

Minutes of
Grace Presbytery
2020 Meetings



Grace Presbytery

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Grace Presbytery
February 22, 2020
Stated Meeting Minutes

Call to Order

The Stated Meeting of Grace Presbytery was called to order with prayer by Presbytery Moderator **Rev. Lisa Patterson** at 9:00 a.m. on February 22, 2020 at First Presbyterian Church of Dallas, Texas.

Worship

The Lord's Supper was celebrated during worship. Participants in the worship service: **Ruling Elder Vilmarie Cintrón-Olivieri**, Co-Moderator of the 223rd General Assembly of the Presbyterian Church (U.S.A.); **Ruling Elder Vera Odei**, St. Andrew Presbyterian Church, Denton; **Ruling Elder Wade Hatter**, St. Andrew Presbyterian Church, Denton. Participants from the Host Church: **Rev. Amos Disasa**, Pastor; **Rev. Rebecca Chancellor Sicks**, Associate Pastor; **Laura Westerlage**, Pastoral Intern; **Tracy DePue**, Interim Director of Music; **Jody Lindh**, Organist; **Cheryl Taylor Lemmons**, Accompanist; and the First Presbyterian Church of Dallas Chancel Choir.

Offering

An offering of \$2,246.91 was received for the General Assembly's Presbyterian Historical Society. It offers many services to congregations which include archiving permanent records and historical items at no fee, historical research, digitizing permanent records, and providing professional assistance concerning historical celebrations. It is funded in part by the budget of the General Assembly and by donations from individuals, congregations, presbyteries and others interested in preserving the treasure of our tradition.

Quorum, Welcome, Docket

The moderator declared a quorum was present in accordance with the Standing Rules and Manual of Administrative Operations of Grace Presbytery, Section 1.5.3: "A quorum for presbytery meetings shall be ten percent of the teaching elders currently on the roll of the presbytery and one ruling elder commissioner from ten percent of the congregations on the roll of the presbytery." The docket was approved as presented. Host Pastor **Rev. Amos Disasa** welcomed the presbytery. First-time ruling elder commissioners were recognized.

Reports

The Presbytery Moderator, **Rev. Lisa Patterson**, presented her report. **Rev. Mike Thompson** gave the report of the Interim General Presbyter. **Rev. Gerry Tyer** gave the report of the Stated Clerk and presented the Consent Agenda. The Annual Meeting of Grace Presbytery, Inc. was led by **Rev. Greg Garis**, President of the Board of Trustees. The Presbytery Council report was given by **Rev. John Williams**. A report from the General Assembly's Presbyterian Investment

and Loan Program was given by **James G Rissler**, President and Chief Executive Officer. A presentation from the Presbyterian Historical Society was given by **Ruling Elder Ernie Higginbotham**, President of the Board of Directors. A report from Gilmont Camp was presented by **Rev. Kenny Rigoulot**, Board Member. The Nominating Committee report was given by **Ruling Elder Brian Parker**, Moderator. The report of the Nominating Committee was given by **Rev. Lisa Juica Perkins**. The finance reports were presented by the Presbytery Treasurer **Trey Angel**. Joys, concerns, and blessing for the meal were offered by **Ruling Elder Mike Jones**. The Committee on Ministry report was presented by **Rev. Michael Waschevski**. The report of the Subcommittee on Examinations was given by **Ruling Elder Kathy Jones**. The report of the Committee on Preparation for Ministry was presented by **Ruling Elder Betsy Winters**.

Breakout Groups

Three breakout groups convened after lunch: (1) a presentation and conversation with General Assembly Co-Moderator **Ruling Elder Vilmarie Cintrón-Olivieri**, (2) a presentation on the Overture concerning Israel/Palestine by **Rev. Craig Hunter**, (3) a training session for clerks of session by **Rev. Gerry Tyer**, Stated Clerk of Grace Presbytery.

Motions from the Stated Clerk

1. Grace Presbytery received the following Roll of ministers of Word and Sacrament as of December 31, 2019.

Grace Presbytery Roll of ministers of Word and Sacrament (as of 12/31/19)	Effective Date	Expiration Date for Temporary Positions	Date of Presbytery COM (M) or CPM (P)	Action	Position	Church or Validated Ministry	Notes
Abaraoha, Princeton	2019-07-21	7-20-20	2019-07-16M	Renewed	Stated Supply 108	Midlothian, First	
Adkins, Julie	2019-01-01	12-31-19	2018-12-11M	Approved	Stated Supply 108	Milford, Milford	
	2019-01-01	12-31-19	2018-07-16M	Approved	Stated Supply 108	Kerens, Kerens	
Alatorre, Daniel	2019-12-19			Retired			Honorably Retired 299
Allard, Clayton F.	2003-03-15				Pastor 101	Dallas, Oak Cliff	
Allen, Thomas G.	2015-01-01						Honorably Retired 299
Altfather, Kenneth D.	2010-03-08						Honorably Retired 299
Anderson-Little, Daniel R.	2019-11-01	5-31-20	2019-11-19M	Approved	Stated Supply 108	Dallas, El Divino Salvador	
Andrews, Donald C.	1985-12-31				Pastor Emeritus 109	McKinney, Trinity	Honorably Retired 299
Are, Sarah R.	2018-07-01		2018-09-18M	Approved	Associate Pastor 103	Dallas, Preston Hollow	
Arreche, Whitney Wilkinson	2019-12-17	12-17-20	2019-12-17M	Approved			Member at Large 797
Babb, Fred H.	1999-12-31						Honorably Retired 299
Bailey, Gaither	2019-01-01	12-31-19	2019-03-19	Renewed	Stated Supply 108	Palestine, First	Honorably Retired 299
Bailey, Mona A.	2005-02-01						Honorably Retired 299
Bailey, Warner M.	2019-01-01	12-31-19	2019-05-21M	Renewed	Parish Associate	Fort Worth, St. Stephen	Honorably Retired 299
Baskin, Stuart G.	2006-07-01				Pastor 101	Tyler, First	
Batchelder, David B.	2003-01-15				Pastor 101	Plano, West Plano	
Bates, Nicole D.	2019-05-06	5-5-20	2019-03-19M	Approved	Interim Pastor	Dallas, NorthPark	
Baughman, Thomas J.	2014-12-31						Honorably Retired 299
Baum, Mary Lydia	2005-08-29				Associate Pastor 103	McKinney, Trinity	
Beaugh, Michael B.	2011-12-01						Honorably Retired 299
Bell, Gerald L.	1997-02-28						Honorably Retired 299
Beltzer, Pat R.	2019-07-01	6-30-20	2019-06-18M	Renewed	Parish Associate	Richardson, Canyon Creek	Honorably Retired 299
Benner, A. William	2007-02-01						Honorably Retired 299
Bethel, Lander L.	2014-01-01				Pastor 101	Denison, First	
	1994-08-15				Pastor 101	Sherman, Grand Avenue	
Beverly, James A.	1994-12-31						Honorably Retired 299
Bigler, Robert L.	1993-06-01						Honorably Retired 299
Bitter, Paul K.	2013-02-25						Honorably Retired 299
Blacklock, John W.	2015-12-31						Honorably Retired 299
Blackman, Gordon	2014-10-26				Pastor 101	Longview, Alpine	
Blatnik, Darla J.	2012-12-01						Honorably Retired 299
Blewitt, John G.	2019-02-01	2-1-20	2019-02-18M	Approved	Interim Pastor 105	Ennis, First	Honorably Retired 299

Grace Presbytery Roll of ministers of Word and Sacrament (as of 12/31/19)	Effective Date	Expiration Date for Temporary Positions	Date of Presbytery COM (M) or CPM (P)	Action	Position	Church or Validated Ministry	Notes
Bluestein, Jennifer	2019-01-10	12-31-19	2019-02-19M	Renewed	Chaplain 701	Ft. Worth, Cook Children's Med. Center	Validated Ministry
Bourne, Cheryl A.	2013-02-01				Pastor 101	Texarkana, Northwood	
Boyanton, Janet S.	2019-03-08	3-7-20	2018-12-11M	Renewed	Stated Supply 108	DeSoto, DeSoto	
Brainerd, Mark S.	2018-01-26		2018-01-30M	Approved	Associate Pastor 103	Dallas, Preston Hollow	
Brantley, Harold Clayton	2019-01-01	12-31-19	2019-06-18M	Renewed			Member at Large 797
Braskamp, Caroline G.	2019-01-01	12-31-19	2019-09-17M	Renewed			Member at Large 797
Brooks, Frank A.	1993-06-01						Honorably Retired 299
Brooks, Richard L.	2008-08-10				Pastor 101	Dallas, St. Mark	
Brown, Norwood V. (Woody)	2019-07-01		2019-04-16M	Approved	Pastor	McKinney, Trinity	
Brown, Sally H.	2010-06-01				Assoc. Pastor Emerita 109	Dallas, NorthPark	Honorably Retired 299
Brown, Thomas F.	2004-09-01						Honorably Retired 299
Brumbelow, Janne S.	2011-04-01						Honorably Retired 299
Bruner, Charles A.	2017-06-30	6-30-18	2017-06-20M	Moved			Member at Large 797
Bryant, Sharon L.	2019-01-01	12-31-19	2018-04-16M	Renewed	Fraternal Worker 405	General Assembly (Thailand)	Validated Ministry
Buchanan, Bruce A.	2017-12-31		2017-11-16	Retired			Honorably Retired 299
Bucher, Henry H.	2004-07-31						Honorably Retired 299
Bullock, Robert H.	2003-12-31						Honorably Retired 299
Burns, Paul M.	2015-01-05				Pastor 101	Garland, First	
Callender, Elizabeth J.	2019-01-15		2018-12-01	Approved	Mid Council Staff 305	Grace Presbytery	
Calvert, Matthew G.	2019-01-01	12-31-19	2019-04-16M	Renewed	Chaplain 701	Dallas, TX Health Presby. Hosp.	Validated Ministry
Cameron, Anne M.	2016-05-26		2019-12-17M	Renewed	Parish Associate	Plano, West Plano	Honorably Retired 299
Campbell, Christopher L.	2016-07-01				Associate Pastor 103	Arlington, First	
Carson, Christopher B.	2010-07-01				Pastor 101	Frisco, Faithbridge	
Carson, Deidre	2012-12-01				Associate Pastor 103	Waco, First	
Cherryholmes, Eleanor C.	2000-03-15						Honorably Retired 299
Clawson, John Jacob (Jake)	2017-08-01		2017-06-20M	Approved	Pastor 101	Flower Mound, Trinity	
Collier, Kathy S.	2019-01-01	12-31-19	2019-07-16M	Renewed	Stated Supply 108	Kerens, Kerens	Honorably Retired 299
Collier, Todd A.	2016-01-01	12-31-17	2016-04-19M	Renewed			Member at Large 797
Coney, C. Randolph	1993-08-01						Honorably Retired 299
Conley, John T.	2012-09-01						Honorably Retired 299
Conner, Alissa D.	2014-06-09				Associate Pastor 103	Hurst, St. Philip	
Cook, Jamye Jeanette	2019-04-09	12-31-19	2019-07-16M	Approved	Chaplain 701	Dallas, Faith Presbyterian Hospice	Validated Ministry
Crawford, Kris M.	2019-01-01	12-31-19	2019-11-19M	Moved			Member at Large 797
Crilly, Judith A.	2018-01-01	12-31-18	2018-04-17M	Renewed	Chaplain 701	Dallas, Parkland Hospital	Validated Ministry
Crilly, Robert S.	1993-06-14				Pastor 101	Grapevine, First	
Crownover, Richard M.	2014-01-01	12-31-14	2014-05-31	Renewed			Member at Large 797
Culp, Richard B.	2016-10-02				Pastor 101	Denton, St. Andrew	
Curry, Matthew A.	2012-08-19				Pastor 101	Waxahachie, Central	
Darrow, David	2010-10-01				Pastor 101	Paris, Central	
DeVries, Janet M.	2019-09-29		2019-09-28	Retired			Honorably Retired 299
Diaz, Frank	1999-01-01						Honorably Retired 299
Dinsdale, Lynda	2018-08-15		2018-11-06M	Received		Missouri River Valley	Honorably Retired 299
Disasa, Amos J.	2019-03-01		2019-01-22M	Approved	Pastor (101)	Dallas, First	
Dittman, Ellen P.	2019-01-01		2019-01-22M	Approved	Associate Pastor (103)	Richardson, Canyon Creek	
Dobbie, Bette June	1995-07-15						Honorably Retired 299
Dodson, Edward A.	1998-01-31						Honorably Retired 299
Doughton, E. Jones	2018-01-01		2017-10-17M	Approved	Pastor 101	Mesquite, First	
Drake, Nancy S.	2011-02-01						Honorably Retired 299
Duff, Nancy	2019-01-01	12-31-19	2019-04-16M	Renewed	Professor 644	Princeton Theological Seminary	Validated Ministry
Dunklau, Paul R.	2019-01-01	12-31-19	2019-10-15M	Renewed			Member at Large 797
Edah, Julius	2004-10-01				Pastor 101	Dallas, United African	
Edwards, William L.	2017-11-16		2017-11-16	Retired			Honorably Retired 299
Ehman, Frank C.	2015-10-01				Pastor Emeritus 109	Flower Mound, Trinity	Honorably Retired 299
Ellis, Cara L.	2019-09-01	8-31-20	2019-11-19M	Renewed	Stated Supply 108	Plano, Grace	
Ellor, James W.	2018-01-01	12-31-18	2018-02-20M	Renewed	Professor 644	Waco, Baylor University	Validated Ministry
	2019-01-01	12-31-19	2019-03-19M	Renewed	Parish Associate	Waco, First	
Engelhard, John C.	2017-02-28		2017-02-25	Retired			Honorably Retired 299
Evans, John R.	2008-06-30						Honorably Retired 299
Farquhar, D. Alan	2000-06-30				Pastor Emeritus 109	Arlington, Westminster	Honorably Retired 299
Felter, Patricia E.	2018-04-01		2018-05-19	Retired			Honorably Retired 299
Fenn, Wendy H.	2019-09-11	9-1-20	2019-11-19M	Approved	Interim Assoc. Pastor 105	Dallas, Northridge	Honorably Retired 299
Fitzgibbon, Laura R.	2019-03-01	2-29-20	2019-03-19M	Renewed	Interim Assoc. Pastor 105	Plano, Grace	
Fletcher, J. David	2012-05-01						Honorably Retired 299
Galligan, Timothy J.	2012-02-19				Pastor 101	Southlake, Trinity	
Garis, Greg A.	2011-03-07				Pastor 101	Hurst, St Philip	
Gause, Edith A.	2007-07-01						Honorably Retired 299
George, Bruce R.	1998-01-01						Honorably Retired 299

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Getty, Robert L.	2016-03-31						Honorably Retired 299
Gibbons, Thomas C.	2017-08-31				Pastor Emeritus 109	Richardson, St Barnabas	Honorably Retired 299
Gibson, Gregory C.	2009-10-01						Honorably Retired 299
Gilmer, Richard T.	2010-09-01						Honorably Retired 299
Goff, Michele	2019-01-06		2019-01-22M	Approved	Pastor 101	Henderson, First	
González, Jesús Juan (Jesse)	2019-11-01		2019-09-17M	Approved	Pastor 101	Fort Worth, Gethsemane	
Gooch, James B.	2012-08-01				Pastor Emeritus 109	Fairfield, Fairfield-Harmony	Honorably Retired 299
Gould, William M.	1995-04-01						Honorably Retired 299
Gouwens, David J.	2015-05-31						Honorably Retired 299
Gowan, Daniel R.	2019-01-01	12-31-19	2019-07-16M	Renewed	Pastoral Counselor 791	Plano, Benchmark Counseling	Validated Ministry
Graham, Ralph M.	2015-02-17	2-16-16	2015-04-21M	Approved	Parish Associate	McKinney, Trinity	Honorably Retired 299
Gray, Owen	2019-08-01		2019-04-16M	Approved	Associate Pastor 103	Richardson, St. Barnabas	
Green, Roger O.	1998-04-15						Honorably Retired 299
Grogan, Donald E.	1998-07-01						Honorably Retired 299
Hall, Mary Stewart	2019-01-01	12-31-19	2019-07-16M	Renewed			
	2019-04-15	4-15-20	2019-08-13M	Approved	Parrish Associate	Dallas, First	Member at Large 797
Hamilton, Frank M.	2017-07-01						Honorably Retired 299
Hanson, Robert S.	1998-01-01						Honorably Retired 299
Hardie, Judith M.	2018-10-14		2018-08-21M	Approved	Pastor 101	Waco, Central	
Hare, John S.	2018-12-31		2018-10-06	Retired			Honorably Retired 299
Harwerth, Roger A.	2019-08-05	8-4-20	2019-07-16M	Approved	Interim Pastor 105	Fort Worth, Ridglea	
Haswell, Henry M.	2006-08-31						Honorably Retired 299
Hawthorne, James R.	2019-03-01	2-29-20	2019-01-22M	Renewed	Interim Pastor 105	Plano, Grace	Honorably Retired 299
Heppenstall, Robert B.	2019-10-01	3-31-20	2019-09-17M	Renewed	Interim Pastor 105	Dallas, Northridge	
Hertenstein, Virginia L.	2010-01-01				Pastor 101	Duncanville, First	
Heslip, Douglas T.	2007-11-30						Honorably Retired 299
Hitchens, Lawrence R.	2011-07-01						Honorably Retired 299
Hogg, Donald R.	1997-08-01				Pastor 101	Fort Worth, Westminster	
Hollas, Deanna M.	2019-07-07	7-7-20	2019-06-01	Approved	Ministry Coordinator 791	Presbyterian Peace Fellowship	Validated Ministry
Hollifield, Deborah	2019-12-17		2019-12-17M	Received		Southern Kansas Presbytery	Honorably Retired 299
Holloman, Ronnie G.	2019-01-01	12-31-19	2018-12-11M	Approved	Stated Supply 108	Terrell, First	Honorably Retired 299
Holloman, Sherry K.	2009-07-01				Pastor 101	Dallas, Eastminster	
Holmes, Lewis E.	2013-03-01						Honorably Retired 299
Holmes, Ronald D.	2019-07-01	8-31-20	2019-10-15M	Renewed	Interim Pastor 105	Corsicana, Westminster	
Hom, Richard	2017-02-28						Honorably Retired 299
Hood, Ashley A.	2012-01-03				Associate Pastor 103	Grapevine, First	
Hosey, H. P.	1997-08-03						Honorably Retired 299
Hughes, Beverly J.	2013-08-31						Honorably Retired 299
Huneycutt, Norman N.	1992-09-01						Honorably Retired 299
Hunihan, Glen J.	2016-07-31						Honorably Retired 299
Hunt, George (Hank) W.	2007-09-01						Honorably Retired 299
Hunter, Angus N.	2017-11-08						Honorably Retired 299
Hunter, Craig L.	2007-03-12				Pastor 101	Denton, Trinity	
Ihne, Janet L.	2019-01-01	12-31-19	2019-04-16M	Renewed	Chaplain 701	Lewisville, Heart to Heart Hospice	Validated Ministry
Ivie, David A.	2017-02-01				Pastor 101	Forney, First	
Jamshaid, Oliver	2019-01-10	12-31-19	2019-07-16M	Renewed			
	2018-01-01	12-31-18	2018-02-20M	Approved	Parish Associate	Garland, First	Member at Large 797
Jenkins, David R.	2017-02-28		2017-02-25	Retired			Honorably Retired 299
Johnson, Jimmie D.	2012-05-31						Honorably Retired 299
Johnson, Sarah A.	2013-07-29				Associate Pastor 103	Dallas, Preston Hollow	
Johnston, R. Mike	2019-04-01	12-31-19	2019-09-17M	Approved	Chaplain 701	Fort Worth, Baylor Scott & White All Saints	Validated Ministry
Jonas, Russell C.	2019-04-01						Honorably Retired 299
Jones, Dana Steven	2018-01-01	12-31-18	2018-04-17M	Renewed			Member at Large 797
Jones, Mari Lyn	2018-12-01	11-30-19	2018-11-06M	Approved	Stated Supply 108	Hamilton, First	
Jordan, Elizabeth L.	2018-10-09		2018-10-16M	Received		Western Colorado Presbytery	Honorably Retired 299
Kasonga, Kasonga wa	2019-01-01	12-31-19	2019-07-16M	Renewed			Member at Large 797
Kelemen, Zoltan S.	2019-11-20	11-20-20		Moved			Member at Large 797
Kim, Dai Kyum	2014-10-01						Honorably Retired 299
Kimbrough, William R.	1991-06-30						Honorably Retired 299
Kinard, Anne K.	2019-01-01	12-31-19	2019-07-16M	Renewed			Member at Large 797
King, Leslie M.	2012-03-01				Pastor 101	Waco, First	
Kinser, Floyd G.	1996-08-31				Pastor Emeritus 109	Fort Worth, First	Honorably Retired 299
Kolakowski, Wendy	2019-02-01	2-1-20	2018-06-18M	Moved			Member at Large 797
Kremzar, Lucia M.	2018-10-18	9-11-19	2019-04-16M	Renewed	Stated Supply 108	Flower Mound, Flower Mound	
Krueger, Craig C.	2019-01-15		2018-12-01	Approved	Mid Council Staff 305	Grace Presbytery	
Lam, Robert G.	2010-02-01						Honorably Retired 299
Lamb, Thomas A.	2012-02-01				Pastor 101	Temple, Grace	
Land, Kendal A.	2014-07-20				Pastor 101	Longview, First	
Landes, Elizabeth B.	2015-07-11				Associate Pastor 103	Aledo, Faith	

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Lann, Linda S.	2011-11-01						Honorably Retired 299
Launius, Thomas D.	2019-03-19						Honorably Retired 299
Leach, Pamela N.	2018-07-01	12-31-18	2018-08-21M	Renewed	Stated Supply 108	Tyler, First	
Lee, Christopher M.	2018-06-01		2018-03-20M	Approved	Associate Pastor 103	Richardson, Canyon Creek	
Lee, Oliver T.	2018-01-01	12-31-18	2018-03-20M	Renewed	Chaplain 701	Dallas, Texas Health Resources	Honorably Retired 299
Lee, Seong Soo	2008-05-02				Organizing Pastor 301	Frisco, Holy Seed NCD	
Lee, Yun Gil	2008-01-01						Honorably Retired 299
Lee-Cornell, Alexander K.	2019-07-22	7-21-20	2019-06-18	Approved	Interim Pastor 105	Dallas, Westminster	
Lee-Cornell, Kathy	2017-06-11		2017-05-25	Approved	Associate Pastor 103	Dallas, Preston Hollow	
Leischner, Robert W.	2008-06-30				Pastor 101	Dallas, St. Andrew's	
Leslie, Scott A.	2019-01-01	12-31-19	2019-01-22M	Renewed	Stated Supply 108	Blue Ridge, Crossroads	
Levetan, Mia	2019-12-01		2019-12-17M	Moved			Member at Large 797
Lewis, Donald G.	2017-01-01	12-31-17	2017-02-14M	Renewed			Member at Large 797
Light-Wells, Jessie	2019-08-01	9-20-19	2019-09-17M	Renewed	Temp. Pastoral Relation 108	Dallas, Preston Hollow	1-year Pastoral Resident
Lockhart, Elizabeth H.	2019-05-21	5-21-20	2019-05-21M	Moved			Member at Large 797
Lockhart, William H.	2019-01-01	12-31-19	2019-07-16M	Renewed			Member at Large 797
Loden, Thomas B.	1998-06-12						Honorably Retired 299
Logan, Cynthia W.	2015-11-30						Honorably Retired 299
Lyman, Mary Alice	2016-02-28						Honorably Retired 299
Mabry, Angie	2019-06-09	6-8-20	2018-06-18M	Approved	Interim Pastor 105	Plano, First	
Mack, David	2000-07-31						Honorably Retired 299
Mackey, Scott R.	2005-01-01				Pastor 101	Tyler, Highland	
Marshall, Jennifer	2018-09-01	12-31-19	2019-09-18M	Approved	Stated Supply Associate 108	Tyler, First	
Mathews, Terri A.	2019-01-01	12-31-19	2019-04-16M	Renewed			Member at Large 797
Mathews, Thomas F.	2002-07-31						Honorably Retired 299
Mathews, Trish	2019-01-01	12-31-19	2019-02-19M	Renewed	Chaplain 701	Denton, TX Health Presbyterian Hosp.	Validated Ministry
Maze, Andrew T. (Terry)	2019-01-01	12-31-19	2019-04-16M	Renewed	Chaplain 701	Dallas, Kindred Healthcare	Validated Ministry
McCall, James L.	2004-12-31						Honorably Retired 299
McCoy, Patrick E.	2019-07-15		2019-06-01	Retired			Honorably Retired 299
McDermott, Richard S.	2015-03-27				Pastor 101	Arlington, First	
McFarlin, Richard G.	2019-01-15		2019-01-22M	Received		Tres Rios Presbytery	Honorably Retired 299
McGee, Emily Kathryn	2014-12-30				Pastor 101	Arlington, Westminster	
McLachlan, Alexander (Sandy)	2014-09-01						Honorably Retired 299
Meissner, Harry C.	2019-12-01		2019-11-16M	Approved	Temporary Supply 108	Longview, St. Andrew	Honorably Retired 299
Meredith, Marwood B.	2018-06-01	5-31-21	2018-03-20M	Approved	Designated Pastor 191	Athens, First	
Mertz, Ashley Drake	2018-04-01		2019-02-19M	Approved	Pastor 101	Weatherford, First	
Michalove, Robilyn B.	2004-09-22				Associate Pastor 103	Fort Worth, First	
Middents, Gerald J.	2000-08-25						Honorably Retired 299
Mikow, John W.	2009-04-01						Honorably Retired 299
Miller, Shelby S.	2003-02-06						Honorably Retired 299
Mitchell, Carolyn H.	2019-01-01	12-31-19	2019-03-19M	Renewed	Chaplain 701	Dallas, Presbyterian Village North	Validated Ministry
Moessner, David P.	2019-01-01	12-31-19	2019-07-16M	Renewed	Professor 644	Ft. Worth, Texas Christian University	Validated Ministry
Moody, Warren L.	1997-11-11						Honorably Retired 299
Moore, Amy W.	2019-08-31		2019-10-15M	Moved			Member at Large 797
Morphew, Trudy R.	2012-09-30						Honorably Retired 299
Nilmeier, Steven C.	2010-01-08						Honorably Retired 299
Norris, Linda A.	2019-01-01	12-31-19	2019-05-21M	Renewed	Parish Associate	Temple, Grace	Honorably Retired 299
Nourse, Richard C.	2009-09-30						Honorably Retired 299
Nunnelle, Eddie A.	2018-01-01	12-31-18	2018-02-20M	Approved	Stated Supply 108	Mineral Wells, First	Honorably Retired 299
Nwabah, Gladys	2018-10-01	9-30-19	2019-01-22M	Renewed	Stated Supply Assoc. 108	Garland, First	
O'Neal, David R.	2018-07-30	6-30-19	2018-09-18M	Renewed	Stated Supply 108	Rusk, First	
Odom, Andrew S.	2011-12-06				Pastor 101	Richardson, Canyon Creek	
Odom, Mary Denise	2019-01-01	12-31-19	2019-04-16M	Renewed	Chaplain 701	Dallas, Presbyterian Village North	Validated Ministry
Osoinach, Carolyn A.	2019-01-01	12-31-19	2019-01-22M	Approved	Stated Supply 108	Grand Prairie, First	
Otters, Rosalie V.	2013-09-01						Honorably Retired 299
Paniagua, Pepa J.	2019-12-31	12-31-19	2019-07-16M	Renewed			Member at Large 797
	2018-04-01	3-31-18	2018-06-19M	Approved			
Parker, Joseph H.	2017-12-31		2017-10-17	Retired	Parish Associate	Dallas, St Andrews	Honorably Retired 299
Parr, William J.	2002-02-31				Pastor 101	Carrollton, The Nor'kirk	
Patterson, Dale W.	2019-03-03		2019-02-23	Retired			Honorably Retired 299
Patterson, Lisa B.	2011-12-05				Associate Pastor 103	Denton, St Andrew	
Pennington, Terra	2019-06-18	6-18-20	2019-06-18M	Approved			Member at Large 797
Pense, Elizabeth Johnson	2011-07-01						Honorably Retired 299
Perkins, Lisa Juica	2016-12-11				Pastor 101	Sherman, Covenant	
Phillips, Carol S.	2013-03-01						Honorably Retired 299
Phillips, Robert L.	2012-02-11						Honorably Retired 299
Pickell, Stuart C.	2019-01-01	12-31-19	2019-07-16M	Renewed			Member at Large 797
	2019-07-01	7-1-20	2019-05-21M	Approved	Parish Associate	Aledo, Faith	
Plunkett, Stephen W.	2017-10-01		2017-11-16	Retired			Honorably Retired 299

Grace Presbytery Roll of ministers of Word and Sacrament (as of 12/31/19)	Effective Date	Expiration Date for Temporary Positions	Date of Presbytery COM (M) or CPM (P)	Action	Position	Church or Validated Ministry	Notes
Porter, Thomas C.	2019-01-01	12-31-19	2019-02-19M	Renewed			Member at Large 797
Poteet, Robert M.	2018-11-01	10-31-19	2019-01-22M	Renewed	Parish Associate	Dallas, Preston Hollow	Honorably Retired 299
Powers, Richard C.	1987-07-09						Honorably Retired 299
Prentiss, Thomas G.	2019-01-01	12-31-19	2019-01-22M	Renewed	Stated Supply 108	Fairfield, Fairfield Harmony	
Presley, Chad E.	2014-11-01				Pastor 101	Fort Worth, Westside	
Quillin, Roger T.	2009-11-15				Pastor Emeritus 109	Dallas, Northridge	Honorably Retired 299
Quiroz, Horacio Gutierrez	2018-01-31		2018-02-24	Retired			Honorably Retired 299
Ramsawh, James C.	2013-02-25						Honorably Retired 299
Ramsay, Nancy J.	2019-07-01						Honorably Retired 299
Rasco, Krista Pearilee Welch	2014-04-06				Pastor 101	Commerce, First	
Reece, Lisa	2017-10-01		2017-09-12M	Approved	Pastor	Bonham, First	
Reeves, Robert D.	2007-09-01						Honorably Retired 299
Rehrig, Stephen W.	2019-12-17	3-31-20	2019-12-17M	Renewed	Temporary Supply	Hillsboro, First	Honorably Retired 299
Reinarz, James P.	2018-12-31		2018-10-06	Retired			Honorably Retired 299
Richey, Murray E.	2017-07-01	6-30-19	2017-09-12M	Renewed	Stated Supply 108	Haltom City, Browning Heights	Honorably Retired 299
Rigler, Katherine J.	2018-01-01		2017-11-16	Approved	Pastor 101	Richardson, St. Barnabas	
Rigoulot, Kenneth	2012-04-09				Pastor 101	Cleburne, United	
Riley, Julie U.	2019-01-01	12-31-19	2019-04-16M	Renewed			Member at Large 797
Ritchie, Kenneth A.	2018-09-01		2018-06-19M	Approved	Pastor 101	Farmers Branch, Faith United	
Ritsch, Frederick F.	2004-07-12				Pastor 101	Fort Worth, St. Stephen	
Robertson, Jack C.	1998-09-11						Honorably Retired 299
Robson, Rosy	2018-08-05		2019-06-18M	Approved	Associate Pastor 103	Richardson, First	
Roper, John A.	2019-07-01	6-30-20	2019-09-17M	Renewed	Parish Associate	Dallas, Preston Hollow	Honorably Retired 299
Rosenfeld, Richard H.	2013-09-13						Honorably Retired 299
Rounseville, Margaret A. (Peggy)	2008-04-01				Pastor Emerita 109	Winnsboro, First	Honorably Retired 299
Ruffin, Joe D.	1993-10-31						Honorably Retired 299
Ruffner, Matthew	2015-07-01				Pastor 101	Dallas, Preston Hollow	
Rutledge, Michael L.	2019-01-01	12-31-19	2019-02-19M	Approved	Stated Supply 108	McKinney, First	Honorably Retired 299
Saavedra, Meghan B.	2018-11-18	12-31-19	2019-06-18M	Renewed	Coord. for Young Adults in Global Mission 565	For the ELCA in Mexico	Validated Ministry
Salfen, Ronald P.	2019-01-01	12-31-19	2019-07-16M	Renewed	Temporary Supply 108	Kaufman, First	Honorably Retired 299
Sanders, Craig A.	2010-03-15	2018-08-01	2018-09-18M	Approved	Stated Supply 108	Mabank, First	
Sanders, James D.	1994-01-02				Pastor 101	Arlington, Grace	Honorably Retired 299
Schaefer, M. David	2012-05-21				Pastor 101	Richardson, First	
Schneider, Charles G.	2019-06-23	12-31-19	2019-07-16M	Approved	Stated Supply 108	Bedford, Emmanuel	
Schneider, David A.	2019-06-07	12-31-19	2019-08-13M	Approved	Stated Supply 108	Joshua, Union Hill	Honorably Retired 299
Schofield, Clinton A.	2004-06-07				Pastor 101	Clifton, First	
Schrader, Carl G.	2019-01-01	12-31-19	2019-03-19M	Renewed	Stated Supply 108	Crowley, First	Honorably Retired 299
Schwarz, Karl E.	2019-06-17	6-21-20	2019-06-18M	Approved	Interim Pastor 105	Dallas, Bentwood Trail	
Scroggs, Marilee M.	2010-07-10						Honorably Retired 299
Seager, Gary L.	2013-07-01						Honorably Retired 299
Seamans, Sandra L.	2016-05-31						Honorably Retired 299
Selby, Richard W.	2016-07-31						Honorably Retired 299
Setzer, D. Nicholas	2019-12-01		2019-12-17M	Moved			Member at Large 797
Shelton, Frances T.	2019-11-01	11-1-20	2019-09-17M	Approved	Parish Associate	Dallas, First	Honorably Retired 299
Sheppard-Mahaffey, Kenneth	2018-01-01	12-31-18	2018-05-15M	Renewed			Member at Large 797
Shroyer, James R.	2017-10-17		2017-10-17M	Received		Eastern Oklahoma Presbytery	Honorably Retired 299
Sicks, Rebecca E.	2018-02-24		2018-02-24	Approved	Associate Pastor 103	Dallas, First	
Slyter, David A.	2009-11-16				Associate Pastor 103	Weatherford, Grace First	
Smith, David C.	2018-02-01	1-1-19	2018-05-15M	Approved	Stated Supply 108	Troup, First	Honorably Retired 299
Smith, Lillian B.	2019-01-01	12-31-19	2019-08-13M	Approved	Adjunct Faculty 644	Dallas, Perkins School of Theology	Validated Ministry
Smith, Mark A.	2017-01-01	12-31-17	2017-02-14M	Renewed			Member at Large 797
Soday, Calixto C.	2001-12-31						Honorably Retired 299
Soga, Satoe	2019-01-01	12-31-19	2019-04-16M	Renewed	Chaplain 701	Dallas, Baylor Health Care Systems	Validated Ministry
Solomon, Lynette D.	2019-01-01	12-31-19	2019-04-16M	Renewed	Chaplain 701	Athens, Genesis Hospice	Validated Ministry
Somervill, Charles E.	2019-01-01	12-31-19	2019-06-18M	Renewed	Stated Supply 108	Stephenville, First	Honorably Retired 299
Son, Sungho Daniel	2006-07-01				Organizing Pastor 301	Farmers Branch, Good Shepherd NCD	
Spangler, Debra Diane	2019-10-16	10-15-20	2019-11-19M	Renewed	Stated Supply 108	Denton, First	
Sparks, David L.	2019-11-15		2019-09-28	Retired			Honorably Retired 299
Speck, Phyllis D.	2017-02-28						Honorably Retired 299
Stafford, Harold J.	2009-01-01						Honorably Retired 299
Staples, Kelly	2019-03-18		2019-01-22M	Approved	Associate Pastor 103	Flower Mound, Trinity	
Steinbrook, William M.	2016-07-31						Honorably Retired 299
Stevenson-Moessner, Jeanne S.	2019-01-01	12-31-19	2019-03-19M	Renewed	Prof. of Pastoral Care 644	Dallas, Southern Methodist University	Validated Ministry
Stewart, Joshua Jon	2005-10-03				Associate Pastor 103	Fort Worth, First	
Stolk, Douglas A.	2018-06-01	6-1-19	2018-08-21M	Approved	Stated Supply 108	Corinth, Parker	
Stoll, Peggy L.	2019-10-24	10-24-20	2019-11-19M	Moved			Member at Large 797
Strodel, Sherwood	2004-06-30						Honorably Retired 299

Grace Presbytery Roll of ministers of Word and Sacrament (as of 12/31/19)	Effective Date	Expiration Date for Temporary Positions	Date of Presbytery COM (M) or CPM (P)	Action	Position	Church or Validated Ministry	Notes
Swalve, Robert E.	2009-01-01						Honorably Retired 299
Taylor, Cheryl A.	2009-09-28				Pastor 101	Rockwall, First	
Tays, Herbert C.	1995-02-08						Honorably Retired 299
Thomas, David A.	1999-09-01				Pastor Emeritus 109	Marlin, First	Honorably Retired 299
Thomas, Lawrence A.	2010-02-28						Honorably Retired 299
Thompson, Carl V.	2020-01-01	12-31-20	2019-11-19M	Renewed	Stated Supply 108	Salado, Salado Presbyterian	
Thompson, Michael L.	2019-10-01	10-1-20	2019-12-01	Approved	Interim General Presbyter 302	Grace Presbytery	Honorably Retired 299
Thompson, Paul M.	2019-06-01	12-31-19	2019-06-18M	Renewed	Stated Supply 108	Grand Prairie, West Fork	Honorably Retired 299
Thomson, John W.	1993-07-01						Honorably Retired 299
Tickner, Thomas A.	2017-07-01						Honorably Retired 299
Tiegreen, Nancy F.	2002-05-31						Honorably Retired 299
Tolson, John F.	2016-04-30						Honorably Retired 299
Tony, Jonathan	2019-04-01				Pastor 101	Irving, Hackberry Creek	
Travis, Drew G.	2013-07-15				Pastor 101	Granbury, First	
Travis, Karl B.	2019-01-03		2019-01-22M	Moved			Member at Large 797
Trussell, R. Miranda	2019-01-01	12-31-19	2019-07-16M	Renewed		Missouri Union Presbytery	Member at Large 797
Tulley, Thomas E.	2008-02-05						Honorably Retired 299
Tulloch, E. Fred	1992-08-19						Honorably Retired 299
Tyer, Gerald L.	2019-01-01 2019-05-01	12-31-19 5-1-20	2018-12-01 2019-08-13M	Reelected Approved	Stated Clerk 299 Parish Associate	Grace Presbytery Dallas, First	Honorably Retired 299
Tyler, Larry S.	2006-08-01						Honorably Retired 299
Valdez, Robin Lyn	2004-09-26				Pastor 101	Bedford, Emmanuel	
Vineyard, Kathy E.	2018-10-06		2018-08-21M	Received		Mission Presbytery	Honorably Retired 299
Walker, Kyle M.	2019-10-14	10-14-20	2019-10-15M	Approved	Transitional Minister (505)	Dallas, Midway Hills Christian Church	Validated Ministry
Wardlaw, Theodore J.	2019-01-01	12-31-19	2019-04-16M	Renewed	President 642	Austin Presby. Theological Seminary	Validated Ministry
Waschevski, Michael A.	1999-07-21				Associate Pastor 103	Fort Worth, First	
Watkins, Margaret M.	2019-01-01	12-31-19	2019-11-19M	Renewed			Member at Large 797
Watson, William A.	1999-09-01						Honorably Retired 299
Weaver, Rebecca H.	2012-06-30						Honorably Retired 299
Webb, Shane K.	2019-04-22				Pastor 101	Irving, Woodhaven	
Wedell, Marilyn B.	2017-02-28		2017-02-25				Honorably Retired 299
Wells, Eddie L.	1998-04-01						Honorably Retired 299
Westerlage, L. Walker	2009-01-01				Pastor 101	North Richland Hills, St. Paul	
Whisler, Shane E.	2017-01-01	12-31-17	2017-06-20M	Renewed			Member at Large 797
Wilbanks, Thomas G.	2014-03-31						Honorably Retired 299
Wilkins, Ronald A.	1995-02-28						Honorably Retired 299
Williams, D. Marvin	2000-06-01						Honorably Retired 299
Williams, John D.	2018-01-01	12-31-18	2018-02-20M	Renewed	Chaplain 641	Sherman, Austin College	Validated Ministry
Williams, Polly W.	2019-01-01	12-31-19	2019-03-19M	Renewed	Stated Supply 108	Ferris, First	
Willis, Lewis E.	2001-03-01						Honorably Retired 299
Wilman, David B.	2019-04-01	4-1-20	2019-11-19M	Renewed	Stated Supply 108	Rockdale, First	
Wilson, William, J.B.	2018-06-01		2018-06-19M	Approved	Pastor	Kilgore, First	
Witherow, James B.	2019-12-31			Retired			Honorably Retired 299
Womack, Candice	2018-08-06		2018-08-21M	Approved	Pastor 101	Greenville, United	
Woodard, John M.	2007-07-16				Pastor 101	Longview, Centre	
Wraith, Lisa M.	2019-01-01	12-31-19	2019-10-15M	Moved			Member at Large 797
Wyatt, Lee A.	2017-10-01			Retired			Honorably Retired 299
Yeager-Chadwick, Kelly K.	2009-04-15				Pastor 101	Allen, First	
Young, Richard E.	2019-01-01	12-31-19	2019-04-16M	Renewed	President 791	Irving, Texas Presbyterian Foundation	Validated Ministry
Young, Robert M.	2007-07-01						Honorably Retired 299
Zeigler, John D.	2019-01-01	12-31-19	2019-01-22M	Renewed	Stated Supply 108	Lewisville, First	Honorably Retired 299
Total =							346

2. Grace Presbytery received the following Roll of Churches as of December 31, 2018 and the number of ruling elder commissioners indicated in the following list was specified as commissioners to 2019 presbytery meetings in order to address the numerical parity of ministers of Word and Sacrament and ruling elders entitled to vote at presbytery meetings.

PIN	Grace Presbytery Roll of Churches (as of 12/31/19) Note: The number of Ruling Elder commissioners to Presbytery meetings is indicated in parentheses.	Members 12-31-18	Name	Position	Expiration Date for Temporary Positions
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PIN	Grace Presbytery Roll of Churches (as of 12/31/19) Note: The number of Ruling Elder commissioners to Presbytery meetings is indicated in parentheses.	Members 12-31-18	Name	Position	Expiration Date for Temporary Positions
12180	Aledo, Faith PC of E Parker Co (2)	164	Gause, Edith Landes, Elizabeth B. Pickell, Stuart C.	Moderator Associate Pastor 103 Parish Associate	7-1-20
10834	Allen, First (2)	49	Yeager-Chadwick, Kelly Kay	Pastor 101	
08733	Arlington, First (3)	624	McDermott, Richard S. Campbell, Christopher L.	Pastor 101 Associate Pastor 103	
10835	Arlington, Grace (3)	237	Sanders, Craig Alan	Pastor 101	
01775	Arlington, Westminster (2)	185	McGee, Emily Kathryn Farquhar, D. Alan	Pastor 101 Pastor Emeritus 109	
08659	Athens, First (3)	281	Meredith, Marwood B.	Designated Pastor 191	5-31-21
08762	Bedford, Emmanuel (2)	99	Valdez, Robin Lyn Schneider, Charles G.	Pastor 101 Stated Supply 108	12-31-19
09844	Belton, First (2)	75	Vineyard, Kathy	Moderator	
04296	Blue Ridge, Crossroads (2)	67	Leslie, Scott A.	Stated Supply 108	12-31-19
10454	Bonham, First (2)	212	Reece, Lisa	Pastor 101	
09847	Bridgeport, First (1)	41	Riley, Julie	Moderator	
08622	Buckholts, Sharp (1)	13	Thompson, Carl	Moderator	
09848	Cameron, First (2)	64	Budd, Douglas Lee	Commissioned Pastor 107	5-21-13*
08667	Canton, First (1)	15	Smith, David C.	Moderator	
10386	Carrollton, The Nor'kirk (3)	208	Parr, William J. Pratt, Nancy	Pastor 101 Certified Associate Educator	
08721	Carthage, St. Paul (1)	17	Adamson, Robert	Commissioned Pastor 107	5-18-14*
08802	Clarksville, First (2)	40	Els, Jane (Ruling Elder)	Moderator	
08804	Clarksville, New Shamrock (1)	9	Baker-Burnett, Cindy	Moderator	12-31-19
08803	Clarksville, Pine Grove (1)	6	Holt, Billy Jack (Cumberland)	Stated Supply 108	4-12-16*
10179	Cleburne, United (2)	199	Rigoulot, Kenneth G.	Pastor 101	
09851	Clifton, First (2)	105	Schofield, Clinton A.	Pastor 101	
10458	Commerce, First (2)	64	Rasco, Krista Pearilee Welch	Pastor 101	
08848	Corsicana, Westminster (2)	97	Holmes, Ronald D.	Interim Pastor 105	8-31-20
08737	Crowley, First (1)	29	Schrader, Carl G.	Stated Supply 108	12-31-19
08670	Cumby, First (1)	16	Maples, Deidre	Commissioned Pastor 107	7-15-20
10461	Dallas, Bentwood Trail (2)	114	Schwarz, Karl E.	Interim Pastor 105	6-21-20
10817	Dallas, Eastminster (2)	180	Holloman, Sherry K.	Pastor 101	
10462	Dallas, El Divino Salvador (2)	77	Anderson-Little, Daniel R.	Stated Supply 108	5-31-20
10463	Dallas, First (5)	1,449	Disasa, Amos J. Sicks, Rebecca E. Tyer, Gerald L. Hall, Mary Stewart Shelton, Frances T. Wilson, Miatta Edwards, Bonnie	Pastor 101 Associate Pastor 103 Parish Associate Parish Associate Parish Associate Certified Christian Educator Certified Christian Educator	5-1-20 4-15-20 11-1-20
10464	Dallas, Glendale (2)	81	Jefferson, Derrick	Commissioned Pastor 107	8-27-20
11765	Dallas, Lake Highlands (2)	101	Rice, Perryn (Cumberland)	Pastor 151 (Temporary Member)	
08673	Dallas, NorthPark (3)	425	Bates, Nicole D. Vacant McCarron, Kathy Brown, Sally H.	Interim Pastor 105 Associate Pastor 103 Certified Christian Educator Associate Pastor Emerita 109	5-5-20
10467	Dallas, Northridge (3)	565	Heppenstall, Robert B. Fenn, Wendy H. Quillin, Roger T	Interim Pastor 105 Interim Associate Pastor 105 Pastor Emeritus 109	3-31-20 9-11-20
10468	Dallas, Oak Cliff (3)	232	Allard, Clayton F.	Pastor 101	

PIN	Grace Presbytery Roll of Churches (as of 12/31/19) Note: The number of Ruling Elder commissioners to Presbytery meetings is indicated in parentheses.	Members 12-31-18	Name	Position	Expiration Date for Temporary Positions
10470	Dallas, Preston Hollow (6)	2740	Ruffner, Matthew Brainerd, Mark S Johnson, Sarah Anne Lee-Cornell, Kathy Are, Sarah Light-Wells, Jessie Poteet, Robert M. Roper, John A.	Pastor 101 Associate Pastor 103 Associate Pastor 103 Associate Pastor 103 Associate Pastor 103 Pastoral Resident 108 Parish Associate Parish Associate	7-8-20 8-20-20 10-31-19* 6-30-20
08677	Dallas, St. Andrew's (1)	60	Leischner, Robert W. Paniagua, Pepa J.	Pastor 101 Parish Associate	3-31-19*
08676	Dallas, St. Luke (2)	20	Rounseville, Margaret Anne	Moderator	
10473	Dallas, St. Mark (2)	144	Brooks, Richard L.	Pastor 101	
11904	Dallas, United African (2)	138	Edah, Julius	Pastor 101	
10476	Dallas, Westminster (2)	171	Lee-Cornell, Alexander K.	Interim Pastor 105	7-21-20
10017	DeSoto, DeSoto (2)	54	Boyanton, Janet S.	Stated Supply 108	3-7-20
08807	Denison, First (2)	44	Bethel, Lander L.	Pastor 101	
10478	Denison, Hyde Park (1)	35	Bethel, Lander L.	Moderator	
10479	Denton, First (2)	64	Spangler, Debra D.	Stated Supply 108	10-15-20
08738	Denton, St. Andrew (3)	677	Culp, Richard B. Patterson, Lisa B. Cassell, Fred W (New Brunswick)	Pastor 101 Associate Pastor 103 Pastor Emeritus 109	
08760	Denton, Trinity (2)	166	Hunter, Craig L.	Pastor 101	
08808	Deport, First (1)	42	Cindy Baker Burnett (Comm. Pastor)	Moderator	
03252	Duncanville, First (2)	73	Hertenstein, Virginia L.	Pastor 101	
10481	Ennis, First (2)	92	Blewitt, John G.	Interim Pastor 105	2-1-20
10482	Fairfield, Fairfield-Harmony (2)	77	Prentiss, Thomas G. Gooch, James	Stated Supply 108 Pastor Emeritus 109	12-31-19
12377	Farmers Branch, Faith United (2)	120	Ritchie, Kenneth A.	Pastor 101	
11134	Farmers Branch, Iglesia Emmanuel Iglesia Presbiteriana Emmanuel (2)	42	Perez, Leocadio S.	Commissioned Pastor 107	12-31-19
08850	Ferris, First (1)	40	Williams, Polly	Stated Supply 108	12-31-19
08753	Flower Mound, Flower Mound (1)	41	Kremzar, Lucia	Stated Supply 108	9-11-19*
11013	Flower Mound, Trinity (3)	429	Clawson, John Jacob Staples, Kelly Ehman, Frank C.	Pastor 101 Associate Pastor 103 Pastor Emeritus 109	
08680	Forney, First (2)	54	Ivie, David A.	Pastor 101	
08739	Fort Worth, First (5)	1804	Vacant Waschevski, Michael A. Michalove, Robilyn B. Stewart, Joshua Jon Varnon, Eric Kinser, Floyd G.	Pastor 101 Associate Pastor 103 (Moderator) Associate Pastor 103 Associate Pastor 103 Certified Christian Educator Pastor Emeritus 109	
09854	Fort Worth, Gethsemane (2) Iglesia Presbiteriana Getsemani	54	González, Jesús Juan (Jesse)	Pastor 101	
09857	Fort Worth, Ridglea (3)	371	Harwerth, Roger A.	Interim Pastor	8-4-20
09861	Fort Worth, St. Peter (1)	39	Kincade, Emerson (AME) Lockhart, Elizabeth H.	Temporary Supply 108 Moderator	5-31-19*
09862	Fort Worth, St. Stephen (3)	457	Ritsch, Frederick F. Bailey, Warner M.	Pastor 101 Parish Associate	12-31-19
09863	Fort Worth, Westminster (3)	261	Hogg, Donald R.	Pastor 101	
09858	Fort Worth, Westside (2)	74	Presley, Chad E.	Pastor 101	
11721	Frisco, Faithbridge (2)	160	Carson, Christopher B.	Pastor 101	
08745	Gainesville, First (2)	92	Hunt, Melinda	Commissioned Pastor 107	5-5-20

PIN	Grace Presbytery Roll of Churches (as of 12/31/19) Note: The number of Ruling Elder commissioners to Presbytery meetings is indicated in parentheses.	Members 12-31-18	Name	Position	Expiration Date for Temporary Positions
08681	Garland, First (3)	314	Burns, Paul M. Nwabah, Gladys Suneson, Susan Jamshaid, Oliver	Pastor 101 Stated Supply Associate 108 Certified Christian Educator Parish Associate	9-30-19* 12-31-18*
08746	Granbury, First (3)	301	Travis, Drew	Pastor 101	
12214	Grand Prairie, First (2)	133	Osoinach, Carolyn A.	Stated Supply 108	12-31-19
08734	Grand Prairie, West Fork (1)	44	Thompson, Paul	Stated Supply 108	12-31-19
09866	Grapevine, First (3)	566	Crilley, Robert S. Hood, Ashley A. Haun, Jodi	Pastor 101 Associate Pastor 103 Certified Christian Educator	
12376	Greenville, United (2)	185	Womack, Candice	Pastor 101	
08736	Haltom City, Browning Heights (2)	49	Richey, Murray E.	Stated Supply 108	6-30-19*
10489	Hamilton, First (1)	21	Jones, Mari Lyn	Stated Supply 108	11-30-19*
10490	Henderson, First (2)	54	Goff, Michele	Pastor 101	
09869	Hillsboro, First (2)	87	Rehrig, Stephen W.	Stated Supply 108	3-31-20
08813	Honey Grove, Main Street (2)	59	Baker Burnett, Cindy	Commissioned Pastor 107	4-9-20
10491	Hooks, First (1)	39	Bourne, Cheryl A.	Moderator	
09870	Hurst, St. Philip (3)	401	Garis, Greg Conner, Alissa D.	Pastor 101 Associate Pastor 103	
11052	Irving, Hackberry Creek (3)	274	Tony, Jonathan	Pastor 101	
10453	Irving, Woodhaven (3)	288	Webb, Shane K. Osae, Martin	Pastor 101 Commissioned Pastor 107	2-22-21
09872	Itasca, First (1)	27	Barnes, Joyce Diane	Commissioned Pastor 107	12-31-19
08748	Joshua, Union Hill (1)	20	Schneider, David	Stated Supply 108	12-31-19
02248	Kaufman, First (1)	14	Salfen, Ronald P.	Temporary Supply 108	12-31-19
08854	Kerens, Kerens (1)	9	Collier, Kathy S. Adkins, Julie	Stated Supply 108 Stated Supply 108	12-31-19 12-31-19
10488	Kilgore, First (3)	250	Wilson, William, J.B.	Pastor 101	
10493	Lancaster, First (2)	54	Butt, James	Commissioned Pastor 107	11-1-20
08752	Lewisville, First (2)	70	Zeigler, John D.	Stated Supply 108	12-31-19
10494	Lindale, Bethesda (1)	17	Blackman, Gordon	Moderator	
10495	Longview, Alpine (2)	120	Blackman, Gordon	Pastor 101	
10496	Longview, Centre (2)	93	Woodard, John M.	Pastor 101	
10497	Longview, First (2)	225	Land, Kendal A. Pennington, Terra	Pastor 101 Parish Associate	12-31-19
10498	Longview, St. Andrew (2)	176	Meissner, Harry C.	Temporary Supply 108	6-1-20
10499	Lott, First (1)	24	Benner, A. William	Moderator	
08694	Mabank, First (2)	96	Salfen, Ronald P.	Stated Supply 108	7-31-19*
10429	Mansfield, Trinity (2)	163	Babb, Fred H.	Moderator	
10502	McKinney, First (2)	143	Rutledge, Michael L.	Stated Supply 108	12-31-19
08697	McKinney, Trinity (3)	735	Brown, Norwood V. (Woody) Baum, Mary Lydia Andrews, Donald C. Voyles, Tami Graham, M. Ralph	Pastor 101 Associate Pastor 103 Pastor Emeritus 109 Certified Christian Educator Parish Associate	2-16-16*
08701	Mesquite, First (3)	463	Doughton, E. Jones	Pastor 101	
08859	Midlothian, First (1)	44	Abaraoha, Princeton	Stated Supply 108	7-20-20
10504	Milford, Milford (1)	13	Adkins, Julie	Stated Supply 108	12-31-19
09878	Mineral Wells, First (2)	57	Nunnelley, Eddie A.	Stated Supply 108	12-31-18*
10505	Mt. Pleasant, First (2)	186	Davenport, Mark A. (Cumberland)	Interim Pastor 155	7-21-20
09860	North Richland Hills, St. Paul (2)	90	Westerlage, L. Walker	Pastor 101	
10508	Palestine, First (2)	152	Bailey, Gaither	Stated Supply 108	12-31-19
08819	Paris, Central (2)	74	Darrow, David	Pastor 101	

PIN	Grace Presbytery Roll of Churches (as of 12/31/19) Note: The number of Ruling Elder commissioners to Presbytery meetings is indicated in parentheses.	Members 12-31-18	Name	Position	Expiration Date for Temporary Positions
10510	Paris, First (2)	59	Darrow, David	Moderator	12-31-19
08698	Parker, Corinth (1)	23	Stolk, Douglas A.	Stated Supply 108	6-1-19*
10511	Pittsburgh, First (1)	15	Carpenter, Jerry (UCC)	Moderator	
08706	Plano, First (2)	111	Mabry, Angie	Interim Pastor 105	6-8-20
10592	Plano, Grace (4)	868	Hawthorne, James R. Fitzgibbon, Laura R. Ellis, Cara L.	Interim Pastor 105 Interim Associate Pastor 105 Stated Supply 108	2-29-20 2-29-20 9-1-20
10312	Plano, West Plano (2)	119	Batchelder, David B. Calvert, Matthew G. Weckerly, Elizabeth	Pastor 101 Parish Associate Commissioned Pastor 107	12-31-20 7-1-20
08708	Prosper, Prosper (1)	34	Fowler, John	Commissioned Pastor 107	12-31-19
10512	Richardson, Canyon Creek (4)	1,036	Odom, Andrew S. Lee, Christopher M. Dittman, Ellen Beltzer, Pat R.	Pastor 101 Associate Pastor 103 Associate Pastor 103 Parish Associate	6-30-20
08709	Richardson, First (3)	469	Schaefers, M. David Robson, Rosy	Pastor 101 Associate Pastor 103	
08695	Richardson, St. Barnabas (3)	398	Rigler, Katherine J. Gray, Owen Gibbons, Thomas C.	Pastor 101 Associate Pastor 103 Pastor Emeritus 109	
10513	Rockdale, First (2)	51	Wilman, David B.	Stated Supply 108	4-1-20
08711	Rockwall, First (3)	163	Taylor, Cheryl A.	Pastor 101	
10514	Rusk, First (1)	31	O'Neal, David R.	Stated Supply 108	6-30-19*
11644	Salado, Salado Presbyterian (2)	76	Thompson, Carl V.	Stated Supply 108	12-31-20
11586	Sherman, Covenant (3)	274	Perkins, Lisa Juica	Pastor 101	
10516	Sherman, Grand Avenue (2)	49	Bethel, Lander L.	Pastor 101	
11720	Southlake, Trinity (2)	245	Galligan, Timothy J.	Pastor 101	
08756	Stephenville, First (2)	43	Somervill, Charles E.	Stated Supply 108	12-31-19
10518	Sulphur Springs, First (1)	49	Darrow, David	Moderator	
08862	Temple, Grace (3)	384	Lamb, Thomas A. Norris, Linda A.	Pastor 101 Parish Associate	12-31-19
08713	Tenaha, Tennessee (1)	16	Adamson, Robert	Commissioned Pastor 107	5-18-16*
08712	Terrell, First (2)	52	Holloman, Ronnie G.	Stated Supply 108	12-31-19
10520	Texarkana, Northwood (2)	84	Bourne, Cheryl A.	Pastor 101	
10522	Troup, First (1)	10	Smith, David	Stated Supply 108	1-1-19*
10523	Tyler, First (3)	689	Baskin, Stuart G. Leach, Pamela N. Marshall, Jennifer	Pastor 101 Stated Supply Associate 108 Stated Supply Associate 108	12-31-18* 12-31-18*
10524	Tyler, Highland (2)	38	Mackey, Scott R.	Pastor 101	
08864	Waco, Central (2)	102	Hardie, Judith M.	Pastor 101	
10426	Waco, First (3)	513	King, Leslie Murphy Carson, Deidre Ellor, James W	Pastor 101 Associate Pastor 103 Parish Associate	12-31-19
08866	Waxahachie, Central (3)	187	Curry, Matthew A.	Pastor 101	
08758	Weatherford, Grace First (2)	203	Mertz, Ashley Drake Slyter, David Allen	Pastor 101 Associate Pastor 103	
08824	Whitesboro, First (2)	53	Bethel, Lander Kennedy, Cindy (United Methodist)	Moderator Stated Supply 108	2-11-19
08826	Whitewright, First (2)	67	Brantley, Clay	Moderator	
10529	Winnsboro, First (2)	37	Carpenter, Jerry (UCC) Rounseville, Margaret Anne	Stated Supply 158 Pastor Emeritus 109	4-30-20
Total Number of Churches = 138					
* Temporary Position Which Needs Renewal					

3. *Grace Presbytery received the following report of the Stated Clerk.*

- A. **Ruling Elder Ty Gomez** (Dallas, NorthPark) resigned as a Commissioner to the 2020 General Assembly meeting due to business conflicts. Alternate Commissioner **Ruling Elder Bob Warren** (Dallas, Preston Hollow) was appointed to fill the vacancy.

Motions from the Committee on Ministry

Honorable Retirement

1. *Grace Presbytery approved the Honorable Retirement of Rev. James Witherow effective December 31, 2019. [12/17/19]*
2. *Grace Presbytery approved the Honorable Retirement of Rev. Daniel Alatorre effective December 10, 2019. [12/17/19]*
3. *Grace Presbytery 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 pastoral relationship between Co-Pastor **Rev. Mia Levetan** and Co-Pastor **Rev. Nick Setzer** and St. Andrew Presbyterian Church of Longview effective December 1, 2019 and moved them to the Member at Large Roll. [12/17/19]
- B. Dissolved the pastoral relationship between **Rev. Ronnie Holloman** and First Presbyterian Church of Terrell effective January 1, 2020. [1/21/20]
- C. Dissolved the pastoral relationship between **Rev. Mari Lyn Jones** and First Presbyterian Church of Hamilton effective January 1, 2020 and moved her to the Member at Large Roll. [1/21/20]
- D. Dissolved the pastoral relationship between **Rev. Robert Heppenstall** and Northridge Presbyterian Church of Dallas effective January 27, 2020 and moved him to the Member at Large Roll. [1/21/20]

Members at Large

- A. Approved the request of **Rev. Dana Steven Jones** to continue as a Member at Large (797) effective January 1, 2019 to December 31, 2019. [11/19/19]

- B. Approved the request of **Rev. Margaret M. Watkins** to continue as a Member at Large (797) effective January 1, 2019 to December 31, 2019. She will be requesting honorable retirement. [11/19/19]

Permission to Labor Inside and Outside the Bounds of Grace Presbytery

- A. Granted permission for **Rev. Susan Sytsma-Bratt** to labor inside the bounds of Grace Presbytery to officiate at a wedding at Northridge Presbyterian Church of Dallas in March of 2020. [12/17/19]
- B. Granted permission for **Rev. Matt Calvert** to labor outside the bounds of Grace Presbytery to officiate at a wedding on March 14, 2020 in New Orleans, Louisiana in South Louisiana Presbytery pending permission to labor inside their bounds. [12/10/19]
- C. Granted permission for **Rev. Kelly Staples** to labor outside the bounds of Grace Presbytery on December 10, 2019 to co-officiate a funeral at First Presbyterian Church of Shreveport, Louisiana in Pines Presbytery, at the invitation of the Pastor. [12/7/19]
- D. Granted permission for **Rev. Fran Shelton** to labor outside the bounds January 11, 2020 to officiate a funeral at First Presbyterian Church of Kerrville, Texas pending permission from Mission Presbytery. [1/9/20]
- E. Granted permission for **Rev. Fran Shelton** to labor outside the bounds Sunday, January 26 to preach at First Presbyterian Church of Graham, Texas pending permission from Palo Duro Presbytery. [1/21/20]
- F. Granted permission for **Rev. Owen Gray** to labor outside the bounds of Grace Presbytery to officiate a wedding on April 25, 2020 in Prairie Village, Kansas pending permission from Heartland Presbytery. [1/21/20]

Reception of Teaching Elders

- A. Received **Rev. Deborah Hollifield H.R.** into Grace Presbytery from the Presbytery of Southern Kansas effective December 17, 2019. [12/17/19]
- B. Received **Rev. Larry Spencer H.R.** into Grace Presbytery from New Covenant Presbytery effective January 21, 2020. [1/21/20]
- C. Received **Rev. Thom Balmer** into Grace Presbytery from Indian Nations Presbytery as a Member at Large effective January 21, 2020. [1/21/20]

Dismissal of Teaching Elders

- A. Dismissed **Rev. Thomas Launius** from Grace Presbytery to Presbytery of the James as a Member at Large effective January 21, 2020. [1/21/20]

Installed Positions (Changes)

- A. Approved the changes in terms for **Rev. Robert Leischner** as Pastor (101) of St. Andrew’s Presbyterian Church of Dallas, full-time, beginning January 1, 2019. The date of the congregational meeting recommending these terms was February 23, 2019. [11/19/19]

Compensation:

Cash Salary	\$1,875.00
Housing and Utility Allowance	\$52,660.00
Deferred Income	\$3,900.00
Total Effective Salary	\$58,435.00

Reimbursements:

Social Security Offset	\$4,172.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$1,000.00

Benefits:

Board of Pension Dues.....	\$21,621.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$88,228.00
Total Cost to the Church.....	\$88,228.00
Total Compensation Paid Directly to the person	\$58,707.00

- B. Approved the changes in terms for **Rev. Kenneth Ritchie** as Pastor (101) of Faith United Presbyterian Church, Farmers Branch, full-time, beginning September 1, 2019. The date of the congregational meeting recommending these terms was September 29, 2019. [11/19/19]

Compensation:

Cash Salary	\$40,100.00
Housing and Utility Allowance	\$29,000.00
Deferred Income	\$2,400.00
Other Income	\$906.00
Total Effective Salary	\$71,500.00

Reimbursements:

Social Security Offset	\$5,286.00
Business Travel/Automobile.....	\$500.00
Continuing Education and Professional Expenses.....	\$3,000.00

Benefits:

Board of Pension Dues.....	\$26,455.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$106,741.00
Total Cost to the Church.....	\$106,741.00
Total Compensation Paid Directly to the person	\$74,386.00

- C. Approved the changes in terms for **Rev. Alissa Conner** as Associate Pastor (103) of St. Philip Presbyterian Church, Hurst, full-time, beginning January 1, 2019. The date of the congregational meeting recommending these terms was February 3, 2019. [11/19/19]

Compensation:

Cash Salary	\$30,300.00
Housing and Utility Allowance	\$17,000.00
Total Effective Salary	\$47,300.00
Reimbursements:	
Social Security Offset	\$3,618.45
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$17,501.00
Health Reimbursement Contribution	\$3,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$77,419.45
Total Cost to the Church.....	\$77,419.45
Total Compensation Paid Directly to the person	\$50,618.45

- D. Approved the changes in terms for **Rev. Greg Garis** as Pastor (101) of St. Philip Presbyterian Church, Hurst, full-time, beginning January 1, 2019. The date of the congregational meeting recommending these terms was February 3, 2019. [11/19/19]

Compensation:

Cash Salary	\$28,566.81
Housing and Utility Allowance	\$50,000.00
Total Effective Salary	\$78,566.81
Reimbursements:	
Social Security Offset	\$6,010.36
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$4,500.00
Benefits:	
Board of Pension Dues.....	\$29,069.71
Health Reimbursement Contribution	\$3,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$124,146.88
Total Cost to the Church.....	\$124,146.88
Total Compensation Paid Directly to the person	\$84,577.17

- E. Approved the changes in terms for **Rev. Chad Presley** as Pastor (101) of Westside Presbyterian Church, Fort Worth, part-time, beginning January 1, 2019. The date of the congregational meeting recommending these terms was May 31, 2019. [11/19/19]

Compensation:

Cash Salary	\$16,800.00
Housing and Utility Allowance	\$16,800.00
Other Income	\$900.00
Total Effective Salary	\$34,500.00
Benefits:	
Board of Pension Dues.....	\$15,140.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$49,640.00
Total Cost to the Church.....	\$49,640.00
Total Compensation Paid Directly to the person	\$33,600.00

- F. Approved the changes in terms for **Rev. Candice Womack** as Pastor (101) of United Presbyterian Church, Greenville full-time, beginning January 1, 2019. The date of the congregational meeting recommending these terms was April 7, 2019. [11/19/19]

Compensation:	
Cash Salary	\$30,000.00
Housing and Utility Allowance	\$23,000.00
Other Income	\$1,200.00
Total Effective Salary	\$54,200.00
Reimbursements:	
Social Security Offset	\$4,146.30
Business Travel/Automobile.....	mileage
Continuing Education and Professional Expenses.....	\$1,500.00
Benefits:	
Board of Pension Dues.....	\$20,054.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$79,900.30
Total Cost to the Church.....	\$79,900.30
Total Compensation Paid Directly to the person	\$57,146.30

- G. Approved the changes in terms for **Rev. David Ivie** as Pastor (101) of First Presbyterian Church, Forney, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was October 27, 2019. [1/21/20]

Compensation:	
Cash Salary	\$37,000.00
Housing and Utility Allowance	\$28,000.00
Supplemental Insurance Premiums.....	\$1,632.36
Other Income	\$4,000.00
Total Effective Salary	\$70,632.36
Reimbursements:	
Social Security Offset	\$5,403.38
Business Travel/Automobile.....	\$2,000.00

Continuing Education and Professional Expenses.....	\$2,500.00
Benefits:	
Board of Pension Dues.....	\$26,134.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$106,670.00
Total Cost to the Church.....	\$106,670.00
Total Compensation Paid Directly to the person	\$74,403.00

H. Approved the changes in terms for **Rev. Michele Goff** as Pastor (101) of First Presbyterian Church, Henderson, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was November 24, 2019. [1/21/20]

Compensation:	
Cash Salary	\$24,000.00
Housing and Utility Allowance	\$22,000.00
Deferred Income	\$4,000.00
Total Effective Salary	\$50,000.00
Reimbursements:	
Social Security Offset	\$3,519.00
Business Travel/Automobile.....	\$3,500.00
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$18,500.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$77,519.00
Total Cost to the Church.....	\$77,519.00
Total Compensation Paid Directly to the person	\$49,519.00

I. Approved the changes in terms for **Rev. Woody Meredith** as Designated Pastor (101) of First Presbyterian Church, Athens, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 1, 2019. [1/21/20]

Compensation:	
Cash Salary	\$31,500.00
Housing and Utility Allowance	\$31,500.00
Supplemental Insurance	\$1,790.00
Total Effective Salary	\$64,790.00
Reimbursements:	
Social Security Offset	\$4,956.00
Business Travel/Automobile.....	\$5,000.00
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$23,972.00
Study Leave	2 weeks

Vacation Leave	4 weeks
Total Compensation Package.....	\$100,718.00
Total Cost to the Church.....	\$100,718.00
Total Compensation Paid Directly to the person	\$67,956.00

- J. Approved the changes in terms for **Rev. Ashley Drake Mertz** as Pastor (101) of Grace First Presbyterian Church, Weatherford, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [1/21/20]

Compensation:	
Cash Salary	\$35,830.00
Housing and Utility Allowance	\$32,000.00
Total Effective Salary	\$67,830.00
Reimbursements:	
Social Security Offset	\$5,189.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$25,097.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$104,116.00
Total Cost to the Church.....	\$104,116.00
Total Compensation Paid Directly to the person	\$73,019.00

- K. Approved the changes in terms for **Rev. David Slyter** as Associate Pastor (103) of Grace First Presbyterian Church, Weatherford, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [1/21/20]

Compensation:	
Cash Salary	\$29,944.00
Housing and Utility Allowance	\$23,273.00
Total Effective Salary	\$53,217.00
Reimbursements:	
Social Security Offset	\$4,017.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$19,690.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$82,978.00
Total Cost to the Church.....	\$82,978.00
Total Compensation Paid Directly to the person	\$57,288.00

Temporary Positions (New)

- A. Approved the contract for **Rev. Rufus Mike Johnston** as Stated Supply (108) of Trinity Presbyterian Church, Mansfield, part-time, 10-15 hours per week, beginning January 1, 2020 through June 30, 2020. The date of the session meeting recommending these terms was December 12, 2019. [12/17/19]

