

**Presbytery of Detroit
Minutes of the Meeting of January 22, 2019**

WE GATHERED IN GOD’S NAME

The Presbytery of Detroit convened with prayer in a stated meeting at the Detroit Westminster Church on January 22, 2019 at 4:00 p.m. John Judson moderated the meeting. The Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed JoAnne White the Assistant to the Stated Clerk.

The Moderator welcomed new members and commissioners.

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

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

Welcome from Host Church

Mary Austin welcomed Presbytery to Westminster Church

REPORTS FROM OTHER GOVERNING BODIES

No one reported for the Synod commissioners.

REPORTS FROM PRESBYTERY AFFILIATED ORGANIZATIONS

Presbyterian Villages.

Roger Myers gave a brief update on our shared mission. The year 2020 marks the 75th anniversary of the Presbyterian Village. It began late ‘30s when Synod of Michigan assigned Detroit Presbytery to study it. In September 1945 there was an organizational meeting, which involved several churches of the Presbytery. The result was the foundation of the Presbyterian Village of Detroit. Today:

- There are covenant relationships with all 4 Michigan presbyteries.
- There are now have 10 locations in the City of Detroit, and 35 total in Michigan.

Howell Nature Center

John Carlson reported on the Howell Nature Center.

The Center is in the process or reorganizing. It is:

- Updating the facility.
- Becoming a mission-driven organization.
- Reaching out to all different congregations to get to know them to address what they call a “nature deficit disorder.” This includes a Nature Bus, which brings animals to churches.

Presbyterian Investment and Loan Program

Jim Rissler reported on the Presbyterian Investment and Loan Program.

PILP can provide loans for anything to do with land or building; special purposes loans, such as efficiency and accessibility (visual, hearing, physical). Its mission is to churches, camps and conferences, and other Presbyterian organizations. The goal is to keep interest as low as possible.

When returns are more than investments, PILP gives rebates where there are investments in PILP; he distributed checks to Novi Faith, Farmington First, Howell First, Rochester Hills University, Northville First. The Presbytery of Detroit invests by purchasing CDs.

Alma College

Andrew Pomerville reported on Alma College.

Alma is the only Presbyterian College in Michigan. He is the chaplain. He was under care of the Presbytery of Detroit, and was ordained at Brighton.

There has been a recent change in his position. He is now the chaplain to all campus, he teaches, and serves in various outreaches. Fourteen students are enrolled in pre-seminary programs. He and students are available to visit and address churches. Alma is hosting service camps for high school students.

WE WATCHED A VIDEO PRESENTATION OF MINISTRY

Presbytery watched a video of Hands-On Mission.:

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Reports

Campership Work Group

Adam Delezeene reported on the Campership Work Group. The funds come from shared mission. Last year they awarded seven camperships. The camperships are for anyone connected with the Presbyterian Church or any church, with 1/3 reserved for those from the city. May 15 is deadline for applications. Anyone connected with Presbyterian Church or any church.

Faith and Action.

Julie Delezeene reported for the Faith and Action work group. The donor gave \$350,000 to be given out in one year. The distributions are reported under the Trustee report and are appended to the minutes.

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

Executive Presbyter's Report

Mr Timm reported on the various ordination anniversaries and new members of Presbytery. He reported on the 2/23 Leadership Summit. He introduced Dawn Eiben, our new Assistant to the Executive.

Associate Executive Presbyter's Report

Ms Barconey reported on her expectations and hopes.

The Moderator offered a prayer for openness.

Business to be Adopted by Motion and Debate Committee Items for Action:

Coordinating Cabinet Stefanie Lewis reported for the Coordinating Cabinet.

The Coordinating Cabinet placed before Presbytery amendments to the Constitution that were approved by the 2018 General Assembly and sent to presbyteries for our positive or negative votes. The Presbytery voted to approve the following Amendments:

- 18-B. Renunciation of Jurisdiction
 - B-1. G-2.0509
 - B-2. D-10.0401d
- 18-D. Membership in Presbytery. Working outside the bounds

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Elect Elder Steve Benton as the chair of the Nominating Committee.
2. Approve the sacrament of the Lord's Supper for the Pastors in Transition retreat at the St Francis Retreat Center on January 27-29.

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

1. The Coordinating Cabinet heard a report that the Presbytery Operations Team has completed its search for an executive assistant; the search committee received five applications after posting the position and interviewed three. They have hired Elder Dawn Eiben, a member of Northville First.
2. The Coordinating Cabinet heard a report from the Committee on Representation. The report from the committee is appended.
3. The Coordinating Cabinet discussed the child care policy for Presbytery events. At one time Presbytery asked churches to provide child care, but because we are meeting in smaller churches, we changed the policy to asking parents to provide their own child care at home. The Presbytery reimburses for the cost of child care in such cases. Since the policy was changed, we have added the requirement to the Form of Government that all councils have a child protection policy, and we have complied. We have had one church volunteer to provide child care for a meeting; we sent them our child protection policy and said they must be able to comply with it. In that case, they were unable to do so.
4. The Coordinating Cabinet heard a report from the Stated Clerk on the recent law suit filed against Plymouth First. The Coordinating Cabinet directed the Stated Clerk to communicate with the churches of Presbytery on the circumstances of that suit.

Committee on Ministry. Phil Reed reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

Calls/Contracts

1. **Approve** the quarter-time Stated Supply Pastor contract between the **Rev. Dr. Kenneth Kaibel** and **Belleville Presbyterian** effective January 11, 2019. Terms of Call: Salary-\$7,400, Housing-\$3,000, BOP 403b-\$6,000, Study leave -\$1,000, Visitation & transportation-\$2,600, Miscellaneous-\$1,000. Total cost to the church-\$21,000. Vacation-one month including 4 Sundays; Study Leave-2 weeks including 2 Sundays. Compensation for weddings and funerals will be at the expense of the family. In addition the church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition Retreats if he has not attended one in the past year.
2. **Approve** the part-time Commissioned Ruling Elder contract between **Ruling Elder Pamela Hutchens** and **Auburn Hills Presbyterian** effective January 1, 2019. Terms of Call:

Salary-\$16,200, Other-\$1,240. Total cost to the church-\$17,440. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition the church will pay for and allow time for the Commissioned Ruling Elder to attend one of the Presbytery's Pastors in Transition retreats and will seek scholarship assistance from the Committee on Ministry.

3. **Approve** the Interim Co-Pastor contract between the **Rev. Eric Lange** and **Fort Street, Detroit** effective October 15, 2018. Terms of Call: Salary-\$42,000, BOP Medical-\$11,000, BOP Pensions-\$4,620, BOP Death/disability-\$420, Social Security-\$3,213, Medical Deductible-\$840, Continuing Education-\$1,000, Professional Expenses-\$1,500. Total Cost to the church-\$64,593. The Session will provide, as necessary, for maternity/paternity per the terms of the Presbytery's policy on Parental Leave. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition the church will pay for and allow time for the Interim Pastor to attend Week 2 of Interim Training.
4. **Approve** the Interim Co-Pastor contract between the **Rev. Anne Lange** and **Fort Street Detroit** effective October 15, 2018. Terms of Call: Salary-\$12,000, Housing-\$30,000, BOP Pension-\$4,620, BOP Death/disability-\$420, Social Security-\$3,213, Medical Deductible-\$840, Continuing Education-\$1,000, Professional Expenses-\$1,500. Total cost to the church-\$53,593. The Session will provide, as necessary, for maternity/paternity per the terms of the Presbytery's policy on Parental Leave. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition the church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats and Week 2 of Interim Training.
5. **Approve** the half-time Stated Supply Pastor **contract** between the **Rev. Jasmine Smart** and **First Presbyterian, Troy** effective January 1, 2019. Terms of Call: Salary-\$25,500, Housing-\$9,000, Professional Reimbursements-\$1,000, Mileage-\$500, Study Leave-\$500. Total cost to the church-\$36,500. Rev. Smart will also have a half-time contract with Kirk in the Hills; between the two churches: Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
6. **Approve** the half-time Stated Supply Pastor contract between the **Rev. Michelle James** and **Covenant Presbyterian, Southfield** effective January 1, 2019. Terms of Call: Effective Salary-\$30,000, BOP Pension-\$3,300, BOP Death/disability-\$300, Social Security-\$2,295, Study allowance-\$500, Professional Expenses-\$800. Total cost to the church-\$37,195. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. In addition the church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition retreats.
7. **Approve** the Stated Supply contract between the **Rev. Hotek Tan** and the **Taiwanese Fellowship, Ann Arbor** effective January 1, 2019. Terms of Call: Salary-\$37,488, Housing-\$15,177, Utilities-\$3,381, Social Security-\$4,288, Pension-\$20,737, Medical Deductible-\$750, Continuing Education-\$1,070, Auto/travel-\$1,606. Total cost to the church-\$84,497. Vacation-one month including 4 Sundays; Study Leave-2 weeks.

Mr Chiangong not being present in the room, Upon motion Presbytery approved a motion to postpone the Chiangong report.

Mr Chiangong having entered the room, the Committee on Ministry presented ruling elder Joelly Chiangong for examination for commissioned ruling elder. Mr Chiangong presented his statement of faith to Presbytery and responded to questions concerning his calling,

journey faith, and knowledge of polity. Mr was escorted from the room. Upon motion of the Committee on Ministry, Presbytery voted to commission him to serve Highland Park Park United Presbyterian Church.

The Moderator called Mr Chiangong forward. He answered in the affirmative to the questions in W-4.04 administered by the Moderator. The Moderator called friends, supporters and colleagues forward and offered a prayer for Mr Chiangong. He declared him a Commissioned Ruling Elder serving the Park United Presbyterian Church.

Upon motion of the Committee on Ministry, Presbytery voted to approve the part-time Commissioned Ruling Elder contract between **Ruling Elder Joelly Chiangong and Park United, Highland Park** effective February 1, 2019. Terms of Call: Services of Worship-\$150, Moderation meetings of the Session and Congregation-\$100, pastoral calls or other duties-\$25 per hour plus mileage. Weddings and funerals to be paid by the family. In addition the church will pay for and allow time for the Commissioned Ruling Elder to attend one of the Presbytery's Pastors in Transition retreats.

Other Actions. Presbytery voted to:

1. **Approve** the transfer of credentials for the **Rev. Daniel Ervin** from the Presbytery of Detroit to Giddings-Lovejoy Presbytery. He is currently serving a church in the metropolitan St. Louis area.
2. **Approve** the request for transfer of the credentials of the **Rev. Gail Monsma** from Lake Michigan Presbytery to the Presbytery of Detroit. She is serving as the Interim Pastor of the First Presbyterian Church of Mount Clemens.
3. **Approve** permission for the **Rev. Dick Henderson** to labor outside the bounds of the presbytery and within the bounds of Maumee Presbytery. He is working part time at the First Presbyterian Church of Sandusky.
4. **Approve** adding the **Rev. Jennifer L. Rike** to the Pulpit Supply list.

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

Calls/Contracts

1. **Approved** the call between the **Rev. Alexander Haines** and **First Presbyterian Church of Howell** effective January 2, 2019. Terms of Call: Salary-\$35,000, Housing-\$20,000, Board of Pension dues-\$20,900, Social Security-\$4,208, FSA-\$2,000, Professional Expenses-\$1,000. Total cost to the church-\$83,108. Vacation-4 Sundays; Continuing Education Leave-2 weeks including 2 Sundays. Paid Parental Leave-4 weeks on birth or adoption of child. One time moving expenses up to \$5,000. Within the first year the church will pay for and allow time for the Rev. Haines to attend one of the Pastors in Transition Retreats.. The church will share with the pastor and the presbytery 1/3 of the cost for clergy coaching for the first year of service.
2. **Approved** the part-time Stated Supply renewal contract between the **Rev. Keith Cornfield** and **Calvary Presbyterian Church, Ann Arbor** effective January 1, 2019. Terms of Call: Salary-\$7,070, Housing-\$32,650, Social Security-\$3,040, Professional Expenses-\$2,240. Total cost to the church-\$45,000. Vacation-5 weeks including 5 Sundays; Study Leave-2 weeks including 2 Sundays.

3. **Approved** the Interim contract between the **Rev. Anne Schaefer** and **Northbrook Presbyterian Church, Beverly Hills** effective January 15, 2019. 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 cost to the church-\$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.
4. **Approved** the part-time Stated Supply renewal contract between the **Rev. Opelson Parker** and **Broadstreet Presbyterian, Detroit** effective October 1, 2018. Terms of Call: Salary-\$10,838, Housing-\$6,000. Professional Expense Reimbursements at the discretion of the pastor. Total cost to the church-\$16,838. Vacation-1 month including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition Retreats if he has not attended one in the past year.

Commissions

1. **Approved** the service of Ordination/Installation for **Christina Hallam** as Resident Minister at **Kirk in the Hills, Bloomfield Hills** on January 13, 2019 at 5:30 p.m. Membership of the Commission: Teaching Elders the Rev. Mary Austin (Westminster, Detroit) and the Rev. Mary Bahr-Jones (New Life Presbyterian, Sterling Heights). Ruling Elders Trish Dyles (Westminster, Detroit), Matt Frick (First Presbyterian, Northville), Jayne Zellers (Kirk in the Hills, Bloomfield Hills). Corresponding Member: the Rev. Dr. Jamie Fiorino (Plains & Peaks Presbytery, Yuma, Colorado).

Other Actions

1. **Approved** the self-study for St. Paul's, Livonia.
2. **Approved** permission for St. Paul's Livonia to elect a PNC.
3. **Approved** the **Rev. Bethany Peerbolte** as Moderator of Session for **Hope Presbyterian, Detroit** effective January 1, 2019.
4. **Approved** the **Rev. Emily Campbell** as Moderator of Session for **First Presbyterian, Plymouth** effective December 1, 2018.
5. **Approved** the dissolution of the Interim Pastor contract for the **Rev. Karen Stunkel** and **New Hope, Southfield** effective December 14, 2018.
6. **Approved** Week II Interim Training for the following: the **Rev. Beth Delaney**, the **Rev. Dr. Fairfax Fair**, the **Rev. Frances Hayes** during February, 2019.
7. **Approved** at their request the removal of the following from the Pulpit Supply list: the **Rev. Gloria Albrecht** and the **Rev. William S. Harp**.
8. **Approved** the retirement of the **Rev. Kenneth J. Bolt** effective December 31, 2018 and **granted** him the status of Honorably Retired.
9. **Approved** moving the **Rev. Dr. Fairfax Fair** to Member-at-Large.
10. **Appointed** the **Rev. Mary Austin** as COM liaison to the **Rev. Dr. Fairfax Fair**.

The Committee on Ministry celebrated the retirement of Ken Bolt from Heritage Presbyterian Church. The Moderator offered a prayer for the ministry of Ken Bolt.

Treasurer

Timothy Ngare reported. His report is appended to the minutes.

Committee on Nominations

Steve Benton on Nominating Committee of the Presbytery of Detroit nominated the following individuals for service on the committees named below. There being no nominations from the floor, Presbytery elected the following:

COMMITTEE ON MINISTRY

Class of 2020 Rev. Bob Sheldon Rochester, University

COMMITTEE ON PREPARATION FOR MINISTRY

Class of 2019 Rev. Chris Hallam Kirk in the Hills

CONGREGATIONAL DEVELOPMENT AND TRANSFORMATION

Class of 2021 Elder Mike Gaubatz Canton, Geneva

LEADERSHIP EQUIPPING MINISTRY TEAM

Class of 2021 Rev. Roxie Davis Honorably Retired

Class of 2021 Rev. Joanna Dunn Rochester, University

Class of 2021 Elder Laura Price

Omnibus motion. Stated Clerk (5)

Upon motion of the Stated Clerk, Presbytery voted to:

On behalf of the Social Justice Team:

Approve the request to Presbyterian Disaster Assistance for a Domestic Refugee Grant Partnership for the Southwest Detroit Immigrant and Refugee Center. The grant request appended to the minutes.

On behalf of the Trustees:

Receive and enter into the minutes the following:

1. The Trustees have elected Terry Lawton to the Board of the Howell Nature Center.
2. The Trustees have voted to guarantee the Presbyterian Investment and Loan Program loan to Northminster. (This is required by the Presbyterian Investment and Loan Program .)
3. The Trustees have elected the following corporate officers:
 - President: Martha Blenman
 - Vice President: Kara Hildebrandt
 - Secretary: Allen Timm
 - Treasurer: Timothy Ngare (elected by Presbytery)
 - Assistant Treasurer: Susan Mozena
4. The Trustees have elected Gregory B Wahowiak, a member of Milford Presbyterian Church to the Board of Directors to the Howell Nature Center.
5. The Trustees have reviewed and approved the report on the Faith in Action Grants. The grants are appended to the minutes.

Stated Clerk

Upon motion of the stated Clerk, Presbytery voted to:

1. Approve the minutes of November 17, 2018.
2. Approve the report of the administrative commission to ordain and install Bethany Peerpointe as associate pastor of Birmingham First on October 21, 2018. The report is appended to the minutes.

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

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) David Bleivik to Baltimore Presbytery
 - ii) Daniel Ervin to Giddings-Lovejoy Presbytery
2. The Moderator has appointed the following to the Special Committee on the Distribution of Funds from the Sale of 3530 Grand River, Detroit Michigan Property: Elders
 Rosy Latimore (chair),
 Deborah Fair,
 Mike Starynychak
 Ministers of Word and Sacrament Kara Hildebrandt
 Paul Stunkle
 Erick Lange.
3. The following churches have not submitted their 2017 record for review: Canton Geneva; Clarkston Sashabaw; Dearborn Heights St Andrew's; Dearborn First; Detroit Broadstreet; Detroit Hope; Detroit St John's; Detroit Trinity; Detroit Trumbull Avenue; Highland Park Park United; Howell First; Livonia Rosedale Gardens; Livonia St Timothy's; Mt Clemens First; Novi Faith; Orchard Lake Community; Plymouth First; Redford St James; Saline First; Shelby St Thomas; South Lyon First; Southfield Korean Presbyterian Church of Metro Detroit; St Clair Shores Lakeshore; Troy Korean First; Troy Westminster; Ypsilanti First.
4. Before 2011, the Book of Order provided that congregational minutes were to be approved by Session and reported to the next congregational meeting. the reason for this is that approving minutes of a year ago, It is not in the current Book of Order. Robert's Rules of Order Newly Revised (11th ed.) does allow for Session to approve the minutes in the same way as before, if it is authorized. It could be authorized in 2 ways: by making that motion at the end of the meeting; by amending the bylaws to authorize it. Either way, the minutes are inserted in the minutes book in the proper place.

Presbytery recessed for dinner at 5:54 p.m.

Presbytery reconvened at 7:00 p.m.

WE PROCLAIMED THE GOOD NEWS

Presbytery worshipped God and celebrated the Sacrament of the Lord's Supper.

Presbytery installed Elder Stefanie Lewis as Moderator and Rev. Julie Delezenne as Vice Moderator for 2019

Presbytery conducted a service of recognition for Joelle Parrait as the Certified Christian Educator at Pontiac First Presbyterian Church.

At the conclusion of worship, Presbytery adjourned with prayer at 7:58 p.m.

The next meeting of the Presbytery will be Saturday, March 23, 2019 at 9:00 at the Howell Nature Center.

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Committee on Representation Report
 Treasurer's Report
 Southwest Detroit Immigrant and Refugee Center Grant
 Faith in Action Grants
 Ordination and Installation of Bethany Peerbolte

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR January 22, 2019

CHURCHES: Of 75 churches, 45 were represented and 30 were not.

COMMISSIONERS: Of 130 eligible commissioners, 59 enrolled, and 71 did not.

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

Of 30 total, 9 were present, of whom 1 counted as commissioners, leaving 8 as the unduplicated count: 0 excused, and 0 absent.

TEACHING ELDERS: Of the 119 non-retired teaching elders on the combined rolls of active members and members-at-large, 48 were present, 14 were excused, and 57 were absent.

Of the 89 retired teaching elders on the rolls, 16 were present and 73 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 8 Commissioned Law Pastor on the rolls, 4 were present, 0 excused, 4 absent

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

SUMMARY

VOTING MEMBERS PRESENT

59 Elder Commissioners
 + 8 Other Ruling Elders
 + 48 Non-retired teaching elders
 + 16 Retired teacing elders
 = 4 Commissioned ruling elders.
 = 0 Certified educators.
 = 135 Voting members present.

OTHERS PRESENT

4 Non-voting attendees
 0 Corresponding members

ATTENDANCE

Churches and Commissioners

ALLEN PARK, Allen Park	1 PRISCILLA WASHINGTON	ORCHARD LAKE, Community
1 NOT REPRESENTED	2 DARYL TAYLOR	1 NANCY RATAJCZAK
2	DETROIT, Jefferson Avenue	2 GORDY STEELE
ANN ARBOR, Calvary	1 NOT REPRESENTED	3
1 NOT REPRESENTED	2	PLYMOUTH, First
ANN ARBOR, First	DETROIT, St. John's	1 CHARLES EVANS
1 HENRY JOHNSON	1 SHARON MOORE	2
2	2 JEANE V MOORE	3
3	DETROIT, Trinity Community	PONTIAC, First
4	1 NATALIE BROTHERS	1 NOT REPRESENTED
ANN ARBOR, Northside	2	PONTIAC, Joslyn Avenue
1 NOT REPRESENTED	DETROIT, Trumbull Avenue	1 NOT REPRESENTED
ANN ARBOR, Westminster	1 MARTHA SINGLEY	PORT HURON, First
1 SHARON COLKE	2	1 ROBERT WILLIAMS
AUBURN HILLS, Auburn Hills	DETROIT, Westminster	2 DICK SMALLDON
1 NOT REPRESENTED	1 JOANNE WHITE	REDFORD, St. James
BELLEVILLE, Belleville	2	1 NOT REPRESENTED
1 NOT REPRESENTED	3	ROCHESTER, University
BERKLEY, Greenfield	FARMINGTON, First	1 DOUG FRYER
1 ALAN GEBAUER	1 NANCY PRIESFORN	2
2	2 KAREN LINNELL	ROYAL OAK, First
BEVERLY HILLS, Northbrook	FERNDALE, Drayton Avenue	1 JAMES HANKS
1 SHERRILL HEINRICHS	1 KIM TURNER	2 BETH THAYER
2	FORT GRATIOT, Lakeshore	ROYAL OAK, Starr
BIRMINGHAM, First	1 NOT REPRESENTED	1 RICHARD SMITH
1 NOT REPRESENTED	GARDEN CITY, Garden City	SALINE, First
2	1 WENDELIN HUGHES	1 NOT REPRESENTED
3	GROSSE ILE, Grosse Ile	2
4	1 STEVE BENTON	SHELBY TWP., St. Thomas
BLOOMFIELD HILLS, Kirk/Hills	2 CAROLYN MARICQ	1 NOT REPRESENTED
1 NOT REPRESENTED	GROSSE POINTE, Memorial	2
2	1 MARY E LLOYD	SOUTH LYON, First
3	2 WILLIAM L BALL	1 NOT REPRESENTED
4	3	SOUTHFIELD, Covenant
BRIGHTON, First	4	1 LINDA LGNE
1 CINDY BERNER	GROSSE PTE WOODS, Woods	SOUTHFIELD, Korean
2 JEFF BERNER	1 DAVID BENJAMIN	1 CHEOL KIM
CANTON, Geneva	HIGHLAND PARK, Park United	2
1 DAVE BUNCH	1 MARIE J HUGHLEY	3
2 MIKE GAUBATZ	2 ILLEGIBLE	4
CLARKSTON, Sashabaw	HOWELL, First	SOUTHFIELD, New Hope
1 NOT REPRESENTED	1 DAWAIN RIEBOW	1 NOT REPRESENTED
DEARBORN, Cherry Hill	2	2
1 NOT REPRESENTED	LINCOLN PARK, Lincoln Park	ST. CLAIR SHORES, Lake Shore
2	1 CHRIS GRUNDY	1 NOT REPRESENTED
DEARBORN, First	LIVONIA, Rosedale Gardens	2
1 NOT REPRESENTED	1 DYCHE ANDERSON	STERLING HGTS, New Life
2	2	1 MARGARET KUNZ
DEARBORN, Littlefield	LIVONIA, St. Paul's	TAYLOR, Southminster
1 EMILY NIETERING	1 NOT REPRESENTED	1 DALE SIMON
DEARBORN HGTS, St. Andrew's	LIVONIA, St. Timothy's	TROY, First
1 NOT REPRESENTED	1 DENNIS DELEZENNE	1 JIM MEINERSHAGEN
DETROIT, Broadstreet	MILAN, Peoples	TROY, Korean First
1 NOT REPRESENTED	1 NOT REPRESENTED	1 NOT REPRESENTED
2	MILFORD, Milford	2
DETROIT, Calvary	1 LESLIE NAVE	TROY, Northminster
1 JANIFER BINION	2 ILLEGIBLE	1 MARTHA BABCOCK
2	MT. CLEMENS, First	WALLED LAKE, Crossroads
DETROIT, Calvin East	1 EVELYN McRIZRE	1 NOT REPRESENTED
1 NOT REPRESENTED	2	WARREN, Celtic Cross
2	NORTHVILLE, First	1 CHURCH POTTER
DETROIT, Fort Street	1 THOMAS LAHIFF	WARREN, First
1 NOT REPRESENTED	2 WANDA MOON	1 ADAM DELEZENNE
DETROIT, Gratiot Avenue	NOVI, Faith Community	WATERFORD, Community
1 MARYANN BRANTLEY	1 SUSAN FARVOQ	1 ALICE SIAS
2	2	2 KIM BISHOP
DETROIT, Hope		

WESTLAND, Kirk of Our Savior

1 NOT REPRESENTED

WHITE LAKE, White Lake

1 MICHELE DICK

YPSILANTI, First

1 NOT REPRESENTED

2

Teaching Elders and Ruling Elder Members**A. RULING ELDER MEMBERS ON CABINET**

P ADAMS, ADRIENNE
 P BLENMAN, MARTHA
 C BRANTLEY, MARY ANN
 P ELLIS, HAROLD
 P FAIR, DEBORAH
 P LEWIS, STEFANIE
 E MORTON, JANET
 P NGARE, TIMOTHY
 P PONDER, BOB
 P SADLER, CHUCK

B. TEACHING ELDER

E ALLEN, ROBERT
 P ANDERSON, BRYANT
 E ANDERSON, LINDA
 P ANDERSON, LINDSEY
 A AUE, CRAIG
 P AUSTIN, MARY
 P BAHR-JONES, MARY
 A BATTAGLIA, LEIA
 E BECKMAN, MICHAEL
 E BLAIR, JOANNE
 P BOLT, KENNETH
 A BOUSQUETTE, PAUL
 A BUCKLEY, BLAIR
 P CAMPBELL, EMILY
 A CHOI, SEUNG KOO
 P CHUNG, ISAAC
 A CHURCH, HEIDI
 A COCHRAN, LINDA
 E CORNFIELD, KEITH
 P COZIER, CLINTON
 A DE ORIO, ANTHONY
 P DELANEY, BETH
 P DELEZENNE, JULIE
 A DOYLE-HOHF, KATHLEEN
 P DUNN, EDWARD
 P DUNN, JOANNA
 A FAILE, JAMES
 A FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 P FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 A GEISELMAN, KEITH
 A GODBEHERE, SARAH
 A GRANO, MARIANNE
 P GROSCH, ADAM
 P HALLAM, CHRISTINA
 A HANNA, RAAFAT
 E HARRIS, R. JOHN
 P HAYES, FRANCES
 A HEATON, DAN
 A HENRY, PETER J. M.
 P HERRINGTON, RUTHANNE
 P HILDEBRANDT, KARA
 P HORLOCKER, MICHEL
 P JAMES, MICHELLE
 A JU, GWANGWOO
 P JUDSON, JOHN
 P JUSINO, EDDIE

E KELSEY, LAURA
 E KIM, Y. MONCH
 P KOENIG-REINKE, ERIC
 P KOSTER, EDWARD H.
 P LANGE, ANNE
 P LANGE, ERIC
 A LEE, ESTHER
 A MABEE, CHARLES
 A MADDEN, JULIE
 A MARKS, JULIE
 P McCLOSKEY-TURNER, CATHARINE
 A McGOWAN, EVANS
 A McMILLAN, JUDITH
 A McRAE, BARBARA
 A MEILANDS, PAMELA
 P MILLER, J. SCOTT
 A MILLS, JILL
 P MONNETT, JAMES
 A MONSMA, GAIL
 P MOOK, SHARON
 A MOON, SUNG-JOON
 P MOORE, PETER
 P MORGAN, JOANNE
 A MORROW, DUKE
 P MOZENA, SUSAN
 P NICHOLS, NEETA
 P NICKEL, EMMA
 P NICKEL, MATTHEW
 A NUSS, STEVEN
 A OBERG, ARTHUR
 A OSWALD, DIANE
 A OTT, JEFF
 A PARKER, OPELTON
 A PARKS-PIATT, DOROTHY
 P PAVELKO, JOHN H.
 E PEERBOLTE, BETHANY
 A PHILLIPS, MARK
 A PHILLIPS, NATHANIEL
 P PHILLIPS, SCOTT
 A PICKRELL, BROOKE
 A PIECUCH, KEVIN
 P PITTMAN, JASON
 A PITTMAN, KELLY
 E PRENTICE-HYERS, MARY ELIZABETH
 P PUNTIGAM, JOEL
 P REED, PHILIP
 A RIKE, JENNIFER
 A RODRIGUEZ, FERNANDO
 A ROEDERER, RENEE
 A ROGERS, MELISSA ANNE
 E RYAN, BREANNE
 A RYO, ANGELA
 A SANDERFORD, JOHN
 A SCHAEFER, ANNE N.
 E SHELDON, ROBERT
 A SIAS-LEE, LAURA
 E SIMONS, SCOTT W.
 A SMART, JASMINE
 E SMITH, BRYAN DEAN
 P SPYCHER, JACQULINE
 P STUNKEL, KAREN
 P STUNKEL, PAUL
 P TAN, HOTEK

A THODE, TED
 A THOMAS, CHRISTOPHER
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 P WHITLOCK, KELLIE
 A YU, SEUNG WON

C. RETIRED TEACHING ELDER

P AARON, ESTELLE
 P AGNEW, ROBERT
 E ALBRECHT, GLORIA
 E ANDREWS, DOYLL
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BOEVE, PETER
 P BROWNLEE, RICHARD
 E BYARS, RONALD
 E CAPPS, HARRY
 E CARLE, NANCY
 E CARTER, DOUGLAS D.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 E CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 E CONLEY, JAMES H.
 E CORSO, LINDA
 P COWLING, NEIL D.
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 P DAVIS, ROXIE ANN
 P DAVIS, WILLIAM
 E DENNIS, WARREN
 E DENTON, GRETCHEN
 E DOWNS, ELIZABETH
 E DOWNTON, DAVID
 E DUNIFON, WILLIAM
 E DYKSTRA, CRAIG R.
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 P GERE, BREWSTER
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 P HARTLEY, THOMAS
 E HATCHER, RUFUS
 E HELMKE, BEN
 E HENDERSON, RICHARD
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 P JOHNSON, KEVIN
 P KAIBEL, KENNETH
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.

E McINTYRE, DEWITT
P MICHALEK, DANIEL
E MIHOCKO, DAVID
E MISHLER, JOHN
E NUSSDORFER, GUS
E OLIVER, GARY
E ORR, ROBERT C.
E OWEN, DAVID
P OXTOBY, THOMAS
E PETERS, RICHARD
E POLKOWSKI, WILLIAM
E PRICE, MICHAEL T.
E PROVOST, KEITH
E PRUES, LOUIS J.
E RATCLIFFE, ALBERT H.
E ROBERTSON, ANN
E ROBERTSON, WILLIAM
P RUSSELL, JAMES P.
E SCRIBNER, LOREN
E SHIPMAN, JUDY
E SKIMINS, JAMES
E SOEHL, HOWARD
P SOMMERS, CHARLOTTE
P SWARTZEL, BARBARA G.
E TAYLOR, J. BERNARD

E TAYLOR, THEODORE, II
E THORESEN, KATHRYN R.
E VANDERBEEK, RONALD
E 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 AGNEW, DIANE
P BARCONEY, MICHAEL
P EIBEN, DAWN
P JENSEN, SANDRA
P JOHNSON, KATHI

E. CERT. ASSOC. CHRISTIAN ED.

ARCHEY, JOSHUA
MERTEN, CINDY

F. COMMISSIONED RULING ELDERS

P AZAR, RUTH
P BARCONEY, CHARON

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

H. PAST RULING ELDER

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

G. CORRESPONDING MEMBERS

JENSEN, CHRISTINA
LAKE HURON
POMERVILLE, ANDREW
LAKE HURON
HAINES, ALEXANDER
UCC
RISSLER, JIM
PILP

**PRESBYTERY OF DETROIT
COMMITTEE ON REPRESENTATION
2018 REPORT TO COORDINATING CABINET**

The Presbyterian Church (USA) (henceforth PCUSA) places a strong value in selecting leadership at all levels of the church that represents the full diversity of the memberships of all of our congregations. To that end the Book of Order, the constitution of our church has several sections which speak directly to representation and participation in leadership as do the Bylaws of our Presbytery (POD Bylaws, Article XI, 4, (b), ii).

Most relevant is G-3.0103 which says, "Each council shall develop procedures and mechanisms for promoting and reviewing that body's implementation of the church's commitment to inclusiveness and representation. Councils above the session shall establish by their own rule committees of representation to fulfill the following functions: to advise the council regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403."

This report is the Committee on Representation's (henceforth COR) review of the Presbytery of Detroit's (henceforth POD) implementation of this charge. Historically, COR has prepared a statistical type report which attempted to show the relationship between various categories of membership in all of our churches and membership on committees and ministry teams of the POD to see whether our leadership was representative. In accordance with recent revisions in the Book of Order, this report will include the information about the diversity in representation in POD committees and ministry teams and information compared to diversity in the membership of the POD congregations. We will also make additional recommendations to help POD strengthen its commitment and actions for diversity and inclusiveness in leadership.

Data Collection and Issues Related to Data Collection

Data related to the members of our congregations:

COR used the data collected for 2016 by the POD in the clerks' reports from each congregation and compiled by Presbytery staff. For many years, the committee has struggled with both the categories the clerks are asked to use and understanding how the clerks are able and choose to complete the forms. For example, who is African American and who is Black? Fortunately, this is an issue that has come to church wide attention and GA has begun revising the clerks' reporting form. This concern was addressed at the GA level COR, and we are eager to see and hear their response

Representation, diversity and inclusion by Committees and Ministry Teams

To achieve diverse representation in all the work of the Presbytery, it is necessary to have diversity on each committee and ministry team. With that in mind here is a list of the committees and ministry teams which are far from the Presbytery norm or goal in one or more categories.

Racial Ethnic Representation:

There are no Asian Americans on:

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

This is significant because the POD has more Asian membership (1190) than any other racial ethnic group. The other racial ethnic congregational representation is Black (192), African American (792) and African (37) Middle Eastern (31), and Hispanic (67)

There are no African Americans on:

- New Church Development MT
- Permanent Judicial Commission.

There was one Middle Eastern representative on the Leadership Equipping and Committee on Representation last year. There are no Middle Eastern representatives on any other committee or Ministry Team.

There are no persons identifying as Hispanic or Native American on any committees or Ministry Teams. Whites are represented on all committees and Ministry Teams.

Teaching Elder/ Non-Teaching Elder:

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

- Congregational Development and Transformation
- New Church Development
- Trustees

Gender:

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

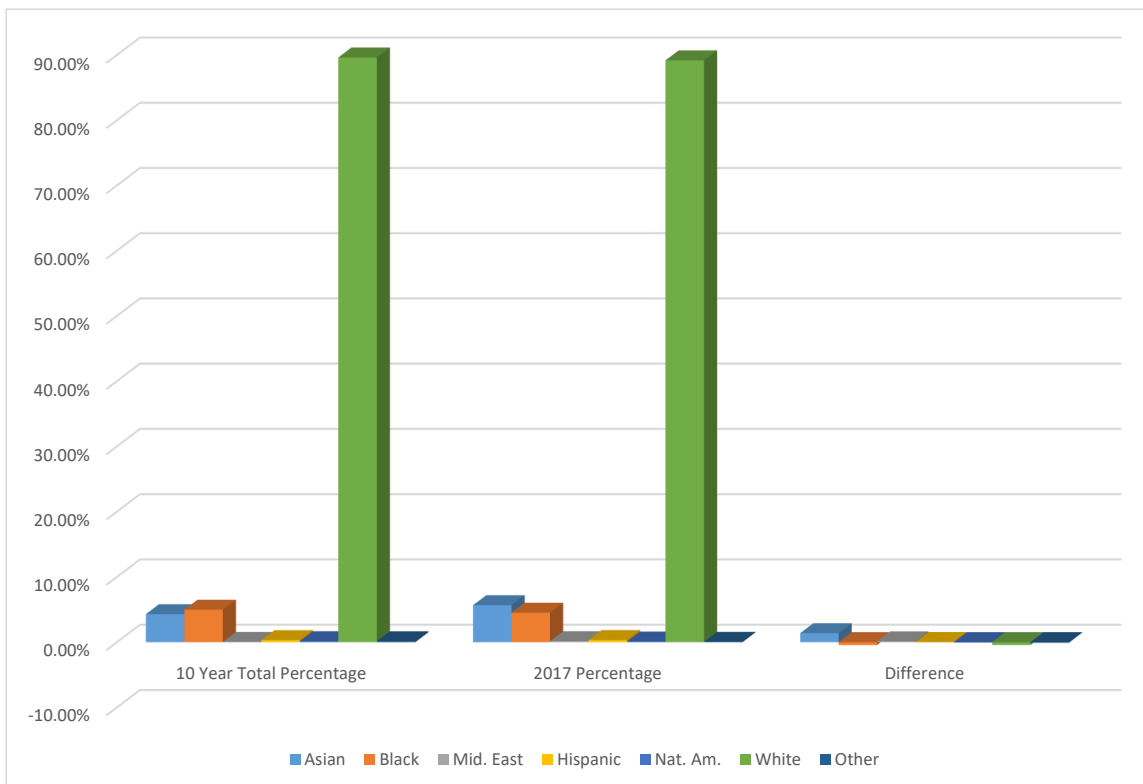
- New Church Development MT
- Social Justice MT
- Trustees

The goals for COR in 2019:

- To meet regularly and prepare required reports in timely manner
- Work collaboratively with CON to gain more diversity on POD committees and Ministry Teams
- Attend CON meetings quarterly
- Attend a regional Committee on Representation meeting at the Synod of the Covenant.

10 Year Statistical Comparison 2007-2017

YEAR	Asian	Black	Mid. East	Hispanic	Nat. Am.	White	Other	Total
2002	1,166	1,579		78	25	33,967	68	36,883
2003	1,201	1,893		74	42	33,477	87	36,774
2004	1,253	1,895		88	40	32,798	40	36,114
2005	1,237	1,791		114	45	29,877	52	33,116
2006	1,215	1,859		100	48	30,930	40	33,533
2007	1,167	1,764		87	49	29,882	41	32,990
2008	1,119	1,371		80	47	27,657	46	29,386
2009	1,069	1,541		88	46	26,339	42	29,046
2010	1,188	1,542		88	36	24,605	34	27,493
2011	1,040	1,417		94	49	25,175	36	27,811
2012	1,033	1,239		85	46	23,001	52	26,677
2013	1,099	1,187		89	42	22,884	32	25,573
2014	1,194	1,167		66	36	21,025	74	24,636
2015	1,172	1,131		64	35	20,671	21	23,142
2016	1,170	1,105	46	64	26	19,980	19	22,310
2017	1,190	950	31	67	19	18,753	11	21,029
	12,441	14,414	77	872	431	259,972	408	290,093
10 Year Average	1,244	1,441	8	87	43	25,997	41	29,009
	4.29%	4.97%	0.03%	0.30%	0.15%	89.62%	0.14%	100.00%
2017 Actual	1,190	950	31	67	19	18,753	11	21,029
	5.66%	4.52%	0.15%	0.32%	0.09%	89.18%	0.05%	100.00%
Difference	1.37%	-0.45%	0.12%	0.02%	-0.06%	-0.44%	-0.09%	0.00%
10 Year Total Percentage	4.29%	4.97%	0.03%	0.30%	0.15%	89.62%	0.14%	
2017 Percentage	5.66%	4.52%	0.15%	0.32%	0.09%	89.18%	0.05%	
Difference	1.37%	-0.45%	0.12%	0.02%	-0.06%	-0.44%	-0.09%	



3.) Resident Minister:

The Committee on Ministry believes in the validity of the Resident Minister program. The intensive, purposeful nature of the program equips residents with practical skills for ministry and enriches their core vocational values so that they are ready to serve God's people with versatility and integrity. Congregations are blessed as the resident ministers participate in ministry with them and share their gifts.

The Committee on Ministry of the Presbytery of Detroit has adopted the following guidelines for a Resident Minister program in member churches:

- a. When a Session and Pastor/Head of Staff have confidence that the church is a learning community beyond the bounds of the local congregation; they may determine the church would benefit from establishing a Resident Minister program; where a newly graduating seminarian may benefit from experiencing the full range of pastoral duties and roles within the life of the congregation with intentional directed supervision by the Pastor/Head of Staff or his/her designate. The Session shall consult the Committee on Ministry for guidance and approval of the church's Resident Minister program.
- b. If the Committee on Ministry approves, the Session shall develop a position description and salary package and present it to Committee on Ministry for approval. If approved, the Session may begin its search for a suitable Resident Minister.
- c. The Committee on Ministry is responsible to insure that any search process for a resident minister follows all Equal Opportunity procedures.
- d. The contract for the Resident Minister is a temporary position.
- e. The Resident Minister may not be called to any Pastoral Position within the contracted congregation without a full and open search conducted in consultation with Committee on Ministry.
- f. The Session may terminate the contract between the Resident Minister and the church in consultation with the Committee on Ministry.
- h. A Resident Minister shall have voice but not vote at Session meetings.

Approved by The Consultations & Credential Committee – 11/09/17

Approved by The Committee on Ministry – 11/09/17

Paper C**THE PRESBYTERY OF DETROIT**

*An informed Presbytery is a
Responsible Presbytery*

TREASURER'S REPORT

January 22, 2019

Timothy Ngare, CPA

Combined Assets: As Of 11/30/18

Cash and Cash Equivalents	\$ 94,205
Capital Fund (Fund 200)	5,419,653
Endowments	17,452,490
Notes Receivable	3,804,712
Total Assets	<u>\$26,771,060</u>

Combined Net Assets/Equity & Liabilities As Of 11/30/18

Notes Payable PCUSA & Other Liabilities	\$ 3,272,071
Net Assets/Equity	
Unrestricted	4,428,959
Temporarily Restricted	4,096,793
Permanently Restricted	<u>14,973,237</u>
Total Net Assets/Equity	<u>23,498,989</u>
Total Net Assets/Equity/Liability	<u>\$ 26,771,060</u>

OPERATING FUND REVENUES – 1/1/18 – 11/30/18

Mission Revenue	\$ 413,655
Investments Income	258,608
Grant Income & Other Income	7,556
	<hr/>
Total Revenues	\$ 679,819

OPERATING FUND EXPENDITURES

1/1/18 – 11/30/18

General Operating Expenses	\$136,471
Total Ministry Teams (Committees) Exp.	217,147
Admin. Expenses - Salary & Benefits	401,201
Misc. Investment/Bank fees	543
Total Expenditures	\$755,362
Operating Fund Income/(Loss)	(\$75,543)

Visit the Presbytery's Website

www.detroitpresbytery.org

Menu > Resources > Treasurer's Corner

To find

A.) Previous Audited Financial Statements

B.) Expense Voucher

C.) Mission Remittance Form

Domestic Refugee Grant Partnership

NOTE: The following application is to be submitted to the PDA Associate for Refugees and Asylum, Susan Krehbiel, susan.krehbiel@pcusa.org. The grant request is to be accompanied by a letter of presbytery endorsement signed by someone with the authority to request funds for the program and e-mailed. If a grant is awarded, Grantee is expected to agree with the terms and guidelines. “How PDA Funds are Used” and reporting guidelines documents are attached and located on the PDA website. Please copy all requests to beth.snyder@pcusa.org.

Please fill out all information in the request unless specified.

1. General Information	
Date of request	1/31/19
Type of grant	Special Program Grant
Total amount requested	\$24,000
This amount is ____% of the total cost of this program,	100%

2. Point of Contact Information	
Grant Contact	
Name	Adam Delezenne
Title	Director of Operations and Outreach
Address (street/city/state/zip)	17375 Harper Ave, Suite 24124, Detroit, MI 48224
Phone(s)	248-607-4080
Email	adam@detimmigrantcenter.com

3. General Program Information	
Name and description of program	<p>Justice for North Ohio Workers</p> <p>Southwest Detroit Immigrant and Refugee Center is the largest provider of free and low-cost legal services. We see clients first at one of our three free legal clinic locations, those who need help or representation beyond what we can provide at the clinics receive it at a fraction of the cost of traditional legal services. We serve all, but we specialize in immigration issues and the legal complications that are commonly accompany them.</p> <p>Early this summer a raid by Immigration and Customs Enforcement (ICE) on Corcso Flower and Garden Center locations in Castalia and Sandusky, Ohio resulted in the immediate detention of 114 workers. These workers were</p>

	<p>immediately detained, and those without permanent residency status were put into deportation proceedings.</p> <p>A number of them have been assigned to the Detroit Immigration Court. These are low-income families; attending to these new charges means time out of work and additional expenses in travel and childcare, not to mention affording legal representation.</p> <p>The Southwest Detroit Immigrant and Refugee Center (SWIRC) has already taken on representation of several of these workers without guarantee of payment, as is our standard practice. They have been referred by Starting Point Outreach Center and help with travel and lodging in the Detroit area has been coordinated by Strangers No Longer.</p> <p>Funding to support their defense would either mean that our internal resources could stretch further or that we could refer them to other reputable attorneys who do not take on cases without payment. Funding to help with travel and childcare would go directly to families and those who have already been helping them.</p>
Communities and geographic area to be served by the proposed program	Workers residing in North Ohio caught up in the ICE raid on Corcoso Flower and Garden Center
Program description / title	Justice for North Ohio Workers
Program start date	July 1, 2018
Program end date	Program will end when all related cases are resolved.
Purpose/Expected outcome of program	<ol style="list-style-type: none"> 1. Maintain family integrity 2. Prevent unjust detention 3. Prevent unjust deportation
Does this program receive additional funding from other organizations? (If yes, list name(s) of organizations.	No. We have been working in partnership with Starting Point Outreach Center and the Willard Area Ministerial Association to meet this need.

4. Program Summary

*Briefly describe the activity for which the organization is seeking funds. The summary should elaborate on details from Section 3 (General Program Information). The summary should also include any additional information such as, overall objective of program and expected results. Also include a draft of the timeline of the program. **If funds are for a position, please attach a position description.***

On June 5, 2018, 114 undocumented Hispanic workers were detained by ICE in a raid on Corcoso Flower and Garden Center locations in Castalia and Sandusky, Ohio. Starting Point Outreach Center (501c3) in cooperation with the Willard Area Ministerial Association is aiding 60 of the ICE detainees. SWIRC has

received more than 20 calls from detainees (referred by Starting Point) and agreed to represent 11 of them to date.

Affected families reside in Northern Ohio communities. The majority of them are assigned to the Immigration Court in Cleveland, but a number of them have been assigned to the Detroit court's jurisdiction. These people need to travel an average of two hours from their homes to Detroit, arranging childcare, often for early morning hearings. SWIRC has been working with Strangers No Longer, one of our local partners, to help provide for some of these basic logistic needs.

Our work on behalf of these workers is limited by our caseload capacity. We would love to be able to refer some cases to other attorneys, but we are the only provider who will reliably take on cases without regard to the client's ability to pay or the likelihood of a successful legal outcome. We represent immigrants because we believe that no one should go before an immigration judge alone.

