

**Presbytery of Detroit
Minutes of the Stated Meeting
January 27, 2015**

The Presbytery of Detroit convened with prayer in a stated meeting at 4:00 p.m. on January 27, 2014 at Plymouth First. Harold Ellis moderated the meeting.

The Moderator declared a quorum is present.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Michael Balnaves as the assistant to the Stated Clerk.

The Moderator welcomed the Presbytery and new commissioners.

Upon motion of the Stated Clerk, Presbytery approved the docket

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

Upon motion of Allen Timm, Raafat Zaki, Synod Executive, and Ruling Elder James Rissler of the Harvey Brown Memorial Presbyterian Church, President of PILP, were seated as corresponding members.

Jim Skimins welcomed Presbytery to Plymouth First.

Reports from Other Governing Bodies

Rafael Francis reported for the Synod commissioners.

Reports from Presbytery Affiliated Organizations

James Rissler, from the Presbyterian Investment and Loan Program addressed the Presbytery. He distributed rebate checks to 5. Northville 1st; Faith Novi; Lake Shore; First Howell; Farmington First.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Announcements

Presbytery heard announcements from Presbyterian Pilgrimage, the Second Mile Center, Presbyterian Women Presbytery of Detroit, the Metropolitan Mission Work Group, the CE & Faith Development Work Group.

Reports

The Presbytery heard a report from the UofM Hope and St John's looking at challenge of churches of reaching out and involving themselves in the communities, and from the Nominating Committee.

Fort Street AC

Jean Loup presented the report of the Fort Street Administrative Committee. The report is appended to the minutes.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report—Rev. Dr. Allen D. Timm (10)

Mr Timm reported on the state of the Presbytery. His report is appended to the minutes. He lifted up celebrations of ordination.

The Moderator offered a brief prayer for openness.

Committee Items for Action:

Treasurer Timothy Ngare reportd.

Mr Ngare presented his reports. His reports are appended to the minutes. He noted that committees and teams have been very responsible financially. Upon motion, Presbytery voted to receive the report.

Coordinating Cabinet Edward Koster reported for the Coordinating Cabinet.

The Coordinating Cabinet presented on behalf of the General Assembly the following amendments to the Constitution for the Presbytery's vote to approve or not approve:

14-1. Confession of Belhar—Amending the *Book of Confessions*

14.B. Special Committee to Review the Preparation for Ministry Process and Standard Ordination Exams

14-B.1. Final Assessment—On Amending G-2.0607

14-B.2. Accommodations—On Amending G-2.0610

On the above amendments, Presbytery voted *yes*.

14.A. Renunciation of Jurisdiction—On Amending G-2.0509 .

On Amendment 14-A, the Presbytery voted *no*.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Ratify its decision to amend the 2014 Budget for the Mission Interpretation Team Thika project to move the \$6000 for a mission trip to drilling wells and place those funds in a 510 account so they can be held over and spent in 2015.
2. Approve the amended 2015 budget. The amended Budget is appended to the minutes..

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

1. The Coordinating Cabinet has approved the following Coordinating Cabinet Policy: **Announcements at Presbytery meetings** will be limited in the future to the following avenues:
 1. **Scrolling Video announcements** prior to the beginning of the meeting, during dinner breaks, and at the conclusion of the meeting.
 2. **Flyers and Information Tables / Booths** at the registration area where papers are picked up. Teams are encouraged to even have a personal presence here to pass out

- flyers and pass along information about their events and activities. One to one communication is more effective and fruitful than general group announcements.
3. **Presbytery email blasts** sent out regularly by the Presbytery office.
 4. All information for these announcement items must be provided to Sandy Jensen no later than one week before the date of the Presbytery meeting. No requests will be taken from the floor for making verbal announcements during Presbytery meetings.
2. The Coordinating Cabinet heard the 2014 report of the Committee on Representation by a projected presentation that generated an extended conversation. The full report is appended to the minutes.
 3. The Coordinating Cabinet heard a report from the Trustees on the plans to incorporate the Howell Nature Center as a wholly-owned subsidiary, which will lease the property on a long-term lease.
 4. The Coordinating Cabinet has received and referred to the Committee on Representation a proposed policy on disabilities proposed by Birmingham First.
 5. The Coordinating Cabinet met for a retreat in January where it addressed how Presbytery can be more effective.

Trustees. Michael Starynchak reported for the Trustees.

Upon motion of the Trustees, Presbytery voted to approve the creation of a subsidiary wholly-owned corporation for the Howell Nature Center, and to lease the property to the Howell Nature Center for 25 years.

The Trustees reported the following for the information of Presbytery:

1. The Trustees have elected the following Corporation officers;
 - President: Michael Starynchak
 - Vice President: Paula Cole
 - Secretary: Allen Timm
 - Assistant Treasurer: Kenneth Hollowell
2. The Trustees have invested \$150,000 from Fund 200 in the Howell Nature Center for the construction of public restrooms added to the Day Use area and the building addition on Snowshoe Lodge to be completed by 2015.
3. The Trustees, acting on behalf of Presbytery pursuant to authority granted at the October 25, 2014 meeting of Presbytery, approved the sale of the Towner House, 303 N Huron St, Ypsilanti, MI, by First Presbyterian Church Ypsilanti to the Towner House Foundation, 209 North Huron St., Ypsilanti, MI, for the price of \$17,000. The property description is:
 - Property located in the City of Ypsilanti, County of Washtenaw, State of Michigan, to-wit:
 - Parcel 2:
 - Part of Lots 324 and 328, Plat of an Addition to the Village (now City) of Ypsilanti, Washtenaw County Michigan (Also known as Norris and Cross Addition as recorded in Liber "D" of Deeds, Page 864, Washtenaw County Records), described as: Commencing at the Southwest corner of said Lot 328; thence along the South line of said Lot 328, also being the North line of Emmet Street (33 feet wide), South 90° 00' 00" East, 124.31 feet to a point on a line ten (10) feet West and parallel with the West line of a house, also being the POINT OF BEGINNING; thence along said line ten (10) feet West and parallel with the West line of said house, North 00° 03' 22" East, 73.80 feet to a point on a line ten (10) feet North and parallel with the North line of said house; thence along said line

ten (10) feet North and parallel with the North line of said house, South 89° 40' 56" East, 52.80 feet to the Westerly right of way line of North Huron Street (variable width); thence along said Westerly right of way line of North Huron Street, South 15° 26' 56" East, 7.79 feet; thence continuing along said Westerly right of way line of North Huron Street, South 06° 41' 16" East, 66.45 feet to said South line of Lot 328, also being the North line of Emmet Street; thence along said South line of Lot 328, also being the North line of Emmet Street, North 90° 00' 00" West, 62.69 feet to the Point of Beginning.

Being commonly known as 303 N. Huron St., Ypsilanti, MI 48197

Parcel ID No. 11-11-40-410-005, part of; to become 11-11-40-410-008

4. As Acting Head of the Church of the Covenant and Acting on behalf of the Presbytery of Detroit, pursuant to authority given at the October 25, 2014 meeting of Presbytery, the Trustees approved the sale of the Church of the Covenant as follows:

Land in the township of Macomb, Macomb County, Michigan, described as:

Part of the Southwest ¼ of Section 13, Town 3 North, Range 13 East, being more particularly described as: Commencing at the Southwest corner of said Section 13; thence South 88 degrees 40 minutes 00 seconds East, 960.15 feet to the point of the beginning; thence North 02 degrees 40 minutes 30 seconds East, 300.00 feet; thence North 88 degrees 40 minutes 00 seconds West 400 feet; thence North 02 degrees 40 minutes 30 seconds East 166.80 feet; thence North 88 degrees, 40 minutes 00 seconds West 93.35 feet; thence North 02 degrees 40 minutes 30 seconds East 373.40 feet; thence South 88 degrees 40 minutes 00 seconds East, 793.79 feet; thence South 02 degrees 40 minutes 30 seconds West 840.20 feet; thence North 88 degrees 40 minutes 00 seconds West, 300.44 feet along the South line of said Section 13 to the point of beginning.

EXCEPTING THEREFROM that part deeded to The Board of County Road Commissioners for Macomb County Michigan as disclosed by the Quit Claim Deed recorded in Liber 3644, page 965, Macomb County Records and described as follows: A parcel of land located to and being a part of the Southwest ¼ of section 13, Town 3 North, Range 13 East, Macomb Township, Macomb County, Michigan and being more particularly described as follows: Commencing at the Southwest corner of said Section 13; thence South 88 degrees 40 minutes 00 seconds East 960.15 feet along the centerline of 23 Mile Road (no-called), to the point of beginning; thence continuing South 88 degrees 40 minutes 00 seconds East 300.44 feet, along said centerline; thence North 02 degrees 40 minutes 30 seconds East 300.44 feet along said centerline; thence North 02 degrees 40 minutes 30 seconds East 60.02 feet; thence North 88 degrees 40 minutes 00 seconds West 300.44 feet; thence South 02 degrees 40 minutes 30 seconds West 60.02 feet to the point of the beginning.

Commonly known as 23401 23 Mile Road, Macomb, Michigan
to the Ascension Lutheran Church, as follows:

- a) Approve the ratification of a quit claim deed as presented by Donald Morgan, Esq.
- b) Approve the sale price of \$715,000

- c) Pay off the liens upon the sale to PILP, Synod of the Covenant, the POD church loan in fund 200 (about \$9,000+), and the POD Grant Mortgage and per capita in arrears.
 - d) Subscribe the goods and internal matter to the new owner) Pay attorney fees of Donald Morgan
 - e) Deposit any remaining funds to Fund 200.
5. The Trustees have established an account in fund 200 for use by the Administrative Commission of the Fort Street Presbyterian Church.
 6. The Trustees have closed the account in Fund 200 for use by the AC of the Macomb Church of the Covenant.
 7. The Trustees received a report from COLA accounting for expenses. After all bills have been paid, there was a balance of \$59,565.30. The Trustees voted to apply that amount to the 2014 budget deficit.

Upon motion of Ms Denton, Item 7 was referred back to the Trustees with the suggestion that the balance be applied to the mission budget of the Presbytery.

The Presbytery recessed for dinner at 5:56 p.m.

WE WORSHIPPED GOD

The Presbytery reconvened at 7:08 p.m. for worship. Presbytery worshipped, during which we celebrated the sacrament of Holy Communion. As a part of the worship service, Presbytery installed teaching elder Judy Shipman as the Moderator and Ruling Elder Donald Morgan as the Moderator and Vice Moderator for the year 2015.

Committee Items for Action (continued)

Committee on Ministry: Teaching Elder Philip Reed (15)

The Committee on Ministry presented Gwangwoo to be received as a teaching elder from the Presbyterian Church of Korea.

The motion was made by the Committee on Ministry to waive the requirement that he take the written ordination examinations. The moderator declared the motion failed because it did not reach 2/3 of the votes cast: Total votes cast 82: 51 *yes*, 32 *no*. Upon motion the Presbytery affirmed the vote as announced by the Moderator.

The motion was made that the Presbytery provide as soon as possible an alternative means of administering the examinations. A point of order was made that the motion is not in order because alternative exams are not for this purpose, and the earlier vote failed because it did not reach the 2/3 vote required to waive the requirements for exams. The Moderator ruled it not in order.

Upon motion the Presbytery affirmed Mr Ju and referred the matter of his ordination back to Committee on Ministry and Committee on Preparation for Ministry for a resolution.

The motion was made that the Committee on Preparation for Ministry give us an explanation on what ensued with respect to the ordination of Mr Ju. A point of order was raised that since the matter has been referred, it is out of order. The Presbytery voted not to approve the motion.

Upon motion of the Committee, Presbytery voted to approve the Minister of Word and Sacrament contract between First, Saline and Jaco Bester, effective on his arrival. Terms:

Salary	\$40,000
Housing Allowance	\$30,000
Life Insurance	\$2,000
403B Retirement Plan	\$5,000
Board of Pension Dues	\$28,105
Social Security	\$5,890.50
Medical Deductible	\$1,540
Travel (car)	\$2,000
Continuing Education	<u>\$1,500</u>
Total	\$116,035.50

Vacation of 4 weeks annually including 4 Sundays.

Paid Continuing Education leave of 2 weeks annually, including 2 Sundays.

The cost of obtaining R-1 Visa to be borne by the church.

Relocation expenses	\$20,000
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Upon motion of the Committee, Presbytery voted to

- Change** the Bylaws to give voice and vote on the floor of Presbytery to Commissioned Ruling Elders who are currently serving in a validated ministry.
- Approve** the Administrative Commission to install **Marianne Grano** as Pastor at Starr, Royal Oak, at 10:30 am, on February 22, 2015.
Moderator: Judy Shipman
Clergy: Elizabeth Rice, Douglas Carter
Elders: Matt Bejin, Grosse Pointe Memorial; Rosy Latimore, First, Birmingham.
- Approve** the call to **Rev. Laura Christine Kelsey** to serve as Pastor at **First, Pontiac**, effective February 15, 2015. Terms: Full time; Salary \$35,000; Housing & utility allowance \$15,000; SEA Reimbursement \$3,825; Board of Pension dues \$18,250; Medical Deductible \$1,000; Professional Expenses (including auto) \$1,500; Continuing Education \$1,000. Vacation: four weeks including four Sundays; Study Leave: two weeks, including two Sundays. One time moving expenses of \$10,000. Within the first year, Rev. Kelsey will attend a Pastors in Transition Program, the cost of which (approx. \$200) will be borne by the church.
AA/EEO guidelines of the denomination have been followed during the search process.
- Grant permission** for an ECRE to serve the sacraments at **Erin, Roseville** for the months of February and March, 2015, if a call is extended by the Session. (The CRE would be commissioned at the March Presbytery meeting.)
- Transfer Rev. Stu Ritter** from the Presbytery of Detroit to the Philadelphia Presbytery.
- Move Rev. Gary Oliver** from At-large member to Honorably Retired, effective 1/31/15.

The Committee reported actions taken on behalf of Presbytery pursuant to authority it has been granted. It has:

- Approved** the Administrative Commission for the Ordination of **Sung-Joon Moon** as the Assistant Pastor at **Korean Presbyterian Church of Metro Detroit** on Sunday, November 16, 2014, at 4:00 p.m.
Moderator: Harold Ellis

- Teaching Elders: David Shinn (New Hope), Judy Shipman (H.R.), Jason Pittman (Port Huron First)
- Ruling Elders: Marie Hughley (Highland Park) and Robert Lee (KPCMD).
2. **Approved** the Administrative Commission for the Installation of **Gwangwoo Ju** as the Associate Pastor at **Korean Presbyterian Church of Metro Detroit** on Sunday, November 16, 2014, at 4:00 p.m.
Moderator: Harold Ellis
Teaching Elders: David Shinn (New Hope), Judy Shipman (H.R.), Jason Pittman (Port Huron First)
Ruling Elders: Marie Hughley (Highland Park) and Robert Lee (KPCMD).
 3. **Approved** the Administrative Commission for the Installation of **Kara Hildebrant** as Pastor at Lincoln Park **Church** on Saturday, November 15, 2014, at 4:00 p.m.
Moderator: Harold Ellis
Teaching Elders: Kevin Johnson (Detroit Calvary), Carol Tate (Kirk in the Hills)
Ruling Elders: Ron Case (Grosse Ile) and Marianne Provenzano (Lincoln Park)
Corresponding Members: Ann Marie Montgonery (Maumee Presbytery) and David Montgomery (Maumee Presbytery).
 4. **Approved** the call to **Rev. Julie Gruber Delezenne** to serve as Pastor at **First, Warren**, effective January 19, 2015. Terms: Full time; Salary \$27,000; Housing \$18,000; Board of Pension dues \$16,425; SECA \$3,442.50; Medical Deductible \$900; Auto/travel \$500; Continuing Education \$1,000; Business Expenses \$1,000. Vacation: four weeks including four Sundays; Study Leave: two weeks, including two Sundays. One time moving expense of \$4,000. Within the first year, Rev. Delezenne will attend a Pastors in Transition Program, the cost of which (approx. \$200) will be borne by the church. AA/EEO guidelines have been followed during the search process.
 5. **Approved** the 12-month Interim Pastor contract between **Kirk in the Hills, Bloomfield Hills** and **Rev. Robert L. Sheldon**, effective December 1, 2014. Terms: Full-time, Salary \$74,000; Housing \$30,000; Value of manse \$31,200; Board of Pension dues \$46,604; Medical expense reimbursement \$2,500; Professional Reimbursement \$8,271; Study Leave \$1,000 Optional Dental \$905.28. Total: \$194,480.28 Moving expenses fully covered.
Vacation: One month including four Sundays; Study Leave: Two weeks.
 6. **Approved** the 12-month Stated Supply Pastor contract between **Point of Vision** and **Rev. John Biersdorf**, effective August 23, 2014. Terms: 14 hours/week; Salary \$10,800; Medical Deductible \$500; Travel (car) \$700. Vacation: One month including four Sundays; Study Leave: Two weeks.
 7. **Approved** the 12-month Stated Supply Pastor contract between the **Taiwaneese Fellowship of Ann Arbor** and **Hotek Tan**, effective January 1, 2015. Terms: Full-time; Salary \$34,331; Housing \$13,899; Utilities \$3,097; Social Security \$3,927; Full Pension \$18,734; Medical deductible \$687; Continuing Education \$1,000; Auto/Travel and other Business Expenses \$1,500. Vacation: One month including four Sundays; Study Leave: Two weeks.
 8. **Approved** the renewal of the 12-month Temporary Supply Pastor contract between **Rev. Beth Delany** and the **Filipino American Presbyterian Fellowship**, effective July 1, 2014. Terms: 10-12 hours/week; Salary \$15,600 (Weekly stipend of \$300), Other (four additional non-Sunday services) \$600. Vacation: Two weeks including two Sundays; Study Leave granted upon request and approval of session.

9. **Approved** the 3-month interim pastor contract between **Rev. Judy Shipman** and **Westminster, Ann Arbor**, effective November 23, 2014. Annualized Terms: Part-time; Salary \$56,250. No Board of Pension insurance or pension. Mileage reimbursement. Vacation: One week including one Sunday.
10. **Approved** the 12-month interim pastor contract between **Rev. Anne Schaefer** and **First, Warren**, effective November 5, 2014. Terms: Full time; Salary \$56,513; Social Security \$4,323; Study Allowance \$1,000; Auto/travel reimbursement \$1,500. No Board of Pension insurance or pension. Vacation: one month including four Sundays. Study leave: Two weeks, pro-rated over term of the contract.
11. **11. Approved** the 3-month temporary supply pastor contract between **Rev. Dr. Sue Ellis Melrose** and **Fort Street, Detroit**, effective January 1, 2015. Terms: Part-time (20-25 hours/week). Monthly compensation: Salary \$1,350; Housing \$2,000; Social Security \$256; Medical allowance \$224; Professional expenses including travel \$450. Up to one week paid leave, including one Sunday for personal purposes.
12. **12. Approved** the 12-month temporary supply pastor contract between **Rev. Karen Stunkel** and **Southminster, Taylor**, effective January 1, 2015. Terms: Full time (50 hours/week); Salary \$26,500, Housing \$17,400; Social Security \$3,650; Pension \$18,207; Medical deductible \$500; Travel \$4,470; Study leave \$1,200; Annuity \$3,483; Expenses \$1,000. Vacation: One month including four Sundays; Study leave: Two weeks.
13. **Approved** the 12-month renewal of the interim contract between **Grosse Pointe Woods** and **Rev. Dr. Robert Agnew**, effective January 1, 2015. Terms: Full-time; Salary \$27,000; Housing \$37,000; Social Security reimbursement \$5,049; Full Pension \$23,430; Medical deductible \$2,000; Professional Expenses (including travel) \$3,429; Optional dental \$905; Study leave \$6,000; 403b employer match \$1,280. Vacation of 5 weeks including 5 Sundays; Study leave of 3 weeks.
14. **Approved** a one-year suspension of the Book of Order requirement for the election of elders at **St. John's, Detroit**, providing a "year of trust-building and relationship building."
15. **Concurred** with the Terms of Dissolution negotiated between **Rev. Stephen Carl** and **Westminster, Ann Arbor**. (The agreement is appended to the minutes.)

The Committee reports for the information actions it has taken. It has

1. **Granted permission** for **First, Warren** to call a congregational meeting on December 21, 2014, for the purpose of extending a call to a pastor.
2. **Granted permission** for **First, Pontiac** to call a congregational meeting for the purpose of extending a call to a pastor.
3. **Granted permission** for **First, Saline** to call a congregational meeting on January 18, 2015, for the purpose of approving a call.
4. **Approved** the MIF from **Southminster, Taylor**.
5. **Approved** **First, Brighton** self study.
6. **Approved** the Temporary Pastor position description at **Howell**, pending committee recommendation.
7. **Granted permission** for **First, Saline** to call a Congregational Meeting to call Rev. Jaco Bester. His denomination, Reformed Church of South Africa, is in correspondence w/PCUSA.
8. **Appointed** **Rev. Opelson Parker** to serve as moderator at **Broadstreet** effective immediately.

9. **Appointed Rev. Jim Monnett** to serve as moderator at **Westminster, Ann Arbor**, effective immediately.
10. **Appointed Rev. Roxie Davis** to serve as moderator at **Erin**, effective immediately. Rev. Davis will also mentor the congregation's Commissioned Ruling Elder and will help with the church's self study.
11. **Appointed Rev. Ester Lee** to moderate the Session at **New Hope, Southfield**, effective January 1, 2015, if the way be clear.
12. **Ratified** the Executive Presbyter's appointment of **Rev. Budge Gere** to moderate the session at **Howell** for month the of December.
13. **Appointed Rev. Anne Schaefer** to moderate at **Howell**, effective immediately (January, 2015).
14. **Appointed Rev. Mary Austin** to preach and serve sacraments on Christmas Eve at **Howell**.
15. **Added Rev. David Downton** to the Pulpit Supply List, contingent on a successful background check.
16. **Added Heidi Geib and Jim Russell** to the Pulpit Supply list.
17. **Approved** the request from **Rev. Doug Blaikie** to attend interim training.
18. **Approved** Position Descriptions for **Erin, Roseville; Westminster, Ann Arbor; and Grosse Pointe Woods**.
19. **Received** the request from **First, Warren**, to terminate its Interim Pastor contract with **Rev. Anne Schaefer** effective January 14, 2015.
20. **Received** the request from **Grosse Pointe Woods**, to terminate its Interim Pastor contract with **Rev. Dr. Robert Agnew** effective May 1, 2015.
21. **Cancelled** the December meeting of the full Committee on Ministry and **empowered** the Cabinet to act on behalf of COM in the interim period until January, 2015.
22. **Approved** up to \$450 from Clergy Support to pay for arbitration costs of three initial meetings to get a plan in place for Repentance and Restoration for **Ronald Vanderbeek**, Teaching Eder. Beyond this, in the future, any additional arbitration costs will be covered by the party bringing the disputed issue.
23. **Accepted**, with regret, the resignations of **Rev. Marjorie Wilhelmi** and **Elder Ron Case** from COM.
24. **Authorized** EP Al Timm to offer up to \$100 (scholarship) per person for continuing education.
25. **Co-opted** the following members to COM for 2015:
 - Martha Nelson, Recording Secretary
 - Elizabeth Keppel, to Pastoral Call to serve as PNC Liaison at St. John's
 - Jim Russell, to Pastoral Call to conduct Exit Interviews
 - Rob Allen, to Pastoral Call to serve as PNC Liaison at Farmington
 - Vern Campbell, to Consultations, to consult on revised retirement policy
 - Eldon Beery, to Consultations to organize the PoD Retirement Luncheon

The Committee submitted the following documents for the information of Presbytery.
(Appended to the minutes.)

Attachments:

1. "Plan for Repentance and Restoration" for Ronald Vanderbeek. Teaching Elder
2. Role of the Pastoral Response Team

Stated Clerk: Teaching Elder Edward Koster (5)

Upon motion of the Stated Clerk, the Presbytery voted to:

1. Approve the minutes of October 25, 2014.
2. Approve the review of records of churches as follow:

Ann Arbor, Northside	Grosse Point Woods	Sterling Heights, New Life
With exceptions	With exceptions	Without exception
Dearborn, Cherry Hill	Registers not	Taylor, Southminster
With exceptions	reviewed	With exceptions
Detroit, Gratiot Avenue	Milford	Warren, First
Without exception	Without exception	Without exception
Detroit, Jefferson Ave	Rochester Hills, University	
Without exception	With exceptions	

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

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) Jeffrey Fox-Kline to Philadelphia
 - ii) Jason Huff to the Evangelical Presbyterian Church
 - iii) Richard Jones to Baltimore Presbytery
 - iv) Cathy King to Maumee Valley Presbytery
 - b) To the Presbytery of Detroit:
 - i) Hotek Tan as temporary member from the Taiwanese Presbyterian Church
 - ii) Lalinpiuia Rodawla from National Capital Presbytery
 - iii) Joanna Dunn from Boise Presbytery
 - iv) Kara Hildebrandt from Western Kentucky Presbytery
 - v) David Downton from Scioto Valley Presbytery
 - vi) Nancy Carle from Scioto Valley Presbytery
 - vii) Diane Oswald from Northern Plains Presbytery
 - viii) David Ritter from Transylvania Presbytery
 - c) To the Church Triumphant:
 - i) Anna Marie Austin on 11/13/14
2. Investigating Committee 2011-03 has been re-constituted. The Moderator has appointed: Teaching Elder Tom Oxtoby, Chair; Ruling Elder Diana Gardner, Ann Arbor First; Ruling Elder Stefanie Lewis, Detroit Hope.
3. Garden City Church has filed a remedial case against the Presbytery. The Complaint is appended to the minutes. The Moderator has appointed the following as the Committee of Counsel: Ruling Elder Donald Morgan (Plymouth First) and Teaching Elder Douglas Blaikie.
4. Investigating Committee 2011-3 has reported that it will not proceed with the investigation pursuant to D-10.0202a. The matter is concluded.

Committee on Preparation for Ministry. Matthew Means reported for the Committee.

The committee reports the following for the information of Presbytery:

For Teaching Elder:

1. CPM met with the following Inquirer and voted to sustain her annual consultation and continue with her in the inquiry phase.

Bethany Peerbolte

November 4, 2014

Milford, Milford

2. CPM met with the following Candidate and voted to sustain her annual consultation and continue with her in the candidacy phase. In addition, CPM approved her to take one ordination of her choosing (Worship and Sacraments).

Paula Allstetter November 4, 2014 Belleville, Belleville

For Commissioned Ruling Elder:

1. CPM met with the following ECRE's** and sustained their annual consultations.

Kerry Border	November 4, 2014	New Life, Clinton Township
Nancy Bass	January 6, 2015	Jefferson Avenue, Detroit
Anita Teresko	January 6, 2015	Grosse Ile, Grosse Ile
2. CPM met with the following CRET's** and sustained their annual consultation.

<i>Joelly Chiangong</i>	<i>November 4, 2014</i>	<i>Park United, Highland Park</i>
<i>Charon Barconey</i>	<i>December 2, 2014</i>	
3. CPM met with the following CRET**, sustained her annual consultation, and recommended her for commissioning (now designated as an ECRE**).

<i>Linda Singley</i>	<i>December 2, 2014</i>	<i>Trumbull Avenue, Detroit</i>
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**CRET = Commissioned Ruling Elder Trainee; the designation given when in the preparation process designed by the CPM of the Presbytery of Detroit.

ECRE = Eligible Commissioned Ruling Elder; the designation given when all preparation processes are complete and recommendation to the Committee on Ministry for commissioning has occurred.

CRE = Commissioned Ruling Elder; the designation reserved only for a ruling elder serving a commission to a validated ministry in the Presbytery of Detroit. When not serving in such a position, the individual is identified once again as an Eligible Commissioned Ruling Elder (ECRE)

Upon motion of the Committee, Presbytery appointed the following Teaching Elders and Ruling Elders to serve as Ordination Exam readers from the Presbytery of Detroit.

Teaching Elders:

Keith Geiselman, Tom Hartley, and Matthew Means

Ruling Elders:

Marcia Ball, Mary Gholz, and Elaine Roseborough

Alternates:

Teaching Elder, Judith McMillan and Ruling Elder, Sam Clark

Upon motion Mr Clise, the Presbytery adjourned with prayer at 9:24.

The next meeting of the Presbytery will be Tuesday,

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Fort Street Administrative Commission Report
Executive Presbyter Report on the State of the Presbytery

Reports of the Treasurer
 Amended 2015 Budget
 2014 Report of the Committee on Representation
 Dissolution Agreement between Stephen Carl and Ann Arbor
 Westminster
 Vanderbeek Plan for Restoration
 Role of the Pastoral Response Team
 Complaint of the Garden City Church against the Presbytery

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR JANUARY 27, 2015

CHURCHES: Of 80 churches, 44 were represented and 36 were not.

COMMISSIONERS: Of 154 eligible commissioners, 67 enrolled, and 86 did not.

OTHER RULING ELDERS (Officers, Members of Council)::
 Of 10 total, 8 were present, of whom 1 counted as commissioners, leaving 7 as the unduplicated count: 0 excused, and 2 absent.

TEACHING ELDERS: Of the 148 non-retired teaching elders on the combined rolls of active members and members-at-large, 63 were present, 22 were excused, and 63 were absent.

Of the 89 retired teaching elders on the rolls, 12 were present and 77 were excused.

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

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

SUMMARY

VOTING MEMBERS PRESENT

	67	Elder Commissioners
+	7	Other Ruling Elders
+	63	Non-retired teaching elders
+	12	Retired teaching elders
=	0	Commissioned Ruling Elders.
=	0	Certified Christian Educators.
=	149	Voting members present.

OTHERS PRESENT

	6	Non-voting attendees
	2	Corresponding members

Teaching Elder and Member Ruling Elder Attendance

A. RULING ELDER MEMBERS ON CABINET

P BARCONEY, CHARON
 P ELLIS, HAROLD
 P LATIMORE, ROSY
 P LEWIS, STEFANIE
 P LOCKARD, JOAN
 P MORGAN, DON
 P NGARE, TIMOTHY
 C NICHOLLS, SANDRA
 A SADLER, CHUCK
 A SEABROOKS, DOROTHY M., PM

B. TEACHING ELDERS

P ADAMS, WILLIAM L III
 A AGNEW, ROBERT
 P ALLEN, ROBERT
 E ANDERSON, BRYANT
 A ANDERSON, LINDA
 A ANDERSON, LINDSEY
 A AUE, CRAIG
 E AUSTIN, MARY
 E BAHR-JONES, MARY
 A BIERSDORF, JOHN
 P BLAIKIE, DOUGLAS
 P BLAIR, JOANNE
 A BLEIVIK, DAVID
 A BOHN, CHRISTINE
 A BOLT, KENNETH
 P BOURLIER, RUTHANNE
 P BOUSQUETTE, PAUL
 P BRYDON, TROY
 P CAMPBELL, DOUGLAS
 P CAMPBELL, EMILY
 A CARL, STEPHEN
 A CASTEEL, PEGGY
 E CHOI, SEUNG KOO
 A CHUNG, ISAAC
 P CLARK, JENNIFER
 P CLARK, STEVEN
 A COCHRAN, LINDA
 P CONRAD, LINDSAY
 P COZIER, CLINTON
 A DE ORIO, ANTHONY
 P DELANEY, BETH
 P DELEZENNE, JULIE
 E DENNIS, WARREN
 P DOWNS, ELIZABETH
 A DOYLE-HOHF, KATHLEEN
 P DUNN, JOANNA
 E DYKSTRA, CRAIG R.
 P FAILE, JAMES
 P FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 P FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 A GEAR, JAMES
 A GEISELMAN, KEITH
 P GODBEHERE, SARAH
 A GRANO, MARIANNE
 P GROSCH, ADAM
 A HANNA, RAAFAT
 E HARRIS, R. JOHN
 P HARTLEY, THOMAS
 P HAYES, FRANCES
 A HEATON, DAN
 A HENDERSON, RICHARD
 A HENRY, PETER J. M.
 P HILDEBRANDT, KARA
 P HORLOCKER, MICHEL

A JAMES, MICHELLE
 A JAMES, THOMAS
 P JOHNSON, KEVIN
 P JU, GWANGWOO
 E JUDSON, JOHN
 P KAIBEL, KENNETH
 A KIDDER, ANNEMARIE
 P KIM, MIN SOON
 E KIM, Y. MONCH
 E KIM, YOUNGCHUL
 A KLINGER, JAMIE
 P KOSTER, EDWARD H.
 P KRUG, ERNEST
 P LEE, ESTHER
 A LINN, SARAH
 A MABEE, CHARLES
 A MADDEN, JULIE
 A MARKS, JULIE
 A McCLOSKEY-TURNER, CATHARINE
 E McGOWAN, EVANS
 E McMILLAN, JUDITH
 A McRAE, BARBARA
 P MEANS, MATTHEW
 P MEILANDS, PAMELA
 P MICHALEK, DANIEL
 P MILLER, J. SCOTT
 P MILLS, JILL
 A MISHLER, JOHN
 A MONNETT, JAMES
 E MOOK, SHARON
 P MOON, SUNG JOON
 P MOORE, PETER
 P MORGAN, AMY
 P MORGAN, JOANNE
 P MOZENA, SUSAN
 P NICHOLS, NEETA
 A NUSS, STEVEN
 P OBERG, ARTHUR
 A OLIVER, GARY
 A OSWALD, DIANE
 P OUELLETTE, EMMA
 A PARKER, OPELTON
 A PAVELKO, JOHN H.
 A PICKRELL, BROOKE
 A PIECUCH, KEVIN
 P PITTMAN, JASON
 A PITTMAN, KELLY
 P PORTER, JAMES
 A PORTICE, GEORGE
 E PRENTICE-HYERS, MARY ELIZABETH
 P PRIEST, TOM
 P PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 P RICE, THOMAS
 P RIEGEL, KRISTIN
 A RIKE, JENNIFER
 A RITTER, STUART
 A RODAWLA, LALDINPUIN
 P ROEDERER, RENEE
 A ROGERS, MELISSA ANNE
 E RYAN, BREANNE
 A SANDERFORD, JOHN
 P SCHAEFER, ANNE N.
 P SHELDON, ROBERT
 E SHIH, SHENG-TO
 A SHINN, DAVID
 E SHRIVER, KELLY
 A SIAS-LEE, LAURA
 E SIMONS, SCOTT W.

P SKIMINS, JAMES
 E SMITH, BRYAN DEAN
 A SMITH, PETER C.
 E SOEHL, HOWARD
 A SOHN, YO SUP
 P SOMMERS, CHARLOTTE
 A STUNKEL, KAREN
 P STUNKEL, PAUL
 P SWARTZEL, BARBARA G.
 A TAN, HOTEK
 A TATE, CAROL ANN
 P THOMAS, CHRISTOPHER
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 A WHITLOCK, KELLIE
 A WILHELMI, MARJORIE
 A WOO, BYEONGJIN
 E WRZESZCZ, JENNIFER PARKER
 A YU, SEUNG WON
 E ZURAKOWSKI, GREGORY

C. RETIRED TEACHING ELDERS

E AARON, ESTELLE
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 P ANDREWS, DOYLL
 E AUSTIN, ANNA MARIE
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BOEVE, PETER
 E BORCHARDT, HENRY
 E BROWNLEE, RICHARD
 E BYARS, RONALD
 P CAMPBELL, VERN
 E CAPPS, HARRY
 P CARLE, NANCY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 E CONLEY, JAMES H.
 E CORSO, LINDA
 P COWLING, NEIL D.
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DAVIS, ROXIE ANN
 E DAVIS, WILLIAM
 P DENTON, GRETCHEN
 P DOWNTON, DAVID
 E DUNCAN, THOMAS
 E DUNIFON, WILLIAM
 E ELE, HERSCHEL
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEPFORD, WILLIAM G.
 E GERE, BREWSTER
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HATCHER, RUFUS
 E HEINRICH, THOMSON
 E HELMKE, BEN

E	JANSEN, ROBERT	E	RATCLIFFE, ALBERT H.		E. CERT. ASSOC. CHRISTIAN ED.
E	JEFFREY, JOHN	E	ROBERTSON, ANN	P	PRICE, LAURA
E	KIM, T. ANDREW	E	ROBERTSON, WILLIAM		
E	KNUDSEN, RAYMOND	E	RUSSELL, JAMES P.		F. COMMISSIONED RULING ELDERS
E	KOGEL, LYNNE	E	SCRIBNER, LOREN	A	HOFFMAN, MICHAEL
E	KREHBIEL, DAVID E.	P	SHIPMAN, JUDY	A	HUTCHENS, PAMELA
E	LANGWIG, JANICE	E	SMALLEY, DIANE	A	SEILER, GORDON
E	LANGWIG, ROY	E	SUTTON, PAUL		
E	LISTER, KENNETH D.	E	TAYLOR, J. BERNARD		H. PAST RULING ELDER
E	LONGWOOD, MARJORIE	E	TAYLOR, THEODORE, II		MODERATORS NOT ON CABINET
E	MacINNES, JOHN D.	E	THORESEN, KATHRYN R.	E	BOSTIC-ROBINSON, DIANE, PM
E	MARVIN, FRANK C., JR.	E	WINGROVE, WILLIAM N	P	ELAM, DIXIE, PM
E	McINTYRE, DEWITT	E	WRIGHT, DONALD	E	HYLKEMA, CAROL, PM
P	MELROSE, SUE ELLIS	E	YOON, HAK SUK	P	LOUP, JEAN, PM
E	MIHOCKO, DAVID	E	YUE, MYUNG JA	E	MORRISON, HELEN, PM
E	NUSSDORFER, GUS	P	ZAMBON, WILLIAM	E	PITTS, FRANCES, PM
E	ORR, ROBERT C.	E	ZIEGLER, JACK T.	E	SHIRLEY, JAMES, PM
E	OWEN, DAVID			E	WINSLOW, PAUL, PM
P	OXTOBY, THOMAS		D. STAFF & OTHERS		
E	PETERS, RICHARD	A	GRANT, RICHARD		G. CORRESPONDING MEMBERS
E	POLKOWSKI, WILLIAM	A	GRIFFITH, RICHARD		ZAKI, RAAFAT
E	PRICE, MICHAEL T.	P	HIGGINS, JOANNE		SYNOF OF THE COVENANT
E	PRITCHARD, NORMAN	P	JENSEN, SANDY		BASS, NANCY
E	PROVOST, KEITH	P	LLOYD, MARY		DETROIT, ECRE
E	PRUES, LOUIS J.				

Church and Commissioner Attendance

ALLEN PARK, Allen Park	1	NOT REPRESENTED	2
1 BOB MORTON		DEARBORN, Cherry Hill	3
2 JANET MORTON	1	PAM HALLERPOITT	4
3		DEARBORN, First	FARMINGTON, First
ANN ARBOR, Calvary	1	NOT REPRESENTED	1 DEB JACKSON LUM
1 NOT REPRESENTED	2		2 BILL DRAPER
ANN ARBOR, First	3		3
1 SUE LEONG	DEARBORN, Littlefield		FERNDALE, Drayton Avenue
2 RUTH BARNARD	1 ROBERT W STEAR		1 RICHARD ELLING
3 BEN VAN TUYL	DEARBORN HGTS, St. Andrew's		FORT GRATIOT, Lakeshore
4 HENRY JOHNSON	1 NOT REPRESENTED		1 NOT REPRESENTED
5	DETROIT, Broadstreet		GARDEN CITY, Garden City
ANN ARBOR, Northside	1 NOT REPRESENTED		1 GAIL MAIN
1 BRIAN EVELY	2		GROSSE ILE, Grosse Ile
ANN ARBOR, Westminster	DETROIT, Calvary		1 NOT REPRESENTED
1 KATHERINE SIMPSON	1 ADRIENNE ADAMS		2
2 NED SIMPSON	2		3
3 DAVE WRIGHT	DETROIT, Calvin East		GROSSE POINTE, Memorial
AUBURN HILLS, Auburn Hills	1 NOT REPRESENTED		1 RUTH AZAR
1 NOT REPRESENTED	2		2
BELLEVILLE, Belleville	DETROIT, First		3
1 CONNIE ETTER	1 NOT REPRESENTED		GROSSE PTE WOODS, Woods
BERKLEY, Greenfield	DETROIT, Fort Street		1 SANDY FULLERTON
1 PAULA ROBINSON	1 RANDY COMMISSARIS		HIGHLAND PARK, Park United
BEVERLY HILLS, Northbrook	DETROIT, Gratiot Avenue		1 MARIE HUGHLY
1 NOT REPRESENTED	1 NOT REPRESENTED		2
2	2		HOWELL, First
3	DETROIT, Hope		1 DAWAIN RIEBOW
BIRMINGHAM, First	1 NOT REPRESENTED		2
1 SANDRA NICHOLLS	2		3
2 DICK JUDY	DETROIT, Jefferson Avenue		LINCOLN PARK, Lincoln Park
3	1 KATAI JOHNSON		1 CHRISTINE ADAMS
BLOOMFIELD HILLS, Kirk/Hills	2 SUSAN HILL		LIVONIA, Rosedale Gardens
1 NANCY LAU	3		1 JAMES DAVIS
2	DETROIT, St. John's		2 DYCHE ANDERSON
3	1 JEANE V MOORE		3
4	2 SUSAN HILL		LIVONIA, St. Paul's
5	DETROIT, Trinity Community		1 ROBERT WESTBROOK
BRIGHTON, First	1 NATALIOE E BROTHERS		LIVONIA, St. Timothy's
1 BETTY TROST	2		1 NOT REPRESENTED
2 JANE PENDLETON	DETROIT, Trumbull Avenue		MILAN, Peoples
3	1 MARTHA SINGLEY		1 NOT REPRESENTED
CANTON, Geneva	2		MILFORD, Milford
1 MICHAEL GAUBATZ	DETROIT, Westminster		1 BRUCE GILBERT
CLARKSTON, Sashabaw	1 LOUIS FISHER		2 CAROL ENGELSMAN

3 MARY MILLS
MT. CLEMENS, First
 1 NOT REPRESENTED

2
 3
NORTHVILLE, First
 1 DAN DELABY

2
 3
NOVI, Faith Community
 1 NOT REPRESENTED

2
ORCHARD LAKE, Community
 1 DODIE BERRY
 2 RAYMOND FROLING
 3 MIKE STARYNCHAK

PLYMOUTH, First
 1 DOUG KEE
 2 SHARON KAUFMAN

3
PONTIAC, First
 1 LAURA SANTELL

PONTIAC, Joslyn Avenue
 1 NOT REPRESENTED

PORT HURON, First
 1 ROBERT WILLIAMS
 2 RICHARD SMALLDON
 3

REDFORD, St. James
 1 NOT REPRESENTED

ROCHESTER, University
 1 DOUG DENTON
 2 DAN GRANTHAM

3
ROSEVILLE, Erin
 1 ILLEGIBLE
ROYAL OAK, First
 1 JULIE MATTHEWS
 2 ILLEGIBLE

3
ROYAL OAK, Starr
 1 NOT REPRESENTED

SALINE, First
 1 AMY LA FLEUR

2
SHELBY TWP., St. Thomas
 1 REE WOOD

2
 3
SOUTH LYON, First
 1 PETE EACHINGAM

SOUTHFIELD, Covenant
 1 BARBARA SMITH

SOUTHFIELD, Korean
 1 JOOHYUN CHOI

2
 3
 4
SOUTHFIELD, New Hope
 1 NOT REPRESENTED

2
SOUTHFIELD, Point of Vision
 1 NOT REPRESENTED

ST. CLAIR SHORES, Heritage
 1 NOT REPRESENTED

ST. CLAIR SHORES, Lake Shore

1 NOT REPRESENTED
 2
 3
STERLING HGTS, New Life
 1 DOROTHY HARRINGTON

2
TAYLOR, Southminster
 1 SHARILYN BULLION

TROY, First
 1 NOT REPRESENTED

TROY, Korean First
 1 NOT REPRESENTED
 2

TROY, Northminster
 1 CHRISTA GAINOR

WALLED LAKE, Crossroads
 1 NOT REPRESENTED

WARREN, Celtic Cross
 1 NOT REPRESENTED

WARREN, First
 1 MALCOLM McDOUGALLI

WATERFORD, Community
 1 NOT REPRESENTED
 2

WESTLAND, Kirk of Our Savior
 1 ILLEGIBLE

WHITE LAKE, White Lake
 1 NOT REPRESENTED

WYANDOTTE, Wyandotte
 1 NOT REPRESENTED

YPSILANTI, First
 1 NOT REPRESENTED

2

Brief update on the work of the Administrative Commission charged with working with the Fort Street
Presbyterian Church in Detroit

January 27, 2015

The AC was appointed in April 2014. Our initial work included a conversation with the pastor, a review of Session minutes and Presbytery files, and a review of recent documents related to the conflict within the Church.

A total of 10 listening sessions were then held with members and staff from which we gleaned a good sense of the level of the conflict and the need to act to address it with the Pastor and the congregation. Subsequently we prepared a report of our conclusions for the Pastor and met several times with her. In late October she announced her resignation which became effective in mid-December.

In the meantime the AC turned to the issues related to the congregation. Our first action was to seek a pastor to come into the church for a temporary period while we searched for a Stated Supply to work with the congregation over the next few years. We were most pleased when the Rev. Dr. Sue Ellis Melrose agreed to a half-time appointment as Temporary Stated Supply beginning January 1. We hope to have the long-term Stated Supply in place by early May. A search committee of three AC members and three members of the Fort Street Session are beginning this work.

We spent a meeting in early December seeking the wisdom of an organizational consultant regarding the situation at Fort Street and found that a valuable discussion. Our discussions continue to address what is best for this congregation. Recent discussions with Sue Melrose regarding her first impressions have been valuable, too. We greatly appreciate her willingness to take on this short-term assignment.

We offer our thanks to Sue Melrose for stepping in, to Roxie Davis, Loren Scribner, and Keith Provost for handling services over Christmas, and to the congregation for being welcoming and willing to work with us.

So what can you do? Please pray for the congregation, for the AC, for the former pastor, the Rev. Dr. Sharon Mook, and for the search committee.

State of the Presbytery - January, 2015

The Rev. Dr. Allen D. Timm, Executive Presbyter

Every year I look at the statistics of the presbytery. In 2013, the presbytery lost 2,144 members, which is the number of congregants on which 2014 per capita was assessed. However, while we had that decline, 19 congregations reported growth in worship attendance and 14 congregations grew in membership. While it is easy to say decline is in the wind for congregations, truly there are examples to the contrary.

It is important to note that growth did not only occur in our large churches. A church does not have to be large to do significant mission. Take South Lyon, for example, and the new projects started by a congregation of 129 members, guided by a new pastor who believes that a congregation is called to be a mission station for Jesus Christ. South Lyon has established itself in the community through presence at community events, health clinics, and youth programs for the community. These needs arose as they studied their community and talked to residents. The church collaborates with other community churches to lift community. Congregations of any size can be forces for change in their community. The study Holy Conversations gives excellent pointers on how to reconnect with the community.

When I reflected on the congregations that grew, I noted that each had some combination of the following items: vital worship, intentional outreach, education that helps disciples to grow, an atmosphere of hospitality, a prophetic lifestyle, and a dynamic youth ministry. I have picked up one other theme: the churches that are growing in worship and membership are intentional about reaching people who are not in church and seek to make disciples who will extend the kingdom of Jesus Christ.

Over the past ten years the presbytery has lost almost 10,000 members, and over that time giving by members to the per capita of the presbytery and shared mission has dropped by about 450,000 per year. To respond to that, the Teams have reduced staff and office space. Much mission has shifted to congregations who support and send volunteers to their own missions. Presbytery still supports some missions directly with giving: two youth ministries in the City (Second Mile Center and Barnabas Youth Opportunities, Inc.), campus ministries, and new ministry initiatives by congregations in the community. Outreach activities include those who suffer domestic violence and hunger ministries. Beyond that, the Ranney-Balch Fund provided direct support to ministries that reached out to minorities.

The highlight of last year for me was the hosting of General Assembly. Upwards of 1600 church members volunteered to extend hospitality to commissioners, delegates, and guests. My heartfelt thanks go out to the Executive Committee who included Peter Smith, Sue Melrose, Budge Gere, and Diane Agnew, who was also the Executive Coordinator. Committee Chairs and their Vice Chairs included Peter Henry and Mary Beth Jones, Adrienne Adams and Martha Nelson, Dianne Bostic Robinson and Peg Carpenter, Harold Ellis and David Bunch, and Charlotte Fischer. I want to thank the congregations and individuals who gave funds and effort. These also included Alma College, Presbyterian Villages of Michigan, and the Presbyteries of Lake Huron and Lake Michigan.

We have strong Teams and Committees whose aim is to strengthen congregations to be missional, pastoral and prophetic. The budget for 2015 reflects diligent efforts to predict the impact spending of dollars will make. To receive budget dollars teams and committees define the difference that will be made because a training event was held, or members of a team attended a workshop. The ask, what change will occur that strengthens congregations?

The Presbytery of Detroit is fortunate that endowment funds were left to support the administration of the Presbytery. That takes some of the burden for per capita off the backs of members. Beyond that, congregations support the mission program of the Presbytery in what is called Shared Mission. All the funds that have been contributed and sent for Shared Mission and Per Capita are much appreciated by your teams and committees, who do their best to be good stewards of the dollars congregations provide, as well as to support the mission of the wider church.

Someone commented on how many clergy new to the presbytery have already made contributions of leadership and have become strong colleagues in ministry. The Pastors in Transition Workgroup still has the aim of making Detroit Presbytery a "destination presbytery." That is my hope as well as the presbytery becomes one that is known for strengthening them as they serve Christ in ways that are missional, pastoral, and prophetic.

I would like you to know that I do my best to support church officer training, the transition of pastors into the presbytery, the placement and support of pastors, and the development of hands on mission opportunities. Last year two of our congregations were led by graduate students from the Ford School of Public Policy at the University of Michigan in a study of their neighborhood. I have supported the efforts to engage in Holy Conversations, and all these efforts attempt to engage the neighborhood around the church.

I also do my part to learn and grow. I am part of an Executive Presbyter learning group. Last year I joined a second learning group which focuses on Urban Ministry. Like every other pastor, I try to continue to grow in my faith and my skills.

As your Executive Presbyter I continue to feel honored to be your leader. I continue to engage members in ministry and to help people with a similar call find each other. My prayer is that the Presbytery will continue to strengthen its congregations so they can provide a word of hope to their neighborhood, and be a catalyst for change. May our love and justice show a way of life that others emulate. I hope that as we Presbyterians in this metropolitan area "lift high the cross, that all the world may adore Christ's sacred name."

2015 Presbytery Mission Celebration
Summary Operating Budget

		Operating B	Flow Thru	2015 Budget	
					Per Capita
					2013
					\$ 23.90
					2014
					\$ 7.02
					\$ 3.25
					\$ 13.97
					\$ 24.24
					2015
					\$ 7.07
					\$ 3.25
					\$ 14.47
					\$ 24.79
a,d	General and Undesignated Revenue				
	Shared Mission GA		60,350.00	60,350.00	
	Shared Mission Synod		10,650.00	10,650.00	
	Shared Mission POD	284,000.00		284,000.00	
b,e	Per Capita (Apportionment) GA		180,801.00	180,801.00	
	Per Capita (Apportionment) Synod		83,112.00	83,112.00	
	Per Capita (Apportionment) POD	370,041.00		370,041.00	
	Forecast of Per Cap fund Shortage	(25,000.00)		(25,000.00)	
	Prior Year Per Capita Receipts	25,000.00		25,000.00	
	Directed Mission (Budget Support)	5,000.00		5,000.00	
c	Offering		226,000.00	226,000.00	
	Endowment Income (fund 100)	178,627.00		178,627.00	
	Endowment Realized Gains (Fees Paid-Pass Thru)		95,000.00	95,000.00	
	Endowment Income (fund 200) Capital	42,344.00		42,344.00	
	Endowment Income (fund 410) Other Presbyteries		41,186.00	41,186.00	
	Endowment Income (Pass Thru) Fort Street		223,781.00	223,781.00	
	Ranney Balch Endowment Income		50,062.00	50,062.00	
	Interest (fund 100 & 510)	2,153.00		2,153.00	
	Other Income (Fund 200 Seeley)				
	Presbyterian Women	2,000.00		2,000.00	
	PCUSA Grant Hunger Coordinator	6,300.00		6,300.00	
	Total General and Undesignated Revenue	890,465.00	970,942.00	1,861,407.00	890,465.00
	Pass-Through and Designated Revenue				
	POD ECO		135,000.00	135,000.00	
	Denomination ECO Support		45,000.00	45,000.00	
	Non-Denomination Support		25,000.00	25,000.00	
	Interest on POD Loan Payments		60,100.00	60,100.00	
	GA & Other Synod Grants		35,000.00	35,000.00	
	NCD Synod and Synod Campus Ministry Grants				
	Howell Conference and Nature Center				
	Committee Project Revenue		135,000.00	135,000.00	
	Total Pass-Through and Designated Revenue	0.00	435,100.00	435,100.00	-
	Total Revenue	890,465.00	1,406,042	2,296,507	\$ 890,465.00

536,000.00
(net of fees 95000)

2015 Presbytery Mission Celebration
Summary Operating Budget

Per Capita
2013
\$ 23.90
2014

	Operating B	Flow Thru	2015 Budget	
Ecclesiastical Committee Expenses				
Committee on Ministry	6,000.00		6,000.00	
Committee on Prep for Ministry	2,350.00		2,350.00	
Trustees	136,892.00		136,892.00	
Operations	432,089.00		432,089.00	
Nominations	0.00		0.00	
Representations	2,500.00		2,500.00	
Total Ecclesiastical Committee Expenses	579,831.00	0.00	579,831.00	579,831.00
Ministry Team Expenses				
Congregation Life				
Congregational Development and Transformation Team	22,300.00		22,300.00	
Outdoor Ministries	24,676.00		24,676.00	
Social Justice	58,310.00		58,310.00	
Mission Interpretation	54,200.00		54,200.00	
Nature and Support	0.00		0.00	
Spiritual Formation and Faith Development	0.00		0.00	
Leadership Equipping Ministry Team	61,618.00		61,618.00	
NCD	106,665.00		106,665.00	Typo
Planning & Visioning	1,500.00		1,500.00	
Metro Urban Ministry Team	0.00		0.00	
Multiculturalism Ministry Team	9,500.00		9,500.00	
Coordinating Cabinet	3,650.00		3,650.00	
510 \$ to use for budget expense				
Total Ministry Team Expenses	342,419.00		342,419.00	0.00
Pass-Through and Designated Expenses				
a General Assembly Portion of Shared Mission		60,350.00	60,350.00	
b General Assembly Portion of Per Capita		180,801.00	180,801.00	
Per Capita funding Shortage GA		25,000.00	25,000.00	
c General Assembly Offering		226,000.00	226,000.00	
d Synod Portion of Shared Mission		10,650.00	10,650.00	
e Synod Portion of Per Capita		83,112.00	83,112.00	
f Other Presbyteries (from endowment fund)		41,186.00	41,186.00	10% of Joy fund incorr
Disbursement from Endowment Fund Fund200		0.00	0.00	
g Disbursement from Endowment Fund Fort Street		223,781.00	223,781.00	
Comerica/Munder Mgmt Fees		95,000.00	95,000.00	
i Ranney Balch Portion of Endowment Fund		50,062.00	50,062.00	9.35% of Endowment I
j Pass-Through to Fund 200 including (Seeley)				
k POD ECO		135,000.00	135,000.00	

2015 Presbytery Mission Celebration
Summary Operating Budget

Per Capita
2013
\$ 23.90
2014

		Operating B	Flow Thru	2015 Budget
l	Denomination ECO Support		45,000.00	45,000.00
m	Non-Denomination Support		25,000.00	25,000.00
n	Interest on POD Loan Payments		60,100.00	60,100.00
	Trustee's Fund 200, Buildings, Legal & SW		(25,000.00)	(25,000.00)
p	GA & Other Synod Grants		35,000.00	35,000.00
q	Synod NCD & Campus Ministry Grants			
r	Howell Conference and Nature Center			
	PCUSA Grant Hunger Coordinator			0.00
s	Committee Project Revenue		135,000.00	135,000.00
	Total Pass-Through and Designated Expenses	0.00	1,406,042.00	1,406,042.00
	Total Expenses	922,250.00	1,406,042.00	2,328,292.00
	Transfer in from Fund 200 to covr Deficit in fund 100			
	Net Income	-31,785.00	0.00	-31,785.00

Separate Budget
resides in sjp costs for

922,250.00

TRUE

2014 COR Report

Committee on Representation Report 2014

The bylaws of the Presbytery of Detroit give Committee on Representation the following responsibilities:

- i) to fulfill the responsibilities described in G-3.0103.
- ii) To report annually to the CC the proportion of all racial ethnic groups, women, and youth in the congregations of the Presbytery, and to report the proportion of those groups in leadership within the presbytery
- iii) to advocate for diversity in leadership in accordance with F-1.0403.
- iv) to consult with the CC on the employment of personnel
- v) to counsel with congregations of the Presbytery where the various constituencies are not represented on a session or board of deacons.
- vi) to advocate for diversity and fairness in all considerations of ministry teams and committees, and the Coordinating Cabinet pursuant to F-1.0403

This report addresses the implementation of diversity and fairness in committees/ministry teams/coordinating cabinet as well as in the current staff of the Presbytery of Detroit. The data used for this report comes from various sources, and these sources vary in quality.

Abbreviations Used in Report

AA/African American	LE/Leadership Equipping Ministry Team
A/Asian American	MI/Mission Interpretation/Projects/Partnerships Team
B Caucus/MI Black Caucus	MM/Multicultural Ministries Ministry Team
BO/Book of Order	NCD/New Church Development Ministry Team
CDT/ Congregational Development and Transformation	PJC/Permanent Judicial Commission
COM/ Committee on Ministry	PM/Presbyterian Men
CON/Committee on Nominations	PO/ Presbytery Operations Ministry Team
CPM/ Committee on Preparation	PV/Planning and Visioning Team
COR/ Committee on Representation	PW/Presbyterian Women
CC/ Coordinating Cabinet	SJ/ Social Justice Ministry Team
EA/European American	SC/ Stated Clerk
EP/Executive Presbyter	TE/Teaching Elder
HOW/Howell Conference and Nature Center Team	TRU/Trustees

2014 COR Report

Chart 1 shows the committee/team composition of the Presbytery of Detroit. Abbreviations as noted above have been used to name the committees. TE stands for Teaching Elder, previously seen in reports as "clergy" and non-TE may refer to ruling elders or to others depending upon the prescribed committee make-up. The Chart shows that only one committee member has a disability, that teaching elders or others serve on committees, men and women, people of various ethnicity, with a high number of committee/team members being over fifty-five years old.

Chart 1 Committee Representation 2014

Committee	#	TE	Non-TE	Male	Female	A	AA	H	NA	EA	<35	35-55	55+	Disabilities
COM	29	15*	14	13	16*	2	2	0	0	25*	1	1	15*	none
CON	11	4	7	6	5*	1	3	0	0	7*	1*	4	7	none
CPM	21	10*	11*	11*	10*	0	2	0	0	19**	4*	2	15*	none
COR	6	2*	4	3	3*	0	3	0	0	3*	1	1	4*	1
CD&T	6	2	4*	4*	2	0	3	1	0	2*	1	2	3*	none
HOW	6	2*	4	4*	2	0	1	0	0	5*	?	1*	4	none
LE	6	2	4*	2	4*	0	2*	0	0	4	0	2	4*	none
MIPP	6	2*	4	4	2*	0	2	0	0	4*	1	1	4*	none
MM	6	3	3*	2	4*	0	2*	1	0	3	1	1	4	none
NCD	5	3*	2	3*	2	1	1	1	0	3*	0	2	3	none
PJC	7	3	4	3	4	0	?	0	0	5	0	2	5	none
PV	6	3*	3	2*	4	0	2	0	0	4*	1	2*	3	none
PO	5	2*	3	3*	2	0	2	0	0	3*	0	2	3	none
SJ	6	3	3*	2	4*	0	2*	0	0	4	0	1	5*	none
TRU	9	2*	7	7*	2	0	3	0	0	6*	0	1	8*	none
Total	135	58	77	69	66	4	30	1	0	99	11	25	87	

* denotes Chair

Data is from Committee on Nominations 8/5/13 and 2014 Presbytery Directory.

2014 COR Report

Additional Comments about Committee Membership

The bylaws provide for 139 openings on Presbytery Committees and Ministry Teams, plus Moderator, Vice-Moderator, immediate past Moderator for a total of 142 openings on nominated committees. Work Groups that are selected by committees/teams for specific functions are not included in the 142 open positions. The 142 openings are filled by 126 people indicating that some people serve on more than one committee or team and others serve also on Work Groups that are not included in this report.

Committee on Representation recognizes that some members of presbytery are heavily invested in their presbytery commitments and enjoy serving in multiple roles. However, serving on two committees (or more!) is a notable responsibility. The POD bylaws allow for persons to serve on up to two (2) teams/committees but COR does not encourage electing people to multiple committees/teams although COR realizes that some individuals serve in more than one role to enable diverse representation. It seems to COR that serving on two or more committees/teams means that one has to divide one's service and it may appear that a few people are "running" things. Currently ten people serve on multiple committees/teams. Thank you to the Committee on Nominations' work, there were only seven vacancies in committees/teams at the time of the *Directory's* printing.

Teaching Elder Participation

A perusal of the Presbytery Directory shows that some members of presbytery serve in no capacity, a member of presbytery being defined as a teaching elder who is "ordinarily...a member of the presbytery where his or her work is situated or of the presbytery where she or he resides." [BO, G-3.0306] A teaching elder serving in a parish may not be able to participate if one's workload is heavy and clergy serving in non-parish roles may be unable to attend meetings. However, presbytery involvement is an expectation of teaching elders, a commitment made upon ordination. At the present time, there are 123 teaching elder members who are not honorably retired. Thirty-five percent are serving on a committee/team. Sixteen honorably retired teaching elders continue to serve on committees/teams.

2014 COR Report

According to Clerks' Reports that are submitted by each congregation and based on their accuracy, the ages of the members of the congregations of the Presbytery of Detroit are reported as the following.

Chart 2 Ages of Members of Congregations

25 and under	26-45	45-55	56-65	Over 65
13%	19%	17%	19%	32% (not 100%)

The Committee on Representation notes that the data in **Chart 1** and **Chart 2**, the ages do not correspond so it is hard to see if the ages of the members of the congregations positively correlates to the ages of committee/team members. However, combining ages 56-65 and over 65 makes a total 51% of members of congregations who are over 55 while 64% of the leadership is over 55.

The data for the ages of members of congregations comes from annual clerks' reports that have limited accuracy, as churches do not keep such statistics so clerks often guess at ages or report similar ages from year to year. There is a similar problem in committee data, as people may not choose to reveal their ages.

Chart 3 Persons Under 18 in Counties of Livingston, Macomb, Oakland, St. Clair, Washtenaw, and Wayne SEMCOG Quick Facts from 2010 Census

	% under age 18
Livingston	25.5%
Macomb	23.0%
Oakland	23.5%
St. Clair	23.7%
Washtenaw	20.9%
Wayne	25.4%

COR sought data on ages of persons living in this region and selected the counties of Livingston, Macomb, Oakland, St. Clair, Washtenaw, and Wayne for SEMCOG information. The only data easily accessible was the percentage of persons under age 18 and while it appears that congregations have significantly fewer young people who are members (25 and under, 13%) this does not correspond with the approximately 24% of the population in the six counties who are under 18. In congregations only members are counted thus excluding children not yet confirmed.

2014 COR Report

Chart 4 shows that there are more women than men (59% women and 41% men) in all age ranges as members of congregations.

Chart 4 Males and Females Members of Congregations

	25 and under	26-45	45-55	56-65	Over 65	Overall %
Males	1,222	1,879	1,644	1,653	2,590	41%
Females	1,495	2,524	2,188	2,480	4,353	59%
Total	2,717	4,403	3,832	4,133	6,943	

Though not indicated in **Chart 4**, persons over 65 reflect the primary members of sixty congregations.

According to this data, the total number of men and women of all ages who are members of congregations of the Presbytery of Detroit is 22,028 with women outnumbering men. Overall, in the United States, women outnumber men in church involvement. In an October 20, 2011 article "Why do men stay away?" by Thomas G. Long that appeared in the *Christian Century*, he cited data that men make up only 39% of the worshipers in a typical congregation, not just because men die earlier; the percentages hold across the board, for every age category. In a private conversation with Kenyan Presbyterians and from direct observation, Kenyan men are less likely to participate in church than women. Obviously, the variance between numbers of men and women in congregations is beyond the scope of this report; it is apparent that committee/team membership does not correlate with more women participating in church life.

Chart 5 shows that men and women are roughly equal in population in this part of Southeastern Michigan.

**Chart 5 Males and Females in Counties of Livingston, Macomb, Oakland, St. Clair, Washtenaw, and Wayne
United States Census Bureau, Michigan 2013**

	% of Women
Livingston	50%
Macomb	51.4%
Oakland	51.5%
St. Clair	50.5%
Washtenaw	50.7%
Wayne	51.9%

In the counties noted, women compose an equal or slightly more than 50% of the total population.

2014 COR Report

Chart 6 indicates the reported racial composition of members of congregations using data gathered from the Clerk's Reports submitted by each session of each congregation.

Chart 6 Racial Composition of the Members of Congregations in the Presbytery of Detroit

Asian/A	Black	Hispanic	Native American/NA	European American/EA	African American/AA	Middle Eastern/ME	African	Other	Total
1,033	538	85	46	23,001	587	17	114	52	25,473
4%	2%	<.5%	<.2%	90%	2%	<.1%	<.4%	<.2%	98+%

Chart 6 use different racial categories from **Chart 1**; COR is unsure about the distinction between Black and African American categories.

Chart 7 shows community data on the percent of population by race.

Chart 7 Percent Population by Race in Counties of Livingston, Macomb, Oakland, St. Clair, Washtenaw, and Wayne SEMCOG Quick Facts from 2010 Census

	White	Black	Asian	Hispanic	
Livingston	95.3%	.4%	3.6%	1.9%	
Macomb	83.9%	8.6%	.8%	2.3%	
Oakland	75.1%	13.5%	5.6%	3.5%	
St. Clair	92.1%	2.4%	.5%	2.9%	
Washtenaw	72.1%	12.5%	7.8%	4.0%	
Wayne	49.9%	40.3%	2.5%	5.2%	

While **Chart 7** does not exactly correspond with **Chart 6** information for the Presbytery of Detroit, it offers a glimpse of the diverse racial population in this part of Michigan and shows that there are significant differences in the counties where Presbyterian (U.S.A.) congregations are located.

2014 COR Report

Committee on Representation suggests that each congregation look at similar statistics using the annual *Clerk's Report*, considering the kinds of gift and ministry options that are generally represented within age ranges for male and female. There is value in having members of all ages and there are wide opportunities for ministry that allow members to share their gifts with the greater community. In other words, the statistical information about your congregation should be seen from a positive, not negative viewpoint while at the same time presenting a challenge to go into fresh, important ministries inside and outside the congregation.

Clerk's Reports also estimate the number of congregation members with disabilities. According to the data less than one-half percent of the total church membership have disabilities with hearing and mobility most often cited. The COR observes that many disabilities go unrecognized with hearing loss much more widespread than indicated in the *Clerk's Reports*.

Other Demographics

Chart 8 shows the representation on the Coordinating Cabinet; members of CC are usually committee/team chairs though a committee/team chair may ask another member of the committee/team to attend in his/her stead. Also, serving on CC are the immediate past moderator who serves as CC Chair, the present moderator, the vice moderator, the executive/associate executive presbyters, ruling elder representations of the Michigan Black Presbyterian Caucus, Presbyterian Men, Presbyterian Women, and the Presbyterian Youth Council selected by their respective organizations, a representative of the elected synod commissioners, and the state clerk with voice, but no vote.

As noted before, leaders are generally thirty-five years old or older with an even distribution of males and females, African American and European Americans. Some might suggest that some committees/teams have greater importance than other committees/teams but COR makes no attempt to distinguish between importance or significance of any committee's/team's work. All have significant roles in accomplishing the ministry of POD.

2014 COR Report

Chart 8 Coordinating Cabinet Representation
Data is from 2014 Presbytery Directory and COR observation.

Committee	TE	Non TE	Male	Female	Asian American	African American	Hispanic	Native American	European American	<35	35-55	55+	Disability
Chair		1		1					1			1	
COM	1		1						1		1		
CON	1			1					1	1			
CPM		1		1					1		1		
COR	1			1					1			1	
CDT		1		1		1					1		
Howell	1		1						1		1		
LE		1		1		1						1	
B. Caucus		1		1		1						1	
MI	1		1						1		1		
Moderator		1	1			1						1	
MM		1		1		1						1	
NCD	1		1						1		1		
PV	1		1						1		1		
PM		1	1						1		1		
PW		1		1					1			1	
PYC		1		1		1					1		
PO	1		1						1		1		
SJ		1		1		1						1	
Trustees	1		1						1			1	
Vice Mod.	1			1					1			1	
EP	1		1						1			1	
SC	1		1						1			1	
Total	12	11	11	12		7	0	0	16		10	12	

8 of 10

11/6/14

COR 1

2014 COR Report

Committee on Representation included **Chart 9** that shows the demographics of the paid and unpaid* POD staff.

Chart 9 Staff

Data is from 2014 Presbytery Directory and COR observation.

Position	FT	PT	TE	Non TE	male	female	A	AA	H	NA	EA	<35	35-55	55+	disability
EP	1		1		1						1			1	
SC		1	1		1						1			1	
Exec. Assis.	1			1		1		1						1	
Off. Mgr.	1			1		1					1		1		
Cler. Assis.	1			1		1		1					1		
Acct. Mgr.		1		1		1					1		1		
Hunger		1		1		1		1						1	
Resource Ctr. Dir.		1		1		1					1			1	
Howell Director	1			1	1						1		1		
Mission Consultant		1		1		1		1						1	
Interfaith Consultant*		1	1		1						1			1	
Transfig. Consultant		1	1		1						1			1	
Treasurer*		1		1	1			1						1	
Youth Consultant		1		1		1		1					1		
Total	5	9	4	10	6	8		6			8		5	9	

2014 COR Report

Chart 9 shows that most program employees work as part-time consultants. They are paid a rate based on minimum terms of call (of pastors), pro-rated from the standard 50 hour week for a pastor; consultants are not allowed to exceed 19 hours/week, and contracts include a provision for education, pension & medical dues, study leave and voucher expenses, all pro-rated from minimum terms of call. In other words, a program consultant must locate other employment, be retired, or have other income in order to achieve full-time remuneration.

Full-time employees include the executive presbyter, the Director of Howell Conference and Nature Center, and three hourly office personnel for whom full-time is defined as 32 hours a week. The part-time position of stated clerk is a paid position while the part-time treasurer receives no compensation.

Demographically, male clergy European Americans as executive presbytery and stated clerk hold leadership positions of public visibility and administrative authority. There are no Asian Americans serving on the staff.

Committee on Representation Work

While it may appear that the Committee on Representation is focused on demographic data, using some data that is questionable because of the nature of what is provided to the committee, the COR sees its role beyond that of making tables. The Committee on Representation promotes diversity that affords a full expression of opinions and actions among the members of this faith community. It lauds the efforts of many who work in southeastern Michigan conveying knowledge of and encouraging shared power in all aspects of this region's life.

Questions for All of Us

Committee on Representation sees itself in an ongoing process of asking questions, seeking justice, and encouraging conversation about implementing full diversity in light of what the gospel calls us to be and do. Here are some ongoing questions that we consider. We invite you to make these questions part of your congregation's and committee's/team's deliberations.

- What would it look like if the Presbytery of Detroit were truly representative, both of church members and of the community?
- What are ways to encourage leadership among members that go beyond acceptance, to promotion of diversity?
- In what areas of our lives are we lacking the views of others?
- What structures and practices in the presbytery promote the dominant culture with or without our realization?
- What staffing issues will serve the greater call for justice in all parts of life?
- What are our own personal roadblocks to full participation for all?

AGREEMENT FOR TERMINATION AND SEPARATION TERMS OF DISSOLUTION BETWEEN

Rev. Stephen R. Carl ("Pastor Carl")

And

Westminster Presbyterian Church of Ann Arbor ("Westminster")

The Westminster Session and Pastor Carl request dissolution of the pastoral relationship under the terms of this Agreement for Termination and Separation ("Agreement").

1. Background. During the October 2014 Session meeting, the Presbytery Executive of the Detroit Presbytery and a Committee on Ministry ("COM") representative guided the Session and Pastor Carl through thoughtful discernment and discussion. Following the discussion there was a mutual agreement between the Session and Pastor Carl to call a congregational meeting on November 2 following worship to dissolve the pastoral relationship between Pastor Carl and Westminster at the end of an exit sabbatical. The exit sabbatical is to begin November 3, 2014 and continue through September 3, 2015. During this time, Pastor Carl will be unavailable for pastoral ministry due to the nature of the sabbatical.

Subsequent discussions have occurred leading to a mutual agreement between the Session and Pastor Carl to the financial terms set forth in this Agreement.

2. Effective Date. The effective date of dissolution and termination will be September 4, 2015, or the date on which Pastor Carl begins new full-time employment prior to the end of the stated sabbatical term, whichever occurs first.

3. Financial Terms.

- A. Salary and Other Payments for initial seven and one-half months of sabbatical.

Subject to the terms of this Agreement relating to Pastor Carl's beginning new full-time employment prior to the end of the stated sabbatical term, the following amounts will be paid by Westminster to or for the benefit of Pastor Carl for the initial seven and one-half months of the exit sabbatical period, with such payment to be made in installments based upon Westminster's existing, standard payroll practices. The following amounts are determined from the 2014 - 2015 terms of call for Pastor Carl, pro-rated for a period of seven and one-half months:

Salary	\$21,786.25
Housing	31,189.37
SECA	4,052.50
Pension/Medical	19,601.25
Medical Supplement	3,846.87

(Medical Supplement amounts are subject to following paragraph)

Total	\$80,476.24.
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Pastor Carl's Medical Supplement Account will continue to be administered in accordance with federal tax rules that require timely submission to Westminster of proper medical receipts as a condition for account disbursements. Pastor Carl will submit such receipts to Westminster in a timely manner. In addition to the \$3,846.87 allocation to Pastor Carl's Medical Supplement Account for the initial seven and one-half months of the sabbatical period, Pastor Carl's existing Medical Supplement Account balance as of November 2, 2014 shall continue to be available and shall likewise be administered in accordance with applicable federal tax rules.

- B. Payments for final two and one-half months of sabbatical. Subject to the terms of this Agreement relating to Pastor Carl's beginning new full-time employment prior to the end of the stated sabbatical term, the following amount will be paid by Westminster for the benefit of Pastor Carl for the final two and one-half months of the exit sabbatical period, with such payment to be made in installments based upon Westminster's existing, standard payroll practices. Payments for Salary, Housing, SECA and Medical Supplement will not be made for the final two and one-half months of the sabbatical term. The following amount is determined from the 2014 - 2015 terms of call for Pastor Carl, pro-rated for a period of two and one-half months:

Pension/Medical	\$6,533.75
Total	\$6,533.75.

- C. Lump-Sum Payment; Cancellation of Professional Expense and Continuing Education Payments. Within ten business days following both the full execution of this Agreement and its approval by the Presbytery of Detroit, Westminster shall pay Pastor Carl the sum of \$10,250. In consideration of this lump-sum payment and the other benefits provided by this Agreement, Professional Expense and Continuing Education allocations under the 2014 – 2015 terms of call, as well as carryovers from prior periods, are cancelled in their entirety. No payments will be made or owing Pastor Carl by Westminster for Professional Expense or Continuing Education.
- D. Vacation. Vacation time earned, but not taken, will neither be added to the sabbatical term nor increase the final paycheck or any other payment.
- E. Existing Terms of Call. The terms of call as adopted at Westminster's congregational meeting held in September 2014 are superseded in their entirety by those stated in this Agreement.
- F. Full-Time Employment Prior to End of Stated Sabbatical Term. If Pastor Carl begins new full-time employment prior to the end of the stated sabbatical term, the following will apply:

- a. Pastor Carl shall provide written notification to Westminster and to the Presbytery of Detroit on or prior to the date of beginning new full-time employment, and such written notice shall specify the date on which new full-time employment will begin.
 - b. Westminster's obligation for payment of salary and other items described in section 3(A) and section 3(B) shall cease as of the date of new full-time employment. Payments described in section 3(A) and section 3(B) shall be recalculated accordingly.
 - c. The balance of Pastor Carl's Medical Supplement Account, determined as of the date Pastor Carl begins new full-time employment, shall remain available for account disbursements upon timely submission to Westminster of proper medical receipts for medical expenses incurred prior to the date of new full-time employment.
 - d. The lump-sum payment of \$10,250 described in section 3(C) shall be payable in full regardless of the timing of Pastor Carl's new full-time employment.
4. Waiver and Release; Entire Agreement. The Waiver and Release attached as Exhibit A to this Agreement is incorporated into this Agreement by reference to the full extent as if reproduced in its entirety within the body of this Agreement. This Agreement, including the incorporated Waiver and Release, replaces any earlier oral or written agreement or memorandum of agreement and, further, constitutes the entire agreement of the parties and may not be modified unless expressly agreed otherwise in writing by all parties to this Agreement.
 5. Use of Westminster Facilities by Pastor Carl. Pastor Carl agrees to vacate promptly his current office at Westminster, which will be needed for use by an interim pastor.
 6. Contingencies; Approval by Congregation and by Presbytery. This Agreement is contingent upon approval by Westminster's congregation of the dissolution of the pastoral relationship between Pastor Carl and Westminster.

This Agreement is subject to its approval by the Presbytery of Detroit, and approval (or disapproval) shall be noted following the signatures to this Agreement. If this contingency is not satisfied on or before November 30, 2014, this Agreement shall be of no force or effect.

Any revocation validly made by Pastor Carl under the attached Waiver and Release revokes both the Waiver and Release and this Agreement. Upon any such revocation, this Agreement shall be of no force or effect.

- 7. Notices and Signing of Documents. Notices to parties shall be sufficient if hand delivered or mailed to the party's business address (in the case of Westminster and in the case of the Presbytery of Detroit) or home address (in the case of Pastor Carl). Any
- 8. party may provide the other parties with an updated address for notice purposes. Pastor Carl acknowledges that Westminster will suspend all payments to him and for his benefit that are described in section 3 of this Agreement, if the Agreement and the Waiver and Release have not been signed by the 21st day following his receipt of such documents for his review, such 21st day being November ____, 2014.
- 9. Governing Law. This Agreement shall be interpreted pursuant to the laws of the State of Michigan and shall be binding upon and shall inure to the benefit of the parties, their respective successors and assigns.

In witness whereof, the parties have executed this Agreement on the date indicated below.

Dated: _____

Stephen R. Carl

Dated: _____ Westminister Presbyterian Church of Ann Arbor

By:

Mary Hammond, Chair of Administration Committee

By:

Margaret Klammer, Clerk of Session

Committee on Ministry Representative(s)

Date Dissolution of Pastoral Call approved by Congregation: November 2, 2014

Date approved by COM _____

Date approved/disapproved by Presbytery _____

11/02/2014

Presbytery of Detroit
Committee on Ministry
October 31, 2014

“Plan for Repentance and Restoration”
Ronald Vanderbeek. Teaching Elder

The Book of Order (PCUSA) 2013-2015, the Book of Discipline D-1.000 reminds us, “The purpose of 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; to achieve justice and compassion for all participants involved; to correct or restrain wrongdoing in order to bring members to repentance and restoration; to uphold the dignity of those who have been harmed by disciplinary offenses; to restore the unity of the church by removing the causes of discord and division; and to secure the just speedy, and economical determination of proceedings.”

This is the plan of the Committee on Ministry for the Presbytery of Detroit for the repentance and restoration of Ronald Vanderbeek.

Repentance

1. Mr. Vanderbeek will acknowledge his sexual misconduct and make a voluntary statement of remorse and repentance in writing to the Chair of the Committee on Ministry.
2. The Chair of the Committee on Ministry or representative appointed by the Chair will meet with the current Pastor or Interim Pastor of Garden City Presbyterian Church and Mr. Vanderbeek and discuss an appropriate and reasonable statement of repentance to the Session of Garden City Presbyterian Church.
3. Mr. Vanderbeek will assure the Committee on ministry that he is not presently involved in any action that may be construed as an act of “ordered ministry” as defined in the Book of Order, G-2.0501, “Teaching Elder Defined.”
4. Mr. Vanderbeek will suggest addition ways he may communicate his repentance.

Restoration

1. Mr. Vanderbeek will request Rev. Dr. Robert A. Martin of Samaritan Counseling Center of Southeastern Michigan release a complete report to the Committee on Ministry that details:
 - a. the issues for Mr. Vanderbeek's sexual misconduct and that Mr. Vanderbeek has addressed these issues to the extent that he is highly unlikely to repeat his offenses,
 - b. the reasons why Dr. Martin believes Mr. Vanderbeek is no longer at risk to commit sexual misconduct again.
 - c. the reasons why Dr. Martin believes Mr. Vanderbeek is fit to return to ordered ministry.

Mr. Vanderbeek will also present a report of his personal, psychological, and spiritual
Mr. Vanderbeek will submit in writing his plan to make sure he will not repeat his
offenses.

- 2 growth since he committed his offenses.
- 3 Mr Vanderbeek will communicate with the Committee on Ministry to report on his progress in completing this plan. Mr. Vanderbeek will have access to the Committee on Ministry as needed.
- 4 Mr. Vanderbeek will complete all of the above and turn in all reports to the Committee on Ministry on or before July 19, 2015.

Upon completion of the responsibilities in this agreement and with recommendation from the Committee on Ministry Cabinet, the Committee on Ministry will vote on Mr. Vanderbeek's application for restoration as Teaching Elder.

Failure to complete this plan constitutes a renunciation of jurisdiction from the PCUSA by Mr. Vanderbeek.

The undersigned agree that this Plan is clear, fair and reasonable and accept its terms.

Teaching Elder, Ronald Vanderbeek

Date

Phil Reed, Chair
Committee on Ministry, Presbytery of Detroit

Date

Neeta Nichols, COM Representative

Date

Paul Melrose, Arbiter

Date

The Role of the Pastoral Response Team: Support for the Congregation, the Accused, and the Victim

The Role of the Pastoral Response Team: Support for the congregation, the accused, and the victim in the aftermath of Sexual Misconduct.

Utilizing the model from Chilton Knudsen, “Trauma Debriefing: A Congregational Model,” as an outline, the PRT ministers to the congregation, the accused and the victim offering:

- a. A structural, directed process;
- b. An opportunity to accept the reality of events;
- c. A chance to vent feelings present during this trauma;
- d. Exploration of the repercussions and
- e. Consequences of sexual misconduct;
- f. An opportunity for the Session to create Sexual Misconduct and Child Safety Policies;
- g. A shared congregational experience led by the PRT and members of COM toward healing;
- h. And follow up care by the PRT is offered as long as the Session feels is helpful and needed.

Support for the Session and Congregation

The role of the PRT is to help facilitate the process with the Board of Session then with their understanding and support to the congregation in cooperation with representatives of COM at a congregational gathering.

- a. The importance of clarifying the process that occurs when a report of misconduct is received/investigated, and communicating that process to the session and congregation.
- b. The importance of educating the issues of boundaries, trust and the significant impact that abuse of these imparts.
- c. The importance of the role of PRT in a congregational gathering where not only information about the process can be shared but just as important the congregation is invited to participate in “Shared Listening Groups” facilitated by the PRT.
- d. The importance of rebuilding trust in the church and in the pastoral office.
- e. The importance of acknowledging the positive aspects of the perpetrator, not just the negative behavior.
- f. The importance of acknowledging the victim and the emotions, both positive and negative that the congregation feels.
- g. The misdirected emotional responses, especially anger.
- h. “Where do we go from here?” exploration.

Support for the Accused

- a. A member of the PRT will be assigned as a liaison to the accused offering a pastoral presence, an understanding the process, guidance with the terms of the censure, and will be the bridge between the accused and the PRT on an on-going basis.
- b. The liaison is to document interactions with the accused throughout the process to ensure communication between the PRT, COM and the accused is accurate and up to date.

- c. The liaison is to help the accused in regards to keeping the terms of the censure through the 2 year period until that time when COM will determine the accused readiness to be or not to be reinstated to the ministry in the Presbyterian Church (USA).

Support for the Victim

- a. A member of the PRT will be assigned as a liaison to the victim, offering a pastoral presence, an understanding the process, and a bridge between the accused and the PRT on an on-going basis. (Note: If a lawsuit is pending then the PRT will take direction from the COM.)
- b. The liaison documents interactions with the victim throughout the process to ensure communication between the PRT, COM and the victim is accurate and up to date.
- c. The liaison is available to help the victim with any resources that are helpful. (i.e. Counseling Referrals)

Charles Gough
41922 Duxbury Drive
Sterling Heights, MI 48313
e-mail: cgough41922@aol.com

December 17, 2014

Via Certified Mail – Return Receipt Requested

Reverend David Bartley
Stated Clerk
Synod of the Covenant
1911 Indianwood Circle
Suite B, Maumee, Ohio 43537

Re: Remedial Compliant Against the Presbytery of Detroit

Dear Reverend Bartley,

Please find the enclosed complaint commencing a remedial action against the Presbytery of Detroit on behalf of the session of Garden City Presbyterian Church.

Please feel free to call me in the event you have any questions. Peace and blessings be upon you.

Respectfully and in service to our Lord Jesus Christ,



Charles Gough
Counsel for Garden City Presbyterian Church

c: Ms. Carol Morgan – Clerk of Session

Charles Gough
41922 Duxbury Drive
Sterling Heights, MI 48313
e-mail: cgough41922@aol.com

December 17, 2014

Via Certified Mail – Return Receipt Requested

Reverend David Bartley
Stated Clerk
Synod of the Covenant
Eastminster United Presbyterian Church
725 Navarre Avenue
Toledo, OH 43605

Re: Remedial Compliant Against the Presbytery of Detroit

Dear Reverend Bartley,

Please find the enclosed complaint commencing a remedial action against the Presbytery of Detroit on behalf of the session of Garden City Presbyterian Church.

Please feel free to call me in the event you have any questions. Peace and blessings be upon you.

Respectfully and in service to our Lord Jesus Christ,



Charles Gough

Counsel for Garden City Presbyterian Church

c: Ms. Carol Morgan – Clerk of Session

Charles Gough
41922 Duxbury Drive
Sterling Heights, MI 48313
e-mail: cgough41922@aol.com

December 17, 2014

Mr. Edward Koster
Stated Clerk
The Presbytery of Detroit
Office of The Stated Clerk
3772 Bridle Pass Court, Ann Arbor MI, 48108,

Via Certified Mail – Return Receipt Requested

Re: Remedial Compliant Against the Presbytery of Detroit

Dear Mr. Koster,

Please find the enclosed complaint commencing a remedial action against the Presbytery of Detroit on behalf of the session of Garden City Presbyterian Church. This document has been filed with Reverend David Bartley as the stated clerk of the Synod of the Covenant.

Please feel free to call me in the event you have any questions. Peace and blessings be upon you.

Respectfully and in service to our Lord Jesus Christ,



Charles Gough
Counsel for Garden City Presbyterian Church

c: Ms. Carol Morgan – Clerk of Session

Form NO. 6

Complaint, D-6.0301

The Session of Garden City Presbyterian Church
1841 Middlebelt Road, Garden City, MI 48135

Complainant v.

The Presbytery of Detroit
Through the Office of the Stated Clerk
3772 Bridle Pass Court, Ann Arbor MI, 48108

Respondent**Brief Statement of Facts**

The Session of Garden City Presbyterian Church (GCPC), a church within the Presbytery of Detroit (POD) hereby sets forth the three count complaint below. This complaint grows out of the POD handling of a disciplinary case concerning Mrs. Brenda Jarvis, one of our members by the POD. The POD has unofficially indicated that it received a statement of allegations against Mrs. Jarvis in September 2011. We believe these allegations relate to the service of Mrs. Jarvis as a teaching elder at Riverside Community Presbyterian Church (RCPC), a new church start within the POD. Mrs. Jarvis accepted her first congregational call following ordination at this new church start. The allegations grew out of a schism within the new church that resulted in a destruction of the new start, and seriously undermined the energy, vitality, and financial resources of Mrs. Jarvis to the point that she ultimately renounced the jurisdiction of the church in September 2011. The statement of allegations for the disciplinary case was filed no earlier than the same day that Brenda renounced the jurisdiction of the church. It is critically important to note

that Brenda renounced jurisdiction only upon the advice of the Stated Clerk of the POD that this was the only way she could escape the commencement of a disciplinary investigation into her conduct at RCPC. Brenda did not fear facing allegations. She was just physically exhausted, emotionally and spiritually drained, and financially strained after throwing her heart and soul into a startup that had failed. POD officials had expressed concerns regarding possible financial improprieties at RCPC which seemed to be the underlying motivation for the commencement of an investigation and the attempted retention of jurisdiction over Brenda. However, these concerns were dismissed as a part of the investigative work of the RCPC Administrative Commission. In fact, the commission noted that Mrs. Jarvis had actually served the RCPC without receiving the compensation set forth within her call. The reality is that this financial and emotional hardship left a newly ordained teaching elder exhausted, broke, and depressed. However, these deficiencies are not the subject of this complaint and are properly addressed as a part of the investigation of the statement of allegations received. But the investigation should be performed by a committee under the direction of the entity with the proper jurisdiction to investigate the allegations. While she has never been officially informed of the content of the allegations, we understand that the allegations are administrative in nature and refer to issues such as the failure of the Session to duly appoint a clerk, and the failure to keep minutes of meetings.

Mrs. Jarvis renounced the jurisdiction of the church after repeatedly pleading her intention only to set aside her status as a teaching elder, and to become a member of a POD church. The Stated Clerk indicated to Mrs. Jarvis repeatedly that the constitution

did not permit her to set aside her ordination. She begged the stated clerk to allow her to set aside her ordination. She was rebuffed. The stated clerk took this position even after Mrs. Jarvis supplied him with e-mails from the Constitutional Office in Louisville that she was permitted to set aside her ordination. Mrs. Jarvis even requested in writing that she have her ordination set aside, and was rebuffed by the stated clerk, who then counter to her request, had her placed on the at-large role of the POD. Only after all of this did Mrs. Jarvis renounce the jurisdiction of the church. All of the facts set forth herein may be gleaned from a review of the Report of the RCPC Administrative Commission, which is referenced as attachment to the complaint below as Exhibit C.

Given these facts, it is not surprising that Mrs. Jarvis chose to renounce the jurisdiction of the church. The surprise, is that in the summer of 2014, Brenda returned to us. She indicated that God had called her back to the denomination. She was welcomed with open arms, and we received her into membership in August 2014. Brenda also notified the stated clerk of her action, and of her intention to at some point initiate conversations with the leadership of GCPC regarding the commencement of the normal procedures to become a teaching elder within the POD/PCUSA once again. The stated clerk responded by indicating that since she had returned, he intended to reinitiate the disciplinary case against her. Mrs. Jarvis also contacted counsel, who reached out to the Committee of Ministry (COM) to inquire as to the swift reentry of Mrs. Jarvis into the Presbytery as a teaching elder in a manner suggested by the RCPC Administrative Commission report. The COM Chair contacted the stated clerk, who instructed the COM to refrain from any communication with Mrs. Jarvis or her counsel. Counsel for Mrs. Jarvis then contacted

the stated Clerk in attempt to inform the clerk that, among other things, Mrs. Jarvis, was at this point nothing more than a non-ordained member of GCPC and that the jurisdiction of any disciplinary action resided only with the session of GCPC. The stated clerk rebuffed this position and proceeded to create an investigative committee to examine the three-year old complaint and first informed the POD of this action on October 25, 2014. Counsel for Mrs. Jarvis, and now counsel for GCPC in this complaint, informed the Session of GCPC of the October action of the Stated Clerk and the POD at our regular session meeting on November 20, 2014. The POD to date has taken no action to contact GCPC regarding the action against our member. To the contrary, the stated clerk has indicated in correspondence to counsel for Mrs. Jarvis that any claim that GCPC has original jurisdiction over our member is misplaced and that the argument that the plain language of the constitution clearly states the same "...is not persuasive." The Session of GCPC objects to the conduct of the Respondent through its stated clerk and therefore complains to the Synod of the Covenant regarding the specific constitutional irregularities set forth herein and seeks the remedies to these irregularities as set forth below.

Statement of Complaint

We, The Session of Garden City Presbyterian Church (Complainant) complain to the Synod of the Covenant against The Presbytery of Detroit (Respondent) concerning the irregularities set forth immediately below:

- I. The Complainant respectfully asserts that the Respondent committed a constitutional irregularity by assuming jurisdiction of and forming an investigative committee to inquire into the conduct of Mrs. Brenda Jarvis. The creation of the investigative committee violates rules D-3.0101 and D-10.0200 of the Constitution. Mrs. Jarvis is a member of the congregation of GCPC, is currently not a teaching elder, and therefore NOT a member of Respondent Presbytery. The Respondent Presbytery first reported the creation of an Investigative Committee through the Recommendations of its Stated Clerk on October 25, 2014 (See Exhibit A). Respondent believes, based upon information and belief, as Respondent has not afforded Complainant or Complainant's member the pleasure of any documents and has not engaged in even a scintilla of verbal communication with Complainant, that the Respondent has currently assigned case number 2011-3 to this investigation as referenced in Exhibit A. Complainant's assumption is based upon communication between Counsel for our member (also our Counsel for purposes of this Complaint) and the Stated Clerk of the Respondent included as Exhibit B (reference letters of Ed Koster to Mr. Charles Gough dated October 23, 2014, and November 6, 2014, wherein the header "Case 2011-3" is used). The Complainant was notified of the Respondent's action for the first time at its regular Session meeting on November 20, 2014 when Counsel for our member spoke at our regular Session meeting. Complainant is filing this complaint within 30 days of becoming aware of the irregularity of the

Respondent and well within the 90 day period that the Respondent first disclosed the formation of the investigative committee in late October.

The Complainant maintains that Respondent's decision constitutes an intentional irregularity with section D-3.0101(a) of the Constitution of the Presbyterian Church USA, which provides that "[t]he session of a church has original jurisdiction in disciplinary cases involving members of that church." The Complainant's member is not a member of the Respondent Presbytery. She is a member of the Complainant congregation. She is not a ruling, a teaching elder, or even a deacon within the congregation. The Respondent lacks any jurisdiction over Complainant's member and Complainant strongly objects to Respondent's attempt to exert jurisdiction over our member. The Respondent's Stated Clerk was advised of this fact by our member's counsel on October 22, 2014, and October 24, 2014 (See letters from Mr. Charles Gough dated October 22, and again on October 24, 2014 included within Exhibit B). The Respondent, acting through its Stated Clerk, disregarded these notifications and nonetheless proceeded with formation of the Investigative Committee.

In addition, the formation of this investigative committee also potentially violated D-10.0201 even if it is assumed that the Respondent Presbytery has jurisdiction over this matter. The rule provides that any inquiry made by an investigating committee must be "... **designated by the council having**

jurisdiction over the member to determine whether charges should be filed".

The content of Exhibit A indicates that the committee was formed solely through the action of the Stated Clerk and the Moderator rather than the entire body of the council (POD) as a whole. Complainant acknowledges that D-10.0201(b) provides that a presbytery may provide by rule for the appointment of an investigating committee. Complainant respectfully challenges Respondent to provide written proof that POD has affirmatively delegated the ability to appoint investigative committees to the Moderator and Stated Clerk as so appointed in this case. We expect that the Respondent will be able to provide such proof. However, in the absent of such written proof, Complainant alleges that the current Investigative Committee was constituted in a constitutionally impermissible manner and that the appointment is therefore *void ab initio*. The Complainant further maintains that in the absence of such written proof, any inquiries made into this case by the investigative committee formed by the Respondent constitute an ongoing violation of D-10.0201, for which complainants reserve the right to continuing objection.

Finally, the Complainant further alleges that any actions of the investigative committee represent an ongoing and continuing violation of the D-10.0201, and are also *void ab initio* on yet another basis. Since this investigative committee was formed in violation of D 3.0101, it was not "... **designated by the council having jurisdiction over the member (emphasis added)** to

determine whether charges should be filed". The Respondent lacked the jurisdiction to appoint the investigative committee in the first instance. Hence, Complainant considers any continued work of the investigative committee to be not only of no effect, but also an openly hostile violation of the Constitution that subjects the members of the investigating committee, the Stated Clerk, and the Moderator of the Respondent to disciplinary action for intentionally violating the Constitution of the Presbyterian Church USA.

Complainant believes that the Respondent will assert that it retains jurisdiction over Complainant's member since the unseen statement of allegations against Complainant's member relates to alleged irregularities or delinquencies of the member at a time when she was a teaching elder at a new church start under the jurisdiction of the Respondent. Complainant also notes that, based upon our information and belief obtained from verbal statements from the Stated Clerk of the Respondent to our member, that the statement of alleged offenses assert no more than lapses in administrative oversight of the Session of the church that our member severed, and in no way relates to any matter involving sexual misconduct or any other form of moral turpitude. In fact, the findings of the RCPC Administrative Commission noted that while mistakes were made by all parties to the failed new church start, it appeared that our member renounced the jurisdiction of the church due to the fact that, as stated by the Administrative Commission "...the Committee on Ministry failed to adequately ensure fair process..." in addressing any allegations of

shortcomings by our member (Exhibit C, Page 9, bottom of second full paragraph). Upon learning of the fact that our member felt called by God to return to us as a member, the Respondent immediately notified our member of his intent to form an investigative committee under the disciplinary provisions of the constitution. Respondent's clerk appears more concerned about the reassertion of jurisdiction and the imposition of judgment than in welcoming the return of our sister in Christ.

Complainant respectfully maintains that notwithstanding any policy pronouncements that the Respondent may espouse as a justification for the attempted jurisdiction over our member, Complainant has equally and arguably more compelling policy reasons to ensure that Complainant asserts its original jurisdiction over Complainant's member to ensure for her Christian care, nurture and guidance as mandated by the Constitution and seemingly absent within the Respondent. More important, we seek nothing more than to ensure that the Respondent acknowledge the plain language of the Constitution that "[t]he session of a church has original jurisdiction in disciplinary cases involving members of that church". It does not permit, as the Respondent alleges, the Respondent to reassert jurisdiction over a person that has returned to a Respondent member church as a member. Even assuming a legitimate concern about the impact any statement of allegations may impart regarding the ability of our member to serve as a teaching elder, such concerns may be abundantly addressed if and when our member feels

called to such office and enters the care of the GPC Session and the Committee on Preparation for Ministry. The Respondents assertion of a presumption that the plain language of our Constitution must be set aside is seriously misplaced. Moreover, the Complainant is more than able to enlist the assistance of other members of the Presbytery schooled in church polity and governance in order to ensure a proper assessment of whether charges must be filed against our member and in ensuring the proper administration of justice.

- II. The Complainant respectfully asserts that the Respondent, acting through its Committee on Ministry and the investigative committee as first reported on October 25, 2014, committed an irregularity by intentionally retaining jurisdiction of the matter and refusing to refer the statement of allegations received by the Respondent regarding Complainant's member to the Complainant as mandated by D-10.0104. D-10.0104 provides that:

“When a member is accused of an offense by a written statement presented to a governing body other than the one having jurisdiction over the member, it shall be the duty of the ... stated clerk of that presbytery to submit the written statement to the clerk of session having jurisdiction over the member. (emphasis added) The involved bodies shall proceed cooperatively with judicial process.”

The Complainant again respectfully notes that it has to date received no communication from the Respondent regarding the receipt of any statement of allegations against the Complainant's member. Complainant asserts that the failure of Respondent to inform the Complainant of the receipt of the

statement of allegations is driven not by a failure to act, but by an intentional disregard of the plain language of the constitutional provision cited above by the Respondent's stated clerk. The letters from Respondent's stated clerk to counsel for Complainant's member dated October 23, 2014 and November 6, 2014 clearly set forth the unabashed intention of the stated clerk to ignore this and other provisions of the Constitution. The Respondent lacks the constitutional authority to simply override the plain language of the Constitution based upon the unsupported belief of its stated clerk that there are sound policy reasons to take such action. If a predominance of the Respondent Presbytery believes the Constitution requires revision, there are established procedures that Respondent may employ to effectuate the changes they desire. However, as to this matter, the Respondent is bound to the language currently in effect.

