

# Presbytery of San Jose: Notice of Stated Meeting

Saturday February 4, 2017 9:00 AM

Trinity Presbyterian Santa Cruz, 420 Melrose Place, Santa Cruz, CA 95062

Directions: <https://goo.gl/maps/9U3ceeU5vVu>

Please call the church 831.423.8995 by January 30 to arrange child care.

**IMPORTANT NOTES:** Please read the proposed amendments to the Presbytery Standing Rules, presented for first reading. The presbytery will vote on these amendments at the April 1, 2017 stated meeting, at which time the Presbytery may edit or amend the proposals submitted here. However, proposals for amendments to any other parts of the Standing Rules will be referred to the Polity and Government Sub-Committee for its consideration after April 1.

The overtures sent to the Presbyteries for our votes are at: [pcusa.org/amend/](http://pcusa.org/amend/)  
Please carefully read these proposed amendments to our Constitution.

- |       |                                                                                                                                         |                                 |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|
| 9:00  | <b>Opening Prayer</b>                                                                                                                   | Moderator, Elder Chris Hasegawa |
|       | <b>Welcome by Host Congregation</b>                                                                                                     |                                 |
| 9:05  | <b>Presbytery Worship</b>                                                                                                               |                                 |
| 9:50  | <i>Transition</i>                                                                                                                       |                                 |
| 9:55  | <b>Stated Clerk:</b>                                                                                                                    | The Rev. John Kelso             |
|       | Quorum call; Corresponding Members; First time attendees; Approval of the minutes of the November 19 <sup>th</sup> 2016 stated meeting. |                                 |
|       | New Business (must be referred)                                                                                                         |                                 |
|       | <b>Consent Docket:</b>                                                                                                                  |                                 |
|       | 1. Dismissal of the Rev. Laura Harbert to the Presbytery of San Fernando.                                                               |                                 |
|       | 2. Removal of the Rev. Mike Ladra from the membership roll of the Presbytery.                                                           |                                 |
|       | 3. Dismissal of the Rev. James Edwards to the Presbytery of San Diego.                                                                  |                                 |
|       | <i>(Consent Docket items may be removed to an appropriate committee report.)</i>                                                        |                                 |
| 10:00 | <b>Announcements</b> (open mic)                                                                                                         |                                 |
| 10:10 | <b>Financial Affairs</b>                                                                                                                | The Rev. Anne McAnelly          |
| 10:20 | <b>Safe Church</b>                                                                                                                      | Elder Jane Odell                |
| 10:30 | <b>Peace and Justice Task Force</b>                                                                                                     | The Rev. Chuck Rawlings         |
| 10:40 | <b>Break</b>                                                                                                                            |                                 |
| 10:45 | <b>Presbyterian Women</b>                                                                                                               | Elder Rosaleen Zisch            |
| 10:50 | <b>Committee on Ministry</b> (pg. 11)                                                                                                   | The Rev. Paula Kelso            |
| 11:20 | <b>Polity &amp; Government</b> (pg. 22)                                                                                                 | Elder Carol Holsinger           |
| 11:50 | <b>Hunger Action Advocate</b>                                                                                                           | Ryan Althaus                    |
| 11:55 | <b>Joys and Concerns</b> (open mic)                                                                                                     |                                 |
| 12:00 | <b>Stated Clerk</b>                                                                                                                     | The Rev. John Kelso             |
| 12:05 | <b>Adjournment with Prayer</b>                                                                                                          | Moderator Hasegawa              |

**PRESBYTERY OF SAN JOSE**  
**Minutes of Stated Meeting**  
**Saturday, November 19, 2016**  
**Gilroy Presbyterian Church, Gilroy, CA**

The Stated Meeting of the Presbytery of San Jose was called to order at 9:01 am by the Moderator, Elder Judi Johnson. The opening prayer was offered by the moderator.

**WELCOME FROM HOST CONGREGATION**

The Reverend Lyle Schmidt, Transitional Pastor, welcomed presbyters to Gilroy Presbyterian Church, noting location of restrooms, inviting presbyters to lunch, etc.

**WORSHIP**

The Presbytery of San Jose celebrated worship together with many members of Gilroy Presbyterian Church. The choir provided joyful music, Bible verses were read, the Word was proclaimed by the Reverend Vincent Arishvara, the Lord's Supper was shared, an offering was taken to benefit the presbytery's Emergency Assistance Program.

As part of the worship service, Elder Chris Hasegawa was installed as Moderator of the Presbytery of San Jose for 2017.

The presbytery took a short break and was welcomed back to business with special music by a group from Cameroon which meets at Gilroy Presbyterian Church.

**STATED CLERK**

The Stated Clerk, the Reverend John Kelso, welcomed attendees and confirmed the presence of a quorum.

Presbytery VOTED to grant the privilege of the floor to Alison Miner, chairperson of the Gilroy Presbyterian Church Pastor Nominating Committee

Presbytery VOTED to seat Andrew Tsai of Pacific Presbytery as a Corresponding Member.

Presbytery APPROVED the Docket with the addition of a motion by the Stated Clerk (see below).

First time attendees were introduced.

Presbytery APPROVED the minutes of the September 24, 2016, Stated Meeting

### **Committee Chairs/Council Present**

Ruth Fong, Synod Commissioner	Charlotte Powers, At Large
Claudia Hamm, Past Moderator	Bruce Raby, At Large
Chris Hasegawa, Vice-Moderator	Bill Ribble, Synod Commissioner
Judi Johnson, Moderator	Barbara Rogers, At Large
Marcia Ludwig, At Large	Lynn Viale, Past Moderator
Lela Noble, Personnel	Rosaleen Zisch, Presbyterian Women
Jane Odell, Safe Church	

### **Teaching Elders Present**

Arishvara, Vincent	Kelso, John	Rader, Erica
Bales, Jennifer	Kelso, Paula	Rausch, Andy
Bennett, James	Lee, Joey	Schmidt, Lyle
Boatwright, Libby	McAnelly, Anne	Tsai, Andrew
Coop, Tom	Minerva, George	Watermulder, David
Day, Katie	Olson, Robby	Woodsmall, Dennis
Eschen-Pipes, Kathleen	Peake, Mark	
Franzen, Bryan	Peterson-Iyer, Karen	

### **Teaching Elders, Honorably Retired, Present**

Bartow, Jay	Joy, Judy	Schell, Nancy
Bender, Jim	Lewis, Charles	Swanson, Nan
Bowles, Bob	McCreath, David	
Bracey, Dale	Rowlison, Bruce	

### **Teaching Elders Not Present**

Allen, Stephanie Lutz	Granado, Sim	Norman, Steve
Baker, Debra	Hahn, Tae Jinn	Norton, Karla
Barraca, Jason	Hansen, Chris	Pearson, Marjorie
Boles, Margaret	Hanson, Duncan	Person, Brian
Boyer, Tim	Harbert, Laura	Purkey, Lee
Brekke, Laura	Hare, Sharon	Roberts, Craig
Browning, Geoff	Harrington, Nancy	Sohn, Joseph
Burke, John	Hejmanowski, Karen	Su, Ralph
Choi, Don	Hoffman, Dan	Swanson, Erik
Crocker, Douglas	Kim, Young Rhyon	Tirone, Jim
Day, Kevin	Ladra, Mike	Whaley, Debra
Drescher, Kent	Lai, Hsien-Chang	Williams, Chris
Edwards, James	Lee, Irene Pak	Wong, Andy
Esaki, Ted	Macway, Evie	Wong, Lindsay Woods
Garner, Mike	Martin, Rob	
Gibson, Diana	Matusiewicz, Stella	

### Teaching Elders, Honorably Retired, Not Present

Ah, Dong Sung	Jenks, Steve	Palmer, Marge
Bland, Byron	Kim, David Kwang	Rawlings, Chuck
Breeden, Edd	Kim, Kyung Jae	Smith, Kent
Bristol, John	Kim, Young Han	Solis, Dick
Carr, Tom	Koopman, Peter	Spencer, Dick
Choi, Samuel	Kwon, Young Bai	Takarabe, Hei
Dosker, Richard	Kwon, Young K	Tan, Tiat-Han
Doyal, George	Longley, Jack	Tyler, Lee
Erickson, George	Lyke, Brian	Venecia, Fred
Gardener, Thomas	Menser, Bruce	Wilson, George
Hansen, David	Momrow, Ed	Yeane, Darrell
Harvey, Bill	Nelson, Jim	Zuverink, Dave
Hsieh, Stephen	Newcomer, Ben	
Ignacio, Lemuel	Palmer, Bill	

