and consumer demand across a broad range of industries and countries could be severely impacted for months or beyond as governments and their citizens take significant and unprecedented measures to mitigate the consequences of the pandemic. "As of the date of issuance of these financial statements, the full impact to The Presbytery's financial position is not known. Interim financial statements indicate volatility to affect all revenue streams throughout 2020 and into 2021. There were no changes made to our workforce, and programming continued and where appropriately moved to an online platforms. Management is carefully monitoring the situation and evaluating its options during this time". No adjustments have been made to these financial statements as a result of this uncertainty.

Supplementary Information

THE PRESBYTERY OF DETROIT, INC.
Schedule of Indebtedness of Churches and the Presbytery of Detroit
to Other Presbyterian Organizations
For the Year Ended December 31, 2019

Church Name	Loans from General Assembly	Grant Mortgage (Deferred Payment) Loans	Presbyterian Investment Loan Program	Loans from Presbytery	Total
Ann Arbor, Calvary	\$ -	\$ 5,000	\$ -	\$ -	\$ 5,000
Ann Arbor, Calvary	-	9,000	-	-	9,000
Berkley, Greenfield Church	15,000	-	-	-	15,000
Dearborn, Cherry Hill	-	28,940	-	-	28,940
Dearborn, Littlefield	-	17,083	-	-	17,083
Churches of Detroit					
Broadstreet	-	20,000	-	-	20,000
Calvin East	-	29,050	-	-	29,050
Trinity	-	21,664	-	-	21,664
Westminster	297,177	-	-	-	297,177
Farmington, First Presbyterian	-	-	149,675	-	149,675
Drayton Plains, Community	-	28,688	-	-	28,688
Gratiot Avenue	-	49,820	-	-	49,820
Howell, First Presbyterian	-	-	157,449	-	157,449
Livonia, St. Pauls	-	10,000	-	-	10,000
Northville, First Presbyterian	-	-	804,065	-	804,065
Novi, Faith Community	-	-	200,823	-	200,823
Plymouth, First Presbyterian	242,200	-	-	-	242,200
Pontiac, Joslyn Ave.	-	22,175	-	-	22,175
Redford, Village	-	11,418	-	-	11,418
Rochester Hills University	-	-	512,409	-	512,409
Southwest Detroit Immigrant and Refugee Center	-	-	-	50,000	50,000
Sterling Heights, New Life	-	-	-	22,940	22,940
Sterling Heights, Utica / New Life	8,760	-	-	-	8,760
Sterling Heights, Utica / New Life	20,556	-	-	-	20,556
Troy, Northminster North	82,410	-	-	-	82,410
Howell Nature Center	-	373,573	1,367,670	-	1,741,243
	<u>\$ 666,103</u>	<u>\$ 626,411</u>	<u>\$ 3,192,091</u>	<u>\$ 72,940</u>	<u>\$ 4,557,545</u>

**Presbytery of Detroit
Report of the Coordinating Cabinet
November 21, 2020**

The Coordinating Cabinet recommends the Presbytery approve the budget for 2021. **Paper D-2**

The Coordinating Cabinet nominates the following to the Committee on Nominations:

Chair-2021: Elder Rosy Latimore, Birmingham First

Class-2023: Elder Steve Benton, Grosse Ile; Elder Martha Blenman, Birmingham First; and Rev. Jasmine Smart, At Large.

The Coordinating Cabinet recommends Presbytery approve the following locations for 2021 Presbytery meetings:

Tuesday, January 26: Virtual

Saturday, March 20: Virtual

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

1. The Cabinet adopted a set of group norms for its work.
2. The Cabinet authorized a task force of six members, to be appointed by the Moderator and Chair of Coordinating Cabinet, for the purpose of reviewing and proposing changes to the Bylaws and Policies and Procedures Manual for approval of the Coordinating Cabinet and Presbytery.
3. The Cabinet adopted protocols to improve the process of virtual Presbytery meetings.
4. The Cabinet approved the following schedule for Cabinet meetings and leadership team meetings in 2021:

LEADERSHIP TEAM (ABOUT 2 WKS BEFORE CC)	COORDINATING CABINET (ABOUT 2 WKS BEFORE PRESBYTERY - 3 P.M.)	PRESBYTERY
Monday, January 4	Monday, January 11	Tuesday, January 26
Monday, February 22	Monday, March 8	Saturday, March 20
Monday, March 31	Monday, June 14	Tuesday, June 22
Monday, August 30	Monday, September 13	Tuesday, September 28
Monday, October 25	Monday, November 8	Saturday, November 20

5. The Cabinet approved Rev. Tom Oxtoby to function as Acting Stated Clerk on a volunteer basis in any situations where the Stated Clerk or her firm has a conflict of interest.
6. The Cabinet approved the service of communion at the Presbytery meeting November 21, 2020.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

November 21, 2020

The Committee on Preparation met on November 10, 2020 and submits the following report:

FOR INFORMATION:

CPM met with the following Inquirers: **Sarang Kang, Robyn Hudgins, and Kate Mackie** and sustained their Annual Consultations.

CPM and COM representatives remain in conversation about the process of receiving ministers of other denominations, particularly in instances when they are not in communion with PCUSA.

FOR ACTION:

1. The CPM recommends that the Presbytery conduct an examination for ordination to the Ordered Ministry of Word and Sacrament of **Ashley S. Ashley**, a candidate Finally Assessed by the Presbytery of Pittsburgh. She has met the requirements for ordination in this presbytery, has received an M.Div. from Pittsburgh Theological Seminary, and has received a call to serve at First Presbyterian Church of Plymouth, Michigan.

The Presbytery may find her biography and Statement of Faith included in this packet. The Presbytery is invited to ask questions of her Statement of Faith or in relation to her preparedness for ordained ministry.