Compensation:

Housing/Utility Allowance \$1,500.00 monthly
 Total Effective Salary \$1,500.00 monthly

Reimbursements:

Social Security Offset \$114.75 monthly

Benefits:

Vacation Leave 1 week per month
 Total Compensation Package.....\$9,588.50
 Total Cost to the Church.....\$9,588.50
 Total Compensation Paid Directly to the person\$9,000.00
 6-month contract

- B. Approved the contract for **Rev. Thomas Gibbons** as Interim Pastor (105) of Northridge Presbyterian Church, Dallas, part-time, 12-15 hours per week, beginning January 28, 2020 to April 30, 2020. The date of the session meeting recommending these terms was January 10, 2020. [1/21/20]

Compensation:

Cash Salary \$2,500.00 monthly
 Total Effective Salary \$2,500.00 monthly
 Total Compensation Package..... \$2,500.00 monthly
 Total Cost to the Church..... \$2,500.00 monthly
 Total Compensation Paid Directly to the person \$2,500.00 monthly

- C. Approved the contract for **Rev. Harry Meissner** as Interim Pastor (105) of St. Andrew Presbyterian Church, Longview, part-time, 27 hours per week, beginning December 1, 2019 to April 30, 2020. The date of the session meeting recommending these terms was December 1, 2019. [1/21/20]

Compensation:

Cash Salary\$12,966.40
 Social Security Offset\$991.93
 Total Effective Salary\$13,958.33

Reimbursements:

Social Security Offset\$991.93
 Business Travel/Automobile.....\$6,635.20
 Continuing Education and Professional Expenses.....\$5,280.00

Benefits:

Board of Pension Dues.....\$1,674.96
 Vacation Leave3 weeks
 Total Compensation Package.....\$28,540.42
 Total Cost to the Church.....\$28,540.42

Total Compensation Paid Directly to the person\$14,950.26

Temporary Positions (Changes in Terms)

- A. Approved the changes in contract for **Ruling Elder Jim Butt** as Commissioned Pastor (107) of First Presbyterian Church, Lancaster, part-time, 12 hours per week, beginning November 1, 2019 through November 1, 2020. The date of the session meeting recommending these terms was September 15, 2019. [11/19/19]

Compensation:

Cash Salary\$10,000.00
Housing and Utility Allowance\$3,740.00
Total Effective Salary\$13,740.00

Reimbursements:

Social Security Offset\$1,051.00
Business Travel/Automobile.....\$360.00
Continuing Education and Professional Expenses.....\$300.00

Benefits:

Study Leave2 weeks
Vacation Leave4 weeks
Total Compensation Package.....\$15,451.00
Total Cost to the Church.....\$15,451.00
Total Compensation Paid Directly to the person\$14,791.00

- B. Approved the changes in contract for **Rev. Cara Ellis** as Stated Supply (108) of Grace Presbyterian Church, Plano, part-time, 20 hours per week, beginning September 1, 2019 through September 1, 2020. The date of the session meeting recommending these terms was October 6, 2019. [11/19/19]

Compensation:

Cash Salary\$25,000.00
Total Effective Salary\$25,000.00

Reimbursements:

Business Travel/Automobile.....\$400.00
Continuing Education and Professional Expenses.....\$1,000.00

Benefits:

Study Leave2 weeks
Vacation Leave3 weeks
Total Compensation Package.....\$26,400.00
Total Cost to the Church.....\$26,400.00
Total Compensation Paid Directly to the person\$25,000.00

- C. Approved the changes in contract for **Rev. Debbie Spangler** as Stated Supply (108) of First Presbyterian Church, Denton, part-time, 20 hours per week, beginning October 15, 2019 through October 15, 2020. The date of the session meeting recommending these terms was October 8, 2019. [11/19/19]

Compensation:	
Cash Salary	\$4,800.00
Housing and Utility Allowance	\$19,200.00
Total Effective Salary	\$24,000.00
Reimbursements:	
Continuing Education and Professional Expenses.....	\$300.00
Benefits:	
Study Leave	2 weeks
Vacation Leave	2 weeks
Total Compensation Package.....	\$24,300.00
Total Cost to the Church.....	\$24,300.00
Total Compensation Paid Directly to the person	\$24,300.00

- D. Approved the changes in contract for **Rev. Carl Thompson** as Stated Supply (108) of Salado Presbyterian Church, Salado, part-time, 19 hours per week, beginning January 1, 2020 through December 31, 2020. The date of the session meeting recommending these terms was October 13, 2019. [11/19/19]

Compensation:	
Cash Salary	\$15,557.40
Housing and Utility Allowance	\$29,664.00
Total Effective Salary	\$45,221.40
Reimbursements:	
Business Travel/Automobile.....	\$1,100.00
Benefits:	
Study Leave	2 weeks
Vacation Leave	8 weeks
Total Compensation Package.....	\$46,231.40
Total Cost to the Church.....	\$46,231.40
Total Compensation Paid Directly to the person	\$45,221.40

- E. Approved the changes in contract for **Rev. David Wilman** as Stated Supply (108) of First Presbyterian Church, Rockdale, part-time, 20 hours per week, beginning April 1, 2019 through March 31, 2020. The date of the session meeting recommending these terms was April 22, 2019. [11/19/19]

Compensation:	
Cash Salary	\$10,000.00
Housing and Utility Allowance	\$23,000.00
Total Effective Salary	\$33,000.00
Reimbursements:	
Continuing Education and Professional Expenses.....	\$500.00
Benefits:	
Menu Plan Benefits.....	\$12,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks

Total Compensation Package.....	\$45,500.00
Total Cost to the Church.....	\$45,500.00
Total Compensation Paid Directly to the person.....	\$45,500.00

- F. Approved the changes in contract for **Rev. Stephen Rehrig** as Stated Supply (108) of First Presbyterian Church, Hillsboro, part-time, 20 hours per week, beginning January 1, 2020 through March 31, 2020. The date of the session meeting recommending these terms was December 16, 2019. [12/17/19]

Compensation:

Cash Salary	\$4,000.00 monthly
Total Effective Salary	\$4,000.00 monthly
Total Compensation Package.....	\$12,000.00
Total Cost to the Church.....	\$12,000.00
Total Compensation Paid Directly to the person.....	\$12,000.00

3-month contract

- G. Approved the changes in contract for **Rev. Carolyn Osoinach** as Stated Supply (108) of First Presbyterian Church, Grand Prairie, part-time, 19 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was October 20, 2019. [1/21/20]

Compensation:

Housing and Utility Allowance	\$30,000.00
Total Effective Salary	\$30,000.00
Reimbursements:	
Social Security Offset.....	\$2,295.00
Business Travel/Automobile.....	\$1,000.00
Benefits:	
Study Leave	2 weeks
Vacation Leave	2 weeks
Total Compensation Package.....	\$33,295.00
Total Cost to the Church.....	\$33,295.00
Total Compensation Paid Directly to the person.....	\$32,295.00

- H. Approved the changes in contract for **Rev. Julie Adkins** as Stated Supply (108) of Milford Presbyterian Church, Milford, part-time, 4-6 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was October 6, 2019. [1/21/20]

Compensation:

Housing and Utility Allowance	\$4,800.00
Total Effective Salary	\$4,800.00
Reimbursements:	
Business Travel/Automobile.....	\$700.00
Total Compensation Package.....	\$5,500.00
Total Cost to the Church.....	\$5,500.00

Total Compensation Paid Directly to the person\$4,800.00

- I. Approved the changes in contract for **Ruling Elder Joyce Diane Barnes** as Commissioned Pastor (107) of First Presbyterian Church, Itasca, full-time, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 1, 2019. [1/21/20]

Compensation:

Cash Salary\$48,512.00

Housing and Utility Allowance\$7,488.00

Total Effective Salary\$56,000.00

Reimbursements:

Social Security Offset\$4,284.00

Continuing Education and Professional Expenses.....\$1,000.00

Benefits:

Board of Pension Dues.....\$20,720.00

Study Leave2 weeks

Vacation Leave4 weeks

Total Compensation Package.....\$82,004.00

Total Cost to the Church.....\$82,004.00

Total Compensation Paid Directly to the person\$60,284.00

- J. Approved the changes in contract for **Rev. John Blewitt** as Interim Pastor (105) of First Presbyterian Church, Ennis, full-time, beginning February 1, 2020 to January 31, 2021. The date of the session meeting recommending these terms was December 22, 2019. [1/21/20]

Compensation:

Cash Salary\$22,000.00

Housing and Utility Allowance\$28,000.00

Total Effective Salary\$50,000.00

Reimbursements:

Business Travel/Automobile.....\$2,000.00

Continuing Education and Professional Expenses.....\$2,950.00

Benefits:

Board of Pension Dues.....\$6,000.00

Study Leave2 weeks

Vacation Leave4 weeks

Total Compensation Package.....\$60,950.00

Total Cost to the Church.....\$60,950.00

Total Compensation Paid Directly to the person\$60,950.00

- K. Approved the changes in contract for **Rev. Stephen Rehrig** as Temporary Supply (108) of First Presbyterian Church, Hillsboro, part-time, 19 hours per week, beginning January 1, 2020 to March 31, 2020. The date of the session meeting recommending these terms was December 16, 2019. [1/21/20]

Compensation:

Cash Salary	\$4,000.00 monthly
Total Effective Salary	\$4,000.00 monthly
Total Compensation Package.....	\$4,000.00 monthly
Total Cost to the Church.....	\$4,000.00 monthly
Total Compensation Paid Directly to the person	\$4,000.00 monthly

- L. Approved the changes in contract for **Ruling Elder Robert Adamson** as Commissioned Pastor (107) of St. Paul Presbyterian Church, Carthage, part-time, 1 hour per week, beginning January 5, 2020 to January 3, 2021. The date of the session meeting recommending these terms was December 1, 2019. [1/21/20]

Compensation:

Cash Salary	\$4,200.00
Total Effective Salary	\$4,200.00
Total Compensation Package.....	\$4,200.00
Total Cost to the Church.....	\$4,200.00
Total Compensation Paid Directly to the person	\$4,200.00

- M. Approved the changes in contract for **Ruling Elder Robert Adamson** as Commissioned Pastor (107) of Tennessee Presbyterian Church, Tenaha, part-time, 5 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was November 20, 2019. [1/21/20]

Compensation:

Cash Salary	\$275.00 per week
Total Effective Salary	\$275.00 per week
Total Compensation Package.....	\$275.00 per week
Total Cost to the Church.....	\$275.00 per week
Total Compensation Paid Directly to the person	\$275.00 per week

- N. Approved the changes in contract for **Rev. Ron Salfen** as Stated Supply (108) of First Presbyterian Church, Kaufman, part-time, 10 hours per week, beginning January 1, 2020 to December 30, 2020. The date of the session meeting recommending these terms was December 22, 2019. [1/21/20]

Compensation:

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

- O. Approved the changes in contract for **Rev. Eddie Nunnelley** as Stated Supply (108) of First Presbyterian Church, Mineral Wells, part-time, 19 hours per week, beginning January 1, 2019 to December 31, 2019. The date of the session meeting recommending these terms was November 20, 2018. [1/21/20]

Compensation:	
Cash Salary	\$13,800.00
Housing and Utility Allowance	\$13,080.00
Medical Supplement	\$8,800.00
Total Effective Salary	\$35,680.00
Reimbursements:	
Business Travel/Automobile.....	\$600.00
Continuing Education and Professional Expenses.....	\$800.00
Benefits:	
Board of Pension Dues.....	\$20,720.00
Study Leave	2 weeks
Vacation Leave	6 weeks
Total Compensation Package.....	\$37,080.00
Total Cost to the Church.....	\$37,080.00
Total Compensation Paid Directly to the person	\$26,880.00

- P. Approved the changes in contract for **Rev. Eddie Nunnelley** as Stated Supply (108) of First Presbyterian Church, Mineral Wells, part-time, 19 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was November 19, 2019. [1/21/20]

Compensation:	
Cash Salary	\$13,800.00
Housing and Utility Allowance	\$14,080.00
Medical Supplement	\$8,800.00
Total Effective Salary	\$36,680.00
Reimbursements:	
Business Travel/Automobile.....	\$600.00
Continuing Education and Professional Expenses.....	\$800.00
Benefits:	
Board of Pension Dues.....	\$20,720.00
Study Leave	2 weeks
Vacation Leave	6 weeks
Total Compensation Package.....	\$38,080.00
Total Cost to the Church.....	\$38,080.00
Total Compensation Paid Directly to the person	\$27,880.00

- Q. Approved the changes in contract for **Rev. Murray Richey** as Stated Supply (108) of Browning Heights Presbyterian Church, Haltom City, part-time, beginning January 1, 2020 to June 30, 2020. The date of the session meeting recommending these terms was December 1, 2019. [1/21/20]

Compensation:	
Housing and Utility Allowance	\$16,008.00
Total Effective Salary	\$16,008.00
Benefits:	

Vacation Leave	4 weeks
Total Compensation Package.....	\$16,008.00
Total Cost to the Church	\$16,008.00
Total Compensation Paid Directly to the person	\$16,008.00

- R. Approved the changes in contract for **Rev. Charles Schneider** as Stated Supply (108) of Emmanuel Presbyterian Church, Bedford, full-time, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 15, 2019. [1/21/20]

Compensation:	
Cash Salary	\$46,000.00
Housing and Utility Allowance	\$24,000.00
Other Income	\$17,500.00
Total Effective Salary	\$87,500.00
Reimbursements:	
Social Security Offset	\$6,693.75
Business Travel/Automobile.....	\$3,163.00
Continuing Education and Professional Expenses.....	\$2,200.00
Benefits:	
Menu Plan	\$10,500.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$110,056.75
Total Cost to the Church	\$110,056.75
Total Compensation Paid Directly to the person	\$94,193.75

Parish Associates

- A. Approved the changes in contract for **Rev. Matthew G. Calvert** as Parish Associate of West Plano Presbyterian Church, Plano, part-time, varies, beginning January 1, 2020 through December 31, 2020. The date of the session meeting recommending these terms was November 19, 2019. [12/17/19]

Compensation:	
Cash Salary	\$200.00
Total Effective Salary	\$200.00
Total Compensation Package.....	\$200.00
Total Cost to the Church	\$200.00
Total Compensation Paid Directly to the person	\$200.00
Per Sunday when he preaches.	

Ordination and Installation Commissions

- A. Elected the following Administrative Commission to install **Rev. Jesse Gonzalez** as Pastor at Gethsemane Presbyterian Church of Fort Worth on January 19, 2020 at 4:00 pm. Grace Presbytery Teaching Elders: Rev. Lisa Patterson, Associate Pastor of St.

Andrew Presbyterian Church of Denton to moderate; Rev. Shane Webb, Pastor of Woodhaven Presbyterian Church of Irving to preach; Rev. Julie Ulhorn Riley, Grace Presbytery to charge to the pastor; Rev. Horacio Quiroz H.R., Grace Presbytery; Rev. Dr. Dan Anderson-Little, Pastor of El Divino Salvador Presbyterian Church of Dallas to charge to the congregation. Rev. Princeton Abaraoha, Pastor of First Presbyterian Church of Midlothian; Grace Presbytery Ruling Elders: Elder Margot Moreno Williamson, Gethsemane Presbyterian Church of Fort Worth to charge the congregation. Commissioned Pastor Leo Pérez, Iglesia Emmanuel Presbyterian Church of Dallas. An opportunity for nominations from the floor was afforded prior to the election. [12/17/19]

- B. Elected the following Administrative Commission to install **Rev. Brenda Church** as Associate Pastor of First Presbyterian Church of Granbury on February 16, 2020 at 4:00 pm. Grace Presbytery Teaching Elders: Rev. Lisa Patterson, Associate Pastor of St. Andrew Presbyterian Church of Denton to moderate; Rev. Drew Travis, Pastor of First Presbyterian Church of Granbury; Rev. Kenny Rigoulot, Pastor of United Presbyterian Church of Cleburne to charge the pastor. Grace Presbytery Ruling Elders: Connie Darne, First Presbyterian Church of Granbury to Charge the Congregation; Sharon Curry, St. Stephen Presbyterian Church of Fort Worth; Reeve Van Nostrand, Ridglea Presbyterian Church of Fort Worth; Kathy Jones, NorthPark Presbyterian Church of Dallas. Teaching Elder: Rev. Dr. Janice Six, Pastor of First Central Presbyterian Church of Abilene in Palo Duro Presbytery to preach. An opportunity for nominations from the floor was afforded prior to the election. [1/21/20]

Other Actions of the Committee on Ministry

- A. Appointed **Rev. Kathy Vineyard** to serve as moderator of First Presbyterian Church of Belton effective November 19, 2019. [11/19/19]
- B. Appointed **Rev. Edie Gause** as moderator of Faith Presbyterian Church of Aledo effective January 1, 2020. [11/19/19]
- C. Appointed **Rev. David Darrow** as moderator of First Presbyterian Church of Paris effective November 12, 2019. [11/12/19]
- D. Appointed **Rev. Betsy Lockhart** as moderator of Flower Mound Presbyterian Church of Flower Mound as needed while the pastor is away on leave effective January 1, 2020. [12/10/19]
- E. Appointed **Rev. James Ramsawh** to serve as moderator of First Presbyterian Church of Bridgeport effective January 1, 2020. [12/17/19]
- F. Appointed **Rev. David Ivie** to serve as moderator for First Presbyterian Church of Terrell effective January 1, 2020. [12/17/19]
- G. Appointed **Rev. Clinton Schofield** as moderator of First Presbyterian Church of Hamilton effective December 1, 2019. [12/17/19]

- H. Approved adding **Rev. Zoltan Kelemen** to the Occasional Supply List effective December 17, 2019. [12/17/19]
- I. Approved the request of Iglesia Emmanuel Presbyterian Church to relocate to Farmers Branch and share facilities with Faith United Presbyterian Church effective December 1, 2019. [1/21/20]
- J. Approved the request that **Rev. Linda Norris** be added to the Occasional Supply list effective January 21, 2020. [1/21/20]
- K. Approved the request that **Rev. Gladys Nwabah** be added to the Occasional Supply list effective January 21, 2020. [1/21/20]
- L. Approved the request that **Rev. Matthew G. Curry** be added to the Occasional Supply List effective January 21, 2020. [1/21/20]
- M. Appointed **Rev. Ronnie Holloman** to serve as moderator for the session retreat at Central Presbyterian Church of Waxahachie on January 18, 2020. [1/9/20]
- N. Appointed **Rev. Bill Benner** to serve as moderator for the annual congregational meeting at First Presbyterian Church of Hamilton on January 12, 2020. [1/9/20]
- O. Appointed **Rev. Craig Krueger** to moderator the session meeting at First Presbyterian Church of Mabank on January 19, 2020. [1/14/2020]
- P. Appointed **Rev. Elizabeth Callender** to moderate the session for an email vote and an in-person meeting if needed at Northridge Presbyterian Church of Dallas on January 9, 2020. [1/9/20]
- Q. Committee on Ministry Leadership Team voted unanimously to submit a waiver request to Board of Pensions for **Rev. Mike Thompson** regarding Post Retirement Service. [1/14/20]

Minutes

- A. Approved the November 19, 2019 minutes of the Committee on Ministry.

Motions from the Administrative Commission for First Presbyterian Church, McKinney

Grace Presbytery received this final report and dismissed the Administrative Commission for First Presbyterian Church, McKinney

- 1. , *with gratitude.*

- A. On February 7, 2017, the Presbytery Council elected **Rev. James Hawthorne** (Moderator), **Ruling Elder Sara Jo Mueller** (Plano, West Plano), and **Rev. Neill Morgan** as an Administrative Commission for First Presbyterian Church, McKinney with the following duties and authorities: To counsel with the session concerning reported difficulties within the congregation and act to correct the difficulties in accordance with G-3.0303. **Rev. Neill Morgan** resigned when he moved to accept a new call.
- B. The Administrative Commission took the following actions:
- 1) The Administrative Commission initiated contact with the treasurer [Margaret Ponder] and the office manager [Penny Holt]. Insufficient accounting practices and inadequate financial oversight incurred a substantial debt, in arrears and immediately payable to the Internal Revenue Service. Karen Thompson [Certified Public Accountant], consulting with the session, the presbytery, and the IRS, formulated a contract whereby Grace Presbytery agreed to pay the tax liability, effectively loaning McKinney First the balance due. To date, the loan to the presbytery has been fully repaid and no additional tax liability has been incurred. Sara Jo Mueller worked closely with the office manager on a monthly basis to create a more accurate system to track income and expenditures. This consultation, though somewhat productive, did not fully yield compliance with best practices. The church has hired a new office manager who has a degree in accounting. The treasurer is attempting to correct misappropriated receipts and expenditures for the last several years. Once this initiative is completed, the session feels that an audit is absolutely essential.
 - 2) Giving from a relatively small contingent of members is insufficient to cover expenditures. The church would be forced to close if it were not for an infusion of funds from a local endowment [Heard Craig Fund]. Two nesting congregations utilize the church facilities, a group of Seventh Day Adventists and a Hispanic Assembly of God. The rent they pay helps to subsidize the church budget.
 - 3) Currently, Rev. Michael Rutledge is serving as part-time stated supply. The session has extended Michael's contract through 2020, but persistent health issues undermine his ability to provide consistent pastoral leadership. The session has offered Michael six (6) weeks of paid medical leave. This offer may be extended if there is additional time needed for him to recover. During his absence, Rev. Terry Maze, Rev. Ralph Graham, and members of the congregation are providing leadership for a contemporary service and a traditional service, each attended by an average of fifteen (15) members/visitors.
 - 4) In addition to the financial concerns elaborated above, McKinney First experienced significant congregational conflict, initiated, in part, by outspoken members who were exerting a destructive influence. To address this issue, the Administrative Commission informed congregants of the following expectations:
 - Transcend endemic conflict to work together for the common good,

- Focus on what God is calling McKinney First to be and do, here and now,
 - Foster enhanced member commitment reflected in increased participation and financial support,
 - Make room for God’s Spirit to move in transforming and enriching ways.
- 5) Outspoken members with different perspectives are still present, but it appears that an effort is being made to shift attention away from chronic concerns to actualizing the congregation’s unified potential despite its size. McKinney First has a heart for mission. Together, members are:
- Supporting a local food bank,
 - Collecting school supplies to be distributed mid-year rather than when the school year begins,
 - Providing teddy bears to the McKinney Police Department for distribution to traumatized children,
 - Gathering toiletries for the Samaritan Inn,
 - Offering their facilities for Lifeline Screening semi-annually,
 - Making plans to plant a community garden to benefit needy residents of the community.
- 6) At this point, the Administrative Commission’s mandate has been largely completed. The issues McKinney First is currently facing more appropriately fall under Grace Presbytery’s Committee on Ministry.
- 7) We extend our heartfelt gratitude to Karen Thompson, Terry and Mickie Maze whose assistance has been an unparalleled blessing!

Motions from the Nominating Committee

1. Grace Presbytery elected the following individuals to fill the positions 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
General Assembly Alternate Commissioners						
2020	RE	Ruth Roman-Meza	Dallas, Oak Cliff	F	H	N
2020	RE	Lazara Abernathy	Fort Worth, Gethsemane	F	H	W

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
Committee on Ministry						
2022	TE	Mark Brainerd	Dallas, Preston Hollow	M	C	N
Committee on Preparation for Ministry						
2021	TE	Kendal Land	Longview, First	M	C	E
2021	RE	David Williams	Southlake, Trinity	M	C	W
2022	RE	Sheryl Taylor	Bedford, Emmanuel	F	C	W
Church Development Committee						
2020	TE	Paul Burns	Member at Large	M	C	N
2020	RE	Marisol Ag	Farmers Branch, Iglesia	F	H	N
2021	RE	Melissa Castillo	Farmers Branch, Iglesia	F	H	N
2022	TE	Lisa Reese	Bonham, First	F	W	E
2022	TE	Mari Lyn Jones	Member at Large	F	W	
Young Adult Ministry Committee						
2022	L	Paige Wilson	McKinney, Trinity	F	C	N
Presbytery Council						
2021	RE	Wendell Black	Arlington, Grace	M	W	W

Motions from the Board of Trustees

1. *Grace Presbytery received and approved the following report of the actions of the Board of Trustees as delegated in Grace Presbytery's Bylaws and Manual of Administrative Operations:*
 - A. Approved the agenda for the January 27, 2020 Board of Trustees meeting. [1-27-20]
 - B. Approved the minutes of the November 18, 2019 Board of Trustees meeting as amended. [1-27-20]
 - C. Received introductions from the members of the Board of Trustees. [1-27-20]
 - D. Elected **Rev. Greg Garis** (Hurst, St. Philip) as President of the Board of Trustees, **Rev. Gerry Tyer** (H.R.) as Secretary of the Board of Trustees, **Trey Angel** (Dallas, NorthPark) as Treasurer of the Board of Trustees. [1-27-20]
 - E. Reviewed the duties of the Board of Trustees and discussed how to organize the work of the board. [1-27-20]
 - F. Established two subcommittees of the Board of Trustees. The **Property Subcommittee** will include Kevin Green, Sara Jo Mueller, Jeff Howeth, Matthew Malavanti, Frank Stevenson, Patty Dickerson, David Ivie, and Denise Odom. The **Investment Subcommittee** will include Mark Harren, Ernie Higginbotham, Michael Malone, Leslie King, and Kerry Whitson. Each subcommittee will normally meet during the regular

meetings of the Board of Trustees. This organizational structure will be evaluated in six months.

- G. Completed the 2020 Certificate of Incumbency. [1-27-10]
- H. Received the Consolidated Report of Assets for Grace Presbytery invested with Texas Presbyterian Foundation as of December 31, 2019 from **Beth Wilt** (Senior Vice President of Texas Presbyterian Foundation). [1-27-20]
- I. Received a report from **Trey Angel** (Presbytery Treasurer) and **Vicki Roberts** (Director of Finances) including the following unaudited financial reports. [1-27-20]
 - 1) Balance Sheet as of December 31, 2019
 - 2) Income and Expense Statement as of December 31, 2019
 - 3) Shared Mission Support Report as of December 31, 2019
- J. Received on update on the Financial Audit. [1-27-20]
- K. Received the Property Report as of December 31, 2019 from **Ruling Elder Karen Ebling** Director of Property Management. [1-27-20]
- L. Received a report of the electronic vote approving the following resolution on January 6, 2020: “Resolved, the First Presbyterian Church of Arlington (“Church”) located at 1200 South Collins Street, Arlington, TX 76010 has applied for a loan from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (“Lender”) funded by Church Loan Program Funds. Amount of Loan: \$500,000.00. Further Resolved, the Grace Presbytery, a Texas nonprofit corporation, (“Presbytery”) having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approves the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above. The officers of the Presbytery as listed on the attached Certificate of Incumbency marked Exhibit A are authorized to sign a guarantee of this loan as authorized agents of the Presbytery.” [1-27-20]

Information

- A. Attendance at the January 27, 2020 Trustees meeting: Class of 2020: **Rev. Greg Garis** (Hurst, St. Philip), **Ruling Elder Kevin Green** (Dallas, Preston Hollow), **Ruling Elder Mark Harren** (Waco, First), **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 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), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), Ex-Officio with vote: **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees), **Rev. John Williams** (Presbytery Council Moderator), Ex-Officio without vote: **Rev. Mike Thompson** (Interim General Presbyter), **Trey Angel** (Presbytery

Treasurer), Staff: **Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management). [1-27-20]

- B. Prayers: The January 27, 2020 meeting was opened with prayer by **Rev. Gerry Tyer** and closed with prayer by **Rev. Greg Garis**. [1-27-20]

Motions from the Presbytery Council

1. *Grace Presbytery voted to deepen and widen its witness to the Gospel of Jesus Christ as “good news” to the fulness of our humanity and to all of creation by (a) establishing a Social Justice Task Force [the understanding of social justice governing this Task Force shall be rooted in our constitutional documents and approved worship resources, most specifically Book of Order W-5.0304], and (b) appointing Rev. David Batchelder and Rev. Thomas Gibbons as Co-Moderators of the Task Force and authorizing the Moderator of Council in consultation with Presbytery Staff and the Co-Moderators to identify and appoint up to 8 persons to serve on the Social Justice Task Force.*

Rationale:

W-5.0304 states: *God sends the Church to work for justice in the world: exercising its power for the common good; dealing honestly in personal and public spheres; seeking dignity and freedom for all people; welcoming strangers in the land; promoting justice and fairness in the law; overcoming disparities between rich and poor; bearing witness against systems of violence and oppression; and redressing wrongs against individuals, groups, and peoples. God also sends the Church to seek peace: in the Church universal, within denominations, and at the congregational level; in the world, where nations and religious or ethnic groups make war against one another; and in local communities, schools, workplaces, neighborhoods, and homes. These acts of peacemaking and justice are established upon God’s gracious act of reconciliation with us in Jesus Christ and are a way of participating in Christ’s priestly intercession or advocacy for the world.*

The Social Justice Task Force would be empowered to do the following:

- A. Lead the Presbytery in its own faith formation with respect to the command to love neighbors, and the call of discipleship to do justice, love kindness, and walk humbly with God. It is expected that this formation will provide opportunities for growth within as well as outside of Presbytery meetings.
- B. Inform and advise Presbytery leadership and congregations regarding societal upheaval where a witness in word and/or deed by Grace Presbytery is needed lest the Presbytery’s silence be misinterpreted as assent to an unjust, cruel, or corrupt status quo. It is expected that the Task Force will devise a mechanism through which the Presbytery can speak truth to power, solace to pain, compassion to cruelty, restraint to rage.
- C. Actively engage, and inviting others to do so, in those forms of prayer as it is “expressed in action, through public witness and protest, deeds of compassion, and other forms of disciplined service” (Book of Order W-5.0102). In all matters related to such

engagement, it is that the Task Force will strive for the utmost integrity as called for in the vows of ordination.

- D. With respect to items A-C, the Task Force will seek out, for the purposes of unity and strength of witness, all opportunities to do its work with ecumenical and interfaith partners.

Each Sunday, Presbyterians pray for the coming of God's new reign with the prayer our Lord Jesus has taught us. This prayer, also part of the rhythm of daily prayer, is considered the prayer of the baptized because it is first learned at the beginning of faith's journey. The prayer Jesus taught intends to fill the imagination of God's children with a vision where all, despite diversity, live together in mutual well-being. To this end, John Calvin labored in the 16th century working to re-form the church.

During the year 2009, the PCUSA reflected on the 500th Anniversary of Calvin's birth and his impact on Reformed faith. In his new book, *John Calvin, Reformer for the 21st Century* William Stacy Johnson notes that "Calvin's passion for social justice is visible throughout his writings. Just as God is Lord of all, so Calvin fostered a vision of care for all. Calvin was adamant that one of the tests of a good society is whether and how it takes care of the poor." The reformer's passion is an important stream that continues to guide our faith and practice in the present time. Indeed, Calvin's legacy informs the constitutional documents of the PC(USA).

Among the Great Ends of the Church in the Book of Order is *the promotion of social righteousness* (F-2.05). The nature of such "promotion" is given more expansive language in *The Form of Government*, and *Directory for Worship*: The congregation reaches out to people, communities, and the world to share the good news of Jesus Christ, to gather for worship, to offer care and nurture to God's children, to speak for social justice and righteousness, to bear witness to the truth and to the reign of God that is coming into the world" (underline added).

United across all differences by the gift of baptism (F-1.0403), the church is called to live out God's call to justice and righteousness, rolling down like a mighty stream, and the river of the water of life that flows from God's throne (W-3.0402).

In the ministry portfolio of each faithful member (G-1.0304) *is working in the world for peace, justice, freedom, and human fulfillment*. Moreover, every church member is called upon to regularly review and evaluate "the integrity of one's membership, and considering ways in which one's participation in the worship and service of the church may be increased and made more meaningful."

Whatever else it is, the church's worship is to be "countercultural" - asserting the scandal of the gospel and anticipating God's reign of righteousness, justice, and peace."

The Sunday prayers (W-3.0308) are to voice a passion for justice petitioning God for *peace and justice in the world; . . . the poor, hungry, and oppressed; compassion and reconciliation in the local community; healing and wholeness for all who suffer*.

Those called to ordained leadership within the church must promise to try *to show the love and justice of Jesus Christ....Through its mission in the world, the church seeks to bear witness to God's reign through the proclamation of the gospel, acts of compassion, work for justice and peace, and the care of creation* (W-5.0301).

The Directory for Worship (W-5.0304) expands more fully on the church's commitment to God's justice. - God sends the Church to work for justice in the world: ***exercising its power for the common good; dealing honestly in personal and public spheres; seeking dignity and freedom for all people; welcoming strangers in the land; promoting justice and fairness in the law; overcoming disparities between rich and poor; bearing witness against systems of violence and oppression; and redressing wrongs against individuals, groups, and peoples.***

The question to be asked is how will Grace Presbytery provide leadership, resources, and support helping its churches participate in these eight modes of activity deemed essential aspects of God's justice? More particularly, such questions as these might be asked:

- A. Where in Grace Presbytery is there an ongoing biblically and theologically informed conversation regarding the "common good" which is presupposed in the call to love our neighbors as ourselves?
- B. How might the Presbytery encourage and support congregations to "deal honestly" in "public spheres?"
- C. What might "seeking dignity and freedom for all people" look like at a time with inequity based on race and child separation from parents on the borders?
- D. What role should churches play in "welcoming strangers" at a time where some refuse to do so even "in the name of Christ?"
- E. How might churches fulfill their call to promote legislative change that moves society in the direction of "justice and fairness?"
- F. How can Presbytery help churches identify and address "disparities between rich and poor?"
- G. What should "bearing witness against systems of violence and oppression" look like?
- H. How can the Presbytery partner with churches "redressing wrongs" in favor of reconciliation and making peace?

Since 1993, the Presbyterian Book of Common Worship has preserved a prayer for use in corporate and personal worship. The prayer is titled, For the Human Family. The 2018 Book of Common Worship version reads as follows: "O God, you made us in your own image and redeemed us through Jesus your Son. Look with compassion on the whole human family, take away the arrogance and hatred that infect our hearts, break down the walls that separate us, unite us in bonds of love, and, through our struggle and confusion, work to accomplish

your purposes on earth; that, in your good time, all nations and peoples may live in harmony; through Jesus Christ our Lord. Amen.”

By establishing the Social Justice Task Force, Grace Presbytery will have taken an important step in actively living out what can often be left to words alone.

2. *Grace Presbytery approved the following actions taken by the Presbytery Council as delegated by the Manual of Administrative Operations and received the items of information.*

- A. Voted (8 in favor and 5 opposed) to recommend that Grace Presbytery not adopt the proposed overture to the 2020 General Assembly Meeting from Trinity Presbyterian Church of Denton and West Plano Presbyterian Church of Plano recognizing that Israel’s laws, policies, and practices constitute apartheid against the Palestinian people. (The full text of this overture is on Page 58) [1/22/20]
- B. Voted unanimously to recommend that Grace Presbytery not concur with the overture from the Presbytery of Cimarron concerning University of Tulsa. (The full text of this overture is on Page 68.)[1/22/20]
- C. Approved the docket for the January 22, 2020 Presbytery Council meeting. [1/22/20]
- D. Approved the minutes of the December 7, 2019 Presbytery meeting. [1/22/20]
- E. Approved the minutes of the November 6, 2019 Presbytery Council. [1/22/20]
- F. Received the report of the Presbytery Council Moderator **Ruling Elder John Williams**. He reviewed the Presbytery Council Strategic Plan, *From Strength to Strength*. [1/22/20]
- G. Received the report of the Presbytery Moderator **Rev. Lisa Patterson**. [1/22/20]
- H. Received the report of the Presbytery Vice Moderator **Ruling Elder Mike Jones**. [1/22/20]
- I. Received the report of the Stated Clerk **Rev. Gerry Tyer**. [1/22/20]
- J. Received the report of the Presbytery Treasurer **Trey Angel** including the following unaudited financial reports. [1/22/20]
 - 1) Income and Expenses Report (Statement of Operations) as of December 31, 2019
 - 2) Balance Sheet as of December 31, 2019
 - 3) Shared Mission Support Report as of December 31, 2019
- K. Elected **Ruling Elder Beth Peak Thompson** (Denton, Trinity) as Vice Moderator of Presbytery Council for 2020. [1/22/20]
- L. Received a written report from the Personnel Committee Moderator **Rev. Andy Odom**. [1/22/20]
- M. Approved the following General Presbyter Position Description:

Purpose: The role of the General Presbyter is to provide spiritual and administrative leadership for Grace Presbytery's mission and vision, to manage the Presbytery Staff, and to be an ambassador for the Presbytery and its witness to Jesus Christ.

Accountability: The General Presbyter will be accountable to the Presbytery through the Personnel Committee.

Responsibilities:

- 1) Build, motivate, equip, and empower the presbytery staff for the work of their ministry.
- 2) Provide visionary leadership to implement the strategic plan and execute the Presbytery's mission.
- 3) Build relationships with and among pastors and congregations, supporting their ministries, and sharing in their mutual encouragement and accountability.
- 4) Foster effective communications among congregations, ministers, presbytery staff, and presbytery's committees and commissions.
- 5) Promote respect for and reconciliation of the racial, social and theological diversity within the Presbytery.
- 6) Serve as an ex-officio member of and staff to the Presbytery Council, Committee on Ministry, and other appropriate committees or commissions as assigned by the Presbytery Council.
- 7) Design and implement a plan for staff development and annual performance reviews.
- 8) Provide general oversight for the Presbytery's finances authentically responding to the blessings and challenges of a resource presbytery.
- 9) Prepare, with the Budget and Finance Committee, the annual budget based on the Presbytery's goals for approval by the Presbytery Council and Presbytery.
- 10) Represent Grace Presbytery to other Councils of the Presbyterian Church (USA) and represent the Presbytery in ecumenical, interfaith, civic, institutional, and media relations.
- 11) Perform such other duties as may be required by Presbytery Council or Presbytery.

Terms: The General Presbyter is a full-time exempt position serving an indefinite period of time subject to an annual review and a comprehensive review at least every five years. Compensation is negotiable and commensurate with experience, qualifications, and performance.

Qualifications:

- 1) Demonstrates a deep faith as a disciple of Jesus Christ with proven ability to be a pastoral presence with clergy, elders, and congregations, and presbytery staff.
- 2) Minister of the Word and Sacrament or Ruling Elder in the PC (U.S.A.) who is knowledgeable of the PC (U.S.A.) and its theology, organization and governance.
- 3) Minimum of 5-7 years of experience in administrative leadership.
- 4) Demonstrates strong team building skills, discernment, delegation, visionary thinking, and proficiency in modern communication.
- 5) Trained and experienced in conflict management and conflict resolution.

- N. Received a report from the Church Development Committee Moderator **Rev. Harry Meissner**. [1/22/20]
- O. Approved an amount of \$25,000 from extra-presbytery-operating-budget funds be granted to supplement the salary of **Rev. Pepa Paniagua** to begin organizing a New Worshiping Community to be located in or around northern McKinney, which is open to all persons, but specifically is geared toward those in the LGBTQ community as well as others who may have felt “put off” by the “traditional” church. The funds are to be paid to and administered through St. Andrew’s Presbyterian Church, Dallas.

Background and Rationale:

The reorganized Church Development Committee is in the process of developing a new pattern for the conception and birth of new communities, fellowships, and churches. The committee is well aware of the past history of new church development in Grace Presbytery. The aim is to learn history so as not to repeat it.

The present direction of the committee’s exploration is along the lines of beginning all new projects as New Worshiping Communities. This direction allows starts that recognize our present human and financial resources. A New Worshiping Community may “catch on” and become a new church development, or it may never become more than a worshiping community with a perhaps limited lifespan. This direction allows the Church Development Committee to both give trial to promising ideas at more reasonable financial investment than past models, and to recognize when a project does not have promise for any longer-term investment and “pull the plug” when the project has run its useful course.

Rev. Pepa Paniagua has felt a call to reach out to the area around northern McKinney with a new worshiping community that is geared especially toward the groups mentioned in the Church Development Committee motion. Her enthusiasm is contagious, her thinking is sound, and her prospects as a New Worshiping Community developer have been observed and affirmed by the Church Development Committee and others. She has received the approval start-up \$7,500.00 grant from the General Assembly New Worshiping Communities Committee. The Grace Presbytery Church Development Committee is the sponsoring organization. With notification of receipt of the grant and the motion passed by the Church Development Committee, she was sent forth with the laying on of hands and prayer at the November Church Development Committee meeting.

Pepa is presently employed as a full-time director of a day school and parish associate at St. Andrew’s, Dallas. Her salary is at presbytery minimum. St. Andrew’s is willing to move Pepa to half-time for her to pursue the next steps in organizing this New Worshiping Community, with a possible public launch date of September 2020.

A Support and Accountability Leadership Team (SALT) has been assembled, which includes presbytery members, ecumenical – Lutheran and Methodist – members, and a representative-liaison from Church Development Committee. This team will provide

guidance and support for Pepa under the authority and direction of the Church Development Committee. This group will be responsible, in addition to guidance and support, for accounting for all funds received (including the initial New Worshiping Community grant) and approval of all expenses disbursed (other than salary), reporting through the liaison to the Church Development Committee.

- P. Received a report from the Budget and Finance Committee Moderator **Rev. Woody Meredith**. [1/22/20]
- Q. Received a report from the Committee on Ministry Moderator **Rev. Michael Waschevski**. [1/22/20]
- R. Received a report from the Congregational Support Committee Moderator **Ruling Elder Brian Parker**. [1/22/20]
- S. Received a report from the Nominating Committee Moderator **Rev. Lisa Juica Perkins** [1/22/20]
- T. 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**. [1/22/20]
- U. Finalized the docket for the February 22, 2020 stated meeting of Grace Presbytery. [1/22/20]
- V. Approved the offering collected during the worship service at the February 22, 2020 stated meeting be used to support the Presbyterian Historical Society. [1/22/20]

Information

- A. Attendance at the January 22, 2020 Presbytery Council Meeting: Class of 2020: **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Thomas Lamb** (Temple, Grace), Class of 2021: **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), Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Moderators of Presbytery Entities: **Rev. Michael Waschevski** (Committee on Ministry), **Rev. Harry Meissner** (Church Development Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee). Ex-Officio without Vote: 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). **Vicki Roberts** (Director of Finance). Excused: Class of 2020: Rev. Donald Hogg (Fort Worth, Westminster), Moderators of Presbytery Entities: Rev. Andy Odom (Personnel Committee): Staff: **Ruling Elder Karen Ebling** (Director of Property Management).

- B. The January 22, 2020 Presbytery Council meeting was opened with prayer and the reading of 2 Kings 2:1-14 by Presbytery Council Moderator **Rev. John Williams**. The meeting was closed with prayer by **Ruling Elder Beth Peak Thompson**. [1/22/20]

Financial Reports

Balance Sheet

Balance Sheet (Unaudited) as December 31, 2019	
ASSETS	
CURRENT ASSETS	
Total Cash Savings	1,593,740.50
Total Accounts Receivable	12,985.76
Prepaid Expenses	3,679.95
Total Notes and Loans Receivable	86,574.67
TOTAL CURRENT ASSETS	1,696,980.88
INVESTMENTS HELD FOR LONG TERM USE	
Bonds and Fixed Income Investments	1,179,621.41
Equity-Oriented Investments	31,709,360.04
Investments in Real Estate – Presbyterian Mission Center Building	1,450,000.00
PROPERTY AND FIXED ASSETS	
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	
TOTAL ASSETS	41,297,433.42
LIABILITIES & NET ASSETS	
CURRENT LIABILITIES	
Accounts Payable – Presbytery	(125,207.62)
Accounts Payable – Employees	48,282.42
Accounts Payable - General Assembly	64,208.14
Accounts Payable – Synod	27,541.92
Accounts Payable – Grace Presbytery Directed Receipts	(1,070.78)
Designated Funds	1,736,300.69
Other Liabilities - Due to Funds	0.00
TOTAL LIABILITIES	1,750,054.77
NET ASSETS	
Net Income	4,034,768.97
Unrestricted Net Assets	24,836,215.64
Temporarily Restricted Funds	200,800.00
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
TOTAL NET ASSETS	39,547,378.65
TOTAL LIABILITIES & NET ASSETS	41,297,433.42

Income and Expense Report

Income and Expense Report (Unaudited) as of September 30, 2019	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
INCOME ACCOUNTS				
Total Shared Mission Support	898,862.78	1,012,500.00	113,637.22	1,350,000.00
Total Special Offerings Revenue	0.00	0.00	0.00	0.00
Total Gifts	28,840.67	15,000.03	(13,840.64)	20,000.00
Total Grants	0.00	0.00	0.00	0.00
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	10,967.34	8,555.40	(2,411.94)	11,407.18
Total Youth Event Income	114,660.65	156,356.19	41,695.54	208,475.00
Total Scholarships Income	5,317.44	19,649.97	14,332.53	26,200.00
Total Royalty and Lease Income	18,662.85	18,749.97	87.12	25,000.00
TRANSFERS TO GENERAL FUNDS				
Total Transfer to GF from Temporary Restricted	10,782.20	0.00	(10,782.20)	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	18,733.59	0.00	(18,733.59)	0.00
Total Transfer to GF from Unrestricted Funds	397,113.00	643,500.00	246,387.00	858,000.00
Total Transfer to General Funds	426,628.79	643,500.00	216,871.21	858,000.00
TOTAL INCOME	1,503,940.52	1,874,311.56	370,371.04	2,499,082.18
EXPENSE ACCOUNTS				
Total Shared Mission Support	(99,963.60)	(111,375.00)	(11,411.40)	(148,500.00)
Total Designated Offering Expenses	(7,500.00)	0.00	7,500.00	0.00
Total Ecumenical Partnerships	0.00	0.00	0.00	0.00
Total Congregational Support	(10,320.58)	(33,975.00)	(23,654.42)	(45,300.00)
Total Youth & Young Adult Ministries	(199,457.18)	(222,656.13)	(23,198.95)	(296,875.00)
Total Committee on Preparation for Ministry	(15,515.67)	(18,525.06)	(3,009.39)	(24,700.00)
Total Committee on Ministry	(34,024.30)	(34,499.88)	(475.58)	(46,000.00)
Total New Church Development	(5,304.35)	(64,312.56)	(59,008.21)	(85,750.00)
Total Presbytery Meetings	(3,784.66)	(7,124.94)	(3,340.28)	(9,500.00)
Total GA Meeting & Big Tent Meeting	2,846.51	(14,250.06)	(17,096.57)	(19,000.00)
Total Presbytery Council	(10,611.77)	(34,499.97)	(23,888.20)	(46,000.00)
Total Budget & Finance	(14,440.30)	(26,250.03)	(11,809.73)	(35,000.00)
Total Grace Presbytery Mission Studies	(56,872.01)	0.00	56,872.01	0.00
Total Ecclesiastical Committees	(45,239.84)	(6,562.53)	38,677.31	(8,750.00)
Total Legal Expenses	0.00	(37,500.03)	(37,500.03)	(50,000.00)
Total Property & Liability/Worker's Comp	(43,132.75)	(21,449.97)	21,682.78	(28,600.00)
Total Property Taxes	(17,346.59)	(28,500.03)	(11,153.44)	(38,000.00)
Salaries				

Income and Expense Report (Unaudited) as of September 30, 2019	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total GP & AGP Salaries	(164,284.79)	0.00	164,284.79	0.00
Total Budget for Employee Salaries	(548,104.24)	(619,522.56)	(71,418.32)	(826,030.11)
Total Salaries	(712,389.03)	(619,522.56)	92,866.47	(826,030.11)
Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.				
Total Benefits	(245,456.93)	(223,900.83)	21,556.10	(298,534.41)
Total Temporary Staff - Transition Costs	(381.05)	0.00	381.05	0.00
Total Personnel	(958,227.01)	(843,423.39)	114,803.62	(1,124,564.52)
OPERATIONS				
Total Office Operations	(186,182.78)	(186,750.09)	(567.31)	(249,000.00)
Total Communications Expense	(1,737.49)	(2,437.47)	(699.98)	(3,250.00)
Total Communications Operations Expense	(50,557.23)	(70,574.94)	(20,017.71)	(94,100.00)
Total Copiers	(13,031.44)	(13,425.03)	(393.59)	(17,900.00)
Total Postage	(3,075.07)	(4,200.03)	(1,124.96)	(5,600.00)
Total Communication Infrastructure	(16,102.83)	(25,500.06)	(9,397.23)	(34,000.00)
Total Computer Equipment	(5,576.45)	(10,125.00)	(4,548.55)	(13,500.00)
Total Staff Travel	(92,109.66)	(66,750.03)	25,359.63	(89,000.00)
Total Depreciation Expense	0.00	(3,525.03)	(3,525.03)	(4,700.00)
Total Office Operation	(368,372.95)	(383,287.68)	(14,914.73)	(511,050.00)
TOTAL EXPENSES	(1,887,267.05)	(1,888,192.26)	(925.21)	(2,517,589.52)
INCOME OVER (UNDER) EXPENSES	(383,326.53)	(13,880.70)	369,445.83	(18,507.34)
NON-OPERATING ACTIVITY				
Total Closed Church Accounts	186,875.67	0.00	(186,875.67)	0.00
Total Settlements	10,000.00	0.00	(10,000.00)	0.00
Total Interest and Investment Income	1,842,281.46	0.00	(1,842,281.46)	0.00
Total Property Maintenance	(1,587.90)	0.00	1,587.90	0.00
Total Administrative Commissions	(51,319.96)	0.00	51,319.96	0.00
Total Designated Distributions	(90,575.11)	0.00	90,575.11	0.00
Total Non-Operating Activity	1,895,674.16	0.00	(1,895,674.16)	0.00
INCOME OVER (UNDER) EXPENSES	1,512,347.63	(13,880.70)	(1,526,228.33)	(18,507.34)

Shared Mission Support Giving

Shared Mission Support (as of 12/31/19)	Church	2018 Total	2019 Pledge	January to October Receipts 2019	November to December 2019 receipts	2019 Total Receipts
Aledo	Faith	0.00	0.00	0.00	0.00	0.00
Allen	First	0.00	0.00	0.00	0.00	0.00

Shared Mission Support (as of 12/31/19)	Church	2018 Total	2019 Pledge	January to October Receipts 2019	November to December 2019 receipts	2019 Total Receipts
Arlington	First	5,000.00	5,000.00	3,750.00	1,250.00	5,000.00
Arlington	Grace	0.00	0.00	0.00	0.00	0.00
Arlington	Westminster	9,039.51	0.00	9,059.10	3,804.29	12,863.39
Athens	First	9,000.00	0.00	7,500.00	1,500.00	9,000.00
Bedford	Emmanuel	18,354.00	18,354.00	13,765.41	4,588.47	18,353.88
Belton	First	1,000.00	0.00	0.00	0.00	0.00
Blue Ridge	Crossroads	0.00	0.00	0.00	0.00	0.00
Bonham	First	5,800.00	0.00	3,600.00	1,575.00	5,175.00
Bridgeport	First	1,200.00	1,200.00	600.00	600.00	1,200.00
Buckholts	Sharp	0.00	0.00	0.00	0.00	0.00
Cameron	First	600.00	0.00	500.00	100.00	600.00
Canton	First	0.00	0.00	0.00	0.00	0.00
Carrollton	Nor'kirk	3,000.00	3,000.00	2,250.00	750.00	3,000.00
Carthage	St. Paul	300.00	300.00	225.00	75.00	300.00
Clarksville	First	600.00	0.00	600.00	0.00	600.00
Clarksville	New Shamrock	300.00	600.00	300.00	0.00	300.00
Clarksville	Pine Grove	0.00	0.00	250.00	0.00	250.00
Cleburne	United	4,206.00	4,000.00	2,999.99	999.99	3,999.98
Clifton	First	833.50	0.00	750.15	250.05	1,000.20
Commerce	First	1,200.00	1,200.00	1,000.00	200.00	1,200.00
Corsicana	Westminster	10,581.25	0.00	0.00	9,327.00	9,327.00
Crowley	First	5,000.00	2,500.00	3,750.00	1,250.00	5,000.00
Cumby	First	600.00	0.00	600.00	0.00	600.00
Dallas	Bentwood Trail	17,260.03	0.00	6,668.50	2,963.00	9,631.50
Dallas	Eastminster	35,000.00	15,500.00	12,916.66	2,583.34	15,500.00
Dallas	El Divino Salvador	700.00	0.00	0.00	0.00	0.00
Dallas	First	100,000.00	90,000.00	75,000.00	15,000.00	90,000.00
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	3,362.04	0.00	1,117.84	220.16	1,338.00
Dallas	NorthPark	35,000.00	15,000.00	11,250.00	3,750.00	15,000.00
Dallas	Northridge	35,500.00	0.00	26,250.00	8,750.00	35,000.00
Dallas	Oak Cliff	18,000.00	0.00	18,000.00	0.00	18,000.00
Dallas	Preston Hollow	139,045.44	133,000.00	92,249.97	25,749.99	117,999.96
Dallas	St. Andrew's	3,200.00	0.00	2,133.36	1,066.64	3,200.00
Dallas	St. Luke	0.00	100.00	100.00	0.00	100.00

Shared Mission Support (as of 12/31/19)	Church	2018 Total	2019 Pledge	January to October Receipts 2019	November to December 2019 receipts	2019 Total Receipts
Dallas	St. Mark	5,766.00	0.00	4,314.00	1,350.00	5,664.00
Dallas	United African	6,375.00	0.00	8,500.00	2,125.00	10,625.00
Dallas	Westminster	7,953.51	8,071.00	6,053.25	2,018.00	8,071.25
Denison	First	4,800.00	3,200.00	2,400.00	800.00	3,200.00
Denison	Hyde Park	500.00	0.00	500.00	0.00	500.00
Denton	First	568.14	0.00	629.64	96.35	725.99
Denton	St. Andrew	24,350.00	25,000.00	23,670.00	10,500.00	34,170.00
Denton	Trinity	36,434.00	34,419.00	34,419.00	0.00	34,419.00
Deport	First	0.00	0.00	0.00	0.00	0.00
DeSoto	DeSoto	600.00	600.00	450.00	150.00	600.00
Duncanville	First	1,000.00	1,000.00	0.00	1,000.00	1,000.00
Ennis	First	500.00	0.00	1,000.00	0.00	1,000.00
Fairfield	Fairfield-Harmony	0.00	0.00	0.00	0.00	0.00
Ferris	First	0.00	100.00	100.00	0.00	100.00
Farmers Branch	Faith United	21,000.00	21,000.00	15,750.00	5,250.00	21,000.00
Flower Mound	Flower Mound	1,000.00	0.00	0.00	0.00	0.00
Flower Mound	Trinity	21,600.00	21,600.00	16,200.00	5,400.00	21,600.00
Forney	First	8,000.00	8,000.00	8,000.00	0.00	8,000.00
Fort Worth	First	175,000.00	175,000.00	157,500.00	17,500.00	175,000.00
Fort Worth	Gethsemane	1,650.00	0.00	1,237.50	412.50	1,650.00
Fort Worth	Ridglea	10,000.00	0.00	7,500.00	2,500.00	10,000.00
Fort Worth	St. Peter	600.00	0.00	600.00	0.00	600.00
Fort Worth	St. Stephen	5,000.00	0.00	15,000.00	500.00	15,500.00
Fort Worth	Westminster	19,999.92	14,000.00	10,499.94	3,499.98	13,999.92
Fort Worth	Westside	0.00	0.00	0.00	0.00	0.00
Frisco	Faithbridge	2,250.00	0.00	3,000.00	0.00	3,000.00
Frisco	Legacy	0.00	0.00	0.00	0.00	0.00
Gainesville	First	6,000.00	6,600.00	4,500.00	1,500.00	6,000.00
Garland	First	27,087.00	20,000.00	15,000.03	3,333.34	18,333.37
Granbury	First	28,800.00	28,800.00	24,000.00	4,800.00	28,800.00
Grand Prairie	First	4,000.00	0.00	4,000.00	0.00	4,000.00
Grand Prairie	Immanuel	300.00	0.00	0.00	0.00	0.00
Grand Prairie	West Fork	1,500.00	0.00	1,050.00	150.00	1,200.00
Grapevine	First	31,500.00	28,350.00	19,775.00	6,431.25	26,206.25
Greenville	United	0.00	0.00	0.00	0.00	0.00
Haltom City	Browning Heights	1,300.00	0.00	900.00	300.00	1,200.00

Shared Mission Support (as of 12/31/19)	Church	2018 Total	2019 Pledge	January to October Receipts 2019	November to December 2019 receipts	2019 Total Receipts
Hamilton	First	5,000.00	5,000.00	3,750.00	1,250.00	5,000.00
Henderson	First	5,000.00		3,600.00	1,200.00	4,800.00
Hillsboro	First	600.00	0.00	500.00	100.00	600.00
Honey Grove	Main Street	500.00	0.00	0.00	500.00	500.00
Hooks	First	600.00	0.00	450.00	150.00	600.00
Hurst	St Philip	12,000.00	12,000.00	9,000.00	0.00	9,000.00
Irving	Hackberry Creek	18,000.03	0.00	14,909.05	3,090.90	17,999.95
Irving	Woodhaven	21,566.04	0.00	17,125.80	3,425.16	20,550.96
Itasca	First	0.00	0.00	0.00	0.00	0.00
Joshua	Union Hill	4,000.00	3,000.00	0.00	0.00	0.00
Kaufman	First	0.00	0.00	240.00	0.00	240.00
Kerens	Kerens	500.00	0.00	250.00	250.00	500.00
Kilgore	First	7,000.00	10,000.00	7,000.00	3,000.00	10,000.00
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	4,250.00	4,250.00	0.00	4,250.00
Longview	Centre	999.96	1,000.00	833.30	166.66	999.96
Longview	First	7,583.29	0.00	5,833.30	1,166.66	6,999.96
Longview	St Andrew	8,000.00	8,000.00	4,000.00	1,545.00	5,545.00
Lott	First	0.00	0.00	0.00	0.00	0.00
Mabank	First	1,200.00	0.00	900.00	300.00	1,200.00
Mansfield	Trinity	800.00	800.00	800.00	0.00	800.00
McKinney	First	0.00	0.00	0.00	0.00	0.00
McKinney	Trinity	14,067.00	13,000.00	9,500.00	3,596.15	13,096.15
Mesquite	First	0.00	0.00	2,550.00	510.00	3,060.00
Midlothian	First	500.00	0.00	0.00	2,000.00	2,000.00
Milford	Milford	1,000.00	0.00	0.00	1,000.00	1,000.00
Mineral Wells	First	1,200.00	1,200.00	900.00	300.00	1,200.00
Mount Pleasant	First	312.50	0.00	0.00	0.00	0.00
North Richland Hills	St Paul	3,000.00	3,000.00	2,500.00	325.00	2,825.00
Palestine	First	166.67	0.00	1,500.03	749.71	2,249.74
Paris	Central	530.00	0.00	530.00	0.00	530.00
Paris	First	0.00	0.00	0.00	0.00	0.00
Parker	Corinth	350.00	0.00	0.00	0.00	0.00
Pittsburg	First	500.00	0.00	0.00	500.00	500.00

Shared Mission Support (as of 12/31/19)	Church	2018 Total	2019 Pledge	January to October Receipts 2019	November to December 2019 receipts	2019 Total Receipts
Plano	First	1,000.00	2,000.00	1,500.00	500.00	2,000.00
Plano	Grace	6,738.00	0.00	15,064.00	5,649.00	20,713.00
Plano	Taiwanese NCD	400.00	0.00	0.00	0.00	0.00
Plano	West Plano	14,000.00	5,400.00	4,050.00	1,350.00	5,400.00
Prosper	Prosper	0.00	0.00	0.00	0.00	0.00
Richardson	Canyon Creek	24,837.04	20,000.00	15,003.00	5,001.00	20,004.00
Richardson	First	35,000.00	36,500.00	27,375.03	9,125.01	36,500.04
Richardson	St. Barnabas	36,000.00	36,000.00	27,000.00	9,000.00	36,000.00
Rockdale	First	0.00	0.00	0.00	0.00	0.00
Rockwall	First	20,000.04	10,000.00	12,999.98	3,000.00	15,999.98
Rusk	First	500.00	0.00	500.00	0.00	500.00
Salado	Salado	3,000.00	3,000.00	3,100.00	0.00	3,100.00
Sherman	Covenant	6,999.96	0.00	5,833.30	1,166.66	6,999.96
Sherman	Grand Avenue	5,000.04	0.00	3,750.03	1,250.01	5,000.04
Southlake	Trinity	31,575.00	37,712.00	31,426.60	6,285.32	37,711.92
Stephenville	First	2,000.00	0.00	1,000.00	1,000.00	2,000.00
Sulphur Springs	First	600.00	0.00	600.00	200.00	800.00
Temple	Grace	15,075.00	0.00	13,900.00	2,500.00	16,400.00
Terrell	First	2,158.00	0.00	1,494.00	498.00	1,992.00
Texarkana	Northwood	500.00	0.00	1,035.00	0.00	1,035.00
Timpson	Tennessee	0.00	0.00	0.00	0.00	0.00
Troup	First	0.00	0.00	0.00	0.00	0.00
Tyler	First	24,996.00	0.00	20,834.00	4,166.00	25,000.00
Tyler	Highland	0.00	0.00	0.00	0.00	0.00
Waco	Central	8,666.58	7,360.00	5,519.97	1,839.99	7,359.96
Waco	First	30,000.00	0.00	24,750.00	8,250.00	33,000.00
Waxahachie	Central	6,000.00	0.00	5,000.00	1,000.00	6,000.00
Weatherford	Grace First	12,000.00	12,000.00	10,000.00	2,000.00	12,000.00
Whitesboro	First	0.00	0.00	2,000.00	0.00	2,000.00
Whitewright	First	504.00	0.00	252.00	126.00	378.00
Winnsboro	First	1,143.00	0.00	126.00	1,145.00	1,271.00
	Pastors & Elders	2,350.00	0.00	6,200.00	1,940.30	8,140.30
	Presbyterian Women	0.00	0.00	450.00	0.00	450.00
	Total SMS	1,329,383.49	916,716.00	1,015,228.73	248,086.88	1,263,315.61

Overture Concerning Israel/Palestine

From Trinity Presbyterian Church of Denton, West Plano Presbyterian Church of Plano,
and St. Barnabas Presbyterian Church of Richardson

Grace Presbytery overtured the 224th General Assembly (2020) of the Presbyterian Church (U.S.A.) to: The vote was 98 in favor and 33 opposed.

1. Recognize that Israel's laws, policies, and practices regarding the Palestinian people fulfill the international legal definition of apartheid. Apartheid is legally defined as inhuman acts committed for the purpose of establishing and maintaining domination by one racial group of persons over any other racial group of persons and systematically oppressing them. This occurs in Israel/Palestine through:
 - Establishing two sets of laws, one for Israelis and one for Palestinians, which give preferential treatment to Israeli Jews and oppressive treatment to Palestinians
 - Expropriating Palestinian land and water for Jewish-only settlements
 - Denying the right to freedom of residence to Palestinians
 - Dividing the population along racial lines by the creation of separate reserves and ghettos for the Palestinians
 - Denying Palestinians the right to a nationality
2. Urge members, congregations, presbyteries, and national staff units, including the Office of Interfaith Relations, to seek appropriate ways to bring an end to Israeli apartheid.
3. Direct the Stated Clerk to communicate this action to all other PC(USA) councils.

RATIONALE:

Purpose

This overture is pursued with the hope it will lead to a peaceful reconciliation for the people of Israel and Palestine similar to that which occurred in South Africa when apartheid was internationally acknowledged.

Just thirty years ago there was serious injustice, widespread suffering, and major human rights abuses in South Africa because of apartheid laws, practices and policies that established a preferential legal status and material privileges to one group of people based on their identity while discriminating against another group based on their inferior status. The favored group received preferential access to land, water, other resources, and to government benefits and services while the disfavored group was confined to ever shrinking non-contiguous territorial enclaves. The peaceful reconciliation of the peoples in South Africa and the creation of a stable political state were accomplished only after the churches and the nations of the world recognized

that South Africa's laws, practices, and policies constituted a crime against humanity. In the 1960s South African soccer teams were banned from international soccer competition because of the government's apartheid policies. A few decades later South Africa hosted the 1995 Rugby World Cup, a remarkable demonstration of the political transformation that can take place when the world recognizes apartheid and a government responds by granting human rights for all people. It is hoped that the Israeli government policies toward the Palestinian people will undergo a similar transformation if Israeli apartheid is internationally acknowledged.

Why Presbyterians Must Act

To solve a problem, one has to honestly recognize and acknowledge that the problem exists. The rationale section of this overture will demonstrate how Israel's practices towards Palestinians fit the United Nations and World Court definitions of apartheid. As Presbyterians we believe the prophetic mission of the church is to speak the Word of God courageously, honestly and lovingly in the local context and in the midst of daily life; following the example of Jesus, the church is called to stand alongside the oppressed to help bring about justice, peace and reconciliation. Christians spoke out in the 1950s against segregation in the United States and later against apartheid in South Africa. They must again raise their voices and condemn Israel's discrimination against Palestinians and give a name to the crime against humanity that this discrimination represents, the crime of apartheid.

The PC(USA) would not be the first to name Israel's practices as constituting apartheid. As Nobel Peace Prize laureate Archbishop Desmond Tutu wrote to the 2014 PC(USA) General Assembly delegates, "I know firsthand that Israel has created an apartheid reality within its borders and through its occupation."

The National Christian Coalition of Christian Organizations in Palestine (NCCOP), in a letter to the World Council of Churches that was formally received and recommended for study by the 223rd General Assembly of the PC(USA) (2018), called upon the church to urge "the ending of [Israel's] occupation, Apartheid and discriminations, and accept refugees to return to their home land and properties."

Many Jewish leaders, both Israeli and American, have similarly named Israel's practices as apartheid. **Yossi Sarid**, former Israeli Minister of Education, said: "*What acts like apartheid, is run like apartheid and harasses like apartheid, is not a duck – it is apartheid... What should frighten us, however, is not the description of reality, but reality itself.*" (2008). **Shulamit Aloni**, also a former Israeli Minister of Education, said: "*Jewish self-righteousness is taken for granted among ourselves to such an extent that we fail to see what's right in front of our eyes. It's simply inconceivable that the ultimate victims, the Jews, can carry out evil deeds. Nevertheless, the state of Israel practices its own, quite violent, form of Apartheid with the native Palestinian population.*" (2007). **Henry Siegman**, former director of the American Jewish Congress & Synagogue Council of America, said, "*Successive Israeli governments have long sought to preclude the two-state solution. Israel has crossed the threshold from 'the only democracy in the Middle East' to 'the only apartheid regime in the Western world.'*" (2007). Indeed, a 2012 poll of Israeli Jews found that a majority recognize that Israel practices apartheid. <https://www.haaretz.com/.premium-israelis-say-no-vote-to-arabs-if-w-bank-annexed-1.5194145>

Recent events have only made the situation clearer, most especially with Israel’s Nation-State law, passed in 2018, that declares that “The right to exercise [national self-determination](#) in the State of Israel is unique to the Jewish people.” The Palestinians who have lived there for centuries have no such right.

For too long, too many Americans and Presbyterians have seen the conflict between Israeli Jews and Palestinians through the frame of two peoples who can’t get along. This frame is not accurate, and thus not helpful. The core of the conflict is not enmity between two peoples but an unjust structure of power that privileges one group of people over another, a structure that is reflected legally at all levels of society. Following our Palestinian Christian siblings, Archbishop Desmond Tutu, many Israeli Jewish leaders and the majority of the Israeli Jewish populace, we must name this unjust structure by its most accurate name – apartheid.

2016 General Assembly Assessment of Israel-Palestine Facts on the Ground

The 222nd General Assembly (2016) approved a report entitled “Israel-Palestine: For Human Values in the Absence of a Just Peace” that assessed the situation in the West Bank, East Jerusalem, and Gaza. This report was prepared in response to a mandate from the 221st GA to prepare a report assessing the viability of the two-state solution to the Israel-Palestine conflict. Below are some of the conclusions of Section 1 of this report, which summarizes the facts on the ground in Israel/Palestine.

Two different sets of laws apply to Jews and non-Jews in East Jerusalem

East Jerusalem, which the Oslo Accords identified as the capital of a future Palestinian state, has been cut off from the rest of the West Bank by Israel’s erection of a fortified wall and security checkpoints, keeping out most Palestinians. The Israeli government has annexed all Jerusalem and expanded the city’s boundaries to include settlements, while depriving Palestinian residents of citizenship and public services, despite their full payment of taxes to Israel. This claim that Jerusalem is all part of Israel and its united capital, in violation of international law, made Palestinian residents of East Jerusalem stateless, with tenuous and frequently cancelled permission to continue living in their homes. Systematic land reconfiguration and large, strategic settlements in support of “an exclusionary Jewish Jerusalem” are “marginalizing the other national and religious equities in the city,” increasing interreligious tension and contributing to the loss of Christian presence.’

Two different sets of laws apply to Jews and non-Jews living in the West Bank

Israeli settlements in the West Bank and East Jerusalem, illegal under international law, have continued to expand in number, territory and population—now including over 650,000 settlers. Their location and the roads connecting them (for exclusive Israeli use) hem in Palestinian cities and towns and block time-honored transport connections with each other and with Jerusalem and the wider world. Jewish settlers in the occupied Palestinian territory receive treatment as Israeli citizens under a civil justice system, while Palestinians are under military occupation orders without full citizenship rights and legal protections.

Two different sets of laws apply to building permits for Jews and non-Jews living in the West Bank

The 650,000 Jewish settlers in the West Bank are living in housing that received permits from Israeli government agencies. Israel issues almost no permits for Palestinian citizens living in the West Bank that is controlled by Israel. The Israeli government routinely destroys Palestinian homes, wells, businesses and farms in East Jerusalem and most of the West Bank if they are built or repaired without Israeli permits, which are rarely granted. Palestinian property is expropriated for Israeli parks, heritage sites, security zones, and the enclosure wall.

Two different sets of laws apply to Jewish and Palestinian refugees

Refugees' right of return to their former homes or agreed upon compensation is guaranteed on an individual basis under international law. This right is prohibited for Palestinian refugees. In contrast, Jews from around the world are granted immediate Israeli citizenship when they enter Israel.

Two different sets of laws apply to the arrest of Jews and non-Jews living in the West Bank

The Israeli military arrests adolescent Palestinians in the night, coerces confessions by threats of indefinite imprisonment and holds them without trial or access to a lawyer, a translator, or even a parent. Palestinians are often held in Israel where families cannot visit, which violates international law. Palestinians who allegedly pose a threat are often shot on sight. Despite some security cooperation with the Palestinian Authority, the Israeli military frequently conducts incursions into Palestinian areas and conducts constant drone surveillance of Gaza and other Palestinian areas.

Two different sets of laws apply to access to water by Jews and non-Jews living in the West Bank

Israeli authorities tightly limit the access of Palestinians to water, while assuring that their own citizens and the settlers have full access 24-7. Per capita use of water in 2014 was 183 liters per day in Israel, compared to 73 for Palestinians in the West Bank and a minimum of 100 recommended by the World Health Organization. Palestinians must have permission to drill or deepen wells, which is rarely granted. Many Palestinian towns get water only a few times a week, while nearby Israeli settlements enjoy swimming pools and watered lawns and gardens. Some of the incursions of the wall into West Bank territory seize control of aquifers there. Israeli wells along Gaza's border substantially deplete the safely drinkable water available there.

