

- The selection process shall consider past patterns of discrimination on the basis of race, sex, age, or disability;
- Position descriptions shall be realistic and based upon job related qualifications and standards to ensure that the description does not contain qualifications or selection criteria based on race, sex, age, or disability.

11/23/04. Amended by substitution 4/22/14

P-17 PRESBYTERY GUARANTEES OF LOANS TO CONGREGATIONS

The Presbytery of Detroit shall not guarantee any loan obtained by a member congregation unless the funding source for said loan is either through the Synod of the Covenant or the General Assembly of the Presbyterian Church USA.

DEFAULT OF LOAN

In the event of default of any loan that is secured by the real property or other assets of a congregation that is a member congregation of the Presbytery of Detroit, the Board of Trustees may meet with the Session of that member congregation, if that Session is still viable, or with the Administrative Commission for that member congregation. The Board of Trustees may consider whether it is appropriate to recommend that the Presbytery of Detroit provide financial assistance to the member congregation to satisfy the default. In making recommendations and decisions, the Board of Trustees and other committees and task forces of the Presbytery of Detroit shall consider whether the mission of the Presbytery of Detroit and its member congregations would be enhanced by curing such default; provided that the Presbytery of Detroit shall not under any circumstances provide financial assistance to any member congregation to satisfy loan obligations unless the current appraised market value of the real estate and other assets securing the loan exceeds 115% of the outstanding principal balance and accumulated interest and any penalties or other liabilities related to such loan, together with the principal balance, accumulated interest and any penalties respecting any other loans secured by all or any part of the same collateral that secures the loan that is in default. This policy shall be carried out without regard to the effect of default on any reversionary interest of the Presbytery of Detroit in any real property or other assets that are collateral securing the loan.

11/22/05

P-18 STRATEGY FOR URBAN MINISTRY

Rationale for the formation of a Detroit Presbytery Metropolitan Urban Ministry Team

INTRODUCTION:

- The journey of the urban initiative task group has been a long, laborious but rewarding one. Members have worked diligently and have persevered for almost two years. Each meeting involved discussion of biblical passages focused on what God is calling us to do. We were energized by such passages as Matthew 28:19 which directed us to “go and make disciples of all nations, baptizing them in the name of the Father, the Son and the Holy Spirit, and teaching them to obey everything I have commanded.” We have been challenging each other and the presbytery to “grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, prompting the body’s growth in building itself up in love.” –Ephesians 4:15-16.

HISTORY AND CONTEXT:

Among metropolitan areas in the United States, Detroit is the second in size of its land area. Only Los Angeles exceeds Detroit in its suburban sprawl, amounts of land

taken up in highways, parking lots and shopping centers. Detroit is unique in not having effective rail mass-transit. Suburban sprawl continues to take place with people commuting greater and greater distances from suburban homes into the City or to other suburbs to work.

In a community like this, none of us is well served. With its sprawl, its racial and cultural divisions, and its outdated systems, it does not work well for any of us.

THE CURRENT STATE OF URBAN MINISTRY IN DETROIT PRESBYTERY:

The presbytery is fractured, in a state of division. This is most graphically illustrated when people are asked whether they are urban people and part of an urban area. Detroit city residents say they are. People outside the city do not claim an urban identity or character. Urban to them is somebody else somewhere else. Some of them may go into the city to conduct urban program but do not live there, do not identify there, but at best go there to help. In spite of the fact that many suburban congregations are struggling to remain viable, the suburban churches have newer more functional facilities, more adequately supported pastors and more support staff than their city compatriots. Their neighborhoods are safer, their schools are better, their incomes are higher and their crime rates are lower.

THE CURRENT STATE OF URBAN MINISTRY IN THE LIGHT OF OUR FAITH:

Moving from a current description of the Presbytery's urban strategy that focuses on treating diseased parts of the Church, the Task Force now seeks to outline a strategy that will guide and direct the ministry of the members of Presbyterian churches in the metro-urban communities, cities, suburbs, townships and rural areas in the six county area of Wayne, Oakland, Macomb, Livingston, St.Clair and Washtenaw, where racially and culturally diverse communities are economically, socially, politically and spiritually interdependent, interrelated and connected.