- III. The Complainant respectfully asserts that the Investigative Committee of the Respondent formed out of the irregularity set forth in count I, has failed to follow the mandate of D-10.0202(b) that requires that Complainant's member, as the accused, receive a copy of the statement of the alleged offenses. D-10.0202(a) provides that prior to supplying the accused with the statement of allegations, the committee shall: a. review the statement of alleged offense to determine whether it alleges any facts that, if true, constitute an offense as defined in D-2.0203(b). If no offense as defined in D-2.0203b is alleged, the investigating committee shall end its inquiry and report that to the clerk of the body. If an offense as defined in D-2.0203 is alleged, it shall proceed to the

steps below.” D-2.203(b) provides that a disciplinary action must involve an act or failure to act that is contrary to the scriptures or the Constitution of the Presbyterian Church USA. To date, the investigative committee has failed to supply Complainant’s accused member with a copy of the statement of the alleged offense. D-10.0202 specifically provides: “The investigative committee **shall** (emphasis added): b. provide the accused with a copy of the statement of alleged offense...” The Respondent once again seems to feel that it has wide discretion in the reinterpreting the plain language of the Constitution, or alternatively, is seriously lacking in ensuring the timely exercise of due diligence in ensuring the proper administration of the Rules of Discipline (Constitution). This seems to be true even in the face of language (shall) for which the preamble section of the Constitution clearly provides are to be construed as mandatory rather than permissive or instructional. The investigative committee has now been in place for nearly sixty days. We feel it is reasonable to presume that the Stated Clerk of the Respondent has taken adequate care to appoint a panel that is capable of performing a basic assessment of the allegations made to determine whether any constitution violation has been alleged within a two-month period, even with impending holidays. However, Complainant’s member has yet to receive a copy of the statement of allegations the Respondent indicates is over three years old.

The Complainant has the right to complain because the Session is filing this Complaint in accordance with both the time limits and the jurisdictional requirements of D-6.0202(a)

and D-6.0202(a)(3) and D-6.0202(a). The Complainant is filing this action well within the 90-day limit set forth within D-6.0202(a)(3), and within thirty days of receiving notification of the fact that Complainant's rights have been violated through an irregular assertion of jurisdiction of our member. The Complainant is also directing this complaint to the Synod as this remedial action is against the Presbytery as mandated by D-6.0202(a)(3).

Complainant requests that the Synod of the Covenant find the actions set forth above to be constitutional irregularities and to direct the Respondent as follows:

- I. As to the irregularity in set forth in Count I, the Complainant respectfully requests that the Synod of the Covenant direct the Respondent to refer the statement of alleged offenses made against Complainant's member to the session of GCPC as the council having jurisdiction over Complainant's member in accordance with the mandate of D-3.0101(a). The Complaint further requests that the Synod of the Covenant direct the Respondent investigative committee, the Stated Clerk, and the Moderator of the Respondent to cease and desist from any involvement in this investigation unless and until their involvement is requested by the Complainant as a part of the investigation of this matter by the Complainant based upon their constitutionally granted jurisdiction over the same under D-10.0201. Complainant also requests that the Synod of the Covenant direct the respondent to provide written proof that the appointment of the investigative committee solely by the Moderator and the Stated Clerk was made under a

valid appointment of authority to do so as mandated by the D-10-0201(b). Respondent respectfully notes however, that the proper application of Constitutional rules of jurisdiction will render the relief sought under this Count moot if the relief others requested herein regarding the proper application of jurisdiction is granted.

- II. As to the delinquency set forth within Count II, the Complainant respectfully requests that the Synod of the Covenant direct the Respondent to refer the statement of alleged offenses made against Complainant's member to the session of GCPC as the council having jurisdiction over Complainant's member in accordance with the mandate of D-10.0104
- III. As to the irregularity in set forth in Count III, we respectfully request that the Synod of the Covenant direct the Respondent to refrain from the ongoing and continuing failure to provide Complainant's member with a copy of statement of alleged offenses in accordance with D-10.0202(a). Respondent respectfully notes however, that the proper application of Constitutional rules of jurisdiction will render the relief sought under this Count III moot as Complainant will exercise appropriate due diligence in ensuring compliance with Constitutional mandates seemingly disregarded by the Respondent.

12/17/14
December 17, 2014

Carol Morgan
Mrs. Carol Morgan, Clerk of Session,
Garden City Presbyterian Church
(On behalf of the Session of GCPC)

Charles Gough
Mr. Charles Gough,
Counsel for the Session of GCPC

I hereby certify that a copy of the above complaint was served upon The Synod of the Covenant by mailing it to the stated clerk of The office of the Stated Clerk of the Synod of the Covenant by certified mail, to Eastminster United Presbyterian Church, 725 Navarre Avenue, Toledo, OH 43605, return receipt requested on the 17th Day of December, 2014.

12/17/14
Date


Clerk of Session, Garden City Presbyterian Church

I hereby certify that a copy of the above complaint was served upon The Synod of the Covenant by mailing it to the stated clerk of The Synod of the Covenant by certified mail, at 1911 Indianwood Circle , Suite B, Maumee, Ohio 43537, return receipt requested on the 17th Day of December, 2014.

12/17/14
Date


Clerk of Session, Garden City Presbyterian Church

I hereby certify that a copy of the above complaint was served upon The Presbytery of Detroit by mailing it to the stated clerk of The Office of the Stated Clerk of the Presbytery of Detroit by certified mail, to 3772 Bridle Pass Court, Ann Arbor MI, 48108, return receipt requested on the 17th Day of December, 2014.

12/17/14
Date

Carolyn Morgan
Clerk of Session, Garden City Presbyterian Church

Exhibit A Page 1 of 1

Paper B-1

**RECOMMENDATIONS OF STATED CLERK EDWARD KOSTER
TO THE PRESBYTERY OF DETROIT
OCTOBER 25, 2014**

PART I: RECOMMENDATIONS FOR OPENING FORMALITIES PART OF THE DOCKET

1. DOCKET: Adopt the docket as presented.
2. EXCUSES: Excuse all continuing minister and elder members of Presbytery who have asked to be excused.
3. CORRESPONDING MEMBERS: Seat as corresponding members all eligible persons who are presented to the Presbytery and who register on the enrollment sheet for corresponding members.

PART II: RECOMMENDATIONS AND INFORMATION UNDER BUSINESS.

FOR ACTION

1. MINUTES: Approve the minutes of August 26, 2014.

FOR INFORMATION

1. I have received a disciplinary allegation. The Moderator and I have appointed the following Investigating Committee 2011-03:
Teaching Elder Thomas Oxtoby (Chair)
Ruling Elder Ed Hanpeter
Teaching Elder Jay Sanderford.
2. The Administrative Commission in the matter of Ronald Vanderbeek has submitted a supplemental report. It is paper Ba.
3. **Clerk training.** 11/22 9-11 at Detroit Westminster. We will talk about annual reports, use of the Cloud, and will share minutes formats with each other.
4. **Basic training for clerks.** 12/6. 9-11 at Detroit Westminster. For all clerks who are new or unsure of what they should be doing, plus any others who want to know the constitutional issues around clerks, minutes, and meetings.

COMMUNICATIONS

Paper Bb is a series of documents regarding the Synod of the Covenant. At its August meeting, the Synod of the Covenant approved a resolution called "Memorandum of Understanding Between the Synod of the Covenant and Member Presbyteries In Times of Executive / General Staff Transition." This was sent to the stated clerks of the Synod, who unanimously objected. I reported it to the Coordinating Cabinet with a recommendation that no action be taken. A subsequent document titled "Synod/Presbytery Relationship During Presbytery Executive Leadership Transitions" was received on September 26. This apparently is intended to replace the original Memorandum of Understanding. On October 9, the Presbytery of Miami Valley responded with a letter that well stated the reactions of the Synod Clerks. With their permission, that letter is included in Paper Bb.

*Exhibit B, Page 1
of 12*

Charles Gough
41922 Duxbury Drive
Sterling Heights, MI 48313
e-mail: cgough41922@aol.com

October 22, 2014

Mr. Edward Koster
Stated Clerk, Presbytery of Detroit
17575 Hubbell Street
Detroit, Michigan 48235

Via e-mail

Dear Mr. Koster,

I have been retained as Counsel for Mrs. Brenda Jarvis as she discerns God's current call to service within the Presbyterian Church USA. The purpose of this letter is to request clarification from you in your capacity as the Stated Clerk of the Presbytery of Detroit regarding the current formation or absence thereof of any Investigative Committee charged with the investigation of any alleged violation(s) by Mrs. Jarvis of the scriptures or the Constitution of the Presbyterian Church USA related to her capacity as Pastor of Riverside Church. I respectfully request that you affirm my understanding that any recent or pending actions of the Presbytery regarding the formation of investigative committees under the Rules of Discipline are unrelated to the lodging of any written statement(s) of alleged offenses committed by Mrs. Jarvis. In the event my understanding is incorrect, I ask that you initiate immediate action to rectify what I perceive to be a violation of the Constitution of the Presbyterian Church USA at the next Presbytery Meeting on October 26, 2014, as I understand any such action by the Presbytery to be barred by section 3.0106 of the Rules of Discipline and jurisdictionally inappropriate due to the current status of Mrs. Jarvis as a mere member of a Congregation. The rationale for my understandings is set forth in the paragraphs below.

I understand and respect the provisions of the Rules of Discipline that call for the confidentiality of investigations and do not seek to know the parties or subject matter of any investigative committee formed unless such committee involves an investigation of the actions of my client. I expect that in the event any conduct of Ms. Jarvis is the subject of such a committee, my client will receive a statement of any such allegation in a timely manner in accordance with D-10.0202.

Since I have initiated this communication, I also feel it important to set forth my understanding of the Rules of Discipline regarding the formation of any investigative committee charged with investigation the actions of my client prior to her renunciation of the jurisdiction of the Presbyterian Church USA in September 2011. My review of the record relating to the actions that led Mrs. Jarvis to renounce jurisdiction indicate an

Exhibit B
Page 2 of 12


inducement to such renunciation based principally upon your representations that a statement of alleged offenses had been lodged against her prior to, or at least contemporaneously with, her renunciation, and the lodging thereof was part of an orchestrated campaign by you and other members of the Presbytery leadership designed to coerce my client into an abandonment of God's call for her life. As a result, I feel that any attempted commencement of an action under the Rules of Discipline related to her service as a Teaching Elder at Riverside Church ended at the moment Mrs. Jarvis submitted her letter of renunciation (D-3.0106). The lodging of a statement of alleged offenses in September 2011 represented the commencement of the judicial process against Mrs. Jarvis, and her renunciation terminated the jurisdiction of the Presbytery of Detroit over any allegations you indicated had been made at the time my client submitted her letter of renunciation to you.

In addition, I also remind you that Mrs. Jarvis was received into membership at Garden City Presbyterian Church (GCPC) in August of 2014. I know my client has communicated her desire to seek re-ordination as a Teaching Elder to you in e-mail correspondence and that this correspondence has been met with additional indications of pending disciplinary action by the Presbytery of Detroit. I feel that such statements are misplaced based upon the citations above, and I also maintain that the Council with current jurisdiction over Mrs. Jarvis is the Session of GCPC and not the Presbytery of Detroit. Mrs. Jarvis and I have initiated contact with the Committee on Ministry (COM) and hope that the COM will work with Brenda in a spirit of reconciliation and assistance consistent with the recommendations contained within the Report of the Riverside Commission dated November 2012. In the meantime, we remind you that at this point, Mrs. Jarvis is a member of GCPC and lacks the capacity of Elder, Presbyter, Inquirer, or Candidate and remains under the jurisdiction of the Session of GCPC. We expect that in the event, although barred under D-3.0106 as set forth above, any statement alleging any offense of Mrs. Jarvis is lodged against Mrs. Jarvis, such allegation will be referred to the GCPC Session.

I look forward to working with you and members of the COM in ensuring that Mrs. Jarvis is welcomed back into the life of the Church with open arms in a spirit of abiding grace, love, and justice. I anxiously await your confirmation of the absence of any active written statements alleging any offenses against Mrs. Jarvis, and the absence of any investigative committee regarding the same.

Please feel free to call me in the event you have any questions. Peace and blessings be upon you.

Respectfully and in service to our Lord Jesus Christ,


Charles Gough

c: Reverend Dr. Allen Timm

THE PRESBYTERY OF DETROIT

Office of the Stated Clerk
3772 Bridle Pass Court
Ann Arbor, MI 48108

Voice: (734) 358-5403 Fax: (734) 531-0768
E-Mail: ehkoster@aol.com



October 23, 2014

Mr Charles Gough
41922 Duxbury Drive
Sterling Heights, MI 48313

by email: cgough41922@aol.com

Re: Case 2011-03

Dear Mr Gough:

This letter responds to your letter of October 22, 2014 regarding the disciplinary case 2011-03, a complaint filed against your client, Brenda Jarvis.

I received a complaint against Ms Jarvis in 2011, opened a file, and began the selection of an investigating committee. Before it was fully formed or had met, Ms Jarvis renounced the jurisdiction of the Presbyterian Church (U.S.A.). In accordance with the Form of Government and the Rules of Discipline, Ms Jarvis was immediately removed from the rolls of the Presbytery of Detroit, and jurisdiction ended.

I will not respond to allegations that you make concerning the circumstances of her renouncing the jurisdiction of the church, except to say that your understanding of what occurred is incorrect.

The issue at this point is where jurisdiction lies. The Book of Order does not foresee a situation like this, so I am proceeding in a way I believe consistent with the intent and spirit of our polity. When jurisdiction was arrested by Ms Jarvis, she was a teaching elder member of the Presbytery of Detroit. The allegations against her involved her performance as the pastor of the Riverside Church. I had already opened the case and taken initial steps to begin the process. For those reasons, in my judgment the proper place to conclude this investigation is the Presbytery. I will instruct the IC that if they decide to file charges, they may file them either with the Presbytery Permanent Judicial Commission or with the session of Garden City.

I have taken steps to form an investigating committee of the Presbytery to investigate this matter and determine if charges should be filed. This is the exact place where the process was interrupted when she renounced the jurisdiction. The appointment of the IC has already been done. I suppose it can be challenged on the floor, but you may not wish to do that. At this point the name of the accused and the nature of the charges against her are confidential. If this is

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OFFICE OF THE STATED CLERK

challenged, I will find it necessary to explain the matter to the Presbytery, which will mean that Ms Jarvis' identity and the charges against her will be the topic of general discussion. Moreover, Presbytery has no say in judicial matters, so any objection cannot not arrest the process. If you desire to challenge the jurisdiction, you may. I point out that such a challenge will not work with Presbytery, me, or the Investigating Committee. I believe the proper place to challenge this will be before the appropriate Permanent Judicial Commission.

Once any IC has been trained, I step aside and leave the matter to the committee. Beyond initiating the disciplinary process when a complaint is received, my duties as stated clerk in judicial process are to be a resource for all parties. In this capacity, I would offer advice you have not sought: that you let the process proceed in an orderly manner. I can assure you that I will direct the IC to give Ms Jarvis all the protections afforded under the Rules of Discipline, and that the investigation will proceed in the normal way disciplinary cases are handled.

I have been informed that you have made contact with the chair of the Committee on Ministry to try to resolve this matter. I have advised Mr Reed that the Committee on Ministry has no jurisdiction over Ms Jarvis, and that he should refer any further contacts to me.

Respectfully and in service to the Lord Jesus Christ,

Edward H Koster

The Rev Edward H Koster
Stated Clerk
Presbytery of Detroit

cc: The Rev. Dr. Allen Timm
Investigating Committee 2011-03

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Charles Gough
41922 Duxbury Drive
Sterling Heights, MI 48313
e-mail: cgough41922@aol.com

October 24, 2014

Mr. Edward Koster
Stated Clerk, Presbytery of Detroit
17575 Hubbell Street
Detroit, Michigan 48235

Via e-mail

Re: Additional Written Request to Cure Constitutional Irregularities related to
Disciplinary Case 2011-03

Thank you for your prompt response to my letter of October 22, 2014. I feel it vitally important to respond to three of the positions outlined in your response. First, I maintain that in the absence of your production of controlling authority to the contrary, the continued prosecution of the judicial process in Disciplinary Case 2011-3 is a violation of the Constitution of the Presbyterian Church USA. Second, in the event that the Constitution permits continued prosecution of this Disciplinary Case, the the Session of Garden City Presbyterian Church (GCPC), and not the Presbytery of Detroit has original jurisdiction of the action since Mrs. Jarvis is a member only of GCPC. The Book of Order does not grant any person or Council of the Church the latitude to impose Presbytery jurisdiction due to the former status of a member. I once again request that you take immediate action to initiate the cure of these irregularities prior the Presbytery meeting tomorrow. Third, I stress that I did not make contact with Reverend Reed in an attempt discuss the disciplinary case. To the contrary, I contacted Reverend Reed in an attempt to initiate the implementation of the recommendations of the Report of the Riverside Administrative Commission aimed at a grace giving reconciliation and re-ordination of Mrs. Jarvis as a Teaching Elder. Your letter makes it clear that the extension of grace to Mrs. Jarvis is not a priority. But there is not and never was any need to have a discussion of the disciplinary case with the Committee on Ministry. Disciplinary Case 2011-3 ended in 2011 upon submission of Brenda's letter of renunciation. There is nothing further to discuss. The case is over. My position on the first two items cited is set forth in further detail below.

As to the first item cited above, your letter clearly states that the complaint against Mrs. Jarvis and the commencement of additional actions by you as a part of the judicial process were commenced in 2011. You further acknowledge within the first paragraph of

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your letter that the jurisdiction of the Presbytery of Detroit in this matter ended in 2011. I am therefore confused by and disagree with your later assertion that the judicial process related to this matter was merely "interrupted". This assertion is inconsistent with the plain language of D-3.0106. D-3.0106 does not say that jurisdiction is "interrupted" through the renunciation of jurisdiction. To the contrary, it plainly provides that "...jurisdiction in a judicial process *ends (emphasis added)* when a person in ordered ministry... renounces the jurisdiction of the church."

I recognize and acknowledge that you have the benefit of many more years of exposure to and consideration of our polity and the Constitution of the PCUSA than myself. I therefore respectfully request that in the event you are aware of a documentable, controlling, constitutional basis(es) for your interpretation that the use of the term "ends" within D-3.0106 represents a use of this word other than the finality indicated by its ordinary meaning, that you supply the same to me forthwith in order to avoid any further escalation of this dispute to the appropriate Permanent Judicial Commission. In the absence of the presence of any such authoritative controlling authority, I again respectfully maintain as I did in my letter of October 22, 2014 that jurisdiction over this matter ended in September 2011 and plead once again for you to initiate action to cure the constitutional irregularity represented by any continued prosecution of the judicial process of this disciplinary case prior to the Presbytery meeting tomorrow.

The second item cited in the lead paragraph above is my understanding of the current jurisdiction of any disciplinary case against Mrs. Jarvis based upon her current status as a non-elder, member of GCPC. D-3.0101 clearly states that the session of a church has original jurisdiction in disciplinary cases involving members of that church. Mrs. Jarvis renounced all jurisdiction of the PCUSA in September 2011. In August 2014, she was received into membership into GCPC. Mrs. Jarvis has clearly submitted to the jurisdiction of the Session of GCPC. But she has not yet taken any action that would expose her to jurisdiction of any higher council of the church. I find your assertion that she has somehow, through becoming a GCPC member, reactivated the jurisdiction of the Presbytery as to actions that drove her renunciation and loss of status as a member of the Presbytery to be antithetical to the concept of grace and lacking logical and documentable support. We should not as a Presbytery make it a practice of pursuing Christians returning to our houses of worship with swords of judgment and calls to account for past wrongdoing. We should welcome them with Grace. I am shocked and disappointed by your assertions. More important, it seems that the Book of Order was carefully written to implement the receipt of such grace without the sacrifice of any need for the accountability of prior actions of a former Presbyter. In the event that Mrs. Jarvis, or any other former Teaching Elder seeks re-ordination after renunciation, there are clearly extensive controls in place as a part of this process to ensure that any concerns related to the capacity of called persons to serve effectively are vetted prior to reentry into church leadership. You are more familiar with these rules than I, and the Book of Order is filled with them in the section dealing with the examination and ordination process. Your attempted reassertion of presbytery jurisdiction in the absence of affirmative language permitting the same in light of the known controls over re-ordination seem aimed more at ensuring an additional opportunity for punishment than the protection of the church.

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Scripture clearly provides that nothing can separate us from the Grace of God. The church should reflect this fact. The plain reading of the jurisdictional provisions of the Book Of order reflect this fact. Your expansive reading does not. For these reasons, I once again view your asserted continued jurisdiction of the Presbytery in Disciplinary case 2011-3 as a violation of the Constitution, and request that in the event you feel that this case may still go forward (as I do not), that you take steps to ensure that it moves forward within the Council of the church having jurisdiction over Mrs. Jarvis. I request that you again initiate action cure this Constitutional irregularity before the Presbytery meeting tomorrow.

Please feel free to call me in the event you have any questions. Peace and blessings be upon you.

Respectfully and in service to our Lord Jesus Christ,



Charles Gough
Counsel for Mrs. Brenda Jarvis

c: Reverend Dr. Allen Timm

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THE PRESBYTERY OF DETROIT
Office of the Stated Clerk
3772 Bridle Pass Court
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November 6, 2014

Mr Charles Gough by email: cgough41922@aol.com
41922 Duxbury Drive
Sterling Heights, MI 48313

Re: Your letter of October 24, 2014 re Case 2011-03

Dear Mr Gough:

Your letter of October 24 was the second correspondence you have sent me regarding the case against your client, Brenda Jarvis. You have asked me to respond to a series of issues:

- In the absence of controlling authority, the continuing prosecution of this case is a violation of the Constitution.
 - You challenge my assertion that jurisdiction was "interrupted" when Ms Jarvis renounced jurisdiction; you note that the Book of Order declares that jurisdiction ends.
 - You say that I am initiating an action.
- In the event the Constitution permits continued prosecution of this case, the Session of Garden City Presbyterian Church has original jurisdiction since Ms Jarvis is a member of Garden City Presbyterian Church.
 - You say that when Ms Jarvis joined the Garden City Presbyterian Church that she then came only under the jurisdiction of the Session of Garden City Presbyterian Church.
 - You claim that we should welcome back in folks who renounce the jurisdiction of the Presbyterian Church to avoid judicial process as a matter of grace. This is true since "Scripture clearly provides that nothing can separate us from the Grace of God."
- You say you did not make contact with the Mr Reed to discuss the disciplinary case, but rather as a way to initiate implementation of the recommendations of the report of the Administrative Commission.

Your conversation with Mr Reed

You contacted Mr Reed to address the matter of Ms Jarvis. Mr Reed contacted me to know what the situation is with Ms Jarvis' disciplinary case. I responded to that question.

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Your claim that jurisdiction ended permanently when Ms Jarvis renounced the jurisdiction of the church.

I respond in various ways:

- My first response to that is that it is puzzling that a person who renounced the jurisdiction of the church for the specific purpose of avoiding standing to disciplinary allegations, would then return to the church with the expectation that all would be forgotten because jurisdiction "ended." Consider, now, this case: a person renounces jurisdiction of the church to avoid judicial process for sexual misconduct. Jurisdiction ends. The person returns after some period of time. Studies show that where a person engages in sexual misconduct once, the likelihood of doing it again is much higher than in the normal population. Your position is a very dangerous position to take, and I will not take it. Though the allegations against your client are significantly less serious from a behavioral perspective, the principle stands and is very important.
- Second, the jurisdiction of the church ended when Ms Jarvis renounced jurisdiction simply because we have no jurisdiction. Our judicial process recognizes this as a simple fact: membership is a voluntary act, and when a person refuses to recognize the authority of the church over her, there is simply nothing we can do. This is implicitly recognized in two other areas of our disciplinary process: Presbyterians can be required to come to a hearing to testify, non-Presbyterians can only be requested; counsel must be Presbyterian (lawyers have been known to misbehave, and we have the authority and leverage to rein that in only if counsel is Presbyterian).
- Third, the Church's recognition of our helplessness in the face of loss of jurisdiction was addressed by an amendment to the Book of Order. When prosecution of serious matters is interrupted by the loss of jurisdiction, either by death or renunciation, there is provision for a council to form an administrative commission to continue the investigations, reach conclusions, and lay them out in the minutes of councils. G-3.0109b(6). That amendment arose when a missionary in Africa was accused of molesting missionary children. He died before the matter could be concluded.
- Fourth, I point out that this is a current concern of the church. One of the amendments to the constitution that is being considered (14-A) recognizes the problem of misbehavior where we have no power to address it. If approved, it would prohibit anyone who has renounced jurisdiction to avoid judicial process from serving any Presbyterian Church in any capacity.
- I take the position that the jurisdiction of the Presbyterian Church over Ms Jarvis was interrupted when she left the jurisdiction of the Presbyterian Church (U.S.A.) in the same way the jurisdiction over a person who commits a crime ends when a person leaves the state. The state simply cannot prosecute the person for that crime unless the person returns to the state and is apprehended in the state. In serious crimes, a state may seek to

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have the accused person extradited so that prosecution can proceed, but it is hard to extradite a person from another church or no church.

- Your assertion that grace should be the operating principle here seriously misunderstands the very concept of grace that is our salvation. To begin with, grace without an admission of the need for grace is no grace at all. Moreover, to assume that no such admission is necessary leads to cheap grace. Even the civil criminal system recognizes this. A person convicted of a crime can seek a pardon. To pardon someone in lieu of prosecuting is very problematic.

For these reasons, I assert and will vigorously defend the position that when Ms Jarvis renounced the jurisdiction of the church, the case was arrested because we had no other choice. Ms Jarvis has voluntarily returned to the Presbyterian Church (U.S.A.), and jurisdiction has returned. I will address the locus of that jurisdiction for judicial purposes below. I further assert that I have not initiated any action other than my constitutional duty to form an investigating committee on receipt of allegations; I am merely continuing the process Ms Jarvis interrupted when she renounced the jurisdiction of the church.

Your claim that even if it is proper to continue the proceedings, it must be by the Clerk of Session of the Garden City Presbyterian Church.

- The Rules of discipline assume that a person has membership in one of two different places: a church or a presbytery. All teaching elders are members of a presbytery. Therefore, a Presbyterian who wishes to bring a complaint of wrongs committed by any other Presbyterian must bring a written allegation of such wrongs to the clerk of the body of membership. In this case, Ms Jarvis is a member of the Garden City Presbyterian Church.
- I received the complaint while Ms Jarvis was a member of the Presbytery of Detroit. I opened a file and began forming an investigating committee. Ms Jarvis learned of that when I declined to let her lay aside her ordination, and after significant discussions with her, she decided to renounce the jurisdiction of the church to avoid answering to the allegations made against her.
 - The notion of "jurisdiction" here is not merely a renunciation of the jurisdiction of a council. It is a renunciation of the jurisdiction of the church. It can be done by joining another church, by specific written renunciation, or refusal to desist in a work disapproved by the Presbytery. G-2.0509. Jurisdiction in judicial process ends when the person renounces pursuant to G-2.0509. D-3.0106. Your argument that joining the Garden City Presbyterian Church involves jurisdiction only for judicial purposes is not persuasive.
- Since I had already begun the process when Ms Jarvis arrested it, I assert that I am compelled to continue the process of forming an investigating committee. I believe it

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particularly appropriate here because the allegations against her are significantly concerned with her actions and inactions as a pastor and teaching elder. This is my decision, not a decision of the Presbytery. I shall instruct the investigating committee that their duty will be to decide whether, if any allegation be true, it constitutes an offense; if yes, to investigate it; and if they decide that Ms Jarvis committed any offense and that they can reasonable prove it, decide whether to file charges. I will inform them that they can file charges either with the Presbytery Permanent Judicial Commission or with the session of Garden City. In either case, they will prosecute it.

I assert and will vigorously defend what I am doing is a reasonable and fair way to proceed in a way that meets the goals and objectives of our judicial system. D-1.000. This is new law, since Ms Jarvis' decision to renounce and then rejoin 3 years later is not addressed in the Rules of Discipline. Since there is no current law on this issue, it is important that be deliberately addressed by a body competent to interpret the law.

You have some recourse:

- I am being guided by the Book of Order, which places this responsibility solely in my hands, so Presbytery does not have the authority to tell me to do other than what I am doing.
- You do not have the option of filing a remedial case against me. (Chapter VI of the Rules of Discipline.) Years ago a session filed a remedial case against the Stated Clerk and Moderator of the General Assembly. That was prohibited by a pair of actions by the General Assembly Permanent Judicial Commission and the General Assembly. I thought that prohibition a bad idea, so I prepared and submitted an overture to the General Assembly that would have permitted remedial cases against the Moderator or Clerk of a council for violations of constitutional duties. That was rejected by the General Assembly.
- You can use the Rules of Discipline to file a disciplinary case against me. You should refer to Chapters I-III and X-XIV in the Rules of Discipline. If you decide to do so, you will need to file your allegations with Mr Timm. He will proceed to the formation of an investigating committee and will follow through as necessary. I will not withdraw from my duties regarding Case 2011-03 unless directed by the Permanent Judicial Commission, since my duties involve advising all parties as to process (which I am doing here).
- You can challenge decisions as they are made along the way.

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- You can petition the Permanent Judicial Commission/Session that the Investigating Committee has not properly investigated the case. (The accuser has a right to challenge a decision not to file charges.) D-10.0204
- If the IC decides to file charges, you can make your points before a council (either session or Presbytery Permanent Judicial Commission as appropriate) as a part of your defense.
- You can raise issues in the initial phases of a trial, including pretrial motions. D-10.0405b.(5)
- If you do not like the decisions of the session/Permanent Judicial Commission, you can appeal them on constitutional grounds. D-11.0500

If Ms Jarvis had not renounced the jurisdiction of the church to avoid answering the allegations against her, several things could have happened. The IC could have dismissed the case because it found that no offense was alleged. After investigation, it could have decided not to file charges. (Until this point, the matter would have remained confidential.) It could have prepared charges and sought settlement in an alternate form of resolution. It could have filed the charges and proceeded to trial, at which time it would have been required to prove the charges by persuading 2/3 of the Permanent Judicial Commission of her guilt beyond a reasonable doubt. If at any phase she would have been found not guilty of an offense, the matter would have been dropped. If found guilty by trial or plea, there would have been a hearing to determine the degree of censure, which ranges from a simple reprimand to removal from office and membership. Chapter XII.

I assure you that this same scenario applies here. As an adviser, I urge you to trust our process. You have the right to respond in any way provided for in our Rules of Discipline, but it may do nothing more than delay. And you may wish to consider that even if she ultimately be convicted, the degree of censure could be very low.

Respectfully in service to the Lord Jesus Christ,

Edward H Koster

Cc: Rev Allen Timm (by email)

Exhibit C
Paper V-1

REPORT OF RIVERSIDE CHURCH ADMINISTRATIVE COMMISSION November 27, 2012

This is the final report of the Administration Commission that was created by a resolution of the Presbytery at its August 23, 2011 meeting. The report starts with an introduction, followed by a history, then an analysis, a conclusion, and ending with recommendations. Throughout the report, this administrative commission refers to itself as the “Riverside AC”. The original administrative commission set up to establish and oversee the Riverside NCD is referred to as the “NCD AC”.

INTRODUCTION

The Riverside AC was appointed with the following members: Dr. Jim Skimins, Chair; Elder Marva Banks; Dr. Judy Shipman; Elder Don Brownell; Rev. Ted Taylor; Elder Beth Baergen; Elder Bernard Ogelsby. The Riverside AC first met in September 2011. Its charge is attached as **Attachment A**.

The Riverside AC or specific members of the Riverside AC met with or had telephone conversations with the following persons: Rev. Dr. Jim Skimins (NCD AC chair 2006-12/2009); Elder Don Brownell (NCD AC Member, 2008-2010); Rev. Dr. Allen Timm, Executive Presbyter; Rev. Dr. Phil Reed (NCD AC co-chair 2010); Rev. Keith Geiselman (NCD AC co-chair 2010); Rev. Arthur Oberg (NCD AC chair 2011); Ruling Elder Dixie Elam of the Committee on Ministry; Ruling Elder Ruth Azar, former member of Riverside Church; Ruling Elder Charon Barconey, former employee and member of Riverside Church through 2010; Ruling Elder Kari Gorman, former member of Riverside Church; Rev. Estelle Aaron, Consultant for Transformation; Ms. Brenda Jarvis (Judy Shipman and Beth Baergen, Don Brownell only); Rev. Jim Porter; Dr. Marsha Foster Boyd, President of Ecumenical Theological Seminary; (Jim Skimins only); Jerome Assenmacher (CPA).

HISTORY

The history set forth in this Report is drawn from the conversations and meetings referenced above.

Starting in 2006, serious conversations began about starting a new church development in downtown Detroit. The exploratory group, which consisted of Rev. Phil Reed, Dr. Jim Skimins, and Ruling Elders Don Brownell and Donna Johnson, submitted a New Congregation Grant Application to the General Assembly, dated February 11, 2008. See **Attachment B**.

The initial Riverside NCD administrative commission (“NCD AC”) was created in 2006 and had the following chairs: Rev. Jim Skimins (2007-2009), Rev. Phil Reed and Rev. Keith Geiselman (2010), Rev. Arthur Oberg (2011). The New Church Development itself had a Steering

Committee composed of the NCD pastor and NCD attendees. This Steering Committee reported monthly to the NCD AC which oversaw all NCD's within the Presbytery of Detroit, and was supposed to function as a Session for all the NCD churches. The NCD AC reported to the Presbytery of Detroit and the General Assembly.

The Presbytery of Detroit received a 5-year New Congregation Grant from PC (USA) on January 5, 2009, as well as grants from Synod of the Covenant and POD. Ms. Brenda Jarvis, then employed as Associate Executive Presbyter with POD, worked with others in preparing the proposal that was approved by General Assembly. Ms. Jarvis was ordained as Minister of Word and Sacrament on March 29, 2008. She then worked part time for POD and part-time as the NCD evangelist. Attachment C shows the final iteration of the contract between POD and Ms. Jarvis, which was modified several times. The final contract was approved by POD at the October, 2010 meeting.

The NCD AC considered various NCD models:

- “**Multi-cell**” with small group bible studies in homes or other locations, and no particular worship space.
- “**Cruise ship**” with full staffing and a large number (e.g., 100-400) of experienced church members drawn from existing churches, planted in a new location.
- “**Landing strip**” and “**parachute**” consists of a single pastor with a small staff in a specific location.

The original vision and plan, approved by the Presbytery and supported by General Assembly grants and various donations, was to gather a worshipping community, reaching out to professionals and new residents in mid-town Detroit and Wayne State. It was a multicultural, multi-staff approach, initially worshipping at the Ecumenical Theological Seminary. (Acknowledgement is made to ETS for renting the facility to the Riverside NCD.)

Starting in July 2009, POD, with consent of the NCD AC, authorized that all grant monies and contributions to Riverside NCD would no longer be administered by POD, but be delivered directly to Riverside so it could manage its own expenses.

There was good initial success with 25 baptisms taking place, a strong youth outreach, and a very strong attendance on Palm Sunday 2010.

As time passed, the model changed to a “mission-driven” church, providing food for hungry street people in Detroit around ETS and sharing Christ with them. Finally, the “coffeehouse” model was adopted, with the goal of seeking new church members through a coffeehouse with bible study, sharing and worship. The coffeehouse was to draw people in, and the servers would be church members who would talk about Christ, so the coffeehouse would be the “magnet” to attract people to church.

By 2010, the “coffeehouse” model was substituted for the “landing strip” model. Much time, effort and prayer went into finding a location for the joint coffeehouse/church. Some members of the NCD AC that were interviewed thought the coffeehouse effort took time and attention away from establishing the church.

People on the NCD Steering Committee and the NCD AC believed or hoped that the coffeehouse would generate enough net income to support the church, since by 2010, it was becoming clear that the congregation members would not be able to sustain the church financially on their own. Some on the NCD AC thought that Ms. Jarvis's prior business experience would assist with the coffeehouse becoming an income-producing model. The NCD AC thought that a coffeehouse as a gathering point, with worship services and a ministry through the coffeehouse, had real possibility and wanted to give the vision a chance. That model had worked well in some other geographical areas such as Seattle and Pittsburgh.

Multiple locations for the prospective coffeehouse/church were considered. The search for a location for the coffeehouse/NCD took many months since some landlords did not want a church as a tenant. Once the location was found for both the NCD space and the coffeehouse, Ms. Jarvis, after consultation with the Steering Committee, the NCD AC, and the POD Trustees, set up a "for profit" corporation for the coffeehouse. The coffeehouse corporation entered into a lease dated November 17, 2010 for space for the coffeehouse and adjacent space for the church's worship, etc. See **Attachment D**.

At the same time, a "push" was on to get Riverside Church chartered, in part so that POD would not be required to sign a lease for the church/coffeehouse space. The NCD AC supported chartering at that time to give the coffeehouse vision a chance. Riverside Church was chartered in November 2010, even though it did not have the required number of members (100). See **Attachment E**.

The NCD AC, in Summer-Fall 2010, decided that Riverside was not ready to call a pastor, because of lack of members and funds, and that Ms. Jarvis should continue as organizing pastor under the renegotiated contract with POD rather than have the church decide on whether to install her.

On December 3, 2010, the Steering Committee for Riverside voted to split rent charges 50/50 between the coffeehouse and the church. See **Attachment F**. At the same meeting, the names of Ruth Azar, Kari Gorman, John Johnson, Kitty Johnson, Charon Barconey, Katie Friedlund and Sean Friedlund were nominated as ruling elders, with formal election to be the 2nd Sunday in January 2011. *Note:* A snowstorm prevented worship on the scheduled day. Per Kari Gorman, only 2 of the 7, Katie and John Friedlund, were eventually elected, ordained and installed in either spring or summer of 2011. Mr. and Mrs. Friedlund were invited to speak with the Riverside AC, but declined.

Between January 2011 and August 2011, deep theological and operational schisms emerged in Riverside Church. One member said that while meeting at ETS, the NCD was involved in community, mission, communion and sharing meals with street people. Once the lease was signed for the coffeehouse building, the focus became getting the building ready so the coffeehouse would recruit members and support the ministry. The members stayed within the walls, were further from the street people geographically, and did not share communion and outreach with the people in the streets anymore.

Exhibit C

The coffeehouse opened up by April 2011. The worshipping community ranged from 12 to 50. Ms. Jarvis stated that, by this time, she was exhausted; her family finances were stressed since she had not received salary for some time, and she owed a considerable amount of money to her parents who had given her a loan toward the coffeehouse.

On July 7, 2011 Ms. Jarvis advised the new chair of the NCD AD, Rev. Arthur Oberg, and various others that she would resign her employment on July 19, 2011, with 30 days notice for a termination on August 19, 2011. See **Attachment G**. On July 7, 2011 Riverside member Kari Gorman advised Don Morgan and Ed Koster that Ms. Jarvis told Riverside Church leadership that she intended to evict Riverside Church from the coffeehouse, to make it a non-denominational coffeehouse, and give up her ordination in the PC (USA). See **Attachment H**. Ed Koster suggested to the Committee on Ministry Chair, Dixie Elam, that if Ms. Jarvis continued to run the coffeehouse under these circumstances, POD could declare that she had renounced the jurisdiction of the Church, and her PC (USA) ordination would become null and void.

On July 8, 2011, Al Timm emailed Ed Koster and Mrs. Elam to say he believed the coffeehouse lease was in Brenda Jarvis' name, and even if not, POD would not be interested in a coffeehouse in that location but in a place which attracted business people.

On July 16, 2011, Ms. Jarvis inquired with Mr. Koster as to the appropriate way to set aside her ordination. Such action would have allowed her to re-instate her PC (USA) ordination at a future date.

On July 18, 2011, Ms. Jarvis submitted her letter of resignation to the Riverside leadership and COM, giving 30 days notice to terminate. See **Attachment I**.

On July 19, 2011, Rev. Estelle Aaron, Elder Dixie Elam and Rev. Oberg met with Ms. Jarvis and the Riverside Church leadership, consisting of Kari Gorman, Ruth Azar, Katie and Sean Friedland. They discussed: 1) Did they want to continue as a Church? 2) Did they want to continue as a PC (USA) Church? The split between the two groups of people was evident. Emergency NCD AC meetings were scheduled.

On July 20, 2011, Ms. Jarvis wrote to inform the NCD AC and the Committee on Ministry that the Session of Riverside had accepted her resignation and would like to have a congregational meeting on July 31, 2011. She also asked if something could be done to stop Kari Gorman from saying to others in POD that Riverside was leaving the denomination, since the congregation had made no final determination on that issue. Dixie Elam replied that non-clergy do not fall under COM's jurisdiction.

Ed Koster and Dixie Elam consulted by email on July 20, 2011 regarding a way to stop Ms. Jarvis from working at the coffeehouse. Mr. Koster replied with a comparison of 'oFOG' (old form of government) and 'nFOG' (new form of government) regarding the release from ordination.

Exhibit C

The old form of government seemed to leave Presbytery discretion in granting release from ordination. The new form of government, which went into force July 10, 2011, leaves no Presbytery discretion, stating in Section G-2.0507 - Release from Ministry as a Teaching Elder, that the Presbytery “shall delete that person’s name if they are in good standing and have no charges filed against them.” Mr. Koster’s email also compared the ‘oFOG’ and the ‘nFOG’ process for Renunciation of Jurisdiction, i.e. renouncing jurisdiction of the church with no possibility of re-instatement. Mr. Koster then laid out a process POD should follow that could end in Ms. Jarvis’ renouncing jurisdiction.

On July 24, 2011, Ms. Jarvis queried Dixie Elam on the way to set aside her ordination. Elder Elam suggested she speak with Eldon Berry from Nurture and Support of Clergy, and send COM a dated request.

On July 29, 2011, Ms. Jarvis wrote to COM and the NCD AC and asked for her ordination to be set aside under the Book of Order G-2.0507, effective August 19, 2011. In the same letter she advised that approximately \$24,000 was owed to her under her employment contract. See **Attachment J**. On the same day, Rev. Oberg, Rev. Aaron and Elder Elam wrote back concerning the process for moving forward on terminating the pastoral relationship. See **Attachment K**.

A congregational meeting was held on July 31, 2011. Revs. Estelle Aaron and Ted Taylor were present from the beginning of the meeting as observers from POD. Sometime after the congregational meeting began, Elder Dixie Elam, Rev. Arthur Oberg, Elder Kari Gorman and Elder Ruth Azar arrived, questioning whether those who had said they would leave the congregation, but who had not yet formally resigned, could still be part of the quorum for the meeting. One POD representative attending said that there was no Clerk, no one taking minutes, people had moved out of the worship area, etc. The question posed to the congregation was either “whether Riverside Church continue to be with the PC(USA)” or “whether Riverside continue as a church.” Reports differ. The meeting turned into pandemonium, with church members crying, people shouting, etc. Finally, Ms. Jarvis said a closing prayer.

Ms. Elam believed that the congregation voted to remove themselves from the Presbyterian Church (USA) and become a non-denominational church, and she reported this to the Clerk of POD. Ms. Jarvis, in an interview with some members of the Riverside AC, clearly believed that the vote was to not continue as a church, period. Reports of those in attendance vary, and no official minutes have been located. The Riverside AC found no evidence that this church intended or has attempted to continue in any form beyond the vote taken at that congregational meeting.

Based on emails, it is unclear how long Ed Koster and Dixie Elam continued to believe that the congregation voted to become a non-denominational church, and that Ms. Jarvis should not be allowed to continue to operate the coffeeshouse. In email conversations on the evening of July 31, 2011, they appeared to be pursuing a ‘cease and desist’ process that could lead to renunciation of jurisdiction.

A letter from Dixie Elam dated August 12, 2011 advised Ms. Jarvis that COM recommended that POD accept Ms. Jarvis’s resignation, effective August 19, 2011, at the August 23, 2011 POD

meeting, and that Ms. Jarvis become a Member at Large rather than having her ordination set aside as she had requested. See **Attachment L**. The Report of COM to the Presbytery, August 23, 2011, Item II.5 reflects this recommendation, which POD approved. See **Attachment M**.

An email exchange between Ms. Jarvis, Elder Elam and Stated Clerk Ed Koster, between August 23, 2011 and August 26, 2011, discusses Ms. Jarvis' request that her ordination be set aside under the Book of Order Section G-2.0507 as a non-discretionary matter for the Presbytery. In these emails, Ms. Jarvis states that she has spoken to the Clerk at the Office of the General Assembly who informed her that nFOG did apply and that an application to be released from the exercise of ordered ministry of Teaching Elder was non-discretionary on the part of the Presbytery; therefore, she considers herself no longer on the Presbytery rolls. Mr. Koster disagreed. She contacted the Stated Clerks Office at GA and was told that her only recourse was to file a remedial case against the Presbytery. On August 26, 2011, Ms. Jarvis emailed Al Timm, Ed Koster and Dixie Elam, begging them not to force her into such a destructive process. See **Attachment N**.

On August 26, 2011, Al Timm wrote Mr. Koster and Elder Elam an email expressing the opinion that, since no complaint against her was likely to be forthcoming, she could probably be released as soon as the accounting reviews were done. In an email exchange on August 26, Mr. Koster expressed that he had no interest in releasing her, and Ms. Elam said that was exactly the position of COM. Ms. Elam also asked Ed Koster if he needed her to file an allegation. He replied "Anyone [who] believes Brenda has violated the Constitution can file a written allegation with me. I think your allegations would need to be very specific." It is unclear whether an allegation was actually filed. See **Attachment S**.

In a letter to COM dated September 7, 2011, Ms. Jarvis stated: "I think I am going to have to do what the Stated Clerk told me to do," and that in the light of the Stated Clerk of POD's position, she had no option but to renounce jurisdiction. See **Attachment O**.

On October 11, 2011, Ms. Jarvis wrote, in part, "after much prayer, many tears and a pile of anger, I am writing to renounce jurisdiction of the PC (USA)." See **Attachment P**.

ANALYSIS

As a result of our investigation/study, the Riverside Administrative Commission presents the conclusions we have drawn regarding the demise of Riverside New Church Development. The following factors led to the failure of this NCD:

Confusion of Vision:

The Riverside NCD was originally conceived by a group of enthusiastic, focused, and knowledgeable people as one part of a comprehensive plan for developing new churches in POD. Rather quickly after Riverside launched, their focus became obscured.

The initial vision for the NCD in downtown Detroit was a church that would focus on young urban professionals in the central business district, and would give church people in the suburbs a chance to do mission in Detroit.

In 2009, the geographic focus for new church development moved out of Downtown and into Midtown, as the NCD began meeting at ETS as a gathering of people to share Christ. Some people came from other churches in POD to trail-blaze something new, while others came as new Christians. There was high excitement and a sense of the Holy Spirit at work. However, the dissonance between expectations appeared on the scene quickly. The NCD AC was concerned about how many people came to Sunday worship, while the NCD pastor was more interested in introducing local people to Christ via food assistance (sandwich ministry), communal meals, and communal worship.

The “coffeehouse” component was not part of the 2008 New Congregation Grant Application to GA but was grafted onto the NCD model at a later date. Starting in mid-2009, a great deal of the time and attention of Ms. Jarvis, the Riverside New Church Development, and the NCD AC members went to finding a suitable location in Downtown Detroit and/or Midtown for a church/coffeehouse operation.

With the church operating at ETS, and then in Midtown, the focus seemed to be serving students, poorer people, and the working class rather than young urban professionals in downtown Detroit. It became apparent that the contributions of the church members alone would not be able to sustain Riverside Church financially. Ms. Jarvis, the Steering Committee, and the NCD AC hoped that the coffeehouse would generate sufficient net income to sustain Riverside Church. This simply never happened.

POD Supervision of Riverside:

A personnel shift occurred in the NCD AC by December 2010. The new chair did not realize:

1) That they were supposed to continue monitoring Riverside Church and Ms. Jarvis; 2) That Ms. Jarvis had not been installed as pastor; 3) That the Session members had not been installed/ordained; 4) That minute books were not being kept or that the Clerk of Session was either not installed or not fully trained. Many of the people who had enthusiastically researched, planned, envisioned, and set goals for Riverside NCD ended their terms on the administrative commission. This reflects a familiar difficulty our polity presents in terms of continuity. In this particular situation, the difficulty should not be overlooked as a major contributing factor in the demise of Riverside.

Governance/Oversight Compromises:

Various NCD members believed Ms. Jarvis thought members or agencies of POD were against the coffeehouse vision. The NCD AC relied on Ms. Jarvis’s prior business background rather than appointing someone to serve in an administrative capacity so that Ms. Jarvis could focus on ministerial responsibilities. The NCD AC wanted the coffeehouse vision to work. The NCD AC recommended that POD waive its 100-chapter person minimum requirement so that the coffeehouse concept could be pursued without POD getting involved in running the coffeehouse. Riverside Church was chartered at the November 2010 Presbytery meeting, with a waiver of the minimum number of members rule.

Staffing Issues and Pastoral Support:

Riverside NCD, then Riverside Church, had a newly ordained pastor without experience in a local church. There were only a few attendees at the NCD with PC (USA) church membership and leadership experience. Ms. Jarvis asked the NCD AC for help with accounting and financial affairs, but finding this support was a continuing problem. During the last 6 months of 2009, a member of First, Plymouth volunteered to help Riverside NCD with accounting, but illness interfered. There was no one with financial expertise attending Riverside NCD and willing to serve as a treasurer. There was also no one with PC (USA) polity knowledge or training that was willing to serve as the Clerk of Session after Riverside Church was chartered. Coaching from the PC (USA), which was part of the original agreement with the denomination, did not happen because the coaches did not follow through.

Church Conflict and Theological Issues:

Riverside NCD experienced interpersonal conflict that was not unlike that experienced in many churches in POD of late. These fall under two principal categories:

Theological Conflict: Theologically, this church had deep divisions. Some of the new charter members of Riverside NCD had conservative theological beliefs and were offended by PC (USA) positions on infant baptism and ordination standards. More traditional members of Riverside, many of whom were transplants from other PC (USA) churches, were offended by a more modern worship style and the music. These conflicts were issues before and after the church was chartered. The action of the 2010 General Assembly on ordination standards seemed to bring the division to a head. In the spring of 2010, several persons met with Ms. Jarvis to discuss whether Riverside should stay PC (USA). In an interview with members of this commission, Ms. Jarvis said she made it very clear she would not leave the PC (USA), and the decision was made at that point to keep the church in the denomination. Ms. Jarvis did not share this meeting and its content with the NCD AC at the time. In Spring/Summer 2011, many of those who signed on as charter members stopped attending Riverside NCD and signaled they would withdraw their membership from Riverside Church because of theological differences.

Administrative Issues: In 2011, one of the NCD's members became the target of comments about their character, and the rumor was spread that this person had "darkness" on them. In January-Spring 2011, this conflict spread into the congregation. It culminated in a 4-hour meeting to "discern darkness" in church members. Ms. Jarvis stated that she and the church member had accusations leveled against them during this meeting. In addition, Ms. Jarvis and Kari Gorman were in conflict over how much involvement the pastor should have in running the coffeehouse.

Pastor/NCD Mismatch:

The NCD AC's search for a pastor/evangelist encountered difficulties when very few qualified candidates showed interest in the position. Ms. Jarvis had a passion for NCD work and was available. Almost from the start, dissonance existed between the presbytery's new church development leadership and Ms. Jarvis regarding the type of church Riverside would become. Ms. Jarvis was offered mentoring and staff support by First, Plymouth, which she declined. Perhaps a more experienced pastor would have seen the wisdom of leaning on others in the Presbytery, yet the evidence points to a pastor who viewed herself as an entrepreneur. Meanwhile, the NCD AC envisioned the more traditional church that had been approved by the

Presbytery. Both approaches to new church development are valid but they do require different skill sets, and they do pull against each other. Over time, the pull was too great.

PCUSA Governance Rules Not Followed:

The Riverside Church Steering Committee nominated 7 people for Session, with formal election to occur in January 2011. This did not happen. Of the slate of 7, one person (Charon Barconey) transferred membership to another congregation in order to pursue certified lay pastor training at a more established church. Ruth Azar and Kari Gorman, along with Katie Friedlund and Sean Friedlund, considered themselves to be on the Session; however, only Mr. and Mrs. Friedlund were ever installed, possibly in Summer 2011. No Minutes have been located to verify this. It is unclear whether a Clerk of Session was ever elected or trained.

Ms. Jarvis's Request to Set Aside Her Ordination: It appears that Ms. Jarvis attempted to follow PC (USA) procedure with her request to set aside her ordination "decently and in order." Yet we conclude that Presbytery officials reached erroneous conclusions based on assumption rather than fact, and accusation rather than evidence. The fear that Ms. Jarvis would start a non-denominational church became *the* narrative for making decisions regarding her ordination and her vocation. While it is not clear how much COM as a whole knew of this situation, it is clear that fear and anxiety, inaccurate information, and the changeover in the Book of Order resulted in the decisions that were made regarding Ms. Jarvis, as well as the processes set in motion to elicit renunciation of jurisdiction from her. In our view, the Committee on Ministry failed to adequately ensure fair process.

Financial Issues:

The financial assumptions in the original NCD business plan were unachieved, possibly because of the market crash of 2008 and the resultant economic malaise in the Detroit Metro area. The persons attending the Riverside NCD worship and communal meals oftentimes were either people with prior commitments to other churches, or students and people without a lot of financial wherewithal. The original model assumed that contributions from members would grow, together with other contributions from suburban churches. All targets were missed, and the amounts were not achieved.

When the NCD AC and Ms. Jarvis adopted the church/coffeehouse model, they assumed that the coffeehouse would generate sufficient net income to sustain the church. Ms. Jarvis received a large loan from her parents, and invested her own savings, to pay for the coffeehouse component. The coffeehouse opened in Spring 2011. However, the coffeehouse did not generate any net income at first, and never generated enough net income to sustain the church. The coffeehouse is now closed. The expectations of the NCD AC and Ms. Jarvis in regard to income from new members, suburban churches and outside contributions were never met, and may have been unrealistic.

Were there Financial Improprieties?

POD Trustees hired a CPA to review the books of Riverside NCD and Riverside Church. The CPA did not complete his work due to incomplete recordkeeping (that is, vouchers that did not have receipts attached). Receipts to back up the vouchers were available in file folders corresponding to the line items, per Ms. Jarvis, but according to the CPA, completion of the audit

Exhibit C

would require a significant expenditure of time and money to recreate the books using actual receipts and bank statements, and organizing boxes of receipts. However, the CPA advised the Trustees that all the money that came in for Riverside NCD and Riverside Church from G.A., Synod and POD was spent on the NCD/Church, not on the coffeehouse. In addition, Ms. Jarvis voluntarily advised the Presbytery of the amounts due from Thistle (the coffeehouse) to Riverside Church for leasehold improvements and furnishings. (These amounts were recovered as part of the financial reconciliation discussed in the Financial Reconciliation and Property Disbursement section below). Therefore, we have found no financial improprieties.

Pastoral Compensation:

Starting in 2010, the pastor's salary package was renegotiated several times because there was not enough money to pay the pastor in full and keep the NCD running (paying for the other staff members, facility rent, etc.). In 2010, Ms. Jarvis stopped receiving regular paychecks. In 2011, this continued until Ms. Jarvis's resignation. At the time of Ms. Jarvis's resignation, she had accrued unpaid compensation (including unpaid 403B contributions) of \$37,148.00 for 2010 and 2011 under the contract between Ms. Jarvis and the Presbytery dated October 12, 2010 with an effective date of July 5, 2009. See **Attachment Q**. Ms. Jarvis advised the Riverside AC that the NCD AC was aware she was not being paid. Ms. Jarvis kept working as the organizing pastor even though she was receiving no salary, in hopes that contributions would come in from which she could be paid, or that the coffeehouse would start generating net income.

FINANCIAL RECONCILIATION AND PROPERTY DISBURSEMENT

In addition to the money owed to Ms. Jarvis under the employment contract, Riverside Church owed the coffeehouse rent under the unwritten occupancy agreement pursuant to which expenses under the coffeehouse lease were split 50/50. Occupancy charges of \$3,332.00 were paid for September and October 2011, when the equipment, chairs and other tangible movable personal property were removed by POD and given to Comunidad de los Camino (located at the former Southwest Church). The coffeehouse paid back \$3,950.00 in leasehold improvements that had been paid for by the Riverside NCD, as well as \$1,500.00 for the refrigerator and sofa in the Thistle space. The security deposit for Riverside was paid back as well. The final reconciliation was as follows:

Owed to Ms. Jarvis under the contract:	\$ 37,148.00 *
Plus rent to Thistle for September & October 2011	3,332.00
Plus 50% property taxes through 10/31/11 to Thistle	850.00
Minus repayment by Thistle of refrigerator & sofa	- 1,500.00
Minus repayment by Thistle of Leasehold improvements	- 3,950.00
Minus security deposit from Thistle	<u>- 1,666.00</u>
Gross amount owed to Ms. Jarvis/Thistle	\$ 34,214.00

Except for the 403(B) contributions, POD Trustees paid Ms. Jarvis back salary in June 2012, subject to withholdings.

Exhibit C

* The 403(B) contributions are contained within the total and were paid directly to Ms. Jarvis' 403(B) plan.

After Riverside Church closed, Presbytery representatives reviewed the equipment at the site and, at the end of October 2011, picked up the chairs, AV equipment, etc., which the Presbytery representatives thought could be used at another location. These items went to Comunidad de los Camino, located at the former Southwest Church). See **Attachment R**.

CONCLUSIONS

Well-intentioned and faithful people from all over the Presbytery spent hundreds of hours of time, including the Pastor, staff and members of Riverside NCD. Mistakes were made. Assumptions were made which did not work out. Presbytery procedures were waived in an effort to do a new thing in God's kingdom. The Riverside leadership did not follow Presbyterian polity. Supervisory structures of the presbytery did not detect or address the problems. The clarity between who was in charge of whom, and who was responsible for what, became blurred. Quick fixes were seen as the way to success. Conflict erupted. Secrets were kept. Blame began to be assigned.

In other words, the whole system surrounding the Riverside NCD broke down. The demise of Riverside NCD came through systemic dysfunction, not through the mistakes of any single entity or individual. Our recommendations reflect what we have learned in our months of study and investigation. We present them with the hope that they will serve as learning tools for addressing a process that went off the rails. We also offer them with the knowledge that they cannot take the place of a presbytery willing to search its own soul, or one that will enthusiastically participate in the slow growth of God's Kingdom by fully investing its money, emotional and spiritual energy, and prayers into God's work of planting new churches for the kingdom.

RECOMMENDATIONS

1. The Presbytery should encourage all NCD's to avail themselves of any and all conflict management tools in POD, including Healthy Congregations Consultants and professional mediators, as soon as damaging conflict arises. It appears the theological and interpersonal problems at Riverside remained under the radar for a while, so the Presbytery needs to make it clear that NCD pastors and NCD AC's should seek help quickly. It should not be assumed that a new congregation comes together easily. Conflict training and consultation can keep Stage 1 conflict (a problem to be solved) from becoming Stage 4 conflict (a destructive fight). NCD pastors and congregations should be given ample support, as well as funds, to seek outside consultation when needed. In fact, while Presbytery consultants can be helpful for low-level conflict within NCD's, they cannot bring a level of objectivity that an outsider can bring.

2. Churches that have realistic ministry goals are much less apt to dissolve into destructive conflict. We recommend that NCD's and NCD AC's undertake goal setting together, and that trained professionals with expertise in long range planning be used as facilitators. This would do much to insure that the goals of the congregation and the Presbytery are in sync. In this case, the NCD AC set goals, the pastor set goals, and the congregation set goals, but they were conflicting goals. Such an approach obviously requires adequate funding from the Presbytery and should be included in the NCD AC budget.
3. Some of the elders and members attending Riverside during 2011 were not equipped to develop a new church. We recommend that all NCD members be trained in the PC (USA) Book of Confessions and the Book of Order early in the process. We further recommend that all classes of ruling elders and deacons receive training on the Book of Order and the Book of Confessions prior to election to office.
4. In our considered view, any mistakes made by Ms. Jarvis did not need to be addressed by renunciation of jurisdiction and loss of ordination and isolation from her life-long Presbyterian Church (USA) membership. Other ministers in POD have had performance problems or moral failures (which were not alleged in this case) or other issues, and yet have been able to go through a restoration process. There is no evidence of financial or moral impropriety on the part of Ms. Jarvis. It is our view that given the intensity of the conflict in 2011 and the difference in interpretation of the Book of Order between the Stated Clerk's Office at GA and the POD Stated Clerk, that Ms. Jarvis' decision to renounce jurisdiction was made under pressure, and due process may have been short circuited.

We strongly recommend that the Committee on Ministry as a whole review its policies for handling situations of conflict over a minister's request to set aside ordination.

5. POD has a fairly long history of NCD failures. Just as established churches get into a pattern of calling the wrong pastors, the Presbytery has very often mismatched the NCD goals of the Presbytery with the skills of NCD pastors. The failure of the NCD is then blamed on the pastor, while the system that produced the marriage of the pastor and NCD goes unexamined.

We recommend that the New Church Development Committee form a consulting relationship with Pittsburgh Seminary. This seminary currently specializes in producing graduates who are specifically trained in New Church Development. Not only could this provide POD insights into calling NCD pastors whose skill set matches the type of church envisioned, but also give the Presbytery an entrée into gifted candidates for future NCD's.

6. The Riverside situation suggests that new congregations are fragile and have little resilience when problems arise. We recommend that searches for potential candidates be conducted until the best possible match is made, even if the formation of the NCD gets postponed.

7. Until an NCD is properly chartered and a trained treasurer is handling the church's books, all monies should be handled by POD, with vouchers and receipts submitted to POD for reimbursement, payment of salaries, etc. Monthly financial reports should be submitted to the NCD AC for approval.
8. NCD pastors should not be expected to assume the duties of a church accountant. This is not considered appropriate in organized churches, and should not be practiced in NCD's.
9. The pastor should have formal written performance reviews each 12 months conducted by a sub-set of the NCD AC.
10. The pastor should submit written reports at least 3 business days before each meeting of the NCD AC for the purpose of receiving guidance and support. We suggest that NCD AC's should attempt to avoid micro-management.
11. The multiple levels of supervision of the NCD pastor by POD staff, COM, and the NCD AC needs careful review.
12. We recommend there be a particular administrative commission for each NCD, with members of this NCD AC routinely worshipping at the NCD at least once a month until a year after chartering. We suggest that NCD AC members consider their charge to be spiritual as well as administrative.
13. Revolving door membership on the NCD AC should be minimized as much as possible. The NCD AC should be organizationally modeled after the Session of an organized church with 3-year terms, and 1/3 of the members rotating off each year.
14. The NCD AC should remain in place to monitor congregational meetings, Clerk's minutes, and Financial Reports for the first year a new church is chartered.
15. The NCD AC should insure that PC (USA) polity and procedures are followed, especially if someone without a prior pastoral position in a PC (USA) congregation is called as pastor or hired by the POD as the organizing pastor.
16. If the NCD contemplates a business venture, POD should retain experienced professionals to evaluate a formal business plan and recommend necessary legal steps.
17. If the NCD contemplates a business venture, a computerized time-keeping program should be employed for all paid staff involved in both the business venture and the NCD, to distinguish between hours spent on the business venture versus time spent on the church. Monthly reports should be submitted to the NCD AC.
18. The POD requirements for the minimum membership to charter a new congregation should be enforced without exception.

Exhibit C

19. Before the church is chartered, the prospective Clerk of Session should have training in his/her obligations under the Book of Order and POD guidelines. Ruling elders should be trained in Presbyterian polity before chartering. New members should be trained, before chartering, in what it means to be a member of the Presbyterian Church (USA). The Presbytery should review Session minutes and congregational minutes after the first respective meetings and quarterly thereafter for the first year.
20. When an NCD is chartered, the Presbytery should insure that the congregation meets immediately to elect and install a Session.
21. When an NCD is chartered, the Presbytery should insure that the congregation meets immediately to either elect and install the organizing pastor or enter into the pastoral search process with COM support and oversight.

The Riverside Administrative Commission respectfully submits this report with the following requests:

- 1. That the presbytery direct the Executive Presbyter, two members of COM elected by COM, and two members of this reporting Riverside AC to approach Ms. Jarvis in the spirit of Christian reconciliation, both in writing and in person if possible, and offer her the prayers and assistance of the presbytery should she wish in the future to seek re-ordination to the ministry.**
- 2. That the Riverside Church be officially closed, and that the Trustees and Executive Presbyter take the necessary actions to complete this.**
- 3. That having completed its work, the Administrative Commission is released from further responsibilities.**

Signed:

Marva Banks
 Beth Baergen
 Don Brownell
 Judy Shipman
 Jim Skimins, Chairperson
 Ted Taylor

Attachment List:

Attachment A, Riverside AC Charge
Attachment B, New Congregation Grant Application
Attachment C, Contract between POD and Ms. Jarvis
Attachment D, Lease between Thistle as Tenant and Rosie Yaldoo as Landlord
Attachment E, Motion to Charter
Attachment F, Riverside Steering Committee Minutes December 2010
Attachment G, E-mail from Ms. Jarvis to Arthur Oberg et al. dated July 7, 2011
Attachment H, E-mail dated 7/7/11 from Kari Gorman to Don Morgan with a copy to Ed Koster

- Attachment I**, Letter faxed July 18, 2011 from Ms. Jarvis to COM and Riverside Session
- Attachment J**, Letter dated 7/29/11 from Ms. Jarvis to COM and NCD AC asking for ordination to be set aside
- Attachment K**, Letter dated 7/29/11 to Ms. Jarvis from Rev. Oberg, Rev. Aaron and Elder Elam
- Attachment L**, Letter from Dixie Elam to Ms. Jarvis dated 8/12/11
- Attachment M**, Report of COM August 23, 2011 moving Ms. Jarvis to “Member at Large” and accepting resignation effective 8/17/12
- Attachment N**, Emails between Ms. Jarvis and Rev. Ed Koster concerning whether “setting aside” ordination is mandatory or discretionary.
- Attachment O**, Letter from Ms. Jarvis dated 9/7/11 concerning “setting aside” ordination
- Attachment P**, Letter (communication?) from Ms. Jarvis dated October 11, 2011 renouncing jurisdiction of PCUSA
- Attachment Q**, June 4, 2012 Computation of Amounts owed by POD to Brenda Jarvis under her Contract, Amounts owed by the Church to the Coffeehouse, and Amounts owed by the Coffeehouse to the Church
- Attachment R**, Tangible Personal Property removed from former Riverside Church site to Comunidad los del Camino on October 29, 2011.
- Attachment S**, Various E-Mails from Allen Timm, Dixie Elam, Brenda Jarvis and Ed Koster dated August 26, 2011 concerning Ms. Jarvis’s Request to Set Aside Ordination

**Riverside AC Report 11/27/12
Attachment A**

The Riverside Church Administrative Commission

From the minutes of the Presbytery of Detroit, August 23, 2011:

Upon motion of the Coordinating Cabinet, the Presbytery of Detroit approved the following resolution:

Create an Administrative Commission on Riverside Church with seven members, as follows:

The organizing pastor of the Riverside Church has resigned. In a congregational meeting that may have been irregular, the congregation has voted to dissolve so that it can form itself into a non-denominational congregation. The matter has been reviewed by members of the NCD Administrative Commission, the Committee on Ministry, and the New Church Development/Redevelopment Team. From the observations of those who have engaged the matter, it is apparent that the session of Riverside Presbyterian Church is unable or unwilling to manage wisely its affairs. G-3.0303e.

Pursuant to G-3.0109 and G-3.0109.b. the Presbytery of Detroit establishes this Administrative Commission on Riverside Church, and charges it with the following duties and powers:

Duties. The AC shall:

1. inquire into all circumstances relating to the decision of the Riverside Church to dissolve as a congregation, and as necessary;
 - a. consult with appropriate committees, teams, staff and members of Presbytery;
 - b. consult with members, ruling elders, the teaching elder involved with the ministry;
2. account for all property over which the church has any ownership or claim to ownership;
3. review all accounts and financial arrangements and require an accounting of them;
4. decide on the disposition of all property, real and personal (tangible and intangible) in ways consistent with the requirements of the Constitution;
5. review all obligations and contracts and conclude them;
6. report all of its actions to the Presbytery; and
7. make a report to Presbytery of findings and recommendations that arise from the events and relationships of this new church development. This report may include a recommendation to continue the congregation in a new location and different leadership.

Powers. The AC shall have the following powers:

1. Pursuant to G-3.0303e, to assume original jurisdiction of the session with all the powers and authorities of elders and the session found in G-2.030, G-3.0101-07, G-3.02, G-4.01, and G-4.02;

2. To dispose of all property, whether it be tangible or intangible personal property, or real property;
3. To take control over all accounts in any financial institution;
4. To assume all powers granted the congregation under state law;
5. On behalf of the Presbytery of Detroit:
 - a. to approve the sale, transfer or encumbrance of all property pursuant to G-4.0206;
 - b. to approve the dissolution of the congregation at its request;
 - c. to negotiate with all higher councils regarding finances and grants, and to conclude agreements unless they require the expenditure of Presbytery funds.

Upon nomination of the Coordinating Cabinet, the Presbytery elected the following to the commission:

Jim Skimins (Chairperson), teaching elder
 Bernard Ogelsby, ruling elder
 Don Brownell, ruling elder
 Ted Taylor, teaching elder
 Judy Shipman, teaching elder
 Beth Baergen, ruling elder
 Marva Banks (by the Moderator)

Contact Information

Bernard Ogelsby
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Marva Banks
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Office of Mission Program Grant
 General Assembly Council, Presbyterian Church (USA)
 100 Witherspoon Street
 Louisville, Kentucky 40202-1396
 (888) 728-7228, Ext. 5230 / 5251
 Fax: (502) 333-7251

Riverside AC Report 11/27/12
 Attachment B

Tim.McCallister@pcusa.org, Bill.Moore@pcusa.org

GENERAL ASSEMBLY MISSION PROGRAM GRANT NEW CONGREGATION GRANT APPLICATION

Date Prepared February 11 2008

Synod Covenant Phone 517-605-2341

Contact Person Robert Bidwell E-mail Address Robertbidwell@comcast.net

Presbytery Detroit Phone 313-345-6550

Contact Person Jim Skimins E-mail Address jimskimins@fpcp.net

Project Name New Congregation, Detroit Woodward Corridor

Pastor / Project Director Brenda Jarvis

Address/City/State/Zip 17575 Hubbell, Detroit, MI 48235

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DEFINITION: New church development is the establishment of a new ministry under the direction of the presbytery. A new congregation develops as a response by a presbytery to the needs of a new group of persons (emerging generation, new immigrant group, population growth). The ultimate goal is to grow a viable, sustained and significant ministry within the life of that presbytery, which may lead to a chartered congregation.

GRANT PERIOD: Realizing that some projects desire a shorter or longer funding period, funding may be spread over a period of 5-7 years.

GRANT FUNDING AMOUNTS: A project may receive a cumulative grant amount of no more than \$100,000 from any combination of General Assembly Mission Program Grants.

INSTRUCTIONS: After obtaining the necessary presbytery and synod signatures, send the original and nineteen copies of this application copied two-sided with required attachments to the Mission Program Grant Office in accordance with the attached submission dates. This form is available in Microsoft Word format and may be obtained by downloading from the Mission Program Grants web page, www.pcusa.org/missionprogramgrants, or by e-mail from the Mission Program Grants office.

NOTE: If this project received Exploration & Feasibility Grant funding, ensure that you provide an end-of-study report prior to or with this grant request.

In narrative form, please respond to the following.

1. **Vision:** Describe the vision for the project.
2. **Staffing Rationale:** Describe the qualities you seek in an organizing pastor to carry out your proposed ministry plans. Include a position description for each staff member to be funded by this grant.
3. **Demographic Study:** Include a summary of the demographic study, not to exceed one page, which provides relevant findings such as ecumenical and mission opportunities, racial/ethnic population, age distribution, and economic strength.
4. **Ministry Plan:** Describe the ministry plan for the project, listing the measurable goals and objectives for the first year and the method for establishing, building up, and maintaining the new congregation. Areas may include, but are not limited to, evangelism and outreach, worship, education, lay leader training, pastor/staff professional development, mission, finances, stewardship and plans for location.
5. **Attendance:** List the realistic attendance estimates of worship, church school and other regularly scheduled activities, respectively, for each year of the grant. Give data to support your estimates.
6. **Income and Expense Budget:** Display itemized and balanced operating income and expense budgets for each year of the grant. Capital expenses should be excluded. Include income amounts from General Assembly, synod, presbytery, project and other sources. Please include last year's financial statement, if

available, showing the budgeted and actual income/expenditures. All projects are expected to achieve 10% of its total program operating budget to Basic Mission Support by the end of grant funding.

7. **Oversight of Project:** Describe your presbytery's plan to provide oversight, encouragement and regular contact with the leadership of this project.
8. **Funding Schedule:** Complete the following display of scheduled proposed Mission Program Grant funding to support the new church development. Place an asterisk (*) after specific amount to indicate that action has been taken to approve the grant and the specified amount.

SCHEDULE OF PROPOSED MISSION PROGRAM GRANT FUNDING

- A. Anticipated date that the monthly payment is expected to begin. September 2008
- B. Anticipated final year of mission program grant. 2012

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>TOTAL</u>
PROJECT	<u>0</u>	<u>65,000</u>	<u>95,000</u>	<u>120,000</u>	<u>130,000</u>	_____	_____	<u>410,000</u>
PRESBY.	<u>55,000</u>	<u>37,500</u>	<u>25,000</u>	<u>25,000</u>	<u>25,000</u>	_____	_____	<u>152,500</u>
SYNOD	<u>0</u>	<u>12,500</u>	<u>10,000</u>	<u>7,500</u>	<u>6,250</u>	_____	_____	<u>36,250</u>
GA	<u>0</u>	<u>35,000</u>	<u>28,500</u>	<u>20,500</u>	<u>16,000</u>	_____	_____	<u>100,000</u>
OTHER	<u>85,000</u>	<u>58,901</u>	<u>61,568</u>	<u>58,566</u>	<u>51,566</u>	_____	_____	<u>263,801</u>
TOTAL	<u>140,000</u>	<u>208,901</u>	<u>220,068</u>	<u>229,566</u>	<u>228,816</u>	_____	_____	<u>1,027,351</u>

NOTE: The Mission Program Grant shall not exceed the combined funding amount provided by the presbytery and/or synod and may be less during the funding life of the grant. Mission Program Grants are scheduled on a declining scale.

Please refer to the *Mission Program Grant Proposal Checklist* contained within *Grant Writing 101* for general evaluation criteria.

Middle Governing Bodies participating and giving oversight and assistance to this project, please sign below and provide helpful information as appropriate.

At the Feb 26 (date) meeting of the Presbytery of Detroit, the foregoing new congregation plan for ministry and program grant application were reviewed and approved by the mission strategy body of this presbytery as fulfilling the criteria and guidelines governing GA Mission Program Grants.

Allen D. Simon
General / Executive Presbyter or designee

3/17/08
Date

Synod Executive or designee

New Congregation Grant Application
 Detroit, Michigan, Woodward Corridor

Our Purpose:

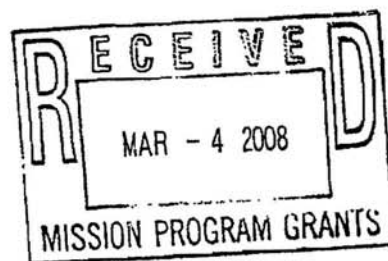
To establish a new Presbyterian church in the Woodward Corridor of Downtown Detroit as this area is exploding with new young adults who are working professionals in this area. They range from ages of 25 to 40, mostly single, newly married, recently divorced, and "unchurched." We seek to reach out to them with a highly missional setting, engaging programs that address their need to find God on their terms and in an energetic, "emergent" style worship, emphasizing discipleship, high member involvement in local and national outreach and mission programs, creating committed and engaged members that will aid the church in its growth and spiritual maturity of its members.

Our Mission Statement:

"Finding God where we are and being changed by that relationship"

Our Vision Statement:

Worshipping with energy and thankfulness.
 Reaching out to the community and the world.
 Finding renewal in the Grace given by our Lord.
 Welcoming all into a loving and caring community.
 Being evangelists and good witnesses to what God has done in our lives.
 Learning and growing together as we hear the Good News of the Gospel.



2, 28/08

Robert D. Belwell

New Congregation Grant Application
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2. **Staffing Rationale:** *Describe the qualities you seek in an organizing pastor to carry out your proposed ministry plans. Include a position description for each staff member to be funded by the grant.*

Title of Position: NCD Organizing Pastor

Process for Screening Applicants

1. Our NCD Commission will receive Personal Information Forms.
2. The Commission will verify that the applicants have been screened and endorsed as NCD Pastors through the denomination.
3. These candidates will be contacted for telephone interviews.
4. Face to face interviews will be held and neutral pulpit will be arranged.
5. The NCD Commission will determine the appropriate candidate and enter into negotiation for the terms of call.

Development Network:

We desire that our Pastor continue to develop skills. We wish to encourage personal development of our NCD Pastor. The NCD Commission will ensure that the following oversight and development items are in place:

1. The NCD Organizing Pastor will **train** concerning the issues such as development of a new church in an urban area or making disciples doing mission in urban areas.
2. The NCD Organizing Pastor shall have a professional coach to provide direct and immediate feedback. This **coach** will be assigned during denominational evaluation. The Commission will ensure that the NCD Organizing Pastor is making meetings consistently with his/her coach.
3. The NCD Organizing Pastor will be required to enter into or maintain a relationship with a **Spiritual Director**, who will provide leadership and accountability for the NCD Pastor to self-care and spiritual renewal.
4. The NCD Organizing Pastor will develop relationships with **other NCD Pastors** who will support and guide the NCD Pastor and allow the group to share common joys and concerns.
5. Supervision of the NCD Pastor will be by the NCD Commission through the NCD's liaison.

NCD Pastor - Characteristics and Qualifications:

1. Proven entrepreneurial abilities, able to create and develop new ventures.
2. Visionary - able to re-vision and redevelop the ministry plan on a continual basis due to change in culture and community.
3. A proven ability to reach the unchurched for Christ.
4. Outgoing and able to build meaningful relationships.
5. Proven ability to network with people.
6. Ability to engage new members to become part of the life of the church.

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7. Ability to raise money and seek new ways of raising money to support the ministry of the church.
8. Ability to create excitement and buzz around projects and programs.
9. Proven ability to gather and focus resources.
10. Proven ability to act as a business manager and staff supervisor, giving space for employee growth and development.
11. Demonstrate mature Christian faith and proven ability to help others deepen their spiritual life.
12. Gifted in communication of biblical truth in public and unsympathetic settings.
13. Resilience - effective in adapting to changing situations.
14. Proven ability to provide multi-sensory worship style.
15. Proven to be a high-energy individual, self-motivating, and a proven ability to work very hard.
16. Experienced in building emergent ministries and proven knowledge of, compassion for, and ability to speak to the emergent culture.

Our Organizing Pastor:

We are looking for a pastor who....

1. Has deep faith and sense of who God is calling them to be and provide a faithful witness to God's call.
2. Is Visionary
3. Provide a Multi-sensory, creative worship style.
4. Committing to the community and providing an active missional congregation.
5. Relates effectively to the unchurched.
6. Is Outgoing, easily engaging in conversation.
7. Is an Evangelist
8. Helps others to find and use their gifts for ministry.
9. Is adaptable to rapidly changing environments.
10. Has a strong self-image and a healthy set of personal boundaries.

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Title of Position: Director of Education and Spiritual Development

Process for Screening Applicants:

1. NCD Organizing Pastor and Steering Committee will develop a job description based on the educational and spiritual needs of this community.
2. The job will be posted on the Presbytery website, given out at Presbytery meetings, and possibly place ads in other Christian Publications or the APCE website.
3. Candidates will be determined and phone interviews held. Each member of the hiring team will be provided with appropriate questions for the candidate.
4. Top three candidates will be interviewed in person and a final candidate will be selected.
5. An offer will be made to the Candidate.

Development Network

To provide for ongoing development of skills and to encourage the personal development of the Director of Education and Spiritual Development (DESD), the NCD Pastor and the Steering Team will ensure that the following components of personal and spiritual development are in place:

1. Based on the needs of the NCD and the community that it service, **training** will be required annually.
2. The DESD will meet with the NCD Pastor **monthly for program check up's and critical review** of ongoing projects.
3. The DESD will become part of the **Presbytery's Spiritual Directors gatherings.**
4. The DESD will select and establish relationships with a Spiritual Director who will foster **personal development.**
5. Direct supervision of the DESD will be provided by the NCD Organizing Pastor.

Director of Education and Spiritual Development (DESD): Characteristics and Qualifications:

1. Ability to assess the community and create new and creative educational and spiritual opportunities.
2. Ability to connect to others who can develop and resource leaders for various programs.
3. Proven effectiveness in networking with people.
4. Ability to recruit people to use their gifts for ministry to serve in programs of the ministry.
5. High energy and willingness to work hard.
6. Possess a passion for reaching the unchurched with the Gospel.
7. Proven gifts in education, multi-sensory worship, art and drama in worship, and spiritual development.
8. Task driven.
9. Demonstrated Christian faith and has helped others to deepen there spirituality.

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Job Title: Pastoral Ministry Intern

This position is 10 to 15 hours per week and subject to agreement between Seminary and the NCD. The position is to aid the NCD Pastor in day-to-day tasks of a church, allowing the NCD Pastor to focus on reaching new members.

Process for hiring a pastoral intern:

1. Contact the Ecumenical Theological Seminary on Woodward in Detroit, Dr. Tony Curtis Henderson, Director of Pastoral interns, to inform him on the opening for an intern interested in NCDs.
2. Invite possible candidates to meet with the staff and steering team to determine the candidate's appropriateness for this position.
3. Once a candidate is identified, the NCD Organizing Pastor will meet with Dr. Henderson to receive the required paperwork.
4. The NCD Pastor and the intern will verify the job description as required by the Seminary.
5. The annual fee of \$3,000 is paid to the seminary on the intern's behalf and the job description is given to Dr. Henderson.

Pastoral Interns Qualifications:

1. Be willing to learn.
2. Proven ability to work hard.
3. Willingness to preach at least 4 times a year (requirement of the seminary).
4. Ability to share their faith easily.
5. Desire to learn about new church development startup.
6. Ability to lead and create small groups.

This position will be from September until June unless the intern has interest in staying on until the next new class of interns. In the event that the intern does continue in the ministry, an appropriate stipend will be determined.

Job Title: Worship Leader

Process for hiring a Worship Leader: Advertisements will be placed in the Metro Times, on the job's board at the Center for Creative Studies (Wayne State University), on the Presbytery website, and other Christian Publications. The AEP/NCD Pastor will also contact other churches concerning people who may be seeking this type of called position. Such candidates will be interviewed by the AEP/NCD Pastor, representatives from the Steering Committee, and the Administrative Commission.

1. Person of deep faith that is able to share that gift in worship.
2. Able to play and sing contemporary music.
3. Proven ability to energize a worshipping body during worship.
4. To lead in prayer and praise.
5. Has experience with multi-sensory worship.

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3. **Demographic Study:** *Include a summary of the demographic study, not to exceed one page, which provides relevant findings such as ecumenical and mission opportunities, racial ethnic population, age distribution, and economic strength.*

According to the Presbytery of Detroit's Church Growth Work Group, Phase One Summary Report suggested that the Woodward Corridor be explored for a possible new church development site. In the committee's "Time to Act" presentation, it has identified this area of Detroit as a priority area due to the new growth and focus on the area by the city.

The Woodward area of the Downtown Development District is growing. The area is a target area for the Detroit Renewal project. The new housing, new businesses, and new attractions are exciting. In the last four years, the Comp-u-ware Company has relocated into this district, as well as other major companies. In the next three years, the Quicken Loans Corporation will relocate to this area of the city, bringing more life and more homebuyers.

New jobs in this area and the renewing excitement within the city has brought young adults and adults, 25 to 40 years of age, into this area to the many new lofts, apartments, and townhouses. According to two real estate agencies that are working to lease the Downtown flats, they are seeing mostly single male adults leasing the flats. However, the townhouses and condominiums are being sold to predominantly single and newly married couples, most of which are first-time homebuyers. There is also a portion of this group that is 35 to 40 year old married persons with no children or recently divorced. This is not as large a percentage as the single homebuyers. All of these individuals are working in the downtown area or nearby, some choosing to live in the city and work in the surrounding suburbs.

According to Percept Ministry area profile the target area shows:

1. The largest growth in 25 to 34 year olds [110,609], approximately 31% of the population; following very closely is 35 to 44 year olds [119,304], approximately 36.4% of the population.
2. 16.6% [20,738] of the households are 50 to 75 thousand dollar incomes.
3. The racial population is Hispanics 40.7%, Whites 25.1%, Asian 18.8%, and Black 15.4%.
4. 20 % of the households are new owners and first-time buyers.
5. 44% single, never married. This percentage is increasing.
6. The new home prices are between 150,000 and 400,000, accounting for 35.9% of all sold properties.
7. The total population targeted is 350,000; 46.8% are unchurched [163,800 people], 23.6% [82,600] have left a church due to disagreement or lack of connection, and 10% have changed their religious preference in the last 10 years.

There are several old, established churches in this area, few with growth. The Congregational Church has been stable and is currently one of the largest worshipping bodies in this area of the city. None of the churches in the immediate area are offering an emergent/multi-sensory style of worship.

The new growth in the targeted area are working professionals between 35 and 44 years of age, a large portion buying their first home and are single or newly married. According to the demographics, the greatest need in this area is stress reduction, singles ministry, spiritual development, and divorce recovery.

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4. **Ministry Plan:** *Describe the ministry plan or the project, listing the measurable goals and objectives for the first year and the method for establishing, building up, and maintaining the new congregation. Areas may include, but are not limited to, evangelism and outreach, worship, education, lay leader training, pastor/staff professional development, mission, finances, stewardship and plans for location.*

The Presbyterian Church on the Woodward Corridor will exist as a church of the Kingdom, welcoming all who are seeking Jesus Christ. It will help them to come to understand this relationship and grow as disciples. It will respond to this in active ministry to the surrounding community and the world.

God leads us to plant a new seed in this area, to create a large congregation of those seeking a new way to worship, and those that seek to find what is missing in their lives in the person of Jesus Christ. The demographics, not to mention the palpable sense of renewal in this area of Downtown Detroit, lead us to this area to create a new worshipping community. We see a church of many, not few, seeking to have constant growth and renewal due to the faithful witness of this community in service and in faith development. This will be accomplished by beginning our journey with a full staff and a full program schedule. We believe that through the growth of those in faith and the empowerment of new leaders, this church will continue to grow and find new leaders to take their place in God's service.

We will make use of economies of scale. We will call the Associate Executive Presbyter to begin the work in this area. She has been authorized as a new church development pastor by the denomination. She will begin making contacts, creating groups, and beginning programs. The staff of the Presbytery will provide support to this new ministry for a time preparing flyers, advertisements, letters, and other secretarial needs. The Presbytery will also provide the website for this new venture. By using these economies of scale, much of the beginning legwork will have been started. When the New Church Development Pastor is called, we will be assured that a new church starting will have a great chance at success in this area.

This ministry will grow and be maintained by the congregation. Current scholarship indicates that people in the 25 to 45 year old groups seek to lead. They do not like to be involved in programs that are not invited to use their gifts in that community. We seek to use the knowledge of this culture to grow leaders and by this, grow the church.

The multiple programs that will be offered will begin to introduce the unchurched to God. This will be done in a passive way to start, increasingly showing God's love for them and how that will affect their lives, offering messages, bible studies, singles ministries, and divorce recovery programs that will show this group the real meaning of the Gospel.

A core team will be developed to begin work in the target area. The core team will be leader from in the areas of special interest for this area and leaders identified from the Presbytery who have gifts in these special interest areas. The AEP will be a member of the Core team.

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Below are some of our tentative goals and objectives, making use of Presbytery Staff, a core team to begin work then calling the NCD Organizing Pastor:

• **March – June, 2008**

1. A feasibility grant will be submitted to Presbytery of Detroit and Synod of the Covenant for \$10,000 to begin programs and offset costs for preliminary work.
2. AEP will have conversations with 10 pastors in the area to discuss needs and problems in the targeted area.
3. Schedule and complete at least three phone conversations between the AEP and her coach – Brian Clark.
4. AEP will call and speak to John Buchanan at 4th Presbyterian Chicago about doing ministry in a growing downtown area. The desired outcome of this conversation is to hear what ministries have and have not worked for them. There will also be a conversation about alternative ways to financially support a downtown church.
5. AEP will call the pastor of the New York Avenue Church in Washington D.C. to talk about the community based programs that they offer and how that has helped that church's ministry.
6. AEP will have conversations with the Ecumenical Theological Seminary about what can be done to support each other and to talk about their Wednesday outreach program.
7. AEP will talk to the Rev. Dr. Adams at Hartford Memorial Baptist Church about alternative ways to fund outreach ministry.
8. AEP will meet with the pastor of Straight Gate Church about their programs and outreach in the city.
9. AEP will speak with 10 to 15 pastors of churches in the Presbytery about committing \$5,000 a year to new church developments.
10. AEP will speak to Dr. Tony Henderson about the intern program at the Ecumenical Theological Seminary and let him know what the services of an intern that will be needed.
11. The AEP will summarize these meetings and provide the information to the Steering committee to work on the CIF.
12. Administrative Commission will approve Steering Committee to work with NCD.
13. The Steering Committee will begin and complete work on CIF, to be submitted to Administrative Commission for approval.
14. The Core team will begin to meet with age appropriate residents about what programs would be effective in the area of spiritual development programs, new homeowners, new married groups, stress management, divorce recovery, and faith development (bible study).
15. The Core team will identify a location to hold stress reduction meditation or yoga. This will be advertised in Metro Times, on flyers, and posted in local coffee shops and bars.
16. The Core team will begin five Bible studies in restaurants and coffee shops will be started. The purpose of these studies is to begin to move to home-based studies, after identifying leaders.

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17. The Core team will meet with the singles ministry leaders at Ward Presbyterian Church and 1st Northville Presbyterian Church to discuss their singles ministry programs. One round table discussion will be held with target aged singles to discuss what kind of singles program would be enticing enough for them to take time out to attend.
18. Steering committee and Administrative Commission will begin to identify possible sites to rent for new church use.

July -- September 2008

The AEP will be responsible for the following steps until a NCD Pastor is called. Presbytery operations will allow for an increase in AEP's time allocation for this project based on time needed. **No grant funding will be requested until NCD Pastor is called.** *The AEP will work with a core group of leaders to complete the following goals until the NCD Pastor is called.*

1. Forty people will be in small groups. A leader will be identified in each group and empowered to grow that group. The core leaders will work with these groups until a NCD Pastor is identified and put in place.
2. Twenty new people will be reached through each one of six programs, identified as needed, outreaches through the conversations identified in the first quarter of this timeline.
3. Administrative Commission and Steering Committee will have begun interviewing possible NCD Pastors following the process on Page 2.
4. An NCD Pastor is called to this mission site.
5. NCD Pastor will begin getting acquainted with the area and will work with AEP, and core leaders to get up to speed.
6. NCD Pastor, Steering Committee, and staff (if in place) will review programs offered to date and decide on effectiveness of these programs, determining if refocusing is needed.
7. The vision will be reviewed and targets and goals will be redeveloped, if need be.
8. New programs will be identified for outreach to targeted groups and they will be started.
9. NCD Pastor will begin to interview for Director of Education and Spirituality Pastor Intern and Music Director.
10. NCD Pastor and Steering Committee will begin advertising the coming of the new church.
11. Five Mission/Outreach projects will be available to the small groups and program attendees.
12. NCD Pastor, steering committee, and core team will speak to 200 people (this quarter) in local establishments about their faith, their needs in this community, and what would bring them to a church, if they are unchurched.
13. NCD Pastor and Steering Committee will begin to determine how many are engaged and affected by the programs and outreach, to set possible target date (this is just to set goals and for communication purposes with possible new members).

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October -- December 2008

1. Small groups will be asked to come together three times for mission outreach projects and three times for worship together.
2. Three New Spiritual development programs will be offered to the community and to the working community around the target site for the NCD.
3. Two programs related to Thanksgiving and Advent/Christmas will be created, highly advertised in Metro Times, flyers, and possibly billboards.
4. Steering Committee, NCD Pastor, and staff will meet with Administrative Commission for checkup and review.
5. Informational brochures will be created and handed out to possible small group or church members.
6. NCD Pastor will continue to meet with leaders of small groups to determine where the groups are concerning common worship together. In these groups, the leaders will ask if the groups would style of worship they would like to see, what is important about a worshipping community, and other questions determined by the Steering Committee.
7. Programs that are fruitful will continue, with contact and oversight by NCD Pastor and/or Director of Education and Spiritual Development, and core group.
8. Pastoral Intern will meet with individuals in coffee houses, restaurants, and other gathering places to have conversations about faith, about spiritual life, and the NCD.
9. A five-year plan will be developed, with a regular schedule developed for review (annually).
10. NCD Pastor, Pastoral Intern, and Core Group will have conversations with 200 people in the targeted community about the new church.
11. Small group leaders who have been identified are encouraged to invite others into small groups and to act as Evangelist for the NCD and its programs.
12. NCD Pastor continues to seek financial support from Presbyterian churches and other churches.
13. NCD Pastor is required to meet with his/her coach at least six times in this quarter to check up on personal spiritual development and what is going on with the NCD.

January -- March 2009

1. NCD Pastor will meet with core group to gather information for assessing if the NCD is ready to begin worship.
2. Steering Committee, NCD Pastor, and staff will meet with Administrative Commission for checkup and review.
3. Provided the target numbers have been attained and the NCD Pastor, Steering Committee, and the Administrative Commission agree, a definite target date will be set for the NCD's first worship. If approval is not given, a new work plan will be developed for this quarter. A NCD couch will be consulted about initial start up and best practices.
4. NCD Pastor will speak with and seek guidance from NCD coach at least six times this quarter.
5. If the NCD worship takes place -- a target date will be set and heavily advertised.

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6. Small group leaders, program leaders, NCD Pastor, Intern, and staff (launch team) will meet to discuss what worship should entail. The Steering Committee and the staff will then plan the initial worship.
7. NCD Pastor, Pastoral Intern, and small group leaders will knock on doors telling residents about the church, leaving program, mission, and worship information with residents.
8. The Presbytery will be informed of the target date for the first worship and invite the Presbytery to come and celebrate this new beginning. Other churches that have donated to the development of this new church will be invited to come and worship with the NCD.
9. A new church is birthed.
10. The second year goals and vision will be reviewed and updated, along with year three, four, and five goals and resubmitted to the Administrative Commission, Steering Committee, Church Development/Redevelopment Ministry Team, Synod of the Covenant, and General Assembly.

5. Attendance: *List the realistic attendance estimates of worship, church school and other regularly scheduled activities, respectively, for each year of the grant. Give data to support your estimates.*

This ministry plan will focus on a multi-staff startup and make effective use of creating a program infrastructure suitable for a large church before we have our first public worship service. We will use the grant to support the staff and some of the programs of the NCD. We will further engage and develop new leaders in many program areas, allowing us to continue to grow.

Before we launch, there will be continual assessment of the number of new leaders that have come to be part of this community. The Steering Committee will be comprised of many of the leaders that will be identified from this community. These leaders will take responsibility for the behind the scenes preparation and support needed to not only start this church but to continually grow this church to be all that God has called it to be. When it is determined that an appropriate number of members have been attained (by the NCD Pastor/Steering Committee/Administrative Commission), a launch team will develop the initial worship plan. The launch team will be between 25 and 50 leaders and will meet in listening groups. This will allow them to go back to their group or program and create excitement within the groups that they lead. The initial launch will be between 100 and 150 people. We expect our average worship attendance in the first year to be 150 to 175.

Within a year from our first public launch, with continual program, mission, and outreach and in the understanding that we are working with over 130,000 souls that do not know Jesus Christ and that this launch model takes into account that we are developing leaders, ministers, disciples, and new children of faith in an energetic and exciting atmosphere and knowing that new businesses and new homes are being added daily to this area, it is possible to reach out to and add another 200 disciples to this community by the end of the second year and added new members at a rate of 100 every year.

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For the many programs and missions, it is difficult to estimate. Not all will be members but all will be possible members. In this effective ministry, this number could be as many as 500 per year. The more quickly leaders are identified and put in the place, the larger this number can become.

This worshipping community will not have many, if any small children. So the "Sunday School" model will not be used but the small group Bible Study will be our largest portion for this type of program. If the program develops in the expected manner, it is possible to have 200 members in small groups and programs by our first launch, expecting that this number will also double within the next year.

6. Income and Expense:

	Year 1	Year 2	Year 3	Year 4	Year 5	Total
<u>Income:</u>						
New Church		65,000	95,000	120,000	130,000	410,000
Gift Reserve		10,300	26,568	26,566	26,566	90,000
Partner Churches	25,000	16,667	10,000	10,000	10,000	71,667
Feasibility Study	10,000					10,000
Gifts to the church	50,000	31,934	25,000	25,000	25,000	156,934
Presbytery Capital Support	25,000	12,500				37,500
NCD/RD committee Support	30,000	25,000	25,000	20,000	15,000	115,000
GA		35,000	28,500	20,500	16,000	100,000
Synod of the Covenant		12,500	10,000	7,500	6,250	36,250
Sub Total	140,000	208,901	220,068	229,566	228,816	1,027,351
<u>Expenses:</u>						
Personnel						
Pastoral Leadership	21,151	84,060	85,741	87,456	89,205	367,613
Director of Education and Spiritual Development	9,000	41,000	41,820	42,656	43,510	177,986
Music leader	-	8,000	9,200	9,300	9,400	35,900
Administrative Assistant	1,500	12,000	12,240	12,485	12,734	50,959
Pastoral Intern	1,500	4,500	4,500	4,500	0	15,000
Sub Total	33,151	149,560	153,501	156,397	154,849	647,458

New Congregation Grant Application
Detroit, Michigan, Woodward Corridor

Administrative/Building:

Space rental	6,000	10,000	15,000	15,000	15,000	61,000
Additional Equipment	-	200	2,000	2,000	2,000	6,200
Supplies	250	1,000	1,500	2,000	2,000	6,750
Communications	1,000	4,000	2,000	2,500	2,500	12,000
Insurance	500	1,750	1,800	2,000	2,500	8,550
Other non planned expense	1,000	3,000	3,000	3,000	3,000	13,000
	8,750	19,950	25,300	26,500	27,000	107,500

Programs/Mission:

Active mission/outreach	5,000	7,500	8,000	8,500	9,000	38,000
Small Groups	500	1,000	1,500	1,500	1,500	6,000
Assimilation/Connection	1,000	1,000	1,000	1,000	1,000	5,000
Worship	500	2,000	2,000	2,000	2,000	8,500
Family Ministry	-	500	750	750	750	2,750
New Programs	-	1,000	1,500	1,500	1,500	5,500
	7,000	13,000	14,750	15,250	15,750	65,750

Mission

Per Capita and Shared Mission	0	21,890	25,007	25,957	27,382	100,235
Other Giving	0	0	1,000	1,500	2,000	4,500
	0	21,890	26,007	27,457	29,382	104,735

Total Expense	48,901	204,400	219,558	225,604	226,981	925,443
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Net Revenue/Expense	91,099	4,501	510	3,962	1,835	101,908
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These dollars will be placed in reserve for use over the 5 year plan
People give more in the initial excitement of a new thing, we plan
to take advantage of this and reserve funds for future use.