We have accepted 11 cases from this group so far. PDA funding for their defense would allow us to refer cases which would push us over capacity to other immigration attorneys who we trust and who have agreed to take on cases at our rate schedule in the past. We charge \$2500 to fight deportation in immigration court. Most immigration attorneys would cost three times this amount.

5. Program Details

Give an assessment of the conditions on the ground (scope and number being served, etc.). This includes the geographic areas being addressed by this proposal and in which the program is taking place in some detail.

1. Families separated through unfair detention

At the time of the raid, workers were taken into custody and held until they were charged. Spouses and children of those arrested were left without any indicated of what had happened to their family members. ICE had stated at the time that the workers were going to be charged with "identity theft and tax evasion."

Though the actions of ICE were within their jurisdiction and authority, we feel that the way they were carried out represented a disproportionately harsh treatment of people who had committed no violent crime. A number of the workers were undocumented or had a non-permanent residency status, and this was the basis of their extended detention.

2. Financial and emotional stress imposed by the immigration court process

An administrative decision sent a portion of the cases for those picked up the Detroit immigration court rather than the Cleveland immigration court. This means those assigned to Detroit endure an additional hardship in travel time and expense, driving two hours north for court. Early morning hearings mean that families with children need to travel and stay overnight — all of this with the threat of deportation and the anxiety that facing a court can induce.

3. Preventing unjust deportation through representation

Of the approximately 5000 cases in Detroit's immigration court, less than 20% of them have legal representation. Unlike in a traditional court, there is no guarantee of a court-appointed attorney when the

family cannot afford one on their own. The Detroit court has developed a reputation due to this backlog, only 14% of asylum applications filed with the Detroit court are approved compared to 49% nationwide. Effective representation is critical to a fair outcome. Asylum seekers are ten times more likely to have a favorable outcome. Not all of these workers are asylum seekers but their ability to represent themselves in a culture they are still coming to understand and to do so in a language that they are still learning means that having legal representation is not just a matter of the likelihood of winning the case, it is a matter of human rights.

Who are the expected beneficiaries of the proposed program? Please explain the process for beneficiaries to raise concerns/complaints to the organization regarding the proposed program.

This project will serve workers charged following a specific ICE workplace raid who have been assigned to the Detroit immigration court.

Many of the cases that we take, particularly asylum, are accepted with the understanding that we will be working against the prevailing trend in the asylum decisions. For example, the previous attorney general instructed immigration judges that the threat of gang or domestic violence are not valid claims for asylum. This was not always the case, and we feel strongly that the threat of violence should warrant an asylum claim, particularly when governments are unable to protect their citizens. We fight these cases in the hope that we might get a favorable answer but make no guarantees. The same would be true of these cases. We do our best, but clients do not always get the outcome they seek.

We take any concerns regarding our professional conduct very seriously. Complaints or concerns can be shared with SWIRC's board of directors to be reviewed and appropriate action taken.

Provide a list of who has been/will be invited to participate in this program. Explain what each one will contribute to the program.

SWIRC is already partnering with:

Strangers No Longer, a collective program of a number of Roman-Catholic Parishes in the Detroit area who have committed to showing radical hospitality to immigrants and refugees in need.

Starting Point Outreach Center, a Christian community development organization in Willard, Ohio. They are our referral partner in this project and have been the first step in helping affected workers make the trip to Detroit for court appearances.

The Willard Area Ministerial Association has been part of helping to meet needs of people on the ground in Willard, OH.

Please provide any other information that may prove useful to know about this program.

6. Program Budget and Narrative (Use separate page(s) if necessary)

Provide a budget in detail for the use of the requested funds. Also show if funds are being provided from other sources.

\$2500; legal defense
 \$1000 travel
 \$500 for childcare related expenses.
\$4000 for each case x 6 cases = \$24,000 total requested

Reimbursements for legal fees, travel, and childcare, represent maximum reimbursement amounts per case. While the \$2500 is fixed as the fee our referral partners and we will charge, travel and childcare may or may not reach the maximum amount. Any leftover funds for one case will be used to offset expense for others related to this same group.

7. Program Evaluation

*Summarize how the organization will evaluate the program, including the indicators it will utilize, and how the organization plans to capture the quantitative and qualitative data needed for reporting. **If funds are for a position, please list supervision contact information.***

This project request is centered on relieving hardship faced by low-income workers. While we certainly want and will fight for positive outcomes for them receiving these funds does not guarantee their success. We will track the resolution of cases, but the better measure might be in dollars that are not coming out of the pockets of struggling workers.

- Additional legal help provided
- Compensated miles traveled by workers
- Overnight stays paid for or supplemented
- Accompaniment ministry that these funds helped including people who open their home to traveling workers or sit with at court
- Hours of childcare provided while parents are in court or traveling

8. Signature of Organization Executive

Signature and printed name of Executive of Organization	Rev. Allen Timm
Organization Position	Executive Presbyter
Phone Number	
Email	allen@detroitpresbytery.org



Phase 2 Faith in Action Grant Recipients January 2019

Church(es)	Amount Awarded	Project Summary
1. Brighton, First Partner Non-Profit: Bountiful Harvest	\$30,000	To provide a permanent home for Bountiful Harvest (food pantry) to better equip the needy of Livingston County. This new space will allow this ministry to expand their hours, services, and outreach.
2. Fort Street-Detroit	\$30,000	The 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.
3. Hope-Detroit Partner Non-Profit: A Place of Refuge	\$30,000	The purpose of this project is to provide life and career-based skills and support to youth aging out of the foster care system to encourage and develop their ability to acquire and maintain their own home in Detroit, preferably in the community serviced by Hope Presbyterian Church.
4. Covenant-Southfield Greenfield-Berkley Starr-Royal Oak Partner Non-Profit: Welcome Inn	\$30,000 total (\$15,000 for 2 years)	Located at Covenant Presbyterian Church and supported by scores of Presbyterian volunteers, Welcome Inn is the only low-barrier winter day-center in South Oakland County. Operating December-March, Welcome Inn affords homeless adults access to shelter, food, clothing, and medical services, hygiene/laundry care, support-groups, spiritual guidance, and other life sustaining necessities in an environment that stands as a true example of Christian hospitality and Presbyterian Witness.

<p>5. Fort Street-Detroit Lincoln Park</p> <p>Partner Non-Profit: Southwest Detroit Immigration and Refugee Center</p>	<p>\$25,050 total (\$12,525 for 2 years)</p>	<p>Engage congregations in an educational program that equips them to turn concern around the plight of immigrants and refugees into action and relationship. This will result in the renewed connection of congregations to their own communities, increase involvement of individual Presbyterians with our work and more resources available to our clients.</p>
<p>6. Farmington, First</p>	<p>\$20,533 total (\$10, 523 for Year 1 \$10,010 for Year 2)</p>	<p>To provide multicultural, interfaith youth aged 11-18 and their mentors the opportunity to learn more about each other's common values while serving others. During interfaith summer camp and other service days, Youth United will make improvements to CARES of Farmington Hills, an emerging Village of Hope, enabling it to offer more comprehensive services to its clientele.</p>
<p>7. Birmingham, First</p>	<p>\$20,000</p>	<p>The purpose of this project is to support the creation of inclusive living communities for persons with disabilities both within our congregation and the wider community and to build a support network for families through First Presbyterian and Angel's Place for families with children, youth, and adults with disabilities.</p>
<p>8. Calvary-Detroit</p>	<p>\$20,000</p>	<p>The Calvary Kitchen project will involve hiring part-time chefs to promote healthy eating within our target community by teaching participants how to select, cook, and eat healthy foods. To begin this project we need to remove and replace a 27 year old broken industrial stove and exhaust system so that the project can engage and expand the community that we serve.</p>

9. Park United-Highland Park	\$20,000	The Park United Presbyterian outreach center (Jesus Time!) building will be renovated with a café-style place to provide a safe and stimulating environment to children, youths and young adults in the neighborhood. It will also provide the mission center to the volunteers from many partner churches and the outside to experience the kingdom of God here and now.
10. Warren, First	\$17,000	We hope to open our church one day a week to provide a safe, welcoming, indoor space for those in our community who are experiencing homelessness.
11. Broadstreet-Detroit	\$16,000	The purpose of the program would be to show the love of Christ by making Broadstreet Presbyterian more accessible to the community through developing new community relationships, as well as improving existing ones, with interested underprivileged youths by providing them with musical instruments, and instrumental musical instruction.
12. Saline, First Partner Non-Profit: Cass Community Social Services	\$13,000	The purpose of the project is to help develop a community park, where homeless and low-income people can experience nature, recreation, and socialization with volunteers and visitors. FPC Saline, will bring together partner churches and community members to build a concert shell, install solar panels and install a memorial garden for poor people and their families and friends.

13. Northside-Ann Arbor/ Michigan Nones and Dones	\$12,000	In connection with three target communities in Washtenaw County, among neighbors who are religiously affiliated and religiously unaffiliated, this project catalyzes new ministries toward 1) the cultivation of new relationships, 2) the practice of faith formation, 3) involvement in mission and justice, and 4) belonging and engagement in community.
14. Southminster-Taylor	\$10,000	To partner with schools to address the clothing needs of school children and basic classroom essentials, using a distribution delivery model.
15. Kirk in the Hills-Bloomfield Hills Partner Non-Profit: Accent Pontiac	\$10,000 total (\$5,000 for 2 years)	In the Accent Pontiac/Kirk in the Hills Summer Program Partnership, we hope to continue to cultivate the relationship between Kirk members and Accent Pontiac families and students by providing additional opportunities for engagement in Accent Pontiac's Summer Program.
16. Lincoln Park	\$8,500	Identify needs in the community through a collaborative process involving community stakeholders. Based on our new understanding, develop new programs and ways of being able to meet the needs of our local community.
17. Crossroads Presbyterian- Commerce Twp.	\$2,950	This project is targeted for our local community, specifically for Young Adults with Special Needs from the Young Adult Transition Program of Walled Lake Schools. By receiving this grant, our current program would expand to include the parents/guardians/caregivers in their own program that would run concurrently with the Young Adult event.

18. Grosse Ile	\$2,740	When homeless families find housing, they have few furnishings. The goal of Grosse Ile Presbyterian Church is to alleviate this problem by working collaboratively with area churches to find, donate, and deliver furnishings to homeless families served by ChristNet and The Center for Working Families, two organizations that serve Downriver homeless families.
19. Littlefield-Dearborn	\$2,000	Our goal is to establish a free outdoor food, hygiene and resource pantry where neighbors can take what they need and eventually leave what they can. We would like to provide supplies for a year until neighbors (and possibly other donor organizations) can begin stocking it without as much of our assistance.

Total Grant Requests: 30

Total Grants Awarded: 19

Total Amount Requested: \$959,949

Total Amount Awarded: \$319,773

The Faith in Action Work Group

Rev. Julie Delezenne, Chair, Warren First

Elder Martha Blenman, Birmingham First

Elder Bob Ponder, Fort Street

Rev. Fernando Rodriguez, Kirk in the Hills

Rev. Jacqueline Spycher, Northbrook

PRESBYTERY OF DETROIT
COMMISSION REPORT
January 22, 2019

The Commission to ordain and install **Bethany Peerbolte as Associate Pastor, First Presbyterian Church, Birmingham MI** was convened with prayer by the moderator, Rev. Dr. John Judson, at 3:30 p.m., on Sunday, October 21, 2018, at First Presbyterian Church of Birmingham, Mi. The Commission members present were:

Rev. Dr. John Judson	Teaching Elder, First Presbyterian Church Birmingham, MI
Rev. Bryant Anderson	Teaching Elder, First Presbyterian Church, Dearborn, MI
Rev. Joanne Blair	Teaching Elder, First Presbyterian Church, Birmingham, MI
Rev. Joanna Dunn	Teaching Elder, University Presbyterian Church, Auburn Hills MI
Rev. Mary Austin	Teaching Elder, Westminster Presbyterian Church, Detroit, MI
Leslie Nave	Ruling Elder, Milford Presbyterian Church, Milford MI
Cromwell Zama	Ruling Elder, Westminster Presbyterian Church, Detroit
Cathy Dinkaloo	Ruling Elder, First Presbyterian Church Birmingham, MI

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

The Commission invited the following persons to participate in the worship service:
Rev. Ann Schaeffer, Teaching Elder, First Presbyterian Church, Plymouth, MI
Rev. Dr. David Dressel from Martin Luther Chapel

After approving the order of worship, the Commission proceeded to worship, where it installed **Bethany Peerbolte as Associate Pastor, First Presbyterian Church, Birmingham MI. In the course of the ordination and installation service, Ms. Peerbolte gave affirmation to the obligations undertaken in the ordination and installation questions found in W-4.4003.** Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Peerbolte.



John Judson
Moderator

Date: October 14, 2018

**PRESBYTERY OF DETROIT
MINUTES OF THE MEETING OF MARCH 23, 2019**

The Presbytery of Detroit convened with prayer and worship in a stated meeting on March 23, 2019 at 9:00 a.m. at the Howell Nature Center. Stephanie Lewis moderated the meeting.

WE PROCLAIMED THE GOOD NEWS

Julie Delezeene, Jim Carlson, Alexander Haines and Wildlife Director Dana DeBenham led worship on the theme: “How can the Howell Nature Center and God's creation help congregations to Heal (be Pastoral), Grow (be Missional), and be Wild (be Prophetic)”

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Caleb Jones the Assistant to the Stated Clerk.
The Moderator extended welcome to new commissioners and ministers
Upon motion of the Stated Clerk, Presbytery voted to approve the docket.
Upon motion of the Stated Clerk, Presbytery voted to excuse those who requested it.

Reports from Presbytery Affiliated Organizations

Adam Grosch reported on 2nd Mile Center, its program, and its funding.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Good News in our Congregations

Phil Reed brought news of our congregations. In a way to engage neighbors and talk about God with each other, Grosse Ile has created a Mobile Mission Team. Now instead of a pop-up church, they went to listen. It was God-Talk Unfiltered, an invitation to come tell us your God story. The church has hosted in a health food store, hair salon, art gallery, brewery, bars and other businesses. It provides a safe environment for people to talk. It runs about 90 minutes. People are encouraged to give 5-minute stories. This made us think about our church differently.

Reports

Planning and Visioning Team.

Kevin Smith reported on the surveys we take of our Presbytery meetings. They are used to address how docket is designed, where we meet, and themes. The Team seeks more efficient scrolling announcements, dockets, orientation video, the posting of meeting documents, and improved audio and video capabilities. The goal is transparency. And he asked the meeting what they want to see on the survey.

Educate a Child

Renee Daniel reported. (Educate a Child was formed at 222nd GA in Detroit. Its goal is to support a million children by 2020 in public education.

Shared Mission. Mission Interpretation Team.

Bob Ponder reported. Mr Ponder reported on the importance and variety of missions that are supported by shared mission, and distinguished it from *per capita* (which pays for overhead and staff).

Work group for Presbytery Consultation.

Beth Delaney reported on the many tools available for working with congregations. There will be a Listening Workshop in May.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report. Allen Timm reported

Mr Timm gave his annual report on the state of the presbytery. The report is appended to the minutes.

Mr Timm celebrated ordination anniversaries: James Conley 60, Jill Mills 5, Kevin Piecuch 25 Lawrence Glenn 65, Gwangwoo Ju 20, Young Chul Kim 15, Harry Capps 50, Janice Langwig 19, Richard Peters 50, Robert Sheldon 35.

Mr Timm welcomed new people to the Presbytery: Mark Phillips: Samuel An, Alexander Haines, Alex Kim.

Mr Timm announced that Nate Phillips published a book: Do Something Else: The Road Ahead for the Mainline Church

Associate Executive Presbyter's Report. Charon Barconey reported

Ms Barconey asked, "What have you done differently over the last 5, 10, 20 years?" Do something different! 1. Pray; 2. Reach out to consultants for congregational discernment; 3. Invite a millennial to the table—careful, you might be offended.

New wine will burst old wine skins. What got us here, won't get us there.

The Moderator offered a prayer of openness.

Business for Motion and Debate

Committee Items for Action:

Coordinating Cabinet

John Judson reported for the Coordinating Cabinet.

The General Assembly having sent amendments to the Constitution to the presbyteries for their positive or negative votes, Presbytery voted *yes* on the following amendments to the Book of Order:

- 18-E. G-3,0307. Presbytery's role re pastors and congregations
- 18-F. W-4.0202. Welcoming to the Table
- 18-H. D-10.0401. RE Sexual Misconduct
 - H-1. D-10.0401b. To include failing to report
 - H-2. D-1-.0401(c)1. Clarifying the class of victims

The amendments are appended.

Upon motion of the Coordinating Cabinet, Presbytery voted to approve the Ranney Balch Grants. (Appended to the minutes)

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

1. The Coordinating Cabinet approved the celebration of communion by the Presbyterian Women at its annual retreat on March 23, 2019 at Farmington First.
2. The Coordinating Cabinet heard a report from the Presbytery Operations Team on its search to fill the position of the Youth Mission Coordinator.
3. The Coordinating Cabinet reports the resignation of Diane Agnew as Hunger Action Coordinator. The Presbytery Operations Team reported it is in the process of finding a candidate for that position.
4. The Stated Clerk reported to the Coordinating Cabinet that he did not send a letter to the churches regarding the suit against Plymouth First as the Coordinating Cabinet had directed in January. He did not because the Administrative Commission of the session of Plymouth First said it could be damaging to their case. The Coordinating Cabinet voted to excuse the Stated Clerk from writing the letter.

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

The Committee reported the following to the Presbytery for its information:

1. CPM met with the following individual and voted to enroll her as an Inquirer under the care of the Presbytery of Detroit: **Sarang Kang**
2. CPM met with the following Inquirers, and sustained their annual consultation:
Charles Sadler
Alexis Allum
Marijo Hockley
Sadie Bolos O'Neill
3. CPM met with **Dwight Walker** regarding his transfer status.
4. CPM reports to the presbytery that **Katelyn Nutter Dowling**, a candidate under care of this presbytery, was examined and approved by Greater Atlanta Presbytery for Ordination to the office of Minister of Word and Sacrament.
5. CPM received and concurred with a request from **Kevin Krawczyk**, an Inquirer, to withdraw from covenantal relationship. (G-2.0609)

The Committee presented **Alexis Allum** to be examined for candidacy. Ms Allum presented her written statement of faith and sense of call. The Presbytery examined her on her sense of call and faith journey. Upon motion the examination was arrested, and Ms Allum was escorted from the room. Upon motion of the Committee, Presbytery voted to enroll Ms Allum as a candidate under care of the Presbytery of Detroit. The Moderator called Ms Allum, her friends and supporters forward, and offered a prayer for her, and declared her a candidate under care of the Presbytery.

The Committee presented **Alex Kim** for examination for ordination to the ordered ministry of teaching elder. Mr Kim has passed all trials of ordination and has a call to serve as Resident Minister for Chaplaincy Training contract at **Bloomfield Hills, Kirk in the Hills**. Mr Kim presented his statement of faith, and Presbytery examined him on his faith, knowledge of polity and theology, and call. Upon motion, the examination was arrested. Mr Kim was escorted from the room. Upon motion of the Committee, Presbytery sustained his examination and approved his ordination. The Moderator invited Mr Kim, his family, and supporters for a prayer.

Committee on Ministry Mark Phillips

The Committee presented **Samuel An** for examination to be received from the Onnuri Missionary Alliance. He has received a call to New Hope Presbyterian Church. Mr An presented his statement of faith. Upon motion of the Committee, Presbytery arrested the examination. Mr An was escorted to the room. Upon motion of the Committee, Presbytery voted to receive Mr An from the Onnuri Missionary Alliance. The Moderator called Mr. An, his friends and family forward, asked him the questions from W-4.04 which he answered affirmatively, and declared him a member of the Presbytery of Detroit and the Presbyterian Church (USA).

Upon motion of the Committee, Presbytery voted to:

Calls/Contracts

1. **Approve** the part-time Stated Supply Pastor contract renewal between **the Rev. Susan Mozena** and **Grosse Pointe Memorial** effective November 1, 2018. Terms of Call: Housing-\$18,184, Continuing Education-\$500, Professional Expenses-\$500. Total compensation-\$19,184.
2. **Approve** the Interim Pastor Contract renewal between **the Rev. Robert Sheldon** and **Rochester Hills, University** effective March 19, 2019. Terms of Call: Salary-\$50,000, Housing-\$30,000, Value of 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.

3. **Approve** the part-time Parish Associate contract between **the Rev. Jasmine Smart and Bloomfield Hills, Kirk in the Hills**, effective March 1, 2019. Terms of Call: Salary-\$11,700, Housing-\$9,000, Professional Reimbursement-\$1,000, Mileage Reimbursement-\$500, Study Leave-\$500. Total compensation-\$22,700. Vacation-12 days; Study Leave-5 days.
4. **Approve** the Resident Minister for Chaplaincy Training contract between **Alex Kim and Bloomfield Hills, Kirk in the Hills** effective March 1, 2019. Terms of Call: Salary-48,445, Medical, Dental, Pension, etc.-\$20,000, Professional Reimbursement-\$1,000, Mileage Reimbursement-\$500, Study Leave-\$500. Total compensation-\$70,445. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. Alex Kim will be examined for ordination during meeting.
5. **Approve** the Quarter-time Stated Supply Pastor contract between **the Rev. Dr. William Davis and Ft. Gratiot, Lakeshore** effective April 1, 2019. 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.
6. **Approve** the part-time Stated Supply Associate Pastor for Pastoral Visitation contract between **the Rev. Breanne Ryan and Ft. Gratiot, Lakeshore** effective April 1, 2019. Terms of Call: Salary-\$3,500. Total compensation-\$3,500. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
7. **Approve** the Stated Supply Associate Pastor for Christian Education contract between **the Rev. Diane Oswald and Ft. Gratiot, Lakeshore** effective April 1, 2019. Terms of Call: Salary-\$3,500. Total compensation-\$3,500. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
8. **Approve** the Parish Associate contract between **the Rev. Dr. Kathryn Thoresen and Birmingham, First** effective January 1, 2019. Terms of Call: No compensation.
9. **Approve** the Parish Associate contract between **the Rev. Julie Madden and Birmingham, First** effective January 1, 2019. Terms of Call: No compensation.
10. **Approve** the Parish Associate contract between **the Rev. Ted Thode and Birmingham, First** effective January 1, 2019. Terms of Call: No compensation.
11. **Approve** the Parish Associate contract between **the Rev. Renee Roederer and Ann Arbor, Northside** effective January 1, 2019. Terms of Call: \$175 per leading Sunday worship, \$50 per week providing pastoral care (in the absence of the Pastor due to vacation, study leave, illness or emergency). 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.

Commission

Approve the Installation Commission for **the Rev. Alexander Scott Carlson Haines** from the Dahe Association, South Dakota Conference, United Church of Christ called as Pastor for **Howell, First**. The Installation will be held on March 31, 2019 at 4:00 p.m. at Howell First. Commission: Teaching Elders the Rev. Julie Delezenne-Warren, First, the Rev. Scott Phillips-Brighton, First, and the Rev. Samuel An-Southfield, New Hope. Ruling Elders Gordon Seiler-Dearborn Heights, St. Andrew's, Dawain Riebow-Howell, First.

The committee has taken the following actions under the powers granted to the Committee in those months where there is no Presbytery meeting. It has:

Call

Approved the call between **the Rev. Ruthanne Herrington and Novi, Faith Community** effective March 18, 2019. Terms of Call: Salary-\$14,000, Housing-\$42,000, BOP dues-\$20,720, Social Security-\$4,284, Medical Deductible-\$750, Continuing Education-\$1,000, Professional Expenses-\$6,250.

Total compensation-\$89,004. Vacation-4 weeks including 4 Sundays; Strategic planning-1 week including 1 Sunday; Continuing Education-2 weeks including 2 Sundays. Within the first year, the Rev. Herrington will attend a Pastors in Transition Retreat, 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.

Commission

Approved the Administrative Commission for the Installation of **Charon Barconey** as Associate Executive Presbyter on March 2, 2019 at 3:00 p.m. at St. John's. Detroit. Commission members are: The Rev. Estelle Aaron-Detroit, St John's, the Rev. Dr. Elizabeth Downs (HR), Elder Deborah Fair-Detroit, Westminster, the Rev. Julie Madden-Birmingham, First, the Rev. Thomas Oxtoby (HR), Elder Reshawn Whetstone-Detroit, Westminster.

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

1. **Approved** the position description for Interim Head of Staff at **Northville, First**. They are also searching for an Assistant Pastor.
2. **Approved** the position description for **Dearborn, Littlefield** for a 30-hr. per week transitional pastor.
3. **Approved** the dissolution between **the Rev. Dr. Robert Allen** and **Northville, First** effective June 30, 2019.
4. **Approved** the retirement of **the Rev. Frances Hayes** from **Dearborn, Littlefield** effective May 31, 2019 and moving her to Honorably Retired status.
5. **Approved** a one-time exemption to a COM policy (COM-19.2.h).
6. **Approved** the MIF from Celtic Cross, Warren.
7. **Approved** the MIF from Northville for Assistant/Associate pastor. Note: this position is part of a staffing transition that moves the church from one pastor to two and results in the ending of the relationship between the church and the current Pastor/Head of Staff. The Interim Pastor/Head of Staff should be in place prior to the start of the Assistant/Associate Pastor relationship and that the end date for the current Pastor/Head of Staff be formalized before the search for the Associate/Assistant Pastor begins.
8. **Approved** the Stated Supply position description for **Garden City** and the Temporary Supply Minister and Head of Staff position description for **Plymouth, First**.
9. **Approved** the **Rev. Mark Phillips** as moderator for the **Garden City** Session.
10. **Approved** the request from the **Rev. Daniel Michalek** to labor outside the bounds of the Presbytery of Detroit from March 24-September 3, 2019 at the American Church in Paris.
11. **Approved** adding the **Rev. Marjorie Wilhelmi** to the Pulpit Supply list.
12. **Approved** the transfer of **the Rev. James Skimins** to Eastern Virginia Presbytery.

Omnibus motion. The Stated Clerk reported.

Upon motion of the Stated Clerk Presbytery approved the following on behalf of the Trustees:

The 25 year lease of a portion of the property of Brighton First Presbyterian Church to Bountiful Harvest, Inc., a Michigan Nonprofit Corporation. Bountiful Harvest, Inc. shall build on that portion of the property, which structure shall be available to Brighton First for its use as available. The description is appended.

Upon motion of the Stated Clerk the Presbytery voted to receive and include in the minutes the following report from the Trustees:

1. The Trustees voted to approve on behalf of the Presbytery of Detroit the sale by Wyandotte Church of properties in the City of Wyandotte, described as

Parcel "A"

Part of Lots 254, 255, all of Lots 291, 292 and part of Lot 293, "ASSESSOR'S WYANDOTTE PLAT NO. 12", City of Wyandotte, Wayne County, Michigan, as recorded in Liber 69, Page 65 of Plats, W.C.R., described as beginning at the S.W. Corner of said Lot 254, proceeding thence N. 1°33'40" W. 168.00 ft.; thence N.88°26'20" E. 80.00 ft.; thence N.1°33'40" W. 18 ft.; thence N. 13°41'38" E. 11.40 ft.; thence N. 1°33'40" W. 91.00 ft.; thence S. 88°26'20" W. 83.00 ft.; thence N. 1°33'40" W. 69.63 ft.; thence N. 88°46'30" E. 137.50 ft.; thence S. 1°33'40" E. 245.63 ft.; thence N. 88°46'30" E. 112.70 ft.; thence S. 1°33'40" E. 112.00 ft.; thence S. 88°46'30" W. 250.20 ft. to the point of beginning.

Containing 1.192 Acres of Land.

also known as 2250 Oak Street in Wyandotte

to Michael O'Neill and Nicole Tromble for \$225,000.

and

Parcel "B"

Part of Lots 254 and 255, "ASSESSOR'S WYANDOTTE PLAT NO. 12". City of Wyandotte, Wayne County, Michigan, as recorded in Liber 69, Page 65 of Plats, W.C.R., described as beginning at a point on the West line of said Lot 254 which is distant N. 1°33'40" W. 168.00 ft. from the S.W. Corner of Lot 254, proceeding thence N. 1°33'40" W. 120.00 ft.; thence N. 88° 26'20" E. 83.00 ft.; thence S. 1°33'40" E. 91.00 ft.; thence S. 13°41'38" W. 11.40 ft.; thence S. 1°33'40" E. 18.00 ft.; thence S. 88°26'20" W. 80.00 ft. to the point of beginning.

Containing 0.22 Acres of Land

also known as 2809 23rd Street

to Michael O'Neill and Nicole Tromble for \$155,000.

The Trustees approved these sales because of the need to move forward before the next meeting of Presbytery and the complexity of the sales.

- The Trustees have approved on behalf of the Presbytery of Detroit the sales agreement between Heritage Presbyterian Church and JP Acquisitions LLC and Heritage Presbyterian Church Inc for the sale of the church property. described as:

Land situated in the City of Saint Clair Shores in the County of Macomb in the State of MI Part of Lot 68 and 69 described as follows: beginning at a point on the Southerly line of Lot 68, said point being 651.53 feet on the Northerly line of Lot 10; said point being 167 feet from the Northwest corner of Lot 10; thence South 21 degrees 33 minutes 21 seconds West, 25 feet; thence South 84 degrees 37 minutes 15 seconds West, 62.25 feet; thence South 21 degrees 33 minutes 21 seconds West, 55.40 feet to the point of ending on the Southerly line of Lot 67, also excluding that part of Lot 67 taken for Jefferson Avenue.

Tax Id Number(s): 09-14-35-151-037

commonly known as 23415 Jefferson, St. Clair Shores, Michigan
for the price of \$425,000 Four Hundred Twenty-Five Thousand dollars.

The Trustees approved the sale on behalf of Presbytery because the purchaser was anxious to begin working with the property and could not wait until the March meeting of Presbytery.

- The Trustees have offered and conducted a seminar on church security to the churches of Presbytery. If other churches want to seek training in security, they recommend contacting their local law enforcement agency.
- The Trustees voted to authorize New Life Church to list the former Peace Church property for sale.

5. The Trustees report the proceeds of the sale of 3530 Grand River were \$303,026. They have charged those proceeds with \$134,651 for Barnabas/Grand River Property expenses incurred from 2007 to 2019, and referred \$168,375 to the special committee formed to distribute those funds.
6. The Trustees have voted to release funds for the Ranney Balch grants.

Stated Clerk Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of 1/22/19.
2. Ratify the decision of the Stated Clerk to sign the Memorandum of Understanding between the Thika Presbytery PCEA and the Presbytery of Detroit. (Appended)
3. Approve the records of the New Hope Presbyterian Church with exceptions.
4. Approve the reports of the following Commissions (appended):
 - a) Ordination of Christina Hallam on January 13, 2019.
 - b) Installation of Sung Jung Moon as associate pastor of the Korean Presbyterian Church of Metro Detroit on December 9, 2018
5. Approve the 2019 Equalization of Elders. Appended.
6. Approve the following 2018 Annual Report to the General Assembly:

Ministers on Roll (Retired and active) 12/31/17	214
Died	1
Dismissed to other Presbyteries	9
Dismissed to other denominations	1
Other removals (administrative)	1
Total Losses:	11
Received from other Presbyteries	4
Ordained	2
Restored	0
Received from other denominations	0
Total Gains:	6

Ministers on Roll (Retired and active) 12/31/18: 209

	Churches	Membership
Number of churches		
12/31/17	76	
Dissolved:	2	
Dismissed to other denomination	0	
Member decrease		
12/31/18	74	

FOR INFORMATION

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) Karen Stunkel to Eastminster Presbytery
 - ii) Jessica Hauser Brydon to Lake Michigan Presbytery
 - iii) Troy Hauser Brydon to Lake Michigan Presbytery
 - iv) James Skimins to Eastern Virginia Presbytery

- b) To the Presbytery of Detroit:
 i) Gail Monsma from Lake Michigan Presbytery

WE GAVE THANKS TO GOD

Presbytery shared joys and concerns, offered prayers of thanks and intercession, shared the peace of Christ.

WE WENT OUT IN GOD'S NAME

Presbytery adjourned with prayer, benediction, and charge at 12:41 p.m.

The next meeting of the Presbytery will be *,

ATTEST:

Edward H Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Executive Presbyter State of the Presbytery
 Amendments to the Book of Order
 Ranney-Balch Fund Grants
 Brighton First Lease
 Thicka Presbytery/Presbytery of Detroit Agreement
 Ordination and Installation Commission Reports
 Elder Equalization

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR March 3, 2019

CHURCHES: Of 74 churches, 34 were represented and 40 were not.

COMMISSIONERS: Of 130 eligible commissioners, 48 enrolled, and 82 did not.

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

Of 11 total, 7 were present, of whom 2 counted as commissioners, leaving 5 as the unduplicated count: 2 excused, and 2 absent.

TEACHING ELDERS: Of the 119 non-retired teaching elders on the combined rolls of active members and members-at-large, 42 were present, 20 were excused, and 57 were absent.

Of the 90 retired teaching elders on the rolls, 3 were present and 87 were excused.

COMMISSIONED LAY Of the 9 Commissioned Law Pastor on the rolls, 2 was present, 0 excused, 7

PASTORS AND
CERTIFIED EDUCATORS:

absent

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

SUMMARY

VOTING MEMBERS PRESENT

	48	Elder Commissioners
+	5	Other Ruling Elders
+	42	Non-retired teaching elders
+	3	Retired teaching elders
=	2	Commissioned lay pastors.
=	0	Certified educators.
=	100	Voting members present.

OTHERS PRESENT

3	Non-voting attendees
0	Corresponding members

Teaching Elder and Ruling Elder Members

C ADAMS, ADRIENNE
A BENTON, STEVE
P BLENMAN, MARTHA
E BUNCH, DAVE
C FAIR, DEBORAH
P LEWIS, STEFANIE
A HESS, VIC
E MORTON, JANET
P NGARE, TIMOTHY
P PONDER, BOB
P TALLANGER, CHIP

B. TEACHING ELDERS
P ALLEN, ROBERT
P AN, SAMUEL
E ANDERSON, BRYANT
P ANDERSON, LINDA
P ANDERSON, LINDSEY
A AUE, CRAIG
E AUSTIN, MARY
E BAHR-JONES, MARY
A BATTAGLIA, LEIA
E BECKMAN, MICHAEL
P BLAIR, JOANNE
A BOUSQUETTE, PAUL
A BUCKLEY, BLAIR
E CAMPBELL, EMILY
A CHOI, SEUNG KOO
E CHUNG, ISAAC
A CHURCH, HEIDI
A COCHRAN, LINDA
P CORNFIELD, KEITH
A COZIER, CLINTON
A DE ORIO, ANTHONY
P DELANEY, BETH
P DELEZENNE, JULIE
P DOYLE-HOHF, KATHLEEN
P DUNN, EDWARD
P DUNN, JOANNA
E FAILE, JAMES
A FAIR, FAIRFAX
A FERGUSON, GUY THOMAS
A FORGER, DEBORAH
A FRANCIS, RAPHAEL B.
A GABEL, PETER W.
A GEISELMAN, KEITH
A GODBEHERE, SARAH
A GRANO, MARIANNE

P GROSCH, ADAM
P HAINES, ALEXANDER
A HALLAM, CHRISTINA
A HANNA, RAAFAT
E HARRIS, R. JOHN
P HAYES, FRANCES
A HEATON, DAN
A HENRY, PETER J. M.
P HERRINGTON, RUTHANNE
P HILDEBRANDT, KARA
P HORLOCKER, MICHEL
P JAMES, MICHELLE
A JU, GWANGWOO
P JUDSON, JOHN
E JUSINO, EDDIE
A KELSEY, LAURA
E KIM, Y. MONCH
A KOENIG-REINKE, ERIC
P KOSTER, EDWARD H.
P LANGE, ANNE
P LANGE, ERIC
A LEE, ESTHER
A MABEE, CHARLES
A MADDEN, JULIE
A MARKS, JULIE
P McCLOSKEY-TURNER, CATHARINE
A McGOWAN, EVANS
A McMILLAN, JUDITH
A McRAE, BARBARA
P MEILANDS, PAMELA
P MILLER, J. SCOTT
P MILLS, JILL
P MONNETT, JAMES
P MONSMA, GAIL
E MOOK, SHARON
A MOON, SUNG-JOON
E MOORE, PETER
A MORGAN, JOANNE
A MORROW, DUKE
A MOZENA, SUSAN
E NICHOLS, NEETA
A NICKEL, EMMA
A NICKEL, MATTHEW
A NUSS, STEVEN
A OBERG, ARTHUR
A OSWALD, DIANE
A OTT, JEFF
A PARKER, OPELTON

P PARKS-PIATT, DOROTHY
P PAVELKO, JOHN H.
P PEEREBOLTE, BETHANY
P PHILLIPS, MARK
A PHILLIPS, NATHANIEL
P PHILLIPS, SCOTT
P PICKRELL, BROOKE
A PIECUCH, KEVIN
P PITTMAN, JASON
A PITTMAN, KELLY
E PRENTICE-HYERS, MARY ELIZABETH
P PUNTINGAM, JOEL
P REED, PHILIP
A RIKE, JENNIFER
A RODRIQUEZ, FERNANDO
E ROEDERER, RENEE
E ROGERS, MELISSA ANNE
E RYAN, BREANNE
P RYO, ANGELA
P SANDERFORD, JOHN
A SCHAEFER, ANNE N.
E SHELDON, ROBERT
A SIAS-LEE, LAURA
E SIMONS, SCOTT W.
A SMART, JASMINE
E SMITH, BRYAN DEAN
P SPYCHER, JACQUILINE
A STUNKEL, PAUL
A TAN, HOTEK
A THODE, TED
A THOMAS, CHRISTOPHER
P THWAITE, PAUL
P TIMM, ALLEN D
A TUCKER-LLOYD, IRIS
A WHITLOCK, KELLIE
A YU, SEUNG WON

C. RETIRED TEACHING ELDERS

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

E CAPPS, HARRY
 E CARLE, NANCY
 E CARTER, DOUGLAS D.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 E CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 E CONLEY, JAMES H.
 E CORSO, LINDA
 E COWLING, NEIL D.
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DAVIS, ROXIE ANN
 E DAVIS, WILLIAM
 E DENNIS, WARREN
 E DENTON, GRETCHEN
 E DOWNS, ELIZABETH
 E DOWNTON, DAVID
 E DUNIFON, WILLIAM
 E DYKSTRA, CRAIG R.
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GERE, BREWSTER
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HARTLEY, THOMAS
 E HATCHER, RUFUS
 E HELMKE, BEN
 E HENDERSON, RICHARD
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E JOHNSON, KEVIN
 P KAIBEL, KENNETH
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E McINTYRE, DEWITT
 E MICHALEK, DANIEL
 E MIHOCKO, DAVID
 E MISHLER, JOHN
 E NUSSDORFER, GUS
 E OLIVER, GARY
 E ORR, ROBERT C.
 E OWEN, DAVID
 E OXTOBY, THOMAS
 E PETERS, RICHARD
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E PROVOST, KEITH
 E PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, WILLIAM
 E RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SHIPMAN, JUDY
 E SKIMINS, JAMES
 E SOEHL, HOWARD
 P SOMMERS, CHARLOTTE
 E SWARTZEL, BARBARA G.
 E TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E THORESEN, KATHRYN R.

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, SANDY
 P JOHNSON, KATHI

E. CERT. ASSOC. CHRISTIAN ED.

A ARCHEY, JOSHUA
 A MERTEN, CINDY

F. COMMISSIONED RULING ELDERS

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

H. PAST RULING ELDER

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

G. CORRESPONDING MEMBERS

Attendance Churches and Elder Commissioners

ALLEN PARK, Allen Park
1 NOT REPRESENTED
2

ANN ARBOR, Calvary
1 JF ESCOBER-WILKE

ANN ARBOR, First
1 LYNE LANDE
2 DIANE HACKETT
3 BOB WILLIAMS
4

ANN ARBOR, Northside
1 CAROLINE RICHARDSON

ANN ARBOR, Westminster
1 CAROLE HUFNAGEL

AUBURN HILLS, Auburn Hills
1 NOT REPRESENTED

BELLEVILLE, Belleville
1 NOT REPRESENTED

BERKLEY, Greenfield
1 DAWN BROOKS
2 BOB BLAKELY

BEVERLY HILLS, Northbrook
1 TODD DOLAN
2

BIRMINGHAM, First
1 ROSY LATIMORE
2 HEATHER HANSEL
3 CATHY DINKELOS

BLOOMFIELD HILLS, Kirk/Hills
1 BOBI TALLINGER
2

BRIGHAM, First
1 NANCY TILLMAN
2 JANET L BUDESKY

CANTON, Geneva
1 NOT REPRESENTED
2

CLARKSTON, Sashabaw
1 NOT REPRESENTED

DEARBORN, Cherry Hill
1 NOT REPRESENTED
2

DEARBORN, First
1 NOT REPRESENTED
2

DEARBORN, Littlefield
1 CALEB JONES

DEARBORN HGTS, St. Andrew's
1 NOT REPRESENTED

DETROIT, Broadstreet
1 SHARON OGLESBY
2

DETROIT, Calvary
1 ADRIENNE ADAMS
2

DETROIT, Calvin East
1 ELLEN SCHEUDER
2

DETROIT, Fort Street
1 NOT REPRESENTED

DETROIT, Gratiot Avenue
1 NOT REPRESENTED
2

DETROIT, Hope
1 NOT REPRESENTED
2

DETROIT, Jefferson Avenue
1 NOT REPRESENTED

2
DETROIT, St. John's
1 JEANE V MOORE
2

DETROIT, Trinity Community
1 NOT REPRESENTED
2

DETROIT, Trumbull Avenue
1 EXCUSED
2

DETROIT, Westminster
1 JOANNE WHITE
2 DEBORAH FAIR
3

FARMINGTON, First
1 NOT REPRESENTED
2

FERNDALE, Drayton Avenue
1 MIRJA MARSHALL

FORT GRATIOT, Lakeshore
1 NOT REPRESENTED

GARDEN CITY, Garden City
1 NOT REPRESENTED
2

GROSSE ILE, Grosse Ile
1 NOT REPRESENTED
2

GROSSE POINTE, Memorial
1 NOT REPRESENTED
2

GROSSE PTE WOODS, Woods
1 DAVID BENJAMINS

HIGHLAND PARK, Park United
1 NOT REPRESENTED
2

HOWELL, First
1 DAWAIN RIEBOW
2

LINCOLN PARK, Lincoln Park
1 CHRIS GRUNDY

LIVONIA, Rosedale Gardens
1 DYCHE ANDERSON
2

LIVONIA, St. Paul's
1 NOT REPRESENTED

LIVONIA, St. Timothy's
1 DENNIS DELEZENNE

MILAN, Peoples
1 NOT REPRESENTED

MILFORD, Milford
1 NOT REPRESENTED
2

MT. CLEMENS, First
1 DOROTHY JOSEPH
2

NORTHVILLE, First
1 NOT REPRESENTED
2

NOVI, Faith Community
1 NOT REPRESENTED
2

ORCHARD LAKE, Community
1 GORDY STEELE
2 MIKE STARYNCHAK
3 AMANDA POXON

PLYMOUTH, First
1 NOT REPRESENTED
2

2
3

PONTIAC, First
1 NOT REPRESENTED

PONTIAC, Joslyn Avenue
1 NOT REPRESENTED

PORT HURON, First
1 ROB WILLIAMS
2 WES SMITH

REDFORD, St. James
1 NOT REPRESENTED

ROCHESTER, University
1 MICHELLE BUELTEL
2 CHERYL ILLEGIBLE

ROYAL OAK, First
1 JAMES HANKS
2 SCOTT KORTLANDT

ROYAL OAK, Starr
1 NOT REPRESENTED

SALINE, First
1 NOT REPRESENTED
2

SHELBY TWP., St. Thomas
1 TERRY URWIN
2

SOUTH LYON, First
1 MATT MUELLER

SOUTHFIELD, Covenant
1 NOT REPRESENTED

SOUTHFIELD, Korean
1 NOT REPRESENTED
2

SOUTHFIELD, New Hope
1 CHANG KIM
2

ST. CLAIR SHORES, Lake Shore
1 NOT REPRESENTED
2

STERLING HGTS, New Life
1 DAVID KUMKSON

TAYLOR, Southminster
1 DALE SIMON

TROY, First
1 NOT REPRESENTED

TROY, Korean First
1 NOT REPRESENTED
2

TROY, Northminster
1 NOT REPRESENTED

WALLED LAKE, Crossroads
1 NOT REPRESENTED

WARREN, Celtic Cross
1 NOT REPRESENTED

WARREN, First
1 KEVIN SMITH

WATERFORD, Community
1 DEBORAH KENDRICH
2 KATHLEEN DOUGHETY

WESTLAND, Kirk of Our Savior
1 EXCUSED

WHITE LAKE, White Lake
1 NOT REPRESENTED

YPSILANTI, First
1 NOT REPRESENTED
2

**State of the Presbytery
March 23, 2019
Allen Timm**

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

In 2017, the last year for which there are complete statistics, the Presbytery lost 1281 members. The previous year the loss of 763. Some of the congregations had membership growth (13), some stayed the same (12) and the majority declined in membership (54). Once again the church with the most growth was Korean Presbyterian Church of Metro Detroit. They grew a net of 33 members.

The racial makeup of the Presbytery continued to change. Asian Americans are the largest minority (5.9%), African Americans/African are 4.5% of the membership, and other minorities have fewer than 1% of the memberships. In its year-end report, the Committee on Representation showed that Asians are underrepresented on teams and committees of the Presbytery. Eight teams or committees have no Asian leadership, and two teams do not have any African American members. The Committee on Nominations seeks your help to represent the Presbytery.

Presbytery still pursues the mission of strengthening and transforming congregations to be missional, pastoral, and prophetic. One person gave a gift to the Presbytery because that person wanted to reproduce what his congregation was doing: serving the community. A committee was formed by the Trustees, who received the gift. This committee, Faith in Action, gave significant grants to congregations for a new outreach project in their neighborhood.

I try to report on significant books in the Presbytery newsletter, The Grapevine. Two books stand out. First, Quietly Courageous, by Gil Rendle. I believe it describes the culture of today as fragmented and “unbundled.” People have so many choices, and they only choose what adds value to their life. They pick what they need where those options speak to them. For that reason, Dr. Rendle believes the church needs to be a catalyst in its neighborhood, giving life, adding conversation, making needed changes that shoe the gospel. Rendle says that Christ calls us to put out our nets, to serve outside the walls of the church in creative ways. The second book I recommend to sessions is Divergent Church by Tim Shapiro. Dr. Shapiro urges congregations to look at what they are good at, and find ways to share their strengths outside the church. In both of these books, the authors talk about how to add value to our neighborhoods. Bill Leslie, Pastor of the LaSalle Street Baptist Church in Chicago used to call this ministry to the wider community “running up the flag to see who salutes.”

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

There are some specific areas of concern that I want to share.

Presbytery is growing in the number of churches that cannot support a full time pastor. Pastoral leadership helps congregations go outside their walls to show the gospel to a community. We need leaders who can go outside the church and find areas to show Christ’s love and justice.

Congregational Shared mission giving is declining. Last year revenues fell 60,000 short of the projection. And yet, expenses continued. The Presbytery’s share of mission goes to

leadership training, hunger ministry (27,000 meals served), youth ministry, and hands on mission. Shared mission money also provides training for leaders and pastors, and provides resources for churches. Presbytery itself only supports a few missions: Self Development of People, Hunger Ministry, Gender Violence, Immigration Ministry, Water Justice, Campus Ministry, Second Mile Center (for youth in Detroit), Hands on Mission, Kenya partnership, New Worshiping Communities, and Youth Ministry.