Two different sets of laws apply to economic development for Jews and non-Jews living in the West Bank

Economic development in West Bank settlements is encouraged through Israeli state incentives. Economic development for Palestinians in the West Bank and Gaza suffers from Israeli restrictions that hinder exports of their products, imports of raw material, construction of economic infrastructure, transportation within the West Bank and with other economies, access to internet and other communications, and access to financial services. In Jerusalem and elsewhere, Palestinians cannot enforce contracts and property rights vis a vis settlers. A World Bank study showed that removing such obvious restrictions would allow the West Bank GDP to expand by at least a third.

United Nations and World Court Definition of Apartheid

The 2016 report to the General Assembly assessing the facts on the ground in Israel-Palestine described a situation where there are two different sets of laws that apply to different ethnic groups living in the same geographical area. This is defined as a system of apartheid under international law.

The classification of apartheid as a crime against humanity under international criminal law was made most strongly in the 1973 International Convention on the Suppression and Punishment of the Crime of Apartheid (U. N. Apartheid Convention), and the 1998 Rome Statute of the International Criminal Court (Rome Statute).

The U.N. Apartheid Convention states that the term “crime of apartheid” applies to acts committed for the purpose of establishing and maintaining domination by one racial group over any other racial group and systematically oppressing them. For the purpose of the Apartheid Convention, the term "the crime of apartheid" includes similar policies and practices of racial segregation and discrimination as practiced in southern Africa and applies to the following inhuman acts committed for the purpose of establishing and maintaining domination by one racial group of persons over any other racial group of persons and systematically oppressing them:

- Denying a member or members of a racial group or groups of the right to life and liberty by murder, serious bodily or mental harm, the infringement of their freedom or dignity, or by subjecting them to torture or to cruel, inhuman or degrading treatment or punishment.
- Arbitrary arrest and illegal imprisonment of the members of a racial group or groups
- Imposition on a racial group or groups of living conditions calculated to cause its or their physical destruction in whole or in part
- Denying basic human rights and freedoms, including the right to work, the right to form recognized trade unions, the right to education, the right to leave and to return to their country, the right to a nationality, the right to freedom of movement and residence, the right to freedom of opinion and expression, and the right to freedom of peaceful assembly and association
- Measures, including legislative measures, designed to divide the population along racial lines by the creation of separate reserves and ghettos for the members of a racial group or groups, the prohibition of mixed marriages among members of various racial groups, the expropriation of landed property belonging to a racial group or groups or to members thereof
- Persecution of organizations and persons, by depriving them of fundamental rights and freedoms, because they oppose apartheid.

The U.N. defines “racial discrimination,” as “any distinction, exclusion, restriction, or preference based on race, color, descent, or national or ethnic origin that has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.” Israeli policies that establish and maintain Israeli domination over Palestinians meet this definition.

Government leaders can be accused of committing the crime of apartheid if they institute or administer laws, practices, and policies that establish apartheid conditions. It is up to the United Nations or the World Court to prosecute those guilty of apartheid. However, individuals, and churches can recognize apartheid and witness to that effect. This procedure is much like our criminal justice system. If a citizen witnesses a crime like a robbery or assault, they can recognize that a crime has been committed and witness to that effect even though only the court system can legally prosecute the crime.

How Israel’s Laws, Policies and Practices Constitute Apartheid Against the Palestinian People

Israel has created a system where one ethnic group, Israeli Jewish nationals, have a superior status and another ethnic group, non-Jewish Arabs living in Israel/Palestine, have an inferior status. Israeli laws, policies, and practices systematically prevent Palestinians from participating in the political, social, economic, and cultural life of their country. The expropriation of Palestinian land, restrictions on the freedom of movement and residence, confining Palestinians to ghettos, arbitrary arrest and imprisonment of Palestinians, the restriction or denial of Palestinian rights to work, education, peaceful assembly, and religious practices are all part of Israeli measures calculated to prevent Palestinians from full participation in the economic, environmental, and social life of their country. This discriminatory system benefits Israeli Jews and causes irreparable harm to non-Jews both in Israel itself and in the occupied Palestinian territories.

The 2016 General Assembly assessment of Israel-Palestine describes the facts on the ground in Israel-Palestine that show a system of apartheid. Highlighted below is an elaboration of seven areas in which the state of Israel’s laws, policies, and practices violate the International Convention on the Suppression and Punishment of the Crime of Apartheid ratified by the United Nations.

Expropriating Palestinian property for Jewish-Only settlements and infrastructure

- In June 1967 East Jerusalem was occupied by the Israeli military. Twenty-seven square miles of East Jerusalem were annexed to Israel. More than 30% of the land in East Jerusalem has been expropriated to build new settlements where approximately 200,000 Israeli’s reside in 47,000 units of housing.
- Between 1967 and 2019, vast areas of West Bank land have been expropriated to allow over 121 settlements and 100 outposts for Jewish residents. Nearly 650,000 settlers now live in the occupied West Bank, including 190,000 in East Jerusalem.

- Separation walls/barriers are constructed on land in the West bank and expropriate an additional 11.9% of Palestinian land in the West Bank.
- The agricultural Jordan Valley area, about 30% of the West Bank, is now off limits to most Palestinians.
- Inside Israel – confiscation of so-called “absentee property” seized from Palestinians who were displaced from their homes in the 1948 war. Through Israel’s passage of the Absentee Property law in 1950, Israel confiscated the land of Palestinians who had been expelled from or fled their homes, and transferred it to the state, thereby depriving Palestinians of their rights to their property.

Most recently, Israeli Prime Minister Netanyahu suggested he would annex further parts of the West Bank, continuing the long trajectory of Israeli confiscation of Palestinian lands. The net result is that the state of Israel systematically and continually expropriates the landed property of Palestinians in violation of the International conventions on apartheid.

Denying the right to freedom of residence to Palestinians

- Israeli laws, policies, and practices systematically prevent Palestinians from freedom of residence through denial of building permits for the construction of Palestinian housing and the demolition of Palestinian housing. In those areas of the West Bank and East Jerusalem where Palestinian housing is destroyed or denied, homes for Jewish settlers are permitted and constructed and only Jewish people can live in the settlement colonies.
- In 1967 the population of East Jerusalem was almost entirely Palestinian. Today there are approximately 190,000 Jewish settlers. Palestinians now constitute one-third of East Jerusalem’s population.
- From 1967 to 2019, over 24,000 Palestinian homes have been demolished in the occupied territories.
- Israel’s 1950 Law of Return and its 1952 Citizenship, while conferring automatic citizenship to Jews who immigrate to Israel, denies return and citizenship to those residing outside of Israel between 1948 and 1952, including millions of Palestinians refugees and exiles. Israel thus manipulates the demographics in favor of Jews, while denying the right of return for indigenous Palestinian refugees and their descendants.
- The Citizenship and Entry into Israel Law, enacted in 2003 as a Temporary Order and renewed on an annual basis ever since, prohibits residency or citizenship status to Palestinian spouses from the occupied Palestinian Territories who are married to Palestinians with Israeli citizenship. This law thus prevents family unification and undermines the rights of Palestinian citizens of Israel and of Palestinians from the occupied Palestinian Territories, including the right to family life, and the right to equality in marriage and choice of spouse.

The net result is that the state of Israel systematically and continually denies the freedom of residence to Palestinians in violation of the International conventions on apartheid.

Denying Palestinians the right to freedom of movement

- Israeli laws, policies, and practices systematically deny Palestinians the right to movement. Israel uses a number of means to restrict Palestinian movement in the West Bank, which include: permanent and temporary checkpoints, physical obstructions, the Separation Wall, roads on which only Israelis can drive, and the movement-permit regime.
 - **Checkpoints:** In 2019 over 600 checkpoints and roadblocks in the occupied West Bank restrict Palestinians' freedom of movement to their homes, businesses, schools, jobs, hospitals, and farms. Palestinians routinely suffer indeterminate waiting, humiliating treatment, uncertainty, and denial of access at checkpoints.
 - **Segregated roads:** Segregated roads, which Israel euphemistically calls "bypass roads", link settlement colonies with one another and with Israel. The 493 miles of bypass roads provide unrestricted access to Israeli vehicles but restrict or prohibit Palestinian travel. These roads cut off Palestinians from their agricultural land, schools, hospitals, markets, and extended families and carve up the West Bank into isolated enclaves.
 - **Separation Wall:** In the West bank much of the Separation Wall extends well beyond the internationally recognized border and separates Palestinian homes from their farmland, businesses, schools, hospitals, and the homes of family and friends. In East Jerusalem the Separation Wall is constructed through the middle of a once contiguous city, much like the Berlin Wall. The wall's main purpose is not security, but rather to separate Palestinians from Israeli settlement colonies on expropriated Palestinian land. The separation Wall cuts deeply into the West Bank in several locations. There is creeping confiscation of land in the areas between the Green Line and the Wall, where severe movement restrictions continue to result in the inability of Palestinian landowners to farm their land. Along this zone between the Green Line and the Wall thousands of Palestinians on both sides of the barrier are being driven into poverty by restrictions on residency, lack of access to farm lands, inability to market their crops, and confiscation of land.
- By implementing these means, Israel has split the West Bank into six geographical areas: North, Center, South, the Jordan Valley and northern Dead Sea. Movement between the sections and within each section has become, in recent years, hard, slow, and sometimes impossible. Israel almost completely forbids the movement of Palestinians between the West Bank and the Gaza Strip and impedes Palestinians from entering Israel and going abroad:
- These restrictions significantly affect the daily lives of Palestinians in commerce, in access to medical treatment and educational institutions, and in conducting social activities. Simple actions such as going to work in a nearby town, marketing farm

produce, obtaining medical treatment, and visiting relatives entail bureaucratic procedures and great uncertainty.

- Israel's restriction on freedom of movement for non-Jewish Palestinians is discrimination based on ethnic origin since these restrictions apply only to Palestinians. Jewish residents are permitted to enter and leave settlements without restriction.

The net result is that the state of Israel systematically and continually denies the freedom of movement to Palestinians in violation of the International conventions on apartheid.

Dividing the population along racial lines

Sections a, b, and c and maps 1, 2, and 3 above show how Israeli laws, policies, and practices in the West Bank combined with the infrastructure of illegal settlements, by-pass roads, checkpoints, and the separation wall/barrier systematically create separate reserves or ghettos for Palestinians in the West Bank. Palestinians are forced to live in isolated enclaves which in turn eviscerates the Palestinian economy, and prevents the creation of a viable, contiguous, sovereign, and independent Palestinian state.

Inside the Green Line, Israel has formalized sub-national divisions of the Palestinian people into sometimes overlapping categories such as Christians, Druze, Arabs, Muslims, and Bedouin, as if each were distinct from the Palestinian people. In addition, other sub-groups of Palestinians are variously categorized for special status and treatment, including “absentees,” “present absentees,” Arameans, Jerusalem residents (annexed, but rendered stateless) and “unrecognized village” residents. All these Israeli-constructed categories of the Palestinian people remain perpetually inferior in status and rights to “Jewish nationals” as a matter of law in Israel, and are effectively accorded second-class citizenship.

The net result is that the state of Israel systematically and continually divides the population along racial lines in violation of the International conventions on apartheid.

Denying Palestinians the right to a nationality

- On November 29, 1947 the United Nations endorsed a Partition Plan for Palestine that divided the League of Nations’ British Mandate of Palestine. In this partition plan 44% of the land was allocated for an Arab state and 56% was allocated for the Jewish state. While Israel did become an independent state in 1948, the independent Arab state did not come into existence because the land designated as an independent Arab state was militarily occupied by Israel, Jordan, and Egypt.
- From 1948 to date the state of Israel has systematically occupied and/or annexed all of the land that had been designated by the United Nations for an independent Palestinian state.
- In 1967 Israel annexed East Jerusalem in violation of international law.

- From 1967 to date, Israel has controlled Area C in the Oslo Peace agreement. Through the construction of settlement colonies, bypass roads, the separation wall/barrier, buffer zones, and the creation of land reserves, Israel has left Palestinians in control less than 10% of the land area of the British mandate of Palestine.
- Israel has failed to implement the November 22, 1967 United Nations Resolution 242 requiring Israel to withdraw its forces from the West Bank and Gaza.
- As noted earlier, the recent (2018) passage by Israel of the Jewish Nation-State Law stated that “the exercise of the right to national self-determination in the State of Israel is unique to the Jewish people.” This law thus codifies the Jewish character of the state and further cements institutionalized racial discrimination against the Palestinian people, relegating them to a lower status within their own homeland.

The policy of the most recent Israeli governments has been to explicitly obstruct the creation of a Palestinian state. In the words of Israeli Prime Minister Benjamin Netanyahu, “A Palestinian state will not be created, not like the one people are talking about. It won’t happen.” The plan, rather, in Netanyahu’s words “is to apply Israeli law to the communities in Judea and Samaria [the West Bank], which we will do in the next term. I want to do it gradually. I want to do it if possible with American support.” <https://www.jpost.com/Arab-Israeli-Conflict/Netanyahu-A-Palestinian-state-wont-be-created-586017>

The net result is that the state of Israel systematically and continually denies Palestinians the right to a nationality in violation of the International conventions on apartheid.

Why Christians Cannot Be Silent about the Israeli System of Apartheid

The PC (USA) strongly supports Israel’s right to exist as a sovereign nation within secure and internationally recognized borders in accordance with United Nations resolutions. We hope that Israel will live up to its potential to be a democracy with equal rights for all people living in security and prosperity. It is therefore with pain and sorrow that friends of Israel witness Israel’s oppressive policies and actions in the West Bank. It is with great sadness and disappointment that we watch as the promise of human rights for all peoples in the Holy Land for which we hoped has been unrealized, and replaced instead by Israeli laws, practices, and policies that promote the interests and human rights of Israeli Jewish citizens while denying human rights and a nationality to Palestinians, both Christian and Muslim.

The Israeli policies in the West Bank and the infrastructure of the illegal Israeli settlements, bypass roads, checkpoints, and separation wall/barrier that constitute an apartheid regime are in plain view for all to see and have been denounced by PC(USA) at the last two General Assemblies. However, it is difficult for many Americans and Christians to recognize these Israeli actions as apartheid. One reason may be fear of disturbing our relationships with some of our Jewish or Christian brothers and sisters. It is difficult for many Christians to publicly criticize the policies of Israel’s government for fear that even legitimate criticism may be seen as anti-Israel or anti-Semitic or characterized as “picking on Israel” among many countries in the Middle East with human rights violations. Some Christians believe they must silence their criticism of Israel’s

polices because of the history of the Nazi Holocaust and the failure of many Christians to speak out at the time. Some believe that using the word “apartheid” has a harsh or jarring effect that can hamper constructive dialog.

Our call as Christians means we must sometimes get out of our comfort zone and risk controversy and criticism from people or organizations with whom we are in relationship. It is because of this call that we must recognize what we witness in Israel/Palestine, which is that Israel’s laws, practices, and polices constitute apartheid against the Palestinian people. The 2016 report approved by the GA clearly described facts on the ground in Israel-Palestine that constitute a system of apartheid.

After World War II when the horror of the Nazi Holocaust was revealed, Jews around the world said “never again.” Many Christians around the world were shamed by their silence during the 1930s as Jews in Germany were given special cards identifying their religion, had their businesses shut down, had their land expropriated, and were forced to live in ghettos. Christians too vowed that never again would they be silent if a government passed laws establishing and maintaining the domination by one ethnic group over another ethnic group through systematic separation, oppression, and denial of basic human rights. Silence in the face of evil was wrong then, and it is wrong now.

Each year the ordeals and injustices suffered by the Palestinian people in the West Bank, Gaza, and Israel continue. Land is expropriated, homes are demolished, and freedom of movement is restricted. The combination of Israeli settlement colonies on Palestinian land, the bypass roads connecting these settlements, and the Separation Wall creates a network of barriers that confine Palestinians to live in separate reserves and ghettos. The rights to work, education, freedom from arbitrary arrest, peaceful assembly, and freedom of expression granted under international law are restricted or denied.

Overture Concerning the University of Tulsa

Grace Presbytery voted not to concur with the following overture from the Presbytery of Cimarron to the 224th General Assembly (2020) of the Presbyterian Church (U.S.A.) concerning the University of Tulsa.

The Presbytery of Cimarron respectfully overtures the 224th General Assembly (2020) to delegate a suitable team to clarify the University of Tulsa’s status as a Presbyterian-related university and report back to the 225th General Assembly (2022). The team would consist of persons designated by the Presbyterian Mission Agency, the Task Force to Study the Purpose and Place of the Humanities, and the Association of Presbyterian Colleges and Universities (APCU) who would seek conversations with the University of Tulsa leadership, members of the Board of Trustees, and the Sharp Chaplain (currently Rev. Jeff Francis, a minister member of Eastern Oklahoma Presbytery) if appropriate. The process of clarification would include the review and possible revision (or development) of criteria defining Presbyterian-related colleges and universities.

Rationale: The University of Tulsa has adopted a radical restructuring proposal that begins to take effect in the 2019-2020 academic year.¹ In “True Commitment: Reimagining The University of Tulsa,” the academic program closures and consolidations reduce the humanities to a minor footnote to the university’s mission.² These cuts are of deep concern to Presbyterians who value liberal arts highly and understand the humanities to provide a vital foundation for ethical and moral reasoning, which is at the heart of liberal arts education. Deep engagement with liberal arts is critical to the career paths chosen by many students, such as business, health care, and law. TU’s restructuring is taking place at a time when the Presbyterian Church (USA) is confronting the widespread trend that considers higher education primarily as a vehicle to commercial success. Groups of students, faculty, and alumni have protested this sudden reorientation of the university toward ‘job training,’ objecting to the administration’s lack of transparency and rushed process as well as the resulting program cuts.³ The Association of Presbyterian Colleges and Universities lists the University of Tulsa as a member. We would hope that this organization, through a voluntary collaboration among our denominational schools, would uphold the liberal arts values so important in our denomination.

A pillar of our Reformed tradition is our understanding that all vocations are focused on love of God and neighbor, not as solo pursuits of wealth as the mark of ‘the good life.’ The 223rd General Assembly (2018) approved formation of a task force to study the place and purpose of the humanities at Presbyterian-affiliated colleges and universities.⁴ The overture that requested this task force makes a strong case for the joining of faith and reason as foundational to Presbyterian values, which is more important than ever in our time of ‘alternative facts,’ divisive nationalism and institutional racism.

The Presbyterian heritage handed down through generations of TU faculty and students is not a narrow, denominational stream of thought separated from the world outside the doors of academe. Instead, the Reformed tradition represents open-minded, generous scholarship that finds kindred spirits in world religions beyond the Judeo-Christian tradition, and in the secular humanities, particularly philosophy and religion. Presbyterian-related colleges and universities are well positioned to provide a college experience that grounds students in ethics, history, and moral reasoning in order to resist consumerism, to develop respect for diverse cultures, and to be good stewards of creation whatever their chosen career. Because the University of Tulsa has been a respected liberal arts institution in the south-central and southwest region of the United States and has been a covenant partner with Synod of the Sun, we are especially distressed at its new direction and may find it difficult to recommend TU to Presbyterian students.

Concerns:

- 1) The University of Tulsa has not consulted with the Presbyterian Church (USA) about the changes that would diminish Presbyterian values supporting the liberal arts and humanities.

1 <https://utulsa.edu/truecommitment/>

2 <https://utulsa.edu/truecommitment/academicstrategy/#future>

3 <https://www.tuplan.org>

4 <https://www.pc-biz.org/#/committee/3000012/business>, “On a Collaborative Study of the Place and Purpose of the Humanities in the Teachings of PC(USA) Liberal Arts Colleges and Universities” (Presbytery of Greater Atlanta.)

- 2) Representation of the Presbyterian Church (USA) on the Board of Trustees of the University of Tulsa is completely lacking.
- 3) What was once a university-wide, historic Presbyterian connection now appears to be developed and recognized only through Sharp Chapel programs and events that are attended by a small proportion of the TU community.
- 4) The University of Tulsa appears not to be fulfilling its responsibilities as a covenant partner within the Synod of the Sun.

Welcome to New Teaching Elders

Rev. Whitney Wilkinson Arreche

Rev. Whitney Arreche is transferring from New Hope Presbytery to Grace Presbytery to serve as a Member at Large. She was ordained on August 31, 2008 at First Presbyterian Church of Bryan, Texas in New Covenant Presbytery. In 2003 Whitney received her Bachelor of Science Degree in Bioenvironmental Science from Texas A&M University in College Station, Texas. She received her Master of Divinity Degree from Columbia Theological Seminary in Decatur, Georgia in 2008. Currently she is working on her Doctor of Theology Degree at Duke University.

Whitney is currently serving as a member of the General Assembly Committee for Ecumenical and Interreligious Relations. She served as a Core Team Member of the Liberating Church Project, a PCUSA Representative to the National Council of Churches at the Christian Unity Gathering, and as a Governing Board Member for Young Clergy Women, Intl and the North Carolina Council of Churches. In Leipzig, Germany she served as a PCUSA Delegate to the World Communion of Reformed Churches. From 2014-2017 Whitney served as a Peacemaking Committee Chair in Coastal Carolina Presbytery and in 2011 as a Steward for the Central Committee World Council of Churches. At Cameron Presbyterian Church of North Carolina, she served as Solo Pastor. In Belfast Northern Ireland she served as a Mission Associate at Fitzroy Presbyterian Church. She is married to Carlos Arreche.

Statement of Faith:

I believe in God as community:

Creator, Child, Spirit.

I believe that belief is in and of itself

a gift of the Spirit,

nurtured in grace, fed with hope, appreciated through trial.

I believe scripture is the word of God, and as God's first word we have was

"Light,"

I believe scripture is meant to enlighten, and bring life,

not death, or fear, or hatred.

I believe we humans are made in the image of God

bearing her goodness even in our

failures

And I do believe we fail (which is another word for sin),
mainly in mistaking God for our own
face, privilege, politics, indoctrinations, and comfortable idolatries.
But mostly, I believe that grace has the
final word.
I believe Jesus was God's child
born of a brave woman who sang a song of lifting up the
lowly and bringing
down
the proud and powerful.
I believe Jesus sang his mother's song all his life, even in his death,
and that resurrection means he will never stop
healing, redeeming, and restoring.
I believe in a church I do not always see
where a wild Spirit is poured equally on all
where disaster is met with broken bread
and division is met with a common cup.
I believe this church has some help (God knows we need it)
and thus ministry is so much more than who's speaking,
what the carpet looks like, or
marketing the church into artificial immortality.
The church is Spirit-breathed, fallible you and me, and about the
gospel work of
walls being recognized for what they are
and then coming down,
and one new, messy humanity to show that
on the other side of death and chaos
God speaks that word again and again:
"Light,"
and all creation is baptized with the radical hope that
God is with
us;
We
are with each other.
We are not alone.

Rev. Thom Balmer

Rev. Thom Balmer is transferring from Indian Nations Presbytery to Grace Presbytery to serve as a Member at Large. Thom was ordained on June 27, 1997 at Shepherd of the Hills Presbyterian Church in Sulphur, Oklahoma. He received his Master of Divinity from Southern Seminary in Louisville, Kentucky in 1984. He completed his Clinical Pastoral Education at Highland Baptist Hospital in Louisville and Austin State Hospital from 1981-1983. In 1986 Thom earned his master's degree at Hardin-Simmons University in Abilene, Texas. At Austin

Theological Presbyterian Seminary, he received his Advanced Pastoral Certificate in 2004. Thom received his Ph.D. at Capella University in Minneapolis, Minnesota in 2011.

He has served as a licensed clinician in hospital facilities, residential treatment centers, inpatient and outpatient clinics, crisis centers, and veterans' service agencies over the past 30 years. He specializes in assessing and treating trauma, training trauma providers, and increasing trauma resiliency among civilian and military personnel.

Thom served at First Presbyterian Church of Lawton, Ardmore and Ada, Oklahoma as well as Shepherd of the Hills Presbyterian Church of Sulphur, Oklahoma. He and his wife of 43 years Denise have two sons, Jeremy and Lucas.

Statement of Faith: Few things are easy, and many things are necessary. I returned from my deployments with the 82nd Airborne to discover that my image and understanding of God had changed dramatically. How does God work among God's people on earth? How does God intervene? How does God protect and comfort? How does God restore us to wholeness? These questions lead me to seminary and work as a psychiatric chaplain, hospice chaplain, pastor, pastoral counselor, licensed secular clinician, and university professor. I had found my calling...standing in the gap between suffering and understanding, with listening ears and supportive responses.

I sit, listen, and care for God's children who carry heavy burdens. I believe the Church is called to be the ears, eyes, hands, comforting arms, and hurried feet of God's will on earth. God whispers so gently the direction and purpose of life, and our job is to listen and respond appropriately. We must huddle together against the winds of pain and suffering. As the Church, we must provide a place of healing and sustainment.

The last time I collected my hours of providing pastoral services, clinical counseling, or supervision to those seeking credentials as therapists and pastors I had amassed over 34,000 hours of direct services and provided supervision to over 200,000 cases. These cases have two things in common, they include God's hurting children who are carrying heavy burdens of suffering and decay while seeking answers of how to carry forward in a world where God appears to be absent or too busy to care.

So, what do I believe? I believe in one God, who is ever present, ready to comfort and support, always available through the Holy Spirit, this God who is understanding as a Son who perished and was resurrected. This God who needs us, God's children, to carry out the work of God in creation. A God who provides gentle nudges and quiet whispers so that we may deploy God's work on earth. A God who loves, corrects, comforts, and supports. A God who saves us from ourselves.

I find myself drawn to trauma, not as a spectator, but as one who knows all too well the wounds of suffering. I believe my ministry is to congregations of civilian and military persons who are seeking a way forward. Providing services with very little answers, but with numerous elements of hope and healing. My work with pastors, military chaplains, faith communities, pastoral care providers, hospital staff, emergency personnel, college staff, and treaters of trauma brings me

healing, hope, and pain. A strange combination I know, but one that is necessary to mature my faith in God in this 21st Century.

Rev. Brenda Church

Rev. Brenda Church is transferring from Palo Duro Presbytery to Grace Presbytery to serve as Associate Pastor of First Presbyterian Church of Granbury, Texas. She was ordained on June 5, 2016 at First Presbyterian Church of Abilene. In 2014 she received her Master of Divinity at Abilene Christian University in Abilene, Texas. Brenda served as Pulpit Supply for various congregations from 2014-2016. She also served as Stated Supply for First Presbyterian Church in Ballinger, Texas from 2016-19. Brenda has a daughter Sarah Church who lives in Abilene.

Statement of Faith: I believe in Triune God, Creator of all things, who is omniscient, omnipotent, and omnipresent. God alone is worthy of worship and praise. Sovereign God is ruler and judge over all of God's creation. God is wholly just and wholly loving. God created humankind in God's own image and out of God's great love, allowed them free will...to obey or not to obey. When humans chose to sin, God satisfied both God's just nature and God's loving nature by providing for atonement for our sins. God's loving act provided a means of salvation by grace, through faith in Jesus Christ – God Incarnate.

I believe in Jesus Christ, who was in the beginning, is, and always will be. He proceeded from the Father, put on flesh, and dwelt among humankind. Jesus is God's Living Word, the sinless Son of God, and as such, served as the required sacrifice for redemption of the sins of humankind. Jesus healed the sick, raised the dead, fed the masses, corrected the disciples, refuted the religious leaders, elevated the status of women, ate with sinners, and washed the feet of those who failed to understand. He did these acts to show his followers, then and now, how to live a life of service, prayer, and faithfulness. When his work on earth was finished, Jesus commissioned his followers to go into all the world and preach the Gospel. Then, Jesus handed himself over to death, even death on a cross, in order to serve as atonement for all of the sins committed by humankind over all of time. On the third day, he rose again; testimony to God's power, love, and enduring faithfulness. Jesus Christ lived, died, and lived again that we would have a means of receiving life eternal in the presence of Almighty God. Jesus ascended into Heaven and made way for the third person of the Trinity – the Holy Spirit.

I believe in the Holy Spirit; the helper, whom Jesus promised to his disciples and to all future believers. The Holy Spirit dwells within all of those who profess faith in Jesus Christ, sanctifying and transforming them more into the likeness of Christ. The Holy Spirit encourages, directs, forms, and admonishes Christians, leading them to lives of increased holiness, righteousness, and love. It is through the Holy Spirit that God displays supernatural power in the lives of Christians.

I believe in the authority of Scripture; God's written Word, which was inspired by the Holy Spirit. Scripture is for all people. It provides us with a revelation of God's person and God's mighty works, teaches us, and equips us to be faithful servants of God.

I believe and trust in God's covenantal relationship with humankind, initiated by God and upheld by God's faithfulness, in spite of the unfaithfulness of humans. Through this covenant, humans are provided the opportunity to unite with Christ, enter the new covenant, receive redemption

and salvation, and join the covenant community of faith; the Church, reformed and always reforming. The Church looks to Living God to continually surprise, renew, and restore God's creation unto Godself.

Rev. Lawrence Spencer

Rev. Lawrence Spencer is transferring from New Covenant Presbytery to Grace Presbytery to serve as a Member at Large. Larry was ordained on June 30, 1963 at Aldine Presbyterian Church in Houston, Texas. In 1960 he received his bachelor's degree at University of Austin. He attended Austin Presbyterian Theological Seminary from 1957-58 and received his Master of Divinity from Union Theological Seminary in Richmond, Virginia in 1960.

During his 56 years of ministry (including 11 since being Honorably Retired) he has provided continuous pastoral leadership, consulting, and various teaching assignments. Chronologically, his gainful employment has been like a sine wave – being employed in the church, beyond, in, beyond, in, etc. However, even when working secularly, he saw his employment as an extension of ministry and simultaneously was significantly involved with serving the church. Some of the beyond-the-church employments included the following: Senior Planner for all Federally funded health, education, social service, and criminal justice programs of the City of Houston, Executive Director of the Houston Council on Human Relations during the 1970s turbulent racial and urban upheavals. Assistant General Manager for Public Affairs for the Transit Authority, Houston; Executive Director of the Greater Dallas Community of Churches, and Countless consultations for organizational improvement within and beyond the church.

Larry has served multiple churches in Grace Presbytery and New Covenant Presbytery. He served as a Student Minister, a Chaplain Intern, an Associate Pastor, an Interim Pastor and a Designated Pastor – all in Texas.

He and his wife Lucille DiDomenico have a son L. Craig Spencer married to Loris have a daughter Noe. Eric Eplen Spencer who is married to wife Arlene and their daughter Jennifer DiDomenico Spencer married to Jeff Amki have a son Leo.

Statement of Faith: Behind my past work and future goals are theological assumptions that follow the mainstream of the Presbyterian and Reformed tradition. Those assumptions are partially captured in my personal statement of faith below

I believe in one God, the Almighty Creator, the Ultimate Force behind and within the universe – having characteristics that are understood by such terms as loving, personal, just, restoring.

I believe in Jesus Christ, the Creator's only Son and our Lord. In Him we are confronted with and understand the true and ultimate character of life.

I believe that God's Spirit constantly blows across our lives, surrounds us with gracious acceptance, and would empower us beyond all our imagining for our fulfillment and that of the world around us. I believe that people are basically good, being created in the image of God. But we, along with the rest of the cosmos, are caught up in a state of sin, separation, self-imposed

isolation from life, the result of which is a death much more ghastly than the cessation of brain waves.

I believe the life of Jesus confronts us with the loving, redeeming nature of God and with the reality of our own potential. The Man from Nazareth has unlocked the gates to full and free life and bids us to come outside with Him and enjoy the world that is ours to use. I believe that all our religious understanding has to do with the here and now – the way we live and relate and are part of all that is.

I believe that because of Jesus Christ and because of any love relationship in which the Christ-event is experienced (whether it is expressed in Christian terminology or not), we are free to live fully in the now, fully with each other, fully and forcefully and peacefully related to the cosmos.

We are alive, free, hopeful people.

Recognition of Honorably Retired Teaching Elder

Rev. James B. Witherow

Rev. Jim Witherow was ordained on December 1, 2002 at First Presbyterian Church, Fort Worth. He retired on December 31, 2019. Jim received his Bachelor of Science in Commerce from the University of Virginia in Charlottesville in 1973. In 2002 he received his Master of Divinity Degree from Brite Divinity School in Fort Worth.

His 27-year career in banking and finance started at the local level in Raleigh, North Carolina. He came to Fort Worth with his wife, Wanda, in 1978 to work in capital markets for a Fort Worth based mortgage company. He retired in 2000 to start seminary and enter full-time, ordained ministry.

He was ordained as a Ruling Elder at First Presbyterian, Fort Worth in 1983 and was involved in Youth Ministry leadership for seven years and led the Youth Ministry Committee for four of those years. He taught adult Sunday School, was a Stephen Minister, served as Trustee, served on Personnel, served on 3 Associate Pastor Nominating Committees, and several terms on the session. He also led the Bicentennial Capital Campaign. One of the most influential experiences on his personal faith journey at First Presbyterian Church of Fort Worth was his involvement in a spiritual formation, growth, and support group that led to a partnership with Fr. Henri Nouwen and his L'Arche Daybreak ministry.

From 2002-2004 Jim served as Associate Pastor for Church Development at First Presbyterian Church, Fort Worth. These responsibilities included organizing a fellowship in Aledo with the goal of planting a new congregation. The Faith Presbyterian Fellowship in Aledo became the primary focus of his ministry at the end of 2003. In addition to his church development responsibilities Jim was very involved in pastoral care ministry for First Presbyterian Church of Fort Worth. He was the staff resource person for a capital campaign to expand, renovate, and modernize the campus.

In 2005 he served as Organizing Pastor for Faith Presbyterian New Church Development in Aledo, Texas. In December of 2005 Faith Presbyterian was constituted as a congregation, and Jim was called as installed Pastor where he served until his December 31, 2019 retirement.

Jim and his wife, Wanda, have been married for 47 years and have two adult daughters living on the west coast with their families. Their oldest daughter, Amanda, is married with a 4-year-old daughter, living in Los Angeles where she is the Director for Digital Advertising Sales for NBC. Younger daughter, Rebecca, is married with a 1-year-old daughter, living in Portland where she is a social worker and licensed mental health counselor working in the Portland hospital system.

Jim's priority in retirement is more weekend trips to Los Angeles and Portland to spend time with his daughters and their families, especially the grandchildren. Beyond that, Jim and Wanda have a small cattle ranch near Granbury where they hope to spend more time, as well additional travel opportunities. Jim will continue his ministry through active participation in the Fellowship Community (a fellowship of PCUSA churches) at the national level where he is a board member and Treasurer, and also at the local level with the Fellowship Community Mission Affinity Group here in Grace Presbytery. Jim is also becoming more active in the Red Cross Spiritual Care service and working toward a leadership position with the Red Cross in this area. He will continue his service on non-profit boards and volunteer work, especially Housing Opportunities of Fort Worth and Presbyterian Children's Homes and Services along with Wanda, who is very active in the CASA program.

Recognition of Teaching Elders Completing Service

Rev. Mia Levetan (Longview, St. Andrew), **Rev. Nick Setzer** (Longview, St. Andrew), **Rev. Ronnie Holloman** (Terrell, First), **Rev. Mari Lyn Jones** (Hamilton, First), **Rev. Robert Heppenstall** (Dallas, Northridge).

Recognition of First Quarter Ordination Anniversaries

5th Year: **Rev. Janet S. Boyanton** (3/8/2015), **Rev. Cara Ellis** (1/11/2015), **Rev. Terra Pennington** (3/7/2015), **Rev. David Nicholas Setzer** (3/9/2015); 10th Year: **Rev. Janet L. Ihne** (3/13/2010), 25th Year: **Rev. Mark A. Smith** (3/18/1995), 45th Year: **Rev. Paul K. Bitter** (1/10/1975), 50th Year: **Rev. J. David Fletcher** (2/8/1970), 60th Year **Rev. D. Alan Farquhar** (1/1/1960).

Motions from the Examinations Subcommittee

1. Grace Presbytery sustained the ordination examination of Brianna Benzinger. [2-22-20]

Brianna Benzinger has been called to serve as a Chaplain at Presbyterian Healthcare services in Albuquerque, New Mexico. Brianna is currently under care in Grace Presbytery and will be transferring to Presbytery of Santa Fe. She received her Bachelor of Psychology in 2013 from Schreiner University in Kerrville, Texas. In 2016 Brianna received her Master of Divinity Degree at Austin Presbyterian Theological Seminary. At the Bossey Ecumenical Institute in Geneva, Switzerland she received her Certificate of Advanced Studies in Ecumenical Studies in 2017. Brianna did a Clinical Pastoral Education Internship at Dell

Children's Hospital, Seton Medical Center and Seton Hays Medical Center. She was a Seminary Intern at New Braunfels Presbyterian Church from 2013-2016.

Brianna enjoys hiking, scrapbooking, making candles, playing with her pets and traveling. She has been married to her husband Aaron for 2 ½ years. Her parents are Ray and Mary and she has two sisters Katie and Valerie.

Statement of Faith: I believe in the triune God; Creator, Redeemer, and Sustainer of all things. In the beginning, God created the world and declared it good. God created humanity in the image of Godself, *imago Dei*. For a brief time, humanity was sinless and free in the Garden. Then, through the actions of individuals and broken systems, sin broke into the world. As such, we are born into a world where sin exists, and we've been struggling with those forces ever since.

Jesus sought to break down that which estranges us from God, what distances us from one another, and what separates us from ourselves. In his life, death, resurrection, and ascension Jesus reveals to us the unmerited grace and mercy of God. Jesus Christ is himself grace incarnate, Son of God and Son of humanity, the Messiah, Emmanuel, God with us. In his life, Jesus healed, preached, and taught humanity what God intends for us to emulate and empowers us to live into the life that Christ has put before us; a life of justice, service, compassion, and love for all of God's creation. In death, Jesus sacrificed himself for the sins of humanity to be forgiven, reconciling us to the God who has always loved us. After the crucifixion, when all hope seemed lost, God in Jesus Christ surprised humanity again by conquering death and rising to new life. In defeating the power of death, Christ transforms human life and promises eternal life to all believers.

The Holy Spirit is God in and around us. The Spirit calls, convicts, inspires, and equips us for our daily lives as we wrestle with the Word of God and the intentions God has for our lives. The most significant way that we encounter the Spirit of the living God is when we come to font and table. These sacraments were the ones instituted by Jesus and are outward signs of an inward grace; symbols of God's presence in our lives and in the world. In baptism, God claims us as God's children and welcomes us into the community of believers. At table we break bread and drink of the cup in a similar fashion as the first century disciples did. In the bread and cup God nourishes us as we journey to be disciples of Christ.

Scripture is the divinely inspired Word of God, written by fallible humans. The scriptures tell us the story of our faith—our forefathers and mothers who wrestled with God, but were never beyond the reach, the love, or the mercy of God. This was their story and is part of ours as well. Scripture gives us a way to hear how God is speaking to us today, while also enabling us to enter intentional dialogue with one another.

God calls us to live as a community of believers that embodies Christ in the world. The divine intention was for the followers of Christ to worship, teach, preach, pray, and serve God alongside one another, across generations, geographical locations, and boundaries. We are the hands and feet of the living God in the world. While serving this mission, the church is always being reformed according to the Word of God and the call of the Spirit. God will never be finished with the world or with us. Indeed, there is nothing in life or in death that

will be able to separate us from God's everlasting love in Christ Jesus. Thanks be to God. Amen.

2. *Grace Presbytery sustained the ordination examination of Alexandra Pappas.* [2-22-20]

Alex Pappas has been called to serve in the Stoer Pastoral Residency Program at First Presbyterian Church of Shreveport, Louisiana. She received her Master of Divinity Degree from Austin Theological Seminary in 2019. Alex graduated from Rhodes College, Memphis in 2013. She completed an internship at University Presbyterian Church, Austin in 2017 and served as a Young Adult Volunteer in New Orleans from 2013-14.

Alex is a member of Eastminster Presbyterian Church, Dallas. She enjoys pottery, swimming and spending time with her pets. Her parents are Tom and Michele. She has a brother Daniel and a sister Lilly.

Statement of Faith: I believe in the triune God: Creator, Sustainer, and Redeemer. I believe God's power made a home for us here, a home full of life and beauty, a home marked by seasons and changes. I believe that God calls us to be stewards of this great creation and that we have been created by God to understand and appreciate all of God's creation: everything from the tiniest worm to the vast oceans to our fellow humankind.

I believe in Jesus Christ, who lived a fully human life while also being the divine Triune God. I believe that the life of Christ reminds us of how God desperately wants to be in a relationship with humankind. Christ lived as a human: his mother Mary gave birth to him, he was raised by Mary and Joseph and had a family. He made friends and built a community of believers and followers who loved him and doubted him, and even then, he did not reject them but continued to teach them. Jesus showed us how to live a life full of hope, instead of fear. He gave us the sacrament of communion to remember who God calls us to be and how we are connected to a great community of faith that is called to uphold one another in hope. At the end of his earthly life, Jesus Christ died on the cross, an act of sacrifice and love.

I believe that Christ rose from the dead, conquering death and ascended into heaven, offering us redemption and grace through this miraculous act. Through the act of the resurrection, God reminds us of God's unending grace, a grace that is offered to us even as we sin.

I believe in the incredible, unpredictable and life-giving power of the Holy Spirit. The Holy Spirit is present in the still, small moments in life. The Holy Spirit can also move mountains and shake us out of what is comfortable in order to hear and respond to God's call for us and our lives, to live in hope and to love one another.

I believe that God moves through scripture so that we are continually encountering the Trinity as we read and hear the good news of God. The biblical scripture is how we encounter God through the lives of our ancestors, how we experience God's support in our present faith. Finally, the biblical scripture helps us look towards God's promised future.

I believe that through the acts of baptism and communion we are participating in the greater kingdom of God, one that paradoxically transcends time and space while also happening at a

specific time in a specific place. We participate in these sacraments to not only remember God but experience God's invitation to a life of faith. When we come together as a worshipping body, we are intentionally centering our lives in God's call to seek justice, love kindness and to walk humbly. Because of this, I believe that being a part of the church is integral to the lives of the faithful, it provides a space of both accountability and grace which underlies how we live and interact with one another and with God.

Finally, I believe that God's kingdom is coming while also being in the here and now. We are called to constantly be working towards the in-breaking of God's kingdom while catching glimmers of it all around us. We, the followers of Christ, are called to offer a hopeful vision for the future, one where we catch glimpses of God's Kingdom through serving others, just as Christ served us.

Motions from the Committee on Preparation for Ministry

1. Grace Presbytery enrolled Emily Everts (Ridglea, Fort Worth) as an Inquirer for Teaching Elder in the Ministry of Word and Sacrament. [11/14/19]

Emily is currently attending Austin Theological Seminary in Austin, Texas. She graduated in 2018 from Austin College in Sherman, Texas with a Bachelor of Arts Degree in Religious Studies and Anthropology. Emily will begin an internship at Hope Presbyterian Church of Austin, Texas in the Spring and Fall of 2020 in Supervised Practiced Ministry.

She enjoys swimming, being in nature, relaxing with her cats and has started practicing calligraphy. Emily's parents are Frank and Susan Everts, and she has two sisters Rosemary and Hillary.

Information from the Committee on Preparation for Ministry

- A. Approved the minutes of the November 14, 2019 stated meeting of the Committee on Preparation for Ministry. [12/12/19]
- B. Approved the motion to continue Candidate **Clark Royle** (Dallas, First) as a Candidate under care of Grace Presbytery and encouraged him to pursue final assessment. [11/14/19]
- C. Sustained the preaching requirement and final assessment for Candidate **Stuart Seelman** (Dallas, Preston Hollow) [12/12/19]
- D. Inquirers under care of Grace Presbytery: **Rachel Crilley** (Grapevine, First), **Sarah Dixon** (Flower Mound, Trinity), **Ekama Ani** (Denton, Trinity), **Emily Everts** (Ft. Worth, Ridglea), **Kailey Gray** (Richardson, Canyon Creek), **Edward Lewis** (Dallas, Preston Hollow), **Leslie Miner** (Grapevine, First), **Wilson Nicolson** (Dallas, Westminster), **C.J. Prater** (Flower Mound, Trinity).
- E. Candidates under care of Grace Presbytery: **Brianna Benzinger** (Flower Mound, Trinity), **Sue Fry** (Duncanville, First), **Jennifer Hallberg** (Hurst, St. Philip), **Joanna**

Kim (Dallas, Preston Hollow), **Dale Montgomery** (Waxahachie, Central), **Alexandra Pappas** (Dallas, Eastminster), **Clark Royle** (Dallas, First), **Stuart Seelman** (Dallas, Preston Hollow), **Maria Torres-Vargas** (Fort Worth, Gethsemane), **Traci Truly** (Garland, First).

Roll of Commissioners and Absentees

Summary of Attendance

Ruling Elder Commissioners from Sessions	112
Ruling Elder Ex-Officio Commissioners from Presbytery Entities	10
Commissioned Pastors	3
Certified Christian Educators Ruling Elders	2
Total Ruling Elders	127
Total Teaching Elders	101
Total Commissioners	228
Visitors	45
Corresponding Members	0
Total in Attendance	273

Attendance of Ruling Elder Commissioners from Sessions

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Arlington, First	3	3
Arlington, Grace	3	2
Bedford, Emmanuel	2	2
Blue Ridge, Crossroads	2	2
Bonham, First	2	1
Bridgeport, First	1	1
Clarksville, First	2	2
Cleburne, United	2	2
Corsicana, Westminster	2	2
Cumby, First	1	1
Dallas, Bentwood Trail	2	1
Dallas, Eastminster	2	1
Dallas, El Divino Salvador	2	1
Dallas, First	5	4
Dallas, Lake Highlands	2	1
Dallas, NorthPark	3	2
Dallas, Northridge	3	3
Dallas, Oak Cliff	3	2
Dallas, St. Mark	2	2
Dallas, Westminster	2	1
DeSoto, DeSoto	2	1
Denton, St. Andrew	3	2
Denton, Trinity	2	1
Duncanville, First	2	1
Flower Mound, Trinity	3	1

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Forney, First	2	2
Fort Worth, First	5	3
Fort Worth, Gethsemane	2	2
Fort Worth, Ridglea	3	2
Fort Worth, St. Peter	1	1
Fort Worth, St. Stephen	3	1
Fort Worth, Westminster	3	2
Garland, First	3	2
Granbury, First	3	3
Grand Prairie, First	2	1
Grapevine, First	3	1
Greenville, United	2	1
Henderson, First	2	1
Hurst, St. Philip	3	3
Irving, Woodhaven	3	2
Kilgore, First	3	2
Lancaster, First	2	2
Longview, Alpine	2	1
Longview, St. Andrew	2	1
McKinney, Trinity	3	3
Mesquite, First	3	2
Parker, Corinth	1	1
Plano, First	2	2
Plano, Grace	4	3
Plano, West Plano	2	2

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Richardson, Canyon Creek	4	4
Richardson, First	3	2
Richardson, St. Barnabas	3	3
Rockwall, First	3	1
Salado, Salado Presbyterian	2	2
Sherman, Covenant	3	3
Terrell, First	2	2

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Waxahachie, Central	3	3
Weatherford, Grace First	2	2
Winnsboro, First	2	2
Total =	289	112

Names of Ruling Elders Elected from Sessions

Number in Parentheses = Maximum Ruling Elder Commissioners Allowed from each Session	Names of Ruling Elder Commissioners from Sessions
Arlington, First (3)	Shroyer, Jamee
	Annen, Matt
	Johnson, Maggie
Arlington, Grace (3)	Askew, Sydney
	Kenney, John
Bedford, Emmanuel (2)	Durkee, Melissa
	Johnson, Jayne
Blue Ridge, Crossroads (2)	Brinkley, Madison
	Stogsdill, Sierra
Bonham, First (2)	Taylor, Sue
Bridgeport, First (1)	Curry, John
Clarksville, First (2)	Barber, Kathy
	Clark, Jim
Cleburne, United (2)	Chaffin, Maryann
	Shaffer, Mary Ruth
Corsicana, Westminster (2)	Banks, Marsha
	Ralston, Donna
Cumby, First (1)	Gilley, Smith
Dallas, Bentwood Trail (2)	Day, Al
Dallas, Eastminster (2)	Pappas, Michelle
Dallas, El Divino Salvador (2)	Saucedo, Velia
Dallas, First (5)	Aamold, Amy
	Williams, Joe
	Zsohar III, Julius
	Boyington, Kelly
Dallas, Lake Highlands (2)	Dowhaniuk, Andrew
Dallas, NorthPark (3)	Jones, Mike
	Jones, Kathy
Dallas, Northridge (3)	Anderson, Merrilllee
	Jones, Lee
	Munn, Jack
Dallas, Oak Cliff (3)	Gary, Pam
	Miller, Susan
Dallas, St. Mark (2)	Smith, Pelham
	Waters, Dick
Dallas, Westminster (2)	Frazier, Polly
DeSoto, DeSoto (2)	Nash, Pat
Denton, St. Andrew (3)	Brown, Kristen
	Odei, Vera
Denton, Trinity (2)	Sweeney, Suzanne
Duncanville, First (2)	Bolles, Joelyn
Flower Mound, Trinity (3)	Benzinger, Ray
Forney, First (2)	DeJong, Don

Number in Parentheses = Maximum Ruling Elder Commissioners Allowed from each Session	Names of Ruling Elder Commissioners from Sessions
	Henderson, Linda
Fort Worth, First (5)	Cane, Mike
	Leer, Jonathan
	Pepper, George
Fort Worth, Gethsemane (2)	Almanza, Estela
	Atkinson, Astria
Fort Worth, Ridglea (3)	Nostrand, Reese Van
	Long, George
Fort Worth, St. Peter (1)	Calton, Michael
Fort Worth, St. Stephen (3)	Curtis, Bill
Fort Worth, Westminster (3)	Bartlett, Larry
	Wynne, Jim
Garland, First (3)	Baughner, Gail
	Skaziak, Rebecca
Granbury, First (3)	Bennett, Nancy
	Brownfield, Bianca
	Dean, Julie
Grand Prairie, First (2)	Chandler, Chris
Grapevine, First (3)	Haun, Jodi
Greenville, United (2)	Morgan, Jessica
Henderson, First (2)	Porter, Kathy
Hurst, St. Philip (3)	Edwards, Sherri
	Sanders, Carol
	Treleven, Ann
Irving, Woodhaven (3)	Candelaria, Susan
	Hausinger, Earlene
Kilgore, First (3)	Camp, Jerry
	Sartor, Tom
Lancaster, First (2)	Berry, Gloria
	Finley, Rosa
Longview, Alpine (2)	Collins, Chuck
Longview, St. Andrew (2)	Davis, Brice
McKinney, Trinity (3)	Hendricks, Paul
	Murray, Brent
	Seal, Bob
Mesquite, First (3)	Garver Hamilton, Meg
	Thomas, Larry
Parker, Corinth (1)	Hurst, Dena
Plano, First (2)	Pickett, David
	Waggoner, Belle
Plano, Grace (4)	Haworth, Julie
	Jones, Laura
	Priest, John
Plano, West Plano (2)	Hutson, Hilary
	Mikhail, Jennifer
Richardson, Canyon Creek (4)	Berner, Earl
	Neely, Locke
	Reily, Denise
	Cozby, Richard
Richardson, First (3)	Latham, Shirley
	Rogers, Margaret
Richardson, St. Barnabas (3)	Barker, Conoly
	Gonzalez, Karen
	Elliott, Susan

Number in Parentheses = Maximum Ruling Elder Commissioners Allowed from each Session	Names of Ruling Elder Commissioners from Sessions
Rockwall, First (3)	Thacker, Ike
Salado, Salado Presbyterian (2)	Shuck, Monte
	Thompson, Evelyn
Sherman, Covenant (3)	Garcia, Bert
	Jones, Jean
	Clayton, Cathy
Terrell, First (2)	Harris, Ray
	Harris, Alice
Waxahachie, Central (3)	Hallett, Jessica
	Holleyman, Carl
	Loper, Cheryl
Weatherford, Grace First (2)	Deison, Dave
	Goeldner, Leslie
Winnsboro, First (2)	Crocker, Armel
	Els, Jane
Total Ruling Elders from Sessions Present = 112	

Attendance of Ruling Elders Ex-Officio from Presbytery Entities

Ruling Elder Ex-Officio Commissioners from Presbytery Entities	Presbytery Entity (Committee, Commission, Council, etc.)	Class
Angel, Trey	Presbytery Treasurer	2020
Brantley, Crysta	Committee on Representation	2021
Hatter, Wade	Young Adult Ministry Committee	2022
Kidwell, Phyllis	Personnel (2021) Council (2020) Nominating (2022) G.P. Search Committee	
Mueller, Sara Jo	Board of Trustees	2020
North, Mary Jo	Committee on Ministry	2021
Osaе, Martin	Church Development Committee	2022
Petty, Cynthia	Committee on Ministry (2022) Examinations	
Warren, Robert	Committee on Ministry (2020), GA Commissioner (2020)	2021
Whitson, Kerry	Board of Trustees	2022
Ruling Elder Ex-Officio Commissioners from Presbytery Committees Present = 10		

Attendance of Ruling Elders Serving as Commissioned Pastors

Commissioned Pastors	Place of Service
Adamson, Robert	Carthage, St. Paul and Tenaha, Tennessee
Baker Burnett, Cindy	Honey Grove, Main Street
Barnes, J. Diane	Itasca, First
Budd, Douglas L.	Cameron, First
Butt, James	Lancaster, First
Chapman, Jimmy	Grace Presbytery
Fowler, John	Prosper, Prosper Presbyterian
Jefferson, Derrick	Dallas, Glendale
Hunt, Melinda	Gainesville, First

Commissioned Pastors	Place of Service
Maples, Deidre	Cumby, First
Osae, Martin	Irving, Woodhaven
Perez, Leocadio S.	Dallas, Iglesia Emmanuel
Weckerly, Elizabeth	Plano, West Plano
Commissioned Ruling Elders Total = 3	

Attendance of Ruling Elders Serving as Certified Christian Educators

Certified Christian Educators Certified and Ruling Elders with Voice and Vote	
Certified Christian Educator	Church
Edwards, Bonnie	Dallas, First
Wilson, Miatta	Dallas, First
Certified Christian Educators Ruling Elders Total = 2	

Attendance of Teaching Elders

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
Abaraoha, Princeton	1	
Adkins, Julie		
Alatorre, Daniel		
Allard, Clayton F.	1	
Allen, Thomas G.	HR	
Altfather, Kenneth D.	HR 1	
Anderson-Little Daniel	1	
Andrews, Donald C.	HR	
Are, Sarah R.		
Arreche, Whitney W.	1	
Babb, Fred H.	HR	
Bailey, Gaither	HR	
Bailey, Mona A.	HR	
Bailey, Warner M.	HR 1	
Balmer, Thom D.		
Baroody, Alan N.	HR	
Baskin, Stuart G.		
Batchelder, David B.	1	
Bates, Nicole D.	1	
Baughman, Thomas J.	HR	
Baum, Mary Lydia		
Beaugh, Michael B.	HR	
Bell, Gerald L.	HR	
Beltzer, Pat R.	HR	
Benner, A. William	HR	

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
Bethel, Lander L.	1	
Beverley, James A.	HR	
Bigler, Robert L.	HR	
Bitter, Paul K.	HR	
Blacklock, John W.	HR	
Blackman, Gordon	1	
Blatnik, Darla J.	HR	
Blewitt, John G.	HR 1	
Bluestein, Jennifer		
Bourne, Cheryl A.		
Boyanton, Janet S.		
Brainerd, Mark S.	1	
Brantley, Harold Clayton	1	
Braskamp, Caroline G.		
Brooks, Frank A.	HR	
Brooks, Richard L.	1	
Brown, Norwood V.	1	
Brown, Sally H.	HR	
Brown, Thomas F.	HR 1	
Brumbelow, Janne S.	HR	
Bruner, Charles A.		
Bryant, Sharon L.		
Buchanan, Bruce A.	HR	
Bucher, Henry H.	HR 1	
Bullock, Robert H.	HR	

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
Burns, Paul M.	1	
Callender, Elizabeth J.	1	
Calvert, Matthew G.	1	
Cameron, Anne M.		
Campbell, Christopher L.		
Carpenter, Jerry	1	
Carson, Christopher B.		
Carson, Deidre		
Cherryholmes, Eleanor C.	HR	
Clawson, John Jacob	1	
Collier, Kathy S.	HR	
Collier, Todd A.		
Coney, C. Randolph	HR	
Conley, John T.	HR	
Conner, Alissa D.	1	
Cook, Jamye Jeanette		
Crawford, Kris M.		
Crilley, Judith A.	1	
Crilley, Robert S.		
Crownover, Richard M.		
Culp, Richard B.	1	
Curry, Matthew A.	1	
Darrow, David		1
Davenport, Mark A.		
DeVries, Janet M.	HR	
Diaz, Frank	HR	
Dinsdale, Lynda	HR	
Disasa, Amos J.	1	
Dittman, Ellen	1	
Dobbie, Bette June	HR	
Dodson, Edward A.	HR	
Doughton, E. Jones	1	
Drake, Nancy S.	HR	
Duff, Nancy		
Dunklau, Paul R.		
Edah, Julius		
Edwards, William L.	HR	
Ehman, Frank C.	HR	1
Ellis, Cara L.		
Ellor, James W.	1	
Engelhard, John C.	HR	1
Evans, John R.	HR	
Farquhar, D. Alan	HR	
Felter, Patricia E.	HR	
Fenn, Wendy H.	HR	
Fitzgibbon, Laura R.	1	
Fletcher, J. David	HR	1
Galligan, Timothy J.		
Garis, Greg A.	1	

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
Gause, Edith A.	HR	
George, Bruce R.	HR	
Getty, Robert L.	HR	1
Gibbons, Thomas C.	HR	1
Gibson, Gregory C.	HR	
Gilmer, Richard T.	HR	
Goff, Michele		1
González, Jesús Juan (Jesse)		1
Gooch, James B.	HR	
Gould, William M.	HR	
Gouwens, David J.	HR	
Gowan, Daniel R.	HR	
Graham, Ralph M.	HR	1
Gray, Owen		1
Green, Roger O.	HR	
Grogan, Donald E.	HR	
Hall, Mary Stewart		1
Hamilton, Frank M.	HR	
Hanson, Robert S.	HR	
Hardie, Judith M.		1
Hare, John S.	HR	
Harwerth, Roger A.		1
Haswell, Henry M.	HR	
Hawthorne, James R.	HR	1
Heppenstall, Robert B.		1
Hertenstein, Virginia L.		
Heslip, Douglas T.	HR	
Hitchens, Lawrence R.	HR	
Hogg, Donald R.		1
Hollas, Deanna M.		1
Holloman, Ronnie G.	HR	1
Holloman, Sherry K.		1
Holmes, Lewis E.	HR	
Holmes, Ronald D.		1
Hom, Richard	HR	
Hood, Ashley A.		1
Hosey, H. P.	HR	
Hughes, Beverly J.	HR	
Huneycutt, Norman N.	HR	
Hunihan, Glen J.	HR	
Hunt, George (Hank) W.	HR	
Hunter, Angus N.	HR	
Hunter, Craig L.		
Ihne, Janet L.		
Ivie, David A.		1
Jamshaid, Oliver		
Jenkins, David R.	HR	
Johnson, Jimmie D.	HR	
Johnson, Sarah A.		

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
Johnston, R. Mike		
Jonas, Russell C.	HR	
Jones, Dana Steven		
Jones, Mari Lyn		
Jordan, Elizabeth L.	HR	
Kasonga, Kasonga wa		
Kelemen, Zoltan S.		
Kim, Dai Kyum	HR	
Kimbrough, William R.	HR	
Kinard, Anne K.		
King, Leslie M.		
Kinser, Floyd G.	HR	
Kolakowski, Wendy	1	
Kremzar, Lucia M.		
Krueger, Craig C.	1	
Lam, Robert G.	HR	
Lamb, Thomas A.	1	
Land, Kendal A.		
Landes, Elizabeth B.	1	
Lann, Linda S.	HR	
Launius, Thomas D.	HR	
Leach, Pamela N.		1
Lee, Christopher M.	1	
Lee, Oliver T.		
Lee, Seong Soo		
Lee, Yun Gil	HR	
Lee-Cornell, Alexander	1	
Lee-Cornell, Kathy		
Leischner, Robert W.		1
Leslie, Scott A.		
Levetan, Mia		
Lewis, Donald G.		
Light-Wells, Jessie	1	
Lockhart, Elizabeth H.		
Lockhart, William H.		
Loden, Thomas B.	HR	
Logan, Cynthia W.	HR	1
Lyman, Mary Alice		
Mabry, Angie		
Mack, David	HR	
Mackey, Scott R.		
Matthews, Terri A.		
Matthews, Thomas F.	HR	
Matthews, Trish		
Maze, Andrew T.	1	
McCall, James L.	HR	
McCoy, Patrick E.	HR	
McDermott, Richard S.	1	
McFarlin, Richard G.		

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
McGee, Emily Kathryn		
McLachlan, Alexander Sandy	HR	
Meissner, Harry C.	HR	1
Meredith, Marwood B.		1
Mertz, Ashley Drake		
Michalove, Robilyn B.		
Middents, Gerald J.	HR	1
Mikow, John W.	HR	
Miller, Shelby S.	HR	
Mitchell, Carolyn H.		1
Moessner, David P.		
Moody, Warren L.	HR	
Moore, Amy W.		
Morphew, Trudy R.	HR	
Nilmeier, Steven C.	HR	
Norris, Linda A.	HR	
Nourse, Richard C.	HR	
Nunnelley, Eddie A.	HR	1
Nwabah, Gladys		1
O'Neal, David R.		
Odom, Andrew S.		1
Odom, Mary Denise		
Osoinach, Carolyn A.		1
Otters, Rosalie V.	HR	
Paniagua, Pepa J.		1
Parker, Joseph H.	HR	
Parr, William J.		1
Patterson, Dale W.	HR	
Patterson, Lisa B.		1
Pennington, Terra		
Pense, Elizabeth Johnson	HR	
Perkins, Lisa Juica		1
Phillips, Carol S.	HR	
Phillips, Robert L.	HR	
Pickell, Stuart C.		
Plunkett, Stephen W.	HR	
Porter, Thomas C.		
Poteet, Robert M.	HR	
Powers, Richard C.	HR	
Prentiss, Thomas G.		
Presley, Chad E.		
Quillin, Roger T.	HR	
Quiroz, Horacio Gutierrez	HR	
Ramsawh, James C.	HR	
Ramsay, Nancy J.	HR	
Rasco, Krista Pearilee Welch		1
Reece, Lisa		
Reeves, Robert D.	HR	
Rehrig, Stephen W.	HR	1

Minister of Word and Sacrament (Teaching Elder)		Present √	Excused √
Reinarz, James P.	HR		
Rice, Perryn		1	
Richey, Murray E.			
Rigler, Katherine J.		1	
Rigoulot, Kenneth		1	
Riley, Julie U.			
Ritchie, Kenneth A. (Murray)	HR		
Ritsch, Frederick F.		1	
Robertson, Jack C.	HR	1	
Robson, Rosy		1	
Roper, John A.	HR		
Rosenfeld, Richard H.	HR		
Rounseville, Margaret A. (Peggy)	HR	1	
Ruffin, Joe D.	HR		
Ruffner, Matthew			
Rutledge, Michael L.	HR		
Saavedra, Meghan B.			
Salfen, Ronald P.	HR		
Sanders, Craig A.		1	
Sanders, James D.	HR		
Schaefer, M. David		1	
Schneider, Charles G.			1
Schneider, David A.	HR	1	
Schofield, Clinton A.			
Schrader, Carl G.	HR		
Schwarz, Karl E.		1	
Scroggs, Marilee M.	HR		
Seager, Gary L.	HR		
Seamans, Sandra L.			
Selby, Richard W.	HR	1	
Selters, Rex R.	HR		
Setzer, Nicholas			
Shelton, Frances T.	HR		
Sheppard-Mahaffey, Kenneth			
Shroyer, James R.	HR	1	
Sicks, Rebecca E.		1	
Slyter, David A.		1	
Smith, David C.	HR		
Smith, Lillian B.			1
Smith, Mark A.			
Sodoy, Calixto C.	HR		
Soga, Satoe		1	
Solomon, Lynette D.			1
Somervill, Charles E.	HR		
Son, Sungho Daniel			
Spangler, Debra D.			
Sparks, David L.	HR		
Speck, Phyllis D.	HR		
Spencer, Lawrence D.	HR		

Minister of Word and Sacrament (Teaching Elder)		Present √	Excused √
Stafford, Harold J.	HR		
Staples, Kelly			
Steinbrook, William M.	HR		
Stevenson-Moessner, Jeanne S.			
Stewart, Joshua Jon			1
Stolk, Douglas A.			
Stoll, Peggy L.			
Strodel, Sherwood	HR		
Swalve, Robert E.	HR		
Taylor, Cheryl A.			1
Tays, Herbert C.	HR		
Thomas, David A.	HR		
Thomas, Lawrence A.	HR		
Thompson, Carl V.		1	
Thompson, Michael L.	HR		
Thompson, Paul M.	HR		
Thomson, John W.	HR		
Tickner, Thomas A.	HR		
Tiegreen, Nancy F.	HR		
Tolson, John F.	HR		
Tony, Jonathan			1
Travis, Drew G.		1	
Travis, Karl B.			
Trussell, R. Miranda			
Tulley, Thomas E.	HR		
Tulloch, E. Fred	HR		
Tyer, Gerald L.	HR		
Tyler, Larry S.	HR		
Valdez, Robin Lyn			
Vineyard, Kathy E.	HR		
Walker, Kyle M.			1
Wardlaw, Theodore J.			
Waschevski, Michael A.		1	
Watkins, Margaret M.			
Watson, William A.	HR		
Weaver, Rebecca H.	HR		
Webb, Shane K.		1	
Wedell, Marilyn B.	HR		
Wells, Eddie L.	HR		
Westerlage, L. Walker			
Whisler, Shane E.		1	
Wilbanks, Thomas G.	HR		
Wilkins, Ronald A.	HR		
Williams, D. Marvin	HR		
Williams, John D.		1	
Williams, Polly W.		1	
Willis, Lewis E.	HR		
Wilman, David B.			
Wilson, William		1	

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
Witherow, James B.	1	
Womack, Candice	1	
Woodard, John M.		
Wraith, Lisa M.		
Wyatt, Lee A.	HR	
Yancey, Richard S.		

Minister of Word and Sacrament (Teaching Elder)	Present √	Excused √
Yeager-Chadwick, Kelly K.		
Young, Richard E.		
Young, Robert M.	HR	
Zeigler, John D	HR	1
Total = 355	101	13

Adjournment

The presbytery was adjourned with prayer by Presbytery Moderator **Rev. Lisa Patterson** at 3:00 p.m. on February 22, 2020.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council
Wednesday, March 16, 2020
Special Meeting Minutes

Call to Order

The Special Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on March 16, 2020.

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions Approved by the Presbytery Council

1. *That Grace Presbytery approve the following addition to the Standing Rules by vote sent via the United States Postal Service to all members of Grace Presbytery including all ministers of Word and Sacrament and all ruling elders eligible to serve as commissioners at a presbytery meeting.* Note: the motion was unanimously approved by written ballot on April 15, 2020. [3-16-20]

“If a presbytery meeting needs to be cancelled or delayed for any reason, it will be announced on the Grace Presbytery website (www.gracepresbytery.org), eNews and through other electronic media. The decision to cancel or delay the start of a presbytery meeting will be made by the Moderator of the Presbytery in consultation with the General Presbyter and Stated Clerk. Rescheduling a cancelled meeting is the responsibility of the Stated Clerk in consultation with the Moderator and General Presbyter. 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 and the Board of Trustees is authorized to conduct corporate business on behalf of Grace Presbytery, Inc.”

Background and Rationale:

If it becomes necessary to cancel a presbytery meeting, we need the proposed addition to the Standing Rules in order to avoid unnecessary delays on time-sensitive business and other hardships caused by not having a presbytery meeting. Most decisions concerning the business of the presbytery have already been delegated to our various committees. However, there are a few things which only the presbytery can decide as a whole. These items include:

1. Changes to the Standing Rules
2. Approval of Candidates and Ordination Examinations

3. Approval of Commissioned Pastor Examinations
4. Approval of Honorable Retirements
5. Election of committee members, officers, etc.
6. Establishment of the Presbytery Budget
7. Overtures to the General Assembly
8. Approval of the dates and places for future presbytery meetings
9. Approval of the minimum effective salary for fulltime pastors and educators

The voting process for the proposed addition to the Standing Rules followed our established guidelines. It was a vote taken via United States Postal Service. All Book of Order and *Roberts Rules of Order* provisions were followed in the voting process. For example:

- The recommended addition in the Standing Rules was adopted with only affirmative votes or abstentions – and no negative votes or votes asking for a delay until the next stated meeting of the presbytery. (The ballot invited anyone who had a concern or question to contact the Interim General Presbyter, Stated Clerk, or any member of the Presbytery Council before voting in order to avoid negative votes, if possible.)
- A quorum of the presbytery was required in order for it to be approved.

2. *Approved the following actions taken by the Presbytery Council as delegated by the Manual of Administrative Operations and received the items of information.*

- A. Received reports from the Presbytery Council Moderator **Rev. John Williams** and Stated Clerk **Rev. Gerry Tyer**.
- B. Suspended all face-to-face presbytery gatherings due to the coronavirus pandemic until further notice, including: all committees will meet by conference call or other electronic means, staff will work from home unless it is essential to go to the office for some necessity, and all children and youth activities are suspended.
- C. Recommended to sessions within Grace Presbytery that all face-to-face church gatherings (including worship services) be suspended until public health officials advise it is safe to resume group gatherings.

Information from the Presbytery Council

- A. Attendance at the March 16, 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: **Rev. William Wilson** (Kilgore, First), **Ruling Elder Wendell Black** (Arlington, Grace), 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. Andy Odom** (Personnel Committee), **Rev. Michael Waschevski** (Committee on Ministry), **Rev. Harry Meissner** (Church Development Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee). Ex-Officio without Vote: Interim General Presbyter **Rev. Michael Thompson**, Stated Clerk **Rev. Gerry Tyer** (H.R.), Staff: **Joanna Kim** (Director of Ministry Services), **Rev. Elizabeth Callender** (Director of Ministry Development), **Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management). Excused: Class of 2021: **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), **Rev. Craig Krueger** (Director of Ministry Transitions).

- B. The March 16, 2020 Presbytery Council special meeting was opened in prayer by Council Moderator **Rev. John Williams**. It was closed in prayer by **Rev. Thomas Lamb**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council

Wednesday, May 6, 2020
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on May 6, 2020. The Presbytery Council acted on behalf of Grace Presbytery in accordance with 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.”

Electronic Meeting

The meeting was 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).

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions from the Presbytery Council

1. *Presbytery Council approved the following actions in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.* [5-6-20]
 - A. Approved the minutes of the February 22, 2020 stated meeting of Grace Presbytery.
 - B. Approved the minutes of the January 22, 2020 stated meeting and the March 16, 2020 special meeting of the Presbytery Council.
 - C. Approved the following changes in the Standing Rules (new text is indicated with ***Bold Italic*** font). Rationale: This request comes from the Youth Ministry Committee in order to clarify committee responsibilities concerning presbytery’s ministry and programs with children.

5. *Children and* Youth Ministry Committee

5.8 *Children and* Youth Ministry Committee

5.8.1 The *Children and* Youth Ministry Committee consists of twelve adult members and fifteen youth members (high school sophomore through first year college freshman).

5.8.2 The committee provides for the nurture, faith development, and leadership skills of *children and* youth in the presbytery, as well as the adults who work with youth. It is responsible for conducting programs, retreats, and events that affirm youth as children of the Covenant and enables and challenges youth to minister to others.

5.8.3 The committee duties include:

5.8.3.1 Implementing programs for (1) *children*, junior high and middle school youth, including but not limited to events such as Youthquakes, (2) senior high youth including but not limited to events such as Senior High Youth Connection.