### Elder Commissioners Present

<b>Aptos, St. Andrew</b>	Jones, Diane	Lin, Jeffrey
None	<b>Palo Alto, First</b>	Yeh, Gloria Huey-Shiow
<b>Gilroy</b>	Leith, David	<b>San Jose, Trinity</b>
Hunsperger, John	Kinney, Pat	Briggs, Gail
Lynch, Shauna	<b>Salinas, Lincoln Avenue</b>	Stub, Janice
Marrazzo, Char	None	<b>San Jose, Westminster</b>
Miner, Craig	<b>Salinas, Northminster</b>	Barrons, Ross
Minerva, Vicki	Gash, Jackie	Notor, Nan
Stuart, Sherri	Vivit, Apolinario	Schell, Melinda
<b>Gonzales, Community</b>	<b>Salinas, St. Phillips</b>	Slater, Betty
Gerbrandt, Gary	None	<b>San Martin</b>
<b>Los Altos, Cornerstone</b>	<b>San Jose, Evergreen</b>	McMillan, Marybelle
None	None	<b>Santa Clara, First</b>
<b>Los Gatos</b>	<b>San Jose, First</b>	Fitch, Robert
Caselli, Gene	None	<b>Santa Cruz, Bonny Doon</b>
Costanzo, Brenda	<b>San Jose, Foothill</b>	None
Damore, Kimberly	Rowser, Sharon	<b>Santa Cruz, Trinity</b>
Fotion, Edward	<b>San Jose, Onnuri</b>	None
Hattman, Colleen	None	<b>Saratoga, Westhope</b>
Heath, Peggy	<b>San Jose, Santa Teresa</b>	None
Lasher, Julie	<b>Hills</b>	<b>Sunnyvale</b>
<b>Monterey, El Estero</b>	None	Emery, Frank
None	<b>San Jose, Stone</b>	<b>Sunnyvale, Daesung</b>
<b>Monterey, First</b>	Goertz, Mel	Lee, James K.
Laney, Francyne	McCreath, Ruth	Min, Eric
<b>Mountain View, First</b>	Nelson, Steve	
None	Stock, Stephen	
<b>Palo Alto, Covenant</b>	Thorn, Alice	
Bernstein, Frank	<b>San Jose, Taiwanese</b>	
Crocker, Meg	<b>American</b>	
		<b>Watsonville, United</b>
		Bilstad, Jolly
		Midge Morrison
		<b>Watsonville, Westview</b>

## Visitors

**614 Jakarta, Indonesia:** Linna Gunawan

**BFU USA:** Chris Fondufe

**Bible Way:** Terry Brown

**Calvary:** Stella Yufeny

**Gilroy:** Jan Digiovanni, Edie Elder, Janet Espinosa, Josh Ferreira, Bob Fuller, Shirley Fuller, Gary George, Mary Henry, Ric Hein, Jean Kull, Denise Martin, Irene Masur, Janet McCown, Mark McPhersen, Alison Miner, Carol Moreland, Chuck Moresco, Martha Moses, Alyssa Smith, Marv Thomas, Roxie Thomas, Trevor Van Laar, Carole Wellette, Tim Whitman

**Los Gatos:** Erik Khoobyarian, JoAnn Khoobyarian, Milt Khoobyarian, Susan McDougall, Carolyn Rosen

**Palo Alto Covenant:** Carol Holsinger

**Palo Alto First:** Ryan Larkin

**San Jose Foothill:** Clarissa L. Abram Moore

**San Jose Stone:** Rhonda Lakatos, Rod Thorn

**San Martin:** LaGina Metcalf, Leona Reif

## **CONSENT ITEMS**

Presbytery APPROVED the consent docket:

1. from the Stated Clerk: a motion to suspend the Standing Rules to allow the first stated meeting of 2017 to be held on February 4.
2. from Financial Affairs: a motion to approve a lease between St. Andrew and Iglesia de Dios.

## **STATED CLERK**

Presbytery APPROVED the motion added to the docket at the request of the Stated Clerk:

To facilitate the dismissal of First Presbyterian Church, Santa Cruz, also known as Vintage Faith Church (hereafter "the Church") from the Presbyterian Church (USA), the Presbytery of San Jose (hereafter "the Presbytery") authorizes the immediate acquisition by the Presbytery of legal title to the property of the Church located at 350 Mission Street, Santa Cruz, CA 95060. The Presbytery authorizes the rental of this property exclusively to the Church and the return of legal title to said property to the Church after all the conditions for dismissal of the Church as set out in the Dismissal Agreement between the Church and the Presbytery have been met.

Additionally, the Presbytery authorizes the Stated Clerk, the Reverend John E. Kelso, to sign on behalf of the Presbytery all documents necessary to complete these transactions and any other documents necessary to complete the dismissal of the Church.

## **ANNOUNCEMENTS/OPEN MIC**

- (a) Elder Frank Emery invited presbyters to Sunnyvale's choir concert on Sunday, December 4, 2016, at 7:00 pm.
- (b) Elder Claudia Hamm invited presbyters to Stone Church for the Linda Hagan Memorial Lecture to be held on Saturday, February 11, 2017, from 10am to 3:30pm. The Reverend Alison Harrington will be the speaker. There is no registration fee and a free will offering will be taken.
- (c) The Rev. Dave Watermulder invited presbyters to a one day conference sponsored by the Church Health and Growth Task Force. The conference is a program of the Max De Pree Center for Leadership at Fuller Theological Seminary, and is to be held at Los Gatos Presbyterian Church on Saturday, January 28, 2017, from 8:30 am to 3:00 pm. The subject will be '*Connecting the Church and the Marketplace for Whole-life Discipleship.*'
- (d) On behalf of Candidate for Ministry Ryan Althaus, the Rev. Watermulder invited presbyters to the 2nd annual Egg Nog Run, a free 5K walk and run, to be held on December 4, 2016, at 3pm. Dress code: costume.
- (e) The Rev. Kathleen Eschen-Pipes invited presbyters to a Public Theology Consultation at Sunnyvale Presbyterian Church on Tuesday, November 29, 2016, from 5:00-7:30 pm. Dinner is to be provided.
- (f) The Rev. Eschen-Pipes also noted that Jim Wallis is coming to Sunnyvale Church on Monday, January 30, 2017, at 7:30 pm. to be the first speaker of the Charlie Jenson Lectureship.
- (e) The Rev. Brian Franzen noted that Westminster Presbyterian Church's ministry, Revive, received a grant from the 1001 New Worshipping Communities office of the PC(USA) and encouraged other churches developing unique ministries to apply for NWC grants.
- (f) Elder Sherri Stuart, a member of Gilroy Presbyterian Church noted that their Cameroonian drummer, Albert Ndze, became a U.S. citizen on the immediate past Thursday.
- (g) The Rev. Dale Bracey invited presbyters to celebrate the work of ecumenical refugee settlement organizations, especially those who helped three refugees apply for asylum locally.

## **FINANCIAL AFFAIRS**

The Rev. Anne McAnelly reminded presbyters that leases of church property need to be approved by the presbytery if they are for 5 years or longer or if they involve the use of the churches worship spaces.

The Rev. McAnelly's report continued with a brief explanation of the Presbytery's budgets. She explained that interest on the invested funds received by the Presbytery from church dismissals appears in three different places, labeled for convenience as "bins": the *Per Capita Interest* line item of the Ecclesiastical Budget; the *Congregational Development Interest* and the *Mission Enhancement Interest* line items of the Mission/Program Budget.

The Financial Affairs Annual Report was distributed with the Docket.

### **Action Items**

Presbytery APPROVED the lease between Trinity, San Jose, and the Indonesian Christian Church.

Presbytery APPROVED the Ecclesiastical Budget. It was noted that the per capita apportionment for 2017 has not changed from that of 2016.

Presbytery APPROVED the Mission Budget.

### **SAFE CHURCH**

(Elder Nan Notor reported for Elder Jane Odell of the Safe Church Task Force.)

The Disaster Preparedness Event scheduled last September had to be cancelled due to few timely responses. Another event is now scheduled for March 18, 2017 at Gilroy Presbyterian Church. The goal is to have 2-3 people from each church in attendance.

Elder Marcia Ludwig, chair of the Polity and Government Sub Committee of Presbytery Council reminded the body that we are now requiring approval of child/youth/elder protection policies in session minutes.

### **COMMITTEE ON MINISTRY**

The Rev. Paula Kelso reported on the work of the Committee on Ministry. She noted that the committee's Annual Report was distributed with the Docket.

After extensive background information was shared by Alison Miner, chair of the Gilroy Pastor Nominating Committee, and Paula Kelso, chair of the Committee on Ministry, and after examination of the candidate, the presbytery APPROVED the ordination of Candidate Trevor Van Laar as Minister of Word and Sacrament, and his installation as pastor of Gilroy Presbyterian Church, beginning January 8, 2017.

Members of Gilroy Presbyterian Church joined Trevor Van Laar as Reverend Paula Kelso offered a prayer for their ministry together.

Presbytery APPROVED the Terms of Call of Trevor Van Laar to Gilroy Presbyterian Church: Salary - \$24,000; Housing Allowance - \$50,000; Pension and Medical - \$27,750. Reimbursable Allowances: Travel - \$1,500; Study Allowance - \$2,000; Social Security - \$6,000; Professional Expense - \$1,500. Total Effective Salary, Pension, Medical, Reimbursable Expenses - \$112,750. Study Leave: Two weeks per year. Vacation: One month per year (30 calendar days).

## MEMORIAL TRIBUTE TO ELDER JOHN LOCOCO

The moderator of the Presbytery, Elder Judi Johnson, shared a tribute to Elder John Lococo, former Stated Clerk of the Presbytery of San Jose including several pertinent quotes and a prayer by The Rev. Joey Lee honoring John's life.

**ADJUSTMENT OF THE DOCKET:** Presbytery VOTED to adjust the Docket and immediately hear the report of the Committee on Preparation for Ministry.

## COMMITTEE ON PREPARATION FOR MINISTRY

The Reverend Tom Coop reported on the work of the Committee on Preparation for Ministry. (The committee's Annual Report was distributed with the Docket.)

After examination, the presbytery APPROVED to advance the status of Elder Erik Khoobyarian from inquirer to candidate. The candidate was answered the appropriate questions. Friends and colleagues joined the Reverend David Watermulder at the front of the room as he offered a prayer for blessings upon Erik and his ministry.

## SELF-DEVELOPMENT OF PEOPLE

Elders Rhonda Lakatos and Clarissa Moore reported on the work of the Self-Development of People (SDOP) ministry. They described the work of SDOP helping disadvantaged people to improve their own opportunities, and encouraged the Presbytery to seek out groups that might benefit from this program.