New Congregation Grant Application
Detroit, Michigan, Woodward Corridor

7. Oversight of Project: *Describe your Presbytery's plan for oversight, encouragement and regular contact with the leadership of this project.*

The church growth work group has looked at our last few NCD's and transformation projects and found that support and encouragement by the Presbytery is critical. The oversight of this project will be first by the Church Growth Work Group. This group is the administrative group for the NCD. They will receive the reports from the Administrative Commission and submit them to the Ministry Team – New Church Development and Redevelopment. Both of these groups will be responsible for ensuring that goals are reviewed by the Steering Committee and the New Church and that goals set are met as prescribed.

The Administrative Commission will oversee the Steering Committee's work, according to policies of the Presbytery of Detroit. This group will act as advisors and supporters of the NCD, providing positive and fruitful support to the steering team and the NCD. The group will also provide reality checks with the Pastor and the Steering Committee for visions and goals developed in the ongoing process of creation of this NCD.

The NCD Pastor will be required to meet with their coach throughout this process. This coach will also meet with the Steering Committee and the Administrative Commission to help develop a healthy and supportive relationship with in all the groups engaged.

The Steering Committee and the NCD Pastor will be the hands of God at work in this community and will carry the heaviest load. The pastor will continually support the leaders on the Steering Committee and assist them in continual spiritual development; this will be assisted by the Director of Education and Spiritual Development.

The staff will meet weekly to support each other. Four spiritual retreats will be held to aid the staff in this task. The Presbytery's Spiritual Directors will be contracted to lead these four retreats.

**Riverside AC Report 11/27/12
Attachment C**

**PRESBYTERY OF DETROIT
Committee on Ministry**

**CONTRACT FOR NEW CHURCH DEVELOPMENT ORGANIZING PASTOR
as Pastor/Head of Staff**

After having completed a full call process within EEOC guide lines the Administrative Commission establishes the following contract as of July 5, 2009 between the Administrative Commission of Riverside Community Presbyterian New Church Development, Brenda Jarvis as Organizing Pastor, and the Presbytery of Detroit for the purpose of Organizing Pastor to Riverside Community Presbyterian Church.

The Administrative Commission, the Organizing Pastor and the Committee on Ministry covenant to work on the following goals for the three year period:

- Create a healthy congregational life;
- provide leadership;
- development of short-range and long range goals identified in the goal-setting process of the church;

Review and Accountability

As the Organizing Pastor Brenda Jarvis will be a member of this Presbytery.

There will be a joint review conducted by the Steering Team, the Rev. Brenda Jarvis, in consultation with the Administrative Commission, every 12 months or more often at the request of anyone of the parties.

During this time of service, the Organizing Pastor will be accountable to the Administrative Commission of the Presbytery of Detroit and to the Committee on Ministry of the Presbytery of Detroit.

Length of Contract/Termination

This contract is for a period of 36 months beginning on July 5, 2009. This contract may be terminated by any party on 1 months notice provided there is prior consultation with and concurrence by the Committee on Ministry. This is a full time time position

(Continued on back of page)

Compensation/Benefits

The Rev. Brenda Jarvis will be compensated during the term of this contract as follows: (State compensation on an annual basis even if contract is for less than a year.)

Salary	<u>18,400.</u>
Housing Allowance/Value of manse (indicate which)	<u>29,000</u>
Utilities (if manse provided)	
Social Security	<u>3,626</u>
Full Pension	
Medical Deductible (as specified by the Board of Pension)*	
Travel (car)	
Study Leave	
Other (specify)	
403B	<u>5,000</u>
Professional Reimbursement	<u>500</u>
Continuing Education	<u>1,000</u>
Travel	<u>500</u>
Total	<u>58,026</u>

* The candidate elected to opt out of the Board of Pensions

Vacation of one month including 4 Sundays per year over the life of this contract plus the Sundays after Christmas and Easter

Study leave of 2 weeks per year over the life of this contract.

Karl Gail
Chair of Commission

Brenda Jarvis
Organizing Pastor

[Signature]
Chairperson, Committee on Ministry

6/9/09 (Recommended 10/12/10)
Date of Administrative Commission Action

June 9, 2009
Date

Oct 10, 2010
Date of Action by Committee on Ministry

Return to Chair of Temporary Pastoral Relations Sub-Committee, Committee on Ministry

**Riverside AC Report 11/27/12
Attachment D**

LEASE

THIS LEASE, made this 17 day of November, 2010, between Roxie Yaldeo, whose address is 4445 Second Avenue, Detroit, Michigan 48201 (hereinafter referred to as "Landlord"), and Thistle Coffee House, Inc. (hereinafter referred to as "Tenant"):

WITNESSETH:

1. **Demised Premises.** Landlord, in consideration of the rents to be paid and the covenants and agreements to be performed by Tenant, does hereby lease unto Tenant premises situated in the City of Detroit, County of Wayne, and State of Michigan, located in that certain building commonly known as 4445 Second Avenue (1,680 square feet), 4455 Second Avenue (640 square feet) and 4463 Second Avenue (1,200 square feet), Detroit, Michigan 48201, containing a total of 3,520 square feet (which premises are hereinafter referred to as the "demised premises"), together with the right to use the parking and common facilities which may be furnished by Landlord, in common with Landlord and the tenants and occupants (their agents, employees, customers and invitees) of the building in which the demised premises are located.

2. **Term and Rent.**

(a) The lease period will be for the term of Three (3) years from November 1, 2010 or the date Tenant opens the demised premises for business (but in no event shall this be later than January 1, 2011), ending not later than November 1, 2013. Tenant will pay to Landlord as base rent during the continuance of this Lease for rent of the demised premises the sum of Forty Thousand and no/100ths Dollars (\$40,000.00) in lawful money of the United States payable in equal consecutive monthly installments of Three Thousand Five Hundred and no/100ths Dollars (\$3,333.00) in advance upon the first (1st) day of each and every month throughout the term of this Lease, commencing January 1, 2011. By execution hereof, Tenant hereby hires the demised premises for the three (3) year term as herein set forth and covenants well and truly to pay, or cause to be paid unto the Landlord at the dates and times as required, the rent herein reserved. In the event Landlord fails to deliver possession of the demised premises on the first date because the demised premises are not then ready for occupancy as a result of Landlord's failure to perform its work in a timely manner, or because the previous occupant of said premises is holding over, or for any other cause beyond Landlord's control, Landlord will not be liable to Tenant for any damages as a result of Landlord's delay in delivering the demised premises, and the commencement date of this Lease will be postponed until such time as the demised premises are ready for Tenant's occupancy. The demised premises will be deemed ready for Tenant's occupancy for all purposes under this Lease upon Landlord's tender of the demised premises to Tenant.

(b) In the event that Tenant lease term commences on a day other than the first day of November, 2010, the rental for such fractional month will be such proportion of the monthly rental as the number of days in such fractional month bears to the total number of days in the calendar month.

(c) The base rent herein required will be paid without demand, set-off or deduction unless prior agreement to demand, set-off, or deduction is given in writing by both Landlord and Tenant.

(d) All payments of rent and/or other sums to be made to Landlord will be paid to the Landlord's at its address set forth in the preamble hereto or at such other place as Landlord will designate in writing from time to time. All payments of rent and/or other sums will be deemed paid on the date said amounts are received by Landlord, provided that all checks delivered by Tenant for payment are subsequently honored in the ordinary course.

3. **Possession.** It is understood that if the Tenant will be unable to enter into and occupy the premises hereby leased at the time above provided by reason of the holding over of any previous occupant of the demised premises, or as a result of any cause or reason beyond the direct control of the Landlord, the Landlord will not be liable in damages to the Tenant therefore. It is expressly understood that the right to possession of the demised premises will pass from Landlord to Tenant upon execution of this Agreement and the lapse of any due diligence period provided for herein.

4. Use and Occupancy.

(a) During the continuation of this Lease, the demised premises will be used and occupied for church meetings and incidental purposes and as a coffee house with counter food service, and for no other purposes without the written consent of Landlord. Tenant will not use the demised premises for any purpose in violation of any law, municipal ordinance, or regulation, nor will Tenant perform any acts or carry on any practices that may injure the demised premises or the building in which the demised premises are located or be a nuisance, disturbance or menace to the other tenants of the building. Upon breach of this agreement, Landlord will have the right to terminate this Lease forthwith and to re-enter and repossess the demised premises.

(b) Landlord agrees and covenants no space in the building will be let to any other person whose primary use will be a church or a coffee House business. Primary Use shall be defined as sales of coffee or pastries which exceed 25% of a business's gross sales. Landlord shall have the right to lease space in the rest of the shopping center to any on or off premises food or beverage business. during the term of this Lease, as the same may be extended.

5. Utilities. The demised premises have separate meters for water and sewer and for electrical service. Tenant will furnish or cause to be furnished to the demised premises water service, electricity, sewage service and ordinary janitorial services. Heating and cooling equipment to service the building of which the demised premises are a part will be operated and maintained by Landlord. Landlord will not be liable or responsible for any interruption in any utilities or services due to causes beyond Landlord's reasonable control or for interruptions in connection with the making of repairs or improvements to the demised premises or the building in which the demised premises are located.

6. Additional Rent.

(a) For purposes of this Lease, the term "operating expenses" will include taxes, hazard and casualty insurance of the building, maintenance and service charges and all other direct costs of operating, managing and maintaining the building in which the demised premises are located other than the public utilities that have separate meters at the building and for which Tenant will pay the costs of service directly to the applicable utility. The term "taxes" will include real estate taxes and assessments, special or otherwise, on the land and buildings of which the demised premises are a part. The Tenant will not be responsible for taxes due before the date of the lease.

(b) The Tenant will furnish, at its sole cost and expense, janitorial services to the demised premises. The term "common areas of the building" will include the sidewalks at the front and side of the building, the planting areas.

(c) Tenant agrees to pay as additional rental beginning with the commencement date and continuing thereafter during the term of this Lease a sum equal of any operating expenses for the building based upon a percentage determined by calculating total square footage of demised premises divided by total square footage of the building owned by Landlord within these premises. Tenant will submit payment of the additional rent to Landlord within thirty business days of Landlord's statement therefore. Tenant will be provided with copies of paid statements of taxes, insurance or other building maintenance costs along with an invoice for payment.

(d) If this Lease expires prior to the date that Landlord bills Tenant for its share of operating expenses at the end of the term of this Lease, Tenant hereby agrees to pay within thirty days from the statement delivery date all sums that will be due and payable by Tenant under Landlord's statement of operating expenses as hereinabove provided, which agreement will survive the expiration of the term of this Lease.

7. Repairs.

(a) Tenant will make all necessary repairs and replacements to the building systems repairs up to a limit of \$1,000 per repair. If repairs exceed \$1,000, then Tenant shall pay the first \$1,000.00 and Landlord shall pay any amount in excess of \$1,000. The Tenant will make all repairs and replacements arising from its or its employees' or invitees' acts, omissions or default. Landlord is

responsible for all roof, walls, floor, HVAC replacements, sidewalk and parking lot repairs and maintenance.

(b) Except as provided in subparagraph (a) above, Tenant will keep the demised premises in good repair and condition and consistent with all applicable building, health and use codes, and Tenant will upon the expiration of the term of this Lease, yield and deliver up the demised premises in like condition as when taken, reasonable use and wear thereof excepted.

(c) In the event that the Landlord deems it necessary, or is required by any governmental authority to alter, repair, remove, reconstruct or improve any part of the demised premises or of the building in which the demised premises are located (unless the same result from Tenant's act, neglect, default or mode of operation, in which event Tenant will make all such repairs, alterations and improvements), then the same will be made by Landlord with 7 days and should the making of such repairs, alterations or improvements cause any interference with Tenant's use of the demised premises, such interference will not relieve Tenant from the performance of its obligations hereunder, including the payment of rent and additional rent.

8. Alterations.

(a) Tenant will not make any alterations, additions or improvements to the demised premises (whether or not the same may be structural in nature) without Landlord's prior written consent, and all alterations, additions or improvements made by either party hereto to the demised premises, except movable restaurant or church furniture/furnishings and equipment installed at Tenant's expense, will be the property of the Landlord and remain upon and be surrendered with the demised premises at the expiration of the term hereof.

(b) Tenant will, at its sole cost and expense, apply for and obtain each and every building code and health code permit, signage permit and any other permit or variance, including zoning variances, required by applicable law for the operation and occupancy of a church and coffee bar at the demised premises. Landlord will cooperate with Tenant in obtaining each such permit and/or variance at no cost to Landlord. Any improvements made and fixtures installed by tenant will be immediately paid for by Tenant so that no construction liens arise against the demised premises as a result of Tenant's work and Tenant covenants to keep and maintain the demised premises free of construction liens during the term of this Lease.

(c) If after all reasonable action has been taken by and on behalf of the Tenant and required permits for Coffee House and Church from all city and state agencies cannot be obtained, the Tenant will have right to terminate this lease with 60 day notice, forfeiting the security deposit and first month's rent to the Landlord.

9. Assignment and Subletting. Tenant covenants not to assign or transfer this Lease or hypothecate or mortgage the same or sublet the demised premises or any part thereof without the prior written consent of Landlord, which consent will not be unreasonably withheld, delayed or conditioned any assignment, transfer (including transfers by operation of law or otherwise) hypothecation, mortgage or subletting without such written consent will give Landlord the right to terminate this Lease and to re-enter and possess the demised premises. Notwithstanding the foregoing, Tenant may assign or sublet the demised premises with Landlord's consent to an affiliate of Tenant, or in connection with a merger, consolidation, reorganization or a sale of Tenant or its assets; provided that (i) Tenant has given Landlord not less than thirty (30) days advance notice of such assignment and subletting and (ii) the provisions of the succeeding sentence are not violated. In addition to the foregoing, Landlord may withhold consent to an assignment or subletting if, as a result of such assignment or subletting, (i) the exclusive use provisions of this Lease or any other lease of space of the building in which the demised premises are located are violated or (ii) otherwise the Landlord's obligations under any of the Lease or other leases are increased or modified. In all cases the Landlord's permission will not be unreasonably withheld.

10. Insurance and Indemnification.

(a) Tenant agrees to be responsible for and to protect, defend, indemnify and hold Landlord harmless from and against any and all losses, costs, liabilities, damages, claims, demands, expenses and legal actions arising or allegedly arising out of any accident or occurrence causing or allegedly causing injury or death to any person or persons or damage to any property in any way connected or allegedly connected with the condition of the demised premises or the use of the demised premises or any part thereof by the Tenant or by any other person or persons, no matter by whomsoever or howsoever caused. Tenant will, at its own expense, defend any such claim and any suit, action or proceeding that may be commenced there under, and Tenant will pay any and all judgments that may be recovered in any such suit, action or proceeding, and any and all expenses, including but not limited to costs, attorney's fees and settlement expenses that may be incurred therein.

(b) Tenant will procure at its sole cost and expense and keep in effect during the entire term on this Lease, comprehensive general liability insurance with minimum limits of liability of Two Million (2,000,000.00) Dollars per person, Two Million (\$2,000,000.00) Dollars per occurrence for bodily injury and One Million (\$1,000,000.00) Dollars per occurrence for property damage. The insurance will name Landlord as an additional named insured, will specifically include the liability assumed hereunder and will provide that it is primary and not excess over or contributory with any other valid, existing and applicable insurance in force for Landlord. Tenant will deliver policies of such insurance or certificates thereof to Landlord and in the event Tenant will fail to procure such insurance, Landlord may, at its option, procure the same for the account of Tenant and the cost thereof will be paid to Landlord as additional rent upon receipt by Tenant of bills therefore.

11. **No Personal Liability.** If Landlord will fail to perform any covenants term or condition of this Landlord's part to be performed, and if as a consequence of such default, Tenant will recover a money judgment against Landlord, such judgment will be satisfied only out of the proceeds of sale received upon execution of such judgment and levied thereon against the right, title and interest of Landlord in the building in which the demised premises are located and out of rents or other income from such property receivable by Landlord, or out of the consideration received by Landlord from the sale or other disposition of all or any part of Landlord's right, title and interest in the building in which the demised premises are located, and Landlord will not be personally liable for any deficiency.

12. **Fire.**

(a) In the event the demised premises are damaged or destroyed in whole or in part by fire or other casualty during the term of this Lease, Landlord will, at its own cost and expense upon Landlord's receipt of all insurance settlement proceeds acceptable to Landlord, repair and restore the same to tenantable condition with reasonable dispatch, and the rent herein provided for will abate entirely in case the entire demised premises are untenable and pro rata for the portion rendered untenable, in the event of partial untenability, until such time as the demised premises are restored to tenantable condition. The demised premises cannot be restored to tenantable condition within a period of One hundred (100) days, Landlord and Tenant will each have the right to terminate this Lease upon written notice to the other and any rent paid for any period in advance of the date of such damage and destruction will be refunded to Tenant. If the demised premises are damaged due to fire or other casualty, Tenant will at its own cost and expense remove its furniture and other belongings from the demised premises as Landlord will require in order to repair and restore the demised premises. Landlord and Tenant will be the judge as to the extent of the untenability of the demised premises and of the time required for the repair and rebuilding of the same.

(b) In the event the building in which the demised premises are located is destroyed to the extent of more than one-half of the then value thereof, Landlord will have the right to terminate this Lease upon written notice to Tenant, in which event any rent paid in advance of the date of such destruction will be refunded to Tenant.

(c) Landlord and Tenant do each hereby release the other from any liability resulting from damage by fire or any other peril covered by extended coverage insurance with waiver of subrogation normally available in the State of Michigan irrespective of the cause therefore

13. **Eminent Domain.** If the whole or any substantial part of the demised premises or the building in which the demised premises are located will be taken by any public authority under the power of eminent domain, then the term of this Lease will cease on the part so taken on the date possession of that part will be required for public use, and any rent paid in advance of such date will be refunded to Tenant, and Landlord and Tenant will each have the right to terminate this Lease upon written notice to the other, which notice will be delivered within thirty (30) days following the date notice is received of such taking. In the event that neither party hereto will terminate this Lease, Landlord will make all necessary and practicable repairs to the demised premises and the building in which they are located to render and restore the same to a complete architectural unit and Tenant will continue in possession of the portion of the demised premises not taken under the power of eminent domain, under the same terms and conditions as are herein provided, except that the rent reserved herein will be reduced in direct proportion to the amount of the demised premises so taken. All damages awarded for such taking will belong to and be the property of Landlord, whether such damages be awarded as compensation for diminution in value of the leasehold or to the fee of the demised premises; provided, however, Landlord will not be entitled to any portion of the award made to Tenant for removal and reinstallation of fixtures, loss of business or moving expenses.

14. **Late Charge.** If any monthly installment of rental is received by Landlord after the fifteen (15th) day of any month, a late charge of five percent (5 %) of such monthly rental will be paid to Landlord by Tenant.

15. **Condition of Premises.** Tenant will accept the demised premises in their present condition, and Tenant acknowledges that no representations as to the condition of the demised premises have been made by Landlord or its agents, and no obligation as to repairing improving or adding to the same has been assumed by Landlord, except for the construction and installation of the Landlord's work. Any changes, alterations, repairs or decorations to make the demised premises suitable for the occupancy of Tenant will be made at Tenant's sole cost and expense.

16. **Landlord's Work.** Landlord will deliver the demised premises to the Tenant in clean and maintained condition and in conformance with the provisions of the Americans with Disabilities Act ("ADA"). Any alterations and improvements to be made to the demised premises after Landlord's delivery of possession will be made by Tenant in conformance with all local, state and federal codes, ordinances and regulations including the ADA and any state or local equivalents.

19. **Quiet Enjoyment.** Landlord warrants that Tenant, upon paying the rents hereinbefore provided and in performing each and every covenant hereof, will peacefully and quietly hold, occupy and enjoy the demised premises throughout the term hereof.

20. **Subordination.** Landlord reserves the right to subject and subordinate this Lease at all times to the lien of any mortgage or mortgages now or hereafter placed upon Landlord's interest in the demised premises and on the land and buildings of which the demised premises are a part. In confirmation of such subordination, Tenant will execute promptly any certificate that Landlord may request.

21. **Non-Liability.** Landlord will not be responsible for or liable to Tenant for any loss or damage that may be occasioned by or through the acts or omissions of persons occupying adjoining premises or any part of the premises adjacent to or connected with the demised premises or any part of the building of which the demised premises are a part or for any loss or damage resulting to Tenant or his property from burst, stopped or leaking water, gas, sewer or steam pipes, or for any damages or loss of property within the demised premises from any cause whatsoever. In the event of any sale or transfer (including any transfer by operation of law) of the demised premises, Landlord (and any subsequent owner of the demised premises making such a transfer) will be relieved from any and all obligations and liabilities under this Lease except such obligations and liabilities as will have arisen during Landlord's (or such subsequent owner's)

respective period of ownership, provided that the transferee assumes in writing all of the obligations of the Landlord under this Lease.

22. Non-Waiver. One or more waivers of any covenant or condition by Landlord will not be construed as a waiver of a subsequent breach of the same covenant or condition, and the consent or approval by Landlord to or of any act by Tenant requiring Landlord's consent or approval will not be deemed to waive or render unnecessary Landlord's consent or approval to or of any subsequent similar act by Tenant.

23. Bankruptcy. In the event the estate created hereby is taken in execution or by other process of law, or if Tenant is adjudicated insolvent or bankrupt pursuant to the provisions of any state or federal insolvency or bankruptcy law, or if a receiver or trustee of the property of Tenant is appointed by reason of Tenant's insolvency or inability to pay its debts, or if any assignment is made of Tenant's property for the benefit of creditors, then and in any such events, Landlord may terminate this Lease by written notice to Tenant; provided, however, if the order of court creating any of such disabilities is not final by reason of the pendency of such proceedings, or appeal from such order, then Landlord will not have the right to terminate this Lease so long as Tenant performs its obligations hereunder.

24. Landlord's Remedies.

(a) In the event Tenant will fail to pay the rent reserved herein, Landlord will give Tenant written notice of such default and if Tenant will fail to cure such default within fifteen (15) days after receipt of such notice, Landlord will, in addition to its other remedies provided by law, have the remedies set forth in subparagraph (c) below.

(b) If Tenant will be in default in performing any of the terms of this Lease other than the payment of rent, Landlord will give Tenant written notice of such default, and if Tenant will fail to cure such default within thirty (30) days after the receipt of such notice, or if the default is of such a character as to require more than thirty (30) days to cure, then if Tenant will fail within said thirty (30) day period to commence and thereafter proceed diligently and continuously to cure such default, then and in either of such events, Landlord may (at its option and in addition to its other legal remedies) cure such default for the account of Tenant and any sums so expended by Landlord will be additional rent for all purposes hereunder, including subparagraph (a) above and will be paid by Tenant with the next monthly installment of rent.

(c) If any rent will be due and unpaid or Tenant will be in default of any of the other terms of this Lease, and such default has not been cured after notice and within the time provided in subparagraphs (a) and (b) above, or, if the demised premises are abandoned or vacated, then Landlord, in addition to its other remedies, will have the immediate right of re-entry. Should Landlord elect to reenter or take possession pursuant to legal proceedings or any notice provided for by law, Landlord may either terminate this Lease or from time to time, without terminating this Lease, re-let the premises or any part thereof on such terms and conditions as Landlord will in its sole discretion deem advisable. The avails of such re-letting will be applied: first, to the payment of any indebtedness of Tenant to Landlord other than rent due hereunder, second, to the payment of any reasonable costs of such re-letting, including the cost of any reasonable alterations and repairs to the premises; third, to the payment of rent due and unpaid hereunder; and the residue, if any, will be held by Landlord and applied in payment of future rent as the same may become due and payable hereunder. Should the avails of such re-letting during any month be less than the monthly rent reserved hereunder, the Tenant will during each such month pay such deficiency to Landlord.

(d) All rights and remedies of Landlord hereunder will be cumulative and none will be exclusive of any other rights and remedies allowed by law.

25. Estoppel Letter. Tenant will furnish Landlord, upon request after delivery of the demised premises to Tenant, a letter addressed to Landlord or Landlord's mortgagee or financial institution certifying the following information if true:

- (a) The demised premises have been satisfactorily completed, as of the date of such letter, and Tenant has accepted possession subject to the terms of this Lease.
- (b) The commencement date and expiration date of this Lease.
- (c) The date when rent commenced or commences and the amount of the rental payment
- (d) Landlord is not in default, under the terms of this Lease, and has performed all obligations of an inducement nature. Such other information as the mortgagee or financial institution or prospective purchaser may require.

26. Security Deposit and First Month's Rent.

(a) As security for the faithful performance by Tenant of all of the terms and conditions upon the Tenant's part to be performed, Tenant has deposited with Landlord the sum of Three Thousand Three Hundred and Thirty Three and no/100ths Dollars (\$3,333.00) which will be returned to Tenant without interest upon the expiration date of this Lease provided that Tenant has fully and faithfully performed all the terms, covenants, and conditions on its part to be performed. Landlord will have the right, but not the obligation, to apply any part of the deposit to cure any default of Tenant and if Landlord does so, Tenant will, upon demand, deposit with Landlord the amount so applied so that Landlord will have the full deposit on hand at all times during the term of this Lease. Landlord will not be obligated to keep such security deposit as a separate fund but may mix such security deposit with Landlord's own funds.

(b) Upon execution of this Lease, Tenant will deposit the sum of Three Thousand Three Hundred and Three and no/100ths Dollars (\$3,333.00) with Landlord as the first month's rent due under this Lease., subject to adjustment as provided in subparagraph 2 (b) of this Lease.(b) In the event of a sale of the building or of the lease of the land on which it stands, the Landlord will have the right to transfer this security deposit to the vendee or lessee and the Landlord will be considered released by Tenant from all liability for the return of such security and Tenant will look solely to the new landlord for the return of such security. It is agreed that this will apply to every transfer or assignment made of this security to a new landlord. The security deposited under this Lease will not be mortgaged, assigned, or encumbered by Tenant without the written consent of Landlord and any attempt to do so will be void. In the event of any rightful, and permitted assignment of this Lease, the security deposit will be deemed to be held by Landlord as a deposit made by the assignee and Landlord will have no further liability to Tenant.

27. Holding- Over. In the event of Tenant holding over after the termination of this Lease, thereafter the tenancy will be from month to month in the absence of a written agreement to the contrary and the rent and other amounts due Landlord will be increased by fifteen percent (15%) of the amount due for the last month of the term of this Lease.

28. Entire Agreement. This Lease will constitute the entire agreement of the parties hereto; all prior agreements between the parties whether written or oral, are merged herein and will be of no force and effect. This lease cannot be changed, modified or discharged orally but only by an agreement in writing, signed by the party against whom enforcement of the change, modification or discharge is sought.

29. Notices. Whenever under this Lease a provision is made for notice of any kind, it will be deemed sufficient notice and service thereof if such notice to Tenant is in writing addressed to Tenant at his last known post office address, or at the demised premises, and deposited in the mail, certified or registered mail, with postage prepaid, and if such notice to Landlord is in writing addressed to the last known post office address of Landlord and deposited in the mail, certified or registered mail, with postage prepaid. Notice need be sent to only one Tenant or Landlord where Tenant or Landlord is more than one person.

30. Successors. This agreement will inure to the benefit of and be binding upon the parties hereto, their respective heirs, administrators, executors, representatives, successors and assigns.

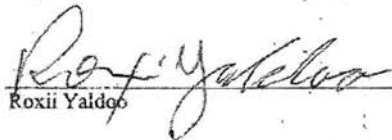
31. Rules and Regulations. Tenant agrees to abide by all reasonable rules and regulations as Landlord will make from time to time which are of uniform applicability to all tenants of the building of which the demised premises are a part and of which Tenant will have received notice.

32. **Option to Extend** If no default exists on the date of the giving of notice and on the date of commencement of the applicable extension term, then ninety (90) days prior to the expiration of the initial term of this Lease or any permitted extension hereof, Tenant may by written notice to Landlord extend the term of this Lease for a period of three (3) years. The base rent during the extension term will be Forty Three Thousand Two Hundred Sixty and no/100ths Dollars (\$43,260.00) payable in equal consecutive monthly installments in the amount of Three Thousand Six Hundred Five and 00/100ths Dollars (\$3,605.). In addition to the base rent, Tenant will pay Landlord the additional rent due as operating expenses and any other amounts, sums and charges due Landlord hereunder. Except for the modification of the term and of the base rent, all other terms and conditions of this Lease will continue in full force and effect.

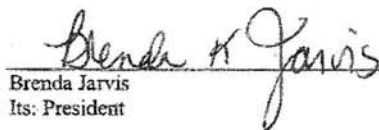
33. **Tenant's Termination Rights** -- Tenant, upon ninety (90) days' advance written notice to Landlord, may terminate this Lease for any reason provided that all amounts due hereunder to Landlord have been paid in full and that all of Tenant's covenants and obligations have been fully performed. Additionally, Tenant will surrender the demised premises with all damage completely repaired, in broom clean condition, all debris removed and all fixtures to remain at the demised premises. Tenant will defend and indemnify Landlord and hold Landlord harmless against any and all costs, loss and expenses resulting from any act or omission that occurred or accrued prior to the date of termination of this Lease, and Tenant's indemnity and hold-harmless will survive the termination of this Lease by the Tenant.

IN WITNESS WHEREOF, the parties hereto have hereunto set these hands as of the day and year first above written.

LANDLORD:


Roxii Yaldo

TENANT:
Thistle Coffee House, Inc.


Brenda Jarvis
Its: President

Riverside AC Report 11/27/12
Attachment E (19 pages)

Report of the NCD/RD Ministry Team
Presbytery of Detroit
November 23, 2010

For Action:

In response to the grace of God made known through our Lord Jesus Christ,

And in recognition of the work of the Holy Spirit in and through the members of the new church development known as Riverside Community Church,

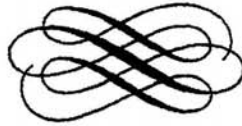
At the request of the charter members of this new church, in accordance with G-7.0201 of the Book of Order (signatures attached) and conforming to the Constitution of the P.C.(U.S.A.),

With the full endorsement of the Administrative Commission and the Steering Committee of the new church, and the NCD/RD Ministry Team of the Presbytery of Detroit,

The NCD/RD Ministry Team moves the formal chartering of the Riverside Community Church as a fully constituted congregation of the P.C.(U.S.A.) and the Presbytery of Detroit, effective this day, November 23, 2010.

For Information:

The NCD/RD Ministry has voted to remove NCD/R-1 "URBAN MINISTRY FUND" from the NCD/RD section of the Policies and Procedures Manual of the Presbytery of Detroit.



We, the undersigned, in response to the grace of God, desire to be constituted and organized as a church to be known as Riverside Community Church. We promise and covenant to live together in unity and to work together in ministry as disciples of Jesus Christ, bound to him and to one another as part of the body of Christ in this place according to the principles of faith, mission, and order of the Presbyterian Church (U.S.A.)

1 *Dane C. Burtch*

2 *Amy May*

3 *Anthony Sarkis*

4 *Peep Bismuth*

5 *Harold Zerkowski*

6 *Glenda Chaney*

7 *DESEAN Chandler*

8 *Sarah McGinnis*

9 *Sandra Maxwell*

10 *LeRoy Clyne*

11 *Barbara Clyne*

12 *Charm Bancroft*

13 *[Signature]*

14 *[Signature] (Eddie Gray)*

15 *Leah Azar*

16 *Kari Gorman* ~~David Aker~~ *(Confir)*

17 ~~*[Signature]*~~ *(Confir)*

18 *Mignon Burtch*

19 *Marty Prother*

20 *J. Sean Thomas*

21 *[Signature] (Sean Friedland)*

22 *Kate Fiedler*

23 *[Signature]*

24 *Carol Brown-King*

25 *[Signature]*

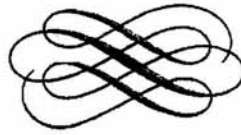
26 *[Signature]*

27 *Crystal March* *(Confir)*
Michael Barone

28 *Cheyenne Jewels* *(Children)*

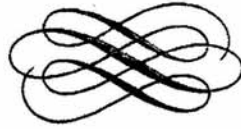
29 *Alyden March* *(Children)*

30 *Dulene Burtch*



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- 31 ~~Kitty Johnson~~ ⁽⁵¹⁾ John Johnson
- 32 Ashley Rosewell
- 33 Jammy Molinar
- 34 ~~[Signature]~~
- 35 James Johnson
- 36 Pam [Signature]
- 37 ~~[Signature]~~
- 38 ~~Christa Mitchell~~
- 39 Kyle J. [Signature]
- 40 Dammielle R. Hubbard
- 41 ~~[Signature]~~
- 42 ~~[Signature]~~
- 43 Lucia Gajewski
- 44 Janice Smith
- 45 Andrew Smith
- 46 Humma J. Phillipson
- 47 ~~[Signature]~~
- 48 Sydney Burkhardt
- 49 Luke Schomay (by Confirmation)
- 50 Kelley Turcotte
- 51 John Johnson (next to Kittys)
- 52 Lacey Godkins
- 53 ~~[Signature]~~ (Kris Pahl)
- 54 Tony Coffman
- 55 Chaista Williamson
- 56 ~~[Signature]~~



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57

Rene Harbaugh

58

Russ Fort

59

John Harbo

Johnathan Harbaugh

DOCUMENT 1

To the Presbytery of Detroit,

On behalf of the Administrative Commission for the New Church Development, we thank you for considering our request to charter the Riverside Church of Detroit. As most of you know, the Riverside Church is one of our experiments in developing new churches in the Detroit area. We are very excited by the potential that this ministry has to impact the people of Detroit in the name of our Lord, Jesus Christ. We are also aware of the challenges in doing something new. Normally, a congregation would be required to have 100 members before the body charters itself as a new church. We asked the NCD/RD Ministry Team to exempt Riverside Church from this policy for the reasons outlined below. The NCD/RD agreed to the exemption of its committee policy at its regular meeting on Oct. 28, 2010.

The rationale for making this exemption for the requirement to have 100 members before it can charter is that Riverside Church is a new church development that is trying to find new ways to reach out to the community that are more fitting to the modern world in which we have to work (and were not anticipated in by the current policy). We are well aware that Scripture and our Book of Order teach us that everything is to be done "decently and in order." This rule has been our guide throughout the process. We are also aware, however, that the Holy Spirit blows where the Spirit chooses. Riverside Church is a body of believers that is trying to do things in a new way while still keeping the lessons we have learned from the past.

Riverside Church is a body that is following the concept of being a church "without walls." This means that its focus is on doing ministry for God in the neighborhood out on the streets where God has called them to be. There is a twofold emphasis to this focus. The first is to be out there with the people bringing Jesus Christ to the streets of Detroit. The second is to find a creative way to entice people to come to them to hear about the Gospel, as well. From the beginning, Riverside Church has felt that God is calling them to start a coffee house to support the ministry and to be a hospitable way to gather people together and encourage personal conversations. This coffee house will create revenue to support the mission of Riverside Church, and it will be a focal point for the church to present the Gospel to a wide variety of people that they would not have the opportunity to reach without it. The employees will be trained on how to prepare a great mocha and will also be able to witness to the love of God found in Christ Jesus, our Lord. There are great reasons to do this both practically in the financial sense and spiritually in the outreach sense. After lengthy investigation and consultation with the Presbytery trustees, legal and financial consultants, the Commission is convinced that in order to get the coffee house going Riverside must first be able to charter as a congregation.

Furthermore we confirm the work that the Holy Spirit is doing in calling and gathering a community of faith as witnessed by 25 baptisms, 60 charter members, works of healing, reconciliation and community outreach to share the Good News.

Riverside Detroit NCD Preamble

11/9/2010

We, the Administrative Commission feel that Riverside Church can grow into a congregation with well over 100 members. For this to happen, however, the order in which things are to be done needs to be flexible. We pray that you grant us this request and that God is glorified through all our efforts as the Holy Spirit builds Christ's church through us.

In the name of our Lord, Jesus Christ,

The Administrative Commission for the Riverside New Church Development:
Keith Geiselman (co-chair), Phil Reed (co-chair), Arthur Oberg, Kari Gorman, Don Morgan (co-opted, Board of Trustees), James Skimins, Brenda Jarvis (ex-officio), James Kumin-Severance (ex-officio), Al Timm (ex-officio),

Et

DOCUMENT 2Who is Riverside Church?

At Riverside Church we are a church that seeks to be a church without walls. Our community loves to serve and is seeking to create a closer relationship with Christ by tying on our servant's clothes and kneeling to wash the feet of our community.

Riverside is a praying and fasting church we commit to fasting and praying for any decision that the church makes about direction. All leaders will make a commitment to fast and pray for personal direction and for guidance with the church. The pastor will call for fasting and prayer for seasons of the church, for growth, and for leadership direction for the church.

We are a community that is seeking new ways to reach out to those that don't know Jesus Christ yet. We will walk the streets and give a drink of water and a word of prayer. We will take sack lunches out to the community and offer the love of our Lord in a kind word or a conversation to all that we encounter. We will also offer the image of Jesus Christ in the coffee house that we will open as a way to reach those that don't know the love of God. The coffee house will be "Prayed Up" everyday. All staff members of the coffee house will be evangelists, always ready to share Christ's love for us, even if it is in a kind word and/or a listening ear.

Riverside is committed to forming leaders so that we can give birth to new churches. When we gather a group of 200 people, we will plant a new congregation.

In short, we believe that our sole job as followers of Christ is to bring people to know the love of God, through deed and word. We have committed ourselves to reaching the lost, no matter the cost, no matter what we must do to reach them. After all, this is what we were charged to do by Jesus, go and make disciples, and that is what we intend to do!

Five-Year Plan for Riverside Church:**Year One**

Riverside will open "The Thistle Coffee House." This coffee house will not only be a income maker for the church but will be the primary way that we will reach the community that lives, works and attends school in the area. This coffee house will be "Prayed Up" everyday so that all that enter will feel the peace of our Lord. We will also employ individuals that will be able to share the love of God easily. The Thistle will employ people who know how to act like Christ and speak of their faith without a Bible to the forehead, as well as able to be an excellent Barista. The goal of the coffee house and the church is to lead people to a disciple relationship with Christ. Riverside Church will continue to develop small groups and offer energetic and emotional worship. We will continue to offer our "Be the church" Sunday as well as offering our Sandwich ministry and Communion meal, these ministries are the foundation of our faith and action and the reason many love Riverside Church. The individual steps are as follows:

1. Create a corporation for the coffee house.

E-7

- a. Create bylaws that insure the transfer of revenue that will be in excess of one additional month's expenses for the coffee house.
 - b. The coffee house will "green space." We will use only recycled products. Also, we will partner with local urban farmers to supply composting material. In addition, we will not buy anything brand new; all equipment and furnishings will be reusable (no new global footprint).
 - c. We will use all organic products and will use, as much as possible, local producers.
2. Create the new church corporation.
 - a. The furnishings for the church will be, with a few exceptions, reused; reducing the new global footprint.
 3. Obtain all required approvals and permits.
 4. Open the coffee house and church (hiring and setting up schedules for volunteers who will work at the coffee house).
 5. Advertise all openings in multiple newspapers and radio stations.
 6. We will reach out to at least 200 people about our ministry and church in the last few months of this year.
 7. Offer Friday and Saturday night open mike nights at the coffee house.
 8. Provide a place for artists to show their work and sell it without asking for a commission.
 9. Offer evening Bible study, book study, and outreach work.
 10. We will continue to talk to the community about the needs of our friends and respond to those needs.
 11. Partner with some of the local outreach groups.
 12. We will worship on Sundays and Wednesdays.
 13. We will add five new small groups in a year's period.

Year Two

Riverside will continue to be very visible in the community and on the streets. We will add an additional worship service for campus age folks. We will continue to work to create leaders so that we can, in year three, create a satellite location. This way we will not be without leaders in the original location. We will start a greater discipleship program. Disciples are better leaders and also tithe better. We cannot continue on a growth cycle without a plan to make members more than pew sitters.

1. There will be 30% growth in the worshipping community.
2. Five new leaders will be identified and begin to be raised up to take a larger leadership role.
3. Six people will enter into the discipleship program. Those in a disciple program covenant to lead two new disciples when they complete their program.
4. We will begin to create our satellite-worshipping group. This will be done through a "house church" type gathering.
5. We will increase our tithes and offering.
6. We will increase our presence in the community by placing leaders in various local groups.

7. Our youth group will increase by 20%.
8. Our Sunday school will increase by 20%.
9. Our campus ministry will increase by 50%.
10. We will develop a program for continuing new member development because of the transient local community.
11. We will continue to identify the gifts of the members of the community and encourage them to use those gifts in worship, the coffee house and with our various programs.
12. There will be an annual retreat to vision for this church. There will be fasting and praying to discern God's will for Riverside and The Thistle.

Year Three

By year three, the pastor and various leaders will be well known to the people on the streets and in the neighborhoods. The Thistle will be a primary hangout on Friday and Saturday night, showcasing local talent in music, art, and comedy. A large portion of the income for the church will come from the coffee house and this will aid us in reaching out to more of the lost in the community and more of our brothers and sisters who can use a hand up.

In this year, we will charter through the Presbytery our first of several churches that will be birthed by Riverside. Our campus ministry will be reaching many who either have a relationship with our Lord or have never heard of him. We will begin to open the second of our outreach locations, a free clinic on Woodward near C.O.T.S. We will also reach out to the children of the community through a local community center, providing support and programming for the children from three local schools, as well as C.O.T.S. and the Cass Community Center. We will accomplish this through:

1. We will be able to charter a new church. This will be confirmed through New Church Development.
2. There will be a celebration of birth as we send out a portion of our community to seed another community.
3. We will raise up leaders for the next satellite location.
4. We will increase our worshipping community by 40% over the reduced membership.
5. Our youth ministry will increase by 20% and our Sunday school by 30%.
6. The leadership of the newly formed church and Riverside will fast and pray for God's leading in the next step for these ministries.
7. Our campus ministry programs will foster faithful graduates who will return to Presbyterian and non-Presbyterian church's and light these churches on fire with their faith.
 - a. Some of our young adults in this program will be raised up as leaders to lead the next year of students; our desire is to create more people to reach out on campus. We will see 2% of the young adults in our campus program move into a campus internship in Detroit or somewhere in the county.
8. Leaders will be identified for the free clinic. They will bring the development, connection to grants and other support.
9. A program will be developed to reach the children of the neighborhood.

Year Four

In this year we will look to develop a new church to birth through Riverside in the fifth year of our ministry. The leadership team will fast and pray about who should be raised up to leadership and be the backbone of the next new church. We will seek to take not only our leaders from our community but some of our campus ministry leaders to come into the supporting role for a new church. This is a year to focus and look to the next three years, continually coming before God and asking, "What next, Lord?" "Where are we to go?" This is a year of reflection as to what worked well and what could be better, looking and listening to what God has for us as a community and for the community that surrounds us. We will accomplish this by:

1. Starting the year with a 40 day fast and arranging small groups that will be in prayer and discussion as to where we will go next and what that will require in people, time and finances.
2. We will ask our small groups, which will be at least 20 by year four, to set apart time to continue to fast and pray for direction.
3. The session will create a plan for gleaning this information and move to identifying what it seems the Lord is asking us to move to.
4. Those who are preaching and teaching will teach about fasting and listening to our Lord.
5. Whatever the results are, the session will begin to organize leadership to make these items set into motion.
6. All ministries will continue.
7. The Church will grow by 20%

Year Five

This is a year of new beginning and a wonderful new future lead by the Lord. Riverside will always be a church that is a praying church. It will always be a church that will not be bound to a building but to a ministry and will always focus on how to reach the children of God and bring them to a closer, deeper relationship with our Lord.

In this year, we will move to launch the next of our satellite churches. We will be over 200 in worship and may be seeking a larger location, if that is what year four finds to be what God desires. The discipleship program will be in full swing, having no less than 30 people in discipleship groups. We will welcome new folks to our church, into a family group that will walk with them and help them to grow in their faith. The rest of our time will be set to move toward the new vision that we received in year four.

DOCUMENT 3

From the original vision Riverside church has planned on being a coffee house ministry--using this unusual type of location for a church so as to reach those that would never walk into a traditional church. Because of this vision for this new type of congregation there is a need to create a corporate structure that is very different than the traditional church.

Because of this plan there will be a couple of needs: one is that a corporation will need to be formed for the Coffee House – it will have to be a “for Profit” corporation due to tax laws. Forming this corporation prior to chartering through the Presbytery of Detroit would cause a liability issue for the Presbytery and causes a complex set of issues because of the structure of the Presbytery.

Riverside will be using the income from the coffee house to support the church and its mission. This is the avenue that several churches in the city are using to support their ongoing mission. Through the Coffee House, Riverside will become stronger financially, and we believe it will be able to reach a greater community of people who have never had a relationship with the Lord.

The coffee house ministry will provide not only revenue support for the church but will provide a place for the evangelists of Riverside to talk about the love of our Lord, and how Riverside is a unique place to find the one thing that is missing in their lives.

Through this type of ministry, Riverside will be financially viable and will grow through the daily contact with those who need to hear the Good News.

Riverside Church

11/9/2010

DOCUMENT 4**Names on Charter** (In the order of the signatures below)

1. Dave Burkhart
2. Amy Gray
3. Anthony Sarkis
4. Roy Dismukes
5. Gerald Lorkowski
6. Glenda Chaney
7. Desean Chandler
8. Sarah McGinnis
9. Sandra Maxwell
10. LeRoy Clyne
11. Barbara Clyne
12. Charon Barconey
13. Kevin Gorman
14. Eddie Gray
15. Ruth Azar
16. Kari Gorman
17. **Removed**
18. Meghan Burkhart
19. Martez Prather
20. J. Dian Thomas
21. Sean Friedlund
22. Katie Friedlund
23. Kevin Jarvis
24. Carol Brown
25. Britney Brown-Turcotte
26. Dylan Balicki
27. Crystal March
28. **Removed (baptized child of Riverside)**
29. **Removed (baptized child of Riverside)**
30. Darlene Burkhart
31. Kitty Johnson
32. Ashley Rischerl
33. Tammy Molinar
34. Kevin Jarvis Jr.
35. Jamie Johnson
36. Ryan Lemina
37. Hubert Russell
38. Christie Mitchel
39. Kyle Rischeil
40. Danielle Hubbard
41. Molly Geier
42. Kevin Gajewski
43. Lucia Gajewski

Riverside Church

11/9/2010

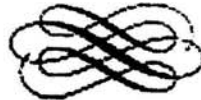
44. Janice Smith
45. Andrew Smith
46. Wayne Phillips
47. Removed Duplicate
48. Sydney Burkhart
49. Luke Schummar (by confirmation)
50. Kelly Turcotte
51. John Johnson
52. Lacey Adkins
53. Kris Pahl
54. Tony Coffman
55. Christa Willingham
56. Robert Brennan
57. Lorie Harbaugh
58. Russ Harbaugh
59. James Harbaugh
60. Jonathan Harbaugh

Replacing

- 17 David Allen (by confirmation)
- 28 Michael Barconey (by confirmation)
- 29 Ryan Berns (by confirmation)

Total valid signatures = 59

Charter Signatures are on the next three pages...



We, the undersigned, in response to the grace of God, desire to be constituted and organized as a church to be known as Riverside Community Church. We promise and covenant to live together in unity and to work together in ministry as disciples of Jesus Christ, bound to him and to one another as part of the body of Christ in this place according to the principles of faith, mission, and order of the Presbyterian Church (U.S.A.)

- 1 *June C. Burtch*
- 2 *Amy Neal*
- 3 *Ky S*
Anthony Sarks
- 4 *Ray Dismukes*
- 5 *Herand Zakowski*
- 6 *Glenda Cheney*
- 7 *DESEAN Chandler*
- 8 *Susan McGuinn*
- 9 *Sandra Mapwood*
- 10 *LeRoy Clyne*
- 11 *Barbara Clyne*
- 12 *Charm Bancroft*
- 13 *Kurt*
- 14 *[Signature]* (Eddie Gray)
- 15 *Leah*
- 16 *Rev. Leonard* *elder David Miller*
Cooper
- 17 ~~*[Signature]*~~
- 18 *Myron B. Wood*
- 19 *Mertez Peckham*
- 20 *J. Dean Thomas*
- 21 ~~*[Signature]*~~ *(Sara) Ferdinand*
- 22 *Kate Fickler*
- 23 *[Signature]*
- 24 *Carol Brown-King*
- 25 *[Signature]*
- 26 *[Signature]*
- 27 *Crista Mack* *Co-leads*
Michael Barone
- 28 ~~*[Signature]*~~ *Children*
- 29 ~~*[Signature]*~~ *Children*
- 30 *Dulene Burtch*



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- 20 Cathy Johnson
- 32 Ashley Kischel
- 33 Jammy Molinar
- 34 [Signature]
- 35 Jamie Jorman
- 36 [Signature]
- 37 [Signature]
- 38 [Signature]
- 39 Kyle J. Probst
- 40 Damnielle R. Hubbard
- 41 [Signature]
- 42 [Signature]
- 43 Travis Gagnoski
- 44 Janice Smith
- 45 Jordan Smith
- 46 Wayne J. Phillips
- 47 [Signature]
- 48 [Signature]
- 49 Luke Schorn (by consent)
- 50 Kelley Turcotte
- 51 John Johnson (consent to [Signature])
- 52 Tracy Gollins
- 53 [Signature] (Mrs. Dahl)
- 54 Tracy [Signature]
- 55 Christa Williamson
- 56 [Signature]



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57 *Kore Harbaugh*
 58 *Kore Harbaugh*
 59 *John Harbaugh*
 60 *John Harbaugh*

Riverside Church

11/9/2010

Riverside Church

5 Year Budget: 2010-2014

10/25/2010

	Year 1 2010	Year 2 2011	Year 3 2012	Year 4 2013	Year 5 2014	Year 6 2015
Income:						
New Church Offering	80,000	80,000	80,000	100,000	120,000	130,000
Carry over prior year		146	825	229	486	46
Partner Churches	10,000	10,000	7,500	6,000	3,000	2,000
Gifts to the church	10,000	10,000	7,500	6,000	2,500	1,000
Coffee Shop Income Gifts	3,000	9,000	8,500	10,000	11,000	12,000
Grant Income	5,000	5,000	5,000	5,000	4,000	4,000
Campus Ministry Support	8,500	10,000	10,000	10,000	10,000	10,000
NCD/RO committee Support	20,000	16,000	10,000	5,000	0	0
GA	27,000	20,000	13,000	7,000	0	0
Synod of the Covenant	10,000	7,500	6,250	0	0	0
Sub Total	124,500	146,646	149,675	146,229	167,986	169,046
Expenses:						
Personnel:						
Pastoral Leadership	67,657	67,657	70,000	70,700	71,437	72,121
Outreach Minister/Campus	16,000	25,000	25,500	25,755	26,013	26,533
Music leader	10,000	10,000	10,500	10,605	10,711	10,925
Sub Total	93,657	102,657	106,000	107,060	108,161	109,579
Administrative/Building:						
Space rental	16,250	21,000	21,000	21,000	21,000	21,000
Utilities	1,000	2,000	2,000	2,000	2,000	2,000
Insurance	500	750	1,000	1,500	1,500	1,500
Leasehold Improvements and Seizing	4,000	3,000	3,000	1,000	500	500
Supplies	500	1,000	1,000	1,000	1,000	1,000
Communications	1,000	3,000	3,000	1,500	1,500	2,000
Legal and other service fees						
Advertising	1,500	3,000	1,000	1,000	2,000	2,000
Sub Total	24,750	33,750	32,000	29,000	29,500	31,000
Programs/Mission:						
Active mission/outreach	4,000	4,000	4,000	4,000	5,000	6,000
Small Groups	0	500	750	750	1,000	1,000
Worship	500	750	750	750	1,000	1,000
Campus Ministry	200	1,000	2,000	2,000	2,000	2,000
New Programs	0	500	750	1,000	1,000	5,000
Sub Total	4,700	6,750	8,250	8,500	10,000	15,000
Mission						
Per Capita	0	1,200	1,500	1,700	1,800	2,100
Shared Mission	1,245	1,466	1,496	1,482	1,510	1,690
Sub Total	1,245	2,666	2,996	3,182	3,310	3,790
Total Expense	124,352	145,823	149,946	147,742	167,940	169,270
Net Revenue/Expense	146	823	429	287	446	376

Riverside Church

11/9/2010

DOCUMENT 6

- At its October 12 meeting the NCD Commission approved the following people as Elders at Riverside (having heard that they have been trained to be Elders and have consented to being appointed as such upon chartering):

1. John Johnson,
2. Kitty Johnson,
3. Kate Friedlund,
4. Sean Friedlund,
5. Ruth Azar,
6. Kari Gorman
7. Charon Barconey.
- 8.

Record of Baptisms by Riverside NCD:

1.	4/20/2009	Nancy McGinnis	52
2.	8/9/2009	Aubrey Maurer	2
3.	8/16/2009	Roy Dismukes	16
4.	8/16/2009	David Allen	14
5.	10/25/2009	Eddie Gray	30
6.	10/25/2009	Alissa Gray	3
7.	10/25/2009	Kaylynn Gray	2 months
8.	12/24/2009	Cameron Troutman-Broden	5 months
9.	1/10/10	Adian March	1 month
10.	1/10/10	Cheyenne Jacobs	6 years
11.	4/4/2010	Meghan Burkhart	26
12.	4/4/2010	Sydney Burkhart	10
13.	7/17/2010	Kevin Gajewski	27
14.	7/25/2010	Martez Pranthier	17
15.	9/26/2010	Barbara Kane	50
16.	9/26/2010	Julie Oestreich	60
17.	10/3/2010	Brittney Turcotte	24
18.	10/3/2010	Hunter Turcotte	1
19.	10/17/2010	Jason Wiudyka	11
20.	10/17/2010	Chloe Hiser	10
21.	10/17/2010	Dannielle Hubbard	25
22.	11/7/2010	Lisa Long	37
23.	11/7/2010	Dena Clark	46
24.	11/7/2010	Glenda Chaney	52
25.	11/14/2010	Devon Adkins	2

Riverside Church

11/9/2010

DOCUMENT 7

Articles of Ecclesiastical Incorporation are drawn up upon an affirmative action by POD to charter Riverside NCD as a congregation.

Riverside AC Report 11/27/12
Attachment F (2 pages)

Minutes Session Meeting
December 3, 2010

Session as approved by Administrative Commission:

Attending: Charon Barconey, Sean Friedlund, Kari Gorman, Ruth Azar, John Johnson

Excused: Katie Friedlund, Kitty Johnson.

Opening Prayer – by Rev. Jarvis

1. Catch up with John – John reports the small group is growing and moving forward, he and Kitty made plans for the Christmas party, and excited to have everyone come together again.
2. Call of Pastor - Request continue the 3 year contract between Rev. Brenda Jarvis and Presbytery of Detroit, with the following terms as an Organizing Pastor :
 - a. Salary 45,000
 - b. Benefits 14,775
 - c. FICA 3,444
 - d. Reimbursable 1,956
 - e. Total 65,175

Motion was made by John Johnson to continue the call of Rev. Jarvis as an organizing Pastor with the same terms of call for the completion of the 2009 3 year contract. Second by Sean Friedlund. Motion passes.

3. Name of the church : Suggested Riverside Community Church
 - a. By mutual agreement: Riverside Community Church will be the name of the new church. Rev. Jarvis will inform Mr. Morgan and have him begin the process to create the corporate papers.
4. Create DBA – Creek Side Church
 - a. John will check into this when the legal name is set up.
5. Insurance : Church Asset Management
 - a. Agreement to get quotes for insurance
6. Contract for Security system: ADT
 - a. Authorize Brenda to continue to create contracts on behalf of church with notice to Board
7. Catch up on space
 - a. Affirmed that the name on the lease is Thistle Coffee house. Ms. Gorman's father Mr. Oldham prepared the lease and it was given to Mr. Morgan to review. The AC has also reviewed the lease and approved its signing. Pastor Jarvis complained about the fact that she is on the hook for the lease and that she could be financially hurt because of it being her name only. Ms. Gorman asked how will the costs for the rent and utilities be handled, after discussion by the group it was motioned by Sean Friedlund and seconded by Charon Barconey that the cost of the rent and the utilities be split 50/50, until further notice. Motion passes.
 - i. A question was posed as to when would the corporation be completed for the Church, there was no definite information. A

concern was presented by Pastor Jarvis that contracts would have to be in the name of the Coffee House as there was not a corporate identity for the Church yet. The group was informed that the AC would not move on the corporation until the charter was approved and now that it was the corporation would move forward.

- b. Rev. Jarvis is given authority to continue to set up utilities.
- 8. Budget for 2011
 - a. Rev. Jarvis asks for Ms. Azar to help with the budget for 2011, Ms. Azar said it could be done by email. All were in agreement.
- 9. Election of Elders – meeting notice
 - a. Formal election of the following people will be the 2nd Sunday in January
 - i. The slate is as follows:
 1. Ruth Azar
 2. Kari Gorman
 3. John Johnson
 4. Kitty Johnson
 5. Charon Barconey
 6. Katie Friedlund
 7. Sean Friedlund

It was determined that Ms. Gorman would be responsible for Outreach
 Ms. Barconey would be responsible for Campus Ministry
 Mr. and Mrs. Johnson would be responsible for Creeksides ministry
 Ms. Friedlund would be responsible for worship
 Mr. Friedlund would like to be responsible for Sunday school
 Pastor Jarvis would like suggestions and a nomination for a Clerk by the next meeting.

- 10. Permission to create permits
 - a. Rev Jarvis is given permission to provide for the permits that needed for the church and the coffee house.
- 11. Financials
 - a. The group was told that Rev Jarvis has not been paid her full salary for the year. There are some thoughts about how to raise funds to do the build out of the church and to make sure that the pastor is paid. Ideas are to be brought to the next meeting.
- 12. Prayers and sending – John offered the closing prayer

Many went to the space to see it again.

From: Brenda Jarvis
To: 'arthur oberg'
Cc: allen@detroitpresbytery.org ; teresko@att.net ; david.shinn@thenewhopechurch.com ; morganlaw_48170@yahoo.com ; estelle@detroitpresbytery.org ; jkuminseverance@gmail.com ; klgorman87@yahoo.com ; jim.porter@comcast.net ; 'Ted Taylor' ; 'DIXIE' ; 'second mile living' ; 'Katie' ; seantfriedlund@yahoo.com
Sent: Thursday, July 07, 2011 9:29 AM
Subject: For your information

Hello everyone,

This is to inform the AC and all interested parties, that at a meeting with the elders of Riverside on Tuesday, I informed them of my intention to terminate my contract with Riverside Community Presbyterian Church. Since this meeting was not a called session meeting there could be no action on this request. I do expect them to accept my request at the next session meeting on July 19, 2011. As required by the contract there is the required 30 days notice so the contract will end on August 19, 2011.

After my meeting with the elders I did text Arthur (the chair of the AC) to let him know what had just happened. He informed me that he was on vacation, I do expect to talk to him next week.

Also I am completing the financials and will have them out within a day or so.

Thanks,
Brenda

PS I have included the elders of Riverside on this email

From: Kari Gorman <klgorman87@yahoo.com>
To: Don Morgan <morganlaw_48170@yahoo.com>
Cc: ehkoster@aol.com
Subject: riverside
Date: Thu, Jul 7, 2011 1:57 pm

Hello Don

I am sure you have received Brenda Jarvis' email regarding her intention to resign her car to Riverside Community Presbyterian Church. At the informal meeting of the Leadership team, she also announced her intent to evict R.C.P.C. from its lease with Thistle Coffee house, to start a non-denominational church in that same location, and give up her ordination as a PC USA Minister of the Word and Sacrament.

I have spoken with Rev. E Koster in his capacity as the Stated Clerk of the Presbytery of Detroit, and he has requested the following information: Articles of Incorporation
By Laws
Lease

I recently had a computer virus and cannot find these files since the computer has been restored. Would you please forward what you have to Rev. Koster?

Riverside AC Report 11/27/12
Attachment H

JUL-18-2011 02:04 FROM: THISTLE COFFEE/RIVER 3139747251

TO: 17344228560

P. 1/2

To the Session of Riverside Community Presbyterian Church and the Committee on Ministry of the Presbytery of Detroit.

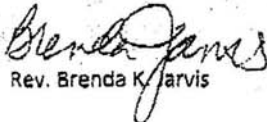
This is to serve as official notice of my intent to terminate my contract with Riverside Community Presbyterian Church. Per the terms of the contract dated October 2010, this will serve as 30 days notice to this termination.

A copy of this termination will be submitted to the committee on temporary pastoral arrangements, within the committee on ministry, and to the Administrative commission of the Presbytery of Detroit, to the New Church Development / Redevelopment Ministry Team of the Presbytery of Detroit.

It is with great sadness that I take this step, but with great joy at the possibilities of the future that God has in store for me.

Any unpaid salary will be settled before the completion of this 30 day period, attached is a statement of payments and unpaid balances.

With Great Respect,


Rev. Brenda K. Jarvis

JUL-28-2011 22:57 FROM: THISTLE COFFEE/RIVER 3139747251

TO: 17344228560

P.2/E

July 29, 2011

Committee on Ministry of the Presbytery of Detroit
 Administrative Commission of the Presbytery of Detroit

RE: Setting Aside my Ordination in the Presbyterian Church USA

I am requesting that my ordination in the Presbyterian Church USA be set aside on August 19, 2011, per G 2.0507. August 19 would provide for the required 30 days notice per my contract with Riverside Community Presbyterian Church. As I have completed the contract terms, and they are satisfied, I am expecting any back pay due to me as of the August 19, 2011. As of July 29 the amount due to me is approximately \$24,000. Please submit to me, in writing, how the balance will be settled by the August 11, 2011.

Your Sister in Christ,


 Brenda Jarvis

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

Riverside AC Report 11/27/12
 Attachment J

THE PRESBYTERY OF DETROIT

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



July 29, 2011

Rev. Brenda Jarvis
6625 Gilman
Garden City, Mi.
48135

Re: Setting aside Ordination as of August 19, 2011

Dear Brenda,

We have received your letter by fax addressed to the Committee on Ministry and the Administrative Commission of the Presbytery of Detroit dated July 29, 2011 requesting that your ordination be set aside as of August 19, 2011 from the Presbyterian Church USA.

Your request will be moved through the process of the Administrative Commission and the Committee on Ministry. The presbytery must grant the release. It is our desire that all business will be completed prior to the meeting of presbytery on August 23, 2011.

You have stated in your letter of July 29, 2011, that you are due approximately \$24,000 in back pay. We need a statement with the exact breakdown of figures as to the outstanding amount you perceive is still owed from your Terms of Call. Also, please make the adjustments you mentioned at the Session Meeting that is owed to the congregation.

You must have a financial review of Riverside Church and the Thistle Coffee Shop. The review shall be completed by someone not affiliated with Riverside Church or the Thistle Coffee Shop. The review must be submitted

to the Administrative Commission prior to any financial settlement.

It is our understanding that you will be moderating the meeting on Sunday,
July 31, 2011.

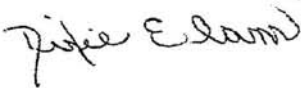
We pray that you will find peace and harmony in your future.



Rev. Arthur Oberg
Chairperson
Administrative Commission



Rev. Estelle Aaron
Presbytery of Detroit
Consultant for Transformation



Elder Dixie Elam
Chairperson
Committee on Ministry

August 12, 2011,

Rev. Brenda Jarvis
c/o Thistle Coffee Shop
4445 Second Ave.
Detroit, Michigan
48201

Re: Termination of contract with Riverside Community Presbyterian Church

Dear Rev. Jarvis,

The Committee on Ministry of the Presbytery of Detroit discussed, at their August 11, 2011 meeting, your thirty days notice to terminate your contract with Riverside Community Presbyterian Church dated July 18, 2011.

This request will be recommended to the Presbytery of Detroit at the August 23, 2011 stated meeting. If the recommendation is approved it will be retroactive to August 19, 2011. This will bring into compliance the thirty days required by your contract.

The Committee on Ministry will also recommend that your membership in the Presbytery of Detroit be placed as At Large. You will be notified as to the Presbytery of Detroit's action after the stated meeting.

The Coordinating Cabinet of the Presbytery of Detroit will be recommending, at the Presbytery of Detroit's stated meeting of August 23, 2011, an Administrative Commission be established to oversee all other matters pertaining to Riverside Community Presbyterian Church.

Peace,

Dixie J. Elam
Chair, COM
Presbytery of Detroit

c/c Rev. Arthur Oberg
Rev. Dr. Allen Timm

**Riverside AC Report 11/27/12
Attachment L**

Vacation: Four weeks, including four Sundays; Study Leave: Two weeks including two Sundays. (One week of Study Leave to be spent on Interim Training.)

9. Transfer Rev. Johnie Bennett to Coastal Carolina Presbytery.
10. Grant permission to Rev. Linda Cochran to labor outside the bounds at St. Paul's Methodist Church in Rochester, MI, as Christian Education Director.
11. Grant the request from Rev. Terri Gast to be moved to "at large" member while in graduate school.
12. Receive Rev. Arthur Olberg from the Reformed Church of America upon CPM approval & Presbytery examination.
13. Transfer the membership of Peace United, Clinton Township to Presbyterian Church of Utica upon dissolution of Peace United, effective August 31, 2011.

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

1. Extended the Temporary Supply contract between Rev. James Kumin-Severance and White Lake until September 30, 2011, with the same terms.
2. Approved the nine month Temporary Supply contract between Rev. Donald Wright and Lakeshore, St. Clair Shores, effective January 1, through September 30, 2011.
Terms: Half-time; Salary \$14,475; Social Security \$1,275; Medical Allowance \$7,500; Professional expenses \$10,500. Vacation: One month including four Sundays; Study Leave: Two weeks.
3. Approved the 12 month Stated Supply contract between Rev. Quincy Cooper, and Covenant, Southfield, effective May 25, 2011.
Terms: Salary \$26,000; Housing allowance \$27,200; Study Leave expense \$1,000.
Vacation: Four weeks, including four Sundays; Study Leave: Two weeks including two Sundays.
4. Approved the request from Peace United, Clinton Township to grant the status of Pastor Emeritus to Rev. James Kesler effective May 7, 2006.
5. Accepted the resignation of Rev. Brenda Jarvis from Riverside NCD, effective August 17, 2011, and moved her to member at large.
6. Granted the request from Rev. William Dunifon, to be honorably retired effective July 18, 2011.

III. For Information

1. Approved Church Information Forms (CIF) for Westminster, Detroit; First, South Lyon; and St. Andrews, Dearborn Heights.
2. Pastoral Search Committee will now have responsibility for the church self study process, allowing churches seeking a new pastor to have a single liaison with COM for the entire search process.
3. Rev. Phil Reed is now chair of the Pastoral Search subcommittee.
4. Appointed Rev. Roy Langwig moderator at Starr, Royal Oak for four months effective August 1, 2011.
5. Appointed Rev. Mary Austin moderator at Joslyn Avenue, Pontiac for one year, effective September 1, 2011.

Report of the Committee on Ministry, August 23, 2011
Page 3

Riverside AC Report 11/27/12
Attachment N (3 pages)

From: Brenda Jarvis <brenda@riversidedetroit.com>
To: Edward Koster <ehkoster@aol.com>
Cc: dixie@mi.rr.com <dixie@mi.rr.com>; allen@detroitpresbytery.org <allen@detroitpresbytery.org>;
al_timm@yahoo.com <al_timm@yahoo.com>
Subject: Re: My request to set aside my ordination
Date: Fri, Aug 26, 2011 4:28 pm

I just got off the phone with Lori from GA she confirmed that the boo says Shall for the presbytery to set aside -she also said that Eds comment about renouncing has the same shall and the comment from Ed that I could renounce but not set aside does not make since. She said the only way to challenge this decision is to file a remedial case against the Presbytery. Please don't make me do this! Please, this is a destructive situation for me and so many, please don't make me have to resort to this!

Sent from my iPhone

On Aug 23, 2011, at 10:55 PM, Edward Koster <ehkoster@aol.com> wrote:

The General Assembly does not dictate how the Presbytery of Detroit may exercise its discretion.

Edward Koster
Stated Clerk, Presbytery of Detroit
ehkoster@aol.com
734-358-5403

—Original Message—

From: Brenda Jarvis <brenda@riversidedetroit.com>
To: Edward Koster <ehkoster@aol.com>
Cc: dixie@mi.rr.com <dixie@mi.rr.com>; allen@detroitpresbytery.org
<allen@detroitpresbytery.org>; al_timm@yahoo.com <al_timm@yahoo.com>
Sent: Tue, Aug 23, 2011 10:51 pm
Subject: Re: My request to set aside my ordination

Interesting that is not what GA say I will get it in writing from them.

Sent from my iPhone

On Aug 23, 2011, at 10:42 PM, Edward Koster <ehkoster@aol.com> wrote:

You have it wrong. You do not get to dictate that you be released from ministry. Your status with the Presbytery is a discretionary act of Presbytery. You were transferred this evening to the at-large roll and remain under the jurisdiction of the Presbytery of Detroit.

If you desire to make this your act rather than the act of the Presbytery, I refer you to G-2.0407.

Edward Koster
 Stated Clerk, Presbytery of Detroit
ehkoster@aol.com
 734-358-5403

—Original Message—

From: Brenda Jarvis <brenda@riversidedetroit.com>
 To: 'Ed Koster' <ehkoster@aol.com>; dixie@mi.rr.com; 'Allen Timm' <allen@detroitpresbytery.org>
 Sent: Tue, Aug 23, 2011 7:33 pm
 Subject: My request to set aside my ordination

Hello Folks,

I spoke to the Clerk at GA today and I was told that there is no procedure for setting aside my ordination. He said that the following section applies:

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll

and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

He said that the letter submitted to the Chair of COM (as I was directed by her to do) is an expectable way to submit the letter. He said that as a representative of the Presbytery the chair of COM will serve as the representative of the Presbytery. He told me that the Presbytery cannot reject or consider the request it is just accepted. So the letter that was faxed to Dixie is my notice and I should be able to consider that my ordination was set aside on August 19 , 2011 so I am moving under that understanding. He said that I could get this in writing if you would like but he thought that the above quoted section should be sufficient.

So since COM had the request prior to its meeting in August I am considering myself, not on the rolls of the Presbyterian Church.

Thanks
Brenda

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**Riverside AC Report 11/27/12
Attachment O**

September 7, 2011

Committee on Ministry

Presbytery of Detroit

Re: Renounce of Ordination

I write this letter with great regret. I did try to set aside my ordination to leave room for an error of understanding or even reconciliation with where God wants me to be but was told by the Stated Clerk that I could not set aside. I checked with the General Assembly office, who said that there are no restrictions on setting aside an ordination.

The two clerks at GA that I spoke to said the language is clear, the Presbytery "shall" set aside once the request is given to the Clerk or an agent of the Presbytery. Then I was told by Lee at the Constitutional Office that the only way to challenge this ruling by the Clerk of this Presbytery was to file charges against the Committee on Ministry, the Clerk and the Presbytery.

I then emailed the Stated Clerk who responded to this comment that GA does not tell this Presbytery what to do but I could renounce my ordination (even though it has the same language as Setting aside). I then wrote up charges and was prepared to send them to the Synod and realized that I just don't care anymore. I am reminded of Exodus 4, where God hardened Pharoah's heart. I think I am just going to have to do what the Stated Clerk told me to do.

Having said all of this, I feel that there is no other option but to renounce my Ordination as of August 19, 2011. My heart is breaking over the loss of my Christian family and Denominational home. However, there is no other option for me.

I feel betrayed by the Administrative Commission that was there to help me and Riverside and even after several conversations about burnout, there was no help offered. I feel betrayed by my Pastor, Al Timm, who in all of this has never offered counsel or support.

I feel betrayed by Dixie Elam, who listened to the voices of Kari Gorman and Ruth Azar, who were the catalyst for my burnout and for the implosion of Riverside Church. To this day, no one has asked why I resigned from this church or even what happened.

Ed Koster writes in the Presby Lite that my resignation was abrupt. Was it? Who would know other than me and God? I realize that I am responsible for all of this and, as such, feel a great sense of failure to my church, to the faithful of that community and, more importantly, to my God.

I pray that you will not allow this to happen to another New Church without a great plan for Pastoral Care and real supportive oversight and not browbeating, demeaning and making something new fit into the old way of doing things.

Your Sister in Christ,

Brenda Jarvis

OCT-14-2011 02:24 FROM:THISTLE COFFEE/RIVER 3139747251

TO:13133457250

P.1/1

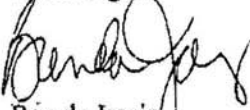
**Riverside AC Report 11/27/12
Attachment P**

October 11, 2011

To all that are in need of this information:

After much prayer, many tears, and a pile of anger, I am writing to Renounce jurisdiction of the Presbyterian Church USA. I frankly can not handle anything to do with this any more. As I have said I am almost financially bankrupt, defiantly spiritually bankrupt, and holding so much anger that it is physically hurting me and doing damage to my health.

I can not stand this any more. I happily turn my back on you as you did to me many months ago.


Brenda Jarvis

June 4, 2012

Riverside AC Report 11/27/12
Attachment Q

	Salary	Housing	SECA	Profes- sional Exp	Travel	Contin. Ed	403B		
2010									
Contract Terms	\$18,400.00	\$29,000.00	\$3,626.00	\$500.00	\$500.00	\$517.00	5000	\$57,543.00	
Actual paid	\$17,488.00	\$25,581.00	\$2,763.00	\$0.00	\$0.00	\$0.00	0	\$45,832.00	
Amount unpaid:	\$912.00	\$3,419.00	\$863.00	\$500.00	\$500.00	\$517.00	\$5,000.00	\$11,711.00	\$11,711.00
1/1/11 to 8/19/11 (16 pps)									
Contract terms (prorated)	\$11,323.00	\$17,846.00	\$2,231.00	\$500.00	\$500.00		5534	\$37,934.00	
Actual Paid:	\$6,249.00	\$6,248.00	\$0.00	\$0.00	\$0.00	\$0.00	0	\$12,497.00	
Amount unpaid:	\$5,074.00	\$11,598.00	\$2,231.00	\$500.00	\$500.00		5534	\$25,437.00	\$25,437.00
Total Unpaid under Contract									\$37,148.00
Occupancy Agt Reconcil:									
Rent for Sept & Oct 2011								\$3,332.00	
1/2 taxes thru 10/31/2011								\$850.00	
Net Rent due Thistle								\$4,182.00	
Thistle repay frig & sofa								-\$1,500.00	
Thistle repay LH improvmts								-\$3,950.00	
Security Deposit								-\$1,666.00	
Net owed by Thistle to POD								-\$2,934.00	
Payouts:									
403B to BOP								\$10,534.00	
Unpaid other Contract 2010							\$6,711.00		
unpaid other contract 2011							\$19,903.00		
Less Thistle repayment							-\$2,934.00		
Net pay to Brenda Jarvis directly								\$23,680.00	
Total Due from POD								\$34,214.00	

Presbytery of Detroit Property transferred
from Riverside to Comunidad los del Camino

Chairs # 100

AV Equipment, listed

large speaker, column speaker
audio ~~parts~~, wires & audio case ~~etc~~
video monitor, sound board $\frac{1}{2}$ case
projection screen, laptop computer
projector

Other

Representative from Riverside

Brenda [Signature]

Representative from Comunidad los del Camino

TRACY SMITH

Representative from NCD/POD

[Signature]

writer L. Bick
X2 [Signature]
(witness) 10/29/11

Date: 10/29/2011

Riverside AC Report 11/27/12
Attachment S, 2 pages

From: Allen Timm
To: Edward Koster
Cc: Dixie Elam
Sent: Friday, August 26, 2011 4:43 PM
Subject: Fw: My request to set aside my ordination

Ed, it seems to me that it could be said that POD will release her from her ordination as soon as the accounting reviews are turned in and a financial and property settlement is reached to wind down the church. At this time we do not know as there will not be any complaint against her. We assume not. But we want to wait, because we have not seen the accounting reviews for the church and coffee house (which she was paid by POD to run). This is what COM discussed. Al

From: DIXIE <dixie@mi.rr.com>
To: Brenda Jarvis <brenda@riversidedetroit.com>; Edward Koster <ehkoster@aol.com>
Cc: allen@detroitpresbytery.org; al_timm@yahoo.com
Subject: Re: My request to set aside my ordination
Date: Fri, Aug 26, 2011 5:22 pm

Brenda,

On July 19, 2011 you sent COM OFFICIAL NOTICE as per the terms of your contract dated October 2010 with Riverside Community Church to terminate the contract.

Your OFFICIAL NOTICE to terminate your contract with Riverside Community Church was reported to the Presbytery of Detroit, by COM, at the August 23, 2011, meeting. You were placed At Large as per your request.

Ten days later, July 29, 2011, you REQUESTED that your ordination with the Presbyterian Church USA be set aside. COM did not accept the request.

Please read again the directives from the BOO.

You are in my prayers,

Dixie

From: Brenda Jarvis <brenda@riversidedetroit.com>
To: DIXIE <dixie@mi.rr.com>
Cc: Edward Koster <ehkoster@aol.com>; <allen@detroitpresbytery.org>
 <allen@detroitpresbytery.org>; <al_timm@yahoo.com> <al_timm@yahoo.com>
Subject: Re: My request to set aside my ordination
Date: Fri, Aug 26, 2011 5:31 pm

I did several times - and please remember this is what you told me to do (the process you told me to take). Now two clerks have said that I have done what is required and by the BOO the presbytery "shall" receive or whatever it says. According to GA the request was to be moved on and by your own time line well before the COM meeting prior to the august presbytery meeting. I will file a remedial case if this is not repaired, as I understand from GA I have a pretty good cause of action.

TO: Allen Timm

Cc: Dixie Elam

Sent: Friday, August 26, 2011 6:22 PM

Subject: Re: My request to set aside my ordination. CONFIDENTIAL

I am not much interested in releasing her. Let her file her remedial case. In the mean time, an allegation that she has committed an offense filed with me will arrest the process long enough for us to proceed.

Ed

Edward Koster
Ehkoster@aol.com
 734-358-5403
 From my iPhone

**Presbytery of Detroit
Minutes of the Stated Meeting
March 21, 2015**

A quorum being present, the Presbytery of Detroit convened in a stated meeting with worship and prayer at 9:00 on March 31, 2015 at First Presbyterian Church South Lyon. Judy Shipman moderated the meeting.

WE WORSHIPPED GOD

The Presbytery celebrated Black History Month in worship, and received 2015 offerings from congregations. The Presbytery also commissioned Ruling Elder Timothy Ngare to represent and bring greetings to the Presbyterian Church of East Africa.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Anne Lyke the Assistant to the Stated Clerk.
The Moderator welcomed new commissioners and teaching elders to the Presbytery.

The motion was made by the Stated Clerk that Presbytery approve the docket. Upon motion of William Zambon, Presbytery voted to amend the docket by deleting the provision for small group discussion of Amendment 14-F. Presbytery approved the docket as amended.

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

Upon motion, Edward Dunn, a member of Boise Presbytery, was seated as a corresponding member.

Michael Horlocker welcomed Presbytery to South Lyon First. This is the first the Presbytery has met at South Lyon First. It was established in 1831. The sanctuary was built 1883, and the chapel 1899.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Discussion of Presbytery Vision and Goals

Paul Thwaite of the Planning and Visioning Team reported that one of the duties of the Team is to review the vision and goals of the Presbytery every 5 years. It has appointed a workgroup of members under age 40 for that purpose. He presented Amy Morgan to give the initial report of that Workgroup.

The team laid out some of their ideas about what technology could mean for Presbytery meetings by means of video presentations and skits. She invited Presbytery to participate via twitter and texts.

Presbytery commissioned the following members of GPS:

Bryan Jensen – ruling elder from Grosse Ile
Amy Morgan – teaching elder from First,
Birmingham

Kevin Smith – ruling elder from Erin,
Roseville
Renee Roederer – teaching elder from First,
Ann Arbor

Matt Lozen – ruling elder from First, Port Huron
 Kelly Boubel-Shriver – teaching elder from Peoples, Milan
 Traci Knox – ruling elder from Calvary, Detroit
 Aaron Crowton – ruling elder from First, Warren

Isaac Chung – teaching elder from White Lake
 Elizabeth Lozen – deacon from First, Port Huron
 Troy Hauser-Brydon – teaching elder from Kirk in the Hills

Report of the Trustees.

Michael Strynchak reported for the Trustees. He responded to the referral to the Trustees of the following item in their January report.

The Trustees received a report from COLA accounting for expenses. After all bills have been paid, there was a balance of \$59,565.30. The Trustees voted to apply that amount to the 2014 budget deficit.

Mr Starynchak reported that the trustee's have reviewed the use of funds received in 2014 from the COLA and apply these funds to Mission as requested by the Presbytery. These funds have been received and accounted for in 2014 in concordance with Generally Accepted Accounting Practices as other income and have been used with all other income to fully fund and support the approved 2014 Budget . This included fully funding the approved 2014 Mission expenditures.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report.

Mr Timm reported on celebrations of ordinations. He introduced TJ Piccolo, the special offerings coordinator for Detroit Presbytery appointed by the General Assembly.

The Moderator offered a prayer for openness.

Committee Items for Action:

Examination of Gwangwoo Ju

Phil Reed and hew Means reported for the Committee on Ministry and Committee on Preparation for Ministry.

1. The Committee on Ministry and Committee on Preparation for Ministry presented a letter of apology to the Session of the Korean Presbyterian Church of Metro Detroit and to Rev. Gwangwoo Ju. The letter is appended to the minutes.
2. Upon motion of the Committee on Ministry and Committee on Preparation for Ministry, Presbytery voted to waive the standard ordination exams for Reverend Gwangwoo Ju with the following rationale:
 - Rev. Ju has been a member for more than 5 years of the Presbyterian Church in Korea, a reformed denomination with which we are in correspondence, as certified by the General Assembly
 - Rev. Ju has been examined by the Committee on Preparation for Ministry, who determined that his credentials, academic transcripts, and preparation for ministry

are in order, except for the need to take and pass a seminary level course in Presbyterian Church (USA) Polity.

- Upon requirement by the Committee on Preparation for Ministry, Rev. Ju took and passed a seminary level course in Presbyterian Church (USA) Polity with the Stated Clerk.
3. Presbytery examined Rev Ju for immediate transfer to the Presbyterian Church (USA). Mr Ju presented his statement of faith. Upon motion, the Presbytery voted to arrest his examination. Upon motion, Presbytery voted to sustain his examination and enroll him as a Teaching Elder in the Presbytery of Detroit.

The Moderator asked the constitutional questions in W-4.4000 to Mr Ju. Mr Ju responded in the affirmative. After a brief prayer, the Moderator directed Mr Ju be enrolled as a member of the Presbytery of Detroit, and welcomed him to the Presbyterian Church (U.S.A.).

4. Upon motion of the Committee on Ministry and Committee on Preparation for Ministry, Presbytery voted to ratify Rev. Ju's installation as Associate Pastor of the Korean Presbyterian Church of Metro Detroit on November 16, 2014.

The Committee on Ministry believes no purpose is served by requiring a new service of installation. The congregation and Associate Pastor have already affirmed and celebrated their commitments to each other, the Presbytery, and Jesus Christ, who alone is Head of the church, even if this was done too soon. There was no intent to deceive or subvert existing policies and procedures. We rejoice in Rev. Ju's calling and gifts and rejoice in his presence among us.

Committee on Preparation for Ministry Matthew Means reported for the Committee.

Having met with Matt Bauhof, a member under the care of the session of Beverly Hills Northbrook, the Committee on Preparation for Ministry presented him to Presbytery for examination on his sense of call. Mr Bauhof described his sense of call and his experience in seminary. Presbytery examined Mr Bauhof about his sense of call. Upon motion of Ms Nichols, Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to sustain his examination and enroll him as a candidate.

The Moderator invited friends and supporters forward and asked Mr Bauhoff the questions found in Presbytery Policy P-19. After he answered in the affirmative, the Moderator gave a brief charge and prayer, and declared him a candidate for the ordered ministry of teaching elder in the Presbytery of Detroit.

The Committee presented the following for the information of Presbytery:

1. Annual Orientation / Training:

- 1) The CPM met on Tuesday, February 3, 2015, at Kirk in the Hills for its annual committee orientation / training event. No consultations were held. Topics discussed included:
 - a. What is the primary role / purpose / function of the CPM?
 - b. What are the characteristics of a Teaching Elder?
 - c. How may we best guide those under our care? *Result of this discussion was the creation of a "task force" to explore the Milwaukee Model of CPM, the effects it might have in the Presbytery of Detroit, and what changes we would need to make if we were to adopt this structure.*

- d. Extensive discussion of the process of becoming a Commissioned Ruling Elder and the roles of the CPM and COM in this process (joined by Mary Austin representing COM)
- e. Reverend Jaco Bester is approved to take the ordination exams.
- f. Discussion / action taken on Reverend Ju (*Please refer to the joint report of the CPM and COM presented at the March 21, 2015 meeting of the Presbytery.*)

2. Consultation Reports for Commissioned Ruling Elder (CRE):**

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

Patricia Johnson

March 3, 2015

First, Royal Oak

**CRET = Commissioned Ruling Elder Trainee; the designation given when in the preparation process designed by the CPM of the Presbytery of Detroit.

3. Update to the Committee on Preparation's Manual:

CPM has made revisions to the portion of its manual detailing our guidelines for providing financial aid for those under the care of the CPM. The revisions may be found in the CPM's manual under "*Section 4: Miscellaneous Policies, 4.1 Financial Aid.*" These revisions are appended to the minutes,

COORDINATING CABINET. Harold Ellis reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Approve the following as a Presbytery policy:
In those cases where the Trustees determine it necessary to act for the benefit of Presbytery before the next stated meeting of Presbytery, the Trustees are authorized to approve actions on behalf of Presbytery. When they do so, they shall report the action in full to the next stated meeting of Presbytery, along with a statement of why they believed it necessary to act on it.
2. Approve the following as a Presbytery policy:
Policy on offerings at Presbytery meetings
 - 1) Offerings, except for table hunger offerings, shall be limited to no more than two per calendar year and shall not take place at consecutive presbytery meetings.
 - 2) Offerings that are received shall be related to mission causes.
 - 3) Offerings shall be received during worship.
 - 4) The collected offering shall be counted by two unrelated people.
 - 5) Information about the proposed offering shall be brought to the Coordinating Cabinet so it can make a decision about whether and when a particular offering will be placed on the docket.
 - 6) Information about the offering shall be included in the call to the meeting so that people know that an offering will be received and its purpose.

The Moderator called the Presbytery to take some time to pass the peace with one another.

The Coordinating Cabinet placed on the floor on referral by the General Assembly: Amendment 14-F: On Amending W-4.9000 with the following rules:

- Floor debate will follow for 30 minutes
- The vote will be taken by ballot;

After debate, the Presbytery proceeded to vote by ballot. The Moderator appointed the following tellers: Katherine Simpson, Tom Oxtoby, Tom Neal, Charon Barconey.

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

1. The Coordinating Cabinet has heard a report of the Planning and Visioning Team regarding new goals and vision.
 2. The Coordinating Cabinet heard a report on the financial aspects of the sale of the Macomb property:
 - Price \$715,000
 - Payments to:
 - PILP loan \$313,849
 - Synod. Loan \$34,000
 - Presbytery of Detroit loan. \$240,000
 - Trustee Loan \$9,041
 - Total debt repaid \$577,808
 - Additional:
 - Broker (\$50,000)
 - Unpaid per capita: \$19561 (reimbursed to the Presbytery of Detroit)
 - Net to the Presbytery: \$42,000 net.
- The property was sold to Wisconsin Synod Lutheran Church.

MACOMB ADMINISTRATIVE COMMISSION

James Porter reported for the Administrative Commission. He reported the closing of the Macomb Church on 6/4. The property has been sold to a Lutheran congregation. The report is appended to the minutes. Upon motion, the Presbytery dissolved the AC with thanks.

COMMITTEE ON MINISTRY. Phil Reed reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

1. Commission **Nancy Bass** as the CRE at **Erin, Roseville**, with permission to do baptisms, communion and weddings at the church and for members of the congregation. (Rev. Roxie Davis serves as the session moderator.)

The Committee presented Ms Bass for examination by the Presbytery. Ms Bass presented her statement to the Presbytery. Presbytery examined Ms Bass on her motivation and preparation for this work. Upon motion of Robert Agnew, the Presbytery voted to arrest the examination.

The Moderator asked Ms Bass the Constitutional questions, and after her affirmative answers, the Moderator and commissioned Ms Bass to serve at Erin Presbyterian Church.

The Moderator announced the vote on Amendment 14-5:

- Number of votes cast: 142
- Number of votes necessary to approve: 72
- Number of illegal votes: 0
- Votes in favor: 107
- Votes in opposition. 35

The Moderator declared that Presbytery has approved Amendment 14-F.

2. Restore Mr. **Ronald Vanderbeek** to ordered ministry and enroll him into the Presbytery of Detroit with the following conditions:

1. Mr. Vanderbeek shall have no contact with Garden City Church.
2. Mr. Vanderbeek shall have no contact with the victim.
3. Mr. Vanderbeek shall sign the current PoD Sexual Misconduct Policy.

The Moderator declared the following:

Whereas, you, Ronald Vanderbeek, have manifested such repentance as satisfies the church, the Presbytery of Detroit does now restore you to the ordered ministry of teaching elder and authorize you to perform the functions of that ministry in accordance with the Constitution of the Presbyterian Church (U.S.A.).

3. Approve, by a $\frac{3}{4}$ vote, the action of **First, Birmingham**, to call **Rev. Joanne Blair** from Assistant Pastor to Associate Pastor, pursuant to G-2.0504c, effective April 1, 2015. Annual Terms: 25 hours per week; Salary \$16,800; Housing \$10,000; Board of Pensions Dues \$14,236; Medical Supplement \$2,000; Professional Expenses \$3,000; Vacation 4 weeks; Study Leave 2 weeks.

Rationale: The congregation did a full and open search that complied with the AAEEEO policy when it called Joanne Blair to the position of Assistant Pastor. The Committee on Ministry believes Presbytery's Mission Strategy permits this action because this position serves the emerging special needs ministry at the church, providing pastoral care to people with special needs and their families. COM also believes it is in the best interests of the congregation because of the bond Rev. Blair has developed with these families, and the level of training required for this unique ministry of the congregation."

4. Approve the retirement of **Rev. Peter Smith** from Jefferson Avenue Presbyterian Church, Detroit, and grant him the status of Honorably Retired effective April 30, 2015.
5. Approve the retirement of **Rev. Dr. Robert Agnew** from Grosse Pointe Woods Presbyterian Church and grant him the status of Honorably Retired effective April 30, 2015.
6. Transfer **Rev. Dr. Norman Pritchard** to Peace River Presbytery.
7. Take the following actions if requested by the Assemblies of God Peninsular Florida:
 - a. Approve the restoration of **Terri Gast** to the ordered ministry of Teaching Elder in accordance with the provisions of G-2.0507 (Release from Ministry as a Teaching Elder);
 - b. Authorize Ruling Elder Dorothy Buchan to ask Terri Gast the ordination questions;
 - c. Upon her giving affirmative answers to the ordination questions, restore Terri Gast to the exercise of ordered ministry as a Teaching Elder without re-ordination;
 - d. Transfer Rev. Terri Gast to the Assemblies of God Peninsular Florida District of the Assemblies of God.
8. Approve the following Administrative Commission to install **Rev. Julie Delezenne** as Pastor of **First, Warren**, on Sunday, April 26, 2015, at 4:00 p.m. including the Sacrament of the Lord's Supper:

Moderator: Judy Shipman

Teaching Elders: Lindsey Anderson, Amy Morgan, Matthew Means

Ruling Elders: Jim Bates (Westminster, Detroit), Dennis Delezenne (St. Timothy, Livonia), Jane Wong (First, Warren)

Corresponding Member: Katie Lancaster, Chicago Presbytery.

9. Concur with the request of the Congregation of **First, Port Huron**, to close its Associate Pastor position effective February 28, 2015, at 11:59:59 p.m.
10. Designate **Rev. Breanne Ryan** as a Member-at-Large of the Presbytery of Detroit.
11. Approve the extension of the Temporary Supply contract between **Rev. Ruthanne Bourlier** and **Garden City**, effective April 1, 2015, for 3 months. Annualized Terms: 50 hours per week; Salary \$28,000; Housing \$16,000; Social Security \$3,366; Board of Pensions Dues \$15,400; Dental \$444; Travel and Professional Expenses \$6,791; Vacation 1 month including 4 Sundays; Study Leave 2 weeks.
12. Approve the 12-month Temporary Supply contract between **Rev. Edward Dunn** and **Grosse Pointe Woods**, effective April 1, 2015. Terms: 50 hours per week; Salary \$36,000; Housing \$20,500; Deferred Compensation \$3,000; Social Security \$4,552; Board of Pensions Dues \$20,825; Dental \$1,650; Medical Deductible \$440; Professional Expenses \$2,033; Continuing Education \$1,000; Vacation 4 weeks including 4 Sundays; Study Leave 2 weeks including 2 Sundays, which may be accumulated up to 6 weeks over a three year period upon Session action. Pastors in Transition workshop in addition to above. Rev. Dunn is eligible to become the next installed Pastor contingent upon a traditional PNC search and a $\frac{3}{4}$ vote of Presbytery.

The Committee reported the following actions pursuant to the authority given it. It has:

1. Approved the Administrative Commission to Install the **Rev. Sarah Godbehere** to the position of Associate Pastor at **Grosse Pointe Memorial Church** on Sunday, March 1, 2015, at 10:30 a.m., including the Sacrament of the Lord's Supper. Members of the Commission:
 Moderator: Harold Ellis
 Teaching Elders: Rev. Peter Henry, Rev. Susan Monzena;
 Ruling Elders Kathi Johnson (Jefferson Avenue), Kimo Kim (KPCMD).
2. Accepted the resignation of the **Rev. Dr. John Biersdorf** as Stated Supply Pastor of **Point of Vision, Southfield**, effective February 8, 2015.
3. Appointed **Rev. Ken Kaibel** to moderate session at **Point of Vision, Southfield**, effective immediately.
4. Approved the 12-month Interim Pastor contract between **Rev. Dr. Judy Shipman** and **Westminster, Ann Arbor**, effective February 1, 2015. Terms: Full time; Salary \$36,000; Housing \$26,000; Medical supplement \$1,000; Professional expenses \$500; Continuing education \$1,000; Car allowance \$5,500. If car allowance and medical supplement are not used in their entirety, the balance will be paid to Rev. Shipman at the end of the contract. The church will also pay the social security offset of 7.65% and 12% post-retirement dues to the Board of Pensions. Vacation: one month; Study Leave, two weeks. Unused vacation and study leave may be accrued and remunerated at the end of the contract.
5. Approved the 6-month contract between **Nancy Bass** and **Erin, Roseville**, effective February 1, 2015. Terms: Thirteen hours per week. Salary \$12,000 (annualized); Professional expenses \$380. Vacation: four weeks per year, pro-rated over the life of the contract. Study leave, two weeks per year, pro-rated over the life of the contract. Nancy Bass will attend one session of the Pastors on Transition seminar, sponsored by the presbytery. She will request scholarship assistance from the Presbytery, and the church will cover any remaining costs, separate from professional expenses
6. Approved the 3-month Supply Pastor contract between **Rev. Anne Schaefer** and **First, Howell**, effective January 19, 2015. Terms: 25 hours/week; Salary \$3,937.50; Housing

- \$2,937.50. Vacation of one month and study leave of two weeks per year, pro-rated over the life of the contract.
7. Approved the 12-month Stated Supply contract between **Rev. Raphael Francis** and **Trinity, Detroit**, effective September 1, 2014. Annual Terms: 20 hours per week; Salary and Housing \$24,000; Board of Pensions Dues \$2,880; Social Security \$1,836; Professional Expenses \$700; Continuing Education \$580; Spouse Medical \$360; Vacation 4 weeks including 4 Sundays; Study Leave 2 weeks including 2 Sundays.
 8. Approved the 12-month Parish Associate contract between **Rev. Elizabeth Rice** and **First, Royal Oak**, effective January 1, 2015. Annual Terms: 10 hours per week; Salary \$8,651.12; Social Security \$661.81; Travel reimbursed by voucher at IRS rate.
 9. Approved the 3-month extension of the Interim Pastor contract between **Rev. Neeta Nichols** and **Cherry Hill, Dearborn**, effective March 1, 2015. Annualized Terms: 50 hours per week; Salary \$24,000; Housing \$24,000; Annuity \$9,000; Social Security \$4,360; Board of Pensions Dues \$18,810; Medical Deductible \$570; Dental \$331; Travel \$1,200; Continuing Education \$2,156; Vacation five weeks including five Sundays; Study Leave two weeks.
 10. Approved the Temporary Supply contract between **Rev. Jill Mills** and **New Life, Sterling Heights**, effective December 1, 2014, for 12 months. Annual Terms: 40 hours per week; Salary \$10,175; Housing \$38,000; Social Security \$3,685; Contribution to PC(USA) Retirement Savings Plan \$5,500; Contribution to Health Savings Account \$6,500; Travel and Professional Expenses \$3,000; Continuing Education (including Company of New Pastors) \$3,000; Vacation 1 month including 4 Sundays; Study Leave 2 weeks.
 11. Approved the Interim Pastor contract between **Rev. Dr. Elizabeth Downs** and **Kirk of Our Savior, Westland**, effective November 18, 2014, for 12 months. Annual Terms: 40 hours per week; Salary \$7,711; Housing \$17,375; 403(b) \$20,000; Social Security \$3,449; Professional Expenses \$2,100; Vacation 5 weeks including 5 Sundays; Study Leave 2 weeks.
 12. Approved the 12-month Parish Associate contract renewals between **First, Birmingham** and the following pastors, effective January 1, 2015. No remuneration.
 - Rev. Julie Madden**
 - Rev. Dr. Ernest Krug**
 - Rev. Dr. Kate Thoresen**
 - Rev. Dr. Henry Borchardt**
 13. Approved the Parish Associate contract between **Rev. Dr. Roxie Davis** and **St. Thomas, Shelby Twp.**, effective December 31, 2014, for 12 months. Remuneration: Presbytery's recommended honorarium for pulpit supply; Mileage reimbursement at IRS rate.
 14. Approved with regret, the severance agreement between **Rev. Breanne Ryan** and **Port Huron**, effective February 28, 2015. See attached for terms.

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

1. Approved the request from **Rev. Sarah Linn** to attend interim training offered by the Synod of Lincoln Trails.
2. Approved the request from **Rev. Jill Mills** to take Interim Training Week 2.
3. Approved the request from **Rev. Ruthanne Bourlier** to take Interim Training Week 2.
4. Approved adding **Rev. Diane Oswald** to the Pulpit Supply list.
5. Co-opted **Dixie Elam** for the purpose of working with Rev. Judith McMillan and Troy First.
6. Approved the Sabbatical plan of **Rev. Judi McMillan**, Pastor of First, Troy.

7. Asked the Pastoral Response Team to review Section II-B “Presumed Consent” of the Presbytery of Detroit Sexual Misconduct Policy and to consider changing it to allow for flexibility.
8. In accordance with Presbytery Policy P-6, the Committee on Ministry declared vacant the position of Rev. David Bleivik on the Committee on Ministry, Class of 2015, based on three consecutive unexcused absences, and referred the vacancy to the Committee on Nominations.
9. Granted permission for **Cherry Hill, Dearborn**, to call a congregational meeting on April 12, 2015, for the purpose of extending a call to a Pastor.
10. Rescinded the action taken on January 8, 2015, and reported to the Presbytery on January 27, 2015: *Approved a one-year suspension of the Book of Order requirement for the election of elders at St. John’s, Detroit, providing a “year of trust-building and relationship building.”*

Explanation: First, the request came from the Session instead of the Congregation. Second, the Committee on Ministry does not have authority to act on behalf of the Presbytery in this matter. The Congregation is now being asked whether it wants to make this request for an exemption in accordance with G-2.0404. If it does, the Committee on Ministry will bring the request to the Presbytery.

The Committee reported the following, which are appended to the minutes:

1. Severance agreement between Rev. Breanne Ryan and First, Port Huron.
2. “Plan for Repentance and Restoration” for Ronald Vanderbeek. Teaching Elder (previously distributed with January 2015 COM Report to Presbytery).
3. Nancy Bass’ Statement of Faith

TREASURER: Timothy Ngare

Timothy Ngare reported. His reports are appended to the minutes.

