



**Grace Presbytery Council**  
Acting on Behalf of Grace Presbytery<sup>1</sup>  
Wednesday, September 2, 2020 Special Meeting

Grace Presbytery Vision Statement

Led by the Holy Spirit, Grace Presbytery seeks to embody the Gospel of Jesus Christ through relating connectionally, governing gracefully, and living into God’s vision for the world.

Grace Presbytery Mission Statement

Grace Presbytery claims God’s mission as our calling: to proclaim the gospel of Jesus Christ who saves, redeems, and reconciles the world to God through ministries of witness, justice, and mercy. Grace Presbytery prepares and supports leaders to build vital congregations that reach seekers and those in need, nurture disciples, and send apostles of our Lord into the world.

Electronic Meeting

This meeting is held electronically in accordance with Standing Rule 3.11, the General Assembly’s authoritative interpretation of F-3.0205 (*Minutes* of the General Assembly, 2004, Part I, page 329) and *Roberts Rules of Order, Newly Revised* (page 482).

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<sup>1</sup> Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery ...”

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**Motions Approved by the Presbytery Council**

1. *Presbytery Council, acting on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9 approved the following actions taken by the Presbytery Council in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information: [9/2/20]*
  - A. Approved the docket of the September 2, 2020 stated meeting of the Presbytery Council. [9/2/20].
  - B. Approved the minutes of the June 12, 2020 stated meeting of the Presbytery Council. [9/2/20]
  - C. Approved the following funds for Presbyterian Church (U.S.A.) mission co-workers: \$22,000 of salary support from Grace Presbytery in 2020 designated for **Rev. Victor Makari** at Christmas Lutheran Church in Bethlehem; \$22,000 for **Rev. Cathy Chang** in Manila, Philippines and her ministry addressing human trafficking; \$22,000 of salary support for **Rev. Sharon Bryant** serving in Thailand as the coordinator of Christian Volunteers Thailand Program. [9/2/20]

Background and Rationale: These funds are from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination at which time Grace Presbytery designated funds for this purpose. On October 1, 2015 Grace Presbytery approved the following recommendation concerning the use of the funds received in settlement: “Grace Presbytery designated \$1,600,000 for one-half of the expenses of two Presbyterian Church (U.S.A.) International Mission Coworker positions (\$64,000 per year). This designation being subject to annual review and recommendation, might be changed by the presbytery in the future.”

In consultation with the World Mission office, Grace Presbytery identified and funded two mission co-workers who were beginning their first 4-year term mission service: **Rev. Cathy Chang** in the Philippines, and **Rev. Victor Makari**, a mission co-worker in the Middle East, for our continuous support of Israel-Palestine mission efforts. Both Cathy and Victor lead life-transforming missions work in their respective fields and are grateful for Grace Presbytery’s support, partnership, and contribution.

A slight reduction in giving to the above two will allow us to also fund **Rev. Sharon Bryant**, a minister member of Grace Presbytery since 2004. Since her deployment to Thailand in 2011, Sharon has been validated by our Committee on Ministry for her position as the Presbyterian mission co-worker at the invitation of the Church of Christ in Thailand. Her current work has empowered a new generation of young adults who discover the joy of mission work and the wonder of sharing the good news of God’s gift of love and life to countless number of students in 25 schools throughout the underprivileged areas in Chiang Rai, Chiang Mai and Bangkok. Her presence in Thailand is even more so meaningful to the continuous Presbyterian partnerships founded by her parents **Richard and Evelyn Bryant** who were long time Presbyterian missionaries in Thailand.

- D. Asked the Presbytery Council Moderator, in consultation with the Interim General Presbyter, to appoint a 3-5 member task force to study how the two funds from the Highland Park Settlement – the Grace Center for Leadership Fund and the East Texas Hispanic Mission Probe Fund – may be repurposed for ministry within Grace Presbytery, and that the final decision on this matter will be made by the whole presbytery at its next meeting. [9/2/20]
- E. Cancelled the stated meetings of Grace Presbytery scheduled for September 26, 2020 and November 14, 2020 due to the ongoing COVID-19 pandemic in accordance with Standing Rules 1.4.8. and 1.4.9. [9/2/20]
- F. Received an oral report from Presbytery Council Moderator **Ruling Elder John Williams**. [9/2/20]
- G. Received an oral report from Presbytery Moderator **Rev. Lisa Patterson**. [9/2/20]
- H. Received an oral report from Presbytery Vice Moderator **Ruling Elder Mike Jones**. [9/2/20]

- I. Received an oral report from Interim General Presbytery **Rev. Michael Thompson**. [9/2/20]
- J. Received a written and oral report from Stated Clerk **Rev. Gerry Tyer**. [9/2/20]
- K. Received the written and oral report from Presbytery Treasurer **Trey Angel** including the following unaudited financial reports. [9/2/20]
  - 1) Income and Expenses Report (Statement of Operations) as of June 30, 2020
  - 2) Balance Sheet as of June 30, 2020
  - 3) Shared Mission Support Report as of June 30, 2020.
- L. Received an oral report from General Presbyter Search Committee member **Ruling Elder Phyllis Kidwell**. [9/2/20]
- M. Received a written and oral report from Social Justice Task Force Co-Moderator **Rev. Thomas Gibbons**. [9/2/20]
- N. Received a written and oral report from Committee on Ministry Moderator **Rev. Michael Waschevski**. [9/2/20]
- O. Voted to go into executive session. [9/2/20]
- P. Voted to rise from executive session. [9/2/20]
- Q. Received a written and oral report from Personnel Committee Moderator **Rev. Andy Odom**. [9/2/20]
- R. Received a written and oral report from Church Development Committee Moderator **Rev. Harry Meissner**. [9/2/20]
- S. Received an oral report from Budget and Finance Committee Moderator **Rev. Woody Meredith**. [9/2/20]
- T. Received a written and oral report from Congregational Support Committee Moderator **Ruling Elder Brian Parker**. [9/2/20]
- U. Received a written and oral report from Nominating Committee member **Ruling Elder Phyllis Kidwell**. [9/2/20]
- V. Received a written and oral report from Board of Trustees Secretary **Rev. Gerry Tyer**. [9/2/20]
- W. Received a written and oral report from Committee on Representation Moderator **Rev. Richard McDermott**. [9/2/20]
- X. Received a written report from Commissioned Pastor Task Force Moderator **Rev. David Batchelder**. [9/2/20]

- Y. Received a written and oral report from the Preparation for Ministry Committee staff resource person, **Rev. Elizabeth Callender**. [9/2/20]
- Z. Received staff reports from the Director of Ministry Services **Joanna Kim**, Director of Ministry Transitions **Rev. Craig Krueger**, Director of Ministry Development **Rev. Elizabeth Callender**, Director of Communications **M.E. Clary**, and the Director of Property Management **Ruling Elder Karen Ebling**. [9/2/20]

Information from the Presbytery Council

- A. Attendance at the September 2, 2020 Presbytery Council special meeting held via electronic means: Class of 2020: **Rev. Donald Hogg** (Fort Worth, Westminster), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Thomas Lamb** (Temple, Grace), Class of 2021: **Elder Wendell Black** (Arlington, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), **Rev. William Wilson** (Kilgore, First), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Ruling Elder Denyse Rodgers** (Waco, Central), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Moderators of Presbytery Entities: **Rev. Michael Waschevski** (Committee on Ministry), **Rev. Harry Meissner** (Church Development Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Rev. Andy Odom** (Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Stated Clerk **Rev. Gerry Tyer** (H.R.), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Joanna Kim** (Director of Ministry Services), **Rev. Elizabeth Callender** (Director of Ministry Development), **Rev. Craig Krueger** (Director of Ministry Transitions), **Ruling Elder Karen Ebling** (Director of Property Management), **Ruling Elder Vicki Roberts** (Director of Finance). Guests: **Rev. Thomas Gibbons** (Co-Moderator of the Social Justice Task Force), Excused: **Rev. Lisa Juica Perkins** (Nominating Committee).
- B. The September 2, 2020 Presbytery Council meeting was opened in prayer by Council Moderator **Rev. John Williams**. The meeting was closed in prayer by **Rev. Will Wilson**.

**Motions from the Stated Clerk**

1. *Presbytery Council suspended Standing Rule 1.4.5 and approved the following three dates and places for presbytery meetings next year: First Presbyterian Church, Richardson (May 1, 2021), First Presbyterian Church, Fort Worth (September 25, 2021), and First Presbyterian Church, Tyler (November 13, 2021).*

Rationale: Due to the ongoing COVID-19 pandemic, the presbytery will only schedule three meetings. If the situation changes, a fourth meeting could be added at a later time.

2. *Presbytery Council approved the following changes in the Standing Rule 1.5.1 (deleted text is in ~~strikeout font~~ and new text is in **bold italic font**):*

Duties of the Board of Trustees include:

... approving loan requests from congregations *with the concurrence of the Committee on Ministry* up to \$500,000 ~~\$1,000,000~~ – requests over \$500,000 ~~\$1,000,000~~ need the additional approval of the Presbytery Council.

Rationale: Due to increasing construction costs, the increase from \$500,000 to \$1,000,000 is necessary. It is important for the Committee on Ministry to evaluate the ministry needs of a church prior to approval since the purpose of the loan is more than simply a business decision.

### Information from the Stated Clerk

- A. The following ministers of Word and Sacrament entered the Church Triumphant since the last meeting of the Presbytery Council: **Rev. Linda S. Lann** (May 11, 2020), **Rev. Steven C. Nilmeier** (June 5, 2020).
- B. The Standing Rules have been edited to remove the remaining references to the Administrative Commission on Property (which was previously dissolved, and the duties folded into the Board of Trustees).

## Financial Reports

### Invested Reserves June 30, 2020

Account Number	Account <sup>1</sup>	Beginning Cost	Beginning Market Value	Contributions	TPF Fixed Income Pooled Fund	TPF Large Cap Equity Pooled Fund	TPF Balanced Pooled Fund	Other Income	Distributions	Change in Unrealized Gain/Loss	Realized Gain/Loss	Ending Cost	Ending Market Value
50974	William B. Robinson Legacy <sup>2</sup>	596,739.67	694,499.24				3,709.80	0.45	(3,713.08)	48,834.84		596,736.84	743,331.25
50976	Candidates Committee Scholarship <sup>3</sup>	137,874.74	159,925.54				1,518.75	8.38		19,992.22		139,401.87	181,444.90
50979	Presbytery Mission Budget Fund <sup>4</sup>	7,033,222.95	7,060,067.64				66,887.88	8.22	(66,947.14)	880,493.67		7,033,171.91	7,940,510.26
50984	H.L. Morrison Foundation <sup>5</sup>	308,290.58	346,177.35				1,774.89	18.76		23,364.15		310,084.23	371,335.15
50985	Fund Consolidated with 50979	552,374.08	651,837.97				6,762.21	6.93	(9,562.77)	89,016.01		549,580.45	738,060.35
50990	Stella Hovey Youth Leadership <sup>6</sup>	27,739.02	33,004.92				350.50		(484.02)	4,588.15	27.69	27,633.19	37,487.25
52099	Oak Hill, Fort Worth - Youth <sup>7</sup>	21,202.42	23,345.26				146.70	4.45		1,931.27		21,353.57	25,427.68
52205	Walkup-Bird Church of South India <sup>8</sup>	25,539.46	30,844.27				206.16	5.35		2,713.95		25,750.97	33,769.74
53351	R.L. Donald, Jr. Endowment <sup>9</sup>	633,777.63	893,162.15				9,442.62	1.16	(9,450.99)	124,300.18		633,770.42	1,017,455.12
53352	R.L. Donald, Jr. Endowment <sup>10</sup>	471,162.12	663,993.42				7,019.82	0.87	(7,026.04)	92,407.08		471,156.77	756,395.14
53387	Tom Currie Scholarship <sup>11</sup>	27,882.42	35,280.91				310.92	2.70		4,090.52		28,196.04	39,685.05
53579	Ethnic/Multicultural Ministry <sup>12</sup>	96,177.86	122,385.79				1,299.71		(1,794.36)	17,002.57	113.50	95,796.71	139,007.21
53831	Fund Consolidated with 50979	1,130,844.93	1,243,045.65				13,200.75		(18,239.07)	173,127.65	715.46	1,126,522.07	1,411,850.44
54458	Fund Consolidated with 50979	774,774.51	774,774.51					329.91	(10,473.42)	-		764,631.00	764,631.00
54459	Fund Consolidated with 50979	3,760,405.99	4,103,664.99		4,410.06	3,072.73		616.16	(66,126.54)	343,347.25	5,254.75	3,707,633.15	4,394,239.39
54652	PCUSA International Mission Coworker <sup>13</sup>	1,700,714.65	1,747,565.54				18,734.36			246,345.93		1,719,449.01	2,012,645.83
54653	Young Adult Volunteer Scholarship <sup>14</sup>	1,473,846.61	1,511,432.26				16,202.96			213,059.35		1,490,049.57	1,740,694.57
54654	Grace Center for Leadership <sup>15</sup>	893,084.41	915,439.06				9,813.75			129,045.05		902,898.16	1,054,297.86
54655	Mission Study Fund <sup>16</sup>	183,249.40	183,249.40					78.66		-		183,328.06	183,328.06
54656	Small Church Mission Specialist <sup>17</sup>	280,849.37	280,849.37					108.67	(27,700.00)	-		253,258.04	253,258.04
54657	East Texas Hispanic Mission Probe <sup>18</sup>	689,120.78	697,654.92				3,040.81	177.69		40,009.80		692,339.28	740,883.22
54658	Fund Consolidated with 50979	1,802,773.01	1,695,560.55				13,334.96	193.83		175,392.18		1,816,301.80	1,884,481.51
54659	First Presbyterian Church, Palestine <sup>19</sup>	149,018.31	149,018.31					63.98		-		149,082.29	149,082.29
54865	Fund Consolidated with 50979	5,255,849.91	4,886,711.91				50,370.42	67.64	(65,404.44)	663,062.39		5,240,883.53	5,534,807.92
54898	John Knox Assistance Fund <sup>20</sup>	27,300.60	25,360.38				246.39	1.08		3,243.52		27,548.07	28,851.36
55219	Karl Travis Scholarship <sup>21</sup>	83,152.33	73,614.14	3,000.00			809.10			10,566.17		86,961.43	87,989.41
	<b>Total</b>	<b>28,136,967.76</b>	<b>29,002,465.45</b>	<b>3,000.00</b>	<b>4,410.06</b>	<b>3,072.73</b>	<b>225,183.46</b>	<b>1,694.89</b>	<b>(286,921.87)</b>	<b>3,305,933.90</b>	<b>6,111.40</b>	<b>28,093,518.43</b>	<b>32,264,950.00</b>
	Total Presbytery Mission Budget Fund: 50979+50985+53831+54458+54459+54658+54865	20,310,245.38	20,415,663.22	0.00	4,410.06	3,072.73	150,556.22	1,222.69	-236,753.38	2,324,439.15	5,970.21	20,238,723.91	22,668,580.87

### Invested Reserves Footnotes

<sup>1</sup> **All accounts** are invested with Texas Presbyterian Foundation and each is given its proportion of earnings or losses based on investment performance. Unless otherwise noted, TPF distributes income (or losses) to each fund based on the current spend rate.