Ordination to ordered ministry of teaching elder is an act of the whole church carried out by the presbytery, setting apart a person to ordered ministry. Such a person shall have fulfilled the ordination requirements of the presbytery of care and received the call of God to service to a congregation or other work in the mission of the church that is acceptable to the candidate and to the presbytery of call.
(G2.0701)

Respectfully submitted,

Rev. Mary Bahr-Jones

Rev. Edward Dunn

Co-Moderators

Presbytery of Detroit

November 21, 2020

REPORT OF THE COMMITTEE ON MINISTRY

RECOMMENDATIONS TO THE PRESBYTERY

THE COMMITTEE ON MINISTRY RECOMMENDS THAT PRESBYTERY:

Calls/Contracts

1. **By motion, approve** the Associate Pastor for Youth call between the **Rev. Kelsey Sorge** and **Kirk in the Hills, Bloomfield Hills** effective August 1, 2020. Terms of Call: Salary & Housing-\$57,500, BOP dues-\$21,275, Social Security-\$4,398.75, Dental plan-\$2,400, Continuing Education-\$1,000, Professional Expenses-\$1,600. Total compensation-\$88,179.75. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One time moving expenses-\$5,000-\$7,000. Kelsey Sorge 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of served.
2. **By motion, approve** the Assistant Pastor for Campus Ministries and Faith Formation call between the **Rev. Evans McGowan** and **Ann Arbor, First** effective December 1, 2020. Terms of Call: Salary & Housing-\$63,000, SECA-\$4,819.50, Professional Allowance-\$1,500, Continuing Education/Study Allowance-\$1,200. Total compensation-\$85,218. Additionally, Healthcare from BOP for pastor and spouse through the Board of Pensions (First AA expense) and 9% of Effective Salary as a 403(b) Fidelity Retirement Benefit. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
3. **By motion, approve** the Co-Pastor call between the **Rev. Garrett R. Mostowski** and **Fort Street, Detroit** effective October 5, 2020. Terms of Call: Salary-\$33,000, Housing-\$12,000, 403(b)-\$3,000, BOP dues-\$17,760, Social Security-\$3,442.50, Medical deductible-\$3,000, Continuing Education-\$3,000, Professional Expenses-\$3,250, Other-(cell phone service, computer, internet service, etc)-\$2,000. Total compensation-\$80,452.50. Vacation-4 weeks including Sundays; Continuing Education-3 weeks including 3 Sundays. Paid Parental leave of up to 12 weeks to be divided with the other co-pastor. Sabbatical leave of 3 months for every 7 years. One time moving expenses up to 100% of costs with receipts. Rev. Mostowski 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.

**Committee on Ministry Report to Presbytery
November 21, 2020, Page 2**

4. **By motion, approve** the Co-Pastor call between the **Rev. Sarah Logemann and Fort Street, Detroit** effective October 5, 2020. Terms of Call: Salary-\$45,000, 403(b)-\$3,000, BOP dues-\$5,760, Social Security-\$3,442.50, Medical deductible-\$3,000, Continuing Education-\$3,000, Professional Expenses-\$3,250, Other (cell phone service, computer, internet service, etc)-\$2,000. Total compensation-\$68,452.50. Vacation-4 weeks including 4 Sundays; Continuing Education-3 weeks including 3 Sundays. Paid Parental leave of up to 12 weeks to be divided with the other co-pastor. Sabbatical leave of 3 months for every 7 years. One time moving expenses up to 100% of costs with receipts. Rev. Logemann 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. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.
5. **By motion, approve** the Associate Pastor call between **Ashley Ashley and Plymouth First** effective December 1, 2020. Terms of Call: Salary & Housing-\$53,000, BOP dues-\$19,610, Social Security-\$4,055, Continuing Education-\$2,000, Professional Expenses-\$1,500. Total compensation-\$80,165. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays. One Time moving expenses up to \$5000 and up to \$1000 travel expenses to Candidate Sunday. Ashley Ashley will attend a Pastors in Transition Program, cost borne by the church. The Church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.
6. **By motion, approve** the Interim Pastor contract between the **Rev. James Faile and St. Paul's, Livonia** effective November 1, 2020. Terms of Call: Salary-\$35,000, Housing-\$30,000, Self-Employment Contribution Act Reimbursement-\$4,972.50, BOP Medical-\$17,493.13, BOP Pensions-\$7,696.98, BOP Death/Disability-\$699.73, BOP Dependent Medical-\$1,049.59, Medical Deductible-\$650, Study Allowance-\$1,000, Professional Expenses-\$1,500. Total compensation-\$100,061.93. 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.
7. **By motion, approve** the Extension of the Interim Pastor contract between the **Rev. Mark Diehl and Grosse Pointe Memorial, Grosse Pointe Farms** effective November 7, 2020-April 30, 2021. Terms of Call: Salary & Housing-\$128,520, Self-Employment Contribution Act Reimbursement-\$9,832, BOP Medical-\$33,400, BOP Pensions-\$10,924, BOP Death/Disability-\$1,285, BOP Temporary Disability-\$643, Medical Deductible-\$1,970, Study Allowance-\$2,100, Professional Expenses-\$6,700. Total compensation-\$195,474. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.

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November 21, 2020, Page 3**

- 8. By motion, approve** the part-time Temporary Supply Pastor contract between the **Rev. Frances Hayes** and **Dearborn First** effective November 22, 2020-February 28, 2021. Terms of Call: \$6000 per month. 1 week of paid vacation.
- 9. By motion, approve** the Resident Minister (2nd year) contract between the **Rev. Andrew Frazier** and **Ann Arbor First** effective August 16, 2020. Terms of Call: Salary & Housing-\$47,238, SECA-\$3,613.71, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education/Study Allowance-\$1,000, full participation in the BOP Medical, Pension and Death/Disability plan for Clergy. Total compensation-\$53,351.71. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
- 10. By motion, approve** the Resident Minister (2nd year) contract between the **Rev. Amy Ruhf** and **Ann Arbor First** effective August 16, 2020. Terms of Call: Salary & Housing-\$47,238, SECA-\$3,613.71, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education-\$1,000. Full participation in the BOP Medical, Pension and Death/Disability plan for Clergy. Total compensation-\$53,351.71. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
- 11. By motion, approve** the Resident Minister (2nd year) contract between the **Rev. Khayla Johnson** and **Ann Arbor First** effective August 16, 2020. Terms of Call: Salary & Housing-\$47,238, SECA-\$3,613.71, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education/Study Allowance-\$1,000. Full participation in the BOP Medical, Pension and Death/Disability plan for Clergy. Total compensation-\$53,351.71. Vacation-4 weeks including 4 Sundays; Study leave-2 weeks including 2 Sundays.
- 12. By motion, approve** the correction to the part-time Stated Supply Pastor contract between the **Rev. Raphael Francis** and **Trinity Community, Detroit** effective September 1, 2020. Terms of Call: Salary & Housing-\$25,468.99, Medical & Pension-\$3,056.27, Social Security-\$1,948.37, Professional Expenses-\$728.28, Continuing Education-\$603.43, Spouse Medical-\$382.02. Total compensation-\$32,184.36. Vacation-2 weeks including 2 Sundays; per 6 months Study leave-1 week including 1 Sunday per 6 months. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
- 13. By motion, approve** the Interim Pastor contract extension between the **Rev. Beth Delaney** and **Community, Waterford** effective September 1, 2020-December 31, 2020. Terms of Call: All inclusive \$69,297. Prorated vacation-5 weeks; Study leave-2 weeks.
- 14. By motion, approve** the renewal of the covenant of support between **CRE Ruth Azar** and **Grosse Pointe Memorial**.
- 15. By motion, approved** the motion attached as **Appendix A**.