We seek a healthy, vital, growing Presbytery of Detroit, where Christ is head, where partiality does not exist, and where everyone is respected and welcomed. Our understanding of our ministry is that it...

- Begins and ends with God's call
- Will reflect on the nature and attributes of God
- Finds its starting point, its direction, its vision in God's Word
- Is functional, practical and applicable
- Challenges us and calls us to live out our ministry
- Is molded and shaped by the context of where it is carried out
- Grows out of a careful listening to God's people.

THE DESIRED STATE OF URBAN MINISTRY:

In response to God's call, Presbyterians see themselves as interconnected and interdependent. Anything that happens in one part of the Presbytery affects people, communities and congregations in other parts. Though there are particular communities in Southeastern Michigan with which people identify as residents, they see themselves as citizens of the metropolitan area, connected and accountable to people in other communities. Where one rejoices we all rejoice. Where one suffers we all suffer. We believe ourselves called to ministry across every line of conflict to achieve reconciliation. (Confession of 1967 9.45)

In Presbyterian polity there is no such thing as an isolated congregation. "Since the whole company cannot meet together in one place to worship and to serve, it is

reasonable that it should be divided into particular congregations. The particular church is, therefore, understood as a local expression of the universal Church.” (G-4.0102) “Visible oneness, by which a diversity of persons, gifts and understandings is brought together, is an important sign of the unity of God’s people.” (G-4:0203) It is the desired state of the Presbytery of Detroit that congregations are constantly led to affirm that they are interconnected and interdependent with each other, engaged in mutual ministry that crosses the lines of city and suburbs. In this way city and suburban congregations can all be strengthened and their call to ministry broadened and energized.

HEALTHY CONGREGATIONS - The desired state of urban ministry shall be achieved through healthy congregations. A healthy congregation is:

Confident

- Conducting normal church program with confidence
- Conducting worship, education, prayer and witness in a way that is alive and responsive to the life situations and needs of its members and others.
- Uses a variety of cultural expressions and forms

Involved

- A congregation which is seen in the community as a symbol and center of Godly activity.
- Seen by the community as prophetic and challenging, and collaborates with community groups.

Inviting

- The lights are on and the doors are open.
- A physical place that is inviting, functional and accessible in a physical and psychological sense.

Equipped

- A congregation with adequate people, staff, space, energy and ideas from its own resources and in partnership with others.

Listening

- A congregation that places high priority on the needs of persons outside the church who are not its members.

COOPERATIVE MISSIONS - The desired state of urban* ministry shall be achieved through cooperative missions. Initially, several cooperative missions would involve a number of congregations, both urban and suburban, which conform to this group’s definition of a healthy church, taking into account the following:

- A. Exhibition of most of the criteria for healthy# churches listed above.
- B. History of relationships already existing in the presbytery. With churches already related in some way.
- C. Size in resources, membership and staff sufficient to engage comfortably in new urban programming.
- D. Demonstrated willingness among the potential partners to engage in ministries of outreach, including such things as housing, transportation, elderly, children, health care, community organization, and./or food.
- E. Geographical proximity making transportation convenient from one service area to another.
- F. An urban* community environment that shows signs of growth, health, good infrastructure and positive change, leading to the conclusion that ministry by a coalition of churches has some possibility of success.

Definitions –

Healthy Congregation – see definition and criteria above.

* Urban - we have defined urban as descriptive of the whole Presbytery, but include this further understanding - areas of the Presbytery, most specifically Detroit, where the reality of life falls short of the Presbytery Vision, where the need is greatest, where too few congregations are healthy and where shared resources can make the greatest difference.