## PRESBYTERIAN WOMEN

Elder Rosaleen Zisch reported that the next Gathering Presbyterian Women will be an Epiphany Tea at Stone Church of Willow Glen on January 8, 2017, from 2-4 pm. We were reminded that wearing orange on the 25th day of each month is a part of the United Nations' campaign intended to raise awareness of the desperate need to take action to end violence against women and girls. For further information about Presbyterian Women, ask Rosaleen for copies of their most recent newsletter.

## NOMINATING COMMITTEE

The Reverend David McCreath reported on the work of the Nominating Committee, placing the following names in nomination for the following positions, and which were APPROVED by the presbytery:

Committee	Class	Name	Term
Committee on Ministry	2019	TE Andy Rausch	1st
Committee on Ministry	2019	TE Jay Bartow	2nd
Committee on Ministry	2019	TE Paula Kelso	2nd
Committee on Ministry	2019	RE Denise Martin	2nd
Committee on Ministry	2017	TE Erica Rader	1st
Council	2017	RE Carol Holsinger	1st
Council	2019	RE Barbara Rogers	2nd



Council	2019	RE Julie Cline	1st
Council	2017	TE Evie Macway	2nd
Council	2018	RE Marcia Ludwig	1st (-chair)
Financial Affairs	2017	TE Anne McAnelly	2nd (-chair)
Financial Affairs	2019	TE Tom Coop	1st
Financial Affairs	2019	RE Bob Kennedy	2nd
Comm on Prep for Ministry	2019	RE Ruth Schlotzhauer	1st
Comm on Prep for Ministry	2019	TE Erik Swanson	1st
Comm on Prep for Ministry	2018	TE Katie Day	1st (-chair)
Committee on Nominations	2019	RE Jane Odell	1st
Committee on Nominations	2019	RE Claudia Hamm	1st
Committee on Personnel	2019	TE Jim Bennett	1st
Committee on Personnel	2019	RE Char Marrazzo	1st
Committee on Personnel	2019	RE Bill Ribble	1st
Permanent Judicial Comm	2022	RE Stephen Stock	1st
Permanent Judicial Comm	2018	TE Young K Kwon	1st
Moderator Elect	2017	Irene Pak Lee	

The Presbytery voted to set aside the Standing Rules to enable the election of TE Anne McAnelly to Financial Affairs and RE Lela Noble to Personnel.

### **SYNOD OF THE PACIFIC**

The Rev. Katie Day reported on the October meeting of the Synod of the Pacific which includes 11 presbyteries. Our synod was pleased that the General Assembly did not require any changes to the boundaries of synods. Reverend James McDonald, President of San Francisco Theological Seminary, addressed the Synod's October meeting and described their new initiatives including the eventual offering all online degree programs by the end of 2017. The Synod has initiated the search for a permanent Synod Executive even as our own Elder Jane Odell continues in her role the Transitional Synod Executive, our Stated Clerk, and the Rev. John Kelso serves as Transitional Stated Clerk for the Synod. Ruth Fong from Los Gatos Church has been elected Vice-Moderator/Moderator-Elect.

### **JOYS AND CONCERNS/OPEN MIC**

Members of the presbytery shared joys and concerns and prayed for God's will and work to be done in the world.

### **STATED CLERK**

The Rev. John Kelso addressed his closing remarks to the Presbytery:

- “We are grateful to Gilroy Church for a wonderful experience today. Personally, I will long remember the powerful worship and the surprise of a very moving - emotionally and physically - intercultural musical experience that was given to us.
- Budgets are usually boring, sometimes confusing and completely opaque except to a few people with special talents. Thank you for stepping beyond that with thoughtful and pertinent questions about our two budgets. Please feel free to ask more questions directed to Anne McAnelly, to Joey Lee, to the treasurer Edd Breeden or me with questions about our budgets and finances. We want to be transparent, even when dealing with an opaque subject.
- We warmly welcome Trevor Van Laar to the presbytery and pray blessing on his ministry in the congregation which meets in this building.
- We remember fondly my mentor, John Lococo. Our prayers go to his family and many close friends who miss him particularly; but we are joyful that he has entered his well-earned rest in the communion of saints, and we hold up our memories of John's friendship and faith fondly knowing that those memories will lift up our own ministries.
- Erik Khoobyarian is one of our favorite people, and it was a delight to be here as he took an important step in the journey to professional ministry.
- The ministry of Self Development of People is a powerful witness to Christ, and we thank those who made their report possible.
- It is delightful to hear of all the ministries and programs that Presbyterian Women invites us to participate in.
- Nothing but thanks to all those who have said 'YES" to the call of our nominating committee.
- . I personally served for nine years as a commissioner to our synod. The love of my life the Rev. Paula is a past moderator of the Synod, and next September, I continue to serve as the Synod's Transitional Stated Clerk – a position I accepted for a six-month term over five years ago. So, as the synod report is delivered, I always remember that I have a long and deep stake in the health of the Synod of the Pacific – as the Synod has a deep stake in the health of our presbytery.
- Madam Moderator, I move that the Presbytery of San Jose be adjourned with prayer until its next stated meeting, February 4, 2017, at Trinity Presbyterian Church, Santa Cruz.“

## **ADJOURNMENT**

The meeting was adjourned at 12:40 p.m. with prayer by the moderator, Elder Judi Johnson.

**Committee on Ministry**  
**Report to the Presbytery of San José**  
**February 4, 2017**

**Consent**

- Recommend that the Rev. Laura Harbert be dismissed to the Presbytery of San Fernando.
- Recommend that the Rev. Mike Ladra be removed from the membership roll of the Presbytery of San José.

**Action**

- Dismissal of Onnuri Presbyterian Church to The Evangelical Covenant of Presbyterians (ECO) ----- Elder Lizanne Reynolds
- Validation of the ministry of “Sweaty Sheep Ministries of Santa Cruz”
- Examination of Ryan Althaus for Ordination as Teaching Elder/Minister of Word and Sacrament & membership in the Presbytery of San Jose as Director of “Sweaty Sheep Ministries of Santa Cruz.”

**Information**

COM will sponsor a retreat for the ministers in the presbytery at St. Francis Retreat in San Juan Bautista, beginning at 4 p.m. on Monday, March 27 and finishing at 2 p.m. on Tuesday, March 28. The presbytery is offering financial support, so that the total cost of the retreat will be \$30 per person for a shared room, and \$60 for a single. It's a great opportunity to explore our ordination vow to “be a friend among colleagues in ministry, working with them, subject to the ordering of God’s Word and Spirit.” To register, just send your check (for \$30 or \$60) made out to Presbytery of San Jose (memo—Clergy Retreat) to the Presbytery office by March 13.

The mission study submitted by the Stone Church of Willow Glen was approved, along with authorization to proceed with the pastoral search.

The ordination and installation commission for Trevor Van Laar as Pastor of Gilroy Presbyterian Church on January 29 was approved. The commission consists of Ruling Elders Chris Hasegawa (Moderator), FPC Monterey; Lynn Viale, Gilroy PC; Lynne Bonino, San Martín PC; and Teaching Elders Robbie Olson, Watsonville PC; Mark Peake, FPC Monterey. Tom Coop, Santa Teresa PC; Stephanie Lutz-Allen, (member at large) Sunnyvale PC.

Following examination on Saturday, January 7, COM voted to approve the call to the Rev. Stephen Knowles (HR), Presbytery of the Cascades, as Designated Pastor of Gonzales Community PC, pending approval of the congregation at its meeting on January 29. February 1 is the expected start date; terms of call are as follows: Cash salary and use of manse - \$47,246; Board of Pensions - \$5,610; Reimbursable expenses for Auto - \$400; Study Leave - \$1000; Professional - \$200; Utilities - \$4500; Relocation - \$750. Total compensation is \$59,706; call is extended for a three-year

period, at  $\frac{3}{4}$  time. Included (with pay) are 30 days of vacation and two weeks of study leave per year.

The COM did not meet in January, due to cancellations and particularly inclement weather.

The Rev. Paula Kelso, Chair

**AGREEMENT FOR DISMISSAL OF  
ONNURI CHURCH OF SAN JOSE  
AND MUTUAL RELEASE OF CLAIMS**

This Agreement For Dismissal of Onnuri Church in San Jose, California from the Presbyterian Church (U.S.A.) to the ECO: A Covenant Order of Evangelical Presbyterians (“Receiving Denomination”) and Mutual Release of claims (hereinafter, “Agreement”) is entered into by Onnuri Church of San Jose and all affiliated, subsidiary, and related persons or entities (“Church”) and by the Presbytery of San Jose and all affiliated, subsidiary, and related persons or entities (“Presbytery”). The Church and the Presbytery are hereinafter collectively referred to as “the Parties.”

**RECITALS**

1. The Presbyterian Church (U.S.A.) (hereinafter “PC(USA)”) is a non-profit religious corporation and religious denomination in the United States of America.
2. Presbytery is a non-profit religious corporation and an ecclesiastical body of the PC(USA). The Presbytery’s geographical jurisdiction includes the California counties of Santa Clara, Santa Cruz, San Benito, and Monterey.
3. The Constitution of the PC(USA) includes the Book of Order. Section G-4.02 of the Book of Order contains the PC(USA)’s rules governing the use of church property and decision-making process for church property. Section G-4.02 contains, among others, the following provisions:

*G-4.0203 Church Property Held in Trust*

All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a congregation or of a higher council or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.)

*G-4.0204 Property Used Contrary to the Constitution*

Whenever property of, or held for, a congregation of the Presbyterian Church (U.S.A.) ceases to be used by that congregation as a congregation of the Presbyterian Church (U.S.A.) in accordance with this Constitution, such property shall be held, used, applied, transferred, or sold as provided by the presbytery.