<sup>2</sup> **William B. Robinson Legacy Fund** (50974) was established in 1965 by the estate of William B. Robinson of Palestine, Texas. The initial value of \$244,756 of this fund is restricted as a corpus and the accumulated appreciation used to provide income for specific line items in the presbytery annual mission budget as designated by the donor for the general operations of the presbytery. In 2006 \$263,700 was used from this fund for part of Grace Presbytery's one-third share in the purchase of the Presbyterian Mission Center in Irving. (The other shares are owned one-third each by Texas Presbyterian Foundation and the Synod of the Sun.)

<sup>3</sup> **Candidates Committee Scholarship Fund** (50976) was established in 1987 with an initial balance of \$46,143.37 by the consolidation of accounts listed below and from contributions by individuals on occasions such as ordination services.

- a) **Ferrell Beck Fund** was established in 1974 and named after Ferrell Beck who was a member of Churchill Way Presbyterian Church, the predecessor congregation to Bentwood Trail Presbyterian Church of Dallas. The donor allowed the corpus of this fund and any accumulated appreciation to be fully spent.
- b) The **Billington Memorial Fund** was established in 1983 by W.A. Billington of Waco and Patsy Brandenburg Billington of Santa Fe after the death of their son Barry. It was funded at that time with a gift of \$100,000. The Billingtons directed that the income from the fund go to support candidates for ministry in Grace Presbytery. The corpus of the fund is permanently restricted. The Presbyterian Church (U.S.A.) Foundation distributes income earned on this fund to the presbytery based on the current spend rate.
- c) **Blanch Gooch Carter Fund** was established in 1982 from Blanch Gooch Carter's estate with an initial value of \$28,064.99. She was a member of St. Stephen Presbyterian Church, Fort Worth. The initial value of the estate is a permanent endowment with income used to support candidates for church vocations from Grace Presbytery.

<sup>4</sup> **Presbytery Mission Budget Fund** was established by the presbytery in 2020 by the consolidation of the funds listed below in order to receive all undesignated gifts to the presbytery, proceeds of the sale of property (including property of dissolved congregations), lease income, etc. The initial balance and future deposits will be retained as a corpus and the accumulated appreciation used to provide income for the presbytery annual mission budget and other mission purposes as designated by the Presbytery Council.

- a) **Proceeds Sale of Property Fund** (54459) was established by the presbytery to receive proceeds of sales from property of closed churches and to pay expenses for unsold property owned by the presbytery. This fund came from various unrestricted gifts, the assets of various closed churches, and the consolidation in 2016 of the Church Development Fund #1 and the Church Development Crowley Fund (both of which have an unrestricted corpus and unrestricted accumulated appreciation) and originated with the sale of the "Crowley" property, an unused new church development site.
- b) **Jubilee Loan Fund** (50985) was established in 1929 by the Presbytery of Dallas when it merged the Dallas Presbyterial Memorial Loan Fund, the Golden Jubilee Endowment, and the Loan Fund of Dallas Presbytery into the Jubilee Memorial Loan Fund. The original source of the fund, and additions to it for many years thereafter, came from very small contributions made as memorial gifts honoring individuals. No documentation indicates these small gifts were ever specifically restricted. In 1938 Dallas Presbytery designated the fund for "Home Mission work" meaning any mission within the presbytery. In 1972 Covenant Presbytery designated the fund "... be held as a perpetual trust for the purpose of providing low interest, short term loans to churches for special or emergency needs." and to administer it in keeping with the rules and regulations then in effect by Northeast Texas Presbytery, "... until such time as circumstances may justify changing the management policies." Throughout its history, there is no documentation of any donor restrictions with regard to this fund – only various designations by the presbytery from time to time. Over the years various loans were made and paid back. All interest and principal payments received from repaid loans were deposited back into the fund. Since there are only presbytery designated restrictions on the fund, the entire corpus and interest deposited into the fund is available for any use the presbytery decides.
- c) **Operating Reserve Fund** (50979) was established by the Presbytery Treasurer for operating reserves by transferring \$300,000 from another unrestricted account. In 2016 the following funds were added to this account (all of which have the same unrestricted purposes as this fund): Operating Reserve Fund #552-04C11 Account #10150, Operating Reserve Fund #552-04B48 Account #10205, and the Murphy and Rochester, Inc. Fund #51457 Account #15155. The Murphy and Rochester, Inc. Fund originated from a joint gift in 1978 from Thomas D. and Rubye Murphy and Louis and Lois Rochester, owners of Texaco gas stations in West Texas. Louis Rochester was a Texas Presbyterian Foundation trustee from 1962-1981. Records have no

information why Grace Presbytery received the gift and do not indicate donor restrictions. In 1983 it was jointly owned by Grace Presbytery and Palo Duro Presbytery. In 2000 the balance was divided and equally deposited into separate accounts for each presbytery.

- d) **Emergency Fund** (53831) was established by the Presbytery Treasurer to insure at least 50% of the annual budget is held in reserves for emergencies. It is unrestricted.
- e) **Contingency Fund** (54458) was established by the presbytery for contingencies from various unrestricted funds and with \$500,000 added in 2015 from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination.
- f) **Loan Guarantee Fund** (54865) was established in 2016 by the presbytery in order to offset the contingent liabilities created when churches take out loans. It consolidated the following funds, all of which are not donor restricted: Loan Guarantee Fund #552-04013 Account #10201, Loan Guarantee Fund #21 Account #10202, Loan Guarantee Fund #22 Account #10203, Loan Guarantee Fund #26 Account #10200, Church Development/Transformation Fund #53375 Account #15211, St. John Presbyterian Church, Dallas New Church Development Support Fund #51464 Account #15208 (a fund originating in 1996 with an initial amount of \$200,000), Cecil Lang Fund #50988 Account #15152 (a fund named after the presbytery executive in charge of church extension from the 1940s to the 1960s). All of these funds can be used for its presbytery-restricted purpose.
- g) **Bethany Presbyterian Church, Dallas Fund** (54657) represents the assets of the congregation when it closed in 2018. There is no donor restriction on this fund. It can be used for any purpose approved by the presbytery.

<sup>5</sup> **H.L. Morrison Foundation Fund** (50984) originated with a 1926 gift given by John E. Morrison of Graham, Texas to the H.L. Morrison Foundation. The Foundation was created in a trust instrument and the Foundation's beneficiary was the Fort Worth Presbytery. Income from the funds of the Foundation was designated for use in support of "Home Mission activities," meaning mission activities within Fort Worth Presbytery. In 1974, it was agreed that each of the two successor bodies (Palo Duro Presbytery and the presbytery which became Grace Presbytery) would retain one-half of the assets. Grace Presbytery's share was \$82,701.46. When the Presbyterian Mission Center was purchased, the Morrison fund provided \$107,000. The original gift is restricted as a corpus and the accumulated appreciation used to provide income for specific line items in the presbytery annual mission budget as designated by the donor for mission activities within the presbytery.

<sup>6</sup> **Stella Hovey Fund** (50990) was established on April 8, 1991 by an anonymous donor to "support opportunities and experiences for youth between the ages of 15 and 23." The original corpus of \$19,851.26 is permanently restricted, but the accumulated appreciation is available for presbytery youth activities.

<sup>7</sup> **Oak Hill Presbyterian Church, Fort Worth Fund** (52099) came from the proceeds from the sale of its building when it was dissolved in 2003. The presbytery used part of the proceeds to establish a temporarily restricted account for Youth Connection events.

<sup>8</sup> **Walkup-Bird Church of South India Legacy Fund** (52205) was established by the General Presbyter in 2004 from a donor-restricted gift to help fund the Church of South India mission trips for Julie Walkup-Bird and Adrian Bird.

<sup>9</sup> **R.L. Donald, Jr. Endowment Fund** (53351) was established in 2008 upon the death of Neva Donald, R.L. Donald's widow. It was funded with \$624,326.64 representing 40% of the assets of the **R.L. Donald Charitable Remainder Unitrust**. The corpus is permanently restricted, and the accumulated appreciation is used to provide income for specific line items in the presbytery annual mission budget as designated by the donor for general operation expenses of the presbytery.

<sup>10</sup> **R.L. Donald, Jr. Endowment Fund** (53352) was established in 2008 upon the death of Neva Donald, R. L. Donald's widow and funded with \$468,244.98 representing 30% of the assets of the **R. L. Donald Charitable Remainder Unitrust**. The corpus is permanently restricted, and the accumulated appreciation is for church development or redevelopment in the presbytery.

<sup>11</sup> **Tom Currie Committee on Preparation for Ministry Racial/Ethnic Scholarship Fund** (53387) was created in honor of Rev. Tom Currie who served for many years on the Committee on Preparation for Ministry of Grace Presbytery. In 2008-2009 contributions of \$13,500.00 were received in his honor from Grace Presbytery and



individuals. The corpus and any accumulated appreciation is not restricted and may be fully spent for scholarships for racial/ethnic candidates as determined by the Committee on Preparation for Ministry.

<sup>12</sup> **Ethnic/Multicultural Ministry Church Development Fund** (53579) was established by Grace Presbytery in 2010 with a grant of \$93,000 designated for ethnic/multicultural ministry.

<sup>13</sup> **PCUSA International Mission Coworker Fund** (54652) was created in 2015 by the presbytery with \$1,600,000 designated to pay one-half of the expenses of two Presbyterian Church (U.S.A.) international mission coworker positions by creating an endowment which should provide approximately \$64,000 per year. This is a presbytery-designated purpose and may be changed by the presbytery in the future. The original funding is from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination.

<sup>14</sup> **Young Adult Volunteer Scholarship Fund** (54653) was created in 2015 by the presbytery with \$1,250,000 designated to pay the expenses for twenty Young Adult Volunteer Scholarships to bring YAVs to Grace Presbytery and to send young adults of Grace Presbytery to engage in mission elsewhere by creating an endowment which should provide approximately \$50,000 per year. This is a presbytery-designated purpose and may be changed by the presbytery in the future. The original grant was from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination.

<sup>15</sup> **Grace Center for Leadership Fund** (54654) was created in 2015 by the presbytery with \$750,000 designated for leadership development events sponsored by the Grace Center for Leadership Innovation by creating an endowment which should provide approximately \$30,000 per year. This is a presbytery-designated purpose and may be changed in the future. The original grant was from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination.

<sup>16</sup> **Mission Study Fund** (54655) was created in 2015 by the presbytery with \$175,000 designated for mission study trips, partial underwriting of costs and scholarships for three years at two trips per year. This is a presbytery-designated purpose and may be changed by the presbytery. The original grant and any accumulated appreciation are available to be fully spent. The original grant was from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination.

<sup>17</sup> **Small Church Mission Specialist Fund** (54656) was created in 2015 by the presbytery with \$375,000 designated for a small church mission specialist for congregations with fewer than one hundred members employed by Grace Presbytery. The original grant and any accumulated appreciation are available to be fully spent. The original grant was from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination. The 2020 presbytery budget used this fund to pay the compensation of one ministry director.

<sup>18</sup> **East Texas Hispanic Mission Probe Fund** (54657) was created in 2015 by the presbytery with \$625,000 designated for a Hispanic mission probe in East Texas. The original grant and any accumulated appreciation are available to be fully spent. The original grant was from the settlement of the lawsuit with Highland Park Presbyterian Church, Dallas when the church left the denomination.

<sup>19</sup> **First Presbyterian Church, Palestine Fund** (54659) is a temporarily restricted fund held for the church until the Committee on Ministry of the presbytery approves a mission/ministry plan submitted by the church.