Thirty-seven of our congregations did not contribute to Shared Mission, which supports the missions to the Presbytery, but also the mission in the Synod and General Assembly. The smallest gift was \$150 and the largest commitment to Shared Mission was \$40,000. Two of our congregations gave over \$20,000.

How did Presbytery make its budget last year? The Trustees invested wisely. Committees spent less. Expenditures were lower than anticipated, with the largest being personnel. Presbytery had budgeted for a full time Associate Executive in 2018 but the person was not hired until 2019.

I am thankful that the Trustees set up a committee to work with churches that are considering closing. This committee is called P-21, after the name of the Presbytery policy that established the committee. Presbytery guided Heritage Presbyterian Church in their closure, and dispersed many of the items in the church to congregations.

I also see strength coming from committee and team leadership. Our teams support the mission of the Presbytery. Our committees provide and office, staff and support to the congregations. The Committee on Ministry helps find pastoral leadership for congregations, and the Committee on Preparation Committee for Ministry supports candidates from our congregations. The Congregational Discernment Workgroup of the Congregational Development and Transformation Ministry Team supports mission studies by congregations. The most significant help last year came from the Congregational Assessment Tool (CAT), which measures the level of congregational satisfaction with its mission and the level energy a congregation has to do mission. They also suggest how to raise energy and improve satisfaction.

Last year Presbytery Assemblies focused on helping congregations exhibit the kingdom of heaven, one of the five Great Ends of the Church. They showed examples of how congregations can take action to extend the kingdom of heaven.

I want to give thanks for our dedicated staff. Each staff member hopes his or her work will support the work of the congregations in the Presbytery. Two staff were added to help in this effort.

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

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

18-E. Pastor, Counselor, and Advisor to Its Pastors and Congregations

On Amending G-3.0307 (Item 06-02)

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0307 of the Form of Government be amended as follows: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“G-3.0307 Pastor, Counselor, and Advisor to Its ~~Pastors~~ *Ministers of the Word and Sacrament and Congregations*

“Presbyteries shall be open at all times to communication regarding the life and ministry of their congregations.

“Each presbytery shall develop and maintain mechanisms and processes to serve as pastor and counselor to its ~~pastors, both ministers of the Word and Sacrament, and ruling elders commissioned to pastoral service (also called commissioned pastors (also known as commissioned ruling elders)), as well as the~~ *and certified Christian educators of the presbytery; to facilitate the relations between the presbytery and its congregations, ~~pastors ministers of the Word and Sacrament, commissioned pastors,~~ and certified Christian educators; and to settle difficulties on behalf of the presbytery where possible and expedient.”*

Rationale

The proposed amendment originates from the Presbytery of Santa Fe as Item 06-02. The Presbyteries of Grand Canyon, Muskingum Valley, Sierra Blanca, Southeastern Illinois, and de Cristo, concurred with Item 06-02. The Presbytery of Santa Fe provided the following rationale for Item 06-002 [edited].

The Presbytery of Santa Fe was one of the concurring presbyteries on the 2016 overture that became Amendment 16-C, Recommendations C.1 through C.8, ratified by a majority of the presbyteries. We are mindful of the valid criticism of Recommendation 16-C.6 (G-3.0307) raised by the Advisory Committee on the Constitution, as well as other concerns about repetitive wording. We believe this can be easily remedied by our proposed amendment.

Advice from the Advisory Committee on the Constitution

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to approve Item 06-02 as amended providing the following advice [edited]:

The rationale for Item 06-02 focuses on the issue of repetitive wording in this section, but there is a more important issue that is corrected by this amendment.

The 222nd General Assembly (2016) approved Item 06-08 on amending the *Book of Order* to clarify titles to Ordered Ministry. Item 06-08 (2016) was a large amendment with seven recommendations, most which dealt with switching the default term for the ordered ministry of “teaching elder” to “minister of the Word and Sacrament.” In the process of approval, the 222nd General Assembly (2016) approved an amendment to G-3.0307 (sixth recommendation) to strike out the term “teaching elder” and insert not “minister of the Word and Sacrament,” but “pastor.”

The Advisory Committee on the Constitution called the attention of the assembly to an unintended consequence of this amendment, that by inserting the word “pastor” into the action defining who had access to the committee on ministry or its equivalent, the amendment was cutting off all ministers of the Word and Sacrament not serving as installed or temporary pastors from access to this committee or entity. Item 06-08 (2016) was approved and referred to the presbyteries without addressing this concern.

Item 06-02, if approved, will restore constitutional access to the committee on ministry or its equivalent to all minister members of the presbytery. It also deals with the issue of repetitive wording in this section with language that is clear and concise.

The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 52/0. The 223rd General Assembly (2018) approved the committee's recommendation with amendment 464/3. (See *Minutes*, 2018, Part I, pp. 70, 565–66.)

For the full report of Item 06-02, go to <https://www.pc-biz.org/#/committee/3000008/business>

18-F. Welcoming to the Table

On Amending W-4.0202 (Item 14-03)

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall W-4.0202 be amended as follows: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

“W-4.0202 Welcoming to the Table

“In cases where baptized children who have not yet begun to participate in the Lord’s Supper express a desire to receive the Sacrament, ~~the session should provide an occasion to welcome them~~ *they shall be welcomed to the table in public worship. Their introduction to the Lord’s Supper should include and the session should ensure they receive ongoing instruction or formation in the meaning and mystery of the Sacraments.*”

Rationale

This proposed amendment originates from the Presbytery of Grace as Item 14-03. The Presbyteries of de Cristo, Grand Canyon, Huntingdon, Newton, and Palo Duro concurred. The Presbytery of Grace provided the following rationale [edited].

The current language “provide an occasion to welcome them” could be interpreted as the need to provide a “first communion” service for baptized children. If taken this way, the language could develop a mindset that baptized children must wait until a certain age or complete certain educational requirements before belonging at the table. This mindset would violate our understanding that the Sacraments of Baptism and the Lord’s Supper are linked (W-3.0408 “Welcome”) and that “all who come to the table are to be offered the bread and cup regardless of their age or understanding,” (W-3.0409 “The Theology of the Lord’s Supper”).

Striking this phrase simplifies the wording while maintaining the intent—to welcome the baptized and provide them with ongoing instruction. The responsibility for instruction in baptismal identity and worship education and participation is addressed in W-4.0201 “Nurturing the Baptized,” W-2.0303 “Ruling Elders,” and W-2.0305 “Shared Responsibility and Accountability.” The issue of welcome to those not baptized is addressed in W-3.0409 “The Theology of the Lord’s Supper.”

Advice from the Advisory Committee on the Constitution

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to approve Item 14-03 providing the following advice [edited]:

The Advisory Committee on the Constitution advises the 223rd General Assembly (2018) to approve Item 14-03.

This amendment seeks to clarify that when children receive the Lord’s Supper for the first time, the Directory for Worship is not suggesting a service such as “first communion.”

The Advisory Committee on the Constitution finds that the overture has identified a possible contradiction between W-3.0409 and the current language of W-4.0202 and has provided an amendment to W-4.0202 that would resolve that contradiction. The Advisory Committee on the Constitution advises that the proposed language is clear and consistent with the stated intent of the overture.

The Assembly Committee on Theological & Church Growth Issues and Institutions (14) voted to approve the proposed amendment with comment 50/1. The 223rd General Assembly (2018) approved the committee’s recommendation with a voice vote. (See *Minutes*, 2018, Part I, pp. 17, 1205.)

For the full report of Item 14-03, go to <https://www.pc-biz.org/#/committee/3000016/business>.

18-H. Time Limit

On Amending D-10.0401 (Item 06-24)

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

18-H.1.

Shall D-10.0401b of the Form of Government be amended as follows: [Text to be deleted is shown with strike-through; text to be added or inserted is shown as italic.]

“b. For instances of sexual abuse of another person, the five-year time limit shall not apply. *There is also no time limit for charging that a person who knew or reasonably should have known of the reasonable risk of sexual abuse of another as defined in D-10.0401c(1) or (2) failed to take reasonable steps to minimize the risk. Both charges may be brought regardless of the date on which an offense is alleged to have occurred.*”

18-H.2.

Shall D-10.0401c(1) of the Form of Government be amended as follows: [Text to be deleted is shown with strike-through; text to be added or inserted is shown as italic.]

“(1) any person under the age of eighteen years or anyone ~~over the age of eighteen years~~ without the ~~mental~~ capacity to consent; or”

Rationale

This proposed amendment originates from the Advisory Committee on the Constitution comment on a referral from the 222nd (2016) General Assembly to the Office of the General Assembly. The original item before the 222nd (2016) General Assembly originated from the Advocacy Committee for Women’s Concerns.

Advice from the Advisory Committee on the Constitution

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to refer Item 06-24 to the Rules of Discipline Task Force or approve as amended. They provided the following advice [edited].

[b.] The ACWC proposed and ACC recommended languages both impose a level of responsibility on persons that is not currently part of the Rules of Discipline. The ACC recommendation imposes a negligence standard for failure to respond to situations involving a reasonable risk of sexual misconduct, including the failure to report appropriately.

[c.1)] This language recognizes that minor persons cannot consent. The second clause clarifies that sexual abuse includes persons who lack of the capacity to consent for any reason whatsoever.

The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 47/1. The 223rd General Assembly (2018) approved the committee’s recommendation with amendment 455/16. (See *Minutes*, 2018, Part I, pp. 73–74, 631–32.)

For the full report of Item 06-24, go to <https://www.pc-biz.org/#/committee/3000008/business>

First Warren - Inclusion Ministry	\$7,700
First Birmingham - Ministry to a Pontiac Alcott Elementary School	\$7,700
Celtic Cross - Warming Center	\$2,410
Fort Street - Open Door	\$7,700
Calvary - Pan African Ministry	\$5,100
Broadstreet - Breakfast/Community Garden	\$5,100
Gratiot Breakfast/grocery program	\$5,100
Hope - Community Outreach	\$5,100
Westminster - tutoring - classroom on wheels	\$5,100
Park United - outreach center	\$3,659
First Brighton - Partner with Bountiful Harvest	\$3,600
Gratiot - Church & Community Soup Ministry	\$2,500

First Warren Inclusive Community is a program that works with an intergenerational group of people from the congregation and the community providing safe space for people with disabilities to participate fully as equal and important members of God's good creation.

First Birmingham - Ministry to a Pontiac Alcott Elementary School - This Ministry provides tutoring support, therapeutic arts enrichment, and material and nutritional assistance for Alcott Elementary School. One program, the Shop & Drop program helps to alleviate hunger for students at Alcott Elementary School in Pontiac by providing food for the weekend for 20 families (102 children) each week.

Celtic Cross - Warming Center - This ministry will allow Celtic Cross to host the Macomb County Warming Center to help provide shelter and food for 60 homeless adults during the time of the program.

Fort Street - Open Door - The Open Door ministry provides downtown Detroit's most vulnerable population with food, clothing, hot showers, and a variety of support services. They are hoping to strengthen their External Relations Initiative attempting to attract new volunteers as well as deepen volunteers' engagement with the Open Door ministry.

Calvary - Pan African Ministry - The Pan African Theological Hermeneutic [PATH] Ministry provides a rich cultural experience for youth in the city of Detroit, centered around the drum. The ministry provides a positive and safe space for youth to worship, share ideas and concerns, and learn African rhythms, songs and cultural traditions.

Hope - Community Outreach - "Hope in Detroit" Outreach Ministry seeks to serve the community by Facilitating ministry and meal gatherings with residents of Harmony Manor- Presbyterian Villages of Michigan, be active partners with the Meyers/Fenkell Block Club and collaborate with Camp Westminster to host Vacation Bible School for local youth in the city of Detroit.

Westminster - tutoring - classroom on wheels - This ministry provides for a Mobile Classroom bus that goes to students and helps provide research based online math curriculum to K-2nd grade students.

Park United - Outreach Center - The Outreach Center is utilized for programs like the Food Pantry, Saturday Children Tutoring program, Community Bingo & lunch, Bible Study as well as Sunday school activities. The center needs renovations and additionally they plan to provide an enhanced environment and program for children, youth as well as young adults.

First Brighton - Partner with Bountiful Harvest – This partnership allows the congregation to work collaboratively with Bountiful Harvest to set-up and expand services in their new home (on land donated by the church). Bountiful Harvest provides clients with food, clothing, training and spiritual support.

Gratiot - Church & Community Soup Ministry - This ministry is a Once-a-Week Soup Ministry for older sick and homebound members as well as non-members residing in the Gratiot Avenue Presbyterian Church community providing a meal, friendship and fellowship.

Broadstreet - Breakfast/Community Garden - In addition to their “Breakfast at Broadstreet” program for children they will implement a Touch, Taste and Smell Children’s Garden intended not just for the congregation but also for the community.

Gratiot Breakfast/grocery program - This ministry reaches out into the neighborhood to help build community and to share God’s love with those outside the church walls by providing breakfast with those who come as well as develop a once-a-month program that distributes groceries to those who come for food assistance.

First Warren - Inclusion Ministry	\$7,700
First Birmingham - Ministry to a Pontiac Alcott Elementary School	\$7,700
Celtic Cross - Warming Center	\$2,410
Fort Street - Open Door	\$7,700
Calvary - Pan African Ministry	\$5,100
Broadstreet - Breakfast/Community Garden	\$5,100
Gratiot Breakfast/grocery program	\$5,100
Hope - Community Outreach	\$5,100
Westminster - tutoring - classroom on wheels	\$5,100
Park United - outreach center	\$3,659
First Brighton - Partner with Bountiful Harvest	\$3,600
Gratiot - Church & Community Soup Ministry	\$2,500

First Warren Inclusive Community is a program that works with an intergenerational group of people from the congregation and the community providing safe space for people with disabilities to participate fully as equal and important members of God's good creation.

First Birmingham - Ministry to a Pontiac Alcott Elementary School - This Ministry provides tutoring support, therapeutic arts enrichment, and material and nutritional assistance for Alcott Elementary School. One program, the Shop & Drop program helps to alleviate hunger for students at Alcott Elementary School in Pontiac by providing food for the weekend for 20 families (102 children) each week.

Celtic Cross - Warming Center - This ministry will allow Celtic Cross to host the Macomb County Warming Center to help provide shelter and food for 60 homeless adults during the time of the program.

Fort Street - Open Door - The Open Door ministry provides downtown Detroit's most vulnerable population with food, clothing, hot showers, and a variety of support services. They are hoping to strengthen their External Relations Initiative attempting to attract new volunteers as well as deepen volunteers' engagement with the Open Door ministry.

Calvary - Pan African Ministry - The Pan African Theological Hermeneutic [PATH] Ministry provides a rich cultural experience for youth in the city of Detroit, centered around the drum. The ministry provides a positive and safe space for youth to worship, share ideas and concerns, and learn African rhythms, songs and cultural traditions.

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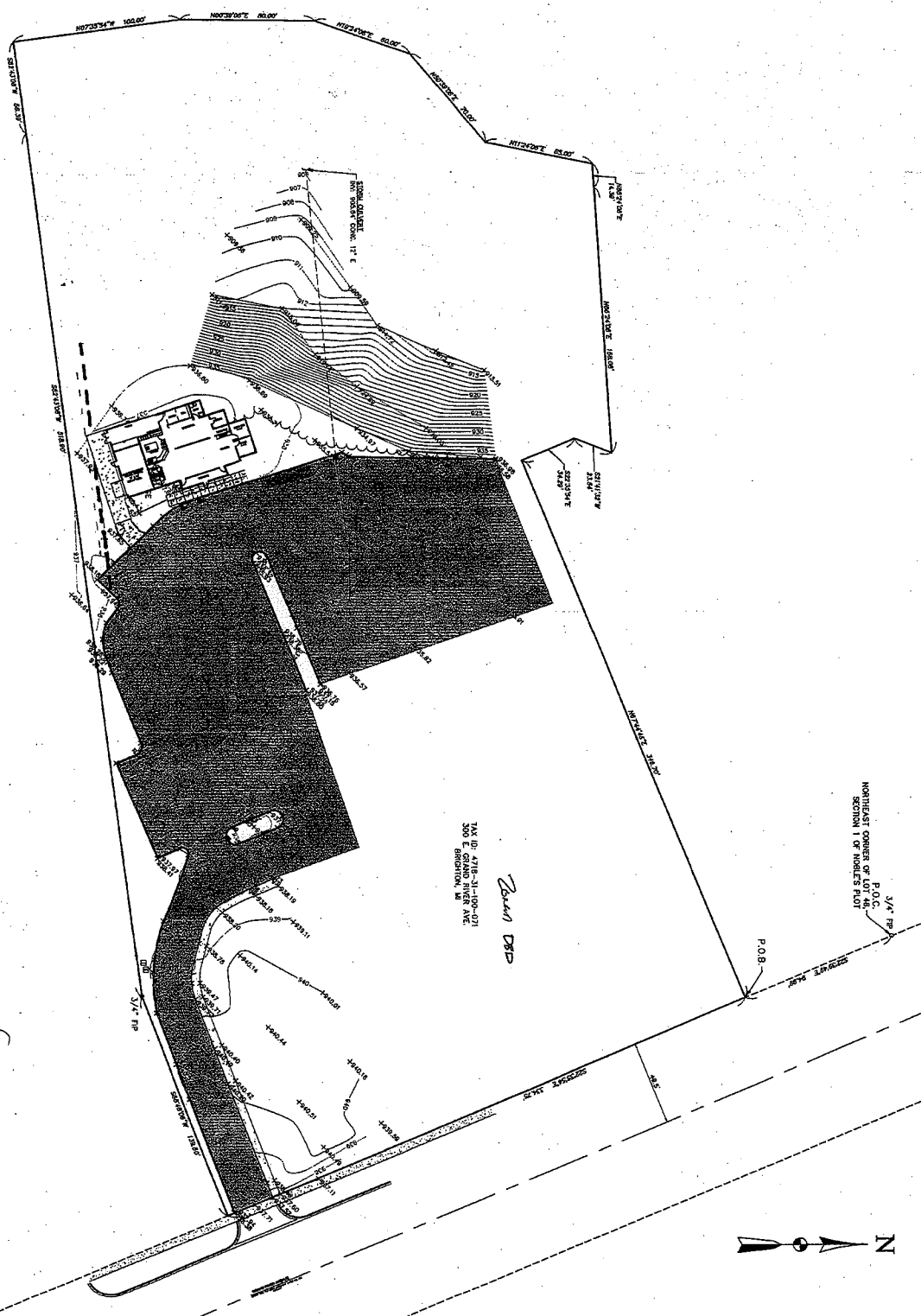
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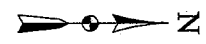
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CONSTRUCTION OF THIS PLAN IS THE RESPONSIBILITY OF THE CONSULTING ENGINEER. THE ENGINEER SHALL BE EXERCISED TO OBTAIN ALL NECESSARY INFORMATION AND TO VERIFY THE ACCURACY OF ANY INFORMATION RECEIVED FROM ANY SOURCE. THE ENGINEER SHALL NOT BE RESPONSIBLE FOR ANY ERRORS OR OMISSIONS IN THIS PLAN OR FOR ANY DAMAGE TO ANY PERSON OR PROPERTY CAUSED BY THIS PLAN. THE CONSULTING ENGINEER ASSOCIATES, ALL RIGHTS RESERVED.

THE LOCATION OF EXISTING UNDERGROUND UTILITIES ARE SHOWN IN AN APPROPRIATE MANNER AND HAVE BEEN VERIFIED BY THE CONSULTING ENGINEER. THE ENGINEER SHALL NOT BE RESPONSIBLE FOR ANY DAMAGE TO ANY PERSON OR PROPERTY CAUSED BY THIS PLAN OR FOR ANY DAMAGE TO ANY UNDERGROUND UTILITIES.



LEGEND

---	EXISTING ELEVATION
---	PROPOSED ELEVATION
---	EXISTING FINISH
---	PROPOSED FINISH
---	EXISTING CONCRETE
---	PROPOSED CONCRETE
---	EXISTING MASONRY
---	PROPOSED MASONRY
---	EXISTING METAL
---	PROPOSED METAL
---	EXISTING WOOD
---	PROPOSED WOOD
---	EXISTING GLASS
---	PROPOSED GLASS
---	EXISTING OTHER
---	PROPOSED OTHER

BENCHMARKS
 BM #1: TOP OF CAPED IRON ROD
 ELEVATION: 837.4 (NAD83)

- SURVEYOR'S NOTES:**
1. BEARING BASE: NAD83 MICHIGAN STATE PLANE COORDINATE SYSTEM, SOUTH ZONE, US FOOT
 2. DATUM OF ELEVATIONS: NORTH AMERICAN VERTICAL DATUM OF 1988 (NAVD83)
 3. DATE OF SURVEY: FEBRUARY 28, 2018
 4. SOME FEATURES SHOWN ON SURVEY MAY BE OUT OF SCALE FOR CLARITY.
 5. DIMENSIONS ON THIS SURVEY ARE EXPRESSED IN FEET AND DECIMAL PARTS THEREOF UNLESS OTHERWISE NOTED.

NOT FOR CONSTRUCTION

NO. 100	DATE	BY	REVISION
100	02/28/18	JK	ISSUED FOR PERMITS
101	03/01/18	JK	REVISED PER COMMENTS
102	03/01/18	JK	REVISED PER COMMENTS
103	03/01/18	JK	REVISED PER COMMENTS
104	03/01/18	JK	REVISED PER COMMENTS
105	03/01/18	JK	REVISED PER COMMENTS
106	03/01/18	JK	REVISED PER COMMENTS
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111	03/01/18	JK	REVISED PER COMMENTS
112	03/01/18	JK	REVISED PER COMMENTS
113	03/01/18	JK	REVISED PER COMMENTS
114	03/01/18	JK	REVISED PER COMMENTS
115	03/01/18	JK	REVISED PER COMMENTS
116	03/01/18	JK	REVISED PER COMMENTS
117	03/01/18	JK	REVISED PER COMMENTS
118	03/01/18	JK	REVISED PER COMMENTS
119	03/01/18	JK	REVISED PER COMMENTS
120	03/01/18	JK	REVISED PER COMMENTS

CLIENT NAME: BOUNTIFUL HARVEST

METRO CONSULTING ASSOCIATES
 Relationship | Reputation | Results

REV.	DATE	ISSUED FOR:

AMENDED
MEMORANDUM OF UNDERSTANDING (M.O.U.)

THIKA PRESBYTERY (PCEA) AND
PRESBYTERY OF DETROIT (PCUSA)

Parties Involved

This MOU is between:

- a. Thika Presbytery—Presbyterian Church of East Africa
- b. Presbytery of Detroit—Presbyterian Church (U.S.A.)

The MOU is made solely for the purposes mentioned here and shall apply only within the P.C.E.A. and PC(USA) administrative boundaries.

Statement of Intention

This MOU represents the general intention of the two presbyteries. The relationship as described in this MOU shall be subject to the negotiation and execution of agreements and all requisite approvals being obtained from the two presbyteries.

The purpose of this MOU is to outline the specific project in which the Presbytery of Detroit will work with Thika Presbytery. The scope of the project involves the drilling of a borehole, purchase and installation of a solar-powered water pump and a water tank to store water and construction of a stone base ten feet above the ground level. The location of the project is at Yatta Nendini Area.

Administration of Project

For the purpose of flow of information, the following individuals are contacts in Kenya.

PCEA Head Office in Nairobi Ngugi	Director of Mission and BSR, The Rev. Robert Waihenya Phone: 0721-357685	missionbsr@pceaheadoffice.org
Thika Presbytery Moderator	Rev. Frederick Kaugi	fkaugi@yahoo.com
Thika Presbytery Clerk	Rev. Duncan Kibiru	dunkibiru@gmail.com
Thika Presbytery Treasurer	Elder Simon Kiguru	Use presbytery office address
Minister in Charge Yatta	Rev. Susan Nina Mwandotonina@gmail.com	
Yatta Nendini Water Committee Project Chair	Elder Francis Kamau	

Yatta Nendini Area Water Committee Project Member Elder Veronica Njoki

For the purpose of flow of information the following individuals are contacts in the U.S.

PC(USA) Regional Liaison for East Central Africa Paula Cooper
Paula.Cooper@pcusa.org telephone 0976547185 or 0962866196

Presbytery of Detroit Stated Clerk Rev. Ed Koster
 ehkoster@aol.com telephone 734-358-5403

Presbytery of Detroit Thika Partnership Chair Timothy Ngare
 tngare@comcast.net telephone 248-921-2020

Presbytery of Detroit Thika Partnership Secretary/Treasurer Doug Denton
 dldenton@comcast.net telephone 248-650-1146

Other Presbytery of Detroit Thika Partnership Members stated here for information include the Rev. Gretchen Denton, Elizabeth Ngare, Laura Price, Mary Lloyd, Unah Matu-Ngare, Dawain Riebow, Doug Riddering, and the Rev. John Judson

Communication

The primary method of communication will be electronic mail. Phone calls can be used for clarification and quick/easy/urgent information but need to be followed by email to preserve and confirm communication for partnership files.

Progress Reports

An email detailing status and progress needs to be provided by the Thika Presbytery and the Thika Partnership Work Group quarterly. The report is due the 15th of the month following the end of each quarter detailing the previous months' activities.

The Thika Partnership Work Group will send their report to the Thika Presbytery Clerk with a copy to the Minister in charge -Yatta, Nendini Area Water Committee Chair. The Thika Presbytery will send their report to the Thika Partnership Work Group Chair and a copy to the Thika Partnership Work Group Secretary/Treasurer.

All reports shall be submitted to Presbytery for its information.

Financial Reports

A financial report is due quarterly from both sides with the communication going as detailed under progress reports. The Thika Partnership Work Group will inform Thika Presbytery

when money is sent to Kenya for the project. The Thika report will show the beginning balance, amounts received from Detroit Presbytery, amounts received from elsewhere for the well, how funds have been spent and the ending balance.

Accountability of Funds

Quotes for all work and expenses must be submitted to the Thika Partnership Work Group Chair and Secretary/Treasurer before any work is started. The Thika Partnership Work Group can release funds only to pay for invoices they have pre-approved. The total financial obligation of the Presbytery of Detroit for this project is not to exceed 50,000 USD. Funds will be sent via bank wire transfer per instructions from the Treasurer, Thika Presbytery. Financial reports are required as detailed in the section entitled Financial Reports.

Timeline/Project Completion

Currently, the estimated timeline for this project is February 2019 through November 2019. This timeline is affected by the receipt of a firm quote for the drilling of the borehole; and the purchase and installation of the solar powered water pump system and the water tank; and the construction of a stone base ten feet above the ground level.

Edward H Koster

Edward H. Koster
 Stated Clerk—Presbytery of Detroit

 Stated Clerk—Thika Presbytery

February 20, 2019

Date

Date

COMMISSION REPORT
ORDINATIONS AND INSTALLATIONS
PRESBYTERY OF DETROIT
January 13, 2019

The Commission to ordain Christina Hallam to the ordered ministry as Minister of Word and Sacrament at Kirk in the Hills Presbyterian Church was convened with prayer by the moderator, Stefanie Lewis, at 5:30 P.M., on January 13, 2019 at Kirk in the Hills Presbyterian Church. The Commission members present were:

The Rev. Mary Austin	Elder Trish Dyles of Westminster Presbyterian Church
The Rev. Mary Bar-Jones	Elder Matt Frick of First Presbyterian Church of Northville
	Elder Jayne Zellers of Kirk in the Hills Presbyterian Church

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

The Rev. Jamie Fiorino of Plano and Peaks Presbytery

The Commission invited the following persons to participate in the worship service: Rev. Angela Ryo, Rev. Jasmine Smart, Rev. Dr. Allen Timm.

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

Stefanie W. Lewis
Moderator

Date: January 13, 2019

COMMISSION REPORT
ORDINATIONS AND INSTALLATIONS
PRESBYTERY OF DETROIT
December 9, 2018

The Commission to install Rev. Sung Joon Moon as Associate Pastor, Korean Presbyterian Church of Metro Detroit was convened with prayer by the moderator, Stefanie Lewis, at 3:25 p.m. on December 9, 2018, at Korean Presbyterian Church of Metro Detroit. The Commission members present were:

The Rev. Seung Won Yu	Elder Mei Jung Kim of Korean Presbyterian Church of Metro Detroit
The Rev. Karen Stunkel	Elder Andrew Nam of New Hope Church
The Rev. Dr. Al Timm	Elder Diane Agnew of Grosse Pointe Woods Presbyterian Church

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

Elder Joo Hyun Choi of Korean Presbyterian Church of Metro Detroit

After approving the order of worship, the Commission proceeded to worship, where it installed Sung Joon Moon as Associate Pastor, Korean Presbyterian Church of Metro Detroit. In the course of the installation service, Rev. Moon gave affirmation to the obligations undertaken in the constitutional questions found in W-4.4003. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Moon.

/s Stefanie W. Lewis
Moderator

Date: December 9, 2018

COMMISSION REPORT
 COMMISSIONING AND INSTALLATION
 PRESBYTERY OF DETROIT
 March 2, 2019

The Commission to commission and install Charon Barconey as Associate Executive Presbyter of the Presbytery of Detroit was convened with prayer by the moderator, Stefanie Lewis, a2:30 p.m. on Saturday, March 2, 2019, at St. John's Presbyterian Church. The Commission members present were:

The Rev. Estelle Aaron	Elder Deborah Fair of Westminster Presbyterian Church
The Rev. Elizabeth Downs	Elder Reshawn Whetstone of Westminster Presbyterian Church
The Rev. Julie Madden	

There were no corresponding members:

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

The Rev. Dr. Allan Timm

After approving the order of worship, the Commission proceeded to worship, where it commissioned and installed Charon Barconey as Associate Executive Presbyter of the Presbytery of Detroit. In the course of the commissioning service, Charon gave affirmation to the obligations undertaken in the commissioning questions found in W-4.0403. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by AEP Barconey.

/s Stefanie W. Lewis
 Moderator

Date: March 2, 1019

**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 145. I report the number of active ministers this year as 142. 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	2018 Mbrs	2018- 2019 Elders	2019 Mbrs	Ethnic ?	2019-20 Elders	Add to Equalize	Elders/ church
	Elder Members		12			10		10
	Allen Park	673	2	661		2	1	3
	Ann Arbor	33	1	34		1		1
	Ann Arbor	1629	4	1556		4	1	5
	Ann Arbor	39	1	39		1		1
	Ann Arbor	191	1	183		1		1
	Auburn Hills	39	1	38		1		1
	Belleville	67	1	54		1		1
	Berkley	222	1	225		1	1	2
	Beverly Hills	253	1	243		1	1	2
	Birmingham	860	2	828		2	1	3
	Bloomfield Hills	1611	4	1633		4	1	5
	Brighton	549	2	523		2	1	3
	Canton	212	1	208		1	1	2
	Clarkston	14	1	14		1		1
	Dearborn	208	1	192		1		1
	Dearborn	362	2	363		2		2
	Dearborn	51	1	52		1		1
	Dearborn Hts	68	1	64		1		1
	Detroit	76	2	71	Y	2		2
	Detroit	114	2	109	Y	2		1
	Detroit	40	2	40	Y	1		2
	Detroit	1	1	0		0		0
	Detroit	140	1	144		1		1
	Detroit	37	2	34	Y	2		2
	Detroit	70	2	67	Y	2		2
	Detroit	345	2	302		2		2
	Detroit	77	2	58	Y	2		2
	Detroit	78	2	64	Y	1		2
	Detroit	36	2	36	Y	2		2
	Detroit	285	2	296	Y	2	1	3
	Farmington	339	2	335		2		2
	Ferndale	71	1	61		1		1
	Fort Gratiot	63	1	61		1		1
	Garden City	108	1	105		1		1
	Grosse Ile	466	2	412		2		2
	Grosse Pointe	1148	3	1153		3	1	4
	Grosse Pte Wds	165	1	158		1		1
	Highland Park	39	2	28	Y	2		2
	Howell	262	1	206		1	0	1
	Lincoln Park	119	1	114		1		1
	Livonia	541	2	513		2	1	3
	Livonia	171	1	167		1		1

City	Church	2018 Mbrs	2018- 2019 Elders	2019 Mbrs	Ethnic ?	2019-20 Elders	Add to Equalize	Elders/ church
Livonia	St. Timothy's	137	1	95		1		1
Milan	People's	110	1	113		1		1
Milford	Milford	468	2	473		2		2
Mt. Clemens	First	308	2	347		2		2
Northville	First	670	2	659		2	1	3
Novi	Faith Community	267	1	260		1	1	2
Orchard lake	Community	722	2	728		2	1	3
Plymouth	First	794	2	805		2	1	3
Pontiac	First	155	1	147		1		1
Pontiac	Joslyn Avenue	21	1	14		1		1
Port Huron	First	408	2	415		2		2
Redford	St. James	64	1	31		1		1
Rochester	University	585	2	579		2	1	3
Royal Oak	First	624	2	483		2	1	3
Royal Oak	Korean First	26	2	28	Y	2		2
Royal Oak	Starr	76	1	76		1		1
Saline	First	287	1	166		1		1
Shelby Twp	St. Thomas	402	2	376		2		2
South Lyon	First	120	1	120		1		1
Southfield	Covenant	69	1	62		1		1
Southfield	Korean	972	3	938	Y	3	1	4
Southfield	New Hope	72	2	77	Y	2		2
St. Clair Shores	Heritage	55	1	0		0		0
St. Clair Shores	Lake Shore	325	2	307		2		2
Sterling Heights	New Life	138	1	134		1		1
Taylor	Southminster	127	1	126		1		1
Troy	First	80	1	81		1		1
Troy	Northminster	96	1	93		1		1
Walled Lake	Crossroads	67	1	67		1		1
Warren	Celtic Cross	121	1	124		1		1
Warren	First	182	1	180		1		1
Waterford	Community	197	1	188		1		1
Westland	Kirk of Our Savior	70	1	67		1		1
White Lake	White Lake	95	1	94		1		1
Wyandotte	First	48	1	0		1		0
Ypsilanti	First	199	1	199		1		1
Totals: 7	76	21029	118	20096	13	124	18	142

**Presbytery of Detroit
Minutes of the Stated Meeting
June 25, 2019**

WE GATHERED IN GOD’S NAME

The Presbytery of Detroit convened in a stated meeting with prayer at 4:04 p.m. on June 25, 2019 at the Jefferson Avenue Presbyterian Church. Stefanie Lewis moderated the meeting.

WE WORSHIPED GOD

Presbytery worshiped God, taking as a theme “Unraveled,” those circumstances and events where things did not go as hoped.

WE CELEBRATED OUR CONNECTIONS IN CHRIST (10)

The Moderator declared the presence of a quorum.

The Moderator appointed elder Cam Ramsey the Assistant to the Stated Clerk
Cam Ramsey

The Moderator welcomed new elders and Ministers.

Upon motion of the Stated Clerk the Presbytery approved the docket as amended.
Upon motion, the Presbytery approved Doris Evans, Rafaat Zaki as corresponding members.

Mr Nickel welcomed the Presbytery to Jefferson Avenue.

Report of the Coordinating Cabinet. John Judson reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to ratify the Coordinating Cabinet’s decision to suspend Presbytery Policy P-26, which requires that Presbytery “Hold stated meetings and other Presbytery-wide events in settings that are accessible for worship, business, fellowship, and dining.”

It was realized late in the planning that a chair lift that once was in place has been removed. This leaves it necessary to navigate a series of steps for access. By the time it was realized, it was too late to move the location of the meeting. The church is making accommodation where there are access problems.

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

1. The Coordinating Cabinet held a special meeting on May 5 to receive a report and suggestions from Moderator Stefanie Lewis on the unrest in the Presbytery of Detroit which concern an incident race, POD staff structure and supervision in the POD. The call to the meeting is appended.

At that meeting, the Coordinating Cabinet passed the following resolutions:

That the Coordinating Cabinet establish a task force, consisting of 7 members, to do the following and report back to the Coordinating Cabinet with status, recommendations, and actions taken by the August 26, 2019 Coordinating Cabinet meeting:

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.*

Task force members will be appointed by the Moderator of the Coordinating Cabinet.

Also:

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.

Also:

That the Coordinating Cabinet mandate anti-racism training for all Presbytery staff, and committee, ministry team, and workgroup leadership. Appropriate anti-racism training includes curricula addressing both intercultural understanding and systemic power analysis. This training must be offered regularly as leadership changes.

Also:

That Coordinating Cabinet provide and require training in personnel management and conflict resolution for all leaders who supervise.

2. The following members have been appointed to the task forces:
 Task Force on Systematic Racism: Ruling Elders John Haggerty, Sharon Moore, Deb Evans, Adam Delezeene; Teaching Elders Gloria Albrecht, Kevin Johnson, Matt Nickel.
 Task force on the incidents surrounding the staffing of Hands-on-Mission, Operations, and Supervision: Ruling Elders Margaret Breeden, John Clinkscales, Diane Bostic Robinson, Richard Turner; Teaching Elders Peter Moore, Beth Delaney, Fernando Rodriguez. (One outside member to be determined.)
3. The Presbytery Operations Team introduced the new Hunger Action Coordinator, Unah Matu-Ngare, to the Coordinating Cabinet.
4. The Planning and Visioning Team began the process of preparing the 2020 budget. It notified the Coordinating Cabinet that because of declining general mission support for the Presbytery and lower projected income from endowments, the 2020 budget may need to make significant cuts to some mission programs, and/or may require an increase in *per capita* apportionment. The budget will be presented for a first reading in September and approval in November.
5. The Coordinating Cabinet approved a sabbatical for the Stated Clerk from July 1 to August 23. Mr Koster intends to prepare manuscripts from his work over the last 3 years teaching an adult Sunday School Class at Ann Arbor First. In approving this, the Coordinating Cabinet suspended a provision requiring requests be submitted a year in advance. That provision is designed to allow for finding someone to cover for the work during the sabbatical. Mr Koster has nothing on his calendar for this period and stated that he will be available for consultation and necessary work.

6. The Coordinating Cabinet heard a report on the need to assist churches in their finances. Declining memberships and increasing costs have created financial stresses that require more effective and sophisticated fiscal planning.
7. The Coordinating Cabinet received requests from the General Assembly Racial Equity Advocacy Committee (appended) and the National Black Presbyterian Caucus (appended) for time on the docket to address the matter of the racial incident addressed at the May 5 special meeting. The Coordinating Cabinet voted to place REAC on the docket for 15 minutes and ask the National Black Presbyterian Caucus to stand with them.

REPORT FROM ANOTHER GOVERNING BODY

Michelle Hwang, vice moderator of the General Assembly Advocacy Committee on Racial Equity addressed Presbytery about the recent racial event involving Michael Barconey. Ms Hwang invited Doris Evans, vice president of the National Black Presbyterian Caucus, to stand with her. Ms Hwang said the Presbytery of Detroit is accountable in the resolution of this and other matters and must ensure that this does not happen again.

Twelve members and commissioners rose to comment on the matter. In the course of the proceedings, Presbytery was interrupted by an 8-minute protest by 5 black men and women led by Michael Barconey.

Moderator Lewis offered a prayer.

WE WATCHED A VIDEO PRESENTATION OF MINISTRY

Evans McGown presented a video of the University of Michigan Campus Ministry trip to Puerto Rico

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Reports

Presbytery heard reports from Hunger Ministry Work Group Cereal for Summer Campaign, and the introduction of the new Hunger Action Coordinator. Presbytery also heard a report from the Multicultural Ministry Team.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report

Mr Timm reported on the recent racial incident concerning Mr Barconey. He also celebrated the ordination anniversaries of Lois Colon, Robert Crilley, William Dunifon, John Jeffrey, Scott Miller, Gus Nussdorfer, David Owen, Paul Thwaite, Robert Agnew, Ivan Benedict, Doug Carter, Sharon Mook, Mark Phillips, Jason Pittman, Allen D Timm, Hak Suk Yoon, William Zambon, Kevin Johnson, and Matthew Nickel.

Associate Executive Presbyter's Report. Ms Barconey presented her report to the Presbytery.

WE SHARED GOD'S BOUNTY

Presbytery recessed for dinner at 6:04 p.m.

The Presbytery reconvened at 7:05 p.m.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY (continued)

Items for motion and debate.

The Moderator offered a prayer for openness.

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

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

1. Met with **Caleb Jones** approved his request to transfer to the Commissioned Ruling Elder program and granted him permission to take the CRE examination.
2. Met with **Christine James**, an Inquirer, and sustained her Annual Consultation.
3. Met with the **Wesley Smith** and voted to enroll him as an Inquirer under the care of the Presbytery of Detroit. Mr. Smith is a member of First Presbyterian Church of Port Huron. He will be attending Pittsburgh Theological Seminary in Fall 2019.
4. Met with **Tyler Brinks**, an Inquirer, and sustained his Annual Consultation.
5. Met with **Tom Kostrzewa**, a CRE candidate, and sustained his Annual Consultation.
6. Met with **Andy Spaulding**, a Candidate, and sustained his annual consultation, and granted a Final Assessment – giving him permission to form and circulate his/her Personal Information Form and seek a call.

The Committee presented Khayla Johnson for examination for ordination to the Ordered Ministry of Word and Sacrament.

Ms Johnson is under the care of the Presbytery of Charleston-Atlantic, has met the requirements for ordination in this presbytery, has received a M.Div. from Columbia Theological Seminary, and has received a call to serve as Resident Minister at First Presbyterian Church of Ann Arbor.

Ms Johnson presented her Statement of Faith, and Presbytery examined her on her Christian faith and views in theology, the Sacraments, and the government of this church. Upon motion of the Committee, Presbytery voted to arrest the examination. Upon motion the Presbytery voted to approve Ms Johnson for ordination. Upon motion the Presbytery voted to grant permission for the Presbytery of Charleston-Atlantic to ordain her and transfer her credentials to the Presbytery of Detroit.

The Committee presented **Amy Ruhf** for examination for ordination to the Ordered Ministry of Word and Sacrament.

Ms Ruhf is a candidate of the Presbytery of Philadelphia, has met the requirements for ordination in this presbytery, has received a M.Div. from Princeton Theological Seminary, and has received a call to serve as Resident Minister at First Presbyterian Church of Ann Arbor.

Ms Ruhf presented her Statement of Faith, and Presbytery examined her on her Christian faith and views in theology, the Sacraments, and the government of this church. Upon motion of the Committee, Presbytery voted to arrest the examination. Upon motion the Presbytery voted to approve Ms Ruhf for ordination. Upon motion the Presbytery voted to grant permission for the Presbytery of Philadelphia to ordain her and transfer her credentials to the Presbytery of Detroit.

The Committee presented **Joseph Sheeran** for examination for the purpose of enrolling Mr.

Sheeran as a Candidate.

Mr Sheeran is a member of Novi Faith Community Church. Mr Sheeran presented his statement to the Presbytery, which examined him on his faith journey and sense of call. When the examination was complete, and upon motion of the Committee, Presbytery voted to approve Mr Sheeran for candidacy.

The Moderator called Mr Sheeran and his family and supporters forward, read him the questions required in our Policy P-19, gave a brief charge, and after a prayer, declared him a candidate of the Presbytery of Detroit.

Upon motion of the Committee, Presbytery elected the following Elders and Ruling Elders to serve as Ordination Examination readers from the Presbytery of Detroit:

Ministers of Word and Sacrament: **Rev. Dr. Judi McMillan** and **Rev. Paul Stunkel**

Ruling Elders: **Dave Bunch**

Alternate: **Rev. Pam Meilands**

Committee on Ministry. Mark Phillips reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

Calls/Contracts

1. **Approve** the call as Head of Staff between the **Rev. Emily Riley Campbell** and **Plymouth First** effective July 1, 2019. Terms of Call: Salary-\$68,058, Housing-\$39,915, Board of Pension dues including medical-\$39,950, Medical Deductible-\$4,100, Continuing Education-\$2,000, Business Expenses-\$3,675. Total Compensation-\$157,698. Vacation-5 weeks including 5 Sundays; Paid Continuing Education Leave-2 weeks including 2 Sundays. Within the first year, the pastor will attend a Pastors in Transition Retreat offered by the Presbytery, 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. **Per the Book of Order, Presbytery must approve by vote.**
2. **Approve** the part-time Commissioned Ruling Elder contract renewal between **CRE Gordon Seiler** and **St. Andrew's, Dearborn Heights** effective July 1, 2019. Terms of Call: Services of Worship-\$150, Moderation of meetings of the Session and Congregation-\$100, Pastoral calls or other duties-\$25 per hour plus mileage, Weddings & Funerals-to be paid by the family. The church will pay for and allow time for the CRE to attend one of the Presbytery's Pastors in Transition retreats.
3. **Approve** the part-time Interim Pastor contract renewal between **the Rev. Brewster H. Gere** and **Westminster, Ann Arbor** effective June 1, 2019. Terms of Call: Salary-\$30,000, Mileage to be reimbursed, Partial payment of SECA by church. Vacation-1 month including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
4. **Approve** the part-time Interim Pastor contract renewal between the **Rev. Dr. Judy Shipman** and **Westminster, Ann Arbor** effective June 1, 2019. Terms of Call-Salary-\$30,000, Mileage to be reimbursed, Partial payment of SECA by church. Vacation-1 month including 4 Sundays, Study Leave-2 weeks including 2 Sundays.
5. **Approve** the Interim Pastor contract between the **Rev. James Faile** and **Northville First** effective July 1, 2019. Terms of Call: Salary-\$40,000, Housing-\$30,000, SECA-\$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.

6. **Approve** the Commissioned Ruling Elder contract between **CRE Kathleen Mackie and Rosedale Gardens, Livonia** effective March 11, 2019. Terms of Call: Salary-\$61,200, BOP Medical-\$744.31, Dental Plan-\$36.95. Up to 5 days per year for conference/continuing education; up to \$900 annually for vouchered conference/educational expenses. 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 CRE to attend one of the Presbytery's Pastors in Transition retreats. The CRE is to seek scholarship assistance from the Committee on Ministry.
7. **Approved** the Interim Pastor contract renewal between the **Rev. Neeta R. Nichols and Northminster, Troy** effective July 1, 2019. Terms of Call: Salary-40,000, Housing-\$25,000, Pension/Medical-\$24,050, Dental-\$450, Social Security-\$4,973, Medical Deductible-\$650, Study Allowance-\$2,000, Professional Expenses-\$2,000. Total compensation-\$99,123. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Interim Pastor to attend the Committee on Ministry's Transitional Leaders required workshops.

Other Items for Action

1. **Approve** the recommendation to Presbytery that **CRE Nancy Bass** be authorized to administer sacraments as Pulpit Supply and must notify the COM moderator of the date and place she will be leading worship and administering the sacraments.
2. **Approve the appointment of the Rev. Sarah Godbehere** as Moderator for **Grosse Pointe Memorial** effective June 24, 2019.
3. **Approve** the retirement of the **Rev. Robert Allen** and transferred him to Honorably Retired.
4. **Approve** the transfer of the **Rev. Peter Henry's** credentials to the Presbytery of Charlotte.
5. **Approve** the transfer of the **Rev. Teresa Peterson** to the Presbytery of Detroit to serve as Temporary Supply at Garden City,
6. **By motion, approve** the **Rev. Ed Thompson** (Presbytery of West Virginia) to perform a wedding on July 21, 2019.
7. **Approve** the **Rev. Dana Wilmott** (Presbytery of Kiskiminetas) **to** labor in the bounds to conduct a baptism in a church of another denomination (First United Church of Christ of Birmingham) on June 16, 2019.

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

1. Approved the self-study for **University, Rochester**.
2. Approved the position description for **Hope, Detroit**.
3. Approved the MIF for **Grosse Pointe Memorial** for Interim Pastor.
4. **Empowered** COM Cabinet to conduct business in July and August on behalf of the committee.
5. **Decided that COM will engage** in a conversation with the Trustees concerning mutual concerns.
6. Has asked the Trustees for use of counsel to review the sexual misconduct policy.