STATED CLERK: Elder Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of January 27, 2015.
2. Approve and append to the minutes the report of the following Commission:
Installation of Marianne Grano as the pastor of Starr Presbyterian Church.
3. Approve the following 2014 Annual Report to the General Assembly:

Ministers on Roll (Retired and active) 12/31/13	228
Died	1
Dismissed to other Presbyteries	4
Dismissed to other denominations	1
Other removals (administrative)	1
Total Losses:	7
Received from other Presbyteries	6
Ordained	4
Received from other denominations	4
Total Gains:	10

Ministers on Roll (Retired and active) 12/31/14: 231

	Churches	Membership
Number of churches		
12/31/13	81	25,573
Dissolved:	1	
12/31/2014	80	24,636
Membership change		-937

4. Approve the 2015-16 Elder Equalization. The equalization is appended to the minutes.

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

1. TRANSFER COMPLETED

From the Presbytery of Detroit:

Stuart Ritter to Philadelphia Presbytery.

2. At the last meeting, I cited the wrong provision of the Book of Order relating to the vote required to waive taking ordination exams for ministers who have been ordained in a Reformed Church with Presbyterian polity for longer than 5 years. My error caused considerable confusion, and I apologize to the Presbytery. I was corrected by one of the commissioners. I am deeply grateful for her bringing me to the proper citation.

COMMUNICATIONS

1. In the case of Session of Garden City of the Presbytery of Detroit, Presbytery has filed its answer. The Presbytery Answer is appended to the minutes.
2. The Synod Permanent Judicial Commission Moderator and Clerk have delivered the preliminary judgment in the Case of the Session of Garden City v. the Presbytery of Detroit. They have dismissed the case because the Synod Permanent Judicial Commission lacks the jurisdiction to take it up, and because the complaint does not state a claim for which relief can be granted. The order is appended to the minutes.
3. We have scanned the minutes of the Presbytery that we have on hand here in preparation for sending them to the Historical Association. They go back to 1940. They are available on the web site under Presbytery Minutes, Archived Minutes beginning 1940, April 15.

WE GAVE THANKS TO GOD

Presbytery shared joys, concerns, thanksgivings and petitions,

WE WENT OUT IN GOD'S NAME

Upon motion, the Presbytery adjourned with prayer, a charge, and a benediction at 12:39 p.m.

The next meeting of the Presbytery will be Tuesday, June 23, 2015 at the Korean Presbyterian Church of Metro Detroit

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Letter of apology to the Session of the Korean Presbyterian Church of
Metro Detroit and the Rev Gwangwo Ju
Committee on Preparation for Ministry Revision to its policies, Sect 4,
Miscellaneous Policies, 4.1 Financial Aid
Report of the Macomb Administrative Commission
Committee on Ministry appendices:
Severance Agreement with Breanne Ryan and Port Huron First
Plan for Repentance and Restoration for Ronald Vanderbeek
Nancy Bass' Statement of Faith
Treasurer's Report
Installation report for Marianne Grano
Equalization of Ruling Elders
Presbytery answer in the case *Garden City v. the Presbytery of Detroit*.
Order on the case *Garden City v. the Presbytery of Detroit*

ATTACHMENT ONE: THE ROLL

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR March 21, 2015

CHURCHES:	Of 80 churches, 51 were represented and 29 were not.
COMMISSIONERS:	Of 153 eligible commissioners, 84 enrolled, and 69 did not.
OTHER RULING ELDERS (Officers, Members of Council)::	
	Of 12 total, 8 were present, of whom 3 counted as commissioners, leaving 5 as the unduplicated count: 0 excused, and 4 absent.
TEACHING ELDERS:	
	Of the 146 non-retired teaching elders on the combined rolls of active members and members-at-large, 59 were present, 29 were excused, and 58 were absent.
	Of the 89 retired teaching elders on the rolls, 11 were present and 78 were excused.
COMMISSIONED LAY PASTORS AND	Of the 4 serving Commissioned Ruling Elders on the rolls, 2 were present, 0 excused, 2 absent

CERTIFIED EDUCATORS:

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

SUMMARY

VOTING MEMBERS PRESENT

84 Elder Commissioners
 + 5 Other Ruling Elders
 + 59 Non-retired teaching elders
 + 11 Retired teaching elders
 = 2 Commissioned Ruling Elders.
 = 0 Certified Christian Educators.
 = 161 Voting members present.

OTHERS PRESENT

4 Non-voting attendees
 1 Corresponding members

ATTENDANCE TEACHING ELDERS AND RULING ELDER MEMBERS

A. RULING ELDER MEMBERS ON CABINET

P BARCONEY, CHARON
 P ELLIS, HAROLD, PM
 A FAIR, DEBORAH
 P LATIMORE, ROSY
 P LOCKARD, JOAN
 A MACKIE, KATE
 P MORGAN, DON
 C NGARE, TIMOTHY
 C NICHOLLS, SANDRA
 A SADLER, CHUCK
 A SEABROOKS, DOROTHY, PM
 C STARYNCHAK, MICHAEL

B. TEACHING ELDERS

A ADAMS, WILLIAM L III
 P AGNEW, ROBERT
 P ALLEN, ROBERT
 A ANDERSON, BRYANT
 P ANDERSON, LINDA
 A ANDERSON, LINDSEY
 A AUE, CRAIG
 P AUSTIN, MARY
 P BAHR-JONES, MARY
 P BLAIKIE, DOUGLAS
 P BLAIR, JOANNE
 A BLEIVIK, DAVID
 E BOHN, CHRISTINE
 A BOLT, KENNETH
 P BOURLIER, RUTHANNE
 A BOUSQUETTE, PAUL
 P BRYDON, TROY
 A CAMPBELL, DOUGLAS
 A CAMPBELL, EMILY
 A CARL, STEPHEN
 P CASTEEL, PEGGY
 E CHOI, SEUNG KOO
 P CHUNG, ISAAC
 P CLARK, JENNIFER
 P CLARK, STEVEN
 A COCHRAN, LINDA
 E CONRAD, LINDSAY
 P COZIER, CLINTON
 A DE ORIO, ANTHONY
 P DELANEY, BETH
 P DELEZENNE, JULIE

E DENNIS, WARREN
 A DOWNS, ELIZABETH
 A DOYLE-HOHF, KATHLEEN
 P DUNN, JOANNA
 E DYKSTRA, CRAIG R.
 P FAILE, JAMES
 E FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 A FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 E GEAR, JAMES
 A GEISELMAN, KEITH
 A GODBEHERE, SARAH
 A GRANO, MARIANNE
 P GROSCH, ADAM
 A HANNA, RAAFAT
 E HARRIS, R. JOHN
 E HARTLEY, THOMAS
 P HAYES, FRANCES
 A HEATON, DAN
 P HENDERSON, RICHARD
 P HENRY, PETER J. M.
 P HILDEBRANDT, KARA
 P HORLOCKER, MICHEL
 E JAMES, MICHELLE
 P JAMES, THOMAS
 E JOHNSON, KEVIN
 P JU, GWANGWOO
 P JUDSON, JOHN
 P KAIBEL, KENNETH
 E KELSEY, LAURA
 A KIDDER, ANNEMARIE
 A KIM, MIN SOON
 E KIM, Y. MONCH
 E KIM, YOUNGCHUL
 A KLINGER, JAMIE
 P KOSTER, EDWARD H.
 P KRUG, ERNEST
 A LEE, ESTHER
 P LINN, SARAH
 A MABEE, CHARLES
 A MADDEN, JULIE
 A MARKS, JULIE
 A McCLOSKEY-TURNER, CATHARINE
 E McGOWAN, EVANS
 P McMILLAN, JUDITH

A McRAE, BARBARA
 P MEANS, MATTHEW
 P MEILANDS, PAMELA
 A MICHALEK, DANIEL
 P MILLER, J. SCOTT
 P MILLS, JILL
 A MISHLER, JOHN
 A MONNETT, JAMES
 A MOOK, SHARON
 A MOON, SUNG-JOON
 E MOORE, PETER
 P MORGAN, AMY
 P MORGAN, JOANNE
 A MOZENA, SUSAN
 P NICHOLS, NEETA
 A NUSS, STEVEN
 P OBERG, ARTHUR
 A OSWALD, DIANE
 A OUELLETTE, EMMA
 A PARKER, OPELTON
 A PAVELKO, JOHN H.
 P PICKRELL, BROOKE
 A PIECUCH, KEVIN
 A PITTMAN, JASON
 A PITTMAN, KELLY
 P PORTER, JAMES
 A PORTICE, GEORGE
 E PRENTICE-HYERS, MARY ELIZABETH
 E PRIEST, TOM
 P PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 P RICE, THOMAS
 E RIEGEL, KRISTIN
 A RIKE, JENNIFER
 P RODAWLA, LALDINPUIN
 P ROEDERER, RENEE
 A ROGERS, MELISSA ANNE
 E RYAN, BREANNE
 P SANDERFORD, JOHN
 P SCHAEFER, ANNE N.
 E SHELDON, ROBERT
 E SHIH, SHENG-TO
 A SHINN, DAVID
 P SHRIVER, KELLY
 E SIAS-LEE, LAURA
 E SIMONS, SCOTT W.

P SKIMINS, JAMES
 E SMITH, BRYAN DEAN
 P SMITH, PETER C.
 E SOEHL, HOWARD
 A SOHN, YO SUP
 A SOMMERS, CHARLOTTE
 P STUNKEL, KAREN
 A STUNKEL, PAUL
 P SWARTZEL, BARBARA G.
 A TAN, HOTEK
 E TATE, CAROL ANN
 P THOMAS, CHRISTOPHER
 E THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 A WHITLOCK, KELLIE
 P WILHELMI, MARJORIE
 A WOO, BYEONGJIN
 E WRZESZCZ, JENNIFER PARKER
 P YU, SEUNG WON
 P ZURAKOWSKI, GREGORY

C. RETIRED TEACHING ELDERS

E AARON, ESTELLE
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E ANDREWS, DOYLL
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BOEVE, PETER
 E BORCHARDT, HENRY
 P BROWNLEE, RICHARD
 E BYARS, RONALD
 E CAMPBELL, VERN
 E CAPPS, HARRY
 P CARLE, NANCY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 E CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 P COWLING, NEIL D.

E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DAVIS, ROXIE ANN
 P DAVIS, WILLIAM
 P DENTON, GRETCHEN
 E DOWNTON, DAVID
 E DUNCAN, THOMAS
 E DUNIFON, WILLIAM
 E ELE, HERSCHEL
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEPFORD, WILLIAM G.
 E GERE, BREWSTER
 E GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HATCHER, RUFUS
 E HEINRICHS, THOMSON
 P HELMKE, BEN
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 E McINTYRE, DEWITT
 E MELROSE, SUE ELLIS
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 E OLIVER, GARY
 E ORR, ROBERT C.
 E OWEN, DAVID
 P OXTOBY, THOMAS
 E PETERS, RICHARD
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E PRITCHARD, NORMAN
 E PROVOST, KEITH
 E PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.

E ROBERTSON, ANN
 E ROBERTSON, WILLIAM
 E RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 P SHIPMAN, JUDY
 E SMALLEY, DIANE
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E THORESEN, KATHRYN R.
 E WINGROVE, WILLIAM N
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E YUE, MYUNG JA
 P ZAMBON, WILLIAM
 E ZIEGLER, JACK T.

D. STAFF & OTHERS

P GRANT, RICHARD
 E HIGGINS, JOANNE
 P JENSEN, SANDRA
 P LLOYD, MARY
 P PICCOLO, ANTHONY

E. CERT. ASSOC. CHRISTIAN ED.

A PRICE, LAURA

F. COMMISSIONED RULING ELDERS

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

H. PAST RULING ELDER

MODERATORS NOT ON CABINET

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

G. CORRESPONDING MEMBERS

DUNN, EDWARD
 BOISE PRESBYTERY

ATTENDANCE CHURCHES AND COMMISSIONERS

ALLEN PARK, Allen Park

1 NOT REPRESENTED
 2
 3

ANN ARBOR, Calvary

1 NOT REPRESENTED

ANN ARBOR, First

1 RUTH BARNARD
 2 BEN VAN TUYL
 3 LUCIE AUDETTE

4

5

ANN ARBOR, Northside

1 BRIAN EVELY

ANN ARBOR, Westminster

1 NED SIMPSON
 2 KATHERINE SIMPSON
 3 DAVE WRIGHT

AUBURN HILLS, Auburn Hills

1 NOT REPRESENTED

BELLEVILLE, Belleville

1 NOT REPRESENTED

BERKLEY, Greenfield

1 STACY PETERSON

BEVERLY HILLS, Northbrook

1 TRACEY WATT
 2 JUDIE MURDOCK
 3 MICHAEL BAUHOF

BIRMINGHAM, First

1 SANDRA NICHOLLS
 2 DICK JUDY
 3 JOAN PALLESCHI

BLOOMFIELD HILLS, Kirk/Hills

1 DORIS HOLT
 2 TOM HOLT
 3 R. IRWIN
 4 NANCY LAU

5

BRIGHTON, First

1 JAN BYRON
 2 ALICE RODERICH
 3

CANTON, Geneva

1 MICHAEL GAUBATZ

CLARKSTON, Sashabaw

1 NOT REPRESENTED

DEARBORN, Cherry Hill

1 PAMELA HELL??P??STH

DEARBORN, First

1 NOT REPRESENTED
 2
 3

DEARBORN, Littlefield

1 ROBERT STEAD

DEARBORN HGTS, St. Andrew's

1 NOT REPRESENTED

DETROIT, Broadstreet

1 NOT REPRESENTED

2

DETROIT, Calvary

1 TIMOTHY N. NGARE

2

DETROIT, Calvin East

1 NOT REPRESENTED

2

DETROIT, First

1 NOT REPRESENTED

DETROIT, Fort Street

1 RANDY COMMISSARIS

DETROIT, Gratiot Avenue

1 MARYANN BRANTLEY

2

DETROIT, Hope

1 DARYL TAYLOR

2 STEFANIE LEWIS

DETROIT, Jefferson Avenue

1 VICKY COLWELL

2 HOWARD RILEY

3

DETROIT, St. John's

1 NOT REPRESENTED

2

DETROIT, Trinity Community

1 NOT REPRESENTED

2

DETROIT, Trumbull Avenue

1 MARTHA SINGLEY

2

DETROIT, Westminster

1 MARGARET WHITEHEAD

2 JANN PALMER

3

4

FARMINGTON, First

1 TOM NEAL

2 LESLIE MOYNA

3 MATT MATAYA

FERNDALE, Drayton Avenue

1 KEN SEAWELL

FORT GRATIOT, Lakeshore

1 DWANE TABOR

GARDEN CITY, Garden City

1 GAIL MAIN

GROSSE ILE, Grosse Ile

1 KATHI RITO

2 ILONA MACEK

3

GROSSE POINTE, Memorial

1 RUTH AZAR

2 HOWARD HILL

3 MARY LLOYD

GROSSE PTE WOODS, Woods

1 SANDY FULLERTON

HIGHLAND PARK, Park United

1 NOT REPRESENTED

2

HOWELL, First

1 DAWAIN RIEBOW

2 DAVE AHLQUIST

3 KAITLYN BLOOM

LINCOLN PARK, Lincoln Park

1 CHRIS GRUNDY

LIVONIA, Rosedale Gardens

1 DYCHE ANDERSON

2 JANINE UHELSKI

3

LIVONIA, St. Paul's

1 NOT REPRESENTED

LIVONIA, St. Timothy's

1 RAY GREEN

MILAN, Peoples

1 NOT REPRESENTED

MILFORD, Milford

1 DEB McGRATH

2 MARLENE NEFF

3 JUDY BOGACKI

MT. CLEMENS, First

1 ROZELLA RUNNELS

2 PATRICIA LANGE

3

NORTHVILLE, First

1 CAROL MAISE

2 DIANE LAHIFF

3

NOVI, Faith Community

1 JOE KOFTA

2 HARRIET KOFTA

ORCHARD LAKE, Community

1 MICHAEL STARYNCHAK

2

3

PLYMOUTH, First

1 TAMI RAGER

2 MATT MAGINLEY

3 MIKE BALNAVES

PONTIAC, First

1 TOM DUFFIELD

PONTIAC, Joslyn Avenue

1 NOT REPRESENTED

PORT HURON, First

1 MATT LOZEN

2

3

REDFORD, St. James

1 NOT REPRESENTED

ROCHESTER, University

1 DOUG DENTON

2

3

ROSEVILLE, Erin

1 KEVIN SMITH

ROYAL OAK, First

1 JULIE MATTHEWS

2

3

ROYAL OAK, Starr

1 NOT REPRESENTED

SALINE, First

1 KAREN COLLINS

2

SHELBY TWP., St. Thomas

1 NOT REPRESENTED

2

3

SOUTH LYON, First

1 ANN CLIFTON

SOUTHFIELD, Covenant

1 BARBARA SMITH

SOUTHFIELD, Korean

1 SUNG YANG

2 JYUNG KIM

3 JAEHO CHO

4

SOUTHFIELD, New Hope

1 NOT REPRESENTED

2

SOUTHFIELD, Point of Vision

1 NOT REPRESENTED

ST. CLAIR SHORES, Heritage

1 NOT REPRESENTED

ST. CLAIR SHORES, Lake Shore

1 NOT REPRESENTED

2

3

STERLING HGTS, New Life

1 DAVID KONIKSUA

2 JEFF TURNER

TAYLOR, Southminster

1 PHYLLIS HUNT

TROY, First

1 NOT REPRESENTED

TROY, Korean First

1 NOT REPRESENTED

2

TROY, Northminster

1 JAMES HOOGSTRA

WALLED LAKE, Crossroads

1 NOT REPRESENTED

WARREN, Celtic Cross

1 ILLEGIBLE

WARREN, First

1 AARON CROWTON

WATERFORD, Community

1 CINDY BAIRD

2

WESTLAND, Kirk of Our Savior

1 DAVID GARCIA

WHITE LAKE, White Lake

1 NOT REPRESENTED

WYANDOTTE, Wyandotte

1 NOT REPRESENTED

YPSILANTI, First

1 NOT REPRESENTED

March 21, 2015

Reverend Seung Won Yu, Pastor
Reverend Gwangwoo Ju, Associate Pastor
Session
Korean Presbyterian Church of Metro Detroit
27075 W. 9 Mile Road
Southfield Road, Michigan 48033-3463

Dear Session, Pastor, and Associate Pastor

Please accept our deepest apologies for the confusion and embarrassment we caused regarding Rev. Gwangwoo Ju's examination and transfer of membership at the January 27, 2015 meeting of the Presbytery of Detroit.

This situation was caused by a miscommunication between Presbytery's Committee on Ministry and the Committee on Preparation. Rev. Ju was not at fault. Neither was the Session or the Korean Presbyterian Church at fault. There was no attempt to circumvent any policies or procedures by Rev. Ju or the Korean Presbyterian Church. Rev. Ju had faithfully completely all that was required of him. He was prepared to be examined and ready to be enrolled as Teaching Elder in the Presbytery of Detroit. We are very sad that our mistake prevented that from happening.

If there is any good to come from this unfortunate experience, it is that we have taken steps to make sure something like this never happens again.

Again, we apologize to Rev. Seung Won Yu, Rev. Gwangwoo Ju, the Session and members of the Korean Presbyterian Church for causing you so much dismay and placing all in uncomfortable circumstances.

We look forward to Rev. Ju's examination and enrollment at the March 21, 2015 meeting of the Presbytery of Detroit.

Faithfully,

Philip J. Reed
Chair, Committee on Ministry

Matthew Means
Chair, Committee on Preparation for Ministry

Section 4. Miscellaneous Policies**4.1. Financial Aid**

4.1.1. Premise

The Presbytery of Detroit, through its Committee on Preparation for Ministry², reviews the financial well-being of those individuals under the care of the presbytery in their preparation for ordination as ~~ministers of Word and Sacrament~~ Teaching Elders.

The committee sees its role as two-fold. First, the committee has a responsibility to guide inquirers and candidates in understanding acceptable rates of indebtedness and realistic level of repayment on a pastor's starting salary. Second, the committee has a responsibility to assist candidates and inquirers in locating sources of financial aid within acceptable indebtedness levels.

4.1.2. Total Educational Debt

The Committee on Preparation for Ministry suggests that \$50,000 is the maximum reasonable level of educational indebtedness. (The committee defines total educational indebtedness as the total of all outstanding debt. from undergraduate, graduate and post-graduate studies.)

The committee urges inquirers and candidates to be careful about the amount of educational debt incurred, and realistic in their expectation of their future financial ability to repay that indebtedness.

4.1.3. ~~Presbytery Theological Scholarship Fund~~ Availability of Funds

The presbytery of Detroit has limited funds available to students under the care of the Committee on Preparation for Ministry. Although both inquirers and candidates may apply for tuition and/or expense reimbursement, requests from candidates will receive priority.

4.1.4. Tuition - Presbytery Theological Scholarship Fund

The Presbytery, through the Committee on Preparation for Ministry, administers a Theological Scholarship Fund. Funding for this scholarship fund comes from offerings collected at each ordination or installation service conducted by the presbytery. All inquirers and candidates under care of the Presbytery are eligible to apply for tuition assistance. Applicants for scholarships from the Presbytery must adhere to the process described in 4.1.6 below.

4.1.5. Expenses – Presbytery of Detroit Operating Budget

The Presbytery of Detroit's annual operating budget for the Committee on Preparation for Ministry contains specific accounts where living and travel costs can be expensed. Unlike the Presbytery Theological Scholarship Fund mentioned above, the annual operating budget is funded each year on the basis of anticipated expenses. If an inquirer or candidate expresses a need for educational expense reimbursement in a subsequent year, the Committee on Preparation for Ministry must decide whether or not to reimburse those expenses and then budget for the specific amounts needed. If a request is received for a current year, the amount of money remaining in the budget will limit the amount that can be reimbursed.

4.1.6. Graduate and Professional Financial Aid for Students Form A

4.1.4. All applicants for financial aid will furnish the Committee on Preparation for Ministry with a current GAPFAS (Graduate and Professional Financial Aid for Students) form. This document varies from seminary to seminary and should be available through the financial aid office.

4.1.7. Form 1C – Financial Planning

~~4.1.5.~~ The request for financial aid must be accompanied by a detailed accounting of anticipated income and expenses on Form 1C – Financial Planning. This accounting should include all income sources, -self, family, church, seminary, denomination and any other financial assistance the individual will receive (or anticipates receiving). Expenses should be specific, e.g. tuition, room, board, books, supplies, etc.

4.1.8. Verification

The presbytery will only consider requests for assistance after verification has been provided that the individual has applied for assistance from the sources listed in 4.1.7 above.

4.1.9. Non-Degree Coursework

From time to time the Committee on Preparation for Ministry may receive a request from an inquirer or candidate to reimburse tuition and/or expenses related to non-degree coursework it has specifically requested. Based on the merits of each request, the Committee on Preparation for Ministry will determine whether it will deny, share or totally reimburse these costs.

~~4.1.6.~~

Administrative Commission, Church of the Covenant
Final Report to Presbytery of Detroit
May 26, 2015

This is the final report of the Administrative Commission on Church of the Covenant (“AC”) concerning its activities. The AC consisted of Rev. James Porter, chair, Rev. Lou Prues and Elder Beth Baergen.

The AC met with the Session of Church of the Covenant (“COTC”) and various members of COTC on May 13, 2014 to determine the will of the congregation about closing the church. Congregational members were also invited to attend after the Session meeting to speak with the AC. It was clear to the AC that the Session and church members were resolved on closing the church and moving to other worshipping bodies. No one indicated a desire to continue the church as P.C.(U.S.A.) congregation in that location.

The AC consulted with the chair of Presbytery’s New Church Development Ministry Team, the Executive Presbyter of the Presbytery of Detroit, the pastors of First Church Mt. Clemens, and St. Thomas Church (Shelby Township), and the former pastors of First Church, Mt. Clemens. No strategic need or plan for preserving a congregation at that location or in that area was revealed.

The AC met with Jason Huff, former pastor of COTC, who indicated that he felt called to begin a New Church Development with the Evangelical Presbyterian Church. He had already begun that process with the EPC. The AC advised the Committee on Ministry that it believed it was in the best interest of POD to transfer Rev. Huff to EPC. This was done.

The AC determined that there was no interest within the Presbytery in keeping this congregation given the location and the closeness of Mt. Clemens First to the east of the location, St. Thomas (Shelby Township) to the west, and New Life Church (Utica/Clinton Twp.) to the south. Various former COTC church members stated to the AC that the current location was not conducive to church growth. The AC found no desire in the remaining PCUSA members of COTC to continue the church, and found no strategic plan or desire in the Presbytery to continue a congregation in this location.

The AC concurred with COTC in closing the church. The last Sunday of worship was June 1, 2014. Rev. Jim Porter, as chair of the AC, forwarded a letter expressing regret over the closing of the church, but also celebrating the years of ministry to the congregation, asking that the letter be read at the closing worship.

The AC received keys to the property, re-keyed the exterior doors of the property, and received the financial accounts of COTC.

Monies retained by COTC at closing were transferred to Presbytery of Detroit, as were bills. Payments have been handled by Presbytery of Detroit

The AC recommended to POD’s Trustees that the real property be listed for sale. Trustees did so, and the real property and all building contents sold in January 2015.

Administrative Commission, Church of the Covenant
Final Report to Presbytery of Detroit
May 26, 2015

The AC reviewed all paperwork filed at COTC, and delivered the minutes and registers of COTC to the Stated Clerk of the Presbytery. All financial documents (check registers, employee records, and the like) were transferred to POD as well. All other paperwork with names and addresses of former parishioners were shredded.

In light of the above report, the members of the AC respectfully request dissolution of the AC.

Respectfully submitted,

Rev. James Porter

Rev. Lou Prues

Elder Beth Baergen

Administrative Commission, Church of the Covenant
Final Report to Presbytery of Detroit
May 26, 2015

May 28, 2014

To Rev. Jason Huff and All of the Members and Friends of the Church of the Covenant,

It is with deep sadness that we recognize the closing of the Church of the Covenant. Unfortunately, things did not go as any of us had hoped or planned for this congregation and community. For this, we are deeply sorry. Yet, we acknowledge that God is at work still. We give thanks to God for the gift of this congregation, for the good and effective ministries that have been accomplished over the years, and for the lives that have been transformed through the love and grace of our Lord Jesus Christ.

We want you to know that we continue to lift you up in our prayers and pray for God's blessing to be upon all of you, even though we may be going our separate ways. We still belong to the one body of Christ and will still seek to continue his work and ministry in the world today.

May you continue to walk in the light of God's love, may Christ continue to be lifted up and glorified, and may God's kingdom continue to be built in this community and beyond.

Grace and Peace to you always!

In Christ's Love,

Rev. Jim Porter, Rev. Dr. Lou Prues, and Ms. Elizabeth Baergen

Members of the Administrative Commission for Church of the Covenant, on behalf of the Presbytery of Detroit

COMMITTEE ON MINISTRY APPENDICIES

Attachment 1, Page 1

**Agreement for Termination of Pastoral Position
and Terms of Settlement**

The Session of First Presbyterian Church, Port Huron, recommends to the Congregation the dissolution of the Associate Pastor relationship with the Rev. Breanne Ryan effective February 28, 2015.

The reason for this dissolution is that First Church no longer has the financial resources to maintain a two pastor staff.

The terms of this dissolution are:

- During February 2015, Rev. Ryan will be on Sabbatical Leave with full compensation. (Sabbatical Plan to be developed by Rev. Ryan in consultation Rev. Jason Pittman and the Administration Committee prior to January 31, 2015.)
- From March 1 through July 31, 2015, First Church will pay full salary, housing, social security, pension, medical, dental, and medical deductible to Rev. Ryan per the terms of the current call.
- From August 1 through December 31, 2015, First Church will provide full medical, dental, and medical deductible to Rev. Ryan per the terms of the current call.

Excluded from these dissolution terms are Professional Expenses, Travel Expenses, Study Leave (both accrued time and dollars), and accrued Vacation.

Should Rev. Ryan receive a call to an ecclesiastical position prior to December 31, 2015, the terms of this dissolution agreement shall end with the start date of Rev. Ryan's position.

This agreement was entered into on January 15, 2015.

WAIVERS

In conjunction with the consideration provided by the Dissolution Agreement and release with First Presbyterian Church of Port Huron, MI and the Presbytery of Detroit, dated January 15, 2015, I agree, knowingly and voluntarily, to waive any and all claims that I might have under the Age Discrimination in Employment Act of 1967 against the Church, its employees or agents, occurring on or before the date of this Waiver. I acknowledge that I have been advised to consult with legal counsel prior to executing this Waiver and have been provided up to twenty-one (21) days within which to consider the Waiver. I further understand that I have seven (7) days after the execution of this Waiver in which to revoke the Waiver, subject to the provisions and possible penalties specified in the Agreement for Termination and Settlement.

Also, because of the negotiated settlement received, I hereby agree not to sue First Presbyterian Church and/or its officers, singularly or collectively. I also agree not to sue the Presbytery of Detroit.

Date: _____

Associate Pastor: _____

Attachment 1, Page 2

The following agreement is to be signed by the Clerk of Session on behalf of the congregation:

On behalf of First Presbyterian Church of Port Huron, MI, we agree to any limitations herein stated [none in this document]. And further, in consideration of Rev. Breanne Ryan leaving in peace, we hereby individually and collectively agree not to sue Rev. Ryan

Date: _____

Clerk of Session: _____

Attachment 2. Page 1

Presbytery of Detroit
Committee on Ministry
October 31, 2014

“Plan for Repentance and Restoration”
Ronald Vanderbeek. Teaching Elder

The Book of Order (PCUSA) 2013-2015, the Book of Discipline D-1.000 reminds us, “The purpose of 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; to achieve justice and compassion for all participants involved; to correct or restrain wrongdoing in order to bring members to repentance and restoration; to uphold the dignity of those who have been harmed by disciplinary offenses; to restore the unity of the church by removing the causes of discord and division; and to secure the just speedy, and economical determination of proceedings.”

This is the plan of the Committee on Ministry for the Presbytery of Detroit for the repentance and restoration of Ronald Vanderbeek.

Repentance

1. Mr. Vanderbeek will acknowledge his sexual misconduct and make a voluntary statement of remorse and repentance in writing to the Chair of the Committee on Ministry.
2. The Chair of the Committee on Ministry or representative appointed by the Chair will meet with the current Pastor or Interim Pastor of Garden City Presbyterian Church and Mr. Vanderbeek and discuss an appropriate and reasonable statement of repentance to the Session of Garden City Presbyterian Church.
3. Mr. Vanderbeek will assure the Committee on ministry that he is not presently involved in any action that may be construed as an act of “ordered ministry” as defined in the Book of Order, G-2.0501, “Teaching Elder Defined.”
4. Mr. Vanderbeek will suggest addition ways he may communicate his repentance.

Restoration

1. Mr. Vanderbeek will request Rev. Dr. Robert A. Martin of Samaritan Counseling Center of Southeastern Michigan release a complete report to the Committee on Ministry that details:
 - a. the issues for Mr. Vanderbeek's sexual misconduct and that Mr. Vanderbeek has addressed these issues to the extent that he is highly unlikely to repeat his offenses,

- b. the reasons why Dr. Martin believes Mr. Vanderbeek is no longer at risk to commit sexual misconduct again.

Attachment 2, Page 2

- c. the reasons why Dr. Martin believes Mr. Vanderbeek is fit to return to ordered ministry.
- 2 Mr. Vanderbeek will submit in writing his plan to make sure he will not repeat his offenses.
 - 3 Mr. Vanderbeek will also present a report of his personal, psychological, and spiritual growth since he committed his offenses.
 - 4 Mr Vanderbeek will communicate with the Committee on Ministry to report on his progress in completing this plan. Mr. Vanderbeek will have access to the Committee on Ministry as needed.
 - 5 Mr. Vanderbeek will complete all of the above and turn in all reports to the Committee on Ministry on or before July 19, 2015.

Upon completion of the responsibilities in this agreement and with recommendation from the Committee on Ministry Cabinet, the Committee on Ministry will vote on Mr. Vanderbeek's application for restoration as Teaching Elder.

Failure to complete this plan constitutes a renunciation of jurisdiction from the PCUSA by Mr. Vanderbeek.

The undersigned agree that this Plan is clear, fair and reasonable and accept its terms.

Teaching Elder, Ronald Vanderbeek

Date

Phil Reed, Chair
Committee on Ministry, Presbytery of Detroit

Date

Neeta Nichols, COM Representative

Date

Paul Melrose, Arbiter

Date

THE PRESBYTERY OF DETROIT

An informed Presbytery is a Responsible Presbytery

TREASURER'S REPORT
March 21, 2015

- A. Attachment I is a review of Changes to Net Income Before Net Realized/Unrealized Gain or Loss as reported in the Flash Report (\$101,160 loss vs revised Income of \$139,055). The Summary of Total Revenues and Expenditures shows that the operations had a deficit before one-time infusion of \$240K due to sale of Macomb Church.

- B. Statement of Revenues & Expenditures for year 2014 is Attachment II.

- C. Handling of \$59,565 from COLA. Agreed to follow December 15, 2014 correspondence from Peter Smith, chair of COLA directing the funds be used for the Presbytery 2014 Mission budget.

- D. A survey (Attachment III) requesting information about the Accounting system used by various churches in the Presbytery was attached to the annual Financial Report to Congregations Please encourage responsible parties in your Congregations to respond.

- E. Audit committee – Initial meeting for 2015 is scheduled for March 19,2015, to be chaired by Trustee Martha Blenman

Submitted By: Timothy Ngare 3/11/2015

The Presbytery of Detroit
 Summary Total Revenues and Expenditures Combined Funds
 From 12/1/2014 Through 12/31/2014

	Current Year Actual	Total Budget	Budget Variance	Percent of Budget	
Total Operating Revenues	2,490,481	2,255,200	235,281	10.43	
Total Operating Expenditures	2,611,884	2,255,200	(356,684)	-15.82	
Total Operating Income/loss Before Non-Operating Gain/Loss	(121,403)	0	(121,403)		(1)
Non-Operating Gain/Loss, sale of Macomb etc,	260,458				(2)
Total Net Income after Non- Operating Gain/Loss	139,055				
Net Realized/Unrealized Endowment Gain Or Loss	750,909				
Total Income After Net Realized/Unrealized Gain Or Loss	889,965				
<u>Important Revenue Categories:</u>					
Per Capita	632,071	646,650	(14,580)	-2.25	(3)
Shared Mission	312,656	365,000	(52,344)	-14.34	(3)

(1) Overall fund deficit is mitigated by about \$60K gift/refund by PCUSA/COLA related to General Assembly Meeting outlays.

(2) Of this, \$240K represents a one time capture of losses previously written off for the sale of the Macomb Property. It represents Non-Operating gain.

(3) Per Capita & Shared Mission budget revenues were about 2% and 14% below expectations respectively. We thank all those congregations who made efforts to meet their obligations by years end. The Per Capita amount includes about \$20K capture of unremitted prior amounts by Macomb.

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 12/1/2014 Through 12/31/2014

ATTACHMENT II

REF #	REVENUE	Current Year			Budget
		Actual	Total Budget	Budget Variance	Remaining
1	Mission Revenue				
2	Shared Mission	312,656	365,000	(52,344)	(14.34)%
3	Offerings and Donations	250,589	226,000	24,589	10.88%
4	POD ECO	91,646	135,000	(43,354)	(32.11)%
5	GA & Synod	6,810	45,000	(38,190)	(84.87)%
6	Directed Mission	83,399	30,000	53,399	178.00%
7	General Mission & Designated Projects	151,638	100,000	51,638	51.64%
8	Per Capita	632,071	646,650	(14,580)	(2.25)%
9	Total Mission Revenue	1,528,809	1,547,650	(18,842)	(1.22)%
10	Investments				
11	Endowment Income	763,791	595,000	168,791	28.37%
12	Interest Income & Other Investment	65,238	63,250	1,988	3.14%
13	Total Investments	829,028	658,250	170,779	25.94%
14	Grant Income	123,756	47,300	76,456	161.64%
15	Other Income	8,888	2,000	6,888	344.39%
16	Total Revenues	2,490,481	2,255,200	235,281	10.43%
	EXPENDITURES				
17	Mission Expense				
18	Shared Mission	90,384	93,075	2,691	2.89%
19	Offerings and Donations	244,027	226,000	(18,027)	(7.98)%
20	POD ECO	88,161	135,000	46,839	34.70%
21	GA & Synod ECO	6,810	20,000	13,190	65.95%
22	Directed Mission	16,808	25,000	8,192	32.77%
23	General & Other Mission Expense	317,332	100,000	(217,332)	(217.33)%
24	Per Capita	266,793	273,973	7,180	2.62%
25	Total Mission Expense	1,030,315	873,048	(157,267)	(18.01)%
26	Investment				
27	Endowment Distribution	529,791	299,747	(230,043)	(76.75)%
28	Bank & Investment Fees	93,942	85,100	(8,842)	(10.39)%
29	Total Investment	623,732	384,847	(238,885)	(62.07)%
30	Operating Expenses				
31	Machinery & Maintenance	37,718	31,838	(5,880)	(18.47)%
32	Professional Expense	11,250	14,750	3,500	23.73%
33	Office & Other Expense	22,758	31,188	8,430	27.03%
34	Rent & Security	40,501	40,346	(155)	(0.38)%
35	Insurance & Umbrella Liability	18,837	16,000	(2,837)	(17.73)%
36	Total operatios	131,064	134,122	3,058	2.28
37	Grant Expense	62,191	60,300	(1,891)	(3.14)%
38	Ministry Teams (Committees) Expense	339,567	391,103	51,536	13.18%
39	Administrative Expenses				
40	Salary & Benefits	405,604	391,775	(13,829)	(3.53)%
41	Payroll Taxes	19,410	20,005	595	2.97%
42	Total Admin Expenses	425,014	411,780	(13,234)	(3.21)%
43	Total Expenditures	2,611,884	2,255,200	(356,684)	(15.82)%
44	Net Income before Non Operating gains/losses	(121,403)			
45	Other Expenses (Non operating gains/losses)	(260,458)			
46	Total Income B4 Net	139,055			
47	Net Unrealized/Realized Endowment Gain or Loss	750,909			
48	Total Income After Net	889,965			
	Realized/Unrealized Gain or Loss				

1) Mostly Capture of losses previously written off during the disposition of the Macomb property.

PRESBYTERY OF DETROIT

ANNUAL FINANCIAL REPORT OF CONTRIBUTIONS

BY CONGREGATIONS

FINANCIAL CONFIRMATION

Enclosed for your review is a detailed statement of your Congregation's contributions for the 4th Quarter 2014, and annual contributions for the entire year 2014. Kindly review and confirm that amounts listed on the statement agree with your records. If you notice any discrepancy, please contact the Presbytery Office, Bev Auger (313)345-6550 ext. 209 or email BevA@detroitpresbytery.org for clarification/correction. Please sign, date and return this page affirming your review. Thanks.

FROM: Name of Congregation: _____

TO: Treasurer, Presbytery of Detroit

I have reviewed the annual statement of contributions and found:

No significant discrepancies from our congregational records

Differences (copy attached) that were forwarded to Bev Auger

From name: _____ Title: _____

Contact Phone #: _____

Signed: _____ Date: _____

SURVEY: Information needed to assist Congregations seeking to change financial software or how to set up a foundation.

1) What type of financial Software does your Church/congregation use for maintaining your financial records:

Quick Books for non-profits

Shelby Church Systems

Windows for Churches/

Excel worksheets (manual)

Xero

Other (please explain/list)

NetSuite

2) Does your congregation have a foundation?

Yes, name of Foundation: _____

Not at this time

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 2/1/2015 Through 2/28/2015

2/1/15 through 2/28/15

	Current Period Actual	Current Year Actual	Total Budget	Budget Variance	Percent Total Budget Remaining
Revenues					
Mission Revenue					
Shared Mission	12,812	12,912	355,000	(342,088)	(96.36)%
Offerings and Donations	21,982	32,374	226,000	(193,626)	(85.68)%
POD ECO	1,043	1,747	135,000	(133,253)	(98.71)%
GA & Synod	0	0	45,000	(45,000)	(100.00)%
Directed Mission	0	244	5,000	(4,756)	(95.12)%
General Mission & Designated Projects	3,053	6,988	160,000	(153,012)	(95.63)%
Per Capita	<u>43,827</u>	<u>52,612</u>	<u>633,954</u>	<u>(581,342)</u>	<u>(91.70)%</u>
Total Mission Revenue	<u>82,716</u>	<u>106,877</u>	<u>1,559,954</u>	<u>(1,453,077)</u>	<u>(93.15)%</u>
Investments					
Endowment Income	59,898	111,639	631,000	(519,361)	(82.31)%
Interest Income & Other Investment Income	<u>11</u>	<u>298</u>	<u>62,253</u>	<u>(61,955)</u>	<u>(99.52)%</u>
Total Investments	<u>59,909</u>	<u>111,937</u>	<u>693,253</u>	<u>(581,316)</u>	<u>(83.85)%</u>
Grant Income	6,000	23,800	41,300	(17,500)	(42.37)%
Other Income	<u>6</u>	<u>6</u>	<u>2,000</u>	<u>(1,994)</u>	<u>(99.70)%</u>
Total Revenues	<u>148,631</u>	<u>242,621</u>	<u>2,296,507</u>	<u>(2,053,886)</u>	<u>(89.44)%</u>
Expenditures					
Mission Expense					
Shared Mission	3,403	3,428	71,000	67,572	95.17%
Offerings and Donations	21,481	31,865	226,000	194,135	85.90%
POD ECO	600	1,100	135,000	133,900	99.19%
GA & Synod ECO	0	0	45,000	45,000	100.00%
General & Other Mission Expense	8,462	16,842	160,000	143,158	89.47%
Per Capita	<u>15,095</u>	<u>17,998</u>	<u>263,913</u>	<u>245,915</u>	<u>93.18%</u>
Total Mission Expense	<u>49,040</u>	<u>71,233</u>	<u>900,913</u>	<u>829,680</u>	<u>92.09%</u>
Investment					
Endowment Distribution	27,954	88,957	315,029	226,072	71.76%
Bank & Investment Fees	<u>23,906</u>	<u>24,007</u>	<u>95,300</u>	<u>71,293</u>	<u>74.81%</u>
Total Investment	<u>51,860</u>	<u>112,965</u>	<u>410,329</u>	<u>297,364</u>	<u>72.47%</u>
Machinery & Maintenance	2,746	5,430	32,646	27,216	83.37%
Professional Expense	2,564	2,564	14,750	12,186	82.62%
Office & Other Expense	(3,023)	2,421	32,000	29,579	92.44%
Rent & Security	3,478	6,956	40,346	33,390	82.76%
Insurance & Umbrella Liability	1,441	2,881	14,600	11,719	80.27%
Grant Expense	6,525	18,550	41,300	22,750	55.08%
Ministry Teams (Committees) Expense	(128,919)	34,551	416,319	381,768	91.70%
Administrative Expenses					
Salary & Benefits	30,731	61,940	402,483	340,543	84.61%
Payroll Taxes	<u>1,576</u>	<u>3,194</u>	<u>22,606</u>	<u>19,412</u>	<u>85.87%</u>
Total Administrative Expenses	<u>32,307</u>	<u>65,134</u>	<u>425,089</u>	<u>359,955</u>	<u>84.68%</u>
Total Expenditures	<u>18,019</u>	<u>322,686</u>	<u>2,328,292</u>	<u>2,005,606</u>	<u>86.14%</u>
Total Income Before Net Realized/Unrealized Gain Or Loss	<u>130,612</u>	<u>(80,065)</u>	<u>(31,785)</u>	<u>(48,280)</u>	151.90%
Net Unrealized/Realized Endowment Gain or Loss	<u>447,450</u>	<u>258,957</u>			
Total Income After Net Realized/Unrealized Gain or Loss	<u>578,062</u>	<u>178,893</u>			<u>83.33</u>

ASSETS

1	Cash and Cash Equivalents		1,350,549.50
2	Investment - P.I.L.P		523,899.87
3	Investment Securities		18,481,460.25
4	Notes Receivable		
5	Loan Receivables Presbytery	1,735,424.92	
6	Notes Receivable PCUSA Loans	3,670,593.46	
7	Notes Rec. Synod of Covenant	<u>34,000.48</u>	
8	Total Notes Receivable		5,440,018.86
9			
10	Total Assets		<u>25,795,928.48</u>

11 **LIABILITIES & NET ASSETS**

12	Accounts Payable - Module		42,672.79
13	Note Payable - PCUSA		
14	Note Payable - PCUSA	458,206.69	
15	Note Payable P.I.L.P	<u>2,829,813.65</u>	
16	Total Payable to PCUSA		3,288,020.34
17	Notes Pay.To Synod of Covenant		<u>34,000.48</u>
18	Total Liabilities		<u>3,364,693.61</u>
19	Net Assets/Equity		
20	Unrestricted	5,463,095.16	
21	Temporarily Restricted	2,294,289.47	
22	Permanently Restricted	<u>14,673,850.24</u>	
23	Total Net Assets/Equity		<u>22,431,234.87</u>
24	Total Liabilities and Net Assets/Equity		<u>25,795,928.48</u>

Presbytery of Detroit
Report of the Installation of Marianne Grano.
March 21, 2015

On Sunday morning February 22, 2015 at the 10:30 a.m. service of the Lord's Day at Starr Presbyterian Church in Troy, Michigan the Rev. Marianne Grano was installed as Pastor.

The commissioning team was composed of the following persons:

Mathew Bejin, Grosse Pointe Memorial Church;
Rosy Latimore, First Presbyterian Church of Birmingham;
The Rev. Douglas Carter;
Donald Morgan, Vice-Moderator;
The Rev. Elizabeth Rice, First Presbyterian Church of Royal Oak;
Andy LeCureaux, Chairperson, Pastor Nominating Committee, Starr Presbyterian Church.

Prior to the service commencing the commissioning team meeting occurred opened by prayer of Rev. Rice, moved by Rosy Latimore to install the Rev. Marianne Grano as pastor and accepted without dissent by those present.

During the course of the service I told the congregation that I participated in place of moderator Judy Shipman, who could not attend, but who did send Marianne Judy's tidings of great joy and confidence in Marianne and Judy's prayers of well being for Marianne and the congregation members. Further, the Constitutional Questions were delivered by me to Marianne who responded appropriately and were delivered by Andy LeCureaux to the congregation, the members of which responded appropriately.

The Commission adjourned with prayer at the end of the worship service.

/s Donald Morgan
Moderator

**EQUALIZATION OF ELDER COMMISSIONERS
PRESBYTERY OF DETROIT
April 2015-April 2016**

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 166. I report the number of active ministers this year as 169. I count the number of active ministers as those on the active roll who are resident in the area, plus those on the retired roll who are active in the life of Presbytery. I measured the latter by counting those retired ministers who are on a Presbytery committee, who have a position of some kind in a local congregation, or who attended a meeting last year.

The far-right column represents the number of commissioners a church should elect for the period April 1, 2015 to April 30, 2016. **Commissioners should report this new figure to Session so the proper number will come to the June meeting.**

City	Church	2014 Mbrs	2014- 2015 Elders	2015 Mbrs	Ethnic ?	Elders/ church	Add to Equalize	2015- 2016 Elders
Elder Members			11			10		10
Allen Park	Allen Park	1101	3	981		2	1	3
Ann Arbor	First	1641	5	1658		3	2	5
Ann Arbor	Westminster	310	3	292		1	2	3
Ann Arbor	Northside	53	1	56		1		1
Ann Arbor	Calvary	38	1	37		1		1
Auburn Hills	Auburn Hills	51	1	41		1		1
Belleville	Belleville	79	1	81		1		1
Berkley	Greenfield	219	1	226		1		1
Beverly Hills	Northbrook	353	3	299		1	1	2
Birmingham	First	965	3	889		2	1	3
Bloomfield Hills	Kirk in the Hills	2284	5	2223		4	1	5
Brighton	First	657	3	548		2		2
Canton	Geneva	208	1	207		1		1
Clarkston	Sashabaw	30	1	30		1		1
Dearborn	First	419	3	400		2		2
Dearborn	Cherry Hill	239	1	233		1		1
Dearborn	Littlefield	62	1	58		1		1
Dearborn Hts	St. Andrew's	89	1	84		1		1
Detroit	Jefferson Avenue	488	3	472		2		2
Detroit	Westminster	303	4	296	Y	1	2	3
Detroit	Fort Street	240	1	239		1	1	2
Detroit	Calvary	198	2	192	Y	1	1	2
Detroit	St. John's	153	2	105	Y	1	1	21
Detroit	Trinity Community	95	2	91	Y	1	1	2
Detroit	Hope	86	2	84	Y	1	1	2
Detroit	Broadstreet	69	2	66	Y	1	1	2
Detroit	Calvin (East)	65	2	62	Y	1	1	2
Detroit	Gratiot Avenue	44	2	40	Y	1	1	2
Detroit	Trumbull Avenue	36	2	36	Y	1	1	2
Detroit	First	2	1	2		1		1
Farmington	First	440	3	427		2		2
Ferndale	Drayton Avenue	121	1	120		1		1
Fort Gratiot	Lakeshore	79	1	68		1		1
Garden City	Garden City	146	1	138		1		1
Grosse Ile	Grosse Ile	468	3	453		2		2
Grosse Pointe	Grosse Pte Mem	1,223	3	1214		3	1	4
Grosse Pte Wds	Grosse Pte Woods	232	1	175		1		1
Highland Park	Park United	43	2	43	Y	1	1	2
Howell	First	380	3	374		2		2
Lincoln Park	Lincoln Park	123	1	117		1		1
Livonia	Rosedale Gardens	658	3	617		2	1	3
Livonia	St. Paul's	225	1	199		1		1

City	Church	2014 Mbrs	2014- 2015 Elders	2015 Mbrs	Ethnic ?	Elders/ church	Add to Equalize	2015- 2016 Elders
Livonia	St. Timothy's	168	1	169		1		1
Macomb Cty	Church / Covenant	53	1	0		0		0
Milan	People's	117	1	112		1		1
Milford	Milford	496	3	506		2		2
Mt. Clemens	First	411	3	430		1		1
Northville	First	840	3	849		2	1	3
Novi	Faith Community	300	2	291		1	1	2
Orchard lake	Community	796	3	752		2	1	3
Plymouth	First	1,127	3	1139		3		3
Pontiac	First	164	1	156		1		1
Pontiac	Joslyn Avenue	23	1	21		1		1
Port Huron	First	417	3	415		2		2
Redford	St. James	76	1	73		1		1
Rochester	University	627	3	606		2	1	3
Roseville	Erin	104	1	96		1		1
Royal Oak	First	806	3	776		2	1	3
Royal Oak	Starr	76	1	75		1		1
Royal Oak	Korean First	34	2	34	Y	1	1	2
Royal Oak	Point of Vision	3	1	2		1		1
Saline	First	296	2	297		1	1	2
Shelby Twp	St. Thomas	428	3	413		2		2
South Lyon	First	129	1	127		1		1
Southfield	Korean	781	4	866	Y	2	2	4
Southfield	Covenant	113	1	106		1		1
Southfield	New Hope	87	2	87	Y	1	1	2
St. Clair Shores	Lake Shore	432	3	436		2		2
St. Clair Shores	Heritage	65	1	69		1		1
Sterling Heights	New Life	242	2	240		1	1	2
Taylor	Southminster	153	1	148		1		1
Troy	Northminster	136	1	131		1		1
Troy	First	128	1	115		1		1
Walled Lake	Crossroads	66	1	68		1		1
Warren	Celtic Cross	183	1	193		1		1
Warren	First	141	1	138		1		1
Waterford	Community	247	2	223		1		1
Westland	Kirk of Our Savior	95	1	81		1		1
White Lake	White Lake	135	1	95		1		1
Wyandotte	First	115	1	92		1		1
Ypsilanti	First	248	2	236		1		1
Totals:		25,573	166	24636		117		169

**IN THE PERMANENT JUDICIAL COMMISSION
Of the SYNOD OF THE COVENANT**

**The Session of Garden City Presbyterian Church
1841 Middlebelt Road, Garden City, MI 48135**

Complainant

**v.
The Presbytery of Detroit
Through the Office of the Stated Clerk
3772 Bridle Pass Court, Ann Arbor, MI 48108**

Remedial Case No:

Respondent

**RESPONDENT'S ANSWER,
and
MOTION TO DISMISS**

Brief Statement of Facts

The Presbytery of Detroit chartered the Riverside Presbyterian Church in 2010, with Brenda Jarvis as the organizing pastor. Ms Jarvis was ordained to that position.

The Stated Clerk reports that he was informed on July 7, 2011 that Ms Jarvis had without warning announced to the church that she was resigning and was evicting the church. Ms Jarvis had designed the church as a coffee house church, which required signing a lease. The Trustees of the Presbytery declined to sign a lease, so the Presbytery chartered Riverside Church after waiving the minimum number of members so that the church could incorporate and sign a lease. Apparently Ms Jarvis herself took the lease on the property, thus her ability to evict the church.

The Stated Clerk reported the events immediately to the Committee on Ministry, which began proceedings to assess the situation. The Chairman of the Committee on Ministry determined there were significant irregularities in the operation of the church, and insufficient accounting for funds and equipment that had come to Riverside both before and after chartering, from the General Assembly, Synod of the Covenant, the Presbytery of Detroit, and local churches in the Presbytery.

Ms Jarvis inquired of the Stated Clerk of the requirements for laying aside her ordination on July 16, 2011. (For all communications regarding her desire to set aside her ordination and decision to renounce the jurisdiction of the church, see Attachment 1.) The Stated Clerk relied on the provision for renunciation in the prior form of Government, which was superseded by the current Form of Government on July 10, 2011, and advised the Committee on Ministry that Ms Jarvis could apply to Presbytery for release. The earlier Form of Government said:

G-6.0600 6. Release from the Exercise of Ordained Office

Release from the Exercise of Ordained Office

a. If a minister, elder, or deacon against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing, shall make application to the governing body in which he or she holds membership to be released from the exercise of the ordained office, the governing body, upon granting the release, shall delete that person's name from the appropriate roll. No judgment or failure on the part of the officer is implied in this action.

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

Incorrectly following the superseded Form of Government, the Stated Clerk informed Ms Jarvis that Presbytery had to act on her request. Ms Jarvis sent a letter to the Committee on Ministry dated July 24, 2011 requesting to have her ordination laid aside. The Committee on Ministry declined to do it until it was satisfied that all of the issues raised about accountability of funds and equipment were resolved. Instead, it placed her on the at-large roll of Presbytery.

Ms Jarvis contacted the General Assembly, and she was advised that the new Form of Government said that when she applied, a Presbytery was required to release her (“the Presbytery shall” . . .). She reported her conclusion to the Stated Clerk along with a threat to file a remedial case if the Presbytery did not comply. The Stated Clerk informed the chair of the Committee on Ministry that she could not be prevented from leaving the denomination at that point. He advised the Chairman that if disciplinary charges were filed, she could not be released. The Chair of the Committee on Ministry, after consulting with the Cabinet of the Committee on Ministry, did file charges against Ms. Jarvis on September 8, 2014.

Ms Jarvis submitted a letter on September to the Committee on Ministry on September 7, in which she “renounced her ordination.”

On September 26, 2011, the Stated Clerk contacted Ms Jarvis by email and stated that he had initially misread her letter of September 7 to have been a renunciation of the jurisdiction of the church. As he reviewed her letter later, he realized that his interpretation was incorrect. There

is no such act to renounce ordination, and he so informed her. He asked what she wanted: to lay aside her ordination or renounce jurisdiction. Ms Jarvis said that she wanted to lay aside her ordination. At that point the Stated Clerk informed Ms Jarvis that he had received a disciplinary complaint against her, and that the matter had to be resolved before she could lay aside her ordination. The Stated Clerk also informed her that the only way she could avoid the disciplinary inquiry was by renouncing the jurisdiction.

The Stated Clerk had opened a case on the complaint he had received, 2011-03, on receipt and had begun the process of forming an investigating committee. He had confirmed one member when he received a communication from Ms Jarvis dated October 11, 2011 that she desired to renounce the jurisdiction of the church, at which time he recorded her renunciation with the General Assembly.

In 2014, Ms Jarvis contacted the Stated Clerk of her intent to join Garden City Church and to seek ordination as a teaching elder. The Stated Clerk informed her that the only way she could be ordained as a teaching elder was to go through the candidacy process from the beginning, which process is carried out by the Committee on Preparation for Ministry. He also informed her that he would revive the complaint against her and seek to have it resolved.

Ms Jarvis informed the Stated Clerk that she had joined the Garden City Church on October 22. The Stated Clerk reviewed the Rules of Discipline and found there is no provision in it that covers a case such as this. A disciplinary complaint must be filed with the clerk of the council of membership. The complaint was originally properly filed with the Stated Clerk, who opened the case. When Ms Jarvis joined Garden City Church she came under the jurisdiction of the Session. Since he believed that the matter had to be resolved at the level of original membership, at which level the complaint alleged violations of the constitution, the Stated Clerk decided to appoint a new Presbytery investigating committee to conduct the investigation, and so reported it to the Presbytery in October, 2014. Two members of the IC resigned, and two new members were appointed, which were reported to the January, 2015 meeting of the Presbytery.

The Stated Clerk convened and trained the investigating Committee pursuant to his duties as laid out in his job description and standard procedures. As a part of his training, he did several things beyond what ordinarily happens in such a case. Besides the allegations against Ms Jarvis, he gave the IC the 2012 report of the Riverside Administrative Committee and the responses to that report by the Stated Clerk, the Committee on Ministry, and the New Church Development Committee. (The responses are Attachment 2) He also laid out the jurisdictional issues that are involved: who should investigate, who should try the case if they decided to file charges, and the matter of the statute of limitations. He instructed that these issues were not their responsibility; they needed to be handled by a Permanent Judicial Commission at some level. Their responsibility was to address the complaints solely on the merits. The Stated Clerk also informed them that should they file charges, they had the discretion where to file: the Presbytery's Permanent Judicial Commission or the Session of Garden City.

The Investigating Committee deliberated for several weeks over how it would proceed. A new provision has been added to the Rules of Discipline, D-10.0202(a), which directs an IC to review the allegations to determine whether, if true, they constitute an offense as defined in D-2.0203. The IC reported to the Stated Clerk on January 5, 2015, that they would not proceed to

an investigation pursuant to D-10.2020(a), and he immediately informed counsel for Ms Jarvis. The Stated Clerk reported to the January meeting of the Presbytery of Detroit the following:
 Investigating Committee 2011-3 has reported that it will not proceed with the investigation pursuant to D-10.0202a. The matter is concluded.

Apparently at the request of Ms Jarvis—Mr Gough is her attorney as well as the counsel for Garden City—Garden City filed a remedial complaint against the Presbytery of Detroit “Through the Office of the Stated Clerk” on December 17, 2014

The Presbytery of Detroit answers the complaint as follows:

I. That the Presbytery of Detroit committed an irregularity when an Investigating Committee was appointed by the Presbytery to investigate the complaint 2011-03.

Respondent admits that an investigating committee was appointed. Council denies that constitutes an irregularity.

The Rules of Discipline require that a complaint be submitted to the Council of membership. The complaint was received in 2011 against Brenda Jarvis, then a teaching elder member of the Presbytery of Detroit. Complainant has decided that it could only be investigated by the Session, and declares the Stated Clerk should have referred the charges to the Session of Garden City. The Rules of Discipline are silent on a situation where some rejoins a church after renouncing jurisdiction as a member of Presbytery, so there can be no violation of them.

a. That the Garden City Session has jurisdiction over the complaint since Ms Jarvis had joined that congregation.

Respondent admits that Ms Jarvis is a member of Garden City Church, and that had she been a member of Garden City when the complaint was filed, the Garden City Church would have had complete jurisdiction over the matter.

Respondent denies that it was an irregularity. The decision not to have done so was the decision of the Stated Clerk. The Stated Clerk reports he decided to send it to a Presbytery Investigation rather than the Clerk of the Garden City Session for the following reasons:

1. The complaint was originally received by the Presbytery, and should be handled by the Presbytery;
2. The issues raised in the complaint involve the failure to carry out duties required of a pastor, something beyond the ordinary competence of a Session to investigate;
3. The Investigating Committee itself had the power to file the case with the Session of Garden City if it came to a trial.

Moreover, there is nothing in the Rules of Discipline covering the case of a person who renounces the jurisdiction of the church to avoid standing to disciplinary charges, and then returning to the church under the jurisdiction of a different council.

b. That the appointment of the Investigating Committee was improperly done.

Respondent declares the following:

- After receiving a complaint against an individual, the clerk of the body of membership shall, without further inquiry, refer the matter to an investigating committee. D-10.0101
- The Rules of Discipline state that a council may determine its own method for the formation of investigating committees. D-10.0201(b)
- The Bylaws of the Presbytery of Detroit declare that the Moderator in consultation with the Presbytery Executive and the Stated Clerk, shall appoint investigating committees. Bylaws Article XIII, §2.

The Presbytery of Detroit admits that an investigating committee was formed, but denies that the formation constituted an irregularity. The process strictly followed the requirements of the Rules of Discipline and the Bylaws of the Presbytery of Detroit.

- II. That the Presbytery of Detroit, acting through the Committee on Ministry, committed an irregularity by retaining jurisdiction of allegations and refusing to refer the statement of allegations to the Complainant.

The Presbytery of Detroit denies the allegation for the reason that it is not true. The Committee on Ministry had no involvement in the handling of the complaint.

- III. That the Investigating Committee failed to deliver a copy of the allegations against Brenda Jarvis pursuant to D-10.0202(a).

The Presbytery of Detroit admits that the allegations made against Brenda Jarvis were not delivered to her. The Presbytery of Detroit denies that not sending it to her was an irregularity. The IC was required to determine whether the allegations, if true, constituted an offense under D-2.0203(b). If it finds that there was no offense, it is to end its inquiry and report it to the clerk. If the IC had decided to move forward with an investigation, its first step under D-10.0202(b) would have been to deliver the allegations to Ms Jarvis.

Respondent notes that the IC decided not to proceed with the investigation pursuant to D-10.0202(a) and so notified the Stated Clerk, who reported it to the Presbytery of Detroit on January 27, 2015.

The Presbytery of Detroit respectfully petitions the Permanent Judicial Commission of the Synod to dismiss the claims made as being without merit.

MOTION TO DISMISS FOR LACK OF JURISDICTION AND

FOR FAILING TO STATE A CLAIM UPON WHICH RELIEF CAN BE GRANTED

The Presbytery of Detroit moves the Synod Permanent Judicial Commission to dismiss the complaint for lack of jurisdiction.

1. The Synod of the Covenant has no jurisdiction over the parties or issues. D-6.0305(a)

a. A complaint can be filed only against a council.

The complaint is filed against the Presbytery of Detroit “Through the Office of the Stated Clerk.” It is uncertain what the latter clause is intended to do, but from the tone and narrative, the intent seems to be to make the Stated Clerk’s actions be the irregularity of the Presbytery of Detroit.

In January, 2003, the Session of Westminster Presbyterian Church, Canton, Ohio filed a remedial case against the Moderator and Stated Clerk of the General Assembly, and their offices, for failing to call a special meeting of the General Assembly when petitioned by commissioners pursuant to the Book of Order. 2003, 283, 215-12, *Westminster PC v. OGA et al.* The General Assembly Permanent Judicial Commission dismissed the matter against the Stated Clerk from the beginning because he is not a council. The case did proceed against the Moderator of the General Assembly on the grounds that his duty was effectively to act on behalf of the General Assembly. The Moderator was exonerated after a trial.

The General Assembly in 2004 approved an authoritative interpretation that declares that a moderator of a council may not be named as a respondent in a remedial complaint. 2004, 47, 202, Item 03-18.

The alleged actions done or not done were discretionary acts of the Moderator on the advice of the Stated Clerk. The Synod of the Covenant has no jurisdiction in a remedial case over the actions of either the Moderator or the advice of Stated Clerk..

b. A remedial case can be brought only against an action of a council.

A case cannot be brought against a council unless it is a final action of the council. 2012, 221-01, *Priest v. Pby of Detroit*; 2006, 217-14, 501, *Concord Liberty PC vs OGA, et al.* Complainant alleges no action by the Presbytery of Detroit.

The rule is that a complaint can be filed only against an action of a council. A remedial case cannot be used to bring an action against an officer or an individual. 214-5, 2002. *Wier v. Session, Second PC, Fort Lauderdale, FL.*

c. A remedial case cannot be used to address issues in a disciplinary case.

The Synod Permanent Judicial Commission is not a general board of review. It can take cases only pursuant to its specific authority. 1995, 123, 11.059, *Broad Ave. PC, et al. v. General Assembly Council.* Complainant’s remedial case asks this Commission to address alleged irregularities in a disciplinary case, where there is no jurisdiction given. See also 2002, 339, 214-5, *Wier v. 2nd PC, Ft. Lauderdale.*

d. The matter is moot.

Where a matter has been rendered moot by an action of a council, it cannot be tried. 2006, 217-3, 467, *Pby of Baltimore v. Synod of Mid Atlantic*.

The matter is moot because Investigating Committee 2011-03, after due consideration under D-10.0202(b), declined to proceed to an investigation. When the IC declined to investigate, the complaint was rendered moot, and no further action is necessary.

2. The complaint fails to state any claim upon which relief can be granted. D-6.0305d

The Complainant petitions this Commission to direct the Respondent to refer the complaint to the session of Garden City, and for the Moderator and Stated Clerk to have no further involvement in Complainant's case. The complaint also requests that proof be presented that the Moderator has the authority to appoint an investigating committee.

As to the latter request, which could have been settled by a simple reading of the Rules of Discipline and the Bylaws of the Presbytery rather than by accusations of misconduct against the Stated Clerk, the proofs are laid out in the answer. As to the authority of the Synod of the Covenant to involve itself in any way in the handling of disciplinary complaints through a remedial case, there is simply not a remedy available; the Synod cannot direct in a remedial case how a disciplinary case is conducted

Complainant requests this Commission to direct the Presbytery of Detroit to forward allegations against Ms Jarvis to the Garden City Church. There is a legitimate question of law as to where the jurisdiction of a case where a person renounced jurisdiction to avoid prosecution and returns to the jurisdiction of a church should be tried. There is no provision in the Rules of Discipline determining the procedure. What the petition asks this Commission to do is make a ruling on the proper procedure of handling such a disciplinary case in response to a remedial complaint. The general effect of the complaint and petitions is to ask this Commission to order remedies that are not available in the Constitution for alleged irregularities that are not in the Constitution. To do so would require that this Commission effectively amend the Constitution. No Permanent Judicial Commission has the authority to do that. 2006, 217-7, 475, *Williamson v. Pby of W. North Carolina*.

Finally, the Complainant petitions this Commission to give Brenda Jarvis a copy of the complaint. No relief is available for several reasons. First is that this Commission has no jurisdiction to issue such an order. Second is that there is nothing in the Rules of Discipline that gives Brenda Jarvis the right to see a copy of the complaint against her until an investigating committee begins an investigation. The action protects the complainant from prejudice by the accused, which is resolved if the case is not investigated further. And finally, there is no power to provide Ms Jarvis with the complaint, since it is moot.

WHEREFORE, the Presbytery of Detroit moves this Commission to dismiss the case because this Commission has no jurisdiction over the Moderator and Stated Clerk, no jurisdiction over the subject matter of the complaint, and the case is moot. The Presbytery of Detroit also moves this Commission to dismiss the because there is no allegation made that violates the

Constitution, and the specific remedies sought are beyond the power of this Commission to grant.

Committee of Counsel

February 3, 2015

/s

Residing Elder Donald Morgan

Teaching Elder Douglas Blaikie

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: 'Ed Koster' <ehkoster@aol.com>

Subject: a question

Date: Sat, Jul 16, 2011 7:32 am

Hi Ed,

I need to ask a question, if I wanted to set a side (if that is the right way to say it) my ordination – how would I go about doing that? Would I have to do that in person or does that come from COM?

Thanks,

Brenda

July 29, 2011

Committee on Ministry of the Presbytery of Detroit
Administrative Commission of the Presbytery of Detroit

RE: Setting Aside my Ordination in the Presbyterian Church USA

I am requesting that my ordination in the Presbyterian Church USA be set aside on August 19, 2011, per G 2.0507. August 19 would provide for the required 30 days notice per my contract with Riverside Community Presbyterian Church. As I have completed the contract terms, and they are satisfied, I am expecting any back pay due to me as of the August 19, 2011. As of July 29 the amount due to me is approximately\$ 24,000. Please submit to me, in writing, how the balance will be settled by the August 11, 2011.

Your Sister in Christ,

Brenda Jarvis

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: DIXIE <dixie@mi.rr.com>

Cc: Edward Koster <ehkoster@aol.com>; <allen@detroitpresbytery.org>
<allen@detroitpresbytery.org>; <al_timm@yahoo.com> <al_timm@yahoo.com>

Subject: Re: My request to set aside my ordination

Date: Fri, Aug 26, 2011 5:31 pm

I did several times - and please remember this is what you told me to do (the process you told me to take). Now two clerks have said that I have done what is required and by the BOO the presbytery "shall" receive or whatever it says. According to GA the request was to be moved on and by your own time line well before the COM meeting prior to the august presbytery meeting. I will file a remedial case if this is not repaired, as I understand from GA I have a pretty good cause of action.

Sent from my iPhone

On Aug 26, 2011, at 5:23 PM, "DIXIE" <dixie@mi.rr.com> wrote:

Brenda,

On July 19, 2011 you sent COM OFFICIAL NOTICE as per the terms of your contract dated October 2010 with Riverside Community Church to terminate the contract.

Your OFFICIAL NOTICE to terminate your contract with Riverside Community Church was reported to the Presbytery of Detroit , by COM, at the August 23, 2011, meeting. You were placed At Large as per your request.

Ten days later, July 29, 2011, you REQUESTED that your ordination with the Presbyterian Church USA be set aside. COM did not accept the request.

Please read again the directives from the BOO.

You are in my prayers,

Dixie

----- Original Message -----

From: Brenda Jarvis

To: Edward Koster

Cc: dixie@mi.rr.com ; allen@detroitpresbytery.org ; al_timm@yahoo.com

Sent: Friday, August 26, 2011 4:28 PM

Subject: Re: My request to set aside my ordination

I just got off the phone with Lori from GA she confirmed that the boo says Shall for the presbytery to set aside -she also said that Eds comment about renouncing has the same shall and the comment from Ed that I could renounce but not set aside does not make since. She said the only way to challenge this decision is to file a remedial case against the Presbytery. Please don't make me do this! Please, this is a destructive situation for me and so many, please don't make me have to resort to this!

Sent from my iPhone

On Aug 23, 2011, at 10:55 PM, Edward Koster <ehkoster@aol.com> wrote:

The General Assembly does not dictate how the Presbytery of Detroit may exercise its discretion.

Edward Koster
Stated Clerk, Presbytery of Detroit
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: Edward Koster <ehkoster@aol.com>

Cc: dixie@mi.rr.com <dixie@mi.rr.com>;

allen@detroitpresbytery.org <allen@detroitpresbytery.org>;

al_timm@yahoo.com <al_timm@yahoo.com>

Sent: Tue, Aug 23, 2011 10:51 pm

Subject: Re: My request to set aside my ordination

Interesting that is not what GA say I will get it in writing from them.

Sent from my iPhone

On Aug 23, 2011, at 10:42 PM, Edward Koster <ehkoster@aol.com> wrote:

You have it wrong. You do not get to dictate that you be released from ministry. Your status with the Presbytery is a discretionary act of Presbytery. You were transferred this evening to the at-large roll and remain under the jurisdiction of the Presbytery of Detroit.

If you desire to make this your act rather than the act of the Presbytery, I refer you to G-2.0407.

Edward Koster
Stated Clerk, Presbytery of Detroit
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: 'Ed Koster' <ehkoster@aol.com>;

dixie@mi.rr.com; 'Allen Timm'

<allen@detroitpresbytery.org>

Sent: Tue, Aug 23, 2011 7:33 pm

Subject: My request to set aside my ordination

Hello Folks,

I spoke to the Clerk at GA today and I was told that there is no procedure for setting aside my ordination. He said that the following section applies:

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been

initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

He said that the letter submitted to the Chair of COM (as I was directed by her to do) is an expectable way to submit the letter. He said that as a representative of the Presbytery the chair of COM will serve as the representative of the Presbytery. He told me that the Presbytery cannot reject or consider the request it is just accepted. So the letter that was faxed to Dixie is my notice and I should be able to consider that my ordination was set aside on August 19 , 2011 so I am moving under that understanding. He said that I could get this in writing if you would like but he thought that the above quoted section should be sufficient.

So since COM had the request prior to its meeting in August I am considering myself, not on the rolls of the Presbyterian Church.

Thanks
Brenda

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From: DIXIE <dixie@mi.rr.com>

To: Ed Koster <ehkoster@aol.com>

Subject: Fw: Letter

Date: Thu, Sep 8, 2011 7:21 pm

Attachments: Renounce_Letter.docx (25K)

Ed,

Attached is a letter from Brenda Jarvis requesting to renounce her ordination. In another email from her she asked that this letter be forwarded to you. She does not have your correct email.

However, I was going to contact you this evening. I have just returned from a COM meeting. Riverside/Rev. Jarvis was discussed at length during the meeting.

The conclusion of COM is that I file an alleged offense. The committee folks do not have enough information for it to come from COM.

Therefore, I hereby file an alleged offense against Rev. Brenda Jarvis.

The alleged offense is based on Rev. Jarvis failure to fulfill her duties/responsibilities as an Ordained Minister of Word and Sacrament.

They are specifically: Failure to Ordain/Install elected members of Session of Riverside Community Church

Failure to have a Clerk of Session elected and minutes be taken of Congregational Meetings and Session meetings.

Failure to assist in moving from Organizing Pastor to Pastor of Riverside Community Church.

Failure to supply necessary financial documents.

Questions surrounding the list of Charter Members.

Please let me know if this is not sufficient to file the alleged complaint.

I do this with a heavy heart, but believe it is in the best interest of Rev. Jarvis, the POD and the possibility that we can reestablish a church in the City of Detroit.

Peace,

Dixie

--- Original Message ---

From: [Brenda Jarvis](#)

To: dixie@mi.rr.com ; [Allen Timm](#) ; [Ed Koster](#)

Sent: Thursday, September 08, 2011 3:13 PM

Subject: Letter

Here is my letter requesting to renounce my ordination.

September 7, 2011

Committee on Ministry

Presbytery of Detroit

Re: Renounce of Ordination

I write this letter with great regret. I did try to set aside my ordination to leave room for an error of understanding or even reconciliation with where God wants me to be but was told by the Stated Clerk that I could not set aside. I checked with the General Assembly office, who said that there are no restrictions on setting aside an ordination.

The two clerks at GA that I spoke to said the language is clear, the Presbytery "shall" set aside once the request is given to the Clerk or an agent of the Presbytery. Then I was told by Lee at the Constitutional Office that the only way to challenge this ruling by the Clerk of this Presbytery was to file charges against the Committee on Ministry, the Clerk and the Presbytery.

I then emailed the Stated Clerk who responded to this comment that GA does not tell this Presbytery what to do but I could renounce my ordination (even though it has the same language as Setting aside). I then wrote up charges and was prepared to send them to the Synod and realized that I just don't care anymore. I am reminded of Exodus 4, where God hardened Pharaoh's heart. I think I am just going to have to do what the Stated Clerk told me to do.

Having said all of this, I feel that there is no other option but to renounce my Ordination as of August 19, 2011 (the original date of my request to set aside – faxed to Dixie Elam and confirmed receipt). My heart is breaking over the loss of my Christian family and Denominational home. However, there is no other option for me any more.

I feel betrayed by the Administrative Commission that was there to help me and Riverside and even after several conversations about burnout, there was no help offered. I feel betrayed by my Pastor, Al Timm, who in all of this has never offered counsel or support.

I feel betrayed by Dixie Elam, who listened to the voices of Kari Gorman and Ruth Azar, who were the catalyst for my burnout and for the implosion of Riverside Church. To this day, no one has asked why I resigned from this church or even what happened.

Ed Koster writes in the Presby Lite that my resignation was abrupt. Was it? Who would know other than me and God? I realize that I am responsible for all of this and, as such, feel a great sense of failure to my church, to the faithful of that community and, more importantly, to my God.

I pray that you will not allow this to happen to another New Church without a great plan for Pastoral Care and real supportive oversight and not browbeating, demeaning and making something new fit into the old way of doing things.

Your Sister in Christ,

Brenda Jarvis

From: Edward Koster <ehkoster@aol.com>
To: jarvis_brenda@yahoo.com
Subject: Re: Renunciation
Date: Wed, Sep 28, 2011 6:19 pm

You can do either. But I need to let you know that the day I received your letter I also received allegations against you that would cause an investigating committee to be formed. Which means that if you choose to lay aside your ordination, it will be prevented until that matter is settled.

Edward Koster
ehkoster@aol.com
734-358-5403

-----Original Message-----
From: Brenda <jarvis_brenda@yahoo.com>
To: Edward Koster <ehkoster@aol.com>
Sent: Wed, Sep 28, 2011 6:15 pm
Subject: Re: Renunciation

I am surprised that I can choose - if I read your email correctly I could not do the first, and that my only option was the second? What changed?

Sent from my iPhone

On Sep 28, 2011, at 12:51 PM, Edward Koster <ehkoster@aol.com> wrote:

So, which is it?

Edward Koster
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Edward Koster <ehkoster@aol.com>

To: jarvis_brenda@yahoo.com

Sent: Mon, Sep 26, 2011 9:22 pm

Subject: Re: Renunciation

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

G-2.0509 Renunciation of Jurisdiction

When a teaching elder (or authorized representative) submits to the stated clerk of the presbytery of membership a written statement renouncing the jurisdiction of this church, the renunciation shall be effective upon receipt. When a teaching elder persists in work disapproved by the presbytery having jurisdiction, the presbytery shall consult with the teaching elder and shall give notice of its disapproval. If after having been provided opportunity for consultation and upon written notice of its disapproval, the teaching elder persists in the work, the presbytery may then conclude that he or she has renounced the jurisdiction of this church.

When a teaching elder accepts or continues membership of any character in another denomination, except as provided in this Constitution, the presbytery shall record the fact and delete the teaching elder's name from the roll.

Renunciation of jurisdiction shall remove the teaching elder from membership and ordered ministry and shall terminate the exercise of that ministry. The renunciation shall be reported by the stated clerk at the next meeting of the presbytery, which shall record the renunciation, delete her or his name from the appropriate roll, and take such other administrative actions as may be required by this Constitution, including public communication of such a renunciation.

Edward Koster
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Brenda <jarvis_brenda@yahoo.com>

To: Edward Koster <ehkoster@aol.com>

Sent: Mon, Sep 26, 2011 6:11 pm

Subject: Re: Renunciation

Ok I am confused I was not aware that there was more than one type, I do not have the new rules, as I read the prior rule there were only two things.

Sent from my iPhone

On Sep 26, 2011, at 4:39 PM, Edward Koster <ehkoster@aol.com> wrote:

Brenda

In reviewing your letter of renunciation, you state you are renouncing your *ordination*, saying that the language is the same. I need clarification. Did you renounce the *jurisdiction* of the church pursuant to G-2.0509, or do you believe you did something else?

Edward Koster
ehkoster@aol.com
734-358-5403

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From: Brenda Jarvis <brenda@riversidedetroit.com>

To: 'Ed Koster' <ehkoster@aol.com>

Subject: a question

Date: Sat, Jul 16, 2011 7:32 am

Hi Ed,

I need to ask a question, if I wanted to set a side (if that is the right way to say it) my ordination – how would I go about doing that? Would I have to do that in person or does that come from COM?

Thanks,

Brenda

July 29, 2011

Committee on Ministry of the Presbytery of Detroit
Administrative Commission of the Presbytery of Detroit

RE: Setting Aside my Ordination in the Presbyterian Church USA

I am requesting that my ordination in the Presbyterian Church USA be set aside on August 19, 2011, per G 2.0507. August 19 would provide for the required 30 days notice per my contract with Riverside Community Presbyterian Church. As I have completed the contract terms, and they are satisfied, I am expecting any back pay due to me as of the August 19, 2011. As of July 29 the amount due to me is approximately\$ 24,000. Please submit to me, in writing, how the balance will be settled by the August 11, 2011.

Your Sister in Christ,

Brenda Jarvis

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: DIXIE <dixie@mi.rr.com>

Cc: Edward Koster <ehkoster@aol.com>; <allen@detroitpresbytery.org>
<allen@detroitpresbytery.org>; <al_timm@yahoo.com> <al_timm@yahoo.com>

Subject: Re: My request to set aside my ordination

Date: Fri, Aug 26, 2011 5:31 pm

I did several times - and please remember this is what you told me to do (the process you told me to take). Now two clerks have said that I have done what is required and by the BOO the presbytery "shall" receive or whatever it says. According to GA the request was to be moved on and by your own time line well before the COM meeting prior to the august presbytery meeting. I will file a remedial case if this is not repaired, as I understand from GA I have a pretty good cause of action.

Sent from my iPhone

On Aug 26, 2011, at 5:23 PM, "DIXIE" <dixie@mi.rr.com> wrote:

Brenda,

On July 19, 2011 you sent COM OFFICIAL NOTICE as per the terms of your contract dated October 2010 with Riverside Community Church to terminate the contract.

Your OFFICIAL NOTICE to terminate your contract with Riverside Community Church was reported to the Presbytery of Detroit , by COM, at the August 23, 2011, meeting. You were placed At Large as per your request.

Ten days later, July 29, 2011, you REQUESTED that your ordination with the Presbyterian Church USA be set aside. COM did not accept the request.

Please read again the directives from the BOO.

You are in my prayers,

Dixie

----- Original Message -----

From: Brenda Jarvis

To: Edward Koster

Cc: dixie@mi.rr.com ; allen@detroitpresbytery.org ; al_timm@yahoo.com

Sent: Friday, August 26, 2011 4:28 PM

Subject: Re: My request to set aside my ordination

I just got off the phone with Lori from GA she confirmed that the boo says Shall for the presbytery to set aside -she also said that Eds comment about renouncing has the same shall and the comment from Ed that I could renounce but not set aside does not make since. She said the only way to challenge this decision is to file a remedial case against the Presbytery. Please don't make me do this! Please, this is a destructive situation for me and so many, please don't make me have to resort to this!

Sent from my iPhone

On Aug 23, 2011, at 10:55 PM, Edward Koster <ehkoster@aol.com> wrote:

The General Assembly does not dictate how the Presbytery of Detroit may exercise its discretion.

Edward Koster
Stated Clerk, Presbytery of Detroit
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: Edward Koster <ehkoster@aol.com>

Cc: dixie@mi.rr.com <dixie@mi.rr.com>;

allen@detroitpresbytery.org <allen@detroitpresbytery.org>;

al_timm@yahoo.com <al_timm@yahoo.com>

Sent: Tue, Aug 23, 2011 10:51 pm

Subject: Re: My request to set aside my ordination

Interesting that is not what GA say I will get it in writing from them.

Sent from my iPhone

On Aug 23, 2011, at 10:42 PM, Edward Koster <ehkoster@aol.com> wrote:

You have it wrong. You do not get to dictate that you be released from ministry. Your status with the Presbytery is a discretionary act of Presbytery. You were transferred this evening to the at-large roll and remain under the jurisdiction of the Presbytery of Detroit.

If you desire to make this your act rather than the act of the Presbytery, I refer you to G-2.0407.

Edward Koster
Stated Clerk, Presbytery of Detroit
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Brenda Jarvis <brenda@riversidedetroit.com>

To: 'Ed Koster' <ehkoster@aol.com>;

dixie@mi.rr.com; 'Allen Timm'

<allen@detroitpresbytery.org>

Sent: Tue, Aug 23, 2011 7:33 pm

Subject: My request to set aside my ordination

Hello Folks,

I spoke to the Clerk at GA today and I was told that there is no procedure for setting aside my ordination. He said that the following section applies:

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been

initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

He said that the letter submitted to the Chair of COM (as I was directed by her to do) is an expectable way to submit the letter. He said that as a representative of the Presbytery the chair of COM will serve as the representative of the Presbytery. He told me that the Presbytery cannot reject or consider the request it is just accepted. So the letter that was faxed to Dixie is my notice and I should be able to consider that my ordination was set aside on August 19 , 2011 so I am moving under that understanding. He said that I could get this in writing if you would like but he thought that the above quoted section should be sufficient.

So since COM had the request prior to its meeting in August I am considering myself, not on the rolls of the Presbyterian Church.

Thanks
Brenda

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From: DIXIE <dixie@mi.rr.com>

To: Ed Koster <ehkoster@aol.com>

Subject: Fw: Letter

Date: Thu, Sep 8, 2011 7:21 pm

Attachments: Renounce_Letter.docx (25K)

Ed,

Attached is a letter from Brenda Jarvis requesting to renounce her ordination. In another email from her she asked that this letter be forwarded to you. She does not have your correct email.

However, I was going to contact you this evening. I have just returned from a COM meeting. Riverside/Rev. Jarvis was discussed at length during the meeting.

The conclusion of COM is that I file an alleged offense. The committee folks do not have enough information for it to come from COM.

Therefore, I hereby file an alleged offense against Rev. Brenda Jarvis.

The alleged offense is based on Rev. Jarvis failure to fulfill her duties/responsibilities as an Ordained Minister of Word and Sacrament.

They are specifically: Failure to Ordain/Install elected members of Session of Riverside Community Church

Failure to have a Clerk of Session elected and minutes be taken of Congregational Meetings and Session meetings.

Failure to assist in moving from Organizing Pastor to Pastor of Riverside Community Church.

Failure to supply necessary financial documents.

Questions surrounding the list of Charter Members.

Please let me know if this is not sufficient to file the alleged complaint.

I do this with a heavy heart, but believe it is in the best interest of Rev. Jarvis, the POD and the possibility that we can reestablish a church in the City of Detroit.

Peace,

Dixie

----- Original Message -----

From: [Brenda Jarvis](#)

To: dixie@mi.rr.com ; [Allen Timm](#) ; [Ed Koster](#)

Sent: Thursday, September 08, 2011 3:13 PM

Subject: Letter

Here is my letter requesting to renounce my ordination.

September 7, 2011

Committee on Ministry

Presbytery of Detroit

Re: Renounce of Ordination

I write this letter with great regret. I did try to set aside my ordination to leave room for an error of understanding or even reconciliation with where God wants me to be but was told by the Stated Clerk that I could not set aside. I checked with the General Assembly office, who said that there are no restrictions on setting aside an ordination.

The two clerks at GA that I spoke to said the language is clear, the Presbytery "shall" set aside once the request is given to the Clerk or an agent of the Presbytery. Then I was told by Lee at the Constitutional Office that the only way to challenge this ruling by the Clerk of this Presbytery was to file charges against the Committee on Ministry, the Clerk and the Presbytery.

I then emailed the Stated Clerk who responded to this comment that GA does not tell this Presbytery what to do but I could renounce my ordination (even though it has the same language as Setting aside). I then wrote up charges and was prepared to send them to the Synod and realized that I just don't care anymore. I am reminded of Exodus 4, where God hardened Pharaoh's heart. I think I am just going to have to do what the Stated Clerk told me to do.

Having said all of this, I feel that there is no other option but to renounce my Ordination as of August 19, 2011 (the original date of my request to set aside – faxed to Dixie Elem and confirmed receipt). My heart is breaking over the loss of my Christian family and Denominational home. However, there is no other option for me any more.

I feel betrayed by the Administrative Commission that was there to help me and Riverside and even after several conversations about burnout, there was no help offered. I feel betrayed by my Pastor, Al Timm, who in all of this has never offered counsel or support.

I feel betrayed by Dixie Elam, who listened to the voices of Kari Gorman and Ruth Azar, who were the catalyst for my burnout and for the implosion of Riverside Church. To this day, no one has asked why I resigned from this church or even what happened.

Ed Koster writes in the Presby Lite that my resignation was abrupt. Was it? Who would know other than me and God? I realize that I am responsible for all of this and, as such, feel a great sense of failure to my church, to the faithful of that community and, more importantly, to my God.

I pray that you will not allow this to happen to another New Church without a great plan for Pastoral Care and real supportive oversight and not browbeating, demeaning and making something new fit into the old way of doing things.

Your Sister in Christ,

Brenda Jarvis

From: Edward Koster <ehkoster@aol.com>
To: jarvis_brenda@yahoo.com
Subject: Re: Renunciation
Date: Wed, Sep 28, 2011 6:19 pm

You can do either. But I need to let you know that the day I received your letter I also received allegations against you that would cause an investigating committee to be formed. Which means that if you choose to lay aside your ordination, it will be prevented until that matter is settled.

Edward Koster
ehkoster@aol.com
734-358-5403

-----Original Message-----
From: Brenda <jarvis_brenda@yahoo.com>
To: Edward Koster <ehkoster@aol.com>
Sent: Wed, Sep 28, 2011 6:15 pm
Subject: Re: Renunciation

I am surprised that I can choose - if I read your email correctly I could not do the first, and that my only option was the second? What changed?

Sent from my iPhone

On Sep 28, 2011, at 12:51 PM, Edward Koster <ehkoster@aol.com> wrote:

So, which is it?

Edward Koster
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Edward Koster <ehkoster@aol.com>

To: jarvis_brenda@yahoo.com

Sent: Mon, Sep 26, 2011 9:22 pm

Subject: Re: Renunciation

G-2.0507 Release from Ministry as a Teaching Elder

When a teaching elder against whom no inquiry has been initiated pursuant to D-10.0101 and D-10.0201, against whom no charges have been filed, and who otherwise is in good standing shall make application to be released from the exercise of the ordered ministry of teaching elder, the presbytery shall delete that person's name from the roll and upon request of a session dismiss that person to a congregation. Release from the exercise of ordered ministry requires discontinuance of all functions of that ministry. The designations that refer to teaching elders shall not be used. The person so released shall engage in the ministry shared by all active members of congregations. Should a person released under this section later desire to be restored to the ordered ministry of teaching elder, that person shall apply through the presbytery which granted the release, and upon approval of that presbytery, the reaffirmation of the ordination questions, and the resumption of a ministry that qualifies that person for membership in the presbytery, shall be restored to the exercise of the ordered ministry as a teaching elder without re-ordination.

G-2.0509 Renunciation of Jurisdiction

When a teaching elder (or authorized representative) submits to the stated clerk of the presbytery of membership a written statement renouncing the jurisdiction of this church, the renunciation shall be effective upon receipt. When a teaching elder persists in work disapproved by the presbytery having jurisdiction, the presbytery shall consult with the teaching elder and shall give notice of its disapproval. If after having been provided opportunity for consultation and upon written notice of its disapproval, the teaching elder persists in the work, the presbytery may then conclude that he or she has renounced the jurisdiction of this church.

When a teaching elder accepts or continues membership of any character in another denomination, except as provided in this Constitution, the presbytery shall record the fact and delete the teaching elder's name from the roll.

Renunciation of jurisdiction shall remove the teaching elder from membership and ordered ministry and shall terminate the exercise of that ministry. The renunciation shall be reported by the stated clerk at the next meeting of the presbytery, which shall record the renunciation, delete her or his name from the appropriate roll, and take such other administrative actions as may be required by this Constitution, including public communication of such a renunciation.

Edward Koster
ehkoster@aol.com
734-358-5403

-----Original Message-----

From: Brenda <jarvis_brenda@yahoo.com>

To: Edward Koster <ehkoster@aol.com>

Sent: Mon, Sep 26, 2011 6:11 pm

Subject: Re: Renunciation

Ok I am confused I was not aware that there was more than one type, I do not have the new rules, as I read the prior rule there were only two things.

Sent from my iPhone

On Sep 26, 2011, at 4:39 PM, Edward Koster <ehkoster@aol.com> wrote:

Brenda

In reviewing your letter of renunciation, you state you are renouncing your *ordination*, saying that the language is the same. I need clarification. Did you renounce the *jurisdiction* of the church pursuant to G-2.0509, or do you believe you did something else?

Edward Koster
ehkoster@aol.com
734-358-5403

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October 11, 2011

To all that are in need of this information:

After much prayer, many tears, and a pile of anger, I am writing to Renounce jurisdiction of the Presbyterian Church USA. I frankly can not handle anything to do with this any more. As I have said I am almost financially bankrupt, defiantly spiritually bankrupt, and holding so much anger that it is physically hurting me and doing damage to my health.

I can not stand this any more. I happily turn my back on you as you did to me many months ago.

Brenda Jarvis

From the Minutes of Presbytery, November 27, 2012

From the Report of the Stated Clerk 11/27/12 .

1. The report of the Riverview Administrative Commission includes the following:

Recommendation #4

“In our considered view, any mistakes made by Ms. Jarvis did not need to be addressed by renunciation of jurisdiction and loss of ordination and isolation from her life-long Presbyterian Church (USA) membership. Other ministers in POD have had performance problems or moral failures (which were not alleged in this case) or other issues, and yet have been able to go through a restoration process. There is no evidence of financial or moral impropriety on the part of Ms. Jarvis. It is our view that given the intensity of the conflict in 2011 and the difference in interpretation of the Book of Order between the Stated Clerk’s Office at GA and the POD Stated Clerk, that Ms. Jarvis’ decision to renounce jurisdiction was made under pressure, and due process may have been short circuited.”

I report that the conclusion that Ms Jarvis was in any way pushed to renounce the jurisdiction of the church is incorrect. Since it gives the suggestion that Ms Jarvis was forced to renounce, and that Presbytery was implicated in her decision to renounce, it is necessary to clarify the procedure. Ms Jarvis's renunciation occurred as follows.

Ms Jarvis requested to lay aside her ordination, and I responded that it could not be done until she had resolved issues she had with the Committee on Ministry. She contacted the GA, and learned that the new Form of Government requires a presbytery to release a person upon request. She informed me of her intention to file a remedial charge to force the matter. I informed the COM of this, and that she could not be prevented from leaving the jurisdiction of the Presbytery and the COM. I subsequently received a written allegation pursuant to the Rules of Discipline that included the following allegations:

“Therefore, I hereby file an alleged offense against Rev. Brenda Jarvis. The alleged offense is based on Rev. Jarvis failure to fulfill her duties/responsibilities as an Ordained Minister of Word and Sacrament.

They are specifically:

- Failure to Ordain/Install elected members of Session of Riverside Community Church
- Failure to have a Clerk of Session elected and minutes be taken of Congregational Meetings and Session meetings.
- Failure to assist in moving from Organizing Pastor to Pastor of Riverside Community Church.
- Failure to supply necessary financial documents.
- Questions surrounding the list of Charter Members.”

Whenever a clerk receives a written allegation against a member, he or she is required immediately to form an investigating committee. The Rules of Discipline

specifically prohibit the clerk from investigating or evaluating the allegations. That process is done by the investigating committee. The filing of such allegations prohibits the transfer of the members until the matter is concluded.

I began the process of forming the investigating committee and immediately informed Ms Jarvis that her release from ordination would be delayed until the matter was concluded. Before I could get an investigating committee in place, Ms Jarvis renounced the jurisdiction of the church.

I report that Ms Jarvis was under no pressure to renounce the jurisdiction, and that all the due process protections were afforded her. She decided on her own to renounce the jurisdiction after she was informed that disciplinary allegations had been filed. If she had not renounced, she would have had the due process privilege of counsel, the privilege of a trial if the IC decided to file charges, and be considered innocent until proved by a 2/3 vote of the PJC that she was guilty beyond a reasonable doubt. This information would have remained confidential under the rules until the filing of charges. If the IC decided not to file charges, none of this information would be made public.

I make this information available now because Ms Jarvis has apparently persuaded the Administrative Commission that she was forced out and that due process was not followed. Renunciation of jurisdiction is a voluntary act of a member, and it is effective on receipt; it cannot be reversed. One effect of renunciation is that all disciplinary processes are terminated—since membership is voluntary, we cannot conduct disciplinary proceedings against a person who rejects the authority of the church to do so. The “restoration process” suggested by the AC is frequently a part of the disciplinary process in those cases where a person is convicted of the charges.

Any right to confidentiality she may have had falls since she is no longer a member to the Presbyterian Church (USA) and because Presbytery has the right to defend itself when allegations are made against it.

**Actions of the Committee on Ministry
Re: Brenda Jarvis**

December 27, 2012

To: Presbytery of Detroit (POD)
From: Committee on Ministry (COM)
Re: **RESPONSE TO THE REPORT OF RIVERSIDE CHURCH (RC)
ADMINISTRATIVE COMMISSION of PRESBYTERY (ACP),
NOVEMBER 27, 2012.**

This report is to clarify the involvement of the Committee on Ministry (COM) as to the closing of Riverside Church and Ms. Brenda Jarvis. The information within gives a clear understanding as to the events and actions that were taken.

Prior to replying to the body of the report there are four important observations. The first, Clerk Ed Koster was not interviewed by the ACP. Second, three of the six members of the ACP signing the report had worked with RC and Ms. Jarvis in developing RC. The third observation is that the Oversight of the Project was not completed by the New Church Development Administrative Commission (NCDAC) and Ms. Jarvis. The Thistle Coffee House brought additional responsibilities which Ms. Jarvis could not handle. The last observation is that Ms. Jarvis was required to work with five different chairpersons for the NCD/RD.

Information:

The procedure for a New Church Development (NCD) was not followed. After the members are chartered there is to be a Steering Committee (SC). The SC is in lieu of a session. COM does not have jurisdiction until the SC has established a session and the congregation has either called the organizing pastor or is ready to elect a Pulpit Nominating Committee. This procedure was never followed.

RESPONSE TO THE NOVEMBER 27, 2012 REPORT OF THE RC AC.

1. RC chartered November, 2008 with approximately 60 members. COM was not notified that RC was calling Ms. Jarvis as pastor. On June 3, 2011 COM requested a meeting with the session to determine the status of Ms. Jarvis and RC. The session meeting was set to be on July 19, 2011.
2. Mr. Art Oberg, current Chair of the AC, received a text on July 18, 2011 from Ms. Jarvis stating she was resigning as Organizing Pastor of RC. This was a thirty day notice as required by her contract. Mr. Oberg was notified by Ms. Jarvis that she was preparing the paperwork to evict RC. Ms. Jarvis was the lease holder.
3. Mr. Oberg, Ms. Estelle Aaron, Consultant for Transformation, and Ms. Dixie Elam, COM Chairperson met with Ms. Jarvis prior to the session meeting. During this meeting they ascertained that this was not a properly called session. There were only two Elders, no clerk, no minutes of meetings, no membership records, no records of

staff, or to the NCD. We requested financial records. Ms. Jarvis said she would send them. They were never received.

We were also informed that some of the Charter Members actually were members of Creekside Church in Garden City. Ms. Elam spoke to a Mr. John Johnson and confirmed that he was the Pastor of Creekside and that approximately 17 to 20 of the Chartered Members of RC were members of his congregation. Mr. Johnson stated Creekside Church was a “branch of RC” but did not attend RC. I asked Ms. Jarvis as to Creekside Church. She said it was a “satellite” of RC. On July 1, 2011 the Session of RC received a signed statement from Mr. John Johnson requesting that 14 members of RC have their membership moved to his newly organized Vintage Church in Garden City. The session accepted Ms. Jarvis’ resignation during the meeting.

4. On July 29, 2011 there was a meeting of the Congregation of RC. The agenda was for two items. The first question was if this congregation wished to continue as a church. The second was if they wanted to continue as a PCUSA church. The vote was no to both questions. Ms. Jarvis’ resignation, effective August 19, 2011 was announced.
5. At the August 23, 2011 Presbytery of Detroit (POD) stated meeting Ms. Jarvis’ membership was placed At Large. Ms. Jarvis was informed as to this action. COM and the AC of NCD were still requesting financial statements. They were not forthcoming. Ms. Jarvis did indicate her decision to seek release from ordained office within the jurisdiction of the PCUSA. She did request that her ordination be set-aside as of August 26, 2011. If the Presbytery did not comply she would resort to filing a remedial case against the Presbytery. COM discussed RC and Ms. Jarvis’ situation and requested that Ms. Elam, as chairperson of COM, file charges in order to retrieve any records that might be available. Ms. Elam filed charges September 8, 2011.