4. The Presbytery adopted a Gracious Dismissal Policy providing a process whereby churches within the Presbytery’s jurisdiction could seek dismissal from the PC(USA) to another reformed denomination.

5. Church is a California non-profit religious corporation located in the City of San Jose, County of Santa Clara, State of California, and is a member of the Presbytery and the PC(USA).
6. Church currently occupies and uses a property owned by the Presbytery at 890 Meridian Way, San Jose, California that is improved with various church-related facilities (“Premises”).
7. Church notified the Presbytery of its desire to be dismissed from the PC(USA) to another reformed denomination pursuant to the Gracious Dismissal Policy.
8. On or about December \_\_, 2016, the Church congregation, at a duly-called congregational meeting, voted to seek dismissal, with property, from the PC(USA) and requested to be dismissed to the Receiving Denomination.
9. The Parties desire to fully and finally resolve the terms of Church’s dismissal from the PC(USA) to the Receiving Denomination, as well as all issues and existing or potential disputes arising out of or related to dismissal of Church from Presbytery and the PC(USA).

### **TERMS & CONDITIONS**

**Now, therefore,** in consideration of the mutual covenants, terms and conditions contained herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties do hereby agree as follows:

1. Dismissal of Church from PC(USA) to Receiving Denomination. Upon the Effective Date of Dismissal, as defined herein, Church will be dismissed from the PC(USA). This Agreement is admissible and subject to disclosure to enforce or uphold the terms of this Agreement and this document is fully binding on all Parties.
2. Incorporation of Recital Terms. The Parties hereby incorporate as true all of the facts contained within the Recitals as though set forth in full herein and acknowledge that such incorporation is integral to this Agreement.
3. Church will retain its corporate entity as Onnuri Church of San Jose. This shall include the retention of all affiliated organizations, licenses, and rights of the existing corporate entity. The Church represents and warrants to the Presbytery and PC(USA) that Church is a corporation in good standing with the California Secretary of State and with respect to all federal, state and local tax matters, all other regulatory/licensing issues, and to its actual knowledge is not aware of any outstanding claims or other potential liabilities arising out of or related to the Church’s acts or omissions, including any acts or omissions of its past and present successors, assigns, shareholders, officers, directors, employees, invitees, clients and agents whether prior or subsequent to the date of this Agreement.
4. Church shall retain all personal property in its possession, including but not limited to bank accounts, investments, documents, furniture, fixtures, musical instruments, and music, and shall also retain any and all gifts, bequests, legacies, trusts and estates provided to, owned by or given to Church (hereinafter “Church Personal Property”). The Presbytery and/or the PC(USA) shall retain any gifts, bequests, legacies, trusts and estates, known or unknown that specifically

designate gifts, bequests or provide benefits to the Presbytery and/or PC(USA), whether or not either Party is aware of any such gift, bequest or benefit.

5. Church agrees to use its best efforts to find an alternative location and vacate the Premises as soon as possible after the Effective Date of Dismissal. Presbytery agrees to lease the Premises to Church on a month-to-month basis commencing on the Effective Date of Dismissal in accordance with the lease agreement set forth in Exhibit A which is attached hereto and incorporated herein (“Lease Agreement”). The Parties shall execute the Lease Agreement within 60 days approval of this Agreement by majority vote of the Presbytery. The rent schedule for the first twelve months shall be as follows:

Month	Rent
1	\$4,916
2	4,916
3	4,916
4	14,748
5	14,748
6	14,748
7	24,580
8	24,580
9	24,580
10	34,412
11	34,412
12	34,412

Following the initial twelve-month lease period, Presbytery may, at Presbytery’s sole discretion, allow Church to continue leasing the Premises on a month-to-month basis. The rent for months 13 through 24 following the Effective Date of Dismissal shall be \$20,647 per month. If Presbytery, at its sole discretion, allows Church to continue leasing the Premises beyond month 24 following the Effective Date of Dismissal, then the Parties shall negotiate a monthly rental rate than shall not be less than \$20,647 per month.

6. Church represents and warrants that it already has its own tax exempt status unrelated to its membership in PC(USA).

7. Church shall pay all costs associated with implementing this Agreement, including but not limited to any costs of joining the Receiving Denomination and obtaining a new tax-exempt status. Except as expressly provided in this Agreement, neither Party shall owe the other Party any kind of “breakup” or other separation fee.

8. Within thirty (30) days of the execution of this Agreement, Church shall deliver to the Presbyterian Historical Society in Philadelphia, Pennsylvania (“PHS”), Church’s official and original records, which include all of Church’s original session records, congregational meetings, membership rolls, and records of baptisms, marriages, and memorial services that are maintained by Church.

9. By this Agreement the Presbytery conveys to Church any interest the Presbytery or PC(USA) has or had in all of Church's personal property, including but not limited to bank accounts, investments, documents, furniture, musical instruments, music and any other asset or personal property, whether or not specifically identified herein, currently in the possession of Church. To avoid any confusion, a list of personal property located at the Premises that the Parties agree shall constitute the Church's property is set forth in Exhibit B which is attached hereto and incorporated herein.

10. As of the date of this Agreement, the Presbytery and the Church represent that they are not aware of any judgments against Church or any property, real or personal, in Church's possession.

11. The "Effective Date of Dismissal" as that phrase is used in this Agreement shall be no earlier than when all of the following conditions have been met:

- a. the Agreement is executed by both Parties;
- b. more than 90 days have passed since the approval of this Agreement by majority vote of the Presbytery;
- c. the Church has provided satisfactory evidence to the Presbytery that the Presbytery is affirmatively released from any and all liability from any lenders or creditors of Church; and
- d. the Receiving Denomination has confirmed in writing to the Stated Clerk of the Presbytery that it will be receiving the Church as a member congregation concurrent with the dismissal from the Presbytery.

12. Promptly upon approval of the terms of this Agreement by both Parties, at the sole cost of the Church, a letter shall be sent to all members on Church's rolls informing them of their option to remain in the PC(USA), if they so desire, as well as the steps that they should take to remain in the PC(USA). The letter shall be prepared by the Church and approved by the Stated Clerk of the Presbytery or a designee thereof.

13. Upon satisfaction of the parties' obligations set forth in this Agreement, the parties, on behalf of themselves, their agents, attorneys, representatives, predecessors, successors and assigns, for valuable consideration, the receipt of which is hereby acknowledged, do hereby release and forever discharge each other, and each of their respective parent corporations, subsidiaries, affiliates, successors, predecessors, trustees, assigns, investors, past, present or future employees, officers, directors, insiders, shareholders, representatives, agents, servants, insurers, attorneys, and any and all other persons, entities and agencies operating on their behalf, (collectively the "Released Parties") of and from any and all claims, causes of action, damages, losses, expenses, compensation, reimbursements, liabilities, rights, costs, suits, debts, and other claims of any kind whatsoever, whether known or unknown, whether liquidated or unliquidated, whether matured or unmatured, whether individual or joint, whether asserted or not, whether in law, equity or otherwise that they have against the Released Parties, or which may hereafter accrue or otherwise be acquired on account of or in any way, relating to the Church's prior association with the Presbytery or PC(USA) ("Released Matters").



14. Church shall defend, indemnify, and hold the Presbytery and PC(USA) and its officers, agents, members, successors and assigns harmless from any and all claims, damages, actions, causes of action, liabilities, judgments, liens, contracts, agreements, rights, debts, suits, obligations, promises, acts, costs and expenses (including but not limited to attorney's fees), damages and charges whatsoever arising from or in any way related to Church's operations, both ecclesiastical and corporate, whether prior to or subsequent to the date of this Agreement. The Presbytery and PC(USA) shall promptly notify Church of any occurrences that may trigger Church's obligations under this provision.
15. Except as disclosed in writing to the Presbytery, Church warrants that it does not hold any endowments naming the PC(USA) as a beneficiary, either primary or contingent.
16. Each party covenants to execute, with acknowledgment or affidavit if required, and deliver any and all documents and writings which the other party may reasonably request in order to perform the transactions contemplated by this Agreement, including but not limited to executing all necessary documents related to Church's dismissal to the Receiving Denomination.
17. This Agreement may be executed in multiple counterparts by the Parties hereto, and all of said counterparts taken together shall constitute one and the same Agreement, and facsimile and scanned (PDF) signatures shall be the equivalent of original signatures.
18. If any provision of this Agreement is held to be illegal, invalid, or unenforceable by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect and may be enforced to the fullest extent permitted by law.
19. This Agreement is the result of negotiations between and among the Parties and each of them. It has been reviewed by the Parties and each of them and accordingly it shall be deemed to be the product of all the Parties hereto and, no ambiguity shall be construed in favor of or against any one of the Parties hereto.
20. This Agreement constitutes the entire agreement between the Parties and, each of them. Any inducements, representations, warranties, promises, or understandings that are not expressly stated herein shall not be binding on the Parties or, any of them, or have any force or effect. This Agreement shall supersede any and all other agreements, writings, promises, representations, or understandings between the Parties and, each of them.
21. The terms and conditions of this Agreement may be modified or amended at any time by agreement of the Parties. Any such amendment or modification shall be ineffective to modify this Agreement in any respect unless it is in writing and signed by both Parties.
22. No waiver of any rights under this Agreement shall be effective unless it is in writing signed by the Party against whom such waiver is sought to be enforced. The failure by any Party to enforce any rights under this Agreement shall not be construed as a waiver of any rights of such Party.
23. This Agreement shall be governed by and construed in accordance with the laws of the State of California without regard to the conflict of laws provisions of any jurisdiction. The parties specifically agree that the exclusive jurisdiction and venue with respect to all disputes

arising hereunder shall be in the courts of Santa Clara County, California, where California law applies to the exclusion of federal law, or in the federal District Court for the Northern District of California, where Federal law may apply.