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

Calls/Contracts

1. **Approved** the Interim Pastor contract renewal between the **Rev. Mary Bahr-Jones** and **New Life, Sterling Heights** effective April 16, 2019. Terms of Call: Salary-\$16,902, Housing-\$30,000, Self-Employment Contribution Act Reimbursement-\$3,588, BOP Medical-\$11,725, BOP Pension-\$5,159, BOP Death/Disability-\$469, Dental-\$1,632, Supplemental Life-\$258, Medical Reimbursement-\$2,000, Continuing Education/Study Allowance-\$1,000, Professional Expenses-\$1,500. Total Compensation-\$74,233. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
2. **Approved** the Temporary Supply Associate Pastor contract renewal between the **Rev. Linda Cochran** and **Orchard Lake Community** effective May 1, 2019. Terms of Call: Salary-\$35,340, Housing-\$35,000, Pension/RSO salary deferral-\$4,000, Travel (car)-\$2,500, Study Leave-\$1,500, Retirement Savings contribution-\$2,000. Total compensation-\$80,340. Vacation-one month including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
3. **Approved** the part-time Stated Supply Associate Pastor contract between the **Rev. Daniel Heaton** and **Mount Clemens, First** effective April 21, 2019. Terms of Call: Salary-4,575, Expenses-\$1,000. Total compensation-\$5, 575. [In addition see #6]
4. **Approved** the part-time Parish Associate covenant between the **Rev. Keith Provost** and **Kirk in the Hills, Bloomfield Hills** effective April 1, 2019. Terms of Call: Travel-\$500, Professional expenses-\$500. Total compensation-\$1,000.
5. **Approved** the part-time Parish Associate contract between the **Rev. Marjorie Wilhelmi** and **Kirk in the Hills, Bloomfield Hills** effective April 1, 2019. Terms of Call: Salary-\$12,000. Total compensation-\$12,000. Vacation-6 days; Study Leave-2 days.
6. **Approved** the part-time Stated Supply Associate Pastor contract between the **Rev. Daniel Heaton** and **First Presbyterian, Troy** effective May 15, 2019. Terms of Call: \$500 per month. Total cost to the church: \$6,000. The Session will pay for and allow time for the Parish Associate to attend one of the Presbytery's Pastors in Transition retreats.
7. **Approved** the Temporary Supply Pastor contract between the **Rev. Teresa Peterson** and **Garden City Presbyterian** effective June 1, 2019. Terms of Call: Salary-\$28,00, Housing-\$20,000, Medical-\$12,350, Pension-\$5,434, 403B contribution-\$1,400, Death/Disability-\$494, Medical deductible-\$3,779, Dental-\$444, Vision-\$47, Study Allowance-\$1,000, Professional expenses-\$1,596. Total cost to the church-\$75,000. 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 the Presbytery's Pastors in Transition retreats.
8. **Approved** the Resident Minister, a Validated Ministry of the Presbytery of Detroit, contract between **Andrew Frazier** and **Ann Arbor First** effective August 15, 2019 pending examination. Terms of Call: Salary & Housing-\$45,862, SECA-\$3,508.45, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education/Study Allowance-\$1,000. Included is full participation in the Board of Pensions Medical,

Pension and Death/Disability plan for clergy or clergy/spouse/families. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. Moving expenses above \$500 must be cleared by the Residency Work Group.

9. **Approved** the Resident Minister, a Validated Ministry of the Presbytery of Detroit, contract between **Khayla Johnson** and **Ann Arbor First** effective August 15, 2019 pending examination. Terms of Call: Salary & Housing-\$45,862, SECA-\$3,508.45, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education/Study Allowance-\$1,000. Included is full participation in the Board of Pensions Medical, Pension and Death/Disability plan for clergy or clergy/spouse/families. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. Moving expenses above \$500 must be cleared by the Residency Work Group.
10. **Approved** the Resident Minister, a Validated Ministry of the Presbytery of Detroit, contract between **Amy Ruhf** and **Ann Arbor First** effective August 15, 2019 pending examination. Terms of Call: Salary & Housing-\$45,862, SECA-\$3,508.45, Travel Allowance-\$500, Professional Allowance-\$1,000, Continuing Education/Study Allowance-\$1,000. Included is full participation in the Board of Pensions Medical, Pension and Death/Disability plan for clergy or clergy/spouse/families. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. Moving expenses above \$500 must be cleared by the Residency Work Group.

Ordinations/Installations Commissions

1. **Approved** the commission for **Installation** for the **Rev. Ruthanne Herrington** at **Faith Community, Novi** on April 27, 2019 at 2:00 p.m. Commission: Moderator Elder Stefanie Lewis. Teaching Elders the Rev. Peter Moore, Greenfield, Berkley and the Rev. Julie Madden, Birmingham First. Ruling Elders Charon Barconey, CRE & Associate Executive Presbyter and Jill Bednarek, Faith Community, Novi.
2. **Approved** the commission for **Ordination** for **Alex Kim**, Resident Minister for Chaplaincy Training, at Kirk in the Hills, Bloomfield Hills on April 28, 2019 at 5:00 p.m. Commission: Moderator Elder Stephanie Lewis. Teaching Elder the Rev. Joanna Dunn, University, Rochester Hills. Ruling Elders Jim Meinershagen, Troy, First; Deborah Fair, Westminster, Detroit; and Susan File, Kirk in the Hills, Bloomfield Hills.
3. **Approved** the Installation Commission for the **Rev. Samuel An** at **New Hope, Southfield** on June 9, 2019 at 5:00 p.m. Commission: Teaching Elders: the Rev. Julie Delezanne as Moderator designee, the Rev. Joel Puntigam-St. Timothy's, Livonia, the Rev. Keith Cornfield-Calvary, Ann Arbor, the Rev. Seung Won Yu-KPCMD-Southfield. Ruling Elders: CRE Charon Barconey-Covenant Southfield, Thomas Neal-Farmington First, Judi Armstrong-Mount Clemens First. Corresponding Members: the Rev. Luke Choi, Western Reserve Presbytery, the Rev. Marc Choi, Onnuri Mission Alliance.

The Committee reports the following for the information of Presbytery:

1. The MIF was approved for St. Paul's, Livonia.
2. The MIF was approved for Allen Park.
3. **The Committee approved** the **Rev. Keith Provost** as Moderator of Allen Park effective May 9, 2019.
4. **The Committee approved** the **Rev. Michael Beckman** as moderator at Garden City.
5. **The Committee added** the **Rev. Jill Mills** to the Pulpit Supply list.
6. **The Committee added** CRE **Nancy Bass** to the Pulpit Supply list.

7. The self-study was approved for **Waterford Community**.
8. The proposal for an interim plan was approved for **Greenfield, Berkley**.
9. The position description was approved for **Allen Park**.
10. The Committee approved the following Validated Ministries:
 - The **Rev. Craig Aue**, chaplain at Beaumont Hospice of Dearborn
 - The **Rev. Dr. Charles Mabee**, campus minister at Oakland University
 - The **Rev. Barbara McRae**, chaplain at St. Joseph's Village, Ypsilanti
 - The **Rev. Sharon Mook**-director at Ecumenical Center for Christian Leadership, Lansing
 - Pointe and part-time stated supply pastor at GPMC.
 - The **Rev. Steven Nuss**-chaplain at Henry Ford Hospital, Detroit.
 - The **Rev. Arthur Oberg**-chaplain at Assured Home Hospice Care, Southfield
 - The **Rev Dr. Jennifer Rike**-Associate Professor Religious Studies at U-D Mercy
 - The **Rev. Renee Roederer**- Director of Nones & Dones, Ann Arbor
 - The **Rev. Dr. Anthony De Orio**-psychologist
 - The **Rev. Kevin Piecuch**-Executive Director at SWIRC
 - **CRE Ruth Azar**-Director of the Second Mile Center, Detroit

Administrative Commission on Matthew Morse. Stefanie Lewis reported for the AC.

Ms Lewis report that the Administrative Commission was formed in January 2018 to hear and act on the petition of Matthew Morse to be restored to the active ministry. Mr Morse was convicted of misconduct by the permanent judicial commission of the Presbytery of Detroit and suspended for a minimum of 5 years with supervised rehabilitation.

The Commission reviewed Mr Morse's petition in 2018 and declined to restore him. They directed him to follow their instructions for rehabilitation and gave him one year to complete the program. Mr Morse petitioned again for restoration in 2019, and the Commission investigated his proofs of rehabilitation. The Commission then decided to Presbytery restore him to active ministry. The report of the Commission is appended to the minutes.

Upon motion of the administrative commission, Presbytery voted to restore Mr Morse to active ministry. Mr Morse was called forward and he was asked the ordination questions found in W-4.0404. Upon his affirmative answers, the Moderator declared Mr. Morse an active minister member of the Presbytery of Detroit.

Social Justice Ministry Team. Laura Kelsey reported for the Social Justice Team.

Upon motion of the team, Presbytery voted to be a Matthew 25 Presbytery.

Omnibus motion. The Stated Clerk reported.

Upon motion of the Stated Clerk on behalf of the Trustees Presbytery voted to receive and enter in the minutes the following report for the information of Presbytery:

1. The Trustees have approved on behalf of the Presbytery of Detroit the loan of \$325,000 by Plymouth First at 2.75% from the Presbyterian Investment and Loan Program, to be secured by the church property. The loan is to replace two 60 year-old boilers. Since this involves a loan from the Presbyterian Investment and Loan Program, the Trustees also guaranteed repayment of the loan.

The Trustees approved the loan on behalf of Presbytery so it could be completed before the June 25 Presbytery meeting.

2. The Trustees granted Sterling Heights New Life a line of credit of \$106,000 until they sell the former Peace Church property. The Trustees will place a lien of \$106,000 on the Peace property, to be paid on the sale of the building.
3. The Trustees approved on behalf of Presbytery the renewal of a loan already approved by the Korean Presbyterian Church of Metro Detroit with a 7 year loan at 4.6% interest. This loan renews the current one, which is at 5.7% interest, and will reduce monthly payments by \$2500.
4. The Trustees approved on behalf of Presbytery the request of Detroit Westminster to sell a portion of their parking lot described as

A parcel approximately 58,750 square feet, or 1.3487 acres, approximately 235 feet of frontage on Outer Drive along its southerly side and approximately 235 feet along the north side and approximately 250 feet along the west side of the parcel which is

All that part of the Southwest ¼ of Section 7, Town 1 South, Range 11 East, bounded by Thatcher (47 feet wide), Lauder (15 feet wide), Outer Drive (150 feet wide), and Hubbell (76 feet wide).

Commonly known as the southwestern portion of 17567 Hubbell to Racquet Up for \$87,000.

The Trustees approved it on behalf of the Presbytery because of the need to sell before the June 25 Presbytery meeting.
5. The Trustees voted to move the General Investment Account (invested cash account) management from Comerica proprietary fund to the management of Schafer Cullen. This was done because Comerica is discontinuing their fund. The Trustees also voted to accept the Comerica Wealth Management recommendation to reallocate funds within the Trustee Policy T-7 Statement of Investment Objectives, Policies and Guidelines.
6. Trustees approved the Milford Presbyterian Church application for a \$450,000 loan (term 25 years) from the Presbyterian investment and Loan Corporation (PILP).
7. The Trustees elected Alex Pushman to the Board of Howell Nature Center for a three-year term.
8. The Trustees authorized Mr. Timm to sign a contract with the General Assembly for New Church Development event, accepting the money and guaranteeing payment of expenses, accounted in a separate Fund 510 Account.
9. At the Trustees suggestion, the Committee on Ministry has decided to include Trustees in the review of a church's finances before a final approval is given for a church to form a Pastoral Nominating Committee to elect a new pastor.
10. The Trustees approved the request of Westminster, Detroit to borrow \$300,000 loan from the Presbyterian Investment and Loan Program for a new boiler, for 240 months at 2.75% interest, with a monthly payment of 1626.50.
11. The Trustees have begun a review of the Presbytery accounting system.
12. The Trustees have authorized the Committee on Ministry to engage counsel to have a legal review of the Sexual Misconduct Policy and the Child Protection Policy

Treasurer. Timothy Ngare reported. His report is appended to the minutes.

Stated Clerk. Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of March 23, 2019.
2. Approve the following commission reports:

- a) Report of the commission for the Installation of Alexander Haines as pastor of Howell First on March 31. It is appended to the minutes.
- b) Report of the installation of Samuel An as the pastor of New Hope Presbyterian Church on June 9, 2019

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

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) Karen Stunkel to Eastminster Presbytery
 - ii) Samuel An from the Onnuri Missionary Alliance
 - b) To the Church Triumphant:
 - i) Larry Glenn on 5/27/2019
2. He has received a complaint against 2 members of Presbytery in a related incident. I have formed IC 2019-1 to investigate the allegations. Members of the IC are: Rev Marjorie Wilhelmi, Rev Michael Horlocker, and Elder Nancy Bass. The IC has found no allegation of an offense in one case, and has declined to file charges in the other.
3. The Synod of the Covenant has read the 2018 minutes of Presbytery and has approved them with no exceptions.
4. D-5.0206b requires that the Stated Clerk keep and report to Presbytery a roster of Permanent Judicial Commission members whose terms have expired within the last six years. That roster is:
 - Class of 2017 Ruling Elder Elizabeth Baergen
 - Class of 2017 Teaching Elder Bryan Smith
 - Class of 2015 Teaching Elder Mark Schneider
 - Class of 2015 Ruling Elder Thomas McFarlane
 - Class of 2013 Teaching Elder Eldon Beery
 - Class of 2013 Ruling Elder Warfield Moore

COMMUNICATIONS

1. Letter received from the Session of Fort Street Church on their sadness in learning of the controversy that led to the resignation of Michael Barconey. They pray for inspiration that can lead to healing, and request discernment concerning diversity and racial perceptions. They seek support and commitment to discussions of diversity at every level. The letter is appended to the minutes,
2. He has authorized the Presbyterian Historical Society to digitize the records of the Scovel Memorial Presbyterian Church and provide them to the family of a former member of the church at their request and cost.

WE GAVE THANKS TO GOD

Presbytery shared joys and concerns.

WE WENT OUT IN GOD'S NAME

The Presbytery adjourned with prayer at 9:30 p.m.

The next meeting of the Presbytery will be September 24, 2019 at 4:00 p.m. at Farmington First.

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Call to the May 5 meeting of the Coordinating Cabinet
 Requests from the General Assembly Racial Equity Advocacy Committee
 and the National Black Presbyterian Caucus
 Report of the Administrative Commission on Matthew Morse
 Treasurer's Report
 Administrative Commission for the installation of Alexander Haines
 Administrative Commission for the installation of Samuel An
 Letter from the session of Fort Street Church regarding the resignation of
 Michael Barconey.

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR June 25, 2019

CHURCHES: Of 75 churches, 43 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 14 total, 8 were present, of whom 2 counted as commissioners, leaving 6 as the unduplicated count: 0 excused, and 4 absent.

TEACHING ELDERS: Of the 119 non-retired teaching elders on the combined rolls of active members and members-at-large, 49 were present, 16 were excused, and 54 were absent.

Of the 89 retired teaching elders on the rolls, 9 were present and 80 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 9 Commissioned Ruling Elders on the rolls, 5 were present, 4 excused, 1 absent

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

SUMMARY

VOTING MEMBERS PRESENT

	66	Elder Commissioners
+	6	Other Ruling Elders
+	49	Non-retired teaching elders
+	9	Retired teaching elders
=	5	Commissioned lay pastors.
=	0	Certified educators.

= 135 Voting members present.

OTHERS PRESENT

4 Non-voting attendees

1 Corresponding members

Attendance Minister and Elder Members

A. RULING ELDER MEMBERS ON CABINET
 P ADAMS, ADRIENNE (MBPC)
 A BENTON, STEVE (CON)
 P BLENMAN, MARTHA (TRUSTEE)
 C BUNCH, DAVE (CPM)
 P ELLIS, HAROLD (OPS)
 P FAIR, DEBORAH (COR)
 A GLENN, LARRY (CDT)
 A HESS, VIC (P. MEN)
 P LEWIS, STEFANIE (MOD)
 C MORTON, JANET(PW)
 P NGARE, TIMOTHY (TREAS)
 P PONDER, BOB (MIMT)
 A SADLER, CHUCK (P. MEN)
 P TALLANGER, CHIP (OPS – ALT)

B. TEACHING ELDERS
 E ALLEN, ROBERT
 P AN, SAMUEL
 A ANDERSON, BRYANT
 A ANDERSON, LINDA
 A ANDERSON, LINDSEY
 A AUE, CRAIG
 P AUSTIN, MARY
 A BAHR-JONES, MARY
 A BATTAGLIA, LEIA
 P BECKMAN, MICHAEL
 E BLAIR, JOANNE
 A BOUSQUETTE, PAUL
 P BUCKLEY, BLAIR
 P CAMPBELL, EMILY
 A CHOI, SEUNG KOO
 P CHUNG, ISAAC
 A CHURCH, HEIDI
 A COCHRAN, LINDA
 P CORNFIELD, KEITH
 P COZIER, CLINTON
 A DE ORIO, ANTHONY
 P DELANEY, BETH
 P DELEZENNE, JULIE
 A DOYLE-HOHF, KATHLEEN
 P DUNN, EDWARD
 A DUNN, JOANNA
 P FAILE, JAMES
 A FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 P FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 A GEISELMAN, KEITH
 P GODBEHERE, SARAH
 A GRANO, MARIANNE
 A GROSCH, ADAM
 A HAINES, ALEXANDER
 P HALLAM, CHRISTINA
 A HANNA, RAAFAT
 E HARRIS, R. JOHN
 A HEATON, DAN
 P HERRINGTON, RUTHANNE
 P HILDEBRANDT, KARA
 A HORLOCKER, MICHEL
 P JAMES, MICHELLE

A JU, GWANGWOO
 E JUDSON, JOHN
 P JUSINO, EDDIE
 P KELSEY, LAURA
 A KIM, ALEX
 E KIM, Y. MONCH
 P KOENIG-REINKE, ERIC
 P KOSTER, EDWARD H.
 P LANGE, ANNE
 P LANGE, ERIC
 A LEE, ESTHER
 A MABEE, CHARLES
 P MADDEN, JULIE
 A MARKS, JULIE
 P McCLOSKEY-TURNER, CATHARINE
 P McGOWAN, EVANS
 E McMILLAN, JUDITH
 A McRAE, BARBARA
 A MEILANDS, PAMELA
 P MILLER, J. SCOTT
 E MILLS, JILL
 A MONNETT, JAMES
 P MONSMA, GAIL
 E MOOK, SHARON
 A MOON, SUNG-JOON
 P MOORE, PETER
 A MORGAN, JOANNE
 A MORROW, DUKE
 A MOZENA, SUSAN
 P NICHOLS, NEETA
 A NICKEL, EMMA
 P NICKEL, MATTHEW
 A NUSS, STEVEN
 A OBERG, ARTHUR
 A OSWALD, DIANE
 A OTT, JEFF
 A PARKER, OPELTON
 P PIATT, DOROTHY
 P PAVELKO, JOHN H.
 E PEERBOLTE, BETHANY
 P PETERSON, TERESA
 P PHILLIPS, MARK
 P PHILLIPS, NATHANIEL
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 A PICKRELL, BROOKE
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 A THOMAS, CHRISTOPHER
 E THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 P WHITLOCK, KELLIE
 P YU, SEUNG WON

C. RETIRED TEACHING ELDERS

P AARON, ESTELLE
 P AGNEW, ROBERT
 E ALBRECHT, GLORIA
 E ANDREWS, DOYLL
 E AUSTIN, LARRY
 E BEERY, ELDON
 E BOEVE, PETER
 E BOLT, KENNETH
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 E BYARS, RONALD
 E CAPPS, HARRY
 E CARLE, NANCY
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 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 E CONLEY, JAMES H.
 E CORSO, LINDA
 E COWLING, NEIL D.
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 E CROSS, PAUL D.
 E DAVIS, ROXIE ANN
 E DAVIS, WILLIAM
 E DENNIS, WARREN
 P DENTON, GRETCHEN
 E DOWNS, ELIZABETH
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 P MATU-NGARE, UNAH
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E. CERT. ASSOC. CHRISTIAN ED.

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 2
 3
 4
 5
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 2
 3
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 2
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 1 NOT REPRESENTED
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DETROIT, Calvin East
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DETROIT, Fort Street
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 2
DETROIT, St. John's
 1 SHARON MOORE
 2 JEANE V MOORE
DETROIT, Trinity Community
 1 NATALIE BROTHERS
 2
DETROIT, Trumbull Avenue
 1 NOT REPRESENTED

2
DETROIT, Westminster
 1 LYNN BURDELL
 2
 3
FARMINGTON, First
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 2
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FORT GRATIOT, Lakeshore
 1 NOT REPRESENTED
GARDEN CITY, Garden City
 1 NOT REPRESENTED
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 1 NOT REPRESENTED
 2
HOWELL, First
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 1 DYCHE ANDERSON
 2
 3
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 1 NOT REPRESENTED
LIVONIA, St. Timothy's
 1 DENNIS DELEZENNE
MILAN, Peoples
 1 NOT REPRESENTED

MILFORD, Milford
1 NOT REPRESENTED
2

MT. CLEMENS, First
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2

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1 NOT REPRESENTED
2

3

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3

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3 CURT ROGER

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1 NOT REPRESENTED

PONTIAC, Joslyn Avenue
1 NOT REPRESENTED

PORT HURON, First
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2

REDFORD, St. James

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ROCHESTER, University
1 PAUL SCOBIE
2 DAN GARDNER
3

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1 JAMES HANKS
2 NANCY LAMBERT
3 ILLEGIBLE

ROYAL OAK, Starr
1 RICK SMITH

SALINE, First
1 NOT REPRESENTED
SHELBY TWP., St. Thomas
1 JOLENE FEKEL
2

SOUTH LYON, First
1 NOT REPRESENTED

SOUTHFIELD, Covenant
1 BARRY PUCKETT

SOUTHFIELD, Korean
1 NOT REPRESENTED
2

3
4

SOUTHFIELD, New Hope
1 JOHN LEE
2 DO SOHN

ST. CLAIR SHORES, Lake Shore

1 NOT REPRESENTED

2
STERLING HGTS, New Life
1 CALLIE BOWMAN-TOMLINSON

TAYLOR, Southminster
1 DALE SIMON

TROY, First
1 NOT REPRESENTED

TROY, Korean First
1 NOT REPRESENTED
2

TROY, Northminster
1 NOT REPRESENTED

WALLED LAKE, Crossroads
1 NOT REPRESENTED

WARREN, Celtic Cross
1 NOT REPRESENTED

WARREN, First
1 ADAM DELEZENNE

WATERFORD, Community
1 ALICE SIAS

WESTLAND, Kirk of Our Savior
1 MADELINE CARPENTER

WHITE LAKE, White Lake
1 DEBBIE LENNIS

YPSILANTI, First
1 NOT REPRESENTED

Memo: Coordinating Cabinet Called Meeting
May 6, 2019

To: Coordinating Cabinet
From: Stefanie Lewis, Moderator
The Rev. Dr. Al Tim, Executive Presbyter
Deborah Fair, Chair, Committee on Representation
Rev. Lindsey Anderson, Chair, Multicultural Ministry Team
Bob Ponder, Chair, Mission Interpretation Ministry Team
Harold Ellis, Chair, Operations Ministry Team
Rev. Mary Austin, Member, Operations Ministry Team
Chip Tallinger, Member, Operations Ministry Team

Subject: Incidents and actions surrounding Hands on Mission Work Group (HOM) and HOM Coordinator

Update on Concerns and Issues surrounding the resignation of Hands on Mission Coordinator, a staff position

- **Brief background**
 - During a Hands On Mission (HOM) meeting in the Fall of 2018, a contentious discussion occurred within the group over the proposed requirement for youth groups to pay a donation to the work site. The HOM Coordinator called the requirement of youth, who may not be able to afford the donation, un-Christ-like.
 - At his annual performance review, a racial slur was used. A HOM chair used the calling of the coordinator the “N” word an analogy to stating that a proposed action was not Christ-like. A poor performance review of the coordinator was given.
 - In subsequent meetings among the coordinator, Executive Presbyter, and co-chairs of HOM, focus was always placed on the context of using the “N” word.
 - Threats were made for withholding pay. No one other than the 2 HOM co-chairs provided input into a performance review for a position that deals with interactions with groups and people outside of the staffing of the Presbytery.
 - The coordinator has been seeking medical treatment resulting from the anxiety and stress of the environment.
- **Actions Taken**
 - Shortly after the racial incident, the Executive Presbyter held a meeting with the 2 people to resolve racial slur issue. Apologies were stated. There is debate surrounding the sincerity and couching of the apologies, and whether they occurred from both sides. The Executive Presbyter thought the matter was solved.
 - Regarding the performance review issue, the Executive Presbyter indicated that the performance review as invalid, as no objectives and goals were established at the beginning of the year. Both the review and the Executive Presbyter’s response are filed in the employee’s permanent record.
 - When the Chair of MIMT learned of the coordinator’s intent to resign and the reasons for the intent, (in March 2019), he called several executive sessions of MIMT to discuss the situation. A memo was published stating the following actions taken:
 - Removed the coordinator position from the supervision of the present HOM chairs

- Planned to identify a new supervisor for the HOM coordinator by July 1
 - Placed exclusive supervision of the HOM coordinator under Executive Presbyter
 - Established exclusive check and voucher signatory for the HOM coordinator as the chair of MIMT
 - Appointed 2 MIMT members to the HOM work group to assess the work group and bring recommendations to MIMT
 - Invited the HOM coordinator to attend all MIMT meetings
- The HOM coordinator resigned (letter dated March 15, 2019)
- MIMT continues to meet to identify other steps that might be taken to improve its effort to establish a beloved community within the Presbytery. One step includes the decision to eliminate funding for HOM Coordinator for 2019 and 2020.
- Concurrently, the Moderator gathered chairs of the Multicultural Ministry Team, the Committee on Representation (COR), and the Vice President of the Michigan Black Presbyterian Caucus (MBPC), which drafted a letter to the Operations Ministry Team (Operations), April 5, including the following requests to be implemented or planned by end May 2019:
 - Review and address internally, the missteps of leadership and staff management exhibited by the Executive Presbyter in this series of events. Make accessible to him and strongly encourage him to pursue educational or consulting opportunities addressing racial justice, conflict resolution and intercultural personnel management.
 - Mandate Anti-Racism training for all Presbytery staff and committee leadership. Appropriate Anti-Racism training includes curriculum addressing both intercultural understanding and systemic power analysis. This training must be offered regularly as committee leadership changes.
 - Phase out the model our presbytery uses, in which volunteers supervise Presbytery staff people, by 2020. Remove the current HOM chairs from their supervisory roles in Hands on Mission, immediately.
 - Expunge the negative performance review from the HOM coordinator's file
 - Create policy that states our presbytery will not use the withholding of pay as a punitive measure against our staff people.
- At the April Operations meeting on Tuesday, April 9, discussion of the letter and surrounding occurrences was held. The Operations team
 - Agreed to hold a 360-type performance evaluation of the Executive Presbyter.
 - Requested the Executive Presbyter to hold a meeting with the moderator, signees of the letter to Operations, the Executive Presbyter, MIMT chair, and chair and members of Operations to discuss options for improving the Presbytery. This meeting was held Monday, April 29, 2019.
- Operations continues to work on its response to the letter of April 5, and has invited the Moderator to its next meeting May 21, 2019.
- The letter of resignation has been circulated to the National Black Presbyterian Caucus (NBPC). NBPC response has been published to the Synod of the Covenant, the Racial Ethnic Advocacy Committee of GA (REAC), the President and Executive Director of the GA Mission Agency, and the Stated Clerk of PC(USA). The National Black Presbyterian Caucus has posted a large article about it on its web site.
- The Executive Presbyter responded to REAC that Detroit Presbytery is taking appropriate action and does not need outside help.

- The Executive Presbyter requested that action be taken by Coordinating Cabinet to address the situation.

Next Steps

We as a Coordinating Cabinet, the leaders of the Detroit Presbytery, need to take swift and decisive action. This is broader than racial insensitivity, and it affects many of the ministry teams, staff, and churches throughout the Presbytery. We need to communicate actions that show that we walk the walk vs. talk the talk, that we mean our commitment to discipleship. There are systemic and structural, as well as personal problems. Thus, the following motions are made by the committee consisting of all who authored this document:

- Move that Coordinating Cabinet establish a task force, consisting of 7 members, to do the following and report back to the Coordinating Cabinet with status, recommendations, and actions taken by the August 26, 2019 Coordinating Cabinet meeting:
 - 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
 - Provide 3rd party resource(s) to review or assess the incidents and make recommendations for their resolution, including opportunities for interpersonal healing of relationships.

Task force members will be appointed by the Moderator.
- Move that Coordinating Cabinet mandate Anti-Racism training for all Presbytery staff and committee leadership. Appropriate Anti-Racism training includes curriculum addressing both intercultural understanding and systemic power analysis. This training must be offered regularly as leadership changes.
- Move that Coordinating Cabinet encourage training in personnel management and conflict resolution for all leaders who supervise. (There are legal as well as interpersonal reasons for this training)

Racial Equity Advocacy Committee (REAC)
100 Witherspoon Street
Louisville, KY 40202

May 28, 2019

The Rev. Dr. Allen D. Timm
Presbytery of Detroit
17575 Hubbell St.
Detroit, MI 48235

Dear Siblings in Christ,

We lament the events which led to the resignation of an employee of the Presbytery of Detroit who was a victim of racial insensitivity committed by an unpaid lay supervisor. As a committee of the General Assembly, we are reaching out to be partners with you in repairing this breach of trust in community.

In April, REAC received notice from the Black Caucus that a white male supervisor used the “N-Word” to make an analogy which was targeted toward a young black male ruling elder. Due to the physical, mental, and spiritual stress this young man resigned from his position. Soon after this letter, Rev. Timm sent an email to REAC asking us to remove ourselves from the conversation and referred to us as outsiders. We were perplexed to say the least as we had not engaged in the conversation up to that point and as part of the PCUSA-which is connectional- we are not outsiders. This “outsider” language contradicts our denominational norms.

Given the reasons laid out above, we cannot remain silent. We must ensure that all church policies and procedures are not harmful to people of color. We must live out our General Assembly mandate to be seekers of justice. To this end, we must communicate that the use of the “N-word” is NEVER appropriate. The “N-word” is dehumanizing and justifies the original sin of this country-slavery. The use of the “N-word” trivializes the struggles of all people of color especially our African-American, Black siblings.

We are all beloved children of God and REAC believes in the redemptive power of God’s spirit. To this end, we desire to join you in charting a path toward repair and health for both the young black man as well as the Presbytery of Detroit. We hope the following questions will be helpful in the days ahead:

1. What are the parts (policy, procedures, implicit biases) of the Presbytery of Detroit which create an unsafe environment for people of color?
2. Why was a lay unpaid staff person supervising a paid staff person?
3. How has the young black male been supported after the incident?
4. What measures were taken to reprimand the male supervisor?

5. What training needs to be in place for all presbytery employees with regard to systemic racism?
6. How can the young black male be brought back into a healthy community?

These are tough questions and REAC is committed to be in partnership with you in finding answers. Please do not view our involvement as a threat but as a hand in Christ bearing witness that hurt can be repaired in community.

Peace,
Michelle Hwang
Vice-Moderator
Racial Equity Advocacy Committee



NATIONAL BLACK PRESBYTERIAN CAUCUS PRESBYTERIAN CHURCH (U.S.A.)

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**NBPC REP TO GA RACIAL EQUITY
ADVOCACY COMMITTEE (REAC)**

Teaching Elder Dr. Thomas H. Priest Jr.

AFRICAN AMERICAN CLERGYWOMEN

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Brothers and Sisters,

The National Black Presbyterian Caucus (NBPC) thanks the Racial Equity Advocacy Committee (REAC) of the PC (USA) for sharing a portion of their allotted time on the Presbytery floor to discuss the National Black Presbyterian Caucus and our commitment to justice and equity in the PC(USA).

The National Black Presbyterian Caucus (NBPC) mission is to serve Jesus Christ, and enrich the black Presbyterian congregations and their communities, through our commitment to congregational enhancement, advocacy, social and racial justice; and challenging the Presbyterian Church (U.S.A.) when it fails to take seriously the needs of the poor, oppressed, and disenfranchised.

Our purpose is to enable, equip, and empower people of the African Diaspora in dealing with current issues that adversely affect or enhance their lives in the Presbyterian Church (USA) and society. This purpose includes:

1. To promote church growth, including strengthening the spiritual life of black Presbyterian congregations, and individual members in the Presbyterian Church (U.S.A.);
2. To aggressively combat racism and injustice in the PC (U.S.A);
3. To monitor, advocate, and act on denominational, political, social, cultural, and economic issues affecting the NBPC constituency and the broader community, as appropriate;
4. To achieve full participation of its members in the total Church and society, with a particular emphasis on sensitively and creatively discerning the needs of youth, young adults and the elderly;
5. To vigorously promote the call of black clergywomen to viable and validated ministries including to serve as solo pastors; and enhance the awareness of the gifts of black clergywomen in the PC(USA); and
6. To be intentional in gathering historical data to document our African descendant / black Presbyterian history.

For the purpose of the request for time on the Detroit Presbytery meeting docket, we will specifically address the following three purposes.

2. To aggressively combat racism and injustice in the PC (U.S.A);
3. To monitor, advocate, and act on denominational, political, social, cultural, and economic issues affecting the NBPC constituency and the broader community, as appropriate;
4. To achieve full participation of its members in the total Church and society, with a particular emphasis on sensitively and creatively discerning the needs of youth, young adults and the elderly.

This incident involving a member of a staff person of the Detroit Presbytery use of the "N" word negatively affects people of the African Diaspora. This is a word that should never be used when talking about a person. Our black youth are still experiencing historical and generational traumas from the institution of slavery.

The trauma experienced by this young man not only was socially and culturally adverse to him, it subsequently²² created an economic impact for him.

- We are requesting the Presbytery of Detroit be accountable for transparency and accountability in the resolution of this matter and the steps being taken to ensure this does not happen again.
- We are expecting the leadership of the Presbytery of Detroit to join voices with leaders of the Michigan Black Presbyterian Caucus and the National Black Presbyterian Caucus in creating the “Beloved Community” where any oppression and marginalization of God’s people does not exist.

We once again thank REAC for giving NBPC time to share on this important yet intolerable situation.

In Faith,

Doris Evans
Vice President
National Black Presbyterian Caucus

Presbytery of Detroit
Report of the Commission to Hear the Petition of Matthew Morse
for Restoration to the Ordered Ministry of Teaching Elder
June 25, 2019

On June 2, 2012, Matthew Morse was convicted by the Permanent Judicial Commission of the Presbytery of Detroit of sexual misconduct and abuse of alcohol and was temporarily excluded from the ordered ministry of teaching elder for a minimum of 5 years. On December 19, 2017, Mr. Morse petitioned the Presbytery to be restored to active ministry. On January 23, 2018, the Presbytery of Detroit created an Administrative Commission to hear and act on Mr. Morse's petition. On May 23, 2018, the Commission conducted an open hearing at the Presbytery office to consider Mr. Morse's petition and to determine what steps he had taken to comply with the order of the Permanent Judicial Commission.

After careful deliberation, the Commission unanimously voted to recommend to Presbytery that Mr. Morse *not* be restored to ordered ministry at this time. The Commission's decision was driven mainly by three concerns: 1) that Mr. Morse did not seriously seek professional help to address the issues raised in his censure until the 5-year period was almost up; 2) that Mr. Morse repeatedly violated the terms of his temporary exclusion from ordered ministry by preaching at several different churches in Texas; and 3) that Mr. Morse admitted to continuing to drink socially, but infrequently, and that he believed his use of alcohol was under control, despite his history of serious alcohol abuse. On June 12, 2018, the Presbytery of Detroit sustained the Commission's recommendation not to restore Mr. Morse and extended the terms of his censure for one year. During this time, Mr. Morse was told he needed to address more seriously the issues raised in his censure and was given three specific directives:

- Mr. Morse will continue counseling and therapy at least monthly for four months, and then every other month for the remainder of the year.
- Mr. Morse will refrain from preaching any sermons or performing any of the other duties associated with the ordered ministry of teaching elder.
- Mr. Morse will avail himself of resources offered by Mission Presbytery to establish and improve his relationship with this Presbytery.

Over the past year the Commission has kept in touch with Mr. Morse and found the following to be true:

- That Mr. Morse has on several occasions taken the initiative to check in with the Commission, to update us on his status, and to seek our advice on important matters related to his case.
- That Mr. Morse continued meeting with Mr. James Anderson at the Ecumenical Center in San Antonio for regular therapy sessions through August of 2018.
- That Mr. Morse met with the General Presbyter of Mission Presbytery, Sallie Watson, to inform her of the terms of his censure and the Commission's decision to extend those terms.
- That Mr. Morse accepted a position as training coordinator for a non-profit mental health facility in Houston in August of 2018 and that he and his family moved to the Houston area about a month later.


- That Mr. Morse, at his request and with the Commission's support, established a new therapeutic relationship with Mr. Allen Jenkins at the Crist Samaritan Counseling Center in Houston beginning in December of 2018; and that he has continued to meet with Mr. Jenkins on a regular basis through April of 2019.
- That Mr. Morse, on his own initiative, reached out to the General Presbyter of New Covenant Presbytery, Lynn Hargrove, and informed her of his status and the terms of his censure; and that he has joined the Presbytery's Mental Health Task Force per her recommendation.
- That Mr. Morse and his family have been worshipping at the Clear Lake Presbyterian Church and that he has developed a strong collegial relationship with the pastor, Steve Oglesbee.
- That Mr. Morse was invited to attend a mental health ministry summit sponsored by the PC (USA) in Louisville last February and that he accepted the invitation after seeking the support of the Commission.

On April 30, 2019, the Administrative Commission met by conference call. Having reviewed Mr. Jenkins' report and discussed our interactions with Mr. Morse and those who have come to know him at the Presbytery level, the Commission arrived at this conclusion: Based on what we know, we believe that Mr. Morse has complied with the terms of his censure and specifically with the directives given to him by this Commission. **We therefore recommend that the Presbytery of Detroit restore Matthew Morse to the ordered ministry of teaching elder.**

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

To: Ed Koster, Stated Clerk of Detroit Presbytery
From: Matthew Morse
RE: Restoration to office of Minister of the Word and Sacrament

In accordance with the Rules of Discipline, specifically D-12.0104 regarding termination of censure of temporary exclusion from ordained ministry in the Presbyterian Church (U.S.A.), the time of exclusion having expired and having complied with the directives set forth by the Administrative Commission overseeing my rehabilitation; I respectfully request that the Presbytery of Detroit act favorably upon my request for restoration of ordination as a minister of the Word and Sacrament and to active membership in the Presbytery.


05/02/2019



May 1, 2019

Presbytery of Detroit
17575 Hubbell St.
Detroit, Michigan 48235

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To Whom It May Concern:

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I am writing to you concerning my client, Mr. Matthew Morse, who I have been seeing for individual psychotherapy at the Carole & Ronald Krist Samaritan Counseling Center in Houston, TX from December 11, 2018 through the present. Mr. Morse and I have completed 9 sessions thus far, and Mr. Morse has been an active and engaged participant in therapy throughout the process.

Mr. Morse presented to therapy to continue processing and resolving his feelings toward events in his life over the last decade, including the end of his time at the local church he was serving, conflicts in his marriage, abuse of alcohol, and spiritual concerns. Mr. Morse also desired to explore what shape his call might take in the future, and how he might best make use of his experiences in parish ministry, mental health, and his personal life to effectively serve and advance the gospel.

Mr. Morse has made excellent progress over the last 4.5 months on his goals of personal growth, including his emotional intelligence and improved skills for managing stress, both personal and at work. Mr. Morse has also continued to maintain an appropriate relationship toward alcohol, characterized by sobriety and total lack of problematic behaviors. Mr. Morse and I discuss his relationship with alcohol at every session, and he consistently reports no abuse of alcohol for the last several years, no current problematic patterns of drinking or behavior, and good insight into the role alcohol played in his previous difficulties. With regard to these and other events, Mr. Morse has also consistently accepted responsibility for the part he played in the events that transpired, and he has demonstrated a consistent commitment to moving forward with grace, desiring to serve the people of Houston in whatever way God sees fit to call him. I look forward to continue walking on this journey beside Mr. Morse until he has accomplished all of his goals.

Sincerely,

Allen Jenkins, MA, LPC, LCDC-I
Staff Psychotherapist

16442 Space Center Blvd., Suite C-100 * Houston, TX 77058 * 281-480-7554
www.samaritanhouston.org

Accredited by the Samaritan Institute



April 25, 2019

Re: Matthew B. Morse

To Whom It May Concern:

I am writing today to confirm that I saw Matthew B. Morse in therapy on 10/2/17, 10/10/17, 10/18/17, 11/1/17, 12/14/17, 4/10/18, 5/7/18, 6/4/18, 6/12/18, 7/19/18 and 8/30/18. Matthew always participated fully in therapy and he demonstrated the ability to put skills learned in therapy into practice in his life.

Matthew moved to Houston; otherwise, he explained he would have continued in therapy with me. Upon completion of therapy and based on Matthew's comments, I saw no reason for concern in regards to the client being allowed to be reinstated as a fulltime Pastor.

I think Matthew has learned from his mistakes and based on my knowledge from what he told me in session, I endorse Matthew being reinstated as a Pastor, which I think is what his heart truly desires. I furthermore do not doubt that he will do a good job in ministry.

Sincerely,

James Anderson, LPC-INTERN

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



PRESBYTERY OF NEW COVENANT

PRESBYTERIAN CHURCH (U.S.A.)

Growing congregations that passionately engage their community to make disciples.

Lynn Hargrove
*General Presbyter +
Stated Clerk for
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Kristi Blankman
*Coordinator of Youth
Ministries*

Shawn Kang
*Coordinator for New
Worshipping
Communities*

Beth Kauffman
*Disaster Recovery
Coordinator*

Patricia Brantley
*Database Coordinator
and Receptionist*

Sandra Lopez
Finance Assistant

T. Stewart Coffman
*General Presbyter
Emeritus*

May 13, 2019

Rev. Scott Miller
c/o Presbytery of Detroit
17575 Hubbell
Detroit, MI 48235

Dear Scott,

This letter is to respond to your request regarding Matt Morse and his compliance with the directives of the Administrative Commission responsible for the petition for restoration. I have met with Matt in person a couple of times, and have had email correspondence, also. In our conversations, Matt has told me of the circumstances surrounding his removal from active ministry. He recognizes particular triggers that might cause a negative response, and is actively watching out for those circumstances and how to remove himself from such situations.

Matt has been working in the area of mental health, and has become a part of our presbytery's Mental Health Task Force. I have heard about the numerous contributions that he has made to this group in the planning of a fall symposium within our presbytery. He has declined the opportunity to preach knowing that he is under the directive.

He is attending a local Presbyterian church with his family, and has sought some counsel from the senior pastor there regarding the directive, so that he is not asked to do something that would put him in violation. He has been very careful not to overstep since he has been in the bounds of our presbytery.

My prayer is that Matt can be restored to active ministry, and that he might be able to move forward in listening to God's call. I am of the opinion that he has learned from this time away, and will take precautions to not be in that sort of precarious situation again.

Please contact me if you have any other questions or concerns.

In Christ,

Rev. Lynn R. Hargrove
General Presbyter + Stated Clerk for Administrative Process

Dear Dr. Miller,

I understand from Matt Morse that you serve as the chair for the Administrative Commission handling his case in Detroit Presbytery. Matt invited me to write a letter regarding his involvement in the life of our congregation and Presbytery. I am very glad to do so.

Matt, Ashley, and their children have been with our congregation for several months. They are in worship nearly every weekend and are active participants in the Parents of Young Children Sunday School class. Additionally, Matt has been involved in our Presbytery's efforts regarding mental health. He's also been supportive of our congregation's newly formed mental health ministry (<https://www.clpc.org/Transformed-Groups>). As such, Matt was a recent speaker for our "Tuesday Topics" where he gave an informative and inciteful lecture on the effects of stress on teenagers.

On a more personal level, Matt and I have met one-on-one several times. Over lunch or coffee, Matt shared openly about his journey during the last eight years. In these conversations, I never sensed Matt minimizing, deflecting, or blaming others. On the contrary, he seems to have embraced the consequences of his actions and is making the very most of his recovery.

I look forward to having Matt restored as a pastoral colleague and hope, to that end, this note will add to the positive testimony of others.

In Christ,
Steve



Rev. Dr. Stephen Oglesbee

Lead Pastor
Clear Lake Presbyterian Church

Phone: 281-488-6731

Email: steve@clpc.org

CLPC email list

www.clpc.org



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

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

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

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

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

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

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

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

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

The Commission has found the following to be true:

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

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

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

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

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

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

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

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

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

THE PRESBYTERY OF DETROIT
*An informed Presbytery is a
 Responsible Presbytery*
TREASURER'S REPORT
 June 25, 2019
 Timothy Ngare, CPA

Combined Assets: As Of 12/31/18

	<u>2018</u>	<u>2017</u>	<u>%</u> <u>Change</u>	<u>Note</u>
Cash and Short Term Investments	473,508	500,605	(5.41)	1
Receivables & Guaranteed Loans	4,242,852	2,849,317	48.91	2
Long Term Investments	21,627,323	23,374,875	(7.48)	
Total Assets	26,343,683	26,724,796	(1.43)	

**Combined Net Assets/Equity & Liabilities
As Of 12/31/18**

	<u>2018</u>	<u>2017</u>	<u>%</u> <u>Change</u>	<u>Note</u>
Notes Payable PCUSA & Other Liabilities	3,443,173	2,250,511	53.00	2
Net Assets/Equity				
Net assets - Unrestricted	5,857,515	5,752,120	1.83	
Net assets - Restricted	17,042,995	18,722,165	(8.97)	3
Total Liabilities and Equity	26,343,683	26,724,796	(1.43)	

**OPERATING FUND REVENUES –
1/1/18 – 12/31/18**

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>% Annual Budget Remaining</u>	<u>Note</u>
Shared Mission	189,711	266,400	(28.79)%	4
Per Capita	353,166	373,348	(5.41)%	
Investments Income	426,310	411,876	3.50%	
Grant Income & Other Income	<u>8,341</u>	<u>13,000</u>	-35.84%	
Total Revenues	<u>977,528</u>	<u>1,064,624</u>		

**OPERATING FUND EXPENDITURES
1/1/18 – 12/31/18**

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>% Annual Budget Remaining</u>	<u>Note</u>
General Operating Expenses	153,118	137,302	(11.73)%	5
Total Ministry Teams (Committees) Expense	265,068	355,297	25.40%	6
Administrative Expenses	<u>442,743</u>	<u>552,148</u>	19.81%	7
Total Expenditures	<u>860,929</u>	<u>1,044,747</u>		
Net Income	<u>116,600</u>	<u>19,877</u>		

**ACTUAL OPERATING REVENUES
% OF TOTAL 1/1/18 – 12/31/18**

	<u>YTD Actual</u>	<u>% Of Total Revenue</u>
Shared Mission	189,711	19.41
Per Capita	353,166	36.13
Investments Income	426,310	43.61
Grant Income & Other Income	<u>8,341</u>	0.85
Total Revenues	<u>977,528</u>	100.00

**ACTUAL OPERATING EXPENDITURES
% OF TOTAL 1/1/18 – 12/31/18**

	<u>YTD Actual</u>	<u>% Of Total Expenditure</u>
General Operating Expenses	153,118	17.79
Total Ministry Teams (Committees) Expense	265,068	30.79
Administrative Expenses	<u>442,743</u>	51.43
Total Expenditures	<u>860,929</u>	100.00

**OPERATING FUND REVENUES
1/1/19 – 5/31/19**

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>YTD Budget Variance</u>	<u>% Variance</u>	<u>Note</u>
Shared Mission	50,791	111,000	(60,209)	(54.24)	4
Per Capita	107,741	121,073	(13,332)	(11.01)	
Investments	141,424	152,059	(10,635)	(6.99)	
Grant Income & Other Income	<u>6,505</u>	<u>6,833</u>	<u>(328)</u>	<u>(4.81)</u>	
Total Revenues	<u>306,461</u>	<u>390,965</u>	<u>(84,504)</u>		

**OPERATING FUND EXPENDITURES
1/1/19 – 5/31/19**

	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>YTD Budget Variance</u>	<u>% Variance</u>
General Operating Expenses	53,861	60,543	6,682	11.04
Total Ministry Teams (Committees) Expense	79,490	127,686	48,196	37.75
Administrative Expenses	<u>221,082</u>	<u>247,569</u>	<u>26,487</u>	10.70
Total Expenditures	<u>354,433</u>	<u>435,798</u>	<u>81,365</u>	
Net Income	<u>(47,972)</u>	<u>(44,832)</u>	<u>(3,140)</u>	

EXPLANATION NOTES

- 1) Cash balance at end of year is higher than usual because of the onetime generous gift of \$350k requiring distribution within about a year.
- 2) Reflects increased loans / guarantees for churches (Northminster & Greenfield) and Howell Nature Center.
- 3) Overall economic activity at end of 2018 was negative and some market losses were incurred. However, much of it has been recovered since.
- 4) Shared Mission Revenue receipts for entire year have been soft and lower than budgeted. This trend appears to be continuing into 2019.
- 5) Legal expenditures were higher than budgeted due to the one time cost of PJC case.
- 6) Some ministry teams were not as active or more cautious thus underspending allotted budgets.
- 7) Salaries and Payroll taxes were below budget mostly because the hiring of the Asst. Executive Presbyterian did not occur in 2018 as originally anticipated.