5.8.3.2 Coordinating *children and* youth mission trips and projects.

D. Approved the following Payroll Assistance Grant for congregations affected by the COVID-19 Pandemic. The total amount available in grants will not exceed \$150,000 and the funds will be drawn from the Presbytery Contingency Fund. First Presbyterian Church of Fort Worth has generously voted to match up to \$150,000 to support the grant program.

Grace Presbytery’s Statement of Mission: “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.”

Purpose: To provide payroll assistance in order to maintain current staff for congregations of Grace Presbytery that have been severely impacted financially by the COVID-19 Pandemic.

Requirements for grant application: Sessions will apply for assistance using the Application Form and providing 1) March 2020 and April 2020 financial statements (April to date if application made prior to May 1); 2) balance sheets for savings accounts, reserved funds, or endowments; and 3) current payroll expenses (per month.) Once application and documentation have been received, a representative of the Committee on Ministry will schedule a phone interview to discuss the application.

Maximum Amount of Grant: Grants are made on a case by case analysis of need and other resources available. Ordinarily the maximum amount of a grant will not exceed the value of one month of payroll expenses.

Restrictions on use: Grants may only be used to directly support payroll (salaries and benefits) for current employees of the congregation.

Submitting an Application: This application is available online at the presbytery website (www.gracepresbytery.org).

E. Approved the following recommendations concerning resuming in-person worship:

Grace Presbytery sessions are engaging in conversation about the safety, wisdom, and timing of returning to in-person worship. The Book of Order reminds us that congregations are “the fellowship of women, men, and children united in covenant relationship with one another and with God through Jesus Christ.” (G-1.0102) As covenant communities, congregations are called to “lead a life worthy of the calling to which (we) have been called, with all patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace.” (Ephesians 4.1-3)

The church is being called to exercise patience as we continue to bear with one another in love. Bearing with one another in love requires us to make decisions for the health and safety of the whole congregation and community – especially those at risk due to underlying health conditions and age. Bearing with one another in love and maintaining our unity should not lead to divisions within a congregation. While we long to gather again in person for worship, the reality is that worship as we knew it prior to the COVID-19 pandemic is not possible at this time. When it may be time to return to in-person worship, worship itself will look and feel very different until we are no longer living through the pandemic.

Given Texas Governor Abbott’s Executive Order of April 27, 2020, Grace Presbytery Council offers the following guidance for sessions and pastoral leaders:

- 1) We strongly encourage worship to continue remotely.
- 2) We encourage sessions and staff to carefully read the Minimum Health Standard Protocols required in the Governor’s Executive Order (pages 39-41) and plan how to implement and enforce these protocols prior to any gatherings for public worship.
- 3) We encourage sessions to consult their liability insurance providers for any guidance that may be helpful as they make decisions about church opening and resumption of worship and other ministry activities.
- 4) We encourage ministers of Word and Sacrament, Commissioned Pastors, and Certified Christian Educators to be in contact with the Committee on Ministry with concerns about their own risk factors and safety in their ministry settings.
- 5) We encourage sessions and pastoral leaders to gather and study additional resources which may be helpful in conversations when the time is safer for in-person worship. A list of resources is included below.

As we continue to live through the COVID-19 pandemic, Grace Presbytery gives thanks to God for our congregations, worshiping communities, sessions, Certified Christian Educators, and pastoral leaders as we seek to be faithful disciples of Jesus Christ during these extraordinary times. Additional guidance will be shared following significant developments and new Executive Orders from the Texas Governor. The next expected update will be around May 18, 2020.

Resources: Wisconsin Council of Churches: [Returning to Church](#) (4/23/20), Washington Post: [Interim Guidance for Communities of Faith](#) (pages 7-9), Grace Presbytery: [Guidance on Issues related to In-Person Worship](#) (4/28/20)

- F. Received the following report concerning the Social Justice Task Force: Moderator of Presbytery Council **Rev. John Williams** reported that the following have been appointed to the Social Justice Task Force: **Rev. David Batchelder** (Plano, West Plano) Co-Moderator; **Rev. Thomas Gibbons** (H.R.) Co-Moderator; **Rev. Clay Allard** (Dallas, Oak Cliff), **Kym Banks** (Richardson, Canyon Creek), **Armel Crocker** (Winnsboro, First Presbyterian Church); **Rev. Amy Moore** (Member-at-Large), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Rev. Katy Rigler** (Richardson, Saint Barnabas), **Rev. Kyle Walker** (Dallas, Midway Hills Christian Church), **Laura Westerlage** (Dallas, First Presbyterian Church).
- G. Authorized Interim General Presbyter **Rev. Mike Thompson** to provide Camp Gilmont with an application for the Payroll Assistance Grants (Item 4 above) in order for the Presbytery Council to consider a grant (to be voted upon as soon as possible via email).
- H. Received oral reports from the following officers: Presbytery Council Moderator **Rev. John Williams**, Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Interim General Presbyter **Rev. Mike Thompson**, Stated Clerk **Rev. Gerry Tyer**, and a written report from Presbytery Treasurer **Trey Angel**.
- I. Received oral reports from the following committees: **Ruling Elder Phyllis Kidwell** (General Presbyter Search Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Rev. Harry Meissner** (Church Development Committee), **Rev. Michael Waschevski** (Committee on Ministry), **Ruling Elder Brian Parker** (Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee), **Rev. Andy Odom** (Personnel Committee).
- J. Received oral reports from the following staff members: 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**, Director of Property Management **Ruling Elder Karen Ebling**, Director of Finance **Vicki Roberts**.
- K. Received the following report from Stated Clerk **Rev. Gerry Tyer**:

- A. The following ministers of Word and Sacrament entered the Church Triumphant since the last meeting of the presbytery: **Rev. Elizabeth Johnson Pense** (February 29, 2020), **Rev. Bette June Dobbie** (April 12, 2020), **Rev. Richard Terry Gilmer** (April 29, 2020).
- B. In accordance with the Meeting Cancellation Policy, the May 30, 2020 stated meeting of the presbytery was cancelled by Presbytery Moderator **Rev. Lisa Patterson** due to the coronavirus pandemic and the shelter-in-place directions of state and local officials.
- C. The 224th General Assembly (2020) meeting has been changed to an electronic meeting due to the coronavirus pandemic and the shelter-in-place directions of state and local officials. Grace Presbytery commissioners and Young Adult Advisory Delegate will be sent instructions from the Office of the General Assembly on how to participate.
- D. In accordance with the 2004 General Assembly authoritative interpretation of F-3.0205 and consistent with Roberts Rules of Order, the following addition to the Standing Rules was approved unanimously on April 15, 2020 by written ballot sent to every member of Grace Presbytery (including all ministers of Word and Sacrament and all ruling elders eligible to vote) concerning a Standing Rules change:

“If a presbytery meeting needs to be cancelled or delayed for any reason, it will be announced on the Grace Presbytery website, eNews and through other electronic media. The decision to cancel or delay the start of a presbytery meeting will be made by the Moderator of the Presbytery in consultation with the General Presbyter and Stated Clerk. Rescheduling a cancelled meeting is the responsibility of the Stated Clerk in consultation with the Moderator and General Presbyter. 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 and the Board of Trustees is authorized to conduct corporate business on behalf of Grace Presbytery, Inc.”

Information from the Presbytery Council

- A. Attendance at the May 6, 2020 Presbytery Council stated 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: **Rev. William Wilson** (Kilgore, First), **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), 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), Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas,

NorthPark), Moderators of Presbytery Entities: **Rev. Andy Odom** (Personnel Committee), **Rev. Michael Waschevski** (Committee on Ministry), **Rev. Harry Meissner** (Church Development Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee). Ex-Officio without Vote: Interim General Presbyter **Rev. Michael Thompson**, Stated Clerk **Rev. Gerry Tyer** (H.R.), Staff: **Joanna Kim** (Director of Ministry Services), **Rev. Elizabeth Callender** (Director of Ministry Development), Rev. Craig Krueger (Director of Ministry Transitions), **Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management).

Excused: Presbytery Treasurer **Trey Angel** (Dallas, NorthPark).

- B. The May 6, 2020 Presbytery Council meeting was opened in prayer by Council Moderator **Rev. John Williams**. The meeting was closed in prayer by **Rev. Lisa Patterson**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council
Wednesday, June 12, 2020
Special Meeting Minutes

Call to Order

The Special Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on June 12, 2020. The Presbytery Council acted on behalf of Grace Presbytery in accordance with 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.”

Electronic Meeting

The meeting was 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).

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions Approved by the Presbytery Council

1. *Presbytery Council approved the following actions in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.* [6-12-20]
 - A. Approved the minutes of the May 6, 2020 stated meeting of the Presbytery Council. [6/12/20]
 - B. Received reports from the Presbytery Council Moderator **Rev. John Williams**, Interim General Presbyter **Rev. Mike Thompson**, Stated Clerk **Rev. Gerry Tyer**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Board of Trustees Secretary **Rev. Gerry Tyer**.
 - C. Directed the proceeds of the sale of the property from the dissolved **First Presbyterian Church, Temple** be distributed in full to the Presbyterian Children’s Homes and Services for the purpose of fully funding a Therapeutic Mentoring Program in Temple for the next nine years. Any unused funds from the proceeds of the sale of the property from the dissolved First Presbyterian Church, Temple after July 1, 2029 will be returned to Grace Presbytery. [6/12/20]

- D. Elected the following as an Administrative Commission for **Kerens Presbyterian Church, Kerens** with the authority and responsibilities designated in the Grace Presbytery Policy on Dissolving Congregations: Moderator: **Rev. Ronnie Holloman** (Honorably Retired), Members: **Ruling Elder Cindy Miller** (Westminster Presbyterian Church, Corsicana), **Ruling Elder Barbara Latta** (Kerens Presbyterian Church, Kerens), and **Rev. Craig Krueger** (Presbytery Staff). An opportunity for nominations from the floor was afforded prior to the election. [6/12/20]
- E. Elected the following as an Administrative Commission for **First Presbyterian Church, Troup** with the authority and responsibilities designated in the Grace Presbytery Policy on Dissolving Congregations: Moderator: **Rev. Stuart Baskin** (First Presbyterian Church, Tyler), Members: **Ruling Elder Kelly Weaver** (First Presbyterian Church, Henderson), Commissioned Pastor **Ruling Elder Jimmy Chapman** (Presbytery Staff). An opportunity for nominations from the floor was afforded prior to the election. [6/12/20]
- F. Approved the following revised **Grace Presbytery Policy on Dissolving Congregations**. [6/12/20]

Grace Presbytery will elect an Administrative Commission to act on behalf of Grace Presbytery for the purpose of dissolving congregations with the authority and responsibilities listed below. The Grace Presbytery Policy on Sale of Property designates that the proceeds from the “sale of property (including dissolved congregations) ... will be retained as a corpus and only the accumulated appreciation used to provide income for the presbytery annual mission budget and other mission purposes as designated by the Presbytery Council.”

The Administrative Commission is authorized:

- 1) to meet with the session and members of the congregation
- 2) to call a meeting of the session and/or of the congregation
- 3) to counsel with the session concerning dissolution issues and advise the session as to appropriate actions to be taken
- 4) to correct any difficulties in the congregation if the session is unable or unwilling to do so, if needed
- 5) to assume original jurisdiction of the session, if needed, after according the session a full opportunity to be heard concerning the advisability of assuming original jurisdiction with the full power of session
- 6) to arrange for the pastoral care of the members
- 7) to arrange for the transfer of members to other churches
- 8) to convey to the Stated Clerk the names of all members who have not transferred their membership by the time of the dissolution of the congregation
- 9) to publicize the dissolution of the congregation, including a legal notice stating: “The (insert name) Church of (insert city), Texas will cease operation on or about (insert date). Any outstanding debts or financial obligations must be submitted in

writing to Grace Presbytery at 6100 Colwell Blvd., Suite 100, Irving, Texas 75039 by the close of business on (insert date).”

- 10) to plan and conduct a Service of Witness at the conclusion of which the following statement should be made: “In the name of our Lord Jesus Christ and by the authority of Grace Presbytery of the Presbyterian Church (USA), the ministry of (insert name of congregation) is complete, the congregation is dissolved by Grace Presbytery and the building is vacated.”
- 11) to dissolve the congregation (the effective date of dissolution must be specified and does not need to be the same as the date of the Service of Witness)
- 12) to secure all financial assets, accounts, and investments of the church
- 13) to obtain a copy of the congregation’s most recent financial statement and conduct a financial review of the financial books
- 14) to determine if any church funds are restricted by donors for specific purposes and ensure conformity to such restrictions when the funds are conveyed to Grace Presbytery
- 15) to ensure all outstanding financial obligations are paid, including (a) expenses related to the dissolution of the congregation, (b) maintenance of the property, (c) payroll taxes, and (d) the filing of required IRS forms and payments
- 16) to transfer the remaining financial assets, mineral rights, stocks, bonds, or other financial investments that are not liquidated to Grace Presbytery, and to close all banking and investment accounts
- 17) to convey the following permanent records to the Stated Clerk: (a) session, congregational, and trustee minutes, (b) baptized member roll, (c) active membership roll, (d) register of ruling elders, (e) register of deacons, (f) register of ministers of Word and Sacrament, and (g) register of baptisms. All such material will be sent to the Presbyterian Historical Society archive for permanent storage.
- 18) to secure the legal rights to all property (real or personal) held by or for the benefit of the congregation (which may require research of the property records at the county courthouse and the county appraisal district)
- 19) to dispose of the moveable personal property of the congregation by sale or gift to other churches or to members of the church or community at the discretion of the commission
- 20) to secure the building and property, including (a) arranging for lawn and other maintenance needs, (b) determining which utilities should remain connected, (c) making arrangements for the billing for the utilities transferred to Grace Presbytery, (d) draining pipes, if needed, (e) changing locks, if needed, and conveying keys to the Stated Clerk, (f) removing signage, (g) conveying to the Stated Clerk (or local historical society) memorabilia such as historically important items, commemorative plaques, time capsule, etc.
- 21) to attend to issues of insurance – including transferring the property to the presbytery insurance policy, terminating existing church policies, and securing any rebate of premiums paid beyond the date the property is covered by presbytery insurance
- 22) to convey the church property to Grace Presbytery

- 23) to convey to the Stated Clerk a copy of all corporate documents (articles of incorporation, bylaws, etc.) and dissolve all corporations formed by the church with the State of Texas Secretary of State
- 24) to file a change of address with the United States Post Office, so that all mail is forwarded to Grace Presbytery
- 25) to prepare a final report for the presbytery listing all actions taken by the commission as well as a brief history of the congregation
- 26) to do such things and take such actions on behalf of Grace Presbytery as shall be reasonably necessary to accomplish the general purpose of this commission.

Motions from the Board of Trustees

1. Received and approved the following report of the actions of the Board of Trustees as delegated in Grace Presbytery's Bylaws and Manual of Administrative Operations. [6/12/20]

The Board of Trustees:

- A. Approved the agenda for the May 26, 2020 Board of Trustees meeting. [5-26-20]
- B. Approved the minutes of the January 27, 2020 Board of Trustees meeting. [5-26-20]
- C. Received the Consolidated Report of Assets for Grace Presbytery invested with Texas Presbyterian Foundation as of April 30, 2020. [5-26-20]
- D. Approved (1) the consolidation of the following investment accounts into a single fund to be known as the Presbytery Mission Budget Fund: the Operating Reserve Fund, Jubilee Loan Fund, Operating Reserve and Emergency Fund, Contingency Fund, Proceeds Sale of Property Fund, Bethany Presbyterian Church Fund, and the Loan Guarantee Fund. This new Presbytery Mission Budget Fund will 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; and (2) the balances of the following funds will be retained 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 donors: the William B. Robinson Legacy Fund, the H.L. Morrison Foundation Fund, the R. L. Donald, Jr. Endowment Fund (Operations), and the R. L. Donald, Jr. Endowment Fund (Church Development). [5-26-20]
- E. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts** including the following unaudited financial reports. [5-26-20]
 - 1) Balance Sheet as of April 30, 2020
 - 2) Income and Expense Statement as of April 30, 2020
 - 3) Shared Mission Support Report as of April 30, 2020

- F. Resolved, the **Grace Presbyterian Church, Plano, Texas** (“Church”) located at 4300 W. Park Blvd., Plano, Texas 75093 has applied for a loan as follows from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (“Lender”) funded by Endowment Funded Loans. Amount of Loan: \$450,000.00. Further Resolved, the Grace Presbytery, Inc., a Texas nonprofit corporation, (“Presbytery”) having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approves the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above. The officers of the Presbytery as listed on the Certificate of Incumbency marked Exhibit A are authorized to sign a guarantee and any and all documents of this loan as authorized agents of the Presbytery. [5-26-20]

Background: This loan was approved by the session of Grace Presbyterian Church, Plano on May 3, 2020 for capital upgrades to include new HVAC system and sanctuary lighting improvements. Their Bylaws do not require congregation approval, but the session intends to seek affirmation of its action when they are able to meet for a congregational meeting. It is a 5-year term at 2.834%. The loan will be supported by 3-year capital campaign. \$131,760 is already committed in initial pledges. The campaign launch was disrupted by the pandemic shutdown, so they are conducting the pledge campaign via email and video announcements. [5-26-20]

- G. Received a report regarding the **John Knox Presbyterian Church, Fort Worth** facility and ratified the six-month lease dated April 11, 2020 between Grace Presbytery, Inc. and Martin Thompson and Son, Inc. [5-26-20]
- H. Delegated authority to **Ruling Elder Kevin Green, Ruling Elder Jeff Howeth, Ruling Elder Frank Stevenson**, Director of Property Management **Ruling Elder Karen Ebling**, and Interim General Presbyter **Rev. Mike Thompson** to negotiate the best terms to sell the John Knox Presbyterian Church, Fort Worth on an as-is, where-is basis and with the purchaser (on its behalf and on behalf of its successors and assigns) (1) expressly acknowledging it has fully familiarized itself with the applicable plat restrictions and other title matters and (2) fully releasing and indemnifying Grace Presbytery, the Presbyterian Church (U.S.A.), their officers and affiliates from any losses, claims, costs, and other liability resulting from those matters. [5-26-20]
- I. Received the Property Report as of May 26, 2020 from Director of Property Management **Ruling Elder Karen Ebling**. [5-26-20]
- J. Received a report of the electronic vote approving the following motion on February 13, 2020: “That the Board of Trustees approve the sale by the **Main Street Presbyterian Church of Honey Grove**, Texas of a small lot nearby but not adjoining the church property for \$10,000.” [5-26-20]
- K. Approved the fifteen-year lease between **First Presbyterian Church of Dallas** and Encore Park Dallas (a corporation formed by the church to manage adjacent property purchased by the church) in accordance with G-4.0206b. [5-26-20]

- L. Approved a schedule of meetings which includes committee meetings alternating monthly with the full Board of Trustees. June 22, 2020 at 1:30 p.m. will be the next committee meeting day. July 27, 2020 at 1:30 p.m. will be the next stated meeting of the Board of Trustees. [5-26-20]

Information from the Board of Trustees

- A. Attendance at the May 26, 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), **Ruling Elder Mark Harren** (Waco, First), **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 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. Leslie King** (Waco, First), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), Ex-Officio with vote: **Rev. John Williams** (Presbytery Council Moderator), **Rev. Michael Thompson** (Interim General Presbyter), **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: **Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management). Excused: Class of 2023: **Rev. David Ivie** (Forney, First). [5-26-20]
- B. Prayers: The May 26, 2020 Board of Trustees meeting was opened with prayer by **Rev. Greg Garis**. The meeting was closed in prayer by **Rev. Leslie King**. [5-26-20]

Motions from the Committee on Ministry

1. *Approved the following motions and received the report of the actions of the Committee on Ministry as delegated in Grace Presbytery's Bylaws and Manual of Administrative Operations. [6/12/20]*

Honorable Retirement

2. *Approved the Honorable Retirement of Rev. Robert Heppenstall effective April 1, 2020. [4/14/20]*
3. *Approved the Honorable Retirement of Rev. William Parr effective June 1, 2020. [3/24/20]*

Interim Pastor Called as Installed Pastor

4. *Approved the call of Interim Pastor Rev. Roger Harwerth as Pastor of Ridglea Presbyterian Church, Fort Worth beginning July 30, 2020. This was approved by a three-quarters vote as required by the Book of Order G-2.0504c.*

Dissolutions of Pastoral Relationships

- A. Dissolved the interim pastoral relationship between **Rev. Roger Harwerth** and Ridglea Presbyterian Church, Fort Worth effective July 30, 2020. [4-14-20]
- B. Dissolved the temporary pastoral relationship between **Rev. Jennifer Marshall** and First Presbyterian Church, Tyler and dismissed her to Savannah Presbytery effective January 10, 2020. [1/21/20]
- C. Dissolved the pastoral relationship between **Rev. Matthew Curry** and Central Presbyterian, Waxahachie and moved him to the Member at Large Roll effective January 31, 2020. [2/18/20]
- D. Dissolved the pastoral relationship between **Rev. Paul Burns** and First Presbyterian, Garland and moved him to the Member at Large Roll effective February 9, 2020. [2/18/20]
- E. Dissolved the temporary pastoral relationship between **Rev. Ronald P. Salfen, H.R.** and First Presbyterian Church, Mabank effective January 1, 2020. [2/18/20]
- F. Dissolved the temporary pastoral relationship between **Rev. David Fletcher H.R.** and First Presbyterian Church, Garland effective April 30, 2020. [4/8/20]
- G. Dissolved the temporary pastoral relationship between **Rev. Daniel Anderson-Little** and El Divino Salvador Presbyterian Church, Dallas effective April 30, 2020. [4/8/20]
- H. Dissolved the validated ministry between **Rev. Oliver Lee H.R.** and Texas Health Resources effective January 1, 2020. [4/14/20]
- I. Dissolved the pastoral relationship between **Rev. Deidre Carson** and First Presbyterian Church, Waco and dismissed her to the Presbytery of Eastern Virginia effective May 15, 2020. [4/14/20]
- J. Dissolved the interim pastoral relationship between **Rev. Jim Hawthorne H.R.** and Grace Presbyterian Church, Plano effective March 30, 2020. [4/14/20]
- K. Dissolved the pastoral relationship between **Rev. William Parr** and Nor'Kirk Presbyterian Church, Carrollton effective May 31, 2020. [4/14/20]
- L. Dissolved the commissioned pastoral relationship between **Commissioned Pastor Melinda Hunt** and First Presbyterian Church, Gainesville effective May 1, 2020. [5/19/20]

Permission to Labor Inside and Outside the Bounds of Grace Presbytery

- A. Granted permission to **Rev. David Batchelder** to labor outside the bounds of Grace Presbytery to officiate at a wedding in Nahant, Massachusetts on June 6, 2020, pending permission from Presbytery of Boston. [2/18/20]
- B. Granted permission to **Rev. Karl Schwarz** to labor outside the bounds of Grace Presbytery to officiate at a wedding in Houston, Texas on April 25, 2020, pending permission from New Covenant Presbytery. [2/18/20]
- C. Granted permission to **Rev. Lisa Patterson** to labor outside the bounds of Grace Presbytery to officiate at a wedding on March 7, 2020 in Vicksburg, Mississippi, pending permission from Presbytery of the Mississippi Valley. [2/4/20]
- D. Granted permission to **Rev. Chuck Schneider** to labor outside the bounds of Grace Presbytery to lead the Tres Rios Youth Conference from February 14, 2020 to February 16, 2020 including officiating at the table on February 16, 2020, pending approval from Presbytery of Tres Rios. [1/28/20]
- E. Granted permission to **Rev. Deidre Carson** to labor within the bounds of Grace Presbytery to officiate a wedding in Fort Worth, Texas on July 24, 2020 pending permission from the Presbytery of Eastern Virginia. [4/14/20]

Reception of Teaching Elders

- A. Received **Rev. Alice P. Hernandez** from Trinity Presbytery to Grace Presbytery as a Member at Large effective March 24, 2020. [3/24/20]

Installed Positions (New)

- A. Approved the call of **Rev. Brenda Church** as Associate Pastor (103) of First Presbyterian Church, Granbury, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was October 27, 2019. [2/18/20]

Compensation:

Cash Salary	\$33,500.00
Housing and Utility Allowance	\$24,000.00
Total Effective Salary	\$57,500.00

Reimbursements:

Social Security Offset	\$4,399.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$2,500.00

Benefits:

Board of Pension Dues.....	\$21,275.00
Moving Expenses.....	\$12,500.00
Study Leave	2 weeks

Vacation Leave	4 weeks
Total Compensation Package.....	\$101,174.00
Total Cost to the Church.....	\$101,174.00
Total Compensation Paid Directly to the person	\$61,899.00

- B. Approved the call of **Rev. Eric Peterson** as Associate Pastor (103) of Grace Presbyterian Church, Temple, full-time, beginning, June 1 2020. The date of the congregational meeting recommending these terms was May 17, 2020. [3/24/20]

Compensation:	
Cash Salary	\$34,000.00
Housing and Utility.....	\$18,000.00
Total Effective Salary	\$52,000.00
Reimbursements:	
Social Security Offset	\$3,978.00
Business Travel/Automobile.....	\$1,200.00
Continuing Education and Professional Expenses.....	\$3,500.00
Benefits:	
Board of Pension Dues.....	\$19,240.00
Moving Expenses.....	\$5,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$84,918.00
Total Cost to the Church.....	\$84,918.00
Total Compensation Paid Directly to the person	\$55,978.00

- C. Approved the call of **Rev. Joshua Menke** as Associate Pastor (153) of Trinity Presbyterian Church, Southlake, full-time, beginning April 20, 2020 pending his ordination. The date of the congregational meeting recommending these terms was April 26, 2020. He will be enrolled as a temporary member of Grace Presbytery from the Evangelical Lutheran Church in America during his service as Associate Pastor of Trinity Presbyterian Church, Southlake in accordance with G-2.0506 and the Formula of Agreement. [3/24/20]

Compensation:	
Cash Salary	\$38,000.00
Housing and Utility.....	\$22,000.00
Total Effective Salary	\$60,000.00
Reimbursements:	
Social Security Offset	\$4,590.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pension Dues.....	\$17,440.00 (ELCA)
Moving Expenses.....	\$8,000.00
Study Leave	2 weeks

Vacation Leave	4 weeks
Total Compensation Package.....	\$91,030.00
Total Cost to the Church.....	\$91,030.00
Total Compensation Paid Directly to the person	\$64,590.00

- D. Approved the call of **Rev. Roger Harwerth** as Pastor (101) of Ridglea Presbyterian Church, Fort Worth, full-time, beginning July 30, 2020. The date of the congregational meeting recommending these terms was May 17, 2020. [4/14/20]

Compensation:	
Cash Salary	\$40,000.00
Housing and Utility.....	\$20,400.00
Supplemental Insurance Premiums.....	\$1,000.00
Deferred Income	\$3,600.00
Total Effective Salary	\$65,000.00
Reimbursements:	
Social Security Offset	\$4,500.00
Business Travel/Automobile.....	\$1,500.00
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$24,050.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$97,050.00
Total Cost to the Church.....	\$97,050.00
Total Compensation Paid Directly to the person	\$64,900.00

Installed Positions (Changes)

- A. Approved the changes in terms for **Rev. David Batchelder** as Pastor (101) of West Plano Presbyterian Church, Plano, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [2/18/20]

Compensation:	
Cash Salary	\$37,855.32
Housing and Utility Allowance	\$39,336.52
Supplemental Insurance	\$2,700.00
Deferred Income	\$5,292.00
Total Effective Salary	\$85,183.84
Reimbursements:	
Social Security Offset	\$6,111.73
Business Travel/Automobile.....	\$3,375.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pension Dues.....	\$31,518.02

Study Leave	2 weeks
Vacation Leave	4 weeks
Service to Larger Church	2 weeks
Total Compensation Package.....	\$127,188.89
Total Cost to the Church.....	\$127,188.59
Total Compensation Paid Directly to the person	\$86,003.57

- B. Approved the changes in terms for **Rev. Deidre Carson** as Associate Pastor (103) of First Presbyterian Church, Waco, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [2/18/20]

Compensation:	
Cash Salary	\$32,924.00
Housing and Utility Allowance	\$17,076.00
Total Effective Salary	\$50,000.00
Reimbursements:	
Social Security Offset	\$3,825.00
Business Travel/Automobile.....	\$2,000.00
Continuing Education and Professional Expenses.....	\$3,528.00
Benefits:	
Board of Pension Dues.....	\$18,500.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$77,853.00
Total Cost to the Church.....	\$77,853.00
Total Compensation Paid Directly to the person	\$53,825.00

- C. Approved the changes in terms for **Rev. Drew Travis** as Pastor (101) of First Presbyterian Church, Granbury, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [2/18/20]

Compensation:	
Cash Salary	\$52,435.00
Housing and Utility Allowance	\$37,237.00
Deferred Income	\$3,600.00
Total Effective Salary	\$93,272.00
Reimbursements:	
Social Security Offset	\$6,860.00
Business Travel/Automobile.....	\$4,000.00
Continuing Education and Professional Expenses.....	\$4,100.00
Benefits:	
Board of Pension Dues.....	\$34,510.64
Employer 403(b)	\$8,400.00
Study Leave	2 weeks
Vacation Leave	4 weeks

Total Compensation Package.....	\$151,142.64
Total Cost to the Church.....	\$151,142.64
Total Compensation Paid Directly to the person	\$96,532.00

- D. Approved the changes in terms for **Rev. Joshua Stewart** as Associate Pastor (103) of First Presbyterian Church, Fort Worth, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [2/18/20]

Compensation:	
Cash Salary	\$32,091.00
Housing and Utility Allowance	\$50,000.00
Total Effective Salary	\$82,091.00
Reimbursements:	
Social Security Offset	\$6,280.00
Continuing Education and Professional Expenses.....	\$3,250.00
Benefits:	
Board of Pension Dues.....	\$30,374.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave	12 weeks after 7 years
Total Compensation Package.....	\$121,995.00
Total Cost to the Church.....	\$121,995.00
Total Compensation Paid Directly to the person	\$88,371.00

- E. Approved the changes in terms for **Rev. Judith March Hardie** as Pastor (101) of Central Presbyterian Church, Waco, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [2/18/20]

Compensation:	
Cash Salary	\$23,112.00
Housing and Utility Allowance	\$31,000.00
Deferred Income	\$2,042.00
Total Effective Salary	\$56,154.00
Reimbursements:	
Social Security Offset	\$4,140.00
Business Travel/Automobile.....	\$6,956.00
Continuing Education and Professional Expenses.....	\$4,064.00
Benefits:	
Board of Pension Dues.....	\$20,777.00
Employer 403(b)	\$2,042.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$94,133.00
Total Cost to the Church.....	\$94,133.00
Total Compensation Paid Directly to the person	\$58,252.00

- F. Approved the changes in terms for **Rev. Katherine Rigler** as Pastor (101) of St. Barnabas Presbyterian Church, Richardson, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [2/18/20]

Compensation:

Cash Salary	\$34,050.00
Housing and Utility Allowance	\$45,000.00
Total Effective Salary	\$79,050.00

Reimbursements:

Social Security Offset	\$6,047.00
Business Travel/Automobile.....	\$8,000.00
Continuing Education and Professional Expenses.....	\$3,000.00

Benefits:

Board of Pension Dues.....	\$29,249.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$125,346.00
Total Cost to the Church.....	\$125,346.00
Total Compensation Paid Directly to the person	\$85,097.00

- G. Approved the changes in terms for **Rev. Krista Rasco** as Pastor (101) of First Presbyterian Church, Commerce, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 19, 2020. [2/18/20]

Compensation:

Cash Salary	\$29,000.00
Housing and Utility Allowance	\$21,000.00
Total Effective Salary	\$50,000.00

Reimbursements:

Social Security Offset	\$3,825.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$1,000.00

Benefits:

Board of Pension Dues.....	\$18,500.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$76,325.00
Total Cost to the Church.....	\$76,325.00
Total Compensation Paid Directly to the person	\$53,825.00

- H. Approved the changes in terms for **Rev. Leslie King** as Pastor (101) of First Presbyterian Church, Waco, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [2/18/20]

Compensation:	
Cash Salary	\$54,286.00
Housing and Utility Allowance	\$42,224.00
Total Effective Salary	\$96,510.00
Reimbursements:	
Social Security Offset	\$7,383.00
Business Travel/Automobile.....	\$2,000.00
Continuing Education and Professional Expenses.....	\$5,121.00
Benefits:	
Board of Pension Dues.....	\$35,709.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$146,723.00
Total Cost to the Church.....	\$146,723.00
Total Compensation Paid Directly to the person	\$103,893.00

- I. Approved the changes in terms for **Rev. Michael Waschevski** as Associate Pastor (103) of First Presbyterian Church, Fort Worth, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [2/18/20]

Compensation:	
Cash Salary	\$75,141.00
Housing and Utility Allowance	\$30,000.00
Total Effective Salary	\$105,141.00
Reimbursements:	
Social Security Offset	\$8,043.00
Continuing Education and Professional Expenses.....	\$3,250.00
Benefits:	
Board of Pension Dues.....	\$38,902.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave	12 weeks after 7 years
Total Compensation Package.....	\$155,336.00
Total Cost to the Church.....	\$155,336.00
Total Compensation Paid Directly to the person	\$113,184.00

- J. Approved the changes in terms for **Rev. Owen Gray** as Associate Pastor (103) of St. Barnabas Presbyterian Church, Richardson, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [2/18/20]

Compensation:	
Cash Salary	\$25,982.00
Housing and Utility Allowance	\$25,982.00

Total Effective Salary	\$51,964.00
Reimbursements:	
Social Security Offset	\$3,975.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$19,227.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$81,166.00
Total Cost to the Church.....	\$81,166.00
Total Compensation Paid Directly to the person	\$55,939.00

- K. Approved the changes in terms for **Rev. Robyn Michalove** as Associate Pastor (103) of First Presbyterian Church, Fort Worth, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [2/18/20]

Compensation:	
Cash Salary	\$34,735.00
Housing and Utility Allowance	\$50,000.00
Total Effective Salary	\$84,735.00
Reimbursements:	
Social Security Offset	\$6,482.00
Continuing Education and Professional Expenses.....	\$3,250.00
Benefits:	
Board of Pension Dues.....	\$31,352.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave	12 weeks after 7 years
Total Compensation Package.....	\$125,819.00
Total Cost to the Church.....	\$125,819.00
Total Compensation Paid Directly to the person	\$91,217.00

- L. Approved the changes in terms for **Rev. William Wilson** as Pastor (101) of First Presbyterian Church, Kilgore, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 12, 2020. [2/18/20]

Compensation:	
Cash Salary	\$49,450.00
Housing and Utility Allowance	\$13,000.00
Other Income	\$7,000.00
Deferred Income	\$4,500.00
Total Effective Salary	\$73,950.00
Reimbursements:	
Social Security Offset	\$5,358.82

Business Travel/Automobile.....	\$3,100.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$27,361.50
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$112,770.32
Total Cost to the Church.....	\$112,770.32
Total Compensation Paid Directly to the person	\$74,808.82

M. Approved the changes in terms for **Rev. Andrew Odom** as Pastor (101) of Canyon Creek Presbyterian Church, Richardson, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [4/14/20]

Compensation:	
Cash Salary	\$59,400.00
Housing and Utility Allowance	\$45,000.00
Other Income	\$2,732.00
Total Effective Salary	\$107,132.00
Reimbursements:	
Social Security Offset	\$8,195.60
Continuing Education and Professional Expenses.....	\$6,000.00
Benefits:	
Board of Pension Dues.....	\$39,638.84
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$160,966.44
Total Cost to the Church.....	\$160,966.44
Total Compensation Paid Directly to the person	\$112,595.60

N. Approved the changes in terms for **Rev. Ashley Hood** as Associate Pastor (103) of First Presbyterian Church, Grapevine, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 28, 2020. [4/14/20]

Compensation:	
Cash Salary	\$32,824.50
Housing and Utility Allowance	\$27,000.00
Other Income	\$1,907.16
Total Effective Salary	\$61,731.66
Reimbursements:	
Social Security Offset	\$4,722.00
Business Travel/Automobile.....	\$1,000.00
Continuing Education and Professional Expenses.....	\$1,300.00
Benefits:	

Board of Pension Dues.....	\$22,840.71
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$91,594.37
Total Cost to the Church.....	\$91,594.37
Total Compensation Paid Directly to the person	\$64,546.50

- O. Approved the changes in terms for **Rev. Cheryl Taylor** as Pastor (101) of First Presbyterian Church, Rockwall, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [3/24/20]

Compensation:

Cash Salary	\$22,970.00
Housing and Utility Allowance	\$40,000.00
Supplemental Insurance	\$905.00
Total Effective Salary	\$63,875.00

Reimbursements:

Social Security Offset	\$4,886.00
Business Travel/Automobile.....	\$4,000.00
Continuing Education and Professional Expenses.....	\$1,500.00

Benefits:

Board of Pension Dues.....	\$23,634.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$97,895.00
Total Cost to the Church.....	\$97,895.00
Total Compensation Paid Directly to the person	\$67,856.00

- P. Approved the changes in terms for **Rev. Christopher Lee** as Associate Pastor (103) of Canyon Creek Presbyterian Church, Richardson, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [4/14/20]

Compensation:

Cash Salary	\$16,500.00
Housing and Utility Allowance	\$50,000.00
Other Income	\$2,282.00
Total Effective Salary	\$69,032.00

Reimbursements:

Social Security Offset	\$5,280.95
Continuing Education and Professional Expenses.....	\$4,000.00

Benefits:

Board of Pension Dues.....	\$25,541.84
Study Leave	2 weeks

Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$103,854.79
Total Cost to the Church.....	\$103,854.79
Total Compensation Paid Directly to the person	\$72,030.95

Q. Approved the changes in terms for **Rev. Craig Hunter** as Pastor (101) of Trinity Presbyterian Church, Denton, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [3/24/20]

Compensation:	
Cash Salary	\$39,807.20
Housing and Utility Allowance	\$29,320.00
Other Income	\$1,632.00
Total Effective Salary	\$70,759.20
Reimbursements:	
Social Security Offset	\$5,413.08
Business Travel/Automobile.....	\$2,200.00
Continuing Education and Professional Expenses.....	\$7,300.00
Benefits:	
Board of Pension Dues.....	\$26,181.12
Study Leave	3 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$111,853.40
Total Cost to the Church.....	\$111,853.40
Total Compensation Paid Directly to the person	\$74,540.28

R. Approved the changes in terms for **Rev. Elizabeth Boulware Landes** as Associate Pastor (103) of Faith Presbyterian Church, Aledo, part-time, 30 hours per week, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [4/14/20]

Compensation:	
Housing and Utility.....	\$24,000.00
Total Effective Salary	\$24,000.00
Reimbursements:	
Social Security Offset	\$240.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$13,880.00
Study Leave	3 weeks
Vacation Leave	4 weeks
Maternity Leave	6 weeks
Total Compensation Package.....	\$41,120.00
Total Cost to the Church.....	\$41,120.00

Total Compensation Paid Directly to the person\$24,240.00

- S. Approved the changes in terms for **Rev. Ellen Dittman** as Associate Pastor (103) of Canyon Creek Presbyterian Church, Richardson, part-time, 32 hours per week, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [4/14/20]

Compensation:

Cash Salary\$6,750.00

Housing and Utility Allowance\$45,000.00

Supplemental Insurance\$1,405.00

Total Effective Salary\$53,155.00

Reimbursements:

Social Security Offset\$4,066.36

Continuing Education and Professional Expenses.....\$3,200.00

Benefits:

Board of Pension Dues.....\$19,667.35

Study Leave2 weeks

Vacation Leave4 weeks

Sabbatical Leave 12 weeks after 6 years

Total Compensation Package.....\$80,088.71

Total Cost to the Church.....\$80,088.71

Total Compensation Paid Directly to the person\$55,816.36

- T. Approved the changes in terms for **Rev. Gordon Blackman** as Pastor (101) of Alpine Presbyterian Church, Longview, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [3/24/20]

Compensation:

Cash Salary\$24,300.00

Housing and Utility.....\$24,300.00

Deferred Income\$1,944.00

Total Effective Salary\$50,544.00

Reimbursements:

Social Security Offset\$3,717.90

Continuing Education and Professional Expenses.....\$3,000.00

Benefits:

Board of Pension Dues.....\$18,701.28

Employer 403b.....\$148.68

Study Leave2 weeks

Vacation Leave4 weeks

Total Compensation Package.....\$76,111.86

Total Cost to the Church.....\$76,111.86

Total Compensation Paid Directly to the person\$52,317.90

- U. Approved the changes in terms for **Rev. John Jacob Clawson** as Pastor (101) of Trinity Presbyterian Church, Flower Mound, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was February 16, 2020. [3/24/20]

Compensation:

Cash Salary	\$41,340.00
Housing and Utility Allowance	\$30,000.00
Deferred Income	\$3,965.00
IRS Section 125 Plan	\$4,000.00
Total Effective Salary	\$79,305.00

Reimbursements:

Social Security Offset	\$5,458.00
Business Travel/Automobile.....	\$4,600.00
Continuing Education and Professional Expenses.....	\$5,076.00

Benefits:

Board of Pension Dues.....	\$29,343.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$123,782.00
Total Cost to the Church.....	\$123,782.00
Total Compensation Paid Directly to the person	\$76,798.00

- V. Approved the changes in terms for **Jodi Haun** as Certified Christian Educator of First Presbyterian Church, Grapevine, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 28, 2020. [4/14/20]

Compensation:

Cash Salary	\$62,306.57
Other Income	\$490.08
Total Effective Salary	\$62,796.65

Reimbursements:

Continuing Education and Professional Expenses.....	\$2,000.00
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Benefits:

Board of Pension Dues.....	\$23,234.76
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$88,031.41
Total Cost to the Church.....	\$88,031.41
Total Compensation Paid Directly to the person	\$62,306.57

- W. Approved the changes in terms for **Rev. John Woodard** as Pastor (101) of Centre Presbyterian Church, Longview, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 19, 2020. [3/24/20]

Compensation:

Cash Salary	\$29,700.00
Housing and Utility Allowance	\$20,300.00
Total Effective Salary	\$50,000.00
Reimbursements:	
Social Security Offset	\$700.00
Business Travel/Automobile.....	\$3,530.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pension Dues.....	\$18,500.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$73,730.00
Total Cost to the Church.....	\$73,730.00
Total Compensation Paid Directly to the person	\$50,700.00

- X. Approved the changes in terms for **Rev. Jonathan Tony** as Pastor (101) of Hackberry Creek Presbyterian Church, Irving, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 19, 2020. [3/24/20]

Compensation:	
Cash Salary	\$69,980.00
Housing and Utility.....	\$28,000.00
Total Effective Salary	\$97,980.00
Reimbursements:	
Social Security Offset	\$7,496.00
Business Travel/Automobile.....	\$2,000.00
Continuing Education and Professional Expenses.....	\$5,500.00
Benefits:	
Board of Pension Dues.....	\$36,938.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$149,914.00
Total Cost to the Church.....	\$149,914.00
Total Compensation Paid Directly to the person	\$105,476.00

- Y. Approved the changes in terms for **Rev. Emily Kate McGee** as Pastor (101) of Westminster Presbyterian Church, Arlington, full-time, beginning March 1, 2020. The date of the congregational meeting recommending these terms was March 1, 2020. [4/14/20]

Compensation:	
Cash Salary	\$29,067.50
Hosing and Utility Allowance	\$30,000.00
Supplemental Insurance	\$905.28
Deferred Income	\$2,000.00

Total Effective Salary	\$61,972.78
Reimbursements:	
Social Security Offset	\$4,587.92
Business Travel/Automobile.....	\$1,300.00
Continuing Education and Professional Expenses.....	\$3,680.00
Benefits:	
Board of Pension Dues.....	\$22,929.93
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	6 weeks after 5 years
Total Compensation Package.....	\$94,470.63
Total Cost to the Church.....	\$94,470.63
Total Compensation Paid Directly to the person	\$63,655.42

- Z. Approved the changes in terms for **Rev. Kelly Staples** as Associate Pastor (103) of Trinity Presbyterian Church, Flower Mound, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms will be February 16, 2020. [3/24/20]

Compensation:	
Cash Salary	\$31,960.00
Housing and Utility.....	\$24,000.00
IRS Section 125 Plan Contributions	\$5,000.00
Total Effective Salary	\$60,960.00
Reimbursements:	
Social Security Offset	\$4,281.00
Business Travel/Automobile.....	\$1,500.00
Continuing Education and Professional Expenses.....	\$3,440.00
Benefits:	
Board of Pension Dues.....	\$22,555.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$92,736.00
Total Cost to the Church.....	\$92,736.00
Total Compensation Paid Directly to the person	\$60,241.00

- AA. Approved the changes in terms for **Rev. Kendal Land** as Pastor (101) of First Presbyterian Church, Longview, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 12, 2020. [3/24/20]

Compensation:	
Cash Salary	\$35,475.00
Housing and Utility.....	\$53,211.00
IRS Section 125 Plan Contributions	\$2,400.00
Total Effective Salary	\$91,086.00

Reimbursements:	
Social Security Offset	\$6,785.00
Continuing Education and Professional Expenses.....	\$12,900.00
Benefits:	
Board of Pension Dues.....	\$33,702.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$144,473.00
Total Cost to the Church.....	\$144,473.00
Total Compensation Paid Directly to the person	\$95,471.00

BB. Approved the changes in terms for **Rev. Kenny Rigoulot** as Pastor (101) of United Presbyterian Church, Cleburne, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms will be February 22, 2020. [3/24/20]

Compensation:	
Cash Salary	\$31,991.11
Housing and Utility.....	\$27,000.00
Deferred Income	\$2,000.00
Total Effective Salary	\$60,991.11
Reimbursements:	
Social Security Offset	\$4,512.82
Business Travel/Automobile.....	\$3,100.00
Continuing Education and Professional Expenses.....	\$2,600.00
Benefits:	
Board of Pension Dues.....	\$22,566.71
Employer 403(b) Match.....	\$2,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	13 weeks after 6 years
Total Compensation Package.....	\$95,771.35
Total Cost to the Church.....	\$95,771.35
Total Compensation Paid Directly to the person	\$63,503.93

CC. Approved the changes in terms for **Rev. Lander Bethel** as Pastor (101) of First Presbyterian Church, Denison, part-time, 25 hours per week, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [3/24/20]

Compensation:	
Cash Salary	\$12,295.00
Housing and Utility Allowance	\$11,710.00
Deferred Income	\$3,513.00
Social Security Offset	\$1,836.00
Total Effective Salary	\$29,354.00

Reimbursements:	
Social Security Offset	\$1,836.00
Business Travel/Automobile.....	\$5,000.00
Continuing Education and Professional Expenses.....	\$3,800.00
Benefits:	
Board of Pension Dues.....	\$10,861.00
Study Leave	3 weeks
Vacation Leave	4 weeks
Sabbatical Leave	6 weeks after 6 years
Total Compensation Package.....	\$50,851.00
Total Cost to the Church.....	\$50,851.00
Total Compensation Paid Directly to the person	\$27,677.00

DD. Approved the changes in terms for **Rev. Lander Bethel** as Pastor (101) of Grand Avenue Presbyterian Church, Sherman, part-time, 20 hours per week, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 15, 2019. [3/24/20]

Compensation:	
Cash Salary	\$12,295.00
Housing and Utility Allowance	\$11,710.00
Deferred Income	\$3,513.00
Social Security Offset	\$1,836.00
Total Effective Salary	\$29,354.00
Reimbursements:	
Social Security Offset	\$1,836.00
Business Travel/Automobile.....	\$5,000.00
Continuing Education and Professional Expenses.....	\$3,200.00
Benefits:	
Board of Pension Dues.....	\$10,861.00
Study Leave	3 weeks
Vacation Leave	4 weeks
Sabbatical Leave	6 weeks after 6 years
Total Compensation Package.....	\$50,251.00
Total Cost to the Church.....	\$50,251.00
Total Compensation Paid Directly to the person	\$27,677.00

EE. Approved the changes in terms for **Rev. Lisa Juica Perkins** as Pastor (101) of Covenant Presbyterian Church, Sherman, full-time, beginning January 1, 2020. The date of the Congregation meeting recommending these terms will be January 26, 2020. [3/24/20]

Compensation:	
Cash Salary	\$18,000.00
Housing and Utility.....	\$39,652.00
Deferred Income	\$2,928.88

Supplemental Insurance	\$1,000.00
Social Security Offset	\$4,486.88
Total Effective Salary	\$66,067.76
Reimbursements:	
Social Security Offset	\$4,486.88
Business Travel/Automobile	\$1,500.00
Continuing Education and Professional Expenses.....	\$3,500.00
Benefits:	
Board of Pension Dues.....	\$24,445.07
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	6 weeks after 7 years
Total Compensation Package.....	\$99,999.71
Total Cost to the Church.....	\$99,999.71
Total Compensation Paid Directly to the person	\$66,625.76

FF. Approved the changes in terms for **Rev. Lisa Patterson** as Associate Pastor (103) of St. Andrew Presbyterian Church, Denton, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [3/24/20]

Compensation:	
Cash Salary	\$36,818.00
Housing and Utility Allowance	\$25,200.00
Total Effective Salary	\$62,018.00
Reimbursements:	
Social Security Offset	\$4,744.00
Business Travel/Automobile.....	\$3,500.00
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$22,947.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$95,209.00
Total Cost to the Church.....	\$95,209.00
Total Compensation Paid Directly to the person	\$66,762.00

GG. Approved the changes in terms for **Rev. Lisa Reece** as Pastor (101) of First Presbyterian Church, Bonham, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms will be January 26, 2020. [3/24/20]

Compensation:	
Cash Salary	\$26,500.00
Housing and Utility.....	\$25,000.00
Deferred Income	\$943.00

Total Effective Salary	\$52,443.00
Reimbursements:	
Social Security Offset	\$3,940.00
Business Travel/Automobile.....	\$2,000.00
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$19,404.00
Employer 403b Match.....	\$943.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$80,730.00
Total Cost to the Church.....	\$80,730.00
Total Compensation Paid Directly to the person	\$50,440.00

HH. Approved the changes in terms for **Rev. Richard Culp** as Pastor (101) of St. Andrew Presbyterian Church, Denton, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [3/24/20]

Compensation:	
Cash Salary	\$60,523.00
Housing and Utility Allowance	\$35,000.00
Total Effective Salary	\$95,523.00
Reimbursements:	
Social Security Offset	\$7,308.00
Business Travel/Automobile.....	\$3,500.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$35,344.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$144,675.00
Total Cost to the Church.....	\$144,675.00
Total Compensation Paid Directly to the person	\$102,831.00

II. Approved the changes in terms for **Rev. Robert Crilley** as Pastor (101) of First Presbyterian Church, Grapevine, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 28, 2020. [4/14/20]

Compensation:	
Cash Salary	\$50,672.87
Housing and Utility Allowance	\$29,612.50
Deferred Income	\$18,360.00
Supplemental Insurance	\$905.28
Other Income	\$4,004.00

Total Effective Salary	\$103,554.65
Reimbursements:	
Social Security Offset	\$6,060.06
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$38,315.22
Study Leave	2 weeks
Vacation Leave	5 weeks
Total Compensation Package.....	\$149,929.93
Total Cost to the Church.....	\$149,929.93
Total Compensation Paid Directly to the person	\$90,349.43

JJ. Approved the changes in terms for **Rev. Thomas Lamb** as Pastor (101) of Grace Presbyterian Church, Temple, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 26, 2020. [3/24/20]

Compensation:	
Cash Salary	\$67,584.00
Housing and Utility.....	\$28,000.00
Total Effective Salary	\$95,584.00
Reimbursements:	
Social Security Offset	\$7,312.00
Business Travel/Automobile.....	\$1,200.00
Continuing Education and Professional Expenses.....	\$5,300.00
Benefits:	
Board of Pension Dues.....	\$35,366.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Total Compensation Package.....	\$144,762.00
Total Cost to the Church.....	\$144,762.00
Total Compensation Paid Directly to the person	\$102,896.00

KK. Approved the changes in terms for **Rev. Timothy Galligan** as Pastor (101) of Trinity Presbyterian Church, Southlake, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms will be February 2, 2020. [3/24/20]

Compensation:	
Cash Salary	\$34,600.00
Housing and Utility.....	\$38,000.00
Total Effective Salary	\$72,600.00
Reimbursements:	
Social Security Offset	\$5,554.00
Continuing Education and Professional Expenses.....	\$2,500.00
Benefits:	
Board of Pension Dues.....	\$26,862.00

Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$107,516.00
Total Cost to the Church.....	\$107,516.00
Total Compensation Paid Directly to the person	\$78,154.00

LL. Approved the changes in terms for **Rev. Cheryl Bourne** as Pastor (101) of Northwood Presbyterian Church, Texarkana, full-time, beginning February 1, 2020. The date of the congregational meeting recommending these terms was January 19, 2020. [2/18/20]

Compensation:	
Cash Salary	\$22,000.00
Housing and Utility Allowance	\$28,000.00
Total Effective Salary	\$50,000.00
Reimbursements:	
Social Security Offset	\$3,325.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pension Dues.....	\$18,500.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$72,825.00
Total Cost to the Church.....	\$72,825.00
Total Compensation Paid Directly to the person	\$53,325.00

MM. Approved the changes in terms for **Rev. David Darrow** as Pastor (101) of Central Presbyterian Church, Paris, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 1, 2019. [2/18/20]

Compensation:	
Cash Salary	\$21,139.63
Housing and Utility Allowance	\$30,000.00
Total Effective Salary	\$51,139.63
Reimbursements:	
Social Security Offset	\$3,912.18
Business Travel/Automobile.....	\$2,206.88
Continuing Education and Professional Expenses.....	\$2,352.40
Benefits:	
Board of Pension Dues.....	\$18,921.66
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$78,532.75
Total Cost to the Church.....	\$78,532.75
Total Compensation Paid Directly to the person	\$55,051.81

Temporary Positions (New)

- A. Approved the contract for **Rev. David Fletcher, H.R.** as First Responder (108) of First Presbyterian Church, Garland, part-time, 15-19 hours, beginning February 13, 2020 until interim position is filled. The date of the session meeting recommending these terms was February 7, 2020. [2/18/20]

Compensation:

Cash Salary \$35.00 an hour
 Other Income \$200.00 monthly

Reimbursements:

Business Travel/Automobile..... mileage
 Continuing Education and Professional Expenses..... \$50.00 monthly with rollover
 Total Compensation Package.....\$35.00 per hour+\$250.00 monthly
 Total Cost to the Church.....\$35.00 per hour+\$250.00 monthly
 Total Compensation Paid Directly to the person\$35.00 per hour+\$250.00 monthly

- B. Approved the contract for **Rev. Kathy Vineyard H.R.** as Stated Supply (108) of First Presbyterian Church, Belton, part-time, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 29, 2019. [2/18/20]

Compensation:

Cash Salary\$18,240.00
 Total Effective Salary\$18,240.00

Reimbursements:

Business Travel/Automobile.....\$500.00
 Continuing Education and Professional Expenses.....\$1,000.00

Benefits:

Study Leave1 weeks
 Vacation Leave3 weeks
 Total Compensation Package.....\$19,740.00
 Total Cost to the Church.....\$19,740.00
 Total Compensation Paid Directly to the person\$18,240.00

- C. Approved the contract for **Rev. Zoltan Kelemen** as Stated Supply (108) of First Presbyterian Church, Mabank, part-time, 24 hours per week, beginning February 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was January 1, 2020. [2/18/20]

Compensation:

Housing and Utility Allowance \$1,616.00 per month
 Total Effective Salary \$1,616.00 per month

Benefits:

Menu Plan Benefits..... \$1,110.59 per month
 Total Compensation Package..... \$3,333.22 per month

Total Cost to the Church \$3,333.22 per month
 Total Compensation Paid Directly to the person \$1,616.00 per month

- D. Approved the contract for **Rev. Daniel Anderson-Little** as Interim Pastor (105) of First Presbyterian Church, Garland, full-time, beginning May 1, 2020 to May 1, 2021. The date of the session meeting recommending these terms was March 30, 2020. [4/8/20]

Compensation:
 Cash Salary\$33,000.00
 Housing and Utility Allowance\$30,000.00
 Total Effective Salary\$63,000.00
 Reimbursements:
 Social Security Offset\$4,819.50
 Continuing Education and Professional Expenses.....\$3,000.00
 Benefits:
 Board of Pensions\$23,310.00
 Study Leave2 weeks
 Vacation Leave4 weeks
 Total Compensation Package.....\$94,129.50
 Total Cost to the Church\$94,129.50
 Total Compensation Paid Directly to the person\$67,819.50

- E. Approved the contract for **Ruling Elder Derrick Jefferson** as Commissioned Pastor (107) of Glendale Presbyterian Church, Dallas, part-time, 20 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 8, 2019. [3/24/20]

Compensation:
 Cash Salary\$3,200.00
 Housing and Utility Allowance\$12,000.00
 Total Effective Salary\$15,200.00
 Reimbursements:
 Continuing Education and Professional Expenses.....\$500.00
 Benefits:
 Study Leave2 weeks
 Vacation Leave4 weeks
 Total Compensation Package.....\$15,700.00
 Total Cost to the Church\$15,700.00
 Total Compensation Paid Directly to the person\$15,200.00

- F. Approved the contract for **Rev. Laura Fitzgibbon** as Interim Pastor (105) of Grace 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. [4/14/20]

Compensation:	
Cash Salary	\$53,144.00
Housing and Utility Allowance	\$35,000.00
Total Effective Salary	\$88,144.00
Reimbursements:	
Social Security Offset	\$6,743.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pensions	\$32,613.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$128,500.00
Total Cost to the Church.....	\$128,500.00
Total Compensation Paid Directly to the person	\$94,887.00

- G. Approved the contract for **Rev. Mari Lyn Jones** as Interim Pastor (105) of Central Presbyterian Church, Waxahachie, part-time, 30 hours per week, beginning May 1, 2020 through April 30, 2021. The date of the session meeting recommending these terms was April 16, 2020. [5/19/20]

Compensation:	
Cash Salary	\$22,000.00
Housing and Utility Allowance	\$12,000.00
Deferred Income	\$6,000.00
Total Effective Salary	\$40,000.00
Reimbursements:	
Social Security Offset	\$2,601.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Menu Plan	\$4,800.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$53,401.00
Total Cost to the Church.....	\$53,401.00
Total Compensation Paid Directly to the person	\$36,601.00

Temporary Positions (Changes in Terms)

- A. Approved the changes in contract for **Rev. David Robert O’Neal** as Stated Supply (108) of First Presbyterian Church, Rusk, part-time, beginning July 1, 2019 to June 28, 2020. The date of the session meeting recommending these terms was June 9, 2019. [2/18/20]

Compensation:

Cash Salary	\$500.00
Housing and Utility Allowance	\$15,900.00
Deferred Income	\$1,200.00
Other Income	\$905.28
Total Effective Salary	\$18,505.28
Reimbursements:	
Business Travel/Automobile.....	\$10,000.00
Benefits:	
Board of Pension Dues.....	\$13,220.60
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$42,725.80
Total Cost to the Church.....	\$42,725.80
Total Compensation Paid Directly to the person	\$16,400.00

- B. Approved the changes in contract for **Rev. Emerson Kincade** as Stated Supply (108) of St. Peter Presbyterian Church, Fort Worth, part-time, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was January 18, 2020. [2/18/20]

Compensation:	
Cash Salary	\$13,200.00
Total Effective Salary	\$13,200.00
Benefits:	
Vacation Leave	2 weeks
Total Compensation Package.....	\$13,200.00
Total Cost to the Church.....	\$13,200.00
Total Compensation Paid Directly to the person	\$13,200.00

- C. Approved the changes in contract for **Rev. Gaither Bailey** as Stated Supply (108) of First Presbyterian Church, Palestine, part-time, 19 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was November 13, 2019. [2/18/20]

Compensation:	
Cash Salary	\$34,443.20
Housing and Utility Allowance	\$9,000.00
Supplemental Insurance	\$2,421.28
Other Income	\$2,920.00
Total Effective Salary	\$48,784.48
Benefits:	
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$48,784.48
Total Cost to the Church.....	\$48,784.48

Total Compensation Paid Directly to the person\$46,363.20

- D. Approved the changes in contract for **Rev. Janet Boyanton** as Stated Supply (105) of DeSoto Presbyterian Church, DeSoto, part-time, 15 hours per week, beginning March 8, 2020 to March 7, 2021. The date of the session meeting recommending these terms was December 14, 2019. [2/18/20]

Compensation:

Housing and Utility Allowance \$1,550.00 per month
Total Effective Salary \$1,550.00 per month
Total Compensation Package..... \$1,550.00 per month
Total Cost to the Church \$1,550.00 per month
Total Compensation Paid Directly to the person \$1,550.00 per month

- E. Approved the changes in contract for **Rev. John Zeigler** as Stated Supply (108) of First Presbyterian Church, Lewisville, part-time, 18 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was January 5, 2020. [2/18/20]

Compensation:

Cash Salary\$9,000.00
Housing and Utility Allowance\$18,000.00
Total Effective Salary\$27,000.00

Reimbursements:

Social Security Offset\$2,065.50

Benefits:

Vacation Leave4 weeks
Total Compensation Package.....\$29,065.50
Total Cost to the Church.....\$29,065.50
Total Compensation Paid Directly to the person\$29,065.50

- F. Approved the changes in contract for **Rev. Laura Fitzgibbon** as Interim Associate Pastor (105) of Grace Presbyterian Church, Plano, full-time, beginning March 1, 2020 to April 12, 2020. The date of the session meeting recommending these terms was February 2, 2020. [2/18/20]

Compensation:

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

Reimbursements:

Social Security Offset\$4,590.00
Continuing Education and Professional Expenses.....\$3,500.00

Benefits:

Board of Pensions\$22,200.00
Study Leave2 weeks

Vacation Leave	4 weeks
Total Compensation Package.....	\$90,290.00
Total Cost to the Church.....	\$90,290.00
Total Compensation Paid Directly to the person	\$64,590.00

- G. Approved the changes in contract for **Rev. Lucia Kremzar** as Stated Supply (108) of Flower Mound Presbyterian Church, Flower Mound , part-time, 20 hours per week, beginning October 1, 2019 to September 31, 2020. The date of the session meeting recommending these terms was November 14, 2019. [2/18/20]

Compensation:	
Cash Salary	\$9,000.00
Housing and Utility Allowance	\$16,000.00
Total Effective Salary	\$25,000.00
Reimbursements:	
Continuing Education and Professional Expenses.....	\$1,000.00
Business Travel/Automobile.....	\$1,000.00
Benefits:	
Menu Plan	\$3,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$29,000.00
Total Cost to the Church.....	\$29,000.00
Total Compensation Paid Directly to the person	\$25,000.00

- H. Approved the changes in contract for **Rev. Stephen Rehrig** as Stated Supply (108) of First Presbyterian Church, Hillsboro, part-time, 19 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was January 20, 2020. [2/18/20]

Compensation:	
Cash Salary	\$4,000.00 monthly
Total Effective Salary	\$4,000.00 monthly
Total Compensation Package.....	\$4,000.00 monthly
Total Cost to the Church.....	\$4,000.00 monthly
Total Compensation Paid Directly to the person	\$4,000.00 monthly

- I. Approved the changes in contract for **Rev. Thomas Prentiss** as Stated Supply (105) of Fairfield Harmony Presbyterian Church, Fairfield, part-time, 30 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 11, 2019. [2/18/20]

Compensation:	
Cash Salary	\$29,600.00
Housing and Utility Allowance	\$5,200.00

Total Effective Salary	\$34,800.00
Reimbursements:	
Business Travel /Automobile.....	mileage
Continuing Education and Professional Expenses.....	\$250.00
Benefits:	
Board of Pensions	\$4,176.00
Vacation Leave	2 weeks
Total Compensation Package.....	\$39,226.00
Total Cost to the Church.....	\$39,226.00
Total Compensation Paid Directly to the person	\$34,800.00

- J. Approved the changes in contract for **Rev. Carl Schrader** as Stated Supply Pastor (108) of First Presbyterian Church, Crowley, part-time, 18 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 12, 2019. [3/24/20]

Compensation:	
Housing and Utility Allowance	\$10,400.00
Total Effective Salary	\$10,400.00
Total Compensation Package.....	\$10,400.00
Total Cost to the Church.....	\$10,400.00
Total Compensation Paid Directly to the person	\$10,400.00

- K. Approved the changes in contract for **Rev. David Schneider** as Stated Supply (108) of Union Hill Presbyterian Church, Joshua, part-time, beginning March 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was March 1, 2020. [3/24/20]

Compensation:	
Cash Salary	\$125.00 per Sunday
Total Effective Salary	\$125.00 per Sunday
Total Compensation Package.....	\$125.00 per Sunday
Total Cost to the Church.....	\$125.00 per Sunday
Total Compensation Paid Directly to the person	\$125.00 per Sunday

- L. Approved the changes in contract for **Rev. Julie Adkins** as Stated Supply (108) of Kerens Presbyterian Church, Kerens, part-time, hours vary, beginning January 1, 2020 through December 31, 2020. The date of the session meeting recommending these terms was December 9, 2019. [3/24/20]

Compensation:	
Cash Salary	\$150.00 per Sunday
Total Effective Salary	\$150.00 per Sunday
Reimbursements:	
Business Travel/Automobile.....	mileage
Total Compensation Package.....	\$150.00 per Sunday

Total Cost to the Church \$150.00 per Sunday
 Total Compensation Paid Directly to the person \$150.00 per Sunday

- M. Approved the changes in contract for **Rev. Kathy Collier** as Stated Supply (108) of Kerens Presbyterian Church, Kerens, part-time, hours vary, beginning January 1, 2020 through December 31, 2020. The date of the session meeting recommending these terms was December 9, 2019. [3/24/20]

Compensation:
 Housing and Utility Allowance \$150.00 per Sunday +\$1,800.00 per year
 Total Effective Salary \$150.00 per Sunday +\$1,800.00 per year
 Reimbursements:
 Business Travel/Automobile..... mileage
 Total Compensation Package..... \$150.00 per Sunday +\$1,800.00 per year
 Total Cost to the Church \$150.00 per Sunday +\$1,800.00 per year
 Total Compensation Paid Directly to the person . \$150.00 per Sunday +\$1,800.00 per year

- N. Approved the changes in contract for **Rev. Nicole Bates** as Interim Pastor (105) of NorthPark Presbyterian Church, Dallas, full-time, beginning March 30, 2020 to December 31, 2020. The date of the session meeting recommending these terms was March 29, 2020. [4/14/20]

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
 Continuing Education and Professional Expenses.....\$5,300.00
 Benefits:
 Board of Pensions\$34,965.00
 Study Leave2 weeks
 Vacation Leave4 weeks
 Total Compensation Package.....\$141,994.00
 Total Cost to the Church\$141,994.00
 Total Compensation Paid Directly to the person\$101,729.00

- O. Approved the changes in contract for **Rev. Polly Williams** as Stated Supply (108) of First Presbyterian Church, Ferris, part-time, hours per week varies, beginning January 1, 2020 through December 31, 2020. The date of the session meeting recommending these terms was October 13, 2019. [3/24/20]

Compensation:
 Cash Salary\$1,200.00
 Other Income\$7,200.00
 Total Effective Salary\$8,400.00

Total Compensation Package.....	\$8,400.00
Total Cost to the Church.....	\$8,400.00
Total Compensation Paid Directly to the person	\$8,400.00

- P. Approved the changes in contract for **Rev. Scott Leslie** as Stated Supply Pastor (108) of Crossroads Presbyterian Church, Blue Ridge, part-time, 20 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 8, 2019. [3/24/20]

Compensation:	
Cash Salary	\$1.00
Housing and Utility Allowance	\$21,674.89
Total Effective Salary	\$21,675.89
Benefits:	
Board of Pensions	\$13,601.11
Study Leave	1 weeks
Vacation Leave	3 weeks
Total Compensation Package.....	\$35,277.00
Total Cost to the Church.....	\$35,277.00
Total Compensation Paid Directly to the person	\$21,675.89

- Q. Approved the changes in the contract for **Rev. Jerry Carpenter** as Stated Supply Pastor (108) of First Presbyterian Church, Winnsboro, part-time, 3 days per week, beginning May 1, 2020 through April 30, 2021. The date of the session meeting recommending these terms was April 11, 2020. [5/19/20]

Compensation:	
Cash Salary	\$7,000.00
Housing and Utility Allowance	\$21,000.00
Total Effective Salary	\$28,000.00
Benefits:	
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$28,000.00
Total Cost to the Church.....	\$28,000.00
Total Compensation Paid Directly to the person	\$28,000.00

- R. Approved the changes in the contract for **Rev. Thomas Gibbons H.R.** as Interim Pastor (105) of Northridge Presbyterian Church, Dallas, part-time, 15 hours per week, beginning May 1, 2020 through July 30, 2020. The date of the session meeting recommending these terms was April 28, 2020. [5/19/20]

Compensation:	
Deferred Income	\$3,125.00 per month
Total Effective Salary	\$3,125.00 per month
Total Compensation Package.....	\$3,125.00 per month

Total Cost to the Church..... \$3,125.00 per month
Total Compensation Paid Directly to the person \$3,125.00 per month

Other Actions of the Committee on Ministry

- A. Concurred with St. Andrew Presbyterian Church, Denton to name **Rev. Stephen W. Plunkett** Pastor Emeritus effective January 26, 2020. [2/18/20]
- B. Approved the request that **Rev. Nick Setzer** be added to the Occasional Supply List. [2/18/20]
- C. Approved the request that **Rev. Mia Levetan** be added to the Occasional Supply List. [2/18/20]
- D. Appointed **Rev. Ronnie Holloman** as moderator of Central Presbyterian Church, Waxahachie effective February 1, 2020 to April 30, 2020. [1/28/20]
- E. Appointed **Rev. David Fletcher** to moderate the Congregational Meeting to dissolve the pastoral relationship between Rev. Paul Burns and First Presbyterian Church, Garland. [2/6/20]
- F. Appointed **Commissioned Pastor Jane Els** to moderate the session at First Presbyterian, Deport effective February 11, 2020. [2/11/20]
- G. Approved the 2020 Sacrament Calendar for **Rev. Lillian Smith, Rev. Clay Brantley and Rev. Deanna Hollas** effective March 24, 2020. [3/24/20]
- H. Approved the request that **Rev. Mari Lyn Jones** be added to the Occasional Supply List. [3/24/20]
- I. Approved the request that **Rev. Alice Hernandez** to be added to the Occasional Supply List. [3/24/20]
- J. Approved **Rev. Fred Babb** to administer the sacraments at Heritage Place in Burleson as needed effective March 31, 2020. [3/31/20]
- K. Approved a shared grant for \$2,500.00 for financial assistance for a pastor. [3/31/20]
- L. Appointed **Rev. Daniel Anderson-Little** as moderator of El Divino Salvador Presbyterian Church, Dallas on May 1, 2020. [4/8/20]
- M. Approved **Rev. Pepa Paniagua** to administer virtual communion on Maundy Thursday April 9, 2020 to virtual worship participants of Kingdom Community 1001 New Worshiping Community. [4/8/20]
- N. Appointed **Rev. Clay Brantley** to moderate the session of Covenant Presbyterian Church, Sherman on August 27, 2020. [4/14/20]

- O. Appointed **Rev. John Williams** to moderate the session of Covenant Presbyterian Church, Sherman on September 24, 2020. [4/14/20]
- P. Appointed **Rev. Richard Culp** to serve as moderator for First Presbyterian Church, Gainesville effective May 4, 2020. [5/4/20]
- Q. Appointed **Rev. Polly Williams** to serve as moderator for First Presbyterian Church, Terrell effective May 14, 2020. [5/14/20]
- R. Accepted with regret the resignation of **Rev. Deidre Carson** from the Committee on Ministry effective May 15, 2020. [5/19/20]
- S. Accepted with regret the resignation of **Cynthia Petty** from the Committee on Ministry effective May 8, 2020. [5/19/20]

Recognition of Teaching Elders Completing Service

- A. **Rev. Deidre Carson** (Waco, First), **Rev. David Fletcher** (Garland, First), **Rev. Daniel Anderson-Little** (Dallas, El Divino Salvador), **Rev. William Parr** (Carrollton, Nor'Kirk), **Rev. Jennifer Marshall** (Tyler, First), **Rev. Matthew Curry** (Waxahachie, Central), **Rev. Paul Burns** (Garland, First) **Rev. Ronald Salfen** (Mabank, First), **Rev. Oliver Lee** (Texas Health)

Committee on Ministry Minutes

- B. Approved the following minutes of the Committee on Ministry: January 21, 2020, February 18, 2020, March 24, 2020, April 21, 2020.