• BIBLICAL REFLECTIONS

The urban initiative task group has studied Scripture at length and in depth over the last several years and sees a stark contrast between the current state and the Divine call when doing so. Whenever in Scripture divisions are seen, lines of cleavage, there is a challenge to reconcile across those lines and achieve unity. Wherever in Scripture disparities are noted in income and viability between different groups of people, there are challenges to achieve distributive justice.

A. Scriptures we have found helpful:

Exodus 3	burning bush	we are on holy ground
Proverbs 11: 10-14	listening respect	shared wisdom
Isaiah 2:1-11	hope for the city	God's people
Jeremiah 29	pray for the city	the city counts with God
Ezekiel 11	the meat and the pot	essentials not casinos
Daniel 3	out of the fire	the power of faith
Matthew 5:1-12	Beatitudes	the blessings we should seek
Matthew 9:35	The harvest is plentiful	preaching in the cities
Matthew 28	go	our mission charge
Luke 4:18	I am sent to find the lost	is this not its shape?
Acts 2:8-44	the early church in action	a caring community of faith
Acts 4	fellowship and sacrifice	shared resources
Romans 2	a new time of faithfulness	time for new things
I Corinthians 12	the body of Christ	weeps and rejoices together
II Corinthians 1 & 4	missional church	against all odds we grow strong
II Corinthians 5: 16-21	ambassadors for Christ	in all we do we proclaim him
Revelation 21:1-11	I saw a new city	the vision of the future is a city

How these texts addressed us:

“In the beginning God created the heavens and the earth” God is omnipotent, omnipresent, omniscient reality.

“But seek the welfare of the city where I have sent you into exile, and pray to the Lord on its behalf, for in its welfare you will find your welfare. (Jer. 29.7) The prophet’s message is to the exiles, to pray for the city and the city will bless you.

“Then Jesus went about all the cities and villages, teaching in their synagogues and proclaiming the good news of the kingdom and curing every disease and every sickness. When he saw the crowds he had compassion for them because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples ‘The harvest is plentiful, but the laborers are few; therefore ask the lord of the harvest to send labors into his harvest.’ Mt. 9:35-38

“The spirit is upon me because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed free, to proclaim the year of the Lord’s favor. “ Luke 4:18-19

In Jesus we find the supreme expression of God’s presence in the cities. Jesus did not flee the challenges and ills of the city. He entered the cities so he could address the needs. He lived among the unsaved. Should the church not do the same?

“Go therefore and make disciples of all nations, ...teaching them to observe all things that I have commanded, and I am with you always, even to the end of the age.” Matthew 28. The call of God is to follow Jesus into the city. The authority given to the disciples was to do ministry in the city. The lord instructs disciples for ministry in the city with a promise to be with disciples in ministry to the city.

2/27/07

P-19 QUESTIONS TO CANDIDATES

When a candidate is received under care of the Presbytery, the Moderator shall ask the following questions of the candidate before the candidate is declared enrolled:

Do you believe yourself to be called by God to the ordered ministry of teaching elder?

Do you promise in reliance upon the grace of God to maintain a Christian character and conduct, and to be diligent and faithful in making full preparation for this ministry?

Do you accept the proper supervision of the presbytery in matters that concern your preparation for this ministry?

Do you desire now to be received by this presbytery as a candidate for the ordered ministry of teaching elder in the Presbyterian Church (U.S.A.)?

If these questions are answered in the affirmative, a brief charge shall be given, the candidate’s name shall be recorded on the presbytery’s roll of candidates, and the proceedings shall close with prayer.

6/26/07. Amended 6/26/12

P-20 USE OF STYROFOAM CONTAINERS AND BOTTLED WATER

Styrofoam containers and individual bottled water shall not be provided at presbytery meetings, functions of all types, and participants are asked to bring their own water in containers of their choice. Congregations hosting Presbytery meetings are requested to abide with this policy.

P-21. POLICY ON SPECIAL COMMITTEES FOR LOCAL CHURCH MATTERS