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www.detroitpresbytery.org

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A.) Previous Audited Financial Statements

B.) Expense Voucher

C.) Mission Remittance Form

COMMISSION REPORT
ORDINATIONS AND INSTALLATIONS
PRESBYTERY OF DETROIT
March 31, 2019

The Commission to install Alexander Haines as Pastor of First Presbyterian Church of Howell was convened with prayer by the moderator, Stefanie Lewis, at 3:40 PM, on March 31, 2019, at First Presbyterian Church of Howell, Michigan. The Commission members present were:

The Rev. Julie Delezenne

**Elder Gordon Seiler of St. Andrews Presbyterian
Church of Dearborn Heights**

The Rev. Samuel An

**Elder Dawein Riebow of First Presbyterian Church of
Howell**

The Rev. Scott Phillips

There were no corresponding members.

After approving the order of worship, the Commission proceeded to worship, where it installed Alexander Scott Carlsn Haines as Pastor of First Presbyterian Church of Howell. In the course of the installation service, Rev. Alexander Haines gave affirmation to the obligations undertaken in the installation questions found in W-4.0404. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. Alex Haines.

Stefanie W. Lewis
Moderator

Date: March 31, 2019

COMMISSION REPORT
ORDINATIONS AND INSTALLATIONS
PRESBYTERY OF DETROIT
June 25, 2019

The Commission to install Rev. Samuel An as pastor of New Hope Church of Michigan was convened with prayer by the moderator, Rev. Julie Delezenne, at 4:40pm, on June 9, at New Hope Church. The Commission members present were:

The Rev. Keith Cornfield	Elder Judi Armstrong of Mt.Clemens, First
The Rev. Joel Puntigam	Elder Charon Barconey, Associate EP
The Rev. Seung Won Yu	Elder Tom Neal of Farmington Hills

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

The Rev. Luke Choi of Western Reserve Presbytery
The Rev. Karen Stunkel of Eastminster Presbytery

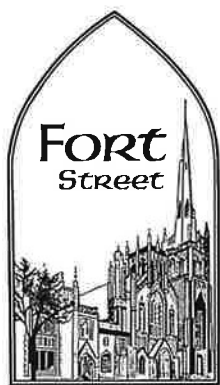
The Commission invited the following persons to participate in the worship service:

Rev. Allen Timm
Pastor Marc Choi
Pastor Sanghyn Shim
Elder Sung Jae Hong
Deacon Cynthia Yang
Elder Andy Nam
Elder Do Sohn

After approving the order of worship, the Commission proceeded to worship, where it installed Rev. Samuel An as Pastor of New Hope Church. In the course of the installation service, Rev. An gave affirmation to the obligations undertaken in the ordination questions found in W-4.4003. Upon conclusion of the worship service, the commission and congregation were dismissed with prayer and benediction by Rev. An.

Rev. Julie Delezenne
Vice Moderator

Date: June 17, 2019



Fort Street Presbyterian Church

631 West Fort Street
Detroit, MI 48226

Phone: (313) 961-4533
Fax: (313) 961-3617

www.fortstreet.org

May 1, 2019

Dr. Edward H. Koster, J.D.
Stated Clerk, Presbytery of Detroit
17575 Hubbell Ave.
Detroit, MI 48235

To the Elders, Ministers, Members, and Staff of the Presbytery of Detroit,

The Session of Fort Street Presbyterian Church has learned with sadness of the recent controversy that has led to the resignation of Michael Barconey from a staff position with the Presbytery.

We pray for inspiration that may lead to healing and wholeness for all affected by this situation, and request that Presbytery may be in prayer for discernment at this crucial moment concerning diversity and racial perceptions within the body of the church.

As a member church of the Presbyterian Black Caucus, and as a diverse congregation worshipping in the heart of Detroit, we seek support and commitment to discussions of diversity at every level, including within our own congregation.

We hope that good may yet come from recognition and repair of the hurt that this situation has caused.

Yours in Christ,

Timothy L. Moran, Elder
At the direction of the Session of Fort Street Presbyterian Church
631 W. Fort Street, Detroit, MI 48226

Cc: Executive Presbyter, Associate Executive Presbyter

**The Presbytery of Detroit
Minutes of the Stated Meeting
September 24, 2019**

WE GATHERED IN GOD'S NAME

The Presbytery of Detroit convened with prayer in a stated meeting at 4:00 p.m. on September 24, 2019 at Farmington First Presbyterian Church. Stefanie Lewis moderated the meeting.

The Moderator declared the presence of a quorum,

WE PROCLAIMED THE GOOD NEWS

Presbytery worshipped God. Clint Cozier preached from Leviticus 19 and Luke 10. Dr. Jason Santos, Mission Coordinator for Christian Formation and Small Church Support at the Presbyterian Mission Agency, addressed Presbytery and posed the question, "Where have all our children gone?"

WE CELEBRATE OUR CONNECTIONS IN CHRIST

The Moderator appointed Alvine Cooper the assistant to the Stated Clerk.

The Moderator welcomed new commissioners and members of Presbytery.

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

Welcome from Host Church

Eddie Jusino welcomed Presbytery to Farmington First.

Reports from Other Governing Bodies

The Synod commissioners had no report.

Reports from Presbytery Affiliated Organizations

Douglas Portz reported new programs to support congregations, pastors, workers from the Board of Pensions.

Executive Presbyter's Report. Allen Timm reported.

Mr Timm called Sandy Jensen forwarded to celebrate her 25 years of ministry serving the Presbytery of Detroit. Ms Jensen began 25 years ago as a telephone receptionist and is now the Director of Operations.

Mr Timm announced Joelle Jarrait and Laura Price, the new folks temporarily serving the Resource Center, and introduced Jace Arledge, our Youth Ministry Connections Coordinator.

Mr Timm also celebrate ordination anniversaries: September: David Downton 45 years; Peter Gabel 35 years; Breanne Ryan 10 years. October: Anne Lange 10 years; James Monnett 25 years; Gail Monsma 10 years; Joanne Morgan 5 years; Fernando Rodriguez 10 years; Laura Sias-lee 30 years; Barbara Swartzel 30 years.

Associate Executive Presbyter's Report. Charon Barconey reported.

WE SHARED GOD'S BOUNTY

Presbytery recessed a 6:05 pm for dinner.

Presbytery resumed meeting at 7:00 p.m.

WE WATCHED VIDEO PRESENTATIONS OF MINISTRY

The C4 Temporary Committee presented the video *The Path to Change*.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

The Moderator offered a prayer for openness.

Report of the Committee on Preparation for Ministry. Mary Bahr-Jones reported for the Committee.

The Committee reported the following for the information of Presbytery:

1. CPM met with Debbie Lennis, a Commissioned Ruling Elder Trainee, and sustained her annual consultation.
2. CPM met with Tyler Brinks, an Inquirer, and sustained his request to be presented to the presbytery for examination for Candidacy.

The Committee on Preparation for Ministry presented **Tyler Brinks**, a member of Kirk in the Hills and an inquirer of this Presbytery. They reported they had met with Mr Brinks, and presented him for examination to be enrolled as a candidate for ministry. Mr Brinks presented his faith journey and sense of call. Upon motion of Ms Anderson, Presbytery voted to arrest the examination. Upon motion the Presbytery voted to enroll him as a candidate for the Ministry of Word and Sacrament. The Moderator called Mr Brinks and his family and supporters forward, offered a prayer, and declared him a candidate enrolled in the Presbytery of Detroit.

Report of the Coordinating Cabinet. John Judson reported for the Cabinet.

Upon motion of the Coordinating Cabinet, the Presbytery voted to change the name of the P-21 Committee (Policy on Special Committees for Local Church Matters.) to the "Committee for Churches Contemplating Critical Change." (C4 Committee)

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

1. The Coordinating Cabinet heard reports on the matter of Michael Barconey.

The Stated Clerk reported on the status of the complaint filed with the Michigan Department of Civil Rights. This complaint was filed under the Michigan Elliott Larson Civil Rights Act and Title VII of the Federal Civil Rights Act of 1967. These two statutes prohibit discrimination against certain protected classes, among which is race, in matters of public accommodation, education, employment, and housing.

Mr Barconey claimed that when he complained about an offensive word directed towards him, there was retaliation against him. He was subject to disparaging treatment, increased scrutiny of his work, and changes in his position description. He believes that his race was a factor in the creation of a hostile work environment against him, and that when he complained about it, he was subject to retaliation. He claims that this led to a constructive discharge.

The Trustees informed our insurance company, who hired an attorney to represent us. That attorney has filed a response to Mr. Barconey's complaint. On August 26, the Michigan Civil Rights Commission informed our insurance company that they would not proceed with the matter because of First Amendment issues. (The First Amendment forbids courts from engaging in matters of theology or polity, so courts cannot decide matters of employment discrimination where a person is in a ministry position.) The

matter has now been referred to the federal Equal Employment Opportunity Commission, which will review the complaint under Title VII. We should hear the outcome of that referral in 30-60 days.

Peter Moore, the chair of the Task Force appointed by the Coordinating Cabinet to investigating the events that happened, reported on its progress. The TF was appointed 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*. They have requested and read hundreds of emails from many sources, and have met 6 times. Two of the meetings, held in July, were interviews with 6 individuals: Harold Ellis, Bob Ponder, Al Timm, Stefanie Lewis, and Tom Neal, and Sue Acton. Mr Barconey has not yet agreed to meet with them. With the permission of Mr Moore and on condition he not ask questions, the attorney for our insurance company was present in those interviews. (This obviated his having to interview each person individually.) He recommended that he not be present if they meet with Mr Barconey. In all interviews they asked a set of specific questions, but the intent was listen. The TF is working to create a timeline for everyone to use.

The TF believes it has the duty to accomplish several things: 1. To address the racial slur and how it has been dealt with by Presbytery leadership. (There are ancillary issues concerning performance, how interviews with Mr Barconey occurred, and gender discrimination (against a member of the Hands-on-Mission Work Group.) 2. To avoid an either/or attitude about the issues. (It appears that people have taken sides in this, and this is not helping. This is an ugly matter.) 3. To conduct additional interviews, plus meetings about healing with Presbytery staff and others.

The TF affirms the actions already taken. There is clearly a need for anti-racism training, in particular around the use of the “N-word.” Everyone needs training on institutional racism, and how it differs from individual racism. They affirm the need for supervision training.

The TF will likely make recommendations about how and whether the Hands-on-Mission Work Group should continue.

As a general comment at this point, Mr Moore reported a lack of communication. The Presbytery Operations Team did not address it until January and Hands-on-Mission Work Group until the spring.

The TF did not get an outside member because they did not see it as a mandatory requirement, there is no budget for it (this would be expensive), and they believe any the budget funds would be better spent for training.

The TF believes coordination with the second Task Force (on Institutional Racism), would be fruitful, and the Coordinating Cabinet voted to allow those conversations as they see fit. That TF was appointed for the following purposes:

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.*

The chair of the Mission Interpretation Ministry Team reported on meetings with Michelle Hwang from the General Assembly General Assembly Racial Equity Advisory Committee, whom he invited to come.

On August 12 Ms Hwang met with Mission Interpretation Ministry Team and Hands-on-Mission Work Group. Said there is no reconciliation without repair, and recommended the book *White Fragility*. She believes the Hands-on-Mission Work Group should end immediately, for that is the only way the situation could be repaired.

Mr Ponder noted he has heard of some resistance from the leadership about her appearance at the June Presbytery meeting, and has asked her to provide documents to show that.

The Hands-on-Mission Work Group has stated that none of them were aware of the situation between Tom Neal and Mr Barconey until the March meeting, and that there was an issue about how Mr Barconey spent his time.

The Coordinating Cabinet voted to extend the time for the task forces to report to the Cabinet until the October 23 meeting.

A member voiced displeasure at not having outside member on the TF. Mr Moore responded that all recommended persons were from out of town, that there was no budget for it, that the TF believes it can do it, and that the money better spent. The TF did consult with Ms Hwang from the General Assembly. Since this is a Coordinating Cabinet Task Force, enforcing it is their responsibility.

Kevin Johnson, chair of the Coordinating Cabinet Task Force on Institutional Racism, reported he will be attending Presbyterian Mission Agency meeting on dismantling systematic racism. His report to the Coordinating Cabinet is not in minutes of the Cabinet meeting and was not reported to Presbytery. There was a discussion concerning that; the report was submitted to the Coordinating Cabinet, but since no one reported on it or moved it be included in the minutes, it did not appear in the report. Upon motion of Ms Swartzel the Presbytery voted to submit to all churches and all clergy not currently serving churches a copy of the report of the Institutional Racism Task Force of the Coordinating Cabinet, and affirm that it is better to do it right than fast. The report of the Task Force is appended to the minutes.

2. The Coordinating Cabinet reported the proposed budget for 2020 for a first reading. The Budget and different possibilities for 2016. It will be proposed for approval at the November 16 meeting of Presbytery. The budget documents are appended to the minutes.
3. The Coordinating Cabinet heard a report from the Presbytery Operations Team on the process of evaluating the Executive Presbyter for his 5-year review. There will be a report on the outcomes of the review at the October Coordinating Cabinet meeting.
4. The Coordinating Cabinet extended the sabbatical of the Stated Clerk by two weeks. By policy, he is allowed eight weeks every 8 years, and he was granted an 8 week sabbatical for July and August to write a book. Because of pressing business regarding the complaint of Michael Barconey to the Michigan Civil Rights Commission, the Administrative Commission on Ann Arbor First, and the need to prepare a formal opinion for a Committee on Ministry matter, Mr Koster spent 1.93 weeks to do that work. He presented the Coordinating Cabinet with the hours he spent on these matters. He will be taking the additional time by arrangement with the Executive Presbyter.
5. The Coordinating Cabinet has changed the times of its stated meetings to 3:00 p.m. It has been meeting at 9:30 a.m. The change was to accommodate those folks who are working.

6. The Coordinating Cabinet heard a report on the hiring of Trace Arledge as the Youth Ministry Connections Coordinator. The report on the search is appended to the minutes.
7. The Coordinating Cabinet heard a report on the temporary employment of Joelle Jarrait and Laura Price to fill in at the Resource Center. She will be sitting in for Kathy Johnson, who is on medical leave. The report of the hiring is appended to the minutes.
8. The Coordinating Cabinet heard a report from the Moderator of the Presbytery on her report to the Synod of the Covenant. Her report is appended to the minutes.

Committee on Ministry. Mark Phillips reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

Terms of Call

1. **Approve** the Minimum Terms of Call for 2020 for the Detroit Presbytery which include a 3% increase of the effective salary. This requires a vote of the Presbytery.
2. **Approve** the Reporting of Terms of Call for 2019 with 100% reported.

Calls/Contracts

3. **Approve** the part-time Supply pastor contract between the **Rev. Richard Peters** and **Faith Community, Novi** effective September 9, 2019-January 1, 2020. Terms of Call: Reimbursement of \$550 per week including all mileage.
4. **Approve** the Assistant Pastor contract renewal between the **Rev. Jacqueline Spycher** and **Northbrook, Beverly Hills** effective October 15, 2019. Terms of Call: Salary-\$24,500, Housing-\$24,500, Medical-\$12,250, Dental-\$443, Pension-\$5,390, Death & Disability-\$490, Social Security Reimbursement-\$3,749, Professional Expenses-\$1,500, Continuing Education-\$1,000, Medical Deductible Reimbursement-\$490. Total compensation-\$74,312. 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.
5. **Approve** the Interim Pastor contract renewal between the **Rev. Beth E. Delaney** and **Community, Waterford** effective September 1, 2019. Terms of Call: Salary-\$12,225, Housing-\$30,000, Deferred Compensation-\$4,000, Self-Employment Contribution Act Reimbursement-\$3,230, BOP Medical-\$11,556.25, BOP Pension-\$5,084.75, BOP Death/Disability-\$462.25, Medical Deductible-1% of salary for member & 1% for spouse/family, Study Allowance-\$1,000, Professional Expenses-\$1,738.75. Total compensation-\$69,297. Vacation-5 weeks; Study Leave-2 weeks. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
6. **Approve** the part-time Stated Supply Pastor between the **Rev. Blair Buckley** and **Allen Park** effective September 1, 2019-February 20, 2020. Terms of Call: Startup Lump Sum-\$500, Salary-\$13,950, Medical-\$3,487.50, Pension-\$1,534.50, Death/Disability-\$61.88. Total Compensation-\$19,533.88. Vacation-2 weeks including 2 Sundays, Auto Mileage reimbursement at \$0.54 per mile maximum of \$600 for 6-month term, Professional Expenses-\$500.

Installations

1. **Approve** the Installation Service for the **Rev. Emily Riley Campbell** at **First Presbyterian Church of Plymouth** on September 29, 2019 at 3:00 p.m. Membership of the Commission: Moderator designee- the Rev. Julie Delezenne, Teaching Elders-the Rev. Beth Delany (Waterford Community), the Rev. Thomas Oxtoby (honorably retired), the Rev. James Russell (honorably retired), Ruling Elders-CRE Ruth Azar (Grosse Pointe Memorial),

Debbie Lennis (White Lake), Tom Weaver (Plymouth First), Corresponding Members-the Rev. William G. McCoy (retired, West Virginia Presbytery), the Rev. Cathi King (Maumee Presbytery).

Dissolutions

1. **Approve** that the Presbytery of Detroit dissolve the Pastoral Relationship between the **Rev. Isaac Chung** and **White Lake** effective September 30, 2019. Terms of Dissolution: additional pay period on October 13, 2019 and continuation of the BOP benefits through October 31, 2019.
2. **Approve** that the Presbytery of Detroit dissolve the Pastoral Relationship between the **Rev. Ruthanne Herrington** and **Faith Community, Novi** effective August 31, 2019. Terms of Dissolution: four months salary housing pension, medial & social security, clergy coaching for three months to be paid by Faith Community and POD, full education reimbursement for already approved training event plus travel expenses not to exceed \$1000, reasonable reimbursables through August 31, 2019.

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

1. **Approved** appointing the **Rev. Kent Clise** as moderator at **New Life, Sterling Heights** of the Congregational Meeting for the meeting of September 22, 2019.
2. **Approved** appointing the **Rev. Renee Roederer** as moderator of **Northside, Ann Arbor**.
3. **Approved** appointing the **Rev. Marjorie Wilhelmi** as moderator of **White Lake**.
4. **Approved** appointing **CRE Charon Barconey** as moderator for the September 8, 2019 congregational meeting at Faith Community, Novi.
5. **Approved** a request for transfer of credentials from Boston for the **Rev. Richard Spalding**.
6. **Approved** a request for transfer of credentials for the **Rev. Dr. Melissa DeRosia**.
7. **Approved** the extension to work outside the bounds of the Presbytery in Paris, France for the **Rev. Daniel Michalek**.
8. **Approved** the **Rev. Tega Swann** to work within the bounds of the Detroit Presbytery.
9. **Approved** adding the **Rev. Tiga Swann** to the Pulpit Supply List pending required paperwork.
10. **Approved** adding the **Rev. Ruthanne Herrington** to the Pulpit Supply List.
11. **Approved** removing the **Rev. Lois Colon** and the **Rev. David Owen** from the Pulpit Supply List.
12. **Approved** the self-study for Fort Street, Detroit allowed them to form a PNC.
13. **Approved** the revisions to the Policy manual for COM.

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

Calls/Contracts

1. **Approved** the call between the **Rev. Dr. Melissa Lynn DeRosia** and **Westminster, Ann Arbor** effective August 26, 2019. Terms of Call: Salary-\$45,000, Housing-\$28,000, BOP pension, medical, death, disability-\$27,010, BOP dental & vision-\$1,789, Social Security reimbursement-\$5,585, Medical supplement reimbursement-\$500, Continuing Education reimbursement-\$1,000, Professional Expense reimbursement-\$1,500. Total compensation-\$110,384. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including Sundays and will be cumulative to 6 weeks over a three year period. Sick Time available for 1 day

per month. Sabbatical Leave will be available after 6 continuous years of full-time pastoral service with Westminster. The pastor will attend a Pastors in Transition Retreat as required by the Presbytery of Detroit.

2. **Approved** the Assistant Pastor (Minister for Youth and Families) call between **First Ann Arbor** and the **Rev. Mark Mares** effective August 8, 2019 pending receiving his background check, credentials and other required documents. Terms of Call: Salary-\$30,000, Housing-\$20,000, BOP Pension Medical-\$13,379, BOP Pension-\$13,117.60, Social Security-\$3,825, Medical Deductible-\$459, Continuing Education-\$1,200, Professional Expenses-\$1,500. Total compensation-\$83,480.60. Vacation-4 weeks including 4 Sundays; Continuing Education-2 weeks including 2 Sundays with time and funds cumulative to 3 weeks upon Session action. In addition, a one time moving expense of up to \$4,000. Rev. Mares will attend a Pastors in Transition Retreat offered by 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.
3. **Approved** the part-time Parish Associate contract between **First Port Huron** and the **Rev. Kelly Pittman** effective August 1, 2019. Terms of Call: Reimbursement of travel at IRS rate, professional expense up to \$500, preaching remuneration at POD pulpit supply rate. The session is encouraged to pay for and allow time for the Parish Associate to attend one of the Presbytery's Pastors in Transition retreats.
4. **Approved** the part-time CRE contract between **Littlefield, Dearborn** and **CRE Nancy Bass** effective August 18, 2019. Terms of Call: Salary-\$32,000, Medical-\$4,000, Mileage, Study & Professional expenses-\$1,500. Total compensation-\$37,500. 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 the Presbytery's Pastors in Transition retreats and the CRE will seek scholarship assistance from the COM. CRE Nancy Bass will work with the church to create a self-study.
5. **Approved** the Interim Head of Staff contract between **First Ann Arbor** and the **Rev. Richard Spalding** effective October 1, 2019, pending receiving his successful completion of his background check, other required documents and his credentials from the Presbytery of Boston. Terms of Call: Salary-\$65,000, Housing-\$40,000, SECA-\$8,032, Professional Allowance-\$2,000. Continuing Education-\$1,500, Auto Reimbursement-\$1,500, Travel Allowance for travel to and from home in Massachusetts, once every 8 weeks)-\$3,500, Mobile Phone Allowance-\$1,500, Health Savings Account/Medical Reimbursement-\$800, BOP Pension, Healthcare & Death & Disability plan-\$38,850, Dental Care-\$905.28. Total compensation-\$163,587.78. Vacation-5 weeks; Continuing Education-2 weeks. Relocation Reimbursement-up to \$3000. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
6. **Approved** the part-time Stated Supply Pastor contract between **Trinity Community, Detroit** and the **Rev. Raphael Francis** effective September 1, 2019. 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 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one the Presbytery's Pastors in Transition retreats.

Dissolutions

1. **Approved** the dissolution of the parish associate relationship between **Northside, Ann Arbor** and the **Rev. Renee Roederer** effective August 25, 2019.
2. **Approved** the dissolution of the pastoral relationship between **Northside, Ann Arbor** and the **Rev. Brooke Pickrell** effective August 25, 2019.
3. **Approved** the dissolution of the relationship between **Westminster, Detroit** and the **Rev. Mary Austin** effective August 19, 2019.

Miscellaneous

1. **Received and approved** the completion statement submitted by the **Rev. Dr. Fairfax Fair** and request the Stated Clerk of the Presbytery, the Rev. Edward Koster, to announce the completion of Dr. Fair's Rehabilitation plan at the next stated meeting of the Presbytery on September 24, 2019, and that the records of the Presbytery reflect this action.
2. **Dismissed** the **Rev. Mary Austin** as COM liaison with the Rev. Dr. Fairfax Fair.
3. **Approved** the **Rev. Dr. John Judson** to attend Interim Training at Richmond VA (Union Seminary).
4. **Approved** the job description for Interim Associate minister or Assistant minister at **Plymouth First**.
5. **Approved** validating the spiritual care ministry position at the **University of Michigan Hospital** and the **Rev. Brooke Pickrell** to the position effective September 3, 2019.
6. **Approved** the transfer of credentials of the **Rev. Eric Koenig-Reinke** to New Castle Presbytery.
7. **Approved** the self-study received from **Northbrook, Beverly Hills** for their Head of Staff position and allow them to form a PNC.
8. **Approved** the self-study received from **First Northville** for their Head of Staff position and allow them to form a PNC.
9. **Approved** the self-study received from **St. Thomas Community, Shelby Twp.** for their Head of Staff position and allow them to form a PNC.
10. **Approved** the job description for the Head of Staff position at **Westminster, Detroit**.
11. **Appointed** the **Rev. Beth Downs** as moderator of **Westminster, Detroit** effective August 8, 2019.
12. **Approved** appointing the **Rev. Dr. David Downton** as moderator at **Northside, Ann Arbor** effective August 26, 2019.

Treasurer Timothy Ngare reported.

Mr Ngare's report is appended to the minutes.

Omnibus motion. Mr Koster reported on behalf of the Trustees and the Social Justice Team.

Trustees: Upon the motion of the Stated Clerk, Presbytery voted to receive and enter into the minutes the following report of the Trustees for information:

After a motion to delete one item, Presbytery approved the following

1. The Trustees have received and forwarded to the Church a Presbyterian Disaster Assistance (PDA) grant for flooding at the Allen Park Church.
2. The sale of the Heritage Church property has been completed. We will receive \$379,527.53, which will be available for Presbytery use.
3. The Trustees have approved the appointment of Deborah Fair to the Howell Nature Center Board.
4. The Trustees elected Alex Pushman to the Board of the Howell Nature Center for a three year term.

5. Trustees voted on behalf of the Presbytery to adopt 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 new standard requires that all investments be marketable.
6. The Trustees reviewed the proposals for the 2020 budget. They believe the traditional way we have raised funds for Presbytery operations is not working, and requested the Planning and Visioning Team to evaluate our mission and vision.
7. The Trustees report amendments to Trustee Policies T-3 and T-5. They are appended.
8. The Trustees have approved on behalf of Presbytery the request of Westminster, Detroit to borrow \$300,000 from the Presbyterian Investment and Loan Program for a new boiler, for 240 months at 2.75% interest, with a monthly payment of \$1626.50.
9. The Trustees approved the Milford Presbyterian Church application for a \$450,000 loan from the Presbyterian investment and Loan Corporation (PILP).
10. The Trustees approved a contract with the General Assembly for New Church Development event, paid for the General Assembly.
11. The Trustees have approved the expenditure of up to \$4,000 with Net@Work to evaluate our accounting system.
12. The Trustees have authorized the Committee on Ministry to engage counsel to have a legal review of the Sexual Misconduct Policy and the Child Protection Policy.
13. The Trustees have approved on behalf of Presbytery Trustees approved the sale by Drayton Avenue Presbyterian Church to Dennis Griffin for an entity to be formed of the property described as:

Approximately 2.33 Acres of Land in the City of Ferndale, Oakland County, Michigan, described as:

Tax Parcel No.: 24-25-28-403-059

TIN, R11E, SEC 28 ASSESSOR'S REPLAT OF THAT PART OF LOTS 1 TO 11, 15, OUTLOT B & SOUTH OF THE E & W LINE & ALL OF LOTS 16 TO 30, 33 TO 36 & OUTLOT A OF LABELLE HEIGHTS SUB'N E 10 FT OF LOT 90. ALSO ALL OF LOTS 91 TO 94. ALSO 1/2 OF VAC ALLEY ADJ TO SAME 8-18-99 CORR 3-24-11 CORR
Commonly known as: 2441 Pinecrest Drive, Ferndale, Michigan 48220-2714

Tax Parcel No.: 24-25-28-403-050

TIN, R11E, SEC 28 ASSESSOR'S REPLAT OF OAKRIDGE SUB ELY 3 FT OF SLY 119.35 FT OF LOT 6 & NLY PART OF LOTS 6 & 7 BEING 113.50 FT ON W LINE & 114.71 FT ON E LINE

Commonly known as: 747 W Drayton, Ferndale, Michigan 48220-2732

to Dennis Griffin for an entity to be formed for the sum of Eight Hundred Fifty Thousand and 00/100 (\$850,000.00) Dollars on a land contract as follows:

On closing: \$150,000

December 1, 2019 \$150,000

March 1, 2020 \$150,000

June 1, 2020 \$150,000

September 1, 2020 \$150,000

December 1, 2020 \$100,000

The Trustees approved the sale on behalf of the Presbytery because of the complexity of the transaction and the need to move forward before the next scheduled meeting.

Social Justice Team. Upon motion of the Stated Clerk, Presbytery approved the following application for a grant request from the Social Justice Ministry Team to the General Assembly in the amount of \$6,300 for the Hunger Action Coordinator position for 2020:

COVENANT APPLICATION

Presbyterian Hunger Program

2020

GENERAL DATA

Sponsoring Middle Governing Body: Presbytery of Detroit

Middle Governing Body Supervisor for HAA Position: Charon Barconey

Supervisor's Position Title: Associate Executive Presbyter

Supervisor's Address: 17575 Hubbell Street, Detroit, MI

Supervisor's Phone: 313-345-6550

Supervisor's E-mail: charon@detroitpresbytery.org

Title of HAA Position: Hunger Action Coordinator

Is this position Full-time, Part-time or Volunteer: part-time

How many hours per week are devoted to specifically hunger-related activities: 20

Name of current person serving in HAA Position: Unah Matu-Ngare

Address: 17575 Hubbell Street, Detroit, MI

Office Phone: 313-345-6550

E-mail: unah@detroitpresbytery.org

Present HAA's beginning date in this position: June 3, 2019

Amount requested from PHP for next year: \$6,300.00

Matching funds available from local Presbytery: \$31,392.00

Time period for requested funding: 01/01/2020 through 12/31/2020

Please provide a short (50 words or less) description of the nature of your work:

My role is to educate, enable, and assist the presbytery and congregations in their commitment to address hunger both locally and globally. This takes several forms including direct supervision of 9 church food programs, creating awareness of needs here and around the world, encouraging congregations to intentionally make efforts to work on the six areas that can help end hunger and coordinating programs around the presbytery so that we are not duplicating efforts.

YEARLY WORK

Goal One:

Explore ways to Solidify the Hunger Action Network

Currently, our Hunger Workgroup is comprised of representatives of those churches in partnership with the presbytery to receive funding for their food programs. We have been approached by other congregations and groups within the presbytery who wish to explore ways to work together so we can leverage our resources and become more effective in implementing the Hunger Action Congregation process in our presbytery.

Our goal is to expand or create a forum /network for others in the presbytery who wish to work together on a common mission/vision regarding hunger efforts whether it be by direct food relief, advocacy, education, resource and/or program development.

Goal Two:

Seek Alternative Sources of Food for churches that engage in direct hunger alleviation ministries.

I will work to find alternative sources of food either through collective purchasing or developing a relationship with gleaning organizations in our presbytery. Our churches are very good at managing their budgets for feeding the hungry and always manage to put food on the table. However, it would be helpful and more effective if we could leverage our numbers for better prices and find a place to purchase good clean protein, preferably from a non-profit organization.

Goal Three:

Spread the word about the Hunger Action Congregation process and the six areas which congregations can engage in ministry towards a goal of ending hunger.

Only one of our congregations is a Certified Hunger Action Congregation. None of the congregations engaged in direct hunger alleviation have covenanted to become a Hunger Action Congregation.

FINANCIAL INFORMATION FOR REQUEST YEAR

Salary:	\$20,931.00
Benefits:	\$14,261.00
Travel:	\$ 1,000.00
Other Expenditures:	\$1,500.00
Total HAA related Expenditures:	\$37,692.00

Requested Presbyterian Hunger Program Support to HAA:	\$6,300.00
Presbytery/Synod Support to HAA:	\$31,392.00
Total HAA Support:	\$37,692.00

Stated Clerk Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery:

1. Approved the minutes of June 25, 2019 as amended.
2. Approved the following reviews of session records:

Beverly Hills Northbrook

No exceptions

Brighton First

No exceptions

Detroit Calvary

No exceptions

Detroit Hope

With exceptions

Farmington First

With exceptions

Grosse Ile Grosse Ile

With exceptions

Grosse Pointe Farms Grosse Pointe

Memorial

No exceptions

Howell First

With exceptions and correction

Livonia Rosedale Gardens

No Exceptions

Port Huron First

With exception & Corrections

Royal Oak First

No exceptions

Saline First

No exceptions

Southfield Covenant

No exceptions

St Claire Shores Lakeshore

Exception (correction)

Troy Northminster

No exceptions

Waterford Community

With exception

The Stated Clerk reported the following for the Information of Presbytery:
TRANSFERS COMPLETED

- a) From the Presbytery of Detroit:
 - i) Peter Henry to Charlotte Presbytery
 - ii) Dorothy Parks-Piatt to Presbytery of the James
 - iii) Eric Koenig-Reinke to Newcastle Presbytery
 - iv) Teresa Peterson from Lake Michigan Presbytery
- b) To the Presbytery of Detroit:
 - i) Khayla Johnson from Charleston-Atlantic Presbytery
 - ii) Amy Ruhf from Philadelphia Presbytery
- c) To the Church Triumphant:
 - i) Lawrence Glenn on May 20, 2019
 - ii) Carl Geider on July 28, 2019

WE GAVE THANKS TO GOD

Presbytery shared prayers of petition and thanksgiving.

WE WENT OUT IN GOD'S NAME

Presbytery adjourned with prayer and benediction at 8:45 p.m.

The next meeting of the Presbytery will be November 16, 2019 at 9:00 a.m. at Royal Oak First Presbyterian Church.

ATTEST:

Edward H Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

- Report of the Coordinating Cabinet Task Force on Institutional Racism
- 2020 Budget Documents
- Report on the search for the Youth Mission Connections Coordinator
- Report on the employment of employment of temporary Resource Center Coordinators
- Moderator's report to the Synod of the Covenant
- Treasurer's report

Amendments to tee policies T-3 and T-5

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR September 24, 2019

CHURCHES:	Of 75 churches, 45 were represented and 30 were not.
COMMISSIONERS:	Of 133 eligible commissioners, 66 enrolled, and 67 did not.
OTHER RULING ELDERS (Officers, Members of Council)::	
	Of 14 total, 8 were present, of whom 0 counted as commissioners, leaving 8 as the unduplicated count: 0 excused, and 6 absent.
TEACHING ELDERS:	Of the 118 non-retired teaching elders on the combined rolls of active members and members-at-large, 55 were present, 14 were excused, and 49 were absent.
	Of the 90 retired teaching elders on the rolls, 15 were present and 75 were excused.
COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS:	Of the 9 Commissioned Law Pastor on the rolls, 4 were present, 1 excused, 4 absent
	Of the 3 Certified Educators on the rolls, 2 were present, 0 excused, 1 absent.

SUMMARY

	VOTING MEMBERS PRESENT
	66 Elder Commissioners
+	8 Other Ruling Elders
+	55 Non-retired teaching elders
+	15 Retired teaching elders
=	4 Commissioned lay pastors.
=	2 Certified educators.
=	150 Voting members present.
	OTHERS PRESENT
10	Non-voting attendees
5	Corresponding members

ATTENDANCE**Teaching Elders and Ruling Elder Members**

A. RULING ELDER MEMBERS ON CABINET	A SADLER, CHUCK (P. MEN)	A BUCKLEY, BLAIR
A ADAMS, ADRIENNE (MBPC)	P TALLANGER, CHIP (OPS – ALT)	A CAMPBELL, EMILY
A BENTON, STEVE (CON)		A CHOI, SEUNG KOO
P BLENMAN, MARTHA (TRUSTEE)	B. TEACHING ELDERS	A CHUNG, ISAAC
P BUNCH, DAVE (CPM)	P AN, SAMUEL	A CHURCH, HEIDI
P ELLIS, HAROLD (OPS)	P ANDERSON, BRYANT	A COCHRAN, LINDA
P FAIR, DEBORAH (COR)	A ANDERSON, LINDA	A CORNFIELD, KEITH
A GLENN, LARRY (CDT)	P ANDERSON, LINDSEY	P COZIER, CLINTON
A HESS, VIC (P. MEN)	A AUE, CRAIG	A DE ORIO, ANTHONY
P LEWIS, STEFANIE (MOD)	E BAHR-JONES, MARY	P DELANEY, BETH
A MORTON, JANET(PW)	A BATTAGLIA, LEIA	P DELEZENNE, JULIE
P NGARE, TIMOTHY (TREAS)	P BECKMAN, MICHAEL	A DOYLE-HOHF, KATHLEEN
P PONDER, BOB (MIMT)	P BLAIR, JOANNE	E DUNN, EDWARD
	A BOUSQUETTE, PAUL	E DUNN, JOANNA

P FAILE, JAMES
 A FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 P FRANCIS, RAPHAEL B.
 A FRAZIER, ANDREW
 A GABEL, PETER W.
 A GEISELMAN, KEITH
 A GODBEHERE, SARAH
 A GRANO, MARIANNE
 P GROSCH, ADAM
 A HAINES, ALEXANDER
 P HALLAM, CHRISTINA
 A HANNA, RAAFAT
 E HARRIS, R. JOHN
 A HEATON, DAN
 P HERRINGTON, RUTHANNE
 P HILDEBRANDT, KARA
 P HORLOCKER, MICHEL
 A JAMES, MICHELLE
 P JOHNSON, KHAYLA
 A JU, GWANGWOO
 P JUDSON, JOHN
 P JUSINO, EDDIE
 P KELSEY, LAURA
 P KIM, ALEX
 E KIM, Y. MONCH
 P KOSTER, EDWARD H.
 P LANGE, ANNE
 P LANGE, ERIC
 A LEE, ESTHER
 A MABEE, CHARLES
 P MADDEN, JULIE
 A MARKS, JULIE
 P McCLOSKEY-TURNER, CATHARINE
 P McGOWAN, EVANS
 P McMILLAN, JUDITH
 A McRAE, BARBARA
 P MEILANDS, PAMELA
 E MILLER, J. SCOTT
 A MILLS, JILL
 P MONNETT, JAMES
 P MONSMA, GAIL
 E MOOK, SHARON
 A MOON, SUNG-JOON
 P MOORE, PETER
 P MORGAN, JOANNE
 A MORROW, DUKE
 A MOZENA, SUSAN
 P NICHOLS, NEETA
 P NICKEL, EMMA
 P NICKEL, MATTHEW
 A NUSS, STEVEN
 A OBERG, ARTHUR
 A OSWALD, DIANE
 A OTT, JEFF
 P PARKER, OPELTON
 P PAVELKO, JOHN H.
 P PEERBOLTE, BETHANY
 P PETERSON, TERESA
 P PHILLIPS, MARK
 P PHILLIPS, NATHANIEL
 P PHILLIPS, SCOTT
 A PICKRELL, BROOKE
 A PIECUCH, KEVIN
 E PITTMAN, JASON
 E PITTMAN, KELLY
 E PRENTICE-HYERS, MARY ELIZABETH
 P PUNTIGAM, JOEL
 A REED, PHILIP

A RIKE, JENNIFER
 P RODRIGUEZ, FERNANDO
 P ROEDERER, RENEE
 A ROGERS, MELISSA ANNE
 P RUHF, AMY
 A RYAN, BREANNE
 P RYO, ANGELA
 P SANDERFORD, JOHN
 E SCHAEFER, ANNE N.
 E SHELDON, ROBERT
 A SIAS-LEE, LAURA
 E SIMONS, SCOTT W.
 A SMART, JASMINE
 P SMITH, BRYAN DEAN
 P SPYCHER, JACQUILINE
 P STUNKEL, PAUL
 P TAN, HOTEK
 A THODE, TED
 P THOMAS, CHRISTOPHER
 E THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 P WHITLOCK, KELLIE
 A YU, SEUNG WON

C. RETIRED TEACHING ELDERS

P AARON, ESTELLE
 P AGNEW, ROBERT
 E ALBRECHT, GLORIA
 E ALLEN, ROBERT
 E ANDREWS, DOYLL
 P AUSTIN, LARRY
 E BEERY, ELDON
 E BOEVE, PETER
 E BOLT, KENNETH
 E BROWNLEE, RICHARD
 E BYARS, RONALD
 E CAPPS, HARRY
 E CARLE, NANCY
 E CARTER, DOUGLAS D.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 E CONLEY, JAMES H.
 E CORSO, LINDA
 E COWLING, NEIL D.
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 P DAVIS, ROXIE ANN
 P DAVIS, WILLIAM
 E DENNIS, WARREN
 E DENTON, GRETCHEN
 P DOWNS, ELIZABETH
 E DOWNTON, DAVID
 E DUNIFON, WILLIAM
 E DYKSTRA, CRAIG R.
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GERE, BREWSTER
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 P HARTLEY, THOMAS
 E HATCHER, RUFUS
 P HAYES, FRANCES
 E HELMKE, BEN
 E HENDERSON, RICHARD

E JANSEN, ROBERT
 E JEFFREY, JOHN
 P JOHNSON, KEVIN
 P KAIBEL, KENNETH
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E McINTYRE, DEWITT
 E MICHALEK, DANIEL
 P MIHOCKO, DAVID
 E MISHLER, JOHN
 E NUSSDORFER, GUS
 E OLIVER, GARY
 E ORR, ROBERT C.
 E OWEN, DAVID
 E OXTOBY, THOMAS
 E PETERS, RICHARD
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E PROVOST, KEITH
 E PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, WILLIAM
 P RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SHIPMAN, JUDY
 E SOEHL, HOWARD
 E SOMMERS, CHARLOTTE
 P SWARTZEL, BARBARA G.
 E TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E THORESEN, KATHRYN R.
 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 ARLEDGE, JACE
 P EIBEN, DAWN
 P JENSEN, SANDRA
 P LIGHT, SARAH
 P MATU-NGARE, UNAH

E. CERT. ASSOC. CHRISTIAN ED.

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

F. COMMISSIONED RULING ELDERS

E 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 HYLKEMA, CAROL, PM
E MORRISON, HELEN, PM

E SEABROOKS, DOROTHY, PM
E WINSLOW, PAUL, PM
G. CORRESPONDING MEMBERS
JENSEN, CHRISTINA
LAKE HURON
PORTZ, DOUG

PITTSBURGH
MITCHELL, CARRIE
PRINCETON
SANTOS, JASON
SHENAGO
DeROSIA, MELISSA
GENESSEE VALLEY

Churches and Elder Commissioners

ALLEN PARK, Allen Park
1 SUSAN INGERSOLL
2
3
ANN ARBOR, Calvary
1 NOT REPRESENTED
ANN ARBOR, First
1 ILLEGIBLE
2 HENRY JOHNSON
3
4
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, Greenfield
1 RAY SWETMAN
2
BEVERLY HILLS, Northbrook
1 AMY ANNETT
2 ILLEGIBLE
BIRMINGHAM, First
1 SANDRA KARAM
2 LYN MARTENS
3 ROSY LATIMORE
BLOOMFIELD HILLS, Kirk/Hills
1 BOBI TALLINGER
2 HELEN CAMPBELL
3
4
5
BRIGHTON, First
1 MARK DUNNY
2 JAN MIHOCKO
3 SUSAN WILLIS
CANTON, Geneva
1 MIKE GAUBATZ
2 GAIL ANDERSON
CLARKSTON, Sashabaw
1 NOT REPRESENTED
DEARBORN, Cherry Hill
1 SUZANNE WALLACE
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 LORN COLEMAN
2 TRACEY KNOX

DETROIT, Calvin East
1 LINDA AUSTIN
2
DETROIT, Fort Street
1 DEREK SALE
DETROIT, Gratiot Avenue
1 MARYANNE BRANTLEY
2 WALTER HUTCHENS
DETROIT, Hope
1 ROY WHITAKER
2 DARYL TAYLOR
DETROIT, Jefferson Avenue
1 JOHN LOVEGREN
2
DETROIT, St. John's
1 JEANE V MOORE
2 SHARON MOORE
DETROIT, Trinity Community
1 NATALIE BROTHERS
2
DETROIT, Trumbull Avenue
1 NOT REPRESENTED
2
DETROIT, Westminster
1 JOANNE WHITE
2 SUZANNE BATES
3
FARMINGTON, First
1 GERALD HOWE
2 NAN PRIESK
FERNDAL, Drayton Avenue
1 DAVE K
FORT GRATIOT, Lakeshore
1 NOT REPRESENTED
GARDEN CITY, Garden City
1 NOT REPRESENTED
GROSSE ILE, Grosse Ile
1 GREG GENTER
2
GROSSE POINTE, Memorial
1 MARY LLOYD
2 BILL BALL
3
4
GROSSE PTE WOODS, Woods
1 NOT REPRESENTED
HIGHLAND PARK, Park United
1 MARIE J HUGHLEY
2
HOWELL, First
1 DAWAIN RIEBOW
LINCOLN PARK, Lincoln Park
1 CHRIS GRUNDY
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 MARLENE NEFF
2 RON JOHNSON
MT. CLEMENS, First
1 MARTHA FISHER
2
NORTHVILLE, First
1 THOMAS LAHIFF
2 TIM DOTY
3
NOVI, Faith Community
1 BRENDA BENN
2
ORCHARD LAKE, Community
1 SALLY MONTERA
2 STEVEN ORR
3 MIKE STARYNCHAK
PLYMOUTH, First
1 NOT REPRESENTED
2
3
PONTIAC, First
1 NOT REPRESENTED
PONTIAC, Joslyn Avenue
1 NOT REPRESENTED
PORT HURON, First
1 NOT REPRESENTED
2
REDFORD, St. James
1 NOT REPRESENTED
ROCHESTER, University
1 DOUG FRYER
2 PAULA GAUTHIER
3
ROYAL OAK, First
1 RUTH GOODE
2 KEVIN BALL
3
ROYAL OAK, Starr
1 RICHARD SMITH
SALINE, First
1 NOT REPRESENTED
SHELBY TWP., St. Thomas
1 NOT REPRESENTED
2
SOUTH LYON, First
1 KATHRYN SCHULTZ
SOUTHFIELD, Covenant
1 KATHY GARDNER
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 MARGARET KUNZ

TAYLOR, Southminster

1 DALE SIMON

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 CHARLES POTTER

WARREN, First

1 NINA WASH

WATERFORD, Community

1 JOANNE PRUDHOMME

WESTLAND, Kirk of Our Savior

1 MADELINE CARPENTER

WHITE LAKE, White Lake

1 NOT REPRESENTED

YPSILANTI, First

1 NOT REPRESENTED

Date: August 21, 2019

17

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. 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.