Information from the Presbytery Council

- A. Attendance at the June 12, 2020 Presbytery Council special meeting held via electronic means: Class of 2020: **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Thomas Lamb** (Temple, Grace), Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), 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. Lisa Juica Perkins** (Nominating Committee), Ex-Officio without Vote: Interim General Presbyter **Rev. Michael Thompson**, Stated Clerk **Rev. Gerry Tyer** (H.R.) 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). Excused: Class of 2020: **Rev. Donald Hogg** (Fort

Worth, Westminster), Class of 2021: **Rev. William Wilson** (Kilgore, First), Ex-Officio with Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Moderators of Presbytery Entities: **Rev. Andy Odom** (Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), Ex-Officio without Vote: Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Vicki Roberts** (Director of Finance).

- B. The June 12, 2020 Presbytery Council meeting was opened in prayer by Council Moderator **Rev. John Williams**. The meeting was closed in prayer by **Rev. Woody Meredith**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council
Wednesday, September 2, 2020
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on September 2, 2020. The Presbytery Council acted on behalf of Grace Presbytery in accordance with 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.”

Electronic Meeting

The meeting was 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).

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions Approved by the Presbytery Council

1. *Presbytery Council approved the following actions 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 the following officers: Presbytery Council Moderator **Ruling Elder John Williams** Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, and Interim General Presbytery **Rev. Michael Thompson**. [9/2/20]
- G. Received a written and oral report from Stated Clerk **Rev. Gerry Tyer**. [9/2/20]
- H. Received a written and oral report from Presbytery Treasurer **Trey Angel** including the following unaudited financial reports. [9/2/20]

4) Income and Expenses Report (Statement of Operations) as of June 30, 2020

- 5) Balance Sheet as of June 30, 2020
- 6) Shared Mission Support Report as of June 30, 2020.

- I. Received a written and oral report from General Presbyter Search Committee member **Ruling Elder Phyllis Kidwell**, Social Justice Task Force Co-Moderator **Rev. Thomas Gibbons**, Committee on Ministry Moderator **Rev. Michael Waschevski**, Personnel Committee Moderator **Rev. Andy Odom**, Church Development Committee Moderator **Rev. Harry Meissner**, Congregational Support Committee Moderator **Ruling Elder Brian Parker**, Nominating Committee member **Ruling Elder Phyllis Kidwell**, Board of Trustees Secretary **Rev. Gerry Tyer**, Committee on Representation Moderator **Rev. Richard McDermott**, and the Preparation for Ministry Committee staff resource person, **Rev. Elizabeth Callender** [9/2/20]

- J. Received an oral report from Budget and Finance Committee Moderator **Rev. Woody Meredith**. [9/2/20]

- K. Received a written report from Commissioned Pastor Task Force Moderator **Rev. David Batchelder**. [9/2/20]

- L. Voted to go into executive session. [9/2/20]

- M. Voted to rise from executive session. [9/2/20]

- N. Received oral 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]

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

E. 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).

F. 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 ¹	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 ²	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 ¹	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 ⁴	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 ⁵	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 ⁶	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 ⁷	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 ⁸	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 ⁹	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 ¹⁰	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 ¹¹	27,882.42	35,280.91				310.92	2.70		4,090.52		28,196.04	39,685.05
53579	Ethnic/Multicultural Ministry ¹²	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 ¹³	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 ¹⁴	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 ¹⁵	893,084.41	915,439.06				9,813.75			129,045.05		902,898.16	1,054,297.86
54655	Mission Study Fund ¹⁶	183,249.40	183,249.40					78.66		-		183,328.06	183,328.06
54656	Small Church Mission Specialist ¹⁷	280,849.37	280,849.37					108.67	(27,700.00)	-		253,258.04	253,258.04
54657	East Texas Hispanic Mission Probe ¹⁸	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 ¹⁹	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 ²⁰	27,300.60	25,360.38				246.39	1.08		3,243.52		27,548.07	28,851.36
55219	Karl Travis Scholarship ²¹	83,152.33	73,614.14	3,000.00			809.10			10,566.17		86,961.43	87,989.41
	Total	28,136,967.76	29,002,465.45	3,000.00	4,410.06	3,072.73	225,183.46	1,694.89	(286,921.87)	3,305,933.90	6,111.40	28,093,518.43	32,264,950.00
	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

¹ **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.

² **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.)

³ **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.

⁴ **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.

⁵ 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.

⁶ 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.

⁷ 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.

⁸ 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.

⁹ 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.

¹⁰ 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.

¹¹ 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.

¹² 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.

¹³ **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.

¹⁴ **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.

¹⁵ **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.

¹⁶ **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.

¹⁷ **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.

¹⁸ **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.

¹⁹ **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.

²⁰ **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.

²¹ **Karl Travis Scholarship for Excellence in Ministry and Preaching Fund** (55219) was established in 2019 with a \$15,000 grant from 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

Balance Sheet (Unaudited) as June 30, 2020	
ASSETS	
CURRENT ASSETS	
Total Cash Savings	1,538,379.92

Balance Sheet (Unaudited) as June 30, 2020	
Total Accounts Receivable	13,087.29
Prepaid Expenses	3,679.95
Total Notes and Loans Receivable	80,585.78
TOTAL CURRENT ASSETS	1,635,732.94
INVESTMENTS HELD FOR LONG TERM USE	
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
PROPERTY AND FIXED ASSETS	
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)
TOTAL ASSETS	41,791,775.84
LIABILITIES & NET ASSETS	
CURRENT LIABILITIES	
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
TOTAL LIABILITIES	1,686,199.85
NET ASSETS	
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
TOTAL NET ASSETS	39,152,111.96
TOTAL LIABILITIES & NET ASSETS	41,791,775.84

Income and Expense Report

Income and Expense Report (Unaudited) as of June 30, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
INCOME ACCOUNTS				
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
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

Income and Expense Report (Unaudited) as of June 30, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
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
TRANSFERS TO GENERAL FUNDS				
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
TOTAL INCOME	672,939.99	688,937.52	15,997.53	1,377,875.00
EXPENSE ACCOUNTS				
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)
Salaries				
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)
Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.				
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)
OPERATIONS				
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)

Income and Expense Report (Unaudited) as of June 30, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
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)
TOTAL EXPENSES	(821,384.46)	(1,166,287.32)	(344,902.86)	(2,332,574.65)
INCOME OVER (UNDER) EXPENSES	377,691.00)	477,349.80)	(99,658.80)	954,699.65)
NON-OPERATING ACTIVITY				
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
INCOME OVER (UNDER) EXPENSES	395,266.69)	477,349.80)	(82,083.11)	954,699.65)

Shared Mission Support Giving

Shared Mission Support (as of 6/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	July 2020 Receipts	2020 Total Receipts
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
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

Shared Mission Support (as of 6/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	July 2020 Receipts	2020 Total Receipts
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
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

Shared Mission Support (as of 6/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	July 2020 Receipts	2020 Total Receipts
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
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

Shared Mission Support (as of 6/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	July 2020 Receipts	2020 Total Receipts
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
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

Shared Mission Support (as of 6/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	July 2020 Receipts	2020 Total Receipts
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
	Total	1,263,505.61	717,720.00	460,840.95	166,638.52	627,329.47

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 Neill** (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

- 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.eddiemoorejr.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

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 Worshiping 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 Kasonga** 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, 2021. 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. Please copy **Joanna Kim** as well at 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
Committee on Ministry						
2022	TE	Cheryl Bourne	Texarkana, Northwood	F	W	E
2022	RE	Diana Freeman	Hamilton, First	F	W	S
Presbytery Council						
2022	TE	Perryn Rice	Dallas, Lake Highlands	M	AA	N
Young Adult Ministry Committee						
2022	TE	Owen Gray	Richardson, St. Barnabas	M	W	N
Children and Youth Ministry Committee						
Adults						
2021	TE	Eric Peterson	Temple, Grace	M	W	S
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
Youth						
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

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
2023	L	Esinam Osae	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
Synod Commissioner						
2021	TE	Mary Stewart Hall	Dallas, First	F	W	N

Motions from the Personnel Committee

1. Grace Presbytery Council approved the annual Commissioned Pastor 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.

2. ~~Study leave~~ ***Continuing education*** is not additional vacation but may be taken in conjunction with vacation.
3. ***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.***
4. ***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***

~~4.4.~~ ***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. ~~A~~ ***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 Manual.

~~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.

- Continuing education is not additional vacation but may be taken in conjunction with vacation.
 - 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.
 - 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.
 - Full-time Directors: \$2,000.00 per year
 - Full-time Support Staff: \$1,500.00 per year
 - Part-time Directors: \$1,000.00 per year
 - 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.
 - Satisfactory provision must be made to cover the employee's work.
 - 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.
 - 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 Presbyterian 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 Presbyterian 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 Presbyterian with a 1-year contract that includes a 3-month payout should a new General Presbyterian 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 **Vicki Roberts** including the following unaudited financial reports. [7-27-20]
 - 1) Balance Sheet as of May 31, 2020
 - 2) Income and Expense Statement as of May 31, 2020
 - 3) 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 Harvison 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 **Vicki Roberts** including the following unaudited financial reports. [8-24-20]
 - 1) Balance Sheet as of June 30, 2020
 - 2) Income and Expense Statement as of June 30, 2020
 - 3) 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 sell a 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: **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: **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 members: **Joanna Kim** and **Tammy Stepka**.

Motions from the Commissioned Pastor 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 21st 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 Rodriguez (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 received 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).

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: **Ruling 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), Interim General Presbyter **Rev. Michael Thompson**, 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), **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**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council
Thursday, September 10, 2020
Special Meeting Minutes

Call to Order

The Special Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on September 10, 2020. The Presbytery Council acted on behalf of Grace Presbytery in accordance with 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.”

Electronic Meeting

The meeting was 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).

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions Approved by the Presbytery Council

2. Presbytery Council 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: [9/10/20]

- O. Approved **Claude (Wilson) Nicholson** (Dallas, Westminster) as a Candidate under care of Grace Presbytery effective September 10, 2020 upon recommendation of the Committee on Preparation for Ministry. [9/10/20].

Wilson Nicholson is a member of Westminster Presbyterian Church, Dallas, and a recent graduate of Austin Presbyterian Theological Seminary, where he was a Jean Brown Merit Scholar. He completed his Master of Divinity degree in May of 2020.

Before attending seminary, Wilson served on staff at three different churches in three different roles. He served as the communications manager at First Presbyterian Church of Dallas, as a director of Christian nurture and contemporary worship leader at Oak Cliff Presbyterian Church of Dallas, and as an associate director of youth ministry at First Presbyterian Church of San Antonio. In the summer of 2019, Wilson completed a

seminary internship at Eastminster Presbyterian Church of Dallas. Through his experience and his studies, Wilson is particularly interested in the areas of local mission, pastoral care, and worship.

Wilson graduated with a Bachelor of Science degree in Sport Management with a minor in Business and cognate in International and Cultural Diversity from Texas A&M University in 2011.

He is married to Adrienne Nicholson who serves on staff at the Stewpot (First Presbyterian Church of Dallas Community Ministries) as volunteer services manager. In his free time, Wilson enjoys watching and playing basketball, creating and listening to music, and going on long walks and watching movies with his wife Adrienne.

Information from the Presbytery Council

- C. Attendance at the September 10, 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), Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **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), 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. Andy Odom** (Personnel Committee), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Stated Clerk **Rev. Gerry Tyer** (H.R.), Interim General Presbyter **Rev. Michael Thompson**, Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), Guests: **Candidate Wilson Nicholson** (Dallas, Westminster), **Rev. Perryn Rice** (Dallas, Lake Highlands), Excused: **Rev. Thomas Lamb** (Temple, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), **Rev. Lisa Juica Perkins** (Nominating Committee), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), **Rev. Woody Meredith** (Budget and Finance Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Joanna Kim** (Director of Ministry Services), **Rev. Craig Krueger** (Director of Ministry Transitions), **Ruling Elder Karen Ebling** (Director of Property Management), **Vicki Roberts** (Director of Finance).

The September 10, 2020 Presbytery Council meeting was opened in prayer by Council Moderator **Rev. John Williams**. The meeting was closed in prayer by **Rev. Harry Meissner**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council
Wednesday, October 21, 2020
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on October 21, 2020. The Presbytery Council acted on behalf of Grace Presbytery in accordance with 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.”

Electronic Meeting

The meeting was 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).

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions Approved by the Presbytery Council

1. *Presbytery Council 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:* [10/21/20]
 - A. Approved the docket of the October 21, 2020 stated meeting of the Presbytery Council. [10/21/20]
 - B. Approved the minutes of the September 2, 2020 stated meeting and the September 10, 2020 special meeting of the Presbytery Council. [10/21/20]
 - C. Received an oral report from the Presbytery Council Moderator **Ruling Elder John Williams** including his appointment of the following task force to study how the Grace Center for Leadership Fund and the East Texas Hispanic Mission Probe Fund may be repurposed for ministry within Grace Presbytery: **Ruling Elder Chip Black** (Arlington, Grace), **Rev. Lisa Patterson** (Denton, St. Andrew), **Rev. Robin Michalove** (Fort Worth, First) , **Rev. Perryn Rice** (Dallas, Lake Highlands). [10/21/20]
 - D. Received an oral report from the following officers: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, and Interim General Presbytery **Rev. Michael Thompson**. [10/21/20]

E. Appointed the following as a task force to meet with representatives of Camp Gilmont to get more information concerning a requested for funding: **Ruling Elder Beth Thompson** (Moderator), **Rev. Woody Meredith**, **Ruling Elder Mike Jones**, **Rev. Thom Lamb**, and **Rev. Mike Thompson**. [10/21/20]

F. Elected the following to the positions as listed. An opportunity for nominations from the floor was afforded prior to the election. [10/21/20]

Moderator of Grace Presbytery for 2021: **Rev. Lisa Patterson** (Denton, St. Andrew), Vice Moderator of Grace Presbytery for 2021: **Ruling Elder Mike Jones** (Dallas, NorthPark), Treasurer of Grace Presbytery for 2021: **Trey Angel** (Dallas, NorthPark), Moderator of Presbytery Council for 2021: **Rev. John Williams** (Sherman, Austin College), Vice Moderator of Presbytery Council for 2021: **Ruling Elder Beth Peak Thompson** (Denton, Trinity), Stated Clerk of Grace Presbytery for 2021: **Rev. Gerry Tyer H.R.**, Moderator of Church Development Committee for 2021: **Rev. Alissa Conner** (Hurst, St. Philip), Moderator of Congregational Support Committee for 2021: **Ruling Elder Brian Parker** (Irving, Woodhaven), Moderator of Committee on Ministry for 2021: **Ruling Elder Cindy Miller** (Corsicana Westminster), Moderator of Preparation on Ministry for 2021: **Ruling Elder David Williams** (Southlake, Trinity), Co-Moderators of the Social Justice Task Force for 2021: **Rev. Katy Rigler** (Richardson, St. Barnabas) and **Rev. Perryn Rice** (Dallas, Lake Highlands), Moderator of the Budget and Finance Committee: **Rev. Woody Meredith** (Athens, First), Moderator of the Committee on Representation: **Ruling Elder Crysta Brantley** (McKinney, First), Moderator of the Nominating Committee: **Rev. Lisa Juica Perkins** (Sherman, Covenant), Moderator of the Personnel Committee: **Rev. Andy Odom** (Richardson, Canyon Creek). [10/21/20]

G. Received a written and oral report from Stated Clerk **Rev. Gerry Tyer**, Budget and Finance Committee Moderator **Rev. Woody Meredith**, Church Development Committee Moderator **Rev. Harry Meissner**, Committee on Ministry Moderator **Rev. Michael Waschevski**, Congregational Support Committee Moderator **Ruling Elder Brian Parker**, Personnel Committee Moderator **Rev. Andy Odom**, Preparation for Ministry Committee staff resource person, **Rev. Elizabeth Callender**. [10/21/20]

H. Received an oral report from the General Presbyter Search Committee member **Ruling Elder Phyllis Kidwell**. [10/21/20]

I. Received a written report from the Social Justice Task Force Co-Moderator **Rev. Thomas Gibbons**. [10/21/20]

J. Received oral 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**, the Director of Property Management **Ruling Elder Karen Ebling**, [10/21/20]

K. Received a written and oral report from Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts** including the following unaudited financial reports. [10/21/20]

Balance Sheet

Balance Sheet (Unaudited) as September 30, 2020	
ASSETS	
CURRENT ASSETS	
Total Cash Savings	1,740,176.49
Total Accounts Receivable	12,494.94
Prepaid Expenses	3,679.95
Total Notes and Loans Receivable	77,599.00
TOTAL CURRENT ASSETS	1,833,950.38
INVESTMENTS HELD FOR LONG TERM USE	
Bonds and Fixed Income Investments	1,179,113.02
Equity-Oriented Investments	31,433,776.98
Investments in Real Estate – Presbyterian Mission Center Building	1,450,000.00
PROPERTY AND FIXED ASSETS	
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)
TOTAL ASSETS	40,597,675.17
LIABILITIES & NET ASSETS	
CURRENT LIABILITIES	
Accounts Payable – Presbytery	(159,899.98)
Accounts Payable – Employees	122,698.23
Accounts Payable - General Assembly	146,468.81
Accounts Payable – Synod	29,454.30
Accounts Payable – Grace Presbytery Directed Receipts	672.22
Designated Funds	1,715,196.13
Other Liabilities - Due to Funds	0.00
TOTAL LIABILITIES	1,854,589.71
NET ASSETS	
Net Income	(369,740.90)
Unrestricted Net Assets	24,031,922.45
Temporarily Restricted Funds	200,800.00
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
TOTAL NET ASSETS	38,743,085.46
TOTAL LIABILITIES & NET ASSETS	40,597,675.17

Income and Expense Report

Income and Expense Report (Unaudited) as of September 30, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
INCOME ACCOUNTS				
Total Shared Mission Support	828,729.57	937,500.03	108,770.46	1,250,000.00
Total Special Offerings Revenue	280.91	0.00	(280.91)	0.00

Income and Expense Report (Unaudited) as of September 30, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total Gifts	28,785.19	15,000.03	(13,785.16)	20,000.00
Total Grants	0.00	0.00	0.00	0.00
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	80,906.22	68,301.22	107,875.00
Total Scholarships Income	772.00	0.00	(772.00)	0.00
Total Royalty and Lease Income	24,761.54	0.00	(24,761.54)	0.00
TRANSFERS TO GENERAL FUNDS				
Total Transfer to GF from Temporary Restricted	310,951.22	0.00	(310,951.22)	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	59,637.17	0.00	(59,637.17)	0.00
Total Transfer to GF from Unrestricted Funds	0.00	0.00	0.00	0.00
Total Transfer to General Funds	370,588.39	0.00	(370,588.39)	0.00
TOTAL INCOME	1,266,522.60	1,033,406.28	(233,116.32)	1,377,875.00
EXPENSE ACCOUNTS				
Total Shared Mission Support	(90,689.77)	(103,125.06)	(12,435.29)	(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	(29,957.74)	(21,974.94)	7,982.80	(29,300.00)
Total Youth & Young Adult Ministries	(33,934.09)	(180,956.16)	(147,022.07)	(241,275.00)
Total Committee on Preparation for Ministry	(10,359.93)	(18,525.06)	(8,165.13)	(24,700.00)
Total Committee on Ministry	(2,588.02)	(34,499.88)	(31,911.86)	(46,000.00)
Total New Church Development	(5,000.00)	(26,812.53)	(21,812.53)	(35,750.00)
Total Presbytery Meetings	(2,015.25)	(7,124.94)	(5,109.69)	(9,500.00)
Total GA Meeting & Big Tent Meeting	0.00	(15,750.09)	(15,750.09)	(21,000.00)
Total Presbytery Council	(3,430.15)	(16,500.06)	(13,069.91)	(22,000.00)
Total Budget & Finance	0.00	(26,250.03)	(26,250.03)	(35,000.00)
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Ecclesiastical Committees	(28,434.08)	(3,937.50)	24,496.58	(5,250.00)
Total Legal Expenses	0.00	(18,749.97)	(18,749.97)	(25,000.00)
Total Property & Liability/Worker's Comp	494.44	(29,700.00)	(30,194.44)	(39,600.00)
Total Property Taxes	0.00	(18,749.97)	(18,749.97)	(25,000.00)
Salaries				
Total GP & AGP Salaries	(151,022.16)	0.00	151,022.16	0.00
Total Budget for Employee Salaries	(594,005.65)	(674,939.25)	(80,933.60)	(899,919.01)
Total Salaries	(745,028.05)	(674,939.25)	70,088.80	(899,919.01)
Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.				
Total Benefits	(220,454.75)	(197,423.01)	23,031.74	(263,230.64)
Total Temporary Staff - Transition Costs	0.00	0.00	0.00	0.00

Income and Expense Report (Unaudited) as of September 30, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total Personnel	(965,482.80)	(872,362.26)	93,120.54	(1,163,149.65)
OPERATIONS				
Total Office Operations	(199,972.90)	(185,250.06)	14,722.84	(247,000.00)
Total Communications Expense	(1,267.09)	(2,437.47)	(1,170.38)	(3,250.00)
Total Communications Operations Expense	(5,124.10)	(30,825.00)	(25,700.90)	(41,100.00)
Total Copiers	(10,876.61)	(13,425.03)	(2,548.42)	(17,900.00)
Total Postage	(2,697.28)	(3,449.97)	(752.69)	(4,600.00)
Total Communication Infrastructure	(40,520.03)	(37,874.97)	2,645.06	(50,500.00)
Total Computer Equipment	(3,426.28)	(10,125.00)	(6,698.72)	(13,500.00)
Total Staff Travel	(26,401.98)	(67,500.00)	(41,098.02)	(90,000.00)
Total Depreciation Expense	0.00	(3,525.03)	(3,525.03)	(4,700.00)
Total Office Operation	(290,286.27)	(354,412.53)	(64,126.26)	(472,550.00)
TOTAL EXPENSES	(1,534,738.40)	(1,749,430.98)	(214,692.58)	(2,332,574.65)
INCOME OVER (UNDER) EXPENSES	268,215.80	(716,024.70)	(447,808.90)	(954,699.65)
NON-OPERATING ACTIVITY				
Total Closed Church Accounts	3,216.77	0.00	(3,216.77)	0.00
Total Settlements	0.00	0.00	0.00	0.00
Total Interest and Investment Income	9,373.02	0.00	(9,373.02)	0.00
Total Property Maintenance	(761.19)	0.00	761.19	0.00
Total Administrative Commissions	(85,746.59)	0.00	85,746.59	0.00
Total Designated Distributions	(66,000.00)	0.00	66,000.00	0.00
Total Church Assistance	(14,661.85)	0.00	14,661.85	0.00
Total Non-Operating Activity	(154,579.84)	0.00	154,579.84	0.00
INCOME OVER (UNDER) EXPENSES	(369,740.90)	(716,024.70)	(346,283.80)	(954,699.65)

Shared Mission Support Giving

Shared Mission Support (as of 9/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	September 2020 Receipts	2020 Total Receipts
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	2,030.00	3,280.00
Arlington	Grace	0.00	0.00	0.00	0.00	0.00
Arlington	Westminster	12,863.39	0.00	2,833.56	5,212.24	8,045.80
Athens	First	9,000.00	9,000.00	6,000.00	750.00	6,750.00
Bedford	Emmanuel	18,353.88	0.00	9,176.94	0.00	9,176.94

Shared Mission Support (as of 9/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	September 2020 Receipts	2020 Total Receipts
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	3,200.00	400.00	3,600.00
Bridgeport	First	1,200.00	0.00	800.00	0.00	800.00
Buckholts	Sharp	0.00	0.00	0.00	0.00	0.00
Cameron	First	600.00	0.00	400.00	50.00	450.00
Canton	First	0.00	0.00	0.00	0.00	0.00
Carrollton	Nor'kirk	3,000.00	0.00	2,250.00	250.00	2,500.00
Carthage	St. Paul	300.00	0.00	150.00	0.00	150.00
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	1,000.00	3,000.00
Clifton	First	1,000.20	0.00	583.45	83.35	666.80
Commerce	First	1,200.00	0.00	800.00	100.00	900.00
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	12,291.50	0.00	12,291.50
Dallas	Eastminster	15,500.00	15,500.00	10,333.36	1,291.67	11,625.03
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	2,333.36	291.67	2,625.03
Dallas	NorthPark	15,000.00	0.00	3,750.00	3,750.00	7,500.00
Dallas	Northridge	35,000.00	0.00	15,000.00	7,500.00	22,500.00
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	71,499.98	10,000.00	81,499.98
Dallas	St. Andrew's	3,200.00	0.00	1,066.68	0.00	1,066.68
Dallas	St. Luke	100.00	0.00	0.00	0.00	0.00
Dallas	St. Mark	5,664.00	0.00	3,600.00	450.00	4,050.00
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	750.00	1,500.00
Denison	Hyde Park	500.00	0.00	750.00	0.00	750.00
Denton	First	725.99	938.00	546.18	0.00	546.18

Shared Mission Support (as of 9/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	September 2020 Receipts	2020 Total Receipts
Denton	St. Andrew	34,170.00	25,000.00	20,000.00	2,500.00	22,500.00
Denton	Trinity	34,419.00	0.00	25,319.00	0.00	25,319.00
Deport	First	0.00	0.00	0.00	0.00	0.00
DeSoto	DeSoto	600.00	600.00	400.00	0.00	400.00
Duncanville	First	1,000.00	1,000.00	0.00	1,000.00	1,000.00
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	7,500.00	0.00	7,500.00
Flower Mound	Flower Mound	0.00	0.00	500.00	0.00	500.00
Flower Mound	Trinity	21,600.00	21,600.00	10,800.00	5,400.00	16,200.00
Forney	First	8,000.00	8,000.00	0.00	8,000.00	8,000.00
Fort Worth	First	175,000.00	175,000.00	122,500.00	17,500.00	140,000.00
Fort Worth	Gethsemane	1,650.00	0.00	1,110.00	100.00	1,210.00
Fort Worth	Ridglea	10,000.00	10,000.00	5,000.00	0.00	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	9,833.36	0.00	9,833.36
Fort Worth	Westside	0.00	0.00	0.00	0.00	0.00
Frisco	Faithbridge	3,000.00	0.00	1,500.00	750.00	2,250.00
Gainesville	First	6,000.00	0.00	4,000.00	500.00	4,500.00
Garland	First	18,333.37	20,000.00	14,999.67	1,666.63	16,666.30
Granbury	First	28,800.00	28,800.00	19,200.00	2,400.00	21,600.00
Grand Prairie	First	4,000.00	0.00	3,500.00	500.00	4,000.00
Grand Prairie	Immanuel	0.00	0.00	0.00	0.00	0.00
Grand Prairie	West Fork	1,200.00	0.00	75.00	75.00	150.00
Grapevine	First	26,206.25	26,900.00	17,934.04	0.00	17,934.04
Greenville	United	0.00	500.00	700.00	0.00	700.00
Haltom City	Browning Heights	1,200.00	0.00	700.00	200.00	900.00
Hamilton	First	5,000.00	5,000.00	2,500.00	1,250.00	3,750.00
Henderson	First	4,800.00	4,800.00	3,600.00	0.00	3,600.00
Hillsboro	First	600.00	0.00	400.00	50.00	450.00
Honey Grove	Main Street	500.00	0.00	0.00	0.00	0.00
Hooks	First	600.00	0.00	300.00	150.00	450.00
Hurst	St Philip	9,000.00	9,000.00	6,000.00	750.00	6,750.00
Irving	Hackberry Creek	17,999.95	0.00	12,000.00	0.00	12,000.00
Irving	Woodhaven	20,550.96	21,547.00	12,569.06	1,500.00	14,069.06

Shared Mission Support (as of 9/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	September 2020 Receipts	2020 Total Receipts
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
Kerens	Kerens	500.00	500.00	0.00	0.00	0.00
Kilgore	First	10,000.00	11,000.00	5,500.00	1,100.00	6,600.00
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	400.00	50.00	450.00
Longview	First	6,999.96	7,000.00	4,666.64	0.00	4,666.64
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	8,130.00	1,125.00	9,255.00
Mesquite	First	3,060.00	0.00	2,025.00	255.00	2,280.00
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	300.00	900.00
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	1,166.69	333.34	1,500.03
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	1,500.00	0.00	1,500.00
Plano	Grace	20,713.00	0.00	14,792.00	1,849.00	16,641.00
Plano	Taiwanese NCD	0.00	0.00	0.00	0.00	0.00
Plano	West Plano	5,400.00	6,000.00	3,500.00	500.00	4,000.00
Prosper	Prosper	0.00	0.00	0.00	0.00	0.00
Richardson	Canyon Creek	20,004.00	20,500.00	13,666.64	1,708.33	15,374.97
Richardson	First	36,500.04	36,500.00	24,333.36	0.00	24,333.36
Richardson	St. Barnabas	36,000.00	36,000.00	21,000.00	6,000.00	27,000.00
Rockdale	First	0.00	0.00	0.00	0.00	0.00

Shared Mission Support (as of 9/30/20)	Church	2019 Total	2020 Pledge	2020 Year to Date Receipts	September 2020 Receipts	2020 Total Receipts
Rockwall	First	15,999.98	18,000.00	12,000.00	1,500.00	13,500.00
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
Sherman	Covenant	6,999.96	0.00	4,666.64	583.33	5,249.97
Sherman	Grand Avenue	5,000.04	5,000.00	3,333.36	416.67	3,750.03
Southlake	Trinity	37,711.92	0.00	26,690.64	3,336.33	30,026.97
Stephenville	First	2,000.00	0.00	1,000.00	0.00	1,000.00
Sulphur Springs	First	800.00	0.00	0.00	0.00	0.00
Temple	Grace	16,400.00	0.00	10,225.00	150.00	10,375.00
Terrell	First	1,992.00	0.00	1,328.00	166.00	1,494.00
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	10,000.00	1,250.00	11,250.00
Tyler	Highland	0.00	0.00	0.00	0.00	0.00
Waco	Central	7,359.96	7,360.00	4,906.64	613.33	5,519.97
Waco	First	33,000.00	0.00	16,500.00	400.00	16,900.00
Waxahachie	Central	6,000.00	3,000.00	1,500.00	0.00	1,500.00
Weatherford	Grace First	12,000.00	12,000.00	9,000.00	1,000.00	10,000.00
Whitesboro	First	2,000.00	0.00	126.00	0.00	126.00
Whitewright	First	378.00	0.00	0.00	126.00	126.00
Winnsboro	First	1,271.00	1,145.00	126.00	0.00	126.00
	Pastors and Elders	8,140.30	0.00	4,550.00	0.00	4,550.00
	Presbyterian Women	450.00	0.00	250.00	0.00	250.00
	Total	1,263,505.61	717,720.00	724,411.26	100,962.89	825,374.15

Invested Reserves
September 30, 2020

Account Number	Account ¹	Beginning Cost	Beginning Market Value	Contributions	Transfers	TPF Balanced Pooled Fund	Other Income	Cost Adjustments	Distributions	Change in Unrealized Gain/Loss	Realized Gain/Loss	Ending Cost	Ending Market Value
50974	William B. Robinson Legacy ²	596,736.84	743,331.25			3,709.80	0.17		(3,710.25)	16,751.11		596,736.56	760,082.08
50976	Candidates Comm. Scholarships ³	139,401.87	181,444.90			1,518.75	3.99			6,857.65		140,924.61	189,825.28
50979	Presbytery Mission Budget Fund ⁴	7,033,171.91	7,940,510.26	14,651,468.54		200,730.83	0.29		(756,467.33)	879,495.30	38,739.87	21,167,644.11	22,954,477.76
50984	H.L. Morrison Foundation ⁵	310,084.23	371,335.15			1,774.89	8.61			8,014.27		311,867.73	381,132.92
50985	Fund Consolidated with 50979	549,580.45	738,060.35						(738,060.35)	(188,479.90)	188,479.90		0.00
50990	Stella Hovey Youth Leadership ⁶	27,739.02	33,004.92						(484.02)	4,588.15	27.69	27,633.19	37,487.25
52099	Oak Hill, Fort Worth – Youth ⁷	21,353.57	25,427.68			146.70	1.99			662.46		21,502.26	26,238.82
52205	Walkup-Bird Church of South India ⁸	25,750.97	33,769.74			206.16	2.39			930.93		25,959.52	34,909.22
53351	R.L. Donald, Jr. Endowment ⁹	633,770.42	1,017,455.12			9,442.62	0.38		(9,443.78)	42,636.91		633,769.64	1,060,091.25
53352	R.L. Donald, Jr. Endowment ¹⁰	471,156.77	756,395.14			7,019.82	0.28		(7,020.69)	31,697.07		471,156.18	788,091.63
53387	Tom Currie Scholarship ¹¹	28,196.04	39,685.05			312.38	1.22			1,407.28		28,509.64	41,405.93
53579	Ethnic/Multicultural Ministry ¹²	95,796.71	139,007.21			1,295.08			(1,794.36)	5,704.36	153.60	95,451.03	144,365.89
53831	Fund Consolidated with 50979	1,126,522.07	1,411,850.44						(1,411,850.44)	(285,328.37)	285,328.37		0.00
54458	Fund Consolidated with 50979	764,631.00	764,631.00						(764,631.00)				0.00
54459	Fund Consolidated with 50979	3,707,633.15	4,394,239.39						(4,394,239.39)	(686,606.24)	686,606.24		0.00
54652	PCUSA Mission Coworker ¹³	1,719,449.01	2,012,645.83			18,909.88				84,997.34		1,738,358.89	2,116,553.05
54653	Young Adult Vol. Scholarship ¹⁴	1,490,049.57	1,740,694.57			16,354.76				73,512.39		1,506,404.33	1,830,561.72
54654	Grace Center for Leadership ¹⁵	902,898.16	1,054,297.86			9,905.69				44,524.73		912,803.85	1,108,728.28
54655	Mission Study Fund ¹⁶	183,328.06	183,328.06				35.05					183,363.11	183,363.11
54656	Small Church Mission Specialist ¹⁷	253,258.04	253,258.04				43.12		(27,700.00)			225,601.16	225,601.16
54657	East Texas Hispanic Mission Probe ¹⁸	692,339.28	740,883.22			3,052.73	79.48			13,758.35		695,471.49	757,773.78
54658	Fund Consolidated with 50979	1,816,301.80	1,884,481.51	0.01					(1,884,481.52)	(68,179.71)	68,179.71		0.00
54659	First Presbyterian Church, Palestine ¹⁹	149,082.29	149,082.29				28.50					149,110.79	149,110.79
54865	Fund Consolidated with 50979	5,240,883.53	5,534,807.92						(5,534,807.92)	(293,924.39)	293,924.39		0.00
54898	John Knox Assistance Fund ²⁰	27,548.07	28,851.36						(28,851.36)	(1,303.29)	1,303.29		0.00
55219	Karl Travis Scholarship ²¹	86,961.43	87,989.41			826.71				3,715.94		87,788.14	92,532.06
	Total	28,093,518.43	32,264,950.00	14,651,468.55	0.00	275,556.06	205.47	0.00	15,563,542.41	(307,614.82)	1,562,754.15	29,019,960.25	32,883,776.98

Invested Reserves Footnotes

¹ **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.

² **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.)

³ **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.

d) **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.

e) 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.

f) **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.

⁴ **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.

- h) 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.
- i) Jubilee Loan Fund (50985) was established in 1929 by the Presbytery of Dallas when it merged the Dallas Presbyterian 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.
- j) 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.
- k) 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.
- l) 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.
- m) 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.
- n) 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.

⁵ 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 a 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.

⁶ **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.

⁷ **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.

⁸ **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.

⁹ **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.

¹⁰ **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.

¹¹ **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.

¹² **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.

¹³ **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.

¹⁴ **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.

¹⁵ **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.

¹⁶ **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.

¹⁷ **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 for one ministry director.

¹⁸ **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.

¹⁹ **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.

²⁰ **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.

²¹ **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.

Motions from the Stated Clerk

1. ***Grace Presbytery Council elected the following as an Administrative Commission for First Presbyterian Church, Itasca with the authority and responsibilities granted in the Grace Presbytery Policy on Dissolving Congregations including the authority to sign all legal and real estate documents in order to fulfill their duties: Moderator: Rev. Ron Holmes (Corsicana, Westminster), Ruling Elder Judy Offutt (Itasca, First), Rev. Craig Kruger (Presbytery Staff), and Ruling Elder Karen Ebling (Presbytery Staff). An opportunity for nominations from the floor was afforded prior to the election. [10/21/20]***
2. ***Grace Presbytery Council called a special meeting of the Presbytery Council for Wednesday, November 18, 2020 at 9:30 a.m. to receive and vote on the Nominating Committee report and any other business that might arise and needs action. [10/21/20]***

Information from the Stated Clerk

- A. The following motion from the Social Justice Task Force was approved by the Presbytery Council via electronic vote on September 22, 2020:

Grace Presbytery Council approved \$20,000 from the Grace Center for Learning Fund for the Grace Presbytery Social Justice Task Force to contract with Rev. Dr. Michael W. Waters to lead six teaching events (in October 2020 and January-February 2021 via Zoom). The classes seek to promote greater understanding throughout the presbytery of both the country's racial history and that of North Texas specifically, in addition to fostering a faithful response as we work together to provide justice for all peoples.

Background/Rationale: The proposed funding for the event is from Grace Center for Leadership Fund. This fund (currently \$1,000,000) is designated for the education of members of Grace Presbytery.

Michael Waters is the founder and lead Pastor of the Abundant Life African Methodist Episcopal Church in Dallas, Texas in addition to being a nationally recognized Black History scholar, Racial Equity promoter, and author (see attached bio).

The series will be introduced to Pastors, Christian Educators, and leaders of the churches in the Presbytery with a kick-off event on October 12 (Indigenous Peoples' Day) at 7:00-8:30 p.m. This 90-minute class will focus on the History of Racism in the Dallas-Fort Worth area. An hour will be given for the presentation, with 30 minutes for questions and answers. The hope with the targeted audience is to encourage the participants, as leaders of their churches, to promote the upcoming classes to their church members and others throughout the Presbytery, having experienced one themselves.

The series continues in 2021 with the same format for five weeks: January 29, February 4, 11, 28, 25 (in celebration of Black History Month), open to anyone within Grace Presbytery. (All classes will be limited in the number of participants only by current Zoom restrictions.) Michael will provide a deep dive into the Black experience of racism throughout the history of the United States, in conversation with current events within our communities.

Michael will provide a syllabus for the classes including lists of readings, videos, etc. Guest speakers involved in the Civil Rights Movement, among others, may also be invited to share their personal stories in the classes (for a nominal additional fee). Additionally, Michael uses an impressive and growing collection of historical artifacts in his teaching, such as Ku Klux Klan robes, chains worn by slaves in the South, and so on. Each class will be recorded and available to view for approximately a week until the next class.

These events, to promote greater understanding of the Black experience and the Church's role in the past and also in the present, to speak and act for increasing justice for all peoples, will provide a unique opportunity for the members of Grace Presbytery. While there are many racial justice events being offered in the wake of recent police actions and ongoing protests, Michael Waters provides a unique perspective and experience as an African American pastor, scholar, and activist within our own presbytery. He understands the history, the reality, and the pressing needs for racial equality within our own region.

Michael has already successfully collaborated (free of charge) with Grace Presbytery on an intergenerational virtual live event on September 17 for a reading and parents' workshop on his newly released children's book (<https://www.flyawaybooks.com/for-beautiful-black-boys>);

Book trailer: <https://www.youtube.com/watch?v= QOjeMSBmlU>) and also in a conversation with Christian Educators in APSCE, also in early September.

The new series of classes details more information provided to the Presbytery Council by Joanna Kim, Director of Ministry Services, at the September 2, 2020 Council meeting: “In consultation with Social Justice Task Force exploring the possibility of a presbytery wide consultative work with Dr. Waters on Race in America, a course of study on systemic racism and the Black experience especially in our context to cultivate anti-racists.”

- B. In accordance with the Book of Order G-3.0108a, each year Clerks of Session submit session minutes and rolls for presbytery review. However, due to the COVID-19 pandemic, the second review date was cancelled. NOTE: Many of the churches listed below as not submitting records were unable to do so due to the cancellation.

49 Churches Submitted 2019 Session Records for Presbytery Review	89 Churches Did Not Submit 2019 Session Records for Presbytery Review
Aledo, Faith	Allen, First (2)
Arlington, Grace	Arlington, First (3)
Bedford, Emmanuel	Arlington, Westminster (2)
Blue Ridge, Crossroads	Athens, First (3)
Carrollton, The Nor’kirk	Belton, First (2)
Clarksville, First	Bonham, First (2)
Cleburne, United	Bridgeport, First (1)
Crowley, First	Buckholts, Sharp (1)
Cumby, First	Cameron, First (2)
Dallas, Eastminster	Canton, First (1)
Dallas, Glendale	Carthage, St. Paul (1)
Dallas, Lake Highlands	Clarksville, New Shamrock (1)
Dallas, NorthPark	Clarksville, Pine Grove (1)
Dallas, Northridge	Clifton, First (2)
Dallas, Oak Cliff	Commerce, First (2)
Dallas, St. Mark	Corsicana, Westminster (2)
Denton, St. Andrew	Dallas, Bentwood Trail (2)
Flower Mound, Flower Mound	Dallas, El Divino Salvador (2)
Fort Worth, First	Dallas, First (5)
Fort Worth, St. Stephen	Dallas, Preston Hollow (6)
Fort Worth, Westside	Dallas, St. Luke (2)
Garland, First	Dallas, United African (2)
Granbury, First	Dallas, Westminster (2)
Greenville, United	DeSoto, DeSoto (2)
Henderson, First	Denison, First (2)
Hooks, First	Denison, Hyde Park (1)
Hurst, St. Philip	Denton, First (2)
Irving, Hackberry Creek	Denton, Trinity (2)
Joshua, Union Hill	Deport, First (1)
Kaufman, First	Duncanville, First (2)
Kilgore, First	Ennis, First (2)
Lancaster, First	Fairfield, Fairfield-Harmony (2)
Lewisville, First	Farmers Branch, Faith United (2)
Longview, Centre	Farmers Branch, Iglesia Emmanuel
Mesquite, First	Ferris, First (1)
Mineral Wells, First	Flower Mound, Trinity (3)
North Richland Hills, St. Paul	Forney, First (2)

49 Churches Submitted 2019 Session Records for Presbytery Review	89 Churches Did Not Submit 2019 Session Records for Presbytery Review
Paris, Central	Fort Worth, Gethsemane (2)
Paris, First	Fort Worth, Ridglea (3)
Parker, Corinth	Fort Worth, St. Peter (1)
Plano, First	Fort Worth, Westminster (3)
Richardson, Canyon Creek	Frisco, Faithbridge (2)
Richardson, First	Gainesville, First (2)
Rockwall, First	Grand Prairie, First (2)
Terrell, First	Grand Prairie, West Fork (1)
Tenaha, Tennessee	Grapevine, First (3)
Texarkana, Northwood	Haltom City, Browning Heights (2)
Weatherford, Grace First	Hamilton, First (1)
Winnsboro, First	Hillsboro, First (2)
	Honey Grove, Main Street (2)
	Irving, Woodhaven (3)
	Itasca, First (1)
	Kerens, Kerens (1)
	Lindale, Bethesda (1)
	Longview, Alpine (2)
	Longview, First (2)
	Longview, St. Andrew (2)
	Lott, First (1)
	Mabank, First (2)
	Mansfield, Trinity (2)
	McKinney, First (2)
	McKinney, Trinity (3)
	Midlothian, First (1)
	Milford, Milford (1)
	Mt. Pleasant, First (2)
	North Richland Hills, St. Paul (2)
	Palestine, First (2)
	Pittsburgh, First (1)
	Plano, Grace (4)
	Plano, West Plano (2)
	Prosper, Prosper (1)
	Richardson, St. Barnabas (3)
	Rockdale, First (2)
	Rusk, First (1)
	Salado, Salado Presbyterian (2)
	Sherman, Covenant (3)
	Sherman, Grand Avenue (2)
	Southlake, Trinity (2)
	Stephenville, First (2)
	Sulphur Springs, First (1)
	Temple, Grace (3)
	Troup, First (1)
	Tyler, First (3)
	Tyler, Highland (2)
	Waco, Central (2)
	Waco, First (3)
	Waxahachie, Central (3)
	Whitesboro, First (2)

49 Churches Submitted 2019 Session Records for Presbytery Review	89 Churches Did Not Submit 2019 Session Records for Presbytery Review
	Whitewright, First (2)

Motions from the Board of Trustees

1. *Grace Presbytery Council approved the following actions taken by the Board of Trustees in accordance with the authority delegated by the Bylaws of Grace Presbytery, Inc. and the Manual of Administrative Operations and received the items of information.* [10/21/20]

A. Approved the agenda for the September 28, 2020 Board of Trustees meeting. [9/28/20]

B. Approved the minutes of the August 24, 2020 Board of Trustees meeting. [9/28/20]

C. Received a report from Stated Clerk **Rev. Gerry Tyer** that the following motion was approved unanimously on September 1, 2020 via electronic voting. [9/28/20]

The Board of Trustees approved the sale of a residential property owned by the **First Presbyterian Church, Whitesboro**, a 1450 square foot house on a .3816-acre lot located at 201 North Union Street, Whitesboro, Texas, for an asking price of \$132,000 to be listed with TLF Properties. [9/1/20]

Legal description: G-0491 HARTFIELD ASA & HRS A-G0491, ACRES .3816, 124.5 X 135.5 X 124.5 X 131.5, PARSONAGE, 87.

Background: This property was used as a manse but has been rented to tenants for the last number of years. They expect to negotiate with the tenant to purchase the property. Proceeds from the sale will be used to pay for a new roof for the church building and for other repairs as identified.

D. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts** including the following unaudited financial reports. [9/28/20]

- a. Invested Reserves Report as of June 30, 2020
- b. Balance Sheet as of July 31, 2020
- c. Income and Expense Statement as of July 31, 2020
- d. Shared Mission Support Report as of July 31, 2020

E. Received a report from Director of Property Management **Ruling Elder Karen Ebling**. [9/28/20]

F. Approved the sale of all church property of **First Presbyterian Church, Allen** located at 605 South Greenville Avenue, Allen, Texas to Rockbridge Community Church, Allen for a purchase price of \$1,890,000. This includes two adjacent properties, to be purchased only together (1) a 15,016 square feet church building on 4.0+/- acres: First Presbyterian Church of Allen. [9/28/20]

Legal description: Block 1, Lot 1, and (2) a vacant lot 1.411+/- acres: Deer Crest Addition, Block A, Lot 2-1.

Background: The terms of the sale will include a lease agreement of the same church property by First Presbyterian Church, Allen for shared worship, office, and education space through the end of 2021, with an option to extend.

- G. Approved (a) the sale of a portion of the church property of **Faith Presbyterian Church of East Parker County, Aledo** located at 301 Bailey Ranch Road, Aledo, Texas, to Village Homes LP, for a purchase price of \$549,625, and (b) that an inter-committee team from the presbytery meet the session, share the text of the approved motion, and seek to discuss the relationship of the church with the presbytery. [9/28/20]

Legal description: This sale includes a vacant and unused portion of the church property, approximately 5.557+/- acres located within a 10.0+/- acre tract (Lot 1, Block 1, Subdivision: Faith Presbyterian Church, Situs Bailey Ranch Road 0, Cabinet C, Slide 633).

Background: The proceeds of the cash sale will be used to pay down and re-amortize the church's current loan from the Presbyterian Investment and Loan Program (PILP) which has a balance of approximately \$1,075,000. With Grace Presbytery approval, PILP will use the remaining 4.5+/- acres and church building as collateral and will re-amortize the loan payments over the remaining term of the loan. Refinancing of the loan guaranteed by the presbytery will not be required by the lender. The City of Aledo has approved rezoning of this tract and a plat for 21 single-family residential lots.

Information from the Board of Trustees

- A. Attendance at the September 28, 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: **Elder Ernie Higginbotham** (Dallas, First), **Ruling Elder Patty Dickerson** (Waxahachie, Central), **Ruling Elder Jefferson Howeth** (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: **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 Michael Malone** (Dallas, NorthPark). [9/28/20]

B. Prayers: The September 28, 2020 Board of Trustees meeting was called to order with prayer by **Rev. Greg Garis**. The meeting was adjourned with prayer by **Rev. Denise Odom**. [9/28/20]

Motions from the Budget and Finance Committee

1. Grace Presbytery Council approved the following budget: [10/21/20]

Budget for 2021

		2020 Budget Income	2020 Budget Expense	2020 Net Cash Effect	Actual 6 Months Ending 6/30/2020	2021 Budget Income	2021 Budget Expense	2021 Net Cash Effect
Mission Support								
41100	Mission Support from Congregations	1,250,000.00	0.00	1,250,000.00	627,329.47	1,250,000.00	0.00	1,250,000.00
51100	GA Support (10%)	0.00	(125,000.00)	(125,000.00)	(58,189.12)	0.00	(125,000.00)	(125,000.00)
51110	Synod Support (1%)	0.00	(12,500.00)	(12,500.00)	(5,668.67)	0.00	(12,500.00)	(12,500.00)
	Total Mission Support	1,250,000.00	(137,500.00)	1,112,500.00	563,471.68	1,250,000.00	(137,500.00)	1,112,500.00
Congregational Support								
51200	New Ministry Grant	0.00	(12,500.00)	(12,500.00)	(3,000.00)	0.00	(12,500.00)	(12,500.00)
51201	Small Church Ministry Needs Grant	0.00	0.00	0.00	(1,000.00)			
51210	Meetings & Expenses	0.00	(300.00)	(300.00)	0.00	0.00	(300.00)	(300.00)
51310	Dues & Subscriptions	0.00	(1,000.00)	(1,000.00)	(369.49)	0.00	(1,000.00)	(1,000.00)
51330	Resource Center Resources	0.00	(4,000.00)	(4,000.00)	(970.88)	0.00	(4,000.00)	(4,000.00)
51340	Immediate Needs Grants	0.00	(2,500.00)	(2,500.00)	0.00	0.00	(2,500.00)	(2,500.00)
53110	Scholarship Summer Camp	4,000.00	(4,000.00)	0.00	0.00	4,000.00	(4,000.00)	0.00
53170	Annual Stewardship Conference		(1,000.00)	(1,000.00)	(1,000.00)		(1,000.00)	(1,000.00)
53175	APCE Event Scholarship	0.00	0.00	0.00	(500.00)			
53200	Event Scholarships	0.00	(2,000.00)	(2,000.00)	0.00	0.00	(2,000.00)	(2,000.00)
53270	International Peacemaker	0.00	(2,000.00)	(2,000.00)	(475.00)	0.00	(2,000.00)	(2,000.00)
53280	Disaster Response Team						(4,000.00)	(4,000.00)
	Total Congregational Support	4,000.00	(29,300.00)	(25,300.00)	(7,315.37)	4,000.00	(33,300.00)	(29,300.00)
Youth & Young Adult Ministries								
52100	Fall Youthquake	21,875.00	(26,075.00)	(4,200.00)	(400.00)	21,875.00	(27,075.00)	(5,200.00)
52105	Kidquake	44,000.00	(47,500.00)	(3,500.00)	(8,080.42)	44,000.00	(48,500.00)	(4,500.00)
52110	PULSE	0.00	(4,000.00)	(4,000.00)	0.00	0.00	(4,000.00)	(4,000.00)
52120	Presbytery Youth Celebration	0.00	(500.00)	(500.00)	0.00	0.00	(500.00)	(500.00)
52130	Senior High Youth Connection	24,000.00	(30,000.00)	(6,000.00)	(18,183.51)	24,000.00	(30,000.00)	(6,000.00)
52140	GAP Weekend	20,000.00	(26,000.00)	(6,000.00)	(4,245.30)	20,000.00	(26,000.00)	(6,000.00)
52145	Youthquake Mission Projects	0.00	(12,000.00)	(12,000.00)	0.00	0.00	(12,000.00)	(12,000.00)
52150	Youth Ministry Scholarships	2,200.00	(2,200.00)	0.00	0.00	2,200.00	(2,200.00)	0.00
52170	Youth Triennium	0.00	(25,000.00)	(25,000.00)	0.00	0.00	(25,000.00)	(25,000.00)
52180	Youth Adult Program	2,500.00	(15,000.00)	(12,500.00)	0.00	2,500.00	(15,000.00)	(12,500.00)
52190	Youth Fellowship	0.00	(1,000.00)	(1,000.00)	(142.76)	0.00	(1,000.00)	(1,000.00)

52210	JrHi&MdSch Conference	7,000.00	(7,000.00)	0.00	0.00	5,000.00	(5,000.00)	0.00
52220	Synod Youth Workshop	0.00	(2,500.00)	(2,500.00)	0.00	0.00	(2,500.00)	(2,500.00)
*	Draws for Youth Support	0.00	0.00	0.00	0.00	0.00	0.00	0.00
52229	Montreat Sr High Youth Conference	32,500.00	(42,500.00)	(10,000.00)	0.00	0.00	0.00	0.00
	Total Youth & Young Adult Ministries	154,075.00	(241,275.00)	(87,200.00)	(31,051.99)	119,575.00	(198,775.00)	(79,200.00)
Committee on Preparation for Ministry								
54100	Counseling Centers	0.00	(1,500.00)	(1,500.00)	(1,074.00)	0.00	(1,500.00)	(1,500.00)
54110	Candidate Scholarships	20,000.00	(20,000.00)	0.00	0.00	20,000.00	(20,000.00)	0.00
54120	Annual Consultations with Candidates	0.00	(2,500.00)	(2,500.00)	(77.00)	0.00	(2,500.00)	(2,500.00)
54160	Calls, Comm Meetings & Expenses	0.00	(500.00)	(500.00)	0.00	0.00	(500.00)	(500.00)
54190	Criminal Background Checks	0.00	(200.00)	(200.00)	(133.93)	0.00	(300.00)	(300.00)
	Total CPM	20,000.00	(24,700.00)	(4,700.00)	(1,284.93)	20,000.00	(24,800.00)	(4,800.00)
Committee on Ministry								
55100	Clergy Education Expense	0.00	(15,000.00)	(15,000.00)	0.00	0.00	(15,000.00)	(15,000.00)
55120	Nurture & Education of Clergy	0.00	(1,500.00)	(1,500.00)	0.00	0.00	(1,500.00)	(1,500.00)
56110	Session/Minister Visitation	0.00	(1,000.00)	(1,000.00)	0.00	0.00	(1,000.00)	(1,000.00)
56120	Emergency Assistance/BOP Shared Grant	0.00	(15,000.00)	(15,000.00)	(2,500.00)	0.00	(15,000.00)	(15,000.00)
56125	COM Assistance Grant	0.00	0.00	0.00	(10,132.00)	0.00	0.00	0.00
56140	Credit/Criminal Background Checks	0.00	(250.00)	(250.00)	(186.60)	0.00	(250.00)	(250.00)
56160	COM Meetings & Expenses	0.00	(2,000.00)	(2,000.00)	(40.60)	0.00	(2,000.00)	(2,000.00)
56180	Task Groups	0.00	(1,000.00)	(1,000.00)	0.00	0.00	(1,000.00)	(1,000.00)
56190	Examination Committee Expenses	0.00	(250.00)	(250.00)	0.00	0.00	(250.00)	(250.00)
56204	Commissioned Pastor Program	0.00	(10,000.00)	(10,000.00)	(1,602.66)	0.00	(10,000.00)	(10,000.00)
	Total Committee on Ministry	0.00	(46,000.00)	(46,000.00)	(14,461.86)	0.00	(46,000.00)	(46,000.00)
New Church Development and Redevelopment								
57110	Conf Calls, Meetings, Expenses	0.00	(500.00)	(500.00)	0.00	0.00	(500.00)	(500.00)
57120	Leadership Training	0.00	(5,000.00)	(5,000.00)	0.00	0.00	(5,000.00)	(5,000.00)
57140	Resources	0.00	(250.00)	(250.00)	0.00	0.00	(250.00)	(250.00)
57180	Mission Insite	0.00	(5,000.00)	(5,000.00)	(5,000.00)	0.00	(5,000.00)	(5,000.00)
57282	Emerging Needs	0.00	(25,000.00)	(25,000.00)	0.00	0.00	(30,000.00)	(30,000.00)
	Total New Church Development	0.00	(35,750.00)	(35,750.00)	(5,000.00)	0.00	(40,750.00)	(40,750.00)
Presbytery Meetings								
58120	Child Care @ Presby Meetings	0.00	(500.00)	(500.00)	(125.00)	0.00	(500.00)	(500.00)
58150	Presbytery Meeting Expenses	0.00	(1,000.00)	(1,000.00)	(216.30)	0.00	(1,000.00)	(1,000.00)
58155	Online Registration	0.00	0.00	0.00	0.00	0.00	0.00	0.00
58180	Special Presbytery Speakers	0.00	(2,500.00)	(2,500.00)	(1,673.95)	0.00	(2,500.00)	(2,500.00)
58190	Travel Expenses-Presby Meeting	0.00	(5,500.00)	(5,500.00)	0.00	0.00	(5,500.00)	(5,500.00)
	Total Presbytery Meetings	0.00	(9,500.00)	(9,500.00)	(2,015.25)	0.00	(9,500.00)	(9,500.00)
GA Meeting & National Events								
58200	GP Dinner at GA	0.00	(2,000.00)	(2,000.00)	0.00	0.00	0.00	0.00

58210	Registration & Event Fees	0.00	(14,000.00)	(14,000.00)	0.00	0.00	0.00	0.00
58220	Training	0.00	0.00	0.00	0.00	0.00	0.00	0.00
58230	Travel Expenses-Alternate Comm/Other Events	0.00	(5,000.00)	(5,000.00)	0.00	0.00	0.00	(5,000.00)
58235	GA Meeting Gifts	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total GA Meeting & National Events	0.00	(21,000.00)	(21,000.00)	0.00	0.00	0.00	0.00
Presbytery Council								
58330	Special Events	0.00	(5,000.00)	(5,000.00)	(2,995.00)	0.00	(5,000.00)	(5,000.00)
58360	Meetings & Travel	0.00	0.00	0.00	(163.15)	0.00	0.00	0.00
58380	Strategic Dev Scholarships	0.00	0.00	0.00	0.00	0.00	0.00	0.00
58390	Presbytery Moderator Travel	0.00	(5,000.00)	(5,000.00)	(272.00)	0.00	(5,000.00)	(5,000.00)
58393	Presbytery Council Operations	0.00	(5,000.00)	(5,000.00)	0.00	0.00	(5,000.00)	(5,000.00)
58394	Interfaith Initiatives	0.00	(2,500.00)	(2,500.00)	0.00	0.00	(2,500.00)	(2,500.00)
	Total Presbytery Council	0.00	(17,500.00)	(17,500.00)	(3,430.15)	0.00	(17,500.00)	(17,500.00)
Budget & Finance								
58410	Audit	0.00	(35,000.00)	(35,000.00)	0.00	0.00	(35,000.00)	(35,000.00)
58420	Meeting & Conf Calls Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total Budget & Finance	0.00	(35,000.00)	(35,000.00)	0.00	0.00	(35,000.00)	(35,000.00)
Ecclesiastical Committees								
58250	Board of Trustees/Property	0.00	0.00	0.00	0.00	0.00	(4,500.00)	(4,500.00)
58260	Committee on Representation	0.00	(500.00)	(500.00)	0.00	0.00	(500.00)	(500.00)
58270	Investigating Committees	0.00	(1,500.00)	(1,500.00)	0.00	0.00	(1,500.00)	(1,500.00)
58280	Nominating Committee	0.00	(250.00)	(250.00)	0.00	0.00	(250.00)	(250.00)
58290	Permanent Judicial Commission	0.00	(500.00)	(500.00)	0.00	0.00	(500.00)	(500.00)
59408	AC Expenses	0.00	(2,500.00)	(2,500.00)	0.00	0.00	(2,500.00)	(2,500.00)
	Total Ecclesiastical Committees	0.00	(5,250.00)	(5,250.00)	0.00	0.00	(9,750.00)	(9,750.00)
Legal Expenses								
58350	Legal (Not AC Related)	0.00	(25,000.00)	(25,000.00)	0.00	0.00	(25,000.00)	(25,000.00)
	Total Legal Expenses	0.00	(25,000.00)	(25,000.00)	0.00	0.00	(25,000.00)	(25,000.00)
Property & Liability/Worker's Comp Insurance								
69100	Property & Liability	0.00	(35,000.00)	(35,000.00)	(1,050.23)	0.00	(35,000.00)	(35,000.00)
69102	Workers Compensation Insurance	0.00	(4,600.00)	(4,600.00)	0.00	0.00	(4,600.00)	(4,600.00)
	Total Property & Liability/Worker's Comp	0.00	(39,600.00)	(39,600.00)		0.00	(39,600.00)	(39,600.00)
Property Taxes								
69101	Taxes/Oil & Gas Leases/Other	25,000.00	(25,000.00)	0.00	(12,499.98)	5,000.00	(15,000.00)	(10,000.00)
	Total Property Taxes	25,000.00	(25,000.00)	0.00	(12,499.98)	5,000.00	(15,000.00)	(10,000.00)
Personnel								
61176	Total Salaries	114,059.80	(899,919.01)	(785,859.21)	(472,999.12)	130,800.00	(931,612.87)	(800,812.87)
Pensions, Continuing Ed, Professional Exp, Taxes, Flexible Plans, WC Ins								
62120	Total Benefits	53,877.56	(263,230.64)	(209,353.08)	(146,799.38)	53,877.56	(284,876.41)	(230,998.85)
63105	Total Personnel	167,937.36	(1,163,149.65)	(995,212.29)	(619,798.50)	184,677.56	(1,216,489.28)	(1,031,811.72)

Operations	-							
Office Operations								
64100	Accounting Services	0.00	(25,000.00)	(25,000.00)	(12,500.00)	0.00	(25,000.00)	(25,000.00)
64101	Bank Fees	0.00	(2,000.00)	(2,000.00)	(785.00)	0.00	(2,000.00)	(2,000.00)
64102	Bank/Card Fees	0.00	(4,000.00)	(4,000.00)	(2,129.01)	0.00	(4,000.00)	(4,000.00)
64103	Comm Meetings Meal Expense	0.00	(14,000.00)	(14,000.00)	(6,778.09)	0.00	(14,000.00)	(14,000.00)
64104	Discretionary Office Functions	0.00	(2,000.00)	(2,000.00)	(237.85)	0.00	(2,000.00)	(2,000.00)
64105	Equip/Furnishing under \$2500	0.00	(3,000.00)	(3,000.00)	0.00	0.00	(3,000.00)	(3,000.00)
64106	Grace Hospitality	0.00	(5,000.00)	(5,000.00)	(47.94)	0.00	(5,000.00)	(5,000.00)
64107	Office Supplies	0.00	(10,000.00)	(10,000.00)	(3,914.67)	0.00	(10,000.00)	(10,000.00)
64108	PMC-Joint Occupancy	0.00	(180,000.00)	(180,000.00)	(119,768.56)	0.00	(180,000.00)	(180,000.00)
64109	Repairs & Maintenance	0.00	(2,000.00)	(2,000.00)	(255.07)	0.00	(2,000.00)	(2,000.00)
	Total Office Operations	0.00	(247,000.00)	(247,000.00)	(146,416.19)	0.00	(247,000.00)	(247,000.00)
Communications								
53130	Congregations Website	0.00	(1,000.00)	(1,000.00)	0.00	0.00	(1,000.00)	(1,000.00)
53140	Grace eNews	0.00	(750.00)	(750.00)	(149.20)	0.00	(750.00)	(750.00)
53150	Stock Music and Photos	0.00	(1,000.00)	(1,000.00)	(220.36)	0.00	(1,000.00)	(1,000.00)
53160	Subscriptions & Dues	0.00	(500.00)	(500.00)	(206.48)	0.00	(500.00)	(500.00)
	Total Communications Expense	0.00	(3,250.00)	(3,250.00)	(576.04)	0.00	(3,250.00)	(3,250.00)
Communications Operations								
65101	Database Software & Support Fees	0.00	(4,800.00)	(4,800.00)	(2,099.94)	0.00	(4,800.00)	(4,800.00)
65102	Website	0.00	(5,000.00)	(5,000.00)	(13,420.00)	0.00	(5,000.00)	(5,000.00)
65103	Website Hosting and Domain Registration	0.00	(1,300.00)	(1,300.00)	(540.00)	0.00	(1,300.00)	(1,300.00)
65104	Photography	0.00	(3,000.00)	(3,000.00)	(87.29)	0.00	(3,000.00)	(3,000.00)
65105	Graphic Design (Logos)	0.00	(4,500.00)	(4,500.00)	(850.00)	0.00	(4,500.00)	(4,500.00)
65106	Videos	0.00	(7,500.00)	(7,500.00)	0.00	0.00	(7,500.00)	(7,500.00)
65107	Printing (Stewardship Brochures)	0.00	(15,000.00)	(15,000.00)	(496.90)	0.00	(15,000.00)	(15,000.00)
	Total Communications Operations Expense	0.00	(41,100.00)	(41,100.00)	(17,494.13)	0.00	(41,100.00)	(41,100.00)
Copiers								
65150	Copiers Service Agreement	0.00	(13,000.00)	(13,000.00)	(6,302.61)	0.00	(13,000.00)	(13,000.00)
65151	Copy Machine Usage	0.00	(4,400.00)	(4,400.00)	(1,622.86)	0.00	(4,400.00)	(4,400.00)
65152	Copy Machine Supplies	0.00	(500.00)	(500.00)	0.00	0.00	(500.00)	(500.00)
	Total Copiers	0.00	(17,900.00)	(17,900.00)	(7,925.47)	0.00	(17,900.00)	(17,900.00)
Postage								
65201	Courier / Package Service	0.00	(200.00)	(200.00)	(63.36)	0.00	(200.00)	(200.00)
65202	Meter Postage/Meter Rental	0.00	(4,000.00)	(4,000.00)	(1,024.86)	0.00	(4,000.00)	(4,000.00)
65204	Postage Supplies	0.00	(400.00)	(400.00)	(421.78)	0.00	(400.00)	(400.00)
	Total Postage	0.00	(4,600.00)	(4,600.00)	(1,720.77)	0.00	(4,600.00)	(4,600.00)
Communication Infrastructure								
65100	IT Services	0.00	(24,000.00)	(24,000.00)	(21,418.76)	0.00	(24,000.00)	(24,000.00)
65250	Exchange Service	0.00	(5,000.00)	(5,000.00)	5,141.73	0.00	(5,000.00)	(5,000.00)
65251	Local/LD/800 Telephone Service	0.00	(10,000.00)	(10,000.00)	(600.00)	0.00	(10,000.00)	(10,000.00)

65253	Mobile Phones/Data Plans	0.00	(10,000.00)	(10,000.00)	(3,152.78)	0.00	(10,000.00)	(10,000.00)
65254	Repair & Maintenance	0.00	(1,500.00)	(1,500.00)	0.00	0.00	(1,500.00)	(1,500.00)
	Total Communication Infrastructure	0.00	(50,500.00)	(50,500.00)	(20,029.81)	0.00	(50,500.00)	(50,500.00)
Computer Equipment								
65300	New Equipment	0.00	(8,000.00)	(8,000.00)	(1,231.89)	0.00	(8,000.00)	(8,000.00)
65301	New Printers	0.00	(1,000.00)	(1,000.00)	0.00	0.00	(1,000.00)	(1,000.00)
65302	Repairs & Maintenance	0.00	(2,500.00)	(2,500.00)	0.00	0.00	(2,500.00)	(2,500.00)
65303	Supplies & Software	0.00	(2,000.00)	(2,000.00)	(168.78)	0.00	(2,000.00)	(2,000.00)
	Total Computer Equipment	0.00	(13,500.00)	(13,500.00)	(1,400.67)	0.00	(13,500.00)	(13,500.00)
Staff Travel								
68110	Total Staff Travel	0.00	(90,000.00)	(90,000.00)	(23,963.61)	0.00	(90,000.00)	(90,000.00)
Depreciation Expense								
87350	Depreciation Expense	0.00	(4,700.00)	(4,700.00)	0.00	0.00	(4,700.00)	(4,700.00)
	Total Depreciation Expense	0.00	(4,700.00)	(4,700.00)	0.00	0.00	(4,700.00)	(4,700.00)
	Total Office Operation	0.00	(472,550.00)	(472,550.00)	(219,526.69)	0.00	(472,550.00)	(472,550.00)
Investment Draws Not to Exceed 5.25%		850,000.00	0.00	850,000.00		850,000.00	0.00	850,000.00
	TOTAL	2,471,012.36	(2,293,074.65)	177,937.71		2,433,252.56	(2,286,514.28)	146,738.28

Motions from the Church Development Committee

1. ***Grace Presbytery Council approved the following 1001 New Worshiping Communities.*** (a) WOW! – Worship on Wednesdays (Fort Worth, First), (b) Kin·dom Community with Organizing Pastor Rev. Pepa Paniagua, (c) Ghanaian Fellowship (Irving, Woodhaven) with Organizing Pastor Commissioned Pastor Martin Osae, and (d) UKirk at Southern Methodist University with Organizing Pastor Rev. Jessie Light-Wells. [10/21/20]
2. ***Grace Presbytery Council approved the following actions taken by the Church Development Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.*** [10/21/20]
 - A. Approved a \$10,000 grant request from UKirk SMU New Worshiping Community from the committee’s Emerging Needs operating funds for the fiscal year [8/27/20].
 - B. Dissolved Holy Seed New Church Development at their request effective September 27, 2020. [8/27/20]
 - C. Approved a \$10,000 grant request from Kin·dom Community New Worshiping Community from the committee’s Emerging Needs operating funds [9/24/20].

Information from the Church Development Committee

- A. The Church Development Committee has met twice since the last Council meeting: August 27, 2020 and September 24, 2020 via Zoom. A quorum was present at each and the meetings were properly opened and closed with prayer.

- B. UKirk SMU New Worshiping Community received a \$7,500 Seed Grant from the national 1001 New Worshiping Communities program.
- C. Work is continuing on a Podcast directed toward church revitalization. This may start in October. Work continues on developing a Grace Presbytery New Worshiping Communities process.
- D. The Church Development Committee will meet next via Zoom on Thursday, October 22, 2020.