24. Before filing any action with a court of law or equity regarding this Agreement, the party considering filing the action must first notify the other party of the dispute and request that the parties commence mediation. The parties shall agree on a neutral mediator and shall use their best efforts to resolve the dispute through the mediation process. The parties shall each pay 50% of the mediator's fee and costs. If the dispute is not resolved through the mediation process within 90 days of the original request for mediation, either party may file an action in court of law. Once a party files an action with a court, the other party may raise any claims related to that action or this Agreement without first undertaking the mediation process.

25. Each party hereto represents and declares in executing this Agreement that they have the power and authority to settle the matters as set forth herein and that each party's signatory is duly authorized and empowered to sign this Agreement on behalf of their respective Party. The foregoing warranty and representation as to the Presbytery relates only to the Presbytery's own power and authority, as it may be granted or qualified under the current PC(USA) Book of Order.

The undersigned have read, understood and hereby agree to all of the terms of this Agreement.

Dated: \_\_\_\_\_

Onnuri Church of San Jose

\_\_\_\_\_

By: \_\_\_\_\_

Clerk of Session

Dated: \_\_\_\_\_

Onnuri Church of San Jose

\_\_\_\_\_

By: \_\_\_\_\_

Its: \_\_\_\_\_

(Ruling Elder and Officer of Corporation)

Dated: \_\_\_\_\_

Presbytery of San Jose

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The Rev. John E. Kelso  
Stated Clerk

Dated: \_\_\_\_\_

Presbytery of San Jose

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Moderator

Exhibits:

A – Lease Agreement

B – List of Church's Personal Property

## Ryan Althaus - Brief Bio

Ryan Althaus is an East Coast transplant from Annapolis Maryland, now residing in Santa Cruz, CA. Ryan graduated from Carson Newman College (a small Southern Baptist College in TN,) with dual BAs in English Education and Theology before receiving a Masters in Divinity in 2010 from Louisville Presbyterian where he was acknowledged with the institution's Presidential Preaching and Homiletics award. In his final year of seminary, Ryan launched "Sweaty Sheep Ministries" in addition to two nonprofit outreach athletic training programs for the disadvantaged before eventually going on to receive a second Masters in nonprofit business from Spalding University

Ryan moved to California to serve as the Development Director for the Homeless Garden Project ([www.homelessgardenproject.org](http://www.homelessgardenproject.org)), a unique transitional employment program that utilizes a 4 acre organic garden as a means of employing and empowering local homeless who further harvest foods to serve the nutritional needs of the larger low income community. He has since dropped to volunteer and contractual status with the Garden Project, now a national hunger mission site, and has taken on the role of San Jose Hunger Advocate while simultaneously launching a second chapter of Sweaty Sheep Ministries. Sweaty Sheep ([www.sweatysheep.com](http://www.sweatysheep.com)) is one of the PCUSA's 1001 'New Worshiping Communities,' initially founded in Louisville, KY, and focused on the integration of recreation as a means of breaking down economic, faith, or social barriers in the creation and evolution of a holistic community. Sweaty Sheep embraces and cultivates existential faith experiences to promote deliberate discipleship, add value to religious ritual, enhance community relationships, and encourage growth beyond embedded, prescriptive, or passive faith practices.

This work has lead him to join in the creation of a team campus ministry effort at the University of Santa Cruz where he is an active member of the UCSC interfaith Council and become a board member of the Santa Cruz Association of Faith Community rotating shelter program. Ryan lives a modest life along with his K9 companion, Chewbacca, in accordance with the "New Monastic movement," a spiritual practice emphasizing one's detachment from unnecessary stresses of society so to become more deeply intertwined in the workings of one's organic community. Thus he happily resides in an 80 sq. foot TV-free tiny home and spends most his time volunteering for local agencies while pursuing his particular passion for the creation of cross economic relationships that dignify and empower the homeless community.

## Ryan Althaus – Statement of Faith

I hold constituency in one dynamic Church, the communal body of a perfect Christ.

Perpetually reforming and untied by, not in spite of, our diversity and imperfections;  
unrestrained by denominational, linguistic, physical, geographic, or cultural barriers.

I strive to know, “glorify, and enjoy” the sui generis God who gave us life, the “chief end of man.”

Furthermore, this life is not defined by the beat of a heart or breath of air that fills our lungs,  
but the Breath of God and passionate flames of the spirit that fill and invigorate our souls.

I believe eternal life exists in present. That heaven and earth are not divided by time or place,  
but converge during moments of ecstatic surrender, worship, and love of God.

Despite residing on earth our citizenship is divine, thus we should seek heaven in the present.  
I’m awed by the ineffability of a creator whom no word, creed, hymn, or ritual can encompass...

...the triune nature of this loving mother, authoritative father, supportive friend & omnipotent king  
who walked the world in Christ, fully human & fully divine, modeling life and love abundant.

I seek to follow the footsteps of Jesus who laughed & wept, healed & prayed, taught & listened.

I honor scripture as the true, living, and divine word of God; however, I fail to see it as constrained  
to page, scroll, or tablet. God’s voice is omnipresent; however, not always obvious,  
and calls for faithful attentiveness and intention requiring our open ears, heart, and mind.

We each bear a deeper purpose for this life & fulfillment comes by listening for & living out our call.

We are all ministers; ordained, equipped, and sent to share the “good news” in unique ways.

...and being “good news,” I believe evangelism is best done through a smile.

Our divine identity and calling transcends economic situation, gender, race, or sexual orientation;  
thus focus should remain on our unifying divinity, not the worldly imperfections which divide.

I do not believe in tolerance... I believe in love.

I give thanks that judgment comes from God and condemnation is not our obligation.

I humbly accept that none of us has all the right answers, nor are we supposed to,  
but each bears unique wisdom to share in our communal and evolving faith journey.

I know “faith” to be messy... full of doubts, questions, curiosities, and impassioned emotions.

I encourage and embrace the experience of each in our deliberate and dynamic discipleship.

I have tasted God’s sense of humor and feel we should have one too...

...that we are called not to take ourselves too seriously.

I hold the sacraments as experiences of celebration & contemplation, full of grace & responsibility.

I was baptized into ministry amidst a family who supports and unites in this call and reiterate my  
participation in the Body of Christ through communion. An expression of “common-unity.”

I succumb to God’s unmerited and overflowing grace as the foundation of my salvation;

thus feel blessed, not burdened, to walk the path of Christ that allows me to love friend and foe,  
strive for justice, and grow in relationship with my creator through communing with creation.

I don’t believe in second hand religion, the blind acceptance of ‘heaped up words and phrases,’

Thus I believe we are each called into the wilderness to seek God deliberately

...even though that may make us uncomfortable.

Finally, I believe that:

Christianity is simple.... we are the ones that like to make it difficult,

that there is no such thing as passive faith or a complacent Christian,

and that our faith allows us to not only accept, but proclaim, “we don’t know,”

while simply trusting in a God who does.

# Proposed Amendments to the Constitution

The report of the **Polity and Government Committee** of the Presbytery of San Jose  
February 4, 2017

The Polity and Government Committee of San Jose Presbytery suggests a "yes" vote on all of the Proposed Amendments to the Constitution which have been Approved by the 222nd General Assembly (2016) and recommended to the presbyteries for their vote.

To be properly informed on these issues, you will need to refer to the 44-page booklet from the Office of the General Assembly called, "Proposed Amendments to the Constitution." If you do not yet have a copy of this document, you may find it at

[http://www.pcusa.org/site\\_media/media/uploads/oga/pdf/2016\\_proposed\\_boa.pdf](http://www.pcusa.org/site_media/media/uploads/oga/pdf/2016_proposed_boa.pdf)

The Proposed Amendments, listed here in the order in which we will vote, are:

16-A. Child and Youth Protection Policy—On Amending G-3.0106

16-B. Parity in Committees—On Amending G-3.0109

16-D. Relationship to the PC(USA) of a Person Who Has Renounced Jurisdiction of the Church

16-D.1.—On Amending G-2.0509

16-D.2.—On Amending D-10.0401

16-E. Certified Service Requirements—On Amending G-2.1101

16-F. The Ministry of Members—On Amending G-1.0304

16-H. Revised Directory for Worship—On Replacing the Directory for Worship

16-G. Access to the Lord's Table—On Amending W-2.4011a. and b.

16-C. Ordered Ministry Titles

16-C.1.—On Amending F-3.0202

16-C.2.—On Amending G-2.0102

16-C.3.—On Amending G-2.0301

16-C.4.—On Amending G-2.05 and G-2.0501

16-C.5.—On Amending G-2.0701

16-C.6.—On Amending G-3.0307

16-C.7.—On Amending Titles in Directory for Worship and Rules of Discipline

16-C.8.—On Amending W-4.4001a.

# February 4<sup>th</sup> Votes on Overtures from GA

## Overtures for which we expect little or no debate

**16-A Child and Youth Protection Policy** – This would amend G-3.0106 to add the words “and youth” to the required policy statement, so that the sentence reads, “All councils shall adopt and implement a sexual misconduct policy and a child *and youth* protection policy.”

**16-B Parity in Committees** – This proposed amendment to G-3.0109 specifies that the parity of members of committees of councils “higher than the session” will be made up of “teaching elders and members of congregations *in numbers as nearly equal as possible*.” This seeks to allow the membership make-up of committees to maintain parity but not be as restrictive as currently is worded.