2020 Presbytery Mission Celebration Summary Operating DRAFT Budget (Fund 100)

	2019 Budget	2020 Budget	
Revenue			
Per Capita Apportionment POD	\$ 343,795	\$ 368,570	<-- plus \$2 per person for POD
Less: Per Capita Shortage	(15,261)	(15,000)	(no change to Synod or GA
Prior Year Per Capita Receipts	21,775	15,000	amounts)
Shared Mission POD	266,400	188,600	
Income from Fund 200 Capital Investment	51,357	51,357	
Income from Fund 200 Cash Investment	90,000	105,000	
Income from Joy Endowment	199,789	199,789	
Income from McKay Endowment	16,796	16,796	
Interest from PILP Investments	7,000	10,504	
Presbyterian Women	2,000	1,200	
PCUSA Grant: Hunger Coordinator	6,000	6,000	
	<u>\$ 989,651</u>	<u>\$ 947,816</u>	
Expenses			
100 Nominations	-	-	
110 Representation	1,900	1,200	
120 Committee on Ministry	12,900	16,600	
130 Committee on Preparation for Ministry	3,500	4,000	
140 Trustees	138,302	144,000	
150 Operations	597,052	641,581	<-- includes \$39k for Hunger
210 Congregational Development	12,000	14,700	Staff, \$34k for Youth
220 Social Justice	73,095	37,450	Mission Consultant and
230 Mission Interpretation	87,577	68,720	reduction of \$30k to be
240 Leadership Equipping	82,425	30,600	determined by Ops, no exec
260 New Church Development	18,500	17,500	raises, 3% lay staff raises
290 Multiculturalism	6,000	16,000	
310 Planning and Visioning	2,000	1,000	
330 Coordinating Cabinet	4,750	3,750	
	<u>\$ 1,040,001</u>	<u>\$ 997,101</u>	
Revenues Over (Under) Expenses	(50,350)	(49,285)	

2019-08-26 Proposed Budget from P&V

Scenario 1 - Baseline / Deficit

Revenue	
Per Capita	328,570
Shared Mission	188,600
Investments & Endowments	383,446
Other	6,000
	<u>906,616</u>
Expense	
Presbytery Operations	747,331
Ecclesiastical Committees	21,800
Missional Committees	269,570
	<u>1,038,701</u>
DEFICIT	<u>(132,085)</u>

Scenario 2 - Cut by 36% (excl. Staff)

Revenue			
Per Capita	328,570		
Shared Mission	188,600		
Investments & Endowments	383,446		
Other	6,000		
	<u>906,616</u>		
Expense		Decrease	Scenario 1
Presbytery Ops less Staff **	95,232	53,518	148,750
Presbytery Operations Staff	598,581		598,581
Ecclesiastical Committees	13,957	7,843	21,800
Missional Cmts less Staff	125,847	70,723	196,570
Missional Cmt Staff	73,000		73,000
	<u>906,616</u>	<u>132,085</u>	<u>1,038,701</u>
DEFICIT	<u>-</u>		

Scenario 3 - Raise Per Capita by \$6.57 per member

Revenue	
Per Capita	460,655
Shared Mission	188,600
Investments & Endowments	383,446
Other	6,000
	<u>1,038,701</u>
Expense	
Presbytery Operations	747,331
Ecclesiastical Committees	21,800
Missional Committees	269,570
	<u>1,038,701</u>
DEFICIT	<u>-</u>

Scenario 4 - Isolate Mission

Revenue			
Per Capita	328,570		
Shared Mission	188,600		
Investments & Endowments	383,446		
Other	6,000		
	<u>906,616</u>		
Expense		Change	Scenario 1
Presbytery Operations	747,331		747,331
Ecclesiastical Committees	21,800		21,800
Missional Committees	188,600	(80,970)	269,570
	<u>957,731</u>		<u>1,038,701</u>
DEFICIT	<u>(51,115)</u>		

Scenario 5 - No Staff Raises

Revenue	
Per Capita	328,570
Shared Mission	188,600
Investments & Endowments	383,446
Other	6,000
	<u>906,616</u>
Expense	
Presbytery Operations	735,708
Ecclesiastical Committees	21,800
Missional Committees	267,890
	<u>1,025,398</u>
DEFICIT	<u>(118,782)</u>

Scenario 6 - Isolate Mission, Move Mission staff to Operations

Revenue			
Per Capita	328,570		
Shared Mission	188,600		
Investments & Endowments	383,446		
Other	6,000		
	<u>906,616</u>		
Expense		Change	Scenario 1
Presbytery Operations	820,331	73,000	747,331
Ecclesiastical Committees	21,800		21,800
Missional Committees	188,600	(80,970)	269,570
	<u>1,030,731</u>	<u>(7,970)</u>	<u>1,038,701</u>
DEFICIT	<u>(124,115)</u>		

Presbytery Operations are Trustees, P&V, Coord Cabinet, & Staff (except for HAC, HOM, YMC)

Presbytery Ops Staff are Al, Ed, Charon, Sandy, Dawn, Jackie, Sarah, Rhonda, Kathi currently

Ecclesiastical Cmts are Nominations, Representation, COM, CPM

Missional Cmts are CD&T, SJ (incl HAC), MI (incl HOM), Leadership Equip (incl YMC), New Church Dev, Multiculturalism

** Includes items like rent, insurance, office equipment & supplies audit and legal fees - unlikely that it can be cut to this degree

Revised 2019-07-10 based on actual budget requests

Revised 2019-08-06 to add scenarios 5 & 6

2020 Budget Proposal: Line Item by Committee		\$ 997,101
100 Nominations		-
110 Representation		\$ 1,200
Training	\$ 400	
GA COR training	600	
Travel/Mileage	200	
120 Committee on Ministry		16,600
Training	5,000	
Clergy Coaching	4,000	
Clergy Support	4,000	
Clergy Cluster Gatherings	1,500	
Pastoral Response Team	1,000	
Mileage	1,000	
Dues & Membership	100	
130 Committee on Preparation for Ministry		4,000
Training	300	
Psychological Evaluations	3,500	
Travel/Mileage	200	
140 Trustees		144,000
Computer systems, software, supplies	14,500	
Equipment: copiers, postage machine	27,840	
Office supplies, postage, operations	23,340	
Rent & Insurance	55,820	
Telephone	9,000	
Audit & Legal Fees	13,500	
150 Operations (Total Cost by position - NOT Salary)		641,581
Exec Presbyter	147,349	
Assoc Exec Presbyter	107,330	
Stated Clerk	57,809	
Office Staff Salary & Benefits *	255,711	
Mission Staff Salary & Benefits **	70,176	
Miscellaneous	24,500	
Less: Additional decreases TBD	(21,294)	
310 Planning and Visioning		1,000
Presbytery Assemblies	1,000	
330 Coordinating Cabinet		3,750
Resource Material	300	
Babysitting for Presbytery Mtgs	500	
Meeting Expense (Retreat)	900	
Moderator Travel	300	
Moderator Training	1,500	
NBPC Donation	100	
Gifts/Flowers	150	

* Director of Operations, Exec Assistant, Accounting Manager, Bookkeeper
Resource Director, Communications

** Hunger Coordinator, Youth Missions Coordinator

210 Congregational Development		14,700
Mission Insite	3,500	
Consultants for Cong. Dev.	2,000	
CD&T Ministry Team	1,000	
CAT Grants & Cong. Support	3,200	
Congregational Grants	5,000	
220 Social Justice		37,450
Gender Based Violence WG	10,500	
Hunger WG	22,500	
Metro Urban WG	2,000	
Water Justice WG	1,950	
Immigration Justice	500	
230 Mission Interpretation		68,720
Second Mile Center	6,600	
Ann Arbor Campus Ministry	7,500	
EMU Campus Ministry	7,500	
Oakland Univ Campus Ministry	7,500	
Month of Mission	2,500	
Campership WG	11,000	
Thika Partnership	6,000	
Educate a Child WG	5,120	
Hands on Mission WG	5,000	
Care Village WG	10,000	
240 Leadership Equipping		30,600
Faith Formation	9,600	
Leadership Summit	500	
Presbyterian Pilgrimage	2,000	
Resource Center	4,500	
Pastors in Transition	4,500	
Stewardship	500	
Presbytery Youth Connection	9,000	
260 New Church Development		17,500
Nones & Dones / Comm. Chaplaincy	17,500	
290 Multiculturalism		16,000
MLK Worship Service	1,000	
Cong Multiculturalism/Racial Justice	5,000	
Structural Transformation	10,000	

June 16, 2019

To: Operations Ministry Team
Presbytery of Detroit

From: Joanna L.J. Dunn, Chair
Youth Ministry Connections Coordinator

Re: Request to Hire

On April 30, 2019, following consultation with the Executive Presbyter Allen Timm and meetings of the search committee, a letter was sent to all pastors and stated clerks officially announcing the search for a Youth Ministry Connections Coordinator. Besides the letter, the position was posted on the Presbytery Website and Facebook page in addition to the Progressive Youth Ministry Facebook group. The letter and position were also sent to the Presbyteries of Huron, Lake Michigan, and Maumee, the local ELCA and Episcopal youth leaders. The request was for resumes to be submitted by June 1, 2019.

The members of the Search Committee are: the Rev. Joanna Dunn (chair); Elder Harold Ellis, Operations Representative; the Rev. Sarah Godbehere (GPMC); the Rev. James Monnett (Saline First); the Rev. Julie G. Delezenne (Warren) ; Essie Koenig-Reinke (Ann Arbor First); Elder Erin Fordham (Detroit Hope); and the Rev. Allen Timm (POD EP) staff resource.

The Search Committee received three (3) applications for this position. The resumes included three (3) females, and one (1) racial ethnic applicant. Each member of the Search Committee received the resumes to read and review.

The Search Committee met on June 5, 2019 to discuss each application. At the conclusion of that meeting, the committee was in agreement that it wanted to interview two (2) of the applicants.

These two interviews were scheduled for June 12, 2019 at Cana Evangelical Lutheran Church in Berkeley, MI. The committee conducted the interviews. Following the interviews and discussion, the committee felt that one applicant would be considered for the position and reference checks needed to be completed.

Reference checks both primary and secondary were completed on the remaining candidate over the next two days. On June 14, the committee was sent the reference check information.

The committee agreed to call Tracey Arledge to the Youth Ministry Connections Coordinator position for the Presbytery. Tracey's resume and cover letter are attached.

The selection of Tracey is based on her deep faith and strong commitment to sharing the Gospel with youth combined with her passion for mission. She serves as the Christian Enrichment Director at First Presbyterian Church in Howell. Tracey helped start a new 1001 New Worshiping Communities called Save UR Life and is working with the presbytery for support. From her previous employment, we learned of her energy, imagination and love, as well as her commitment to bringing people together, creating new opportunities,

engaging individuals, and communication skills. Although she is not Presbyterian, Tracey has read the Book of Order, has knowledge of the Detroit Presbytery, and ask questions about process.

The Search Committee feels that Tracey Arledge will provide new energy and leadership to the Presbyterian Youth Connection workgroup. She will help the Presbytery build relationships with and between youth, their leaders, and the congregations that support them. Tracey will help connect our churches to one another, focusing on the churches without youth ministry programs.

On June 14, 2019, Joanna Dunn (chair) spoke with Tracey, at the request of the committee, with a verbal offer of employment as voted on by the Search Committee. On June 15, 2019 Tracey accepted the offer to be the Presbyterian Youth Connections Coordinator for the Presbytery of Detroit.

The PYCC Search Committee now requests the Operations Committee hire Tracey Arledge as a part time hourly annual term employee for the Presbytery's next Presbyterian Youth Connections Coordinator.

Job Description
Youth Ministry Connections Coordinator
Presbytery of Detroit

Scope of Job:

Responsible for developing, connecting, and coordinating a broad range of youth ministry and mission opportunities for youth within the Detroit Presbytery. Also serves as a presbytery staff resource and non-voting member of the Presbyterian Youth Connection (PYC).

Part-Time – 19 hours/week.

Reports to: Executive Presbyter

Job functions:

- Maintain communication and coordination with paid and volunteer youth leadership in the Presbytery of Detroit.
- Work with PYC to provide training for youth leaders in the Presbytery.
- Organize youth ministry opportunities for POD youth, focused on connecting youth with one another especially engaging youth from congregations without specific youth ministry
- Develop and lead a minimum of one high school youth mission/ministry trip every summer. Seek to fill this trip with youth from smaller congregations or in partnership with existing church youth ministries.
- Organize and assist PYC in offering at least a yearly middle school specific event. another especially engaging youth from congregations without specific youth ministry
- Plan, coordinate, and organize a minimum of one Detroit Mission Experience week per summer.
- Be available to address churches, youth groups, and other organizations to increase awareness of the Presbytery's priorities for youth ministry and mission involvement by every congregation.
- Collaborates with the Detroit Presbytery Hands On Mission coordinator/workgroup.
- Other duties as requested or assigned, and approved by the Executive Presbyter and the PYC.

Characteristics and background for a coordinator:

- 3-5 Youth Ministry experience required
- Experience leading mission trips
- College degree or comparable life experience preferred
- Self-starter with excellent organizational skills
- Active Christian faith with present worship attendance in church
- Knowledge of Presbyterian polity and function
- Excellent computer skills required
- Event planning experience
- Effective at empowering and delegating

For more information, please contact Rev. Joanna Dunn, Chair of the Presbyterian Youth Connection at joanna@universitypres.org .

April 30, 2019

Re: Youth Ministry Connections Coordinator
Presbytery of Detroit

Dear Friends,

The Presbytery of Detroit is blessed with 75 congregations spread in a broad square from Port Huron south to Taylor west to Saline and north to Wixom. Most of these churches have all volunteer youth leaders doing ministry with their Middle and High schoolers. We are seeking a half time Youth Ministry Connections Coordinator do develop, connect and coordinate a broad range of youth ministry and mission opportunities.

We seek someone who believes in working together. Someone who can create events for our youth that draw the three youth from this church together with the five youth from this other church. A coordinator that enjoys working with youth leaders, especially those who volunteer, to share hope, inspire visioning, teach skills, and walk besides people who love teenagers.

Detroit Presbytery has the Presbyterian Youth Connection workgroup of professional youth workers and some lifetime volunteers who will work with the coordinator to continue to strengthen the ministry already in place like the two-week Detroit Mission Blast which blends presbytery youth with youth groups who come to Detroit for mission. We also do one go mission or conference trip outside the presbytery. In past years, we've done mission trips to Sandusky and Chicago, as well as the Montreat Youth Conference. This year we have over seventy youth heading to the Presbyterian Youth Triennium at Purdue University this July. The last Saturday in September our middle school youth come together for large room learning and then spread out for archery, zip lines and the initiatives course.

If you have 3+ years of youth ministry experience, love to meet new people, are passionate about sharing Christ with youth leaders and their students, believe in the possibilities of small church ministry, and find true joy when a plan comes together, then send your cover letter, resume with at least three ministry references to my email listed below this. Interviews begin in early June with position to begin by July 1, 2019.

In Christ,

Rev. Joanna Dunn

Associate Pastor
University Presbyterian Church, Rochester Hills, MI
Chair, search committee
joanna@universitypres.org
Office: (248) 375-0400

Statement of Faith

- I believe there is only one God who eternally exists in three persons: Father, Son and Holy Spirit. (Matthew 28:19)
- I believe Jesus Christ is God, in His virgin birth, sinless life, miracles, His death that paid for our sin through His shed blood, in His bodily resurrection, in His ascension/rising up to the right hand of the Father and in His personal return in power and glory. (John 1:1; Matthew 1:18,25; Hebrews 4:15; Hebrews 9:15-22; 1 Corinthians 15:1-8; Acts 1:9-11; Hebrews 9:27-28)
- I believe in the spiritual unity of believers in our Lord Jesus Christ, which all believers are members of His body, the Church. (Philippians 2:1-4)
- I believe Salvation is a gift from God to man. Man can never make up for his sin by good works – only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. (Romans 6:23; Ephesians 2:8, 9; John 14:6, 1:12; Titus 3:5; Galatians 3:26; Romans 5:1)

Tracey Arledge

8239 Majestic Blvd.

Fowlerville, Michigan 48836

517-861-9018

May 17, 2019

Dear Rev. Dunn,

My name is Tracey Arledge, I am currently the CE Director at First Presbyterian Church of Howell. I have been in this position for the past 16 months. My previous experience is at St. Joseph Catholic Church in South Lyon where I was the Youth Minister/Associate Music Director for 4.5 years.

My passion and joy in sharing the gospel with everyone, especially the youth has been a joy in my life. I enjoy seeing the faces of those who encounter the rich relationship with Christ and others. I have had the privilege of accompanying youth on a multitude of retreats and missions throughout the 5 years I have been involved with youth. I have arranged events to Subiaco Retreat House, St. Dominicks Christmas party, PB&J ministries, West Virginia mission trip, Cranhill and Springhill, plus many others. I also had worked on fund raising for 5 youth to travel to Panama for World Youth Day 2019.

I look forward to speaking with the committee with regards to this position and the challenges that come with bringing youth together for fun, nurturing and spiritual experiences in a relationship with Christ. If you have any questions for me, please contact me anytime.

In Christ I remain,

Tracey Arledge, MA. Ed

Tracey Arledge

8239 Majestic Blvd
Fowlerville, Mi 48836
517-861-9018
tlsk6766@gmail.com

"Each of us has a set of strengths that make us unique and valuable, and we like to be acknowledged for our strengths, as well as feel effective in our environment.

Tracey is an enthusiastic participant who I find strives to improve the environment she finds herself in. She shares knowledge to allow interaction and potential growth with other individuals. She invites and is receptive to information that enjoins all whom she is involved with.

Her analytical abilities and her outgoing personality allow her to have team or group leadership with respect for her teammates. I have witnessed this in working with Tracey and have experienced personal growth from our interactions.

I personally recommend Tracey as a valuable asset to any organization seeking to utilize her skills."

Douglas Lewis

IS Manager at American Community Mutual Insurance Company

Testimony

I grew up a "cradle Catholic" and like many my age, left the church after I was confirmed. It was years before I really went back to church, 30 + years to be exact. My life changed one day when I decided to go back to my hometown church. The music is what drew me back to Jesus. The new music minister was innovative and the music was contemporary, I knew that I had to share my gifts from God with others. I began singing and playing guitar in the choir which eventually led to my position as youth minister/associate music director for St. Joseph Catholic Church, South Lyon. Where I was employed for 4 years. In that time I started a vibrant middle school ministry (6-8 grade), a monthly Pancake Breakfast family event to benefit youth ministry, Holiday themed meals where the youth and their families along with other parishioners could celebrate with each other over food, accompanied youth on retreats off church grounds and served outreaches' in Detroit.

I am the mother of three, and I am married to my best friend and soul mate.

Ministry Objective

My objective is to bring the youth of all ages to a deeper, personal relationship with Jesus Christ and to share that faith with others whom they meet.

Ministry Philosophy

- To have and build a dynamic relationship with God and His Word.
- To have and build a dynamic relationship with fellow believers.
- To have and build a dynamic relationship with nonbelievers and share the love of Christ with them.

Ministry Experience

I was the youth minister at St. Joseph Parish, for the Archdiocese of Detroit from June 2014 to January 2018. My responsibilities included email, phone and mail correspondence with families of the youth inviting them to be a part of Masses, community outreach, and church functions. During this time I was also the Associate Music Director where my responsibilities included guitar and singing at funerals, weddings and weekday/weekend Masses. Prelude music, faith formation music and various ministries that required music.

Currently, starting January 25, 2018, I am the CE Director at First Presbyterian in Howell where I have been responsible for outreach opportunities in the community, implementing new Sunday school curriculum and revitalizing the

"Tracey is a hardworking, dedicated individual who is self-motivated and works extremely well with customers."

Sandra Studer

Education Specialist at TEKsystems

Middle school and High school youth groups. I also have upstarted a NWC called "Save UR Life Community Outreach" that serves to help those who are the least of these. We meet two nights a month that includes worship, scripture, games, food and talking about who and where we are going to spread God's love. My position is part time.

Education, Honors, Certifications and School groups

M.A.ED

University of Phoenix Online, Phoenix, Arizona - 2009

B.S. ED

Eastern Michigan University, Ypsilanti, Michigan – 2008

A.A.

Washtenaw Community College, Ann Arbor, Michigan – 2003

Social Studies Department Head – 2014

Provisional Certifications

Michigan Provisional Teaching Certificate

Key Qualifications

I was a certified secondary education teacher with a Master's Degree in curriculum and instruction.

I taught 12th grade Global Issues/History of Detroit

Specialties: working with children of all ages, customer service, verbal and written communication.

Technical Expertise

Document imaging, MS Office, ELMO, Promethean Boards, Overhead Projector, Internet, Email (yahoo, Outlook, Hotmail, Google), EWS (Enterprise Wide System), CLS, Multi-phone systems, 10-key calculating machine, webcam, Elluminate!, and ANGEL, Social Media apps (Facebook, Instagram, Twitter, You.Tube), Podcast Save UR Life Outreach

Employment

Michigan Catholic, Detroit, Michigan 2014-2018

- Youth Minister and Associate Music Director, South Lyon, Michigan

For Employees Only, Detroit, Michigan 2014 - 2014

- High School teacher of Social Studies, Detroit, Michigan Graduate Advisor

Advance HR, Lansing, Michigan 2011-2014

- High school teacher of Social Studies, Detroit, Michigan

Professional Education Services Group, Grand Blanc, Michigan 2007-2011

- Substitute Teacher K-12 grades
- Implemented teacher lesson plans
- Instructed students at all grade levels using multimedia devices

University Of Michigan Health System, Ann Arbor, Michigan 1999-2007**Administrative Assistant for the Magnetic Resonance Imaging, Otorhinolaryngology and Comprehensive Cancer Center Departments.**

- Operated multi-line phone systems
- Corresponded patient issues with physicians/nurses
- Mentored and trained oncoming staff

Office Clerk I

- Scheduled patient surgeries
- Insurance verification
- Solved insurance referral issues
- Captured lost revenue

Administrative Assistant II

- Medication authorizations
- Scheduled patient tests and review results
- Reinforced clinic policies and procedures
- Utilized various computer programs i.e.: windows, excel, PowerPoint and email

Interests

New Technologies, History, music, sports, family and sharing my faith with others, cooking

Extracurricular

Coach various school sports, teach guitar lessons

References

Reverend Fr. Stan Tokarski – Pastor, St. Joseph Parish, South Lyon 248-446-8700 xt. 106

Pastor Gary Nelson – Retired, First Presbyterian, Howell 906-284-3229

Hannah Smith – Youth Pastor, First Presbyterian, Brighton 734-452-6285

Ed Miski – Music Minister, St. Joseph Parish, South Lyon 248-446-8700 xt. 105

Deb Morrow – CYPA member, friend, South Lyon 734-634-0179

Janet Burke – CYPA member, friend, South Lyon 989-239-8909

M E M O

To: Rev. Dr. Allen Timm

From: Sherrill Heinrichs

Re: Temporary Resource Center Assistants

This position became necessary when the current Resource Center Director has had to continue on medical leave. The position of Temporary Resource Center Assistant was advertised for two weeks of post on the top of the Presbytery of Detroit email newsletter that goes to all pastors and leaders. We received two applications, from Joelle Jarrait and Laura Price. No minorities applied. Rev. Dr. Allen Timm and I met to look the two applications over and determined that with their unique qualifications, we should hire both to fulfill most of the positions requirements. With only 16 of the 19 hours available some items on Kathi's job description will be left for her to complete on her return.

We need to hire these two people in order to keep the Resource Center running. This is a most important time of year for churches, as they choose curriculum, need to borrow new adult education resources for bible studies, etc. and need help finding resources that fit the needs of their congregation. We need to encourage churches to use the center both by visiting and by visits in their own churches.

I will work with Joelle and Laura, evaluating how the resources are being used, what staff time is needed to keep the Resource Center functioning, which churches are using the resource center and how we can encourage those churches who have not been using it to see some of the things available to them through visits to their churches.

These two people will be temporary part time employees and will report each hour spent on a form including the following: date, time spent, activity, what was accomplished (outcomes).

Operations has approved these positions through November. At that time we will know if Kathi Johnson will be returning and can take steps then to either bring her up-to-date or find a new person to fill the position.

Joelle Jarrait and Laura Price each have a strong background in Christian Education leadership and development of curriculum. Laura is a Certified Associate Educator and Joelle is a Certified Christian Educator. They have both served on the education and resource center committees of the Presbytery, on the GLAPCE board and attended many APCE events. As POINT people for PCUSA they both have advanced training in choosing curriculum, writing curriculum and choosing resources that are reformed and Presbyterian.

Joelle will be working in the office 12 hours a week beginning in the fall on Mondays from 8:30-1:30 and on Thursday from 8:30-3:30 Attached are initial job descriptions for each of the positions. Joelle will also be attending Presbytery meetings, providing displays of current materials and supplementing with materials for special educational events in the Presbytery. For those weeks she will leave two hours early on that Thursday. Joelle will be working closely with Sandy to learn the computer program to input the new resources as they arrive. Laura will be working 4 hours a week out of the office visiting churches and getting to know the education people in each congregation, putting on workshops for their teachers, sharing the resources that are available to them and encouraging the use of Presbyterian resources that we have available to lend.

If you have any questions, please don't hesitate to call.

Sherrill Heinrichs
Faith Formation and Resource Center Work Group
Northbrook Presbyterian Church
248-798-7643



THE PRESBYTERY OF DETROIT

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

Presbytery of Detroit Overview
August 2, 2019

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

The Presbytery of Detroit is in its 4th year of a 5-year plan to strengthen congregations and improve communications between the Presbytery and churches. In 2016, we adopted the concept of a yearly theme to be explored at each presbytery meeting and be an encouragement for churches to have discussions within their congregations.

- The theme for 2016 was “*Seek the Welfare of the City*” (Jeremiah 29:7).
- In 2017, the theme was “*The Great Ends of the Church: the Promotion of Social Righteousness*”.
- This past 2018, the theme focused on “*The Great Ends of the Church: The Exhibition of the Kingdom of Heaven to the World*”. At each presbytery meeting, a church shared its use of a \$1,000 grant to make a difference in its community. Topics at 2018 presbytery meetings included:
 - January – Introduction of the 2018 theme
 - March -- “Poverty and the Kingdom of God”, and the Poor People’s Campaign. In this meeting, The Presbytery of Detroit voted to adopt the 12 fundamental principles of the Poor People’s Campaign.
 - June – Worship study and panel discussion on gun violence
 - September – Focus on Hope in a time of Conflict; Peacemaking in our everyday lives.
 - November – Celebration of ministries made possible through the donation of a substantial gift for community outreach projects
- This year’s theme focuses on the pastoral part of the Presbytery mission statement, as the last 2 years focused on being prophetic and missional.
 - January – presented mission activities since the last Presbytery meeting, and an introduction to the focus on being pastoral
 - March – The Presbytery meeting was held at Howell Nature Center, which focused on its mission and how it aligns with the Presbytery mission. Tours were given after the meeting. In addition, a church presented an innovative way it shares the good news in its community – God Talk Unfiltered, where people meet at local establishments to share their stories.
 - June – The theme of the worship service part of the meeting focused on “Unravelled,” which lifted up stories where good efforts at ministry eventually failed, sometimes after initial success. These stories illustrated faith in the face of failure, that it is okay to try new things, and cautioned against expectations that are not well placed.
 - We expect the September and November meetings to help evaluate progress on our plans and solicit discernment of relevancy of the existing mission statement and the direction we should take in the next 5 years.

In addition, the Presbytery of Detroit voted to be a Matthew 25 presbytery. It awarded a series of larger grants from a \$320,000+ anonymous donation with explicit instructions that it be used by churches to make a difference in their communities. We continue Saturday presbytery meetings for more inclusion of those

whose work schedules make participation during the week difficult. We continue our Pastors in Transition and youth-focused programs and activities, and we escalated our technology focus through the creation of a Media and Marketing Coordinator position. The new coordinator offers alternative and exciting opportunities for churches and presbytery staff to expand technology use. We celebrate the infusion of new and excited clergy, CRE's, and candidates for ministry. Finally, realizing that our Executive Presbyter needs additional resources to service all 74 of our churches as well as serve as administrative head of the office, a new Associate Executive Presbyter was commissioned and is working to help churches strengthen their relationship with and take advantage of resources available through the Presbytery.

However, the Presbytery of Detroit, like other presbyteries, continues to struggle with life changes. Over the past 2 years, the Presbytery has celebrated the legacies of 4 churches that no longer exist. And as of this August, not one of the 10 Presbyterian churches in the City of Detroit will have a full-time called pastor. We struggle with creative adjustments to declining membership, funds, and participation at the presbytery level. And internal conflicts distract us from focusing on effectively fulfilling our mission.

We ask for your prayers and guidance in our efforts. And we implore you, as Synod of the Covenant, to not be deterred by politics, insecurities, and concern for individual/collective power, from fair, inclusive, and deliberate focus on serving your constituents. Be the synod God calls you to be, as we strive to be the presbytery that God calls us to be, for such a time as this.

Blessings,

Stefanie W. Lewis
Moderator, Presbytery of Detroit

The Presbytery of Detroit
Statement of Revenues and Expenditures
100 - Operating Fund
From 9/1/2019 Through 9/30/2019

	This Period Actual	Year to Date Actual	Annual Budget	Percent Total Budget Remainin
Revenue				
Trustees	58,194.35	596,342.30	981,651.00	(39.25)%
Social Justice	0.00	6,300.00	6,000.00	5.00%
Leadership Equipping Ministry Team	0.00	2,188.47	0.00	0.00%
Presbyterian Women	0.00	880.00	2,000.00	(56.00)%
Total Revenue	<u>58,194.35</u>	<u>605,710.77</u>	<u>989,651.00</u>	<u>(38.80)%</u>
Expense				
Representation	0.00	0.00	1,900.00	100.00%
Committee on Ministry	1,506.42	2,850.48	12,900.00	77.90%
Preparation for Ministry	0.00	1,067.60	3,500.00	69.50%
Trustees	16,286.10	107,519.29	138,302.00	22.26%
Presbytery Operations	44,730.16	410,076.43	597,052.00	31.32%
Congregational Development & Transformation Ministry Team	0.00	4,084.00	12,000.00	65.97%
Social Justice	4,899.50	51,119.82	73,095.00	30.06%
Mission Interpretation	10,120.53	48,665.26	87,577.00	44.43%
Leadership Equipping Ministry Team	2,355.15	21,187.20	82,425.00	74.30%
New Church Dev/Redevelopment	7,500.00	17,500.00	18,500.00	5.41%
Multicultural Ministry Team	0.00	5,375.21	6,000.00	10.41%
Planning & Visioning	0.00	60.00	2,000.00	97.00%
Coordinating Cabinet	1,244.22	3,107.11	4,750.00	34.59%
Total Expense	<u>88,642.08</u>	<u>672,612.40</u>	<u>1,040,001.00</u>	<u>35.33%</u>
Revenues Over (Under) Expenditures	<u>(30,447.73)</u>	<u>(66,901.63)</u>	<u>(50,350.00)</u>	<u>32.87%</u>

Presbytery of Detroit
Designated Funds by Committee

POD Designated Funds	Sub-Cmt Code	8/31/2019 Balance	September Receipts	September Expense	9/30/2019 Balance
120 COM					
COM/CPM Training Coaching	12050	695.00			695.00
Committee Total		695.00	-	-	695.00
130 CPM					
Theological Education Scholarship Fund	13040	25,579.84			25,579.84
CRE Training Scholarships	13050	3,603.17			3,603.17
Committee Total		29,183.01	-	-	29,183.01
220 Social Justice					
Metro Urban Ministry Team	22010	976.99			976.99
Peacemaking Grants	22015	7,692.85			7,692.85
POD Hunger Fund	22021	17,739.94	280.00		18,019.94
Two Cents A Meal	22022	9,461.23	195.00	947.40	8,708.83
Cereal Campaign	22023	20.00			20.00
Everyone Eats	22024	10,422.54	5,400.00	2,731.11	13,091.43
Water Justice	22040	525.00			525.00
Self Development of People	22041	97.51			97.51
Committee Total		46,936.06	5,875.00	3,678.51	49,132.55
230 Mission Intrepretation					
Hands On Mission projects & ECO	23001	1,874.77		485.00	1,389.77
Outbound Mission Projects	23002	1,282.46			1,282.46
Detroit Inbound Mission	23005	12,385.43		2,400.00	9,985.43
Kenya / Thika Partnership Operations	23060	740.87			740.87
Kenya Well (Construction)	23061	40,813.42	11,050.00		51,863.42
Month of Mission	23070	1,330.00			1,330.00
Camperships	23085	2,660.00			2,660.00
Educate a Child	23095	194.61			194.61
Committee Total		61,281.56	11,050.00	2,885.00	69,446.56
240 Leadership Equipping					
Youth Blast	24025	100.00			100.00
Youth Council	24010	1,019.13			1,019.13
Clergy in Transition	24080	1,625.45			1,625.45
Committee Total		2,744.58	-	-	2,744.58
260 New Church Development					
NCD Trainings & Discernment (New)	26050	20,374.18	91.78		20,465.96
1001 New Worshipping Comm Workshop	26070	1,279.34			1,279.34
Riverside		2,542.28			2,542.28
Committee Total		24,195.80	91.78	-	24,287.58
281 Presbyterian Men					
Presbyterian Men general account	28110	6,657.75			6,657.75
Committee Total		6,657.75	-	-	6,657.75
140 Other Designated Funds					
Presbytery History Project	14010	500.00			500.00
Proceeds from sale of Grand River	14090	168,375.45			168,375.45
Committee Total		168,875.45	-	-	168,875.45
Total Designated Funds		340,569.21	17,016.78	6,563.51	351,022.48

Presbytery of Detroit
September 24, 2019
Trustee Policy Amendments

Deletions are identified by ~~strike-throughs~~. Additions are identified by double underlines.

T-3. POLICY FOR SALE OR LEASE OF CHURCH REAL ESTATE.

a. Under the Book of Order, all property owned by a congregation, however titled, is held in trust for the use and benefit of the Presbyterian Church (U.S.A.). Accordingly, a congregation shall not sell, mortgage, or otherwise encumber any of its real property, and shall not acquire real property subject to an encumbrance or condition, without the written permission of the Presbytery transmitted through the session of the congregation. In addition, a congregation shall not lease its real property used for purposes of worship, or lease for a term of more than five years any of its other real property, without written permission of the Presbytery transmitted through the session of the congregation. Added 4/23/16

~~b. Consultation with the Trustees shall precede the listing of any church real property for sale and/or the execution of any agreement for sale or lease. Amended 4/23/16.~~

b. Approval by Trustees will precede the listing of any church real property for sale and/or the execution of any agreement for sale or long - term lease.

SALE of PROPERTY

Documents required for review by the Trustees at time of listing

1. Commercial Real estate appraisal
2. Approval by session and congregation

Documents required at time of offer

1. Signed purchase agreement
2. Approval by session and congregation of offer

Other

1. Any back per-capita owed to the Presbytery is expected to be paid at the time of closing.

LEASE OF PROPERTY

Documents required for review by the Trustees for a lease

1. Copy of proposed lease
2. Approval by session and congregation.

T-5 Guidelines for Presbytery Loans to Churches.

The following are guidelines and requirements for churches requesting to borrow funds from the Presbytery. The Trustees facilitate this policy and assign a trustee to guide churches through this process.

- a. All loan requests require a full financial review by the candidate church. G-3.0113
- b. All loan requests (over \$500,000. See d) go to the Presbyterian Investment & Loan Program (PLIP). The PLIP application must be approved by the church session, congregation and then Trustees before submission to PLIP. In most cases the church

- makes a short presentation to the Trustees with appropriate financial documentation. Some PLIP loans require a fundraising/capital campaign to facilitate loan repayment. PLIP loan applications are available on their website. (<https://pilp.pcusa.org/>)
- c. Loan requests to Presbytery require a POD loan application and documentation listed below(h). Priority is given to smaller churches.
 - d. Requests for loans from Presbytery are considered for the following
 - 1. Major building repairs
 - 1-2. expansion or remodeling for upgrading facility
 - 2-3. adding building accessibility for handicapped people
 - 3-4. energy conservation
 - 4-5. churches providing down payment assistance for pastors (see T-2)
 - e. The usual limit for churches is \$50,000 or less.
 - f. A promissory note supported by a mortgage is required and recorded. The mortgage places a lien on the church's property for the amount of the loan. Any back per capita due to the POD will also be included in the mortgage amount. Back per capita payment is expected.
 - g. Line of Credit

The Trustees will consider granting a church a line of credit supported by a mortgage when they have property for sale and have concurrent cash flow issues.
 - h. Loan documentation expenses such as attorney fees (e.g. note preparation, lien and other documentation preparation/review and Title Insurance (required) will be reimbursed to the Presbytery within 30 days of loan closing. (Loans and LOC's)
 - i. Required documentation for all Presbytery Loan and Line of Credit requests:
 - 1. Commercial appraisal (by a professional appraiser) of church property
 - 2. Most recent annual report
 - 3. Current year budget
 - 4. Three years of financial statements
 - 5. Current year cash flow analysis
 - 6. Session approval
 - 7. Congregational approval
 - 8. Copies of notes and documentation for any other outstanding loans
 - 9. 3 years of membership and attendance records
 - 10. Completed loan application.
 - 11. Allow 60 days for Trustee examination and turnaround requests.

**Presbytery of Detroit
Minutes of the Annual Meeting
November 16, 2019**

The Presbytery of Detroit convened with prayer in its annual meeting at Royal Oak First Presbyterian Church at 9:00 am on November 16, 2019. Stefanie Lewis moderated the meeting. The Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Kevin Ball 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 the Presbytery approved the requests of those who have asked to be excused.

Emma Nickel welcomed the Presbytery to Royal Oak First.

Report of the Coordinating Cabinet, Part 1. John Judson reported for the Coordinating Cabinet.

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

1. Mr Timm submitted his resignation and request to retire effective 12/31/19. Mr Timm's resignation is Appended.
2. Pursuant to the Bylaws Article 5, §2 and Coordinating Cabinet Policy CC-2, the Coordinating Cabinet has appointed Stefanie Lewis (Moderator), Julie Delezenne (Vice Moderator), and John Judson (Chair of the Coordinating Cabinet) as the search committee to search for an interim/acting Executive Presbytery.

Ms Delezenne reported that they see two phases. They are searching for an acting head of staff and are consulting with various persons and committees. They are also looking for a "transitional" executive. She asked for input and suggestions about what is needed in this transitional period. A letter from the Transitional Executive Presbyter Search Team is appended.

Reports from Other Governing Bodies

Synod Commissioners

Raphael Francis reported for the Synod Commissioners. The Synod met on November 1&2. All in attendance except Maumee valley and Scioto valley. The General Assembly Administrative Commission was in attendance. International partners were present, who also visited churches in the Synod. The Synod approved overtures to the GA: On Designating May 15 as the Palestinian Nakba Remembrance Day and On Advocating for Reduction of Firearm Violence 2. The Synod awarded New Covenant grants to 2 churches. The Synod approved its 2020 budget and voted to replace the Health Fair Van.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Reports

Ranney Balch Applications

Laura Kelsey reported on the Ranney-Balch will and its implications for funding Presbytery projects. She announced that applications for the Funds on the table: the deadline is 1/15/20.

Multicultural Ministry Team

Lindsey Anderson reported the Presbyterian Church (USA) defines 1996/2016: “Systemic racism is racial prejudice plus institutional power.” They are working on what it means to be anti-racist and will do so by presenting “minute[s] for resisting racism.”

Mission Interpretation Ministry Team

Bob Ponder reported that the last 3 years have been difficult, specifically the Hands-on-Mission Work Group matter. He asked for support for the Mission Interpretation Ministry Team and asked churches not to turn away, but to do God’s work in the Presbytery.

Camperships Work Group

Autumn Palmer and Tiffany Williams reported. Camperships were awarded for Camp Westminster on Higgins Lake; 2/3 from city. There were 19 applications, and they funded 13.

Thika Kenya Work Group

Mr Ngare thanked the Presbytery for its generosity to help provide water to villages in Kenya. 4/2 2018. We have received a gift of \$22,100 from an anonymous donor for matching funds for the digging of a well beginning next year. An update on the Thika Partnership is appended to the minutes.

Upon motion of Mr Monnet, Presbytery voted to take an offering at this meeting and give ½ for the Thika matching grant and ½ for Camp Westminster camperships.

WE RESPONDED TO CHRIST’S CALL TO MISSION AND MINISTRY

Executive Presbyter’s Report

Mr Timm reported on the Leadership Summit on May 9, the Men’s Advent Breakfast, and ordination anniversaries.

He said he is 70, and it is time to retire, a time to enjoy time with family, sailing, and volunteer activities. He told Presbytery it has been a joy and a privilege to serve: to try to help congregations to be stronger, be transformed, be in mission, be pastoral, and be prophetic. He thanked so many people for his welcome when he visited churches. He spoke of transition and change and how good it is to be Presbyterian. He thanked staff, moderators, chairs of committees, members of committees and teams.

Presbytery stood in applause for his ministry.

Mr Johnson asked if there will be a more public celebration of Mr Timm’s ministry.

The Moderator offered a prayer over the offering just taken.

Associate Executive Presbyter’s Report.

Ms Barconey She used the analogy of childbirth to describe her work. She reported that when she started service commissioned to Hope Church she felt like a midwife to the church: She had to tell them to push. She is still advocating to push. The process may be painful, but beautiful outcome. She spoke of being a Matthew 25 Presbytery, and of being actively engaged in communities—whatever those communities may be. God is calling us to change, to push. She posed three critical questions: What are we called to do today? What do we have the energy to do? What are we willing to change or risk for the sake of the Gospel?

The Moderator offered a prayer for openness.

Committee on Preparation for Ministry

Edward Dunn reported for the Committee.

The Committee reported the following for the information of Presbytery:

1. CPM met with **Edwin Fabre** and voted to enroll him as a Commissioned Ruling Elder Trainee.
2. CPM met with **Josh Archey**, a Commissioned Ruling Elder Trainee, and sustained his Annual Consultation.
3. CPM met with **Kate Mackie** and voted to enroll her as an Inquirer under the care of the Presbytery of Detroit. Ms. Mackie is a member of St. Paul's Presbyterian Church of Livonia.
4. CPM met with **Robyn Hudgins** and voted to enroll her as an Inquirer under the care of the Presbytery of Detroit. Ms. Hudgins is a member of First Presbyterian Church of Warren.
5. CPM conducted a final assessment of **Caleb Jones**, a Commissioned Ruling Elder Trainee and voted to designate him as an Eligible Commissioned Ruling Elder and to communicate its action to the Presbytery Committee on Ministry.
6. CPM approved a change to the CRE Field Education structure as part of the Commissioned Ruling Elder Manual. The change in policy is presented to Presbytery for its information as per Article XV (2) of the By-Laws of the Presbytery of Detroit. The policy is appended to the minutes.

The Moderator announced the offering received was \$1236.

Treasurer's Report

Timothy Ngare reported.

Mr Ngare presented the 2018 Audit report. He said that for the first time in his experience we had a clean opinion for the Audit. Upon motion of Mr Ngare, Presbytery voted to adopt the 2018 audit (appended to the minutes).

Mr Ngare presented and explained his Treasurer's report. His report is appended to the minutes.

Coordinating Cabinet Part 2. John Judson continued reporting for the Coordinating Cabinet.

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

3. The Leadership Summit has been moved from January to May 9
4. The Multicultural Ministry Team is working to schedule training for anti-racism.
5. The Coordinating Cabinet voted to make a public statement of apology to Michael Barconey on behalf of the presbytery.

Ms Lewis read open letter of apology to Michael Barconey. The letter is appended to the minutes.

The Moderator offered a prayer for all affected by the matter.

6. The Coordinating Cabinet created a work group of 7 on anti-racism and the elimination of implicit bias that will oversee the implementation of the recommendations developed by both task forces. It will be a subgroup under the Multi-Cultural Ministry Team, and that a member of each task force will be appointed to this committee.
7. The Coordinating Cabinet voted to extend actions of the two Task Forces appointed to address the matter of Mr Barconey to the January 6 meeting of the Coordinating Cabinet.

8. The Coordinating Cabinet voted to make an exception to the policy for 5-minute reports so that the Multicultural ministry team can have 10 minutes for their report at the Nov. Presbytery meeting
9. Coordinating Cabinet directed the Planning and Visioning Team to allocate up to \$1200 for the payment of consultants to the Task Force inquiring into the facts of the incident regarding Mr Barconey.
10. The Stated Clerk reported that he will be completing his sabbatical from December 4 to 18.

Upon motion of the Coordinating Cabinet Presbytery voted to:

1. Dissolve the call of the Rev. Dr. Allen Timm as Executive Presbytery, as of December 31, 2019, and transfer him to membership as Honorably Retired.
2. Adopt the 2020 Budget. Appended.
- Upon motion the Presbytery voted to increase *per capita* by \$2.00.
3. Amend the Bylaws as follows:
 - Article VI of the Bylaws: Coordinating Cabinet.
 - §2) Composition of the Coordinating Cabinet.
 - Add paragraph f:
 - f) The Treasurer of the Presbytery with voice but no vote.
4. Amend the 2019 Budget to divert remainder of the HOM funds. Upon motion the Presbytery voted to amend the resolution to read “up to” those amounts. Upon motion of Mr Starynychak, Presbytery voted to amend to designate the Thika amount to the Thika 510 Well account. The main motion was approved as amended as follows:

Care Village WG	up to \$8,000
Thika Kenya WG.	up to \$8000 (Thika 510 Well Account)
Second Mile Center.	up to \$7000
5. Accept the invitations to host the 2020 meetings of Presbytery as follow:

January 28 4:00 P.M.	St Clair Shores Lake Shore
March 21 9:00A.M. Saturday	Grosse Ile
June 16 4:00P.M.	Rosedale Gardens
September 22 4:00P.M.	Milford
November 21 9:00A.M. Saturday	Cherry Hill
6. Concur with Scioto Valley Overture on Rules of Discipline. The Scioto Valley overture is appended.
7. Approve the Overture General Assembly on amending G-3.03g, on giving Presbytery permission to convene sessions or congregations. The overture is appended.
8. Concur with Beaver Butler Presbytery Overture on Severance for Clergy and Educators. The overture is appended.
9. Elect the following to the Nominating Committee:
 - Wendy Beck Kirk in the Hills Chair
 - Maryanne Brantley Detroit Gratiot Ave. 22
 - Elder Joo Hyun Choi KPCMD (22)

A member nominated Rosy Latimore to the vacant position on the Nominating Committee. Upon motion Presbytery voted to close nominations and cast unanimous ballot.

The motion was made by Coordinating Cabinet to the Amend the job description of the Treasurer. (Appended to the Minutes).

The motion was made by Mr Ngare to amend the Treasurer job description by striking and inserting the following:

1) Strike out first sentence in Purpose in the new and replace with:

"To serve as Treasurer of the Corporation, routinely review the financial condition of the Presbytery and provide general oversight of the Presbytery's financial operations including Disbursements, Accounting/Financial Reporting, Accounting System, Aspects of Financial Manager's work related to Disbursements/Accounting etc."

2) Strike out item 6 b in new description and replace with language in Item 1 under RESPONSIBILITIES: of the Old description

"In consultation with the Executive Presbyter, the Financial Administrator, and Trustees assure that the Presbytery's budget is monitored and that any concerns or irregularities in income or disbursements are reported to the Presbytery"

Upon motion of Mr Ponder the motion was referred back to committee for further clarification and resolution before coming back to the Presbytery.

Committee on Ministry.