Administrative Commissions

1. **By motion, approve** the motion attached as **Appendix B**.

Information

1. **By motion, COM approved** the MIF for Garden City.
2. **By motion, COM approved** the self-study for Ann Arbor pending addition of addendums of the Holy Cow report and granted permission to form a PNC.
3. **By motion, COM approved** the position description for **Orchard Lake First**.
4. **By motion, COM approved** the **Rev. Beth Delaney** as moderator for **Covenant, Southfield**.
5. **By motion, COM approved** the **Rev. Angela Ryo** as moderator for **Starr, Royal Oak**.
6. **By motion, COM approved** the retirement of the **Rev. Paul Thwaite** and will move him to honorably retired effective January 1, 2021.
7. **By motion, COM approved** the transfer of credentials for the **Rev. Dr. Allen Timm** to the **Presbytery of Northern New England**.
8. **By motion, COM approved** the reception of credentials for the **Rev. Sarah Logemann** and the **Rev. Garrett Mostowski** from Yellowstone Presbytery.
9. **By motion, COM approved** receiving the Terms of Call reporting report pending its completion and the report being presented at the November Presbytery meeting.

**THE COMMITTEE ON MINISTRY REPORTS THE FOLLOWING ACTIONS TAKEN
UNDER THE AUTHORITY THAT HAS BEEN GRANTED TO IT:**

Calls/Contracts

1. **By motion, COM approved** the Part-time Stated Supply Pastor contract renewal between the **Rev. Raphael Francis** and **Trinity Community, Detroit** effective September 1, 2020. Terms of Call: Salary & Housing-\$25,468.99, Medical & Pension-\$3,056.27, Social Security-\$1,948.37, Professional Expenses-\$728.28, Continuing Education-\$603.43, Spouse Medical-\$382.02. Total Compensation-\$32,184.36. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.

Commissions

1. **By motion, COM approved** the Ordination Commission for **Lex Allum** at **Ann Arbor First** on October 25, 2020 at 2:00 p.m. The Lord's Supper will be part of the worship service. Commission members: Moderator- the Rev. Julie Delezene, Teaching Elders-the Rev. Dr. Jay Sanderford (Ann Arbor First), the

**Committee on Ministry Report to Presbytery
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Rev. Dr. James Monnett (Port Huron First), Ruling Elders; Elder Katie Parker, Elder Robert Huer (Kirk in the Hills, Bloomfield Hills), Corresponding Members: Elder Mandy Pardue (Whitewater Valley Presbytery).

2. **By motion, COM approved** the Installation Commission for the **Rev. Christina Hallam at Northminster, Troy** (outdoors) on October 25, 2020 at 3:00 p.m. Commission members: Moderator-the Rev. Julie Delezene, Teaching Elders-the Rev. Joanna Dunn (University, Rochester), the Rev. Jasmine Smart (At Large), Ruling Elders-CRE Charon Barconey (Associate Executive Presbyter, Detroit), Elder Richard Smith (Starr, Royal Oak).
3. **By motion, COM approved** the Installation Commission for **Patricia Jacobs at Hybrid, UPC** on November 1, 2020 at 2:00 p.m. Commission members: Moderator-the Rev. Julie Delezene, Teaching Elders-the Rev. Laura Kelsey (Pontiac First), the Rev. Samuel An (New Hope, Southfield), the Rev. Mark Phillips (Cherry Hill, Dearborn), Ruling Elders: Elder Doug Fryer (UPC), Elder Elizabeth Lozen (Port Huron First), Elder Susan Farouq (Faith Community, Novi), Corresponding Members-the Rev. Amy Wiles (North Central Iowa Presbytery), the Rev. Ian McMullen (North Central Iowa Presbytery).
4. **By motion, COM approved** the Installation Commission for **the Rev. Jacqueline Spycher at Northville First** on October 18, 2020 at 4:00 p.m. Commission members: Moderator-CRE Charon Barconey, Associate Executive Presbyter, Teaching Elders: the Rev. Bethany Peerbolte (Birmingham First), the Rev Peter Moore (Greenfield, Berkley), the Rev. Anne Schaefer (At Large, POD), Ruling Elders: Elder Alan Danes (Northville First), Elder Tina Dezerne (South Lyon First), Corresponding Members: the Rev. Dr. Chip Hardwick (Synod of the Covenant), Elder Linda Spycher (Lake Michigan Presbytery).

Information

1. **By motion, COM approved** the MIF for Assistant Pastor for Mission for **Kirk in the Hills, Bloomfield Hills**.
2. **By motion, COM approved** the Self-study for **Grosse Pointe Memorial** and granted permission to form a PNC.
3. **By motion, COM approved** the **Rev. Dr. Robert Agnew** as moderator for **St. John's, Detroit** effective October 1, 2020.
4. **By motion, COM approved** the **Rev. Eddie Jusino** as moderator for **Covenant, Southfield** effective October 1, 2020.
5. **By motion, COM By motion, approved** adding the **Rev. Jasmine Smart** to the Pulpit Supply list.
6. **By motion, COM approved** the **Rev. Jasmine Smart** as moderator for **Southminster, Taylor** effective October 1, 2020.

Appendix A

COM recommends that the presbytery approve the following:

Authorize the **Calvary, Detroit** PNC's final candidate for pastor to take the ordination exams, including the Bible Content exam (next offered Feb. 5, 2021) as well as the senior ordination exams in Bible Exegesis, Theology, and Worship and Sacraments (next offered Jan. 2021).

Following a passing grade on the Bible Content, Bible Exegesis, and Worship and Sacraments exams, authorize the Calvary Session to call a congregational meeting to elect their pastor. The call would be offered pending the completion of the following:

- A course in Presbyterian Polity, which would be taken either through an accredited seminary or alternatively a course developed by the Stated Clerk of the Presbytery of Detroit and/or her designee.
- A course in Reformed Theology, taken through an accredited seminary.
- Church Polity and any other remaining exams as required in G-2.0607d must then be taken and successfully passed. In addition, we move to waive any further coursework requirements outlined in G-2.0607c, under the authority of G-2.0610 (Accommodations to Particular Circumstances). Requires vote of the presbytery. The presbytery shall then recognize the minister's previous ordination to ministry and transfer those credentials to the Presbytery of Detroit and approve the installation of the pastor to Calvary Presbyterian Church.