**16-D Relationship to the PC(USA) of a Person Who Has Renounced Jurisdiction of the Church** – This proposed amendment seeks to address what was seen as a permanent ban on teaching elders who renounced jurisdiction in the middle of a disciplinary process from either being paid or volunteering to work again in the church, and would allow a former teaching elder to publicly face accusations which s/he had halted before as a step to possible reinstatement. 16-D.1. To amend G-2.0509  
16-D.2. To amend D-10.0401

**16-E Certified Service Requirements** – This proposed amendment to G-2.1101, referring to people who seek a call to a certified position in the Church, deletes reference to a “handbook” of a national certifying body, relying instead on such body’s certification requirements.

**16-F The Ministry of Members** – This proposed amendment to G-1.0304 adds the phrase “caring for God’s creation” to the present list of ways in which a faithful member of a congregation seeks to be involved responsibly in the ministry of Christ’s Church.

## Overtures which might generate controversy or require explanation:

**16-C Ordered Ministry Titles** – There are five different proposed amendments that all deal in different ways with restoring the title, “minister of Word and Sacrament,” to generally replace the title, “teaching elder.”

16-C.1. Amending F-3.0202

16-C.2. Amending G-2.0102

16-C.3. Amending G-2.0301

16-C.4. Amending G-2.05 and G-2.0501

16-C.5. Amending G-2.0701

**16-H Directory for Worship** – This proposed amendment would replace the current Directory for Worship with a new Directory. Much like what happened a few years ago with the then-new Form of Government, this new version of the Directory for Worship has been condensed (from 7 chapters to 5 chapters), has been reorganized in ways that group common subjects together, and reflects the flexibility that the revised Form of Government provided to councils of the Church.

16-C.6. Amending G-3.0307

16-C.7. Amending both the Directory for Worship and the Rules of Discipline to

replace “ruling elder commissioned to particular pastoral service” or “ruling elder commissioned to pastoral service” (commonly referred to as CRE or Commissioned Ruling Elder) with “commissioned pastor (also known as commissioned ruling elder), and to replace “teaching elder” with “minister” or “minister of Word and Sacrament.”

16-C.8. Amending W-4.4001a

**16-G Access to the Lord’s Table** – This proposed amendment to W-2.4011a and W- 2.4011b urges sessions to encourage people who come to the Table for Communion to learn about the grace of God evidenced in Baptism, but would not require admission to the Table to be only for those who are baptized. (*Note: If proposed amendment 16-H, which is the revised Directory for Worship, is approved, the wording in 16-G already would be included in the revised Directory.*)



# Standing Rules of the Presbytery of San Jose

A Report from the Polity and Government Committee

February 4, 2017

These proposed changes are being presented for a FIRST READ at the February meeting and will be voted on at the April meeting.

The current Standing Rules of the Presbytery are found at:

<http://www.sanjosepby.org/wp-content/uploads/2013/11/STANDING-RULES-ADOPTED-09-2014.pdf>

You may want to refer to the current Standing Rules which were adopted in September 2014.

They can be found on the Presbytery of San Jose website under Policies.

<http://www.sanjosepby.org/wp-content/uploads/2013/11/STANDING-RULES-ADOPTED-09-2014.pdf>

The Polity and Government Committee recommends the following changes to the Standing Rules:

## CHAPTER II MEETINGS

2.17 At the November meeting, add *report from the Task Forces of the Presbytery to Council* so that the paragraph shall read:

NOVEMBER: This shall be the annual meeting of the corporation. An annual report from the Committee on Preparation for Ministry and Committee on Ministry on their activities. An annual written report from the Committee on Financial Affairs. Report of Committee on Nominations. *Report from the Task Forces of the Presbytery to Council*. Sacrament of the Lord's Supper. Election of Presbytery officers and committees. Installation of the Moderator for the ensuing year. Election of General Assembly Commissioners and Young Adult Advisory Delegates.

Rationale: Clarification

## CHAPTER III OFFICERS

3.12 Delete the last sentence which is ~~The Nominating Committee shall publicize the impending election of Stated Clerk and Treasurer nine months previous to the election~~ so that the paragraph shall read:

The Moderator shall serve a term of one year, and shall not be eligible to succeed her/himself after serving one full term. The Moderator-elect shall serve a one-year term. The Stated Clerk and the Treasurer shall serve for five-year terms, and may be re-elected at Presbytery's discretion.

Rationale: Moved to Nominating Committee responsibilities at 4.43

3.13 Add *and vote* after voice so that the paragraph shall read:

All Ruling Elder officers of the Presbytery shall be members of the Presbytery with full privilege of voice and vote. All past Ruling Elder Moderators shall have privilege of voice *and vote*.

Rationale: Correcting an oversight

3.14.3 Insert the words *Rules of* before Discipline in the parentheses so that the material in the parentheses reads:

(Book of Order G-3.0104, G-3.0105b, G-3.0305, see also references in *Rules of Discipline*)

Rationale: Proper name

3.14.3e Add *Financial Affairs and Committee on Ministry* to responsibilities of Stated Clerk so that the paragraph shall read:

e) Be a member ex-officio and without vote of all committees of the Presbytery; serve as secretary of the corporation, Presbytery Council; and be staff resource to *Financial Affairs and Committee on Ministry*, and the subcommittee of Polity and Government.

Rationale: Clarification

#### CHAPTER IV COMMITTEES

4.40 Committee on Nominations

Make a variety of changes as outlined below:

4.43 The committee shall:

~~a) select qualified nominees from a pool provided each year by churches of the presbytery. (SR 5.12)~~

~~b)~~a) nominate all members *and chairs* of Presbytery's committees except the Committee on Nominations; (SR 4.28.5 Council)

~~e)~~b) nominate ~~the chairs of these committees~~, the chair and members of the Presbytery Council, the Moderator-elect, ~~Stated Clerk and Treasurer of the Presbytery~~, members of the Permanent Judicial Commission, and Synod commissioners, nominate such Presbytery members as are needed to serve in other governing bodies or ecumenical groups with the exception of commissioners to General Assembly, who shall be chosen as described in Section 8 of these Standing Rules;

c) *in the fifth year of the term of either the Stated Clerk or Treasurer, publicize the impending election of the available position and nominate members for search committees for these positions at the April meeting of Presbytery. The search committee shall report back to the Nominating Committee who will present the report to Presbytery for the election at the November meeting. Searches for these positions and for that of the Executive Presbyter will be conducted in consultation with Personnel, Polity and Government, and Financial Affairs Committees.*

Rationale: Clarification of duties

4.50 Committee on Personnel

Make a variety of changes as outlined below:

4.53 This committee shall:

a) *in consultation with Presbytery Council develop position descriptions;*

~~a)~~b) provide oversight for and support of all staff employed by the Presbytery in accordance with the personnel policies of the Synod of the Pacific and/or the Presbytery of San Jose;

~~b)~~c) conduct annual reviews of the Executive Presbyter, the Stated Clerk, and the Treasurer. *The Executive's annual performance review shall be conducted jointly with the Synod Executive.*

- d) *review annual evaluations of the administrative support personnel performed by the Executive Presbyter;*
- e) *provide consultation with individual staff members when requested, concerning issues related to staff and executive relationships;*
- f) *recommend appropriate compensation for all staff within limits set by the Financial Affairs Committee for submission to Presbytery;*
- g) *submit their recommendation to Presbytery Council for appropriate action after all necessary disciplinary procedures for unsatisfactory job performance or misconduct have taken place, and the complete record of reasons for discharge has been submitted.*

Rational: Clarification of duties

## CHAPTER V CHURCH SESSION

### 5.12 Remove entire paragraph

Rationale: This is the companion to 4.43a which we recommend deleting under the Nominating Committee responsibilities. This particular system we have found to be unworkable in practice, though removing it from the Standing Rules does not preclude sessions and the Nominating Committee from using this type of system in the future.

## CHAPTER IX PRESBYTERY STAFF AND OFFICES

Various changes as outlined below:

- 9.10 The Presbytery of San Jose shall have the administrative staff services of an Executive Presbyter and of other staff as needed, in accordance with the Book of Order, G-3.0110.
- 9.11 The Executive Presbyter shall be the administrator for the Presbytery, working to implement decisions of the Presbytery on strategy, program and resources for the agencies and committees of the Presbytery. He/she shall be the head of staff responsible for coordination of the staff services of all *personnel, except for the ecclesiastical functions designated to the Stated Clerk by the Book of Order*, and shall be a member ex-officio of Presbytery committees as assigned by the Personnel Committee, *with voice but without vote. The Executive Presbyter is generally accountable to the Synod in accordance with the Synod Personnel Policy and accountable specifically to the Presbytery to carry out the Presbytery of San Jose's decisions and policies.* The Executive Presbyter may assume Synod-wide duties as negotiated between the Presbytery and the Synod Executive. ~~the Presbytery Personnel Committee serving ex-officio~~
- 9.12 The Executive Presbyter is accountable to the Presbytery through its Council, and to the Synod of the Pacific through the Synod Executive.
- 9.13 Oversight and personnel support of the Executive Presbyter shall be provided by the Presbytery through its Personnel Committee. ~~Full descriptions of all positions shall be on file in the Presbytery office and shall be reviewed yearly.~~
- 9.14 *Under the oversight of the Personnel Committee the Executive Presbyter shall have overall responsibility for implementing personnel policies and procedures, for hiring, supervising and if appropriate, recommending termination of the administrative support personnel, and for conducting their annual performance reviews in accordance with the Synod Personnel Policy if applicable. Full descriptions of all administrative support positions shall be on file in the Presbytery office and shall be reviewed yearly by no later than October 31.*

- 9.14 *9.15* In the event of a vacancy in the position of the Executive Presbyter, the Nominating Committee shall nominate and the Presbytery elect a search committee which, with two representatives from the Synod, and the Synod Executive, shall carry out a search process in accordance with Synod personnel procedures. The candidate chosen through this search process shall be approved by vote of the Presbytery.
- 9.15 ~~The Stated Clerk and the Treasurer, as staff to the Presbytery, shall be accountable to the Presbytery through the Presbytery Personnel Committee.~~
- 9.16 *The Stated Clerk shall be accountable to the Presbytery through the Executive Presbyter, except for those ecclesiastical functions designated to the Stated Clerk by the Book of Order. For ecclesiastical functions the Stated Clerk is accountable only through the Presbytery Personnel Committee. The Treasurer shall be accountable to the Presbytery through the Executive Presbyter and the Presbytery Personnel Committee.*
- 9.16 *9.17* All support staff shall be hired by the Presbytery Personnel Committee in consultation with the administrator having primary supervisory responsibility; support staff for the Stated Clerk shall be supervised by the Stated Clerk and support staff for the administrative office shall be supervised by the Executive Presbyter.
- 9.17 *9.18* The Presbytery shall maintain an office or offices as needed to support its mission.  
Rational: Clarification of responsibilities and accountabilities.