Mark Phillips reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

Calls/Contracts:

1. **Approve** the 5-month Bridge Interim Pastor contract between the **Rev. Blair Buckley** and **Allen Park** effective October 1, 2019. Terms of Call: Salary-\$31,086, Medical-\$7,771.50, Pension-\$3,419.46, Death/Disability-\$310.86. Total Compensation-\$42,587.82. Vacation-\$2 weeks including 2 Sundays, Auto Mileage reimbursement of up to \$600, Professional Expenses of up to \$500.
2. **Approve** the Interim Pastor contract between the **Rev. Dr. James D. Monnett** and **St. Thomas Community, Shelby Twp.** effective December 1, 2019. Terms of Call: Salary-\$38,000, Housing-\$21,000, Deferred Compensation 403b-\$8,000. Study Allowance-\$2,200, Auto Mileage-\$1,600, Business expenses-\$1,600, Medical Deductible-\$2,200. Total Compensation-\$74,600. 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 the Presbytery's Pastors in Transition retreats.
3. **Approve** the Interim Pastor contract between the **Rev. Karen Stunkel** and **Westminster, Detroit** effective January 1, 2020. Terms of Call: Salary-\$29,000, Housing-\$30,000, Deferred Compensation-\$6,000, Medical Deductible-\$700, Study Allowance-\$1,200, Professional Expenses-\$4,000. Total Compensation-\$95,925. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays; 1 Family Sunday with approval of the Session. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
4. **Approve** the Quarter-time Stated Supply Pastor contract between the **Rev. Dr. Kenneth Kaibel** and **Belleville** effective January 11, 2020. Terms of Call: Salary-\$7,400, Housing-\$4,000, BOP 403b-\$6,000, Study leave & book allowance-\$1,000, Visitation & transportation expenses-\$2,600, Miscellaneous expenses-\$1,000. Total compensation-\$22,000. Vacation-1 month including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Stated Supply Pastor to attend one of the Presbytery's Pastors in Transition Seminars if he has not attended one in the past year.

Other Items

1. **Approve** the retirement of the **Rev. Joanne Blair** and transfer her to Honorably Retired. effective 1/1/2020 approved
2. **Approve** the retirement of the **Rev. Neeta Nichols** and transfer her to Honorably Retired. effective 1/1/2020 approved
3. **Transfer** the **Rev. Amy Ruhf** from **Presbytery of Philadelphia.**
4. **Transfer** the **Rev. Karen Stunkel** from **Eastminster, Ohio.**
5. **Transfer** the **Rev. Mary Austin** to **National Capital Presbytery, Maryland.**
6. **Transfer** the **Rev. Matthew Morse** to **New Covenant Presbytery, Texas.**
7. **Transfer** the **Rev. Dr. Fairfax Fair** to **New Covenant Presbytery, Texas.**
8. **Transfer** the **Rev. Dr. Seung Won Yu** to **Midwest Korean American Presbytery.**

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

1. **Approved** the MIF for **Northbrook. Beverly Hills.**
2. **Approved** the MIF for **St. Thomas Community, Shelby Twp.**
3. **Approved** the position description for **Faith Community, Novi.**
4. **Approved** the position description for **Saline First.**
5. **Approved** the position description for **Northminster, Troy.**
6. **Approved** the **Rev. Dr. Gwangwoo Ju** as Moderator for **Korean/Metro Detroit, Southfield** effective January 1, 2020.
7. **Approved** the **Rev. Rufus Hatcher** as Moderator for Celtic Cross, Warren effective December 1, 2020.

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

Calls/Contracts:

1. **Approved** the call between the **Rev. Dr. Judith McMillan** and **New Life Presbyterian Church of Sterling Heights** effective November 3, 2019. Terms of Call: Salary-\$27,000.00, Housing and Utility Allowance-\$28,000.00, Deferred Compensation-\$2,400.00, BOP (includes medical)-\$21,238.00, Social Security-\$4,391.10, Dental-\$1,632.36, Medical Deductible-\$600.00, Continuing Education-\$2,000.00, Professional Expense-\$1,600.00, Total Compensation \$88,861.46. Vacation-5 weeks including, 5 Sundays; Study leave-2weeks, including 2 Sundays. The Pastor will attend a Pastors in Transition Retreat as required by the Presbytery of Detroit.
2. **Approved** the Interim Pastor contract between the **Rev. Mark E. Diehl** and **Grosse Pointe Memorial Church, Grosse Pointe Farms** effective November 6, 2019. Terms of Call: Salary \$126,000, Self-Employment Contribution-\$9,639.00, BOP Medical-\$31,000, BOP Pensions-\$13,860, BOG Death/Disability-\$1,260, (Medical Deductible 1% of cash salary for plan member and 1% for spouse/family TBD, Study allowance-\$2,100, Professional Expense-\$6,700, Total Compensation \$190,559.00 with Moving expense not to exceed total of \$10,000. Vacation-4 weeks including 4 Sundays, Study Leave-2 weeks including 2 Sundays. The Pastor will attend a Pastors in Transition Retreat as required by the Presbytery of Detroit.
3. **Approved** the renewal Interim Co-Pastor Contract between the **Rev. Anne Lange** and **Fort Street Presbyterian Church, Detroit** effective October 14, 2019. Terms of Call: Salary-\$13,260.00, Housing-\$30,000.00, BOP Pension-\$4,758.60, BOP Death/Disability-\$432.60, Social Security-\$3,309.39, Medical Deductible-\$840.00, Continuing Education-

\$1,000.00, Professional Expenses-\$1,500.00 Total Compensation-\$55,100.59. Vacation-4 weeks including 4 Sundays, Study Leave-2 weeks including 2 Sundays.

4. **Approved** the renewal Interim Co-Pastor Contract between the **Rev. Eric Lange and Fort Street Presbyterian Church, Detroit** effective October 16, 2019. Terms of Call: Salary-\$43,260.00, BOP Medical-\$11,000.00, BOP Pension-\$4,758.60, BOP Death/Disability-\$432.60, Social Security-\$3,309.59, Medical Deductible-\$840.00, Continuing Ed-\$1,000.00, Professional Expenses-\$1,500.00, Total Compensation-\$66,100.79. Vacation-4 Weeks including 4 Sundays, Study Leave-2weeks including 2 Sundays.
5. **Approved** the renewal interim contract between **the Rev. Gail Monsma and First Mt. Clemens** effective October 15, 2019. Terms of Call: Salary-\$75,000.00, Self-Employment Contribution Act Reimbursement-\$5,737.50(any portion over 7.65% of effective salary), BOP Medical-\$20,371.88, BOP Pensions-\$8,963.63, Death/Disability-\$814.88, Dental-\$443.40 (Pastor to pay vision), Medical Deductible-\$750.00, Study Allowance-\$2000.00, Mileage-\$2000.00, Business Expense-\$1996.00, Total Compensation-\$118,077.29. (contract pending signature) Vacation-5 weeks including 5 Sundays, Study Leave-2 weeks including 2 Sundays.
6. **Approved** the renewal of the Commissioned Ruling Elder Contract between **Ruling Elder Linda Singley and Trumbull Ave Presbyterian Church, Detroit** effective April 14, 2019. Total compensation will be \$7,800 (\$150 a week for 52 weeks) The Commissioned Ruling Elder must attend a Pastors in Transition Retreat as required by the Presbytery of Detroit.

Commissions:

1. **Approved** the Installation of the **Rev. Melissa DeRosia at Westminster Presbyterian Church of Ann Arbor** on November 17, 2019 at 11:00 a.m. Membership of the Commission: Moderator Elder Stefanie Lewis, Teaching Elders-The Rev. Dr. Judy Shipman (HR), the Rev. Evans McGowan (First Ann Arbor), Ruling Elders- Sean Eaton (Westminster), Ron Case (Grosse Isle), Corresponding Member, The Rev. Dr. Andrew Pomerville (Alma College).

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

1. **Northminster Troy** has completed their self-study and is authorized to form a PNC
2. **Calvary Detroit** has completed their self-study and is authorized to form a PNC.
3. The MIF was approved for **Waterford**.
4. The MIF was approved for **Kirk in the Hills, Bloomfield Hills** resident.
5. The MIF was approved for **Northside, Ann Arbor**.
6. **It has added the Rev. Francis Hayes and Inquirer Sarang Kang** to the Pulpit supply list.
7. **It has approved** the transfer of the **Rev. Mark Diehl** to the Presbytery of Detroit.
8. **It has approved** bringing the Beaver-Butler overture to Presbytery for proposed amendment to G-3.0303 c.
9. **It has approved** the **Rev. Julie Delezenne** to attend Transitional Ministry Training Part One in March.

During the meeting, Presbytery recognized the retirement of Al Timm, after which members came forward and prayed over him.

Committee on Nominations.

Steve Benton reported for the Committee.

Mr Benton reported nominations for GA Commissioners, Presbytery Officers, and Committees. The report of the Committee with nominations is appended to the minutes. The floor was open to nominations. Rev. Estelle Aaron was nominated to be a commissioner to the General Assembly. The Presbytery voted on Teaching Elder General Assembly commissioners by ballot.

All others on the ballot were elected by voice vote.

Upon nomination the Presbytery elected the following as chairs of committees.

Committee on Preparation for Ministry: Edward Dunn

Planning and Visioning Team: Kevin Smith

Omnibus motion.

Upon motion of the Stated Clerk Presbytery voted as follows:

Approve the action items of the Trustees and enter into the minutes the items for information, as follow:

1. Approve the sale of property by Lakeshore Presbyterian Church, described as:
PARTS OF LOTS 1, 2 & 3 OF THE "MOORE PLAT", BEING PART OF THE EAST HALF OF THE SOUTHEAST QUARTER OF SECTION 9, T.7N., R.17E., FORT GRATIOT TOWNSHIP, ST. CLAIR COUNTY, MICHIGAN AS RECORDED IN LIBER 57, PAGE 40 ST. CLAW RECORDS.
BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:
COMMENCING AT THE NORTHWEST CORNER OF SAID LOT 1, THENCE N.85°55'31"E. 150.00 FEET TO THE POINT OF BEGINNING. THENCE CONTINUING N.85°55'31"E. 151.41 FEET; THENCE S.28°07'02"E. 453.53 FEET; THENCE S.61°51'26"W. 338.72 FEET; THENCE N.04°0 1'34"W. 564.55 FEET TO THE POINT OF BEGINNING.
CONTAINING 126,352 SQ. FT., MORE OR LESS, (2.90 ACRES) to REGION VII AREA AGENCY ON AGING, INC., a Michigan nonprofit corporation, of 1615 S. Euclid Ave., Bay City, MI 48706.
for One Hundred Thirty Thousand and 00/100 Dollars (\$130,000.00)
2. Close Wyandotte Church.
3. Change the name and location of Drayton Avenue Presbyterian Church as follows:
New Name: Drayton Presbyterian Church
New Location: 2119 Catalpa Drive, Berkley, MI

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

1. The Trustees have reviewed the 2018 Audit and recommend Presbytery approve it when presented for adoption by the Treasurer.
2. The Trustees have co-opted accounting specialists to Trustees, John Binion (Detroit Calvary), Ben Beal (1st Birmingham), Mike Gaubitz (Canton Geneva), to assist churches in preparing financial reports and financial reviews.

Stated Clerk, Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of September 24, 2019.

2. Approve the following reviews of session records:
- | | | |
|--|--|---|
| Allen Park Allen
Park
With exception | With exception &
correction
Fort Gratiot | Rochester
University
No exceptions |
| Ann Arbor Calvary
With exceptions
& correction | Lakeshore
With exceptions
& correction | Royal Oak Starr
With elections &
correction |
| Ann Arbor
Westminster
No exceptions | Garden City Garden
Cith
With exception | Shelby Township St
Thomas
With exceptions |
| Belleville Belleville
No exceptions | Lincoln Park
Lincoln Park | South Lyons First
With exceptions
& correction |
| Berkley Greenfield
With exceptions
& Correction | Livonia St Paul's
No exceptions | Sterling Heights
New Life
With exception |
| Birmingham First
With exceptions | Milan People's
No exceptions | Taylor Southminster
No exception |
| Canton Geneva
With exception | Mt Clemens First
With exception | Troy First
With correction |
| Dearborn Cherry
Hill
With exception | Northville First
With exceptions
& correction | Walled Lake
Crossroads
No exceptions |
| Dearborn Littlefield
Blvd
No exceptions | Novi Faith
With exceptions
& correction | Warren Celtic Cross
With exception &
correction |
| Dearborn Heights
No exceptions | Orchard Lake
Community
With exceptions
& correction | Warren First
No exceptions |
| Detroit Broadstreet
With exceptions
and correction | Plymouth First
With exceptions
& corrections | White Lake White
Lake
No exceptions |
| Detroit Westminster
No exceptions | | Ypsilanti First
With exceptions |
| Ferndale Drayton
Avenue | | |

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

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) Mary Austin to National Capital Presbytery
 - b) To the Presbytery of Detroit:
 - i) Amy Ruhf From Philadelphia Presbytery
 - ii) Rick Spalding from Boston Presbytery
2. The Committee on Ministry has reported that the supervised rehabilitation required of Fairfax Fair in the judgment of the disciplinary case 2018-01 has been completed.
3. The following churches have not had their 2018 records read: Ann Arbor First, Ann Arbor Northside, Auburn Hills Auburn Hills, Bloomfield Kirk in the Hills, Clarkston Sashabaw, Dearborn First, Detroit Calvin East, Detroit Fort Street, Detroit Gratiot Avenue, Detroit Jefferson Avenue, Detroit St

John's, Detroit Trinity Detroit Trumbull Avenue, Highland Park, Park United, Livonia St Timothy, Milford, Milford, Pontiac First, Pontiac Joslyn Avenue, Redford St James, Southfield Korean, Southfield New Hope, St Clair Shores Lake Shore, Troy Korean First, Westland Kirk of Our Savior, Ypsilanti First

Teller's report on the election of Teaching Elder General Assembly Commissioners:

Votes cast 94

Illegal ballots 2

Necessary to elect 47

Tallies:

Julie Delezenne 80

Mark Phillips 70

Jasmine Smart 68

Estelle Aaron 44

Julie Delezenne, Mark Phillips, and Jasmine Smart were elected Commissioners to the General Assembly.

WE GAVE THANKS TO GOD

Presbytery shared joys and concerns, offered prayers of thanks and intercession, and shared Christ's peace with one another
Adjourned with prayer.

WE WENT OUT IN GOD'S NAME

Upon motion Presbytery adjourned with prayer at 1:16 p.m.

The next meeting of the Presbytery will be January 28, 2020 at 4:00 p.m. at St Clair Shores Lake Shore.

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES: Resignation of Allen Timm
 Letter from the Transitional Executive Presbyter Search Team
 Update on Thika Partnership
 2018 Audit
 Treasurer's Report
 Open Letter to Michael Barconey
 2020 Budget
 Scioto Valley Overture
 Overture on Giving Presbytery Permission to Convene Sessions or
 Congregations
 Report of the Committee on Nominations

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR November 16, 2019

CHURCHES: Of 75 churches, 37 were represented and 38 were not.

COMMISSIONERS: Of 133 eligible commissioners, 57 enrolled, and 76 did not.

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

Of 14 total, 10 were present, of whom 0 counted as commissioners, leaving 10 as the unduplicated count: 0 excused, and 4 absent.

TEACHING ELDERS: Of the 119 non-retired teaching elders on the combined rolls of active members and members-at-large, 48 were present, 14 were excused, and 57 were absent.

Of the 90 retired teaching elders on the rolls, 10 were present and 80 were excused.

COMMISSIONED LAY PASTORS AND CERTIFIED EDUCATORS: Of the 9 Commissioned Ruling Elders on the rolls, 3 were present, 0 excused, 6 absent

Of the 5 Certified Educators on the rolls, 1 were present, 0 excused, 4 absent.

SUMMARY

VOTING MEMBERS PRESENT

	57	Elder Commissioners
+	10	Other Ruling Elders
+	48	Non-retired teaching elders
+	10	Retired teaching elders
=	3	Commissioned lay pastors.
=	1	Certified educators.
=	129	Voting members present.

OTHERS PRESENT

62	Non-voting attendees
0	Corresponding members

ATTENDANCE MINISTER AND ELDER MEMBERS

A. RULING ELDER MEMBERS ON CABINET	E BAHR-JONES, MARY	P FRANCIS, RAPHAEL B.
P ADAMS, ADRIENNE (MBPC)	A BATTAGLIA, LEIA	A FRAZIER, ANDREW
P BENTON, STEVE (CON)	E BECKMAN, MICHAEL	A GABEL, PETER W.
P BLENMAN, MARTHA (TRUSTEE)	E BLAIR, JOANNE	A GEISELMAN, KEITH
P BUNCH, DAVE (CPM)	A BOUSQUETTE, PAUL	P GODBEHERE, SARAH
A ELLIS, HAROLD (OPS)	P BUCKLEY, BLAIR	P GRANO, MARIANNE
P FAIR, DEBORAH (COR)	P CAMPBELL, EMILY	P GROSCH, ADAM
A GLENN, LARRY (CDT)	A CHOI, SEUNG KOO	P HAINES, ALEXANDER
A HESS, VIC (P. MEN)	A CHUNG, ISAAC	P HALLAM, CHRISTINA
P LEWIS, STEFANIE (MOD)	A CHURCH, HEIDI	A HANNA, RAAFAT
A MORTON, JANET(PW)	A COCHRAN, LINDA	E HARRIS, R. JOHN
P NGARE, TIMOTHY (TREAS)	A CORNFIELD, KEITH	A HEATON, DAN
P PONDER, BOB (MIMT)	P COZIER, CLINTON	P HERRINGTON, RUTHANNE
P SADLER, CHUCK (P. MEN)	A DE ORIO, ANTHONY	P HILDEBRANDT, KARA
P TALLANGER, CHIP (OPS – ALT)	P DE ROSIA MELISSA	A HORLOCKER, MICHEL
	A DELANEY, BETH	P JAMES, MICHELLE
	P DELEZENNE, JULIE	P JOHNSON, KHAYLA
B. TEACHING ELDERS	A DOYLE-HOHF, KATHLEEN	P JU, GWANGWOO
P AN, SAMUEL	P DUNN, EDWARD	P JUDSON, JOHN
E ANDERSON, BRYANT	E DUNN, JOANNA	E JUSIN, EDDIE
A ANDERSON, LINDA	P FAILLE, JAMES	P KELSEY, LAURA
P ANDERSON, LINDSEY	A FERGUSON, GUY THOMAS	A KIM, ALEX
A AUE, CRAIG	A FORGER, DEBORAH	E KIM, Y. MONCH

P	KOSTER, EDWARD H.	A	TUCKER-LLOYD, IRIS	E	ORR, ROBERT C.
P	LANGE, ANNE	A	WHITLOCK, KELLIE	E	OWEN, DAVID
P	LANGE, ERIC			E	OXTOBY, THOMAS
A	LEE, ESTHER		C. RETIRED TEACHING ELDERS	E	PETERS, RICHARD
A	MABEE, CHARLES	P	AARON, ESTELLE	E	POLKOWSKI, WILLIAM
P	MADDEN, JULIE	E	AGNEW, ROBERT	E	PRICE, MICHAEL T.
A	MARES, MARK	E	ALBRECHT, GLORIA	E	PROVOST, KEITH
A	MARKS, JULIE	E	ALLEN, ROBERT	E	PRUES, LOUIS J.
P	McCLOSKEY-TURNER, CATHARINE	E	ANDREWS, DOYLL	E	RATCLIFFE, ALBERT H.
A	McGOWAN, EVANS	E	AUSTIN, LARRY	E	ROBERTSON, ANN
E	McMILLAN, JUDITH	P	BEERY, ELDON	E	ROBERTSON, WILLIAM
A	McRAE, BARBARA	E	BOEVE, PETER	E	RUSSELL, JAMES P.
A	MEILANDS, PAMELA	E	BOLT, KENNETH	P	SCRIBNER, LOREN
P	MILLER, J. SCOTT	E	BROWNLEE, RICHARD	E	SHIPMAN, JUDY
A	MILLS, JILL	E	BYARS, RONALD	E	SOEHL, HOWARD
P	MONNETT, JAMES	E	CAPPS, HARRY	E	SOMMERS, CHARLOTTE
A	MONSMA, GAIL	E	CARLE, NANCY	P	SWARTZEL, BARBARA G.
P	MOOK, SHARON	E	CARTER, DOUGLAS D.	E	TAYLOR, J. BERNARD
P	MOORE, PETER	E	CHAMBERLAIN, LAWRENCE	E	TAYLOR, THEODORE, II
A	MORGAN, JOANNE	E	CHAMBERS, JAMES C.	E	THORESEN, KATHRYN R.
A	MORROW, DUKE	E	CHOI, IN SOON	E	VANDERBEEK, RONALD
P	MOZENA, SUSAN	P	CLISE, W. KENT	P	WILHELM, MARJORIE
P	NICHOLS, NEETA	E	COBLEIGH, GERALD R.	E	WINGROVE, WILLIAM N
P	NICKEL, EMMA	E	COLON, LOIS	E	WRIGHT, DONALD
P	NICKEL, MATTHEW	E	CONLEY, JAMES H.	E	YOON, HAK SUK
A	NUSS, STEVEN	E	CORSO, LINDA	E	YUE, MYUNG JA
A	OBERG, ARTHUR	E	COWLING, NEIL D.	E	ZAMBON, WILLIAM
A	OSWALD, DIANE	E	CRILLEY, ROBERT	E	ZIEGLER, JACK T.
A	OTT, JEFF	E	CROSS, PAUL D.		
A	PARKER, OPELTON	E	DAVIS, ROXIE ANN		D. STAFF & OTHERS
A	PAVELKO, JOHN H.	E	DAVIS, WILLIAM	P	EIBEN, DAWN
P	PEERBOLTE, BETHANY	E	DENNIS, WARREN	P	JENSEN, SANDRA
A	PETERSON, TERESA	E	DENTON, GRETCHEN	P	LEIGHT, SARAH
P	PHILLIPS, MARK	E	DOWNS, ELIZABETH	P	MATU-NGARE, UNAH
A	PHILLIPS, NATHANIEL	E	DOWNTON, DAVID		E. CERT. ASSOC. CHRISTIAN ED.
A	PHILLIPS, SCOTT	E	DUNIFON, WILLIAM	A	ARCHEY, JOSHUA
A	PICKRELL, BROOKE	E	DYKSTRA, CRAIG R.	P	JARRAIT, JOELLE
A	PIECUCH, KEVIN	E	FINDLAY, WILLIAM	A	MERTEN, CINDY
A	PITTMAN, JASON	E	FORSYTH, E. DICKSON	A	PRICE, LAURA
A	PITTMAN, KELLY	E	FOSTER, JOHN		
E	PRENTICE-HYERS, MARY ELIZABETH	E	GERE, BREWSTER		F. COMMISSIONED RULING ELDERS
P	PUNTIGAM, JOEL	E	HANNA, J. RICHARD	P	AZAR, RUTH
P	REED, PHILIP	E	HARP, WILLIAM S.	P	BARCONEY, CHARON
A	RIKE, JENNIFER	E	HARTLEY, THOMAS	P	BASS, NANCY
A	RODRIGUEZ, FERNANDO	E	HATCHER, RUFUS	A	CHIANGONG, JOELLY
P	ROEDERER, RENEE	E	HAYES, FRANCES	A	HOFFMAN, MICHAEL
A	ROGERS, MELISSA ANNE	E	HELMKE, BEN	A	HUTCHENS, PAMELA
P	RUHF, AMY	E	HENDERSON, RICHARD	A	MACKIE, KATE
E	RYAN, BREANNE	E	JANSEN, ROBERT	A	SEILER, GORDON
A	RYO, ANGELA	E	JEFFREY, JOHN	A	SINGLEY, LINDA
E	SANDERFORD, JOHN	P	JOHNSON, KEVIN		G. PAST RULING ELDER MODERATORS NOT ON CABINET
A	SCHAEFER, ANNE N.	P	KAIBEL, KENNETH	E	BOSTIC-ROBINSON, DIANE, PM
E	SHELDON, ROBERT	E	KIM, T. ANDREW	E	HYLKEMA, CAROL, PM
A	SIAS-LEE, LAURA	E	KNUDSEN, RAYMOND	E	MORRISON, HELEN, PM
E	SIMONS, SCOTT W.	E	KOGEL, LYNNE	E	SEABROOKS, DOROTHY, PM
P	SMART, JASMINE	E	LANGWIG, JANICE	E	WINSLOW, PAUL, PM
P	SMITH, BRYAN DEAN	E	LANGWIG, ROY		
P	SPALDING, RICHARD	E	LISTER, KENNETH D.		H. CORRESPONDING MEMBERS
P	SPYCHER, JACQUILINE	E	LONGWOOD, MARJORIE		
P	STUNKEL, PAUL	E	MacINNES, JOHN D.		
A	SWANN, TEGA	E	McINTYRE, DEWITT		
A	TAN, HOTEK	E	MICHALEK, DANIEL		
A	THODE, TED	E	MIHOCKO, DAVID		
A	THOMAS, CHRISTOPHER	P	MISHLER, JOHN		
P	THWAITE, PAUL	E	NUSSDORFER, GUS		
P	TIMM, ALLEN D	E	OLIVER, GARY		

ATTENDANCE CHURCHES AND ELDER COMMISSIONERS

3
ANN ARBOR, Calvary
1 NOT REPRESENTED
ANN ARBOR, First
1 LYNNE LANDE
2
3
4
5
ANN ARBOR, Northside
1 NOT REPRESENTED
ANN ARBOR, Westminster
1 NOT REPRESENTED
AUBURN HILLS, Auburn Hills
1 NOT REPRESENTED
BELLEVILLE, Belleville
1 NOT REPRESENTED
BERKLEY, Greenfield
1 MARY RITCHIE
2 ALAN GEBAUER
BEVERLY HILLS, Northbrook
1 TERRI HURBIS
2 PENNY WILLEY
BIRMINGHAM, First
1 MARGE HENDRICK
2 JUDY PERRYMAN
3 ANDREW CAMPBELL
BLOOMFIELD HILLS, Kirk/Hills
1 BOBI TALLINGER
2 WENDY BECK
3 BOB BECK
4 JOAN HANPETER
5
BRIGHTON, First
1 NOT REPRESENTED
2
3
CANTON, Geneva
1 GAIL ANDERSON
2 MICHAEL GAUBATZ
CLARKSTON, Sashabaw
1 NOT REPRESENTED
DEARBORN, Cherry Hill
1 NOT REPRESENTED
DEARBORN, First
1 NOT REPRESENTED
2
DEARBORN, Littlefield
1 PHIL GIBBS
DEARBORN HGTS, St. Andrew's
1 NOT REPRESENTED
DETROIT, Broadstreet
1 GREG BERRY
2 ALVIN SMITH
DETROIT, Calvary
1 MARVA BANKS
2 JEFFREY BANKS
DETROIT, Calvin East
1 NOT REPRESENTED
2
DETROIT, Fort Street
1 DEREK SALE
DETROIT, Gratiot Avenue
1 MARYANN BRANTLEY
2
DETROIT, Hope
1 JACQUELYN HINES
2 MARY GREEN
DETROIT, Jefferson Avenue
1 BYRUM PATRICK

2
DETROIT, St. John's
1 JEANE V MOORE
2 SHARON MOORE
DETROIT, Trinity Community
1 NATALIE BROTHERS
2
DETROIT, Trumbull Avenue
1 NOT REPRESENTED
2
DETROIT, Westminster
1 JOANNE WHITE
2 BILL GOURLAY
3
FARMINGTON, First
1 LESLIE MOYNA
2 EDDIE MATTESON
FERNDALE, Drayton Avenue
1 KEN SEAWELL
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 BILL BALL
2 MARY LLOYD
3
4
GROSSE PTE WOODS, Woods
1 NOT REPRESENTED
HIGHLAND PARK, Park United
1 NOT REPRESENTED
2
HOWELL, First
1 DAWAIN RIEBOW
LINCOLN PARK, Lincoln Park
1 CHRIS GRUNDY
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 NOT REPRESENTED
2
NORTHVILLE, First
1 NOT REPRESENTED
2
3
NOVI, Faith Community
1 NOT REPRESENTED
2
ORCHARD LAKE, Community
1 NANCY RATAJCZAK
2 MIKE STARYNCHAK
3
PLYMOUTH, First
1 TODD UNDERHILL
2

3
PONTIAC, First
1 LAURA SANDEN
PONTIAC, Joslyn Avenue
1 NOT REPRESENTED
PORT HURON, First
1 NOT REPRESENTED
2
REDFORD, St. James
1 NOT REPRESENTED
ROCHESTER, University
1 BETH MARTIN
2 JAN MUELLER
3
ROYAL OAK, First
1 EILEEN TAYLOR
2 JAMES HANKS
3 JENNIFER WARD
ROYAL OAK, Starr
1 RICHARD SMITH
SALINE, First
1 NOT REPRESENTED
SHELBY TWP., St. Thomas
1 KATY McGUIRE
2
SOUTH LYON, First
1 NOT REPRESENTED
SOUTHFIELD, Covenant
1 LINDA LAYNE
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 NOT REPRESENTED
TROY, Korean First
1 NOT REPRESENTED
2
TROY, Northminster
1 NOT REPRESENTED
WALLED LAKE, Crossroads
1 NOT REPRESENTED
WARREN, Celtic Cross
1 CHUCK POTTER
WARREN, First
1 DARLENE ROZMAN
WATERFORD, Community
1 BENJAMIN KALDAUL
WESTLAND, Kirk of Our Savior
1 NOT REPRESENTED
WHITE LAKE, White Lake
1 NOT REPRESENTED
YPSILANTI, First
1 NOT REPRESENTED

November 4, 2019

Memo:

To: Coordinating Cabinet and Presbytery of Detroit

From: The Rev. Dr. Allen D. Timm, Executive Presbyter, Detroit Presbytery

Motion: to dissolve the call of the Rev. Dr. Allen D. Timm as Executive Presbyter of the Presbytery of Detroit as of December 31, 2019, and to transfer his membership to Honorably Retired.

My thoughts:

It has been my honor to serve the pastors and congregations of the Presbytery of Detroit. I have challenged leaders to hear Christ's call to take the gospel out of their doors in word and in deed. I have done my best as a colleague to help committees and teams do their work, and to carry out their decisions and communicate on their behalf. I have represented Presbytery to the public in such issues as immigration, water availability, and interfaith dialogue. I have empowered lay people and committees to do the work they were called to do. I visited congregations for their worship services.

What excites me most about the structure of this Presbytery is its openness to the Holy Spirit. There is permission for teams and committees to hear a call, set up work groups and to move out in ministry. This empowers people to listen to Christ's call and to serve.

Almost every day I have taken time to sit with the Lord with the Scriptures and in prayer to hear what Christ calls me to do. Every day I have lifted up the concerns of the Presbytery. Now I am hearing the Lord call me away from the work of Executive ministry. It is time to spend more time with my wife and family, and enjoy my hobbies and opportunities for service.

I believe this is God's timing for me to retire. There have been so many changes in our culture and it is time for new, younger leadership to take the Presbytery to the next step. I have done all I can so to alert congregations to serve their neighbor so people can see and hear the call of the gospel of Jesus Christ. The Planning and Visioning Team has decided it is time to evaluate our mission of following Christ's way to strengthen and transform congregations to be missional, pastoral and prophetic.

In the status of Honorably Retired, it is my ethical duty to step back from all professional service and relationships.

I want to thank all who have faithfully served in the Presbytery during my time as leader. I want to thank the staff for their role in lifting up the Presbytery, and most especially the three who have served with me all 16 years of my ministry within the Presbytery of Detroit.

THE PRESBYTERY OF DETROIT

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



November 16, 2019

To: The Presbytery of Detroit
From: The Transitional Executive Presbyter Search Team

We give thanks for the ministry of Rev. Dr. Allen Timm as our Executive Presbyter for the last 16 years. We are praying for him and for our Presbytery during this time of transition and know that your prayers join with ours. We also trust the assurance that God is at work in and through each of us in our Presbytery and is now at work calling new leadership in ways we look forward to discovering.

Per the bylaws of the Presbytery, the three of us have been tasked to become an Interim Executive Presbyter Search Committee. We have taken the liberty to change our name slightly to the "Transitional Executive Presbyter Search Team."

Our first task is to appoint someone as Acting Head of Staff. We are meeting with the staff of the Presbytery to listen to their feedback as well as with the Operations Committee. We are imagining right now that this person would be local and know the Presbytery already, with the ability to step in and keep things flowing for the next 4-6 months while we search for a Transitional EP. This might be a full or part-time position, depending on the candidate.

We are hoping to hear from as many voices as possible within the Presbytery as we develop a job description and think through the process for calling a Transitional EP.

To that end, we have set up an email account: podtepsteam@gmail.com

We are asking that you would send your thoughts to this email account around the following questions:

1. What kind of characteristics would you hope for in a Transitional EP?
2. What types of qualifications do you think are essential for this position?
3. What do you think are the essential tasks for this position to accomplish?

You are also welcome to share any other thoughts with the team about the Acting Head of Staff or Transitional EP position. We promise that we will take the time to read each email.

We welcome your prayers and your conversation as we seek to follow Jesus faithfully during this time.

In Christ,

Elder Stefanie Lewis, Presbytery Moderator, Hope Detroit
Rev. Julie Delezenne, Presbytery Vice Moderator, First Warren
Rev. Dr. John Judson, Chair of Coordinating Cabinet, First Birmingham

KENYA MISSION-DETROIT PRESBYTERY'S THIKA PARTNERSHIP WORK GROUP



MORE VALUABLE THAN OIL OR GOLD IN KENYA –

THANK GOD ALMIGHTY WE DISCOVERED WATER, WATER....

In a very arid area of Kenya called Yatta where the Presbyterian Church of East Africa (PCEA) has a small church called Kiwanza, drilling has been completed. Behold the borehole produced water thanks to all your donations and prayers.

But wait. Here are all these people so thirsty they lined up with Jerry cans and wheelbarrows to get this temporary supply.

Due to law requirements, there were some minor delays until the water quality was assured as fit for human consumption. The borehole was capped waiting for the results of the water quality. We received the good news that the water is good and now the work of installing a submersible pump and water tank structure to store water has begun.

AND NOW...



The need for water is yet great. Having completed this well, the Presbytery Of Detroit Mission Interpretation Committee and its Detroit-Thika Partnership Work Group has begun raising funds to drill a well proposed by Fran Andersen after her visit to the Garrisa Mission area and seeing their desperate need for water. The Presbytery of Thika has identified the new borehole location as PCEA Madogo Church in Garissa, as the photo shows.

The cost for borehole is about \$52,000 plus \$3,000 for training as suggested, a total of \$55,000. We have \$10,800 and the Detroit-Thika Partnership Work Group has just been notified of an individual who will provide up to \$22,100., if we are able to raise \$22,100 from individuals and churches by December, 2019.

It is our hope and prayers that you will support the new well. Why? The well would be of great help in spreading the gospel in an area dominated by sometimes hostile Muslim religion practitioners and will serve as our testament for our love in Christ by supplying sustaining clean water for life.



Appendix 5 - FIELD EDUCATION APPLICATION FORM
The Presbytery of Detroit
Committee on Preparation for Ministry
Policy on Field Education for Commissioned Ruling Elder Candidates
 GUIDELINES

The Committee on Preparation for Ministry (CPM) requires that each Commissioned Ruling Elder Trainee demonstrate their ability in skills and areas critical to pastoral leadership. The Field Education requirement provides an opportunity for a candidate to develop pastoral skills, demonstrate ability in areas essential to the, work with a supervisor to set goal and priorities,

The process has the following requirements:

- The CRE Trainee shall submit a written Field Education Proposal to the CPM's subcommittee for Commissioned Ruling Elder Preparation which contains:
 1. **the anticipated time period of the assignment,**
 2. **the details of the assignment,**
 3. **the fourteen focus areas required the CPM requires a trainee to demonstrate a minimum level of competency**
- The Field Education must be completed under the guidance of a supervisor who has been selected by the Presbytery of Detroit as a CRE Teaching Congregation.
- The Field Education must not be in the CRE candidate's home church.
- The Field Education experience shall be in a formal Presbyterian or Reformed church or parish-like setting with supervision and evaluations as made available and approved beforehand by the subcommittee for Commissioned Ruling Elder Preparation and CPM.
- This field education will be completed when the CPM receives and approves a Standards Evaluation Form that demonstrates basic competence in the focus areas. A Trainee and Supervisor may set a schedule that requires specific hours of the CRE Trainee, the CPM does not mandate a minimum hours requirement.
- The CPM recommends that Sessions compensate CRE candidates for their time serving in ministry at this site. At a minimum, CPM recommends that the mileage driven by the candidate be covered by the Session for work done as part of this Field Education.

Evaluations by supervisors and candidates will be shared with the CPM via the CRE candidate's liaison. **Please use this sheet as the cover page of the written Field Ed Proposal.**

Field Education Application, page 2

Goals of Field Education program

- Develop a more robust sense of identity and call as a pastor and/or ministry leader
 - Develop new skills and abilities that are necessary to serve ministries and congregations.
 - If a CRE Trainee has prior experience and skills, demonstrate those abilities in a structured setting so the supervisor (and the CPM) have a sense of the CRE Trainee's gifts for ministry.
- The CPM requires basic competence in 14 areas (defined in greater detail on Pages 6-8 below):

Work with supervisor to identify areas of improvement, receive honest and helpful feedback, and continue to build confidence in the practice of ministry and leadership.

Minimum Field Education Expectations

The CRE Trainee will:

- Attend worship regularly and participate in worship planning. The period of the field placement must include at least one of the high Christian seasons of the calendar (i.e. Advent-Christmas and Lent-Easter.)
- Have experience in leading worship at least once in each of these worship functions: lector, liturgist, children's message, preaching, assist in sacraments
- Design and lead at least one Bible Study.
- Attend/participate in Session and Deacons meetings.
- Attend various standing committee meetings of Session and ad hoc committee meetings. Prepare an agenda and moderate at least one committee meeting.
- Observe and assist in Confirmation and New Member instruction classes
- Attend Presbytery meetings
- Participate and assist in congregational social activities whenever possible
- Participate in youth group meetings and activities where appropriate (not all small churches have youth groups)
- Gain experience in pastoral care/visitation under the supervision of the pastor

Supervisor Commitments

The supervisor must:

- Be approved and designated a “CRE Teaching Congregation” in good standing with the CPM of the Presbytery of Detroit
- Be serving in an ordained (or validated) capacity within the Presbytery of Detroit
- Meet regularly with the CRE Trainee for pastoral and theological reflection about ministry experiences, and provide the student with honest, constructive, and timely feedback.
- Be able to tailor pastoral activities appropriate to the student’s learning goals,
- Assess the CRE Trainee’s mastery of the skills required of CRE Trainees as demonstrated in their work in the Teaching Congregation and/or prior experience.

THE PRESBYTERY OF DETROIT, INC.

Financial Statements
Independent Auditor's Report
with Supplementary Information
December 31, 2018 and 2017

THE PRESBYTERY OF DETROIT, INC.

21

Financial Statements
Independent Auditor's Report
with Supplementary Information
December 31, 2018 and 2017

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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, 2018 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, 2018 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. 2017 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated June 15, 2018. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2018 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 13 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

Detroit, Michigan
August 20, 2019

THE PRESBYTERY OF DETROIT, INC.

Statements of Financial Position
As of December 31, 2018 and 2017

	Assets	
	<u>2018</u>	<u>2017</u>
Cash and Cash Equivalents	\$ 473,508	\$ 500,605
Presbyterian Investment Loan Program (Note 2)	731,294	728,504
Investment Securities (Notes 3)	20,884,927	22,646,371
Notes Receivable		
Notes Receivable (Note 1)	719,614	505,890
Other Assets		
Other Receivables (Note 1)	<u>3,523,237</u>	<u>2,328,407</u>
Total Assets	<u>\$ 26,332,580</u>	<u>\$ 26,709,777</u>

Liabilities and Net Assets

Liabilities:		
Notes Payable to Presbyterian Church (U.S.A.) (Note 1)	\$ 3,424,421	\$ 2,235,532
General Mission payable	102	-
Accrued Liabilities	18,650	(37)
Total Liabilities	<u>3,443,173</u>	<u>2,235,495</u>
Net Assets:		
Without Donors Restrictions		
General Operating (Deficit)	166,912	50,312
Designated for Long-Term Investment and Other (Note 11)	6,097,788	6,192,306
With Donors Restrictions		
Special Mission Opportunities (Note 9)	2,069,239	2,214,221
Endowments (Note 10)	14,555,468	16,017,443
Total Net Assets	<u>22,889,407</u>	<u>24,474,282</u>
Total Liabilities and Net Assets	<u>\$ 26,332,580</u>	<u>\$ 26,709,777</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, 2018 and 2017

	Without Donors Restrictions			With Donors Restrictions		Total 2018	Total 2017
	General Operating	Designated	Subtotals	Special Mission Opportunities	Endowments		
Changes in Net assets							
Revenue, gains, and other support							
Per capita apportionments	\$ 353,166	\$ -	\$ 353,166	\$ -	\$ -	\$ 353,166	\$ 397,437
Presbytery Mission giving	189,711	-	189,711	-	-	189,711	221,666
Grants	6,300	30,000	36,300	-	-	36,300	41,979
Offerings/Donations	235	71,382	71,617	-	-	71,617	486,252
Other Income (Loss)	95,801	-	95,801	5,715	-	101,516	6,666
Endowment income	323,925	-	323,925	-	-	323,925	262,212
Endowment distribution (Fort Street, and Other Entities)	-	(4,910)	(4,910)	57,079	505,475	557,644	597,573
Net assets released from restrictions- Satisfaction of program restrictions	673,256	-	673,256	(33,520)	(639,736)	-	-
Total revenue, gains, and other support	1,642,394	96,472	1,738,866	29,274	(134,261)	1,633,879	2,013,785
Expenses:							
Program expenses	1,407,965	93,427	1,501,392	-	-	1,501,392	1,498,873
Management and general	155,824	33,217	189,041	-	-	189,041	143,945
Total expenses	1,563,789	126,644	1,690,433	-	-	1,690,433	1,642,818
Increase (Decrease) in Net Assets - Before transfers	78,605	(30,172)	48,433	29,274	(134,261)	(56,554)	370,967
Transfers							
In	29,606	(4)	29,602	(29,602)	-	-	-
Out	-	-	-	-	-	-	-
Net	29,606	(4)	29,602	(29,602)	-	-	-
Increase (Decrease) in Net Assets from Operating Activities	108,211	(30,176)	78,035	(328)	(134,261)	(56,554)	370,967
Nonoperating Activities:							
Net realized and unrealized gains	-	(329,813)	(329,813)	(150,004)	(1,327,714)	(1,807,531)	1,493,006
Sale, Disposal of Fixed Assets	-	168,375	168,375	-	-	168,375	-
Interest and dividends	8,389	2,038	10,427	5,350	-	15,777	162,340
Change in net assets from nonoperating activities	8,389	(159,400)	(151,011)	(144,654)	(1,327,714)	(1,623,379)	1,655,346
Changes in net assets	116,600	(189,576)	(72,976)	(144,982)	(1,461,975)	(1,679,933)	2,026,313
Net Assets - January 1,	50,312	6,192,306	6,242,618	2,214,221	16,017,443	24,474,282	22,447,969
Prior Period Adjustment (Note 16)	-	95,058	95,058	-	-	95,058	-
Adjusted net assets - January 1,	50,312	6,287,364	6,337,676	2,214,221	16,017,443	24,569,340	22,447,969
Net Assets - December 31,	\$ 166,912	\$ 6,097,788	\$ 6,264,700	\$ 2,069,239	\$ 14,555,468	\$ 22,889,407	\$ 24,474,282

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.

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Statement of Functional Expenses
For the Year Ended December 31, 2018 and 2017

	Program Expenses	Administrative Expenses	2018 Totals	2017 Totals
Salaries and Wages/Housing Allowance	\$ 305,998	\$ -	\$ 305,998	\$ 276,421
Reimbursed Allowance	42,725	-	42,725	23,730
Payroll Taxes	23,573	-	23,573	28,205
Employee Benefits	67,124	-	67,124	77,625
Bank Charges	-	14,857	14,857	10,414
Background Checks	-	739	739	559
Clergy Support	125	-	125	4,367
Communication / Publicity	-	-	-	596
Computer - Internet/Website	-	3,728	3,728	1,444
Computer - Maintenance/Support	-	28,741	28,741	13,056
Computer - Software	-	6,137	6,137	5,049
Computer - Supplies	-	23	23	1,417
Copier - Meter Charges	-	2,661	2,661	2,466
Dues and Membership	-	-	-	443
Equipment - Lease	-	27,007	27,007	20,019
Equipment - (Minor) Purchase	-	2,119	2,119	189
Freight and Shipping Charges	-	187	187	-
Gifts and Flowers	-	300	300	-
Advertising Expenses	1,338	249	1,587	5,676
Maintenance Repair	-	755	755	-
Meeting Expenses	150	1,443	1,593	2,827
Moderator Training	-	-	-	1,009
Insurance - General	-	7,234	7,234	4,539
Occupancy	-	46,143	46,143	44,134
Postage Expenses	-	3,297	3,297	4,699
Professional Fees - Audit	-	11,960	11,960	13,500
Professional Fees - consultant	5,000	-	5,000	7,000
Professional Fees - Legal	-	15,148	15,148	2,212
Professional Fees - Payroll	3,324	-	3,324	3,154
Psychological	-	-	-	183
Resource Material	1,244	-	1,244	139
Supplies - Office	-	9,184	9,184	8,069
Telephone - Expense and Maintenance	-	6,415	6,415	5,208
Travel and Mileages Expenses	396	714	1,110	987
Committee Expenses	11,278	-	11,278	-
Mission/Ministries/Support	248,294	-	248,294	313,512
PC USA Grants	27,500	-	27,500	36,300
Designated Projects (ECO)	60,461	-	60,461	101,228
2018 Faith in Action Mission Fund	29,604	-	29,604	-
Endowment Distributions	673,258	-	673,258	622,442
Total Functional Expenses	\$ 1,501,392	\$ 189,041	\$ 1,690,433	\$ 1,642,818

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, 2018 and 2017

	<u>2018</u>	<u>2017</u>
Cash Flows from Operating Activities		
Changes in net assets	\$ (1,679,933)	\$ 2,026,313
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)	1,807,531	(2,692,072)
Prior Period Adjustment	95,058	-
Changes in assets and liabilities:		
(Increase) Decrease in Presbytery causes receivable	(1,194,830)	1,071,833
(Increase) Decrease in other receivables	(213,724)	544,020
Increase (Decrease) in general mission payable	100	(98,688)
Increase (Decrease) in accrued liabilities	<u>18,687</u>	<u>(293)</u>
Net cash provided by (used in) operating activities	<u>(1,167,111)</u>	<u>851,113</u>
Cash Flows In Investing Activities		
Net (Purchases) Sales of investment securities	(48,157)	(455,972)
Change in restricted Cash	(718)	745
Issuance (Proceeds) from receipt of payment on notes receivables from churches	<u>1,188,889</u>	<u>(246,305)</u>
Net cash provided by (used in) investing activities	<u>1,140,014</u>	<u>(701,532)</u>
Cash Flows In Financing Activities	<u>-</u>	<u>-</u>
Net Increase in Cash and Cash Equivalents	(27,097)	149,581
Cash and Cash Equivalents - Beginning of year	<u>500,605</u>	<u>351,024</u>
Cash and Cash Equivalents - End of year	<u>\$ 473,508</u>	<u>\$ 500,605</u>

Supplemental Cash Flow Disclosures

Cash Paid During the Year for Interest	\$ <u>-</u>	\$ <u>-</u>
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The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2018 and 2017

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, 2018 and 2017 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, 2018, the Presbytery adopted 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 2017 financial statements has been restated to conform to the 2018 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, 2018 and 2017

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, 2018, the Operating Account had deposits less than the FDIC limits.