<sup>20</sup> **John Knox Presbyterian Church, Fort Worth Assistance Fund** (54898) was created in 2016 when the church was closed. The account will be closed in 2020.

<sup>21</sup> **Karl Travis Scholarship for Excellence in Ministry and Preaching Fund** (55219) was established in 2019 with a \$15,000 grant from the Grace Presbytery in honor of the ministry of Rev. Karl Travis and upon the occasion of his unexpected medical retirement. Other designated contributions have been received from churches and individuals. The purpose of this fund is to provide scholarships to seminarians who show promise for congregational ministry with excellence in preaching. Both the corpus and accumulated appreciation are available to be fully spent.

Balance Sheet

<b>Balance Sheet (Unaudited) as June 30, 2020</b>	
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
Total Cash Savings	1,538,379.92
Total Accounts Receivable	13,087.29
Prepaid Expenses	3,679.95
Total Notes and Loans Receivable	80,585.78
<b>TOTAL CURRENT ASSETS</b>	<b>1,635,732.94</b>
<b>INVESTMENTS HELD FOR LONG TERM USE</b>	
Bonds and Fixed Income Investments	1,179,621.41
Equity-Oriented Investments	32,264,950.00
Investments in Real Estate – Presbyterian Mission Center Building	1,450,000.00
<b>PROPERTY AND FIXED ASSETS</b>	
Real Estate Property	4,408,102.09
Mineral Lease Property	31,500.00
Land Held for Sale	785,685.00
Property Plant and Equipment	36,184.47
Other Assets - Due from Funds	(0.47)
<b>TOTAL ASSETS</b>	<b>41,791,775.84</b>
<b>LIABILITIES &amp; NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts Payable – Presbytery	(162,686.60)
Accounts Payable – Employees	49,667.13
Accounts Payable - General Assembly	50,158.64
Accounts Payable – Synod	27,545.14
Accounts Payable – Grace Presbytery Directed Receipts	(498.78)
Designated Funds	1,722,014.32
Other Liabilities - Due to Funds	0.00
<b>TOTAL LIABILITIES</b>	<b>1,686,199.85</b>
<b>NET ASSETS</b>	
Net Income	(395,266.69)
Unrestricted Net Assets	24,440,948.95
Temporarily Restricted Funds	200,800.00
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
<b>TOTAL NET ASSETS</b>	<b>39,152,111.96</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>41,791,775.84</b>

Income and Expense Report

<b>Income and Expense Report (Unaudited) as of June 30, 2020</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
<b>INCOME ACCOUNTS</b>				
Total Shared Mission Support	460,841.37	625,000.02	164,158.65	1,250,000.00
Total Special Offerings Revenue	280.91	0.00	(280.91)	0.00
Total Gifts	10,456.57	10,000.02	(456.55)	20,000.00
Total Grants	0.00	0.00	0.00	0.00

<b>Income and Expense Report (Unaudited) as of June 30, 2020</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
Total Leadership Development Event Fees	0.00	0.00	0.00	0.00
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Fees & Services	0.00	0.00	0.00	0.00
Total Youth Event Income	12,605.00	53,937.48	41,332.48	107,875.00
Total Scholarships Income	772.00	0.00	(772.00)	0.00
Total Royalty and Lease Income	17,670.73	0.00	(17,670.73)	0.00
<b>TRANSFERS TO GENERAL FUNDS</b>				
Total Transfer to GF from Temporary Restricted	130,850.96	0.00	(130,850.96)	0.00
Total Transfer to GF from Temp. & LGF Fund	0.00	0.00	0.00	0.00
Total Transfer to GF from Perm. Restricted	39,462.45	0.00	(39,462.45)	0.00
Total Transfer to GF from Unrestricted Funds	0.00	0.00	0.00	0.00
Total Transfer to General Funds	170,313.41	0.00	(170,313.41)	0.00
<b>TOTAL INCOME</b>	<b>672,939.99</b>	<b>688,937.52</b>	<b>15,997.53</b>	<b>1,377,875.00</b>
<b>EXPENSE ACCOUNTS</b>				
Total Shared Mission Support	(50,262.47)	(68,750.04)	(18,487.57)	(137,500.00)
Total Designated Offering Expenses	(20,000.00)	0.00	20,000.00	0.00
Total Ecumenical Partnerships	0.00	0.00	0.00	0.00
Total Congregational Support	(23,285.37)	(14,649.96)	8,635.41	(29,300.00)
Total Youth & Young Adult Ministries	(33,719.60)	(120,637.44)	(86,917.84)	(241,275.00)
Total Committee on Preparation for Ministry	(1,359.93)	(12,350.04)	(10,990.11)	(24,700.00)
Total Committee on Ministry	670.14	(22,999.92)	(23,670.06)	(46,000.00)
Total New Church Development	(5,000.00)	(17,875.02)	(12,875.02)	(35,750.00)
Total Presbytery Meetings	(2,015.25)	(4,749.96)	(2,734.71)	(9,500.00)
Total GA Meeting & Big Tent Meeting	0.00	(10,500.06)	(10,500.06)	(21,000.00)
Total Presbytery Council	(3,430.15)	(11,000.04)	(7,569.89)	(22,000.00)
Total Budget & Finance	0.00	(17,500.02)	(17,500.02)	(35,000.00)
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Ecclesiastical Committees	(6,296.65)	(2,625.00)	3,671.65	(5,250.00)
Total Legal Expenses	0.00	(12,499.98)	(12,499.98)	(25,000.00)
Total Property & Liability/Worker's Comp	1,538.58	(19,800.00)	(21,338.58)	(39,600.00)
Total Property Taxes	0.00	(12,499.98)	(12,499.98)	(25,000.00)
<b>Salaries</b>				
Total GP & AGP Salaries	(76,009.21)	0.00	76,009.21	0.00
Total Budget for Employee Salaries	(384,843.52)	(449,959.50)	(65,115.98)	(899,919.01)
Total Salaries	(460,852.73)	(449,959.50)	10,893.23	(899,919.01)
<b>Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.</b>				
Total Benefits	(144,859.94)	(131,615.34)	13,244.60	(263,230.64)
Total Temporary Staff - Transition Costs	0.00	0.00	0.00	0.00
Total Personnel	(605,712.67)	(581,574.84)	24,137.83	(1,163,149.65)

<b>Income and Expense Report (Unaudited) as of June 30, 2020</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
<b>OPERATIONS</b>				
Total Office Operations	(145,702.83)	(123,500.04)	22,202.79	(247,000.00)
Total Communications Expense	(576.04)	(1,624.98)	(1,048.94)	(3,250.00)
Total Communications Operations Expense	(4,074.13)	(20,550.00)	(16,475.87)	(41,100.00)
Total Copiers	(7,925.47)	(8,950.02)	(1,024.55)	(17,900.00)
Total Postage	(1,720.77)	(2,299.98)	(579.21)	(4,600.00)
Total Communication Infrastructure	(30,313.27)	(25,249.98)	5,063.29	(50,500.00)
Total Computer Equipment	(1,395.67)	(6,750.00)	(5,354.33)	(13,500.00)
Total Staff Travel	(23,963.61)	(45,000.00)	(21,036.39)	(90,000.00)
Total Depreciation Expense	0.00	(2,350.02)	(2,350.02)	(4,700.00)
Total Office Operation	(215,671.79)	(236,275.02)	(20,603.23)	(472,550.00)
<b>TOTAL EXPENSES</b>	<b>(821,384.46)</b>	<b>(1,166,287.32)</b>	<b>(344,902.86)</b>	<b>(2,332,574.65)</b>
<b>INCOME OVER (UNDER) EXPENSES</b>	<b>377,691.00)</b>	<b>477,349.80)</b>	<b>(99,658.80)</b>	<b>954,699.65)</b>
<b>NON-OPERATING ACTIVITY</b>				
Total Closed Church Accounts	2,771.63	0.00	(2,771.63)	0.00
Total Settlements	6,443.18	0.00	(6,443.18)	0.00
Total Interest and Investment Income	(472.68)	0.00	472.68	0.00
Total Property Maintenance	(11,655.97)	0.00	11,655.97	0.00
Total Administrative Commissions	0.00	0.00	0.00	0.00
Total Designated Distributions	(14,661.85)	0.00	14,661.85	0.00
Total Non-Operating Activity	17,575.69)	0.00	17,575.69	0.00
<b>INCOME OVER (UNDER) EXPENSES</b>	<b>395,266.69)</b>	<b>477,349.80)</b>	<b>(82,083.11)</b>	<b>954,699.65)</b>

### Shared Mission Support Giving

<b>Shared Mission Support (as of 6/30/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 Year to Date Receipts</b>	<b>July 2020 Receipts</b>	<b>2020 Total Receipts</b>
Aledo	Faith	0.00	0.00	0.00	0.00	0.00
Allen	First	0.00	0.00	0.00	0.00	0.00
Arlington	First	5,000.00	0.00	1,250.00	0.00	1,250.00
Arlington	Grace	0.00	0.00	0.00	0.00	0.00
Arlington	Westminster	12,863.39	0.00	2,833.56	0.00	2,833.56
Athens	First	9,000.00	9,000.00	4,500.00	750.00	5,250.00
Bedford	Emmanuel	18,353.88	0.00	4,588.47	4,588.47	9,176.94
Belton	First	0.00	0.00	0.00	0.00	0.00
Blue Ridge	Crossroads	0.00	0.00	0.00	0.00	0.00
Bonham	First	5,175.00	0.00	2,400.00	0.00	2,400.00

<b>Shared Mission Support (as of 6/30/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 Year to Date Receipts</b>	<b>July 2020 Receipts</b>	<b>2020 Total Receipts</b>
Bridgeport	First	1,200.00	0.00	400.00	200.00	600.00
Buckholts	Sharp	0.00	0.00	0.00	0.00	0.00
Cameron	First	600.00	0.00	300.00	50.00	350.00
Canton	First	0.00	0.00	0.00	0.00	0.00
Carrollton	Nor'kirk	3,000.00	0.00	1,500.00	500.00	2,000.00
Carthage	St. Paul	300.00	0.00	75.00	0.00	75.00
Clarksville	First	600.00	600.00	600.00	0.00	600.00
Clarksville	New Shamrock	300.00	300.00	300.00	0.00	300.00
Clarksville	Pine Grove	250.00	0.00	0.00	0.00	0.00
Cleburne	United	3,999.98	0.00	2,000.00	0.00	2,000.00
Clifton	First	1,000.20	0.00	416.75	83.35	500.10
Commerce	First	1,200.00	0.00	600.00	100.00	700.00
Corsicana	Westminster	9,327.00	0.00	0.00	0.00	0.00
Crowley	First	5,000.00	2,500.00	625.00	0.00	625.00
Cumby	First	600.00	0.00	0.00	0.00	0.00
Dallas	Bentwood Trail	9,631.50	0.00	9,417.50	0.00	9,417.50
Dallas	Eastminster	15,500.00	15,500.00	7,750.02	1,291.67	9,041.69
Dallas	El Divino Salvador	0.00	0.00	0.00	0.00	0.00
Dallas	First	90,000.00	0.00	25,000.00	0.00	25,000.00
Dallas	Glendale	0.00	0.00	0.00	0.00	0.00
Dallas	Iglesia Emmanuel	0.00	0.00	0.00	0.00	0.00
Dallas	Lake Highlands	1,338.00	0.00	1,750.02	291.67	2,041.69
Dallas	NorthPark	15,000.00	0.00	3,750.00	0.00	3,750.00
Dallas	Northridge	35,000.00	0.00	7,500.00	7,500.00	15,000.00
Dallas	Oak Cliff	18,000.00	18,000.00	20,931.51	0.00	20,931.51
Dallas	Preston Hollow	117,999.96	103,000.00	51,499.98	10,000.00	61,499.98
Dallas	St. Andrew's	3,200.00	0.00	0.00	1,066.68	1,066.68
Dallas	St. Luke	100.00	0.00	0.00	0.00	0.00
Dallas	St. Mark	5,664.00	0.00	2,700.00	450.00	3,150.00
Dallas	United African	10,625.00	8,000.00	2,125.00	0.00	2,125.00
Dallas	Westminster	8,071.25	0.00	4,211.00	0.00	4,211.00
Denison	First	3,200.00	3,000.00	750.00	0.00	750.00
Denison	Hyde Park	500.00	0.00	750.00	0.00	750.00
Denton	First	725.99	938.00	90.05	0.00	90.05
Denton	St. Andrew	34,170.00	25,000.00	15,000.00	2,500.00	17,500.00
Denton	Trinity	34,419.00	0.00	16,879.00	8,440.00	25,319.00
Deport	First	0.00	0.00	0.00	0.00	0.00