Motions from the Committee on Ministry

Honorable Retirement

1. *Grace Presbytery Council approved the Honorable Retirement of Rev. Seong Soo Lee effective September 27, 2020. [10/21/20]*

Actions of the Committee on Ministry

2. *Grace Presbytery Council approved 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. [10/21/20]*

Dissolutions of Pastoral Relationships

- A. Dissolved the temporary pastoral position between **Rev. Ron Salfen** H.R. and First Presbyterian Church, Kaufman effective October 4, 2020. [10/20/20]
- B. Dissolved the pastoral relationship between **Rev. Jerry Carpenter** and First Presbyterian Church, Winnsboro effective August 30, 2020. [10/20/20]
- C. Dissolved the pastoral relationship between **Rev. John Zeigler** H.R. and First Presbyterian Church, Lewisville effective December 31, 2020. [10/20/20]
- D. Dissolved the Parish Associate relationship between **Rev. Linda Norris** H.R. and First Presbyterian Church, Temple effective November 1, 2019. [10/20/20]
- E. Dissolved the pastoral relationship between **Rev. Seong Soo Lee** H.R. and Holy Seed New Church Development effective September 27, 2020. [10/20/20]

Permission to Labor Inside and Outside the Bounds of Grace Presbytery

- A. Granted permission for **Rev. Nancy Ramsay** H.R. to labor outside the bounds of Grace Presbytery, pending permission of New Hope Presbytery to labor inside the bounds, to officiate a memorial service in Rocky Mount, North Carolina at the invitation of the pastor. [9/4/20]

Reception of Teaching Elders

- A. Received **Rev. Brendan McLean** from the Presbytery of East Iowa to Grace Presbytery to serve as Pastoral Resident at First Presbyterian Church, Fort Worth effective October 20, 2020 [10/20/20]

Validated Ministry

- A. Approved the Validated Ministry for **Rev. Pepa Paniagua** as Organizing Pastor for the 1001 New Worshiping Community Kin·dom Community of McKinney effective January 1, 2020 through December 31, 2020. [9/15/20]

Installed Positions (Changes)

- A. Approved the changes in terms for **Rev. Amos Disasa** as Pastor (101) of First Presbyterian Church, Dallas, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 5, 2020. [10/20/20]

Compensation:

Cash Salary	\$92,000.00
Housing and Utility Allowance	\$48,000.00
Supplemental Insurance	\$1,871.52
Total Effective Salary	\$141,871.52

Reimbursements:

Social Security Offset	\$10,853.17
Continuing Education and Professional Expenses.....	\$10,000.00

Benefits:

Board of Pension Dues.....	\$52,492.46
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$215,217.15
Total Cost to the Church.....	\$215,217.15
Total Compensation Paid Directly to the person	\$150,853.17

- B. Approved the changes in terms for **Rev. Clayton Allard** as Pastor (101) of Oak Cliff Presbyterian Church, Dallas, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was December 8, 2019. [10/20/20]

Compensation:

Cash Salary	\$42,293.00
Housing and Utility Allowance	\$24,720.00
Supplemental Insurance	\$1,035.00
Other Income	\$3,300.00
Excess Social Security Offset	\$421.00
Total Effective Salary	\$71,769.00

Reimbursements:

Social Security Offset	\$5,458.00
Continuing Education and Professional Expenses.....	\$1,400.00

Benefits:	
Board of Pension Dues.....	\$26,555.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$105,182.00
Total Cost to the Church.....	\$105,182.00
Total Compensation Paid Directly to the person	\$76,192.00

- C. Approved the changes in terms for **Rev. David Schaefer**s as Pastor (101) of First Presbyterian Church, Richardson, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was February 16, 2020. [10/20/20]

Compensation:	
Cash Salary	\$41,314.38
Housing/Utility Allowance	\$37,500.00
Deferred Income	\$4,000.00
Total Effective Salary	\$82,814.38
Reimbursements:	
Social Security Offset	\$6,029.30
Business Travel/Automobile.....	\$1,306.00
Continuing Education and Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pension Dues.....	\$30,641.32
Employer 403B Match.....	\$4,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$125,791.00
Total Cost to the Church.....	\$125,791.00
Total Compensation Paid Directly to the person	\$84,843.68

- D. Approved the changes in terms for **Miatta Wilson** as Certified Christian Educator of First Presbyterian Church, Dallas, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 5, 2020. [10/20/20]

Compensation:	
Cash Salary	\$45,750.00
Supplemental Insurance	\$443.40
Deferred Income	\$13,500.00
IRS Section 125 Plan	\$750.00
Total Effective Salary	\$60,443.40
Benefits:	
Board of Pension Dues.....	\$22,364.06
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$82,807.46
Total Cost to the Church.....	\$82,807.46

Total Compensation Paid Directly to the person\$45,750.00

- E. Approved the changes in terms for **Rev. Rebecca Chancellor Sicks** as Associate Pastor (103) of First Presbyterian Church, Dallas, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 5, 2020. [10/20/20]

Compensation:

Cash Salary\$250.00
Housing and Utility Allowance\$56,000.00
Supplemental Insurance\$1,679.04
Deferred Income\$19,500.00
IRS Section 125 Plan\$7,750.00
Total Effective Salary\$85,179.04

Reimbursements:

Social Security Offset\$4,431.57
Continuing Education and Professional Expenses.....\$5,000.00

Benefits:

Board of Pension Dues.....\$31,516.24
Study Leave2 weeks
Vacation Leave4 weeks
Total Compensation Package.....\$126,126.85
Total Cost to the Church.....\$126,126.85
Total Compensation Paid Directly to the person\$60,681.57

- F. Approved the changes in terms for **Rev. Rosy Robson** as Associate Pastor (103) of First Presbyterian Church, Richardson, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was February 16, 2020. [10/20/20]

Compensation:

Cash Salary\$25,033.00
Housing/Utility Allowance\$28,265.90
Deferred Income\$2,800.00
Total Effective Salary\$56,098.90

Reimbursements:

Social Security Offset\$4,077.37
Business Travel/Automobile.....\$1,414.20
Continuing Education and Professional Expenses.....\$1,000.00

Benefits:

Board of Pension Dues at 19.75% for Pathways to Renewal\$11,079.53
Employer 403B Match.....\$2,800.00
Study Leave2 weeks
Vacation Leave5 weeks
Total Compensation Package.....\$76,470.00
Total Cost to the Church.....\$76,470.00
Total Compensation Paid Directly to the person\$57,376.27

- G. Approved the changes in terms for **Rev. Virginia Hertenstein** as Pastor (101) of First Presbyterian Church, Duncanville, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was February 23, 2020. [10/20/20]

Compensation:

Cash Salary	\$10,916.20
Housing and Utility Allowance	\$41,600.00
Supplemental Insurance	\$461.88
Total Effective Salary	\$52,978.08

Reimbursements:

Social Security Offset	\$4,052.82
Continuing Education and Professional Expenses.....	\$1,000.00

Benefits:

Board of Pension Dues.....	\$19,601.89
Study Leave	2 weeks
Vacation Leave	6 weeks
Total Compensation Package.....	\$77,632.79
Total Cost to the Church.....	\$77,632.79
Total Compensation Paid Directly to the person	\$56,569.02

- H. Approved the changes in terms for **Rev. Julius Edah** as Pastor (101) of United African Presbyterian Church, Dallas, part-time, 30 hours, beginning January 1, 2020. The date of the congregational meeting recommending these terms was November 17, 2020. [10/20/20]

Compensation:

Cash Salary	\$12,000.00
Housing/Utility Allowance	\$18,000.00
Supplemental Insurance	\$905.28
Total Effective Salary	\$30,905.28

Reimbursements:

Social Security Offset	\$2,250.00
Business Travel/Automobile.....	\$5,000.00
Continuing Education and Professional Expenses.....	\$1,000.00

Benefits:

Board of Pension Dues.....	\$14,708.63
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$53,863.91
Total Cost to the Church.....	\$53,863.91
Total Compensation Paid Directly to the person	

Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Ruling Elder Cindy Baker-Burnett** as Commissioned Pastor (107) of Main Street Presbyterian Church, Honey Grove, part-

time, 19 hours per week, beginning June 17, 2020 to June 16, 2021. The date of the session meeting recommending these terms was June 17, 2020. [10/20/20]

Compensation:

Cash Salary\$24,000.00
 Total Effective Salary\$24,000.00

Reimbursements:

Business Travel/Automobile.....\$1,000.00

Benefits:

Study Leave1 weeks
 Vacation Leave6 weeks
 Total Compensation Package.....\$25,000.00
 Total Cost to the Church.....\$25,000.00
 Total Compensation Paid Directly to the person\$24,000.00

- B. Approved the changes in the contract for **Rev. Gaither Bailey** as Stated Supply (108) of First Presbyterian Church, Palestine, part-time, 19 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was August 12, 2020. [10/20/20]

Compensation:

Cash Salary\$38,646.00
 Housing/Utility Allowance\$9,000.00
 Supplemental Insurance.....\$4,100.00
 Total Effective Salary\$51,746.00

Benefits:

Study Leave2 weeks
 Vacation Leave4 weeks
 Total Compensation Package.....\$51,746.00
 Total Cost to the Church.....\$51,746.00
 Total Compensation Paid Directly to the person\$47,646.00

- C. Approved the changes in the contract for **Ruling Elder James Butt** as Commissioned Pastor (107) of First Presbyterian Church, Lancaster, part-time, 12 hours per week, beginning November 1, 2020 to November 1, 2021. The date of the session meeting recommending these terms was September 20, 2020. [10/20/20]

Compensation:

Cash Salary\$10,000.00
 Housing/Utility Allowance\$3,740.00
 Total Effective Salary\$13,740.00

Reimbursements:

Social Security Offset\$1,051.00
 Business Travel/Automobile.....\$380.00
 Continuing Education and Professional Expenses.....\$300.00

Benefits:

Study Leave2 weeks

Vacation Leave	4 weeks
Total Compensation Package.....	\$15,451.00
Total Cost to the Church.....	\$15,451.00
Total Compensation Paid Directly to the person	\$14,791.00

- D. Approved the changes in the contract for **Rev. John Blewitt** as Interim Pastor (105) of First Presbyterian Church, Ennis, full-time, beginning February 1, 2020 to January 31, 2021. The date of the session meeting recommending these terms was December 22, 2019. [10/20/20]

Compensation:	
Cash Salary	\$22,000.00
Housing/Utility Allowance	\$28,000.00
Total Effective Salary	\$50,000.00
Reimbursements:	
Business Travel/Automobile.....	\$2,000.00
Continuing Education and Professional Expenses.....	\$2,950.00
Benefits:	
Board of Pensions	\$6,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$60,950.00
Total Cost to the Church.....	\$60,950.00
Total Compensation Paid Directly to the person	\$50,000.00

- E. Approved the changes in the contract for **Rev. Ron Salfen** as **Stated Supply** (108) of First Presbyterian Church, Kaufman, part-time, 10 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was December 22, 2019. [10/20/20]

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

- F. Approved the changes in the contract for **Rev. Alexander Lee-Cornell** as Interim Pastor (105) of Westminster Presbyterian Church, Dallas, full-time, beginning July 31, 2020 to July 31, 2021. The date of the session meeting recommending these terms was July 26, 2020. [9/15/20]

Compensation:	
Cash Salary	\$69,000.00
Deferred Income	\$5,000.00
Total Effective Salary	\$74,000.00
Reimbursements:	

Social Security Offset	\$5,278.50
Business Travel/Automobile.....	\$600.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Menu Plan	\$10,152.00
Employer 403b.....	\$3,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$96,030.00
Total Cost to the Church.....	\$96,030.00
Total Compensation Paid Directly to the person	\$74,278.00

- G. Approved the changes in the contract for **Rev. David Robert O’Neal** as Stated Supply (108) of First Presbyterian Church, Rusk, full-time, beginning July 1, 2020 to June 27, 2021. The date of the session meeting recommending these terms was June 26, 2020. [9/15/20]

Compensation:	
Cash Salary	\$500.00
Housing/Utility Allowance	\$15,900.00
Supplemental Insurance	\$905.28
Deferred Income	\$1,200.00
Total Effective Salary	\$18,505.28
Reimbursements:	
Business Travel/Automobile.....	\$10,000.00
Benefits:	
Board of Pensions	\$13,220.60
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$41,725.88
Total Cost to the Church.....	\$41,725.88
Total Compensation Paid Directly to the person	\$16,400.00

- H. Approved the changes in the contract for **Rev. Princeton Abaraoha** as Stated Supply (108) of First Presbyterian Church, Midlothian, part-time, beginning July 21, 2020 to July 21, 2021. The date of the session meeting recommending these terms was July 13, 2020. [9/15/20]

Compensation:	
Cash Salary	\$24,800.00
Housing/Utility Allowance	\$13,000.00
Total Effective Salary	\$37,800.00
Reimbursements:	
Business Travel/Automobile.....	\$1,000.00
Continuing Education and Professional Expenses.....	\$1,200.00
Benefits:	
Board of Pensions	\$13,220.60

Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$40,000.00
Total Cost to the Church.....	\$40,000.00
Total Compensation Paid Directly to the person	\$37,800.00

Other Actions of the Committee on Ministry

- A. Appointed **Commissioned Pastor Jimmy Chapman** to serve as moderator of the session for First Presbyterian Church, Winnsboro on September 13, 2020. [9/3/20]
- B. Appointed **Commissioned Pastor Jimmy Chapman** to moderate a Congregational Meeting and Session Meeting at First Presbyterian Church, Winnsboro on October 4, 2020 and November 8, 2020. [9/18/20]
- C. Appointed **Commissioned Pastor Sharon Curry** to moderate the congregational Meeting at First Presbyterian Church, Gainesville on November 25, 2020. [10/20/20]
- D. Approved a Payroll Grant for a church in the North region in the amount of \$2,100.00. [9/23/20]

Recognition of Teaching Elders Completing Service

- A. **Rev. Ron Salfen** (Kaufman, First), **Rev. Jerry Carpenter** (Winnsboro, First), **Rev. John Ziegler** (Lewisville, First), **Rev. Linda Norris H.R.** (Temple, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed)

Minutes

- A. Approved the following minutes of the Committee on Ministry: August 18, 2020, and September 15, 2020.

Motions from the Congregational Support Committee

- 1. *Grace Presbytery Council approved the following actions taken by the Congregational Support Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.* [10/21/20]
 - A. Approved formation of Grace Presbytery Disaster Response Team (more below).
 - B. Reinstated the New Ministry and Small Church Immediate Needs Grants for 2021.
 - C. Approved the 2021 budget request.

Information from the Congregational Support Committee

- A. The Congregational Support Committee, in response to the needs expressed in the recent survey of Pastors and Educators, implemented a project to create examples for

Congregations to use in video/virtual production. This project is self-managed by M.E. Clary and Lander Bethel. Included in the project is Daniel Pappas and Tim Smith, both from First Presbyterian Church, Dallas. They will be creating examples by Presbytery region (North, South, East, and West). More to come on this exciting project!

- B. Also in response to the recent survey, the Congregational Support Committee is researching offering leadership training opportunities, specifically in the area of stewardship. We are currently in consultation with the Lake Institute about their course “Cultivating Generous Congregations”. We will update the Council as this effort progresses.
- C. The Congregational Support Committee established the Grace Presbytery Disaster Response Team. (Funding for this is included in the 2021 budget request). In responding to disasters, the Disaster Response Team is committed to supporting our churches, their communities, and neighboring presbyteries through specific and hands-on Disaster Preparedness Training, as well as concrete support and resourcing for those who have experienced a disaster. Specifically, Grace Presbytery’s Disaster Response Team recognizes the passion of Grace Presbytery for social justice, its ability to facilitate collection of emergency items and transportation of those items, as well as the resources available within Grace Presbytery because of its regional diversity and scope.
- Train congregations with “Just-in-time” response training
 - When a disaster impacts a congregation, form covenant partnerships between the impacted church and another church for immediate and long-term partnership
 - Provide coordination, assistance and resources for churches and groups within the presbytery organizing to provide short term response
 - Connect and resource with the Young Adult ministry of Grace Presbytery
 - Connect congregations with Presbyterian Disaster Assistance for Mission trips
- D. Leah Wycoff is embarking on a project to reassess the needs of the congregations related to resourcing with the expectation that digital subscriptions for churches to share will be one of the outcomes of the project.
- E. The Congregational Support Committee discussed the Mission in a Changing World Grant and decided to recommend to Council that it be continued in its current form recognizing that the grant was never given a chance to show its value due to the suspension of all Congregational Support Committee Grants. The Congregational Support Committee feels that the grant should be continued *at least* for another year.

Motions from the Personnel Committee

1. *Grace Presbytery Council approved the following to be used in the search for an Interim General Presbyter.* [10/21/20]

Brief Church Mission 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.

What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

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.

How do you feel called to reach out to address the emerging needs of your community or constituency?

Grace Presbytery is comprised of 140 congregations with over 27,000 members in 53 counties of Northeast, North Central, and Central Texas. These congregations and communities reflect the rich diversity of the presbytery: theological, ideological, economic, and cultural. In addition, Grace Presbytery is a resourced presbytery with staff and financial resources. The presbytery leverages these assets to support the work of ministry of its churches, to walk alongside churches who are currently in various forms of transition, to bear witness to God's justice at home and abroad, and foster connection among churches and pastors across a wide geographical region.

How will this position help you to reach your vision and mission goals?

This position will provide stable pastoral and administrative leadership to Grace Presbytery until the search for a permanent general presbyter is complete. The bridge interim presbyter will work in consultation with the personnel committee and presbytery council to identify necessary transitional tasks to be completed in preparation for the new permanent G.P. In addition, the bridge interim GP will support the work of the presbytery by serving as staff ex-officio on presbytery committees, specifically personnel committee, committee on ministry, presbytery council, budget and finance committee, and other committees as assigned by presbytery council. The interim GP will serve as a pastoral resource and guide for minister members, presbytery leaders, and staff.

Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization.

Familiarity with role and function of an interim ministry leader. Demonstrated history of organizational management experience/skill. Demonstrates a deep faith as a disciple of Jesus Christ with proven ability to be a pastoral presence with clergy, elders, and congregations, and presbytery staff. Ruling Elder or Minister of the Word and Sacrament in the PC (U.S.A.) who is knowledgeable of the PC (U.S.A.) and its theology, organization, and governance. Mid-council administrative leadership experience. Trained and experienced in conflict management and conflict resolution.

What specific tasks, assignments, and program areas will this person have responsibility?

Assess and identify staffing and other interim needs in conversation with personnel and council. Working with council and presbytery in the execution of the presbytery's Strategic Plan. Equip and empower committees of presbytery to continue to embrace their role and function more fully and freely. Fostering connection among pastors and churches across a wide geographical region. Pastoral resource to minister members of the presbytery.

Leadership Competencies: Spiritual Maturity, Hopeful, Public Communicator, Collaboration, Interpersonal Engagement, Organizational Agility, Organizational Management Skills, Self-Differentiation, Willingness to Engage Conflict, Bridge Builder, Decision Making.

Salary: \$125,000.00 with full BOP benefits

Motions from the Committee on Preparation for Ministry

1. *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 received the items of information.* [10/21/20]
 - A. Approved minutes from July 9, 2020 and September 10, 2020. [10/8/20]
 - B. Awarded a \$3,000.00 scholarship to Adrian White (Dallas, Preston Hollow). [9/10/20]
 - C. Awarded a \$3,000.00 scholarship to Sarah Dixon (Flower Mound, Trinity). [10/8/20]

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).

Motions from the Social Justice Task Force

1. Grace Presbytery Council approved the following actions taken by the Social Justice Task Force and received the items of information. [10/21/20]

- A. Recommended that the following be elected as Co-Moderators of the Social Justice Task Force for 2021: **Rev. Katy Rigler** (Richardson, St. Barnabas) and **Rev. Perryn Rice** (Dallas, Lake Highlands).

Information from the Social Justice Task Force

- A. Rev. Dr. Michael Waters presented a “Race in Dallas” to almost 100 registered participants of Grace Presbytery on October 12, 2020. Many engaged by asking questions during the Q&A time afterwards. A questionnaire is being sent out to garner participants’ response and interest in future events. As the kick-off event in a series, Michael will focus on “Race in America” in the next five classes in 2021 on January 28, February 4, 11, 18, 25 at 7:00 p.m. The classes are open to the entire presbytery: <https://www.gracepresbytery.org/race-in-dallas-workshop/>.
- B. Pittsburgh Theological Seminary’s World Mission Initiative McClure Lectures in October, sponsored, in part, by Grace Presbytery have begun with several hundred participants from around the world and several from Grace: <https://www.pts.edu/wmi-conference>.
- C. The Task Force is currently developing a calendar of events, one per month for 2021, for social justice action. The list will be presented to Council when complete. Beyond providing learning opportunities about various issues, the Task Force’s purpose is to communicate and encourage participation by members of the Presbytery to join together to promote change in North Texas (in pandemic-appropriate ways). We seek to work with churches already engaged in various activities of social justice, thereby highlighting and encouraging their ministries, and also to develop new opportunities of active service both with churches and appropriate community organizations throughout the Presbytery.

Information from the Presbytery Council

- A. Attendance at the October 21, 2020 Presbytery Council 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: **Ruling 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), **Rev. Perryn Rice** (Dallas, Lake Highlands), 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), **Rev. Lisa Juica Perkins** (Nominating Committee), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Michael Thompson**, 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), **Vicki Roberts** (Director of Finance).

- B. The October 21, 2020 Presbytery Council meeting was opened in prayer by Council Moderator **Rev. John Williams**. The meeting was closed in prayer by **Rev. Harry Meissner**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council
Wednesday, November 18, 2020
Special Meeting Minutes

Call to Order

The Special Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on November 18, 2020. The Presbytery Council acted on behalf of Grace Presbytery in accordance with 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.”

Electronic Meeting

The meeting was 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).

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions Approved by the Presbytery Council

1. *Presbytery Council 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:* [11/18/20]
 - A. Approved the minutes of the October 21, 2020 stated meeting of the Presbytery Council as presented by Stated Clerk **Rev. Gerry Tyer**.
 - B. Received a written report from the Nominating Committee Moderator **Rev. Lisa Perkins**.
 - C. Received the final written report from the Administrative Commission for Kerens Presbyterian Church, Kerens presented by Stated Clerk **Rev. Gerry Tyer**.
 - D. Received a written report from the Commissioned Pastor Task Force presented by the staff liaison **Rev. Elizabeth Callender**.
 - E. Received a written report from Stated Clerk **Rev. Gerry Tyer**.
 - F. Received a written report from the Task Force on the Grace Center for Leadership Fund and the East Texas Hispanic Mission Probe Fund from **Ruling Elder Wendell Black**.

G. Received a written report from the Task Force for Camp Gilmont Moderator **Ruling Elder Beth Thompson**.

H. Received an oral report from the Personnel Committee Moderator **Rev. Andy Odom**.

Motions from the Nominating Committee

2. 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
Presbytery Officers						
2021	TE	Lisa Patterson (Presbytery Moderator)	Denton, St. Andrew	F	C	W
2021	RE	Mike Jones (Presbytery Vice Moderator)	Dallas, NorthPark	M	C	N
2021	TE	John Williams (Presbytery Council Moderator)	Sherman, Covenant	M	C	N
Board of Trustees						
2023	TE	Woody Brown	McKinney, Trinity	M	C	N
2023	RE	Sara Jo Mueller	Plano, West Plano	F	C	N
2023	TE	Greg Garis	Hurst, St. Philip	M	C	W
2023	TE	Stuart Baskin	Tyler, First	M	C	E
2023	TE	Ashley Hood	Grapevine, First	F	C	W
Budget and Finance						
2023	RE	Georgianne Williams	Oak Cliff, Dallas	F	AA	N
2023	RE	Lynn Ward	Rockwall, First	F	C	N
Church Development Committee						
2022	RE	Rollin Phillips	Arlington, First	M	C	W
2022	RE	Mike Babler	Athens, First	M	C	E
2023	TE	Princeton Abaraoha	Midlothian, First	M	AA	S
2023	TE	Dan Anderson-Little	Garland, First	M	C	N
2023	TE	Paul Burns	Member at Large	M	C	N
2023	RE	Marisol Aguilar	Farmers Branch, Iglesia Emmanuel	F	H	N
Committee on Ministry						
2023	RE	Cindy Miller	Corsicana, Westminster	F	C	S

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
2023	TE	Jake Clawson	Flower Mound, Trinity	M	C	W
2023	TE	Mari Lyn Jones	Waxahachie, Central	F	C	S
2023	TE	Ashley Drake Mertz	Weatherford, Grace First	F	C	W
2023	RE	Johanna Belford	McKinney, Trinity	F	C	N
2023	RE	Margot Williamson	Ft. Worth, Gethsemane	F	H	W
Committee on Preparation for Ministry						
2022	TE	Craig Hunter	Denton, Trinity	M	C	W
2022	TE	Jones Doughton	Mesquite, First	M	C	N
2023	TE	Ellen Dittman	Richardson, Canyon Creek	F	C	N
2023	TE	Judith Crilley	Validated Ministry	F	C	W
2023	RE	Judith Austin	Athens, First	F	C	E
2023	TE	Jonathan Tony	Irving, Hackberry Creek	M	C	N
Committee on Representation						
2023	TE	Clay Allard	Dallas, Oak Cliff	M	C	N
2023	RE	Karena Malavanti	First, Waco	F	H	S
2023	TE	Shane Webb	Irving, Woodhaven	M	C	N
Congregational Support Committee						
2023	TE	Lillian Smith	Validated Ministry	F	C	N
2023	RE	Jodi Haun	Grapevine, First	F	C	W
2023	TE	Lander Bethel	Sherman, Grand Ave	M	C	N
Presbytery Council						
2023	RE	Beth Peak Thompson	Denton, Trinity	F	C	W
2023	TE	Thomas Lamb	Temple, Grace	M	C	S
2023	TE	Larry Spencer	Honorably Retired	M	C	N
Young Adult Ministry Committee						
2023	RE	Chelsea Stern	Temple, Grace	F	C	S
2023	RE	Priscilla Castillo	Farmers Branch, Iglesia Emmanuel	F	H	N
2022	RE	Lauren Black	Arlington, Grace	F	C	W
Synod Commissioner						
2023	RE	Sharon Curry	Commissioned Pastor	F	C	S

Motions from the Administrative Commission for Kerens Presbyterian Church, Kerens

1. *Grace Presbytery Council received this final report and dismissed the Administrative Commission for Kerens Presbyterian Church, Kerens with gratitude.*
 - A. The Presbytery Council elected: **Rev. Ronnie Holloman** (Honorably Retired) Moderator, Members: **Ruling Elder Cindy Miller** (Westminster Presbyterian Church, Corsicana), and **Ruling Elder Barbara Latta** (Kerens Presbyterian Church, Kerens), as an Administrative Commission for Kerens Presbyterian Church, Kerens with the authority to dissolve the congregation.
 - B. **The Administrative Commission voted to dissolve the congregation of Kerens Presbyterian Church, Kerens effective September 30, 2020.**

- C. The Administrative Commission took the following actions:
- 1) Approved the minutes of the Administrative Commission. [7/1/20, 7/23/20, 8/6/20, 9/11/20, 9/30/20]
 - 2) Approved a free garage sale for movable items. [6/25/20]
 - 3) Approved giving chairs and tables to the Veterans Memorial of Kerens. [6/25/20]
 - 4) Approved the gift of the Hymnal Plus, Presbyterian Hymnals and Chrismon Tree to Fairfield-Harmony Presbyterian Church of Fairfield. [6/25/20]
 - 5) Provided pastoral care of the members of the congregation. [6/25/20]
 - 6) Transferred the following to the office of Grace Presbytery: minutes of the session, congregation and Board of Trustees, Baptized Member Roll, Active Member Roll, Register of Ruling Elders, Register for Deacons, Register of Teaching Elders, Register of Baptisms, the Articles of Incorporation, the Original Charter, the property deeds, building blueprints, IRS Employer Identification Number, State of Texas taxpayer identification, and county tax information. [7/1/20]
 - 7) Inventoried all movable items. [7/1/20]
 - 8) Approved giving 'tagged' items to four members with gratitude. [7/1/20]
 - 9) Approved giving selective items as a free garage sale to the community. [7/1/20]
 - 10) Approved the gift of the American Flag and flagpole to the Veterans Memorial project. [7/1/20]
 - 11) Contracted with an individual to remove trash. [7/23/20]
 - 12) Approved the June Financial Report [7/23/20], July Financial Report [8/6/20] and August Financial Report [9/11/20] and secured copies for the record.
 - 13) Arranged for a Certified Public Accountant firm to create W-2 forms for two ministers. [9/11/20]
 - 14) Determined that there are no miscellaneous unclaimed funds via Texas Comptroller's Office. [9/11/20]
 - 15) Approved taking original jurisdiction of the session. [8/6/20]
 - 16) Designated June 7, 2020 as the final worship service with communion, the final session meeting, and the final congregational meeting. [8/6/20]
 - 17) Approved September 30, 2020 as the official dissolution of the church. [8/6/20]
 - 18) Approved leaving the utilities turned, transferring the utilities to the office of Grace Presbytery effective 9/30/20, and continuing maintenance of the lawn. [8/6/20]
 - 19) Communicated with current and past members of the congregation by card, Facebook page, and ENews, announcing the dissolution of the congregation. [8/6/20]
 - 20) Received current members of the congregation on behalf of Grace Presbytery. [8/6/20]
 - 21) Confirmed the email approval of the satisfying of local financial obligations. [9/11/20]
 - 22) Approved the closing of the active sale of movable property. [9/11/20]
 - 23) Approved the cancellation and transferring of the insurance coverage to Grace Presbytery. [9/11/20]
 - 24) Approved the transfer of the title to the real property. Legal description: Lots 6 and 7, Block 75, K0100 Kerens OT and known as 301 SE 3rd Street, Kerens, Texas. [9/11/20]
 - 25) Approved all mail to be forwarded to Grace Presbytery. [9/11/20]

- 26) Approved placing the following notifications in the local paper and Facebook page: “The Kerens Presbyterian Church of Kerens, Texas will cease operation on or about September 30, 2020. Any outstanding debts or financial obligations must be submitted in writing to Grace Presbytery at 6100 Colwell Blvd., Suite 100, Irving, Texas 75039 by the close of business on November 30, 2020.” [9/11/20]
- 27) Gathered for a brief service of Fulfillment. [9/30/20]
- 28) Completed the dissolution Form 652 for the Secretary of State of Texas. [9/30/20]
- 29) Removed the church sign. [9/30/20]
- 30) Requested Grace Presbytery that when the property is sold or otherwise transferred that the following provisions will be followed: (a) if the church building is to be razed, the bell be given to the city of Kerens [9/30/20], and (b) the Historical Site Marker is to remain on the property. [6/25/20]
- 31) Consolidated all financial assets and transferred them to Grace Presbytery. [9/30/20]
- 32) Approved the following motion: In accordance with the authority delegated by Grace Presbytery to the Administrative Commission for Kerens Presbyterian Church of Kerens, Texas to access church funds, transfer assets, and close banking and investment accounts, as well as the authority to make real property transactions, the Administrative Commission hereby authorizes Director of Property Management Karen Ebling as a signatory for all legal matters and real estate transitions. [10/9/20]

Brief History of Kerens Presbyterian Church, Kerens, Texas

The story begins with Telemachus Weir (T.W.) Wade establishing a mercantile business near Rush Creek in Eastern Navarro county around 1850. As other families settled nearby, the area became known as Wadeville (on the Tyler to Waco stagecoach route via the Airheart Ferry crossing of the Trinity River). Soon, other settlers came: Noble Wade (T.W. Wade’s father), Captain Frances Marion Martin, who also operated a mercantile, Salathiel Harris “Toose” Kimes, Josiah Daniel and Richard H. Ware and David Green Kerr all became involved in building the area. Eventually, the Cumberland Presbyterian Church was established on June 5, 1869.

Prior to the organizing of the Presbyterian Church and as more families settled in Wadeville, the need became more evident for a regular place of worship within the community itself and “the White Church” was built and used by groups from the Masonic lodge, to quarters for soldiers and “Negro troops” to other religious gatherings and a school. The upstairs served as the Lodge hall and the downstairs served as the school, community center, and church.

Noble Wade had been a Presbyterian elder in Kentucky. He settled in Wadeville and on June 5, 1869, the Wadeville Church was organized in Nobel Wade’s home, with the Rev. R.D. King coming to officiate. The following is the first notation made in the official Minutes Book of the Wadeville Church:

“We whose names are hereunto annexed subscribing to the doctrine of the Cumberland Presbyterian Church and approving of her form of Government and being willing to support the gospel as God in His Providence may prosper us, have do hereby agree to unite in a church organization under the care of Tehuacana Presbytery of the Cumberland Presbyterian

Church to be known as the Wadeville Church.” –signed Nobel Wade, S.A. Wade, D.G. Kerr, A. H. Sherrill, Mary Sue Sherrill, Nannie Wade, M. F. Weir, Sarah A. Ware Richard Ware.

Not much is known about the early pastors of the church. Some lived elsewhere and came to Wadeville only once or twice a month for Sunday Worship services, while others also served as teachers during the week. According to his letter to the church, W.B. Preston rode horseback from Rice, Texas to conduct services.

In June 1881, the Wadeville Cumberland Presbyterian Church bought Lot 7, Block 75 in the newly laid out town of Kerens, Texas situated on the St. Louis and Southwestern Railroad line. The new church building was completed in 1883 and just as they did in Wadeville, the Presbyterians shared their new building with the Baptists and the Methodists and the community. The bell, which had been bought shortly after the Wadeville Presbyterian Church was organized in 1869, was moved to Kerens and is still in use in 2020.

Many of the residents of Wadeville were eager to move to Kerens because the promise of easily accessible railroad transportation offered them more comfortable working and living conditions. And according to the Church official Minutes Book the Session meeting for March 1883 was dated from Kerens. In March 1884, the following notation was made in these records:

“That whereas the name of the village and Post Office of Wadeville has been changed to that of Kerens. Resolve that the name of the Wadeville Congregation Cumberland Presbyterian Church be and is hereby changed to that of the Kerens Congregation Cumberland Presbyterian Church and that we respectfully ask Presbytery to concur in this change and to have our name changed on the Presbytery record.” –J.M. Brooks, Moderator and B. H. Kimes, Stated Clerk

Shortly after Asa S. Blackwood assumed the pastorate in 1898 a storm destroyed the building, The new building was completed and dedication services were held in May 1900, with J.W. Hornbeak, A.S. Blackwood and Dr. Jessie Anderson assisting the pastor, J.A. Hornbeak.

In 1906, fires of conflict arose in the church due to the union of the Cumberland Presbyterian Church and Presbyterian Church, U.S.A. This conflict was finally resolved on July 1, 1906 and the church became known as the Kerens Presbyterian Church, U.S.A.

Joe Everheart served as the pastor from 1919 until the end of 1941. During this time, a Sunday School building was completed in 1922. On May 27, 1951, a new sanctuary was dedicated while R.C. Linder served as the pastor.

In 1975 the Kerens Presbyterian Church joined the Fellowship Parish, which is composed of Presbyterian churches of Fairfield, Mabank, Ennis, Hillsboro, Mexia, Corsicana and Kerens. Through the combined efforts of these 7 churches, various retreats, camps, and training programs were made available to all of these churches – programs which any one of these churches alone would be unable to sponsor.

The Church has sent out 4 of its members into fulltime Christian service: the son and daughter of the former pastor, Joe Everheart (Rev. William Edward Everheart and Mrs. Jean Everheart Miller has served with her husband, Rev. John Miller, as missionaries to Brazil); Rev. Charles

Anderson Reese; Rev. John Hulan McCord, son of E.W. and Valkie McCord, of Kerens (great, great, great grandson of Noble Wade).

In May 1983, the Rev. Haves R. White served as the Stated Supply for the Kerens Presbyterian Church. In 1984, a youth program with 6 to 12 committed young people called Youth I.N.C. (Youth in the name of Christ). On June 10, 1984, the church celebrated the 100th Anniversary of being named the Kerens Presbyterian Church and the 113th anniversary of its organization. On September 15, 1985, the Kerens Presbyterian Church celebrated another milestone; the Texas Historical Marker was dedicated commemorating the Kerens Presbyterian Church, 1869.

The Church did not grow much in number; however, it remained a vital heartbeat of the community of Kerens. In 1999, the Church gathered again after 130 years of ministry to celebrate God's Grace and Generosity. The Rev. Thomas G. Prentiss was Stated Supply Pastor and former pastors, Felix Keys and Haves R. White attended. During the years since, another member has entered the ministry of Word and Sacrament, Rev. Kathy Collier, and has been serving as Stated Supply through this troubling time and fulfillment of ministry. The community of Kerens did not grow in population either. Many of the young members grew up and found positions and careers in other places. However, the church membership remained faithful. They support community projects like scholarships for students from the high school, The Veterans' Memorial, Kerens Cotton Harvest Festival, Kerens Library, all of which they were instrumental in their establishing.

Over the ensuing years, Rev. Lynette Solomon began to serve the church as part-time pastor and preacher. Rev. Darla Blatnik and Rev. Kathy Collier joined her in these latter years. The congregation continued to participate in the community, the Fellowship Parish and sharing the Good News through words and actions. The worshipped faithfully every Sunday, giving their gifts and saying their prayers. Thanks be to God for them.

In 2019, the church gathered once again to celebrate God's faithfulness and the ministry of God through them over the previous 150 years. Now, as the time has come to finish the call of God, they gathered in June for worship, communion, lunch, congregational meeting, Session meeting and fellowship. They celebrated the many, many disciples who lived faithfully in the community of Kerens and left a legacy which will continue to live and breathe the breath of God.

– From the research of Kenna Beck and Rev. Thomas W. Currie, Jr.

Motions from the Commissioned Pastor Task Force

1. Grace Presbytery Council approved the current Commissioned Pastor Task Force be assigned as a Subcommittee of the Committee on Ministry.

Rationale: The Commissioned Pastor Task Force has completed its founding work to design and determine oversight of the ongoing Commissioned Pastors program of Grace Presbytery. The Commissioned Pastor Task Force already engages in the nominating process by Committee on Ministry leadership (and Presbytery Staff) which appoints new classes of members to Committee on Ministry Subcommittees. The new Moderator for 2021 will be Rev. Nancy Drake and for 2022, Rev. Michele Goff.

Motions from the Stated Clerk

1. *Grace Presbytery Council received the following report of the Stated Clerk.*

As required by the Book of Order, the following is reported as items of information from the Stated Clerk:

- A. The following is a roster of the current and former members of the Permanent Judicial Commission (D-5.0206): Current Members: Class of 2021: Rev. Gordon Blackman, Ruling Elder Melinda Hunt (Richardson, Canyon Creek), Ruling Elder Mark Snyder (Dallas, Bentwood Trail); Class of 2023: Ruling Elder Donna Bowling (Temple, Grace), Rev. Mary Stewart Hall, Ruling Elder Will Pryor (Dallas, First); Class of 2025: Ruling Elder Mark Auten (Dallas, NorthPark), Rev. Thomas C. Gibbons (H.R.), Ruling Elder Mary Marcotte (Dallas, Northridge). Former Members: Class of 2003: Ruling Elder Nell Dean Wilson (Weatherford, Grace First), Class of 2007: Ruling Elder Peter Morgan (Greenville, United), Class of 2009: Ruling Elder Calvin Bluiett (Dallas, Oak Cliff), Rev. Lynnette D. Solomon, Ruling Elder Cathy Zellars (Weatherford, Grace First); Class of 2011: Rev. John C. Engelhard; Class of 2013: Ruling Elder Laura Stackhouse (Forth Worth, First); Class of 2015: Ruling Elder Phyllis Kidwell (Tyler, First), Ruling Elder Ron Martin (Greenville, United), Rev. Elizabeth Johnson Pense. Class of 2017: Ruling Elder Carole Cook (Tyler, First), Rev. Nancy Jean Ramsay, Rev. Paul M. Thompson; Class of 2019: Ruling Elder John Palmer (Waco, First), Rev. Darla Blatnik, Ruling Elder Susan Cuellar (Dallas, First); Class of 2023: Ruling Elder Ernie Higginbotham (Dallas, First).
- B. The presbytery adopted a budget this year to support the church's mission within its area. And the audit this year included a full financial review of all financial books and records by a public accountant. (G-3.0113)
- C. The presbytery currently has property and liability insurance on file at the presbytery office. Anyone interested in reviewing the insurance may receive a copy from the Stated Clerk. (G-3.0112)
- D. The presbytery Manual of Administrative Operations is on file at the presbytery office and is posted on the presbytery website. (G-3.0106)
- E. The presbytery Sexual Misconduct Policy is on file at the presbytery and is posted on the presbytery website. Anyone interested in reviewing it may receive a copy from the Stated Clerk. (G-3.0106) The presbytery Child Protection Policy is on file at the presbytery and is posted on the presbytery website. Anyone interested in reviewing it may receive a copy from the Stated Clerk. (G-3.0106) The annual review of session records includes determination of adherence to G-3.0106 concerning a sexual misconduct policy and a child protection policy.
- F. The presbytery has reviewed the proceedings and actions of all entities related to the presbytery and all officers able to act on behalf of the body in accordance with G-3.0108a.

- G. The presbytery nominating process ensures all requirements in the Book of Order are met. (G-3.0111)
- H. The Committee on Representation is responsible for the implementation of the presbytery's commitment to inclusiveness as outlined in the Book of Order, particularly the procedures and mechanisms for promoting and reviewing the presbytery's implementation of the church's commitment to inclusiveness and representation. (G-3.0103)
- I. The Annual Statistical Report has been submitted to the General Assembly. (G-3.0302e)
- J. The "guidance and communication of the synod and General Assembly on all matters have been considered and that any binding actions have been observed and carried out." (G-3.0302c)
- K. All of the historical records of Grace Presbytery including the minutes of presbytery meetings have been transferred to the archive storage facility in Philadelphia operated by the Presbyterian Historical Society.

Motions from the Task Force on the Grace Center for Leadership Fund and East Texas Hispanic Mission Probe Fund

1. *Grace Presbytery Council rescinded part of the action taken on September 9, 2020 in order to consider Motions 2, 3, and 4* (as indicated below with underlined text): "The Presbytery Council 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."

Background and Rationale: It is necessary to rescind part of the action taken by the Presbytery Council on September 9, 2020 specifying the final decision on this matter be made by the "whole presbytery" at its next meeting. If this is not rescinded, Motions 2, 3, and 4 could not be considered by the Presbytery Council at this time.

On October 21, 2020 the Presbytery Council received an oral report from the Presbytery Council Moderator **Rev. John Williams** including his appointment of the following task force to study how the Grace Center for Leadership Fund and the East Texas Hispanic Mission Probe Fund may be repurposed for ministry within Grace Presbytery: **Ruling Elder Chip Black** (Arlington, Grace), **Rev. Lisa Patterson** (Denton, St. Andrew), **Rev. Robin Michalove** (Fort Worth, First), **Rev. Perryn Rice** (Dallas, Lake Highlands).

2. *Grace Presbytery Council consolidated the following funds into a new fund called the "Mission Outreach Fund," and the initial balance and future deposits will be retained as a corpus and the accumulated appreciation used to provide funding for grants to meet mission and outreach purposes as proposed by congregations or other Presbyterian-related mission entities and as approved by Presbytery Council:*

- Grace Center for Leadership Fund (Investment Account 54654)⁵
- East Texas Hispanic Mission Probe Fund (Investment Account 54657)⁶
- Young Adult Volunteer Scholarship Fund (Investment Account 54653)⁷

Background and Rationale:

- A. The task force studied the issues and came to the conclusion that along with the two funds assigned to it by the Presbytery Council (the Grace Center for Leadership Fund, and the East Texas Hispanic Mission Probe Fund), a third fund (the Young Adult Volunteer Scholarship Fund) should also be included in the proposal.
- B. The proposal is to establish an endowment-like fund where the principal would not be spent, but the interest, earnings and accumulated appreciation would be available to fund grants. The purpose of the grants would be for mission and outreach. Applications for grants could be made by congregations or other Presbyterian-related mission entities (such Young Adult Volunteer Scholarships, Camp Gilmont, etc.)

- 3. Grace Presbytery Council approved the following addition to Standing Rule 5.7.9 which will add new responsibilities to the Congregational Support Committee: “and (5) managing the grant application process for the Mission Outreach Fund including establishing criteria for grants and making specific grant recommendations to the Presbytery Council for final approval.”***

Background and Rationale: The Task Force on the Grace Center for Leadership Fund and East Texas Hispanic Mission Probe Fund will assist the Congregational Support Committee to establish the process of implementation.

- 4. Grace Presbytery Council authorized a letter be sent to every church, as well as posted on the presbytery website, describing the repurposing of the 3 funds, and inviting the entire presbytery to join in celebrating Grace Presbytery’s continuing commitment to mission and outreach in general and to Camp Gilmont in particular.***

5 This fund 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 that church left the denomination.

6 This fund 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 that church left the denomination.

7 This fund 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 that church left the denomination.

Information

- A. Attendance at the November 9, 2020 online meeting of the Task Force: **Rev. Robyn Michalove, Rev. Perryn Rice, Ruling Elder Chip Black, Rev. Lisa Patterson, Rev. Mike Thompson, and Joanna Kim.**
- B. Prayers: The opening prayer was led by **Rev. Lisa Patterson**. The meeting was adjourned by prayer led by **Ruling Elder Chip Black**.
- C. The Task Force received a working document from Interim General Presbyter **Rev. Mike Thompson** prior to the meeting outlining the fund amounts under discussion for repurposing board designated funds.

Motions from the Task Force on Camp Gilmont

1. *Grace Presbytery Council voted to begin the process of establishing a covenant agreement between Grace Presbytery and Camp Gilmont to be drafted by the Task Force on Camp Gilmont and representatives from Camp Gilmont and agreed upon by both parties and presented to the Presbytery or Presbytery Council for approval in early 2021.*
2. *Grace Presbytery Council approved the request from Camp Gilmont for funding from the accumulated proceeds of the Mission Outreach Fund in the amounts of \$150,000.00 for 2021, \$100,000.00 for 2022, and \$75,000.00 for 2023, all pending approval of the covenant between Grace Presbytery and Camp Gilmont.*
3. *Grace Presbytery Council approved the following actions taken by the Task Force for Camp Gilmont and received the items of information.*
 - A. Recommended that a new fund created by combining the East Texas Hispanic Ministries, Grace Center for Leadership Fund, and Young Adult Volunteers Scholarship Fund be considered as a possible source of funding for this ministry.
 - B. Recommended that the creation and adoption of a new covenant between Grace Presbytery and Camp Gilmont is in order. One has been written, is being refined, and will be presented to Council in early 2021.

Information

- A. Attendance at the November 5, 2020 Task Force meeting: Moderator: **Ruling Elder Beth Thompson**, Task Force Members: **Ruling Elder Mike Jones, Rev. Thom Lamb, Rev. Woody Meredith, Rev. Mike Thompson**, Camp Gilmont Representatives: **Rev. Clay Brantley** (Moderator of the Camp Gilmont Executive Director Search Committee), **Lester Caldwell** (Chair of the Camp Gilmont Board of Directors), **Ruling Elder Phyllis Kidwell, Marie Nelson** (Camp Gilmont Associate Director), **Stephen Payton** (Treasurer, Camp Gilmont Board of Directors), and the Camp Gilmont Executive Co-Directors.

- B. Beth Thompson opened the meeting with prayer. Everyone introduced himself or herself. The Task Force members discussed most of the following:
- C. Grace Presbytery Council appointed Mike Jones, Thom Lamb, Woody Meredith, Mike Thompson, and Beth Thompson to serve as the Gilmont Task Force.
- D. Council specifically asked:
 - a) that Mike Thompson provide a history of the relationship between Grace Presbytery and Camp Gilmont, including how much money has been given to Gilmont,
 - b) for a fund-raising plan,
 - c) for a Gilmont budget that shows compensation for the Executive Co-Directors and other itemized budget projections, and
 - d) that the compensation package for the Executive Co-Director who is a Teaching Elder be shared with the Committee on Ministry.
- E. Brief Historical Overview of Camp Gilmont

The files on Camp Gilmont are not comprehensive but there are enough documents to provide an overview. Camp Gilmont was created by the Paris Presbytery almost 80 years ago. When Paris Presbytery merged with Covenant PCUS it became a part of Covenant Presbytery and eventually the union of Covenant and Trinity and finally their successor Grace Presbytery.

In 1980 Covenant Union Presbyteries developed a 65-page Master Plan for developing Camp Gilmont. The building was begun with a loan of \$242,000 in March of 1982. More construction was undertaken in March of 1984 with a loan of \$1,112,800. There is no record of how or when the loan was paid off. Between 1984 and 1994 Grace Presbytery realized that it could no longer afford three camp centers. The cost of operating the three centers was in excess of at least \$250,000 a year plus other expense. In July of 1994 Briarwood was sold and 501(c)(3)s were created in the regions of Prairie Valley and Gilmont. The boards were made up of area pastors and lay people. The land, some timber rights, and mineral rights were deeded to Gilmont. The hope was that churches in those areas would support the camps. It did not happen. Oddly enough, the same was experienced in the Paris Presbytery during the 1940s.

After extensive conversations between representatives from the Camp Gilmont and Presbytery Council, a “Ministry Partnership Between Grace Presbytery and Camp Gilmont” was formed on August 27, 2009. A committee was established that had representation from both Gilmont Board of Directors and members of Grace Presbytery. The covenant agreement was to last for five years with Grace Presbytery providing funding on a declining basis for four years totaling \$68,750. The covenant was not renewed in 2014.

Several issues over the years have made it difficult for Gilmont to become financially self-sufficient. As mentioned above the churches in East Texas and churches in Grace Presbytery have not provided a steady and dependable stream of income that is needed to

support the camp. Although individuals primarily in East Texas have provided gifts to support building projects and special events, money for operating expenses and building maintenance have barely matched income from camping events.

Historically camp directors were very good managers and hands on working with camp maintenance and operations. They were not skilled or gifted in fund raising and the board was never successful in performing that function. Distance from the population centers of the presbytery has served as a deterrent to some. For example, it is two and half hours from Arlington and three hours from Waco. For the past 10 years, the General Presbyter was committed to keeping a firm and distant relationship with Gilmont. Gilmont was often not allowed to promote events using Grace Presbytery media.

Despite these challenges and impediments Camp Gilmont has managed to survive and provide a strong camping program and events for Grace Presbytery.

F. Money given to Camp Gilmont:

Donation Date	Amount	Notes
12/28/10	6,000.00	Total for 2010
3/1/11	41,750.00	Summer Camp
5/1/12	26,750.00	Summer Camp
3/1/13	13,500.00	Summer Camp
6/24/13	6,000.00	Camperships
6/30/14	6,750.00	Summer Camp
7/11/14	2,500.00	Summer Camp Supplies
12/30/14	45,745.11	Church Closed
7/28/15	6,000.00	Summer Camp
7/31/16	6,000.00	Camperships
12/1/16	6,000.00	Camperships
7/1/17	2,004.00	Camperships
6/1/20	20,000.00	Where needed most.
10/5/20	7,500.00	Evergreen Hurricane Evacuees
	\$196,499.11	Total

G. Stephen Payton, Treasurer reported that the Gilmont budget is flat at this time. Money is not flowing in or out like it usually does with all the conferences that normally take place.

H. The Gilmont Board of Directors has established the Sowing Seeds Fundraising Campaign with the goal of raising \$80,000, 80 new donors, and 80 new monthly donors in celebration of this, Gilmont's 80th year.

I. The new Executive Co-Directors shared their call stories with us. They each discerned an individual call from God to pursue working together at Gilmont. They are quite clear that being Executive Co-Directors at Gilmont is the next place for them to serve Christ and his church.

J. Details of Financial Request of Grace Presbytery from Camp Gilmont:

1st Year - Requesting \$150,000:

- \$100,000 to cover salary and benefits
- \$20,000 to cover repairs/renovations of the director's house
- \$5,000 for moving expenses
- \$25,000 as seed money to try various pilot programs for Grace Presbytery pastors, educators, youth leaders, youth, children, etc. - pastor cohorts, regional educator gatherings, confirmation retreat, etc. We would love to work with the Congregational Support Committee and/or other representatives from Grace Presbytery to help meet the needs of the presbytery.

2nd Year - Requesting \$100,000:

- \$75,000 to cover 3/4 salary and benefits
- \$25,000 for programs to support Grace Presbytery at Gilmont

3rd Year - Requesting \$75,000

- \$50,000 to cover 1/2 salary and benefits
- \$25,000 for programs to support Grace Presbytery at Gilmont

K. Compensation for the Executive Co-Directors:

Executive Director of Development and Spiritual Formation 2021 Compensation:

Salary	35,000.00
Housing Allowance.....	12,462.00 (30% of \$41,540)
403B Match.....	2,000.00 (Not in Total Effective Salary or Social Security)
Health FSA.....	2,750.00
Dental (Family).....	1,632.00
Vision (Family).....	158.00
Total Effective Salary ...	52,002.00
<u>Reimbursements</u>	
Social Security	3,978.15
Auto/Travel	5,000.00
Continuing Education ...	1,000.00
<u>Benefits</u>	
BOP Dues.....	\$19,981.20 (Family Medical, Pension, Death and Disability)
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation....	\$83,961.35

Executive Director of Operations 2021 Compensation:

Salary	\$35,000.00
Housing Allowance.....	0.00
403B Match.....	\$2,000.00
Total Effective Salary ...	\$37,000.00
<u>Reimbursements</u>	
Auto/Travel	\$1,000.00
Continuing Education ..	\$1,000.00
<u>Benefits</u>	
BOP Dues.....	\$3,700.00 (Pension, Death and Disability)

Study Leave2 weeks
Vacation Leave4 weeks
Total Compensation....\$42,700.00

Total of Both Packages \$126,661.35

Total Cost to the Camp \$114,199.35

- L. The Task Force requests that a new fund created by combining the East Texas Hispanic Ministries, Grace Center for Leadership Fund, and Young Adult Volunteers Scholarship Fund be considered as a possible source of funding for this ministry.
- M. The Task Force members and the Camp Gilmont representatives agreed that the creation and adoption of a new covenant between Grace Presbytery and Gilmont is in order. The last one was adopted in 2009. One has been written, is being refined, and will be presented to Council in early 2021.
- N. Phyllis Kidwell, Mike Thompson, and Beth Thompson spoke of Gilmont staff member Marie Nelson’s superb and remarkable service to Gilmont during these difficult years. Marie has been a steady, dedicated leader who has always exhibited a kind spirit in going about the hard work of being a vital part of keeping Gilmont a place for children, youth, and adults to experience the presence of God.
- O. After the discussion and conversations concluded, the Gilmont representatives left the meeting and the Task Force members remained. Task Force members were positively impressed with the new Executive Co-Directors and with the representatives of Gilmont. Task Force members expressed gratitude for the new potential that will grow out of an excellent working relationship between Gilmont and Grace Presbytery.
- P. Immense thanks to Mike Thompson and Clay Brantley for providing the background information needed for the Task Force’s work.
- Q. Beth Thompson closed with prayer.

Motions from the Committee on Ministry

- 1. *Grace Presbytery Council approved 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.*

Permission to Labor Inside and Outside the Bounds of Grace Presbytery

- A. Granted permission for the **Rev. Marge Landwehr** from Northern Plains Presbytery to labor within the bounds to officiate the wedding of her niece at the Mansion in Denton in January 2021. (Date still to be determined.) [11/4/20]

- B. Granted permission for the **Rev. Jessie Light-Wells** to officiate a wedding in Greenville, South Carolina on November 21, 2020, pending approval from Foothills Presbytery. [11/9/20]

Transfer of Teaching Elders

- A. Dismissed **Rev. Mia Levetan** to Providence Presbytery effective November 17, 2020. [11/17/20]
- B. Dismissed **Alexandra Pappas** to Pines Presbytery following her ordination to the ministry of Word and Sacrament on November 21, 2020. [11/17/20]

Installed Positions (Changes)

- A. Approved the changes in terms for **Rev. Chris Campbell** as Associate Pastor (103) of First Presbyterian Church, Arlington full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 5, 2020. [11/17/20]

Compensation:

Cash Salary	\$20,712.00
Housing and Utility Allowance	\$50,000.00
Supplemental Insurance Premiums.....	\$1,632.00
Total Effective Salary	\$72,344.00

Reimbursements:

Social Security Offset	\$5,534.00
Business Travel/Automobile.....	\$3,600.00
Continuing Education and Professional Expenses.....	\$2,340.00

Benefits:

Board of Pension Dues.....	\$26,767.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$110,585.00
Total Cost to the Church.....	\$110,585.00
Total Compensation Paid Directly to the person	\$76,246.00

- B. Approved the changes in terms for **Rev. Chris Campbell** as Co-Pastor (101) of First Presbyterian Church, Arlington full-time, beginning October 1, 2020. The date of the congregational meeting recommending these terms was August 30, 2020. [11/17/20]

Compensation:

Cash Salary	\$32,174.00
Housing and Utility Allowance	\$50,000.00
Supplemental Insurance Premiums.....	\$1,632.00
Total Effective Salary	\$83,806.00

Reimbursements:

Social Security Offset	\$6,411.00
Business Travel/Automobile.....	\$3,600.00

Continuing Education and Professional Expenses.....	\$2,970.00
Benefits:	
Board of Pension Dues.....	\$31,008.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$127,795.00
Total Cost to the Church.....	\$127,795.00
Total Compensation Paid Directly to the person	\$88,585.00

- C. Approved the changes in terms for **Rev. Richard McDermott** as Pastor (101) of First Presbyterian Church, Arlington full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 5, 2020. [11/17/20]

Compensation:	
Cash Salary	\$17,636.00
Housing and Utility Allowance	\$50,000.00
Supplemental Insurance Premiums.....	\$1,632.00
Deferred Income	\$26,000.00
Total Effective Salary	\$95,268.00
Reimbursements:	
Social Security Offset	\$5,299.00
Business Travel/Automobile.....	\$3,600.00
Continuing Education and Professional Expenses.....	\$3,600.00
Benefits:	
Board of Pension Dues.....	\$35,249.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Total Compensation Package.....	\$143,016.00
Total Cost to the Church.....	\$143,016.00
Total Compensation Paid Directly to the person	\$72,935.00

- D. Approved the changes in terms for **Rev. Richard McDermott** as Co-Pastor (101) of First Presbyterian Church, Arlington full-time, beginning October 1, 2020. The date of the congregational meeting recommending these terms was August 30, 2020. [11/17/20]

Compensation:	
Cash Salary	\$6,174.00
Housing and Utility Allowance	\$50,000.00
Supplemental Insurance Premiums.....	\$1,632.00
Deferred Income	\$26,000.00
Total Effective Salary	\$83,806.00
Reimbursements:	
Social Security Offset	\$4,422.00
Business Travel/Automobile.....	\$3,600.00
Continuing Education and Professional Expenses.....	\$2,970.00
Benefits:	
Board of Pension Dues.....	\$31,008.00

Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$125,806.00
Total Cost to the Church.....	\$125,806.00
Total Compensation Paid Directly to the person	\$60,596.00

- E. Approved the changes in terms for **Rev. Mally Baum** as Associate Pastor (103) of Trinity Presbyterian Church, McKinney full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 5, 2020. [11/17/20]

Compensation:

Cash Salary	\$6,193.85
Housing and Utility Allowance	\$56,382.35
Total Effective Salary	\$62,576.50

Reimbursements:

Social Security Offset	\$4,787.08
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$4,000.00

Benefits:

Board of Pension Dues.....	\$23,153.19
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$97,516.47
Total Cost to the Church.....	\$97,516.47
Total Compensation Paid Directly to the person	\$67,363.28

- F. Approved the changes in terms for **Rev. Robert Leischner** as Pastor (101) of St. Andrew's Presbyterian Church, Dallas full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was March 1, 2020. [11/17/20]

Compensation:

Cash Salary	\$4,385.00
Housing and Utility Allowance	\$52,000.00
Deferred Income	\$4,900.00
Total Effective Salary	\$61,285.00

Reimbursements:

Social Security Offset	\$4,313.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$1,087.00

Benefits:

Board of Pension Dues.....	\$22,675.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$92,360.00
Total Cost to the Church.....	\$92,360.00
Total Compensation Paid Directly to the person	\$60,698.00

- G. Approved the changes in terms for **Rev. Norwood Brown** as Pastor (101) of Trinity Presbyterian Church, McKinney full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 5, 2020. [11/17/20]

Compensation:

Cash Salary	\$50,000.00
Housing and Utility Allowance	\$50,000.00
Total Effective Salary	\$100,000.00

Reimbursements:

Social Security Offset	\$7,650.00
Continuing Education and Professional Expenses.....	\$6,300.00

Benefits:

Board of Pension Dues.....	\$37,000.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package.....	\$150,950.00
Total Cost to the Church.....	\$150,950.00
Total Compensation Paid Directly to the person	\$107,650.00

Temporary Positions (New)

- A. Approved the contract for **Rev. Michael Morgan** (a member of Pines Presbytery) as Stated Supply (108) of First Presbyterian Church, Hooks, part-time, 12 hours per week, beginning October 18, 2020 to January 10, 2021. The date of the session meeting recommending these terms was October 15, 2020. [11/17/20]

Compensation:

Cash Salary	\$150.00 per week
Total Effective Salary	\$150.00 per week
Total Compensation Package.....	\$150.00 per week
Total Cost to the Church.....	\$150.00 per week
Total Compensation Paid Directly to the person	\$150.00 per week

Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Rev. Carl Thompson** as Stated Supply (108) of Salado Presbyterian Church, Salado, part-time, 19 hours per week, beginning January 1, 2021 to December 31, 2021. The date of the session meeting recommending these terms was October 11, 2020. [11/17/20]

Compensation:

Cash Salary	\$15,557.40
Housing/Utility Allowance	\$29,664.00
Total Effective Salary	\$45,221.40

Reimbursements:

Business Travel/Automobile.....	\$1,100.00
Benefits:	
Study Leave	2 weeks
Vacation Leave	8 weeks
Total Compensation Package.....	\$46,321.40
Total Cost to the Church.....	\$46,321.40
Total Compensation Paid Directly to the person	\$45,221.40

- B. Approved the changes in the contract for **Rev. David Wilman** as Stated Supply (108) of First Presbyterian Church, Rockdale, part-time, 20 hours per week, beginning April 1, 2020 to March 31, 2021. The date of the session meeting recommending these terms was March 22, 2020. [11/17/20]

Compensation:	
Cash Salary	\$10,000.00
Housing/Utility Allowance	\$23,000.00
Total Effective Salary	\$33,000.00
Reimbursements:	
Continuing Education and Professional Expenses.....	\$500.00
Benefits:	
Menu Plan Benefits.....	\$12,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package.....	\$45,500.00
Total Cost to the Church.....	\$45,500.00
Total Compensation Paid Directly to the person	\$33,000.00

- C. Approved the changes in the contract for **Rev. Debbie Spangler** as Stated Supply (108) of First Presbyterian Church, Denton, part-time, 20 hours per week, beginning October 16, 2020 to October 15, 2021. The date of the session meeting recommending these terms was October 14, 2020. [11/20/20]

Compensation:	
Cash Salary	\$5,280.00
Housing/Utility Allowance	\$21,120.00
Total Effective Salary	\$26,400.00
Reimbursements:	
Continuing Education and Professional Expenses.....	\$300.00
Benefits:	
Study Leave	2 weeks
Vacation Leave	2 weeks
Total Compensation Package.....	\$26,700.00
Total Cost to the Church.....	\$26,700.00
Total Compensation Paid Directly to the person	\$26,400.00

- D. Approved the changes in the contract for **Rev. Ronald Holmes** as Stated Supply (108) of Westminster Presbyterian Church, Corsicana, full-time, beginning September 1, 2020 to

August 31, 2021. The date of the session meeting recommending these terms was August 24, 2020. [11/17/20]

Compensation:

Cash Salary	\$37,500.00
Housing/Utility Allowance	\$34,600.00
Total Effective Salary	\$73,005.00

Reimbursements:

Business Travel/Automobile.....	\$1,500.00
Continuing Education and Professional Expenses.....	\$2,400.00

Benefits:

Board of Pension Dues.....	\$27,001.85
Supplemental Insurance (Not subject to BOP dues).....	\$905.00
Study Leave	2 weeks
Vacation Leave	4 weeks

Total Compensation Package.....	\$103,906.85
Total Cost to the Church.....	\$103,906.85
Total Compensation Paid Directly to the person	\$73,005.00

Parish Associates

- A. Approved the changes in contract for **Rev. John Williams** as Parish Associate of Covenant Presbyterian Church, Sherman, part-time, without compensation, hours vary, beginning January 1, 2021 to January 31, 2021. The date of the session meeting recommending these terms was October 15, 2020. [11/17/20]

Certified Christian Educator

- A. Approved the changes in terms for **Ruling Elder Tami Voyles** as Certified Christian Educator of Trinity Presbyterian Church, McKinney full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 21, 2020. [11/17/20]

Compensation:

Cash Salary	\$52,500.00
Total Effective Salary	\$52,500.00

Benefits:

Board of Pension Dues.....	\$31,537.96
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 6 years

Total Compensation Package.....	\$84,037.96
Total Cost to the Church.....	\$84,037.96
Total Compensation Paid Directly to the person	\$52,500.00

Ordination and Installation Commissions

- A. Elected the following Administrative Commission to ordain **Alexandra Pappas** in the Temporary Pastoral Position (108) of Pastoral Resident for First Presbyterian Church of

Shreveport, Louisiana on November 21, 2020 at Eastminster Presbyterian Church of Dallas at 2:00 p.m. Grace Presbytery Teaching Elders: Rev. Lisa Patterson (Denton, St. Andrew) to moderate, Rev. Clay Brantley (Member at Large) to preach, Rev. Sherry Holloman (Dallas, Eastminster) to charge the pastor, Rev. Christopher Lee (Richardson, Canyon Creek), Rev. Jessie Light-Wells (Dallas, UKirk at Southern Methodist University), Rev. Harry Meissner (Longview, St. Andrew); Grace Presbytery Ruling Elders: Denise Bennett (Dallas, Eastminster) to charge the congregation, Lundy Forbes (Dallas, Preston Hollow), and Wade Hatter (Denton, St. Andrew). Note: An opportunity for nominations from the floor was afforded prior to the election. [11/2/20]

- B. Elected the following Administrative Commission to install **Rev. Nicole Bates** as Pastor of NorthPark Presbyterian Church of Dallas on December 27, 2020 at 11:00 a.m. and 4:00 p.m. Grace Presbytery Teaching Elders: Rev. Lisa Patterson (Denton, St. Andrew) to moderate, Rev. Rosy Robson (Richardson, First) to charge the congregation, Rev. Andy Odom (Richardson, Canyon Creek), Rev. Frank Ehman (H.R.) to charge the pastor, Rev. Amy Moore (Member at Large); Grace Presbytery Ruling Elders: Anita Siegers (Dallas, NorthPark), Chris Hollas (Dallas, Westminster), and Harrell Lucky (Dallas, Preston Hollow), Teaching Elder from Mission Presbytery: Rev. Elizabeth McClean (Pastor at First Presbyterian Church of Austin, Texas) to preach. Note: An opportunity for nominations from the floor was afforded prior to the election. [11/10/20]

Other Actions of the Committee on Ministry

- A. Approved a grant in the amount of \$1,000.00 to assist a pastor. [10/29/20]

Minutes

- A. Approved the following minutes of the Committee on Ministry: October 20, 2020.

Other Presbytery Council Business

Motions from the Presbytery Council

1. *Grace Presbytery Council authorized the Council Moderator to appoint a task force to study the idea of scheduling a virtual presbytery meeting in 2021 including what would be the purpose, agenda, scope, and logistics of such a meeting.* [11-18-20]

Motions from the Personnel Committee

1. *Grace Presbytery Council moved into executive session for the purpose of receiving a recommendation from the personnel committee regarding an employment matter.*
2. *Grace Presbytery Council authorized the Personnel Committee to spend up to \$72,789.00 from undesignated presbytery funds to redress a past confidential employment matter.*
3. *Grace Presbytery Council rose from executive session.*

Motions from the Board of Trustees

1. *Presbytery Council elected 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 Jefferson Howeth (Dallas, NorthPark), Ruling Elder Karen Ebling (Richardson, Canyon Creek), and Rev. Michael Thompson (Interim General Presbyter. An opportunity for nominations from the floor was afforded prior to the election. [11-18-20]*

Background: The John Knox Presbyterian Church, Fort Worth was dissolved on April 3, 2016. The Board of Trustees of the presbytery has been working on a sale in recent months. There is a potential buyer, and this motion enables the sale to be finalized.

Information from the Presbytery Council

- A. Attendance at the November 18, 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: **Ruling Elder Wendell Black** (Arlington, Grace), **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), **Rev. Lisa Juica Perkins** (Nominating Committee), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Michael Thompson**, Stated Clerk **Rev. Gerry Tyer** (H.R.), 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), **Vicki Roberts** (Director of Finance). Excused: Class of 2021: **Rev. Seong Soo Lee** (H.R.), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark).
- B. The November 18, 2020 Presbytery Council meeting was opened in prayer by Council Vice Moderator **Ruling Elder Beth Peak Thompson**. The meeting was closed in prayer by **Rev. Michael Thompson**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

Grace Presbytery Council
Wednesday, November 23, 2020
Special Meeting Minutes

Call to Order

The Special Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on November 23, 2020. The Presbytery Council acted on behalf of Grace Presbytery in accordance with 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.”

Electronic Meeting

The meeting was 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).

Quorum

The moderator declared a quorum was present in accordance with the *Roberts Rules of Order, Newly Revised* and the Standing Rules and Manual of Administrative Operations of Grace Presbytery.

Motions Approved by the Presbytery Council

1. *Presbytery Council 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:* [11/23/20]
 - A. Received a written and oral report from the Personnel Committee Moderator **Rev. Andy Odom**. [11/23/20]
 - B. Expressed appreciation to the Personnel Committee for their excellent work in the search process for the new interim general presbyter. [11/23/20]
 - C. Expressed appreciation to **Rev. Mike Thompson** for his outstanding service as interim general presbyter from October 1, 2019 to December 31, 2020.
 - D. Received an oral report from the Committee on Ministry Moderator **Rev. Michael Waschevski** concerning one of the churches in the presbytery which has been struggling in recent years.

Motions from the Personnel Committee

1. *Grace Presbytery Council unanimously elected Rev. Dr. Stephen A. Shive as the next Interim General Presbyter for Grace Presbytery effective January 15, 2021 with the following terms of call.* [11/23/20]

Salary/Housing.....\$125,091.32
Continuing Education Allowance2,500.00
Full Board of Pensions Benefits
Vacation4 weeks
Continuing Education Leave..... 2 weeks (cumulative to 6 weeks)
Reimbursements
Mileage
Moving expenses
Exploratory trip expenses for housing
Cellphone
Expected Start Date..... January 15, 2021

Note: This is a 12-month renewable contract, either party may terminate this contract with 60 days’ notice. It is renewable into 2022 if needed.