It was apparent that the grant money was coming to an end and that the congregation could not sustain the financial obligations of RC. A called pastor is to be under a Terms of Call and paid by the income from the congregation. The lease for RC was \$1,666.00 per month. The plan of Thistle Coffee House making enough to cover the business expense plus assist with RC was never realistic. The lease for the Thistle Coffee House was an additional \$1,666.00. Ms. Jarvis must have been aware that RC was in difficulty for some time. We need to pray for the people within that community. They have lost a place of worship because of our failure. The vast amount of mission dollars spent on this project could have been used to assist our inner city congregations.

The COM request this report be submitted to the POD and kept on file with the report of the ADMINISTRATIVE COMMISSION of PRESBYTERY, NOVEMBER 27, 2012.

From the Minutes of Presbytery, January 22, 1013

Committee on Ministry Report:

- In response to the report by the Administrative Commission for Riverside, COM elected Rev. John Pavelko and Rev. David Bleivik to meet with Brenda Jarvis regarding reconciliation.
 - The committee agreed to put on file Moderator Dixie Elam's response to the Administrative Commission Report on Riverside Church.
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From the Minutes of Presbytery, June 25. 2013

From the report of the Committee on Ministry:

The Executive Presbyter was directed to call a meeting with representatives to meet with Ms. Brenda Jarvis about the possibility of her restoration to the Presbytery of Detroit.

- a. A task force, consisting of the Revs. John Pavelko, Judy Shipman, David Bleivik, and Allen Timm, met to discuss a strategy. They decided to contact Ms. Jarvis and ask for a meeting to express their concern for her and to talk about a plan for restoration.
- b. Rev. Pavelko contacted Ms. Jarvis on behalf of the task force.
- c. After much thought and prayer Ms. Jarvis thanked the task force for their concern, but informed them that she had found a new home in which to worship and did not want to return to the Presbytery of Detroit nor the PCUSA.
- d. The task force was dismissed with thanks.

**NCD/RD Ministry Team
Minutes from Meeting
on 7/23/13**

**Riverside AC Recommendations
NCD Ministry Team Response**

Recommendation #1: The Presbytery should encourage all NCD's to avail themselves of any and all conflict management tools in POD, including Healthy Congregations Consultants and professional mediators, as soon as damaging conflict arises. It appears the theological and interpersonal problems at Riverside remained under the radar for a while, so the Presbytery needs to make it clear that NCD pastors and NCD AC's should seek help quickly. It should not be assumed that a new congregation comes together easily. Conflict training and consultation can keep Stage 1 conflict (a problem to be solved) from becoming Stage 4 conflict (a destructive fight). NCD pastors and congregations should be given ample support, as well as funds, to seek outside consultation when needed. In fact, while Presbytery consultants can be helpful for low-level conflict within NCD's, they cannot bring a level of objectivity that an outsider can bring.

Response #1: The Riverside AC recommendation makes clear that the problem in the Riverside NCD was "under the radar". The NCD Ministry Team believes this issue can be resolved with a two fold approach. First the NCD Ministry Team has built into the new job descriptions for future NCD Administrative Commissions (NCD ACs) is a local NCD Coach. Though GA provides trained coaches the distance makes them an advising role only rather than the relational accountability role a local coach can play. If an Organizing Pastor has someone they have built a relationship with and trust, they can confide in that person with details about potential conflicts and seek advice and resources to deal with them. Secondly, the NCD Ministry Team is discussing what policies can be put into place to avail the developing community of conflict resolution techniques and training. Presbytery needs to invest in these developing communities in such a way as to avoid an "us verses them" mentality and foster instead, a knowledge of the Presbytery's mission and role in governance for the Church.

Recommendation #2: Churches that have realistic ministry goals are much less apt to dissolve into destructive conflict. We recommend that NCD's and NCD AC's undertake goal setting together, and that trained professionals with expertise in long range planning be used as facilitators. This would do much to insure that the goals of the congregation and the Presbytery are in sync. In this case, the NCD AC set goals, the pastor set goals, and the congregation set goals, but they were conflicting goals. Such an approach obviously requires adequate funding from the Presbytery and should be included in the NCD AC budget.

**NCD/RD Ministry Team
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Response #2: Future NCD projects shall each have their own Administrative Commissions (NCD AC) serving them as a Steering Committee/Session. Part of the job description of these NCD ACs shall be to set measurable goals for the Organizing Pastor (OP) and the project. Along with measurable goals, the NCD AC and OP shall work on strategies to accomplish measurable outcomes in the growth of the community.

Recommendation #3: Some of the elders and members attending Riverside during 2011 were not equipped to develop a new church. We recommend that all NCD members be trained in the PC (USA) Book of Confessions and the Book of Order early in the process. We further recommend that all classes of ruling elders and deacons receive training on the Book of Order and the Book of Confessions prior to election to office.

Response #3: Any Officer ordained to serve in an NCD or newly chartered congregation shall be required to attend orientation and training in the polity of the PC (USA).

Recommendation #4: In our considered view, any mistakes made by Ms. Jarvis did not need to be addressed by renunciation of jurisdiction and loss of ordination and isolation from her life-long Presbyterian Church (USA) membership. Other ministers in POD have had performance problems or moral failures (which were not alleged in this case) or other issues, and yet have been able to go through a restoration process. There is no evidence of financial or moral impropriety on the part of Ms. Jarvis. It is our view that given the intensity of the conflict in 2011 and the difference in interpretation of the Book of Order between the Stated Clerk's Office at GA and the POD Stated Clerk, that Ms. Jarvis' decision to renounce jurisdiction was made under pressure, and due process may have been short circuited. We strongly recommend that the Committee on Ministry as a whole review its policies for handling situations of conflict over a minister's request to set aside ordination.

Response #4: NA to NCD Ministry Team

Recommendation #5: POD has a fairly long history of NCD failures. Just as established churches get into a pattern of calling the wrong pastors, the Presbytery has very often mismatched the NCD goals of the Presbytery with the skills of NCD pastors. The failure of the NCD is then blamed on the pastor, while the system that produced the marriage of the pastor and NCD goes unexamined. We recommend that the New Church Development Committee form a consulting relationship with Pittsburgh Seminary. This seminary currently specializes in producing graduates who are specifically trained in New Church Development. Not only could this provide POD insights into calling NCD pastors whose skill set matches the type of church envisioned, but also give the Presbytery an entrée into gifted candidates for future NCD's.

**NCD/RD Ministry Team
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Response #5: A partnership like the one described in the recommendation is in the beginning stages. The NCD Ministry Team is also actively seeking to establish a wider network of partnership with NCD organizations connected to the PC (USA), General Assembly NCD, and other Presbyteries doing significant work in NCD.

Recommendation #6: The Riverside situation suggests that new congregations are fragile and have little resilience when problems arise. We recommend that searches for potential candidates be conducted until the best possible match is made, even if the formation of the NCD gets postponed.

Response #6: This has already been put into practice for the Far West NCD and Comunidad los de Camino during the search for leadership in these projects. Many candidates progressed to final stages in the search only to discern the fit was not right toward the end of the process. This will be the model going forward and further use of networking to find qualified candidates will be implemented.

Recommendation #7: Until an NCD is properly chartered and a trained treasurer is handling the church's books, all monies should be handled by POD, with vouchers and receipts submitted to POD for reimbursement, payment of salaries, etc. Monthly financial reports should be submitted to the NCD AC for approval.

Response #7: Built into the job description of future NCD ACs is to have someone serving who specializes in financial accounting. This person shall serve as treasurer on behalf of the PoD and shall work in partnership with PoD staff to properly disperse funding for the project.

Recommendation #8: NCD pastors should not be expected to assume the duties of a church accountant. This is not considered appropriate in organized churches, and should not be practiced in NCD's.

Response #8: See answer to point seven above.

Recommendation #9: The pastor should have formal written performance reviews each 12 months conducted by a sub-set of the NCD AC.

Response #9: Future NCD ACs shall complete monthly reports which will be submitted to the NCD Ministry Team. In addition to this monthly progress reports, a subgroup of each AC will shall be assigned to complete an annual review of the project and OP and submit the report to the NCD Ministry Team.

Recommendation #10: The pastor should submit written reports at least 3 business days before each meeting of the NCD AC for the purpose of receiving guidance and support. We suggest that NCD AC's should attempt to avoid micro-management.

**NCD/RD Ministry Team
Minutes from Meeting
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Response #10: The new structure of NCD ACs shall solve this problem as each AC's business shall be completely focused on one project and the OP shall attend meetings to share verbal reports and discuss issues with the AC.

Recommendation #11: The multiple levels of supervision of the NCD pastor by POD staff, COM, and the NCD AC needs careful review.

Response #11: There should not be multiple layers of supervision in future NCDs as the AC assigned to the project shall be responsible for this task. COM should serve in the same capacity toward the OP as it does for any Pastor in the Presbytery.

Recommendation #12: We recommend there be a particular administrative commission for each NCD, with members of this NCD AC routinely worshipping at the NCD at least once a month until a year after chartering. We suggest that NCD AC members consider their charge to be spiritual as well as administrative.

Response #12: This policy is going to be implemented in full, though the logistics of remaining in place a year after chartering are still being discussed and may be altered in some form.

Recommendation #13: Revolving door membership on the NCD AC should be minimized as much as possible. The NCD AC should be organizationally modeled after the Session of an organized church with 3-year terms, and 1/3 of the members rotating off each year.

Response #13: NCD ACs shall have no revolving door, as the NCD Ministry Team shall require a minimum of three year commitment to serve on the AC.

Recommendation #14: The NCD AC should remain in place to monitor congregational meetings, Clerk's minutes, and Financial Reports for the first year a new church is chartered.

Response #14: The NCD Ministry Team is currently discussing how this policy may be implemented in a healthy way. Some concerns have been raised as to how an AC commissioned as a functioning session could remain in place after a session is installed in the newly chartered Church. The NCD Ministry Team has two viable options in discussion currently and shall report progress on which model shall be adopted for NCD in the PoD.

Recommendation #15: The NCD AC should insure that PC (USA) polity and procedures are followed, especially if someone without a prior pastoral position in a PC (USA) congregation is called as pastor or hired by the POD as the organizing pastor.

Response #15: This problem shall be solved by assigning each project its own AC to serve as Steering Committee.

**NCD/RD Ministry Team
Minutes from Meeting
on 7/23/13**

Recommendation #16: If the NCD contemplates a business venture, POD should retain experienced professionals to evaluate a formal business plan and recommend necessary legal steps.

Response #16: NA to NCD Ministry Team

Recommendation #17: If the NCD contemplates a business venture, a computerized timekeeping program should be employed for all paid staff involved in both the business venture and the NCD, to distinguish between hours spent on the business venture versus time spent on the church. Monthly reports should be submitted to the NCD AC.

Response #17: This recommendation shall be looked at more closely if the scenario were to occur in the future but it shall be noted as a standard for operation in the NCD Ministry Team, that the establishment of a business by any NCD should be thoroughly considered and determined as a *necessary model for the success of the NCD and mission of the Presbytery* before it is approved and shall require the approval of the NCD Ministry Team.

Recommendation #18: The POD requirements for the minimum membership to charter a new congregation should be enforced without exception.

Response #18: This policy should never have been broken. In all future NCDs, even if convincing arguments are made for early chartering by setting aside standard policy, the NCD Ministry Team shall uphold the stated standards of the PoD.

Recommendation #19: Before the church is chartered, the prospective Clerk of Session should have training in his/her obligations under the Book of Order and POD guidelines. Ruling elders should be trained in Presbyterian polity before chartering. New members should be trained, before chartering, in what it means to be a member of the Presbyterian Church (USA). The Presbytery should review Session minutes and congregational minutes after the first respective meetings and quarterly thereafter for the first year.

Response #19: See responses to recommendations 3 and 14.

Recommendation #20: When an NCD is chartered, the Presbytery should insure that the congregation meets immediately to elect and install a Session.

Response #20: This is already the policy of the PoD (as well as the PC USA) and it shall be followed in all future NCD projects.

Recommendation #21: When an NCD is chartered, the Presbytery should insure that the congregation meets immediately to either elect and install the organizing pastor or enter into the pastoral search process with COM support and oversight.

**NCD/RD Ministry Team
Minutes from Meeting
on 7/23/13**

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Response #21: This is already the policy of the PoD (as well as the PC USA) and it shall be followed in all future NCD projects.

SYNOD OF THE COVENANT PERMANENT JUDICIAL COMMISSION

RULING OF THE MODERATOR AND THE CLERK

February 20, 2015

SESSION OF THE GARDEN CITY PRESBYTERIAN CHURCH,	}	
GARDEN CITY, MI.	}	
	}	
COMPLAINT	}	Remedial Complaint
	}	
verse	}	
	}	Case 2014-05
	}	
PRESBYTERY OF DETROIT	}	
	}	
RESPONDENT	}	

Greg Gibson, the Moderator of the Synod of The Covenant Permanent Judicial Commission, and Kenneth Birch, the Acting Clerk of the Synod of the Covenant Permanent Judicial Commission, ruled on February 20, 2015, after examining the papers to determine whether the four criteria for proceeding were not met in Case 2014-05 of the Session of the Garden City Presbyterian Church, Garden City, MI. verse the Presbytery of Detroit.

D-6.0305 a. the council has jurisdiction;	No
D-6.0305 b. the complainant has standing to file the appeal;	Yes
D-6.0305 c. the complaint was timely filed; and	Yes
D-6.0305 d. the complaint states a claim upon which relief can be granted.	No



Greg Gibson
Moderator



Kenneth Birch
Acting Clerk

CERTIFICATE OF MAILING

**Session of the Garden City Presbyterian Church,
Garden City, MI**

Case No. 2014-05

Complainant,

Vs.

Certificate of Mailing

Presbytery of Detroit

Respondent

I hereby certify that the enclosed document is the ruling of the Moderator and the Clerk of Synod of the Covenant Permanent Judicial Commission in the case of Session of the Garden City Presbyterian Church of Garden City, MI. v. Presbytery of Detroit. I certify that I did by certified mail send the ruling to the following persons on February 20, 2015.

Clerk of Session
Garden City Presbyterian Church
1841 Middlebelt Road
Garden City, MI 48135

Donald Morgan, Esq.
134 N. Main
Plymouth, MI 48170

Charles Gough
41922 Duxbury Drive
Sterling Heights, MI 48313

Douglas Blaikie
Allen Park Presbyterian Church
7101 Park Ave.
Allen Park, MI 48101

Edward Koster
Presbytery of Detroit
17575 Hubbell
Detroit, MI 48235-2708

Date: February 20, 2015



David Bartley
Stated Clerk
Synod of the Covenant

**Presbytery of Detroit
Minutes of the Stated Meeting
June 23, 2015**

WE GATHERED IN GOD'S NAME

The Presbytery of Detroit convened with prayer in a stated meeting on June 23, 2015 at 4:00 p.m. at the Korean Presbyterian Church of Metro Detroit. Judy Shipman moderated the meeting.

The Moderator declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Esther Lee the Assistant to the Clerk.

The Moderator welcomed new commissioners and ministers.

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

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

Upon motion of Mr Timm, Presbytery voted to seat as a corresponding member Rafaat Zaki, Synod Executive and a member of Grace Presbytery

The Rev Seung Wong Yu welcomed Presbytery to the Korean Presbyterian Church of Metro Detroit and showed a video of the ministry at the Korean Presbyterian Church of Metro Detroit..

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Reports

Presbytery heard reports: about the partnership with the Botswana Presbyterian Church to engage in strategies to stop domestic violence, during which Mr Timm received on behalf of the Presbytery a gift from the Botswana Presbyterian Church; about the move to establish Detroit as a site for the Young Adult Volunteer Program.

Presbytery heard a report from the Fort Street Administrative Commission.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

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

Mr Timm lifted up the ordinations of members. He announced the illness of Duke Morrow, who has just lost a leg. He celebrated the raising of \$15,000 in memory of Fran Anderson, which will go exclusively to world mission.

Mr Timm introduced Diane Agnew, our new Hunger Action Coordinator. She hopes to expand our 30 year ministry beyond the current 9 churches.

The Moderator offered a brief prayer for openness.

Committee Items for Action.

Treasurer. Ruling Elder Timothy Ngare reported.

Timothy Ngare reported. Upon motion, Presbytery voted to receive the Treasurer's report. The report is appended to the minutes.

Mr Ngare reported on his trip to Kenya to attend a General Assembly of the Presbyterian Church of East Africa meeting. He took greetings from the Presbytery of Detroit, and the church sent greetings to us. The Kenya Mission report is appended to the minutes.

By consent, the Stated Clerk gave his report at this time rather than the later docket time.

Stated Clerk. Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of March 21, 2015.
2. Approve the report of the following administrative commission:
 - a) Installation of Julie Delezenne as Pastor of Warren First on 4/26/15. The report is appended to the minutes.
3. Approve the minutes and registers of churches of the Presbytery as follow:

Berkley, Greenfield	Lincoln Park, Lincoln Park
With exceptions	With exceptions
Beverly Hills, Northbrook	Livonia, St Paul's
With Exceptions	No exceptions
Birmingham, First	Northville, First
No exceptions	With exceptions
Brighton, First	Orchard Lake, Community
No exceptions	No exceptions
Dearborn, Cherry Hill	Rochester Hills, University
With exceptions	No exceptions
Garden City, Garden City	Royal Oak, First
With exception & correction	No exceptions
Detroit, Broadstreet	Royal Oak, Starr
With exception	With exceptions
Detroit, Calvary	Saline, first
No exceptions	With exceptions & correction
Detroit, Hope	Shelby Township, St Thomas
No exceptions	No exceptions
Detroit, Jefferson Avenue	Taylor, Southminster
No exceptions	No exceptions
Grosse Pointe, Grosse	Waterford, Community
Pointe Memorial	No exceptions
No exceptions	White Lake, White Lake
	No exceptions

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

1. **TRANSFERS COMPLETED**
 - a) From the Presbytery of Detroit:
 - i) Norman Pritchard to Peace River Presbytery
 - b) To the Presbytery of Detroit:
 - i) Sarah Godbehere from New York City Presbytery
 - ii) Gwangwoo Je from the Presbyterian Church of Korea
 - iii) Julie Delezenne from Mackinac Presbytery
 - iv) Edward Dunn from Boise Presbytery
 - v) Robert Sheldon from Milwaukee Presbytery
 - c) To the Church Triumphant:
 - i) David Abbott on 9/15/11
 - ii) Thomas Duncan on 5/21/15
2. The Minutes of the Presbytery for 2014 have been reviewed by the Synod of the Covenant and approved without exception.
3. D-5.0206b requires that the Stated Clerk keep and report to Presbytery a roster of Permanent Judicial Commission members whose terms have expired within the last six years. That roster is:

Class of 2013	Teaching Elder Eldon Beery
Class of 2013	Ruling Elder Warfield Moore
Class of 2011	Teaching Elder Neeta Nichols
Class of 2011	Ruling Elder Artheillia Thompson
Class of 2009	Ruling Elder James Tubbs

COMMUNICATIONS

From the session of Milford Church informing us of their opposition to the General Assembly action on divestment from three companies doing business with Israel, and their intent to present an overture to the Presbytery asking the General Assembly to reverse the action.

Presbytery recessed for a community Bible study at 4:46 p.m.

WE PROCLAIMED THE GOOD NEWS

Presbytery convened after dinner for worship at 7:04 p.m. The Rev Seung Wong Yu preached.

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

Committee on Preparation for Ministry. Matthew Means reported for the Committee.

Upon motion of the Committee, Presbytery voted to ratify its approval of Mr. Iain Henry Kemp to serve as proctor for the Bible Content Examination being taken on September 4th by Reverend Jaco Bester in South Africa.

Rationale for approval:

- a. *Reverend Bester is engaged in the time-sensitive act of registering for his exams and must have a Presbytery-approved proctor according to Tim Cargal, Interim Coordinator, Preparation for Ministry and Exams.*

- b. *Due to his current residency in South Africa, Reverend Bester cannot take the Bible Content Examination while being proctored within the boundaries of the Presbytery of Detroit.*
- c. *Mr. Iain Henry Kemp is an Elder member of Reverend Bester's presbytery and has agreed to serve as a proctor for Reverend Bester's Bible Content Examination.*

The committee presented Christine Sackett for examination to be a candidate for the ordered ministry of teaching elder. Ms Sackett is under care of the session of the Garden City Church. Ms Sackett presented her journey to decide if she should seek ordination. Presbytery examined Ms Sackett on her sense of call. By consent, the examination was arrested,

Upon motion, Presbytery voted to enroll Ms Sackett as a candidate for the ordination to the ordered ministry of teaching elder.

The Moderator invited friends and relatives of Ms Sackett forward. She asked Ms Sackett the questions found in Presbytery Policy P-19. On her affirmative answers, she gave a brief charge and prayer and declared her enrolled as a candidate for ministry.

The committee presented Brad Rito for examination to be a candidate for the ordered ministry of teaching elder. Mr Rito is under care of the Session of Grosse Ile Church, and is a student at Pittsburgh Seminary. Mr Rito presented his journey to decide if he should seek ordination. Presbytery examined Mr Rito on his sense of call.

Upon motion, the examination was arrested. Upon motion, Presbytery voted to enroll Mr Rito as a candidate for the ordination to the ordered ministry of teaching elder.

The Moderator invited friends and relatives of Mr Rito forward. She asked Mr Rito the questions found in Presbytery Policy P-19. On his affirmative answers, she gave a brief charge and prayer and declared him enrolled as a candidate for ministry.

Angela Rio, a candidate of Chicago Presbytery, has received a call to Ann Arbor First as resident minister, and has met all the requirements for ordination to the ordered ministry of teaching elder. The Committee on Preparation for Ministry presented her to the Presbytery for examination in her Christian faith and views in theology, the Sacraments, and the government of this church.

By consent, the examination was arrested. Upon motion, Presbytery voted approve her for ordination to the ordered ministry of teaching elder.

Upon motion of the Committee, Presbytery voted that upon validation of her call by the Committee on Ministry, to grant permission for the Presbytery of Chicago to ordain Angela Rio and transfer her credentials to the Presbytery of Detroit.

Jessica Hauser-Brydon, a candidate of New Brunswick Presbytery, has received a call to Kirk in the Hills to serve as Temporary Supply Associate Pastor for congregational care, and has met all the requirements for ordination to the ordered ministry of teaching elder. The Committee on Preparation for Ministry presented her to the Presbytery for examination of her Christian faith, and views in theology, Sacraments, and the government of this church.

By consent, the examination was arrested. Upon motion, Presbytery voted ordain Ms Hauser-Brydon.

Upon motion of the Committee, Presbytery voted that upon validation of her call by the Committee on Ministry, to ordain Ms Hauser Brydon to the ordered ministry of teaching elder.

The Committee reported the following for the information of Presbytery:

CPM met with the following Finally Assessed Candidate of the Presbytery of New Brunswick and voted to approve recommending her to the Presbytery of Detroit for examination for ordination to the ordered ministry of "Teaching Elder," also called "Minister of the Word and Sacrament," *pending her receipt of a call from a member church of the Presbytery of Detroit.*

Jessica Hauser-Brydon June 2, 2015

Re: Candidates

CPM met with the following Candidates and voted to sustain their annual consultations and continue with them in the candidacy phase.

Heidi Church May 5, 2015 First, Ypsilanti
T.C. Anderson June 2, 2015 Geneva, Canton

CPM met with the following Inquirer and voted to sustain her annual consultation and continue with her in the inquiry phase.

Marijo Hockley May 5, 2015 First, Warren

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

Marshall Dicks June 2, 2015 First, Dearborn

CPM met with the following individual and voted not to enroll her as an Inquirer at this time, but to invite her to return to the full CPM as part of our November meeting. CPM requested that she re-work her application with revised references and expanded responses to the reflection questions. In addition, during the November meeting, CPM will work with the applicant to outline a plan of reconciliation between her and the Presbytery of Detroit.

Brenda Jarvis June 2, 2015 Garden City, Garden City

Re commissioned ruling elders:

CPM met with the following CRET's** and sustained their annual consultations.

Ruth Azar May 5, 2015 Grosse Pointe Memorial, Grosse Pointe
Anne Lyke May 5, 2015 First, South Lyon

CPM met with the following CRET,** sustained his annual consultation, and approved him as an ECRE, pending a revision of his statement of faith and re-submission to the CPM

Terry Chaney May 5, 2015 First, Birmingham

Committee on Ministry. Phillip Reed reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

1. **Approve** the Administrative Commission to install **Rev. Mark F. Phillips** as pastor at **Cherry Hill, Dearborn** on Sunday, June 28, 2015 at 4:00 pm.
 - a) Moderator: Rev. Dr. Judy Shipman
 - b) Clergy: Rev. Fran Hayes, Rev. Neeta Nichols, Rev. Dr. Al Timm
 - c) Ruling Elders: Mary Boudreau (Cherry Hill), John Clark (Allen Park), Shirley Henry (First, Northville).
 - d) Corresponding Members: Rev. Dr. Meta Cramer (Eastminster Presbytery), Ruling Elder Carole Rummell (Eastminster Presbytery)
2. **Approve** a one-month extension to the Interim Pastor contract between **First, Saline** and **Rev. Jennifer Clark**, effective June 24, 2015, through July 26, 2015.

3. **Approve** the 12-month Interim Pastor contract between the **Rev. Anne Schaefer and Rosedale Gardens, Livonia**, effective July 6, 2015. Terms: Full-time (40-50 hours per week); Salary \$58,640; Housing allowance \$38,000; Social Security \$7,393; Auto/travel reimbursement \$1300; Continuing Education reimbursement \$2,800; Vacation 1 month including 4 Sundays; Study Leave 2 weeks.
4. **Approve** the 12-month Temporary Supply contract between the **Rev. Keith Cornfield and First Presbyterian, Brighton**, effective June 29, 2015. Terms: Full time. Salary \$68,823; Housing allowance \$25,000; 403(b) Employer Contribution (in lieu of social security allowance) \$7,177; Professional expenses \$4,000. Total: \$105,000. Vacation, one month, including four Sundays; study leave, two weeks, including two Sundays.
5. **Approve** the 12-month renewal of the Temporary Supply contract between the **Rev. Ruthanne Bourlier and Garden City**, effective July 1, 2015.
 - a) Terms: Full-time, Salary \$28,000; Housing allowance \$16,000; Social Security \$3,366; Pension/Medical \$15,843; Reimbursable expenses \$6,790. Total: \$70,000. Vacation: one month, including four Sundays; Study Leave, two weeks, including two Sundays, prorated over the life of the contract.
 - b) In the event that Rev. Bourlier is terminated and does not have a job, the church agrees to this severance package, minus reimbursable expenses, for up to three months: Salary \$2,333.34; Housing \$1,333.34; Social Security \$280.50; Pension/Medical \$1,302.28; Total: \$5,249.46 per month.
6. Make the following changes:
 - a) **Transfer Rev. Keith Cornfield** into the Presbytery of Detroit from Shenandoah Presbytery.
 - b) **Transfer Rev. Kristin Riegel** to Hartland Presbytery.
 - c) **Move Rev. Neeta Nichols** to Member At-large.
 - d) **Designate Rev. Daniel Michalek** as Pastor Emeritus.
7. **Approve** the following appointments:
 - a) Rev. John Mishler to moderate the Session at Calvin East, June, July, and August, 2015.
 - b) Rev. Tom Oxtoby to moderate the Session at First, Saline, effective August 1, 2015.
 - c) Rev. Don Wright to moderate the Session at First, Dearborn in July, 2015.
 - d) Rev. Dr. Lou Prues to moderate the Session at Jefferson Avenue, Detroit in May, June and July, 2015.
 - e) E. Rev. Tom Oxtoby to moderate session at **Rosedale Gardens, Livonia** in May and June, 2015.
8. **Approve** the request of the **Kirk in the Hills, Bloomfield Hills** Congregation to close one Associate Pastor position, effective May 31, 2015.
9. **Approve, by a ¾ vote**, the call of **Royal Oak First to Rev. Pamela Meilands**, its current Assistant Pastor, to the position of Associate Pastor, (pursuant to G-2.0504c), effective July 1, 2015.
 - a) Terms: Salary \$27,000; Housing allowance \$19,000; Social Security \$3,519; Pension/Medical \$16,420; Medical deductible \$913; Study Leave \$1,200; other Business expenses \$1500. Vacation: four weeks per year, including four Sundays; Study Leave: two weeks per year, including two Sundays. AAEE0

guidelines were followed in the initial search to employ Rev. Meilands as Assistant Pastor.

10. The Committee on Ministry presented Patricia Johnson for examination to be a commissioned ruling elder. Ms Johnson read her statement of faith, and Presbytery examined her on it. By consent, the examination was arrested.

Upon motion of the Committee, Presbytery voted to approve the commission of **Patricia Johnson** as a Commissioned Ruling Elder, to serve as a chaplain at St. Joseph Mercy Hospital, Pontiac, with permission to serve communion, do baptisms and perform weddings in connection with her work at the hospital, effective July 1, 2015, for three years.

The Moderator called friends and family forward. She asked Ms Johnson the questions found in W-4.4003. On her affirmative answers, the Moderator offered a brief prayer, and directed that she be enrolled as a commissioned ruling elder in service at St Joseph Mercy Hospital, Pontiac.

Upon motion of Ms Austin, Presbytery voted to approve the Temporary Supply Associate Pastor contract between Jessica Hauser Brydon and the Kirk in the Hills, Effective July 1, 2015. This is an ordainable call. 12 months, renewable. Half-time. Terms: Salary, \$30,000, Professional reimbursement, \$1200, Study leave, \$800. Vacation of one month, including 4 Sundays. Study leave, 2 weeks per year, pro-rated over the life of the contract. The contract may be terminated by either party with 30 days notice.

Upon motion of Mr Reed, Presbytery voted to request the transfer of Duke Morrow from the Presbytery of Yukon.

The Committee fudged new ministers.

The Committee honored new retirees.

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

1. **Approved** the position of Chaplain/Spiritual Care Coordinator with Premier Hospice as **Validated Ministry** beyond the jurisdiction of the church for Teaching Elders in the Presbytery of Detroit.
2. **Approved** the work of **Rev. Kelly Pittman** as Chaplain/Spiritual Care Coordinator with Premier Hospice as her Validated Ministry.
3. **Approved** the dissolution of the relationship of Pastor and the severance agreement between **Rev. Sharon Mook** and **Fort Street, Detroit**, at the request of the Presbytery's Administrative Commission for Fort Street and with the concurrence of Rev. Mook and of the Session and the Congregation of Fort Street, Detroit. Last day of pastoral duties December 14, 2014. Effective date of dissolution of the pastoral relationship January 31, 2015. Additional payments beyond January 31, 2015: \$20,475 Salary (9 months); \$29,250 Housing Allowance (9 months); more than \$18,035 Board of Pensions Dues (9 months, with adjustment needed because of the new 2015 percentages); \$5,607 Social Security and Medical/Dental reimbursement; \$3,000 reimbursement for career and/or personal counseling. Move Rev. Mook to Member-at-Large.

4. **Approved** the dissolution of the relationship of Associate Pastor between **Rev. Carol Tate and Kirk in the Hills, Bloomfield Hills**, effective May 31, 2015, at her request and pending the concurrence of the Congregation.
5. **Approved** the following change in terms of call for **Rev. David Bleivik** as Pastor of **First, Dearborn**, from January 1 through June 5, 2015: Compensation and benefits will consist solely of payment of Board of Pensions Dues.
6. **Appointed** the following Administrative Commission to install **Rev. Joanne Blair** as Associate Pastor of **First, Birmingham**, on Sunday, April 19, 2015, at 10:00 a.m.
 - a) Moderator's Designee: Ruling Elder Harold Ellis (St. John's, Detroit)
 - b) Teaching Elders: John Judson, Sarah Linn, Thomas Oxtoby
 - c) Ruling Elders: Rosy Latimore (First, Birmingham), Tracey Parker (Northbrook, Beverly Hills), Robert Sigler (Northminster, Troy).
7. **Approved** the renewal of the Parish Associate relationship between **Rev. Catharine McCloskey-Turner and Faith, Novi**, for 12 months beginning April 1, 2015. Annual terms: 12 hours per week; \$12,000 Salary; Vacation 4 Weeks; Study Leave 2 weeks.
8. **Approved** the call to **Rev. Mark F. Phillips** to serve as pastor at **Cherry Hill, Dearborn** effective June 1, 2015. Terms: Full-time; Salary \$32,000; Housing and Utility Allowance \$20,000; SECA Reimbursement of \$3,978 (7.65% of Effective Salary); Board of Pensions dues \$18,720; Medical Deductible Reimbursement \$520; Optional Dental Plan \$331; Continuing Education Reimbursement \$1,000; Travel reimbursement \$1,000; Business Expense reimbursement \$500. Vacation 4 weeks including 4 Sundays; Study Leave 2 weeks including 2 Sundays. In addition, moving expenses up to \$7,500. The Church will also pay for the new Pastor to attend a Pastors in Transition retreat. AAEO Guidelines were followed in this search.
9. **Approved** a 2-month contract between **Jefferson Avenue, Detroit**, and **Rev. Dr. Louis Prues** to serve as Church Administrator/Head of Staff, effective May 1, 2015. Terms: 1/3 time; Monthly compensation--Salary \$2,000; Car Allowance \$500; Vouchered Pastoral Expenses \$200. (Two month total compensation = \$5,600.)
10. **Approved** the Parish Associate contract between **First, Dearborn** and **Rev. Don Wright**, effective January 1, 2015. Terms (expressed in annual amounts, to be prorated over the length of the contract): 19 hours/week; Salary \$21,000; Mileage \$3,600; Business reimbursement \$1,800; Medical \$12,840; Continuing Education \$480. Vacation 4 weeks including 4 Sundays; Study Leave 2 weeks including 2 Sundays.
11. **Approved** the 12-month Temporary Stated Supply contract between the **Rev. Dr. Robert Agnew and Fort Street, Detroit**, effective June 1, 2015. Terms: Full-time. Salary \$35,000; 403 (b) Member Contribution \$27,000; Social Security \$2,680; Family medical \$16,310; Family dental \$700; Professional expenses \$3,000; Auto / Business expenses \$3,300; Study Leave \$5,210; 403 (b) Employer Contribution \$10,000. Total: \$103,200. Vacation: one month, including four Sundays; Study Leave, two weeks, including two Sundays, prorated over the life of the contract.
12. **Approved** the retirement of **Rev. David Bleivik**, effective June 5, 2015.

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

1. Accepted, with thanks for his good work, the resignation of Rev. Eldon Beery from his Co-opted role on the Committee on Ministry.

2. A letter of reprimand with corrective actions was delivered and received by Ronald Vanderbeek. Any additional violation will be considered automatic renunciation of jurisdiction.
3. Added the following individuals to the Pulpit Supply List: Rev. Guy Ferguson, Brad Rito, Patricia Johnson.

Trustees: Ruling Elder Michael Starynchak (20)

Upon motion of the Trustees, Presbytery voted to approve the following resolutions:

1. Resolved, that organization of Howell Nature Center, LLC as a Michigan limited liability company, with the Presbytery of Detroit, Inc., a Michigan corporation, as the sole member, is hereby approved; together with the Operating Agreement for Howell Nature Center, LLC in the form presented in the following documents:
 - Operating Agreement for Howell Nature Center, LLC
 - Bill of Sale (of the furniture, equipment and other personal property to the Howell Nature Center, LLC)
 - Ground Lease (of the real estate to the Presbytery of Detroit to the Howell Nature Center, LLC)

The Documents are appended to the minutes.

(This recommendation is the final step in implementing the decision made by Presbytery at the January, 2015 meeting “to approve the creation of a subsidiary wholly-owned corporation for the Howell Nature Center, and to lease the property to the Howell Nature Center for 25 years.”)

2. Resolved, that Michael Starynchak, president of the Board of Trustees and Allen Timm, Corporate Secretary, are hereby authorized and directed to sign the Operating Agreement, the Ground Lease, and the Bill of Sale; and to take such further actions on behalf of the Presbytery of Detroit, Inc. as may be required to implement the organization of Howell Nature Center, LLC and carry out the intent of these resolutions, including transfer of employees, related benefit plans and other matters.

The Trustees reported the following for the information of Presbytery:

1. The Trustees have appointed Teaching Elders James Conley, Kent Clise, and Julie Delezenne, Ruling Elders James Millhench, Dixie Elam, John Daniel, Alvin Smith; Teaching elder Allen D. Timm, Executive Presbyter, ex-officio as the initial managers of Howell Nature Center, LLC, to have management authority over the business as provided in the Operating Agreement, including the employment of a president to direct the daily operations of the company.
2. The Trustees have directed the Managers of HNC to establish a classified Board of Managers consisting of seven managers divided into three classes with the term of one class expiring each year, plus the Executive Presbyter as the eighth manager to serve ex officio without vote. The Managers are directed to assign two managers to the class of 2016; two managers to the class of 2017; and three managers to the class of 2018. The Managers are also directed to elect a chair person.
3. Mr Timm has called a meeting of all the managers of the Howell LLC and that John Daniel and he are putting together a list of topics that need to be addressed in the start-up phase of the LLC.

4. The Presbytery Trustees project endowment income for the 2016 budget of \$646,784.64 minus fees of \$96,000 for a total income of \$550,704.64. This projection is 3.5% if a portfolio total of \$18,479,571 as of 12/31/14. Further, the Trustees ask the Presbytery to understand that the above calculations are estimated projections which are subject to fluctuation and therefore may be subject to change.
5. The Trustees voted to authorize, on behalf of the Presbytery of Detroit, the Korean Presbyterian Church of Metro Detroit to consolidate two mortgage loans already approved by the Presbytery and encumber the church with a new mortgage not to exceed \$2,300,000, for 5 years with payments of \$13,000/month, provided the documents describing the property are provided to the Trustees by the time the new loan closes.

The Trustees report they authorized on behalf of the Presbytery the Korean Presbyterian Church of Metro Detroit to borrow an additional \$917,000. They did this rather than waiting for the June 23 meeting for the following reasons:

- The new mortgage will be \$2,300,000, \$917,000 over the \$1,383,000 earlier approved by the Presbytery.
 - The current balance of the first 2 mortgages is approximately \$760,000
 - The purpose of the loan is to allow for a building project this summer, which will be delayed if they cannot borrow until the June meeting of Presbytery.
 - The next meeting of Presbytery is June 23, 2 ½ months away.
6. There are discussions in progress regarding the sale of the Southwest Church property.
 7. The Trustees have voted to release Ranney-Balch funds to the proposed recipients of the funds, pending action of Presbytery to approve the expenditures.
 8. The Trustees have negotiated a lease that is satisfactory to the Presbytery and Westminster Church. The main points are that after a bump upwards of \$.25 the first, each subsequent year will increase by \$.50 per square foot. The Presbytery has reserved the right to call for Westminster to build a wall in the middle of the floor, as agreed in the last lease.
 9. The Trustees have directed the Investment committee to review the investments of the Presbytery, including the cash reserves, to determine the best avenues for maximum return with minimal risk, consistent with Trustee Policy P-7.

Coordinating Cabinet. Harold Ellis reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery to approve the following resolutions:

1. Whereas the Presbytery of Detroit has previously approved at a prior stated meeting of the Presbytery the separation of the operations conducted at the camp, nature and conference center in Howell from the legal ownership of the real property constituting the land and structures of Howell camp and conference center with the legal ownership being retained and continuing in Presbytery of Detroit, and the operations being conducted by a Michigan non-profit limited liability company to be create, amend the Bylaws to strike the following:

Article VIII, 4:

Howell Conference and Nature Center Team

The Howell Conference and Nature Center Team shall have the responsibility for the supervision of day-to-day operations as well as long range planning for the Center. It shall:

- a) develop an annual budget and provide regular financial reports to the Trustees;
- b) maintain payroll, accounting, audit, and banking operations independent of the Presbytery;

- c) maintain adequate insurance to shelter the Presbytery from liability;
 - d) conduct fund-raising projects to supplement guest fees to enable, so far as possible, the operations of the Center to be self-supporting;
 - e) make provision for suitable housing for the director and the director's family;
 - f) recruit, train, and supervise the necessary corps of volunteers and professional staff;
 - g) secure all permits and licenses necessary for its operations; and
 - h) develop and conduct programs and activities which are appropriate and designed to further objectives established in cooperation with the Coordinating Cabinet.
2. Approve the Goals 2020. The Goals are appended to the minutes.
 3. Amend the 2015 Budget to add distributions from the Ranney Balch Fund. The amendment is appended to the minutes.

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

1. The Coordinating Cabinet reports that the Presbytery Operations Team has hired Diane Agnew as the new Hunger Action Enabler. The report of the Hunger Action Enabler search team is appended to the minutes.
2. The Coordinating Cabinet expects to submit the 2016 budget approval to Presbytery at its September meeting.
3. At the request of the Synod, the Coordinating Cabinet has reviewed the issues related to the reduction in synods mandated by the 2014 General Assembly. It met with the Synod Executive at its June meeting.
4. The Coordinating Cabinet heard a report from the Mission Interpretation and Ministry Team that it is collaborating with the General Assembly to hold a Neighborhood Redevelopment conference. This will include Self Development of People, the hunger program, the Presbyterian Disaster Assistance Program, and the Young Adult Volunteer Program (YAV).
5. The Coordinating Cabinet has established a new work group under the Mission Interpretation and Ministry Team for the purpose of engaging the General Assembly to establish a Young Adult Volunteer Site in Detroit for neighborhood development. The Mission Interpretation and Ministry Team has submitted a \$5,000 budget request for it. The overall budget will need coordination from other teams and agencies, and is expected to reach \$120,000.
6. During the summer months, office hours will be between 8 – 3, and that teams that want to meet later than 3 PM may do so if they cannot find another space by, but need to make a reservation with Sandy Jensen

Committee on Nominations. Ruthanne Boulter reported for the Committee.

Upon nomination of the Committee, Presbytery elected the following:

To the Class of 2017 on Congregational Development and Transformation:
Teaching Elder Judi McMillian Troy, First

The Committee reported the following for the information of Presbytery:

1. CON is seeking nominations for the class of 2018, if you are interested in serving the Presbytery or know someone who is please complete a nomination form and return it to the Presbytery offices. Forms are available on the table with Presbytery papers and online on the Nominations Page.

2. CON is also seeking nominations for GA commissioners and one YAD. Please complete the forms and submit them as soon as possible.

The Presbytery adjourned with prayer at 9:32 p.m.

The next meeting of the Presbytery will be Tuesday, September 22, 2015 at St Clair Shores, Lake Shore

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES:

Treasurer's Report
 Kenya Mission Report
 Installation Commission of Julien Delezenne
 Documents on the Incorporation of the Howell Nature and Conference Center.
 Goals 2020
 Ranney-Balch Fund distributions
 Report of the Hunger Action Enabler Search Committee

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR 6/23/2015

CHURCHES: Of 80 churches, 50 were represented and 30 were not.

COMMISSIONERS: Of 158 eligible commissioners, 86 enrolled, and 72 did not.

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

Of 12 total, 6 were present, of whom 2 counted as commissioners, leaving 4 as the unduplicated count: 1 excused, and 5 absent.

TEACHING ELDERS: Of the 146 non-retired teaching elders on the combined rolls of active members and members-at-large, 59 were present, 24 were excused, and 63 were absent.

Of the 89 retired teaching elders on the rolls, 12 were present and 77 were excused.

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

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

excused, 2 absent.

SUMMARY

VOTING MEMBERS PRESENT

86 Elder Commissioners
 + 4 Other Ruling Elders
 + 59 Non-retired teaching elders
 + 12 Retired teaching elders
 + 1 Commissioned Ruling Elders.
 + 0 Certified Christian Educators.
 = 162 Voting members present.

OTHERS PRESENT

7 Non-voting attendees
 3 Corresponding members

ATTENDANCE CHURCHES AND COMMISSIONERS

ALLEN PARK, Allen Park

1 JUDITH OUELLETTE
 2 SID ALLEY
 3 BOB MORTON

ANN ARBOR, Calvary

1 NOT REPRESENTED

ANN ARBOR, First

1 RUTH BARNARD
 2 BEN VAN TUYL
 3 SUE LEONG
 4 HENRY JOHNSON

ANN ARBOR, Northside

5 NANCY CRAWFORD

ANN ARBOR, Northside

1 NOT REPRESENTED

ANN ARBOR, Westminster

1 AL BANNING

2 TOM BROWN

AUBURN HILLS, Auburn Hills

1 NOT REPRESENTED

BELLEVILLE, Belleville

1 NOT REPRESENTED

BERKLEY, Greenfield

1 TED SCHAFER

2 LYNN FANELLI

BEVERLY HILLS, Northbrook

1 BRIAN LONG

2 BILL JORDAN

BIRMINGHAM, First

1 MARY MATTHEWS

2 JUDY HUNT

3 BAZIL HUNT

BLOOMFIELD HILLS, Kirk/Hills

1 NOT REPRESENTED

2

3

4

5

BRIGHTON, First

1 STEVE WILLIS

2 MATT KATO

3

CANTON, Geneva

1 DAVE BUNCH

2 MICHAEL GAUBATZ

CLARKSTON, Sashabaw

1 NOT REPRESENTED

DEARBORN, Cherry Hill

1 MARY BOUDREAU

2 JULIUS OTTEN

DEARBORN, First

1 JIM BARBER

2

3

DEARBORN, Littlefield

1 BEN HYLKEMA

DEARBORN HGTS, St. Andrew's

1 NOT REPRESENTED

DETROIT, Broadstreet

1 ALISON OGLESBY

2 ALVIN SMITH

DETROIT, Calvary

1 ADRIENNE ADAMS

2 TIMOTHY NGARE

DETROIT, Calvin East

1 NOT REPRESENTED

2

DETROIT, First

1 NOT REPRESENTED

DETROIT, Fort Street

1 BOB PONDER

2

DETROIT, Gratiot Avenue

1 NOT REPRESENTED

2

DETROIT, Hope

1 DARYL TAYLOR

2 MARY GREEN

DETROIT, Jefferson Avenue

1 WANDA BROCK

2

3

DETROIT, St. John's

1 CHARLENE SMITH

2 JEANE MOORE

DETROIT, Trinity Community

1 NATALIE BROTHERS

2

DETROIT, Trumbull Avenue

1 MARTHA SINGLEY

2

DETROIT, Westminster

1 JEANNINE HOWARD

2 PAYLINE WILDER

3

FARMINGTON, First

1 DEB JACKSON LUM

2 SHARON CRESSMAN

3

FERNDALE, Drayton Avenue

1 KEN SEAMEN

FORT GRATIOT, Lakeshore

1 NOT REPRESENTED

GARDEN CITY, Garden City

1 GAIL FREW

GROSSE ILE, Grosse Ile

1 HELEN MORRISON

2 CYNTHIA JENKINS

3

GROSSE POINTE, Memorial

1 NOT REPRESENTED

2

3

4

GROSSE PTE WOODS, Woods

1 DAVID BENJAMINS

HIGHLAND PARK, Park United

1 MARIE HUGHLEY

2

HOWELL, First

1 DAWAIN RIEBOW

2 DAVE AHLQUIST

3 KAITLYN BLOOM

LINCOLN PARK, Lincoln Park

1 CHRIS GRUNDY

LIVONIA, Rosedale Gardens

1 DYCHE ANDERSON

2

3

LIVONIA, St. Paul's

1 DON TULLEY

2

LIVONIA, St. Timothy's

1 NOT REPRESENTED

MILAN, Peoples

1 NOT REPRESENTED

MILFORD, Milford

1 LESLIE NAVE

2 VIRGINIA O'BRIEN

3 ROGER BROOKS

MT. CLEMENS, First

1 PATRICIA LANGE

2

3

NORTHVILLE, First

1 MARTHA D NELSON

2 TOM HAUPT

3

NOVI, Faith Community

1 TERRY KAZAKOS

2

ORCHARD LAKE, Community

1 CHRISTY FORHAN

2 RON VERDUIN

3

PLYMOUTH, First

1 BRYAN KAMMERAAD

2 MIKE BALNAVES

3

4

PONTIAC, First

1 HAROLD BOETTGER

PONTIAC, Joslyn Avenue

1 NOT REPRESENTED

PORT HURON, First

1 MATT SAGEN

2 R. WILLIAMS

3

REDFORD, St. James

1 NOT REPRESENTED

ROCHESTER, University

1 JAN MUELLER

2 DOUG DENTON

3 CATHRINE MARTINEZ

ROSEVILLE, Erin

1 KEVIN SMITH

ROYAL OAK, First

1 JULIE MATTHEWS

2 PAT JOHNSON

3 DON JOHNSON

ROYAL OAK, Starr

1 NOT REPRESENTED

SALINE, First

1 NOT REPRESENTED

2

SHELBY TWP., St. Thomas

1 NOT REPRESENTED

2

3

SOUTH LYON, First

1 NOT REPRESENTED

SOUTHFIELD, Covenant

1 LEAH MOIR

SOUTHFIELD, Korean

1 SUNG YANG

2 ROBERT LEE

3 JOOHYUN CHOI

4

SOUTHFIELD, New Hope

1 NOT REPRESENTED

2

SOUTHFIELD, Point of Vision

1 NOT REPRESENTED

ST. CLAIR SHORES, Heritage

1 NOT REPRESENTED

ST. CLAIR SHORES, Lake Shore

1 NOT REPRESENTED

2

3

STERLING HGTS, New Life

1 VALERIE ROBBINS

2

TAYLOR, Southminster

1 SHARILYN SCHLEICHER BULLION

TROY, First

1 NOT REPRESENTED

TROY, Korean First

1 NOT REPRESENTED

2

TROY, Northminster

1 JULIE A SIGLER

WALLED LAKE, Crossroads

1 NOT REPRESENTED

WARREN, Celtic Cross

1 ROBERT SULLIVAN

2 PATRICK SWANEY

WARREN, First

1 KENNETH MEUCHEL

WATERFORD, Community

1 CAM McCAFFREY

2

WESTLAND, Kirk of Our Savior

1 DAVID GARCIA

WHITE LAKE, White Lake

1 NOT REPRESENTED

WYANDOTTE, Wyandotte

1 NOT REPRESENTED

YPSILANTI, First

1 NOT REPRESENTED

ATTENDANCE RULING AND TEACHING ELDERS**A. RULING ELDER MEMBERS ON CABINET**

E BARCONEY, CHARON

P ELLIS, HAROLD, PM

A FAIR, DEBORAH

P LATIMORE, ROSY

A LOCKARD, JOAN

A MACKIE, KATE

P MORGAN, DON

P NGARE, TIMOTHY

C NICHOLLS, SANDRA

A SADLER, CHUCK

A SEABROOKS, DOROTHY, PM

C STARYNCHAK, MICHAEL

B. TEACHING ELDERS

A ADAMS, WILLIAM L III

P ALLEN, ROBERT

P ANDERSON, BRYANT

E ANDERSON, LINDA

P ANDERSON, LINDSEY

A AUE, CRAIG

P AUSTIN, MARY

E BAHR-JONES, MARY

A BLAIKIE, DOUGLAS

A BLAIR, JOANNE

A BLEIVIK, DAVID

E BOHN, CHRISTINE

A BOLT, KENNETH

P BOURLIER, RUTHANNE

A BOUSQUETTE, PAUL

E BRYDON, TROY

A CAMPBELL, DOUGLAS

A CAMPBELL, EMILY

A CARL, STEPHEN

P CASTEEL, PEGGY

E CHOI, SEUNG KOO

P CHUNG, ISAAC

P CLARK, JENNIFER

E CLARK, STEVEN

A COCHRAN, LINDA

A CONRAD, LINDSAY

P COZIER, CLINTON

A DE ORIO, ANTHONY

P DELANEY, BETH

P DELEZENNE, JULIE

E DENNIS, WARREN

P DOWNS, ELIZABETH

A DOYLE-HOHF, KATHLEEN

P DUNN, EDWARD

E DUNN, JOANNA

E DYKSTRA, CRAIG R.

P FAILLE, JAMES

E FAIR, FAIRFAX

A FERGUSON, GUY THOMAS

A FORGER, DEBORAH

P FRANCIS, RAPHAEL B.

A GABEL, PETER W.

P GEAR, JAMES

A GEISELMAN, KEITH

A GODBEHERE, SARAH

A GRANO, MARIANNE

P GROSCH, ADAM

A HANNA, RAAFAT

E HARRIS, R. JOHN

P HARTLEY, THOMAS

P HAYES, FRANCES

A HEATON, DAN

P HENDERSON, RICHARD

A HENRY, PETER J. M.

P HILDEBRANDT, KARA

E HORLOCKER, MICHEL

P JAMES, MICHELLE

P JAMES, THOMAS

E JOHNSON, KEVIN

P JU, GWANGWOO

P JUDSON, JOHN

P KAIBEL, KENNETH

P KELSEY, LAURA

A KIDDER, ANNEMARIE

P KIM, MIN SOON

E KIM, Y. MONCH

E KIM, YOUNGCHUL

A KLINGER, JAMIE

P KOSTER, EDWARD H.

E KRUG, ERNEST

P LEE, ESTHER

P LINN, SARAH

A MABEE, CHARLES

A MADDEN, JULIE

A MARKS, JULIE

A McCLOSKEY-TURNER, CATHARINE

E McGOWAN, EVANS

A McMILLAN, JUDITH

A McRAE, BARBARA

P MEANS, MATTHEW

P MEILANDS, PAMELA

P MICHALEK, DANIEL

E MILLER, J. SCOTT

P MILLS, JILL

A MISHLER, JOHN

A MONNETT, JAMES

A MOOK, SHARON

P MOON, SUNG-JOON

P MOORE, PETER

A MORGAN, AMY

P MORGAN, JOANNE

A MOZENA, SUSAN

P NICHOLS, NEETA
 A NUSS, STEVEN
 P OBERG, ARTHUR
 A OSWALD, DIANE
 P OUELLETTE, EMMA
 A PARKER, OPELTON
 A PAVELKO, JOHN H.
 A PICKRELL, BROOKE
 A PIECUCH, KEVIN
 P PITTMAN, JASON
 A PITTMAN, KELLY
 P PORTER, JAMES
 A PORTICE, GEORGE
 E PRENTICE-HYERS, MARY ELIZABETH
 P PRIEST, TOM
 P PUNTIAM, JOEL
 P REED, PHILIP
 P RICE, ELIZABETH
 P RICE, THOMAS
 A RIEGEL, KRISTIN
 A RIKE, JENNIFER
 E RODAWLA, LALDINPUIN
 P ROEDERER, RENEE
 A ROGERS, MELISSA ANNE
 A RYAN, BREANNE
 A SANDERFORD, JOHN
 A SCHAEFER, ANNE N.
 P SHELDON, ROBERT
 E SHIH, SHENG-TO
 A SHINN, DAVID
 A SHRIVER, KELLY
 A SIAS-LEE, LAURA
 E SIMONS, SCOTT W.
 A SKIMINS, JAMES
 A SMITH, BRYAN DEAN
 E SOEHL, HOWARD
 A SOHN, YO SUP
 P SOMMERS, CHARLOTTE
 P STUNKEL, KAREN
 P STUNKEL, PAUL
 P SWARTZEL, BARBARA G.
 A TAN, HOTEK
 A TATE, CAROL ANN
 A THOMAS, CHRISTOPHER
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 A VANDERBEEK, RONALD
 A WHITLOCK, KELLIE
 P WILHELMI, MARJORIE
 A WOO, BYEONGJIN
 E WRZESZCZ, JENNIFER PARKER
 P YU, SEUNG WON
 P ZURAKOWSKI, GREGORY

C. RETIRED TEACHING ELDERS

E AARON, ESTELLE
 P AGNEW, ROBERT
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E ANDREWS, DOYLL

E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BOEVE, PETER
 E BORCHARDT, HENRY
 P BROWNLEE, RICHARD
 E BYARS, RONALD
 E CAMPBELL, VERN
 E CAPPS, HARRY
 E CARLE, NANCY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 E CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 P COWLING, NEIL D.
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 E DAVIS, ROXIE ANN
 E DAVIS, WILLIAM
 P DENTON, GRETCHEN
 P DOWNTON, DAVID
 E DUNIFON, WILLIAM
 E ELE, HERSCHEL
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEPFORD, WILLIAM G.
 E GERE, BREWSTER
 P GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HATCHER, RUFUS
 E HEINRICHS, THOMSON
 E HELMKE, BEN
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 E McINTYRE, DEWITT
 E MELROSE, SUE ELLIS
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 E OLIVER, GARY
 E ORR, ROBERT C.
 E OWEN, DAVID
 P OXTOBY, THOMAS

E PETERS, RICHARD
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E PROVOST, KEITH
 E PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, WILLIAM
 P RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SHIPMAN, JUDY
 P SMALLEY, DIANE
 E SMITH, PETER C.
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E THORESEN, KATHRYN R.
 E WINGROVE, WILLIAM N
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E YUE, MYUNG JA
 P ZAMBON, WILLIAM
 E ZIEGLER, JACK T.

D. STAFF & OTHERS

P AGNEW, DIANE
 A GRANT, RICHARD
 E HIGGINS, JOANNE
 P JENSEN, CHRISTINA
 P JENSEN, SANDRA
 P LEWIS, STEFANIE
 P LLOYD, MARY
 A PICCOLO, ANTHONY

E. CERT. ASSOC. CHRISTIAN ED.

P PRICE, LAURA

F. COMMISSIONED RULING ELDERS

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

H. PAST RULING ELDER

MODERATORS NOT ON CABINET

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

G. CORRESPONDING MEMBERS

RAFFAT ZAKI
 SYNOD OF THE COVENANT
 MARK PHILLIPS
 LONG ISLAND PRESBYTERY
 KEITH CORNFIELD
 SHENANDOAH PRESBYTERY

THE PRESBYTERY OF DETROIT

TREASURER'S REPORT

June 2, 2015

- A. Revenues and Expenditures for the period January 1 to April 30, 2015 compared to the related four-month budget.

- B. It is assumed that for Shared Mission, Offerings and Donations and Per Capita revenues and expenditures categories, about 25% of the proceeds will occur in December of 2015. The monthly allocation for these categories excludes the anticipated December amounts.

- C. All other classifications of revenues and expenditures reflect one third of the annual budget.

- D. One item of note is that the entire Professional Expense budget for the year has already been spent. Otherwise, considering timing, a review discloses nothing unusual or of concern at this point in time.

- E. A survey requesting information about the Accounting system used by churches in the Presbytery was attached to this year's annual Financial Report to Congregations. Will consolidate information next few weeks and issue report.

- F. Balance Sheet for the period ended April 30, 2015 is attached for your information.

Submitted By: Timothy Ngare, CPA

Treasurer

(As presented to Board of Trustees Meeting, 6/2/2015)

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 1/1/2015 Through 4/30/2015

	Current Year Actual	Four Month Budget	Budget Variance	Percent over/under Budget
Mission Revenue				
Shared Mission	88,401.99	88,750.00	(348.01)	0%
Offerings and Donations	72,301.53	56,500.00	15,801.53	28%
POD ECO	49,954.60	45,000.00	4,954.60	11%
GA & Synod	0.00	15,000.00	(15,000.00)	-100%
Directed Mission	804.20	1,666.67	(862.47)	-52%
General Mission & Designated Projects	16,703.58	53,333.33	(36,629.75)	-69%
Per Capita	<u>148,467.56</u>	<u>158,488.50</u>	(10,020.94)	-6%
Total Mission Revenue	<u>376,633.46</u>	<u>418,738.50</u>	(42,105.04)	-10%
Investments				
Endowment Income funds 200,410,420,430	155,378.77	136,676.33	18,702.44	14%
Endowment Income Transfer To Fund 100 & 440	65,180.28	73,657.00	(8,476.72)	-12%
Interest Income-Pod Church loans & Other	<u>1,855.90</u>	<u>20,751.00</u>	(18,895.10)	-91%
Investment Income				
Total Investments	<u>222,414.95</u>	<u>231,084.33</u>	(8,669.38)	-4%
Grant Income	30,631.27	13,766.67	16,864.60	123%
Other Income	<u>551.30</u>	<u>666.67</u>	(115.37)	-17%
Total Revenues	<u>630,230.98</u>	<u>664,256.17</u>	(34,025.19)	-5%
Mission Expense				
Shared Mission	20,746.84	17,750.00	(2,996.84)	-17%
Offerings and Donations	69,659.96	56,500.00	(13,159.96)	-23%
POD ECO	47,541.25	45,000.00	(2,541.25)	-6%
GA & Synod ECO	0.00	15,000.00	15,000.00	100%
General & Other Mission Expense	37,173.23	53,333.33	16,160.10	30%
Per Capita	<u>56,715.06</u>	<u>65,978.25</u>	9,263.19	14%
Total Mission Expense	<u>231,836.34</u>	<u>253,561.58</u>	21,725.24	9%
Investment				
Endowment Distribution	161,892.38	105,009.67	(56,882.71)	-54%

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 1/1/2015 Through 4/30/2015

	Current Year			
	Actual			
Bank & Investment Fees	<u>24,115.24</u>	<u>31,766.67</u>	7,651.43	24%
Total Investment	<u>186,007.62</u>	<u>136,776.33</u>	(49,231.29)	-36%
Machinery & Maintenance	12,080.17	10,882.00	(1,198.17)	-11%
Professional Expense	15,013.97	4,916.67	(10,097.30)	-205%
Office & Other Expense	5,154.89	10,666.67	5,511.78	52%
Rent & Security	13,912.52	13,448.67	(463.85)	-3%
Insurance & Umbrella Liability	5,478.15	4,866.67	(611.48)	-13%
Grant Expense	19,600.00	13,766.67	(5,833.33)	-42%
Total Ministry Teams (Committees) Expense	88,085.17	138,773.00	50,687.83	37%
Administrative Expenses				
Salary & Benefits	130,284.18	134,160.85	3,876.67	3%
Payroll Taxes	<u>6,362.46</u>	<u>7,535.49</u>	1,173.03	16%
Total Administrative Expenses	<u>136,646.64</u>	<u>141,696.33</u>	<u>5,049.69</u>	4%
Total Expenditures	<u>713,815.47</u>	<u>729,354.58</u>	<u>15,539.11</u>	2%
Total Income Before Net Realized/Unrealized Gain Or Loss	(83,584.49)	(65,098.41)	(49,564.30)	76%
Net Unrealized/Realized Endowment Gain or Loss	<u>206,087.55</u>			
Total Income After Net Realized/Unrealized Gain or Loss	<u>122,503.06</u>			

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 1/1/2015 Through 4/30/2015

	Current Year			Percent Total Budget
	Actual	Total Budget	Budget Variance	Remaining
Mission Revenue				
Shared Mission	88,401.99	355,000.00	(266,598.01)	(75.10)%
Offerings and Donations	72,301.53	226,000.00	(153,698.47)	(68.01)%
POD ECO	49,954.60	135,000.00	(85,045.40)	(63.00)%
GA & Synod	0.00	45,000.00	(45,000.00)	(100.00)%
Directed Mission	804.20	5,000.00	(4,195.80)	(83.92)%
General Mission & Designated Projects	16,703.58	160,000.00	(143,296.42)	(89.56)%
Per Capita	<u>148,467.56</u>	<u>633,954.00</u>	<u>(485,486.44)</u>	<u>(76.58)%</u>
Total Mission Revenue	<u>376,633.46</u>	<u>1,559,954.00</u>	<u>(1,183,320.54)</u>	<u>(75.86)%</u>
Investments				
Endowment Income funds 200,410,420,430	155,378.77	410,029.00	(254,650.23)	
Endowment Income Transfer To Fund 100 & 440	65,180.28	220,971.00	(155,790.72)	
Interest Income-Pod Church loans & Other	<u>1,855.90</u>	<u>62,253.00</u>	<u>(60,397.10)</u>	<u>(97.02)%</u>
Investment Income				
Total Investments	<u>222,414.95</u>	<u>693,253.00</u>	<u>(470,838.05)</u>	<u>(67.92)%</u>
Grant Income	30,631.27	41,300.00	(10,668.73)	(25.83)%
Other Income	<u>551.30</u>	<u>2,000.00</u>	<u>(1,448.70)</u>	<u>(72.44)%</u>
Total Revenues	<u>630,230.98</u>	<u>2,296,507.00</u>	<u>(1,666,276.02)</u>	<u>(72.56)%</u>
Mission Expense				
Shared Mission	20,746.84	71,000.00	50,253.16	70.78%
Offerings and Donations	69,659.96	226,000.00	156,340.04	69.18%
POD ECO	47,541.25	135,000.00	87,458.75	64.78%
GA & Synod ECO	0.00	45,000.00	45,000.00	100.00%
General & Other Mission Expense	37,173.23	160,000.00	122,826.77	76.77%
Per Capita	<u>56,715.06</u>	<u>263,913.00</u>	<u>207,197.94</u>	<u>78.51%</u>
Total Mission Expense	<u>231,836.34</u>	<u>900,913.00</u>	<u>669,076.66</u>	<u>74.27%</u>
Investment				
Endowment Distribution	161,892.38	315,029.00	153,136.62	48.61%

The Presbytery of Detroit
Statement of Revenues and Expenditures Combined Funds
From 1/1/2015 Through 4/30/2015

	Current Year			Percent Total Budget
	Actual	Total Budget	Budget Variance	Remaining
Bank & Investment Fees	<u>24,115.24</u>	<u>95,300.00</u>	<u>71,184.76</u>	<u>74.70%</u>
Total Investment	<u>186,007.62</u>	<u>410,329.00</u>	<u>224,321.38</u>	<u>54.67%</u>
Machinery & Maintenance	12,080.17	32,646.00	20,565.83	63.00%
Professional Expense	15,013.97	14,750.00	(263.97)	(1.79)%
Office & Other Expense	5,154.89	32,000.00	26,845.11	83.89%
Rent & Security	13,912.52	40,346.00	26,433.48	65.52%
Insurance & Umbrella Liability	5,478.15	14,600.00	9,121.85	62.48%
Grant Expense	19,600.00	41,300.00	21,700.00	52.54%
Total Ministry Teams (Committees) Expense	88,085.17	416,319.00	328,233.83	78.84%
Administrative Expenses				
Salary & Benefits	130,284.18	402,482.54	272,198.36	67.63%
Payroll Taxes	<u>6,362.46</u>	<u>22,606.46</u>	<u>16,244.00</u>	<u>71.86%</u>
Total Administrative Expenses	<u>136,646.64</u>	<u>425,089.00</u>	<u>288,442.36</u>	<u>67.85%</u>
Total Expenditures	<u>713,815.47</u>	<u>2,328,292.00</u>	<u>1,614,476.53</u>	<u>69.34%</u>
Total Income Before Net Realized/Unrealized Gain Or Loss	<u>(83,584.49)</u>	<u>(31,785.00)</u>	<u>(51,799.49)</u>	<u>162.97%</u>
Net Unrealized/Realized Endowment Gain or Loss	<u>206,087.55</u>	<u>0.00</u>	<u>206,087.55</u>	<u>0.00%</u>
Total Income After Net Realized/Unrealized Gain or Loss	<u>122,503.06</u>	<u>(31,785.00)</u>	<u>154,288.06</u>	<u>(485.41)%</u>

COMMISSION REPORT
ORDINATIONS AND INSTALLATIONS
PRESBYTERY OF DETROIT
June 23, 2015

The Commission to **install Rev. Julie Delezenne as Pastor of First Presbyterian Church, Warren** was convened with prayer by the moderator, Rev. Dr. Judy Shipman, at 3:45 PM, on April 26, 2015, at First Presbyterian Church, Warren. The Commission members present were:

The Rev. Lindsey Anderson	Elder Jim Bates of Westminster Presbyterian Church, Detroit
The Rev. Matthew Means	Elder Dennis Delezenne of St. Timothy Presbyterian Church
The Rev. Amy Morgan	Elder Jane Wong of First Presbyterian Church, Warren
The Rev. Dr. Judy Shipman	

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

The Rev. Katie Lancaster, Kenilworth Union Church, Kenilworth, IL

The Commission invited the following persons to participate in the worship service:
Choir, First Presbyterian Church, Warren

Rachel Fazio (PNC)

Ruling Elder Alan Gruber

Soloist Lean Gruber

Ruling Elder Mike Slupinski (PNC)

After approving the order of worship, the Commission proceeded to worship, where it installed Rev. Julie Delezenne as Pastor of First Presbyterian Church, Warren. In the course of the ordination service, Rev. Delezenne 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. Delezenne.

/s

Rev. Dr. Judy Shipman
Moderator

Date: April 26, 2015

OPERATING AGREEMENT FOR
HOWELL NATURE CENTER, LLC,
 A Michigan limited liability company

THIS OPERATING AGREEMENT (this “Agreement”) is made effective this ___ day of _____, 2015, by and between HOWELL NATURE CENTER, LLC, a Michigan limited liability company (the “Company”), and PRESBYTERY OF DETROIT, INC., a Michigan nonprofit corporation (f/k/a Committee on National Missions of the Presbytery of Detroit, The United Presbyterian Church) (the “Member”).

NOW, THEREFORE, the parties agree as follows:

1. Formation; Name; Purpose. The Company has been formed pursuant to the provisions of the Michigan Limited Liability Company Act, as amended (the “Act”), by the execution and filing of its Articles of Organization, as the same may be amended, (the “Articles”) with the Michigan Department of Licensing and Regulatory Affairs (the “Department”). The name, purpose and duration of the Company are as set forth in the Articles, as the same may be changed from time to time in accordance with the Act.

2. Offices. The principal office and any additional office of the Company will be at such place or places inside or outside the State of Michigan as the Member may designate from time to time. The initial registered office of the Company and its resident agent are as set forth in the Articles and as may be changed from time to time in accordance with the provisions of the Act.

3. Member. The Company was formed as a limited liability company with one member. The name of the Member is set forth on the signature page. In the event the Company is to add any additional members, the Company and all of its members will execute an operating agreement, as contemplated by the Act, before any such additional members will have any rights as members of the Company.

4. Management of the Company.

4.1. The Company will be managed by managers. Initially, the persons listed on the attached **Schedule A** will serve as managers (the “Managers”). The Managers will have management authority over the business of the Company, and will have all powers necessary or advisable to carry out the business of the Company. The Managers will have the authority to take any and all action on behalf of the Company to the fullest extent permitted by the Act. The Managers may appoint, employ, or otherwise contract with any persons for the transaction of the business of the Company or the performance of services for or on behalf of the Company, and may delegate to any such person (who may be designated an officer of the Company) such authority to act on behalf of the Company as the Managers may from time to time deem appropriate.

4.2. The number of Managers may be increased or decreased at any time by the Member. In the event that the number of Managers is increased, the Member shall appoint the Manager(s) to fill any vacancy created by such increase. Each Manager shall serve until he

or she dies, resigns or is removed. A Manager may be removed, with or without cause, by the Member. In any such event, the Member shall appoint a new Manager.

4.3. The Managers shall hold such regular meetings for the transaction of such business as may properly come before the meeting at such times and places as the Managers may determine. The Managers shall hold such special meetings as shall be called at the direction of any Manager. Each such meeting shall be held at such time and place as shall be designated in the notice of such meeting. The presence of a majority of the Managers serving shall constitute a quorum for the transaction of business at any meeting of the Managers. Each Manager shall have one vote and the act of a majority of the Managers constituting a quorum shall be the act of the Managers. One or more Managers may participate in any regular or special meeting of the Managers by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other. Any action that may be taken at a meeting of the Managers may be taken without a meeting if a consent or consents in writing setting forth the action so taken, shall be signed by the Managers having not less than the minimum number of votes that would be necessary to authorize or take such action at a meeting at which all Managers entitled to vote thereon were present and voted, and shall be filed with the records of the Company.

5. Capital Contributions; Accounting.

5.1. In exchange for the Member's membership interest, the Member has contributed \$100.00 in cash, together with certain building improvements, personal property and other assets as reflected on the books of the Company. The Member is not obligated to make any further capital contributions to the Company. Any additional capital contributions must be so designated in writing by the Member and the Company. Any funds contributed to or advances made on the Company's behalf by the Member that are not designated as capital contributions will be loans payable by the Company to the Member on demand together with interest at the prime rate from the date of the contribution or advance until repaid in full. The Member will not be paid interest on any capital contribution. The Member will have no right to withdraw, or receive a return of, the Member's capital contribution. The Company shall reimburse the Member for all of the expenses of the Company reasonably incurred and paid for by the Member on the Company's behalf.

5.2. At the option of Member, the Company may elect to be treated for federal tax purposes as a disregarded entity, and consolidate the operations with that of the Member for tax reporting purposes. The Company may also elect to obtain a tax identification number distinct from that of the Member, and may seek tax-exempt status independently or as part of a group exemption.

5.3. The Company's fiscal year will be the fiscal year of the Member. The Company's books and records will be maintained in accordance with consistent recognized accounting practices.

5.4. Real and personal property owned by the Company will be held, and any conveyance of such property will be made, in the Company's name. The Company's funds will

be deposited in the Company's name with such financial institutions and in such accounts as the Member may determine, subject to authorized signatures that the Member may determine.

6. Assignments of Interest in the Company. The Member may sell, assign, pledge, or otherwise transfer or encumber (collectively "transfer") all, but not less than all, of the Member's interest in the Company by written instrument signed by the Member, the transferee, and the Managers. The Member may transfer a portion of the Member's interest in the Company, but only if an operating agreement is entered into that provides for voting rights, allocations of profit and loss, timing of distributions, designation of a tax matters member, and other matters customarily addressed in a limited liability company operating agreement. Any proposed or attempted transfer of a portion of the Member's interest without entering into such an operating agreement will be void.

7. Withdrawal and Dissolution.

7.1. The Member will have the right to withdraw from the Company upon such terms and conditions as agreed between the Member and the Company. The Member may evidence withdrawal from the Company only by filing a certificate of dissolution with the Department as contemplated by the Act.

7.2. The Company will dissolve and its affairs will be wound up upon the first to occur of the following events: (a) the Member filing a certificate of dissolution with the Department; or (b) the withdrawal from the Company by the Member. Upon the winding up of the Company, the assets will be distributed as provided in the Act.

8. Additional Members. The Company may admit one or more additional members upon such terms and conditions, and for such capital contributions, as may be determined by the Company and the Member. No additional members may be admitted unless an operating agreement is adopted as required in Section 6 above. Any admission of an additional member without such action will be null and void.

9. Distributions. Distributions of cash or other assets of the Company will be made at such times and in such amounts as the Managers may determine; provided, however, that a distribution will not be made if such a distribution would be violative of the Act.

10. Limitation on Liability. Unless otherwise provided by law or expressly assumed, a person who is a Member, Manager or agent of the Company is not liable for the acts, debts or obligations of the Company.

11. Indemnification. The monetary liability of either the Member or the Managers for breach of any duty is limited to the fullest extent permitted by the Act. The Company will indemnify and hold harmless the Member and/or the Managers from and against any and all losses, expenses, claims and demands sustained by reason of any acts or omissions, or alleged acts or omissions, of the Member and/or the Managers, including judgments, settlements, penalties, fines or expenses incurred in a proceeding to which the Member and/or the Managers are a party or threatened to be made a party because the person is or was a Member or Manager to the fullest extent permitted by law or contract and not subject to any restriction by this Agreement.

12. Entire Agreement. This Agreement constitutes the entire agreement among the parties hereto and contains all of the agreements among said parties with respect to the subject matter hereof. This Agreement supersedes any and all other agreements, either oral or written, between said parties with respect to the subject matter hereof.

13. Amendment. This Agreement may be amended only in writing signed by the Member and the Company specifically stating that this Agreement is amended.

WHEREFORE, the undersigned have executed this Agreement as of the date first written above.

COMPANY:

HOWELL NATURE CENTER, LLC,
a Michigan limited liability company

By: _____
Name: _____
Its: _____

MEMBER:

PRESBYTERY OF DETROIT, INC., a Michigan
nonprofit corporation (f/k/a Committee on National
Missions of the Presbytery of Detroit, The United
Presbyterian Church)

By: _____
Name: _____
Its: _____

SCHEDULE A

List of Managers

- 1.
- 2.
- 3.
- 4.
- 5.

BILL OF SALE

FOR THE CONSIDERATION of One Dollar (\$1.00), the receipt and sufficiency of which are hereby acknowledged, **Presbytery of Detroit, Inc.**, a Michigan nonprofit corporation ("**Transferor**"), in connection with the lease of certain real property located in the Township of Marion, County of Livingston, State of Michigan, which is more particularly described on **Exhibit "A"** attached hereto and by this reference incorporated herein (the "Premises"), hereby transfers and quitclaims to **Howell Nature Center, LLC**, a Michigan limited liability company ("**Transferee**"), without recourse to Transferor and without representation or warranty, all that property described below:

all right, title and interest, if any, of Transferor in and to the property identified on **Exhibit "B"** attached hereto and by this reference incorporated herein all furniture, equipment, furnishings, fixtures, decorations and other tangible personal property existing and located upon the Premises on the Effective Date as defined in that certain Ground Lease dated _____, 2015 between Transferor and Transferee.

IN WITNESS WHEREOF, Transferor has executed this Bill of Sale as of _____, 2015.

TRANSFEROR:

PRESBYTERY OF DETROIT, INC., a Michigan nonprofit corporation (f/k/a Committee on National Missions of the Presbytery of Detroit, The United Presbyterian Church)

By: _____

Name: _____

Its: _____

EXHIBIT A to BILL OF SALE

LEGAL DESCRIPTION OF THE PREMISES

Parcel 1:

A part of the Southeast 1/4 of the Southeast 1/4 of Section 27, Town 2 North, Range 4 East, described as follows: Commencing at the Southeast corner of the Southeast quarter of said Section 27; thence West to a point South of where the highway bends to the North; thence North to the center of the highway about 3 chains and 18 links; thence Southeasterly in center of the highway to the East line of said Section 27; thence South to the place of beginning.

Parcel 2:

A part of the Northeast 1/4 of the Southeast 1/4 of Section 34, Town 2 North, Range 4 East, described as: Beginning at the Southeast corner of the West half of the Northeast quarter of said Section 34; thence South 80 degrees East 167 feet; thence South 67 degrees 20 minutes East 101 feet; thence in a Southeasterly course to the shore of Pleasant Lake, meeting the shore of said lake at a point 25 feet East of a point on the shore of Pleasant Lake, which point is South 15 degrees 30 minutes East 47 feet from the termination of the line last above mentioned; thence Easterly along the shore of said lake to the East line of Section 34; thence North to the East 1/4 post; thence West to beginning.

Parcel 3:

The East 1/2 of the Northeast 1/4 of Section 34, Town 2 North, Range 4 East, except a triangular piece in the Northwest corner (3/4 of an acre, more or less).

Parcel 4:

The East 63 acres of the North 80 acres of the South part of the Northwest fractional quarter of Section 35, Town 2 North, Range 4 East, except the South 2 rods in width thereof, also excepting the East 2 rods in width thereof, and also excepting a piece of land described as follows; Commencing at a point 2 rods West of the Southeast corner of said above described land; running thence North 12 1/4 rods; thence West 8 rods; thence Southwesterly to a point on the Southerly line of said above described land 18 rods West of the point of beginning, thence East to beginning.

Parcel 5:

The West 18 acres of the North 1/2 of the Northwest 1/4 of Section 35, Town 2 North, Range 4 East, excepting therefrom: Beginning at the Northwest corner of said Section 35, thence South 352 feet; thence North 89 degrees 23 minutes East 155 feet; thence North 352 feet to the centerline of Triangle Lake Road; thence South 89 degrees 23 minutes West 155 feet along the centerline of Triangle Lake Road to the point of beginning.

Parcel 6:

The West 17 acres of that part of the South part of the Northwest fractional quarter of Section 35, Town 2 North, Range 4 East, Michigan, lying North of a line East and West and parallel with the North line of the said Section 35; and 160 rods South therefrom.

Parcel 7:

All that certain piece or parcel of land situate and being in the Township of Marion, County of Livingston and State of Michigan, and described as follows, to wit: Commencing at the Northeast corner of the Northeast quarter of the Northwest quarter of Section 35, Town 2 North, Range 4 East, Michigan, running thence South 51 rods; thence West 32 rods; thence North 18 rods; thence East one rod; thence North 34 rods; thence East 31 rods to beginning. Also a piece of land beginning at the Northwest corner of the above described parcel of land, running thence South 1 degree West 8.50 chains; thence West one rod; thence South 1 degree West 4.25 chains; thence West 18.71 chains; thence South 7.15 chains to the East and West 1/8 line on Northwest quarter of said Section 35; thence West on said 1/8 line to the Southeast corner of the West 18 acres of the North half of Northwest quarter of said Section 35; thence Northerly along said East line of said 18 acres to North line of said section; thence East to beginning, excepting therefrom: A part of the North 1/2 of the Northwest fractional 1/4 of Section 35, Town 2 North, Range 4 East, Michigan, described as follows: Beginning at the Southeast corner of the North 1/2 of the Northwest fractional 1/4 of said Section 35; thence North 471.90 feet, more or less, to line fence; thence South 88 degrees West on the South line of said line fence, 666 feet; thence South to the South line of the North 1/2 of the Northwest fractional 1/4 of said Section 35; thence East to the place of beginning; excepting therefrom the South 24 feet thereof; also excepting a parcel of land described as follows: Beginning at the Southeast corner of the North 1/2 of the Northwest fractional 1/4 of said Section 35; thence North along quarter line 3 rods; thence Southwesterly to the South line of the North 1/2 of the Northwest fractional 1/4 of said Section 35, at a point 2 rods West of the place of beginning; thence East to the place of beginning, also including: Part of the North 1/2 of the Northwest 1/4 of Section 35, Town 2 North, Range 4 East, described as follows: Beginning at the Southeast corner of said North 1/2 of Northwest 1/4, Section 35; thence South 89 degrees 45 minutes 15 seconds West, 1762.28 feet along South line of said North 1/2 of Northwest 1/4 Section 35; thence North 00 degrees 01 minutes 45 seconds West, parallel to North-South 1/4 line, Section 35; thence North 89 degrees 45 minutes 15 seconds East, 1096.86 feet along boundary line of land described in the deed recorded in the office of the Livingston County Register of Deeds, Liber 430, Page 491; thence South 00 degrees 01 minutes 45 seconds East, 447.9 feet to a point 24 feet North of East-West 1/8 line; thence North 89 degrees 45 minutes 15 seconds East, 666 feet to North-South quarter line; thence South 00 degrees 01 minutes 45 seconds East, 24 feet along North-South quarter line to the point of beginning, excepting therefrom all that part of the following described land lying within the boundaries thereof; beginning at the Southeast corner of said North 1/2 of Northwest 1/4, Section 35; thence North 00 degrees 01 minutes 45 seconds West, 49.5 feet along North-South quarter line; thence Southwesterly to a point on the South line of said North 1/2, of Northwest 1/4 Section 35, 33 feet South 89 degrees 45 minutes 15 seconds West from the Southeast corner thereof; thence North 89 degrees 45 minutes 15 seconds East, 33 feet to the point of beginning.

Easement Parcels as set forth in deed dated June 7, 1902 and recorded in Liber 107, page 118.

Parcels 1 through 7 above are more particularly defined in survey prepared by Boss Engineering dated October 7, 1996, Job No. 96613 and described as: Insured Parcel: Part of the Northwest 1/4 of Section 35, part of the Northeast 1/4 and the Southeast 1/4 of Section 34, and part of the

Southeast 1/4 of Section 27, Town 2 North, Range 5 East, Marion Township, Livingston County, Michigan, more particularly described as follows: Beginning at the North 1/4 corner of said Section 35; thence along the North-South 1/4 line of said Section 35; South 01 degrees 04 minutes 10 seconds East, 839.58 feet; thence South 88 degrees 54 minutes 52 seconds West, 666.00 feet; thence South 01 degrees 04 minutes 10 seconds East, 449.42 feet; thence North 88 degrees 47 minutes 02 seconds East, 649.00 feet; thence South 32 degrees 34 minutes 31 seconds West, 28.88 feet; thence along a line parallel to and 33 feet West of the North-South 1/4 line of said Section 35, South 01 degrees 04 minutes 10 seconds East, 1072.32 feet; thence South 88 degrees 33 minutes 44 seconds West, 132.00 feet; thence South 37 degrees 28 minutes 47 seconds West, 259.78 feet; thence along a line parallel to and 33 feet (2 rods) North of the East-West 1/4 line of said Section 35, South 88 degrees 33 minutes 44 seconds West, 1720.69 feet; thence along the West line of the East 63 acres of the South part of the Northwest fractional 1/4 of said Section 35, South 00 degrees 53 minutes 57 seconds East, 33.00 feet; thence along the East-West 1/4 line of said Section 35 South 88 degrees 33 minutes 44 seconds West, 552.55 feet to the East 1/4 corner of said Section 34 (also the West 1/4 corner of said Section 35); thence along the East line of said Section 34 (also the West line said Section 35), South 00 degrees 29 minutes 27 seconds East, 276.94 feet to Traverse Point "A"; thence continuing South 00 degrees 29 minutes 27 seconds East, 5 feet, more or less, to Pleasant Lake; thence along the water's edge of Pleasant Lake, 1090 feet, more or less; thence North 67 degrees 20 minutes 00 seconds West, 9.6 feet, more or less to Traverse Point "B", being the endpoint of a meandering Traverse line beginning at aforementioned Traverse Point "A" on the following 11 courses: 1) North 76 degrees 44 minutes 09 seconds West, 44.34 feet; 2) South 86 degrees 44 minutes 58 seconds West, 142.98 feet; 3) North 84 degrees 39 minutes 19 seconds West, 83.25 feet; 4) North 74 degrees 07 minutes 08 seconds West, 67.33 feet; 5) North 67 degrees 12 minutes 46 seconds West, 100.44 feet; 6) North 81 degrees 41 minutes 27 seconds West, 34.71 feet; 7) North 59 degrees 53 minutes 47 seconds West, 71.01 feet; 8) North 73 degrees 18 minutes 12 seconds West, 90.85 feet; 9) North 84 degrees 38 minutes 53 seconds West, 280.44 feet; 10) North 77 degrees 21 minutes 16 seconds West, 130.45 feet; 11) South 86 degrees 39 minutes 40 seconds West, 41.93 feet; thence North 67 degrees 20 minutes 00 seconds West, 101.00 feet; thence North 80 degrees 00 minutes 00 seconds West, 167.00 feet; thence along the West line of the East 1/2 of the Northeast 1/4 of said Section 34, North 00 degrees 39 minutes 57 seconds West, 2157.22 feet; thence North 35 degrees 17 minutes 50 seconds East, 582.13 feet; thence along the North line of said Section 34 (also the South line of said Section 27), North 88 degrees 30 minutes 03 seconds East, 61.21 feet; thence North 00 degrees 39 minutes 57 seconds West, 238.13 feet; thence along the centerline of Triangle Lake Road (66 foot wide right of way), Southeast on an arc left, having a length of 135.75 feet, a radius of 136.91 feet, a central angle of 56 degrees 48 minutes 24 seconds and a long chord which bears South 59 degrees 32 minutes 57 seconds East, 130.25 feet; thence continuing along the centerline of Triangle Lake Road, South 87 degrees 57 minutes 09 seconds East, 266.05 feet; thence continuing along the centerline of Triangle Lake Road, East on an arc right, having a length of 125.97 feet, a radius of 500.00 feet, a central angle of 14 degrees 26 minutes 07 seconds, and a long chord which bears South 80 degrees 44 minutes 06 seconds East, 125.64 feet; thence continuing along the centerline of Triangle Lake Road, South 73 degrees 31 minutes 02 seconds East, 418.68 feet to the Southwest corner of said Section 27 (also being the Northwest corner of said Section 35); thence along the West line of said Section 35 (also being the East line of said Section 34), South 00 degrees 51

minutes 12 seconds East, 352.00 feet; thence North 88 degrees 54 minutes 52 seconds East, 175.00 feet; thence North 00 degrees 51 minutes 12 seconds West, 352.00 feet; thence along the North line of said Section 35 and the centerline of Triangle Lake Road, North 88 degrees 54 minutes 52 seconds East, 2091.29 feet; thence South 01 degrees 05 minutes 09 seconds East, 242.00 feet; thence North 88 degrees 54 minutes 22 seconds East, 180.00 feet; thence North 01 degrees 05 minutes 09 seconds West, 242.00 feet; thence along the North line of said Section 35 and the centerline of Triangle Lake Road, North 88 degrees 54 minutes 52 seconds East, 143.94 feet to the point of beginning. Also, Commencing at the North 1/4 corner of Section 35; thence South 89 degrees West 144.16 feet along the centerline of Triangle Lake Road to the point of beginning; thence South 242 feet; thence South 89 degrees West 180 feet; thence North 242 feet to said centerline; thence North 89 degrees East 180 feet to the point of beginning.

Parcel 8:

Beginning at the Northwest corner of said Section 35, thence South 352 feet; thence North 89 degrees 23 minutes East 155 feet; thence North 352 feet to the centerline of Triangle Lake Road; thence South 89 degrees 23 minutes West 155 feet along the centerline of Triangle Lake Road to the point of beginning.

Tax Parcel Number: 10-35-100-006 (as to Parcels 1, 2, 3, 4, 5, 6 and part of Parcel 7)
Commonly known as: 1005 Triangle Lake Road

Tax Parcel Number: 10-35-100-004 (as to part of Parcel 7)
Commonly known as: 401 Triangle Lake Road

Tax Parcel Number: 10-35-100-003 (as to Parcel 8)
Commonly known as 945 Triangle Lake Road

EXHIBIT B to BILL OF SALE
Description of Personal Property

All movable personal property, equipment, improvements and fixtures, watercraft, grounds maintenance vehicles and equipment, computers, phone systems, lighting, etc. located on the Premises described in Exhibit A as of the date of this Bill of Sale.

GROUND LEASE

THIS GROUND LEASE (this "Lease") is entered into on this ___ day of _____, 2015 (the "Effective Date"), by and between **PRESBYTERY OF DETROIT, INC.**, a Michigan nonprofit corporation (f/k/a Committee on National Missions of the Presbytery of Detroit, The United Presbyterian Church), the address of which is 17575 Hubbell Ave., Detroit, Michigan 48235 ("Landlord"), and **HOWELL NATURE CENTER, LLC**, a Michigan limited liability company, the address of which is 17575 Hubbell Ave., Detroit, Michigan 48235 ("Tenant"), on the terms and conditions set forth below.

1. **Premises.** Landlord leases to Tenant and Tenant leases from Landlord real property situated in the Township of Marion, Livingston County, Michigan, being more particularly described in **Exhibit A** attached hereto, together with all of Landlord's rights, easements, and appurtenances in and to such property and in and to such rights as Landlord may have in highways, roads, streets, lanes, whether public or private, which are contiguous to the property, and all buildings and improvements now or hereafter situated thereon (the "Premises").

2. **Term.** This Lease shall be for an initial term commencing on the Effective Date and ending on a date twenty-five (25) calendar years after the Effective Date and shall automatically renew for succeeding periods of one (1) calendar year each unless either Tenant or Landlord provide contrary written notice to the other at least one (1) calendar year prior to the expiration of the then current term, provided that the term shall not automatically extend for any period that would otherwise deem the lease a transfer of real estate. Each renewal term shall be on the same terms and conditions as contained in this Lease.

3. **Rent.** On the Effective Date, Tenant shall pay rent of One and 00/100 Dollars (\$1.00) and on the 1st day of January in each subsequent calendar year thereafter during the term of this Lease, Tenant shall pay rent of One and 00/100 Dollars (\$1.00) per year for use of the Premises. Annual payments shall be made in advance for each year during the term of this Lease.

4. **Use.** The Premises may be used solely for the operation of a camp and conference center providing opportunities for mental, physical and spiritual growth designed to enhance the attendees' relationship with God and nature, and related legal uses, provided all such uses are consistent with the Christian mission of the Presbytery of Detroit.

5. **Covenant of Quiet Enjoyment.** So long as Tenant is not in default under this Lease, Tenant shall be entitled to quiet possession of the Premises during the term of this Lease.

6. **Taxes.** During the term of this Lease, Tenant shall pay all real estate taxes and special assessments, if any, levied against the Premises.

7. **Insurance.** During the term of this Lease, Tenant shall procure fire and extended coverage insurance insuring the Premises, including all leasehold improvements, for their full replacement value and public liability insurance and property damage insurance with insurance

companies licensed to do business in the State of Michigan, in amounts reasonably determined by Tenant in its sole discretion as optimum coverage. Landlord and Tenant and all parties claiming under them mutually waive any right of recovery against each other for any loss occurring to the Premises or as a result of activities conducted on the Premises, which is covered by insurance, regardless of the cause of the damage or loss. Each insurance policy covering the Premises shall contain an endorsement recognizing this mutual release by Landlord and Tenant and waiving all rights of subrogation by their respective insurers, and shall name Landlord as an additional insured.

8. **Utilities.** Tenant shall pay when due all bills for water, gas, electricity and other utilities and services for the Premises during the term of this Lease.

9. **Leasehold Improvements.** Tenant and Landlord acknowledge that there are currently existing buildings and improvements on the Premises. Tenant shall have the right to construct additional leasehold improvements on the Premises, and to remove or modify any existing improvements on the Premises, as deemed necessary or desirable by Tenant in its sole discretion. During the term of this Lease, title to all buildings and improvements on the Premises shall be vested in Tenant, so long as Tenant is not in Default (as hereinafter defined). At the expiration of this Lease, title to all buildings, alterations, additions, and leasehold improvements on the Premises, whether already existing at the Effective Date or later constructed by Tenant, including any such leasehold improvements that may constitute the personal property or trade fixtures of Tenant or any subtenant of Tenant, shall vest in Landlord.

10. **Maintenance by Tenant.** Tenant agrees to operate and keep the Premises in good condition and repair, in compliance with applicable laws and ordinances.

11. **Damage to Improvements.** In the event of damage to the improvements caused by fire or other casualty, Tenant may, but shall not be required to rebuild the Premises and its improvements to the condition that existed prior to the casualty.

12. **Condemnation.** If the whole or any part of the Premises shall be taken by any public authority under the power of eminent domain, then either Landlord or Tenant shall have the right up to the date of the taking to elect to terminate this Lease by giving notice of the termination to the other. If notice has not been received by either party from the other as of the date of the taking, then this Lease shall be deemed to continue with regard to the portion of the Premises not taken by eminent domain. If either party does elect to terminate this Lease, then all future obligations of the parties shall end as of the date of the taking, other than Tenant's obligations to indemnify Landlord provided below. To the extent of any renovation is required or desired by Tenant to the Premises to restore it to use after the taking, Tenant shall be responsible for undertaking and completing that renovation and paying the cost of the renovation. Each party shall seek its own award for damages for the taking.

13. **Indemnification.**

(a) Tenant hereby agrees to indemnify and hold Landlord harmless from any and all liabilities, damages, claims, penalties, fines, losses or expenses, including any court costs

and attorneys' fees, incurred by or asserted against Landlord that arise out of the activities and operations of Tenant on or relate to the Premises.

(b) The indemnities of this Section 13 shall survive the expiration or earlier termination of this Lease until the expiration of the statute of limitations applicable thereto.

14. **Default.** An event of default ("Event of Default") shall occur if there has been: (a) a failure by Tenant to pay, when due, any rent to be paid to Landlord, or to make payment when due of any other charges required by the terms of this Lease; or (b) a failure by Tenant to perform or otherwise comply with any other obligations or provisions of this Lease. Following an Event of Default, Landlord may send to Tenant notice of the Event of Default. The notice shall give Tenant seven (7) days to cure a monetary default, or thirty (30) days to cure the a non-monetary default. If the Event of Default is not cured during the applicable notice period or such longer period acceptable to Landlord, then upon the expiration of that notice period a "Default" shall exist. A Default shall also exist if the Premises are used in a way which violates the permitted use as set forth in Section 4 above, or are used otherwise for immoral purposes, as determined by Landlord in its sole and absolute discretion.

15. **Landlord's Remedies.** If a Default as defined above occurs, then Landlord shall at its election, upon or concurrent with the giving of notice to Tenant, have all rights and remedies available at law and equity, to include but not limited to the right to terminate this Lease.

16. **Assignment and Subletting.** Tenant may not transfer, pledge sublease, assign or otherwise any part of the Premises, or the interests of Tenant under this Lease without the prior written approval of Landlord.

17. **Notices.** All notices under this Lease shall be in writing and be sent to the respective party at the address indicated above or at such other address as Tenant shall designate in writing. A change in address may be effected by a certified letter sent by either party to the other. Unless Landlord gives notice to the contrary, all payments to Landlord under the terms of this Lease shall be made to Landlord at the address for Landlord first set forth above.

18. **Modifications.** No modification, alteration, or amendment to this Lease shall be binding unless in writing and signed by both parties to this Lease.

19. **Title.** Landlord warrants that no lien, exception to title, or encumbrance affects the Premises other than those of record at the Effective Date of this Lease.

20. **Entire Agreement.** This Lease constitutes the entire agreement between the parties and shall be deemed to supersede and cancel any other agreement between the parties relating to the transaction contemplated in this Lease.

21. **Governing Law.** This Lease shall be governed by and interpreted in accordance with the laws of the State of Michigan. In the event any provision of this Lease is in conflict with any statute or rule of any law in the State of Michigan or is otherwise unenforceable for any

reason whatsoever, then that provision shall be deemed severable from or enforceable to the maximum extent permitted by law, as the case may be, and that provision shall not invalidate any other provision of this Lease. Venue for any action brought under this Lease shall lie in Wayne County, Michigan.

IN WITNESS WHEREOF, Landlord and Tenant have executed this Lease on the day and year first written above.

LANDLORD:

PRESBYTERY OF DETROIT, INC., a Michigan nonprofit corporation (f/k/a Committee on National Missions of the Presbytery of Detroit, The United Presbyterian Church)

By: _____

Name: _____

Its: _____

TENANT:

HOWELL NATURE CENTER, LLC, a Michigan limited liability company

By: _____

Name: _____

Its: _____

EXHIBIT A to GROUND LEASE**LEGAL DESCRIPTION OF THE PREMISES****Parcel 1:**

A part of the Southeast 1/4 of the Southeast 1/4 of Section 27, Town 2 North, Range 4 East, described as follows: Commencing at the Southeast corner of the Southeast quarter of said Section 27; thence West to a point South of where the highway bends to the North; thence North to the center of the highway about 3 chains and 18 links; thence Southeasterly in center of the highway to the East line of said Section 27; thence South to the place of beginning.

Parcel 2:

A part of the Northeast 1/4 of the Southeast 1/4 of Section 34, Town 2 North, Range 4 East, described as: Beginning at the Southeast corner of the West half of the Northeast quarter of said Section 34; thence South 80 degrees East 167 feet; thence South 67 degrees 20 minutes East 101 feet; thence in a Southeasterly course to the shore of Pleasant Lake, meeting the shore of said lake at a point 25 feet East of a point on the shore of Pleasant Lake, which point is South 15 degrees 30 minutes East 47 feet from the termination of the line last above mentioned; thence Easterly along the shore of said lake to the East line of Section 34; thence North to the East 1/4 post; thence West to beginning.

Parcel 3:

The East 1/2 of the Northeast 1/4 of Section 34, Town 2 North, Range 4 East, except a triangular piece in the Northwest corner (3/4 of an acre, more or less).

Parcel 4:

The East 63 acres of the North 80 acres of the South part of the Northwest fractional quarter of Section 35, Town 2 North, Range 4 East, except the South 2 rods in width thereof, also excepting the East 2 rods in width thereof, and also excepting a piece of land described as follows: Commencing at a point 2 rods West of the Southeast corner of said above described land; running thence North 12 1/4 rods; thence West 8 rods; thence Southwesterly to a point on the Southerly line of said above described land 18 rods West of the point of beginning, thence East to beginning.

Parcel 5:

The West 18 acres of the North 1/2 of the Northwest 1/4 of Section 35, Town 2 North, Range 4 East, excepting therefrom: Beginning at the Northwest corner of said Section 35, thence South 352 feet; thence North 89 degrees 23 minutes East 155 feet; thence North 352 feet to the centerline of Triangle Lake Road; thence South 89 degrees 23 minutes West 155 feet along the centerline of Triangle Lake Road to the point of beginning.