The Particular Circumstances, related to G-2.0610, are as follows:

- The Candidate has a distinguished record of ministry and is in good standing in the Disciples of Christ having graduated from Christian Theological Seminary (Indianapolis) in 1993. That coursework included Greek.
- The candidate has a record as being a lifelong learner and is finishing a Doctor of Ministry dissertation.
- The PCUSA has strong ecumenical ties to The Disciples of Christ, which has Presbyterian roots, and is in full communion with the UCC (The PCUSA and UCC are under the formula of agreement).
- The Calvary PNC has followed the Spirit's will in faithful discernment and has found a strong culture and missional match with this candidate based on their congregation's self-study. In this process they considered a total of 69 PIFs and met weekly from December 2019 to August 2020.
- The PNC has come to believe that this candidate has UNIQUE qualifications that they did not find in any other candidate.
- This uniqueness was attested to by members of COM through the candidate's COM interview.

**Committee on Ministry Report to Presbytery
November 21, 2020, Page 7**

- The candidate has extensive experience in ministry that dates back to the early 90s and has served more than half-a-dozen Mid-Western congregations including predominantly black as well as majority Eurocentric and multi-cultural communities. In all of the communities he served, the churches experienced growth.
- The candidate is a distinguished preacher and has received invitations to preach, among others places, in the pulpit of a larger church in our presbytery as well as at the Hartford Memorial Baptist Church.

Additionally, **we move to approve:**

Under G-2.0506, to enroll the called pastor to serve the **Calvary Presbyterian Church, Detroit** in a temporary position following the congregational meeting of his election and until the time when the requirements for transfer are complete and the candidate has been installed as Pastor. During this time, the Session and Pastor would be under the supervision and moderated by a PCUSA teaching elder appointed by COM.

Some Comments:

We believe that opening up a pathway for this unique candidate to serve among us and with Calvary aligns with the new openness that is called for in F-1.0404, which states that “the Church seeks a new openness to God’s mission in the world.” The Calvary PNC and COM believe the Calvary Church is ready to move into a new tomorrow and believe this candidate is uniquely qualified to help them grow and go to where the Spirit wants them to go.

**Recommendation
from the Committee on Ministry
to the Presbytery of Detroit
regarding an Administrative Commission for Detroit, St. John's
November 21 2020**

The Committee on Ministry recommends that the Presbytery:

1. **Designate an Administrative Commission** to work with St. John's Presbyterian Church of Detroit, Michigan, with the following function, powers, and responsibilities:

Function:

The commission shall visit St. John's Presbyterian Church of Detroit which has been reported to be affected with disorder and inquire into and settle the difficulties therein. (G-3.0109b(5))

Powers:

The commission shall have the power to assume original jurisdiction on behalf of the Presbytery. It has become apparent to the Committee on Ministry and to Presbytery Leaders that the Session is unable to exercise its authority and manage its affairs wisely. (G-3.0303e)

Responsibilities:

The commission shall work with the congregation to resolve the conflict and power struggles.

The commission shall work with the Committee on Ministry to secure transitional pastoral leadership for St. Johns.

The commission shall work to locate and review the official records of St. John's Church.

The commission shall review the policies and procedures of St. John's Church, and work with the congregation to revise, up-date, and develop appropriate policies.

The commission shall review the financial records of St. John's Church and assist the congregation in developing best financial practices and investment policies.

The commission shall review the structure of the Session and committees, working with the congregation to develop a workable structure with appropriate term limits and systematic rotation.