<b>Shared Mission Support (as of 6/30/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 Year to Date Receipts</b>	<b>July 2020 Receipts</b>	<b>2020 Total Receipts</b>
DeSoto	DeSoto	600.00	600.00	300.00	0.00	300.00
Duncanville	First	1,000.00	1,000.00	0.00	0.00	0.00
Ennis	First	1,000.00	0.00	0.00	0.00	0.00
Fairfield	Fairfield-Harmony	0.00	0.00	0.00	0.00	0.00
Ferris	First	100.00	0.00	0.00	0.00	0.00
Farmers Branch	Faith United	21,000.00	10,000.00	5,000.00	0.00	5,000.00
Flower Mound	Flower Mound	0.00	0.00	500.00	0.00	500.00
Flower Mound	Trinity	21,600.00	21,600.00	5,400.00	5,400.00	10,800.00
Forney	First	8,000.00	8,000.00	0.00	0.00	0.00
Fort Worth	First	175,000.00	175,000.00	17,500.00	87,500.00	105,000.00
Fort Worth	Gethsemane	1,650.00	0.00	910.00	100.00	1,010.00
Fort Worth	Ridglea	10,000.00	10,000.00	2,500.00	2,500.00	5,000.00
Fort Worth	St. Peter	600.00	600.00	600.00	0.00	600.00
Fort Worth	St. Stephen	15,500.00	0.00	0.00	0.00	0.00
Fort Worth	Westminster	13,999.92	14,000.00	7,500.02	0.00	7,500.02
Fort Worth	Westside	0.00	0.00	0.00	0.00	0.00
Frisco	Faithbridge	3,000.00	0.00	1,500.00	0.00	1,500.00
Gainesville	First	6,000.00	0.00	2,500.00	500.00	3,000.00
Garland	First	18,333.37	20,000.00	9,999.78	1,666.63	11,666.41
Granbury	First	28,800.00	28,800.00	14,400.00	2,400.00	16,800.00
Grand Prairie	First	4,000.00	0.00	2,500.00	500.00	3,000.00
Grand Prairie	Immanuel	0.00	0.00	0.00	0.00	0.00
Grand Prairie	West Fork	1,200.00	0.00	75.00	0.00	75.00
Grapevine	First	26,206.25	26,900.00	13,451.10	2,241.47	15,692.57
Greenville	United	0.00	500.00	700.00	0.00	700.00
Haltom City	Browning Heights	1,200.00	0.00	500.00	100.00	600.00
Hamilton	First	5,000.00	5,000.00	2,500.00	0.00	2,500.00
Henderson	First	4,800.00	4,800.00	2,400.00	1,200.00	3,600.00
Hillsboro	First	600.00	0.00	300.00	50.00	350.00
Honey Grove	Main Street	500.00	0.00	0.00	0.00	0.00
Hooks	First	600.00	0.00	150.00	150.00	300.00
Hurst	St Philip	9,000.00	9,000.00	4,500.00	750.00	5,250.00
Irving	Hackberry Creek	17,999.95	0.00	9,000.00	0.00	9,000.00
Irving	Woodhaven	20,550.96	21,547.00	8,977.90	1,795.58	10,773.48
Itasca	First	0.00	0.00	0.00	0.00	0.00
Joshua	Union Hill	0.00	0.00	3,000.00	0.00	3,000.00
Kaufman	First	240.00	0.00	0.00	0.00	0.00

<b>Shared Mission Support (as of 6/30/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 Year to Date Receipts</b>	<b>July 2020 Receipts</b>	<b>2020 Total Receipts</b>
Kerens	Kerens	500.00	500.00	0.00	0.00	0.00
Kilgore	First	10,000.00	11,000.00	4,400.00	1,100.00	5,500.00
Lancaster	First	0.00	0.00	0.00	0.00	0.00
Lewisville	First	0.00	0.00	0.00	0.00	0.00
Lindale	Bethesda	0.00	0.00	0.00	0.00	0.00
Longview	Alpine	4,250.00	0.00	0.00	0.00	0.00
Longview	Centre	999.96	0.00	300.00	50.00	350.00
Longview	First	6,999.96	7,000.00	3,499.98	583.33	4,083.31
Longview	St Andrew	5,545.00	0.00	1,000.00	0.00	1,000.00
Lott	First	0.00	0.00	0.00	0.00	0.00
Mabank	First	1,200.00	0.00	0.00	0.00	0.00
Mansfield	Trinity	800.00	800.00	0.00	0.00	0.00
McKinney	First	0.00	0.00	0.00	0.00	0.00
McKinney	Trinity	13,096.15	0.00	3,630.00	3,375.00	7,005.00
Mesquite	First	3,060.00	0.00	1,275.00	255.00	1,530.00
Midlothian	First	2,000.00	0.00	0.00	0.00	0.00
Milford	Milford	1,000.00	0.00	0.00	0.00	0.00
Mineral Wells	First	1,200.00	1,200.00	600.00	0.00	600.00
Mount Pleasant	First	0.00	0.00	0.00	0.00	0.00
North Richland Hills	St Paul	2,825.00	3,000.00	0.00	0.00	0.00
Palestine	First	2,249.74	2,000.00	833.35	166.67	1,000.02
Paris	Central	530.00	530.00	530.00	0.00	530.00
Paris	First	0.00	0.00	0.00	0.00	0.00
Parker	Corinth	0.00	0.00	0.00	0.00	0.00
Pittsburg	First	500.00	0.00	0.00	0.00	0.00
Plano	First	2,000.00	0.00	1,000.00	0.00	1,000.00
Plano	Grace	20,713.00	0.00	11,094.00	1,849.00	12,943.00
Plano	Taiwanese NCD	0.00	0.00	0.00	0.00	0.00
Plano	West Plano	5,400.00	6,000.00	2,500.00	500.00	3,000.00
Prosper	Prosper	0.00	0.00	0.00	0.00	0.00
Richardson	Canyon Creek	20,004.00	20,500.00	8,541.65	0.00	8,541.65
Richardson	First	36,500.04	36,500.00	15,208.35	3,041.67	18,250.02
Richardson	St. Barnabas	36,000.00	36,000.00	18,000.00	0.00	18,000.00
Rockdale	First	0.00	0.00	0.00	0.00	0.00
Rockwall	First	15,999.98	18,000.00	9,000.00	1,500.00	10,500.00
Rusk	First	500.00	0.00	0.00	0.00	0.00
Salado	Salado	3,100.00	3,000.00	3,000.00	0.00	3,000.00

<b>Shared Mission Support (as of 6/30/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 Year to Date Receipts</b>	<b>July 2020 Receipts</b>	<b>2020 Total Receipts</b>
Sherman	Covenant	6,999.96	0.00	3,499.98	583.33	4,083.31
Sherman	Grand Avenue	5,000.04	5,000.00	2,500.02	416.67	2,916.69
Southlake	Trinity	37,711.92	0.00	20,017.98	3,336.33	23,354.31
Stephenville	First	2,000.00	0.00	500.00	0.00	500.00
Sulphur Springs	First	800.00	0.00	0.00	0.00	0.00
Temple	Grace	16,400.00	0.00	7,725.00	1,250.00	8,975.00
Terrell	First	1,992.00	0.00	996.00	166.00	1,162.00
Texarkana	Northwood	1,035.00	0.00	301.00	0.00	301.00
Timpson	Tennessee	0.00	0.00	400.00	0.00	400.00
Troup	First	0.00	0.00	0.00	0.00	0.00
Tyler	First	25,000.00	0.00	7,500.00	1,250.00	8,750.00
Tyler	Highland	0.00	0.00	0.00	0.00	0.00
Waco	Central	7,359.96	7,360.00	3,679.98	0.00	3,679.98
Waco	First	33,000.00	0.00	8,250.00	0.00	8,250.00
Waxahachie	Central	6,000.00	3,000.00	1,250.00	250.00	1,500.00
Weatherford	Grace First	12,000.00	12,000.00	6,000.00	2,000.00	8,000.00
Whitesboro	First	2,000.00	0.00	126.00	0.00	126.00
Whitewright	First	378.00	0.00	0.00	0.00	0.00
Winnsboro	First	1,271.00	1,145.00	126.00	0.00	126.00
	Pastors and Elders	8,140.30	0.00	4,250.00	50.00	4,300.00
	Presbyterian Women	450.00	0.00	0.00	250.00	250.00
	<b>Total</b>	<b>1,263,505.61</b>	<b>717,720.00</b>	<b>460,840.95</b>	<b>166,638.52</b>	<b>627,329.47</b>

### **Motions from the General Presbyter Search Committee**

1. *Grace Presbytery Council approved an expenditure of \$2,000.00 for a contract with Research Services of the General Assembly to conduct four focus groups and two surveys to gather information for the search.*
2. *Grace Presbytery Council approved the following actions taken by the General Presbyter Search Committee and received the items of information.*
  - A. The General Presbyter Search Committee continues to meet by Zoom with leadership by our Moderator, Kate McGee. We are meeting weekly.
  - B. Our recent task has been to seek outside consultants to assist the committee with creating a survey for Grace Presbytery members to provide us with information we need about the future of the presbytery and to conduct listening sessions with committee members and presbytery members. The listening sessions are being provided to replace the breakout



groups planned for the face to face presbytery meeting. The meeting was not held because of the COVID-19 restrictions.

- C. The timeline for our work was reviewed and updated to reflect our current work schedule. The timeline will be published soon and available to everyone via the presbytery website.
- D. We continue to pray for the churches, leaders, and members in our denominations and we ask your prayers for us as we continue our work.

#### Information from the General Presbyter Search Committee

- A. The presbytery elected the following people to serve on this committee at the February 2020 meeting: Moderator **Rev. Kate McGee** (Arlington, Westminster), **Ruling Elder Jerry Camp** (Kilgore, First), **Rev. Amos Disasa** (Dallas, First), **Rev. Judith Hardie** (Waco, Central), **Ruling Elder Phyllis Kidwell** (Athens, First); **Ruling Elder Zem Neil** (Fort Worth, First), **Rev. Matthew Ruffner** (Dallas, Preston Hollow); **Rev. Kelly Staples** (Flower Mound, Trinity); **Ruling Elder Curtis Wells** (Denton, St. Andrew).

#### Motions from the Social Justice Task Force

##### *1. Grace Presbytery Council received the following actions taken by the Social Justice Task Force. [7-30-20]*

- A. Partnered with the Synod of the Sun (at an expense of \$500.00 for Grace Presbytery) for a series of four webinars on First Steps to Dismantling Racism, led by **Warren Chalklen**, Ph.D., and open to the presbytery. (August 14, 21, 28, September 4). Resources:

<https://www.npr.org/2020/07/01/883115867/white-supremacist-ideas-have-historical-roots-in-u-s-christianity>

**Robert P. Jones**, *White Too Long: The Legacy of White Supremacy in American Christianity*, 2020.

- B. Planned for task force members to participate (at an expense no greater than \$500.00 for Grace Presbytery) in Pittsburgh Seminary's World Mission Initiative for four Wednesdays in October, featuring speakers **Brenda Salter McNeil**, **Jonathan Wilson-Hartgrove**, and **David Camp** in order to engage, learn, share, and network broadly as we strengthen our grasp of racism's hold in American Christianity and culture. (October 7, 14, 21, 28). Resources:

<https://www.pts.edu/mcclure-lectures-and-world-mission-initiatives-month-of-mission-series>

[https://www.pts.edu/Race\\_and\\_Faith\\_Resource?newid=28054](https://www.pts.edu/Race_and_Faith_Resource?newid=28054)

- C. Planned for the presbytery to participate in the 21-Day Racial Equity Habit Building Challenge designed by **Dr. Eddie Moore, Jr.** in September. Resources:

<https://www.eddiemoorej.com/21daychallenge>

- D. Planned to work with presbytery staff to bring the **Rev. Dr. Michael Waters** to Grace Presbytery for a series of events on the subject of racism involving a variety of target audiences (children and youth to adults). He is founder and Senior Pastor of Joy Tabernacle African Methodist Episcopal (A.M.E.) Church in Dallas. (September 2020 – 2021). Resources:

<https://www.joytabernacleame.org/copy-of-rev-dr-michael-w-waters>

<https://www.dmagazine.com/publications/d-magazine/2018/december/rev-michael-waters-joy-tabernacle-dallas-police-botham-jean/>

<https://michaelwwaters.com/about/>

[https://www.amazon.com/Beautiful-Black-Believe-Better-World/dp/1947888080/ref=sr\\_1\\_2?crid=3MGLFEY2O5D06&dchild=1&keywords=michael+waters&qid=1596652471&sprefix=michael+waters%2Caps%2C166&sr=8-2](https://www.amazon.com/Beautiful-Black-Believe-Better-World/dp/1947888080/ref=sr_1_2?crid=3MGLFEY2O5D06&dchild=1&keywords=michael+waters&qid=1596652471&sprefix=michael+waters%2Caps%2C166&sr=8-2)

PCUSA link for resources: <https://www.pcusa.org/racial-justice-resources/>

#### Information from the Social Justice Task Force

Social Justice Task Force Co-Moderators: **Rev. David Batchelder** and **Rev. Tom Gibbons**; Members: **Rev. Clay Allard, Kymberlaine Banks, Ruling Elder Armel Crocker, Rev. Amy Moore, Rev. Perryn Rice, Rev. Katy Rigler, Rev. Kyle Walker, Laura Westerlage**; Presbytery Staff: **Rev. Elizabeth Callender**.

#### Motions from the Committee on Ministry

1. *Grace Presbytery Council approved the change in the pastoral relationship between First Presbyterian Church, Arlington and Rev. Richard McDermott from Pastor to Co-Pastor, and approved the change in the associate pastoral relationship with Rev. Chris Campbell to Co-Pastor effective October 1, 2020. [8/18/20]* This request was approved at a congregational meeting on August 30, 2020.