Parcel 6:

The West 17 acres of that part of the South part of the Northwest fractional quarter of Section 35, Town 2 North, Range 4 East, Michigan, lying North of a line East and West and parallel with the North line of the said Section 35; and 160 rods South therefrom.

Parcel 7:

All that certain piece or parcel of land situate and being in the Township of Marion, County of Livingston and State of Michigan, and described as follows, to wit: Commencing at the Northeast corner of the Northeast quarter of the Northwest quarter of Section 35, Town 2 North, Range 4 East, Michigan, running thence South 51 rods; thence West 32 rods; thence North 18 rods; thence East one rod; thence North 34 rods; thence East 31 rods to beginning. Also a piece of land beginning at the Northwest corner of the above described parcel of land, running thence South 1 degree West 8.50 chains; thence West one rod; thence South 1 degree West 4.25 chains; thence West 18.71 chains; thence South 7.15 chains to the East and West 1/8 line on Northwest quarter of said Section 35; thence West on said 1/8 line to the Southeast corner of the West 18 acres of the North half of Northwest quarter of said Section 35; thence Northerly along said East line of said 18 acres to North line of said section; thence East to beginning, excepting therefrom: A part of the North 1/2 of the Northwest fractional 1/4 of Section 35, Town 2 North, Range 4 East, Michigan, described as follows: Beginning at the Southeast corner of the North 1/2 of the Northwest fractional 1/4 of said Section 35; thence North 471.90 feet, more or less, to line fence; thence South 88 degrees West on the South line of said line fence, 666 feet; thence South to the South line of the North 1/2 of the Northwest fractional 1/4 of said Section 35; thence East to the place of beginning; excepting therefrom the South 24 feet thereof; also excepting a parcel of land described as follows: Beginning at the Southeast corner of the North 1/2 of the Northwest fractional 1/4 of said Section 35; thence North along quarter line 3 rods; thence Southwesterly to the South line of the North 1/2 of the Northwest fractional 1/4 of said Section 35, at a point 2 rods West of the place of beginning; thence East to the place of beginning, also including: Part of the North 1/2 of the Northwest 1/4 of Section 35, Town 2 North, Range 4 East, described as follows: Beginning at the Southeast corner of said North 1/2 of Northwest 1/4, Section 35; thence South 89 degrees 45 minutes 15 seconds West, 1762.28 feet along South line of said North 1/2 of Northwest 1/4 Section 35; thence North 00 degrees 01 minutes 45 seconds West, parallel to North-South 1/4 line, Section 35; thence North 89 degrees 45 minutes 15 seconds East, 1096.86 feet along boundary line of land described in the deed recorded in the office of the Livingston County Register of Deeds, Liber 430, Page 491; thence South 00 degrees 01 minutes 45 seconds East, 447.9 feet to a point 24 feet North of East-West 1/8 line; thence North 89 degrees 45 minutes 15 seconds East, 666 feet to North-South quarter line; thence South 00 degrees 01 minutes 45 seconds East, 24 feet along North-South quarter line to the point of beginning, excepting therefrom all that part of the following described land lying within the boundaries thereof; beginning at the Southeast corner of said North 1/2 of Northwest 1/4, Section 35; thence North 00 degrees 01 minutes 45 seconds West, 49.5 feet along North-South quarter line; thence Southwesterly to a point on the South line of said North 1/2, of Northwest 1/4 Section 35, 33 feet South 89 degrees 45 minutes 15 seconds West from the Southeast corner thereof; thence North 89 degrees 45 minutes 15 seconds East, 33 feet to the point of beginning.

Easement Parcels as set forth in deed dated June 7, 1902 and recorded in Liber 107, page 118.

Parcels 1 through 7 above are more particularly defined in survey prepared by Boss Engineering dated October 7, 1996, Job No. 96613 and described as: Insured Parcel: Part of the Northwest 1/4 of Section 35, part of the Northeast 1/4 and the Southeast 1/4 of Section 34, and part of the

Southeast 1/4 of Section 27, Town 2 North, Range 5 East, Marion Township, Livingston County, Michigan, more particularly described as follows: Beginning at the North 1/4 corner of said Section 35; thence along the North-South 1/4 line of said Section 35; South 01 degrees 04 minutes 10 seconds East, 839.58 feet; thence South 88 degrees 54 minutes 52 seconds West, 666.00 feet; thence South 01 degrees 04 minutes 10 seconds East, 449.42 feet; thence North 88 degrees 47 minutes 02 seconds East, 649.00 feet; thence South 32 degrees 34 minutes 31 seconds West, 28.88 feet; thence along a line parallel to and 33 feet West of the North-South 1/4 line of said Section 35, South 01 degrees 04 minutes 10 seconds East, 1072.32 feet; thence South 88 degrees 33 minutes 44 seconds West, 132.00 feet; thence South 37 degrees 28 minutes 47 seconds West, 259.78 feet; thence along a line parallel to and 33 feet (2 rods) North of the East-West 1/4 line of said Section 35, South 88 degrees 33 minutes 44 seconds West, 1720.69 feet; thence along the West line of the East 63 acres of the South part of the Northwest fractional 1/4 of said Section 35, South 00 degrees 53 minutes 57 seconds East, 33.00 feet; thence along the East-West 1/4 line of said Section 35 South 88 degrees 33 minutes 44 seconds West, 552.55 feet to the East 1/4 corner of said Section 34 (also the West 1/4 corner of said Section 35); thence along the East line of said Section 34 (also the West line said Section 35), South 00 degrees 29 minutes 27 seconds East, 276.94 feet to Traverse Point "A"; thence continuing South 00 degrees 29 minutes 27 seconds East, 5 feet, more or less, to Pleasant Lake; thence along the water's edge of Pleasant Lake, 1090 feet, more or less; thence North 67 degrees 20 minutes 00 seconds West, 9.6 feet, more or less to Traverse Point "B", being the endpoint of a meandering Traverse line beginning at aforementioned Traverse Point "A" on the following 11 courses: 1) North 76 degrees 44 minutes 09 seconds West, 44.34 feet; 2) South 86 degrees 44 minutes 58 seconds West, 142.98 feet; 3) North 84 degrees 39 minutes 19 seconds West, 83.25 feet; 4) North 74 degrees 07 minutes 08 seconds West, 67.33 feet; 5) North 67 degrees 12 minutes 46 seconds West, 100.44 feet; 6) North 81 degrees 41 minutes 27 seconds West, 34.71 feet; 7) North 59 degrees 53 minutes 47 seconds West, 71.01 feet; 8) North 73 degrees 18 minutes 12 seconds West, 90.85 feet; 9) North 84 degrees 38 minutes 53 seconds West, 280.44 feet; 10) North 77 degrees 21 minutes 16 seconds West, 130.45 feet; 11) South 86 degrees 39 minutes 40 seconds West, 41.93 feet; thence North 67 degrees 20 minutes 00 seconds West, 101.00 feet; thence North 80 degrees 00 minutes 00 seconds West, 167.00 feet; thence along the West line of the East 1/2 of the Northeast 1/4 of said Section 34, North 00 degrees 39 minutes 57 seconds West, 2157.22 feet; thence North 35 degrees 17 minutes 50 seconds East, 582.13 feet; thence along the North line of said Section 34 (also the South line of said Section 27), North 88 degrees 30 minutes 03 seconds East, 61.21 feet; thence North 00 degrees 39 minutes 57 seconds West, 238.13 feet; thence along the centerline of Triangle Lake Road (66 foot wide right of way), Southeast on an arc left, having a length of 135.75 feet, a radius of 136.91 feet, a central angle of 56 degrees 48 minutes 24 seconds and a long chord which bears South 59 degrees 32 minutes 57 seconds East, 130.25 feet; thence continuing along the centerline of Triangle Lake Road, South 87 degrees 57 minutes 09 seconds East, 266.05 feet; thence continuing along the centerline of Triangle Lake Road, East on an arc right, having a length of 125.97 feet, a radius of 500.00 feet, a central angle of 14 degrees 26 minutes 07 seconds, and a long chord which bears South 80 degrees 44 minutes 06 seconds East, 125.64 feet; thence continuing along the centerline of Triangle Lake Road, South 73 degrees 31 minutes 02 seconds East, 418.68 feet to the Southwest corner of said Section 27 (also being the Northwest corner of said Section 35); thence along the West line of said Section 35 (also being the East line of said Section 34), South 00 degrees 51

minutes 12 seconds East, 352.00 feet; thence North 88 degrees 54 minutes 52 seconds East, 175.00 feet; thence North 00 degrees 51 minutes 12 seconds West, 352.00 feet; thence along the North line of said Section 35 and the centerline of Triangle Lake Road, North 88 degrees 54 minutes 52 seconds East, 2091.29 feet; thence South 01 degrees 05 minutes 09 seconds East, 242.00 feet; thence North 88 degrees 54 minutes 22 seconds East, 180.00 feet; thence North 01 degrees 05 minutes 09 seconds West, 242.00 feet; thence along the North line of said Section 35 and the centerline of Triangle Lake Road, North 88 degrees 54 minutes 52 seconds East, 143.94 feet to the point of beginning. Also, Commencing at the North 1/4 corner of Section 35; thence South 89 degrees West 144.16 feet along the centerline of Triangle Lake Road to the point of beginning; thence South 242 feet; thence South 89 degrees West 180 feet; thence North 242 feet to said centerline; thence North 89 degrees East 180 feet to the point of beginning.

Parcel 8:

Beginning at the Northwest corner of said Section 35, thence South 352 feet; thence North 89 degrees 23 minutes East 155 feet; thence North 352 feet to the centerline of Triangle Lake Road; thence South 89 degrees 23 minutes West 155 feet along the centerline of Triangle Lake Road to the point of beginning.

Tax Parcel Number: 10-35-100-006 (as to Parcels 1, 2, 3, 4, 5, 6 and part of Parcel 7)

Commonly known as: 1005 Triangle Lake Road

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Commonly known as: 401 Triangle Lake Road

Tax Parcel Number: 10-35-100-003 (as to Parcel 8)

Commonly known as 945 Triangle Lake Road

VERSION 1.1
MAY 28, 2015



GOALS 2020

PRESENTED BY: THE GOALS, PLANNING, AND
STRATEGY WORKGROUP

GOALS 2020

GPS WORKGROUP MEMBERS

The GPS workgroup was comprised of eleven ruling and teaching elders representing the diversity of Detroit Presbytery – from “east and west, north and south;” urban, suburban, small town, rural; of different races and cultures; and churches of various sizes. As intentionally as we sought out diversity in the composition of this workgroup, we also sought out persons from the younger generations in the hope that the Spirit would work through them in fresh new ways to develop goals for the next five years of the Presbytery that would most significantly impact those who have further to go in their ministry. In answer to our prayers, God called to this task the following individuals:

Bryan Jensen – ruling elder from Grosse Ile

Amy Morgan – teaching elder from First, Birmingham

Kevin Smith – ruling elder from Erin, Roseville

Renee Roederer – teaching elder at large

Matt Lozen – ruling elder from First, Port Huron

Kelly Boubel-Shriver – teaching elder from Peoples, Milan

Traci Knox – ruling elder from Calvary, Detroit

Troy Hauser-Brydon – teaching elder from Kirk in the Hills

Aaron Crowton – ruling elder from First, Warren

Isaac Chung – teaching elder from White Lake

Elizabeth Lozen – deacon from First, Port Huron

PROCESS

Beginning in the fall of 2014, GPS began meeting via video conference call to discern how to hear the needs of the Presbytery and the voice of the Spirit. In January, several GPS members participated in a Coordinating Cabinet retreat to hear from the various ministries of the Presbytery on this topic and received important and helpful input from this time to inform our work. In March, GPS met to begin brainstorming ideas for the future of the Presbytery to present at the March meeting of POD. These initial ideas were presented at the meeting, and a feedback survey was distributed at the meeting and later posted to the POD website. GPS members followed up with churches by phone and email to solicit responses to these ideas. The workgroup met twice more – once in person and once via video conference – to develop a set of goals for the next five years of the Presbytery for presentation to Planning and Visioning, Coordinating Cabinet, and the Presbytery.

ABOUT THE GOALS

Our aim was to develop 3-5 SMART goals (Specific, Measurable, Achievable, Realistic, and Timely). Thus, each goal has several corollaries to help further define, measure, achieve, and schedule the overarching goal.

We approached our work with a spirit of abundance rather than scarcity, a spirit of hopefulness rather than cynicism. We understand that in order to achieve some of these goals, resources will need to be invested, re-allocated, or developed. We also understand that some of these goals will be challenging because they are similar to something we've tried before that didn't succeed. Other goals will be challenging because they are unlike anything we've tried before, and we don't have a successful model to follow. We feel that one of the gifts of these goals, and any goal, is the opportunity to try and fail, to learn from past mistakes and shortcomings, and to dream of a future we cannot yet envision clearly.

GOALS 2020

PROLOGUE:

Through all times and places, God has called women and men to be transformative in their particular time and place. Just as God called a people out of bondage in Egypt and just as God opened the ears of all to hear the gospel on the Day of Pentecost, so God is continuing to call and send us out into the freedom of new life in Christ. Trusting in God, the Presbytery of Detroit submits to the transforming work of Jesus Christ in this time and place. In gratitude for all signs of God's grace, we will seek to continually recognize and celebrate manifestations of the Kingdom of God in our midst. In the next five years, we will work, pray, and hope for God's work to be seen among us in the following ways:

GOAL #1: BY 2020, THE PRESBYTERY OF DETROIT WILL NOURISH RELATIONSHIPS BETWEEN PEOPLE, CHURCHES, AND MINISTRIES BY:

- living out its vision to be pastoral, serving as a listening ear, actively soliciting and responding to feedback from member churches through a formal engagement process which may include surveys, attention to participation data and outreach to member churches with the least engagement with the Presbytery in an attempt to re-engage as soon as practical;
- developing and sustaining at least 3 new cooperative affinity groups based on geographic location, ministry collaboration, or resource sharing;
- including purely relational activities into the "business" of Presbytery meetings and events aimed at fostering new relationships and transformative conversations among our diverse Presbytery members and commissioners;
- within one year, Coordinating Cabinet will develop a presentation for churches highlighting the ways that the various ministries of Presbytery plan to support the ministries of the local churches. Within the next three years, a representative of Presbytery will visit each church in the Presbytery to share this presentation.

GOAL #2: BY 2020, THE PRESBYTERY WILL DEVELOP A COMMUNICATION ACTION PLAN PROMOTING FLUENCY AND POSITIVE MESSAGING IN THE LANGUAGE OF 21ST CENTURY COMMUNICATION AND SOCIAL MEDIA BY:

- living out its vision to be missional, resourcing churches with training, tools, and theology to develop effective communication plans of their own, engaging them where they are now and helping them advance in their ability to leverage technology effectively for communication;
- increasing the resources devoted to communication technology and media as needed (including staff and volunteers);
- highlighting and celebrating where we see the Holy Spirit at work in our churches and ministries on a regular basis through Presbytery meetings, email communications, and social media;
- developing a platform to cultivate innovation in churches, regularly sharing new ideas for ministry as a part of presbytery gatherings.

GOAL #3: THROUGHOUT THE NEXT FIVE YEARS, THE PRESBYTERY WILL EMPHASIZE THE SACREDNESS OF TIME IN HOW WE SCHEDULE, CONSTRUCT, AND CONDUCT THE WORK OF THE PRESBYTERY BY:

- living out its vision to be prophetic in designing each meeting from the “ground up,” being attentive to the voice of the Spirit;
- utilizing a consent agenda where appropriate at stated meetings of the Presbytery;
- incorporating time-saving technologies into the work of the Presbytery;
- scheduling meetings and utilizing video conferencing in order to include people who have not been active in the ministries of the presbytery.

GOAL #4: THROUGHOUT THE NEXT FIVE YEARS, THE PRESBYTERY EMPHASIZE INCLUSIVITY OF IDEAS NEW AND OLD FROM DIVERSE GROUPS TO PROMOTE A MORE UNIFIED AND COLLABORATIVE BODY TO SERVE CHRIST AND OUR CONGREGATIONS BY:

- living out its vision to be prophetic, striving to be more reflective of the communities in which we worship;
- incorporating events to promote diversity, inclusivity and unity into the life of the Presbytery;
- being sensitive to the resistance to change and teaching from a place of love and patience.

IN ALL THIS, WE COMMIT TO *“LEAD A LIFE WORTHY OF THE CALLING TO WHICH YOU HAVE BEEN CALLED, WITH ALL HUMILITY AND GENTLENESS, WITH PATIENCE, BEARING WITH ONE ANOTHER IN LOVE, MAKING EVERY EFFORT TO MAINTAIN THE UNITY OF THE SPIRIT IN THE BOND OF PEACE. THERE IS ONE BODY AND ONE SPIRIT, JUST AS YOU WERE CALLED TO THE ONE HOPE OF YOUR CALLING, ONE LORD, ONE FAITH, ONE BAPTISM, ONE GOD AND FATHER OF ALL, WHO IS ABOVE ALL AND THROUGH ALL AND IN ALL.”* (EPHESIANS 4:1-6)

Ranney Balch Fund Distributions

Welcome Inn – Starr Presbyterian Church	\$10,000.00
Camp Westminster	\$7,940.00
First Warren – Inclusive Community	\$4,800.00
Second Mile Center	\$7,000.00
The Power to Choose	\$7,000.00
St. John’s Tutoring Project	\$5,000.00
St. John’s Liturgical Dance	\$3,500.00
Presbyterian Villages of Michigan	\$4,822.00

Welcome Inn is a day center caring for the homeless of the Metro-Detroit area operating out of Starr Presbyterian Church from mid-December through mid-March. Approximately 75 people a day are given a warm meal, access to showers, laundry facilities, mail service and medical care.

Camp Westminster All Things New program is a four-day camp for foster children, members of their current family and recently adopted foster children that provided free (or almost free) as outdoor camp experience which includes engagement with mission work and being introduced to Christ’s love through Bible study, vespers, and kind, nurturing staff.

First Warren Inclusive Community – A new ministry effort aimed at creating a safe space that supports, uplifts, and provides an inclusive community to persons with disabilities that have otherwise felt excluded from active participation in a faith community. The initial programming model will consist of small group gatherings to facilitate fellowship and will feature conversation guided around faith and spirituality topics from a disability perspective and faith and spirituality in general.

Second Mile Center provides a “Play 60 & Let’s Move” Program that engages, empowers and educates children about the need for daily physical activity, as well as healthy eating and drinking. This ministry reaches out to those less informed, under privileged, and those at risk for failing health which mainly services the East Side of the City of Detroit.

Power to Choose partners with First Step in providing culturally relevant support groups, group mentoring and empowerment-based advocacy. The primary target population includes survivors of intimate partner violence (e.g., domestic and sexual violence) who live in poverty or are at-risk of falling into poverty. The neighborhood or service area is the boundaries of the Presbytery of Detroit.

St. John’s Tutoring Project provides educational assistance and support to families in the community. In 2014, the project reached 180 youth with tutoring for SAT/ACT test as well as for the High School Placement Test. Additionally, they have made their tutoring software to available to other churches within the Presbytery.

St. John’s Liturgical Dance ministry provides youngsters a learning environment to enjoy music and dance while learning the expression of praise and worship through dance movements. Also provided is a Christian fellowship environment within the church to spread the joy, love and grace of God.

Presbyterian Villages of Michigan Benevolence Ministry provides assistance to residents who have outlived their resources. The ministry also supports resident who have an emergency need including, food, prescription assistance, utility bills and more. PVM has 25 senior living Villages across Michigan, 15 of which are within the bounds of the Presbytery of Detroit. Over 75% of the residents are low income.

Report of the Hunger Action Enabler Search Committee

Background

In response to the planned retirement of the Presbytery of Detroit's long-serving Hunger Action Enabler, scheduled to occur on February 28th, 2015, the Operations Ministry Team, at its regularly-scheduled meeting on 26 February 2015 initiated a search process in accordance with Presbytery Policy P-16 (Approved 11/23/2004, amended by substitution 4/24/2014). The Rev. Peggy Casteel was appointed chairperson of the search committee. In addition to the Rev. Casteel, search committee membership consisted of the following persons:

- The Rev. Dr. Allen Timm, Executive Presbyter
- Elder Pamela Dawson, Hunger Action Committee Member
- Elder Victor Jackson, Hunger Action Committee Member
- The Rev. Gregory C. Zurakowski, Chair, Presbytery Operations Ministry Team

Process

The search committee initially convened on 10 March 2015 to review the Hunger Action Enabler position description, to identify key experiential factors considered critical to success in the HAE position (to be used to screen applicants), develop interview questions to be asked of each candidate, and to agree on advertising/posting strategies for the position:

- The existing position description was reviewed by the Operations Ministry Team, the Hunger Action Coordination Committee, and the Social Justice Ministry Team; no changes to the position description were made.
- Ten experiential factors were identified as follows: networking, planning/administration, education/teaching, oral communications, written communications, computer skills, hunger coordination/involvement, motivation of volunteers, agency collaboration, and legislative engagement.
- Five interview questions were developed, to be asked of each candidate. These question were:
 - What is your passion for food ministry?
 - How has your experience & education prepared you for this ministry?
 - How would you/do you engage potential volunteers for this ministry?
 - How would you go out into the community to do this ministry?
 - How would you go about finding resources to support this ministry?
- It was decided that the HAE position would be posted to the Presbytery of Detroit website, and letters soliciting candidates would be sent to each church within the Presbytery of Detroit. This decision was based on two factors:

- This is a half-time position without funding available for relocation
- Familiarity with the Metropolitan Detroit region and the Presbytery of Detroit was considered critical to success in this position
- The position was posted and solicitation letters sent out on 16 March 2015 with a requested response deadline of 6 April 2015.
 - Eight application packages were received on or before the deadline
 - One application package was received after the deadline, but was reviewed along with the other packages
 - Applicants represented the diversity present within the Presbytery of Detroit
 - Four African-American females applied
 - Four Caucasian females applied
 - One Caucasian male applied
 - Two of the female applicants were under the age of 30
- Following the screening of application packages, utilizing the above-noted experiential factors, it was decided that five candidates would be interviewed.
 - Those not selected for an interview were so informed by letter
 - Three African-American females were interviewed
 - Two Caucasian females were interviewed
 - One Caucasian female was interviewed on 9 April 2015 to accommodate pre-planned travel
 - The remaining four candidates were interviewed on 28 April 2015
- The selection committee was uniformly impressed with the qualifications and enthusiasm displayed by all interviewees. As a result, the selection task was extremely difficult.

Results

Following the interviews conducted on 28 April 2015, the selection committee prayerfully deliberated about which of the five outstanding candidates would be the most likely to be successful in the critically-important position of Hunger Action Enabler. The result of these deliberations was that the committee recommended that the open position of Hunger Action Enabler be offered to Ms. Diane Agnew. Ms. Agnew was informed of the committee's decision via e-mail, and she accepted the position.

Rev. Peggy Casteel spoke with the four unsuccessful candidates regarding the committee's decision; Rev. Casteel thanked each candidate, and encouraged the two younger candidates to remain engaged in the important work of the Presbytery. The committee was unanimous in its admiration for all the candidates

With the selection committee's work having been completed, the Operations Ministry Team will dismiss the committee with thanks.

**PRESBYTERY OF DETROIT
MINUTES OF THE STATED MEETING OF SEPTEMBER 22, 2015
MEETING AT THE LAKE SHORE PRESBYTERIAN CHURCH**

WE GATHERED IN GOD'S NAME

The Presbytery of Detroit convened with prayer in a stated meeting at 4:00 p.m. on September 22, 2015 at the Lake Shore Presbyterian Church. Harold Ellis moderated the meeting.

The Stated Clerk declared the presence of a quorum.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Carol Koviak the Assistant to the Stated Clerk. The Moderator welcomed new commissioners and members.

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

Judy Shipman began moderating the meeting.

Adam Grosch welcomed Presbytery to the Lake Shore Church.

Reports from Presbytery Affiliated Organizations

Paul Miller, from Presbyterian Villages of Michigan Foundation reported on the 70th birthday celebration of Presbyterian Villages of M at Cobo Hall on November 13. They are now breaking ground for Hartford Village, the 9th site.

WE LISTENED FOR THE WORK OF THE SPIRIT IN OUR COMMUNITY

Reports

Mission Interpretation and Ministry Team. Presbytery heard reports on the Month of Mission. Mr Neal reported on the work of the Hands-on Mission.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

Executive Presbyter's Report

Mr Timm reported. He introduced Hunger Action Coordinator Diane Agnew to report on the activities of the Hunger Program.

The Moderator offered a prayer for Openness

Business Adopted by Motion and Debate

Committee on Preparation for Ministry. Sandra Nichols reported for the Committee.

The Committee presented Emily Beghin for examination for the ordered ministry of teaching elder. Ms Beghin is a candidate of Grand Canyon Presbytery, has received her M.Div. from Austin Theological Seminary, has passed all the requirements for ordination, and has received a call to serve as Resident Minister at Ann Arbor First. Ms Beghin 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, Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to sustain her examination.

Upon motion of the Committee, Presbytery voted to grant permission for the Presbytery of Grand Canyon to ordain Emily Beghin and transfer her credentials to the Presbytery of Detroit.

Upon motion of the Committee, the Presbytery voted to remove Candidate Edwin Fabre from the rolls of those under care of the Presbytery, for the following reasons: [9 rather than 7 years]

Committee on Ministry. Philip Reed reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

1. Transfer Rev. Mark Phillips from Long Island Presbytery to Presbytery of Detroit.
2. Transfer Rev. Nancy Devries from Homestead Presbytery to Presbytery of Detroit.
3. Move Rev. Carol Tate, Rev. Renee Roederer, Rev. Karen Stunkel, and Rev. Jennifer Clark to At-large status.
4. Recognize that Rev. Jennifer Clark is laboring outside the bounds of the Presbytery of Detroit.
5. Approve the retirement of Rev. Warren Dennis, effective June 30, 2015, and grant him the status of Honorably Retired.
6. Approve the Administrative Commission to ordain Jessica Hauser-Brydon at Kirk in the Hills, Bloomfield Hills on Sunday, September 27, 2015 at 11:00 a.m.
Moderator's Designee: Harold Ellis
Teaching Elders: Rev. Joanne Blair, Rev. Dr. Robert Sheldon, Rev. Dr. Allen Timm
Ruling Elders: Katherine Adams (Kirk in the Hills), Sandra Nichols (Birmingham First)
Thomas Duffield (Pontiac First);
Corresponding Members: Teaching Elders Tracey Henry (Elizabeth Presbytery), and Andrew Pomerville (Lake Michigan Presbytery).
7. Approve the Administrative Commission to Install the Rev. Clint Cozier to the position of Pastor at Southminster, Taylor on Sunday, October 4, 2015, at 4:00 p.m.
Moderator: Rev. Dr. Judy Shipman
Teaching Elders: Rev. Dr. John Pavelko; Rev. Craig Aue
Ruling Elders: Judith Ouellette (Allen Park), Pam Hutchens (Southminster, Taylor)
Corresponding Members: Teaching Elders John Stewart and Don Gordon from Lake Michigan Presbytery.
8. Approve the Administrative Commission to Install the Rev. Pamela Meilands to the position of Associate Pastor at First, Royal Oak on Sunday, October 11, 2015, at 10:30 a.m.
Moderator's Designee: Harold Ellis
Teaching Elders: Rev. Elizabeth Rice and Rev. Kent Clise

Ruling Elders: Suzanne Leuand (First, Royal Oak) and Dan Grano (Grosse Pointe Memorial) Corresponding Members: Teaching Elder Ivo Meilands from West Jersey Presbytery.

9. Approve the call of Korean Presbyterian Church of Metro Detroit to Rev. Esther Lee from her current position of Assistant Pastor to that of Associate Pastor, pursuant to G-2.0504c, effective October 1, 2015. Terms: Salary \$27,050; Housing \$27,050; Social Security \$2,069; Pension and medical \$20,190; Medical deductible \$3,400; Auto and travel \$4,800. Vacation: four weeks per year including four Sundays; Study Leave: two weeks per year including two Sundays.
10. Validate the Ministry of the Executive Director of the Southwest Detroit Immigrant & Refugee Mission.
11. Validate Rev. Kevin Picuch to the position of Executive Director of Southwest Detroit Immigrant and Refugee Center.
12. Close the Pastor position at Belleville, effective June 30, 2015, per the request of the congregation.
13. Close the Transitional Associate Pastor position at First, Farmington, effective June 30, 2014.
14. Approve the six-month severance agreement between St. Andrew's, Dearborn Heights and Rev. James Gear, effective October 4, 2015, with the following terms: Salary \$15,700; Housing \$9,300; Social Security Reimbursement \$1,932.50; Pension \$2,222.50; Death & Disability \$252.50; Medical \$6,210. Reasonable expenses and mileage through October 4, 2015. Professional Expenses not to exceed the budgeted amount and actual accrued mileage. This severance package will continue through April 3, 2016, or will end upon Rev. Gear's acceptance of a Pastoral call.
15. Adopt the Minimum Terms of Call for 2016. The Terms of Call are appended to the minutes.

Upon motion of Mr Reed, the Presbytery voted to transfer Herschel Ely HR to the Presbytery of Blackhawk.

The Committee on Ministry reported that under the authority granted, it has:

1. Granted permission for Rev. Lucas Keppel to labor within the bounds of Presbytery of Detroit to perform a baptism.
2. Granted permission for Southminster, Taylor to call a congregational meeting on Sunday, July 19, 2015, for the purpose of calling Rev. Clint Cozier as pastor, and appointed Rev. Neeta Nichols to moderate the meeting.
3. Approved the Temporary Supply Pastor contract between the Rev. Donald Wright and First, Dearborn, for up to 6 months, renewable, effective July 1, 2015, at the following annual terms: 19 hours per week. Salary \$21,000; Medical Reimbursement \$12,840; Auto/Travel Reimbursement \$3600; Business Expenses \$1800; Continuing Education Reimbursement \$480; Vacation 4 weeks including 4 Sundays; Study Leave 2 weeks, prorated over the life of the contract.
4. Approved the Temporary Supply contract between the Rev. Linda Corso and First, Howell, effective June 22, 2015, through December 27, 2015, renewable. Terms: Full time; (annualized) Salary \$42,150; Housing allowance \$37,125; Social Security \$3,225. Vacation: one month, including four Sundays; Study Leave: two weeks, including two Sundays, both pro-rated over the life of the contract.

5. Approved the Interim Pastor contract between the Rev. James Faile and First, Farmington, effective July 1, 2015, for six months. Terms: Full time, Salary \$40,000; Housing allowance \$24,000; Social Security \$4896; Pension/Medical \$25,766; Medical deductible \$1000; Travel \$1554; Study Leave \$1200; Additional Term Life Insurance \$1584. Total: \$100,000. Vacation, one month, including four Sundays; study leave, two weeks, including two Sundays, prorated over the life of the contract.
6. Approved the Interim Pastor contract between the Rev. Nancy DeVries and Jefferson Avenue, Detroit, effective August 1, 2015, for twelve months, renewable. Terms: Full time, Salary \$27,000; Employee Contributions to 403(b) \$27,000; Furnishings Allowance, paid as cash salary \$2000. (Value of the manse, for BOP calculations, \$16,800.) Social Security \$3504; Pension/Medical \$25,480; Medical Reimbursement by voucher \$3000; Employer Matching Contribution to 403(b) \$27,000; Professional Expenses by voucher \$7000. Manse utilities paid by the church. Total: \$138,784. (Total cost to the church, \$121,984.) Vacation, five weeks, including four Sundays; study leave, two weeks, including two Sundays, pro-rated over the life of the contract.
7. **Approved** the Commissioned Ruling Elder contract renewal between **Nancy Bass** and **Erin, Roseville**, effective August 1, 2015, for six months. Terms: 13 hours/week; Salary \$12,000; Professional Expenses \$380. Vacation of one month including 4 Sundays and Study Leave of 2 weeks, both per year and pro-rated over the life of the contract.
8. **Approved** the call between **Southminster, Taylor** and the **Reverend Clint Cozier** as Pastor, effective September 1, 2015. Terms: Full-time; Salary \$26,000; Housing & Utility Allowance \$15,000; Deferred Compensation \$3,483; SECA Reimbursement \$3,475 (7.65% of Effective Salary); BOP dues \$16,601; Medical Deductible Reimbursement \$1,000; Continuing Education Reimbursement \$1,200; Travel reimbursement \$1,400; Business Expense reimbursement \$2,000. Vacation: 4 weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays. In addition, one time moving expenses up to \$6,300. The Church will also pay for the new Pastor to attend Pastors in Transition retreat.
9. **Validated** the **Resident Minister** positions at **First, Ann Arbor**.

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

1. Placed **Christine Sackett, Anita Teresko, Gordon Seiler, and Rev. Breanne Ryan** on the Pulpit Supply List,
2. Approved the request from **Jessica Hauser-Brydon** to take one week of interim training at Montreat.
3. Appointed **Rev. Ken Kaibel** to moderate the session at **Belleville**, effective July 9, 2015.
4. Appointed **Rev. Linda Corso** to moderate the session at **First, Howell**.
5. Appointed **Rev. John Mishler** to moderate the session at **Calvin East, Detroit**. (Previously appointed only through August, 2015.)
6. Appointed **Rev. Pamela Meilands** to moderate Session at **First, Royal Oak**, until an interim pastor is in place, effective September 10, 2015.
7. Ratified the decision to close the **Far West New Church Development** position of **Rev. Clint Cozier** with severance through August 31, 2015.
8. Approved the revised COM document: *Guidelines for Service of Ordination and/or Installation*.

Coordinating Cabinet. Harold Ellis reported for the Coordinating Cabinet

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Approve the dates for Presbytery meetings in 2016 and 2017:

2016

Tuesday, January 26
 Saturday, April 23
 Tuesday, June 14
 Tuesday, September 27
 Saturday, November 19

2017

Tuesday, January 24
 Saturday, March 25
 Tuesday, June 13
 Tuesday, September 26
 Saturday, November 18

2. Approve the new Presbytery Policy P-26: On Inclusiveness:

The Presbytery shall:

1. Hold stated meetings and other Presbytery-wide events in settings that are accessible for worship, business, fellowship, and dining.
2. Provide sign language interpreters when requested in a timely manner.
3. Provide **all** necessary meeting materials including announcements in digital format before the day of the meeting and a limited quantity of papers at the meeting in large print.
4. Encourage speakers to read aloud projected materials including announcements that have not previously been made available.
5. Verify that loan requests for funding new construction or remodeling of church property include provision for accessibility.
6. Encourage speakers and leaders to use person-first language when referring to persons with disabilities. For example, use “a woman who is blind,” rather than “a blind woman.” Use inclusive language such as “Please rise in body or in spirit” rather than “Please rise.”
7. Encourage the nominating committee and COR to seek persons with disabilities for leadership positions in Presbytery, Synod, and General Assembly.
8. Encourage inclusion of people with disabilities in worship leadership.

The full report to the Coordinating Cabinet is appended to the minutes.

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

1. The Coordinating Cabinet had intended to propose the 2016 budget summary for the approval of Presbytery. The budget summary includes income data and total expenditures by committee. The line-item totals would be presented at a later meeting. The anticipated income from general mission and per capita is down significantly, however, calling for a 14-20% reduction in spending (depending on the committee/team). The Coordinating Cabinet wrestled with this at its meeting, and decided they need to pray and think and discuss it some more. They will meet in retreat October for this purpose, and make the proposal to the November meeting.
2. Some of our 2015 budget includes items for the Howell Nature Center, which is now a subsidiary LLC. The Coordinating Cabinet has shifted some items to the Mission Interpretation Team to adjust for this.

3. The Coordinating Cabinet has amended its policies as appended to the minutes.
4. The Coordinating Cabinet received reports from the Mission Interpretation and Ministry Team and the Presbytery Operations Team that the Hands-On-Mission work group will be seeking a new consultant.
5. On the recommendation of the Presbytery Operations Team, the Coordinating Cabinet has shifted the control over website operation and maintenance to the Office Manager/IT Coordinator

Committee on Nominations Ruthanne Bourlier reported for the committee,

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

- Class of 2016 on Congregational Development and Transformation,
Teaching Elder, Rufus Hatcher, HR
- Class of 2015 Presbytery Operations Chair,
Teaching Elder, Rob Allen, Northville, First
- Class of 2017 Permanent Judicial Commission
Teaching Elder Bryan Smith, Canton, Geneva

Social Justice Team

Upon motion of the Social Justice Team, Presbytery voted to approve the grant request for the Hunger Action Enabler. The grant is appended to the minutes.

Treasurer. Timothy Ngare reported

Upon motion of Mr Ngare, the Presbytery voted to adopt the 2014 Audit. The Audit is appended to the minutes.

Mr Ngare presented his report which Presbytery received by motion, which is appended to the minutes.

Trustees. Michael Starynychak reported.

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

1. The Trustees voted to approve on behalf of the Presbytery of Detroit the request of the Rochester University Presbyterian Church to borrow \$750,000 from PILP over 20 years at 3.8% for the purpose of building. The Presbytery will be a cosigner
The reasons for approving the loan before this Presbytery meeting:
 - The financial strength of the congregation, including significant endowments;
 - The ability and willingness to use their own funds.
 - A strong balance sheet.
 - The next meeting of the Presbytery will be September 22, and they will need to at least have a roof on before the fall.
2. The Trustees are continuing to work on the legal and financial arrangements resulting from the formation of the Howell Nature Center LLC.
3. The Trustees have reviewed the 2014 Audit that the Treasurer will bring to the Presbytery, have endorsed it, and recommend its adoption.
4. Since the New Church Development Team does not desire to use the former SW Church property, the Trustees are in negotiation to sell it, and hope for a cash sale within 90 days.

5. The Trustees have approved the lease with Westminster. The lease is exactly the same as 2010. The cost is \$11.50/ square foot. 3 years, with 2 1-year options.
6. The Trustees have approved a resolution to clear 510 accounts. These are accounts that are for special purposes, and which receive funds, but ended in a loss:

Healthy Congregations	\$ (2,090.00)
Trustee Copier Final Pay Off	\$ (3,755.04)
Reframing the Presbytery (Roxbury)	\$ (206.04)
Acts 16:5	\$(16,989.90)
Holy Conversations	\$ (1,473.20)
Miscellaneous Projects	<u>\$(2,878.25)</u>
Sub Total	\$(27,392.43)
Apply Unallocated dollars in fund 510	<u>\$ 1,623.61</u>
<u>Net for Trustees to cover</u>	<u>\$(25,768.82)</u>

Stated Clerk Edward Koster reported

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of June 22, 2015.
2. Approve the records of Sterling Heights New Life Church with exception.

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

1. TRANSFERS COMPLETED
 - a) From the Presbytery of Detroit:
 - i) Kristen Riegel to Heartland Presbytery
 - b) To the Presbytery of Detroit:
 - i) Mark Phillips from Long Island Presbytery
 - ii) Keith Cornfield from Shenandoah Presbytery
 - iii) Jessica Hauser-Brydon from Chicago Presbytery
 - iv) Duke Morrow from Yukon Presbytery
 - c) To the Church Triumphant:
 - i) Vern Campbell on August 27, 2015
2. The Stated Clerk reported the following Communication:

The Synod of the Covenant has prepared a recommendation to the General Assembly on what to do about the mandate to reduce the number of synods. The recommendation is appended to the minutes.

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

The Presbytery worshiped God.

The Presbytery adjourned with prayer at 7:30 p.m.

The next meeting of the Presbytery will be Saturday, November 21, 2015 at 9:00 at the First Presbyterian Church, Northvilles

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES: Minimum Terms of Call
 Report on Inclusiveness to the Coordinating Cabinet
 Amended Coordinating Cabinet Policies
 Hunger Action Enabler Grant
 2014 Audit
 Treasurer Report
 Synod recommendation to the General Assembly on synod
 boundaries

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR September 22, 2015

CHURCHES: Of 80 churches, 49 were represented and 31 were not.

COMMISSIONERS: Of 159 eligible commissioners, 70 enrolled, and 89 did not.

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

Of 12 total, 7 were present, of whom 1 counted as commissioners, leaving 6 as the unduplicated count: 4 excused, and 1 absent.

TEACHING ELDERS: Of the 144 non-retired teaching elders on the combined rolls of active members and members-at-large, 52 were present, 30 were excused, and 62 were absent.

Of the 92 retired teaching elders on the rolls, 14 were present and 78 were excused.

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

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

SUMMARY

VOTING MEMBERS PRESENT

70 Elder Commissioners
 + 6 Other Ruling Elders
 + 52 Non-retired teaching elders
 + 14 Retired teaching elders
 + 1 Commissioned Ruling Elders.
 + 0 Certified Christian Educators.
 = 143 Voting members present.

OTHERS PRESENT

0 Non-voting attendees
 1 Corresponding members

Attendance Churches and Commissioners

ALLEN PARK, Allen Park

1 JANET MORTON
2 BOB MORTON

3

ANN ARBOR, Calvary

1 NOT REPRESENTED

ANN ARBOR, First

1 BEN VANTUYL
2 RUTH BARNARD
3 SUE LEONG
4 STEVE MCKENNY

5

ANN ARBOR, Northside

1 NOT REPRESENTED

ANN ARBOR, Westminster

1 DAVID WRIGHT

2

AUBURN HILLS, Auburn Hills

1 NOT REPRESENTED

BELLEVILLE, Belleville

1 NOT REPRESENTED

BERKLEY, Greenfield

1 CHRISTINA JENSEN
2 BOB BLAKELY

BEVERLY HILLS, Northbrook

1 JUDY OWEN
2 BRUCE HERMES

BIRMINGHAM, First

1 SANDRA NICHOLLS

2

3

BLOOMFIELD HILLS, Kirk/Hills

1 NOT REPRESENTED

2

3

4

5

BRIGHTON, First

1 NOT REPRESENTED

2

3

CANTON, Geneva

1 MICHAEL GAUBATZ
2 DAVE BUNCH

CLARKSTON, Sashabaw

1 NOT REPRESENTED

DEARBORN, Cherry Hill

1 WENDY SOLGAN

2

DEARBORN, First

1 NOT REPRESENTED

2

3

DEARBORN, Littlefield

1 PHIL GRIFFITH

DEARBORN HGTS, St. Andrew's

1 ILLEGIBLE

DETROIT, Broadstreet

1 ALVIN AMITH

2

DETROIT, Calvary

1 PAMELA DAWSON
2 STANLEY EDWARDS

DETROIT, Calvin East

1 ELLEN SCHREUDER

2

DETROIT, First

1 NOT REPRESENTED

DETROIT, Fort Street

1 NOT REPRESENTED

2

DETROIT, Gratiot Avenue

1 NOT REPRESENTED

2

DETROIT, Hope

1 DARYL TAYLOR

2

DETROIT, Jefferson Avenue

1 REBECCA UNDERWOOD

2

3

DETROIT, St. John's

1 JEANE V MOORE

2

DETROIT, Trinity Community

1 NATALIE BROTHERS

2

DETROIT, Trumbull Avenue

1 NOT REPRESENTED

2

DETROIT, Westminster

1 JOANNE WHITE

2

3

FARMINGTON, First

1 DEB JACKSON LUM
2 JULIE COHEN

3 TOM NEAL

FERNDALE, Drayton Avenue

1 JOHN ANDERSON

FORT GRATIOT, Lakeshore

1 NANCY EICHBERGER

GARDEN CITY, Garden City

1 GAIL MAIN

GROSSE ILE, Grosse Ile

1 JEANNE KENNEDY

2 BUD UDAY

3

GROSSE POINTE, Memorial

1 NOT REPRESENTED

2

3

4

GROSSE PTE WOODS, Woods

1 NOT REPRESENTED

HIGHLAND PARK, Park United

1 MARIE HUGHLEY

2

HOWELL, First

1 NOT REPRESENTED

2

3

LINCOLN PARK, Lincoln Park

1 CHRIS GRENEF

LIVONIA, Rosedale Gardens

1 DYCHE ANDERSON

2

3

LIVONIA, St. Paul's

1 BOB WESTBROOK

2

LIVONIA, St. Timothy's

1 NOT REPRESENTED

MILAN, Peoples

1 NOT REPRESENTED

MILFORD, Milford

1 BOB TROMBLEY

2 RHETT ROWE

3

MT. CLEMENS, First

1 BILL HERHILAN

2 PATRICIA LANGE

3

NORTHVILLE, First

1 MARTHA NELSON

2 TOM HAUPT

3

NOVI, Faith Community

1 JULIE BEDORAREK

2

ORCHARD LAKE, Community

1 DODIE BERRY

2

3

PLYMOUTH, First

1 NOT REPRESENTED

2

3

4

PONTIAC, First

1 LAURA SANTTEL

PONTIAC, Joslyn Avenue

1 NOT REPRESENTED

PORT HURON, First

1 ROBERT WILLIAMS

2 DICK SMALLDON

3

REDFORD, St. James

1 NOT REPRESENTED

ROCHESTER, University

1 DOUG DENTON

2

3

ROSEVILLE, Erin

1 KEVIN SMITH

ROYAL OAK, First

1 KEVIN BALL

2 MELISSA ROSS

3

ROYAL OAK, Starr

1 NOT REPRESENTED

SALINE, First

1 CAROL TALBOT

2 GARETH WILLIAMS

SHELBY TWP., St. Thomas

1 NOT REPRESENTED

2

3

SOUTH LYON, First

1 DONNA RAE

SOUTHFIELD, Covenant

1 BARBARA SMITH

SOUTHFIELD, Korean

1 JOOHYAN CHOI

2 JYUNG KIM

3

4

SOUTHFIELD, New Hope

1 NOT REPRESENTED

2

SOUTHFIELD, Point of Vision

1 NOT REPRESENTED

ST. CLAIR SHORES, Heritage

1 NOT REPRESENTED

ST. CLAIR SHORES, Lake Shore

1 ILLEGIBLE

2 ILLEGIBLE

3 ILLEGIBLE

STERLING HGTS, New Life

1 DOROTHY HARRINGTON

2

TAYLOR, Southminster

1 SHARRY BULLION

TROY, First

1 NOT REPRESENTED

TROY, Korean First

1 NOT REPRESENTED

2

TROY, Northminster

1 JAMES HOOGSTRA

WALLED LAKE, Crossroads

1 NOT REPRESENTED

WARREN, Celtic Cross

1 DAVE ROBERTS

2 JUDITH DEMOORTE

WARREN, First

1 GLORIA STANLEY

WATERFORD, Community

1 NITA LARPEUR

2

WESTLAND, Kirk of Our Savior

1 DAVID GARCIA

WHITE LAKE, White Lake

1 NOT REPRESENTED

WYANDOTTE, Wyandotte

1 NOT REPRESENTED

YPSILANTI, First

1 NOT REPRESENTED

2

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

A BARCONEY, CHARON
 P ELLIS, HAROLD, PM
 P FAIR, DEBORAH
 P LATIMORE, ROSY
 P LOCKARD, JOAN
 A MACKIE, KATE
 E MORGAN, DON
 P NGARE, TIMOTHY
 C NICHOLLS, SANDRA
 A SADLER, CHUCK
 A SEABROOKS, DOROTHY, PM
 P STARYNCHAK, MICHAEL

B. TEACHING ELDERS

A ADAMS, WILLIAM L III
 E ALLEN, ROBERT
 E ANDERSON, BRYANT
 E ANDERSON, LINDA
 A ANDERSON, LINDSEY
 A AUE, CRAIG
 P AUSTIN, MARY
 P BAHR-JONES, MARY
 A BLAIKIE, DOUGLAS
 P BLAIR, JOANNE
 A BOHN, CHRISTINE
 A BOLT, KENNETH
 A BOUSQUETTE, PAUL
 A CAMPBELL, DOUGLAS
 A CAMPBELL, EMILY
 A CARL, STEPHEN
 A CASTEEL, PEGGY
 E CHOI, SEUNG KOO
 P CHUNG, ISAAC
 E CLARK, JENNIFER
 E CLARK, STEVEN
 A COCHRAN, LINDA
 A CONRAD, LINDSAY
 P CORNFIELD, KEITH
 P COZIER, CLINTON
 A DE ORIO, ANTHONY
 P DELANEY, BETH
 P DELEZENNE, JULIE
 P DE VRIES, NANCY
 P DOWNS, ELIZABETH
 A DOYLE-HOHF, KATHLEEN
 P DUNN, EDWARD
 P DUNN, JOANNA
 E DYKSTRA, CRAIG R.
 P FAILE, JAMES
 P FAIR, FAIRFAX
 A FERGUSON, GUY THOMAS
 A FORGER, DEBORAH
 E FRANCIS, RAPHAEL B.
 A GABEL, PETER W.
 P GEAR, JAMES
 A GEISELMAN, KEITH
 P GODBEHERE, SARAH

A GRANO, MARIANNE
 P GROSCH, ADAM
 A HANNA, RAAFAT
 E HARRIS, R. JOHN
 P HARTLEY, THOMAS
 P HAUSER-BRYDON, TROY
 P HAYES, FRANCES
 P HEATON, DAN
 E HENDERSON, RICHARD
 A HENRY, PETER J. M.
 E HERRINGTON, RUTHANNE
 P HILDEBRANDT, KARA
 P HORLOCKER, MICHEL
 A JAMES, MICHELLE
 A JAMES, THOMAS
 P JOHNSON, KEVIN
 A JU, GWANGWOO
 P JUDSON, JOHN
 P KAIBEL, KENNETH
 A KELSEY, LAURA
 A KIDDER, ANNEMARIE
 A KIM, MIN SOON
 E KIM, Y. MONCH
 E KIM, YOUNGCHUL
 A KLINGER, JAMIE
 P KOSTER, EDWARD H.
 P LEE, ESTHER
 P LINN, SARAH
 A MABEE, CHARLES
 A MADDEN, JULIE
 A MARKS, JULIE
 E McCLOSKEY-TURNER, CATHARINE
 E McGOWAN, EVANS
 A McMILLAN, JUDITH
 A McRAE, BARBARA
 A MEANS, MATTHEW
 P MEILANDS, PAMELA
 A MILLER, J. SCOTT
 P MILLS, JILL
 A MISHLER, JOHN
 A MONNETT, JAMES
 E MOOK, SHARON
 A MOON, SUNG-JOON
 E MOORE, PETER
 P MORGAN, AMY
 A MORGAN, JOANNE
 P MORROW, DUKE
 P MOZENA, SUSAN
 P NICHOLS, NEETA
 A NUSS, STEVEN
 P OBERG, ARTHUR
 E OSWALD, DIANE
 P OUELLETTE, EMMA
 A PARKER, OPELTON
 A PAVELKO, JOHN H.
 P PHILLIPS, MARK
 A PICKRELL, BROOKE
 P PIECUCH, KEVIN

P PITTMAN, JASON
 A PITTMAN, KELLY
 A PORTER, JAMES
 A PORTICE, GEORGE
 E PRENTICE-HYERS, MARY ELIZABETH
 P PRIEST, TOM
 E PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 E RICE, THOMAS
 A RIKE, JENNIFER
 P ROEDERER, RENEE
 A ROGERS, MELISSA ANNE
 A RYAN, BREANNE
 P SANDERFORD, JOHN
 P SCHAEFER, ANNE N.
 E SHELDON, ROBERT
 E SHIH, SHENG-TO
 A SHINN, DAVID
 P SHRIVER, KELLY
 A SIAS-LEE, LAURA
 E SIMONS, SCOTT W.
 P SKIMINS, JAMES
 E SMITH, BRYAN DEAN
 E SOEHL, HOWARD
 A SOHN, YO SUP
 P SOMMERS, CHARLOTTE
 A STUNKEL, KAREN
 P STUNKEL, PAUL
 A SWARTZEL, BARBARA G.
 A TAN, HOTEK
 E TATE, CAROL ANN
 A THOMAS, CHRISTOPHER
 E THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 A VANDERBEEK, RONALD
 P WHITLOCK, KELLIE
 P WILHELMI, MARJORIE
 A WOO, BYEONGJIN
 E WRZESZCZ, JENNIFER PARKER
 A YU, SEUNG WON
 E ZURAKOWSKI, GREGORY

C. RETIRED TEACHING ELDERS

E AARON, ESTELLE
 P AGNEW, ROBERT
 E ALBRECHT, GLORIA
 E ANDERSON, JAMES
 E ANDREWS, DOYLL
 E AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BLEIVIK, DAVID
 E BOEVE, PETER
 E BORCHARDT, HENRY
 P BROWNLEE, RICHARD
 E BYARS, RONALD

E CAPPS, HARRY
 E CARLE, NANCY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 P CONLEY, JAMES H.
 E CORSO, LINDA
 P COWLING, NEIL D.
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 P DAVIS, ROXIE ANN
 P DAVIS, WILLIAM
 E DENNIS, WARREN
 P DENTON, GRETCHEN
 P DOWNTON, DAVID
 E DUNIFON, WILLIAM
 E ELE, HERSCHEL
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEPFORD, WILLIAM G.
 E GERE, BREWSTER
 P GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HATCHER, RUFUS
 E HEINRICH, THOMSON
 E HELMKE, BEN
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E KIM, T. ANDREW

E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E KRUG, ERNEST
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 E McINTYRE, DEWITT
 E MELROSE, SUE ELLIS
 E MICHALEK, DANIEL
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 E OLIVER, GARY
 E ORR, ROBERT C.
 E OWEN, DAVID
 P OXTOBY, THOMAS
 E PETERS, RICHARD
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E PROVOST, KEITH
 P PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, WILLIAM
 P RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 E SHIPMAN, JUDY
 E SMALLEY, DIANE
 E SMITH, PETER C.
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E THORESEN, KATHRYN R.
 E WINGROVE, WILLIAM N

E WRIGHT, DONALD
 E YOON, HAK SUK
 E YUE, MYUNG JA
 E ZAMBON, WILLIAM
 E ZIEGLER, JACK T.

D. STAFF & OTHERS

P AGNEW, DIANE
 C JENSEN, CHRISTINA
 P JENSEN, SANDRA
 P LLOYD, MARY
 PICCOLO, ANTHONY

E. CERT. ASSOC. CHRISTIAN ED.

E PRICE, LAURA

F. COMMISSIONED RULING ELDERS

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

H. PAST RULING ELDER

MODERATORS NOT ON CABINET

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

G. CORRESPONDING MEMBERS

MARK HARE

PCUSA MISSIONARY

2016 MINIMUM TERMS FOR FULL-TIME CLERGY
The Committee On Ministry-Presbytery of Detroit

The POD effective salary for 2016 is a minimum 2% increase over 2015.
BOP requires that Medical dues be based on effective salary but not less than \$44,000.
Social Security, Pensions and Death/Disability are based on effective salary.

	<u>2015</u>	<u>2016</u>	<u>2015</u>	<u>2016</u>
	<u>Clergy</u>		<u>Clergy, Spouse/Family</u>	
<u>I. Effective Salary * (POD Minimum)</u>				
a. Cash Salary, Housing Allowance & Deferred Compensation	\$42,000	\$42,840	\$42,000	\$42,840
b. Self-Employment Contribution Act Reimbursement (Any portion over 7.65% of Effective Salary)				
TOTAL EFFECTIVE SALARY *	\$42,000	\$42,840	\$42,000	\$42,840
<u>II. Benefits</u>				
a. BOP Medical 23% minimum \$44,000	10,120	10,120	10,120	10,120
b. BOP Pensions 11% Effective Salary	4,620	4,712	4,620	4,712
c. BOP Death/Disability 1% effective	420	428	420	428
d. BOP Dependent Medical 1.5% minimum \$44,000			660	660
e. Social Security Reimbursement (7.65% of Effective Salary *)	3,213	3,277	3,213	3,277
TOTAL BENEFITS	\$18,373	\$18,537	\$19,033	\$19,197
<u>III. Reimbursed Expenses</u>				
a. Med. Deductible (1% of cash salary for plan member Plus 1% for spouse/family)	420	428	840	856
b. Study Allowance Reimbursed	\$1,000	\$1,000	\$1,000	\$1,000
c. Professional Expenses (Vouchered & Reimbursed) Auto Reimbursement at IRS allowable rate (currently 57.5 cents/mile) , Business Expenses (books, dues, tapes, etc.)	1,500	\$1,500	\$1,500	\$1,500
TOTAL REIMBURSED EXPENSES	\$2,920	\$2,928	\$3,340	\$3,356
GRAND TOTAL MINIMUM TERMS OF CALL	\$63,293	\$64,305	\$64,373	\$65,393

Other Requirements

- Attend Transition in Ministry Workshop
- All new and existing full-time calls are required to meet the minimum. Less than full time calls are prorated.
- Four weeks vacation (including 4 Sundays); and two weeks study leave (including 2 Sundays) are required.
- Study Allowance and Leave may be accumulated up to 6 weeks, upon Session action.
- All installed positions require participation in the Board of Pensions.
- BOP Median Salary for 2016 is \$56,200.

* POD minimum effective salary. Manse value is considered 30% of this total by the Board of Pensions. Cash housing allowance is flexible, but must reflect actual expenses of operating the home.

Detroit Presbytery requires Employing Organizations to pay all dues for Mandated Plan Member Medical Insurance through the Board of Pensions and where needed, for Dependent Medical Insurance through the Board of Pensions. We encourage Employing Organizations to verify appropriate, comparable insurance coverage for dependents who choose to opt out of BOP coverage.

APPROVED by Committee on Ministry:
 APPROVED by Presbytery of Detroit:

August 13, 2015

Inclusiveness Policy for the Presbytery of Detroit

The following is adapted from the Presbytery of Twin Cities Area Disability Policy that was presented to Coordinating Cabinet by First Presbyterian Church of Birmingham. The Committee on Representation offered to study the proposal and make a recommendation for the Presbytery of Detroit.

Our first change was in giving the policy a more positive title, switching from Disability to Inclusiveness Policy. The recommended Policy is related to accessibility issues that can prevent or make it difficult for persons to participate fully in the life of the Presbytery.

From the Americans for Disability National Network website, the legal definition of a disability according the Americans for Disabilities Act is the following:

The ADA defines a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activity. This includes people who have a record of such an impairment, even if they do not currently have a disability. It also includes individuals who do not have a disability but are regarded as having a disability.

Though disability and accessibility are associated with physical mobility such as ramps for wheelchairs accessibility includes the design of products, devices, services, or environments for people with disabilities that is farther-reaching than physical accessibility. This proposal looks at accessibility in many and various ways, not only physical barriers in buildings but it considering opportunities for people with other disabilities to be a part of meetings and events.

Committee on Representation is aware that accessibility is a fluid term and that it is an ongoing process to consider various arrangements that can aid in full participation of all persons in all circumstances. Furthermore, providing adequate information to assist people in making decisions about whether or not to participate and how it can be accomplished is an important first step in being an inclusive community.

Here are the recommendations of the Committee on Representation.

Recommendation	Suggestions for Implementation
-----------------------	---------------------------------------

2Inclusiveness Policy POD

1. Hold stated meetings and other Presbytery-wide events in settings that are accessible for worship, business, fellowship, and dining.	Define the building's accessibility in the call to a meeting so that persons can prepare for the setting. Decisions about meeting location shall include consideration of accessibility.
2. Provide sign language interpreters when requested in a timely manner.	2. Request for sign language interpreting will be submitted to the Presbytery Office two weeks before the scheduled meeting.
3. Provide all necessary meeting materials including announcements in digital format <u>before</u> the day of the meeting and a limited quantity of papers at the meeting in large print.	
4. Encourage speakers to read aloud projected materials including announcements that have not previously been made available.	4. The Moderator will model this effort to make information available to all who are present.
5. Verify that loan requests for funding new construction or remodeling of church property include provision for accessibility.	5. Churches making requests will submit accessibility provisions to the Trustees.
6. Encourage speakers and leaders to use person-first language when referring to persons with disabilities. For example, use “a woman who is blind,” rather than “a blind woman.” Use inclusive language such as “Please rise in body or in spirit” rather than “Please rise.”	6. Presbytery leaders can serve as models when speaking.
7. Encourage the nominating committee and COR to seek persons with disabilities for leadership positions in Presbytery, Synod, and General Assembly.	7. Committee will seek persons with different abilities.
8. Encourage inclusion of people with disabilities in worship leadership.	8. Committee will seek out persons with different abilities.

Presbytery of Detroit

Policies and Procedures Manual

Adopted 4/22/03

Version 2. 1/28/14 (renumbering and reformatting)

COORDINATING CABINET

CC-1 PRESBYTERY MEETING ARRANGEMENTS

CC-1.1 OFFICIAL AND UNOFFICIAL TABLES.

There shall be two tables at presbytery meetings: one for business papers and one for papers of an informational nature. Papers shall be germane to the programs and concerns of the Presbyterian Church (U.S.A.). Placing of papers on the tables must be approved by the Stated Clerk, the Executive Presbyter or a presbytery unit. The Stated Clerk shall be informed in advance of all papers, which are to be distributed at a presbytery meeting. Business papers shall ordinarily be available to commissioners at the Presbytery office by noon on the Friday before the meeting of Presbytery.

CC 1.2 DEADLINE FOR PAPERS FOR PRESBYTERY MEETINGS.

Papers to be included in the Pre-Presbytery posting must be in the Presbytery office ready to be filed by the 14th day before any meeting. Documents not received by the deadline may not be included in the posting.

Papers to be duplicated and distributed at Presbytery meetings shall be submitted to the Presbytery office by the Wednesday preceding each Tuesday meeting and the Friday a week before each Saturday meeting. (There is no guarantee that papers not submitted by the deadline for each meeting can be duplicated.)

No document will be printed or posted that has not been submitted to the Presbytery office in a timely way and in digital form. *Amended 11/23/04*

CC 1.3 WEB POSTINGS FOR PRESBYTERY MEETINGS

Date Posted: The Friday or Tuesday eleven days before the Presbytery meeting. No documents will be added to the web site once posted.

How Posted: On the web site, www.detroitpresbytery.org in pdf format.-

For presbytery meetings, a zip file will be available containing all documents available on the web site for that meeting. The zip file can be downloaded by anyone attending-commissioner/representative to- the presbytery meeting.-

Contents of the posting:

Call to the meeting, including an explanation of the arrangements

Proposed Docket

Minutes of the previous Presbytery meeting

Report of the Coordinating Cabinet

Report of the Trustees

Other papers received by the deadline.

Distribution of Documents.

Documents posted on the web site will not be available at the Presbytery meeting. Documents received after the due date will not be posted on the web site.

Individual members of Presbytery, including former moderators, committee chairs, committee chairs, minister members, etc., are responsible for downloading and printing the documents, and bringing them to the Presbytery meeting.

Churches are responsible for downloading the documents and distributing them to their commissioners, for them to bring to the Presbytery meeting.

Churches or individuals who do not have the capability to download postings may come to the Presbytery and do so on a Presbytery computer. Those who are unable to afford acquiring the capability to download postings may receive them by mail on payment of \$~~30-~~45/year to cover the cost of the mailings. Those churches and individuals unable to afford the \$~~30-~~45/year may apply to the Coordinating Cabinet to suspend this rule in their case.

Amended 11/23/04

CC-2 INTERIM EXECUTIVE SEARCH COMMITTEE

When the Coordinating Cabinet has the task of searching for an Interim or Acting Executive Presbyter, pursuant to the Bylaws Article 5, §3, the committee conducting the search shall consist of the Presbytery Moderator, Vice-Moderator, and Chairperson of the Coordinating Cabinet. If the above three persons are all Caucasian, a fourth member who is a person of color shall be added to the committee. *2/14/04*

CC-3 TIME LIMITS FOR ANNOUNCEMENTS AND REPORTS

The time limit for announcements at Presbytery meetings shall be 2 minutes. The time limit for reports at Presbytery meetings shall be 5 minutes.

Reported to Presbytery 8/26/08

CC-5 ON COMPUTER FILE NAMES OF PAPERS

The computer file name of all papers posted for any meeting shall be identical to the name at the top of the document and shall include the date of the meeting to which it is submitted. Staff are authorized to rename any paper submitted for distribution in accord with this policy.

Reported to Presbytery 8/25/09

CC-6 ON THE PUBLIC ANNOUNCEMENT OF GRANT AVAILABILITY.

When non-budget funds or grants are available for use by units of the Presbytery of Detroit, the amount of the funds, the process for application, and the use of such funds shall be made public before making grants.

Reported to Presbytery 4/26/11

CC-7 WEBSITE POLICIES AND STANDARDS**Content Management Policies and Standards****Policy: Maintenance of Web Site Tabs-**

Presbytery staff designee is responsible for maintaining the website with the following tabs on the Presbytery web site:

- Congregations
- Presbytery Meetings
- About Us
- Contact Us
- Give
- Calendar
- Announcements
- Documents/ Resources

Role of the Communications Work Group:

- Helping- teams and committees learn how to communicate using web ready material for posting.
- Encourage teams to submit announcements for viewing at Presbytery Assemblies to the website administrator
- Arrange for or run the announcements at Presbytery Assemblies as created by the Presbytery staff designee
- Invite congregations to submit their announcements to the Presbytery Web Administrator for publicizing events open to the Presbytery.
- Assist congregations in communicating by helping them develop and maintain their websites

Policy: Responsibility of Chairs

The chair (or designee) of each committee, ministry team, Coordinating Cabinet, or president of an affiliation is responsible for submitting to the staff designee:

- The content to be placed on the web pages for that committee/ministry team/cabinet/affiliation (including work groups)
- The accuracy and timeliness of all information regarding that committee/ministry team/cabinet/affiliation/work group to be placed on the web site
- ~~Determination what gets posted to the home page.~~
- ~~Marking an article/blog available for post to the Home page~~
- Announcements, Calendar Tab (calendar entries, and Events listings) for posting

Policy: Permissions

The ~~Configuration Manager and~~ Presbytery ~~Office Manager~~ staff designee is are responsible for the assignment of permissions and authorizations, and accesses relating to the web site.

Policy: Use of Video Formats (e.g., Still Pictures, Videos)

Permission must be granted for using pictures, as certified by the administrator

- Parental permission is required for posting of photos of minors (under 18 years of age).
- Stock photos must be licensed for web use. **Do not copy images from the Internet without permission of the photographer.**

Use of Social Media (e.g. Facebook, Twitter, Google+)

Any committee, ministry team, or work group of the Presbytery may create and maintain a page on the Social Media Web Site Facebook. Providing the policies governing the website for content, pictures, and Presbyterian Policy P-2 Sexual Misconduct Policy And Procedures Amended 4/22/14 are strictly adhered to. There will be the following disclaimer at the top of every Facebook page "The material posted here is the sole opinion of the author(s) and is not an official statement of the Presbytery of Detroit unless specifically stated."

Standards for Content Updates to Presbytery Web Site

- All content is to be reviewed for approval by a second set of eyes.
- ~~Underlining: Links are automatically underlined. Avoid other underlining, as this can be confusing to the reader. Use italics for Titles.~~
- ~~For articles, blogs, or slides, spell out acronyms first and put the acronym in parentheses before using them further. For example: The Committee on Ministry (COM) is meeting soon. COM is very busy.~~
- ~~Keep language concise. Provide quick information. Make each word count.~~
- ~~Team/Committee/Cabinet/Staff/Affiliation.~~
- ~~Articles and blogs can be published to the Home Page and/or a Ministry Team/Committee/Cabinet/Affiliation web page by anyone with access to the ability to create an article or blog.~~
- ~~Articles and Blogs can only be loaded to the home page by the presbytery staff designee.~~
- ~~Any document greater than 10 pages and containing sections must have a table of contents.~~
- ~~For presbytery meetings, a zip file will be available containing all documents available on the web site for that meeting. The zip file can be downloaded by any commissioner/representative to the presbytery meeting.~~
- ~~All documents for a presbytery meeting shall be in .pdf form.~~

Standards for Video Formats (e.g., Still Pictures, Movies, Videos)

- Parents/guardians must provide written permission for the use of pictures of minors (under 18 years of age) taken during all Presbytery-related events. (May be accomplished by including this requirement as part of event registration)
- Pictures of minors cannot have the minor's name in the file name of the picture.
- Permission for the use of pictures taken at any Presbytery-related event is assumed to be granted by adults in attendance at the event. This statement must be clearly established at each event.
- Adult and minor permission to use pictures obtained from ~~non-Presbytery~~ Presbyterian-related web sites (e.g., PCUSA, Synod) is assumed.
- Pictures must be in the following format for use on the web site (i.e., have the following file type):
 - .jpeg image
 - .gif image
 - .jpg image
 - .png image

Reported to Presbytery 10/27/13

CC-8 ON OVERTURE CONCURRENCE

The Coordinating Cabinet will receive and consider requests from sessions to endorse overtures submitted to the General Assembly. It will receive such recommendations and send them to the Presbytery with a recommendation of approval or disapproval, or with no recommendation at all. The Stated Clerk shall post in a convenient place the overtures received by the General Assembly as they are made available.

Reported to Presbytery 1/28/14

General Data

Important: This application must be submitted by September 1st. Applicants agree to notify PHP regarding any changes to HAE Position. For questions please contact **Jessica Maudlin** by email or at 502-569-5626.

Sponsoring Middle Governing Body:

Presbytery of De

Middle Governing Body Supervisor for HAE Position (Name):

Rev. Dr. Allen Tin

Position Title:

Executive Presby

Address:

17575 Hubbell

City:

Detroit

State:

MI

Zip Code:

48235

Phone:

3133456550

E-mail:

allen@detroitpres

Title of HAE Position:

Hunger Action Co

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 HAE Position (Please include Ecclesiastical status if applicable):

Diane Agnew

Address:

246 Stephens Ro

City:

Grosse Pointe Fa

State:

MI

Zip Code:

48236

Home Phone:

313-881-2833

Office Phone:

313-345-6550

Cell Phone:

313-338-4196

E-mail:

diane@detroitpre

Present HAE's beginning date in this position:

June 1, 2015

Amount received from PHP for the current year:

\$6,300.00

Amount requested from PHP for next year:

\$6,300.00

Matching funds available from local Presbytery:

\$27,610.00

Time period for requested funding (from mm/dd/yyyy through mm/dd/yyyy):

01/01/2016-12/31/2016

Regarding Your Role

1. How has being an official HAE impacted how you do the work you do? If you weren't an official HAE would you still be working for/in partnership with the presbytery? What kind of hunger work would you still be doing?

Becoming the Hunger Action Coordinator has given me the opportunity to turn my passion for mission into a vocation. This position allows me to focus my efforts and to become more educated on hunger issues locally and internationally and to use my gifts to educate and enable others.

For the last two decades, I have worked both as a volunteer for three presbyteries and on staff for our synod. I have also been active in my local congregations. If I were not employed in this capacity, I would continue to participate in efforts to collect and prepare food for the hungry, promote and contribute to OGHS, and to pray for those who are in need.

2. What is the biggest struggle that you face as a Hunger Action Enabler?

While Detroit is on the rebound and our unemployment rates are lower than in the last several years, we find that many are under-employed or still out of the job market due to outdated skills or poor educational qualifications. As a result, the need for food and supporting resources continues and our churches face these issues every day. My biggest struggle is finding resources to meet this ongoing need. Many of our churches have declining memberships which translates into declining financial resources to support their mission efforts much less presbytery mission efforts. While this is a definite struggle, it is also an opportunity for me to raise awareness of hunger issues and to promote partnerships among our congregations and community agencies.

3. Please provide a short (50 words or less) description of the nature of your work (this information will be used in future grant reports):

As Hunger Action Coordinator, I am to educate, enable, and assist the presbytery and its congregations in our commitment to the hungry both locally and globally; as well as providing linkage with local, regional and national ecumenical agencies which address the issues of direct hunger relief, helping to mobilize our congregations for specific hunger action.

4. How are you connecting people in congregations with passions around direct food relief, development assistance and lifestyle integrity to advocacy and educational opportunities offered by the presbytery or PHP?

I am utilizing various forms of media to communicate and connect our presbytery. I have been intentionally including information on PHP programs in the presbytery's bi-weekly e-blast to 1,500 persons; I am sharing PHP and other hunger information via Facebook; I have developed an email list for those directly involved in Hunger Ministries in our presbytery; I have a display for each presbytery meeting currently focusing on Cents-Ability; and I have personally offered to visit our congregations to speak, share resources or find partnerships for them.

5. How, if at all, do you promote the OGHS offering?

Because I am new to this role, 2016 will be my first opportunity to promote OGHS in cooperation with our Social Justice and Peacemaking Committee who is charged with this responsibility.

Regarding Your Presbytery

1. Please provide ONE concrete example of a project or work that you've strengthened or accomplished in the past year:

While many congregations in our presbytery engage in Hunger Ministries on some level, we have a partnership of 9 churches that work together and receive funding from the presbytery. Because of dwindling finances, I knew that I needed to find another resource to assist them.

I made contact with the Fort Street Presbyterian Church Open Door Program which feeds over 400 persons a week and has a wide variety of support services for those in need. Through this contact, I learned that they receive food from Forgotten Harvest, a gleaning organization, twice a week. In many instances, Open Door cannot use all that they receive. After informing them of the work of our other congregations, they offered to share the food that they cannot use with our partner churches. Fresh meat and chicken, produce, and some packaged goods are now available to our congregations at no cost. This has been a tremendous gift to our churches - especially those that serve meals. Not only has it cut their costs, but it has also raised the quality of food that they provide.

***2. How many churches in your presbytery have community gardens? (Enter a number only): 10**

***3. How many churches in your presbytery support food pantries/soup kitchens/etc? How many people are served by those ministries?**

It would be safe to assume that all of our congregations support food pantries, soup kitchens, or provide meals to the hungry in some way. With 82 congregations, it would be impossible to quantify the number served, though it would surely be in the tens of thousands.

***4. Does your presbytery support gleaning programs? How many churches/people participate in those activities? How many pounds of food have been gleaned?**

Several of our congregations work with Gleaners of Southeastern Michigan and our Hands-On Mission Committee provides volunteers each month. In addition, several congregations work with Forgotten Harvest by providing volunteers or by utilizing the food they distribute.

Since I am new to this position, I do not have data on how many of our congregations/people participate or how much food has been gleaned. However, I do know that the Fort Street Open Door Program receives two truckloads of food each week which is distributed to their clients as well as to other churches serving the hungry.

***5. Do you promote CentsAbility (or other ways) as a means to connect congregations the National and International work of PHP?**

One of the first things I chose to do in my new role was to re-introduce Cents-Ability to our presbytery. I currently have a Cents-Ability display at each presbytery meeting; have posted information on the presbytery's website; offered to resource congregations with can wrappers and brochures; and have encouraged our 9 partner congregations to participate.

When I speak about Cents-Ability, I tell people that the goal is not the amount of money they contribute that matters, rather it is about being reminded at each meal of those who are hungry in our community and in our world.

***6. How many congregations in your presbytery participate in CentsAbility? (Enter amount only): 13**

7. CentsAbility (Two Cents a Meal, Pennies/Dimes/Nickels for Hunger) giving to the Presbytery last year (Enter amount only): 5,801

8. Annual CentsAbility Domestic Grants given last year (Enter amount only): 9

9. Annual CentsAbility International Grants given last year (Enter amount only): 0

10. Is your Presbytery interested in receiving CentsAbility project proposals from PHP?

We will give to PHP to allow them to use the funds where they are most needed.

11. Do you communicate with people in your presbytery by Blog? If yes, estimate the number of people reached.

Not yet. I would like to, but find that many in this presbytery who are most active in hunger issues are not using method of communication.

12. Do you communicate with people in your presbytery by Facebook? If yes, estimate the number of people reached.

Yes. I am in the process of building from my personal friends to a larger number. I would estimate that I reach between 100-200 persons.

13. Do you communicate with people in your presbytery by Paper Newsletter? If yes, estimate the number of people reached.

Our paper newsletter is limited in scope at this time.

14. Do you communicate with people in your presbytery by Electronic Newsletter? If yes, estimate the number of people reached.

Yes, although it is not a newsletter. We have a bi-weekly e-blast that reaches approximately 1,500.

15. Do you communicate with people in your presbytery by Website? If yes, estimate the number of people reached.

Yes. We do not have a counter on the site so it is not possible to determine the number of people reached.

16. Do you communicate with people in your presbytery by Twitter? If yes, estimate the number of people reached.

I am developing this, but most engaged in Hunger Ministries in our presbytery are not using Twitter.

17. Are there other ways you communicate with people in your presbytery? If yes, please describe and estimate the number of people reached.

I am in the process of meeting personally with those involved in Hunger issues around the presbytery. I spoke at our recent presbytery meeting, have spoken at our coordinating cabinet and am working with committees related to mission efforts. Through my initial efforts, I estimate that I have reached 300 people.

18. Can you provide the names and email addresses of at least 3 other people in your presbytery who are passionate or support the work you do related to Hunger?

Pam Dawson, Calvary Presbyterian Church, Hunger Ministries Workgroup, parawalker@att.net

Jeanne Moore, St. John's Presbyterian Church, Hunger Ministries Workgroup, jeandetroit@yahoo.com

Tom Neal, Farmington Presbyterian Church, chair of Hands-on Mission Workgroup, ttneal@sbcglobal.net

Yearly Work

- January:**
- Meet with the Hunger Ministries Workgroup to distribute funds, review goals, discuss current needs in local congregations
 - Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program, plan for OHGS promotion
 - Meet with Hands-on Mission Committee to discuss collaborative projects
 - Report to Coordinating Cabinet
 - Attend Presbytery Meeting, provide display and information
 - Visit congregations engaged in Hunger Ministries
- February:**
- Meet with the Hunger Ministries Workgroup to distribute funds, review goals, discuss current needs in local congregations
 - Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program, plan for OHGS promotion
 - Meet with Hands-on Mission Committee to discuss collaborative projects
 - Report to Coordinating Cabinet
 - Attend Presbytery Meeting, provide display and information
 - Visit congregations engaged in Hunger Ministries
- March:**
- Meet with the Hunger Ministries Workgroup to distribute funds, discuss current needs in local congregations, to assess effectiveness of activities
 - Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program, continue OGHS promotion
 - Meet with Hands-on Mission Committee to discuss collaborative projects
 - Report to Coordinating Cabinet
 - Attend Presbytery Meeting, provide display and information
 - Visit congregations engaged in Hunger Ministries
 - Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.
 - Meet with the Hunger Ministries Workgroup to distribute funds, discuss current needs in local congregations, to assess effectiveness of activities
- April:**
- Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program
 - Meet with Hands-on Mission Committee to discuss collaborative projects
 - Report to Coordinating Cabinet
 - Visit congregations engaged in Hunger Ministries
 - Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.
 - Meet with the Hunger Ministries Workgroup to distribute funds, discuss current needs in local congregations, to assess effectiveness of activities
- May:**
- Begin Budget preparation
 - Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program
 - Meet with Hands-on Mission Committee to discuss collaborative projects including Great Tomato Give-Away
 - Report to Coordinating Cabinet
 - Visit congregations engaged in Hunger Ministries
 - Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.

- Meet with the Hunger Ministries Workgroup to distribute funds, discuss current needs in local congregations, to assess effectiveness of activities
- Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program. Submit Budget and ECO request for approval by SJ&P.
- June:**
- Begin work on HAE Covenant
 - Meet with Hands-on Mission Committee to discuss collaborative projects
 - Report to Coordinating Cabinet
 - Attend Presbytery Meeting, provide display and information
 - Visit congregations engaged in Hunger Ministries
 - Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.
- Meet with the Hunger Ministries Workgroup to distribute funds, discuss current needs in local congregations, get approval of HAE Covenant
- July:**
- Meet with Hands-on Mission Committee to discuss collaborative projects
 - Lead discussion on Hunger at Fort Street's Peace Camp
 - Visit congregations engaged in Hunger Ministries
 - Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.
- Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program, get approval of HAE Covenant
- Meet with Hands-on Mission Committee to discuss collaborative projects, including CROP Walk
- August:**
- Report to Coordinating Cabinet, get approval of HAE Covenant, request time on presbytery docket for action
 - Visit congregations engaged in Hunger Ministries
 - Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.
 - Prepare plan for fall activities
- Meet with the Hunger Ministries Workgroup to distribute funds, discuss current needs in local congregations, assess progress on goals, plan for ECO letter to go to congregations
- Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program
- September:**
- Meet with Hands-on Mission Committee to discuss collaborative projects, assist with advertising for CROP Walk
 - Report to Coordinating Cabinet
 - Attend Presbytery Meeting, provide display and information, get approval of HAE Covenant
 - Visit congregations engaged in Hunger Ministries
 - Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.
- Meet with the Hunger Ministries Workgroup to distribute funds, discuss current needs in local congregations especially for holiday activities
- October:**
- Send ECO letter to local congregations
 - Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program
 - Meet with Hands-on Mission Committee to discuss collaborative projects, assist with advertising for CROP Walk
 - Report to Coordinating Cabinet

- Attend Presbytery Meeting, provide display and information
- Visit congregations engaged in Hunger Ministries
- Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.
- Meet with Hunger Ministries Workgroup to distribute funds, discuss needs for holidays, discuss how best to utilize remaining hunger funds
- Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program
- November: Meet with Hands-on Mission Committee to discuss collaborative projects
- Report to Coordinating Cabinet
- Attend Presbytery Meeting, provide display and information
- Visit congregations engaged in Hunger Ministries
- Resource Congregations on Hunger Issues
- December: Meet with Hunger Ministries Workgroup to distribute remaining funds, discuss needs for end of year activities
- Meet with the Social Justice & Peacemaking Committee to report on Hunger Ministries Program
- Meet with Hands-on Mission Committee to discuss collaborative projects
- Report to Coordinating Cabinet
- Resource Congregations on Hunger Issues through website, e-blast, in person and by other means as required.

Financial Information for Request Year

Presbyterian Hunger Program Support to HAE:

\$6,300.00

Presbytery/Synod Support to HAE:

\$27,610.00

Other Support:

\$0.00

Total:

\$33,910.00

Salary:

\$19,551.97

Benefits:

\$10,523.09

Travel:

\$2,500.00

Other Expenditures:

\$1,334.94

Total Expenditures:

\$33,910.00

Approval

Enter the Presbytery reaffirmation approval date (or anticipated approval date): September 22, 2015

Payee

Enter the Presbytery to which the grant should be made payable: Presbytery of Detroit

Paper C-1³²

THE PRESBYTERY OF DETROIT, INC.
(Consolidated)

Financial Statements
Independent Auditor's Report
with Comparative and Supplementary Information
December 31, 2014 and 2013

THE PRESBYTERY OF DETROIT, INC.

Financial Statements
Independent Auditor's Report
with Supplementary Information
December 31, 2014 and 2013

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TELLIS & COMPANY, P.L.L.C.

Certified Public Accountants and Consultants

Anita R. Tellis C.P.A.

15 E. Kirby St., Suite 106
Detroit, Michigan 48202-4038
(313) 873-3812
(313) 873-3816 Fax
www.tellisandcompanycpas.com

Independent Auditor's Report

To the Presbytery Board of Trustees
The Presbytery of Detroit, Inc.

We have audited the accompanying statements of The Presbytery of Detroit, Inc. (a nonprofit organization) which comprise the statements of financial position as of December 31, 2014 and 2013 and the related statements of activities, and cash flows for the years 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 consolidation 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, 2014 and 2013 and the changes in its net assets and its cash flows for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

A PROFESSIONAL LIMITED LIABILITY COMPANY

Members of Private Companies Practice Section of the American Institute of Certified Public Accountants and Michigan Association of Certified Public Accountants

Independent Auditor's Report
(Continued)

Other Matters

As more fully described in Note 6 to the financial statements, certain capital expenditures were not capitalized or depreciated as assets by The Presbytery of Detroit, Inc. Also, as discussed in Note 1, not all entities under the control of The Presbytery of Detroit are included. Accounting principles generally accepted in the United States of America require that such assets be capitalized and depreciated, and all entities are included in consolidated reporting. The effect of these departures from generally accepted accounting principles on financial position, results of operations, and cash flows has not been determined.

The accompanying additional information on page 14 is presented for the purpose of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Tellis and Company, PLLC

Detroit, Michigan
August 17, 2015

THE PRESBYTERY OF DETROIT, INC.

Statements of Financial Position
As of December 31, 2014 and 2013

Assets		<u>2014</u>	<u>2013</u>
Cash and Cash Equivalents	\$	2,166,978	\$ 1,787,203
Presbyterian Investment Loan Program (Note 2)		525,900	524,566
Investment Securities (Notes 3 and 8)		18,479,787	17,806,756
Notes Receivable (Note 1)			
Notes Receivable		453,537	562,912
Note Receivable from Synod of Covenant		-	34,000
Total Notes and Land Contracts Receivable		<u>453,537</u>	<u>596,912</u>
Other Assets			
Other Receivables (Note 1)		2,829,815	3,321,382
Store Inventory		12,782	9,086
Prepaid Assets		34,239	42,937
Total Other Assets		<u>2,876,836</u>	<u>3,373,405</u>
Property, Buildings, and Equipment - Net (Notes 5 and 6)		<u>867,036</u>	<u>901,862</u>
Total Assets	\$	<u><u>25,370,074</u></u>	\$ <u><u>24,990,704</u></u>
Liabilities and Net Assets			
Liabilities:			
Notes Payable to Presbyterian Church (U.S.A.) (Note 1)	\$	2,975,170	\$ 3,839,788
Notes Payable to Synod of Covenant (Note 1)		-	34,000
Note Payable - Huntington National Bank (Note 13)		11,871	14,838
General Mission payable		42,673	95,730
Accrued Liabilities		88,207	111,649
Total Liabilities		<u>3,117,921</u>	<u>4,096,005</u>
Net Assets:			
Unrestricted			
General Operating (Deficit)		(1,552,887)	(1,683,538)
Designated for Long-Term Investment and Other (Note 11)		5,905,523	5,314,891
Designated for Committee on Local Arrangement		58,425	-
Designated for Property, Buildings, and Equipment		867,036	901,862
Temporarily Restricted (Note 8 and 9)		1,744,912	1,687,634
Permanently Restricted (Note 8 and 10)		15,229,144	14,673,850
Total Net Assets		<u>22,252,153</u>	<u>20,894,699</u>
Total Liabilities and Net Assets	\$	<u><u>25,370,074</u></u>	\$ <u><u>24,990,704</u></u>

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Statements of Activities and Changes in Net Assets
For the Years Ended December 31, 2014 and 2013

	Unrestricted		Howell Conference and Nature Center (Property and Equip)	COLA	Total Unrestricted	Temporarily Restricted	Permanently Restricted	Total 2014	Total 2013
	General Operating	Designated							
Changes in Net assets									
Revenue, gains, and other support									
Per capita apportionments	\$ 420,391	\$ -	\$ -	\$ -	\$ 420,391	\$ -	\$ -	\$ 420,391	\$ 375,971
Presbytery Mission giving	222,216	-	-	-	222,216	-	-	222,216	203,972
Grants	18,714	104,042	-	-	123,756	-	-	123,756	47,234
Offerings/Donations	79,373	241,842	-	-	321,015	-	-	321,015	506,192
Outdoor ministries	-	-	2,116,929	-	2,116,929	8,274	-	2,125,203	1,867,784
Committee on Local Arrangement	-	-	-	241,657	241,657	-	-	241,657	-
Other Income (Loss)	2,000	-	-	-	2,000	(15,706)	-	(13,706)	19,789
Net realized and unrealized gains	-	59,322	-	-	59,322	70,136	621,452	750,910	2,620,549
Sale, Disposal of Fixed Assets	-	573,307	-	-	573,307	-	-	573,307	-
Interest and dividends	2,650	62,905	-	-	65,564	-	-	65,564	67,976
Endowment income	176,585	48,452	-	-	223,037	46,205	408,621	677,863	480,655
Net assets released from restrictions- Satisfaction of program restrictions	549,551	(23,141)	-	-	526,410	(51,831)	(474,779)	-	-
Total revenue, gains, and other support	1,472,469	1,084,529	2,116,929	241,657	4,895,604	57,278	555,294	5,508,176	6,170,122
Expenses									
Program expenses (Note 15)	1,181,030	542,560	1,348,391	100,979	3,172,960	-	-	3,172,960	2,656,018
Management and general (Note 15)	207,214	7,371	631,684	82,253	928,522	-	-	928,522	1,024,192
Fundraising expenses (Note 15)	-	-	49,240	-	49,240	-	-	49,240	48,514
Total expenses	1,388,244	549,931	2,029,315	183,232	4,150,722	-	-	4,150,722	3,728,724
Increase (Decrease) In Net Assets - Before transfers	84,245	514,598	87,614	58,425	744,882	57,278	555,294	1,357,454	2,441,398
Transfers	46,406	76,034	(122,440)	-	-	-	-	-	-
Increase (Decrease) In Net Assets	130,651	590,632	(34,826)	58,425	744,882	57,278	555,294	1,357,454	2,441,398
Net Assets - January 1,	(1,683,536)	5,314,891	901,862	-	4,533,215	1,687,634	14,673,850	20,894,699	18,453,301
Net Assets - December 31,	\$ (1,552,887)	\$ 5,905,523	\$ 867,036	\$ 58,425	\$ 5,276,097	\$ 1,744,912	\$ 15,229,144	\$ 22,252,153	\$ 20,894,699

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, 2014 and 2013

	<u>2014</u>	<u>2013</u>
Cash Flows from Operating Activities		
Changes in net assets	\$ 1,357,454	\$ 2,441,398
Adjustments to reconcile changes in net assets to net cash from operating activities:		
Depreciation	110,179	103,160
Net realized and unrealized (gains) losses on investments (Net of Income and Transfers)	(715,321)	(2,383,282)
Changes in assets and liabilities:		
(Increase) Decrease in Presbytery causes receivable	109,375	342,980
(Increase) Decrease in other receivables	491,568	(1,212,377)
(Increase) Decrease in store inventory	(3,696)	2,292
(Increase) Decrease in prepaid assets	8,698	2,333
Increase (Decrease) in general mission payable	(53,057)	31,580
Increase (Decrease) in accrued liabilities	<u>(23,443)</u>	<u>14,022</u>
Net cash provided by (used in) operating activities	<u>1,281,757</u>	<u>(657,894)</u>
Cash Flows In Investing Activities		
Net (Purchase) Sales of investment securities	40,956	83,961
Net (Purchases) of property, buildings, and equipment	(75,353)	(57,105)
Issuance (Proceeds) from receipt of payment on notes receivables from churches	(864,618)	862,362
Issuance (Proceeds) from receipt of payment on land contract receivable	<u>-</u>	<u>-</u>
Net cash provided by (used in) investing activities	<u>(899,015)</u>	<u>889,218</u>
Cash Flows In Financing Activities		
(Decrease) in notes payable	<u>(2,967)</u>	<u>(3,238)</u>
Net Increase in Cash and Cash Equivalents	379,775	228,086
Cash and Cash Equivalents - Beginning of year	<u>1,787,203</u>	<u>1,559,117</u>
Cash and Cash Equivalents - End of year	<u>\$ 2,166,978</u>	<u>\$ 1,787,203</u>
Supplemental Cash Flow Disclosures		
Cash Paid During the Year for Interest	<u>\$ 57,456</u>	<u>\$ 58,881</u>

The accompanying notes are an integral part of these financial statements.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2014 and 2013

Note 1 - Nature of Operations and Significant Accounting Policies:

The Presbytery of Detroit, Inc. (the "Presbytery") is one of the presbyteries that comprise the Synod of the Covenant, which is a member of the Presbyterian Church (U.S.A.). The Presbytery consolidation policy is to include all entities under its common control. These consolidated financial statements include: the "Presbytery", and "Howell Conference and Nature Center". These consolidated financial statements exclude the following related entity: "Presbyterian Women in the Presbytery of Detroit" (PWPD). The effect on the consolidated report as of December 31, 2014 and 2013 has not been determined.

In addition to starting and sustaining new churches in southeastern Michigan, the Presbytery provides program leadership and resources to help meet the educational needs of the churches and also participates in the operation of outdoor ministries (Howell Conference and Nature Center) in southeastern Michigan for use by church groups, school, businesses, and individuals. Funds are expended to develop and support ministries to meet the needs of people served by the Presbytery.

Significant accounting policies are as follows:

The financial statements of the Presbytery have been prepared on the accrual basis of accounting. The Presbytery records transactions based on the nature of the activity as unrestricted, temporarily restricted, or permanently restricted.

Unrestricted Assets - Unrestricted net assets of the Presbytery consist of general operations and programs. Unrestricted designated funds consist of amounts received or receivable that the Presbytery, Council, or Trustees have earmarked for a specific purpose. Unrestricted property and equipment consist of the Presbytery's investment in tangible property.

Gifts of cash or other assets that must be used to acquire long-lived assets initially are reported as restricted support. Absent donor stipulations about how long these long-lived assets must be maintained, the Presbytery reports expirations of donor restrictions when the acquired long-lived assets are placed in service.

Temporarily Restricted Assets - Temporarily restricted assets of the Presbytery consist of amounts received from donors who have specified the time and purpose for which the funds are to be spent. When a donor restriction is accomplished, temporarily restricted net assets are released to unrestricted net assets.

Permanently Restricted Assets - Permanently restricted assets of the Presbytery consist of amounts received from donors who have specified that the principal of the donation is to remain intact for investment purposes. Realized and unrealized gains on these assets are also permanently restricted. Annual earnings on these assets are released to unrestricted or temporarily restricted net assets.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses and changes in net assets during the reporting period. Actual results could differ from those estimates.

Cash Equivalents - The Presbytery considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

Functional Basis and Allocation - Indirect cost have been allocated between the program and support services based on activity-based costing methods. Although the methods of allocation used are considered appropriate other methods could be used that would produce different amounts.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2014 and 2013

Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)

Concentration of Credit Risk Arising From Deposit – The Presbytery maintains cash balances with different banks. Accounts at each institution are insured by Federal Deposit Insurance Corporation (FDIC). The Presbytery evaluates the financial institutions with which it deposits funds; however, it may not be practical to insure all cash deposits.

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 level of risk associated with certain investment securities, it is at least reasonably possible that change in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the balance sheet.

Notes Receivable and Payable - The Presbyterian Church (U.S.A.) makes loans to various churches within The Presbytery of Detroit, Inc.'s jurisdiction, and the Presbytery cosigns for these loans. Included in notes receivable balance from Presbytery churches is \$3,524,612 and \$4,159,555 at December 31, 2014 and 2013. Of this amount \$3,288,020 for December 31, 2014 and \$3,839,788 for December 31, 2013 is due on Presbyterian Church (U.S.A.) loans, and \$0 and \$34,000 for December 31, 2014 and 2013 is due on Synod of the Covenant loans. Principal and interest payments on these loans are made directly by the churches to the Presbyterian Church (U.S.A.), and include interest rates from 3 percent to 5 percent due at various maturity dates through 2021. Notes receivable are reviewed periodically throughout the year and assessed for collectability. An allowance for doubtful accounts is set-up once a receivable collectability is in doubt. The allowance (shown net) is \$36,423 for the year ended December 31, 2014 and \$36,423 as of December 31, 2013.

Other Receivables - This amount represents receivables from participants in the outdoor ministries program and other miscellaneous receivables. The outdoor ministries receivables are stated at their net invoice amounts. An allowance for doubtful accounts is established based on specific assessment of all invoices that remain unpaid following normal payment periods. All amounts deemed to be uncollectible are charged against the allowance for doubtful accounts in the period the determination is made.

Property, Building, and Equipment - Buildings, furniture and fixtures, and equipment are depreciated over their estimated useful lives using the straight-line method. Buildings are depreciated over a 20-year life and furniture and fixtures and equipment are depreciated over lives ranging from 3 to 10 years.

Investment Fees - The investment management fee is paid by a reduction in trust principal only.

Income Tax Status - The Presbytery is exempt from federal income tax under Section 501 (c) (3) of the Internal Revenue Code and did not conduct any unrelated business activities during the calendar year. Therefore, The Presbytery has no provision for federal income taxes in the accompanying financial statements.

Donated Property and Services – The Presbytery records donated property at its estimated market value only. Additionally, the Presbytery members provided volunteer services in many activities of the entity. These volunteers have a significant impact on making the ministry effective. However, the value of those services are not reflected herein inasmuch as the amount of services provided is indeterminable.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2014 and 2013

Note 1 - Nature of Operations and Significant Accounting Policies: (Continued)

Subsequent Events - The Presbytery management has evaluated events and transactions for potential recognition or disclosure through the date of the auditor's report August 17, 2015, which is the same date the financial statements were available to be issued. See Note 14 for Subsequent Event.

Pension Plan - Certain members of the Presbytery's staff are participants in a pension plan that is administered by the Board of Pensions, which is governed by the Presbyterian Church (U.S.A.). The Presbytery's contributions are calculated as a percentage of eligible wages and are funded as accrued. Pension expense was \$13,506 and \$14,372 for the years ended December 31, 2014 and 2013. While contributions are based on fixed rates, federal laws impose certain contingent liabilities on contributors to multiemployer plans. In the event of withdrawal from the plan and under certain other conditions, a contributor to a multiemployer pension plan may be liable to the plan in accordance with formulas established by law.

Trustee Expenses - These expenses represent non-salaried expenses used to run the day-to-day operation of the Presbytery office.

Note 2 - Investment Loan Program

At December 31, 2014 and 2013, the Presbytery has \$525,900 and \$524,566 in a money market fund with the Presbytery Church (U.S.A.) Investment Program. Under this program, loans are made to churches for capital investments or improvements. The investments are available for allocation to reduce interest charged on loans to local churches participating in the program. Under this program the Presbytery is required to maintain a balance of twenty-five percent (25%) of the outstanding balance in liquid assets. The Presbytery is contingently liable for the full amount of the loan outstanding should an individual church default on its loan and the proceeds from the liquidation of the collateral is insufficient to satisfy the outstanding balance. Periodic assessments are made to determine the exposure to the Presbytery for this contingency.

Note 3 - Investment Securities

	<u>2014</u>	<u>2013</u>
The fair market value of securities is as follows:		
Corporate stocks and bonds	\$15,747,983	\$15,230,203
U.S. government obligations	2,221,541	2,301,718
Money market securities	<u>510,263</u>	<u>274,835</u>
Total	<u>\$18,479,787</u>	<u>\$17,806,756</u>

Net investment income for the period consist of:

	<u>2014</u>	<u>2013</u>
Net realized and unrealized gains (losses)		
on investments	\$ 750,910	\$ 2,620,549
Dividends and Interest	743,427	528,631
Investment fees	(85,928)	(79,706)
Net Investment Income	<u>\$ 1,408,409</u>	<u>\$ 3,069,474</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2014 and 2013

Note 3 - Fair Value Measurement (Continued)

The Presbytery adopted the Fair Value Measurements of its Investments. This accounting standard establishes a fair value hierarchy that measures the difference market participant assumptions developed based on market data obtained from sources independent of the Presbytery (observable inputs) and the reporting Presbytery's own assumptions about market participant assumptions developed based on the best information available in the circumstances (unobservable inputs). The Fair Value measurement also include an adjustment for risk if market participants would include one in pricing the related asset or liability, even if the adjustment is difficult to determine. Fair Value further reports and discloses its results on one of the three levels:

Level 1 – Quoted market prices in an active market for the same assets or liabilities.

Level 2 – Observable market based inputs or unobservable inputs that are corroborated by market data.

Level 3 - Unobservable inputs that are not corroborated by market data.

The Presbytery holds investments in corporate stock and bonds, U.S. government obligations, and Money Market Securities. These investments are based upon quoted prices and determined to be Level 1's for the year ended December 31, 2014.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Corporate Stock and bonds	\$15,747,983	\$ -	\$ -	\$15,747,983
U.S. government obligations	2,221,541	-	-	2,221,541
Money Market Securities	<u>510,263</u>	<u>-</u>	<u>-</u>	<u>510,263</u>
Totals	<u>\$18,479,787</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$18,479,787</u>

Note 4 – Advertising Costs

It is the policy of the Presbytery to expense advertising costs as incurred. Advertising costs for the ended December 31, 2014 was \$3,040.