Terms of Call 2020
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CHURCHES	Membership	DETAILED LIST OF														SUMMARY OF ITEMS				
		ITEMS INCLUDED IN THE STANDARD CALL														INCLUDED IN THE STANDARD CALL				
		BASIC COMPENSATION				BASIC BENEFITS				PROFESSIONAL EXPENSES				OTHER ITEMS		SUB TOTALS				
Ministers	Position	Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Pension Dues	Social Security (SECA) Allow.	Study Allowance	Professional Expenses	Other (Description)	Other (Amount)	Vacation	Study Leave	BASIC Comp	BASIC Benefits	Pro. Expenses	GRAND TOTAL (package)	Change over 2019
ALLEN PARK	537																			
Timothy Marvil	PASTOR	\$50,769	\$31,731		\$2,000			\$30,525	\$6,311	\$1,200	\$2,000			28	14	\$84,500	\$36,836	\$3,200	\$124,536	same
ANN ARBOR CALVARY	33																			
KEITH CORNFIELD	PT STATED SUPPLY	\$7,070	\$32,650						\$3,040		\$2,240			35	14	\$39,720	\$3,040	\$2,240	\$45,000	higher
ANN ARBOR FIRST	1542																			
RICHARD SPAULDING	INTERIM	\$65,000	\$40,000			def	\$15,584	\$24,971	\$8,033	\$1,500	\$5,000	books/cell	\$3,500	35	14	\$120,584	\$33,004	\$10,000	\$163,588	same
JOHN SANDERFORD	ASSOCIATE	\$50,677	\$40,000					\$38,455	\$6,937	\$1,200	\$1,500	cell	\$1,000	28	14	\$90,677	\$45,392	\$3,700	\$135,770	higher
MELISSA ANNE ROGERS	ASSOCIATE	\$52,677	\$38,000					\$35,230	\$6,937	\$1,200	\$1,500	cell	\$1,000	28	14	\$90,677	\$42,166	\$3,700	\$136,544	higher
MARK MARES	ASSISTANT	\$26,000	\$24,000			def/oth flex	\$8,236	\$13,847	\$3,825	\$1,200		business exp	\$1,500	28	14	\$58,236	\$17,672	\$2,700	\$78,608	higher
ANDREW FRAZIER	RESIDENT MINISTER	\$24,862	\$21,000					\$16,969	\$3,508	\$1,000	\$1,500			28	14	\$45,862	\$20,477	\$2,500	\$68,839	higher
KHALA JOHNSON	RESIDENT MINISTER	\$24,222	\$21,640					\$16,969	\$3,508	\$1,000	\$1,500			21	14	\$45,862	\$20,477	\$2,500	\$68,839	higher
AMY RUHF	RESIDENT MINISTER	\$25,862	\$19,999					\$16,969	\$3,508	\$1,000	\$1,500			21	14	\$45,861	\$20,477	\$2,500	\$68,838	higher
ANN ARBOR NORTHSIDE	38																			
JENNY SAPERSTEIN	PT TEMP SUP	\$2,667	\$33,333			\$695		\$15,320	\$3,000	\$1,540	\$1,080			28	14	\$36,695	\$18,320	\$2,620	\$57,635	same
ANN ARBOR WESTMINSTER	172																			
MELISSA LYNN DEROSIA	PASTOR	\$45,000	\$28,000					\$28,799	\$5,585	\$1,000	\$1,500	medical	\$500	28	14	\$73,000	\$34,384	\$3,000	\$110,384	higher
AUBURN HILLS	36																			
PAMELA HUTCHENS	PT CRE	\$16,200				ins	\$1,240							28	14	\$17,440	\$0	\$0	\$17,440	same
BELLEVILLE	59																			
KENNETH KABEL	PT STATED SUPPLY	\$7,400	\$4,000					\$6,000			\$1,000	\$4,600		28	14	\$17,400	\$0	\$5,600	\$23,000	higher
BERKLEY, DRAYTON	61																			
J. SCOTT MILLER	PASTOR	\$40,811	\$30,000			def comp	\$8,890	\$29,489	\$6,097	\$1,300	\$3,500			28	14	\$81,295	\$35,586	\$4,800	\$121,681	higher
BERKLEY, GREENFIELD	203																			
PETER MOORE	PASTOR	\$11,700	\$39,000			def	\$7,000	\$22,981	\$900	\$1,000	\$23,706			28	14	\$64,200	\$23,881	\$24,706	\$112,787	higher
BEVERLY HLS. NORTHBROOK	243																			
VACANT	PASTOR																			
BIRMINGHAM FIRST	818																			
JOHN JUDSON	PASTOR	\$70,363	\$30,000			health	\$2,700	\$38,134	\$8,637	\$1,000	\$5,000			30	14	\$103,063	\$46,771	\$6,000	\$155,834	higher
BETHANY PEERBOLYE	ASSOCIATE	\$36,000	\$16,000					\$19,240	\$3,770	\$1,000	\$2,500			28	14	\$52,000	\$23,010	\$3,500	\$78,510	higher
BLMFLD HILLS KIRK	1636																			
NATE PHILLIPS	PASTOR	\$109,379	\$44,554					\$58,587	\$2,684	\$2,500	\$17,138	medical	\$2,800	28	21	\$153,933	\$61,271	\$23,038	\$238,242	higher
EDWARD BRANDT	ASSISTANT	\$49,000	\$75,000			def	\$26,000							28	14	\$150,000	\$0	\$0	\$150,000	same
ANGELA RYO	ASSOCIATE	\$26,561	\$39,841					\$26,201	\$5,080	\$500	\$1,800	cell/medical	\$2,100	28	14	\$66,402	\$31,281	\$4,400	\$102,083	higher
MARJORIE WILHELM	PARISH ASSOC	\$24,000												12	0	\$24,000			\$24,000	higher
BRIGHTON FIRST	534																			
SCOTT PHILLIPS	PASTOR	\$53,523	\$30,450			def	\$3,000	\$2,597	\$32,031	\$6,424	\$1,500	\$4,430		31	14	\$89,570	\$38,455	\$5,930	\$133,955	higher
CANTON GENEVA	220																			
BRYAN SMITH	PASTOR	\$33,274	\$43,060			\$3,200		\$28,246		\$5,000	\$2,300	auto	\$1,400	28	14	\$79,534	\$28,246	\$6,700	\$117,299	higher
CLARKSTON SASHABAW	14																			
LAURA SIAS-LEE	PASTOR 2/3 Time	\$9,078	\$15,450			\$2,000		\$15,711		\$1,000	\$1,500		\$700	30	14	\$26,528	\$15,711	\$3,200	\$45,439	same
DEARBORN CHERRY HILL	183																			
MARK PHILLIPS	PASTOR	\$42,500	\$27,500			\$700		\$26,345	\$5,355	\$1,000	\$1,500			28	14	\$70,700	\$31,700	\$2,500	\$104,200	higher
DEARBORN FIRST	363																			
CHRISTOPHER THOMAS	PASTOR	\$51,720	\$22,000			life ins	\$82	\$28,939	\$5,640	\$1,800	\$2,500			20	10	\$76,301	\$34,578	\$4,300	\$115,179	higher
DEARBORN LITTLEFIELD	52																			
NANCY BASS	CRE/ PT INTERIM	\$8,000	\$24,000					\$5,000			\$1,300			28	14	\$32,000	\$5,000	\$1,300	\$38,300	same
DBN HGTS/ST ANDREW'S	60																			
GORDON SEILER	PT CRE	UNREPORTED																		
DETROIT BROADSTREET	70																			
OPELTON PARKER	PT STATED SUPPLY	\$10,659	\$6,000											28	14	\$16,659	\$0	\$0	\$16,659	same
DETROIT CALVARY	107																			
VACANT	PASTOR																			
DETROIT CALVIN EAST	39																			
VACANT	PASTOR																			
DETROIT FORT STREET	142																			
JASMINE SMART	TEMP SUP	\$70,275	\$24,000					\$11,313	\$7,212	\$2,500	\$2,500			28	14	\$94,275	\$18,525	\$5,000	\$117,800	higher
DETROIT GRATIOT AVE.	30																			
VACANT	PASTOR																			
DETROIT HOPE	66																			
BARBARA SWARTZEL	PT STATED SUP	\$6,990	\$3,000					\$10,800						28	14	\$20,790	\$0	\$0	\$20,790	same
DETROIT JEFFERSON AVE	302																			
MATTHEW NICKEL	PASTOR	\$60,000				def	\$18,600	\$2,000	\$29,822	\$6,166	\$1,500	\$2,500		28	14	\$80,600	\$35,988	\$4,000	\$120,588	same
DETROIT ST. JOHN'S	57																			
VACANT	PT TEMP SUPP																			
DETROIT TRINITY	62																			
RAPHAEL FRANCIS	PT STATED	unreported																		
DETROIT TRUMBULL AVE	36																			
LINDA SINGLEY	PT CRE	\$7,800												28	14	\$7,800	\$0	\$0	\$7,800	same
DETROIT WESTMINSTER	288																			
KAREN STUNKEL	INTERIM	\$29,000	\$30,000			def	\$700	\$6,000	\$24,050		\$1,200	\$4,975		28	7	\$65,700	\$24,050	\$6,175	\$95,925	same
FARMINGTON FIRST	271																			
EDDIE JUSINO	PASTOR	\$32,500	\$25,000					\$15,000	\$28,225	\$5,546	\$284	\$3,950		28	14	\$72,500	\$33,771	\$4,234	\$110,505	same
FORT GRATIOT LAKE SHORE	62																			
BILL DAVIS	PT STATED SUPPLY	\$12,350				Medical	\$2,550				\$400			42	14	\$14,900	\$0	\$400	\$15,300	same
BREANNE RYAN	PT STATED SUPPLY	\$3,500												14		\$3,500	\$0	\$0	\$3,500	same
DIANE OSWALD	PT STATED SUPPLY	\$2,600														\$2,600	\$0	\$0	\$2,600	same
GARDEN CITY	103																			
Teresa Peterson	TEMP SUPP	\$28,840	\$20,600			Misc.	\$1,400	\$19,287	\$3,889	\$1,000	\$1,500			28						