#### Minimum Effective Salary for 2021

2. *Grace Presbytery Council approved the Minimum Effective Salary in Grace Presbytery in 2021 for a Teaching Elder serving as a Pastor, Co-Pastor, Associate Pastor, Designated Pastor and for a Certified Christian Educator in a full-time position to be \$50,350.00 [8/18/20]*

Honorable Retirement

3. *Grace Presbytery Council approved the Honorable Retirement for Rev. Margaret Watkins effective July 21, 2020. [7/21/20]*
4. *Grace Presbytery Council approved the Honorable Retirement for Rev. Mark Smith effective July 21, 2020. [7/21/20]*

Interim Pastor Called as Installed Pastor

5. *Grace Presbytery Council approved the call of Interim Pastor Rev. Nicole Bates as Pastor of NorthPark Presbyterian Church, Dallas beginning August 2, 2020.* Since Rev. Bates is currently serving as Interim Pastor of NorthPark Presbyterian Church, the Presbytery Council acting on behalf of Grace Presbytery approved this call by a three-quarters majority, in accordance with the Book of Order G-2.0504c.

Actions of the Committee on Ministry

6. *Grace Presbytery Council received the following actions taken by the Committee on Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.*

Dissolutions of Pastoral Relationships

- A. Dissolved the Interim Pastoral relationship between **Rev. Thomas Gibbons** and Northridge Presbyterian Church of Dallas effective July 20, 2020. [6/16/20]
- B. Dissolved the validated ministry pastoral relationship between **Rev. Kyle Walker** and Midway Hills Christian Church of Dallas effective July 12, 2020 and moved him to a Member at Large. [7/21/20]
- C. Dissolved the temporary pastoral relationship between **Rev. David Fletcher HR** and Nor’Kirk Presbyterian Church of Carrollton effective August 1, 2020. [7/21/20]
- D. Dissolved the Interim Pastor relationship between **Rev. Laura Fitzgibbon** and Grace Presbyterian Church of Plano effective July 31, 2020. [7/21/20]

Dismissal of Teaching Elders

- A. Approved the transfer of **Rev. Kris Marie Crawford** from Grace Presbytery to Arkansas Presbytery effective August 18, 2020. [8/18/20]
- B. Approved the transfer of **Rev. David Nicolas (Nick) Setzer** from Grace Presbytery to Providence Presbytery to serve as pastor of York Presbyterian Church in South Carolina effective July 28, 2020. [7/28/20]

### Permission to Labor Inside and Outside the Bounds of Grace Presbytery

- A. Granted permission to **Rev. Clay Allard** to labor outside the bounds of Grace Presbytery to officiate a funeral on June 30, 2020 at Arlington National Cemetery in Virginia pending permission from the National Capital Presbytery to labor inside the bounds. [5/21/20]
- B. Granted permission to **Rev. David Slyter** to labor outside the bounds of Grace Presbytery to officiate a wedding on June 6, 2020 in Wichita, Kansas pending permission from the Presbytery of Southern Kansas to labor inside the bounds. [5/19/20]
- C. Granted permission to **Rev. Clay Brantley** to labor outside the bounds of Grace Presbytery to keynote the Junior High Jubilee Conference at Mo Ranch in Mission Presbytery on July 5-9, 2020. [6/16/20]
- D. Granted permission for **Rev. Jose Olagues HR** of Presbytery of Grand Canyon to labor within the bounds of Grace Presbytery to officiate at a family wedding ceremony on Saturday August 29, 2020 at a private residence in Prosper, TX. [7/14/20]
- E. Granted permission for **Rev. Richard Culp** to labor outside the bounds of Grace Presbytery pending permission of Scioto Valley Presbytery, to officiate a wedding in Columbus, OH on Saturday, September 5th. [7/21/20]
- F. Granted permission for **Rev. James Witherow** to labor outside the bounds of Grace Presbytery, pending permission of Palo Duro Presbytery, to administer the Sacrament of Baptism in Wichita Falls, Texas in September. [8/4/20]

### Reception of Teaching Elders

- A. Received **Rev. Elizabeth Swetenburg** from Greater Atlanta Presbytery to Grace Presbytery to serve as Pastor of Northridge Presbyterian Church of Dallas effective July 20, 2020. [6/16/20]
- B. Received **Rev. Eric Peterson** from Mission Presbytery to Grace Presbytery to serve as Associate Pastor for Grace Presbyterian Church of Temple effective June 1, 2020. [6/16/20]
- C. Received **Rev. Linda Galligan HR** from San Francisco Presbytery to Grace Presbytery effective June 16, 2020. [6/16/20]
- D. Received **Rev. Glenn Buzbee HR** from Peace River Presbytery to Grace Presbytery effective June 16, 2020. [6/16/20]
- E. Received **Rev. Tracey Davenport** from San Diego Presbytery to Grace Presbytery as Pastor of Grace Presbyterian Church of Plano effective September 8, 2020. [7/21/20]

## Validated Ministry

- A. Approved the validated ministry of **Rev. Alice Hernandez** as Manager of Spiritual Care and Education (791) for Parkland Health and Hospital System effective January 1, 2020 to December 31, 2020. [7/21/20]
- B. Approved the validated ministry of **Rev. Rufus (Mike) Johnston** as Chaplain (701) at Baylor All Saints Hospital in Fort Worth effective January 1, 2020 to December 31, 2020. [7/21/20]
- C. Approved the validated ministry of **Rev. Jesse Light-Wells** as Organizing Pastor (301) of UKirk SMU Campus/ 1001 New Worshipping Community Ministries in Dallas effective June 15, 2020 to December 31, 2020. [7/21/20]
- D. Renewed the validated ministry of **Rev. Jennifer Bluestein** as Chaplain (701) at Cook Children's Medical Center, Fort Worth, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- E. Renewed the validated ministry of **Rev. Sharon L. Bryant** as Mission Co-Worker (405) assigned to Thailand for World Mission of PC(USA), full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- F. Renewed the validated ministry of **Rev. Matthew G. Calvert** as Director, Faith and Spirituality Integration (701) at Texas Health Resources, Dallas, full time, effective January 1, 2020 through December 31, 2020. [7/21/20].
- G. Renewed the validated ministry of **Rev. Jamye Jeanette Cook** as Hospice Chaplain (701) at Faith Presbyterian Hospice, Dallas, full time, effective January 1, 2020 to December 31, 2020. [7/21/20]
- H. Renewed the validated ministry of **Rev. Judith A. Crilley** as Pastoral Care Manager (701) at Parkland Health and Hospital System, Dallas, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- I. Renewed the validated ministry of **Rev. James Ellor** as Professor (644) in Family Studies at Baylor University, School of Social Work in Waco effective January 1, 2020 to December 31, 2020. [7/21/20]
- J. Renewed the validated ministry of **Rev. Daniel Rand Gowan** as Director (791) Benchmark Counseling, Plano, full time, effective January 1, 2020 to December 31, 2020. [7/21/20]
- K. Renewed the validated ministry position for **Rev. Deanna Hollas** as Gun Violence Prevention Ministry Coordinator (791) with Presbyterian Peace Fellowship effective January 1, 2020 to December 31, 2020. [7/21/20]

- L. Renewed the validated ministry of **Rev. Janet L. Ihne** as Bereavement Coordinator Chaplain (701) at Heart to Heart Hospice, Dallas, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- M. Renewed the validated ministry of **Rev. Trish Matthews** as Manager of Pastoral Care/Chaplain (701) at Texas Health Presbyterian Hospital, Denton, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- N. Renewed the validated ministry of **Rev. Andrew Terence Maze** as Chaplain Bereavement Coordinator (701) at Kindred Hospice, Dallas, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- O. Renewed the validated ministry of **Rev. Carolyn H. Mitchell** as Minister of Spiritual Life (701) at Presbyterian Village North, Dallas, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- P. Renewed the validated ministry of **Rev. Denise Odom** as Associate Pastor of Spiritual Life (701) at Presbyterian Village North, Dallas, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- Q. Renewed the validated ministry of **Rev. Meghan B. Saavedra** as Coordinator for Young Adults in Global Mission (791) for the Evangelical Lutheran Church in America in Mexico, full time, effective January 1, 2020 to December 31, 2020. [7/21/20]
- R. Renewed the validated ministry of **Rev. Lillian Bradford Smith** as Adjunct Faculty (644) for Spiritual Formation and Direction at Perkins School of Theology, Dallas, part time, effective January 1, 2020 to December 31, 2020. [7/21/20]
- S. Renewed the validated ministry of **Rev. Jeanne Stevenson-Moessner** as Professor of Pastoral Care and Pastoral Theology (644) at Southern Methodist University, Dallas, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- T. Renewed the validated ministry of **Rev. Theodore J Wardlaw** as President (642) at Austin Presbyterian Theological Seminary, Austin, full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- U. Renewed the validated ministry of **Rev. Richard E. Young** as President/CEO (791) at Texas Presbyterian Foundation, Irving full time, effective January 1, 2020 through December 31, 2020. [7/21/20]
- V. Renewed the validated ministry of **Rev. Nancy J. Duff** as Stephen Colwell Associate Professor of Christian Ethics (644) at Princeton Theological Seminary, Princeton, New Jersey, full time, effective January 1, 2020 to December 31, 2020. [8/18/20]

Member at Large

- A. Approved the request of **Rev. Whitney Wilkinson Arreche** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]

- B. Approved the request of **Rev. Harold Clayton Brantley** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- C. Approved the request of **Rev. Carolyn Braskamp** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- D. Approved **Rev. Paul Burns** to continue as Member at Large (797) effective January 1, 2020 to December 31, 2020. [7/21/20]
- E. Approved the request of **Rev. Matthew Curry** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- F. Approved the request of **Rev. Mary Stewart Hall** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- G. Approved the request of **Rev. Wendy Kolakowski** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- H. Approved the request of **Rev. William H. Lockhart** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- I. Approved the request of **Rev. Terri Matthews** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- J. Approved the request of **Rev. Amy Moore** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- K. Approved the request of **Rev. Thomas Porter** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- L. Approved the request of **Rev. Julie Riley** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [7/21/20]
- M. Approved the request of **Rev. Kyle Walker** to continue as a Member at Large (797), effective July 1, 2020 to December 31, 2020. [7/21/20]
- N. Approved **Rev. Lynette Solomon** as a Member at Large (797) effective January 1, 2020 to December 31, 2020. [8/18/20]
- O. Approved the request of **Rev. Thomas Balmer** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [8/18/20]
- P. Approved the request of **Rev. Paul Dunklau** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [8/18/20]
- Q. Approved the request of **Rev. Kasonga Wa Konsonga** to continue as a Member at Large (797), effective January 1, 2020 to December 31, 2020. [8/18/20]

Installed Positions (New)

- A. Approved the terms for **Rev. Elizabeth (Betsy) Swetenburg** as Pastor (101) of Northridge Presbyterian Church of Dallas, full-time, beginning July 20, 2020. The date of the congregational meeting recommending these terms was May 17, 2020. [6/16/20]

Compensation:

Cash Salary .....	\$60,500.00
Housing and Utility Allowance .....	\$36,000.00
Total Effective Salary .....	\$96,500.00

Reimbursements:

Social Security Offset .....	\$7,382.00
Continuing Education and Professional Expenses.....	\$10,000.00

Benefits:

Board of Pension Dues.....	\$35,705.00
Moving Expenses.....	up to \$5,000.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$154,587.00
Total Cost to the Church.....	\$154,587.00
Total Compensation Paid Directly to the person .....	\$103,882.00

- B. Approved the terms for **Rev. Nicole Bates** as Pastor (101) of NorthPark Presbyterian Church of Dallas, full-time, beginning August 2, 2020 pending the approval at the congregational meeting. The date of the congregational meeting recommending these terms will be August 2, 2020. [7/21/20]

Compensation:

Cash Salary .....	\$47,250.00
Housing and Utility Allowance .....	\$47,250.00
Total Effective Salary .....	\$94,500.00

Reimbursements:

Social Security Offset .....	\$7,229.00
Business Travel/Automobile.....	\$1,500.00
Continuing Education and Professional Expenses.....	\$5,300.00

Benefits:

Board of Pension Dues.....	\$34,965.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$143,494.00
Total Cost to the Church.....	\$143,494.00
Total Compensation Paid Directly to the person .....	\$101,729.00



- C. Approved the terms for **Rev. Tracey Davenport** as Pastor (101) of Grace Presbyterian Church of Plano, full-time, beginning September 8, 2020. The date of the congregational meeting recommending these terms was July 12, 2020. [7/21/20]

Compensation:

Cash Salary .....	\$45,000.00
Housing and Utility Allowance .....	\$50,000.00
Other Income .....	\$7,500.00
Total Effective Salary .....	\$102,500.00

Reimbursements:

Social Security Offset .....	\$7,841.25
Continuing Education and Professional Expenses.....	\$1,000.00

Benefits:

Board of Pension Dues.....	\$37,925.00
Moving Expenses.....	\$15,000.00
Study Leave .....	4 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	13 weeks after 7 years
Total Compensation Package.....	\$164,266.25
Total Cost to the Church.....	\$164,266.25
Total Compensation Paid Directly to the person .....	\$110,341.25

Installed Positions (Changes)

- A. Approved the changes in terms for **Rev. Craig Sanders** as Pastor (101) of Grace Presbyterian Church of Arlington, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [6/16/20]

Compensation:

Cash Salary .....	\$33,771.15
Housing and Utility Allowance .....	\$40,812.10
Supplemental Insurance Premiums.....	\$1,800.00
Deferred Income .....	\$2,402.98
Total Effective Salary .....	\$78,786.23

Reimbursements:

Business Travel/Automobile.....	\$2,000.00
Continuing Education and Professional Expenses.....	\$2,000.00

Benefits:

Board of Pension Dues.....	\$29,150.91
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$111,937.13
Total Cost to the Church.....	\$111,937.13
Total Compensation Paid Directly to the person .....	\$74,583.25

- B. Approved the changes in terms for **Rev. Shane Webb** as Pastor (101) of Woodhaven Presbyterian Church of Irving, full-time, beginning May 1, 2020. The date of the congregational meeting recommending these terms was February 9, 2020. [6/16/20]

Compensation:

Cash Salary .....	\$42,230.00
Housing and Utility Allowance .....	\$35,020.00
Supplemental Insurance .....	\$1,789.80
Other Income .....	\$545.06
Total Effective Salary .....	\$79,584.86

Reimbursements:

Social Security Offset .....	\$6,088.24
Business Travel/Automobile.....	\$2,575.00
Continuing Education and Professional Expenses.....	\$3,090.00

Benefits:

Board of Pension Dues.....	\$29,446.40
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$120,784.50
Total Cost to the Church.....	\$120,784.50
Total Compensation Paid Directly to the person .....	\$83,883.30

- C. Approved the changes in terms for **Rev. Don Hogg** as Pastor (101) of Westminster Presbyterian Church of Fort Worth, full-time, beginning January 1, 2020 .The date of the congregational meeting recommending these terms was February 9, 2020. [7/21/20]

Compensation:

Cash Salary .....	\$55,284.85
Housing and Utility Allowance .....	\$28,868.96
Supplemental Insurance .....	\$905.28
Other Income .....	\$3,222.73
Total Effective Salary .....	\$88,281.82

Reimbursements:

Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$2,140.71

Benefits:

Board of Pension Dues.....	\$32,664.27
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Total Compensation Package.....	\$126,086.80
Total Cost to the Church.....	\$126,086.80
Total Compensation Paid Directly to the person .....	\$87,376.56

- D. Approved the changes in terms for **Rev. Stuart Baskin** as Pastor (101) of First Presbyterian Church of Tyler, full-time, beginning January 1, 2020 .The date of the congregational meeting recommending these terms was December 29, 2019. [8/18/20]

Compensation:

Cash Salary .....	\$86,390.00
Housing and Utility Allowance .....	\$27,000.00
Supplemental Insurance .....	\$2,458.00
Other Income .....	\$2,730.00
Total Effective Salary .....	\$118,578.00

Reimbursements:

Social Security Offset .....	\$9,071.00
Continuing Education and Professional Expenses.....	\$4,349.00

Benefits:

Board of Pension Dues.....	\$43,874.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$175,872.00
Total Cost to the Church.....	\$175,872.00
Total Compensation Paid Directly to the person .....	\$125,191.00

Temporary Positions (New)

- A. Approved the contract for **Rev. David Fletcher** H.R. as Stated Supply (108) of Nor'Kirk Presbyterian Church of Carrollton, part-time, 15-20 hours per week, beginning June 1, 2020 through December 31, 2020. The date of the session meeting recommending these terms was May 26, 2020. [6/16/20]

Compensation:

Cash Salary .....	\$36.00 per hour
Other Income .....	\$200.00 per month
Total Effective Salary .....	\$200.00 per month + \$36.00 per hour

Reimbursements:

Business Travel/Automobile.....	mileage
Continuing Education and Professional Expenses.....	\$50.00 per month
Total Compensation Package.....	\$250.00 per month + \$36.00 per hour
Total Cost to the Church.....	\$250.00 per month + \$36.00 per hour
Total Compensation Paid Directly to the person .....	\$200.00 per month + \$36.00 per hour

- B. Approved the contract for **Rev. Laura Fitzgibbon** as Interim Pastor (105) of Nor'Kirk Presbyterian Church, Carrollton, full-time, beginning August 1, 2020 to July 31, 2020. The date of the session meeting recommending these terms was June 28, 2020. [7/21/20]

Compensation:

Cash Salary .....	\$25,000.00
Housing and Utility Allowance .....	\$35,000.00
Total Effective Salary .....	\$60,000.00

Reimbursements:	
Social Security Offset .....	\$2,295.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pension Dues.....	\$22,200.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$85,495.00
Total Cost to the Church.....	\$85,495.00
Total Compensation Paid Directly to the person .....	\$62,295.00

Temporary Positions (Changes in Terms)

- A. Approved the changes in contract for **Ruling Elder Deidre Maples** as Commissioned Pastor (107) of First Presbyterian Church, Cumby, part-time, 20 hours per week, beginning July 15, 2020 to July 14, 2021. The date of the session meeting recommending these terms was January 19, 2020. [6/16/20]

Compensation:	
Cash Salary .....	\$1,360.00 per month
Other Income .....	\$50.00 per month
Total Effective Salary .....	\$1,410.00 per month
Total Compensation Package.....	\$1,410.00 per month
Total Cost to the Church.....	\$1,410.00 per month
Total Compensation Paid Directly to the person .....	\$1,410.00 per month

- B. Approved the changes in the contract for **Rev. Mike Johnston** as Stated Supply (108) of Trinity Presbyterian Church, Mansfield, part-time, 10-16 hours per week, beginning July 21, 2020 to June 30 2021. The date of the session meeting recommending these terms was May 19, 2020. [6/16/20]

Compensation:	
Housing and Utility Allowance .....	\$18,000.00
Total Effective Salary .....	\$18,000.00
Reimbursements:	
Social Security Offset .....	\$1,377.00
Benefits:	
Vacation Leave .....	1 week per month
Total Compensation Package.....	\$19,377.00
Total Cost to the Church.....	\$19,377.00
Total Compensation Paid Directly to the person .....	\$19,377.00

- C. Approved the changes in the contract for **Rev. Karl Schwarz** as Interim Pastor (105) of Bentwood Trail Presbyterian Church, Dallas, full-time, beginning June 22, 2020 to June 20, 2021. The date of the session meeting recommending these terms was May 27, 2020. [6/16/20]

Compensation:	
Cash Salary .....	\$17,500.00
Housing and Utility Allowance .....	\$45,000.00
Supplemental Insurance Premiums.....	\$816.00
Total Effective Salary .....	\$63,316.00
Reimbursements:	
Social Security Offset .....	\$4,843.67
Business Travel/Automobile.....	\$1,000.00
Continuing Education and Professional Expenses.....	\$2,500.00
Benefits:	
Board of Pensions .....	\$23,426.92
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$95,086.59
Total Cost to the Church.....	\$95,086.59
Total Compensation Paid Directly to the person .....	\$63,343.67

- D. Approved the changes in the contract for **Rev. Angie Mabry** as Interim Pastor (105) of First Presbyterian Church, Plano, full-time, beginning March 30, 2020 to December 31, 2020. The date of the session meeting recommending these terms was March 29, 2020. [6/16/20]

Compensation:	
Cash Salary .....	\$20,443.97
Housing and Utility Allowance .....	\$29,556.03
Total Effective Salary .....	\$50,000.00
Reimbursements:	
Social Security Offset .....	\$3,825.00
Business Travel/Automobile.....	\$1,500.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Menu Plan .....	\$14,153.14
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$70,478.14
Total Cost to the Church.....	\$70,478.14
Total Compensation Paid Directly to the person .....	\$53,825.00

- E. Approved the changes in contract for **Rev. Pamela Leach** as Associate Stated Supply (108) of First Presbyterian Church of Tyler, part-time, 22.5 hours a week, beginning January 1, 2020 through December 31, 2020. The date of the session meeting recommending these terms was December 29, 2019. [8/18/20]

Compensation:	
Cash Salary .....	\$10,340.00
Housing and Utility Allowance .....	\$20,000.00
Total Effective Salary .....	\$30,340.00

Reimbursements:	
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$14,798.28
Study Leave .....	2 weeks
Vacation Leave .....	3 weeks
Total Compensation Package.....	\$48,138.28
Total Cost to the Church.....	\$48,138.28
Total Compensation Paid Directly to the person .....	\$45,138.28

Parish Associate

- A. Approved the contract for **Rev. Caroline Braskamp** as Parish Associate of Preston Hollow Presbyterian Church, Dallas, part-time, 5-10 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was January 27, 2020. [7/21/20]

Compensation:	
Cash Salary .....	\$4,500.00 per year
Total Effective Salary .....	\$4,500.00 per year
Total Compensation Package.....	\$4,500.00 per year
Total Cost to the Church.....	\$4,500.00 per year
Total Compensation Paid Directly to the person .....	\$4,500.00 per year

- B. Approved the changes in the contract for **Rev. Mary Stewart Hall** as Parish Associate of First Presbyterian Church, Dallas, part-time, 10 hours per week, beginning April 15, 2020 to April 14, 2021. The date of the session meeting recommending these terms was June 2, 2020. [7/21/20]

Compensation:	
Cash Salary .....	\$15,000.00 per year
Total Effective Salary .....	\$15,000.00 per year
Total Compensation Package.....	\$15,000.00 per year
Total Cost to the Church.....	\$15,000.00 per year
Total Compensation Paid Directly to the person .....	\$15,000.00 per year

Other Actions of the Committee on Ministry

- A. Upon receipt of the session minutes terms for **Rev. John Zeigler** pastor of First Presbyterian Church of Lewisville are corrected to increase housing allowance and decrease cash salary by \$2,000.00. [6/16/20]
- B. Appointed **Rev. David Fletcher** as moderator of the session of Nor’Kirk Presbyterian Church of Carrollton effective June 1, 2020. [5/25/20]
- C. Granted permission to Iglesia Emmanuel, and Faith United, Carrollton to appoint a joint Interim Pastor Search Committee [6/16/20]

- D. Announced the retirement of **Bonnie Edwards**, Certified Christian Educator at First Presbyterian Church of Dallas affective July 1, 2020. [6/16/20]
- E. Upon receipt of the session minutes terms for **Rev. Stephen Rehrig** Stated Supply of First Presbyterian Church of Hillsboro are corrected to increase housing allowance and decrease cash salary by \$3,000.00. [7/14/20]
- F. Approved a **Payroll Grant** in the amount of \$7,939.00 for a church to help with payroll expenses during Covid-19 on June 30, 2020. [6/30/20]
- G. Approved a **Shared Grant** in the amount of \$2,500.00 to a pastor for financial assistance on June 30, 2020. [6/30/20]
- H. Appointed **Rev. Clinton Schofield** as moderator for First Presbyterian Church of Cameron effective July 21, 2020. [7/21/20]
- I. Approved modified ordination service order/script to accommodate virtual worship. [7/21/20]
- J. Approved the recommendation of Committee on Ministry liaisons to allow a Session to begin discussions on a Co-Pastor process. [7/21/20]
- K. Appointed **Rev. Cara Ellis** to serve as moderator of the session for Grace Presbyterian Church of Plano on July 28, 2020. [7/24/20]

Recognition of Teaching Elders Completing Service

- A. **Rev. Thomas Gibbons** (Dallas, Northridge), **Rev. Kyle Walker** (Dallas, Midway Hills Christian Church),

Minutes

- A. Approved the following minutes of the Committee on Ministry: Approved May 19, 2020, June 16, 2020, July 21, 2020.

**Motions from the Congregational Support Committee**

***1. Grace Presbytery Council received the following information from the Congregational Support Committee.***

- A. The Congregational Support Committee has been thinking about the ministry settings in which pastors and educators serve. It is our hope that we may provide some resources to them, especially as they take on new tasks and try to learn new ways of offering leadership in the complex environment of a pandemic and shifting concerns within our culture that are making all of us aware of many issues.

- B. As a result of the Congregational Support Committee’s discernment, we developed a survey (see attachment) and this survey resulted in 113 responses! The survey data is an addendum to the Presbytery Council booklet.

Next steps:

- 1) The survey is provided so that members of the Presbytery Council may read through it and see if there are items/concerns members and/or committees might want to address. Additionally, please review and provide your thoughts to assist the Congregational Support Committee in its analysis. Email your thoughts to **Brian Parker** at [briparker@outlook.com](mailto:briparker@outlook.com). Please copy **Joanna Kim** as well at [joanna@gracepresbytery.org](mailto:joanna@gracepresbytery.org).
- 2) The Congregational Support Committee will be targeting a few items where it feels it can be most effective in addressing the needs and concerns expressed.

### Motions from the Nominating Committee

*1. Grace Presbytery Council elected the following individuals to the positions as listed.*

Note: An opportunity for nominations from the floor was afforded prior to the election.