Note 5 – Property, Buildings, and Equipment

Property, buildings, and equipment at December 31, 2014 and 2013 are comprised of the following:

	<u>2014</u>	<u>2013</u>
Camp	\$3,072,957	\$3,007,799
Less accumulated depreciation	<u>2,205,921</u>	<u>2,105,937</u>
Net carrying amount	<u>\$ 867,036</u>	<u>\$ 910,862</u>

As further discussed in Note 6, certain capital expenditures are not recorded as assets by the Presbytery.

Note 6 – Depreciation of Assets

During 1989, Accounting Standards "Accounting For Depreciation of Assets" became effective for all not-for-profit organizations. This statement required the Presbytery to record as assets all capital expenditures since inception, and record depreciation charges each year over their estimated useful lives. Prior to 2010 the Presbytery recorded, as assets, all expenditures of a capital nature since 1983 and was recognizing their cost over the estimated useful lives through depreciation charges. In 2010 the Presbytery removed all of their assets from their books, the remaining properties reported reflects the Camp assets only.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2014 and 2013

Note 7 – Leases

The Presbytery rents its office facility from a member church under a thirty-six month lease commencing January 1, 2010 and expiring August 31, 2015. Rent expense, including costs of security, was \$40,501 for 2014 and \$38,646 for 2013. The Presbytery also leases photocopier equipment under an operating lease agreement expiring October, 2018. The lease expense for the year ended December 31, 2014 amounted to \$40,501.

Future minimum lease payments required under all of the leases are as follows:

<u>Year Ending December 31,</u>	<u>Amount</u>
2015	\$ 63,284
2016	21,546
2017	21,546
2018	<u>17,955</u>
Total	<u>\$ 124,331</u>

Note 8 – Net Assets (Endowment Funds)

As described in Notes 9 and 10, the Presbytery has temporarily and permanently restricted net assets. These funds are invested in a common account managed by Comerica Bank according to investment policies determined by the Presbytery. The primary objective of these policies is to outline the investment objective of the Presbytery so that a maximum total rate of return will be realized given a level of risk consistent with the preservation of capital and anticipated future cash flow requirements. This objective is accomplished utilizing a balanced strategy of equities, fixed income securities and cash equivalents in a mix which is conducive to participation in rising markets while allowing for adequate protection in falling markets. Certain investments commonly known as alternatives are generally not allowed in the portfolio.

All of the temporarily and permanently restricted net assets are restricted by the donor whereby only the income may be spent for the purpose stipulated by the donor. The principal of the permanently restricted fund may not be spent below its original amount. The Presbytery has also followed the guideline that the principal amount of the temporarily restricted fund may also not be spent below its original amount.

Expenditures from the funds are dictated by the donor for the stated purpose and amount. Amounts are determined based on the investment performance of the managed Comerica account.

A summary of the activity in the Comerica account for the years ended December 31, 2014 and 2013 is as follows:

	<u>2014</u>	<u>2013</u>
Account balance, beginning of the year	\$17,806,756	\$15,509,501
Contributions	19,153	574
Investment gain (loss)	1,295,050	2,930,729
Distributions	(547,874)	(547,526)
Expenses	<u>(93,298)</u>	<u>(86,522)</u>
Account balance, end of year	<u>\$18,479,787</u>	<u>\$17,806,756</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2014 and 2013

Note 9 – Temporarily Restricted Net Assets

Temporarily restricted net assets are available for the following purposes:

Presbytery of Detroit – Ranney-Balch Fund are available to provide aid to the aged, poor, and/or for the benefit of Christian work among Italian, Negro, and other underprivileged groups within the boundaries specified in this fund.

Howell Conference and Nature's Center – This represents funds contributed by various donors to the Nature Center to help nurture nature creations.

Presbytery of Detroit - Mission Fund represents funds (per capita, shared and directed missions, offerings, etc.) collected from the various church entities on behalf of General Assembly and the Synod. The fund balances as of December 31, 2014 and 2013 reflects excess dollars paid out during this time period than collected. The excess represents a temporary timing difference.

	<u>2014</u>	<u>2013</u>
Ranney-Balch Fund	\$1,755,296	\$1,690,587
Howell Conference and Nature Center	44,039	35,765
Mission Fund	<u>(54,423)</u>	<u>(38,718)</u>
	<u>\$1,744,912</u>	<u>\$1,687,634</u>

Note 10 – Permanently Restricted Net Assets

Permanently restricted net assets are investments of the following amounts. The income on such investments is specified by the donor to be used for the purposes noted:

	<u>2014</u>	<u>2013</u>
McKay Fund - Provide funding for new Presbyterian churches and Missions within the city of Detroit	\$ 476,611	\$ 459,178
James Joy Fund - Provide funding to support the Fort Street Presbyterian church, and missions of the Presbyterian throughout Michigan		
- Fort Street Presbyterian has a (50%) ownership interest		
- Presbytery of Detroit, Inc. has a (40%) ownership interest		
- And (10%) ownership interest is shared between Lake Michigan, Lake Huron and Mackinaw Presbyterian Churches	14,137,577	13,622,128
Connor Fund - Earnings used to support Fort Street Presbyterian Church	<u>614,956</u>	<u>592,544</u>
Total permanently restricted net assets	<u>\$15,229,144</u>	<u>\$14,673,850</u>

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ending December 31, 2014 and 2013

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>2014</u>	<u>2013</u>
Funds available to provide financial assistance to new and Established churches – Capital Fund	\$5,750,982	\$5,022,280
Funds designated for Presbytery projects	<u>154,541</u>	<u>292,611</u>
Total designated net assets	<u>\$5,905,523</u>	<u>\$5,314,891</u>

Note 12 – Transfers

The transfers represent revenue and expense transferred within the unrestricted net assets funds for 2014. These funds were transferred during the year because the Presbytery maintains only one operating checking account.

Note 13 – Note Payable-The Huntington National Bank (Howell)

Note payable with Huntington National Bank, is secured by a vehicle (Camp Van) and payable in 72 monthly installments of \$325, which includes principal and interest of 6.24% per annum.

The Maturities of the note are as follows:

Years ending December 31:	
2015	\$ 3,203
2016	3,408
2017	3,627
Thereafter	<u>1,633</u>
	<u>\$11,871</u>

Note 14 – Subsequent Event

The Presbytery has loans and guarantees outstanding totaling \$594,988 from a member church which has been determined as distressed debt due to a split in the church ministry. The church property has been made available for sale at Fair Market Value. As of December 31, 2014 the property has not been sold. The actual sale date was prior to the closing of this report on January 20, 2015. The actual gain on the sale of the property was \$34,473 and has been reflected in the 2014 financial statements.

THE PRESBYTERY OF DETROIT, INC.
Notes to Financial Statements
For the Years Ended December 31, 2014 and 2013

Note 15 - Unrestricted Expenses

Unrestricted program and management and general expenses for the year were as follows:

	<u>2014</u>	<u>2013</u>
Program expenses:		
Howell Conference and Nature Center	\$ 1,348,391	\$ 1,224,960
Operations	1,454,141	1,143,269
Designated Funds:		
Committee on Local Arrangement (COLA)	100,979	15,515
Hand on Missions Project	14,957	-
Alma College	-	10,750
Ecumenical Theological Seminary	-	12,750
Domestic Violence	9,756	-
Fort Street Open Door	26,585	30,448
Two Cents A Meal	7,400	-
Kenya Well	13,256	-
Peace Presbytery	-	8,973
Habitat for Humanity	5,916	4,658
New Transformation Worship PCUSA Grant	7,500	-
Presbyterian Village	-	16,933
Hunger Program	9,378	16,228
Katrina	-	3,146
NCD Comunidad 4500 (Rent)	19,438	6,326
A Place of Refuge	-	14,935
Detroit Inbound Mission	6,234	-
Second Mile Center	22,922	17,013
Dexter/Chelsea NCD Grants Synod, PCUSA	54,322	37,288
Presbyterian Men	-	5,665
Campus Ministry	-	17,338
Other Expenses	71,785	69,823
	<u>\$ 3,172,960</u>	<u>\$ 2,656,018</u>
Total Program Expenses		
Management and general expenses:		
Trustees (Note 1)	\$ 650,162	\$ 841,326
COLA	82,253	-
Depreciation expense	110,179	103,160
Investment fees	85,928	79,706
	<u>\$ 928,522</u>	<u>\$ 1,024,192</u>
Total Management and General Expenses		
Fundraising Expense	<u>\$ 49,240</u>	<u>\$ 48,514</u>

Supplementary Information

THE PRESBYTERY OF DETROIT, INC.
 Schedule of Indebtedness of Churches and the Presbytery of Detroit
 to Other Presbyterian Organizations
 For the Year Ended December 31, 2014

Church Name	Loans from General Assembly	Grant Mortgage (Deferred Payment) Loans	Presbyterian Investment Loan Program	Loans from Presbytery	Total
Ann Arbor, Calvary	\$ -	\$ 5,000	\$ -	\$ -	\$ 5,000
Ann Arbor, Calvary	-	9,000	-	-	9,000
Detroit, St John's	31,584	-	-	-	31,584
Dearborn, Cherry Hill	-	28,940	-	-	28,940
Dearborn, Littlefield	-	17,083	-	-	17,083
Churches of Detroit					
Broadstreet	-	20,000	-	13,470	33,470
Calvin East	-	29,050	-	-	29,050
Grandale	-	20,000	-	-	20,000
Ouler Drive	-	21,664	-	-	21,664
Trinity Community	-	-	-	6,375	6,375
Eunmenical Center & International Residence	-	53,787	-	-	53,787
Farmington, First Presbyterian	-	-	634,020	-	634,020
Drayton Plains, Community	-	28,688	-	-	28,688
Howell, First Presbyterian	-	-	430,297	-	430,297
Lake Shore Presbyterian, St. Clair Shores	-	-	188,078	-	188,078
Livonia, St. Pauls	-	10,000	-	-	10,000
Livonia, St Timothy's	32,629	-	-	-	32,629
Macomb, Church of the Covenant	312,849	-	-	-	312,849
New Life Presbyterian	-	-	-	2,728	2,728
Northville, First Presbyterian	-	-	1,270,715	-	1,270,715
Novi, Faith Community	-	-	306,704	-	306,704
Pontiac, Joslyn Ave.	-	22,175	-	-	22,175
Redford, Village	-	11,418	-	-	11,418
Sterling Heights, Ulica	33,914	-	-	-	33,914
Sterling Heights, Ulica	47,231	-	-	-	47,231
Total Loans - Churches	\$ 458,207	\$ 276,805	\$ 2,829,814	\$ 22,573	\$ 3,587,399

The Presbytery of Detroit
 Statements of Financial Position All funds
 As of 6/30/2015

	Current Period Balance
Cash and Cash Equivalents	
Cash - Petty Cash	200.00
Cash - Operating Account	95,406.38
Cash - Payroll Account	51,422.31
Cash PayPal Account	204.78
Cash - Comerica Investment	<u>1,684,014.24</u>
Total Cash and Cash Equivalents	1,831,247.71
Presbyterian Investment Loan Program	
Investment - P.I.L.P	<u>524,870.35</u>
Total Presbyterian Investment Loan Program	524,870.35
Investment Securities	
Endowment - Comerica	18,315,870.09
Investment - Life Income Fund	<u>1,673.55</u>
Total Investment Securities	18,317,543.64
Notes Receivable	
Loan Receivables Presbytery	
Church Loan Receivable - Module	1,226,666.91
Reserve for POD Church Loans	(36,422.77)
Allowance for Other Receivables	<u>1,375.29</u>
Total Loan Receivables Presbytery	1,191,619.43
Notes Receivable PCUSA Loans, Reserve an Grant Mortgages	
PCUSA Grant Mortgage Receivable	214,007.81
POD Grant Mortgage	382,573.12
PCUSA Grant Mortgage Reserve	(214,018.05)
PCUSA Guaranteed Loans	103,803.39
P.I.L.P. Guaranteed Loans	<u>2,601,490.27</u>
Total Notes Receivable PCUSA Loans, Reserve an Grant Mortgages	3,087,856.54
Notes Receivable from Synod of Covenant	
Synod Grant Loans	53,787.26
Synod Grant Reserve	(53,787.26)
Synod Guaranteed Loans	<u>34,000.48</u>
Total Notes Receivable from Synod of Covenant	34,000.48
Total Notes Receivable	4,313,476.45
Other Assets	
Prepaid Assets	
Prepaid Expenses	<u>4,632.82</u>
Total Prepaid Assets	4,632.82
Total Other Assets	4,632.82
Total Assets	<u>24,991,770.97</u>

The Presbytery of Detroit
 Statements of Financial Position All funds
 As of 6/30/2015

	Current Period Balance
Liabilities	
Accounts Payable - Module	614.79
Total Liabilities	614.79
General Mission Payable	
	156.88
Total General Mission Payable	156.88
Notes Payable to Presbyterian Church (U.S.A.)	
Note Payable - PCUSA	103,803.39
Note Payable P.I.L.P	2,601,490.27
Total Notes Payable to Presbyterian Church (U.S.A.)	2,705,293.66
Notes Payable To Synod of Covenant	
Notes Guaranteed Synod	34,000.48
Total Notes Payable To Synod of Covenant	34,000.48
Total Liabilities	2,740,065.81
Net Assets/Equity	
Unrestricted	
	4,988,668.33
Total Unrestricted	4,988,668.33
Temporarily Restricted	
	2,589,186.59
Total Temporarily Restricted	2,589,186.59
Permanently Restricted	
	14,673,850.24
Total Permanently Restricted	14,673,850.24
Total Net Assets/Equity	22,251,705.16
Total Net Assets/Equity	22,251,705.16
Total Liabilities and Net Assets/Equity	24,991,770.97

2015 2nd Qtr Ending

The Presbytery of Detroit
Statement of Revenues and Expenditures Summary
From 1/1/2015 Through 6/30/2015

	Capital/Temporarily						Total		
	Operating Fund	Restricted	Joy Fund	Balch Fund	Conner Fund	McKay Fund		Designated Fund	Mission Fund
Mission Revenue									
Revenue - Directed Mission	1,284.20	0.00	0.00	0.00	0.00	0.00	0.00	6,000.00	7,284.20
Revenue - Shared Mission	107,037.71	0.00	0.00	0.00	0.00	0.00	0.00	32,521.00	139,558.71
Prior Year Shared Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,443.58	2,443.58
Revenue - Offerings and Donations	0.00	0.00	0.00	0.00	0.00	0.00	795.57	131,610.40	132,405.97
ECO - Presbytery	0.00	0.00	0.00	0.00	0.00	0.00	60,218.89	0.00	60,218.89
Project Revenue	3,351.17	0.00	0.00	0.00	0.00	0.00	16,811.05	0.00	20,162.22
Revenue - Designated Projects	0.00	0.00	0.00	0.00	0.00	0.00	7,950.00	0.00	7,950.00
Total Mission Revenue	111,673.08	0.00	0.00	0.00	0.00	0.00	85,775.51	172,574.98	370,023.57
Per Capita									
Revenue - Per Capita	125,158.08	0.00	0.00	0.00	0.00	0.00	0.00	75,549.23	200,707.31
Prior Year Per Capita	9,460.77	0.00	0.00	0.00	0.00	0.00	0.00	9,638.05	19,098.82
Total Per Capita	134,618.85	0.00	0.00	0.00	0.00	0.00	0.00	85,187.28	219,806.13
Endowment Income									
Revenue - Endowment Income	107,699.68	21,324.10	207,464.70	25,211.00	8,991.84	6,991.05	0.00	0.00	377,682.37
Revenue - Interest Income	1,855.31	33,694.84	0.00	0.00	0.00	0.00	0.00	0.00	35,550.15
Total Endowment Income	109,554.99	55,018.94	207,464.70	25,211.00	8,991.84	6,991.05	0.00	0.00	413,232.52
Grant Income									
Revenue - Synod Grants	4,304.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,304.76
Revenue - PC USA Grants	23,800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,800.00
Total Grant Income	28,104.76	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,104.76
Other Income									
Presbyterian Women Donations	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00
Total Other Income	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00
Total Revenues	384,951.68	55,018.94	207,464.70	25,211.00	8,991.84	6,991.05	85,775.51	257,762.26	1,032,166.98
Mission Expense									
Expense - General Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Expense - Other Income (Non-Demonational Giving)	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	100.00
Expense - Directed Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,000.00	6,000.00
Expense - Offering	0.00	0.00	0.00	0.00	0.00	0.00	0.00	139,581.99	139,581.99
Expense - POD ECO	0.00	0.00	0.00	0.00	0.00	0.00	57,218.95	0.00	57,218.95
Expense - Shared Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32,329.89	32,329.89
Expense - Designated Projects	0.00	0.00	0.00	0.00	0.00	0.00	64,398.34	0.00	64,398.34
Total Mission Expense	0.00	0.00	0.00	0.00	0.00	0.00	121,717.29	177,911.88	299,629.17
Endowment Distribution & Management Fees									
Bank Charges	195.26	0.00	34.00	0.00	0.00	0.00	0.00	0.00	229.26
Investment Fees	0.00	3,792.54	36,888.46	4,483.84	1,598.62	1,243.39	0.00	0.00	48,006.85
Expense - Endowment Distributions	0.00	0.00	245,645.53	0.00	10,557.00	10,208.40	0.00	0.00	266,410.93

The Presbytery of Detroit
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From 1/1/2015 Through 6/30/2015

	Statement of Revenues and Expenditures Summary						Total		
	Operating Fund	Capital/Temporarily Restricted	Joy Fund	Balch Fund	Conner Fund	McKay Fund		Designated Fund	Mission Fund
Total Endowment Distribution & Management Fees	195.26	3,792.54	282,567.99	4,483.84	12,155.62	11,451.79	0.00	0.00	314,647.04
Per Capita Expense									
Expense - Per Capita	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>84,115.03</u>	<u>84,115.03</u>
Total Per Capita Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	84,115.03	84,115.03
Professional Expense									
Professional Fees - Audit	12,750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,750.00
Professional Fees - Legal	<u>2,450.00</u>	<u>3,483.97</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>5,933.97</u>
Total Professional Expense	15,200.00	3,483.97	0.00	0.00	0.00	0.00	0.00	0.00	18,683.97
Machinery & Equipment									
Equipment - Lease	10,773.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,773.00
Maintenance and Repair - Buildings	<u>0.00</u>	<u>538.19</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>538.19</u>
Total Machinery & Equipment	10,773.00	538.19	0.00	0.00	0.00	0.00	0.00	0.00	11,311.19
Rent & Security									
Occupancy - Rent & Security	<u>20,868.78</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>20,868.78</u>
Total Rent & Security	20,868.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,868.78
Insurance & Umbrella Liability									
Occupancy - Insurance - Building and Property	479.46	5,618.38	0.00	0.00	0.00	0.00	0.00	0.00	6,097.84
Insurance - Umbrella Liability Policy	<u>88.98</u>	<u>2,172.61</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,261.59</u>
Total Insurance & Umbrella Liability	568.44	7,790.99	0.00	0.00	0.00	0.00	0.00	0.00	8,359.43
Office & Other Expense									
Background Checks	120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	120.00
Clergy Support	162.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	162.25
Computer - Internet/Website	140.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140.00
Computer - Maintenance/Support	3,646.89	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,646.89
Computer - Software	94.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.94
Copier - Meter Charges	840.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	840.06
Copier - Supplies	180.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00
Freight & Shipping Charges	59.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59.50
Meeting Expense	<u>733.33</u>	<u>243.58</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>976.91</u>
Postage	1,586.45	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,586.45
Printing/Copying	835.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	835.00
Professional Fees - Payroll	1,316.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,316.11
Resource Material	399.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	399.38
Subscriptions	148.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	148.50
Supplies - Coffee	13.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.55
Supplies - Office	5,194.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,194.58
Task Force Expenses	91.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.03
Telephone - Expense & Maintenance	3,859.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,859.10
Suspense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Budget	<u>50.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>50.00</u>

The Presbytery of Detroit
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From 1/1/2015 Through 6/30/2015

	19,470.67	243.58	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	19,714.25	
	2,152.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,152.36	
	<u>20,300.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>20,300.00</u>	
	22,452.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,452.36	
Ministry Teams (Committee) Expenses																					
Training Programs	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	
Ministry Support and Fellowship	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Gifts and Flowers	408.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	408.62	
Contract Help	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00	
Budget Support - Congregational Development	2,329.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,329.63	
Budget Support - New Church Dev/Redev	34,551.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	34,551.61	
Budget Support - Mission	22,885.73	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	22,885.73	
Budget Support - Social Justice	32,135.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	32,135.22	
Budget Support - Outdoor Ministry	12,336.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,336.00	
Budget Support Leadership	25,996.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,996.16	
Equipping																					

	Operating Fund	Capital/Temporarily Restricted	Joy Fund	Batch Fund	Comner Fund	McKay Fund	Designated Fund	Mission Fund	Total
Budget Support-Multiculturalism	1,569.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,569.04
Total Ministry Teams (Committee)	132,352.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	132,352.01
Salary, Benefits & payroll Taxes									
Salaries and Wages	101,322.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	101,322.02
Salary - Contract Employee	(0.03)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(0.03)
Allowance - Auto & Travel	2,304.20	0.00	0.00	0.00	0.00	0.00	210.97	0.00	2,515.17
Allowance - Housing	39,274.30	0.00	0.00	0.00	0.00	0.00	0.00	0.00	39,274.30
Allowance - Continuing Education	1,641.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,641.44
Allowance - Professional Business	1,470.79	0.00	0.00	0.00	0.00	0.00	1,382.73	0.00	2,853.52
Allowance - Pension	3,642.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,642.51
FICA/Medicare Contribution	6,039.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,039.06
SECA	4,390.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,390.10
Disability Insurance	1,130.60	0.00	0.00	0.00	0.00	0.00	279.84	0.00	1,410.44
Group Life Insurance	2,203.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,203.74
Health Insurance	24,942.85	0.00	0.00	0.00	0.00	0.00	6,866.64	0.00	31,809.49
Pension Benefits	6,848.66	0.00	0.00	0.00	0.00	0.00	3,077.94	0.00	9,926.60
Workers' Compensation Insurance	(41.65)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(41.65)
403 (B) Contributions	274.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	274.49
Medical Reimbursement	2,235.77	0.00	0.00	0.00	0.00	0.00	760.70	0.00	2,996.47
Professional Fees - Consulting	2,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,000.00
Total Salary, Benefits & payroll Taxes	199,678.85	0.00	0.00	0.00	0.00	0.00	12,578.82	0.00	212,257.67
Total Expenditures	<u>421,559.37</u>	<u>15,849.27</u>	<u>282,567.99</u>	<u>4,483.84</u>	<u>12,155.62</u>	<u>11,451.79</u>	<u>134,296.11</u>	<u>262,026.91</u>	<u>1,144,390.90</u>

The Presbytery of Detroit
 Statement of Revenues and Expenditures Summary
 From 1/1/2015 Through 6/30/2015

Total Revenues Over(Under) Expenditures	<u>39,169.67</u>	<u>(75,103.29)</u>	<u>20,727.16</u>	<u>(3,163.78)</u>	<u>(4,460.74)</u>	<u>(48,520.60)</u>	<u>(4,264.65)</u>	<u>(112,223.92)</u>
Net Realized and Unrealized Income/Loss								
Unrealized Gain or Loss	(30,038.45)	(292,171.44)	(35,513.81)	(12,661.79)	(9,848.04)	0.00	0.00	(380,233.53)
Realized Gain or Loss	<u>24,594.71</u>	<u>239,222.50</u>	<u>29,077.77</u>	<u>10,367.13</u>	<u>8,063.32</u>	<u>0.00</u>	<u>0.00</u>	<u>311,325.43</u>
Total Net Realized and Unrealized Income/Loss	(5,443.74)	(52,948.94)	(6,436.04)	(2,294.66)	(1,784.72)	0.00	0.00	(68,908.10)

Thru Aug 31, 2015

The Presbytery of Detroit
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From 1/1/2015 Through 8/31/2015

	Operating Fund	Capital/Temporarily Restricted	Joy Fund	Balch Fund	Conner Fund	McKay Fund	Designated Fund	Mission Fund	Total
Mission Revenue									
Revenue - General Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	150.00	150.00
Revenue - Directed Mission	1,784.20	0.00	0.00	0.00	0.00	0.00	0.00	6,000.00	7,784.20
Revenue - Shared Mission	138,333.07	0.00	0.00	0.00	0.00	0.00	0.00	42,382.03	180,715.10
Prior Year Shared Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,543.58	2,543.58
Revenue - Offerings and Donations	0.00	0.00	0.00	0.00	0.00	0.00	308.07	154,104.50	154,412.57
ECO - Presbytery	0.00	0.00	0.00	0.00	0.00	0.00	64,736.66	0.00	64,736.66
Project Revenue	3,591.17	0.00	0.00	0.00	0.00	0.00	54,005.49	0.00	57,596.66
Revenue - Designated Projects	700.00	0.00	0.00	0.00	0.00	0.00	8,650.00	0.00	9,350.00
Total Mission Revenue	144,408.44	0.00	0.00	0.00	0.00	0.00	127,700.22	205,180.11	477,288.77
Per Capita									
Revenue - Per Capita	161,867.32	0.00	0.00	0.00	0.00	0.00	0.00	100,038.66	261,905.98
Prior Year Per Capita	9,860.77	0.00	0.00	0.00	0.00	0.00	0.00	9,788.05	19,648.82
Total Per Capita	171,728.09	0.00	0.00	0.00	0.00	0.00	0.00	109,826.71	281,554.80
Endowment Income									
Revenue - Endowment Income	141,672.11	28,206.89	274,416.02	33,348.38	11,893.06	9,247.56	0.00	0.00	498,784.02
Revenue - Interest Income	2,223.07	33,767.21	0.00	0.00	0.00	0.00	0.00	0.00	35,990.28
Total Endowment Income	143,895.18	61,974.10	274,416.02	33,348.38	11,893.06	9,247.56	0.00	0.00	534,774.30
Grant Income									
Revenue - Synod Grants	6,457.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,457.14
Revenue - PC USA Grants	23,800.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	23,800.00
Total Grant Income	30,257.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,257.14
Other Income									
Presbyterian Women Donations	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00
Total Other Income	1,000.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00
Total Revenues	491,288.85	61,974.10	274,416.02	33,348.38	11,893.06	9,247.56	127,700.22	315,006.82	1,324,875.01
Mission Expense									
Expense - General Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	440.00	440.00
Expense - Other Income (Non-Demonstrational Giving)	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	100.00
Expense - Directed Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,000.00	6,000.00
Expense - Offering	0.00	0.00	0.00	0.00	0.00	0.00	1,000.00	164,672.75	165,672.75
Expense - POD ECO	0.00	0.00	0.00	0.00	0.00	0.00	58,968.95	0.00	58,968.95
Expense - Shared Mission	0.00	0.00	0.00	0.00	0.00	0.00	0.00	42,103.35	42,103.35

The Presbytery of Detroit
Statement of Revenues and Expenditures Summary
From 1/1/2015 Through 8/31/2015

	Capital/Temporarily Restricted					Joy Fund	Balch Fund	Conner Fund	McKay Fund	Designated Fund	Mission Fund	Total
	Operating Fund	Restricted										
Expense - Designated Projects	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80,135.76	10.00	80,145.76	
Total Mission Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	140,204.71	213,226.10	353,430.81	
Endowment Distribution & Management Fees												
Bank Charges	207.41	0.00	0.00	0.00	34.00	0.00	0.00	0.00	0.00	0.00	241.41	
Investment Fees	0.00	5,002.42	0.00	5,914.25	48,656.39	2,108.60	1,640.04	0.00	0.00	0.00	63,321.70	
Expense - Endowment Distributions	0.00	0.00	0.00	43,062.00	327,585.43	14,107.78	11,401.66	0.00	0.00	0.00	396,156.87	
Total Endowment Distribution & Management Fees	207.41	5,002.42	0.00	48,976.25	376,275.82	16,216.38	13,041.70	0.00	0.00	0.00	459,719.98	
Per Capita Expense												
Expense - Per Capita	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108,852.46	108,852.46	
Total Per Capita Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	108,852.46	108,852.46	
Professional Expense												
Professional Fees - Audit	12,750.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,750.00	
Professional Fees - Legal	2,450.00	3,483.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,933.97	
Total Professional Expense	15,200.00	3,483.97	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	18,683.97	
Machinery & Equipment												
Sale, Disposal, forgiveness of Assets/Rec	0.00	25,768.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	25,768.82	
Equipment - Lease	14,364.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,364.00	
Maintenance and Repair - Buildings	0.00	1,183.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,183.41	
Maintenance and Repair - Office	638.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	638.60	
Total Machinery & Equipment	15,002.60	26,952.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	41,954.83	
Rent & Security												
Occupancy - Rent & Security	27,825.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,825.04	
Total Rent & Security	27,825.04	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,825.04	
Insurance & Umbrella Liability												
Occupancy - Insurance - Building and Property	639.28	7,553.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,192.98	
Insurance - Umbrella Liability Policy	118.64	2,929.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,047.73	
Total Insurance & Umbrella Liability	757.92	10,482.79	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,240.71	
Office & Other Expense												
Background Checks	(72.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(72.00)	
Clergy Support	186.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	186.25	
Computer - Internet/Website	2,401.82	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,401.82	
Computer - Maintenance/Support	3,903.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,903.39	

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	Capital/Temporarily		Joy Fund	Balch Fund	Conner Fund	McKay Fund	Designated Fund	Mission Fund	Total
	Operating Fund	Restricted							
Computer - Software	94.94	0.00	0.00	0.00	0.00	0.00	0.00	0.00	94.94
Copier - Meter Charges	1,080.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,080.16
Copier - Supplies	180.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	180.00
Freight & Shipping Charges	59.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59.50
Meeting Expense	821.22	243.58	0.00	0.00	0.00	0.00	0.00	0.00	1,064.80
Postage	2,571.96	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,571.96
Printing/Copying	835.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	835.00
Professional Fees - Payroll	1,667.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,667.49
Psychological Evaluations	366.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	366.67
Registration Fees	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Resource Material	399.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	399.38
Subscriptions	164.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	164.26
Supplies - Coffee	13.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	13.55
Supplies - Office	6,814.54	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,814.54
Task Force Expenses	91.03	0.00	0.00	0.00	0.00	0.00	0.00	0.00	91.03
Telephone - Expense & Maintenance	6,289.45	76.71	0.00	0.00	0.00	0.00	0.00	0.00	6,366.16
Travel/Mileage Expense	106.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	106.38
Suspense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Budget	151.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	151.92
Total Office & Other Expense	28,166.91	320.29	0.00	0.00	0.00	0.00	0.00	0.00	28,487.20
Grant Expense									
Expense - Synod Grants	6,457.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,457.12
Expense - PC USA Grants	21,700.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	21,700.00
Total Grant Expense	28,157.12	0.00	0.00	0.00	0.00	0.00	0.00	0.00	28,157.12
Ministry Teams (Committee) Expenses									
Training Programs	400.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	400.00
Ministry Support and Fellowship	0.00	150,000.00	0.00	0.00	0.00	0.00	0.00	0.00	150,000.00
Gifts and Flowers	408.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	408.62
Contract Help	40.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00
Budget Support - Congregational Development	2,329.63	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,329.63
Budget Support - New Church Dev/Redev	47,809.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	47,809.67
Budget Support - Mission	30,833.44	0.00	0.00	0.00	0.00	0.00	0.00	0.00	30,833.44
Budget Support - Social Justice	35,842.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35,842.40
Budget Support - Outdoor Ministry	14,392.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,392.00

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	Capital/Temporarily Restricted					Total		
	Operating Fund	Joy Fund	Balch Fund	Conner Fund	McKay Fund		Designated Fund	Mission Fund
Budget Support Leadership	37,387.06	0.00	0.00	0.00	0.00	0.00	0.00	37,387.06
Equipping								
Budget Support-Multiculturalism	1,889.04	0.00	0.00	0.00	0.00	0.00	0.00	1,889.04
Total Ministry Teams (Committee)	171,331.86	150,000.00	0.00	0.00	0.00	0.00	0.00	321,331.86
Salary, Benefits & payroll Taxes								
Salaries and Wages	132,742.15	0.00	0.00	0.00	0.00	0.00	0.00	132,742.15
Salary - Contract Employee	0.37	1,280.00	0.00	0.00	0.00	0.00	0.00	1,280.37
Allowance - Auto & Travel	4,050.90	0.00	0.00	0.00	0.00	359.32	0.00	4,410.22
Allowance - Housing	51,358.70	0.00	0.00	0.00	0.00	0.00	0.00	51,358.70
Allowance - Continuing Education	2,341.64	0.00	0.00	0.00	0.00	0.00	0.00	2,341.64
Allowance - Professional Business	2,202.77	0.00	0.00	0.00	0.00	2,069.90	0.00	4,272.67
Allowance - Pension	4,745.21	0.00	0.00	0.00	0.00	0.00	0.00	4,745.21
FICA/Medicare Contribution	7,961.99	0.00	0.00	0.00	0.00	0.00	0.00	7,961.99
SECA	5,740.90	0.00	0.00	0.00	0.00	0.00	0.00	5,740.90
Disability Insurance	1,372.02	0.00	0.00	0.00	0.00	373.12	0.00	1,745.14
Group Life Insurance	2,846.94	0.00	0.00	0.00	0.00	0.00	0.00	2,846.94
Health Insurance	33,285.97	0.00	0.00	0.00	0.00	9,166.46	0.00	42,452.43
Pension Benefits	9,141.66	0.00	0.00	0.00	0.00	4,103.92	0.00	13,245.58
Workers' Compensation Insurance	14.27	0.00	0.00	0.00	0.00	0.00	0.00	14.27
403 (B) Contributions	274.49	0.00	0.00	0.00	0.00	0.00	0.00	274.49
Medical Reimbursement	2,713.20	0.00	0.00	0.00	0.00	760.70	0.00	3,473.90
Professional Fees - Consulting	3,000.00	0.00	0.00	0.00	0.00	0.00	0.00	3,000.00
Total Salary, Benefits & payroll Taxes	263,793.18	1,280.00	0.00	0.00	0.00	16,833.42	0.00	281,906.60
Total Expenditures	550,442.04	197,521.70	48,976.25	16,216.38	13,041.70	157,038.13	322,078.56	1,681,590.58
Total Revenues Over(Under) Expenditures	(59,153.19)	(135,547.60)	(15,627.87)	(4,323.32)	(3,794.14)	(29,337.91)	(7,071.74)	(356,715.57)
Net Realized and Unrealized Income/Loss								
Unrealized Gain or Loss	0.00	(113,251.29)	(133,894.58)	(47,737.59)	(37,129.21)	0.00	0.00	(1,453,560.68)
Realized Gain or Loss	0.00	52,214.97	61,732.61	22,009.59	17,118.57	0.00	0.00	660,948.96
Total Net Realized and Unrealized Income/Loss	0.00	(61,036.32)	(72,161.97)	(25,728.00)	(20,010.64)	0.00	0.00	(772,611.72)

Synod of the Covenant Response to the 221st GA (2014) Mandate

Outline of the Synod Discernment Process:

- The Synod Moderators' Committee oversees the discernment process and has approved the outlined process on 9/25/2014.
- Synod Assembly affirmed the process on 11/8/2014.
- The Synod designed a Survey/Study electronic tool in partnership with the Presbyterian Research Services for a cost. The study also factored in the Synod's latest study of 2007.
- Survey/Study circulated via email on 10/29/2014 to Synod and Presbytery leadership, and postcards post-mailed on 11/4-5/2014 to all congregations.
- Invitation to all 11 Presbyteries for a conversation between presbyteries and synod executive 11/2014.
- Due date for responding to the electronic Survey/Study 1/15/2015.
- A contract staff completed a project of two phases: Brief History of the Synod and its impact on Church and Society 3/1/2015, and a Brief Review of Synod Policies, Mandates, and Expectations 6/1/2015.
- Synod Executive explored conversations and partnerships with neighboring synods as invited through their respective Executives or Councils. Invitation circulated to all neighboring Synods 3/2015.
- Second invitation to 11 Presbyteries for conversation between presbyteries and synod executive 3/2015.
- Survey/Study report and visits with councils helped shape the conversation during the Synod Assemblies, 3/18-20/2015 & 8/7-8/2015.
- Seeking consultation with Presbyteries, the Synod Executive was available for face-to-face listening and conversations with every presbytery council and other entities through 7/2015.
- Synod Executive was also available for face-to-face listening and conversations with Executive/General Presbyters through 7/2015, including EP/GP Forum 3/16-17, regarding the discernment.
- Four representatives of the Moderators' Committee met with a delegation from Synod of the Trinity on 7/22/2015 for conversation exploring possible merger or partnerships. Both concluded to continue the conversation.
- Draft recommendation presented by Moderators' Committee at the Synod Assembly 8/7-8/2015.
- Synod Executive is scheduled to share a progress report at the Synod Executives Forum 8/23-26/2015.
- Vote on Synod's response during Synod Assembly 11/6-7/2015.

The following seven Presbyteries invited the Synod Executive for conversation:

Mackinac, Lake Huron, Lake Michigan, Detroit, Eastminster, Miami Valley, Muskingum Valley.

A reminder of the 221st GA Mandate

"1. Direct that a new configuration of synod boundaries be established based on an emerging sense of purpose, partnership, context, call through a collaborative process between the synods and presbyteries resulting in no more than 10-12 synods. The synods shall report to the 222nd General Assembly (2016)."

Full 221st GA (2014) Recommendation

1. *Direct that a new configuration of synod boundaries be established through a collaborative process between the synods and presbyteries resulting in no more than eight larger regional synods, each with an emerging sense of purpose, partnership, context, and call. The Synods shall report to the 222nd General Assembly (2016)*
2. *Inform all synods and presbyteries that designated members of MCC2 will be available for conversation, clarification, and collaboration during the synods' and presbyteries' two-year process of reconfiguring synods.*
3. *Recommend that the 222nd General Assembly (2016) direct its Moderator, in consultation with the Stated Clerk, to appoint an administrative commission for the following purpose:*
 - a. *To assist synods and presbyteries who have been engaged in a substantive plan for reconfiguration but have been unable to resolve particular issues in their process.*
 - b. *To recommend to the 223rd General Assembly (2018) the boundary changes necessary to achieve a total of no more than eight synods, if there remain synods and presbyteries that have been unable or unwilling to engage in a collaborative process of reconfiguration.*
4. *In order to ensure that the responsibilities listed in G-3.0502 are fulfilled, establish a "Committee on Mid Councils" and charge it to engage in a process for the ongoing strengthening and nurturing of the mid councils of the Presbyterian Church (U.S.A.), the particular emphasis on collaborating with the synods of the Presbyterian Church (U.S.A.) to support clarity as to their ecclesial and missional identity, purpose, structure, and strategies by amending Standing Rule C.1.a. as follows: [Text to be added is shown in as underlined.]*

"a. The Stated Clerk shall propose the number and designation of assembly committees to the General Assembly, which shall include a Committee on Mid Councils. The Stated Clerk shall present the proposed committee structure to the General Assembly for consideration and ratification at the first assembly meeting at which business is transacted. In making these proposals, the Stated Clerk shall consult with the appropriate General Assembly entity or entities, and may consult with other persons."
5. *Continue the Mid Council Commission II through the meeting of the 222nd General Assembly (2016) with the following authority:*
 - a. *Pursuant to G-3.0502d, to organize new synods, or divide, unite, or otherwise combine previously existing synods or portions of synods; and*

b. Pursuant to G-3.0502e, to approve the acts of synods to organize, divide, unite, or combine presbyteries or portions of presbyteries.

6. Accept this report as the commission's answer to the items referred to it by the 220th General Assembly (2012).

Three Questions asked:

1- What is the MISSION of this Presbytery, and how can we collaborate to fulfill the mission?

2- Is there an "Emerging sense of PURPOSE, PARTNERSHIP, CONTEXT, or CALL" that would require change in Synod boundaries? If so, then what/why, how, and where?

3- Do you have other related feedback?

To discern and explore how to align our funding, programs, funding, goals with this very objective, then to report to the 223rd GA (2018).

PROPOSAL DRAFT

After extensive discernment through a collaborative process with our presbyteries and communications/conversations with our neighboring Synods.

- 1. The Synod of the Covenant has discerned no missional objective to reconfiguring the synod boundaries.**
- 2. The Synod of the Covenant invites the church, through our presbyteries, congregations, and membership, to adopt the Five Peacemaking Affirmations* as we journey together to discern our calling as a Just Peace church, because peace cannot exist without justice. Synod will present a progress report to the 223rd GA (2018).**

***The Five Peacemaking Affirmations:**

1. We affirm that peacemaking is essential to our faith in God's reconciling work in Jesus Christ, whose love and justice challenge hatred and conflict, and whose call gives our church a mission to present alternatives to violence, fear, and misused power.
2. We confess our complicity in the world's violence even as we pray for the Spirit's courage to "unmask idolatries," to speak truth about war and oppression, to stand with those who suffer, and to respond to acts and threats of violence with ministries of justice, healing, and reconciliation.
3. We reclaim the power and authority of Jesus Christ, Prince of Peace and Reconciler, who proclaims God's reign, who inspires the prophetic church, [by] forgiving, healing, and undoing violence, and who overcomes evil through the cross and resurrection.
4. We seek to understand the nonviolent revolutions and armed struggles of our time by

drawing on the traditions of Christian pacifism, just war, just peacemaking and active nonviolence, and by cultivating moral imagination through prayer, study, and engagement with friends and enemies. Even as we actively engage in a peace discernment process, we affirm our responsibility of continuing the long tradition of support by the Presbyterian Church (U.S.A.) for our sisters and brothers who serve in the U.S. military, veterans, and their families.

5. As disciples of Jesus Christ, we commit ourselves earnestly to seek and promote loving, nonviolent responses to conflict in our daily lives, in our communities, and in our world, to risk calling our nation back from the practices of empire to the highest ideals of our heritage, and to practice boldly the things that make for peace.

**Presbytery of Detroit
Minutes of the Annual Meeting
November 21, 2015**

The Presbytery of Detroit convened in its annual stated meeting with prayer on November 21, 2015 at 9:00 a.m. Judy Shipman moderated the meeting.
The Moderator declared the presence of a quorum.

WE PROCLAIMED THE GOOD NEWS

Presbytery worshiped God.

WE CELEBRATED OUR CONNECTIONS IN CHRIST

The Moderator appointed Judy Edwards the Assistant to the Stated Clerk.
The Moderator welcomed new commissioners and members.
Upon motion of the Stated Clerk, Presbytery voted to approve the docket as amended.

Welcome from Host Church

Emma Ouelette welcomed the Presbytery to Northville First

Reports from Other Governing Bodies

Report from the Synod Commissioners.

Stan Edwards reported on November 7 and 8 meeting of the Synod of the Covenant. The Synod voted to recommend to the General Assembly that the Synod of the Covenant boundaries remain the same.

Retirements.

The Presbytery recognized and celebrated the retirement of members in 2010-2011.

Discussion on the Milford Overtures

Presbytery engaged in a discussions of the proposed overtures from Milford.

WE RESPONDED TO CHRIST'S CALL TO MISSION AND MINISTRY

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

Mr. Timm reported to the Presbytery. He invited Catherine Simpson from Ann Arbor Westminster, who described hands-on service projects that Westminster has done to serve the community and agencies in Ann Arbor. He also cited the little library at Detroit Westminster. Mr Timm lifted up in celebration ordination anniversaries, and prayers for healing.

Prayer for Openness

The Moderator offered a prayer for openness.

Motions from the Floor

The motion was made by Commissioner Ned Simpson to approve the following resolution:

Resolution to show Christ's love to Syrian refugees

That the Presbytery of Detroit of the Presbyterian Church USA communicate to

- Michigan Governor Rick Snyder,
- Michigan State Representatives and Senators,
- Michigan's US Congressional Representatives and Senators and
- The President of the United States

our disappointment in efforts to delay and/or block immigration of refugees from war-torn and oppressive countries. In particular, recent efforts against Syrian refugees should be reversed. State and national efforts should address relieving the humanitarian crisis, facilitating expedient immigration processing and supporting relocation in America.

Rational

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

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

The resolution was approved. 83 yes 43 no.

The motion was made that Presbytery approve the following Milford Church Overture to the GA, On Rescinding the 2014 Divestment Action, as follows:

The Presbytery of Detroit overtures the 222nd General Assembly:

- to rescind the action of the 221st General Assembly (2014) which resulted in the divestment of denominational funds from three corporations (Caterpillar Inc., Hewlett-Packard, and Motorola Solutions) engaged in non-peaceful pursuits in Israel and Palestine and to resume normal investment practices with respect to these corporations; and
- to encourage and equip the local church to advocate for justice in the region.

Rationale

The 221st General Assembly (2014) acted to divest denominational funds from three corporations. The overture reads (in part):

Instruct the Presbyterian Foundation and the Board of Pensions of the PC(USA), to divest from Caterpillar, Inc., Hewlett-Packard, and Motorola Solutions, in accord with our church's decades-long socially responsible investment (SRI) history, and not to reinvest in these companies until the Mission Responsibility

Through Investment Committee of the PC(USA) is fully satisfied that product sales and services by these companies are no longer in conflict with our church investment policy. This action on divestment is not to be construed or represented by any organization of the PC(USA) as divestment from the State of Israel, or an alignment with or endorsement of the global BDS (Boycott, Divest and Sanctions) movement.

This action is the latest chapter in a decade-long process of debate and discernment within the PC(USA), which began with the decision of the 216th General Assembly (2004) to “initiate a process of phased selective divestment in multinational corporations operating in Israel.”

The closest historical analogy for this action is our denomination’s response to South Africa’s apartheid policies in the 1980s. We recognized at the time that, in the face of the evil of apartheid, we had a moral obligation to do our part to seek justice in the region. The 197th General Assembly (1985) approved a process of phased selective divestment from corporations operating in South Africa with the clearly articulated goal of pressuring the selected companies to withdraw from South Africa, thus indirectly putting economic pressure on the South African government. After attempts at corporate engagement, a total of sixteen companies were targeted for divestment.

The divestment action regarding Israel which began in 2004 and has taken final concrete form in the decision of the 221st General Assembly (2014) was clearly intended to be modeled on our actions toward South Africa. In the same way that we targeted corporations operating in South Africa, the language of the 2004 overture was broad enough to signify a full-scale divestment, indicative of the desire to place indirect economic pressure on Israel, in hopes that the policies of occupation would change.

The outrage in the church was fierce and swift, resulting in the rescindment of the 2004 decision at the next General Assembly (2006), which opted instead to “urge” the PC(USA) to invest only in peaceful pursuits in the region and to affirm corporate engagement by the Mission Responsibility Through Investment (MRTI) Committee as the proper vehicle for effecting the desired change.

Divestment has two primary purposes. The first is separation. Divestment is a means of separating ourselves from enterprises or classes of enterprise which stand in direct opposition to the principles and policies of the church. In such cases, to divest is to state our unequivocal objection and to prevent ourselves from being implicated in something with which we disagree. Divestment as separation may hope for change in the offending enterprise or class of enterprise, but effecting change is not its purpose.

The second purpose of divestment is redress. Divestment can be a means of effecting meaningful change in a situation that is deemed in conflict with biblical standards of justice. In such cases, it is not necessarily true that the church has a moral objection with selected enterprises. Rather, enterprises (or classes of enterprise) may themselves be (wittingly or not) implicated in an unjust situation or helping to support an unjust government. Selected divestment may then be deemed the appropriate tool for influencing an enterprise, a class of enterprise, or a nation to change policies or actions. Divestment as redress may in effect separate the church from enterprises or classes of enterprise with which we have a moral objection, but separation is not its purpose.

What has happened over the course of our discernment and debate on this issue is that we have transitioned from one type of divestment to the other, but failed to adjust our

rationale accordingly. This process began with the proposal of divestment as redress, the targeting of companies broadly as a means of pressuring Israel to change its policies. When it became clear that the church at large was unwilling to undertake this course of action, we took a step back and gave careful scrutiny to our involvement in the region. This scrutiny revealed three corporations, named above, in which the PC(USA) has investments, and whose products are being used in non-peaceful pursuits.

It is at this point that we, in effect, made the transition from divestment as redress to divestment as separation. No longer were we aiming to place appreciable economic pressure on Israel's government. Instead, we recognized that our financial holdings, by way of three companies, were implicated in non-peaceful pursuits, and some desired that we disentangle ourselves for the sake of the ethical witness of the church.

And herein lies the problem. The original aims of divestment as redress were not achieved. Over the years, these aims have been whittled down to a very limited action that indirectly censures Israeli policies, but without the force or intent to change them. The 2014 action quite explicitly refuses to be aligned with the global BDS (Boycott, Divestment, Sanctions) movement, in spite of the fact that divestment as redress depends upon the support and participation of a wide range of actors in order to apply sufficient economic pressure. Thus, it is not an effective redress of injustice.

Neither is it a compelling act of separation. The companies selected for divestment, though their products are being used for non-peaceful pursuits, simply do not rise to the level of moral objection that would ordinarily be expected in order for the church to consider divestment. But because the process began as it did, seeking a much broader divestment action with the aim of effecting political change, we did not stop to determine—once redress was no longer a realistic consideration—what outcomes we were pursuing and what were the best means to achieve those outcomes.

The action of the 221st General Assembly (2014) represents a fundamental misunderstanding and misappropriation of the tool of divestment. In conflating the two uses of divestment, we have successfully applied neither. The church at every level needs to be given the tools to advocate for justice in the region in ways befitting local contexts and drawing on local passions. In the meantime, this action needs to be rescinded so that the Presbyterian Church (USA) can find clarity about how and when to use divestment, and so that we can be reminded of the importance, not only of addressing injustice abroad, but also of working to maintain unity at home.

The motion was seconded by Plymouth First.

Upon motion, Presbytery waived the reading of the overtures

The motion failed 51yes, 60 no.

The motion was made that Presbytery approve the following Milford Overture to the GA, On Establishing a Financial Divestment Policy.

The session of Milford Presbyterian Church asks the Presbytery of Detroit to overture the 222nd General Assembly to adopt the following as a Policy of the General Assembly and to add this policy to the Manual of the General Assembly.

Financial Divestment Policy

When electing to divest denominational funds, the General Assembly shall ordinarily divest funds from whole classes of industry with which the national church has a categorical objection. If the General Assembly wishes to single out

particular corporations for selective divestment, it will require the approval of a two-thirds majority.

Rationale

The 221st General Assembly (2014) acted to divest denominational funds from three corporations. The overture reads (in part):

Instruct the Presbyterian Foundation and the Board of Pensions of the PC(USA), to divest from Caterpillar, Inc., Hewlett-Packard, and Motorola Solutions, in accord with our church's decades-long socially responsible investment (SRI) history, and not to reinvest in these companies until the Mission Responsibility Through Investment Committee of the PC(USA) is fully satisfied that product sales and services by these companies are no longer in conflict with our church investment policy. This action on divestment is not to be construed or represented by any organization of the PC(USA) as divestment from the State of Israel, or an alignment with or endorsement of the global BDS (Boycott, Divest and Sanctions) movement.

From start to finish, the question of our denomination's investments in the Israel/Palestine region has been wrought with contention. Since the 216th General Assembly (2004) approved a process of "phased selective divestment in multinational corporations operating in Israel," Presbyterians have been sharply divided on the issue. The 217th General Assembly (2006) rescinded the aforementioned action and called for further study and corporate engagement. The 220th General Assembly (2012) opted for "positive investment" in the region instead of divestment (an overture proposing divestment was defeated by a margin of just two votes). The 221st General Assembly (2014) approved the proposed divestment action by a margin of only seven votes. After seasons of discernment, study guides, corporate engagement, and much debate, we are no closer to consensus now than we were in 2004.

The 2014 action was met with jubilation by some and outrage by others. The jubilant celebrate their church's prophetic voice, while the outraged lament that their church has lost its voice. As a denomination, it is critical that we recognize that we represent a wide range of perspectives on all things, and especially politics. This is not a dynamic that we can pretend does not exist; this is part of who we are and who (God willing) we will always be. We believe that "God alone is Lord of the conscience" (F-3.0101a), that people "of good characters and principles may differ," and that it is our duty "to exercise mutual forbearance toward each other" (F-3.0105). This means that unity and consensus are ends in themselves, and not disposable goods that can be dispensed with when they become inconvenient or inexpedient.

For the last decade, divestment has been used as a tool to leverage the voice of the national church to serve a particular agenda. The controversial nature of this agenda has alienated not only our Jewish neighbors, but also many within our own churches who feel that their denomination has been coopted by special interests. Though it complies with our polity, it is simply irresponsible to allow such a controversial action to be taken by such a narrow majority.

Unless we set constraints on how this tool is used by the General Assembly, we are likely to see this very same problem arise again and again. In order to prevent a tidal wave of overtures proposing new conflicts or causes for which divestment can be pressed

into service, we must ensure that we use divestment responsibly. And if we do choose to use selective divestment as a tool in the political arena, we must ensure that we do so only with the broadest possible support of the church.

The motion was seconded by Plymouth First

The motion failed, 41 yes 71 no.

Committee Items for Action:

Omnibus Motion.

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

The Trustees report the following for the information of Presbytery:

1. The Trustees are taking steps to invest an undesignated portion of our assets in a way that will increase our return.
2. The Howell Nature Center is no longer an integral part of the Presbytery of Detroit. When we created a Limited License Company and transferred assets to that LLC, it became an independent company. This has involved a lot of adjustments and activity, both on the part of the Trustees and the HNC. We are continuing to work that out.
3. The Trustees are in the process of seeking bids for our insurance coverage.
4. The Trustees are expecting to complete the sale of the Southwest Church property next month. The sale price should yield roughly \$200,000. If this sale is completed before the next Presbytery meeting, the Trustees will approve it on behalf of the Presbytery pursuant to Presbytery Policy P-24 and report it to the Presbytery at the January meeting.

Committee on Preparation for Ministry. Matthew Means reported for the Committee.

Michael Beckman is a candidate of Lake Michigan Presbytery, is a student at Louisville Presbyterian Seminary, and has received a call to be pastor of Westland Kirk of Our Savior. Having completed all requirements for ordination and having met with and examined the following by the Committee on Preparation for Ministry, Committee presented him to Presbytery for examination of his faith or his preparedness for ordained ministry. Upon motion of Neil Cowling, the Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to sustain his examination and proceed to ordination.

Heidi Church is a candidate of Detroit Presbytery, a graduate of Ecumenical Theological Seminary, and has received a call to serve Belleville Presbyterian Church. Having completed all requirements for ordination and having met with and examined the following by the Committee on Preparation for Ministry, the Committee presented her to Presbytery for examination of her faith or her preparedness for ordained ministry. Upon motion of Chris Thomas, the Presbytery voted to arrest the examination. Upon motion of the Committee, Presbytery voted to sustain her examination and proceed to ordination.

The Moderator invited friends and family forward, and offered a prayer for Ms Church and Mr Beckman.

The Committee reported the following for the information of Presbytery:
CPM met with the following Eligible Commissioned Ruling Elder and sustained her annual consultation:

Linda Singley

November 3, 2015

Trumbull Avenue, Detroit

Treasurer.

Timothy Ngare presented his report to the Presbytery. The report is appended to the minutes. He reported his 12/5 workshops for church treasurers and others interested in Trustee duties, investments, 501c3 organizations.

Coordinating Cabinet: Harold Ellis reported for the Coordinating Cabinet.

Upon motion of the Coordinating Cabinet, Presbytery voted to:

1. Accept the invitations for the 2016 Presbytery meetings as follow:

January 26	Southfield Covenant
April 23 (Saturday)	Mt Clemens First
June 14	Port Huron First
Sept 27	Birmingham First
Nov 19 (Saturday)	Pontiac First

2. Approve the 2016 Mission Budget. The Budget is appended to the minutes. The resolution includes approval of the 2016 *per capita* apportionment.

3. Approve the following terms of call for the Stated Clerk and Executive Presbyter:

The Rev. Dr. Allen D. Timm, Executive Presbyter

A 2% increase in salary and housing of \$ 1,650	
\$34,213	Salary
49,926	Housing Allowance
1,000	Medical reimbursement
6,437	FICA allowance
22,436	Board of Pension Medical dues
10,073	Board of Pension dues
916	Board of Pensions Life and Disability Insurance dues
125	Workmen's Comp insurance dues
6,660	Reimbursement for travel expenses (at IRS rate)
4,000	Reimbursement for Professional Business Expenses
<u>3,000</u>	<u>Reimbursement for Continuing Education</u>
\$138,786	Total Compensation

The Rev. Edward H. Koster, J.D., Stated Clerk

A 2% increase allocated between salary and housing of \$646.00 half-time position

the following terms of call:

\$2,742	Salary
30,194	Housing Allowance
518	Medical reimbursement
2,520	FICA allowance
12,267	Board of Pensions medical dues
3,900	Board of Pensions pension dues
501	Board of Pension Life insurance and disability
125	Workmen's comp insurance
1,400	Reimbursement for travel expenses (at IRS rate)
1,400	Reimbursement for business expenses
<u>1,000</u>	<u>Reimbursement for Continuing Education</u>
\$56,567	Total Compensation

4. Approve amendments to the Sexual Misconduct Policy, Presbytery Policy P-2. The amended policy is appended to minutes.
5. Amend the Statement of Professional Ethics, Presbytery Policy P-10. The Amended Policy is appended to the Minutes.
6. Create new Presbytery Policy on Parental Leave, Presbytery Policy P-26. Policy P-26 is appended to the minutes. The Committee on Ministry has deleted that policy (COM-4) from its policies.
7. Amend Article IX.1 (Committee on Ministry) of the Bylaws. The approved amendments are appended to the minutes.

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

1. The Coordinating Cabinet voted to distribute the General Assembly Moderator Heath Rada's Call to the Church to the Presbytery for members and committees to consider. If any wish to prepare a response, they can send it to the Stated Clerk for consideration and action by the Coordinating Cabinet. The Call to the Church is appended to the minutes.
2. The Coordinating Cabinet held a retreat in October to discern how it can best serve the Presbytery. It will follow up on those discernments at a retreat on March 6 & 7, 2016.

Committee on Nominations: Teaching Elder Ruthanne Boulter

Upon motion of the Committee, there being no nominations from the floor, Presbytery elected the following (new electees are in bold):

For General Assembly in 2016:

GA 2016 Clergy	Rev.	Judy Shipman	Ann Arbor Westminster
GA 2016 Clergy	Rev.	Isaac Chung	White Lake
GA 2016 Clergy	Rev.	Dr. Robert Allen	Northville
GA 2016 Clergy	Rev.	Edward H. Koster	At Large
Alternate Clergy	Rev.	Kelly Shriver	Milan, Peoples Community
GA 2016 Elder	Elder	Harold Ellis	Detroit, St. Johns
GA 2016 Elder	Elder	Kathleen Johnson	Jefferson Avenue
GA 2016 Elder	Elder	Stefanie Lewis	Detroit, Hope
GA 2016 Elder	Elder	William Herhilar	Mt. Clemens, First
Alternate Elder	Elder	Malcom McDougall	Warren, First
Alternate Elder	Elder	Daryl Taylor	Detroit, Hope
Alternate Elder	Elder	Jerry Frazier	Detroit, Gratiot Ave.
YAD		Esther L. Lee	Clarkston -Sashabaw
YAD Alternate #1		Katie Baker	Mt. Clemens, First
YAD Alternate #2		Amelia Fanelli	Berkley, Greenfield

For Officers of the Presbytery:

Moderator -16	Rev.	Beth Delaney	Filipino Fellowship
Vice-moderator -16	Elder	Stefanie Lewis	Detroit, Hope
Stated Clerk	Rev.	Edward H. Koster	At-Large

For Committee on Ministry:

Chair -16	Rev.	Mary Austin	Detroit, Westminster
Class-16	Elder	Diane Agnew	Grosse Pointe Memorial
Class-16	CRE	Gordon Seiler	Detroit, Calvin East

Class-16	Rev.	Esther Lee	Southfield KPMD
Class-16	Rev.	Dr. Bill Davis	Mount Clemens, First
Class-16	Elder	Mary Ann Brantley	Detroit, Gratiot Avenue
Class-16	Rev.	Keith Provost	Honorably Retired
Class-16	Rev.	Breanne Ryan	At Large
Class-16	Elder	Altha Steen	Detroit, St. John's
Class-16	Elder	Dr. Sung Yang	Southfield, Korean
Class-16	Rev.	David Downton	Honorably Retired
Class-17	Rev.	Karen Stunkel	At Large
Class-17	Rev.	Neeta Nichols	At-Large
Class-17	Elder	Adrienne Adams	Detroit, Calvary
Class-17	Elder	Steve Benton	Grosse Ile
Class-17	Rev.	Thomas Hartley	Waterford, Community
Class-17	Rev.	Thomas Oxtoby	Honorably Retired
Class-17	Rev.	Adam Grosch	St. Claire Shores, Lake Shore
Class-17	Elder	Mary Boudreau	Dearborn, Cherry Hill
Class-17	Elder	Doris Webster	Detroit, Calvary
Class-17	Elder	William Herhilan	Mt. Clemens, First
Class-18	Rev.	Kelly Shriver	Milan, Peoples
Class-18	Rev.	Fairfax Fair	Ann Arbor, First
Class-18	Rev.	W. Kent Clise	Honorably Retired
Class-18	Rev.	Mark Phillips	Dearborn, Cherry Hill
Class-18	Elder	Judy Armstrong	Mt Clemens, First
Class-18	Elder	Debbie Lennis	White Lake
Class-18	Elder	Bobby Ponder	Detroit, Fort St.
Class-18	Elder	Ellen G. Shreuder, Esq	Detroit, Calvin East
Class-18	Elder	Robert Trombley	Milford
Class-18	Rev.	Mary Austin	Detroit, Westminster

For Committee on Preparation for Ministry:

Co-Chair -16	Elder	Sandra Nicholls	Birmingham, First
Co-Chair -16	Rev.	Matthew Means	Warren, Celtic Cross
Class-16	Elder	Marcia Ball	Grosse Pointe Memorial
Class-16	Elder	Janet Morton	Allen Park
Class-16	Elder	Daryl Taylor	Detroit, Hope
Class-16	Rev.	Richard Brownlee	Honorably Retired
Class-16	Elder	Phyllis Hunt	Taylor, Southminister
Class-16	Elder	Sandra Nicholls	Birmingham, First
Class-16	Rev.	Emma Ouellette	Northville, First
Class-17	Rev.	Matthew Means	Warren, Celtic Cross
Class-17	Elder	Mary Gholz	Birmingham, First
Class-17	Elder	Elaine Roseborough	Royal Oak, First
Class-17	Rev.	William(Tres) Adams	Blmfld Hills, Kirk/Hills
Class-17	Rev.	Sung Joon Moon	Southfield, Korean
Class-17	Rev.	Mary Bahr-Jones	At-Large

Class- 17	Rev.	Paul Stunkel	Livonia, St. Paul's
Class- 18	Elder	Rudi Ansbacher	Ann Arbor, First
Class- 18	Elder	Marlys Schutjer	Ann Arbor, First
Class- 18	Rev.	Michael Horlocker	South Lyon, First
Class- 18	Elder	Michael Gaubatz	Canton, Geneva
Class- 18	Rev.	Keith Geiselman	Ypsilanti, First
Class- 18	Rev.	Marjorie Wilhelmi	Beverly Hills, Northbrook
Class- 18	Rev.	Edward Dunn	Grosse Pointe, Woods

For Congregational Development and Transformation:

Chair -16	Elder	Charon Barconey	Farmington, First
Class-16	Rev.	James Gear	At Large
Class-16	Elder	Anita Teresko	Grosse Ile
Class-17	Rev.	Joanne Morgan	South Lyon, First
Class-17	Rev.	Judy McMillan	Troy, First
Class-18	Rev.	Rafael Francis	Detroit, Trinity
Class-18	Elder	Charon Barconey	Farmington, First

For Leadership Equipping Team:

Chair -16		Vacancy	
Class-16	Elder	Mattie Hunter	Detroit, Trumbull Ave.
Class-16	Rev.	Julie Madden	At-Large
Class-17	Rev.	Neil Cowling	Honorably Retired
Class-17	Rev.	Tom Hartley	Waterford, Community
Class-18	Elder	Doris Campbell	Milan, Peoples
Class 18	Elder	Laura Price	Rochester, University

For Mission Interpretation:

Chair -16	Rev.	James Faile	Farmington, First
Class-16	Rev.	James Faile	Farmington, First
Class-16	Elder	Jeanne Moore	Detroit, St. John's
Class-17	Rev.	Paul Bousquette	Redford, St. James
Class-17	Elder	Robert Morton	Allen Park
Class-18	Elder	Heidi Church	Ypsilanti, First
Class-18	Elder	Tim Ngare	Detroit, Calvary

For Multicultural Ministries Team:

Co-Chair -16	Rev.	Nancy DeVries	Detroit, Jefferson Ave.
Co-Chair 16	Elder	Kathleen Johnson	Detroit, Jefferson Ave.
Class-16	Rev.	Thomas James	Southfield, Covenant
Class-16	Rev.	Lindsay Anderson	Cooperative Parish, ELCA
Class-17	Rev.	Nancy DeVries	Detroit, Jefferson Ave.
Class-17	Elder	Kathleen Johnson	Detroit, Jefferson Ave.
Class-18	Rev.	Sarah Linn	Orchard Lake, Community
Class-18		Vacancy	

For New Church Development Ministry Team:

Chair -16	Vacancy
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Class-16	Rev.	Issac Chung	White Lake
Class-16	Elder	Anne Lyke	South Lyon, First
Class-17	Rev.	Kevin Piecuch	At-Large
Class-17	Rev.	John Pavelko	Walled Lake, Crossroads
Class-18	Rev.	Renee Roederer	At-Large
Class-18	Elder	Neil Yousif	

For Committee on Nominations:

Chair -16

Class-16	Rev.	James Russell	Honorably Retired
Class-16	Rev.	Doug Blaikie	Allen Park
Class-16	Rev.	Raphael Francis	Detroit, Trinity Community
Class-16	Elder	Bob Geake	Northville, First
Class-17	Rev.	Ruthanne Bourlier	Garden City
Class-17	Elder	Dave Bunch	Canton, Geneva
Class-17	Elder	Jean Loup	Ann Arbor, Northside
Class-17		Vacancy	
Class-18			
Class-18			
Class-18			
Class-18			

For the Permanent Judicial Committee:

Class 17	Rev.	Dr. George Portice	Rochester - University
Class 17	Rev.	Brian Smith	Canton Geneva
Class 17	Elder	Elizabeth Baergen, Esq.	Grosse Pointe Woods
Class 19	Rev.	Anne Schaefer	At-Large
Class 19	Elder	Soraya Larkins	Southfield - New Hope
Class-21	Elder	Mike Hartmann	Grosse Pointe, Memorial
Class-21	Rev.	Neeta Nichols	At-Large

For Planning and Visioning Team:

Chair -16	Rev.	Paul Thwaite	Orchard Lake, Community
Class-16	Rev.	Paul Thwaite	Orchard Lake, Community
Class-16	Rev.	Kelly Pittman	At Large
Class-16	Rev.	Kevin Johnson	Detroit, Calvary
Class-17	Elder	Stefanie Lewis	Detroit, Hope
Class-17	Rev.	Amy Morgan	Birmingham, First
Class-17	Rev.	Bryant Anderson	Milford
Class-18	Elder	Deborah Fair	Detroit, Westminster
Class-18	Elder	Diane Bostic-Robinson	Detroit-Westminster
Class-18		Vacancy	

For Presbytery Operations:

Chair -16	Rev.	Peggy Casteel	Mt. Clemens, First
Class-16	Elder	Delois Cain	Detroit, Trinity Community

Class-16	Rev.	Peggy Casteel	Mt. Clemens, First
Class-17	Elder	Patricia Hollowell	Detroit, Broadstreet
Class-17	Rev.	Dr. Robert Allen	Northville, First
Class-18	Elder	Charles A Talingier III	Bloomfield Hills, Kirk in the
Class-18	Rev.	James Porter	Shelby, St. Thomas

For Committee on Representation:

Chair -16		Vacancy	
Class-16	Elder	Terry Chaney	Birmingham, First
Class-16	Elder	Barbara Smith	Southfield, Covenant
Class-17	Rev.	Diane Smalley	Honorably Retired
Class-17	Rev.	Gretchen Denton	Honorably Retired
Class-18	Elder	Richard Turner	Detroit, Fort Street
Class-18	Elder	Michael Barconey	Farmington, First

For Social Justice Team:

Chair -16		Vacancy	
Class-16	Elder	Nancy Massey	Detroit, Trinity Community
Class-16	Rev.	Diane Smalley	Honorably Retired
Class-17	Rev.	Joanne Blair	Birmingham, First
Class-17	Rev.	Barb McRae	Ann Arbor, Northside
Class-18	Rev.	Peter Moore	Berkley, Greenfield
Class-18	Rev.	Laura Kelsey	Pontiac, First

For the Board of Trustees:

Chair -15		Trustees select their own Chair	
Class-16	Elder	Frank Zinn	Grosse Pointe Woods
Class-16	Elder	Paula Cole	Detroit, Jefferson Ave.
Class-16	Elder	David Litchfield	Grosse Pointe Memorial
Class-17	Elder	James Millhensch	Detroit, Fort Street
Class-17	Rev.	Louis J. Prues	Detroit, Jefferson Ave.
Class-17	Elder	Martha Blenman	Birmingham, First
Class-18	Elder	Ken Hollowell	Detroit, Broadstreet
Class-18	Rev.	Susan Mozena	Grosse Pointe, Memorial
Class-18	Elder	John Buell	Grosse Pointe, Woods

Committee on Ministry. Philip Reed reported for the Committee.

Upon motion of the Committee, Presbytery voted to:

1. **Approve** the dissolution of the pastoral relationship between **Rev. Dr. Thomas Rice** and **First, Royal Oak**, effective August 21, 2015.
2. **Receive** Rev. Ted Thode from Plains and Peaks Presbytery to At-large status in the Presbytery of Detroit.
3. Make the following transfers and status changes:
 - **Rev. Dr. Sue Ellis Melrose** to John Knox Presbytery.
 - **Rev. Byeougjin Woo** to United Church of Australia.
 - **Rev. James Gear** to At-large status, Presbytery of Detroit.
 - **Rev. Greg Zurakowski** to Presbytery of Mackinac.
 - **Rev. Dr. Herschel Ele** to Blackhawk Presbytery.

- **Rev. Dr. Thomas Rice** to Scioto Valley Presbytery.
- **Rev. David Shinn** to Presbytery of the Twin Cities.
- 4. **Approve** the dissolution of the pastoral relationship between **Howell First** and the **Rev. Howard A. Soehl** effective January 31, 2016; and grant him the status Honorably Retired effective February 1, 2016.
- 5. Upon favorable examination for ordination, **approve** the call between **Westland Kirk of Our Savior** and **Michael Beckman** as Pastor, effective November 23, 2015. Terms: Part-time; Salary \$22,032; Housing and Utility \$17,320; Medical Deductible Reimbursement \$383; SECA Reimbursement \$2,934 (7.65% of Effective Salary); Board of Pension Dues \$14,723; Continuing Education Reimbursement \$900; Professional Expense Reimbursement \$1,350 (including automobile at IRS rate). Vacation: 4 weeks including 4 Sundays; Study Leave: 2 weeks including 2 Sundays.
The Church will pay for the pastor to attend the Pastors in Transition retreat.
- 6. Upon favorable examination for ordination, **approve** the Administrative Commission to Ordain **Heidi Church** on Sunday, December 13, 2015, 2:00 p.m. at Birmingham First.
Moderator's Designee: Elder Harold Ellis
Teaching Elders: Kevin Johnson, Emily Campbell, Joanne Blair
Ruling Elders: Brian Kammerael (Plymouth First), Patti Eaton (Ypsilanti First), Sandra Nicholls (Birmingham First).
- 7. **Approve** the one year stated supply contract between **Heidi Church** and **Belleville**, effective December 14, 2015, renewable. Terms: Part-time (20 hours per week). Preach and lead worship 34 Sundays per year. Salary \$6,000; Housing allowance \$11,500; Professional expense reimbursement, \$2,000; up to \$300 to attend the Pastors in Transition retreat; Vacation: four weeks, including four Sundays; Study Leave: two weeks, including two Sundays. This is an ordainable call.
- 8. **Approve** the 12-month renewal of the Interim Pastor contract between the **Rev. Robert Sheldon** and **Kirk in the Hills**, (renewable once more), effective December 1, 2015. Annual terms: Salary \$74,000; Housing expense \$30,000; Value of the manse \$31,200; Social Security allowance, included in salary; Pension/Medical \$46,604; medical expense reimbursement \$2,500; Travel \$8,271; Study Leave \$1,000; Optional Dental \$905. Vacation: four weeks, including four Sundays, pro-rated over the life of the contract; Study Leave: 2 weeks, including two Sundays, pro-rated over the life of the contract.
- 9. **Endorse** the nomination of **Rev. Kelly Shriver** to the Board of Directors of the Board of Pensions.
- 10. **Approve** the **2015 Terms of Call** as reported and appended to the minutes.

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

1. **Approved** the Administrative Commission to install the **Rev. Laura Kelsey** to the position of Pastor at **Pontiac First Church** on Sunday, November 1, 2015, at 4:00 p.m.
Moderator's Designee: Harold Ellis
Teaching Elders: Robert Allen, Julie Delezenne, Anne Schaefer
Ruling Elders: Theodore Owen (Pontiac First), Nancy Bass (Detroit Jefferson Avenue), Charon Barconey (Southfield Covenant)
Corresponding Member: Teaching Elder James Offrink from Lake Huron Presbytery.
2. **Approved** the Interim Pastor contract between the **Rev. Karen Stunkel** and **New Hope Presbyterian Church**, for 12 months, renewable, effective October 12, 2015. Terms: Full-time

(40-50 hours per week); Salary \$33,120; Housing allowance \$22,080; Annuity contribution \$4,800, Social Security \$2,533; Medical deductible \$805; Auto / travel reimbursemen\$5,000; Study leave \$1,200; Professional expenses \$1,000. Vacation: five weeks, including four Sundays, pro-rated over the life of the contract; two additional family Sundays per year, with the approval of the Session; Study Leave: 2 weeks, including two Sundays, pro-rated over the life of the contract.

3. **Approved** the Interim Pastor contract between the **Rev. Kent Clise** and **Royal Oak First**, for 12 months, renewable, effective October 16, 2015. Annual terms: Full-time (40-50 hours per week); Salary \$89,428; Social Security \$6,841; Professional expenses \$3,000. Vacation: four weeks, including four Sundays, pro-rated over the life of the contract; Study Leave: 2 weeks, including two Sundays, pro-rated over the life of the contract. The church agrees to pay the post-retirement dues required by the Board of Pensions. Evidence of enrollment in Week Two of Interim Training to be furnished to COM by January 15, 2016.
4. **Approved** the Parish Associate contract between the **Rev. Keith Provost** and **Allen Park**, effective September 15, 2015, until February, 15, 2016. Compensation for preaching, weddings and funerals. Mileage reimbursement. Study leave allowance of \$1,000.
5. **Approved** the Interim Pastor contract extension the **Rev. James Faile** and **First, Farmington**, to June 30, 2016, same terms. Full time. Salary \$40,000; Housing Allowance \$24,000; Social Security \$4,896; Pension/Medical \$25,766; Medical Deductible \$1,000; Travel \$1,554; Study leave \$1,200; Additional Term Life Insurance \$1,584. Vacation: one month, including four Sundays; Study Leave: two weeks, including two Sundays, prorated over the life of the contract.

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

1. **Appointed** Rev. Renee Roederer to moderate the session at St. Andrew's, Dearborn.
2. **Approved** the request from **Lakeshore, Ft. Gratiot** that the Validated Ministry be approved for **Rev. Breanne Ryan** and **Rev. Diane Oswald** for a period not to exceed 3 months, commencing January 1, 2016, during which time the Session will consult with COM regarding the appropriate designation for minimal part-time work by ordained clergy.
3. **Approved** Rev. Paul Thwaite's sabbatical plan, pending approval by Orchard Lake Session.
4. **Appointed Joan Hanpeter** to Pastoral Response Team beginning January, 2016, for a three-year term (Class of 2018).
5. **Suspended** the December meeting and empower the COM Cabinet to work on its behalf until the January 2016 COM Meeting.

Stated Clerk. Edward Koster reported.

Upon motion of the Stated Clerk, Presbytery voted to:

1. Approve the minutes of September 22, 2015 Presbytery meeting.
2. Approve the records of sessions as follow:

Ann Arbor Calvary	Farmington First	Milford
With no exceptions	With Exceptions	With exceptions
Ann Arbor Westminster	Grosse Pointe Woods	South Lyon First
With exception	With exceptions	Not the Rolls
Bloomfield Hills Kirk in the Hills	Milan People's	Minutes no Exceptions
With Exceptions	With no exceptions	Warren First
		With no exceptions

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

TRANSFERS COMPLETED

From the Presbytery of Detroit:
 Herschel Ely to Blackhawk Presbytery
 To the Presbytery of Detroit:
 Nancy DeVries from Homestead Presbytery
 To the Church Triumphant:
 James Anderson on 10/27/15.

Presbytery adjourned with prayer at 12:59 p.m.

The next meeting of the Presbytery will be Tuesday, January 26, 2016 at the Southfield Covenant Church.,

ATTEST:

Edward W Koster

EDWARD KOSTER, Stated Clerk

ATTACHMENT ONE: The Roll

APPENDICES: Treasurer's Report
 2016 Mission Budget
 Amended Sexual Misconduct Policy
 Amended Statement of Professional Ethics Policy
 Policy on Parental Leave
 Bylaw Amendments
 Moderator Rada's Call to the Church
 2015 Terms of Call

ATTACHMENT ONE: THE ROLL

ROLL OF PRESBYTERY FOR November 21, 2015:

CHURCHES: Of 80 churches, 41 were represented and 39 were not.

COMMISSIONERS: Of 159 eligible commissioners, 70 enrolled, and 89 did not.

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

Of 13 total, 6 were present, of whom 1 counted as commissioners, leaving 5 as the unduplicated count: 1 excused, and 5 absent.

TEACHING ELDERS: Of the 144 non-retired teaching elders on the combined rolls of active members and members-at-large, 44 were present, 31 were excused, and 69 were absent.

Of the 88 retired teaching elders on the rolls, 14 were present and 74 were excused.

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

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

SUMMARY

VOTING MEMBERS PRESENT

	70	Elder Commissioners
+	5	Other Ruling Elders
+	44	Non-retired teaching elders
+	14	Retired teaching elders
+	0	Commissioned Ruling Elders.
+	0	Certified Christian Educators.
=	133	Voting members present.

OTHERS PRESENT

	2	Non-voting attendees
	0	Corresponding members

Attendance Churches and Elder Commissioners

ALLEN PARK, Allen Park
 1 JUDITH OUELLETTE
 2 LISA VOSKERITCHIAN
 3 SID ALLEY

ANN ARBOR, Calvary
 1 NOT REPRESENTED

ANN ARBOR, First
 1 CARTER HODGSON
 2 SUE LEONG
 3 HENRY JOHNSON
 4 BEN VAN TUYL
 5 RUTH BARNARD

ANN ARBOR, Northside
 1 NOT REPRESENTED

ANN ARBOR, Westminster
 1 KATHERINE SIMPSON
 2 NED SIMPSON

AUBURN HILLS, Auburn Hills
 1 NOT REPRESENTED

BELLEVILLE, Belleville
 1 MICHELE BUCHANAN

BERKLEY, Greenfield
 1 ALAN GEBAUER
 2 PAULA ROBINSON

BEVERLY HILLS, Northbrook
 1 WINFRED DAVIES-HANCOCK
 2

BIRMINGHAM, First
 1 NOT REPRESENTED
 2
 3

BLOOMFIELD HILLS, Kirk/Hills
 1 NOT REPRESENTED
 2
 3
 4
 5

BRIGHTON, First
 1 LOIS ROMANS
 2 ALICE RODERICK
 3 AMY PRESTON

CANTON, Geneva
 1 DAVE BUNCH
 2 MICHAEL GAUBATZ

CLARKSTON, Sashabaw
 1 NOT REPRESENTED

DEARBORN, Cherry Hill
 1 NOT REPRESENTED
 2

DEARBORN, First
 1 NOT REPRESENTED
 2
 3

DEARBORN, Littlefield
 1 ROBERT STEAD
DEARBORN HGTS, St. Andrew's
 1 NOT REPRESENTED

DETROIT, Broadstreet
 1 JANET GLENN
 2 LAWRENCE GLENN

DETROIT, Calvary
 1 DARRELL REYNOLDS
 2 STANLEY EDWARDS
DETROIT, Calvin East
 1 NOT REPRESENTED
 2

DETROIT, First
 1 NOT REPRESENTED

DETROIT, Fort Street
 1 BOB PONDER
 2

DETROIT, Gratiot Avenue
 1 NOT REPRESENTED
 2

DETROIT, Hope
 1 STEPHANIE LEWIS
 2

DETROIT, Jefferson Avenue
 1 STEVE VOORHEES
 2
 3

DETROIT, St. John's
 1 JEANE V MOORE
 2 CHARLENE SMITH
DETROIT, Trinity Community
 1 NOT REPRESENTED
 2

DETROIT, Trumbull Avenue
 1 MARTHA SINGLEY
 2

DETROIT, Westminster
 1 MARGARET WHITEHEAD
 2 JANN PALMER
 3 DORIS GREEN

FARMINGTON, First
 1 GENNY HUBBELE
 2 BILL DRYER
 3 ILLEGIBLE

FERNDAL, Drayton Avenue
 1 KEN SEAWELL

FORT GRATIOT, Lakeshore
 1 BRIAN NICHOL

GARDEN CITY, Garden City
 1 GAIL MASON

GROSSE ILE, Grosse Ile
 1 TAMARA RANCK

2 SARA SPEER
 3

GROSSE POINTE, Memorial
 1 NOT REPRESENTED
 2
 3
 4

GROSSE PTE WOODS, Woods
 1 SANDY FULLERTON

HIGHLAND PARK, Park United
 1 MARIE HUGHLEY
 2

HOWELL, First
 1 NOT REPRESENTED
 2
 3

LINCOLN PARK, Lincoln Park
 1 CHRIS GRUNDY

LIVONIA, Rosedale Gardens
 1 DYCHE ANDERSON
 2 BRUCE WALRAD
 3

LIVONIA, St. Paul's
 1 MIKE GRAHAM
 2

LIVONIA, St. Timothy's
 1 NOT REPRESENTED

MILAN, Peoples
 1 NOT REPRESENTED

MILFORD, Milford
 1 CAROL ENGELSMAN
 2 LESLIE NAVE
 3 MARLENE NEFF

MT. CLEMENS, First
 1 MICHAEL A BALL
 2
 3

NORTHVILLE, First
 1 BRANDON GIROUX
 2 BILL POULOS
 3

NOVI, Faith Community
 1 NOT REPRESENTED
 2

ORCHARD LAKE, Community
 1 RON VERDUIN
 2
 3

PLYMOUTH, First
 1 NANCY WHITE
 2 MATT MAGINLEY
 3 KURT WILDER
 4

PONTIAC, First		SOUTH LYON, First		2
1 NOT REPRESENTED		1 BARBARA CLARK-GREENE		TROY, Northminster
PONTIAC, Joslyn Avenue		SOUTHFIELD, Covenant		1 NOT REPRESENTED
1 NOT REPRESENTED		1 WALTER DAVISON		WALLED LAKE, Crossroads
PORT HURON, First		SOUTHFIELD, Korean		1 NOT REPRESENTED
1 NOT REPRESENTED		1 NOT REPRESENTED		WARREN, Celtic Cross
2		2		1 CHARLES POTTER
3		3		2 JANICE POTTER
REDFORD, St. James		4		WARREN, First
1 NOT REPRESENTED		SOUTHFIELD, New Hope		1 GLENN MCINTYRE
ROCHESTER, University		1 NOT REPRESENTED		WATERFORD, Community
1 DOUG DENTON		2		1 NOT REPRESENTED
2		SOUTHFIELD, Point of Vision		2
3		1 NOT REPRESENTED		WESTLAND, Kirk of Our Savior
ROSEVILLE, Erin		ST. CLAIR SHORES, Heritage		1 MADELINE CARPENTER
1 NOT REPRESENTED		1 NOT REPRESENTED		WHITE LAKE, White Lake
ROYAL OAK, First		ST. CLAIR SHORES, Lake Shore		1 NOT REPRESENTED
1 ELLEN BURNS		1 NOT REPRESENTED		WYANDOTTE, Wyandotte
2 BARB HAYES		2		1 NOT REPRESENTED
3 NORM DELL		3		YPSILANTI, First
ROYAL OAK, Starr		STERLING HGTS, New Life		1 NOT REPRESENTED
1 NOT REPRESENTED		1 ROBERT HITCHCOCK		2
SALINE, First		2 JEFF TURNER		
1 NOT REPRESENTED		TAYLOR, Southminster		
2		1 SHARILYN BULLION		
SHELBY TWP., St. Thomas		TROY, First		
1 NOT REPRESENTED		1 NOT REPRESENTED		
2		TROY, Korean First		
3		1 NOT REPRESENTED		

Attendance Ruling Elder Members and Teaching Elders

A. RULING ELDER MEMBERS ON CABINET	A CONRAD, LINDSAY	P KELSEY, LAURA
P BARCONEY, CHARON	E CORNFIELD, KEITH	A KIDDER, ANNEMARIE
C BUNCH, DAVID	P COZIER, CLINTON	A KIM, MIN SOON
P ELLIS, HAROLD, PM	A DE ORIO, ANTHONY	E KIM, Y. MONCH
A FAIR, DEBORAH	A DE VRIES, NANCY	E KIM, YOUNGCHUL
P LATIMORE, ROSY	P DELANEY, BETH	A KLINGER, JAMIE
P LOCKARD, JOAN	P DELEZENNE, JULIE	P KOSTER, EDWARD H.
A MACKIE, KATE	P DOWNS, ELIZABETH	E KRUG, ERNEST
E MORGAN, DON	P DOYLE-HOHF, KATHLEEN	A LEE, ESTHER
P NGARE, TIMOTHY	E DUNN, EDWARD	P LINN, SARAH
A NICHOLLS, SANDRA	E DUNN, JOANNA	A MABEE, CHARLES
A SADLER, CHUCK	E DYKSTRA, CRAIG R.	A MADDEN, JULIE
A SEABROOKS, DOROTHY, PM	P FAILLE, JAMES	A MARKS, JULIE
P STARYNCHAK, MICHAEL	E FAIR, FAIRFAX	A McCLOSKEY-TURNER, CATHARINE
	A FERGUSON, GUY THOMAS	E McGOWAN, EVANS
	A FORGER, DEBORAH	E McMILLAN, JUDITH
B. TEACHING ELDERS	A FRANCIS, RAPHAEL B.	A McRAE, BARBARA
A ADAMS, WILLIAM L III	A GABEL, PETER W.	P MEANS, MATTHEW
P ALLEN, ROBERT	P GEAR, JAMES	P MEILANDS, PAMELA
P ANDERSON, BRYANT	A GEISELMAN, KEITH	P MILLER, J. SCOTT
A ANDERSON, LINDA	E GODBEHERE, SARAH	A MILLS, JILL
P ANDERSON, LINDSEY	A GRANO, MARIANNE	A MISHLER, JOHN
A AUE, CRAIG	P GROSCH, ADAM	A MONNETT, JAMES
P AUSTIN, MARY	A HANNA, RAAFAT	A MOOK, SHARON
P BAHR-JONES, MARY	E HARRIS, R. JOHN	A MOON, SUNG-JOON
A BEGHIN, EMILY	P HARTLEY, THOMAS	E MOORE, PETER
A BLAIKIE, DOUGLAS	P HAUSER-BRYDON, JESSICA	P MORGAN, AMY
P BLAIR, JOANNE	P HAUSER-BRYDON, TROY	P MORGAN, JOANNE
A BOHN, CHRISTINE	P HAYES, FRANCES	E MORROW, DUKE
A BOLT, KENNETH	A HEATON, DAN	A MOZENA, SUSAN
A BOUSQUETTE, PAUL	A HENDERSON, RICHARD	P NICHOLS, NEETA
A CAMPBELL, DOUGLAS	A HENRY, PETER J. M.	A NUSS, STEVEN
P CAMPBELL, EMILY	P HERRINGTON, RUTHANNE	A OBERG, ARTHUR
A CARL, STEPHEN	P HILDEBRANDT, KARA	A OSWALD, DIANE
E CARLE, NANCY	P HORLOCKER, MICHEL	P OUELLETTE, EMMA
P CASTEEL, PEGGY	A JAMES, MICHELLE	A PARKER, OPELTON
E CHOI, SEUNG KOO	A JAMES, THOMAS	A PAVELKO, JOHN H.
A CHUNG, ISAAC	P JOHNSON, KEVIN	E PHILLIPS, MARK
E CLARK, JENNIFER	A JU, GWANGWOO	A PICKRELL, BROOKE
E CLARK, STEVEN	E JUDSON, JOHN	A PIECUCH, KEVIN
A COCHRAN, LINDA	P KAIBEL, KENNETH	A PITTMAN, JASON

A PITTMAN, KELLY
 A PORTER, JAMES
 A PORTICE, GEORGE
 E PRENTICE-HYERS, MARY ELIZABETH
 E PRIEST, THOMAS H, JR
 A PUNTIGAM, JOEL
 P REED, PHILIP
 A RICE, ELIZABETH
 A RIKE, JENNIFER
 P ROEDERER, RENEE
 A ROGERS, MELISSA ANNE
 E RYAN, BREANNE
 A SANDERFORD, JOHN
 A SCHAEFER, ANNE N.
 E SHELDON, ROBERT
 E SHIH, SHENG-TO
 P SHRIVER, KELLY
 E SIAS-LEE, LAURA
 E SIMONS, SCOTT W.
 P SKIMINS, JAMES
 A SMITH, BRYAN DEAN
 E SOEHL, HOWARD
 A SOHN, YO SUP
 A SOMMERS, CHARLOTTE
 P STUNKEL, KAREN
 P STUNKEL, PAUL
 E SWARTZEL, BARBARA G.
 A TAN, HOTEK
 E TATE, CAROL ANN
 P THOMAS, CHRISTOPHER
 P THWAITE, PAUL
 P TIMM, ALLEN D
 A TUCKER-LLOYD, IRIS
 A VANDERBEEK, RONALD
 A WHITLOCK, KELLIE
 A WILHELMI, MARJORIE
 E WRZESZCZ, JENNIFER PARKER
 A YU, SEUNG WON

C. RETIRED TEACHING ELDERS

P AARON, ESTELLE
 E AGNEW, ROBERT
 E ALBRECHT, GLORIA
 E ANDREWS, DOYLL
 P AUSTIN, LARRY
 P BEERY, ELDON
 E BENEDICT, IVAN L.
 E BLEIVIK, DAVID
 E BOEVE, PETER
 E BORCHARDT, HENRY
 E BROWNLEE, RICHARD
 E BYARS, RONALD
 E CAPPS, HARRY
 E CARTER, DOUGLAS D.
 E CATER, LAWRENCE H.
 E CHAMBERLAIN, LAWRENCE
 E CHAMBERS, JAMES C.
 E CHOI, IN SOON
 P CLISE, W. KENT
 E COBLEIGH, GERALD R.
 E COLON, LOIS
 E CONLEY, JAMES H.
 E CORSO, LINDA
 P COWLING, NEIL D.
 E CRILLEY, ROBERT
 E CROSS, PAUL D.
 P DAVIS, ROXIE ANN
 P DAVIS, WILLIAM
 E DENNIS, WARREN
 P DENTON, GRETCHEN

E DOWNTON, DAVID
 E DUNIFON, WILLIAM
 E ELLENS, J. HAROLD
 E FINDLAY, WILLIAM
 E FORSYTH, E. DICKSON
 E FOSTER, JOHN
 E GEPFORD, WILLIAM G.
 E GERE, BREWSTER
 P GLENN, LAWRENCE T.
 E HANNA, J. RICHARD
 E HARP, WILLIAM S.
 E HATCHER, RUFUS
 E HEINRICHS, THOMSON
 P HELMKE, BEN
 E JANSEN, ROBERT
 E JEFFREY, JOHN
 E KIM, T. ANDREW
 E KNUDSEN, RAYMOND
 E KOGEL, LYNNE
 E KREHBIEL, DAVID E.
 E LANGWIG, JANICE
 E LANGWIG, ROY
 E LISTER, KENNETH D.
 E LONGWOOD, MARJORIE
 E MacINNES, JOHN D.
 E MARVIN, FRANK C., JR.
 E McINTYRE, DEWITT
 E MELROSE, SUE ELLIS
 E MICHALEK, DANIEL
 E MIHOCKO, DAVID
 E NUSSDORFER, GUS
 E OLIVER, GARY
 E ORR, ROBERT C.
 E OWEN, DAVID
 P OXTOBY, THOMAS
 E PETERS, RICHARD
 E POLKOWSKI, WILLIAM
 E PRICE, MICHAEL T.
 E PROVOST, KEITH
 E PRUES, LOUIS J.
 E RATCLIFFE, ALBERT H.
 E ROBERTSON, ANN
 E ROBERTSON, WILLIAM
 P RUSSELL, JAMES P.
 E SCRIBNER, LOREN
 P SHIPMAN, JUDY
 E SMALLEY, DIANE
 E SMITH, PETER C.
 E SUTTON, PAUL
 E TAYLOR, J. BERNARD
 E TAYLOR, THEODORE, II
 E THORESEN, KATHRYN R.
 E WINGROVE, WILLIAM N
 E WRIGHT, DONALD
 E YOON, HAK SUK
 E YUE, MYUNG JA
 E ZAMBON, WILLIAM
 P ZIEGLER, JACK T.

D. STAFF & OTHERS

E AGNEW, DIANE
 P JENSEN, CHRISTINA
 P JENSEN, SANDRA

E. CERT. ASSOC. CHRISTIAN ED.

A PRICE, LAURA

F. COMMISSIONED RULING ELDERS

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

H. PAST RULING ELDER

MODERATORS NOT ON CABINET

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

G. CORRESPONDING MEMBERS

THE PRESBYTERY OF DETROIT

TREASURER'S REPORT November 3, 2015

A) SOFTWARE = "Advanced Reporting and DrillPoint" By Abila Corporation

Pricing would be as follows:

Single User DrillPoint with 1 Designer and 1 Viewer - \$1995 + \$419 Annual M&S

Multi-User DrillPoint with 2 Designers and 5 Viewers (both named not concurrent) \$2,995.00 + \$629 Annual M&S

Additional Designers \$795 each

Additional Viewers \$225 each

Our Business Partner, Net@Work would design reports and train POD staff

B) BANK ACCOUNTS:

The two major bank accounts used at POD and held at Comerica Bank are: 1) The Payroll Account – As of September 30, 2015 the balance in this account was \$41,648

2) The Operating Account – At September 30, 2015 the balance in this account was \$23,880

C) SHORT TERM INVESTMENTS

1) Operations Short Term Investment Fund – This constitutes investment in two CDs and the balance in Money Market funds essentially cash equivalents. Balance at September 30, 2015 is \$1,564,819.27

2) P.L.I.P Investments Funds held at the PCUSA – is made of one CD and Cash equivalents. Decision to renew or not renew CD is recommended by the Financial Administrator and Trustees approve. Balance of the P.L.I.P account at September 30, 2015 is \$525,198.05.

D) CASH FORECAST FOR REMAINDER OF 2015

If on the average the forecasted budget receipts and expenditures hold as reflected on the attached nine month forecast, there would be minimal additional cash needs for the period. However, from month to month cash needs will vary and there may be need to withdraw from or invest into the Operations Short Term Investment Fund.

E) DEFICITS

General Fund only loss for nine months ending 9/30/2015 = \$ 58,974

Combined Funds loss for nine months ending 9/30/2015 = \$ 315,620

F) TREASURY WORKSHOP – Saturday, December 5, 2015

Submitted By: Timothy Ngare, CPA


Treasurer

The Presbytery of Detroit
 Statement of Revenues and Expenditures - Overall By Committee - Unposted Transactions Included In Report
 From 9/1/2015 Through 9/30/2015

	Year to Date	2015 Budget	Percent Total Budget
	Actual		Remaining
Revenue			
Trustees	528,953.74	877,165.00	(39.70)%
Congregational Development & Transformation Ministry Team	0.00	1,000.00	(100.00)%
Social Justice & Peace	24,693.00	17,300.00	42.73%
Mission Interpretation	7,507.14	5,000.00	50.14%
Leadership Equipping Ministry Team	2,938.17	1,000.00	193.82%
New Church Dev/Redevelopment	0.00	1,000.00	(100.00)%
Presbyterian Women	<u>1,500.00</u>	<u>2,000.00</u>	<u>(25.00)%</u>
Total Revenue	<u>565,592.05</u>	<u>904,465.00</u>	<u>(37.47)%</u>
Expense			
Representation	50.00	2,500.00	98.00%
Committee on Ministry	949.50	6,000.00	84.17%
Preparation for Ministry	626.67	2,350.00	73.33%
Trustees	94,871.84	136,892.00	30.70%
Presbytery Operations	299,874.72	432,089.00	30.60%
Congregational Development & Transformation Ministry Team	8,032.70	22,300.00	63.98%
Social Justice & Peace	60,277.90	68,310.00	11.76%
Mission Interpretation	42,990.98	58,200.00	26.13%
Leadership Equipping Ministry Team	40,691.76	61,618.00	33.96%
New Church Dev/Redevelopment	57,043.76	106,665.00	46.52%
Outdoor Ministry	14,392.00	24,676.00	41.68%
Multicultural Ministry Team	3,684.50	9,500.00	61.22%
Planning & Visioning	101.92	1,500.00	93.21%
Coordinating Cabinet	<u>978.28</u>	<u>3,650.00</u>	<u>73.20%</u>
Total Expense	<u>624,566.53</u>	<u>936,250.00</u>	<u>33.29%</u>
Revenues Over(Under) Expenditures	<u>(58,974.48)</u>	<u>(31,785.00)</u>	<u>85.54%</u>

Loss →

FUND 100 only

	Current Year 9 Months		Note	9 Mos Budget	Percent
	Actual	Budget		Variance	Variance
1 Mission Revenue					
2 Shared Mission	212,019.49	199,687.50	(1)	12,331.99	6.18
3 Offerings and Donations	163,639.05	127,125.00	(1)	36,514.05	28.72
4 POD ECO	67,778.87	101,250.00		(33,471.13)	(33.06)
5 GA & Synod	0.00	33,750.00		(33,750.00)	(100.00)
6 Directed Mission	8,034.20	3,750.00		4,284.20	114.25
7 General Mission & Designated	74,592.17	120,000.00		(45,407.83)	(37.84)
8 Per Capita	<u>346,616.71</u>	<u>356,599.13</u>	(1)	(9,982.41)	(2.80)
9 Total Mission Revenue	872,680.49	942,161.63		(69,481.14)	(7.37)
10 Investments					
11 Endowment Income	559,441.41	473,250.00		86,191.41	18.21
12 Interest Income-Pod Church loans & Other Investment Income	<u>41,609.29</u>	<u>46,689.75</u>		(5,080.46)	(10.88)
14 Total Investments	601,050.70	519,939.75		81,110.95	15.60
15 Grant Income	30,257.14	30,975.00		(717.86)	(2.32)
16 Other Income	2,778.89	1,500.00		1,278.89	85.26
17 Total Revenues	1,506,767.22	1,494,576.38		12,190.84	0.82
18 Mission Expense					
19 Shared Mission	48,448.92	39,937.50	(1)	(8,511.42)	(21.31)
20 Offerings and Donations	173,444.23	127,125.00	(1)	(46,319.23)	(36.44)
21 POD ECO	62,711.15	101,250.00		38,538.85	38.06
22 GA & Synod ECO	0.00	33,750.00		33,750.00	100.00
23 Directed Mission	6,000.00	0.00		(6,000.00)	
24 General & Other Mission Expense	83,451.50	120,000.00		36,548.50	30.46
25 Per Capita	135,492.01	148,451.06	(1)	12,959.05	8.73
26 Total Mission Expense	509,547.81	570,513.56		60,965.75	10.69

*Combined
St. of Revenues & Expend.
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	Current Year 9 Months		9 Mos Budget	Percent
	Actual	Budget	Variance	Variance
27 Investment				
28 Endowment Distribution	412,700.01	236,271.75	(176,428.26)	(74.67)
29 Bank & Investment Fees	63,573.59	71,475.00	7,901.41	11.05
30 Total Investment	476,273.60	307,746.75	(168,526.85)	(54.76)
31 Machinery & Maintenance	31,452.43	24,484.50	(6,967.93)	(28.46)
32 Professional Expense	18,683.97	11,062.50	(7,621.47)	(68.89)
33 Office & Other Expense	17,614.96	24,000.00	6,385.04	26.60
34 Rent & Security	31,380.46	30,259.50	(1,120.96)	(3.70)
35 Insurance & Umbrella Liability	12,396.94	10,950.00	(1,446.94)	(13.21)
36 Grant Expense	28,857.12	30,975.00	2,117.88	6.84
38 Sub-Total	140,385.88	131,731.50	(8,654.38)	(6.57)
39 Total Ministry Teams (Committees)	354,658.05	312,239.25	(42,418.80)	(13.59)
40 Administrative Expenses				
41 Salary & Benefits	300,347.42	301,861.91	1,514.48	0.50
42 Payroll Taxes	15,406.02	16,954.85	1,548.83	9.13
43 Total Administrative Expenses	315,753.44	318,816.75	3,063.31	0.96
44 Total Expenditures	1,822,387.60	1,509,316.31	(313,071.29)	(20.74)
45 Total Income Before Net Realized/Unrealized Gain Or Loss	(315,620.38)	(14,739.94)	(300,880.45)	
46 Net Unrealized/Realized	(1,082,900.47)			
47 Total Income After Net Realized/Unrealized Gain or Loss	(1,398,520.85)			

Loss

(1) The nine month budget amount excludes the 25 percent of amounts historically received at the end of the year.