## **Report to the Presbytery From the Staffing Task Force February 4, 2017**

**Chronology:** As the Council began its “visioning process” at the end of 2015, the Presbytery Personnel Committee recommended the formation of a task force composed of two members from the Personnel Committee, one member from the Finance Committee, one member from Polity and Government, and the chair of Council. The purpose of the task force was to consider the implications of the “visioning process” for the Presbytery’s staff. The Council approved the formation, with the addition of one “at large” member to be nominated by the Nominating Committee. Subsequently the committees named the following as their representatives: Lela Noble and Ken Henry (Personnel), Ruth McCreath (Finance), and Marcia Ludwig (Polity and Government). Evie Macway joined the group as chair of Council, and the Nominating Committee proposed Lynn Viale as the member “at large.” Lela Noble agreed to serve as convener.

At its meeting of January 7, 2016, Council approved this membership and charged the Staffing Task Force “with proposing a staffing model that will best enable the presbytery to full its purposes as envisioned by the presbytery. The model will identify the roles of staff members, their relationships, and processes for evaluating performance.” The Task Force was expected to make a report to the Council at its meeting in January 2017.

In a series of meetings in 2016, Task Force members identified their own “visions” of a staffing model and consulted with Jane Odell (the Interim Synod Executive) and Sue Krummel (Director of Mid-Council Relations for the Office of the General Assembly). Through them we received a copy of a document titled “Evaluation of Stated Clerks and Executive Presbyters,” Constitutional Musing, Note #14, which we found quite helpful, and a list of presbyteries whose size suggested staffing needs similar to ours. At our request, Joey Lee interviewed the staffs of these Presbyteries and reported his findings to us, along with links to relevant documents.

Meanwhile, we received approval from both Council and the Presbytery to extend by one year the terms of the two staff members whose five-year terms were due to end in December 2016, John Kelso as Stated Clerk and Edd Breeden as Treasurer. We also identified teams to work on revised position descriptions for the three called/elected staff: Lela Noble, Evie Macway, and Lyle Schmidt (approved as the replacement for Ken Henry) for the Executive Presbyter position; Marcia Ludwig and Lynn Viale for the Stated Clerk position, and Ruth McCreath for the Treasurer position.

By the November 2016 Council meeting, the Task Force was ready to present a preliminary report. Discussion focused on two issues: the recommendation to retain the current staffing level and the recommendation regarding searches for the 5-year elected positions for Stated Clerk and Treasurer. There appeared to be general acceptance of the recommendation to explicitly identify the Executive Presbyter as head of all the staff, with the necessary exception of the ecclesiastic functions specified for the Stated Clerk

in the Book of Order. The report was then re-drafted, with fuller explanations and proposed language for some of the required changes to the Presbytery's Standing Rules, and was given to the Polity and Government Committee with the expectation that its members would draft other changes it felt necessary and provide a full set of changes for presentation to the Council and the Presbytery.

However, the Chair of Polity and Government reported that members of that committee (Marcia Ludwig, Carol Holsinger, and Alice Thorn) "rejected making the Executive Presbyter head of staff. The Stated Clerk needs to be separate. One reason for this would be in case charges were ever brought against the Executive, the Stated Clerk by Book of Order is in charge of using the Rules of Discipline to start the process." Accordingly, the revisions they suggested do not reflect that change.

Both the entire Personnel Committee and the other members of the Staffing Task Force remain convinced that the change from limiting the Executive Presbyter's authority to supervising only the office staff, with the Stated Clerk and the Treasurer reporting to the Personnel (or any other) Committee, is imperative to the efficient functioning of the whole staff. We also believe that the provision that excepts the "ecclesiastic functions specified for the Stated Clerk in the Book of Order" is designed to address precisely the issue that the Polity and Government Committee identifies. Accordingly, we have maintained that language in the following report and in the proposed revisions to the Standing Rules. The change in reporting is also reflected in the position descriptions we have attached.

## **Conclusions**

**If the Presbytery is to implement the "The Vision of the Presbytery and Work Plan" approved at the August 2016 Council meeting, it requires a continuation of the current staff positions: a full-time Executive Presbyter, a half-time stated Clerk, a part-time Treasurer, a full-time office administrator, and a part-time accountant.** In the recent past, the Presbytery had both an Associate Presbytery Executive and a second office administrator; we have already made significant reductions in staffing. The Plan assumes initiatives in expanding connections, creating and sharing resources, and strengthening ministries that will require the leadership of the Executive Presbyter. The responsibilities of the Stated Clerk minimally defined in the Book of Order continue. The Presbytery's financial health demands the skills of both a Treasurer and an Accountant. A full-time office administrator is essential to the functioning of the Presbytery office and its responsibilities and activities. The attached revised position descriptions identify the range of responsibilities assigned to the called/elected staff.

It is our understanding that Presbytery finances will be adequate to provide the necessary support for all the staff positions. We suggest that the current use of "advocates" provides a model for additional consultants who could be paid for specific short-term assignments from funds available from earnings from the Dismissal Monies.

**We need better coordination of the staff's activities, which requires the Executive Presbyter to be explicitly identified as head of all the staff, with the necessary exception of the ecclesiastic functions specified for the stated Clerk in the Book of Order.** We are convinced that having the three called/elected staff reporting directly to the Personnel (or any other) Committee as autonomous officers simply does not work. The Presbytery needs to have someone on the scene who can ascertain that actions are coordinated, appropriate, and effective; that someone is obviously the Executive Presbyter. We do not think that the problems with coordination result simply from the particular people who currently fill the positions; we think there is a structural problem that would create difficulty whoever fills the positions. We believe concerns about particular responsibilities specified for the Stated Clerk are adequately taken care of by the exception stated. Thus we propose amendments to the Standing Rules that will clarify this role for the Executive Presbyter and the corresponding change in the reporting structure for the Stated Clerk and Treasurer. We have also included this structural change in the revised position descriptions.

**We need greater clarity re: the specific responsibilities assigned to particular staff members and committees, which requires revision not only of position descriptions but also, in some instances, of the Standing Rules.** Specifically, we propose a revision of the Standing Rules identifying the additional responsibilities of the Personnel Committee; we also recommend changes to the responsibilities of the Nominating Committee.

**The Standing Rules currently stipulate that the Personnel Committee is to “provide oversight for and support of all staff employed by the Presbytery in accordance with the personnel policies of the Synod of the Pacific,” yet only the Executive Presbyter and the office administrator are currently part of the Synod’s personnel plan, and not all parts of the Synod’s plan seem applicable and pertinent for the remaining staff.** We have tasked a small committee either to propose a modification of the Synod’s plan or to propose a new personnel policy that will codify terms of employment for the Stated Clerk, Treasurer, and Accountant.

**The Standing Rules now distinguish between procedures for the election of the Executive Presbyter for an indefinite term, which require the appointment of a search committee nominated by the Nominating Committee and elected by the Presbytery, and those for the election of the Stated Clerk and the Treasurer for 5-year terms, which are limited to the Nominating Committee’s publicizing “the impending election of Stated Clerk and Treasurer nine months previous to the election” and subsequently making nominations for those two positions. We believe that the second set of procedures needs further elaboration.** The Synod’s Personnel Policy, 8.5.2.1, states that “Advertising of available positions for called/elected staff shall be, for a minimum period of sixty days for regular staff, and thirty days for interim staff, in appropriate journals and other publications and posted on web sites, including those of national and regional governing bodies and related organizations.” While both the non-full-time nature of these positions and the desire for familiarity with the Presbytery may make national advertisement unnecessary, we

recommend that the Nominating Committee both engage in regional advertisement and consult with members of committees that work directly with those in the two positions. We see no need for the position vacancy to be announced nine months in advance of the end of the term, which is normally at the end of December with election at the November meeting. This, too, will require modification of the Standing Rules. The proposed personnel policy should also deal with search procedures in greater detail.

**Proposed alternative to the changes to the Standing Rules proposed by the Polity and Government Committee:**

Chapter IX Presbytery Staff and Offices:

9.11 The Executive Presbyter shall be the administrator for the Presbytery, working to implement decisions of the Presbytery on strategy, program and resources for the agencies and committees of the Presbytery. He/she shall be the head of staff responsible for coordination of the staff services of all personnel, except for the ecclesiastic functions delegated to the Stated Clerk by the Book of Order, and shall be a member ex-officio of Presbytery committees as assigned by the Personnel Committee, with voice but without vote. The Executive Presbyter may assume Synod-wide duties as negotiated between the Presbytery and the Synod Executive, the Presbytery Personnel Committee serving ex-officio.

9.15 The Stated Clerk and the Treasurer, as staff to the Presbytery, shall be accountable to the Presbytery through the Executive Presbyter and the Presbytery Personnel Committee.