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CHURCHES	Membership	DETAILED LIST OF													SUMMARY OF ITEMS					
		ITEMS INCLUDED IN THE STANDARD CALL													INCLUDED IN THE STANDARD CALL					
		BASIC COMPENSATION			BASIC BENEFITS			PROFESSIONAL EXPENSES				OTHER ITEMS		SUB TOTALS						
Ministers	Position	Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Study Allowance	Professional Expenses	Other (Description)	Other (Amount)	Vacation	Study Leave	BASIC Comp	BASIC Benefits	Pro. Expenses	GRAND TOTAL (package)	Change over 2019
PHILIP REED	PASTOR	\$35,000	\$34,405		\$700	def	\$18,294	\$32,704	\$6,600	\$1,000	\$250	auto	\$1,000	30	14	\$88,399	\$39,304	\$2,250	\$129,953	higher
VACANT	ASSOCIATE																			
GROSSE PTE MEMORIAL	1,130																			
MARK DIEHL	INTERIM	unreported																		
SARAH GODBEHERE	ASSOCIATE	\$35,000	\$35,000		\$1,600			\$27,334	\$5,355	\$2,000	\$2,000			22	10	\$71,600	\$32,689	\$4,000	\$108,289	higher
SUSAN MOZENA	PT STATED SUP	\$14,927	\$12,000							\$500	\$500			0	0	\$26,927	\$0	\$1,000	\$27,927	higher
GROSSE POINTE WOODS	150																			
EDWARD DUNN	PASTOR	\$38,810	\$20,500		\$440	def	\$3,600	\$25,090	\$4,552	\$1,694	\$2,033			28	14	\$63,350	\$29,642	\$3,727	\$96,719	same
VACANT	ASSOCIATE																			
HIGHLAND PARK / PARK UNITED	33																			
JOELLY CHIANGONG	CRE	\$12,000												0	0	\$12,000	\$0	\$0	\$12,000	same
HOWELL FIRST	207																			
ALEXANDER HAINES	PASTOR	\$34,300	\$20,000		\$2,000			\$20,091	\$4,154		\$1,000			28	14	\$56,300	\$24,245	\$1,000	\$81,545	lower
LINCOLN PARK	134																			
KARA HILDEBRANDT	PASTOR	\$40,247	\$19,000		\$592			\$22,365	\$4,532	\$1,000	\$1,500			27	14	\$59,839	\$26,898	\$2,500	\$89,237	higher
LIVONIA ROSEDALE GDNS	493																			
KELLIE WHITLOCK	PASTOR	\$51,664	\$26,270			def	\$2,300	\$29,687	\$5,962	\$1,000	\$1,500			20	10	\$80,234	\$35,649	\$2,500	\$118,383	same
KATHLEEN MACKIE	PT CRE	\$45,600	\$15,000			def	\$600	\$5,063	\$4,294		\$900			20	10	\$61,200	\$9,357	\$900	\$71,457	higher
LIVONIA ST. PAUL'S	138																			
VACANT	PASTOR																			
LIVONIA ST. TIMOTHY	75																			
JOEL PUNTINGAM	PASTOR	\$32,897	\$30,070		\$1,889			\$24,930	\$4,817	\$1,200	\$1,500			28	14	\$64,856	\$29,747	\$2,700	\$97,303	higher
MILAN PEOPLES	103																			
LEIA BATTAGLIA	PASTOR	\$27,300	\$5,000	\$15,000	\$473			\$17,501	\$3,618	\$1,500		dental	\$300	28	14	\$47,773	\$21,119	\$4,300	\$73,192	higher
MILFORD	451																			
BRYANT M. ANDERSON	PASTOR	\$50,107	\$33,000		\$2,400	SECA 2nd half	\$6,884	\$34,933	\$6,884	\$4,600	\$1,500			28	35	\$92,391	\$41,817	\$6,100	\$140,308	same
MT CLEMENS FIRST	329																			
VACANT																				
NORTHVILLE FIRST	523																			
JAMES FAILE	INTERIM	\$40,000	\$30,000		\$1,400			\$27,505	\$5,355	\$1,000	\$2,000			28	14	\$71,400	\$32,860	\$3,000	\$107,260	same
VACANT	ASSOCIATE																			
NOVI FAITH COMMUNITY	139																			
RICHARD PETERS	PT TEMP SUP	\$1,250												1	SUN/MO	\$1,250	\$0	\$0	\$1,250	same
ORCHARD LK COMMUNITY	595																			
PAUL THWAITE	PASTOR	\$54,299	\$27,000		\$1,143	def/flex	\$12,898	\$32,136	\$1,930	\$1,500	\$3,500			35	14	\$91,740	\$34,066	\$5,000	\$130,807	lower
LINDA COCHRAN	TEMP SUP ASSOC	\$9,000	\$35,000				\$2,400			\$600	\$900			28	14	\$46,400	\$0	\$1,500	\$49,000	lower
PLYMOUTH FIRST	805																			
EMILY CAMPBELL	PASTOR	\$71,763	\$41,112			life ins	\$2,750	\$42,781	\$0	\$2,000	\$3,675			35	14	\$115,625	\$42,781	\$5,675	\$164,481	higher
VACANT	ASSOCIATE																			
PONTIAC FIRST	131																			
LAURA KELSEY	PASTOR	\$38,050	\$15,000		\$1,000			\$19,629	\$4,058	\$1,000	\$1,500			28	14	\$54,050	\$23,687	\$2,500	\$80,237	higher
PORT HURON FIRST	280																			
VACANT	PASTOR																			
REDFORD ST. JAMES	35																			
PAUL BOSQUETTE	PASTOR	\$40,000	\$15,000		\$1,000			\$20,350	\$3,000	\$1,000	\$5,000			28	28	\$56,000	\$22,800	\$6,000	\$84,000	same
ROCHESTER UNIVERSITY	475																			
ROBERT SHELDON	INT PASTOR	\$50,000	\$30,000	\$24,000				\$39,385	\$7,956	\$1,000	\$6,000			28	14	\$104,000	\$47,341	\$7,000	\$158,341	same
JOANNA DUNN	ASSOCIATE	\$32,744	\$28,375		\$1,559			\$23,680	\$4,676	\$1,376	\$2,537			28	14	\$62,678	\$28,335	\$3,913	\$94,926	
ROYAL OAK FIRST	442																			
EMMA NICKEL	PASTOR	\$72,420	\$2,040		\$440	Def	\$2,040	\$28,305	\$5,852	\$1,000	\$3,310			20	10	\$76,940	\$34,157	\$4,310	\$115,407	same
ROYAL OAK STARR	61																			
VACANT	PT PASTOR																			
ST CLAIR SHORES LAKE SHORE	314																			
ADAM GROSCH	PASTOR	\$44,640	\$27,828		\$744	def	\$1,814	\$27,785	\$6,065	\$2,000	\$4,800			28	14	\$75,026	\$33,850	\$6,800	\$118,185	higher
SALINE	166																			
VACANT	INTERIM																			
SHELBY ST THOMAS	316																			
JAMES MONNETT	INT PASTOR	\$38,000	\$21,000		\$2,200	def	\$8,000	\$24,790		\$2,200	\$2,400			30	14	\$69,200	\$24,790	\$4,600	\$98,590	same
SOUTHFIELD NEW HOPE	68																			
SAMUEL AN	PASTOR	\$53,000	\$29,400		\$900			\$30,525	\$4,055	\$1,600	\$7,000			28	14	\$83,300	\$34,580	\$8,600	\$126,443	higher
SOUTHFIELD KOREAN	937																			
VACANT	PASTOR																			
GWANGWOO JU	ASSOCIATE	\$31,936	\$30,906		\$1,800			\$25,041	\$3,028	\$1,000	\$7,500		\$140			\$64,642	\$28,069	\$11,640	\$104,378	higher