Résumé for Rev. Dr. Stephen A. Shive

911 Recluse Court, Casper, WY 82609
(307) 262-9454
steveashive@gmail.com

Work Experience

Presbytery of Wyoming: General Presbyter – Casper, WY – 28 churches [May 2013 –present]
Presbytery of Wyoming: Transitional General Presbyter – Casper, WY – 31 churches [March 2011 – April 2013]
First Presbyterian Church: Pastor/Head of Staff – Fargo, ND – 875 members [2005 – 2010]
First Presbyterian Church: Pastor/Head of Staff – Green Bay, WI – 450 members [1992–2005]
Oakland Presbyterian Church: Pastor (Solo) – Statesville, NC – 150 members [1987– 1992]
Southminster Presbyterian Church: Assistant Pastor – Crestwood, MO – 800 members [1985– 1987]

Personal Purpose Statement

“To coach and facilitate adventures in transformation and collaboration”

Strengths

(Based Upon Strength Finders)

Strategic Positivity
Learning Arranger
WOO – Winning Others Over

Formal Education

Union Theological Seminary, Richmond, Virginia, D. Min. [1992]
Columbia Theological Seminary, Decatur, Georgia, M. Div. [1985]
Auburn University, Auburn, Alabama, B.A., Psychology [1976]

Knowledge and Skills I Bring to the Position

- An expansive and deepening understanding of the practices of church transformation
- A non-anxious presence, having extensive study and practice with family systems, and with coaching groups and teams
- A thorough understanding of congregational life cycles, and experience in leading congregations through each particular stage
- Knowledge, experience, skills, and passion for caring for and working with pastors
- Knowledge of and experience with team development and coaching
- A passionate and growing knowledge, as well as experience working with people to help them discover and implement spiritual practices which God uses to transform their lives
- A practical and theological understanding of the missional church and transitioning from an attractional church
- Knowledge and experience in building competent, creative, and enthusiastic staffs
- Knowledge of conflict management and resolution resources needed to deal with inevitable issues
- A working knowledge and growing experience in leading congregations through adaptive and technical change
- A working knowledge and experience in leading congregations and a Presbytery in development of mission and vision statements, and core values that help them realistically look into the future with clarity and hope

Continuing Education

Daring Greatly, Northumbria Community, England, July 2018
Organizational Relationship System Coaching Certification [March 2015 – March 2016]
Organizational Relationship System Coaching (ORSC) Training: Fundamentals, Intelligence, Geography, and Path, San Francisco, CA [2013 – 2014]
Western Area Staff Conference: Various Topics, San Francisco, CA [2011-2015]
Presbytery Leader Formation: General Presbyter Leadership Training [2011-2013]
Appreciative Inquiry Training: The Clergy Leadership Institute [January – April 2012]
Missional Church Conference: Atlanta, GA [2009]
Ascent Conference: University Ministry, Seattle, WA [2008]
Preaching Conference: Lectionary Homiletics, Minneapolis, MN [2008]
Missional Church Conference: Long Beach, CA [2008]
Senior Pastors: Leading the Multi-staff Team: Alban Institute, Richmond, VA [2007]
Executive Leadership Assessment Seminar: Richmond, VA [2004]
Spirituality of Place: Marquette, MI [2003]
Worshipful-work: Madison, WI [2003]
Critical Incident Stress Management: Chapel Hill, NC [2001 & 2002]

Small Group Training: Synod School, Grinnell, IA [2001]
Preaching Conference, Lectionary Homiletics: Washington, DC [2001]
Changing Church Conference: Bloomington, MN [1999 & 2000]
Thompson Scholar in Evangelism: Columbia Theological Seminary, Decatur, GA [1998]
Iona Community Conference: Iona, Scotland [1998]
Certification in Myers-Briggs Personality Inventory: Richmond, VA [1995]
Spiritual Assessment: Oconomowoc, WI [1993]
Clinical Pastoral Education: Winston Salem, NC [1990]

Ministry to the Larger Church

Presbyterian Mental Health Network Planning Team, 2019 - present
Syria-Lebanon Partnership Network, 2018-present
Discipleship Conference Planning Team, PCUSA [2014 – 2015]
Evangelism Coach, PCUSA [2012 – 2015]
Convener, Western Area Staff Conference Planning Team [2014]
Western Area Staff Conference Planning Team [2012 – 2013]
Alternate Commissioner to the General Assembly, Presbytery of Northern Plains [2010]
Transitional Task Force, Presbytery of Northern Plains [2010]
Presbytery Council, Presbytery of Northern Plains [2009 – 2010]
Interim Executive Presbyter Search Committee, Presbytery of Northern Plains [2008 – 2009]
Personnel Committee - Chair, Presbytery of Northern Plains [2005 – 2010]
Newly Ordained Clergy Seminar - Co-teacher, Synod of Lakes and Prairies Synod School [2007]
Mission Initiative - Ministry Team, Presbytery of Northern Plains [2005 –2008]
Visioning Task Force, Presbytery of Northern Plains [2007]
Moderator of Presbytery, Winnebago Presbytery [2004 – 2005]
Vice-moderator of Presbytery, Winnebago Presbytery [2003 – 2004]
Presbytery Administrative Review Committee - Co-chair, Winnebago Presbytery [2001– 2005]

Leadership Style

I practice a leadership style that determines the direction, sets the pace, and applauds and encourages others. I search for opportunities for the Presbytery and its churches to grow and innovate, and create a shared vision by discerning the call of God, and appealing to the churches' hopes, dreams and values. I set the pace by building trust, working to develop agreed upon goals, giving power to others, and equipping and supporting them along the way. I applaud the Spirit by personally striving to model the values of the Presbytery, celebrating small "victories," expressing appreciation often, recognizing an individual's contribution, and celebrating a team's accomplishments.

Accomplishments in Current Position

We have for the most part stabilized and strengthened congregations in the midst of massive societal and cultural changes to a place where we are losing fewer members each year, while increasing churches' focus on getting outside its walls. We are working to sustain struggling

congregations by creatively partnering with other churches and in one situation with a New Worshiping Community.

We have explored and discovered the values and vision of the Presbytery and have recently adopted a Rule of Life which will help keep the Presbytery open to God's dreams and aspirations.

We are exploring what transformation looks like in the churches, and how the Presbytery can encourage, enhance, and applaud these efforts. Transformation, from the Presbytery's perspective, focuses on 1) spirituality: providing the space and practices so people will be open to the Spirit's direction, 2) mission: moving the churches from being inward focused to being engaged in the communal needs in their locale, and 3) leadership : learning how to cultivate churches as they emerge in this new way. The Omaha Presbyterian Seminary Foundation has granted the Presbytery funds to create and lead a Transformation Cohort of two – four churches for 2020 - 2022.

We are strengthening relationships and providing support to clergy and CE's, as they work in the often-stressful environment of pastoral ministry, through quarterly regional Clergy/CE gatherings.

We have created a center for spirituality, The Sabbath Center, which provides opportunities for pastors and church leaders to explore and try on a variety of spiritual practices, which may help form and sustain them in life, and in the practice of ministry. Currently, we offer two events each year with a format of Monday evening through Wednesday noon.

With a goal of beginning and sustaining three New Worshiping Communities, the Presbytery has initiated two thus far, and is working to provide funding and emotional and spiritual support.

Narrative Questions

Describe a moment in your recent ministry that you recognize as one of success and fulfillment.

While there are several successes, the one that is most significant and fulfilling is leading the Presbytery Council through a process of visioning. The Presbytery last spent any defining time with its vision in 2008. While the participles *caring, connecting and challenging* characterize much of what God was calling us to do for about eight years, it did not address some realities, the Presbytery was facing: decreasing membership, even though at a slowing rate, estimated pastoral changes in 22 of 28 churches in the next five years, membership that is conservatively over 65 years old composing 46% of our total, and decreasing funds being given to the Presbytery. The overwhelming directive was that we focus on *transformation*. What that will look like is being explored at this time and will likely focus on 1) *internal transformation*, centered on teaching spiritual practices and working with churches so they discover God's vision for them, 2) *external transformation*, teaching and modeling a more missional mind-set and realities and change theory and process, and 3) *structural transformation*, creating more flexibility and fluidity in our organization while maintaining accountability. The reality that the

Presbytery is moving together to address systemic and spiritual issues is empowering and exciting!

Describe the ministry setting to which you believe God is calling you.

I believe God is calling me to a Presbytery

- where diversity is celebrated and is a functional reality of our common life together. Diversity strengthens communities as people listen to and respect all the voices in the system
- where trust is being built that will enable us to move forward together
- where a propelling vision of God's reign for this particular terroir is being discovered and lived out with explicitly expressed values articulated and utilized in decision-making
- where our lives are being changed by the living Christ and we are going forth as God's sent ones into God's mission of justice, peace and love
- where spiritual practices are taught and emulated so that in that space the gathered may experience the presence of God
- where conflict is an expected reality and the expectation is that more and more leaders will utilize conflict as a source of growth
- where tradition is valued and innovation is encouraged. Ancient-Future expresses how we might move together, holding onto some of the ways of the past and being open and creative to do them in new and expressive ways
- where relationships are the glue that holds us together and is the energy which moves us forward
- where hard work is valued and respected alongside of playfulness
- where the staff is expected to work as a dynamic team, setting the expectation for the life of the Presbytery

What areas of growth have you identified in yourself?

In 2016, I completed my training as a Certified Organization and System Relationship Coach through CRR Global. This training is invaluable to me as I work with sessions and congregations to help them move forward in healthy ways. Coaching is an excellent tool for teams of people whether at their inception or at new chapters in their journey. Sometimes teams or individuals on them resist going over an edge to a new way of living. In this process, I am recognizing edges that I am facing as a coach. As I am working to face my resistance and walk into it, I am finding my present ministry with churches much more effective as well! I am personally learning strategies to cross over into a secondary realm and make it a new primary realm. This personal learning is also effective with churches and groups.

Describe a time when you lead change.

In 2011, the Presbytery had a large Committee on Ministry, composed of 18 people from representative areas of the Presbytery. The COM had five Area Teams with each one coordinated by a COM member. The Area Teams were responsible for caring out the responsibilities of COM in that area. In Wyoming, we are spread out and sometimes the Area Teams had churches that

were separated by 150 miles. Some Area Teams were functioning relatively well and others were barely covering the bases. Several more issues were identified by the Moderator of the COM: training for the coordinators, and Area Teams being expected to be knowledgeable of everything from transitions to conflict to healthy churches. After attempts to provide quality training and after a lot of thorough discussion with the Moderator of COM and the Stated Clerk who had a long history in the Presbytery, an open and honest discussion was held with the COM. A Task-Force of COM representatives brought a proposal back to the COM. The proposal called for the reduction of COM from 18 to 12, with Area Teams being done away with, and each COM member being a Liaisons to 2-3 churches and people with specialized training in conflict, mediation, etc. being brought in as needed. This proposal was approved unanimously by COM and by the Presbytery. Much of this change process came about as the New Form of Government was, also, being implemented. The COM has become a group that sees itself as being a pastor and counselor to the churches and not just a defensive, fire-stopper or transition agent. Change from my perspective involves defining clearly what is not working well, creating a team to work on a new way forward, considering the emotional reactivity of the people in the system, and showing the people the path forward.

References

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Information from the Presbytery Council

- A. Attendance at the November 23, 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), Class of 2021: **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. Woody Meredith** (Budget and Finance Committee), **Rev. Andy Odom** (Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Michael Thompson**, 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). Excused: Class of 2020: **Rev. Thomas Lamb** (Temple, Grace), Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Seong Soo Lee** (H.R.), Moderators of Presbytery Entities: **Rev. Harry Meissner** (Church Development Committee), Ex-Officio without Vote: Presbytery Treasurer **Trey Angel** (Dallas, NorthPark).

- B. The November 23, 2020 Presbytery Council meeting was opened in prayer by Council Moderator **Rev. John Williams**. After the election of the new interim general presbyter, the Presbytery Council was led in prayer by **Rev. Andy Odom**. The meeting was closed in prayer by **Rev. Michael Thompson**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery

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Grace Presbytery
Standing Rules and Manual of Administrative Operations
Revised November 18, 2020

General Rules

1. General Rules

- 1.1. The name of the presbytery is Grace Presbytery.
- 1.2. Grace Presbytery is a council of the Presbyterian Church (USA) composed of the congregations and ministers of Word and Sacrament (Teaching Elders) on its rolls within its geographical bounds. Its duties, responsibilities, governance, discipline and faith statements are contained in the Constitution of the Presbyterian Church (USA) and these Standing Rules.
- 1.3. Grace Presbytery is a member presbytery of the Synod of the Sun.
- 1.4. Grace Presbytery is organized into four regional mission units for convenience and representation. The Regions are:
 - 1.4.1. North Region including Dallas, Collin, Grayson and Rockwall Counties, First Presbyterian Church of Forney, and First Presbyterian Church of Terrell in Kaufman County.
 - 1.4.2. West Region including Cooke, Denton, Wise, Palo Pinto, Parker, Tarrant, Erath, Hood and Johnson Counties.
 - 1.4.3. East Region including Fannin, Lamar, Red River, Bowie, Hunt, Delta, Hopkins, Franklin, Titus, Morris, Cass, Camp, Raines, Wood, Upshur, Marion, Van Zandt, Smith, Gregg, Harrison, Henderson, Anderson, Cherokee, Rusk, Panola and Shelby Counties, First Presbyterian Church of Kaufman, and First Presbyterian Church of Mabank in Kaufman County.
 - 1.4.4. South Region including Somervell, Ellis, Bosque, Hill, Navarro, Mills, Hamilton, McLennan, Limestone, Freestone, Coryell, Falls, Bell, and Milam Counties.

Meetings

- 1.4.5. There shall be four stated meetings of the presbytery each year.
- 1.4.6. Special meetings of the presbytery may be called (1) by the Presbytery Council, (2) Presbytery Moderator with the concurrence of two ministers of Word and Sacrament and two ruling elders, with the ruling elders being from different churches, (3) Stated Clerk with the concurrence of two ministers of Word and Sacrament and two ruling elders, with the ruling elders being from different

churches, or (4) the Synod of the Sun. Only business indicated in the call of special meetings may be transacted at a special meeting.

- 1.4.7. Notice for presbytery meetings shall be sent at least ten days in advance to the session of every church and each minister of Word and Sacrament. The notice gives the purpose of the meeting. A packet with all business coming before presbytery meetings is posted on the presbytery website at least ten days in advance.
- 1.4.8. If a presbytery meeting needs to be cancelled or delayed for any reason, it will be announced on the Grace Presbytery website, eNews and through other electronic media. The decision to cancel or delay the start of a presbytery meeting will be made by the Moderator of the Presbytery in consultation with the General Presbyter and Stated Clerk. Rescheduling a cancelled meeting is the responsibility of the Stated Clerk in consultation with the Moderator and General Presbyter.
- 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, and the Board of Trustees is authorized to conduct corporate business on behalf of Grace Presbytery, Inc.
- 1.4.10. Dates and places for stated meetings are approved by the presbytery upon recommendation of the Presbytery Council during the first half of the preceding year. Changes may be approved at any meeting of the presbytery. Dates are as evenly spaced throughout the year as is feasible.
- 1.4.11. The docket for presbytery meetings is prepared by the Stated Clerk and General Presbyter, reviewed by the Presbytery Council, and proposed to the Presbytery for adoption by the Stated Clerk.
- 1.4.12. Presbytery meetings shall conform to the Constitution of the Presbyterian Church (USA) and these Standing Rules.
- 1.4.13. A quorum for presbytery meetings is ten percent of the ministers of Word and Sacrament currently on the roll of the presbytery and one ruling elder commissioner from ten percent of the congregations on the roll of the presbytery.
- 1.4.14. New business presented at stated meetings of the presbytery shall be referred to the appropriate committee of the presbytery (by the Stated Clerk) for review and recommendation at the next stated meeting of the presbytery. New business is not considered at the meeting in which it is presented unless approved by a two-thirds vote of those present and voting.

1.4.15. Display space at presbytery meetings may be requested by ministries of Grace Presbytery, Synod of the Sun and General Assembly. Displays are for the purpose of information sharing, not fund raising. A common table may be provided for congregations to place materials about their ministries. Exceptions to these guidelines require approval by the Stated Clerk or General Presbyter.

Officers

1.4.16. Officers of the presbytery are Moderator, Vice Moderator, Presbytery Council Moderator, General Presbyter, Stated Clerk, and Treasurer.

1.4.17. The Presbytery Moderator, Vice Moderator and Presbytery Council Moderator are nominated by the Nominating Committee and elected by the presbytery for a one-year term. The Presbytery Moderator and Vice Moderator do not ordinarily serve consecutive terms. The Stated Clerk and Treasurer are nominated by the Presbytery Council, elected by the presbytery for a one-year term, and may serve consecutive terms.

1.4.18. The General Presbyter and Associate General Presbyter(s) are called and elected by the following procedure: Presbytery Council shall nominate a Search Committee to be elected by the presbytery. The Search Committee shall nominate a candidate to be called and elected by the presbytery to an open-ended term.

1.4.19. The positions of General Presbyter, Stated Clerk and Treasurer shall be filled by three different individuals.

1.4.20. The Presbytery Moderator, Vice Moderator, Moderator of Presbytery Council and Treasurer are voluntary, unpaid positions. The Stated Clerk and General Presbyter are compensated positions.

1.4.21. The Moderator of Presbytery presides at presbytery meetings and fulfills other duties as specified in the Constitution of the Presbyterian Church (USA) and these Standing Rules. In the absence of the Moderator, the Vice Moderator presides at meetings and fulfills the other duties of the moderator.

1.4.22. The General Presbyter is the head of the presbytery staff and performs the responsibilities specified in the Constitution of the Presbyterian Church (USA), these Standing Rules, and the job description as approved by the Presbytery Council.

1.4.23. The Treasurer is responsible for the general oversight of the financial operations of the presbytery and fulfills the other responsibilities specified in these Standing Rules, and the job description as approved by the Presbytery Council.

1.4.24. The Stated Clerk serves as parliamentarian, polity advisor and recording secretary at presbytery meetings, custodian of permanent records insuring the permanent records of presbytery and dissolved congregations are archived at the

Presbyterian Historical Society, and fulfills the other responsibilities specified in the Constitution of the Presbyterian Church (USA), these Standing Rules and the job description as approved by the Presbytery Council.

Membership of Presbytery

2. Membership of Presbytery

2.1. Commissioners at presbytery meetings with voice and vote are the following:

- 2.1.1. All ministers of Word and Sacrament on the roll of the presbytery.
- 2.1.2. At least one ruling elder elected by the session of each congregation on the roll of the presbytery in accordance with the membership size of the church. Sessions are encouraged to elect ruling elder commissioners to serve a one-year term in order to ensure continuity and full participation by the ruling elders.
 - 2.1.2.1. 50 members or less: 1 ruling elder commissioner
 - 2.1.2.2. 51 to 250 members: 2 ruling elder commissioners
 - 2.1.2.3. 251 to 1,000 members: 3 ruling elder commissioners
 - 2.1.2.4. 1,001 to 1,500 members: 4 ruling elder commissioners
 - 2.1.2.5. 1,501 to 2,000 members: 5 ruling elder commissioners
 - 2.1.2.6. 2,001 to 3,000 members: 6 ruling elder commissioners
 - 2.1.2.7. 3,001 members or more: one additional ruling elder for every 1,000 members
 - 2.1.2.8. Congregations with more than one installed pastor may elect as many ruling elder commissioners as there are installed pastors or as many as the membership would permit, whichever is higher.
- 2.1.3. Ruling elder Certified Christian Educators and Certified Associate Christian Educators during their term of service in an educational ministry under the jurisdiction of Grace Presbytery but are not otherwise elected as a commissioner from a session.
- 2.1.4. Ruling elder officers of the presbytery and ruling elders elected to any committee, commission, or the Presbytery Council during their term of service, but are not otherwise elected as a commissioner from a session.
- 2.1.5. Ruling elder commissioners to the General Assembly and young adult advisory delegates during their term of service but are not otherwise elected as a commissioner from a session.

2.2. The following have voice, but not vote at presbytery meetings:

- 2.2.1. One ruling elder elected from each new church development Steering Committee.

- 2.2.2. Christian educators employed by congregations of Grace Presbytery who are not certified or are not ruling elders.
- 2.3. The presbytery shall adopt a plan at the first stated meeting of each year to fulfill the requirements of G-3.0301 concerning numerical parity of ministers of Word and Sacrament and ruling elders as well as a method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103.

Organization of Committees

3. Organization of Committees

- 3.1. All committees and the Presbytery Council are divided into three classes, with members in numbers as nearly equal as possible, serving three-year staggered terms, unless otherwise specified by these Standing Rules.
- 3.2. A quorum for committees, commissions, the Presbytery Council, task forces, ministry teams, work groups, and other organizations is fifty percent of its members, unless otherwise specified by these Standing Rules.
- 3.3. All committees, commissions, and the Presbytery Council shall report all actions taken at the next stated meeting of the presbytery.
- 3.4. Committees, commissions, and the Presbytery Council may appoint temporary work groups for specific tasks. Work groups shall be given any necessary authorization as delegated by the committee, commission, or council. They report to the body which created them. Committees, commissions, and the Presbytery Council may invite nonmembers who have special expertise to assist temporarily in specific tasks. Such individuals have voice but not vote in the committee, commission, or council.
- 3.5. All committees, commissions, and the Presbytery Council shall adopt and be guided by a manual of operations which includes all policies and procedures approved by the committee, commission, or council.
- 3.6. The following report directly to the presbytery: Presbytery Council, Committee on Ministry, Committee on Preparation for Ministry, Permanent Judicial Commission, Committee on Representation, Nominating Committee and Board of Trustees.
- 3.7. The following report to the presbytery through the Presbytery Council: Personnel Committee, Budget and Finance Committee, Children and Youth Ministry Committee, Young Adult Ministry Committee, Church Development Committee, and Congregational Support Committee.
- 3.8. All persons serving on committees, commissions, task forces, ministry teams, work groups, and other organizations created by the presbytery shall be composed of ministers of Word and Sacrament on the roll of the presbytery or members of a congregation on the roll of the presbytery.

3.9. Ordinarily no one serves in more than one elected position concurrently except members of the Permanent Judicial Commission, members of the Committee on Representation, and as otherwise specified by these Standing Rules.

3.10. Terms of Service

3.10.1. New presbytery officers and new members of presbytery committees, commissions, and the Presbytery Council are elected by the presbytery at the last stated meeting each year with service beginning January 1, except new members of the Children and Youth Ministry Committee, who are elected during the first half of the year with service beginning July 1. All persons are installed at the meeting when elected.

3.10.2. Resignations from committees, commissions, and the Presbytery Council should be submitted in writing to the Stated Clerk. Unexcused absence from two consecutive meetings constitutes a resignation. When this takes place, the moderator of the committee, commission, or council shall notify the person involved as well as the Stated Clerk indicating that the person has been removed from membership of the committee, commission, or council.

3.10.3. Vacancies for the unexpired portion of a term are filled from nominations made by the Nominating Committee and election by presbytery. Any person so elected will serve until the end of the unexpired term.

Electronic Voting

3.11. Electronic Voting

3.11.1. In accordance with *Robert's Rules of Order Newly Revised* (11th Edition, pages 97-99) and in accordance with the 216th General Assembly authoritative interpretation of F-3.0205, committees, commissions, the Presbytery Council, task forces, ministry teams, work groups, and other organizations of the presbytery may vote electronically on motions, if the following provisions have been made:

3.11.1.1. All members of the committee must have access to a compatible email system. If a member does not have email, the moderator or clerk must send the motion to the member via United States Postal Service or other means of delivery. A reasonable deadline for response must be included with the communication. At least a quorum of members must respond by the deadline.

3.11.1.2. If a member wishes to raise a parliamentary question (such as a point of order), the member should communicate the question to the moderator or clerk. If the member wishes to challenge the ruling of the chair concerning the parliamentary question, the motion must be postponed until the next face-to-face or telephone conference meeting.

3.11.1.3. Members should reply with one of following: (1) yes to the motion, (2) no to the motion, (3) abstention, (4) a request to discuss the motion in a face-to-face or conference call meeting, or (5) a request to deal with a parliamentary question at the next face-to-face or telephone conference meeting. Members should reply only to the moderator or clerk (and should not reply to all members) in order for earlier voters not to influence later voters.

3.11.1.4. If a quorum of members does not reply prior to the deadline, if a member requests discussion of the motion, or if a member requests discussion of a parliamentary question, the motion must be postponed until the next face-to-face or telephone conference meeting.

Presbytery Council

4. Presbytery Council

4.1. The Presbytery Council implements the priorities of the presbytery, coordinates the work of presbytery committees, and provides spiritual guidance and pastoral oversight of congregations, ministers of Word and Sacrament, and all the ministries of the presbytery.

4.2. The duties of the Presbytery Council include:

4.2.1. Addressing matters between meetings of the presbytery as may be necessary or assigned.

4.2.2. Submitting recommendations to the presbytery concerning the mission of the presbytery.

4.2.3. Implementing a method for planning and evaluating the work of the presbytery.

4.2.4. Reviewing a docket for presbytery meetings as prepared by the Stated Clerk and General Presbyter.

4.2.5. Providing worship at presbytery meetings using a different group of persons led by the Presbytery Moderator to prepare worship each year.

4.2.6. Orienting new commissioners to presbytery meetings in consultation with the Stated Clerk and General Presbyter.

4.2.7. Reviewing and approving presbytery meeting minutes and Presbytery Council minutes as prepared by the Stated Clerk.

4.2.8. Monitoring the attendance at presbytery meetings of ministers of Word and Sacrament and ruling elders elected by sessions as commissioners.

4.2.9. Reviewing annually the actions of officers who act on behalf of the presbytery.

- 4.2.10. Ensuring the proper functioning of the presbytery office.
- 4.2.11. Coordinating the work of the committees and commissions which report to presbytery through the Presbytery Council.
- 4.2.12. Proposing an annual budget for adoption by presbytery upon recommendation of the Budget and Finance Committee and arranging for its administration by establishing procedures for receiving and disbursing funds.
- 4.2.13. Communicating with the Synod of the Sun and General Assembly.
- 4.2.14. Receiving and making recommendations to the presbytery concerning proposed overtures to the Synod of the Sun and General Assembly, and proposed amendments to the Constitution of the Presbyterian Church (USA).
- 4.2.15. Promoting the ecumenical life of the presbytery.
- 4.2.16. Receiving reports from representatives to related institutions and reviewing annually the proceedings and actions of all such organizations under the direction of the presbytery.
- 4.2.17. Remaining current on issues of theology and culture that affect the presbytery.
- 4.2.18. Providing support, guidance, and directions for mission to presbytery committees as needed.

4.3. Membership of the Presbytery Council:

- 4.3.1. Members of the Presbytery Council include nine members at large. The members at large should ordinarily not be from the same congregation. At large members shall include at least one person from each of the four Regions. The Presbytery Council is composed of ruling elders and ministers of Word and Sacrament elders in numbers as nearly equal as possible.
- 4.3.2. Ex-officio members with voice and vote are the Presbytery Moderator, Vice Moderator, Presbytery Council Moderator, the most recent past Presbytery Council Moderator, and the moderators of the Committee on Ministry, the Nominating Committee, Budget and Finance Committee, Personnel Committee, Church Development Committee, and Congregational Support Committee. The committee moderators may annually designate another member of their committee to serve as a voting member of the Presbytery Council in their absence.
- 4.3.3. Ex-officio members with voice but not vote include the General Presbyter, Associate General Presbyter(s), Stated Clerk, and Treasurer.
- 4.3.4. The Vice Moderator of the Presbytery Council is elected for a one-year term by the Presbytery Council from among its members at the first meeting each year.

Ordinarily the Vice Moderator of the Presbytery Council is eligible for election as Moderator of the Presbytery Council the following year, and then serves an additional year as former moderator with voice and vote.

5. Committees and Commissions

- 5.1. Each committee and commission has a moderator or co-moderators named from among its membership appointed by the Presbytery Council. The moderator begins service at the close of the last meeting of the year. A committee or commission may request a Vice Moderator who is appointed in a similar manner. When appointing committee and commission moderators, the Presbytery Council shall make every effort to represent the diversity of the presbytery.

Committee on Ministry

5.2. Committee on Ministry

- 5.2.1. The Committee on Ministry consists of twenty-four members. Its composition is equally divided between ruling elders and ministers of Word and Sacrament. The General Presbyter (or designee) is an ex-officio member with voice but not vote.
- 5.2.2. The committee is responsible for the implementation of the presbytery's oversight of its congregations and ministers of Word and Sacrament. Its purpose is to provide encouragement, oversight, support, and guidance to congregations, ministers of Word and Sacrament, Commissioned Pastors, and Certified Church Educators.
- 5.2.3. The committee duties include: (1) receiving ministers of Word and Sacrament into the membership of the presbytery, (2) introducing new ministers of Word and Sacrament at the presbytery meeting following their reception, (3) approving and dissolving pastoral relationships and temporary positions for ministers of Word and Sacrament and congregations, (4) approving and dissolving relationships for Commissioned Pastor and congregations, (5) overseeing congregations without pastors, (6) dismissing ministers of Word and Sacrament to other presbyteries or denominations, (7) authorizing the administration of the sacraments by ministers of Word and Sacrament not serving a congregation, (8) determining the criteria for validating ministries, (9) validating non-parish positions for ministers of Word and Sacrament, (10) caring for and overseeing Commissioned Pastors serving congregations, (11) caring for and overseeing Commissioned Pastor candidates, and (12) approving requests by ministers of Word and Sacrament to labor within or beyond the bounds of the presbytery.
- 5.2.4. The Committee on Ministry in consultation with the Committee on Preparation for Ministry and the Examinations Committee is responsible for the training of Commissioned Pastors. The committee consults with prospective

Commissioned Pastors about the form of ministry they might best pursue. If these consultations lead to an interest in pursuing the ministry of Word and Sacrament instead of a Commissioned Pastor, the person will be referred to the Committee on Preparation for Ministry.

Examinations Subcommittee

5.3. Examinations Subcommittee of Committee on Ministry

- 5.3.1. The Examinations Subcommittee consists of eight members, at least three of whom are members of the Committee on Ministry. The General Presbyter (or designee) is an ex-officio member with voice but not vote.
- 5.3.2. The Examinations subcommittee examines and recommends to the presbytery (1) candidates seeking ordination who have a pending call as a minister of Word and Sacrament and who have fulfilled all constitutional requirements in accordance with the standards established by the presbytery, (2) ruling elders seeking to become Commissioned Pastors who have fulfilled all constitutional requirements in accordance with the standards established by the presbytery.
- 5.3.3. The Examinations subcommittee examines and recommends to the Committee on Ministry ministers seeking membership in the presbytery from denominations not in correspondence with the Presbyterian Church (USA).

Committee on Preparation for Ministry

5.4. Committee on Preparation for Ministry

- 5.4.1. The Committee on Preparation for Ministry consists of twelve members composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible. The General Presbyter (or designee) is an ex-officio member with voice but not vote.
- 5.4.2. The committee is responsible for the enlistment and care of inquirers and candidates for ministry as a minister of Word and Sacrament.
- 5.4.3. In concert with sessions and theological institutions, the committee guides inquirers and candidates in seminary selection, ministry discernment, internship, and professional ministry opportunities.
- 5.4.4. The committee duties include: (1) enrolling inquirers under care of the presbytery, (2) receiving inquirers from other presbyteries, (3) dismissing inquirers and candidates to other presbyteries, (4) recommending to presbytery inquirers to be approved as candidates, (5) conducting annual consultations with inquirers and candidates, (6) scheduling and evaluating the preaching requirement, (7) declaring candidates ready and certified for final assessment, (8) conducting final assessments, (9) giving candidates and inquirers permission to take the standard ordination written examinations, (10) declaring candidates

ready for examination for ordination by the Examinations Subcommittee, (11) appointing readers and alternates to the Presbyteries' Cooperative Committee on Examinations of Candidates, and (12) recommending to presbytery the removal of inquirers or candidates from the roll.

- 5.4.5. When presenting inquirers and candidates to presbytery, the presbytery business packet shall include information about which seminary the inquirer or candidate attends, plans to attend or has attended. If it is a seminary other than a seminary related to the Presbyterian Church (USA), the committee will report to the presbytery what (if any) additional requirements and actions have been required for that person.

Committee on Representation

5.5. Committee on Representation

- 5.5.1. The Committee on Representation consists of seven persons: ministers of Word and Sacrament, ruling elders, and other church members representing the broad theological, cultural, racial, geographical, and generational diversity of the presbytery.
- 5.5.2. The committee is responsible for the implementation of the presbytery's commitment to inclusiveness, diversity, and representation as specified in G-3.0103 and F-1.0403.
- 5.5.3. The committee advises the Presbytery Council concerning employment of personnel and the Nominating Committee concerning diversity in leadership.

Church Development Committee

5.6. Church Development Committee

- 5.6.1. The Church Development Committee consists of twelve members. A majority of members must be ruling elders and ministers of Word and Sacrament.
- 5.6.2. The committee oversees and supports new church developments, fellowships, new worshiping communities, and other partnerships created by the presbytery.
- 5.6.3. The committee provides support to the churches of the presbytery throughout the lifecycle of a congregation – birth, vitality, and decline.

Congregational Support Committee

5.7. Congregational Support Committee

- 5.7.1. The Congregational Support Committee consists of nine members. The Associate General Presbyter (or designee) is an ex-officio member with voice but not vote.

- 5.7.2. The committee encourages and advances a strong relationship between the presbytery and its congregations.
- 5.7.3. The committee assists the ministry of congregations in education, mission, stewardship, and social issues.
- 5.7.4. The committee enables opportunities for the spiritual development of ministers of Word and Sacrament, ruling elders and congregation members.
- 5.7.5. The committee encourages leadership development through events and by raising the visibility of faithful ministry models within the presbytery.
- 5.7.6. The committee encourages the development of specialized ministries for children, families, youth, camps and conferences, campus, singles, older adults, men and women.
- 5.7.7. The committee encourages partnership and cooperation among neighboring congregations through regional seminars and training sessions which address common needs, promote clustering and provide mutual support in all areas of ministry.
- 5.7.8. The committee provides scholarships to attend seminars and conferences addressing issues of interest to congregations.
- 5.7.9. The committee duties include (1) maintaining a high quality resource center, (2) providing guidance and support for small congregations, (3) implementing the Congregational Mission Initiative Program, (4) overseeing the stewardship program for the presbytery, and (5) managing the grant application process for the Mission Outreach Fund including establishing criteria for grants and making specific grant recommendations to the Presbytery Council for final approval.

Children and Youth Ministry Committee

5.8. Children and Youth Ministry Committee

- 5.8.1. The Children and Youth Ministry Committee consists of twelve adult members and fifteen youth members (high school sophomore through first year college freshman).
- 5.8.2. The committee provides for the nurture, faith development, and leadership skills of children and youth in the presbytery, as well as the adults who work with youth. It is responsible for conducting programs, retreats, and events that affirm youth as children of the Covenant and enables and challenges youth to minister to others.
- 5.8.3. The committee duties include:

- 5.8.3.1. Implementing programs for (1) children, junior high and middle school youth, including but not limited to events such as Youthquakes, (2) senior high youth including but not limited to events such as Senior High Youth Connection.
- 5.8.3.2. Coordinating children and youth mission trips and projects.
- 5.8.3.3. Conducting ministries that reach out and include college age young people in the work of the presbytery.
- 5.8.3.4. Providing opportunities for leadership training and development for youth and adult leaders of youth.
- 5.8.3.5. Encouraging participation in the General Assembly Presbyterian Youth Connection, Youth Triennium, and youth events sponsored by the synod.

Budget and Finance Committee

5.9. Budget and Finance Committee

- 5.9.1. The Budget and Finance Committee consists of nine members. The following are ex-officio members with voice but not vote: General Presbyter (or appointee), Treasurer, and one member appointed by the Board of Trustees.
- 5.9.2. The committee provides financial and budgetary oversight, guidance, and support to the presbytery, Treasurer, and the financial operations staff.
- 5.9.3. The committee duties include:
 - 5.9.3.1. Soliciting suggestions from presbytery committees and staff regarding their ministry and plans for the future concerning funding needs.
 - 5.9.3.2. Preparing an annual presbytery budget which best meets the mission priorities established by the presbytery and submitting it through the Presbytery Council for adoption by the presbytery during the last stated meeting of each year.
 - 5.9.3.3. Monitoring the income and expenditures of the presbytery and its committees with respect to the budget and recommending any changes through the Presbytery Council to the presbytery.
 - 5.9.3.4. Reviewing the short-term reserve funds of the operating account and coordinating their investment.
 - 5.9.3.5. Reviewing the monthly financial reports.

5.9.3.6. Periodically reviewing the policies, procedures and computer programs for the handling of funds and recommending any changes to Presbytery Council.

5.9.3.7. Reviewing the annual audit.

5.9.3.8. Reviewing and making recommendations to the Presbytery Council concerning insurance, tax issues, asset inventories, special offerings and funds, and other matters involving the expenditure of funds.

Personnel Committee

5.10. Personnel Committee

5.10.1. The Personnel Committee consists of six members: three members from the Presbytery Council and three elected at large by the presbytery. The General Presbyter (or designee) is an ex-officio member with voice but not vote.

5.10.2. The committee duties include (1) recommending to Presbytery Council personnel policies, job descriptions for staff, and a method of annual performance review of all staff, (2) recommending to the Presbytery Council a person to nominate to the presbytery to fill the positions of Stated Clerk, Treasurer, and Director(s), (3) conducting the annual review of the General Presbyter and Stated Clerk, (4) insuring that all open positions are advertised throughout the presbytery and an open search conducted prior to filling any position in order to implement the presbytery's commitment to inclusiveness.

5.10.3. Compensation for the positions of General Presbyter, Stated Clerk, and Associate General Presbyter(s) is recommended by the Presbytery Council after consultation with the Personnel Committee and approved by the presbytery. Compensation for all other staff positions is recommended by the General Presbyter and approved by the presbytery when it adopts the annual budget.

5.10.4. The General Presbyter is responsible for (1) hiring and terminating directors, consultants, support staff and temporary employees after consultation with the Personnel Committee, (2) conducting annual performance reviews of the Associate General Presbyter(s) and Director(s), (3) insuring annual performance reviews of the rest of the staff, and (4) fulfilling all other duties specified by the Constitution of the Presbyterian Church (USA), these Standing Rules, and the position description.

Permanent Judicial Commission

5.11. Permanent Judicial Commission

5.11.1. The Permanent Judicial Commission consists of nine members elected in odd numbered years for six-year terms. The Stated Clerk is an ex-officio member with voice but not vote.

- 5.11.2. The Permanent Judicial Commission fulfills the responsibilities specified by the Book of Order, Rules of Discipline.

Nominating Committee

5.12. Nominating Committee

- 5.12.1. The Nominating Committee consists of nine persons nominated by the Presbytery Council and elected by the presbytery. The membership is divided into three classes with two members from each of the four regions of the presbytery, one member elected at large without regard to region, and with each class consisting of a minister of Word and Sacrament, a female ruling elder, and a male ruling elder. The General Presbyter is an ex-officio member with voice but not vote.
- 5.12.2. At the last stated meeting of each year, the committee will nominate for election by presbytery (1) a Presbytery Moderator, Vice Moderator, Stated Clerk, and Treasurer for one-year terms, and (2) members to fill new classes on presbytery committees, commissions, and the Presbytery Council giving consideration to the particular skills, abilities, interests and experiences needed. Nominations to fill vacancies may be made at any meeting of the presbytery.
- 5.12.3. At the last stated meeting of each year, the Presbytery Council will nominate for election by the presbytery three members to a new class for the Nominating Committee.
- 5.12.4. When making nominations, the committee will insure the following principles are followed: (1) representation of the broad theological, cultural, racial, geographical, and generational diversity of the presbytery, (2) competence of nominees in their area of service, (3) willingness of nominees to work in a collaborative and collegial manner, (4) commitment of nominees to the inclusiveness and diversity of the presbytery, and (5) commitment of nominees to the mission of the presbytery and the Presbyterian Church (USA).
- 5.12.5. For purposes of continuity, the Nominating Committee may nominate some persons to serve a second consecutive term on a committee, but ordinarily at least half of the nominated slate for every committee is made up of persons not currently serving on that committee. No person may serve more than six consecutive years on a particular committee. After two terms no person may be reelected to the same committee without a two-year lapse between terms.
- 5.12.6. The committee maintains a referral system to identify qualified and interested persons to serve the presbytery, and maintains records of service to ensure adequate rotation.

- 5.12.7. Nominations from the floor are permitted whenever the presbytery conducts an election. However, all nominees shall have agreed to serve, and must fulfill the categories of inclusion specified in these Standing Rules.
- 5.12.8. A vacancy in the Nominating Committee may be filled by election at any meeting of the presbytery upon nomination by the Presbytery Council.

Young Adult Ministry Committee

5.13. Young Adult Ministry Committee

- 5.13.1. The Young Adult Ministry Committee shall consist of nine young adults who do not necessarily need to be ruling elders or ministers of Word and Sacrament, though efforts will be made to include both.
- 5.13.2. The committee explores and initiates ministries and events with young adults to deepen their faith, to explore mission interests and opportunities, and to engage in shared learning about faith and service.

Administrative Commissions

5.14. Administrative Commissions

- 5.14.1. Administrative commissions are elected to consider and conclude matters referred to them by and with the authority of the presbytery in accordance with G-3.0109b including the following matters: (1) ordaining and installing ministers of Word and Sacrament, (2) organizing new congregations, merging congregations, or forming union or federated congregations, (3) visiting congregations or agencies over which presbytery has jurisdiction affected with disorder, inquiring into the trouble, and settling the difficulties, included dissolving a pastoral relationship when specifically authorized, and taking original jurisdiction of a session when the provisions of G-3.0303e are met.
- 5.14.2. Administrative commissions are composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible and sufficient to accomplish their work.
- 5.14.3. Administrative commissions for ordaining and installing ministers of Word and Sacrament are nominated by the Moderator of the Committee on Ministry and General Presbyter and elected by the Committee on Ministry.
- 5.14.4. Administrative commissions for all other purposes are nominated by the General Presbyter, Stated Clerk, Presbytery Moderator, Moderator of the Presbytery Council and Moderator of the Committee on Ministry, and elected by the Presbytery Council or the presbytery at a stated or special meeting.
- 5.14.5. The Stated Clerk reports the names of those elected and the authority assigned to all administrative commissions at the next stated meeting of the presbytery.

- 5.14.6. When administrative commissions complete their work, they report to the presbytery all actions taken by the commissions and request to be dissolved.

Investigating Committees and Committees of Counsel

5.15. Investigating Committees and Committees of Counsel

- 5.15.1. Investigating Committees consist of three to five members, composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible. Committees of Counsel consist of no more than three members, composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible.
- 5.15.2. These committees are appointed by the Stated Clerk (or the General Presbyter in the absence of the Stated Clerk) in consultation with the General Presbyter or the Moderator of Presbytery Council or the Presbytery Moderator in accord with the Rules of Discipline, D-6.0302a and D-10.0201b.
- 5.15.3. Investigating Committees perform the duties specified by the Rules of Discipline, D-10.0201 concerning disciplinary cases. Committees of Counsel perform the duties specified by the Rules of Discipline, D-6.0302 concerning remedial cases.
- 5.15.4. The Stated Clerk will report the appointment and membership of an Investigating Committee or Committee of Counsel at the next stated meeting of the presbytery. The Stated Clerk will report to the presbytery on the progress of the work of these committees respecting the confidentially requirements of the Rules of Discipline. The Stated Clerk will report the dissolution of an Investigating Committee or Committee of Counsel when its work is completed.

Commissioners to the General Assembly and Synod of the Sun

6. Commissioners to the General Assembly and Synod of the Sun

- 6.1. Commissioners to the General Assembly and Synod of the Sun, young adult advisory delegates, and alternates are nominated by the Nominating Committee and elected by the presbytery.
- 6.2. Criteria for commissioners include knowledge of and experience serving in the mission of the presbytery.
- 6.3. Alternates are the primary pool of candidates for nomination as commissioners to the next meeting of the General Assembly or synod.
- 6.4. Expenses of General Assembly commissioners are paid by the General Assembly. Expenses of synod commissioners are paid by the synod. One half of the expenses of

alternates are paid by the presbytery. Limited scholarships for the remaining amount are available.

- 6.5. Commissioners to Synod of the Sun and General Assembly report to the presbytery through the Presbytery Council.

The Corporation of Grace Presbytery, Inc.

7. The Corporation of Grace Presbytery, Inc.

- 7.1. Grace Presbytery is incorporated as a non-profit corporation under the laws of the state of Texas.
- 7.2. The corporation is governed by the Constitution of the Presbyterian Church (USA), the Bylaws of the corporation, and these Standing Rules.
- 7.3. In accordance with the Bylaws and the policies of the Presbytery Council, the management of the affairs of the corporation is vested in a Board of Trustees which shall receive, hold, encumber, manage and transfer property, and facilitate the management of the civil affairs of the corporation in such manner as may be directed by the corporation from time to time. The other duties and authority of the Board of Trustees include:
 - 7.3.1. managing the investments of the presbytery
 - 7.3.2. ensuring a full financial review is conducted annually in accordance with G-3.0113
 - 7.3.3. fulfilling the responsibilities of the presbytery concerning property as specified in G-4.02, including the property trust clause in G-4.0203,
 - 7.3.4. receiving title to property on behalf of the presbytery when a congregation is dissolved, when property is donated to the presbytery, or whenever property of a congregation ceases to be used for the ministry of a congregation of the Presbyterian Church (USA) in accordance with G-4.0204 and G-4.0205,
 - 7.3.5. acquiring, managing, supervising, and protecting property owned by the presbytery by taking necessary actions to provide for insurance, maintenance, repairs, payment of taxes, and the satisfaction of other obligations,
 - 7.3.6. disposing of property owned by the presbytery – however, if the property was used for worship purposes the presbytery will decide on the disposition of the property upon recommendation of the Board of Trustees or Presbytery Council, any proceeds from the sale of property will be determined by policy set by the Presbytery Council or the presbytery,
 - 7.3.7. advising congregations concerning property matters,

- 7.3.8. approving requests from congregations concerning selling, purchasing, mortgaging, encumbering or leasing property as specified in G-4.0206 and G-4.0208,
 - 7.3.9. approving loan requests from congregations upon recommendation of the Committee on Ministry up to \$1,000,000 – requests over \$1,000,000 need the additional approval of the Presbytery Council.
 - 7.3.10. up to \$500,000 – requests over \$500,000 need the additional approval of the Presbytery Council
 - 7.3.11. approving renewals or extensions of existing congregational loans with the same lender up to \$1,000,000 unless there is a substantial change in the nature of the loan or the liability of the presbytery for that loan – if so, the additional approval of the Presbytery Council is required,
 - 7.3.12. negotiating the purchase or disposition of property, the leasing of property (including mineral leases), the approval of easements, and the sale of timber,
 - 7.3.13. doing all things necessary to accomplish any transaction directed by the Presbytery Council.
- 7.4. The following are authorized to sign legal documents to execute decisions made by the Board of Trustees or the Presbytery Council: any trustee, members of Administrative Commissions charged with dissolving a congregation, the General Presbyter, the Stated Clerk, the Presbytery Treasurer, the Director of Property Management, and other staff members designated by the Board of Trustees, Presbytery Council or General Presbyter.
- 7.5. The Board of Trustees consists of the Moderator of Grace Presbytery Council and at least three elected trustees. The number of additional trustees above three is determined by the presbytery. Trustees are either ministers of Word and Sacrament or ruling elders. The Stated Clerk is an ex-officio member of the Board of Trustees with voice and vote and also serves as the Secretary of the Board of Trustees. The General Presbyter, Presbytery Treasurer, and the Director of Property Management are ex-officio members of the Board of Trustees with voice but not vote.

Ecumenical Relationships

8. Ecumenical Relationships

- 8.1. Ecumenical Relationships are relationships, working agreements, or cooperative endeavors with denominations or religious groups beyond the Presbyterian Church (USA).
- 8.2. Ecumenical Relationships are coordinated and supervised by the Presbytery Council or those persons or committees designated by them.

Suspension and Amendment of the Standing Rules

9. Suspension and Amendment of the Standing Rules

- 9.1. These Standing Rules may be temporarily suspended at any meeting of the presbytery by a two-thirds vote of those present and voting.
- 9.2. These Standing Rules may be changed or amended at any meeting of the presbytery by a two-thirds vote of those present and voting when advanced notice as required by these Standing Rules has been given to the presbytery.

Bylaws of Grace Presbytery, Inc.
A Texas Non-Profit Corporation
(as Amended on November 13, 2010)

Article I: Name, Form of Organization and Offices

Section 1.01. Name. The name of this corporation is Grace Presbytery, Inc. and is hereinafter referred to as the “Corporation.”

Section 1.02. Form of Organization. The Corporation is a Texas non-profit corporation.

Section 1.03. Principal Office. The principal office of the Corporation shall be in the County of Dallas, State of Texas. The Corporation may have such other offices at such other places within the State of Texas as the Board of Trustees or as the affairs of the Corporation may require.

Section 1.04. Registered Office and Registered Agent. The Corporation shall have and continuously maintain in the State of Texas a registered office, and a registered agent whose office is identical with such registered office as required by the Texas Non-Profit Corporation Act. The registered office may be, but need not be, identical with the principal office of the Corporation in the State of Texas. The address of the registered office and the registered agent may be changed from time to time by the Board of Trustees.

Article II: Purpose

Section 2.01. Purpose. The purposes for which the Corporation is organized are:

- a. To be the legal entity for and to hold title to the properties of Grace Presbytery and to facilitate the operation of the civil affairs of Grace Presbytery in such manner as may from time to time be directed by Grace Presbytery, and according to the Constitution of the Presbyterian Church (U.S.A.).
- b. To further the witness and mission, the administration of a program of nurture, sustenance and growth of the church within Grace Presbytery by encouraging, undergirding and supporting the extension of the interests and mission of the Christian religion that are the responsibility of Grace Presbytery.
- c. To receive, accept, hold, invest, encumber, manage and transfer property in such manner as may be directed by Grace Presbytery from time to time and according to the Constitution of the Presbyterian Church (U.S.A.)
- d. To accept, hold, manage, invest and disburse all capital gifts, devises, legacies, and bequests made to Grace Presbytery or its predecessor Presbyteries, in conformity with the intent of the donor(s) and the proper interest of Grace Presbytery.
- e. To accept and hold such money, real and personal property which any person, parish church, trust, partnership or corporation may tender and offer to the Corporation, without the contributor thereof acquiring any interest in the Corporation or its assets; provided, however, that the Board of Trustees shall have the right to reject the offer of any asset,

the acceptance of which, in its sold judgment, would not be in the best interests of the Corporation.

- f. To obtain money and property of every kind by gift or by any other lawful manner, and, subject to the restrictions and limitations hereinafter set forth, to devote all moneys and properties of the Corporation exclusively to religious and/or charitable purposes.
- g. To receive and maintain a fund or funds of real or personal property, or both, and, subject to the restrictions and limitations hereinafter set forth, to use and apply the whole or any part of the income therefrom and the principal thereof exclusively for religious and/or charitable purposes either directly or by contributions to organizations that qualify as exempt organizations under Section 501 C(3) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
- h. Provided, that in all events and under all circumstances, and notwithstanding merger, consolidation, reorganization, termination or dissolution of this Corporation, either voluntary or involuntary, or by operation of law, or through amendment to these Bylaws, the following provisions shall apply:
 - (1) The Corporation shall be subject to the Constitution of the Presbyterian Church (U.S.A.).
 - (2) No part of the monies, properties, or net earnings of the Corporation shall inure to the benefit of any member, trustee or officer of the Corporation, or any private individual other than those who may receive benefits from the carrying on of or supporting by the Corporation of activities for which the Corporation is organized (except that reasonable compensation may be paid for services rendered to or for the Corporation affecting one or more of its purposes), and no member, trustee or officer of the Corporation, or any private individual shall be entitled to share in the distribution of any of the corporate assets on dissolution of the Corporation.
 - (3) No part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publication of distribution of statements) any political campaign on behalf of any candidate for public office.
 - (4) The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
 - (5) The Corporation shall not engage in any act of self-dealing as defined in Section 4941(d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
 - (6) The Corporation shall not retain any except business holdings as defined in Section 4943I of the Internal Revenue of 1954, or corresponding provisions of any subsequent federal tax laws.

- (7) The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
- (8) The Corporation shall not make any taxable expenditures as defined in Section 4945(d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
- (9) Notwithstanding any other provision of these Bylaws, the Corporation shall not conduct or carry on any activities not permitted to be conducted or carried on by an organization exempt from taxation under Section 501 C(3) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws, or by an organization, contributions to which are deductible under Section 170I(2) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.

Article III: Members and Annual Meeting

Section 3.01. Members of the Corporation. The members of the Corporation (hereinafter called “Members of the Presbytery”) shall be the same as the members of Grace Presbytery and shall consist of (1) the member ministers of Grace Presbytery and (2) the churches within the geographical bounds of Grace Presbytery who shall be represented by Elder Commissioners elected in accordance with the provisions of the Constitution of the Presbyterian Church (U.S.A.), and the standing rules of Grace Presbytery.

Section 3.02. Annual Meeting of the Corporation. The annual meeting of the Members of the Presbytery shall be held conjunctively with the first stated meeting of Grace Presbytery in each calendar year.

Section 3.03. Special Meetings of the Corporation. Special meetings of the Members of the Presbytery may be called by the President, the Board of Trustees, or by the Grace Presbytery Council provided written or printed notices stating the place, day and hour of such special meeting of the Members of the Presbytery is delivered either personally or by mail to each Member of the Presbytery entitled to vote at such meetings not less than ten (10) nor more than fifty (50) days before the date of such special meeting. The purposes for which any special meeting is called shall be stated in the notice of the meeting.

Section 3.04. Quorum. At any meeting of the Members of the Presbytery, the presence of the same number of Members of the Presbytery that is necessary to constitute a quorum at any stated or special meeting of Grace Presbytery shall constitute a quorum at any stated or special meeting of Grace Presbytery shall constitute a quorum for all purposes except as otherwise provided by law. The act of a majority of the Members of the Presbytery present at any meeting at which there is a quorum shall be the act of the full membership of the Corporation except as may be otherwise specifically provided by statute or these Bylaws. When a quorum is not present, a meeting may be adjourned from time to time by vote of a majority of the Members of the Presbytery present in person without notice other than announcement at the meeting without further notice to any absent member. At any adjourned meeting at which a quorum shall be

present, any business may be transacted which might have been transacted at the meeting as originally notified.

Section 3.05. Voting by Proxy Prohibited. Proxies are prohibited, and only voting Members of the Presbytery personally present at any meeting of the Members of the Presbytery shall be entitled to vote at such meetings.

Article IV: Trustees

Section 4.01. General Powers. The affairs of the Corporation shall be managed and controlled by its Board of Trustees in such manner as may be directed by Grace Presbytery according to the Constitution of the Presbyterian Church (U.S.A.).

Section 4.02. Numbers of Trustees. The Board of Trustees shall consist of the Chair of Grace Presbytery Council and the Stated Clerk and no less than three (3) elected trustees. The number of such elected trustees shall be determined by Grace Presbytery so long as the number is not reduced below three. When the number of trustees is so changed, each trustee in office shall serve until the trustee's term expires or until the trustee's resignation or removal as herein provided.

Section 4.03. Election of Trustee. Except as hereinafter provided in Section 4.06, approximately one-third of the number of elected trustees provided for in Section 4.02 of this Article IV shall be elected annually.

Section 4.04. Term of Office. The term of each elected trustee shall be for three (3) years and shall begin upon the adjournment of the meeting of the Members of the Presbytery at which such Trustee is elected. No member of the Board of Trustees may serve more than three full year terms in succession.

Section 4.05. Removal. Any trustee may be removed from office by the affirmative vote of two-thirds vote of the Members of the Presbytery present at any meeting of the Members of the Presbytery whenever in its judgment the best interest of the Corporation would be served thereby and provided that notice of the intention to remove at the meeting is delivered in accordance with the provisions of Section 3.03 of Article III. Election or appointment of a trustee shall not of itself create any contract right. Any trustee proposed to be removed shall be entitled to at least seven (7) days' notice in writing (delivered in accordance with the provisions of Section 10.01 of Article X) of the meeting at which such removal is to be voted upon and shall be entitled to appear before the Members of the Presbytery and be heard at such meeting either in person or by counsel. Any trustee may waive notice of such meeting. The attendance of a trustee at any meeting shall constitute a waiver of notice of such meeting.

Section 4.06. Resignation. Any trustee may resign at any time by giving written notice of such resignation to the Board of Trustees.

Section 4.07. Vacancies. Any vacancy in the Board of Trustees, excluding a vacancy created by an increase in the number of elected trustees, shall be filled for the unexpired portion of the term by the trustees (from nominations made by Grace Presbytery Nominating Committee) then serving although less than a quorum by affirmative vote of the majority thereof. Any trustee so

elected by the trustees shall hold office until the end of the unexpired term for which elected or until the election and qualification of a successor. Any vacancy in the Board of Trustees created by an increase in the number of elected trustees shall be filled by the Members of the Presbytery at an annual or special meeting of the Corporation.

Section 4.08. Annual Organizational Meeting. The annual organization meeting of the Board of Trustees shall be held during the first quarter of each calendar year. Notice of the annual organizational meeting shall be given in accordance with Section 4.11 of these Bylaws.

Section 4.09. Regular Meetings. Regular meetings of the Board of Trustees shall be held as provided by resolution of the Board of Trustees. Notice of regular meetings shall be given in accordance with Section 4.11 of these Bylaws.

Section 4.10. Special Meetings. Special meetings of the Board of Trustees shall be called by or at the request of the President or any two trustees. The place of all special meetings of the Board of Trustees shall be the registered office of the Corporation in the State of Texas; however, the person or persons authorized to call special meetings of the Board of Trustees may fix the time of holding any special meeting of Board of Trustees called by them. Notice of special meetings shall be given in accordance with Section 4.11 of these Bylaws. The business to be transacted at any special meeting of the Board of Trustees shall be specified in the notice or waiver of notice of such meetings, and no other business shall be transacted at such special meeting. Members of the Board of Trustees may participate in such special meetings by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other and participation in the meeting as provided herein shall constitute presence in person at such meeting, except where a person participates in the meeting for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

Section 4.11. Notice – Waiver of Notice. Notice of any meeting of the Board of Trustees shall be given in accordance with the provisions of Section 10.01 of Article X, at least four (4) days previously thereto. Any trustee may waive notice of any meeting. The attendance of a trustee at any meeting shall constitute a waiver of notice of such meeting, except where a trustee attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 4.12. Quorum. If the number of trustees fixed by Section 4.02 of the Article IV is seven (7) or less, a majority of that number shall constitute a quorum for the transaction of business at any meeting of the Board of Trustees. If the number of trustees fixed by Section 4.02 is eight (8) or more, than the greater of five (5) or two-thirds of the total number of trustees fixed by Section 4.02 shall constitute a quorum for the transaction of business at any meeting of the Board of Trustees. If less than a quorum is present at a meeting, a majority of the trustees present may adjourn the meeting from time to time without further notice.

Section 4.13. Manner of Acting. The act of the majority of the trustees present at a meeting at which a quorum is present shall be the act of the Board of Trustees except as otherwise provided by law or these Bylaws.

Section 4.14. Compensation. Trustees as such shall not receive any stated salary for their services, but the trustees may be reimbursed or paid for any expense incurred by them on behalf of the Corporation.

Section 4.15. Presumption of Assent. A trustee who is present at a meeting of the Board of Trustees at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless such trustee's dissent shall be entered in the minutes of the meeting or unless such trustee shall file a written dissent to such action with the person acting as secretary of the meeting before the adjournment thereof or shall forward such dissent by registered mail immediately after the adjournment of the meeting. Such right to dissent shall not apply to a trustee who voted in favor of such action.

Section 4.16. Attendance. Meetings of the Board of Trustees shall be attended by members of the Board of Trustees, Grace Presbytery's General Presbyter (Administration) and such other persons as the President, from time to time, invite to attend.

Section 4.17. Informal Action. Any action required by law to be taken at a meeting of the Board of Trustees or of a committee, or any action which may be taken at a meeting of the Board of Trustees or of a committee, may be taken without a meeting if consent in writing, setting forth the action so taken, shall be signed by all of the members of the Board of Trustees or committee, as the case may be.

Section 4.18. Absence. The absence of a member of the Board of Trustees from three consecutive regular meetings by the Board of Trustees, for which no sufficient reason is presented on or before the day of such meeting, shall be considered to be the resignation of such absent trustee and the vacancy so created shall be filled pursuant to the provisions of Section 4.06 of this Article IV.

Section 4.19. Voting by Proxy Not Permitted. A trustee may not vote by proxy.

Article V: Officers

Section 5.01. Officers. The officers of the Corporation shall be a President, one or more Vice President(s), a Secretary, a Treasurer, and such other officers as may be elected in accordance with the provisions of this Article. The Board of Trustees may elect or appoint such other officers including one or more Assistant Secretaries and one or more Assistant Treasurers, as it shall deem desirable, such officers to have the authority to perform the duties prescribed, from time to time, by the Board of Trustees. Any two or more may be held by the same person, except the offices of President and Secretary.

Section 5.02. Qualification and Election. All officers except the Treasurer, Assistant Secretaries and Assistant Treasurers shall be members of the Board of Trustees. The officers of the Corporation shall be elected annually by the Board of Trustees at its annual organizational meeting. The officers elected at the annual organizational meeting of the Board of Trustees shall assume the duties of their office upon the adjournment of annual organizational meeting of the Board of Trustees unless another time is specified as an effective date of election.

Section 5.03. Term of Office. Each officer shall hold office until her/her successor shall have been duly elected and shall have qualified, or until his/her death, or until he/she shall resign, or until he/she shall have been removed in a manner hereinafter provided.

Section 5.04. Removal. Any officer or agent elected or appointed by the Board of Trustees or any elected trustee may be removed from office by the affirmative vote of two-thirds of all the trustees at any regular or special meeting called for that purpose whenever in its judgment the best interests of the Corporation would be served thereby. Election or appointment of an officer or agent or trustee shall not of itself create any contract right. Any officer or agent of trustee proposed to be removed shall be entitled to at least seven (7) days' notice in writing (delivered in accordance with the provisions of Section 10.01 of Article X) of the meeting of the Board of Trustees at which such removal is to be voted upon and shall be entitled to appear before the Board and be heard by the Board of Trustees at such meeting either in person or by counsel. Any officer or agent or trustee may waive notice of any meeting. The attendance of any officer or agent or trustee at any meeting shall constitute a waiver of notice of such meeting.

Section 5.05. Resignation. Any officer or agent may resign at any time by giving written notice to the Board of Trustees, the President or Secretary. Such resignation shall take effect at the time of the giving of such notice, unless otherwise specified therein. The acceptance of such resignation shall not be necessary to make it effective.

Section 5.06. Vacancies. A vacancy in any office because of death, resignation, removal, disqualification or otherwise shall be filed by the Board of Trustees for the unexpired portion of the term.

Section 5.07. Salaries. The officers shall not receive any salary for services rendered to the Corporation; however, they shall be entitled to reimbursement for expenses incurred by them on behalf of the Corporation.

Section 5.08. President. The President shall preside at all meetings of the Board of Trustees and shall be an ex officio member of all committees; shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Trustees from time to time. The President shall make all committee appointments.

Section 5.09. Vice President. The Vice President shall assume all duties of the President in the absence or disability of the President and assist the President in the general supervision of work, and shall be an ex officio member of all committees.

Section 5.10. Secretary. The Secretary shall keep the minutes of the meetings of the Board of Trustees and all committees in one or more books provided for that purpose; give all notices in accordance with the provisions of these Bylaws or as required by law; be custodian of the corporate records and of the seal of the Corporation and affix the seal of the Corporation to all documents, the execution of which on behalf of the Corporation under its seal is duly authorized in accordance with the provisions of these Bylaws; cause to be kept a register of the post office address of all persons who are trustees of the Corporation showing their place of residence and such register shall be open for inspection as prescribed by law; and in general, perform all duties

incident to the office of Secretary and such other duties as from time to time may be assigned by the President or by the Board of Trustees.

Section 5.11. Treasurer. The Treasurer shall have custody of all funds of the Corporation and all property and other indicia of ownership in property, and shall keep full and accurate accounts of all monies received and paid by the Corporation, and shall give a bond for the faithful discharge of the duties of Treasurer in such sum and with such surety or sureties, if any, as the Board of Trustees shall determine, and shall present at each regular meeting of the Board of Trustees a statement of all funds, receipt, expenditures, and bill outstanding, if any.

Section 5.12. Assistant Secretaries and Assistant Treasurers. The Board of Trustees may elect or appoint one or more Assistant Secretaries and/or Assistant Treasurers who, in general, shall perform such duties as shall be assigned to them by the Secretary or the Treasurer, respectively, or by the President of the Board of Trustees. If required by the Board of Trustees, the Assistant Treasurers shall give bond(s) for the faithful discharge of their duties in such sums and with such sureties as the Board of Trustees shall determine.

Article VI: Committees

Section 6.01. Committees. The Board of Trustees, by resolution adopted by a majority of the trustees, may designate one or more committees which, to the extent provided in such resolution, shall have and exercise the authority of the Board of Trustees in the management of the Corporation, except that it shall not reverse any action of the Board of Trustees or authorize or approve any expenditure not previously authorized by the Board of Trustees. Each such committee shall consist of two or more persons, a majority of whom are trustees; the remainder need not be trustees. The designation of such committees and the delegation thereto of authority shall not operate or relieve the Board of Trustees, or any individual trustee, or any responsibility imposed upon it or him by law. Any non-trustee who becomes a member of any such committee shall have the same responsibility with respect to such committee as a trustee who is a member thereof.

Section 6.02. Removal. Any member of any committee may be removed by the Board of Trustees whenever in its judgment the best interests of the Corporation shall be served by such removal.

Section 6.03. Term of Office. Each member of a committee shall continue as such until the next annual organizational meeting of the Board of Trustees, unless the committee shall be sooner terminated, or unless such member be removed from such committee or unless such member ceases to qualify as a member thereof.

Section 6.04. Moderator and Secretary. The moderator of all committees shall be appointed by the President. Each committee shall, at its first meeting, elect one of its members as secretary of the committee.

Section 6.05. Vacancies. Vacancies in the membership of any committee may be filled by appointments made in the manner as provided in the case of the original appointments.

Section 6.06. Quorum. Unless otherwise provide by the Board of Trustees, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

Article VII: General

Section 7.01. Agents and Representatives. The Board of Trustees may appoint such agents and representatives of the Corporation with such powers and to perform such acts or duties on behalf of the Corporation as the Board of Trustees may see fit, so far as may be consistent with these Bylaws, to the extent authorized or permitted by law.

Section 7.02. Authority to Contract. The Board of Trustees, except as in these Bylaws otherwise provided, may authorize any officer or agent to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation and such authority may be general or confined to a specific instance; and unless so authorized by the Board of Trustees, no officer, agent, or employee shall have the power or authority to bind the Corporation by any contract or engagement, or to pledge its credit, or render it liable pecuniary for any purpose or to any amount.

Section 7.03. Checks and Drafts. All checks, drafts, and orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall, from time to time, be determined by resolution of the Board of Trustees. In the absence of such determination by the Board of Trustees, such instruments shall be countersigned by the President and the Treasurer.

Section 7.04. Deposits. All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, savings and loan associations, or other depositories as the Board of Trustees may select.

Section 7.05. Gifts. The Board of Trustees may accept on behalf of the Corporation any contribution, gift, bequest or devise for the general purpose or for any special purpose of the Corporation.

Section 7.06. Authority to Vote Stock of Other Corporations. Unless otherwise ordered by the Board of Trustees, the President shall have full power and authority on behalf of the Corporation to vote either in person or by proxy at any meeting of stockholders of any corporation in which the Corporation may hold stock, and at any such meeting may possess and exercise all of the rights and power incident to the ownership of such stock which, as the owner thereof, the Corporation might have possessed and exercised if present. The Board of Trustees may confer like powers upon any other person and may revoke any such powers as granted at its pleasure.

Section 7.07. Investments of the Corporation. The Corporation shall have the right to retain all or any part of any securities or property acquired by it in whatever manner, and to invest and reinvest any funds held by it according to the judgment of the Board of Trustees, without being restricted to the class of investments which a trustee is or may hereafter be permitted by law to make or any similar restriction; provided, however, that no action shall be taken by or on behalf

of the Corporation if such action is a prohibited transaction or would result in the denial of the tax exemption under Section 503 and Section 504 of the Internal Revenue Code and its Regulations as they now exist or as the hereafter be amended.

Section 7.08. Prohibition Against Trustees, Officers, and Others. No trustee, officer or employee of or member of a committee of or person connected with the Corporation or any other private individual shall receive at any time any of the net earnings or pecuniary profit from the operations of the Corporation, provided, that this shall not prevent the payment to any such person of such reasonable compensation for services rendered to or for the Corporation in effecting any of its purposes as shall be fixed by the Board of Trustees; and no such person or persons shall be entitled to share in the distribution of any of the corporate assets upon the dissolution of the Corporation, whether voluntary or involuntary, the assets of the Corporation, after all debts have been satisfied, then remaining in the hands of the Board of Trustees, shall be distributed, transferred, conveyed, delivered and paid over, in accordance with the provisions of the Articles of Incorporation.

Section 7.09. Restriction of Activities. Notwithstanding any other provision of these Bylaws, no trustee, employee, or representative of the Corporation shall take any action or carry on any activity by or on behalf of the Corporation not permitted to be taken or carried on by an organization exempt under Section 501 C(3) of the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended, or by an organization, contributions to which are deductible under Section 170I(2) of such Code and Regulations as they now exist or as they may hereafter be amended.

Section 7.10. Loans to Trustees and Officers Prohibited. No loans shall be made by the Corporation to its trustees or officers. Any trustee who votes for or assents to the making of a loan to a trustee or an officer of the Corporation and any officer or officers participating in the making of such a loan, shall be jointly and severally liable to the Corporation for the amount of such loan until repayment thereof.

Article VIII: Indemnification

Section 8.01. Policy of Indemnification and Advancement of Expenses. To the full extent permitted by the Texas Non-Profit Corporation Act, as amended from time to time, the Corporation shall indemnify any Representative against judgments, penalties (including excise and similar taxes), fines, settlements, and reasonable expenses (including court costs and attorneys' fees) actually incurred by any such person who was, is, or is threatened to be made a named defendant or respondent in the Proceeding because the person is or was a Representative and shall advance to such person such reasonable expenses as are incurred by such person in connection therewith.

Section 8.02. Definitions. For purposes of this Article VIII:

- a. "Representative" means any person who is or was a trustee and any person who, while a trustee, is or was serving at the request of the Corporation as a trustee, officer, partner, proprietor, employee, agent, or similar functionary of the Corporation or of another foreign or domestic association, partnership, joint venture, sole proprietorship, trust,

employee benefit plan, or other enterprise or any person who is or was an officer and any person who, while an officer, is or was serving at the request of the Corporation as a trustee, officer, partner, proprietor, employee, agent, or similar functionary of the Corporation or of another foreign or domestic association, partnership, joint venture, sole proprietorship, trust, employee benefit plan, or other enterprise.

- b. "Proceeding" means any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative, arbitrative, or investigative, any appeal in such an action, suit, or proceeding, and any inquiry of investigation that could lead to such an action, suit or proceeding.

Section 8.03. Non-Exclusive; Continuation. The indemnification provided by this Article VIII shall not be deemed exclusive of any other rights to which the person claiming indemnification may be entitled under any agreement, any vote of disinterested Trustees or otherwise, both as to any action in his or her official capacity and as to any action in another capacity while holding such office, and shall continue as to a person who shall have ceased to be a Representative engaged in any other enterprise at the request of the Corporation and shall inure to the benefit of the heirs, executors, and administrator of such person.

Section 8.04. Insurance or Other Arrangement. The Corporation shall have the power to purchase and maintain insurance or to the extent permitted by applicable law another arrangement on behalf of any person who is or was a Representative, employee, or agent of the Corporation, or who is or was serving at the request of the Corporation as a trustee, officer, employee, or agent or any other capacity in another association, or a partnership, joint venture, trust, or other enterprise against any liability asserted against such person and incurred by such person in such capacity, arising out of such person's status as such, whether or not such person is indemnified against such liability by the provisions of this Article VIII.

Section 8.05. Indemnification of Employees or Agents. The Corporation may indemnify and advance expenses to an employee or agent who is not a Trustee or officer to such further extent, consistent with law, as may be provided by general or specific action of the Board of Trustees, by contract, or as permitted or required by common law.

Article IX: Seal

Section 9.01. Seal. The Board of Trustees shall provide a corporate seal which shall be circular in form and shall have inscribed thereon the name of the Corporation and the word, "Seal" or words "Corporate Seal."