Abbreviations:

A = African	F = Female	N = North Region
AA = African American	H = Hispanic/Latino	RE = Ruling Elder
AS = Asian	K = Korean	S = South Region
C = Caucasian	L = Laity	TE = Teaching Elder (Minister of Word and Sacrament)
D = Deacon	M = Male	W = West Region
E = East Region	ME = Middle Eastern	

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
<b>Committee on Ministry</b>						
2022	TE	Cheryl Bourne	Texarkana, Northwood	F	W	E
2022	RE	Diana Freeman	Hamilton, First	F	W	S
<b>Presbytery Council</b>						
2022	TE	Perryn Rice	Dallas, Lake Highlands	M	AA	N
<b>Young Adult Ministry Committee</b>						
2022	TE	Owen Gray	Richardson, St. Barnabas	M	W	N
<b>Children and Youth Ministry Committee</b>						
<b>Adults</b>						
2021	TE	Eric Peterson	Temple, Grace	M	W	S



Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
2022	RE	Becky Castro	Carrollton, Iglesia Emmanuel	F	H	N
2023	TE	Elizabeth Landes	Aledo, Faith	F	W	W
2023	RE	Jena Shankle	Southlake, Trinity	F	W	W
2023	L	Miriam Ross Co-Moderator	McKinney, Trinity	F	W	N
2023	L	Jessica Quintana	Carrollton, Iglesia Emmanuel	F	H	N
<b>Youth</b>						
2021	L	Rose Rogers	Dallas, St. Andrews	F	W	N
2021	L	William Woulfe	Richardson, St. Barnabas	M	W	N
2021	D	Madison Starnes	Mesquite, First	F	W	N
2021	L	Lexi Duhon	Denton, Trinity	F	W	W
2023	L	Lara Anderson	Hurst, St. Phillip	F	W	W
2023	L	Camryn Moore	Dallas, Glendale	F	W	N
2023	L	Esinam Osaе	Irving, Ghanaian Fellowship Woodhaven	M	AA	N
2023	D	Ruth Bailey	Garland, First	F	W	N
2023	L	Taylor Jenkins	McKinney, Trinity	F	W	N
<b>Synod Commissioner</b>						
2021	TE	Mary Stewart Hall	Dallas, First	F	W	N

### **Motions from the Personnel Committee**

**1. Grace Presbytery Council approved the annual Commissioned Ruling Elder Contract for Jimmy Chapman:**

**Purpose:** The role of the Consultant, Committee on Ministry (COM) is to serve as Commissioned Pastor for Grace Presbytery East Region for COM Issues.

**Accountability:** The position will be accountable to the General Presbyter or his/her designee.

**Responsibilities:** Provide specific moderating for a session meeting to take action as needed to facilitate the ministry of a congregation.

Officiate at the Lord’s Table or at baptism as requested by session action.

Visit with sessions and congregations, as invited and/or assigned, to interpret constitutional processes, answer questions about COM, explore models of ministry for particular situations, and access resources (i.e., contract forms, occasional supply lists, etc.).

Engage pastors regionally in dialogue about ministry and make recommendations to COM and Grace Presbytery staff.

Pray for and with congregations as they face ministry challenges and opportunities, and put them in touch with each other for mutual support.

Communicate with Grace Presbytery leadership the experiences and ministries of congregations in East Texas.

Participate in COM Leadership, COM meetings and participate in Commissioned Pastor Task Force meetings and activities.

**Terms:** This is a part-time non-exempt position serving two years, with potential renewal of the position. The Consultant can office at home, with travel as required. The workload is expected to necessitate an average of 18 hours per week. Total Compensation for June 1, 2020 to May 31, 2021 is \$36,050.00.

**Qualifications:** Ruling Elder in the PCUSA

Recommended for this position by both pastor and session of his/her home church.

Received training in the following areas: preaching and worship, administration of the sacraments, pastoral care (including funerals, hospital visitation, and managing conflict), finance, Bible, biblical interpretation, Reformed theology (what it means to be Reformed), practical polity, and mission.

2. *Grace Presbytery Council approved the following changes in the Personnel Policy concerning Continuing Education leave.* Deleted text is indicated with ~~strikeout font~~, and new text is indicated with ***bold italic font***.

#### ~~Study Leave~~ ***Continuing Education***

Up to two weeks annual ~~study leave~~ ***continuing education*** with pay may be granted to ~~Program Staff~~ ***staff*** within the following guidelines. ~~Study leave~~ ***Continuing education*** is expected to be used.

1. ~~Study leave~~ ***Continuing education*** is not additional vacation but may be taken in conjunction with vacation.
2. ***A written request including general plans and reasoning is given to the General Presbyter who will bring a recommendation to the Personnel Committee for approval.***
3. ***For staff who do not have an individual allowance for continuing education, the request should not exceed the following amounts. Unused annual funds may be accumulated up to three years with the permission of the Personnel Committee upon the recommendation of the General Presbyter.***
  - a. ***Full-time Directors: \$2,000 per year***
  - b. ***Full-time Support Staff: \$1,500 per year***
  - c. ***Part-time Directors: \$1,000 per year***

1-4. *Continuing education* is not automatic but is directly related to career goals and objectives as well as the development of skills that are useful to the presbytery. ***The employee will submit a*** report on use of ~~study leave~~ *continuing education* time and funds ~~will be~~ ***as*** part of ~~the~~ ***their*** annual performance review.

2-5. Satisfactory provision must be made to cover the employee's work.

6. ~~Study leave~~ *Continuing education days* may be accumulated up to three years with the permission of the Personnel Committee upon the recommendation of the General Presbyter. The total accumulation will be no more than six weeks.

3-7. All other requests for expense reimbursement are covered by the Accountable Expense Reimbursement Plan as described in this Manuel.

#### ~~Study Leave for other Staff Positions~~

~~When it can be demonstrated to be for the good of the presbytery as well as for the employee, and particularly to encourage participation in the certification program for lay employees of the church, the General Presbyter may approve paid study leave for support staff up to five days per year. Tuition and other study leave costs will be determined by the General Presbyter.~~

Final Form:

#### Continuing Education

Up to two weeks annual continuing education with pay may be granted to staff within the following guidelines. Continuing education is expected to be used.

1. Continuing education is not additional vacation but may be taken in conjunction with vacation.
2. A written request including general plans and reasoning is given to the General Presbyter who will bring a recommendation to the Personnel Committee for approval.
3. For staff who do not have an individual allowance for continuing education, the request should not exceed the following amounts. Unused annual funds may be accumulated up to three years with the permission of the Personnel Committee upon the recommendation of the General Presbyter.
  - a. Full-time Directors: \$2,000.00 per year
  - b. Full-time Support Staff: \$1,500.00 per year
  - c. Part-time Directors: \$1,000.00 per year
4. Continuing education is not automatic but is directly related to career goals and objectives as well as the development of skills that are useful to the presbytery. The employee will submit a report on use of continuing education time and funds as part of their annual performance review.
5. Satisfactory provision must be made to cover the employee's work.

6. Continuing education days may be accumulated up to three years with the permission of the Personnel Committee upon the recommendation of the General Presbyter. The total accumulation will be no more than six weeks.
  7. All other requests for expense reimbursement are covered by the Accountable Expense Reimbursement Plan as described in this manual.
3. *Grace Presbytery Council authorized the search for a full time Interim General Presbyter to follow Rev. Mike Thompson, beginning no sooner than January 1, 2021 with a 1-year contract.*

Background: Our current interim General Presbyter was contracted through 2020 and is planning to return to retirement. Mike continues to be a great gift to this presbytery, and we are deeply grateful for his service. The General Presbyter Search Committee expects to have a candidate sometime in 2021. Rather than go with an unknown gap in leadership, the personnel committee recommends securing an interim General Presbyter with a 1-year contract that includes a 3-month payout should a new General Presbyter be called before the contract is up. The personnel committee has already quietly begun the search for an interim should this motion be approved.

4. *Presbytery Council received the following actions taken by the Personnel Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.*
- A. Job Descriptions and Agreement Letters
  - B. Director of Property Management
  - C. Receptionist

#### Motions from the Board of Trustees

1. *Grace Presbytery Council approved the following actions of the Board of Trustees as delegated in Grace Presbytery's Bylaws and Manual of Administrative Operations and received the items of information:*
- A. Approved the agenda for the July 27, 2020 Board of Trustees meeting. [7-27-20]
  - B. Approved the minutes of the May 26, 2020 Board of Trustees meeting. [7-27-20]
  - C. Reviewed the duties of the Board of Trustees as listed in the Standing Rules. [7-27-20]
  - D. Received the Consolidated Report of Assets for Grace Presbytery invested with Texas Presbyterian Foundation as of June 30, 2020. [7-27-20]
  - E. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Ruling Elder Vicki Roberts** including the following unaudited financial reports. [7-27-20]
    - a) Balance Sheet as of May 31, 2020

- b) Income and Expense Statement as of May 31, 2020
  - c) Shared Mission Support Report as of June 30, 2020
- F. Approved terms for a Lease/Purchase Agreement concerning the **John Knox Presbyterian Church, Fort Worth** facility with Martin Thompson & Son (doing business as Thompson Harveson Funeral Home): [7-27-20]
- G. Requested the Presbytery Council to elect the following as an Administrative Commission to finalize the sale of the **John Knox Presbyterian Church, Fort Worth** facility including resolution of any deed issues related to the property: **Ruling Elder Frank Stevenson** (Dallas, Northridge) as Moderator, **Ruling Elder Kevin Green** (Dallas, Preston Hollow), **Ruling Elder Karen Ebling** (Richardson, Canyon Creek), and **Rev. Michael Thompson** (Interim General Presbyter. [7-27-20]
- H. Discussed a concern regarding the annual trend of declining income and pledging from the congregations of Grace Presbytery. Moderator, Greg Garis, facilitated discussion that emphasized the importance of conversation with our congregations as a shared responsibility with Committee on Ministry and the Presbytery Council to understand more about the declining commitments and more importantly, the state of our ministries throughout our geographic boundaries. [7-27-20]
- I. Approved the agenda for the August 24, 2020 Board of Trustees meeting. [8-24-20]
- J. Approved the minutes of the July 27, 2020 Board of Trustees meeting. [8-24-20]
- K. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Ruling Elder Vicki Roberts** including the following unaudited financial reports. [8-24-20]
- a) Balance Sheet as of June 30, 2020
  - b) Income and Expense Statement as of June 30, 2020
  - c) Shared Mission Support Report as of June 30, 2020
- L. Received a report from Director of Property Management **Karen Ebling**. [8-24-20]
- M. Voted to forward the “Touch Team” program to enhance and strengthen relationships within Grace Presbytery to the Committee on Ministry and the Presbytery Council. [8-24-20]
- N. Received the report that following two motions were approved unanimously on August 16, 2020 via electronic voting: [8-24-20]
1. *The Board of Trustees approved the request of the Corinth Presbyterian Church, Parker to deed for \$1 a 0.1-acre part of church cemetery property to Mr. Michael McMillen, owner of the adjacent property, located on McMillen Road in Murphy, Texas. The purchaser has agreed to pay all closing costs and legal fees, including the survey. Legal Description of Property: A part of a tract of land in Collin County Texas, out of the C. A. McMillen Survey, Abstract A0588. [8/16/20]*

Background: This property is not located adjacent to the church's property in Parker that is used for worship but is about 3 miles away in Murphy. This 0.1-acre sliver of property is part of McMillen Cemetery, a 0.2575-acre property owned by the church. The fenced cemetery is located on the south side of McMillen Road, and is not shown in the survey. This historic cemetery was adjacent to the family homestead and was given to the church from the family along with the worship site property, sometime after the church was established in 1846. Corinth Presbyterian Church is believed to be the first church established in Collin County. When McMillen Road was built, the road bisected the cemetery property with the main cemetery to the south and the small triangle-shaped portion to the north. The McMillen family still owns the 1-acre lot, the original homestead, on the north side of McMillen Road and was granted an entry easement that crosses this portion which is essentially a drainage ditch on the north side of the road. Mr. McMillen has been mowing the ditch, and desires to include it in his current property. The session and congregation have approved the sale, and minutes showing approval are on file with the Presbytery office. Please note that Grace Presbytery Trustee Rev. Denise Odom is Moderator of the church session.

2. *The Board of Trustees approved the request of the Main Street Presbyterian Church, Honey Grove to a sell property located at 505 East Market Street in Honey Grove, Texas to buyers Ignacio Villanueva Martinez and Maria Ines Salguero Cabrera for \$15,000, with closing costs to be shared equally between the buyer and seller. Legal description: Survey 2013-119 Tract One, being 0.468 acres of land, a part of the J. J. Nicholson Survey Abstract Number 844, lying and being in Fannin County Texas. [8/16/20]*

Background: This residential lot was purchased in 2004 nearby, but not abutting the original Main Street Presbyterian Church property. The intention at the time was to use it for church parking expansion. The original church burned in 2013, and the congregation moved several blocks away to a new facility. They no longer need this property for parking lot expansion. We have affirmed this sale price as aligned with market values and the Fannin County Appraisal District. The session and congregation have approved the sale, and minutes showing approval are on file with the Presbytery office.

#### Information from the Board of Trustees

- A. Attendance at the July 27, 2020 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery's Manual of Administrative Operations: Class of 2020: **Rev. Greg Garis** (Hurst, St. Philip), **Ruling Elder Kevin Green** (Dallas, Preston Hollow), **Rev. Ashley Hood** (Grapevine, First); **Ruling Elder Sara Jo Mueller** (Plano, West Plano), Class of 2021: **Ruling Elder Patty Dickerson** (Waxahachie, Central), **Ruling Elder Ernie Higginbotham** (Dallas, First), **Ruling Elder Michael Malone** (Dallas, NorthPark), **Rev. Denise Odom** (Dallas, Presbyterian Village North); **Ruling Elder Frank Stevenson** (Dallas, Northridge), Class of 2023: **Rev. David Ivie** (Forney, First), **Rev. Leslie King** (Waco, First), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), Ex-Officio with vote: **Rev. John Williams** (Presbytery Council Moderator), **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees), Ex-

Officio without vote: **Rev. Mike Thompson** (Interim General Presbyter), **Trey Angel** (Presbytery Treasurer), Staff: **Ruling Elder Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management).