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CHURCHES	Membership	DETAILED LIST OF													SUMMARY OF ITEMS					
		ITEMS INCLUDED IN THE STANDARD CALL													INCLUDED IN THE STANDARD CALL					
		BASIC COMPENSATION				BASIC BENEFITS				PROFESSIONAL EXPENSES					OTHER ITEMS		SUB TOTALS			
Ministers	Position	Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Study Allowance	Professional Expenses	Other (Description)	Other (Amount)	Vacation	Study Leave	BASIC Comp.	BASIC Benefits	Pro. Expenses	GRAND TOTAL (package)	Change over 2019
ESTHER LEE	ASSOCIATE	\$31,936	\$30,906		\$1,000			\$23,695		\$1,000	\$4,800	cell	\$2,400	28	14	\$63,942	\$23,695	\$8,200	\$95,737	higher
SUNG JOON MOON	ASSOCIATE	unreported																		
SOUTHFIELD COVENANT	58							\$3,600	\$2,295	\$500	\$800			28	14	\$30,000	\$5,895	\$1,300	\$37,195	same
MICHELE JAMES	PT STATED SUP	\$30,000																		
SOUTH LYON	121																			
LINDA ANDERSON	PT TEMP SUPP	\$23,250	\$12,000			PROF EXP	\$750				\$750			28	14	\$36,000	\$0	\$750	\$36,750	same
STERLING HGTS NEW LIFE	117																			
JUDITH MCMILLAN	PASTOR	\$27,000	\$28,000		\$600		\$2,400	\$22,870	\$4,391	\$2,000	\$1,600			35	14	\$58,000	\$27,261	\$3,600	\$88,861	
TAYLOR SOUTHMINSTER	123																			
CLINT COZIER	PASTOR	\$26,000	\$18,400		\$4,890		\$8,370	\$22,200	\$3,500	\$1,200	\$4,225			28	14	\$57,660	\$25,700	\$5,425	\$85,295	higher
TROY FIRST	85																			
DAN HEATON	PT ST SUPP	\$11,500	\$11,500					\$2,170		\$500		expenses	\$2,857	28	14	\$23,000	\$2,170	\$3,357	\$28,527	higher
TROY KOREAN FIRST	28																			
VACANT	PASTOR																			
TROY NORTHMINSTER	90																			
CHRISTINA HALLAM	PT TEMP SUP	\$22,790	\$15,000		\$378			\$15,535	\$2,891	\$800	\$1,200			28	14	\$38,168	\$18,426	\$2,000	\$58,594	lower
WALLED LAKE CROSSROADS	51																			
VACANT																				
WARREN CELTIC CROSS	120																			
RUTHANNE HERRINGTON	PT TEMP SUPP	\$16,000	\$31,000					\$17,390	\$3,595		\$3,000			35	14	\$47,000	\$20,985	\$3,000	\$70,985	lower
WARREN FIRST	163																			
JULIE DELZENNE	PASTOR	\$35,722	\$18,000		\$1,074			\$21,529	\$3,727	\$1,000	\$1,500			28	14	\$54,797	\$25,256	\$2,500	\$82,599	same
WATERFORD COMMUNITY	165																			
BETH DELANEY	INT PASTOR	\$12,225	\$30,000			def	\$4,000	\$17,103	\$3,230	\$1,000	\$1,739			35	14	\$46,225	\$20,333	\$2,739	\$69,297	higher
WESTLAND KIRK/SAVIOR	69																			
MICHAEL BECKMAN	PASTOR	\$27,979	\$19,720					\$17,649	\$3,649	\$1,000	\$1,500			28	14	\$47,699	\$21,298	\$2,500	\$71,497	higher
WHITE LAKE	79																			
VACANT																				
YPSILANTI, FIRST	147																			
KEITH GEISELMAN	PT PASTOR		\$25,048		\$10,000			\$10,900		\$1,200	\$4,500	Dependant	\$4,500	35	14	\$35,048	\$15,752	\$10,200	\$61,000	same

**RECOMMENDATIONS OF STATED CLERK MARIANNE GRANO
TO THE PRESBYTERY OF DETROIT
NOVEMBER 21, 2020**

RECOMMENDATIONS UNDER BUSINESS

The Clerk moves the following as OMNIBUS MOTION #2:

1. Approve the minutes of September 22, 2020.
2. Approve the minutes of October 13, 2020.
3. ADMINISTRATIVE COMMISSION REPORTS. Approve the reports of the following Commissions:
 - a) Ordination of Alexis Allum
 - b) Ordination of Kelsey Sorge
 - c) Installation of Patricia Jacobs
 - d) Installation of Ron Gilmer
 - e) Installation of Chris Hallam
4. Approve the following reviews of session records (following pages):