Article X: Notice

Section 10.01. Notice. Any notice required to be given to any trustee, officer, agent or employee of the Corporation under the provisions of the Texas Non-Profit Corporation Act, or any other statute of the State of Texas, the Articles of Incorporation, or these Bylaws, shall be by written notice, delivered personally, mailed, sent by telefax or email, to each trustee, officer, agent, employee, as the case may be, at the address shown by the records of the Corporation. If mailed,

such notice shall be deemed to be delivered when deposited in the United States mail, so addressed, with postage thereon prepaid.

Section 10.02. Waiver of Notice. Unless otherwise provided by law, whenever any notice is required to be given to any trustee of the Corporation under the provisions of the Texas Non-Profit Corporation Act, or any statute of the State of Texas, the Articles of Incorporation, or these Bylaws, a waiver thereof in writing, signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notices.

Article XI: Fiscal Year

Section 11.01. Fiscal Year. The fiscal year of the Corporation shall be determined by Grace Presbytery.

Article XII: Books and Records

Section 12.01. Books and Records. The Corporation shall maintain current, true and accurate financial records with full and correct entries made with respect to all financial transactions of the Corporation, including all income and expenditures, in accordance with generally accepted accounting practices.

Section 12.02. Minutes. The Corporation shall keep minutes of the proceedings of its members, the Board of Trustees, and any committees having any of the authority of the Board of Trustees, and shall keep at its registered or principal office a record giving the name and addresses of the members.

Section 12.03. Inspection of Books and Records. All books, records, and minutes of the Corporation may be inspected by any trustee or any trustee's agent or attorney for any purpose at any reasonable time.

Article XIII: Standing Rules and Policies and Procedures

Section 13.01. Standing Rules. The Board of Trustees may, from time to time, adopt, amend, replace, repeal, waive, or suspend such standing rules as it deems necessary for the conduct of the business and affairs of the Corporation and its committees which are not inconsistent with these Bylaws.

Section 13.02. Policies and Procedures. The Board of Trustees may, from time to time, adopt, amend, replace, repeal, waive, or suspend such policies and procedures as it deems necessary for the conduct of the business and affairs of the Corporation.

Article XIV: Amendments to Bylaw

Section 14.01. Amendment by Members. These Bylaws may be altered, amended or repealed and new Bylaws may be adopted by the affirmative vote of two-thirds of the Members of the Presbytery present at any meeting of the Members of the Presbytery provided that written or printed notice stating the place, day and hour of such meeting, with copies of the proposed

amendment(s) included or attached, is delivered in accordance with provisions of Section 3.03 of Article III of these Bylaws.

Sexual Misconduct Policy and Procedures
Adopted by Grace Presbytery on December 10, 2015

I. Policy Statement

The Grace Presbytery Sexual Misconduct Policy is based on the policy of the Presbyterian Church (U.S.A.) – hereinafter referred to as PCUSA. The policy calls on all teaching elders, councils (including officers, employees and members), church members, church officers, and nonmember employees and volunteers of churches to maintain the integrity of the ministerial, employment, and professional relationship at all times. Persons who engage in sexual misconduct are in violation of the principles set forth in Scripture, and also of the ministerial, pastoral, employment and professional relationship. It is never permissible or acceptable for any of the persons covered by this policy to engage in sexual misconduct.

Distribution:

Copies of this policy and its procedures are available to all councils. Specifically, within the bounds of Grace Presbytery, this policy and its procedures will be made available and recommended to all sessions within the presbytery. Sessions are urged to adapt this document for application to the local church.

In adopting this document, Grace Presbytery shall require that all teaching elders, commissioned pastors, certified Christian educators under its jurisdiction, all employees and volunteers serving the presbytery abide by its provisions.

This policy and its procedures shall be made available to persons who accuse others of misconduct, including those who are or claim to be victims of sexual misconduct and their families.

II. Standards of Conduct for All Engaged in Ministry in Grace Presbytery

The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the church because through these representatives an understanding of God and the gospel's good news is conveyed. "Their manner of life should be a demonstration of the Christian gospel in the church and in the world." (Book of Order, G-20104)

The basic principles of conduct guiding this policy are as follows:

1. Sexual misconduct is not acceptable. It is a violation of an individual by a person who has a supervisory position or roles involving religious, moral, spiritual counseling, teaching or instruction. These persons are called upon to exercise integrity, sensitivity, and caring in a trust relationship. Sexual misconduct breaks the covenant to act in the best interests of the persons being supervised or counseled.
2. Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relationship to gain advantage over another for personal pleasure in an abusive, exploitative, and unjust manner. If the person being supervised or counseled initiates or invites sexual content in the relationship, it is the responsibility of the person

providing supervision or counseling to maintain the appropriate role and prohibit any sexual relationship, contact, conduct or harassment.

3. Sexual misconduct takes advantage of the vulnerability of persons, including children, who are less powerful and unable to act for their own welfare. It is antithetical to the gospel call to work as God's servant in the struggle to bring wholeness to a broken world. It violates the mandate to protect the vulnerable from harm.
4. Sexual misconduct may include but is not restricted to offensive, obsessive or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling, rape or sexual contact by force, threat or intimidation, or a relationship the parties believe to be consensual.
5. Sexual conduct between a teaching elder (minister), commissioned pastor or certified Christian educator and a church member or counselee, is only permissible in the context of their marriage.
6. Sexual malfeasance (wrongdoing by a person who holds a position of trust) is defined by the broken trust resulting from sexual activities within a professional ministerial relationship.
7. Sexual misconduct includes misuse of technology to communicate harassing or abusive messages and images to persons with whom one has a ministerial relationship. It is never appropriate to view pornography on church property. When this misuse of technology includes a person under the age of eighteen, it is considered child abuse. There is never an expectation of personal privacy when using technological equipment owned by a church or church entity or within the context of ministry.

Definitions:

Sexual Misconduct is the comprehensive term used in this policy to include:

Child sexual abuse includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of another person. The behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced whether or not the child consents. In the PCUSA the sexual abuse definition of a child is anyone under age eighteen.

Sexual abuse as defined in the Book of Order: "Sexual abuse of another person is any offense involving sexual conduct in relation to (1) any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or (2) any person when the conduct includes force, threat, coercion, intimidation, or misuse of office or position" (Book of Order, D-10.0401c).

Sexual harassment defined for this policy is as follows: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or their continued status in an institution;
- b. submission to or rejection of such conduct is used as the basis for employment decisions affecting such an individual;
- c. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive working environment; or
- d. an individual is subjected to unwelcome sexual jokes, unwelcome or inappropriate touching, or display of sexual visuals that insult, degrade, and/or sexually exploit men, women, or children

III. Church Response to Allegations of Sexual Misconduct

C. PRINCIPLES

In responding to allegations of sexual misconduct, members, officers, and employees of the church should seek healing and assure the protection of all persons. Where possible, the privacy of persons should be respected and confidentiality of communications should be maintained.

In responding to allegations of sexual misconduct, members, officers, and employees of the church should seek to uphold the dignity of all persons involved, including persons who are alleging harm, persons who are accused of sexual misconduct, and the families and communities of each.

The PCUSA has jurisdiction over its members, officers, and employees. If a member, officer, or employee is alleged to have committed an offense against Scripture or the PCUSA Constitution, the church has the duty to inquire into the allegations and, if the allegations are proven, to correct the behavior of the member, officer, or employee and ensure the safety of others in the community. Allegations of sexual misconduct are always considered allegations of offense against Scripture or the PCUSA Constitution that initiate the disciplinary processes of the PCUSA set forth in the Book of Order. In the case of an active non-member who is employed or volunteers with the Church, the individual will be covered by the procedures of the written personnel policies of the council or entity.

If the person accused of sexual misconduct is no longer a member, officer, or employee of the PCUSA, but the conduct occurred while the person was acting on behalf of the PCUSA, the church does not have jurisdiction to correct the behavior, but it does have a duty to hear the allegations of offense and to take measures to prevent future occurrences of harm. The council may appoint an administrative committee or commission to hear the allegations of sexual misconduct. The council may also take measures to prevent future occurrences of harm through education and policy.

B. REPORTING REQUIREMENTS

1. Reporting Sexual Misconduct

A person needing to report that a teaching elder, commissioned pastor, certified Christian educator or employee of the presbytery has committed sexual misconduct is encouraged to seek guidance from the Stated Clerk or General Presbyter of the presbytery regarding filing the report.

Local Church: The Presbytery does not have jurisdiction over employees of local churches, only teaching elders. If the person who is accused of committing sexual misconduct is a member, ruling elder, deacon, volunteer, or employee of a congregation, the report of allegations should be made to the pastor, the clerk of session, or the chair of the personnel committee. If the accused is a member or officer of the church, the church will respond by using the procedures set forth in the Rules of Discipline of the Book of Order. If the accused is a non-member employee or volunteer, the church will respond by using procedures set forth by the session of the congregation in their personnel policies.

Presbytery: Any allegation of sexual misconduct by a teaching elder, commissioned pastor, certified Christian educator, volunteer, member or non-member employee of the presbytery shall be reported in writing to the Stated Clerk of the presbytery. The Stated Clerk will ensure that the presbytery responds according to the procedures set forth in the Rules of Discipline of the Book of Order, policy or bylaws of the presbytery.

Higher Council or Entity of the General Assembly: If the person who is accused of committing sexual misconduct is an employee or volunteer of a synod, the General Assembly or any entity established by a synod or the General Assembly, contact the Stated Clerk of that particular synod or General Assembly.

D. Receiving Reports of Sexual Misconduct

Reports of allegations of sexual misconduct will occur in a variety of ways.

Because a council or entity cannot control to whom the victim of sexual misconduct will speak first, it is important that officers, employees, and persons highly visible to church members and visitors understand how reports of incidents are channeled to the proper person. The allegations may come from persons who have or who do not have a formal relationship with the PCUSA, and may be made to a variety of officers or leaders within the PCUSA. It is the duty of these officers to see that any allegation of sexual misconduct is reported appropriately keeping in mind the mandatory reporting requirements for allegations of child abuse.

Reports of allegations of sexual misconduct should never be taken lightly or disregarded, and allowed to circulate without concern for the integrity and reputation of the victim, the accused, and the church. Reports of allegations must be matters of the highest confidentiality, both before and after they have been submitted to appropriate authorities as outlined below.

The first person to hear an incident of sexual misconduct should not undertake an inquiry alone or question the victim or the accused unless the incident is divulged in the process of pastoral care, counseling, or a therapy session. If the victim is reluctant to talk to “higher authorities,” the

person who has received the initial report has a special pastoral responsibility to build trust and a willingness to speak with the accuser, lest the church be unable to respond because no one is able to give firsthand information.

The person receiving the initial report of allegations of sexual misconduct shall analyze the relationship of the person accused of sexual misconduct with the PCUSA and shall make sure that the allegations of offense are filed with the council with jurisdiction over the person accused. This may be done by the person alleging harm or by any member of the PCUSA.

If the report is made orally, the person receiving the report of allegations should request that the person making the report of allegations place it in writing. A written report of allegations of sexual misconduct from a member of the PCUSA alleging another member or officer of the PCUSA committed an offense must be acted upon according to the Rules of Discipline in the Book of Order. If a Clerk of Session or Stated Clerk receives a report of allegations in writing from a non-member of the PCUSA alleging another member or officer of the PCUSA committed sexual misconduct, the report also should be acted on according to the Rules of Discipline of the Book of Order. If the person who makes the report is unwilling or unable to place it in writing, any member of the PCUSA may make the written statement that will automatically initiate the Rules of Discipline of the Book of Order.

E. Mandatory Reporting of Child Abuse

a. Teaching Elders, Ruling Elders, Commissioned Pastors, Certified Christian Educators and Deacons

“Any member of this church engaged in ordered ministry and any certified Christian educator employed by the church or its congregations, shall report to ecclesiastical and civil legal authorities knowledge of harm, or the risk of harm, related to the physical abuse, neglect and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when (1) such information is gained outside of a confidential communication as defined in G-4.0301, (2) she or he is not bound by an obligation of privileged communication under law, or (3) she or he reasonably believes that there is risk of future physical harm or abuse.” G-40302

b. Mental Health Services Provider

Chapter 81 of the Texas Civil Practice & Remedies Code imposes certain reporting obligations on mental health services providers and their employers when the provider or employer has reasonable cause to suspect that a patient has been the victim of sexual exploitation by a mental health services provider. A “mental health services provider” includes a member of the clergy. Chapter 81 of the Texas Civil Practice & Remedies Code is set forth in Appendix C and should be consulted in determining whether, when, how and to whom reports should be made of suspected sexual exploitation by a mental health services provider.

All persons covered by this policy have an additional duty to report knowledge of child sexual abuse to the employing entity, supervisor, or council representative. All persons should be informed of and must comply with state and local laws regarding incidents of actual or suspected child sexual abuse. These reports should be made within a reasonable time of receiving the information.

These provisions of the Book of Order attempt to balance conflicting moral duties for officers of the PCUSA.

For teaching elders and commissioned pastors, the provision strives to balance the duty to protect children from future harm with the duty of a pastor to hold in confidence any information revealed to them during the exercise of pastoral care in any ministry setting as defined in G-4.0301 in the Book of Order.

For ruling elders, deacons, and certified Christian educators, the provisions strive to balance the duty of an officer of the church to protect children from harm and any secular duty the officer may have to hold in confidence any information revealed as a result of a secular relationship such as attorney/client, counselor/client, or physician/patient. The secular duties will be a function of secular law and may vary from state to state.

F. RESPONDING

The appropriate council or entity response will vary according to the relationship of the PCUSA with the person who is accused of sexual misconduct. Church members and officers are subject to inquiry and discipline (censure and correction) under the Book of Order. Non-church member employees and volunteers are subject to oversight and correction by the governing body or entity that employs them.

G. Accused Covered by Book of Order

When an allegation of offense of sexual misconduct has been received by the Clerk of Session or Stated Clerk of the presbytery, the clerk of the council will report to the council that an offense has been alleged and that the council will proceed according to the procedures set forth in the Rules of Discipline of the Book of Order. The council should appoint an investigating committee to inquire into the allegations. The investigating committee must promptly begin its inquiry into the allegations. Delay may cause further harm to the victim and/or the accused.

Councils and entities must cooperate with civil authorities in an investigation of child sexual abuse or other criminal sexual misconduct. Church disciplinary proceedings cannot interfere with a criminal investigation by civil authorities and may have to be suspended until these are completed.

The session has original jurisdiction in disciplinary cases involving members, ruling elders, and deacons of the church, each congregation having jurisdiction only over its own members.

A presbytery has original jurisdiction in disciplinary cases involving teaching elders (and to a limited degree, commissioned pastors and certified Christian educators). A presbytery may dissolve a pastoral relationship when the “church’s mission under the Word imperatively

demands it” (G-2.0904). However, a presbytery may only place a minister on administrative leave when allegations of child abuse have been received and the presbytery has followed the Book of Order procedures to conduct its risk evaluation to determine whether or not a minister member accused of child abuse should be placed on administrative leave (D-10.0106). It is recommended that the permanent judicial commission (PJC) members who will conduct this risk evaluation based upon the allegations and a hearing should also take into account secular legal advice.

When a church officer renounces jurisdiction, the Clerk of Session or Stated Clerk shall report the renunciation at the next meeting of the council and shall record the renunciation in the minutes of the council. The status of any pending charges may be shared with the council at that time.

H. Accused Not Covered by Book of Order

When a council receives an accusation of offense of sexual misconduct against a non-member employee or volunteer, the procedural response of the council or entity will be guided by the written personnel policies of the council or entity. Usually the council or entity will have a personnel committee that will be responsible for the inquiry. If a council does not have a personnel committee, it may appoint either a committee or administrative commission for the review of the allegation.

The committee or commission responding to the allegation of sexual misconduct will do the following:

- a. Determine whether or not the allegation gives rise to a reasonable suspicion of sexual misconduct by the accused.
- b. If so, gather additional information necessary to make a decision about correcting the behavior.
- c. Determine any remedies, including limiting ministry, suspension, or termination necessary and advisable under the circumstances. If the accused is a member of another denomination, that denomination will be notified of the allegations and the response.
- d. Inform the victim and the accused of the remedy.
- e. In all cases, the personnel committee shall prepare a written report, which shall be included in the accused’s permanent personnel file. The accused shall be allowed to attach any written statements to said documents, also for permanent inclusion in the permanent file.

All procedures shall follow the guidelines set forth by the council, employing agency, or entity.

I. Council or Entity Record Keeping

The council or entity shall keep detailed records of its actions and minutes of its deliberations and its conversations with the accuser, the accused, and other parties involved, correspondence,

and copies of the reports received from committees or commissions. Such records will be kept confidential. In Case #208-6, the General Assembly Permanent Judicial Commission (GAPJC) interpreted the Rules of Discipline to say that a council or entity may share the contents of inquiry reports with other councils or entities of the PCUSA when necessary. The clerk of the council or director of the entity will maintain the records while the inquiry is in process.

IV. Prevention and Risk Management

J. IMPLEMENTATION

The General Assembly urges all councils and related entities including colleges, universities, and theological institutions, to establish policies and procedures that make it a violation of the employer's work rules to engage in sexual misconduct and that encourage reporting of sexual misconduct. Councils and entities are strongly encouraged to take appropriate steps to inform members, employees, volunteers, and students of the standards of conduct and the procedures for effective response when receiving a report of sexual misconduct.

K. LIABILITY AND INSURANCE

A council or entity can be held liable for harm caused by sexual misconduct of an officer, minister, or employee based on a number of legal theories. Councils and entities should take such potential liability into consideration when establishing hiring and supervisory practices.

Councils and entities should regularly inform their liability insurance carriers of the activities and programs they operate or sponsor and of the duties and responsibilities of officers, employees, and volunteers. The standard insurance policy should usually be enhanced by endorsements to cover specific exposures such as camps, day-care operations, shelters, or other outreach programs.

It is also recommended that councils and entities obtain an endorsement to their general liability insurance policy specifically covering sexual abuse and molestation. Such coverage may provide for legal defense expenses and judgments in civil suits brought against the council or entity, its officers, directors, or employees.

C. EMPLOYMENT PRACTICES

1. Record Keeping

Accurate record keeping is an essential part of hiring and supervision practices of churches, councils, and related entities. Every council and entity should maintain a personnel file on every employee, including ministers. The file should contain the application for employment, any employment questionnaires, background checks, references responses, and all other documents related to an employee's employment, except records that may be required, by law, to be kept in separate files.

L. Prescreening Applicants

Councils and entities are urged to establish thorough and consistent hiring practices. If an applicant is unknown to the employer, the employer should confirm the applicant's identity by requiring photographic identification such as a driver's license. The council should perform a background check, including a national criminal background check, on all applicants that may have interaction with children and youth.

Part of pre-employment screening should include specific questions related to discovering previous complaints of sexual misconduct.

M. References

The employing council or entity is responsible for contacting references for prospective ministers, employees, or volunteers. A written record of conversations or correspondence with references should be kept in the minister or employee's personnel file.

The person within the council or entity authorized to give a reference is obligated to give truthful information regarding allegations, inquiries, and administrative or disciplinary action related to sexual misconduct of the applicant.

If false or misleading information is given by the applicant, or relevant information is withheld, the applicant should be eliminated from consideration.

Applicants should be informed of negative comments regarding sexual misconduct and shall be given an opportunity to submit additional references or to give other evidence to correct or respond to harmful information obtained from a reference.

N. Educating and Training – Awareness

Since the issue of sexual misconduct has become a more present reality, there is an emerging need to educate and train a wide variety of persons. Persons needing this specific education include: ministers; volunteers; officers; nonprofessional and professional staff; ministerial candidates; professionals who will be working with this issue within the denomination; members of the congregation; and councils staff including supervisors, employees, and Stated Clerks.

Education provided or required for these persons and groups may be different on a group-by-group basis. The presbytery or the session, as appropriate, should develop or implement educational materials or courses appropriate for all such groups, or may contract with expert entities to provide such materials or courses. A minister-member not currently residing in the presbytery, or any other group mentioned above with good cause, may undertake alternative education in accordance with this policy. If the member should demonstrate to the Stated Clerk of Grace Presbytery that such alternative education is substantially equivalent to that provided under this paragraph.

Theological institutions should include material in their existing curriculum on sexual ethics including the appropriate use of ministerial power, the General Assembly policy and its procedures on sexual misconduct, and other resources. It is further urged that the appropriate

presbytery committee(s) include training for inquirers, candidates, newly ordained pastors, and new pastors to their presbyteries regarding sexual misconduct, especially including education on their specific policy and procedures.

Much of a congregation's education currently happens in response to an actual case of sexual misconduct. However, it is recommended that the congregation be as proactive in this area as possible offering education in a variety of settings. There are already numerous resource materials available that could be adapted to a congregation's setting.

Employing entities need to make sure all employees are well acquainted with, understand, and abide by their policy and procedures. Employing entities should offer additional training and resources, such as: a workshop during staff meeting; lunchtime discussion group; articles and books made available; etc.

Any professional (therapists, attorneys, advocates, mediators, arbitrators) used by a council should have access to experts qualified in the field of sexual misconduct if they themselves are not.

Grace Presbytery encourages all teaching elders, commissioned pastors and certified Christian educators to participate in educational events sponsored by the Committee on Ministry which outline professional and ministerial boundaries, the General Assembly Sexual Misconduct Policy, and this presbytery policy.

Appendix A: Definitions

Accused is the term used to represent the person against whom a claim of sexual misconduct is made.

Accuser is a term used to represent the person claiming knowledge of sexual misconduct by a person covered by this policy. The accuser may or may not have been the victim of the alleged sexual misconduct. A person such as a family member, friend, or colleague may be the accuser.

Church when spelled with the initial capitalized refers to the Presbyterian Church (U.S.A.). When spelled with the initial in lowercase, it refers to local churches. The word congregation is used loosely for members and participants.

Employee is the comprehensive term used to cover individuals who are hired or called to work for salary or wages.

Entity is the term used to refer to any program or office managed by a board, committee, council, or other body whose membership is elected by a governing body.

Council is a representative body composed of ruling elders and teaching elders (ministers): sessions, presbyteries, synods, and the General Assembly. A council may establish entities such as day-care centers, conference centers, camps, or homes for the aged. A council may have both church members and non-members as employees.

Inquiry is the term used in the Rules of Discipline to determine whether charges should be filed based upon allegations of an offense received by a council. See Book of Order, D-10.0000.

Mandated Reporter is described by some states' laws as a person who is required to report any and all suspected incidents of child abuse, including child sexual abuse that come to their attention. State laws vary from defining "all persons having knowledge" as mandated reporters to specifying very limited lists of professions whose members are required to report.

Persons covered by this policy include church members, church officers, ministers, and non-members who are employees or volunteers.

Response is the action taken by the council or entity when a report of sexual misconduct is received. It may include (1) inquiry into facts and circumstances, (2) possible disciplinary action – administrative or judicial or both, (3) pastoral care for victims, their families and others, and (4) pastoral care and rehabilitation for the accused and care for their families.

Secular authorities are the governmental bodies, whether city, county, state, or federal, who are given the responsibility to investigate, criminally prosecute, and/or bring civil charges against individuals accused of sexual crimes or offenses against adults and children.

Secular law is the body of municipal, state, and federal laws and is often referred to collectively as civil and criminal law. Prohibited behavior addressed by this policy may result in criminal and/or civil charges filed under secular law.

Victim is a person claiming to have been harmed and/or abused by a person covered under this policy.

Volunteers include persons elected or appointed to serve on boards, committees, and other groups. For purposes of this policy, volunteers are treated the same as employees.

Appendix B: Meeting the Needs of All Involved

In cases of sexual misconduct there are needs that have to be met for the good of all persons, groups, and entities. In order to ensure that the council is ready to meet the variety of needs that may be present, an independent response coordination team may be named. This team will not investigate the allegation or in any way function as an investigating committee for disciplining members or officers, but should confine itself to coordinating a process that will meet the specific needs of victims and their families (if any), the accused and family (if any), employing entities, congregations, and governing bodies.

O. The Needs of the Victim

The council, employing entity, and response coordination team should assure that adequate treatment and care are available for alleged victims of sexual misconduct and their families. Sometimes, the victim or family is so angry and alienated from the church, that offers of help may be perceived as insincere or as attempts of a cover-up. If the victim or family at first refuses, the church should continue to offer help. Above all the church should not act in a self-protective manner by ignoring the victim and their families.

The extent of the damage to the victims of sexual misconduct will vary from person to person, and is influenced by such factors as the degree or severity of abuse, the age and emotional condition of the victim, human dynamics, and the importance of one's religious faith. The council, entity, and response coordination team is to assume in all cases that the victim has been wounded by the experience.

Feelings of guilt, shame, anger, mistrust, lowered self-esteem, unworthiness, and feelings of alienation from God, self, the religious community, and family are frequent injuries suffered by victims. It is important for the response coordination team to be sensitive to the victim's pain and need for healing, and to act by making appropriate pastoral care available.

The following are some of the needs of the victim:

1. To be heard and taken seriously: From the time that the victim is first able to indicate that sexual misconduct has occurred, that person should receive immediate attention and serious consideration from all church representatives.
2. To receive pastoral and therapeutic support: The victim may require spiritual and congregational assistance as a result of sexual misconduct. The response coordination team should offer to help arrange for such support from a pastor and therapist, if the victim desires. Discussions with such people would be confidential, privileged conversations.
3. To be informed about church process and progress with regard to the accusation: One member of the response coordination team should be the church contact person for the victim. Frequently, this contact person will give the victim information as to what is happening in the church as a result of the accusation.
4. To receive legal advice: The response coordination team should suggest that the victim might benefit from independent legal advice. (Legitimate claims might be more effectively pursued and false claims discouraged.) If requested, the response coordination team should suggest ways in which independent legal advice can be obtained.
 - a. To be assured of an advocate of one's own choosing: A victim may need continuing moral support from one individual who is present while the church process deals with the accusation. This advocate may be a relative, friend, or someone suggested by the response coordination team. This advocate could speak for the victim, if necessary.
 - b. To be assured that justice will be pursued: The victim needs to be told by the response coordination team, and shown by the processes of the church, that justice is being pursued through fact-finding, truth-telling, confrontation and agreement that may include removal or temporary exclusion of the accused from office or adjudication of the complaint.
 - c. To receive healing and reconciliation: In addition to specific forms of restitution mentioned above, the victim needs to receive a sense of healing and reconciliation with all concerned – the self, the family, the church and, ideally, the accused. The response coordination team can help bring this about using the church's processes and resources. While the above are needs of the victim, one recognizes that all of these needs may also not be

met through a reasonable handling of a specific case, but may only occur over a lengthier period of time. All of these needs, however, should be taken seriously and compassionately, and the rights of the victim respected.

P. The Needs of the Accused

The council or entity shall offer treatment and care for the accused as well as alleged victims and families. If the accused is a minister, this is the primary responsibility of the Committee on Ministry. Feelings of guilt, shame, anger, mistrust, lowered self-esteem, depression, unworthiness, and feelings of alienation from God, self, the religious community, and family are often experienced by the accused. In addition, there may be fear of job loss, incarceration, and indignation if an allegation is false.

When a person is found not guilty of charges of sexual misconduct, it is important for the council or entity to see that the decision is disseminated as widely as possible within their power, unless doing so would further injure the person accused.

1. **Personal Care:** Whether the allegations about the accused are eventually found to be true or not, the accused deserves to be treated with Christian kindness and respect. The response coordination team may suggest that the accused seek spiritual support or professional counseling. People in staff positions, such as general presbyters or stated clerks, should not engage in personal counseling of the accused because of their potential involvement in disciplinary process.
2. **Economic Security and Care for Family of Accused:** When an allegation of sexual misconduct has been made against a minister, the economic security of the accused is directly threatened, along with reputation, career, and family relationships. Again, the Committee on Ministry can be of assistance. The response coordination team may alert the Committee on Ministry to the possible spiritual, emotional, and financial needs of the family of the accused and recommend expert resources.

Q. The Needs of a Congregation in a Context of Sexual Misconduct

The council, employing entity, and response coordination team should be aware of the problems a congregation or employing entity may experience following allegations of sexual misconduct by a minister, employee, or volunteer. The allegations may polarize the congregation or organization, damage morale, create serious internal problems, and even limit the trust a congregation may place in succeeding pastors. Efforts should be taken to recognize and identify the problems and heal any damage that may be done to the congregation or organization.

When there is sexual misconduct on the part of a minister, non-ordained staff, or volunteer in a particular congregation, a number of needs unique to that congregation will emerge since sexual misconduct impacts congregations in different ways. Therefore, these needs will not necessarily emerge in the same sequence in each situation. Depending on the parties involved in the sexual misconduct, some of the needs may not emerge. In any event, those managing the church's response to the sexual misconduct will want to know that the following needs may emerge:

1. Pastoral care: Members and staff of the congregation will need pastoral care. If it is the pastor who is involved in the sexual misconduct, care will need to be provided by another member of the ordained staff (if the church is a multiple-staff church) or by a trained interim pastor. If the pastor leaves as a result of sexual misconduct, in extreme cases a trained interim pastor or consultant in sexual misconduct may need to work with the congregation for an extended period of time. If it is not a pastor who is involved in the sexual misconduct, then the pastor will provide the needed care for the congregation. The pastor, if not previously trained in this specialty area, will need to consult with denominational specialists who will advise how to proceed and any anticipated problems.
2. Information about the case: Members of the congregation will need opportunities both to receive and give information. If a case of sexual misconduct becomes a matter of public knowledge within a congregation and if a pastor has been found guilty of sexual misconduct, the interim pastor or consultant may hold appropriate meetings with individuals, small groups, or with the whole congregation. Such meetings should provide information about sexual misconduct in general, Presbyterian polity and our judicial process, and how others who may have been victimized may be heard and ministered to. If the offender is not the pastor, then the pastor may perform these functions. At such meetings, one may expect members to vent their feelings. An opportunity for this to happen should be provided. If this venting does not take place, then it may create serious problems for the future of the congregation, for future pastors, and for the council. Dynamics may differ somewhat in racial ethnic churches, but no empirical studies have yet demonstrated different dynamics.
3. Resource persons: In light of the above needs, the following are resource persons whose services would be valuable to a congregation in the context of sexual misconduct: a trained interim pastor, a Committee on Ministry representative knowledgeable in polity and the effects of sexual misconduct in the church, a consultant or therapist with knowledge and experience in dealing with sexual misconduct, an attorney who can discuss legal aspects of a case, and an insurance agent who can advise the congregation about their exposure to liability or coverage.

It is the responsibility of each council to establish policy and its procedures governing cases of sexual misconduct in that jurisdiction. The PCUSA policy and its procedures are intended to guide the development of council policy and procedures.

Appendix C

Civil Practice and Remedies Code

Title 4. Liability in Tort

Chapter 81. Sexual Exploitation by Mental Health Services Provider

Sec. 81.001. DEFINITIONS. In this chapter:

- 1) “Mental health services” means assessment, diagnosis, treatment, or counseling in a professional relationship to assist an individual or group in:
 - A. alleviating mental or emotional illness, symptoms, conditions, or disorders, including alcohol or drug addiction;
 - B. understanding conscious or subconscious motivations;
 - C. resolving emotional, attitudinal, or relationship conflicts; or
 - D. modifying feelings, attitudes, or behaviors that interfere with effective emotional, social, or intellectual functioning
- 2) “Mental health services provider” means an individual, licensed or unlicensed, who performs or purports to perform mental health services, including a:
 - A. licensed social worker as defined by Section 505.002, Occupations Code;
 - B. chemical dependency counselor as defined by Section 504.001, Occupations Code;
 - C. licensed professional counselor as defined by Section 503.002, Occupations Code;
 - D. licensed marriage and family therapist as defined by Section 502.002, Occupations Code;
 - E. member of the clergy;
 - F. physician who is practicing medicine as defined by Section 151.002, Occupations Code;
 - G. psychologist offering psychological services as defined by Section 501.003, Occupations Code; or
 - H. special officer for mental health assignment certified under Section 1701.404, Occupations Code.
- 3) “Patient” means an individual who seeks or obtains mental health services. The term includes a person who has contact with a special officer for mental health assignment because of circumstances relating to the person’s mental health.
- 4) “Sexual contact” means:
 - A. “deviate sexual intercourse” as defined by Section 21.01, Penal Code;
 - B. “sexual contact” as defined by Section 21.01, Penal Code;
 - C. “sexual intercourse” as defined by Section 21.01, Penal Code; or

D. requests by the mental health services provider for conduct described by Paragraph (A), (B), or (C). “Sexual contact” does not include conduct described by Paragraph (A) or (B) that is a part of a professionally recognized medical treatment of a patient.

- 5) “Sexual exploitation” means a pattern, practice, or scheme of conduct, which may include sexual contact that can reasonably be construed as being for the purposes of sexual arousal or gratification or sexual abuse of any person. The term does not include obtaining information about a patient’s sexual history within standard accepted practice while treating a sexual or marital dysfunction.
- 6) “Therapeutic deception” means a representation by a mental health services provider that sexual contact with, or sexual exploitation by, the mental health services provider is consistent with, or a part of, a patient’s or former patient’s treatment.
- 7) “Mental health services,” as defined by this section, provided by a member of the clergy does not include religious, moral, and spiritual counseling, teaching, and instruction.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993. Amended by Acts 1999, 76th Leg., ch. 1102, Sec. 1, eff. Sept. 1, 1999; Acts 2001, 77th Leg., ch. 1420, Sec. 14.731, eff. Sept. 1, 2001.

Sec. 81.002. SEXUAL EXPLOITATION CAUSE OF ACTION. A mental health services provider is liable to a patient or former patient of the mental health services provider for damages for sexual exploitation if the patient or former patient suffers, directly or indirectly, a physical, mental, or emotional injury caused by, resulting from, or arising out of:

- 1) sexual contact between the patient or former patient and the mental health services provider;
- 2) sexual exploitation of the patient or former patient by the mental health services provider; or
- 3) therapeutic deception of the patient or former patient by the mental health services provider

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.003. LIABILITY OF EMPLOYER.

- a) An employer of a mental health services provider is liable to a patient or former patient of the mental health services provider for damages if the patient or former patient is injured as described by Section 81.002 and the employer:
 - 1) fails to make inquiries of an employer or former employer, whose name and address have been disclosed to the employer and who employed the mental health services provider as a mental health services provider within the five years before the date of disclosure, concerning the possible occurrence of sexual exploitation by the mental health services provider of patients or former patients of the mental health services provider; or
 - 2) knows or has reason to know that the mental health services provider engaged in sexual exploitation of a patient or former patient and the employer failed to:
 - A. report the suspected sexual exploitation as required by Section 81.006; or
 - B. take necessary action to prevent or stop the sexual exploitation by the mental health services provider.
- b) An employer or former employer of a mental health services provider is liable to a patient or former patient of the mental health services provider for damages if the patient or former patient is injured as described by Section 81.002 and the employer or former employer:

- 1) knows of the occurrence of sexual exploitation by the mental health services provider of a patient or former patient;
 - 2) receives a specific request by an employer or prospective employer of the mental health services provider, engaged in the business of providing mental health services, concerning the possible existence or nature of sexual exploitation by the mental health services provider; and
 - 3) fails to disclose the occurrence of the sexual exploitation
- c) An employer or former employer is liable under this section only to the extent that the failure to take the action described by Subsection (a) or (b) was a proximate and actual cause of damages sustained.
- d) If a mental health professional who sexually exploits a patient or former patient is a member of the clergy and the sexual exploitation occurs when the professional is acting as a member of the clergy, liability if any under this section is limited to the church, congregation, or parish in which the member of the clergy carried out the clergy member's pastoral duties:
- 1) at the time the sexual exploitation occurs, if the liability is based on a violation of Subsection (a); or
 - 2) at the time of the previous occurrence of sexual exploitation, if the liability is based on a violation of Subsection (b).
- e) Nothing in Subsection (d) shall prevent the extension of liability under this section beyond the local church, congregation, or parish where the current or previous sexual exploitation occurred, as appropriate under Subsection (d), if the patient proves that officers or employees of the religious denomination in question at the regional, state, or national level:
- 1) knew or should have known of the occurrences of sexual exploitation by the mental health services provider;
 - 2) received reports of such occurrences and failed to take necessary action to prevent or stop such sexual exploitation by the mental health services provider and that such failure was a proximate and actual cause of the damages; or
 - 3) knew or should have known of the mental health professional's propensity to engage in sexual exploitation.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Amended by: Acts 2011, 82nd Leg., R.S., Ch. 1199 (S.B. 43), Sec. 1, eff. June 17, 2011.

Sec. 81.004. DAMAGES.

- a) A plaintiff who prevails in a suit under this section may recover actual damages, including damages for mental anguish even if an injury other than mental anguish is not shown.
- b) In addition to an award under Subsection (a), a plaintiff who prevails in a suit under this section may recover exemplary damages and reasonable attorney fees.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.005. DEFENSES.

- a) It is not a defense to an action brought under Section 81.002 or 81.003 that the sexual exploitation of the patient or former patient occurred:

- 1) with the consent of the patient or former patient;
 - 2) outside the therapy or treatment sessions of the patient or former patient; or
 - 3) off the premises regularly used by the mental health services provider for the therapy or treatment sessions of the patient or former patient.
- b) It is a defense to an action brought under Section 81.002 or 81.003 by a former patient that the person was not emotionally dependent on the mental health services provider when the sexual exploitation began and the mental health services provider terminated mental health services with the patient more than two years before the date the sexual exploitation began.
- c) A person is considered not emotionally dependent for purposes of this chapter if the nature of the patient's or former patient's emotional condition and the nature of the treatment provided by the mental health services provider are not such that the mental health services provider knows or has reason to believe that the patient or former patient is unable to withhold consent to the sexual exploitation.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.006. DUTY TO REPORT.

- a) If a mental health services provider or the employer of a mental health services provider has reasonable cause to suspect that a patient has been the victim of sexual exploitation by a mental health services provider during the course of treatment, or if a patient alleges sexual exploitation by a mental health services provider during the course of treatment, the mental health services provider or the employer shall report the alleged conduct not later than the 30th day after the date the person became aware of the conduct or the allegations to:
- 1) the prosecuting attorney in the county in which the alleged sexual exploitation occurred; and
 - 2) any state licensing board that has responsibility for the mental health services provider's licensing.
- b) Before making a report under this section, the reporter shall inform the alleged victim of the reporter's duty to report and shall determine if the alleged victim wants to remain anonymous.
- c) A report under this section need contain only the information needed to:
- 1) identify the reporter;
 - 2) identify the alleged victim, unless the alleged victim has requested anonymity; and
 - 3) express suspicion that sexual exploitation has occurred.
- d) Information in a report is privileged information and is for the exclusive use of the prosecuting attorney or state licensing board that receives the information. A person who receives privileged information may not disclose the information except to the extent that disclosure is consistent with the authorized purposes for which the person first obtained the information. The identity of an alleged victim of sexual exploitation by a mental health services provider may not be disclosed by the reporter, or by a person who has received or has access to a report or record, unless the alleged victim has consented to the disclosure in writing.
- e) A person who intentionally violates Subsection (a) or (d) is subject to disciplinary action by that person's appropriate licensing board and also commits an offense. An offense under this subsection is a Class C misdemeanor.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.007. LIMITED IMMUNITY FROM LIABILITY.

- a) A person who, in good faith, makes a report required by Section 81.006 is immune from civil or criminal liability resulting from the filing of that report.
- b) Reporting under this chapter is presumed to be done in good faith.
- c) The immunity provided by this section does not apply to liability resulting from sexual exploitation by a mental health services provider of a patient or former patient.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.008. ADMISSION OF EVIDENCE.

- a) In an action for sexual exploitation, evidence of the plaintiff's sexual history and reputation is not admissible unless:
 - 1) the plaintiff claims damage to sexual functioning; or
 - 2) (2)(A) the defendant requests a hearing before trial and makes an offer of proof of the relevancy of the history or reputation; and

(2)(B) the court finds that the history or reputation is relevant and that the probative value of the evidence outweighs its prejudicial effect
- b) The court may allow the admission only of specific information or examples of the plaintiff's conduct that are determined by the court to be relevant. The court's order shall detail the information or conduct that is admissible and no other such evidence may be introduced.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.009. LIMITATIONS.

- a) Except as otherwise provided by this section, an action under this chapter must be filed before the third anniversary of the date the patient or former patient understood or should have understood the conduct for which liability is established under Section 81.002 or 81.003.
- b) If a patient or former patient entitled to file an action under this chapter is unable to bring the action because of the effects of the sexual exploitation, continued emotional dependence on the mental health services provider, or threats, instructions, or statements by the mental health services provider, the deadline for filing an action under this chapter is tolled during that period, except that the deadline may not be tolled for more than 15 years.
- c) This section does not apply to a patient or former patient who is a "child" or a "minor" as defined by Section 101.003, Family Code, until that patient or former patient has reached the age of 18. If the action is brought by a parent, guardian, or other person having custody of the child or minor, it must be brought within the period set forth in this section.

Added by Acts 1993, 73rd Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993. Amended by Acts 1997, 75th Leg., ch. 165, Sec. 7.07, eff. Sept. 1, 1997.

Sec. 81.010. INJUNCTIVE RELIEF AGAINST GOVERNMENTAL UNITS.

- a) In this section, "governmental unit" has the meaning assigned by Section 101.001(3)(B).

- b) Subject to Subsection I, a patient, a former patient, or another person acting on behalf of a patient or former patient may bring an action under this section against a governmental unit that is an employer of a mental health services provider, including a special officer for mental health assignment, who commits any conduct described by Section 81.002(1), (2), or (3) in relation to the patient or former patient. In an action brought under this subsection, the patient or former patient may obtain:
 - 1) an order requiring the governmental unit to discharge the mental health services provider who committed the conduct;
 - 2) court costs; and
 - 3) reasonable attorney's fees, as determined by the court.
- c) A patient, former patient, or person acting on behalf of a patient or former patient may not bring an action under Subsection (b) unless, 60 days before the date that action is to be filed, the person notifies the governmental unit in writing of its intention to bring an action under this section. The notice must reasonably describe the facts giving rise to the claim. If, before the 60th day after the date the notice is provided under this section, the governmental unit discharges the mental health services provider who committed the conduct with respect to which the claim is filed, the person may not bring suit under Subsection (b).
- d) Governmental immunity to suit is waived and abolished only to the extent of the liability created by Subsection (b).

Added by Acts 1999, 76th Leg., ch. 1102, Sec. 2, eff. Sept. 1, 1999.

Signature Page

Please Detach and Return to the Stated Clerk of Grace Presbytery

Check whichever applies to you:

- Teaching Elder
- Certified Christian Educator
- Commissioned pastor
- Employee of Grace Presbytery
- Volunteer Serving in Grace Presbytery

I have read Sexual Misconduct Policy and Procedures, a covenantal agreement within Grace Presbytery, Presbyterian Church (U.S.A.) and by my signature below, agree to abide by the standards therein.

Printed Name

Signature

Date of Signature

Return this form to:

Stated Clerk
Grace Presbytery
6100 Colwell Blvd. Suite 100
Irving, Texas 75039

GRACE PRESBYTERY CHILDREN AND YOUTH PROTECTION POLICY

Revised and Approved by Grace Presbytery
November 2004

The members of Grace Presbytery believe that we are called by God to create a safe haven for all of the children and youth in our care, nurturing, protecting, and empowering them through faith and trust. This commitment includes taking appropriate steps to reduce the risk to the young people in our care. The following policy was established to minimize the risk of any of our children and youth being subjected to sexual, physical, or mental abuse. These policies and procedures are also intended to respect the rights and afford due process to persons accused of improper conduct.

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The Grace Presbytery Child Protection Policy

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2. Summer Camp Counselor Covenant
 - A. Grace Presbytery Volunteer Information Form
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GRACE PRESBYTERY CHILDREN AND YOUTH PROTECTION POLICY

In establishing policies and procedures that provide safeguards against child or youth sexual abuse at Grace Presbytery camps, conferences, and events requiring childcare, four critical areas must be addressed:

- Screening and selection of volunteers and staff
- Supervision of volunteers and staff
- Reporting allegations
- Response to allegations

PAID SUMMER CAMP STAFF

1. SELECTING AND SCREENING OF STAFF:

- All applicants for summer camp staff/counselor positions will complete an application form (Attachment A). This application must be accompanied by a consent form (Attachment C and/or D) giving Grace Presbytery permission to conduct a criminal background check. The applicant's consent forms will be kept on file at Grace Presbytery.
- Members of the Camps and Conference Committee will review application forms, interview applicants, contact references, and will keep the applications on file. The references will be kept with the personnel records for each applicant. (Attachments E and/or F)
- The designated Presbytery staff persons to the Camps and Conference Committee will conduct the background checks and may consult with the moderator of the Committee concerning the results of any background check. Background checks will be destroyed following the Committee's decision regarding employment. Name, Date of Birth, Date of Background Check, and Social Security Number of cleared persons will be kept on file at the Grace Presbytery Office.
- "Whether disclosed voluntarily or by result of the security background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children's or youth activity or program related to Grace Presbytery:

Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer."

2. SUPERVISION OF CAMP STAFF:

▪ “Two Adult Rule”:

As often as possible, there should be at least two adults (18 and over) assigned to each cabin. When anywhere on the camp grounds, if at all possible, make sure that an adult is not left alone one on one with a child or youth. This will be emphasized at staff training. *If an adult needs to be alone with a young person, that contact should take place in a public setting, and with the knowledge of another staff member (for example: at the far end of a dining hall, or on one end of the basketball court away from activities).*

- Safety suggestions are outlined in the *SUMMER CAMP STAFF MANUAL* under “Policies” and will be emphasized at staff training.

R. REPORTING ALLEGATIONS:

- Instruct all counselors in training sessions to refer to the “Policies” section of the *SUMMER CAMP STAFF MANUAL* regarding the reporting procedure and the requirements of state and local laws regarding the reporting of child abuse. If you have questions about reporting, contact your local Child Protective Services or Police Department. A memorandum addressing the legal requirements for reporting abuse or neglect of a child is attached to this policy (Attachment J).
- Anyone aware of inappropriate contact involving a child or youth, regardless of where the conduct occurred, must immediately report the questionable activity to the Camp Director or Assistant Camp Director. The Assistant must report to the Director.
- If an incident is witnessed or reported, that person should first secure the safety of the child. The child or young person should not be left alone.
- The Camp Director is to immediately notify the appropriate Presbytery staff person, the General Presbyter, the on-site Camp Manager, and Child Protective Services.
- The person initially contacted by the alleged victim, or who observed the offense, should immediately fill out a written report recorded verbatim, called an “Incident Report” (Attachment G)
- The Camps and Conference Committee will prepare a list of agencies to be contacted for each camp location as well as contain the Abuse Hotline number of 1-800-252-5400. (For example: Grace Presbytery, Child Protective Services, Local Police Department or County Sheriff.) This list should be attached to the “Incident Report” form.
- The Camp Director and Assistant Camp Director should have the “Incident Report” forms available at each Camp Facility.
- Any accusation made after the camp season is over shall be directed to the Response Team (see below) through the office of the Associate General Presbyter working with the

camping ministry or in his/her absence, the Presbytery staff person assigned by the General Presbyter.

S. RESPONSE TO ALLEGATIONS:

- A Response Team composed minimally of the Associate General Presbyter working with the camping ministry (or in her/his absence, the Presbytery staff person assigned by the General Presbyter), the Moderator of the Camps and Conference Committee, and the Stated Clerk will be initiated by the Associate General Presbyter.
- The Response Team should immediately contact the presbytery's legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery's counsel will represent the presbytery but not their individual interests.
- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. ("Here's what's already been done; here's what is going to be done.") The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.
- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the "Rules of Discipline" of the Presbyterian Church (USA), and the Presbytery's "Guidelines for Responding to Allegations of Clergy Sexual Misconduct".

A. LEADERSHIP FOR CHILDREN'S and YOUTH RETREATS AND CONFERENCES, including "Kidquake", "Youthquake", "Senior High Youth Connection", etc.

1. SCREENING AND SELECTION OF STAFF:

- A Volunteer Information Form (Attachment B), along with a Consent Form (either Attachment C or D) will be completed by each member of the Event Leadership Team unless they can provide documentation that a background check has already been completed by their congregation or governing body. These forms will provide personal and confidential information necessary to perform criminal background and reference checks on each applicant, which will be completed by the designated Presbytery staff person.
- The Volunteer Information Form (Attachment B) and Consent Form (either Attachment C or D) authorizing Grace Presbytery to conduct criminal background checks will be kept on file at Grace Presbytery.

- The designated Grace Presbytery staff person, on behalf of the appropriate presbytery committee or task group, will conduct the background checks and may consult with the moderator of that committee or task group concerning the results of any background check. Background checks will be destroyed when a decision has been made regarding that person's involvement with the planned conference or event. Name, Date of Birth, Date of Background check, and Social Security Number of cleared persons will be kept on file at the Grace Presbytery Office. (If a church or other entity has already conducted such a background check, further efforts will not be necessary.) (Attachment H)
- “Whether disclosed voluntarily or by result of the security background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children’s or youth activity or program related to Grace Presbytery:

Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer.”

2. SUPERVISION OF CONFERENCE/EVENT LEADERSHIP:

- “Two adult rule”:

As often as possible, there should be at least two adults in each small group. At Design Team planning sessions and on the retreat/ conference grounds, in so far as possible, make sure that an adult is not left alone one on one with a child or youth. This should be emphasized at the organizational meeting of the Design Team and Sponsors Meeting at the event. *If an adult needs to be alone with a young person, that contact should take place in a public setting, and with the knowledge of another staff member (for example: at the far end of a dining hall, or on one end of the basketball court away from activities).*

- Safety suggestions: always meet in a public space when only one youth and one adult are present; remain in sight of others; make sure that at least one other adult is aware of what is taking place.

T. REPORTING ALLEGATIONS:

- Instruct all members of the Design Team as to the incident reporting procedures and as to the requirements of state and local laws regarding the reporting of child abuse. If you have any questions about reporting contact your local Child Protective Services or Police Department. A memorandum addressing the legal requirements for reporting abuse or neglect of a child is attached to this policy. (Attachment J)
- Anyone aware of inappropriate contact involving a child or youth, regardless of where the conduct occurred, must immediately report the questionable activity to the Director of

the event or, in the absences of the Director, the Assistant Director. The Assistant Director shall report to the Director.

- If an incident is witnessed or reported, that person should first secure the safety of the youth. Children and young persons should not be left alone.
- The Director of the event is to immediately notify the Associate General Presbyterian staff person, the on-site camp manager or host pastor, and Child Protective Services which can be done through the Abuse Hotline at 1-800-252-5400.
- The person initially contacted by the alleged victim, or who observed the offense, should immediately fill out a written report recorded verbatim called an “Incident Report”. (Attachment G)
- Each Design Team will receive a list of agencies to contact in case of an incident. (For example: Presbytery, Child Protective Services, Abuse Hotline, local police) This list should be attached to the “Incident Report” Form (Attachment G).
- The Director and Assistant Director of each event should have the “Incident Report” Forms available.
- Any accusation made after the event is over should be directed to the Response Team(see below) through the office of the Associate General Presbyterian working with the youth ministries and camps and conferences ministries, or in his/her absence, the Presbytery staff person assigned by the General Presbyterian.

3. RESPONSE TO ALLEGATIONS

- A Response Team composed minimally of the Associate General Presbyterian working with the youth ministries and camps and conferences ministries (or in her/his absence, the Presbytery staff person assigned by the General Presbyterian), the Moderator of the appropriate Presbytery Committee, and the Stated Clerk will be initiated by the Associate General Presbyterian.
- The Response Team should immediately contact the presbytery’s legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery’s counsel will represent the presbytery but not their individual interests.
- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. (“Here’s what’s already been done; here’s what is going to be done.”) The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.

- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the “Rules of Discipline” of the Presbyterian Church (USA), and the Presbytery’s “Guidelines for Responding to Allegations of Clergy Sexual Misconduct”.

U. VOLUNTEERS AT SUMMER CAMPS AND ADULT ADVISORS/SPONSORS WHO ATTEND CHILDREN’S OR YOUTH EVENTS
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1. SCREENING AND SELECTION OF VOLUNTEERS AND ADVISORS/SPONSORS:

- The Presbytery strongly urges each local church to adopt its own screening procedure, which includes a security background check to ensure the safety and protection of its own children and youth. The Presbytery relies on the local church session to fulfill its own responsibility to its children and youth.
- Ordinarily, adult volunteers and advisors/sponsors will only be permitted to serve as sponsors at presbytery events if they have been members of the local church for a period of not less than six months, unless the adult volunteer or advisor/sponsor is transferring from active membership in another church where references can be attained.
- All volunteers and adult advisors/sponsors for Grace Presbytery Youth Events are required to sign a Covenant of Conduct Form (Attachments H), which includes a question about previous infractions regarding sexual misconduct.
- Each church must annually (by October 1st) submit an “Acknowledgement of Child Abuse Prevention Form” (Attachment I,) which lists those adults who have had security background checks and are approved to serve as leaders and sponsors in order to participate in Presbytery events. A file will be kept at the Presbytery office and can be amended throughout the year.
- An Information Form (Attachment B), along with a Consent Form (either Attachment C or D) will be completed by each individual who is volunteering for Summer camp unless they can provide documentation that a background check has already been completed by their congregation or governing body. The form provides personal and confidential information necessary to perform criminal background checks and reference checks. Consent Forms authorizing Grace Presbytery to conduct criminal background checks will be kept on file at Grace Presbytery. The designated Grace Presbytery staff person, on behalf of the appropriate presbytery committee or task group, will conduct the background checks on Summer Camp Volunteers and may consult with the moderator of that committee or task group concerning the results of any background check. Background checks will be destroyed after a decision has been made regarding that person’s involvement with the planned conference or event. Name, Date of Birth, Date of Background check and Social Security Number of cleared persons will be kept on file at

the Grace Presbytery Office. The designated presbytery staff person, or their designee, will contact references by telephone or mail. (Attachment E and F).

- At each camp session or retreat an orientation will be held for volunteers and sponsors, which will include the subject of preventing sexual abuse. “Whether disclosed voluntarily or by result of the security background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children’s or youth activity or program related to Grace Presbytery:

Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer.”

2. SUPERVISION OF VOLUNTEERS, ADULT ADVISORS AND SPONSORS:

- While recognizing that significant ministry often takes place as the adult and youth share one-on-one, some very clear guidelines should be established for your group.
- “Two adult rule”: As often as possible, there should be at least two adults in each small group. On the retreat grounds, as much as is possible, make sure that an adult is not left alone one on one with a child or youth. This must be emphasized at the orientation.
- Safety suggestions: always meet in a public space when only one youth and one adult are present; remain in sight of others; make sure that at least one other adult is aware of what is taking place.

3. REPORTING ALLEGATIONS:

- At the orientation session, make sure all adult volunteers and adult sponsors know the incident reporting procedure and the requirements of state and local laws regarding the reporting of child abuse. If you have questions about reporting, contact your local Child Protective Services or Police Department.
- Anyone aware of any inappropriate contact involving a child or youth must immediately report the questionable activity to the Director of the event or any member of the Design Team. That member shall report to the Director.
- If an incident is witnessed or reported, that person should first secure the safety of the youth. Children and young persons should not be left alone.
- The Director of the event is to immediately notify the appropriate Presbytery staff person, the General Presbyter, the onsite camp manager or host pastor, and Child Protective Services.

- The person initially contacted by the alleged victim, or who observed the offense, should immediately fill out a written report recorded verbatim, called an “Incident Report” (Attachment G).
 - The Design Team should prepare a list with agencies to be contacted for each event. (For example: Presbytery, Child Protective Services, local police) This list should be attached to the “Incident Report” Form (Attachment G).
4. Any accusation made after the event is over should be directed to the Response Team (see below) through the office of the Associate General Presbyter working with the youth ministries and camps and conferences ministries, or in his/her absence, the Presbytery staff person assigned by the General Presbyter.

5. RESPONSE TO ALLEGATIONS:

- A Response Team composed minimally of the Associate General Presbyter working with the youth ministries and camps and conferences ministries (or in her/his absence, the Presbytery staff person assigned by the General Presbyter), the Moderator of the appropriate Presbytery Committee, and the Stated Clerk will be initiated by the Associate General Presbyter.
- The Response Team should immediately contact the presbytery’s legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery’s counsel will represent the presbytery but not their individual interests.
- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. (“Here’s what’s already been done; here’s what is going to be done.”) The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.
- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the “Rules of Discipline” of the Presbyterian Church (USA), and the Presbytery’s “Guidelines for Responding to Allegations of Clergy Sexual Misconduct”.

V. ADULTS WORKING WITH CHILDREN AND YOUTH AT PRESBYTERY EVENTS SUCH AS “ACT” OR PRESBYTERY MEETINGS

W. SCREENING AND SELECTION OF CHILD CARE WORKERS:

- The Presbytery will not allow a Presbytery event involving children or youth or where child care is offered to be held at a church unless the host church has a Child Protection Policy in place.
- The screening, selection and supervision process of child care workers will be handled by the host church, under the conditions of their Child Protection Policy.

2. SCREENING AND SELECTION OF ADULTS LEADING PROGRAMS FOR CHILDREN AND YOUTH

- If these adults have not been through a screening process at their own church, they need to complete a Volunteer Information Form (Attachment B, along with Consent Forms – Attachment C or D), which provides the personal and confidential information necessary to perform criminal background and reference checks on each individual.
- If these adults have been through a screening process at their own church, they must present verification of that fact through a form such as Attachment I.

3. SUPERVISION OF ADULTS LEADING PROGRAMS FOR CHILDREN AND YOUTH

- While recognizing that significant ministry often takes place as the adult and youth share one-on-one, some very clear guidelines should be established for your group.

- “Two adult rule”:

As often as possible, there should be at least two adults in each small group. On the retreat grounds, as much as is possible, make sure that an adult is not left alone one on one with a child or youth. This must be emphasized at the orientation.

- Safety suggestions: always meet in a public space when only one youth and one adult are present; remain in sight of others; make sure that at least one other adult is aware of what is taking place.

4. REPORTING ALLEGATIONS

- All adults working with children or youth at Presbytery events or meetings should be made aware of the incident reporting procedure by the organizers/ planning committee of the event. Allegations are to be reported to the designated contact person at the host church, who will then report the allegation to the Director of the event in the case of an event such as ACT, or report directly to the designated Presbytery staff person in the case of a Presbytery meeting.
- The Director of the event is to notify immediately the designated Presbytery staff person for the event, the General Presbyter, the host pastor, and the Child Protective Services.
- Any accusation made after the event is over should be directed to the Response Team (see below) through the office of the General Presbyter or Associate General Presbyter

working with the particular ministry area, or in the absence of the Associate General Presbyter, the Presbytery staff person assigned by the General Presbyter.

X. RESPONSE TO ALLEGATIONS

- A Response Team composed minimally of the General Presbyter or the Associate General Presbyter working with the particular ministry area (or in the absence of the Associate General Presbyter, Presbytery staff person assigned by the General Presbyter), the Moderator of the appropriate Presbytery Committee, and the Stated Clerk will be initiated by the General Presbyter or the Associate General Presbyter.
- The Response Team should immediately contact the presbytery’s legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery’s counsel will represent the presbytery but not their individual interests.
- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. (“Here’s what’s already been done; here’s what is going to be done.”) The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.
- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the “Rules of Discipline” of the Presbyterian Church (USA), and the Presbytery’s “Guidelines for Responding to Allegations of Clergy Sexual Misconduct”.

Y. PROHIBITED ACTS

“The following acts are prohibited by this Policy and will not be tolerated or accepted during any Grace Presbytery Activity or Program. Any observations or personal knowledge of such violations must be immediately reported to the Moderator of the Session, Director of the Event or Program, or designated program staff representing Grace Presbytery after the safety of the child, children, or youth involved has been assured.

- Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a child or youth;
- Sexual advances or sexual activity of any kind between any adult and a child or youth;
- Sexual advances or sexual activity of any kind between a youth and a child;
- Infliction of physically abusive behavior or bodily injury to a child or youth;

- Physical neglect of a child, children, or youth, including failure to provide adequate supervision in relation to the activities of the presbytery;
- Causing mental or emotional injury to a child, children or youth;
- Possessing obscene or pornographic materials at any function of Grace Presbytery with the exception of sex education materials (NOTE: Grace Presbytery does not consider sex education materials to be obscene or pornographic, especially those which have been produced by the denomination for use in church-related programs.);
- Consuming or being under the influence of alcohol or any prohibited substance while leading or participating in a children's or youth function of the presbytery.

Z. CONSEQUENCES

- Any person accused of committing a Prohibited Act, whether a staff member, employee, member, or volunteer, will immediately be reassigned to responsibilities without direct child contact. If investigation supports the accusations, the accused person will be suspended from participation in all children's and youth activities and programs of Grace Presbytery. Such suspension shall continue during any investigation by the church and/or law enforcement or child protection agencies.
- Any person found to have committed a Prohibited Act shall be prohibited from future participation in children's and youth activities and programs of Grace Presbytery. If the person is a staff member or employee of the presbytery, such conduct may also result in termination of employment.
- As required by Texas law, all reports of abuse will be forwarded in a timely manner by Grace Presbytery to the appropriate child protection and law enforcement authorities. Such reporting must be accomplished in addition to complying with this Child Protection Policy.
- Failure to timely report a Prohibited Act to the designated person shall be considered a procedural violation of this Child Protection Policy and shall be grounds for termination of employment of a staff member or employee and suspension and dismissal from participation in all children's and youth activities and programs of Grace Presbytery by any person.
- When the allegations involve a member of the clergy, the provisions of Grace Presbytery's "Guidelines for Responding to Allegations of Clergy Sexual Misconduct" will be put into operation and the guidance of the church's discipline will be followed.

Presby-Speak

A Glossary of Terms, Acronyms and Abbreviations for Grace Presbytery

AC	Administrative Commissions are given specific responsibilities and authority to act on behalf of the presbytery between meetings, typically to ordain and install pastors, conduct the necessary tasks to dissolve a congregation, or to deal with major conflict in a church.
APCE	Association of Presbyterian Church Educators is the professional organization for church educators which has national and regional meetings. APCE is pronounced “App-see”.
Associate General Presbyter	Associate General Presbyter is the presbytery staff person who assists the General Presbyter (see GP below) and is assigned specific responsibilities such as CDC and/or COM tasks.
B & F	Budget and Finance Committee reports to the Presbytery Council.
Book of Confessions	Book of Confessions is Part 1 of the Constitution of the PCUSA. It contains the creeds, confessions of faith, catechisms, and theological declarations which guide the church in its study and interpretation of the Bible.
Book of Order	Book of Order is Part 2 of the Constitution of the PCUSA. It contains the Form of Government, Directory of Worship and Rules of Discipline.
BOP	Board of Pensions is the GA entity which provides the following benefits to teaching elders and other employees of Presbyterian councils and institutions: retirement, major medical, disability and life insurance.
BOT	Board of Trustees of Grace Presbytery meets monthly to do corporation business.
Candidate	Candidates are those in the second (and final) stage of seeking ordination. During this time, all requirements for ordination are completed – including the national examinations and a final oral examination at a presbytery meeting. They are “under care” of CPM. The term Candidate also refers to teaching elders who are finalists for consideration for being called as the next pastor at a church.
CLC	Church Leadership Connection is the GA entity which matches MIFs and PIFs for pastors and candidates seeking a new call and for churches seeking a new pastor or associate pastor.
COM	Committee on Ministry provides oversight of congregations and teaching elders. It receives teaching elders from other presbyteries, approves calls for pastoral services, oversees congregations without pastors, dissolves pastoral relationships, dismisses teaching elders to other presbyteries, determines the criteria for validating ministries of non-parish clergy, oversees commissioned pastors serving congregations, and provides care and oversight for those preparing to become commissioned pastors.

Consent Agenda	Consent Agenda is an omnibus motion with reports which need no debate. However, any item may be “pulled” for discussion and voting. Questions about items in the Consent Agenda should be pursued before the meeting in order not to waste docket time. Contact info for questions is provided in the written reports.
COR	Committee on Representation is responsible for the implementation of the Presbytery’s commitment to inclusiveness as outlined in the Book of Order.
Council	Council is one of four governing bodies within the PCUSA: session (a local church), presbytery (a multi-county regional body), synod (a multi-state regional body), and General Assembly (a national body). See Session, Presbytery, Synod and GA below. The term Council sometimes refers to the Presbytery Council.
CPM	Committee on Preparation for Ministry is responsible for the enlistment and care of inquirers and candidates preparing to be a teaching elder. It guides inquirers and candidates in seminary selection, ministry discernment, internship and professional ministry opportunities.
Commissioned Pastor	Commissioned Pastor is a ruling elder who has been trained and certified to provide pastoral services to smaller congregations. The COM oversees the preparation and the service of Commissioned Pastors – previously known as Commissioned Ruling Elders.
CSC	Congregational Support Committee supports the work of congregations in education, mission, stewardship, and social issues.
Director	Director is a presbytery staff person with responsibilities in a particular area: ministry transitions, youth, communications, and resource center.
Examinations	Examinations Subcommittee of COM examines and makes recommendations to the COM concerning teaching elders from candidacy, from another presbytery (upon COM’s request), from another church body not in correspondence with the PCUSA, and ruling elders seeking to become commissioned pastors.
Foundation	Presbyterian Foundation is the GA entity which receives, invests, and distributes proceeds (as designated by donors) from the gifts, estates, and investments of Presbyterian benefactors.
GA	General Assembly is the PCUSA national governing body. It meets every even-numbered year with teaching and ruling elder commissioners elected by the 170 presbyteries in the United States. The GA is headquartered in Louisville, KY and has various agencies and entities with elected boards and paid staff which implement work assigned by the GA.
GP	General Presbyter is the head of the presbytery staff and provides leadership for the whole presbytery, including its missions, ministries, council, committees, commissions and congregations.

HR	Honorably Retired ministers are teaching elders whose retirement has been approved by the presbytery.
Inquirer	Inquirer is the first stage of seeking ordination as a teaching elder. During this time inquirers are helped by the CPM to discern God's will for their future.
KidQuake	KidQuake is a presbytery-led retreat for elementary school students sponsored by the Youth Committee.
Member at Large	Member at Large is a teaching elder on the rolls of the presbytery who is not currently serving in a call or validated ministry.
MIF	Ministry Information Form is the form a congregation (or another employer) completes about itself prior to a search for a new pastor or associate pastor. It gives statistics about the church (membership, finances, etc.) It also describes the position and the characteristics of the kind of person the church is seeking.
Moderator	Moderator is the officer who chairs meetings of the presbytery, committees, and commissions. These moderators are elected annually. The term Moderator also refers to the officer who chairs meetings of the session (usually the pastor), synod and General Assembly.
CDC	Church Development Committee recommends the establishment and provides oversight to new church developments, fellowships, and new worshiping communities. It guides presbytery's racial ethnic ministry and evangelism programs.
Non-Parish Clergy	Chaplains, professors, and other ministers who are not currently serving a congregation. Sometimes they are referred to as Validated Ministries.
OGA	Office of the General Assembly is the department of the GA Stated Clerk which keeps the official records of the GA, maintains the archive, relates to ecumenical organizations, plans meetings of the GA, and provides polity advice.
Overture	Overture is a formal resolution or motion proposed for a council to consider. Overtures include recommendations to the GA which propose changes to the Book of Order.
PCUS	Presbyterian Church in the United States is unofficially called the Southern Presbyterian Church. See PCUSA below.
PCUSA	Presbyterian Church (U.S.A.) is the official name of our denomination. It is the result of a merger in 1983 between the United Presbyterian Church in the United States of America (unofficially called the Northern Presbyterian Church) and the Presbyterian Church in the United States (unofficially called the Southern Presbyterian Church.)
PDA	Presbyterian Disaster Assistance is a PMA program which provides assistance after natural and human-caused disasters. It also provides refugee assistance.
PIF	Professional Information Form is a résumé completed by a minister, Commissioned Pastor or candidate seeking a new call or validated ministry.

PILP	Presbyterian Investment & Loan Program is the GA entity which provides low-interest loans to Presbyterian councils, institutions, and new church developments as well as investment opportunities to Presbyterian investors.
PJC	Permanent Judicial Commission implements the disciplinary procedures required by the Book of Order. There is a Judicial Process Manual which gives details on these duties.
PMA	Presbyterian Mission Agency is the GA entity which leads and coordinates the national and worldwide mission program. It includes: mission personnel, disaster assistance, research services, communications, funds development, resources, and programs of compassion, justice, hunger, evangelism, church growth, social witness, racial ethnic, new immigrant, and women’s ministries.
PMC	Presbyterian Mission Center is the building housing the offices of Grace Presbytery, Synod of the Sun, and Texas Presbyterian Foundation.
PMT	Presbytery Ministry Team is a task force appointed by the presbytery (or an entity of the presbytery) assigned specific duties and authority in order to accomplish a mission of the presbytery (or entity) within a certain time frame.
PNC	Pastor Nominating Committee is a search committee elected by a congregation to seek, interview, and recommend a new pastor.
Presbyterian Publishing Corporation	Presbyterian Publishing Corporation is the GA entity which publishes print and electronic material for Geneva Press, Westminster John Knox Press, TheThoughtfulChristian.com, and ThePresbyterianLeader.com.
Presbytery	Presbytery is the regional governing body council of the PCUSA. Grace Presbytery has more than 140 congregations, 350 ministers, and 30,000 congregants in 54 counties in North and East Texas. Presbytery meets quarterly with ministers of Word and Sacrament and ruling elder commissioners elected from each congregation. There are 170 presbyteries in the United States.
Presbytery Council	Presbytery Council is the “executive committee” of the presbytery which provides coordination, planning and spiritual guidance for the presbytery, addresses matters between meetings of the presbytery, and implements the priorities and concerns of the presbytery. It plans the work of the presbytery, evaluates, and makes recommendations concerning overtures, and reviews the minutes of presbytery meetings. The following committees report to the Council: Budget and Finance, New Church Development, Congregational Support, Personnel, Youth, and Young Adult Ministry.
PW	Presbyterian Women is the presbytery organization which connects the women’s organizations of congregations, and it shares resources.
Ruling Elder	Ruling Elder is a lay member of a congregation who has been elected, ordained and installed to serve on the session of a church. Ruling elders are eligible for election as commissioners to presbytery, synod, and General Assembly.

Session	Session is the governing body council for the congregation.
SHYC	Senior High Youth Connection is a program run by the Youth Committee. SHYC is pronounced “Shy-see.”
Stated Clerk	Stated Clerk is the officer elected by the presbytery to maintain the official records, provide extracts when asked, prepare the docket for presbytery meetings, and answer questions about the records, Presbyterian polity, policies, procedures, and history. The Stated Clerk is authorized to certify ministers and congregations are in good standing and qualify under the tax exemption of the PCUSA. The Stated Clerk is also Secretary of the Board of Trustees.
Synod	Synod of the Sun is the governing body council which includes all the presbyteries in Texas, Oklahoma, Arkansas and Louisiana. It coordinates the work of the PCUSA in this region.
Synod Youth Workshop	Synod Youth Workshop is an annual week-long retreat for high school students sponsored by the Synod of the Sun and led by Grace Presbytery’s Director of Youth Ministries.
Teaching Elder	Teaching Elder is an ordained Presbyterian minister member of the clergy.
TPF	Texas Presbyterian Foundation is a financial service organization for Presbyterian members, councils and institutions. It invests funds and provides bookkeeping services for Grace Presbytery.
TRC	Temporary Relationships Committee is a subcommittee of COM which provides oversight for congregations without installed pastors.
UPCUSA	United Presbyterian Church in the United States of America is unofficially called the Northern Presbyterian Church. See PCUSA above.
Validated Ministries	Positions served by chaplains, professors and other teaching elders who are not currently serving a congregation. Sometimes they are referred to as non-parish clergy.
YouthQuake	YouthQuake is a presbytery-led retreat for middle school students sponsored by the Youth Committee.

Synod of the Sun Letter Attesting the 2020 Minutes were Reviewed

[Letter will be inserted here.]