Combined
St. of Rev. & Exp.
Page 2/2

The Presbytery of Detroit
 Statements of Financial Position
 As of 9/30/2015
Current Period Balance

Cash and Cash Equivalents	
Cash - Petty Cash	200.00
Cash - Operating Account	23,880.10
Cash - Payroll Account	41,648.49
Cash PayPal Account	204.78
Cash - Comerica Investment	<u>1,564,819.27</u>
Total Cash and Cash Equivalents	1,630,752.64
Presbyterian Investment Loan Program	
Investment - P.I.L.P	<u>525,198.05</u>
Total Presbyterian Investment Loan Program	525,198.05
Investment Securities	
Endowment - Comerica	17,284,678.83
Investment - Life Income Fund	<u>1,673.55</u>
Total Investment Securities	17,286,352.38
Notes Receivable	
Loan Receivables Presbytery	
Church Loan Receivable - Module	1,238,975.85
Reserve for POD Church Loans	<u>(36,422.77)</u>
Total Loan Receivables Presbytery	1,202,553.08
Notes Receivable PCUSA Loans, Reserve an Grant Mortgages	
PCUSA Grant Mortgage Receivable	214,007.81
POD Grant Mortgage	382,573.12
PCUSA Grant Mortgage Reserve	<u>(214,018.05)</u>
PCUSA Guaranteed Loans	412,070.53
P.I.L.P. Guaranteed Loans	<u>2,452,139.25</u>
Total Notes Receivable PCUSA Loans, Reserve an Grant Mortgages	3,246,772.66
Notes Receivable from Synod of Covenant	
Synod Grant Loans	53,787.26
Synod Grant Reserve	<u>(53,787.26)</u>
Total Notes Receivable from Synod of Covenant	0.00
Total Notes Receivable	4,449,325.74
Other Assets	
Prepaid Assets	
Prepaid Expenses	<u>4,926.06</u>
Total Prepaid Assets	4,926.06
Total Other Assets	4,926.06
Total Assets	<u>23,896,554.87</u>

The Presbytery of Detroit
 Statements of Financial Position
 As of 9/30/2015
Current Period Balance

General Mission Payable	<u>679.64</u>
Total General Mission Payable	679.64
Notes Payable to Presbyterian Church (U.S.A.)	
Note Payable - PCUSA	99,221.28
Note Payable P.I.L.P	<u>2,452,139.25</u>
Total Notes Payable to Presbyterian Church (U.S.A.)	2,551,360.53
Total Liabilities	<u>2,552,040.17</u>
Net Assets/Equity	
Unrestricted	3,977,816.03
	<u>Current Period Balance</u>
Total Unrestricted	3,977,816.03
Temporarily Restricted	
	<u>2,137,554.39</u>
Total Temporarily Restricted	2,137,554.39
Permanently Restricted	
	<u>15,229,144.28</u>
Total Permanently Restricted	15,229,144.28
Total Net Assets/Equity	21,344,514.70
Total Net Assets/Equity	<u>21,344,514.70</u>
Total Liabilities and Net Assets/Equity	<u>23,896,554.87</u>

Presbytery of Detroit
 Estimated Cash Need
 Over/Under
 For Remainder of 2015
 Combined Funds

	Jan-Sep 2015 Actual	Oct-Dec 2015 Estimated*	2015 Annual Budget
Beginning Cash & Equivalents			
Cash and Cash Equivalents	\$ 1,978,518.18		
Total Cash and Cash Equivalents	\$ 1,978,518.18	\$ 1,630,552.64	
Receipts			
Mission Revenue	872,680.49	\$ 687,273.51	\$ 1,559,954.00
Investment Revenue	601,050.70	\$ 92,202.30	\$ 693,253.00
other rev	33,036.03	\$ 10,263.97	\$ 43,300.00
Total Receipts	1,506,767.22	\$ 789,739.78	\$ 2,296,507.00
Expenditures			
Mission Expense	509,547.81	\$ 391,365.19	\$ 900,913.00
Investment Expense	476,273.60	\$ (65,944.60)	\$ 410,329.00
Ministry team Exp	354,658.05	\$ 61,660.95	\$ 416,319.00
trustee expense	166,154.70	\$ 9,487.30	\$ 175,642.00
Admin Exp	315,753.44	\$ 109,335.56	\$ 425,089.00
Total Expenditures	\$ 1,822,387.60	\$ 505,904.40	\$ 2,328,292.00
Sub Total	\$ 1,662,897.80	\$ 1,914,388.02	
In Process Adjustment	\$ (32,145.46)		
Ending Cash Balance	\$ 1,630,752.34	\$ 1,914,388.02	
Estimated Cash Needs		\$ 283,635.68	

* Assuming the budget comes in as stated for 2015

** Cash & cash equivalents include: Operating Account

Payroll Account	\$ 23,880.10
Paypal Account	\$ 41,648.49
Petty Cash	\$ 204.78
Short Term Money Market Account	\$ 200.00
	\$ 1,564,819.27

Net Cash Combined Funds \$ 1,630,752.64

ESTIMATED CASH NEEDS Pg. 1/1

2016 Presbytery Mission Celebration
Summary Operating Budget

	Proposed 100 Cuts	Fund 100 Requests	Flow Thru	2015 Budget	2016 Budget
General and Undesignated Revenue					
Shared Mission GA			60,350.00	60,350.00	60,350.00
Shared Mission Synod			10,650.00	10,650.00	10,650.00
Shared Mission POD	284,000.00	284,000.00		284,000.00	284,000.00
Per Capita (Apportionment) GA			175,408.00	180,801.00	175,408.00
Per Capita (Apportionment) Synod			80,067.00	83,112.00	80,067.00
Per Capita (Apportionment) POD	361,410.00	361,410.00		370,041.00	361,410.00
Forecast of Per Cap fund Shortage	(25,000.00)	(25,000.00)		(25,000.00)	(25,000.00)
Prior Year Per Capita Receipts	25,000.00	25,000.00		25,000.00	25,000.00
Directed Mission (Budget Support)	5,000.00	5,000.00		5,000.00	5,000.00
Offering			226,000.00	226,000.00	226,000.00
Endowment Income (fund 100)	183,527.00	183,527.00		178,627.00	183,527.00
Endowment Realized Gains (Fees Paid-Pass Thru)			95,000.00	95,000.00	95,000.00
Endowment Income (fund 200) Capital	43,504.00	43,504.00	0.00	42,344.00	43,504.00
Endowment Income (fund 410) Other Presbyteries			42,316.00	41,186.00	42,316.00
Endowment Income (Pass Thru) Fort Street			229,919.00	223,781.00	229,919.00
Ranney Balch Endowment Income			51,435.00	50,062.00	51,435.00
Interest (fund 100 & 510)	2,153.00	2,153.00		2,153.00	2,153.00
Other Income (Fund 200 Seeley)					
Presbyterian Women	2,000.00	2,000.00		2,000.00	2,000.00
PCUSA Grant Hunger Coordinator	6,000.00	6,000.00		6,300.00	6,000.00
Total General and Undesignated Revenue	887,594.00	887,594.00	971,145.00	1,861,407.00	1,858,739.00
Pass-Through and Designated Revenue					
POD ECO			135,000.00	135,000.00	135,000.00
Denomination ECO Support			45,000.00	45,000.00	45,000.00
Non-Denomination Support			25,000.00	25,000.00	25,000.00
Interest on POD Loan Payments			58,000.00	54,523.58	58,000.00
GA & Other Synod Grants			15,000.00	35,000.00	15,000.00
NCD Synod and Synod Campus Ministry Grants					
Howell Conference and Nature Center					
Committee Project Revenue			100,000.00	135,000.00	100,000.00
Total Pass-Through and Designated Revenue		0.00	378,000.00	429,523.58	378,000.00
Total Revenue	887,594.00	887,594.00	1,349,145	2,290,931	2,236,739

2016 Presbytery Mission Celebration
Summary Operating Budget

	Proposed 100 Cuts	Fund 100 Requests	Flow Thru	2015 Budget	2016 Budget
Ecclesiastical Committee Expenses					
Committee on Ministry	8,400.00	11,500.00		6,000.00	8,400.00
Committee on Prep for Ministry	2,850.00	2,850.00		2,350.00	2,850.00
Trustees	145,870.00	145,870.00		136,892.00	145,870.00
Operations	447,146.00	447,146.00		432,089.00	447,146.00
Nominations		0.00		0.00	0.00
Representations	500.00	2,500.00		2,500.00	500.00
Total Ecclesiastical Committee Expenses	604,766.00	609,866.00	0.00	579,831.00	604,766.00
Ministry Team Expenses					
Congregational Development and Transformation Team	22,360.00	26,000.00		22,300.00	22,360.00
Outdoor Ministries		0.00		24,676.00	0.00
Social Justice	58,745.00	71,745.00		58,310.00	58,745.00
Mission Interpretation	65,869.00	82,336.00		54,200.00	65,869.00
Leadership Equipping Ministry Team	74,518.00	89,518.00		61,618.00	74,518.00
NCD	61,213.00	71,178.00		106,665.00	61,213.00
Planning & Visioning	1,200.00	1,500.00		1,500.00	1,200.00
Multiculturalism Ministry Team	8,000.00	10,000.00		9,500.00	8,000.00
Coordinating Cabinet	3,450.00	4,500.00		3,650.00	3,450.00
Total Ministry Team Expenses	295,355.00	356,777.00		342,419.00	295,355.00
Pass-Through and Designated Expenses					
General Assembly Portion of Shared Mission			60,350.00	60,350.00	60,350.00
General Assembly Portion of Per Capita			175,408.00	180,801.00	175,408.00
Per Capita funding Shortage GA			0.00	25,000.00	0.00
General Assembly Offering			226,000.00	226,000.00	226,000.00
Synod Portion of Shared Mission			10,650.00	10,650.00	10,650.00
Synod Portion of Per Capita			80,067.00	83,112.00	80,067.00
Other Presbyteries (from endowment fund)			42,316.00	41,186.00	42,316.00
Disbursement from Endowment Fund Fund200			0.00	0.00	0.00
Disbursement from Endowment Fund Fort Street			229,919.00	223,781.00	229,919.00
Comerica/Munder Mgmt Fees			95,000.00	95,000.00	95,000.00
Ranney Balch Portion of Endowment Fund			51,435.00	50,062.00	51,435.00
Pass-Through to Fund 200 including					
POD ECO			135,000.00	135,000.00	135,000.00
Denomination ECO Support			45,000.00	45,000.00	45,000.00
Non-Denomination Support			25,000.00	25,000.00	25,000.00
Interest on POD Loan Payments			58,000.00	60,100.00	58,000.00
Trustee's Fund 200, Buildings, Legal & SW		0.00	0.00	(25,000.00)	0.00
GA & Other Synod Grants			0.00	35,000.00	0.00
Synod NCD & Campus Ministry Grants			15,000.00		15,000.00
Howell Conference and Nature Center					
PCUSA Grant Hunger Coordinator				0.00	0.00
Committee Project Revenue			100,000.00	135,000.00	100,000.00
Total Pass-Through and Designated Expenses		0.00	1,349,145.00	1,406,042.00	1,349,145.00
Total Expenses	900,121.00	966,643.00	1,349,145.00	2,328,292.00	2,249,266.00
Transfer in from Fund 200 to covr Deficit in fund 100					
Net Income	-12,527.00	-79,049.00	0.00	-37,361.42	-12,527.00

P-4 SEXUAL MISCONDUCT POLICY AND PROCEDURES

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I. INTRODUCTION

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

A. Theological Rationale

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

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

B. Purpose and Scope

1. Purpose

It is the purpose of this policy:

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

2. Scope

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

- a. Particular Churches: This policy does not purport to regulate sexual conduct within the particular churches of the Presbytery of Detroit. It is recommended that Sessions adopt policies similar to this one.
- b. Child Protection: Because of the unique issues involved in monitoring youth and child activities, this policy is not intended to serve as a full child protection policy. The Presbytery Assembly and its entities are to be given one year from the date of implementation of this policy to adopt an appropriate child protection policy (see Section V.C.2.b below).

3. Other Policies and Procedures

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

II. DEFINITIONS

A. Sexual Misconduct

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

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

B. Presumed Consent

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

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

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

congregation. If a teaching elder chooses to continue the relationship, one or the other **should** change churches so that the teaching elder is no longer in the pastoral role. **It is strongly recommended that** the teaching elder initiate a serious, thoughtful conversation with a trusted, but unbiased, advisor who can assist the teaching elder and the teaching elder's romantic partner to explore all of the ramifications of the emerging relationship.

C. Presbytery Entities Involved In Sexual Misconduct Cases

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

D. Additional Definitions

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

III. THE PASTORAL RESPONSE TEAM

A. Purpose

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

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

B. Membership

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

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

C. Training

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

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

D. Annual Review

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

E. Resources

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

IV. PROCEDURES AND IMPLEMENTATION

A. General Principles

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

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

1. When a teaching elder is accused of sexual misconduct, two processes are begun: procedures under this policy, and judicial procedures under the Rules of Discipline. The two processes are related and in some cases overlap, but they are distinct. The judicial process is mandated by the Rules of Discipline, and where there is a conflict between the two procedures, the judicial process takes priority.
2. A case is initiated by a written allegation. In the case of a teaching elder, it is given to the Stated Clerk of the Presbytery; in the case of a ruling elder or member of a church, to the Clerk of Session. A person accused is presumed innocent until proved guilty. He or she is afforded the right of counsel at all stages, and the session or Permanent Judicial Commission may authorize payment of counsel fees **upon** application.
3. Upon receipt of a written allegation, the clerk will cause to be appointed an **Investigating Committee**, which has the duty to inquire into all the facts, contact all the witnesses, and review all the available evidence. If it determines that the accused committed an offense, and that it has sufficient evidence to prove it, the Investigating Committee will file charges with the clerk, which will begin the process of a trial. In the case of a ruling elder/member, the trial will be before the session; in the case of a teaching elder, it will be before the Permanent Judicial Commission. In evaluating the evidence for the purpose of determining whether to file charges, the Investigating Committee will take into consideration the credibility of the witnesses. If after hearing the evidence, 2/3 of the members of the Permanent Judicial Commission are persuaded beyond a reasonable doubt, they will find the accused guilty.
4. The remedies available under the Rules of Discipline are variations of "censure." This censure can be a simple reprimand to a removal from office and membership. The decision of the Permanent Judicial Commission will be read to the council and entered into the minutes. It can be appealed by the person convicted.
5. There is a matter of confidentiality to be considered. The rule is that the name of the accused and the nature of the allegations are not revealed. The clerk is required to report to the council only that allegations have been received against a member and that an Investigating Committee has been appointed. When the Investigating Committee has decided to file charges, this also is reported, without naming the accused or the charges.

This confidentiality is required because the mere allegation is sometimes enough to destroy a reputation or a career. Any trial, however, is open; that is, it is not confidential. This confidentiality, as well as the possibility of civil litigation, sets requirements for the implementation of our sexual misconduct policy. Information about the charges and the teaching elder are not public information, and should not be revealed to anyone except under very limited circumstances, and the identity of the victim must be strictly protected. The exceptions to confidentiality regarding the accused and the accusations are governed by a need to know. If an individual or a group has a need to know this information, it can be revealed to them under the following circumstances: steps must be taken to limit the dissemination strictly to that group or individual; only the amount of information necessary is to be revealed. The very difficult decision is when there is a need to know. Since matters of sexual misconduct in a church are rarely secret, and since rumors frequently abound, there can be significant damage to persons or to churches that can only be limited by accurate information. In such a case, some information can be revealed. Before doing that, it is wise to consult with the Stated Clerk. Since trials are open, confidentiality ends at that point.

C. The Role of the Pastoral Response Team

1. When the Pastoral Response Team is first notified of an accusation, it shall coordinate pastoral care as needed for the accuser/victim(s), the accused, their families, the congregation, and all other involved parties. The Pastoral Response Team's responsibilities are to:
 - a. notify the affected parties of the Pastoral Response Team's role;
 - b. confirm that civil authorities have been notified, when appropriate;
 - c. assess the needs of the affected parties, congregations, entities, agencies, and governing bodies, including the need for advocates and/or an attorney or counsel.
 - 1) The Accuser/Victim(s): At least two persons from the Pastoral Response Team will meet with the accuser/victim(s) and their family to listen to their concerns and ascertain their needs. The Pastoral Response Team members' role is to help clarify options for the accuser/victim(s) so they may decide for themselves what they will choose to do, as well as make available to the accuser/victim a list of counseling resources.
 - 2) The Accused: The Pastoral Response Team, through its moderator, shall consult with the Executive Presbyter and his or her designee, to determine what support and resources should be offered to the accused. The Executive Presbyter or his or her designee will offer to arrange for at least two persons from the Pastoral Response Team to provide support, as well as make available to the accused a list of counseling resources, if requested.
 - 3) The Congregation: When a congregation is involved, the Pastoral Response Team, in consultation with the Committee on Ministry and the Executive Presbyter or his/or her designee, shall determine if it would be helpful to offer the congregation support and services. When appropriate, members of the Pastoral Response Team may be called upon to meet with the Session to advise the congregation on the kind of support and resources that are available and to help the Session plan a response to the situation.
 - 4) Resources: The Pastoral Response Team will identify the resources available for professional counseling. If the victim and/or the accused do not have insurance and are unable to assume the costs of counseling, the Presbytery shall accept responsibility for payment of counseling fees, for a reasonable time, up to a maximum of one year.
2. At no time will there be only one person in possession of knowledge of any matters pertaining to a case. At least two members of the Pastoral Response Team will be

present when meeting with the accuser, victim, accused, or witnesses. Such consultations shall always include at least one person who is of the same gender as the person being interviewed.

3. Members of the Pastoral Response Team will make reasonable efforts to guard the privacy of persons involved. Material information will be made available only to authorized persons on a need-to-know basis.
4. Should the accuser choose to file a complaint as defined in this policy, the Pastoral Response Team ceases to function in the case, other than to listen and counsel on the initiative of the parties involved.
5. Should the accuser refuse to file a complaint, the Pastoral Response Team is to continue in a supportive role with the various parties through their advocates.

D. The Role of the Investigating Committee

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

E. Appeal Process

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

F. Unsupported Allegations

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

V. ADDITIONAL RESPONSIBILITIES OF THE PRESBYTERY

A. Availability of the Policy and Compliance

1. All teaching elders, ministerial candidates, and inquirers, members of the Presbytery Coordinating Cabinet, and the moderators of any of the Presbytery's entities, shall be given copies of the policy and be required to sign an acknowledgment of receipt. Such a signature constitutes an agreement by the signatory to abide by the policy and be governed by its terms.
2. This document shall also be available on request to all church members and to the public.
3. Presbytery employees shall receive this document as a supplement to the employee handbook and shall be required to sign an acknowledgment of receipt.
4. All teaching elders, ministerial candidates and inquirers, members of the Presbytery Coordinating Cabinet, the moderators of any of the Presbytery's entities, and all employees of the Presbytery of Detroit shall be required to attend a **training** offered by

the Presbytery on the issues of sexual misconduct. All new clergy are required to attend **such training** no later than one year after employment. Persons who have taken training offered by other entities, such as another Presbytery or a synod, seminary or other similar institution, **must** submit proof of that training **for review** to satisfy this requirement. Youth overnight advisors/volunteers must receive training prior to spending the night with minors at Presbytery of Detroit sponsored functions. The Pastoral Response Team or its designee will train all youth advisors/volunteers regarding this policy prior to overnight youth events.

B. Management of the Policy

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

C. Screening of Applicable Persons

1. Pre-Employment Reference Checks
 - a. Pre-employment screening includes specific questions related to previous complaints of sexual misconduct. The Presbytery reviews the *Sexual Misconduct Information of the Presbyterian Church (U.S.A.) Personal Information Form* when interviewing persons seeking ministerial calls.
 - b. The Executive Presbyter and his or her designee are responsible for making reference checks to ascertain whether persons seeking ministerial calls have any history of sexual or other misconduct. The Executive Presbyter or his or her designee will report to the Committee on Ministry either that there was no reported misconduct, or that the committee should inquire into reported sexual or other misconduct. A written record of conversations and correspondence with references will be kept in the teaching elder's/employee's file.
 - c. When the Executive Presbyter or his or her designee provides a reference, any information provided concerning complaints, inquiries, and administrative disciplinary action shall be accurate.
2. Criminal Background Checks
 - a. Pre-employment screening for prospective incoming clergy and Presbytery staff shall also include a mandatory criminal history background check, conducted by the Executive Presbyter or his or her designee, using VolunteersSelect or a similar national screening organization.
 - b. Within a year of the passage of this policy, the Presbytery Assembly and its appropriate entities shall adopt and come into compliance with a child protection policy which, among other provisions, shall require mandatory criminal background checks for all volunteers who may or will be spending the night with minors at Presbytery of Detroit sponsored functions. The background check for volunteers spending the night with minors shall take place immediately, using the same national screening organization as in Section V.C.2.a, above.
 - c. All persons for whom a background check is required shall be required to sign a written consent and release form authorizing the criminal record background check. The Committee on Ministry will provide all prospective incoming clergy with a written disclosure that a criminal record background report will be requested. The failure of a prospective incoming clergy person to volunteer important information regarding his or her criminal history shall prevent that person from consideration or employment in any capacity, or will be grounds for termination.

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

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

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

E. Disposition of Files

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

APPENDIX A PROCESS IN DISCIPLINARY PROCEEDINGS

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

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

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

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

B. Filing a Written Allegation of Offense

1. An individual who wishes to proceed with the formal disciplinary process is advised to file a signed, written statement of allegation with the Stated Clerk of the Presbytery or, if the accused is an ruling elder or deacon, with the Clerk of the accused's Session. The statement of allegation should state briefly the nature of the offense, the name of the accused, and provide relevant and supporting information. It need not contain full details or evidentiary material. The accuser is expected to be prepared to attest personally to the allegation in the course of the investigation and disciplinary process.

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

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

C. The Initial Investigation

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

D. Full Judicial Process

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

E. Renunciation of Jurisdiction

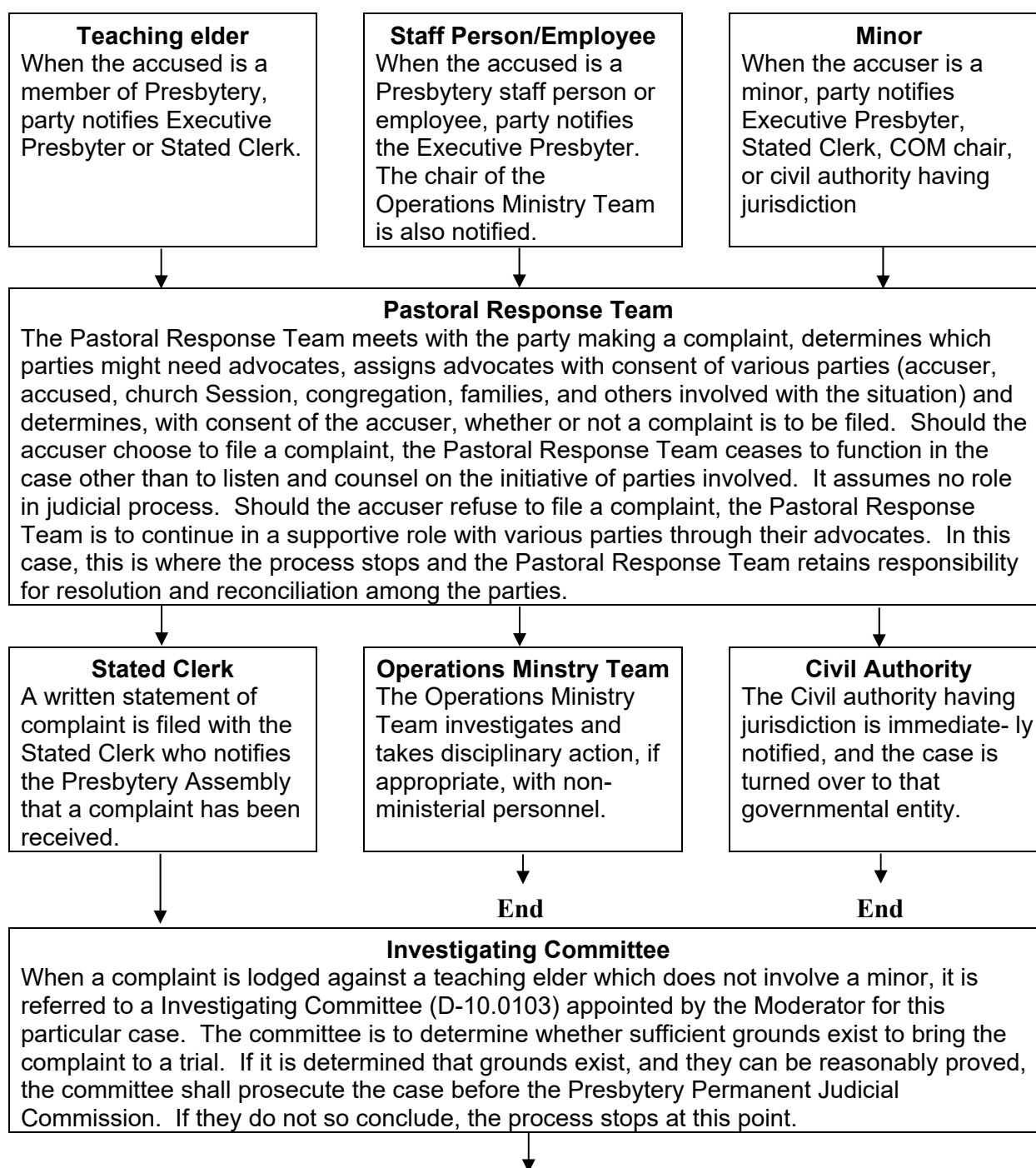
Should a teaching elder renounce the jurisdiction of the Presbyterian Church (U.S.A.) while disciplinary proceedings are pending, the Stated Clerk shall report to the Presbytery Assembly both the renunciation and the status of the matter at that time, including the name

of the accused, the date and fact of renunciation during an investigation or trial, and the charges filed, if any. These actions end the Presbytery's disciplinary process.

APPENDIX B

• PROCESS FLOW IN SEXUAL MISCONDUCT SITUATIONS

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



GO to A**A****Permanent Judicial Commission**

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

Appeal to the Permanent Judicial Commission of the Synod

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

Request for Vindication

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

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

APPENDIX C**MANDATORY REPORTING OF SUSPECTED CHILD ABUSE****MICHIGAN:**

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

http://www.michigan.gov/fia/0,1607,7-124-5452_7119_7193-15252--,00.html

APPENDIX D**ACCUSATION OF SEXUAL MISCONDUCT**

Date of Report: _____ Date Received by Stated Clerk: _____

1. ACCUSER INFORMATION (please print)

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ / _____ - _____

Church Membership: _____

Ordination: Ruling Elder _____ Deacon _____ Teaching elder _____ Other _____

Currently serving: Yes: _____ No: _____

2. ALLEGED VICTIM INFORMATION (if different from accuser) (please print)

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ / _____ - _____

Church Membership: _____

Ordination: Ruling Elder _____ Deacon _____ Teaching elder _____ Other _____

Currently serving: Yes: _____ No: _____

3. ACCUSED INFORMATION (please print)

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ / _____ - _____

Church Membership: _____

Position: Ruling Elder _____ Deacon _____ Teaching elder _____ Other _____

Presbytery Staff _____ Presbytery Volunteer _____

4. ALLEGATION

Being as specific as possible, please list incident(s) of sexual misconduct, including date(s), time(s), and location(s). If more space is needed, please staple additional comments to this form.

5. POSSIBLE WITNESSES

Please list the name, address, and phone number of persons who may have information related to or pertinent to this accusation.

6. OTHER INFORMATION

Please identify any additional information that may be helpful to the investigation.

**APPENDIX E
THE PRESBYTERY OF DETROIT
POLICY ON ADMINISTRATIVE LEAVE**

A. The Policy

Under appropriate circumstances, teaching elders who are being investigated for professional misconduct should be temporarily removed from their ministerial positions. Under no circumstances will administrative leave be required when there is no concurrent disciplinary proceeding in process under the Rules of Discipline. The conditions in which administrative leave is appropriate include, but are not limited to, situations where:

1. the facts described in a statement of alleged offense, or where the investigating committee in the course of its investigation uncovers allegations of facts which, if true, pose a significant present risk of sexual abuse, as defined in the Presbytery of Detroit's Sexual Misconduct Policy, particularly to children or those unable to consent because of physical or mental disability;

2. the facts described in a statement of alleged offense, or where the investigating committee, in the course of its investigation uncovers allegations of facts which, if true, pose a present risk of serious physical, emotional, or financial harm, particularly to children or those unable to consent because of physical or mental disability;
3. relations between the teaching elder and the congregation or entity he or she serves have become severely conflicted in the course of the disciplinary process.

B. Application

When the Stated Clerk of the Presbytery receives a written statement of an alleged offense, in addition to initiating the procedures required by the Rules of Discipline, the Stated Clerk shall consult with the Executive Presbyter and the moderator of the Committee on Ministry. If it is their unanimous judgment that the complaint warrants administrative leave, the Stated Clerk will notify the teaching elder and the local Session that the teaching elder is placed on administrative leave. All persons placed on administrative leave are none-the-less to be presumed innocent until proven guilty.

C. Term

The duration of administrative leave will be set by the Committee on Ministry and will depend upon the time needed for the investigative and judicial process. The investigation will proceed to conclusion with all deliberate speed, mindful of the financial obligations of those involved.

D. Conduct of Teaching elder on Leave

The teaching elder on leave shall:

1. not initiate or sustain contact with any member of the church staff or any member of the congregation (other than family members) except under the following circumstances:
 - a. one member of the staff may be designated, by prior mutual agreement, to deliver personal mail or other personal effects to the teaching elder on administrative leave; or
 - b. when contact has been authorized by the Stated Clerk for the purpose of preparing a defense.

All other contact with the congregation shall be through the moderator appointed by the Committee on Ministry and/or through his or her designee. Even in non-church events such as scouting, school, or sports programs, the teaching elder shall not use social contact with church members to garner support for his or her case;

2. remain out of all church buildings and off church grounds (excluding a manse and/or a school on the church property when the teaching elder is in the role of a parent of a child enrolled in the school) throughout the duration of administrative leave;
3. not conduct worship services, weddings, funerals, administer the sacraments or engage in any form of pastoral leadership in the congregation which the teaching elder serves, or in funeral homes, wedding chapels, or in any other congregation in the Presbytery or any other Presbytery. Provisions may be made with the Stated Clerk, Executive Presbyter, or the Committee on Ministry in those cases where the teaching elder's pastoral care is requested by his or her own family;
4. not attend Session meetings or meetings of any other board of the congregation.

E. Financial Arrangements

1. Because a teaching elder on administrative leave is presumed innocent, he or she will continue to receive full salary, housing allowance, and medical and pension benefits as defined by his or her terms of call. However, expense allowances, including educational benefits, shall not be paid. The period during which financial support is paid shall be set by the Committee on Ministry and shall not ordinarily exceed one year. If the administrative leave is extended, the terms of call may be amended by the congregation, with the approval of the Committee on Ministry and the Presbytery.
2. Ordinarily, these costs shall be borne by the teaching elder's congregation. In the event the congregation cannot afford to honor the accused teaching elder's terms of call and pay for interim leadership, the costs of interim leadership may be borne in whole or in part by the

Presbytery of Detroit. The reasonableness of these costs shall be determined by the Committee on Ministry.

F. Enforcement:

Any violations of the terms of a person's administrative leave shall be reported to the Stated Clerk of the Presbytery, and may themselves become the subject of disciplinary proceedings.

Amended 8/28/2012

PRESBYTERY OF DETROIT
ADMINISTRATIVE LEAVE
FINANCIAL TERMS OF AGREEMENT

Date: _____

During the period of administrative leave, from _____ to _____, the Session and congregation of _____ Church agree to continue to pay _____ according to the current terms of call, not including expense allowances and/or educational benefits.

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

 (COM Representative)

 (Date)

 (Teaching elder)

 (Date)

 (Clerk of Session)

 (Date)

 (Stated Clerk)

 (Date)

APPENDIX F

- RECEIPT AND ACKNOWLEDGMENT OF
- SEXUAL MISCONDUCT POLICY AND PROCEDURES

I have received the Presbytery of Detroit Sexual Misconduct Policy and Procedures and acknowledge its contents.

Name: _____

Date: _____

Position(s): _____

I agree to abide by the standards of the Presbytery of Detroit Sexual Misconduct Policy and Procedures as long as I remain a teaching elder, ministerial candidate or inquirer, employee, volunteer, or work in a position carrying out the programs of the Presbytery of Detroit.

I acknowledge that any amendments to this Sexual Misconduct Policy require approval of the Presbytery, and thus will appear in Presbytery papers before the meeting and will be in the minutes of that meeting. Those papers and minutes are posted on line on the Presbytery web site. Moreover, I acknowledge that this Sexual Misconduct Policy is included on the Policies and Procedures Manual, which is posted on the Presbytery web site. I accept that it is my responsibility to review all changes to the policy as they are posted, and that I will abide by the Sexual Misconduct Policy as amended subsequent to the date of my signature.

Name: _____

Date: _____

*Approved 4/26/05
Amended 11/22/11
Amended 8/28/12
Amended 4/22/14
Amended 11/21/14*

LIFE TOGETHER IN THE COMMUNITY OF FAITH:
STANDARDS OF ETHICAL CONDUCT FOR
ORDAINED OFFICERS IN THE PRESBYTERIAN CHURCH (U.S.A.)

As an ordained officer in the Presbyterian Church (U.S.A.), in obedience to Jesus Christ, under the authority of Scripture and guided by our Confessions, I affirm the vows made at my ordination, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to the following standards of ethical conduct.

I will conduct my life in a manner that is faithful to the gospel and consistent with my public ministry. Therefore I will:

1. Practice the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Be honest and truthful in my relationships with others;
3. Be faithful, keeping the covenants I make and honoring marriage vows;
4. Treat all persons with equal respect and concern as beloved children of God;
5. Maintain a healthy balance among the responsibilities of my office of ministry, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
6. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs;
7. Refrain from gossip and abusive speech; and
8. Maintain an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

Signature _____

Date _____

I will conduct my ministry so that nothing need be hidden from a governing body or colleagues in ministry. Therefore will:

1. Preach, teach, and bear witness to the gospel of Jesus Christ with courage, speaking the truth in love;
2. Honor the sacred trust of relationships within the covenant community and observe appropriate boundaries;
3. Be judicious in the exercise of the power and privileges of my office and positions of responsibility I hold;
4. Avoid conflicts of interest that might compromise the effectiveness of my ministry;
5. Refrain from exploiting relationships within the community of faith for personal gain or gratification, including sexual harassment and misconduct as outlined by Presbyterian Church (U.S.A.) policy and defined by the Presbytery of Detroit in the document I have read and signed;
6. Respect the privacy of individuals and not divulge information obtained in confidence without express permission, unless an individual is a danger to self or others;
7. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
8. Claim only those qualifications actually attained, give appropriate credit for all sources used in sermons, papers, music, and presentations, and observe copyrights;
9. Refrain from incurring indebtedness that might compromise my ministry;
10. Be a faithful steward of and fully account for funds and property entrusted to me;
11. Observe limits set by the appropriate governing body for honoraria, personal business endeavors, and gifts or loans from persons other than family;
12. Accept the discipline of the church and the appropriate guidance of those to whom I am accountable for my ministry;
13. Participate in continuing education and seek the counsel of mentors and professional advisors;

Signature _____ Date _____

I will conduct my ministry in a manner that honors the connectional nature of the church as I begin and conclude ministries.

As I enter a new ministry I will:

1. Deal honorably with the record of my predecessor.
2. Be a friend and colleague in ministry with member presbyters and ecumenical gatherings.
3. Seek out consultations from community members, Committee on Ministry, and when appropriate the former pastor.

Upon leaving a ministry or office I will:

1. Speak and act in ways that support the ministry of my successor;
2. Refrain from and exercise due care not to influence by direction or indirection, by spoken or written word, the selection of a successor.
3. Not influence or comment upon the policies of the session and the congregation.
4. Publically announce to the congregation that the pastoral relationship is ending, and I am therefore, is not available for pastoral services.
5. Refrain from Participating in the life of the ministry setting I left or from which I have retired
6. Refuse to provide pastoral services for a congregation I previously served; decline cordially invitations to perform pastoral duties in my former community (this includes pastoral calling, funerals, baptisms, and weddings)--unless such invitation comes from and is initiated by the current pastor.
7. Consult with the committee on ministry in the presbytery of my residence regarding my involvement in any ministry.
8. Consider prayerfully how I can most effectively assist the congregation and my successor as they enter into a new ministry together.

Signature: _____ Date: _____

PRESBYTERY OF DETROIT FAMILY LEAVE POLICY

I. Theological Grounding

God created us to be in relationship with one another, to care for one another, and to participate in families. It is a joy to welcome a new baby and a privilege to care for ailing relatives. We are required to honor our father and mother, and to care for our children and kin. This provision is made when a minister needs to be absent from work in order to care for both self and family.

II. Purpose

A. To provide Sessions and other employing agencies minimum standards for a pastor's family leave to be included in all call packages. It is anticipated that individual churches and employers will not be limited by this policy, and will respond to the need for family leave responsibly and generously.

B. To ensure that pastors receive fair and equitable leave when required. It is anticipated that pastors will use this policy only when needed, and will not abuse the generosity of the church.

III. Individuals Covered by this Policy

This policy applies to the following members of the Presbytery of Detroit: teaching elders serving in installed and temporary pastoral relationships, validated ministers serving in PCUSA congregational settings, and Commissioned Ruling Elders currently serving churches in the Presbytery.

IV. Policy

A. Notification to Session: When a pastor or a pastor's spouse becomes pregnant, she or he shall inform the session of the request for family leave at least 30 days but a recommended 60 days prior to the start of the leave, recognizing that the more time the session has to prepare for the pastor's absence, the better the session will be able to ensure provision for necessary pastoral services during the leave. When a pastor's family member is in need of transitional care, the pastor will inform the session and request family leave as early as is reasonable.

B. Maternity Leave: The pastor shall be granted family leave for a minimum of 8 weeks. However, sessions are strongly encouraged to grant a 12 week leave if possible. During the time of family leave, the pastor shall receive full effective salary and full Pension dues. A pastor may lengthen the period of maternity leave at her discretion by using accrued vacation and sick days.

C. Paternity Leave: Paternity leave shall be a minimum of two weeks in length, during which time the pastor shall receive full effective salary and full Pension dues. If the pastor is the primary caregiver for the child, the leave shall be extended to 8 weeks. A pastor may lengthen the period of paternity leave at his discretion by using accrued vacation.

D. Adoption/Long-Term Foster Care Leave: Recognizing that the adoption or long term fostering of a child requires as much of a transition as the birth of a child, a pastor who is adopting or fostering shall be granted leave commensurate with maternity or paternity leave. If the pastor is the primary caregiver, the paid family leave shall be a minimum of 8 weeks. If the pastor is the secondary caregiver, the paid leave shall be a minimum of 2 weeks. A pastor may lengthen the period of adoption leave at his or her discretion by using accrued vacation.

E. Family Member Care: The pastor of a church may require leave to help transition a family member into appropriate care, or provide intensive caregiving for another close family member. Often these transitions in caregiving require significant time and energy from family members. Recognizing this, the pastor shall be granted up to 6 weeks of paid leave per year, including full effective salary and full Pension dues, as is determined to be reasonable between the pastor and Session. Examples of direct family members may include, but are not limited to, parents, grandparents, siblings, children, in-laws, or a spouse.

F. Session Responsibilities during the Pastor's Leave: The Session is responsible for the ongoing work of the congregation during the pastor's leave. Session should be ready to arrange and pay for pulpit supply, a Session moderator, coverage for hospital and emergency visitation and whatever teaching and programming for which the pastor was responsible. Should this become a hardship for congregation, they may apply for assistance from the Committee on Ministry as per section G below.

G. Assistance for Churches: The Committee on Ministry will seek to provide assistance to help churches unable to meet the financial obligations outlined above in the event their pastor requires leave. This assistance is to assure that the pastor does not feel pressured to return to work prematurely and the church is able to secure sufficient pastoral care during the pastor's absence. Financial support for the church would be extended for the same time period granted for the leave, up to, but not to exceed, additional time granted by the Session or appropriate calling body for leave. Financial assistance will not be given during a pastor's use of accrued vacation. Individual sessions will apply to the Committee on Ministry when such cases arise, and each case will be judged on its own merits.

H. Other Church Staff: The Presbytery invites churches to extend this or a similar policy to all church staff.

BYLAW CHANGES as recommended by the Committee on Ministry on October 8, 2015

In the current version of the Bylaws of the Presbytery, the section on the Committee on Ministry reads as follows:

Article IX. Pastoral Committees and Teams

1. Committee on Ministry

- a. Composition: Thirty members (fifteen ruling elders, fifteen teaching elders).
- b. Responsibilities shall be to:
 - i. Provide oversight to churches without pastors, shall recommend the establishment and dissolution of pastoral relationships to Presbytery (G-3.0301a).
 - ii. Authorize and train specific ruling elders to administer or preside at the Lord's Supper when it deems it necessary to meet the needs for the administration of the Sacrament; exercise pastoral care for the congregations and members of the Presbytery (G-3.0301b).
 - iii. Recommend receiving, dismissing, installing, removing, and disciplining members who are teaching elders; recommend Presbytery commission ruling elders to limited service; promote peace and harmony of congregations and inquire into the sources of congregational discord (G-3.0301c).
 - iv. Recommend to Presbytery minimum compensation standards for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the Presbytery (G-3.0303c).
 - v. Counsel with sessions concerning reported difficulties within a congregation, including: (G-3.0303d)
 - A. Advising the session as to appropriate actions to be taken to resolve the reported difficulties;
 - B. Offering to help as a mediator; and
 - C. Acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedures of the Rules of Discipline.
 - vi. Recommend Presbytery assume original jurisdiction in any situation where it determines that the session cannot exercise its authority (G-3.0303e).
 - vii. Recommend the composition of administrative commissions to ordain and/or to install teaching elders. If the Presbytery authorizes an ordination or an installation but does not appoint a commission to carry it out, the Moderator of the Presbytery shall have the authority to appoint a commission for that purpose.
- c. Membership shall be for a term of three years and replacement of a member whose term has not expired shall be for the remainder of that term. Members shall be ineligible to serve more than two consecutive terms or consecutive portions of terms.

The following changes are proposed:

1. *In IX.1.a insert "approximately" before "fifteen ruling elders".*
 Rationale: This would allow the Presbytery to take advantage of the flexibility permitted by the Book of Order (G-3.0307).
2. *In IX.1.b.v.C strike out "procedures" and insert in its place "procedural safeguards".*
 Rationale: This paragraph quotes the Book of Order (G-3.0303d(3)). The quotation should be exact, not paraphrased. The Book of Order wording is more specific and more limited.
3. *In IX.1.b.vi strike out "where" and insert in its place "in which".*
 Rationale: This change is not substantive, but quotations from the Book of Order (in this case G-3.0303e) should be exact, not paraphrased.

4. *Insert a new IX.1.b.viii that would read as follows:*

viii. On behalf of the Presbytery, examine each teaching elder member of another presbytery of the Presbyterian Church (U.S.A.) who seeks membership in this Presbytery on his or her Christian faith and views in theology, the Sacraments, and the government of this church (G-3.0306).

Rationale: This would formally authorize the procedure our Presbytery has been following for many years.

5. *Strike out IX.1.c.*

Rationale: Similar provisions for all other committees and teams are covered in the Bylaws at XII.1. There is no reason for the Committee on Ministry to have a separate paragraph on the subject.

6. *Insert a new IX.1.c that would read as follows:*

c. The Committee on Ministry shall have the authority to act on behalf of the Presbytery in the following ways, if the action would not require a super-majority vote by the Presbytery, and if the Committee determines that the welfare of the church requires action before the next meeting of the Presbytery, provided that the Committee shall report any such action to the next stated meeting of the Presbytery:

i. Approve new and renewed calls and contracts, and changes in the terms of existing calls and contracts, for pastoral relationships (both installed and temporary), and receive teaching elders from other presbyteries in the Presbyterian Church (U.S.A.) who have been called to those positions.

ii. Dissolve pastoral relationships (both installed and temporary) when both the pastor and the church concur in the dissolution, and dismiss teaching elders to other presbyteries in the Presbyterian Church (U.S.A.) when they have received calls to those presbyteries.

iii. Appoint administrative commissions to install, or to ordain and install, teaching elders to pastoral relationships.

iv. Appoint moderators of sessions.

v. Grant permission to teaching elders to labor within the bounds of this Presbytery, or to labor outside the bounds of this Presbytery.

vi. Designate teaching elders as Honorably Retired or as Member-at-Large.

vii. Approve the creation or the elimination of installed pastoral positions.

viii. Approve validated ministries and authorize teaching elders to engage in them.

Rationale: With each of the actions listed here, waiting until the next stated meeting of the Presbytery, or calling a special meeting of the Presbytery, could at times be unduly cumbersome or disruptive to the church or individual involved.

		DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL													
CHURCHES	Membership	BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES				
Ministers	Position	Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)	Other (Amount)	
ALLEN PARK	981														
DOUGLAS BLAIKIE	PASTOR	\$18,765	\$7,500	\$8,498	\$2,062	\$0		\$12,152	\$2,659	\$0	\$0	\$0			
MICHELLE JAMES	ASSOC	\$24,095			\$482			\$8,110	\$1,880	\$0	\$500	\$440			
ANN ARBOR CALVARY	37														
CHRISTINE TILLER BOHN	PASTOR	\$21,000	\$23,000		\$880			\$16,060	\$3,366	\$1,600	\$5,953				
ANN ARBOR FIRST	1658														
FAIRFAX FAIR	PASTOR	\$54,499	\$75,000	\$0	\$0			\$44,888	\$0	\$2,000	\$3,500	\$4,000	Cell phone	\$1,250	
JOHN SANDERFORD	ASSOC	\$25,147	\$40,000		\$0			\$0	\$23,656	\$0	\$1,500	\$1,200	\$0	Cell phone \$1,000	
JAMES MONNETT	DIR.YOUTH MIN.	\$36,895	\$23,300		\$0			\$0	\$21,971	\$0	\$1,000	\$4,000			
MELISSA ANNE ROGERS	ASSOC	\$27,800	\$38,000		\$0			\$0	\$24,435	\$0	\$1,200	\$1,500	Cell phone	\$1,000	
ANN ARBOR NORTHSIDE	56														
BROOKE PICKRELL	PT PASTOR	\$16,257	\$15,850	\$0	\$665	Dental	\$1,632	\$14,753	\$2,533	\$1,000	\$1,040	\$500		\$0	
ANN ARBOR WESTMINSTER	292														
JUDY SHIPMAN	INT PASTOR	\$36,000	\$26,000	\$0	\$1,000			\$0	\$0	\$5,500	\$1,000	\$500			
AUBURN HILLS	41														
PAMELA HUTCHENS	PT. CRE	\$12,000	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0			
BELLEVILLE	81														
VACANT	PT PASTOR	\$0	\$0		\$0			\$0	\$0	\$0	\$0	\$0			
BERKLEY GREENFIELD	226														
PETER MOORE	PASTOR	\$8,900	\$39,400		\$8,097	Def. Comp.	\$9,000	\$20,914	\$681	\$0	\$0	\$0	Reimb. Acct.	\$20,000	
						Dental	\$1,632								
BIRMINGHAM FIRST	889														
JOHN JUDSON	PASTOR	\$62,293	\$30,750	\$0	\$2,000			\$0	\$34,691	\$7,707	\$1,500	\$1,000	\$3,500	\$0	
AMY MORGAN	ASSOC	\$33,500	\$22,029	\$0	\$2,000			\$20,135	\$0	\$0	\$1,500	\$1,500		\$0	
JOANNE BLAIR	ASSOC	\$16,800	\$10,000		\$2,000			\$14,236	\$0			\$3,000			
BEVERLY HLS, NORTHBROOK	299														
MARJORIE WILHELMI	PASTOR	\$34,765	\$22,500	\$0	\$4,500	Dental	\$905	\$22,800	\$4,381	\$0	\$1,000	\$1,000			
						Def. Comp.	\$5,200								
VACANT	ASSOC							\$0				\$0			
BLMFELD HILLS KIRK	2223														
ROBERT SHELDON	INT. PASTOR	\$74,000	\$30,000	\$31,200	\$2,500	Dental	\$905	\$46,604		\$8,271	\$1,000			\$0	
TROY BRYDON	ASSOC	\$40,000	\$25,000	\$0	\$0	Dental	\$1,632	\$23,725		\$1,243	\$1,300		Med. Reimb	\$2,900	
WILLIAM ADAMS III	ASSOC	\$30,650	\$26,000		\$0	Dental	\$1,632	\$20,677	\$0	\$648	\$1,750	\$0	Med. reimb	\$3,000	
JESSICA H. BRYDON	TEMP SPLY ASSOC	\$30,000								\$800		\$1,200			
BRIGHTON FIRST	548														
KEITH CORNFIELD	TEMP. SUPPLY	\$68,823	\$25,000		\$0	403(b)	\$7,177	\$0	\$0	\$0	\$0	\$4,000			
CANTON GENEVA	207														
BRYAN SMITH	PASTOR	\$29,967	\$38,709		\$3,200			\$0	\$25,066	\$1,650	\$2,500	\$1,600			
CLARKSTON SASHABAW	30														
LAURA SIAS-LEE	PT PASTOR	\$9,078	\$15,450	\$0	\$1,858	Dental	\$1,540	\$12,518	\$0	\$1,300	\$500	\$700			
DEARBORN CHERRY HILL	233														
MARK PHILLIPS	PASTOR	\$32,000	\$20,000		\$520	Dental	\$331	\$18,720	\$3,978	\$1,000	\$1,000	\$500			
								\$0							

		SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL								
CHURCHES		OTHER ITEMS		SUB TOTALS			GRAND TOTAL (package)	Change over 2014	Effective Date	DATE APPROVED BY PRESBY
Ministers	Vacation	Study Leave	Basic Comp.	Change over 2014	Basic Benefits	Pro. Expenses				
ALLEN PARK										
DOUGLAS BLAIKIE	2 Weeks	1 Week	\$36,825	\$0	\$14,811	\$0	\$51,636	\$0	7/1/2015	11/21/2015
MICHELLE JAMES	2 Weeks	1 Week	\$24,577		\$9,990	\$940	\$35,507		7/1/2015	11/21/2015
ANN ARBOR CALVARY										
CHRISTINE TILLER BOHN	1 Month	14 Days	\$44,880	\$0	\$19,426	\$7,553	\$71,859	\$1,752	1/1/2015	11/21/2015
ANN ARBOR FIRST										
FAIRFAX FAIR	1 Month	2 Weeks	\$129,499	\$3,771	\$44,888	\$10,750	\$185,137	\$4,224	1/1/2015	11/21/2015
JOHN SANDERFORD	1 Month	2 Weeks	\$65,147	\$1,897	\$23,656	\$3,700	\$92,503	\$3,092	1/1/2015	11/21/2015
JAMES MONNETT	1 Month	2 Weeks	\$60,195	\$1,468	\$21,971	\$5,000	\$87,166	\$2,884	1/1/2015	11/21/2015
MELISSA ANNE ROGERS	1 Month	2 Weeks	\$65,800	\$1,916	\$24,435	\$3,700	\$93,935	\$2,653	1/1/2015	11/21/2015
ANN ARBOR NORTHSIDE										
BROOKE PICKRELL	4 Weeks	4 Weeks	\$34,404	\$922	\$17,286	\$2,540	\$54,230	\$2,627	1/1/2015	11/21/2015
ANN ARBOR WESTMINSTER										
JUDY SHIPMAN	1 Month	2 Weeks	\$63,000	\$0	\$0	\$7,000	\$70,000	\$0	2/1/2015	11/21/2015
AUBURN HILLS										
PAMELA HUTCHENS	1 Month	2 Weeks	\$12,000	\$0	\$0	\$0	\$12,000		10/19/2015	11/21/2015
BELLEVILLE										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
BERKLEY GREENFIELD										
PETER MOORE	28 Days	14 Days	\$67,029	\$1,997	\$21,595	\$20,000	\$108,624	\$3,633	1/1/2015	11/21/2015
BIRMINGHAM FIRST										
JOHN JUDSON	24 Days	14 Days	\$95,043	\$1,405	\$42,398	\$6,000	\$143,441	\$3,688	1/1/2015	11/21/2015
AMY MORGAN	30 Days	14 Days	\$57,529	\$5,332	\$20,135	\$3,000	\$80,664	\$7,199	1/1/2015	11/21/2015
JOANNE BLAIR	4 Weeks	2 Weeks	\$28,800	\$0	\$14,236	\$3,000	\$46,036	\$0	4/1/2015	11/21/2015
BEVERLY HLS, NORTHBROOK										
MARJORIE WILHELMI	30 Days	14 Days	\$67,870	(\$2,000)	\$27,181	\$2,000	\$97,051	(\$4,152)	1/1/2015	11/21/2015
VACANT			\$0		\$0	\$0	\$0	\$0		
BLMFLD HILLS KIRK										
ROBERT SHELDON	1 Month	2 Weeks	\$138,605	\$0	\$46,604	\$9,271	\$194,480	\$0	12/1/2014	11/21/2015
TROY BRYDON	20 Days	14 Days	\$66,632	\$0	\$23,725	\$5,443	\$95,800	\$1,067	1/1/2015	11/21/2015
WILLIAM ADAMS III	20 Days	10 Days	\$58,282	\$0	\$20,677	\$5,398	\$84,357	\$942	1/1/2015	11/21/2015
JESSICA H. BRYDON	1 Month	2 Weeks	\$30,000	\$0	\$0	\$2,000	\$32,000	\$0	7/1/2015	11/21/2015
BRIGHTON FIRST										
KEITH CORNFIELD	1 Month	2 Weeks	\$101,000	\$1,550	\$0	\$4,000	\$105,000	\$0	6/29/2015	11/21/2015
CANTON GENEVA										
BRYAN SMITH	42 Days	14 Days	\$71,876	(\$2,039)	\$25,066	\$5,750	\$102,692	(\$2,429)	1/1/2015	11/21/2015
CLARKSTON SASHABAW										
LAURA SIAS-LEE	30 Days	2 Weeks	\$27,926	\$0	\$12,518	\$2,500	\$42,944	\$0	1/1/2015	11/21/2015
DEARBORN CHERRY HILL										
MARK PHILLIPS	4Weeks	2 Weeks	\$52,851	\$0	\$22,698	\$2,500	\$78,049	\$0	6/1/2015	11/21/2015

		DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL														
CHURCHES		Membership	BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES				
Ministers	Position	Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)	Other (Amount)		
DEARBORN FIRST	400															
DONALD WRIGHT	TEMP SUPPLY	\$21,000	\$0	\$0	\$12,840		\$0	\$0	\$0	\$3,600	\$480	\$1,800		\$0		
MICHAEL HOFFMAN	PT CRE	\$25,657					\$0	\$0	\$1,873		\$0	\$0	Conferences	\$1,000		
VACANT	ASSOC	\$0	\$0		\$0			\$0		\$0	\$0	\$0				
DEARBORN LITTLEFIELD	58															
FRANCES HAYES	PASTOR	\$33,371	\$26,219	\$0	\$1,824	Def. Comp. Life Ins.	\$1,200 \$608	\$20,669	\$4,650	\$1,500	\$1,000	\$0		\$0		
DBN HGTS/ST ANDREW'S	84															
VACANT	PASTOR	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0		\$0		
DETROIT BROADSTREET	66															
VACANT		\$0	\$0		\$0			\$0	\$0	\$0	\$0	\$0				
DETROIT CALVARY	192															
KEVIN JOHNSON	PASTOR	\$48,348	\$12,000		\$1,232		\$0	\$22,477	\$4,711	\$0	\$0					
DETROIT CALVIN EAST	62															
VACANT		\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0		\$0		
DETROIT FORT STREET	239															
ROBERT AGNEW	TEMP ST SPLY	\$35,000	\$0	\$0	\$0	Dental 403(b)	\$700 \$37,000	\$16,310	\$2,680	\$3,300	\$5,210	\$0	Prof. Exp.	\$3,000		
DETROIT GRATIOT AVE.	40															
VACANT	PASTOR	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0					
DETROIT HOPE	84															
VACANT		\$0	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0				
DETROIT JEFFERSON AVE	472															
NANCY DeVRIES	INT PASTOR	\$29,000	\$0	\$16,800	\$3,000	403b	\$27,000	\$25,480	\$3,504	\$0	\$0	\$7,000	Matching 403b	\$27,000		
DETROIT ST. JOHN'S	105															
VACANT	PASTOR	\$0	\$0	\$0	\$0			\$0	\$0	\$0	\$0					
DETROIT TRINITY	91															
RAPHAEL FRANCIS	PT STATED	\$24,000	\$0		\$0	Spouse med.	\$360	\$2,880	\$1,836	\$0	\$580	\$700		\$0		
DETROIT TRUMBULL AVE	36															
VACANT	PASTOR	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0		\$0		
DETROIT WESTMINSTER	296															
MARY AUSTIN	PASTOR	\$20,000	\$30,000		\$0		\$0	\$18,250	\$3,825	\$0	\$0	\$3,500		\$0		
FARMINGTON FIRST	427															
JAMES FAILE	INT PASTOR	\$40,000	\$24,000		\$1,000	Life Ins.	\$1,584	\$25,766	\$4,896	\$1,554	\$1,200					
FERNDAL E DRAYTON AVE	120															
J. SCOTT MILLER	PASTOR	\$43,121	\$21,699	\$0	\$1,124	Def. Comp.	\$6,000	\$25,849	\$5,418	\$3,500	\$1,300	\$0				
FORT GRATIOT LAKE SHORE	68															
VACANT	PT INTERIM	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0				

		SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL								
CHURCHES		OTHER ITEMS		SUB TOTALS			GRAND TOTAL (package)	Change over 2014	Effective Date	DATE APPROVED BY PRESBY
Ministers	Vacation	Study Leave	Basic Comp.	Change over 2014	Basic Benefits	Pro. Expenses				
DEARBORN FIRST										
DONALD WRIGHT	4 Weeks	2 Weeks	\$33,840	\$0	\$0	\$5,880	\$39,720	\$0	7/1/2015	11/21/2015
MICHAEL HOFFMAN	14 Days	7 Days	\$25,657	\$0	\$1,873	\$1,000	\$28,530	\$893	1/1/2015	11/21/2015
VACANT			\$0		\$0	\$0	\$0			
DEARBORN LITTLEFIELD										
FRANCES HAYES	28 Days	14 Days	\$63,222	\$916	\$25,319	\$2,500	\$91,041	\$1,383	1/1/2015	11/21/2015
DBN HGTS/ST ANDREW'S										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
DETROIT BROADSTREET										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
DETROIT CALVARY										
KEVIN JOHNSON	1 Month	14 Days	\$61,580	\$4,783	\$27,188	\$0	\$88,768	\$7,747	1/1/2015	11/21/2015
DETROIT CALVIN EAST										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
DETROIT FORT STREET										
ROBERT AGNEW	1 Month	2 Weeks	\$72,700	\$0	\$18,990	\$11,510	\$103,200	\$0	6/1/2015	11/21/2015
DETROIT GRATIOT AVE.										
VACANT			\$0		\$0	\$0	\$0			
DETROIT HOPE										
VACANT			\$0		\$0	\$0	\$0			
DETROIT JEFFERSON AVE										
NANCY DeVRIES	5 Weeks	2 Weeks	\$75,800	\$0	\$28,984	\$34,000	\$138,784	\$0	8/1/2015	11/21/2015
DETROIT ST. JOHN'S										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
DETROIT TRINITY										
RAPHAEL FRANCIS	4 Weeks	2 Weeks	\$24,360	\$0	\$4,716	\$1,280	\$30,356	\$0	9/1/2014	11/21/2015
DETROIT TRUMBULL AVE										
VACANT			\$0		\$0	\$0	\$0			
DETROIT WESTMINSTER										
MARY AUSTIN	5 Weeks	2 Weeks	\$50,000	\$0	\$22,075	\$3,500	\$75,575	\$1,250	7/1/2015	11/21/2015
FARMINGTON FIRST										
JAMES FAILE	1 Month	2 Weeks	\$66,584	\$0	\$30,662	\$2,754	\$100,000	\$0	7/1/2015	11/21/2015
FERNDALE DRAYTON AVE										
J. SCOTT MILLER	28 days	14 Days	\$71,944	\$0	\$31,267	\$4,800	\$108,011	\$0	2/1/2015	11/21/2015
FORT GRATIOT LAKE SHORE										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		

		DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL													
CHURCHES	Membership	BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES				
Ministers	Position	Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)	Other (Amount)	
GARDEN CITY	138														
RUTHANNE BOURLIER	TEMP SPLY	\$28,000	\$16,000		\$0		\$0	\$15,843	\$3,366	\$0	\$0	\$6,790		\$0	
GROSSE ILE	453														
PHILIP REED	PASTOR	\$32,000	\$30,000	\$0	\$700	Def. Comp.	\$13,500	\$27,813	\$6,600	\$1,500	\$357	\$1,030			
VACANT	ASSOC	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0		\$0	
GROSSE PTE MEMORIAL	1214														
PETER HENRY	PASTOR	\$74,016	\$61,200		\$2,408		\$0	\$47,326	\$10,102		\$2,122	\$6,684			
SARAH GODBEHERE	ASSOCIATE	\$29,000	\$25,000		\$1,553		\$418	\$19,710	\$4,131	\$0	\$2,000	\$2,000			
GROSSE POINTE WOODS	175														
EDWARD DUNN	TEMP SPLY	\$36,000	\$20,500	\$0	\$440	Def. Comp.	\$3,000	\$20,825	\$4,552	\$0	\$1,000	\$2,033			
VACANT	ASSOC.	\$0	\$0		\$0	Dental	\$1,650			\$0	\$0	\$0		\$0	
HIGHLAND PARK / PARK UNITED	43														
VACANT	PASTOR	\$0	\$0		\$0		\$0	\$0	\$0	\$0	\$0	\$0		\$0	
HOWELL FIRST	374														
LINDA CORSO	Temp Supply	\$42,150	\$37,125		\$0		\$0	\$0	\$3,225	\$0	\$0	\$0			
LINCOLN PARK	117														
KARA HILDEBRANDT	PASTOR	\$28,000	\$18,000	\$0	\$460		\$0	\$16,100	\$3,519	\$1,500	\$1,000	\$0		\$0	
LIVONIA ROSEDALE GDNS	617														
ANNE SCHAEFER	INT. PASTOR	\$58,640	\$38,000		\$0		\$0	\$0	\$7,393	\$1,300	\$2,800	\$0		\$0	
KELLIE WHITLOCK	ASSOC	\$34,000	\$24,270		\$5,057	Def. annuity	\$1,440	\$21,794	\$4,458	\$1,500	\$1,000	\$0			
LIVONIA ST. PAUL'S	225														
PAUL STUNKEL	PASTOR	\$33,300	\$16,500		\$0	Def. Comp.	\$4,800	\$20,954	\$1,092	\$3,600	\$1,100	\$1,300			
LIVONIA ST. TIMOTHY	169														
JOEL PUNTINGAM	PASTOR	\$30,131	\$27,542		\$1,153	Dental	\$1,557	\$21,051	\$4,412	\$1,500	\$1,000	\$1,000			
MILAN PEOPLES	112														
KELLY B. SHRIVER	PASTOR	\$28,500	\$5,000	\$15,000	\$970	Dental	\$600	\$17,703	\$3,711	\$3,000	\$2,000	\$1,600		\$0	
MILFORD	506														
BRYANT M. ANDERSON	PASTOR	\$44,100	\$33,075	\$0	\$2,400	Dental	\$1,560	\$28,168	\$5,904	\$0	\$0	\$3,500	Additnl FICA	\$5,904	
MT CLEMENS FIRST	430														
PEGGY CASTEEL	PASTOR	\$45,271	\$15,000		\$904		\$0	\$21,411	\$4,610	\$1,500	\$1,250	\$300			
DAN HEATON	PT ASSISTANT	\$18,000	\$0		\$0		\$0	\$0	\$0	\$1,000	\$312	\$0			
NORTHVILLE FIRST	849														
ROBERT ALLEN	PASTOR	\$51,000	\$40,000		\$3,900	Dental	\$905	\$33,215	\$6,962	\$0	\$1,030	\$4,500		\$0	
EMMA L. OUELLETTE	ASSOCIATE	\$35,100	\$16,000		\$1,000	Dental	\$400	\$17,885	\$3,909	\$550	\$1,500	\$1,500		\$0	
NOVI FAITH COMMUNITY	291														
RICHARD J. HENDERSON	PASTOR	\$31,151	\$33,721		\$1,273		\$0	\$21,500	\$4,924	\$6,200	\$1,900	\$2,597		\$0	
ORCHARD LK COMMUNITY	752														
PAUL THWAITE	PASTOR	\$50,294	\$23,500		\$1,063	Annuity	\$2,846	\$27,974	\$5,863	\$0	\$1,500	\$3,500		\$0	
						403b	\$1,423								
						Dental	\$1,632				\$0		\$0	\$0	
							\$0								
SARAH LINN	ASSOCIATE	\$34,650	\$16,000		\$347		\$0	\$17,727	\$3,875	\$0	\$1,500	\$2,500		\$0	

		SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL								
CHURCHES		OTHER ITEMS		SUB TOTALS			GRAND TOTAL (package)	Change over 2014	Effective Date	DATE APPROVED BY PRESBY
Ministers	Vacation	Study Leave	Basic Comp.	Change over 2014	Basic Benefits	Pro. Expenses				
GARDEN CITY										
RUTHANNE BOURLIER	1 Month	2 Weeks	\$44,000	\$0	\$19,209	\$6,790	\$69,999	\$0	7/1/2015	11/21/2015
GROSSE ILE										
PHILIP REED	30 Days	14 Days	\$76,200	\$1,681	\$34,413	\$2,887	\$113,500	\$2,500	1/1/2015	11/21/2015
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
GROSSE PTE MEMORIAL										
PETER HENRY	1 Month	2 Weeks	\$137,624	\$2,651	\$57,428	\$8,806	\$203,858	\$6,408	1/1/2015	11/21/2015
SARAH GODDBEHRE	22 Days	10 Days	\$55,971	\$0	\$23,841	\$4,000	\$83,812	\$5,554	1/1/2015	11/21/2015
GROSSE POINTE WOODS										
EDWARD DUNN	4 Weeks	2 Weeks	\$61,590	\$0	\$25,377	\$3,033	\$90,000	\$0	4/1/2015	11/21/2015
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
HIGHLAND PARK / PARK UNITED										
VACANT			\$0		\$0	\$0	\$0	\$0		
HOWELL FIRST										
LINDA CORSO	1 Month	2 Weeks	\$79,275	\$0	\$3,225	\$0	\$82,500	\$0	6/22/2015	11/21/2015
LINCOLN PARK										
KARA HILDEBRANDT	4 Weeks	2 Weeks	\$46,460	\$0	\$19,619	\$2,500	\$68,579	\$0	10/27/2014	11/21/2015
LIVONIA ROSEDALE GDNS										
ANNE SCHAEFER	1 Month	2 Weeks	\$96,640	\$0	\$7,393	\$4,100	\$108,133	\$0	7/6/2015	11/21/2015
KELLIE WHITLOCK	30 Days	14 Days	\$65,210	\$975	\$26,252	\$2,500	\$93,962	\$2,323	1/1/2015	11/21/2015
LIVONIA ST. PAUL'S										
PAUL STUNKEL	30 Days	14 Days	\$54,600	\$0	\$22,046	\$6,000	\$82,646	\$0	1/1/2015	11/21/2015
LIVONIA ST. TIMOTHY										
JOEL PUNTINGAM	30 Days	14 Days	\$60,383	\$869	\$25,463	\$3,500	\$89,346	\$2,315	1/1/2015	11/21/2015
MILAN PEOPLES										
KELLY B. SHRIVER	20 Days	10 Days	\$50,070	\$3,570	\$21,414	\$6,600	\$78,084	\$7,478	3/1/2015	11/21/2015
MILFORD										
BRYANT M. ANDERSON	28 Days	14 Days	\$81,135	\$3,675	\$34,072	\$9,404	\$124,611	\$6,681	4/1/2015	11/21/2015
MT CLEMENS FIRST										
PEGGY CASTEEL	4 Weeks	2 Weeks	\$61,175	\$575	\$26,021	\$3,050	\$90,246	\$796	1/1/2015	11/21/2015
DAN HEATON	5 Days	2 Days	\$18,000	\$0	\$0	\$1,312	\$19,312	\$0	8/1/2014	11/21/2015
NORTHVILLE FIRST										
ROBERT ALLEN	24 Days	42 Days	\$96,966	(\$2,000)	\$40,177	\$5,530	\$142,673	(\$410)	4/22/2015	11/21/2015
EMMA L. OUELLETTE	24 Days	12 Days	\$52,500	\$0	\$21,794	\$3,550	\$77,844	\$0	1/1/2015	11/21/2015
NOVI FAITH COMMUNITY										
RICHARD J. HENDERSON	35 Days	14 Days	\$66,145	\$1,000	\$26,424	\$10,697	\$103,266	\$1,144	1/1/2015	11/21/2015
ORCHARD LK COMMUNITY										
PAUL THWAITE	30 Days	14 Days	\$80,758	\$1,326	\$33,837	\$5,000	\$119,595	\$2,461	1/1/2015	11/21/2015
SARAH LINN	30 Days	14 Days	\$50,997	\$4,497	\$21,602	\$4,000	\$76,599	\$6,480	1/1/2015	11/21/2015

CHURCHES	Membership	DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL													
		BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES				
		Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)	Other (Amount)	
PLYMOUTH FIRST	1139														
JAMES SKIMINS	PASTOR	\$65,008	\$38,000	\$0	\$3,330	Life Ins.	\$1,890	\$42,668	\$8,224		\$2,500	\$5,390			
						Other	\$4,170								
						Def. Comp.	\$4,500								
EMILY CAMPBELL	ASSOC	\$36,352	\$30,000	\$0	\$4,100			\$27,567	\$5,078	\$0	\$1,500	\$4,175			
CHRISTOPHER THOMAS	ASSOC	\$37,726	\$16,800		\$1,500			\$21,972	\$4,171		\$1,350	\$2,126			
PONTIAC FIRST	156														
LAURA KELSEY	PASTOR	\$35,000	\$15,000		\$1,000			\$18,250	\$3,825	\$1,500	\$1,000	\$0			
PONTIAC JOSLYN AVE	21														
VACANT	PASTOR	\$0	\$0		\$0			\$0	\$0	\$0	\$0			\$0	
PORT HURON FIRST	415														
JASON PITTMAN	PASTOR	\$40,000	\$20,554		\$1,211	Dental	\$1,633	\$22,544	\$4,725	\$1,000	\$1,000	\$1,000		\$0	
REDFORD ST. JAMES	73														
PAUL BOSQUETTE	PASTOR	\$39,640	\$15,000	\$0	\$1,000			\$19,320	\$0	\$6,500	\$1,000				
ROCHESTER UNIVERSITY	606														
GEORGE PORTICE	PASTOR	\$0	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0			
								\$0							
JOANNA DUNN	TMP SPLY ASSOC	\$23,463	\$23,577	\$0	\$1,360			\$18,026	\$3,599	\$0	\$1,200	\$2,213			
ROSEVILLE ERIN	96														
NANCY BASS	PT CRE	\$12,000	\$0		\$0			\$0	\$0	\$0	\$0	\$380			
ROYAL OAK POINT OF VISION	2														
VACANT	PT STATED	\$0	\$0	\$0	\$0				\$0	\$0	\$0	\$0			
ROYAL OAK FIRST	776														
VACANT	PASTOR	\$0	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0		\$0	
PAMELA MEILANDS	ASSOC	\$27,000	\$19,000	\$0	\$913			\$16,420	\$3,519	\$0	\$1,200	\$1,500			
ROYAL OAK STARR	75														
MARIANNE GRANO	PT PASTOR	\$0	\$23,500		\$470			\$14,278	\$1,798	\$0	\$500	\$750		\$0	
ST CLAIR SHORES HERITAGE	69														
KENNETH BOLT	PASTOR	\$26,603	\$12,500		\$0			\$14,813	\$2,991	\$1,500	\$1,000	\$1,200			
ST CLAIR SHORES LAKE SHORE	436														
ADAM GORSCH	PASTOR	\$39,270	\$24,480		\$625	IRA Contrib	\$1,594	\$23,938	\$4,925	\$0	\$1,500	\$0	Prof. Exp	\$3,200	
							\$0								
SALINE	297														
JACO BESTER	TEMP MINISTER	\$40,000	\$30,000		\$1,540	403b	\$5,000	\$28,105	\$5,890	\$2,000	\$1,500	\$0			
						Life Ins.	\$2,000								
SHELBY ST THOMAS	413														
JAIME KLINGER	PT CO-PASTOR	\$30,045	\$10,159	\$1,500	\$0	Def. Annuity	\$1,200	\$21,002	\$0	\$600	\$1,500	\$2,068			
JAMES PORTER	CO-PASTOR	\$39,242	\$22,438	\$0	\$2,500	Def. Annuity	\$2,400	\$28,776	\$0	\$1,575	\$2,000	\$2,000			
						Dental	\$1,632								
SOUTHFIELD NEW HOPE	87														
VACANT	PASTOR	\$0	\$0		\$0			\$0	\$0	\$0	\$0	\$0			
SOUTHFIELD KOREAN	866														
SEUNG WON YU	PASTOR	\$0	\$0	\$0	\$0		\$0	\$0	\$0	\$0	\$0	\$0		\$0	
GWANG JU	ASSOC	\$27,000	\$27,000	\$0	\$1,800	Dental	\$1,540	\$18,900	\$4,131	\$7,500	\$1,500	\$0		\$0	
ESTHER LEE	ASSOC	\$27,050	\$27,050		\$3,400			\$0	\$20,190	\$2,069	\$4,800	\$0		\$0	
SUNG JOON MOON	ASSISTANT	\$23,460	\$23,460		\$1,800			\$16,422	\$3,589	\$7,200	\$1,500	\$0		\$0	
MIN SOON KIM	ASSISTANT	\$24,480	\$24,480		\$1,800	Dental	\$1,540	\$17,135	\$3,745	\$7,500	\$1,500	\$0		\$0	
SOUTHFIELD COVENANT	106														
THOMAS JAMES	PASTOR	\$0	\$0	\$0	\$0			\$0	\$0	\$0	\$0	\$0			
SOUTH LYON	127														
MICHAEL HORLOCKER	PASTOR	\$30,450	\$0	\$13,050	\$870			\$0	\$16,060	\$3,328	\$1,025	\$2,900	\$0	\$0	

CHURCHES	SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL									
	OTHER ITEMS		SUB TOTALS				GRAND TOTAL (package)	Change over 2014	Effective Date	DATE APPROVED BY PRESBY
Ministers	Vacation	Study Leave	Basic Comp.	Change over 2014	Basic Benefits	Pro. Expenses				
PLYMOUTH FIRST										
JAMES SKIMINS	6 Weeks	10 Days	\$116,898	\$1,586	\$50,892	\$7,890	\$175,680	\$4,015	1/1/2015	11/21/2015
EMILY CAMPBELL										
CHRISTOPHER THOMAS	20 Days	14 days	\$70,452	\$887	\$32,645	\$5,675	\$108,772	\$2,921	1/1/2015	11/21/2015
PONTIAC FIRST										
LAURA KELSEY	30 Days	10 Days	\$56,026	\$1,625	\$26,143	\$3,476	\$85,645	\$4,124	1/1/2015	11/21/2015
PONTIAC JOSLYN AVE										
VACANT			\$0		\$0	\$0	\$0	\$0		
PORT HURON FIRST										
JASON PITTMAN	4 Weeks	2 Weeks	\$51,000	\$0	\$22,075	\$2,500	\$75,575	\$0	2/15/2015	11/21/2015
REDFORD ST. JAMES										
PAUL BOSQUETTE	28 Days	14 Days	\$63,398	\$1,506	\$27,269	\$3,000	\$93,667	\$3,168	1/1/2015	11/21/2015
ROCHESTER UNIVERSITY										
GEORGE PORTICE	31 Days	2 Weeks	\$55,640	\$0	\$19,320	\$7,500	\$82,460	\$0	1/1/2015	11/21/2015
ROCHESTER UNIVERSITY										
GEORGE PORTICE			\$0	\$0	\$0	\$0	\$0	\$0		
ROSEVILLE ERIN										
JOANNA DUNN	28 Days	14 Days	\$48,400	\$0	\$21,625	\$3,413	\$73,438	\$0	1/1/2015	11/21/2015
ROYAL OAK POINT OF VISION										
VACANT			\$0		\$0	\$0	\$0	\$0		
ROYAL OAK FIRST										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
PAMELA MEILANDS	4 Weeks	2 Weeks	\$46,913	\$0	\$19,939	\$2,700	\$69,552	\$0	7/1/2015	11/21/2015
ROYAL OAK STARR										
MARIANNE GRANO	28 Days	14 Days	\$23,970	\$0	\$16,076	\$1,250	\$41,296	\$0	10/1/2014	11/21/2015
ST CLAIR SHORES HERITAGE										
KENNETH BOLT	42 Days	14 Days	\$39,103	\$0	\$17,804	\$3,700	\$60,607	\$560	1/1/2015	11/21/2015
ST CLAIR SHORES LAKE SHORE										
ADAM GORSCH	20 Days	15 Days	\$65,969	\$845	\$28,863	\$4,700	\$99,532	\$2,785	1/1/2015	11/21/2015
SALINE										
JACO BESTER	4 Weeks	2 Weeks	\$78,540	\$0	\$33,995	\$3,500	\$116,035	\$0	1/1/2015	11/21/2015
SHELBY ST THOMAS										
JAIME KLINGER	4 Weeks	2 Weeks	\$42,904	\$5,401	\$21,002	\$4,168	\$68,074	\$8,669	1/1/2015	11/21/2015
JAMES PORTER	4 Weeks	2 Weeks	\$68,212	\$1,624	\$28,776	\$5,575	\$102,563	\$2,632	1/1/2015	11/21/2015
SOUTHFIELD NEW HOPE										
VACANT			\$0	\$0	\$0	\$0	\$0	\$0		
SOUTHFIELD KOREAN										
SEUNG WON YU			\$0	\$0	\$0	\$0	\$0	\$0		
GWANG JU	4 Weeks	2 Weeks	\$57,340	\$0	\$23,031	\$9,000	\$89,371	\$0	11/16/2014	11/21/2015
ESTHER LEE	4 Weeks	2 Weeks	\$57,500	\$0	\$22,259	\$4,800	\$84,559	\$0	10/1/2015	11/21/2015
SUNG JOON MOON	4 Weeks	2 Weeks	\$48,720	\$0	\$20,011	\$8,700	\$77,431	\$0	11/16/2014	11/21/2015
MIN SOON KIM	4 Weeks	2 Weeks	\$52,300	\$0	\$20,880	\$9,000	\$82,180	\$0	11/16/2014	11/21/2015
SOUTH LYON										
THOMAS JAMES			\$0	\$0	\$0	\$0	\$0	\$0		
SOUTH LYON										
MICHAEL HORLOCKER	30 Days	14 Days	\$44,370	\$835	\$19,388	\$3,925	\$67,683	\$2,470	1/1/2015	11/21/2015

		DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL													
CHURCHES	Membership														
Ministers	Position	BASIC COMPENSATION						BASIC BENEFITS			PROFESSIONAL EXPENSES				
		Cash Salary	Housing & Utility Allowance	Use of Manse	Medical Ded./Allow.	Flex. Benefits (Description)	Flex. Benefits (Amount)	Board of Pension Dues	Social Security (SECA) Allow.	Auto/Travel Allowance	Cont. Education	Business Expenses	Other (Description)	Other (Amount)	
STERLING HGTS NEW LIFE	240														
JILL MILLS	TEMP. SUPPLY	\$10,175	\$38,000	\$0	\$0	Def. Comp.	\$5,500	\$0	\$3,685	\$0	\$3,000	\$3,000	Hlth Svgs Acct	\$6,500	
TAYLOR SOUTHMINSTER	148														
CLINT COZIER	PASTOR	\$26,000	\$15,000	\$0	\$1,000	Def. Comp.	\$3,483	\$16,601	\$3,475	\$1,400	\$1,200	\$2,000		\$0	
TROY FIRST	115														
JUDITH MCMILLAN CHRISTENSEN	PASTOR	\$15,242	\$27,000		\$0	403b Dental	\$2,400	\$16,294	\$3,415	\$1,629	\$1,800	\$0		\$0	
							\$871								
							\$0								
TROY KOREAN FIRST	34														
SEUNG CHOI	PT PULPIT SUPPLY	N/A			\$0			\$0	\$0	\$0	\$0	\$0			
TROY NORTHMINSTER	131														
CHARLOTTE SOMMERS	PASTOR	\$32,548	\$28,560		\$0	Dental	\$450	\$21,388	\$4,675	\$3,000	\$1,500	\$0			
WALLED LAKE CROSSROADS	68														
JOHN PAVELKO	PT PASTOR	\$9,000	\$21,000	\$0	\$2,500	Def. Comp.	\$2,500	\$16,060	\$2,295	\$0	\$801	\$1,167		\$0	
WARREN CELTIC CROSS	193														
MATTHEW MEANS	PASTOR	\$21,217	\$32,000	\$0	\$1,100	Def. Comp.	\$3,600	\$22,746	\$4,767	\$0	\$1,000	\$1,500			
WARREN FIRST	138														
JULIE DELZENNE	PASTOR	\$27,000	\$18,000	\$0	\$900		\$0	\$16,425	\$3,442	\$500	\$1,000	\$1,000		\$0	
WATERFORD COMMUNITY	223														
THOMAS HARTLEY	PASTOR	\$25,310	\$25,200	\$0	\$0	403(b)	\$2,138	\$18,427	\$3,864	\$3,000	\$0	\$0			
WESTLAND KIRK/SAVIOR	81														
BETH DOWNS	PT INT. PASTOR	\$7,711	\$17,375	\$0	\$0	Def. Comp.	\$20,000	\$0	\$3,449	\$0	\$0	\$2,100			
WHITE LAKE	95														
ISAAC CHUNG	PASTOR	\$19,000	\$25,000	\$0	\$2,600		\$0	\$16,060	\$3,366	\$2,400	\$1,425	\$2,394		\$0	
WYANDOTTE, FIRST	92														
ARTHUR OBERG	PT PASTOR	\$1,394	\$30,600	\$0	\$640	Dental	\$876	\$14,913	\$2,448	\$1,174	\$643	\$469	Cell phone	\$1,032	
YPSILANTI, FIRST	236														
KEITH GEISELMAN	PASTOR	\$10,000	\$34,967	\$0	\$10,500		\$0	\$16,413	\$3,440	\$0	\$1,200	\$6,500	Child care	\$5,000	

		SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL								
CHURCHES		OTHER ITEMS		SUB TOTALS			GRAND TOTAL (package)	Change over 2014	Effective Date	DATE APPROVED BY PRESBY
Ministers	Vacation	Study Leave	Basic Comp.	Change over 2014	Basic Benefits	Pro. Expenses				
STERLING HGTS NEW LIFE										
JILL MILLS	1 Month	2 Weeks	\$53,675	\$0	\$3,685	\$12,500	\$69,860	\$0	12/1/2014	11/21/2015
TAYLOR SOUTHMINSTER										
CLINT COZIER	4 Weeks	2 Weeks	\$45,483	\$0	\$20,076	\$4,600	\$70,159	\$0	9/1/2015	11/21/2015
TROY FIRST										
JUDITH McMILLAN CHRISTENSEN	35 Days	14 Days	\$45,513	(\$129)	\$19,709	\$3,429	\$68,651	\$129	1/1/2015	11/21/2015
TROY KOREAN FIRST										
SEUNG CHOI			\$0	\$0	\$0	\$0	\$0	\$0		
TROY NORTHMINSTER										
CHARLOTTE SOMMERS	31 Days	14 Days	\$61,558	\$606	\$26,063	\$4,500	\$92,121	\$954	1/1/2015	11/21/2015
WALLED LAKE CROSSROADS										
JOHN PAVELKO	30 Days		\$36,540	(\$2,000)	\$18,355	\$1,968	\$56,863	\$0	1/1/2015	11/21/2015
WARREN CELTIC CROSS										
MATTHEW MEANS	28 Days	14 Days	\$63,417	\$0	\$27,513	\$2,500	\$93,430	\$1,650	1/1/2015	11/21/2015
WARREN FIRST										
JULIE DELZENNE	4 Weeks	2 Weeks	\$45,900	\$0	\$19,867	\$2,500	\$68,267	\$0	1/19/2015	11/21/2015
WATERFORD COMMUNITY										
THOMAS HARTLEY	1 Month	2 Weeks	\$52,648	\$0	\$22,291	\$3,000	\$77,939	\$0	1/1/2015	11/21/2015
WESTLAND KIRK/SAVIOR										
BETH DOWNS	5 Weeks	2 Weeks	\$45,086	\$0	\$3,449	\$2,100	\$50,635	\$0	11/18/2014	11/21/2015
WHITE LAKE										
ISAAC CHUNG	28 Days	16 Days	\$46,600	\$1,100	\$19,426	\$6,219	\$72,245	\$2,962	1/1/2015	11/21/2015
WYANDOTTE, FIRST										
ARTHUR OBERG	28 Days	42 Days	\$33,510	\$0	\$17,361	\$3,318	\$54,189	\$1,697	1/1/2015	11/21/2015
YPSILANTI, FIRST										
KEITH GEISELMAN	5 Weeks	14 Days	\$55,467	\$3,207	\$19,853	\$12,700	\$88,020	\$2,424	1/1/2015	11/21/2015

Heath Rada, moderator of the 2014 General Assembly, has issued a “call to the church” – a call for reform of the Presbyterian Church (U.S.A), naming a “a lack of trust across the church” and saying it’s imperative for the denomination to act soon.



Moderator of the 221st General Assembly (2014) of the Presbyterian Church (U.S.A.)

When I speak as Moderator of the PCUSA, it is critical to understand my role. I have no authority. My role is to serve as interpreter of the past General Assembly and to be an ambassador to the denomination. That is it!! And it is a privilege to serve in those ways.

Increasingly this year I have been aware of another role that is expected, though not stated, for the moderator. As many of you know, my primary mission these two years has been and continues to be “to listen and to love.” And I have been listening. Over and over I have had people say, “Listen to our pleas of concern for the church, and as moderator, do something about them.’ But my “powers” are limited. I am not a bishop nor a Pope, nor do I want to be. All I have is a platform on which to stand and speak, and I continue to pray that God will allow me to use it wisely and appropriately as my love for this Church has only grown in these past months.

It is in that context that I share the following.

Recently I called together a small task force of individuals to help focus on financial support in the area of Global Mission. This task force was comprised of two former moderators, two seminary presidents, two very successful business people who are also ordained PC(USA) ministers, a staff member who works in the area of missions, and me.

We began our conversation by trying to understand the current status of our Global Mission program, its financial condition, and if it was something where we could interject some ideas which might help forestall the crises of bringing home mission co workers from the field. I will confess to having a broader vision about the potential for our work, for I knew that many other

areas of our denomination at the national, regional and local levels, were also dealing with major budget shortfalls. My hope was that if a model was developed for Global Missions it might be applicable in other arenas of the PC(USA).

What emerged was an amazing and unanimous redefinition of what we should do with our time together. Almost instantly there developed a sense of deep urgency. There was a feeling that the issues related to funding Global Missions in the PC(USA) were much more intense than just what was happening in that program. It became apparent that we all believed a painful situation existed and for anything significant to be accomplished we must find ways for that trust to be restored. It was felt that our denomination needed to explore these matters in depth and that I should announce a CALL TO THE CHURCH to help in addressing them.

Mid-level judicatories, missions and ministries across the church, individual members, pastors, educators and financial donors, church administrators, staff and elected leaders of the national church share a common feeling that the current understanding of who we are as a denomination as well as our system of organizational operatives for executing our initiatives are not working anymore. The need for reform is urgent. As moderator I have had in depth conversations with people from every level of the church, and here are some of the major issues which I have identified as consistent responses. They will not be a surprise to most of you:

1. There is a profound and rapid change in the world around us that has put the church's relevance in question in ways we have not seen in our lifetime.
2. Not having a permanent current CEO in our Presbyterian Mission Agency, and having a Stated Clerk who is not going to seek reelection, has offered us a Kairos moment which is unique.
3. We are indeed facing a crises where there is lack of trust across the church. This is manifested in many ways but includes – departing congregations, confused members concerning who we are as the PC(USA), disinterested local sessions and congregations when it comes to national church initiatives (unless they are controversial) struggling mid-councils, frustrated and anxious staff in our national offices, many of whom are wary and disillusioned, and financial supporters who are seeking other ways than through our denomination to share their money.
4. Our theological institutions, who have provided a foundational element of our denomination historically, are also victims of this unrest and the “old models” of seminary education being handled in the ways of the past by the same deliverers is under scrutiny.
5. We must act to remedy some of these matters and we must do so with haste. I hear loudly and clearly that we do not have the luxury of time to discern and debate.

While this call necessarily involves many entities, it is important for congregations and members to know that they comprise the body of the PC(USA) and it is with them in mind that I am speaking out. I have heard their cries for change and that we seek God's will as we move forward. I know there is a disconnect between what members feel is happening at the national and even the Middle Judicatory levels. On one hand I see our organizational leadership trying to do, often in sacrificial ways, what we through our General Assembly have directed and I remind the church that If we feel they need to of us on different priorities, it is up to us to direct them

accordingly through the G.A. As I have observed them closely this year, I find their passion and commitment to service is a gift and a strength as well as provides an incentive for others to become involved in our work. But many people across the church see something else. They believe that “Louisville” is out of touch with them and that there is not an effective system in place for us to “be the church”. We need to rethink what we are asking our leadership to be and do and to develop a system that works for all of us, and where we affirm that God’s house, and Christ’s table, is large enough for all of us to participate as we seek to do the work of the Kingdom.

But let me also emphasize emphatically that as we make changes, we also need to support the ongoing missions and ministries of our church. We cannot just stop our work as the PC(USA) and take a year or two off to figure this out.

So what can be done? And when is it needed?

This call to the church does not provide the answer, but is more a naming of reality, a speaking of the truth in love, a call to change. And that my friends is part of what it means to be a reforming church, a claim we should embrace. Are we listening to God’s call for us to do a new thing? And are we willing to risk the comfort and in some ways the traditions of our past in order to accept our place in a resurrected church?

Imagine the image of living in a house which has had many rooms added over the decades. To get from one place to another we have to go outside, walk up stairs, reenter, go downstairs, and go through other rooms to get to where we want to be. This seems ridiculous, but as I have been listening, it seems consistent with what many believe is the current house we live in as a denomination. So we need to move. We need to sort through and decide what to retain and what to give away. We are functioning with a structure and approach that was designed for a church 30 years ago, but is no longer relevant. It is time for us to awaken to the realities of who we are as a denomination in the 21st century.

So what now?

What might it mean for us to hit the reset button for a new church start? What might it mean for us to practice Sabbath, and engage in a spiritual discipline for the church in order to discern our way? Or better yet, might we instead have a time of Jubilee (Leviticus 25) – which includes offerings of forgiveness, a releasing of what we have held captive (our current way of “being” church) that we might celebrate Jubilee, the Sabbath of Sabbath practiced every 50 years? Can we find a way to affirm a theological basis for who we are and who we are to be, one that embraces our uniqueness and our differences, and in that context establish the priorities for the church? And once we settle on priorities, can we implement an organizational network that can help us carry it out? Not everything has to change. Some things are working well. But still, a major overhaul is being called for and is needed.

To do this we need to avoid territoriality. This discussion needs to occur in local congregations, in all agencies and mission areas, personnel and governing bodies, advocacy groups, at all levels of the church and in all institutions of the church.

And while a sense of restlessness, of urgency, is good – fear and anxiety is not. We must take bold and immediate steps, and for us Presbyterians who love to discern and debate, it is essential that a resolution be found quickly. According to our polity, the mission, vision and structure of our denomination is determined by our General Assembly which meets every two years. We cannot wait until this upcoming Assembly to appoint a study committee to come back in two years with a recommendation that will take two years to implement. The people in the pews as well as the ongoing health of our organization and our staff says we cannot wait for four years to get this resolved. The need is immediate.

As I have listened and travelled, many individuals and various groups have offered ideas and thoughts about what to do. We have overtures coming to this year's General Assembly which address some areas related to these matters. How do we function as Christ's body? They have been conscientiously addressed and brought forward, and have helped to shed light on even broader issues which we are facing. But we need a broad based, overall, consistent understanding of how to proceed, and must do this with the involvement of our entire church. So here is the reality. We have a polity that says our General Assembly must be the official place to implement change while we as a church say we cannot wait. Is there any way to move this forward? Where do we start in order to be constructive and productive?

From my perspective it seems appropriate that the Committee on the Office of the General Assembly help us on the first stage of this effort. They are charged with planning and implementing the Assembly's work so it seems appropriate that they be the ones to start the process. Some group has to do it. I have met with a committee from COGA and they are already seeking to address this need. They see that they must address it in an organized but urgent way, with essential networking and information gathering from other agencies and bodies of the denomination. I hear the concern that some people feel which suggests that if we rely on one area of our denomination to take the lead in this process, they may be tempted to control the outcome so that their interests will be served. They feel the same way about any other agency or body taking the lead. This is not a specific condemnation of COGA. Instead it is a general suspicion and unrest with our organization. When the Committee on the General Assembly (COGA) discussed tackling this issue, they recognized that their position needed to be clear and that any bias or preferred outcome from them should not have any more influence than those of other bodies. I am convinced that they believe this and will utilize objective processes and procedures including resources outside of our denomination which can help us hear the will of our membership.

So what suggested specific steps should we take now?

1. Again let me state the obvious. Someone has to take a lead. I am asking that the denomination affirm and actively participate in the COGA process which is getting ready to be unveiled and which will undertake the massive task of assessing the church's will (in accordance with God's will) concerning who and what we need to be as a denomination. I am convinced they (and you) have been heard, and that they wish to hear more – not dictate a future outcome. I am asking that we trust this process unless, as it is implemented, we find reason not to do so. I am also asking the other 5 Agencies of the church through their executives and their boards, as well as all bodies of the church, to

affirm this effort even knowing that it may bring about some dramatic suggested changes. Our denomination needs to trust that we can and will work together and not focus primarily on issues which divide us or protect turf. Let me add that there are other initiatives which are currently being brought forward by some of the other agencies. It is my hope that these might compliment the study of COGA. One is a survey being undertaken by the Presbyterian Mission Agency Board which is seeking to find ways to determine their future priorities. They are deliberately seeking ways to be faithful in response to the very challenging and upsetting issues which they have faced or addressed and to serve the church in ways that the church is wanting. How this effort interfaces with the overall study of COGA should be coordinated in ways that do not confuse the church nor compete with one another.

2. I ask our church members, local sessions, Middle Governing bodies, advocacy groups, Agency boards, institutional members, people who have felt disenfranchised, people from different theological positions and different cultural and racial backgrounds, staff members at the local and national levels, and all others who care about our denomination to participate expeditiously in order that we might gather data which can help our Portland General Assembly next June to make informed and healthy decisions about our future.
3. I intend to start a series of “Moderator Chats” (these won’t be fireside – maybe they should occur around a communion table – or the Baptismal font?). I propose that we have scheduled talk back sessions with the moderator and vice moderator, as well as other people in leadership positions in the church, where various groups of our denomination will be able to share visions, ideas and hopes so that we might rebuild trust and move forward. Groups should include but not be limited to NEXT Church, The Covenant Network, The Fellowship Community, Middle Governing board staff, Advocacy groups, National staff members, agency boards, pastors, representatives from both large and small churches, Christian educators, church administrators, representatives from publications, seminarians , youth, and the list goes on. They should also represent the extraordinary diversity which is becoming an increasing part of our identity, and not be the voice only of the privileged who have comprised the majority of membership in our denomination for years. These will be open conversations, meaning that even if they are focused on some particular group, others may listen in, and we will seek ways to have their issues and concerns raised as conversations ensue.
4. I herewith call on the help of seminaries, presbyteries, church related colleges, camp and conference centers to work together, host, sponsor and participate in regional gatherings with commissioners elected to the 222nd General Assembly, as well as other interested Presbyterians, concerning ways to prioritize our work and how to begin to develop our priorities as well as begin a process to develop an organizational system for the reformed PC(USA) which is both feasible and adequate. Such a plan should be coordinated with COGA as they unveil their plans for study and feedback. And I also remind us that in our thinking and planning we realize that we are no longer a denomination of 5 million members but 1.7 million instead. Our resources are dramatically different than they were just a few years ago. Yet too many of us expect our denomination to operate in the same manner. That is both unrealistic and unfair to those who serve us.
5. I ask that we enlist that assistance of our communications departments in each agency to assist in advocating participation and sharing the results of this effort. Communication is

essential and a key element in restoring trust. This effort must be completely transparent and inclusive.

As I said earlier, I do not have any authority to dictate how this process occurs. Actually I don't have the authority to call for this action. Some who hear of this Call may feel I am overstepping my bounds. And they would be right. But I do believe firmly that we need to act, and to act NOW and believe that the platform afforded the Moderator affirms, or even demands, that I extend this call and challenge. We must make immediate decisions which will allow the 222nd Assembly In Portland to be able to deal realistically with many of the issues before us so they can act, not just appoint study commissions or refer this to ongoing committees. From all across the Church our membership has told me we do not have that luxury.

Also let me share that this effort will be a priority for the remaining months of my moderatorial term, and may require that I alter some of my engagements across the church. I grieve that fact and apologize that I may not fulfill some of the expectations people have for the Moderator to be present in their midst. But I feel called to make this effort a priority.

So let us step out in faith. Let us find ways to move this effort forward. Let us realize that if we make some decisions that don't work as we had hoped, we can change them. It is part of our governing process to make changes and to alter direction when we believe it is important. But let us not act as the "frozen chosen" and sit still and complain or opt out of participation. God is calling us to action. Do you hear? Can you join in?

Whatever avenue is chosen to advance this effort, the honest fact remains that it must happen. And the time is now.

May God guide us all, as well as the Church which we, and God, love.