Allen Park Allen Park
No exceptions
Ann Arbor Calvary
Approved
Ann Arbor First
No exceptions
Ann Arbor Northside
Approved
Ann Arbor Westminster
Approved
Auburn Hills Auburn Hills
Without exceptions
Belleville Belleville
No exceptions
Berkley Greenfield
With exceptions
Beverly Hills Northbrook
Submitted, awaiting review
Birmingham First
No exceptions
Bloomfield Hills Kirk in the Hills
With exceptions
Brighton First
No exceptions
Canton Geneva
No exceptions
Clarkston Sashabaw
Approved
Dearborn Cherry Hill
Approved
Dearborn First
With exceptions
Dearborn Littlefield Blvd
No exceptions
Dearborn Heights St. Andrew's
No exceptions
Detroit Broadstreet
With exceptions
Detroit Gratiot Ave.
No exceptions
Detroit Fort Street
Submitted, awaiting review
Detroit Hope
No exceptions
Detroit Jefferson Ave.
With exception
Detroit St. John's
Reviewed, not approved at this time
Detroit Trinity
Reviewed, not approved at this time
Detroit Trumbull Ave.
Submitted, awaiting review

Detroit Westminster
No exceptions
Farmington First
No exceptions
Ferndale Drayton Avenue
With exceptions
Fort Gratiot Lakeshore
No exceptions
Garden City Garden City
No exceptions
Grosse Ile Grosse Ile
No exceptions
Grosse Pointe Farms Grosse Pointe Memorial
No exceptions
Grosse Pointe Woods Grosse Pointe Woods
With exceptions
Highland Park Park United
Approved
Howell First
Submitted, awaiting review
Lincoln Park Lincoln Park
No exceptions
Livonia Rosedale Gardens
No exceptions
Livonia St Paul's
No exceptions
Milan People's
No exceptions
Milford Milford
No exceptions
Mt Clemens First
With exceptions
Northville First
With exceptions
Novi Faith
With exceptions
Orchard Lake Community
With exceptions
Plymouth First
No exceptions
Pontiac First
Approved
Rochester University
No exceptions
Royal Oak First
No exceptions
Royal Oak Starr
Approved
Saline First
No exceptions
Saint Clair Shores Lake Shore
With exceptions

Shelby Township St Thomas	No exceptions
With exceptions	Walled Lake Crossroads
Southfield Covenant	No exceptions
No exceptions	Warren Celtic Cross
Southfield New Hope	Approved
No exceptions	Warren First
Southfield Korean PC of Metro Detroit	No exceptions
Approved	Waterford Community
South Lyons First	With exceptions
No exceptions	Westland Kirk of Our Savior
Sterling Heights New Life	No exceptions
With exception	White Lake White Lake
Taylor Southminster	No exceptions
No exception	Ypsilanti First
Troy First	No exceptions
No exceptions	
Troy Northminster	

FOR INFORMATION

1. TRANSFERS COMPLETED

- a) From the Presbytery of Detroit:
 Michael Horlocker to Lake Michigan

To the Presbytery of Detroit:
 Floretta Barbee-Watkins from Charlotte
 Patricia Jacobs from North Central Iowa
 Benjamin Larson-Wolbrink from Hudson River
 Timothy Marvill from Lake Michigan
 Karen Stunkel from Eastminster

2. The review of Session records was held virtually via Zoom technology on Saturday, November 7, from 11am to 12:30pm with a presentation and Q & A following from 12:30 to 1:15 entitled, “Treasures of the Book of Order.”
3. The following churches have not had their 2019 records reviewed: Livonia St Timothy, Redford St James, Troy Korean First.
4. Related to the review of records, the Clerk reports:
- a. Many churches lack an annual independent financial review, which is required by G-3.0113, and which the Committee on Ministry requests whenever a church has a change in ministers or pastors. The review requirement may be fulfilled in a manner that conserves financial resources by a church selecting an Audit Committee of persons with some financial or legal background among its membership, then “swapping” committees with a partner church to review one another’s financial records and make recommendations. The partner church from the review of records may be a good starting point.
- b. Many churches fail to elect a Treasurer and record the term of that Treasurer in the minutes. The Clerk refers the Presbytery to G-3.0205 for the description of the Treasurer’s position and Presbyterian requirements with regard to financial management.

COMMISSION REPORT
 ORDINATION OF ALEXIS (LEX) ALLUM
 PRESBYTERY OF DETROIT
 October 25, 2020

The Commission to ordain Alexis (Lex) Allum to the ordered ministry of teaching elder was convened with prayer by the moderator, Elder Dave Bunch, at 1:25 p.m. on October 25, 2020, at First Presbyterian Church of Ann Arbor. The Commission members present were:

Elder Dave Bunch, Vice Moderator, Detroit Presbytery	Rev. Jay Sanderford, First Presbyterian Church, Ann Arbor
Elder Katie Parker, First Presbyterian Church, Ann Arbor	Rev. Jim Monnett, First Presbyterian Church, Port Huron
Elder Bob Huer, Kirk in the Hills Pres- byterian Church, Bloomfield Hills	

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

Elder Mandy Pardue, Second Presbyterian Church, Indianapolis, IN (Whitewater Valley Presbytery)

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

Rev. Angela Ryo, Kirk in the Hills Presbyterian Church, Bloomfield Hills
 Rev. John Kassen, Pastor, Prince of Peace Lutheran Church, Ortonville, MI

After approving the order of worship, the Commission proceeded to worship, where it ordained Lex Allum of First Presbyterian Church to the validated ministry as Minister of Word and Sacrament. In the course of the ordination service, Lex 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 the Rev. Lex Allum.

/s Elder David C. Bunch
 Moderator

Date: October 30, 2020

COMMISSION REPORT
 ORDINATION AND INSTALLATION OF KELSEY SORGE
 PRESBYTERY OF DETROIT
 NOVEMBER 8, 2020

The Commission to ordain and install Kelsey Sorge of Kirk in the Hills Presbyterian Church to the ordered ministry of teaching elder was convened with prayer by the moderator, Elder Dave Bunch, at 9:35 a.m., on November 8, 2020, at Kirk in the Hills. The Commission members present were:

The Rev. Marjorie Wilhelmi, Parish Associate, Kirk in the Hills	Elder Dave Bunch, Vice Moderator, Detroit Presbytery
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The Rev. Jasmine Smart, At Large, Detroit Presbytery	Elder Wayne Goeman of First Presbyterian Church of Troy
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Elder Anita Pinson of Kirk in the Hills

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

The Rev. Todd Tracey of Scioto Valley Presbytery

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

The Rev. Dr. Nate Phillips of Kirk in the Hills, Detroit Presbytery

The Rev. Angela Ryo of Kirk in the Hills, Detroit Presbytery

After approving the order of worship, the Commission proceeded to worship, where it ordained and installed Kelsey Sorge as Minister of Word and Sacrament of Kirk in the Hills Presbyterian Church to the validated ministry as Youth Pastor. In the course of the ordination service, Kelsey 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 the Rev. Kelsey Sorge.

/s David C. Bunch
 Moderator

Date: November 9, 2020