Risks and Uncertainties – The Presbytery invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that change in the values of investment securities may occur in the near term and those changes could materially affect the amounts reported in the consolidated statement of financial position.

Notes Receivable, Other Receivables and Payable - The Presbyterian Church (U.S.A.) makes loans to various churches within The Presbytery of Detroit, Inc.'s jurisdiction, and the Presbytery cosigns for these loans. Included in notes receivable balance from Presbytery churches is \$3,137,200 and \$2,386,106 at December 31, 2018 and 2017. Of this amount \$3,424,421 for December 31, 2018 and \$2,235,532 for December 31, 2017 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, 2018 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 August 20, 2019, 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 \$14,413 and \$10,668 for the years ended December 31, 2018 and 2017. 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, 2018 and 2017

Note 2 - Investment Loan Program

At December 31, 2018 and 2017, the Presbytery has \$731,294 and \$728,504 in a money market fund with the Presbytery Church (U.S.A.) Investment Program. Under this program, loans are made to churches for capital investments or improvements. The investments are available for allocation to reduce interest charged on loans to local churches participating in the program. Under, this program the Presbytery is required to maintain a balance of twenty-five percent (25%) of the outstanding balance in liquid assets. The Presbytery is contingently liable for the full amount of the loan outstanding should an individual church default on its loan and the proceeds from the liquidation of the collateral is insufficient to satisfy the outstanding balance. Periodic assessments are made to determine the exposure to the Presbytery for this contingency.

Note 3 - Investment Securities / Fair Value Measurements

	<u>2018</u>	<u>2017</u>
The fair market value of securities is as follows:		
Corporate stocks and bonds	\$10,965,943	\$12,317,136
Mutual Funds	9,580,211	9,927,561
Money market securities	<u>338,773</u>	<u>401,674</u>
Total	<u>\$20,884,927</u>	<u>\$22,646,371</u>
Net investment income for the period consist of:		
	<u>2018</u>	<u>2017</u>
Net realized and unrealized gains (losses) on investments	\$(1,807,531)	\$ 1,493,006
Dividends and Interest	573,421	1,027,012
Investment fees	<u>(76,939)</u>	<u>(77,316)</u>
Total	<u>\$(1,311,049)</u>	<u>\$ 2,442,702</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:

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, 2018.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Corporate Stock and bonds	\$10,965,943	\$ -	\$ -	\$10,965,943
Mutual Funds	9,580,211	-	-	9,580,211
Money Market Securities	<u>338,773</u>	<u>-</u>	<u>-</u>	<u>338,773</u>
Totals	<u>\$20,884,927</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$20,884,927</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2018 and 2017

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 \$46,143 for 2018 and \$44,134 for 2017. 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, 2018 amounted to \$73,150.

Future minimum lease payments required under all of the leases are as follows:

<u>Year Ending</u> <u>December 31,</u>	<u>Amount</u>
2019	\$ 73,171
2020	58,020
2021	25,248
2022	19,863
2023	<u>927</u>
Total	<u>\$ 177,229</u>

Note 7 - Line-of-Credit

The Presbytery has an open line of credit with Comerica Bank in the amount of \$500,000, with an interest “Prime Reference Rate” of .50%. 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, 2018 was \$0.

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.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2018 and 2017

Note 9 – Special Mission Opportunities

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, 2018 and 2017 reflects excess dollars paid out during this time period than collected. The excess represents a temporary timing difference.

	<u>2018</u>	<u>2017</u>
Ranney-Balch Fund	\$1,752,466	\$1,878,911
Special Mission - Faith in Action	325,792	350,047
Mission Fund - (Deferred)	<u>(9,019)</u>	<u>(14,737)</u>
Total	<u>\$2,069,239</u>	<u>\$2,214,221</u>

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>2018</u>	<u>2017</u>
McKay Fund - Provide funding for new Presbyterian churches and Missions within the city of Detroit	\$ 454,697	\$ 499,590
James Joy Fund - Provide funding to support the Fort Street Presbyterian Church, and missions of the Presbyterian throughout Michigan		
- Fort Street Presbyterian has a (50%) ownership interest		
- Presbytery of Detroit, Inc. has a (40%) ownership interest		
- And (10%) ownership interest is shared between Lake Michigan, Lake Huron and Mackinaw Presbyterian Churches	13,508,934	14,868,241
Connor Fund - Earnings used to support Fort Street Presbyterian Church	<u>591,837</u>	<u>649,612</u>
Total	<u>\$14,555,468</u>	<u>\$16,017,443</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>2018</u>	<u>2017</u>
Funds available to provide loans to new and Established churches – Capital Fund	\$5,807,027	\$6,077,898
Funds designated by Presbytery from Grand River Sale	168,375	-
Funds designated for Presbytery projects	<u>122,386</u>	<u>114,408</u>
Total designated net assets	<u>\$6,097,788</u>	<u>\$6,192,306</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2018 and 2017

Note 12 – Transfers

The transfers represent revenue and expense transferred within the “Without Donors Restrictions” net assets funds for 2018. 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.

Management is currently assessing the potential impact of the upcoming pronouncements to the Organization’s accounting and financial reporting.

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.

Cash and Cash Equivalents, at Year End	\$ 473,508	
PILP (Mission Market)	331,021	
General Investments	4,505,356	
Short-Term Receivable	<u>384,007</u>	
Total Current Assets		\$5,693,892
Less: Assets with Donor Restrictions (less than one year)		
Donor Restriction (Funds Designed)	177,392	
Short-term Receivables (from Grand River)	168,375	
PILP loan contingency	3,137,200	
Mission Funds	<u>9,019</u>	
Total Assets with Donor Restrictions		<u>(3,491,986)</u>
Financial assets available within one year to meet cash needs for general expenditures within one year.		<u>\$2,201,906</u>

Note 15 – Subsequent Event

On January 15, 2019 the Presbytery sold their building located at 3530 Grand River in Detroit for \$305,000 with a realized gain of \$168,375 after the related expenses were recognized. Under the AU 560 code definition this transaction existed at December 31, 2018. Therefore, this sale was recognized and included in these financial statements as of December 31, 2018.

On December 13, 2017 a gift for the amount of \$350,000 was received by the Presbytery to be used for mission by congregations and their mission partners within the Presbytery. The goal was to disburse these funds in about a year’s time. In February 2019 the majority of the funds were disbursed with about \$30,000 remaining to be released.

Note 16 – Prior Period Adjustment

Prior Period Adjustment represents a correction of an error from the prior years of (\$1,670). This balance also represent \$96,728 of general maintenance expenses the Presbytery paid on behalf of the Grand River property before January 1, 2018 while deciding on the property sale. (See Note 15 above). A total of \$95,058 was adjusted to the beginning net asset balance for the year.

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, 2018

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
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
Grandale	-	20,000	-	-	20,000
Trinity	-	21,664	-	-	21,664
Farmington, First Presbyterian	-	-	175,718	-	175,718
Drayton Plains, Community	-	28,688	-	-	28,688
Greenfield	150,000	-	-	-	150,000
Gratiot Avenue	-	49,920	-	-	49,920
Howell, First Presbyterian	-	-	180,609	-	180,609
Livonia, St. Pauls	-	10,000	-	-	10,000
Barnabas	-	-	-	37,901	37,901
Northville, First Presbyterian	-	-	863,506	-	863,506
Novi, Faith Community	-	-	221,772	-	221,772
Pontiac, Joslyn Ave.	-	22,175	-	-	22,175
Redford, Village	-	11,418	-	-	11,418
Rochester Hills	-	-	530,134	-	530,134
Sterling Heights, Utica	13,880	-	-	-	13,880
Sterling Heights, Utica	25,841	-	-	-	25,841
Troy, Northminister	97,500	-	-	-	97,500
Howell Nature Center	-	373,573	1,165,461	-	1,539,034
Total Loans - Churches	\$ 287,221	\$ 646,511	\$ 3,137,200	\$ 37,901	\$ 4,108,833

PRESBYTERY OF DETROIT

PRESBYTERY MEETING. Nov 16, 2019

TREASURER'S DETAILED FINANCIAL REPORTS

1. For Budget monitoring purposes, attached is the following monthly report:

- A) Detailed Fund 100 (General Fund) Revenues & Expenditures for 1/1/2019 to 9/30/2019
Actuals compared to budget as well the Percent Total Annual Budget Remaining

2. The following quarterly reports are enclosed for your information:

- B) Combined Comparative Balance Sheet for the Period ending 9/30/2019
- C) Balance Sheet by Fund (Endowments Combined) as of 9/30/2019
- D) Revenues & Expenditures by Fund for 1/1/2019 to 9/30/2019
- E) Expenditures By Committee – Operating Funds

Shedule A

The Presbytery of Detroit
Statement of Revenues and Expenditures - Operating Fund 100
And Budget Comparisons
From 1/1/2019 Through 9/30/2019

	YTD Actual	YTD Budget	YTD Budget Variance	Total Annual Budget	Percent Annual Budget Remaining
REVENUES					
Mission Revenue					
Shared Mission	114,392.38	199,800.00	(85,407.62)	266,400.00	(57.06)%
Per Capita	219,908.65	217,931.22	1,977.43	350,309.00	(37.22)%
Total Mission Revenue	<u>334,301.03</u>	<u>417,731.22</u>	<u>(83,430.19)</u>	<u>616,709.00</u>	<u>(45.79)%</u>
Investments					
Interest - General Investment	2,232.37	0.00	2,232.37	0.00	0.00%
Endowment Income	261,997.37	273,706.47	(11,709.10)	364,942.00	(28.21)%
Total Investments	<u>264,229.74</u>	<u>273,706.47</u>	<u>(9,476.73)</u>	<u>364,942.00</u>	<u>(27.60)%</u>
Grant Income	6,300.00	6,000.00	300.00	6,000.00	5.00%
Other Income	<u>880.00</u>	<u>1,500.03</u>	<u>(620.03)</u>	<u>2,000.00</u>	<u>(56.00)%</u>
Total Revenues	<u>605,710.77</u>	<u>698,937.72</u>	<u>(93,226.95)</u>	<u>989,651.00</u>	<u>(38.80)%</u>
EXPENDITURES					
Investment - Bank Fees					
Bank & Investment Fees	275.43	0.00	(275.43)	0.00	0.00%
Total Investment- Bank fees	<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	33,006.16	35,504.91	2,498.75	47,340.00	30.28%
Professional Expense	15,885.00	10,125.00	(5,760.00)	13,500.00	(17.67)%
Office & Other Expense	15,030.39	17,653.50	2,623.11	23,538.00	36.14%
Rent & Security	35,631.50	35,943.03	311.53	47,924.00	25.65%
Insurance & Umbrella Liability	6,877.00	5,750.06	(1,126.94)	6,000.00	(14.62)%
Total General Operating Expenses	<u>106,430.05</u>	<u>104,976.50</u>	<u>(1,453.55)</u>	<u>138,302.00</u>	<u>23.05%</u>
Total Ministry Teams (Committees) Expense	157,684.11	229,834.98	72,150.87	306,447.00	48.54%
Administrative Expenses					
Salary & Benefits	386,349.64	423,455.65	37,106.01	564,866.00	31.60%
Payroll Taxes	21,873.17	22,789.62	916.45	30,386.00	28.02%
Total Administrative Expenses	<u>408,222.81</u>	<u>446,245.27</u>	<u>38,022.46</u>	<u>595,252.00</u>	<u>31.42%</u>
Total Expenditures	<u>672,612.40</u>	<u>781,056.75</u>	<u>108,444.35</u>	<u>1,040,001.00</u>	<u>35.33%</u>
Total Income	<u>(66,901.63)</u>	<u>(82,119.03)</u>	<u>15,217.40</u>	<u>(50,350.00)</u>	<u>32.87%</u>

The Presbytery of Detroit
Combined Comparative Balance Sheet
As of 9/30/2019

	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	456,185.21	63,453.51	618.93
Cash - Payroll Account	31,330.25	36,496.39	(14.16)
Cash - PayPal Account	2,320.00	1,019.88	127.48
POD Special Mission Account	0.00	323,745.56	(100.00)
Total Cash and Short Term Investments	490,035.46	424,915.34	15.33
Receivables and Other Short Term Assets			
Church Loan Receivable - Module	50,000.00	13,560.18	268.73
Church Line of Credit Receivable	746.96	70,000.00	(98.93)
Misc Receivables	115.83	0.00	100.00
Total Receivables and Other Short Term Assets	50,862.79	83,560.18	(39.13)
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	224,098.28	42,515.60	427.10
P.I.L.P. Guaranteed Loans	3,224,269.23	3,117,074.04	3.44
Total Denominational Loans	3,880,760.63	3,591,972.52	8.04
Long Term Investments			
General Investments	3,723,875.32	3,292,179.08	13.11
Endowment - Comerica	19,615,574.33	19,262,470.41	1.83
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	24,172,758.41	23,284,868.11	3.81
Total Assets	<u>28,594,417.29</u>	<u>27,385,316.15</u>	<u>4.42</u>
Liabilities and Equity Section			
Short Term Liabilities			
Donations Received in Advance	1,400.00	0.00	100.00
Other	1,957.04	1,295.72	51.04
Total Short Term Liabilities	3,357.04	1,295.72	159.09
Long Term Liabilities			
Note Payable - PCUSA	224,098.28	42,515.60	427.10
Note Payable P.I.L.P	3,224,269.23	3,117,074.04	3.44
Total Long Term Liabilities	3,448,367.51	3,159,589.64	9.14
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	2,253,285.84	(249,854.13)	(1,001.84)
Total Liabilities and Equity	<u>28,594,417.29</u>	<u>27,385,316.15</u>	<u>4.42</u>

The Presbytery of Detroit
Balance Sheet By fund
As of 9/30/2019

Schedule C

ASSETS	ASSETS					
	Operating	Capital Fund	Endowment	Designated	Mission	Total
Cash and Short Term Investments						
Cash - Petty Cash	200.00	0.00	0.00	0.00	0.00	200.00
Cash - Operating Account	(3,929.92)	212,270.97	(89,927.05)	344,342.37	(6,571.16)	456,185.21
Cash - Payroll Account	36,975.22	(3,847.97)	0.00	(1,797.00)	0.00	31,330.25
Cash - PayPal Account	70.00	0.00	0.00	2,250.00	0.00	2,320.00
POD Special Mission Account	0.00	0.00	0.00	0.00	0.00	0.00
Total Cash and Short Term Invest.	33,315.30	208,423.00	(89,927.05)	344,795.37	(6,571.16)	490,035.46
Receivables and Other Short Term						
Church Loan Receivable -	0.00	50,000.00	0.00	0.00	0.00	50,000.00
Church Line of Credit	0.00	746.96	0.00	0.00	0.00	746.96
Misc Receivables	115.83	0.00	0.00	0.00	0.00	115.83
Total Receiv. & Short Term Assets	115.83	50,746.96	0.00	0.00	0.00	50,862.79
Denominational Loans						
PCUSA Grant Mortgage	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	224,098.28	0.00	0.00	0.00	224,098.28
P.I.L.P. Guaranteed Loans	0.00	3,224,269.23	0.00	0.00	0.00	3,224,269.23
Total Denominational Loans	0.00	3,880,760.63	0.00	0.00	0.00	3,880,760.63
Long Term Investments						
General Investments	68,536.07	3,655,339.25	0.00	0.00	0.00	3,723,875.32
Endowment - Comerica	0.00	1,549,826.53	18,065,747.80	0.00	0.00	19,615,574.33
Investment - P.I.L.P.	0.00	833,308.76	0.00	0.00	0.00	833,308.76
Total Long Term Investments	68,536.07	6,038,474.54	18,065,747.80	0.00	0.00	24,172,758.41
Total Assets	<u>101,967.20</u>	<u>10,178,405.13</u>	<u>17,975,820.75</u>	<u>344,795.37</u>	<u>(6,571.16)</u>	<u>28,594,417.29</u>
LIABILITIES AND EQUITY	LIABILITIES AND EQUITY					
	Operating	Capital Fund	Endowment	Designated	Mission	Total
Short Term Liabilities						
Donations Received in Advance	0.00	0.00	0.00	0.00	1,400.00	1,400.00
Proceeds from Sale of Property	0.00	0.00	0.00	0.00	0.00	0.00
Other	1,957.04	0.00	0.00	0.00	0.00	1,957.04
Total Short Term Liabilities	1,957.04	0.00	0.00	0.00	1,400.00	3,357.04
Long Term Liabilities						
Note Payable - PCUSA	0.00	224,098.28	0.00	0.00	0.00	224,098.28
Note Payable P.I.L.P.	0.00	3,224,269.23	0.00	0.00	0.00	3,224,269.23
Total Long Term Liabilities	0.00	3,448,367.51	0.00	0.00	0.00	3,448,367.51
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	(66,901.63)	923,012.62	1,667,886.87	(271,760.20)	1,048.18	2,253,285.84
Total Liabilities and Equity	<u>101,967.20</u>	<u>10,178,405.13</u>	<u>17,975,820.75</u>	<u>344,795.37</u>	<u>(6,571.16)</u>	<u>28,594,417.29</u>

Section

Schedule D

The Presbytery of Detroit
 Statement of Revenues and Expenditures Byfund
 From 1/1/2019 Through 9/30/2019

	Operating	Capital Fund	Endowment	Designated	Mission	Total
REVENUES						
Mission Revenue						
Shared Mission	114,392.38	0.00	0.00	0.00	36,006.36	150,398.74
Per Capita	219,908.65	0.00	0.00	0.00	152,205.71	372,114.36
Offerings and Donations	0.00	0.00	0.00	284.17	167,506.74	167,790.91
POD ECO	0.00	0.00	0.00	200.00	41,573.93	41,773.93
Directed Mission	0.00	0.00	0.00	0.00	225.00	225.00
General Mission & Designated Projects	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>62,116.15</u>	<u>0.00</u>	<u>62,116.15</u>
Total Mission Revenue	<u>334,301.03</u>	<u>0.00</u>	<u>0.00</u>	<u>62,600.32</u>	<u>397,517.74</u>	<u>794,419.09</u>
Investments						
Interest - General Investment	2,232.37		0.00	0.00	0.00	2,232.37
Endowment Income	261,997.37	33,330.71	388,523.28	0.00	0.00	683,851.36
Interest, Inc. Other Investment Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>993.12</u>	<u>0.00</u>	<u>993.12</u>
Total Investments	<u>264,229.74</u>	<u>456,687.56</u>	<u>388,523.28</u>	<u>993.12</u>	<u>0.00</u>	<u>1,110,433.70</u>
Other - Property Sales of Closed Churches		423,356.85				423,356.85
Grant Income	6,300.00	0.00	0.00	2,250.00	10,079.36	18,629.36
Other Income	<u>880.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>880.00</u>
Total Revenues	<u>605,710.77</u>	<u>456,687.56</u>	<u>388,523.28</u>	<u>65,843.44</u>	<u>407,597.10</u>	<u>1,924,362.15</u>

Schedule D

The Presbytery of Detroit
Statement of Revenues and Expenditures Byfund
From 1/1/2019 Through 9/30/2019

	Operating	Capital Fund	Endowment	Designated	Mission	Total
EXPENDITURES						
Mission Expense						
Shared Mission	0.00	0.00	0.00	0.00	36,799.13	36,799.13
Per Capita	0.00	0.00	0.00	0.00	151,977.31	151,977.31
Offerings and Donations	0.00	0.00	0.00	0.00	165,448.56	165,448.56
POD ECO	0.00	0.00	0.00	0.00	17,573.93	17,573.93
Directed Mission	0.00	0.00	0.00	0.00	1,235.00	1,235.00
General & Other Mission Expense	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>337,516.30</u>	<u>24,000.00</u>	<u>361,516.30</u>
Total Mission Expense	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>337,516.30</u>	<u>397,033.93</u>	<u>734,550.23</u>
Investment						
Endowment Distribution	0.00	35,899.14	436,753.13	0.00	0.00	472,652.27
Bank & Investment Fees	275.43	15,024.70	42,523.78	0.00	0.00	57,823.91
Total Investment	<u>275.43</u>	<u>50,923.84</u>	<u>479,276.91</u>	<u>0.00</u>	<u>0.00</u>	<u>530,476.18</u>
General Operating Expenses						
Machinery & Maintenance	33,006.16	154.16	0.00	0.00	0.00	33,160.32
Professional Expense	15,885.00	0.00	0.00	0.00	0.00	15,885.00
Office & Other Expense	15,030.39	0.00	0.00	0.00	0.00	15,030.39
Rent & Security	35,631.50	0.00	0.00	0.00	0.00	35,631.50
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>106,430.05</u>	<u>154.16</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>106,584.21</u>
Total Ministry Teams (Committees) Expense	157,684.11	0.00	0.00	87.34	564.37	158,335.82
Administrative Expenses						
Salary & Benefits	386,349.64	0.00	0.00	0.00	0.00	386,349.64
Payroll Taxes	<u>21,873.17</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>21,873.17</u>
Total Administrative Expenses	<u>408,222.81</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>408,222.81</u>
Grant Expense	0.00	0.00	0.00	0.00	8,950.62	8,950.62
Total Expenditures	<u>672,612.40</u>	<u>51,078.00</u>	<u>479,276.91</u>	<u>337,603.64</u>	<u>406,548.92</u>	<u>1,947,119.87</u>
Income Before Net Real/Unreal Gain (Loss)	<u>(66,901.63)</u>	<u>405,609.56</u>	<u>(90,753.63)</u>	<u>(271,760.20)</u>	<u>1,048.18</u>	<u>(22,757.72)</u>
Gains/Losses						
Realized Endowment Gain (Loss)	0.00	51,552.76	600,931.01	0.00	0.00	652,483.77
Unrealized Endowment Gain (Loss)	0.00	99,317.73	1,157,709.49	0.00	0.00	1,257,027.22
Realized General Investments Gain (Loss)	0.00	87,936.75	0.00	0.00	0.00	87,936.75
Unrealized General Investment Gain (Loss)	<u>0.00</u>	<u>278,595.82</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>278,595.82</u>
Total Gains/Losses	<u>0.00</u>	<u>517,403.06</u>	<u>1,758,640.50</u>	<u>0.00</u>	<u>0.00</u>	<u>2,276,043.56</u>
Total Income After Net Real/Unreal Gain (Loss)	<u>(66,901.63)</u>	<u>923,012.62</u>	<u>1,667,886.87</u>	<u>(271,760.20)</u>	<u>1,048.18</u>	<u>2,253,285.84</u>

Schedule E

The Presbytery of Detroit
Expenditures By Committee- Operating Funds
From 9/1/2019 Through 9/30/2019

	<u>Year to Date Actual</u>	<u>Annual Budget</u>	<u>Percent Total Budget Remaining</u>
Administration & Operations:			
Presbytery Operations - Salaries, Benefits & Taxes	410,076.43	597,052.00	31.32%
Trustees - General Operating Expenses	<u>107,519.29</u>	<u>138,302.00</u>	22.26%
Sub-Total	517,595.72	735,354.00	29.61%
Ministry Committees/Programs			
Representation	0.00	1,900.00	100.00%
Committee on Ministry	2,850.48	12,900.00	77.90%
Preparation for Ministry	1,067.60	3,500.00	69.50%
Congregational Development & T M Team	4,084.00	12,000.00	65.97%
Social Justice	51,119.82	73,095.00	30.06%
Mission Interpretation	48,665.26	87,577.00	44.43%
Leadership Equipping Ministry Team	21,187.20	82,425.00	74.30%
New Church Dev/Redevelopment	17,500.00	18,500.00	5.41%
Multicultural Ministry Team	5,375.21	6,000.00	10.41%
Planning & Visioning	60.00	2,000.00	97.00%
Coordinating Cabinet	<u>3,107.11</u>	<u>4,750.00</u>	34.59%
Sub-Total	<u>155,016.68</u>	<u>304,647.00</u>	<u>49.12%</u>
Totals	<u>672,612.40</u>	<u>1,040,001.00</u>	<u>35.33%</u>



THE PRESBYTERY OF DETROIT

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

An Open Letter to Michael Barconey

Dear Michael,

As people of God, we have heard God's call to live as one human family, relating to one another with love, justice, and peace in our institutional and personal relationships. We understand that disruption of these relationships is evidence of our estrangement from God and one another. As people of God we hear God's call to reconciliation and we respond joyfully knowing that God awaits us with love and forgiveness. In our heartfelt desire for reconciliation with you, Michael, we take the first step toward that forgiveness by confessing our own errors and inadequacies and demonstrating our penance.

Let it be clearly said-- this Presbytery of Detroit publically admits it is heartily sorry for the actions taken against you and the neglectful inaction surrounding the incident with the "N"-word, which once again brought our problems of insensitivity and racism to light.

Michael, we failed to communicate among ourselves as well as with you, and we confess there was, and continues to be, a lack of transparency in our processes for handling difficult situations. We heartily apologize at the length of time it has taken to recognize and act on the issues facing you and ourselves.

Most of all, while many individuals within the Presbytery stood in support of you during this crisis the Presbytery failed to acknowledge your pain and any trauma you experienced through this time. The Presbytery especially apologizes for its critical failures resulting in your hesitation to continue on your spiritual path toward ministry.

As we continue to strive to understand exactly what happened, our practices and internal structures that contributed to the situation, and the cultural ignorance as it exists today, we ask for your forgiveness. Please know that our hearts are contrite and heavy with our failure to embrace you and secure you as one of Christ's sheep, as we have been taught to do. We ask your patience as we seek reconciliation with you and a re-establishment of a safe and loving relationship. Further, we seek establishment of supportive and affirming anti-racism engagement with all of God's children of the Presbytery of Detroit, regardless of demographic or perspective.

This is our prayer in Christ's name,

Stefanie W. Lewis, Moderator,
Presbytery of Detroit

2020 Presbytery Mission Celebration Summary Operating DRAFT Budget (Fund 100)

	2019 Budget	2020 Budget	
Revenue			
Per Capita Apportionment POD	\$ 343,795	\$ 368,570	<-- plus \$2 per person for POD (no change to Synod or GA amounts)
Less: Per Capita Shortage	(15,261)	(15,000)	
Prior Year Per Capita Receipts	21,775	15,000	
Shared Mission POD	266,400	188,600	
Income from Fund 200 Capital Investment	51,357	51,357	
Income from Fund 200 Cash Investment	90,000	105,000	
Income from Joy Endowment	199,789	199,789	
Income from McKay Endowment	16,796	16,796	
Interest from PILP Investments	7,000	10,504	
Presbyterian Women	2,000	1,200	
PCUSA Grant: Hunger Coordinator	6,000	6,000	
	\$ 989,651	\$ 947,816	
 Expenses			
100 Nominations	-	-	
110 Representation	1,900	1,200	
120 Committee on Ministry	12,900	16,600	
130 Committee on Preparation for Ministry	3,500	4,000	
140 Trustees	138,302	144,000	
150 Operations	597,052	641,581	<-- includes \$39k for Hunger Staff, \$34k for Youth Mission Consultant and reduction of \$30k to be determined by Ops, no exec raises, 3% lay staff raises
210 Congregational Development	12,000	14,700	
220 Social Justice	73,095	37,450	
230 Mission Interpretation	87,577	68,720	
240 Leadership Equipping	82,425	30,600	
260 New Church Development	18,500	17,500	
290 Multiculturalism	6,000	16,000	
310 Planning and Visioning	2,000	1,000	
330 Coordinating Cabinet	4,750	3,750	
	\$ 1,040,001	\$ 997,101	
Revenues Over (Under) Expenses	(50,350)	(49,285)	

2019-08-26 Proposed Budget from P&V

2020 Budget Proposal: Line Item by Committee		\$ 997,101
100 Nominations		-
110 Representation		\$ 1,200
Training	\$ 400	
GA COR training	600	
Travel/Mileage	200	
120 Committee on Ministry		16,600
Training	5,000	
Clergy Coaching	4,000	
Clergy Support	4,000	
Clergy Cluster Gatherings	1,500	
Pastoral Response Team	1,000	
Mileage	1,000	
Dues & Membership	100	
130 Committee on Preparation for Ministry		4,000
Training	300	
Psychological Evaluations	3,500	
Travel/Mileage	200	
140 Trustees		144,000
Computer systems, software, supplies	14,500	
Equipment: copiers, postage machine	27,840	
Office supplies, postage, operations	23,340	
Rent & Insurance	55,820	
Telephone	9,000	
Audit & Legal Fees	13,500	
150 Operations (Total Cost by position - NOT Salary)		641,581
Exec Presbyter	147,349	
Assoc Exec Presbyter	107,330	
Stated Clerk	57,809	
Office Staff Salary & Benefits *	255,711	
Mission Staff Salary & Benefits **	70,176	
Miscellaneous	24,500	
Less: Additional decreases TBD	(21,294)	
310 Planning and Visioning		1,000
Presbytery Assemblies	1,000	
330 Coordinating Cabinet		3,750
Resource Material	300	
Babysitting for Presbytery Mtgs	500	
Meeting Expense (Retreat)	900	
Moderator Travel	300	
Moderator Training	1,500	
NBPC Donation	100	
Gifts/Flowers	150	

* Director of Operations, Exec Assistant, Accounting Manager, Bookkeeper
Resource Director, Communications

** Hunger Coordinator, Youth Missions Coordinator

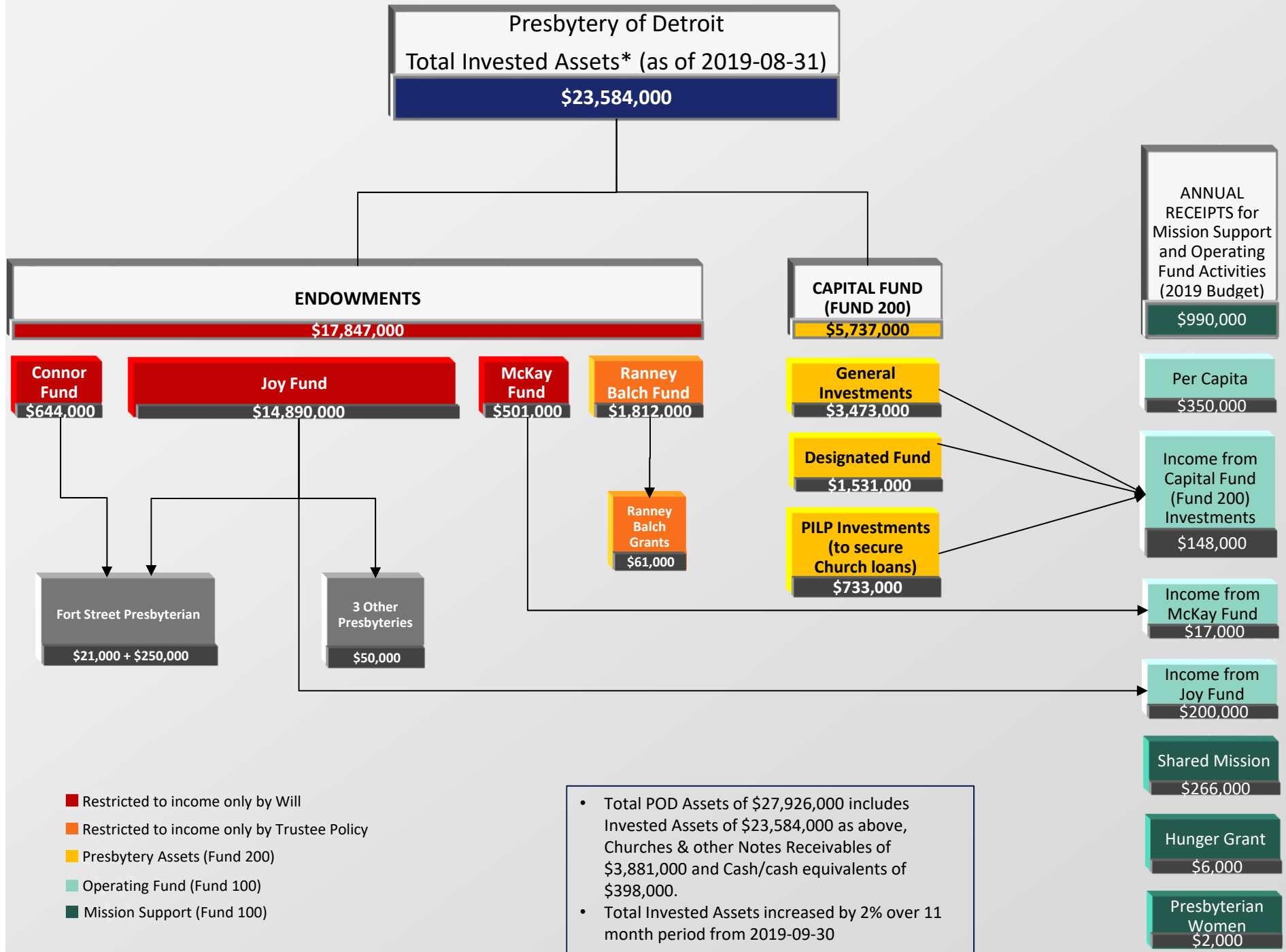
210 Congregational Development		14,700
Mission Insite	3,500	
Consultants for Cong. Dev.	2,000	
CD&T Ministry Team	1,000	
CAT Grants & Cong. Support	3,200	
Congregational Grants	5,000	
220 Social Justice		37,450
Gender Based Violence WG	10,500	
Hunger WG	22,500	
Metro Urban WG	2,000	
Water Justice WG	1,950	
Immigration Justice	500	
230 Mission Interpretation		68,720
Second Mile Center	6,600	
Ann Arbor Campus Ministry	7,500	
EMU Campus Ministry	7,500	
Oakland Univ Campus Ministry	7,500	
Month of Mission	2,500	
Campership WG	11,000	
Thika Partnership	6,000	
Educate a Child WG	5,120	
Hands on Mission WG	5,000	
Care Village WG	10,000	
240 Leadership Equipping		30,600
Faith Formation	9,600	
Leadership Summit	500	
Presbyterian Pilgrimage	2,000	
Resource Center	4,500	
Pastors in Transition	4,500	
Stewardship	500	
Presbytery Youth Connection	9,000	
260 New Church Development		17,500
Nones & Dones / Comm. Chaplaincy	17,500	
290 Multiculturalism		16,000
MLK Worship Service	1,000	
Cong Multiculturalism/Racial Justice	5,000	
Structural Transformation	10,000	

2020 Presbytery Mission Celebration

DRAFT Pass-Thru Budget

	2019 Budget	2020 Budget
Revenue		
Per Capita Apportionment GA	188,210	179,000
Per Capita Apportionment Synod	68,344	65,000
Shared Mission GA	56,100	40,078
Shared Mission Synod	9,900	7,073
Offerings (OGHS, Pentecost, Peacemaking, etc)	226,000	226,000
Income from Joy Fund to 3 Presbyteries	49,947	49,947
Income from Joy Fund to Fort Street	249,737	249,737
Income from Connor Fund to Fort Street	21,606	21,606
Income from Ranney Balch Fund to be distributed	60,769	60,769
POD Extra-Commitment Opportunites (ECO)	135,000	135,000
Non-Denomination Support	10,000	10,000
GA & Other Synod Grants	40,000	40,000
Synod NCD & Synod Campus Ministry Grants	3,500	3,500
	<u>\$ 1,119,113</u>	<u>\$ 1,087,709</u>
Expenses		
Per Capita Apportionment GA	188,210	179,000
Per Capita Apportionment Synod	68,344	65,000
Shared Mission GA	56,100	40,078
Shared Mission Synod	9,900	7,073
Offerings (OGHS, Pentecost, Peacemaking, etc)	226,000	226,000
Distribution of Joy Fund to 3 Presbyteries	49,947	49,947
Distribution of Joy Fund to Fort Street	249,737	249,737
Distribution of Connor Fund to Fort Street	21,606	21,606
Distribution of Ranney Balch Fund	60,769	60,769
POD Extra-Commitment Opportunites (ECO)	135,000	135,000
Non-Denomination Support	10,000	10,000
GA & Other Synod Grants	40,000	40,000
Synod NCD & Synod Campus Ministry Grants	3,500	3,500
	<u>\$ 1,119,113</u>	<u>\$ 1,087,709</u>
Revenues Over (Under) Expenses	-	-

Note: All budgeted expenses are subject to receipt of the budgeted revenues.
If revenues are less than budgeted, expenses will be reduced by the same amount.



Recommendation

“The Presbytery of Scioto Valley overtures the 224th General Assembly (2020) to amend Section D-10.0303 of the Book of Order to read:

“If no charges are filed, the investigating committee shall file a written report of that fact alone with the clerk of session or stated clerk of the presbytery, and notify ~~the person who submitted the written statement~~ **in writing both the person who has been accused and the person making the accusation.**

Further, that all other sections referring to “the accused” in the Rules of Discipline be modified to read “**the person accused**” and to replace “if that person wishes” with “**if he or she wishes**” in the second paragraph of section D-10.0302.

Rationale

Accusations are extremely easy to make, whether made by an individual or by a person doing so on behalf of another. When the credibility of those accusations has been substantiated, the Constitution clearly and unambiguously states that an investigative committee “shall promptly inform the accused” if charges are to be made. However, it is silent about the accused’s right to be notified when no charges are to be filed, even though written notice of this outcome is provided to the accuser. When individuals in positions of trust have gone through the protracted ordeal of being forced to defend themselves against charges and accusations that can neither be substantiated by objective facts and/or are deemed to be completely untrue, equity requires they be expeditiously notified of this conclusion as well. This omission constitutes a procedural error and undermines the justice process.

The constitution’s current language also conveys an impression of bias and partiality, in that it describes one member (the “accused”) by way of labeling but uses supportive and affirming language to describe the other (“the person who submitted the written statement”). Labeling one and not the other is harmful because, consciously or subliminally, it fosters a presumption of guilt on the accused and freedom from guilt on the person making the accusation. Reframing the constitution’s language removes these false assumptions and more faithfully takes into consideration the purpose of church discipline (D-1.0101*).

The additional word revisions would, respectively, promote language consistency throughout the document and provide grammatical clarity.

* (“The purpose of church discipline is to honor God by making clear the significance of membership in the body of Christ; to preserve the purity of the church by nourishing the individual within the life of the believing community; [and] to achieve justice and compassion for all participants involved...”)

Respectfully submitted,

Rev. Cynthia Burse

The Presbytery of Detroit overtures the 224th General Assembly (2020) to:

Overture on authority to convene meetings.

Amend G-3.03 by adding new paragraph *g* so that G-3.03 will read:

G-3.0303 Relations with Sessions

Presbytery, being composed of the **ministers of the Word and Sacrament** and commissioners elected by the session of congregations within its district, has a particular responsibility to coordinate, guide, encourage, support, and resource the work of its congregations for the most effective witness to the broader community. In order to accomplish this responsibility, the presbytery has authority to:

....

- g. when it has reasonable cause to believe the church is having or will have problems in the near future that will threaten its ability to exist as a viable church, to convene session and/or congregational meetings to present the concerns of the Presbytery.

Rationale

The Presbyterian Church (USA) and its churches have seen significant declines in membership and resources in this generation. The causes of the decline are complex, and frequently are beyond the control of councils and congregations. There is little at this point to suggest this decline will be arrested in the reasonable future.

Congregations have developed and succeeded sometimes for hundreds of years. In the course of their existence they have generated programs, formed relations, built facilities, established identities, etc, that characterize that church. Times are changing, however, and in many cases the programs and identities are not attractive to new members, and buildings are frequently much larger than necessary. The regular cost of wear-out failures as buildings age and the cost of heating structures built when energy was cheap generate increasing financial burdens. In some cases the burden of financing a well-established ministry in an elegant building with fewer and fewer member and dollar resources cripples a church. There are readily available data on attendance, finances, mission, membership, and other indicators that can give warning that a church may be experiencing difficulties because of these factors.

Changing the dynamics of a congregation is complex and very hard to do. We do know, however, of many cases where churches have managed to reform themselves in ways that allow them to prosper. Experience shows, however, that is very difficult to make such changes if there are insufficient resources to support the transition. It is unfortunately common, however, to find churches that for one reason or another either are unable to see the declining resources available to them or are unwilling to undertake the hard and difficult work to generate necessary adjustments to their way of doing church.

Our polity gives Presbyteries few powers to address matters of decline in a way that might assist in generating redevelopment. The unilateral powers of presbyteries are keyed to the kind of difficulties that are considered emergent or indicate an inability or unwillingness of a session to wisely govern. And when a pastor and/or a session are content with the way things are, there is no effective way to raise issues related to viability and survivability. There is no way that a presbytery can bring options to churches early enough that they still have the member and financial resources to find a form of mission and ministry that can generate a new future.

The purpose of this overture is to give a presbytery the authority to convene meetings to raise issues relating to the viability and survivability of a particular congregation when it believes that the near or long-term prospects are not encouraging.

This overture does not give a presbytery the authority to require a church or session to do or stop doing certain things that the Constitution lays out. It is grounded on the presumption that in order to resolve a difficulty, the first step is to persuade people there is a difficulty.

This adds a mandate that the presbytery may call both such meetings when the presbytery will be considering its mission in the geographic area that might result in a dissolution.

On establishing the authority of Presbyteries to define severance plans for installed ministers

The Presbytery of Beaver-Butler overtures the 224rd General Assembly (2020) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0303(c) be amended as follows: [Text to be added is shown as italic.]

G-3.0303 Relations with Sessions

- c. establishing minimum compensation standards *including provisions for severance payments* for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the presbytery.

Rationale for Overture from Beaver/Butler Presbytery 8/27/19

In 1993 the General Assembly Permanent Judicial Commission ruled in the case Saurbaugh v. the Presbytery of Great Rivers that “The *Book of Order* does not give the presbyteries power to require congregations to pay compensation upon dissolution of pastoral relationships.” (Remedial Case 206-13,11.094 attached)

In subsequent years the church has maintained that while a presbytery can have guidelines and policies concerning severance for ministers at the dissolution of a pastorate, the presbytery has no authority to enforce those policies.

This overture seeks to remedy that omission in the *Book of Order* by making explicit the authority of presbyteries to create and enforce severance policies by linking that authority to the power to set minimum wages and approve calls.

The overture does not attempt to set a national severance policy, but to clarify the presbytery’s relationship to both the session and the minister during times of transition.

Report of the Nominating Committee of the Presbytery of Detroit
November 16, 2019
Paper F-1

The Committee on Nominations called for applications for Young Adult Youth Delegate and Commissioners to the 2020 General Assembly on May 1, 2019. A deadline for applications was set for September 1, 2019. As of that date, ten (10) applications were received. While there was gender and age diversity noted in the applications, there was no racial or ethnic diversity. The Committee voted to extend the deadline to October 25, 2019, hoping, with additional applications, to be able to present a slate of Nominees representative of the diversity of the Presbytery. As of the October 25th date, no new applications were received.

The Committee voted on a slate of Nominees on October 28, 2019. This slate is as diverse as the applications allowed. We would echo the part of the report of the Committee on Nominations' from 2017 that states:

"... The Nominations Committee lodges its concern at the absence of interest and diversity of General Assembly applicants and requests the Coordinating Cabinet to establish it as a priority of its concerns."

The Committee is working to fill existing vacancies in various committees and hopes to bring nominees to the January 2020 Presbytery meeting to fill the remaining positions.

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

GENERAL ASSEMBLY COMMISSIONERS

2020 Clergy	Rev. Julie Delezenne	Warren, First
2020 Clergy	Rev. Jasmine Smart	Troy, First
2020 Clergy	Rev. Mark Phillips	Dearborn, Cherry Hill

2020 Elder	Elder Dave Bunch	Canton, Geneva
2020 Elder	Elder Stefanie Lewis	Detroit, Hope
2020 2020 Elder	Elder Barbara Russell	Birmingham, First

2020 Young Adult Advisory Delegate Tyler Innis Milford

Alternate Clergy	Rev. Jacqueline Spycher	Beverly Hills, Northbrook
Alternate Elder	Elder Steve Benton	Grosse Ile
Alternate Elder	Elder Suzanne Lewand	Royal Oak, First
Alternate Elder	Elder John Crawford	Birmingham, First

OFFICERS of the PRESBYTERY

Moderator 2020	Rev, Julie Delezenne	Warren, First
Vice-Moderator	Elder Dave Bunch	Canton, Geneva

COMMITTEE on MINISTRY

Chair 2021	Rev Mark Phillips	Dearborn, Cherry Hill
2022	Rev Philip Reed	Grosse Ile
2022	Elder Sandra Karam	Birmingham, First
2022	Rev. James Russell	HR
2022	Elder Mary Lloyd	Grosse Pointe Memorial
2022	Rev Ken Kaibel	At-Large
2022	Rev Samuel An	Southfield, New Hope
2022	Elder Sharon Oglesby	Detroit Broadstreet
2022	Rev Scott Phillips	Brighton, First
2022	Rev Anne Lange	Detroit, Fort Street
2022	Rev David Downton	HR

COMMITTEE on PREPARATION for MINISTRY

2022	Rev Judy McMillan	Shelby Twp. St Thomas
2022	Elder Janice LaPenta	Livonia, St. Paul's
2022	Rev Eric Lange	Detroit, Fort Street
2022	Elder Diane Hockett	Ann Arbor, First
2022	CRE Nancy Bass	Warren, First
2022	Rev Raphael Francis	Trinity, Detroit
2022	Rev Chris Hallam	Bloomfield Hills, Kirk
2020	Elder Steve Orr	Orchard Lake, Comm.

COMMITTEE on REPRESENTATION

2022	Elder	Richard Turner	Detroit, Fort Street
2022	Elder	Patricia Hollowell	Detroit Broadstreet

OPERATIONS

2021	Elder	Kevin Burke	Birmingham, First
2022	Rev	Lindsey Anderson	Detroit Co-op Parish
2022	Elder	Harold Ellis	Detroit, St. John's

COMMITTEE on SOCIAL JUSTICE

2022	Elder	Sheila Deskins	Ann Arbor, First
2022	Elder	Nancy Wildern	Detroit, Jefferson Ave.

MISSION INTERPRETATION

Co-Chair 2022	Elder	Dennis Delezenne	Livonia; St. Timothy
Co-Chair 2020	Elder	Carolyn Maricq	Grosse Ile
2022	Rev	VACANCY	

COMMITTEE on NOMINATIONS

Chair 2020	Elder	Wendy Beck	Bloomfield H., Kirk
2022	Elder	MaryAnn Brantley	Detroit, Gratiot Ave.
2022	Elder	Joo Hyun Choi	Southfield, KPCMD
2022	Rev	VACANCY	
2022	Rev	VACANCY	
2021	Elder	VACANCY	

PLANNING and VISIONING

2022	Elder	Kevin Smith	Warren, First
2022	Rev	Dan Michalek	HR
2022	Elder	Eric Lange	Detroit, Fort Street

MULTICULTURAL MINISTRIES

2022	Elder	Jonathon Itchon	Detroit, Jeff. Ave.
2022	Elder	Diane Agnew	Grosse Pte. Woods

NEW CHURCH DEVELOPMENT

Chair 2022	Rev.	Chris Thomas	Dearborn, First
2022	Elder	VACANCY	
2020	Elder	VACANCY	

PERMANENT JUDICIAL COMMISSION

Moderator	2021	Rev	Neeta Nichols	Troy, Northminster
	2025	Elder	Sharon Moore	Detroit, St. John's
	2025	Elder	Bruce Nordstrom	Grosse Ile

CONGREGATIONAL DEVELOPMENT

	2022	Elder	Lawrence Glenn	Detroit, Broadstreet
	2022	Elder	VACANCY	
	2020	Rev	VACANCY	
	2021	Elder	VACANCY	

BOARD of TRUSTEES

Chair	2022	Rev	Kara Hildebrandt	Lincoln Park
	2022	Elder	Maynard Timm	Bloomfield H., Kirk
	2022	Elder	Greg Sykes	Detroit, Gratiot Av.

LEADERSHIP EQUIPPING

Chair	2020	Rev	Joel Puntigam	Livonia, St. Tim.
	2022	Rev	VACANCY	
	2022	Elder	VACANCY	