Excused: Class of 2020: **Ruling Elder Mark Harren** (Waco, First), Class of 2021: **Ruling Elder Jefferson Howeth** (Dallas, NorthPark). [7-27-20]

- B. Prayers: The July 27, 2020 Board of Trustees meeting was opened with prayer by **Rev. Greg Garis**. The meeting was closed in prayer by **Rev. Leslie King**. [7-27-20]
- C. Attendance at the August 24, 2020 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery's Manual of Administrative Operations: Class of 2020: **Rev. Greg Garis** (Hurst, St. Philip), **Ruling Elder Mark Harren** (Waco, First), **Rev. Ashley Hood** (Grapevine, First); **Ruling Elder Sara Jo Mueller** (Plano, West Plano), Class of 2021: **Elder Ernie Higginbotham** (Dallas, First), **Ruling Elder Jefferson Howeth** (Dallas, NorthPark), **Ruling Elder Michael Malone** (Dallas, NorthPark), **Rev. Denise Odom** (Dallas, Presbyterian Village North); **Ruling Elder Frank Stevenson** (Dallas, Northridge), Class of 2023: **Rev. David Ivie** (Forney, First), **Rev. Leslie King** (Waco, First), Ex-Officio with vote: **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees), Ex-Officio without vote: **Rev. Mike Thompson** (Interim General Presbyter), **Trey Angel** (Presbytery Treasurer), Staff: **Ruling Elder Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management).

Excused: Class of 2020: **Ruling Elder Kevin Green** (Dallas, Preston Hollow), Class of 2021: **Ruling Elder Patty Dickerson** (Waxahachie, Central), Class of 2023: **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), Ex-Officio with vote: **Rev. John Williams** (Presbytery Council Moderator). [8-24-20]

- D. Prayers: The August 24, 2020 Board of Trustees meeting was opened with prayer by **Rev. Greg Garis**. The meeting was closed in prayer by **Rev. Ashley Hood**. [8-24-20]

### **Motions from the Committee on Representation**

***1. Grace Presbytery Council approved the following actions taken by the Committee on Representation in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.***

- A. The Committee on Representation has had two meetings in 2020, and three over the past year. We have discussed matters that are important to Grace Presbytery.
- B. On Tuesday, February 11, 2020 (before COVID-19 restrictions) we met face to face at the Presbyterian Mission Center from 6:00 to 8:00 PM, and we met online on July 8 via the presbytery Zoom account. After sharing our recent personal histories and prayer requests, we reviewed the tasks of Committee on Representation as identified in the Standing Rules: "The Committee on Representation is responsible for the implementation

of the Presbytery's commitment to inclusiveness as outlined in the Book of Order.” We are to advise the presbytery regarding the principles of unity and diversity; we are to advocate for diversity in leadership by consulting with the Nominating Committee for committee membership and leadership and consulting with the Presbytery Council in the employment of personnel (G-3.0103). Our job is to ensure that all Christian elders and pastors in Grace Presbytery are represented in leadership “regardless of race, ethnicity, age, sex, disability, geography or theological conviction (F-1.0403).”

- C. At that meeting we went over all of the committees of Grace Presbytery, doing our best to identify each person on each committee. We reviewed the Administrative Commission on Property (7) [now located in] the Board of Trustees (14), Budget and Finance (7), Church Development (10), Committee on Ministry (24), Committee on Preparation for Ministry (13), our own Committee on Representation (7), Congregational Support Committee (9), Nominating Committee (8), Permanent Judicial Commission (7), Personnel Committee (5), Council (17), Strategic Planning Committee (3), Commission Pastor Task Force (4), Young Adult Ministry (6), and the Youth Ministry Council (26).
- D. We did our best to evaluate each of these teams/committees and their composition related to diversity in racial/ethnic, geographical, generational/age, gender/sex and theological matters. We discovered, at that time, 6 of 16 teams were majority female, 9 of 16 were majority male, and the numbers were somewhat balanced in total. 4 of the 16 teams had some good racial/ethnic representation: Youth Ministry Council, Congregational Support, Committee on Representation, and Church Development.
- E. The more challenging part we discovered was that our teams/committees continue to be dominated by the north geographically, above-55 generationally, white people racially, progressivism theologically, and a slight male tilt according to gender. This is all by way of saying that we still have work to do! Committee on Representation hopes to 1) raise awareness of these issues with both the Nominating Team for committees, and Council for our staff; 2) challenge Grace Presbytery to be reaching out to females, racial/ethnic members, younger people, the disabled, and more geographically and theologically diverse members of Grace Presbytery.
- F. We urge each of you to pray for Grace Presbytery and to reach out to our more diverse members who would be willing to serve on committees, in leadership and on staff, so that we may reflect the glorious and diverse banquet of God's kingdom people.

#### Information from the Committee on Representation

- A. Members of our Committee on Representation team are **Ruling Elder Crysta Brantley** (McKinney, First), **Rev. Seong Soo Lee** (Frisco, Holy Seed NCD), **Ruling Elder Karena Malavanti** (Waco, First), **Ruling Elder Bernabe Martinez** (Fort Worth, Gethsemane), **Rev. Richard McDermott**, Moderator (Arlington, First), **Ruling Elder Martin Osae** (Irving, Woodhaven), **Ruling Elder Sean Price** (Dallas, NorthPark), and two staff people, **Joanna Kim** and **Tammy Stepka**.



## Motions from the Commissioned Pastors Task Force

### *1. Grace Presbytery Council approved the following actions taken by the Commissioned Pastors Task Force and received the items of information.*

- A. The Task Force approved a new enrichment program to work with all Commissioned Pastors (both those commissioned and those in process) for the purpose of strengthening homiletic skills and reinforcing Reformed theological understanding.

Explanation and Rationale: Beginning in September, the Task Force will organize and guide lectionary reading groups several times a month. Commissioned Pastors and those in the program will be responsible for presenting an understanding of various lectionary texts to the group in conjunction with **Cynthia Rigby's *Holding Faith: A Practical Introduction to Christian Doctrine*** (Abingdon Press, 2018), for the purpose of developing the ability to read scripture theologically. The presenting participant will also submit a sermon to be evaluated by the leader/mentor and presented for group instruction. The task force will identify and recruit pastors on Committee on Ministry and in the presbytery willing to periodically assist in the role of leader/mentor.

- B. By offering to Commissioned Pastor program participants the ongoing opportunity to enhance their preaching skills and deepen their theological understanding, the Task Force is actively engaged in support of Committee on Ministry which is seeking to provide pastoral leadership for churches throughout the presbytery that have difficulty securing consistent pulpit supply.

### Information from the Commissioned Pastors Task Force

- A. The total number of Commissioned Pastors presently in Grace Presbytery is thirteen. Of those, eleven participate in ongoing enrichments events:
- Two have completed all requirements but are not yet commissioned (though they regularly fill the pulpits in several churches), and
  - Nine are commissioned to churches or a region of the presbytery.
- B. In addition, nine people are currently in the Commissioned Pastor process and two of those are qualified to be commissioned (though one is currently serving on presbytery staff).
- C. Moderator: **Rev. David Batchelder**; Members: **Ruling Elder Chris Bartley, Rev. Nancy Drake, Rev. Michele Goff, Ruling Elder Kathy Jones, Ruling Elder Mary Jo North**; Presbytery Staff: **Rev. Elizabeth Callender, Ruling Elder Jimmy Chapman.**

## Motions from the Church Development Committee

### *1. Grace Presbytery Council eliminated the current Grace Presbytery Policy on New Worshiping Communities, Fellowships, and New Church Developments adopted June 6, 2015.*

Rationale: The restructure of the present Church Development Committee has rendered much of this policy, with its categories, moot. The current scope is as follows:

#### **A. New Worshiping Communities and New Church Developments**

- To find a systematic way to study the burgeoning growth areas within the bounds of Grace Presbytery to determine what areas and populations are unserved or underserved by a PCUSA presence, with attention paid to Hispanic/Latino ministry possibilities.
- To be conversant with 21<sup>st</sup> Century principles/dynamics of New Church Development
- To evaluate our financial resources and prioritize how we use these resources for the best stewardship
- To intentionally seek and develop helpful and appropriate leadership for church planting

It is assumed that all new developments will begin as New Worshiping Communities. While all New Worshiping Communities may not become New Church Developments, all New Church Developments will have begun as New Worshiping Communities.

- To provide support, oversight, and accountability in the formation process
- To imagine, develop, and embrace structural variations
- To maintain a relationship with these communities (ordinarily a member of the Church Development Committee will be appointed to their leadership team/board)

#### **B. Building Vitality**

- To provide resources for pastors and church leaders – ordained and non-ordained – relating to developing leadership and increasing church vitality (in consultation with Church Development Committee)

#### **C. Revitalization**

- To identify declining or at-risk churches who are interested in and ready for revitalization

- To determine and make recommendations concerning the employment of any presbytery human or financial resources, especially (in consultation with Committee on Ministry) through seeking leaders experienced in church redevelopment
- To imagine, develop, and embrace structural variations for these churches

This scope continues as a work-in-progress. There is a task force appointed to develop a process for New Worshiping Communities in Grace Presbytery. The work of this Task Force should be accomplished by the next Presbytery Council meeting and a new policy will be presented then.

#### Information from the Church Development Committee

- A. The Church Development Committee has met 3/26/20, 4/23/20, and 8/27/20. A quorum was present at each, and they were properly opened and closed with prayer.
- B. We currently have four New Worshiping Communities in various stages of development. The latest ones to be approved by General Assembly New Worshiping Communities and granted the initial Seed Grant are the Ghanaian Fellowship (Irving, Woodhaven) and U-Kirk at Southern Methodist University.

#### Motions from the Committee on Preparation for Ministry

1. *Grace Presbytery Council enrolled Adrian Rodriquez (Arlington, First) as an Inquirer for Teaching Elder in the Ministry of Word and Sacrament. [2/13/20]*
2. *Grace Presbytery Council enrolled Claire Kennedy (Arlington, Westminster) as an Inquirer for Teaching Elder in the Ministry of Word and Sacrament. [3/12/20]*
3. *Grace Presbytery Council enrolled Adrian White (Dallas, Preston Hollow) as an Inquirer for Teaching Elder in the Ministry of Word and Sacrament. [6/11/20]*
4. *Grace Presbytery Council postponed the approval of Claude (Wilson) Nicholson (Dallas, Westminster) as a Candidate under care of Grace Presbytery until the next special meeting of the Presbytery Council. [7/9/20]*
5. *Grace Presbytery Council approved the following actions taken by the Committee on Preparation for Ministry in accordance with the authority delegated by the Manual of Administrative Operations and receive the items of information.*
  - A. Sustained the preaching requirement for **Candidate Jennifer Hallberg** (Hurst, St Philip) and approved her to circulate her Personal Information Form. [3/12/20]
  - B. Approved the following Ordination Examination Readers: **Rev. Clay Brantley, Rev. Craig Hunter, Rev. Judith Crilley, and Ruling Elder Janet Walters, Ruling Elder**

**Ann Treleven, Ruling Elder David Williams, and Ruling Elder Denise Bennett** as Alternate. [3/12/20]

- C. Approved reimbursement for **Inquirer Claire Kennedy** (Arlington, Westminster) and **Candidate Jennifer Hallberg** (Hurst, St Philip) for one-third of their travel expenses to meet with the Committee on Preparation for Ministry. [3/12/20]
- D. Approved the requests of **Candidate Sue Fry** (Duncanville, First) and **Brandi Caldwell** (Denton, St. Andrew) to withdraw from the process. [4/16/20]
- E. Awarded a \$3,000.00 scholarship to **Inquirer Ekama Eni**, pending clarification of full-time status, and **Inquirer Adrian Rodriguez**, pending acceptance into seminary. [6/11/20]
- F. Approved minutes from February 13, 2020, March 12, 2020, April 16, 2020, and June 11, 2020 stated meetings. [7/9/20]

Information from the Committee on Preparation for Ministry

- A. Eleven Inquirers under care of Grace Presbytery: **Rachel Crilley** (First, Grapevine), **Sarah Dixon** (Trinity, Flower Mound), **Ekama Eni** (Trinity, Denton), **Emily Everts** (Ridglea, Ft. Worth), **Kailey Gray** (Canyon Creek, Richardson), **Claire Kennedy** (Westminster, Arlington), **Edward Lewis** (Preston Hollow, Dallas), **Leslie Miner** (First, Grapevine), **C.J. Prater** (Trinity, Flower Mound), **Adrian Rodriguez** (First, Arlington), **Adrian White** (Preston Hollow, Dallas).
- B. Eleven Candidates under care of Grace Presbytery: **Brianna Benzinger** (Trinity, Flower Mound) ordination pending, **Sue Fry** (First, Duncanville), **Jennifer Hallberg** (St. Philip, Hurst), **Joanna Kim** (Preston Hollow, Dallas), **Dale Montgomery** (Central, Waxahachie), **Wilson Nicholson** (Westminster, Dallas), **Alexandra Pappas** (Eastminster, Dallas), **Clark Royle** (First, Dallas), **Stuart Seelman** (Preston Hollow, Preston Hollow), **Maria Torres-Vargas** (Gethsemane, Ft. Worth), **Traci Truly** (First, Garland).

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These minutes are submitted by **Rev. Dr. Gerald L. Tyer**, Stated Clerk of Grace Presbytery and **Rev. Lisa Patterson**, Moderator of Grace Presbytery.



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Stated Clerk of Grace Presbytery



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Moderator of Grace Presbytery