**Position Descriptions for the Executive Presbyter, Stated Clerk, and Treasurer will appear on the April docket.**



## **Church Health and Growth Task Force Annual Report—2016**

Task Force Members: Jack Longley, Margaret Boles, Dale Bracey, Robby Olson, Tim Boyer, Judi Johnson, Ryan Althaus, David Watermulder (Chair), Joey Lee (ex-officio)

The Church Health and Growth Task Force has had another active year in seeking ways to support the health and growth of our churches, our pastors, and the ministry that we share together as a Presbytery.

Some highlights:

We now have oversight of three 1001 New Worshiping Communities for our Presbytery. The Wednesday Revive! Service at Westminster Presbyterian Church is continuing to develop. We met with their leadership and are encouraged them on.

We also had the joy of adding two new additions this year. Beer Church Watsonville, received national funding, and continues its outreach ministry in the Watsonville area. This is a unique approach to engaging in the civic life of that community and gathering people for prayer and spiritual conversation.

Sweaty Sheep Santa Cruz also received funding this year and is moving ahead. This is a ministry that engages in outdoor recreation, the homeless community, as well as with unique worship and service opportunities.

We met with leaders from Comunidad Latinoamericano this year and they continue to meet faithfully, even amidst some struggle and uncertainty. We look forward to more shared ministry in the year ahead.

A Vision Grant was awarded to the Gilroy Presbyterian Church to help them re-design their church website. In the age and area where we live, this will be a key part of their future “health and growth”.

The task force had some ongoing conversations as well about another round of a Pastor’s Series. This is meant to be a way to strengthen relationships between pastors, give skills/insights, as well as spiritual formation. We hope to offer something in the year to come.

Another ongoing conversation is around the possibility to do “a new thing” in the North San Jose area, which is now being developed for mixed-use residential and tech companies. We are considering how to engage with that area with a ministry that fits the community.

Submitted with thanks to the Council for ongoing support of our task force and the ministry together as a Presbytery.

Rev. David G. Watermulder  
January 6, 2017

## Peace and Justice Task Force Report for 2016

The Task Force began the year by launching a Transformation Project designed to draw younger members of the Presbytery toward the work of the task force and identify potential new members.

The Task Force Peacemaking Enabler provided educational resources to First Presbyterian of Palo Alto which has become the first congregation in the Presbytery to declare itself A “Peace Church.” This followed a three year congregational study.

The Task Force studied and took action to support the Fossil Fuel Overture submitted to the General Assembly

The Task Force sponsored a variety of “Peacemaking Tasks” including:

Sending to General Assembly the Six Peacemaking Discernments (subsequently edited and passed) See Addendum # 1 below

Working in partnership with our Stanford UCCM to send the seventh delegation to El Salvador/Nicaragua; including members of Sunnyvale, Stone and Palo Alto congregations

Supporting the work of the South Bay Sanctuary Covenant and its trips to El Salvador

Sponsoring a conference on in Santa Cruz on Divestment, Boycott and Sanctions and how they can pressure Israel to cease its settlement expansion and occupation of the West Bank Palestinian Territories created by action of the UN 65 years ago.

Showing educational films on the history and current conditions in the Israel-Palestinian relationship.

The TF alerted other congregations to ways they could protect human rights and at Evergreen Mosque in San Jose stood with other Christians and Jews in front of the Mosque as a witness against death threats the Mosque had received.

In August in response to the increase in violence, terrorism and war domestically and internationally the Task Force urged Presbytery Council to take extraordinary measures including educational programs for our congregations, consultations regionally with other denominations and faith groups and innovative steps to staff and fund responses to the developing crisis.

In response to a vision statement from Presbytery Council the TF subsequently outlined to Council three steps it planned to take:

1. (already implemented) Convening a Public Theology consultation of 35 experienced advocates from churches and groups, (such as PW) in our Presbytery where social justice and peacemaking advocacy is a prominent part of their congregational or organizational life.  
Details from this group process are given below. See Addendum #2
2. Drawing on that experience to convene ministers and members in four sub-regional areas of the Presbytery to similarly reflect and act on the crisis issues of the day. These are planned for January and February.
3. To draw together other faith communities and seminary leaders to discern what witnesses we can make together against the growing atmosphere of violence and crisis.

### **Addendum #1**

Six Peacemaking Discernments "The affirmations for churchwide discussion and advisory vote"

"1. We affirm that peacemaking is essential to our faith in God's reconciling work in Jesus

Christ, whose love and justice challenge hatred and conflict, and whose call gives our church a mission to present alternatives to violence, fear, and misused power.

"2. We confess our complicity in the world's violence even as we pray for the Spirit's courage to

"unmask idolatries," to speak truth about war and oppression, to stand with those who suffer, and to respond to acts and threats of violence with ministries of justice, healing, and reconciliation.

"3. We reclaim the power and authority of Jesus Christ, Prince of Peace and Reconciler, who

proclaims God's reign, who inspires the prophetic church, [by] forgiving, healing, and undoing violence, and who overcomes evil through the cross and resurrection.

"4. We seek to understand the nonviolent revolutions and armed struggles of our time by

drawing on the traditions of Christian pacifism, just war, just peacemaking and active nonviolence, and by cultivating moral imagination through prayer, study, and engagement with friends and enemies. Even as we actively engage in a peace discernment process, we affirm our responsibility of continuing the long tradition of support by the Presbyterian Church (U.S.A.) for our sisters and

brothers who serve in the U.S. military, veterans, and their families.

"5. As disciples of Jesus Christ, we commit ourselves earnestly to seek and promote loving, nonviolent responses to conflict in our daily lives, in our communities, and in our world, to risk calling our nation back from the practices of empire to the highest ideals of our heritage, and to practice boldly the things that make for peace."

6. We encourage the Peace Discernment team, in collaboration with the Presbyterian Peacemaking Program, to develop materials and processes by which individual churches may consider declaring themselves Peace Churches. A Peace Church is defined as a church embracing nonviolence as the fundamental response to the challenges of violence, terror and war. It is an expressed commitment to nonviolence as a solution to international conflicts and a statement of full support for anyone electing to be a conscientious objector to military service.

## **Addendum #2**

### **Possible Tasks for Public Theology Teams (as developed at the November 29<sup>th</sup> Consultation)**

#### **Education Team**

- A. Connecting the light of Advent candles to our vocation to bring forth the light of love by....
  - ❖ Protecting our immigrant neighbors—being good Samaritans
  - ❖ Make it possible for all people to Walk safely in our neighborhood
  - ❖ Combat human trafficking of immigrants and the poor
  - ❖ Hope through our faith
  - ❖ Listening
- B. Producing education-style events (Consultations) for the other Presbytery congregations
  - ❖ Exposing falsehoods in the economic system
  - ❖ Being a Peace Church for all people
  - ❖ Drawing on resources like the UN Declaration on Human Rights
- C. Planning the Jim Wallis event in San Jose January 30<sup>th</sup>

#### **Expanding the Conversation Team**

- ❖ Speaking/Meeting with other faith groups

- ❖ Responding to and connecting with the witness of others such as faith communities demonstration with signs of love at Evergreen Mosque in San Jose (They received a death threat) where seventy-five interfaith people gathered Friday Dec. 2nd
- ❖ Reaching out to connect with those missing from our Tuesday conversation
  - NAACP
  - PICO/PACT
  - Black Lives Matter
  - Latinos and Asians and their advocacy organizations
  - Linking to Interfaith and ecumenical groups like CiVIC (Andrew Kille), Roman Catholic Dioceses, Jewish Synagogues, Muslim Mosques, Buddhist Temples, etc.

### **Building the Future Team**

Creating a Bay area-wide system for organizing our public witness

- ❖ Creating a fast media communication system
- ❖ Using professional communication management (building relationships to big media)

Creating links to congregations all over Silicon Valley

Connecting to Humanist and faith groups for social justice like San Jose's Human Agenda

Linking to denominations, universities, seminaries--

## Safe Church Taskforce 2016 Annual Report to the Presbytery of San Jose

This taskforce works closely with Jane Odell to support her work as the Safe Church Coordinator for the Presbytery of San Jose. In addition to reviewing all evaluations from Safe Church Training events, in 2016 we provided input to Jane about resources and events, and planned together for ways to bring Safe Church Practices to all of our member congregations. Members of the taskforce have worked on resources as varied as *Bullying*, *Choosing an Assisted Living Facility*, and creating a new Safe Church logo and website. Various members of our taskforce attended CADRE and Child Abuse Council events, bringing fresh insight and topics to our discussions.

In 2016 the majority of the time and energy of the taskforce was directed to brainstorming and planning for a presbytery wide disaster resource event. The event was scheduled for September at Northminster Salinas with invited experts (both local and out-of-state), multiple workshops (Fire and Earthquake Preparedness, Responding to an Active Shooter, Caring for Vulnerable Individuals in a Disaster, Public Health Emergencies), informative handouts and a tasty catered lunch. Unfortunately as the date approached, despite numerous indications of interest, sufficient registrations were not received to justify the time and expense to the invited speakers. With significant regret, we notified the speakers and our congregations that we were postponing the September event.

However, as we felt strongly that this is important information for our congregations to have, by October we had debriefed about the September event, picked a new date in 2017, discussed how to advertise more effectively and generate interest and registrations.

Members of the Safe Church Taskforce in 2016 were Jane Odell, Nan Notor (on leave as of November), Rachel Notor (resigned in October), David McCreath, David Allshouse, Donna Erickson (resigned in March), Joan Peckham, Paula Kelso (liaison from COM), and Evelyn Wong (resigned in February).

## **Minutes of Presbytery Council, January 12, 2017**

The Chair of Presbytery Council, Elder Marcia Ludwig, opened the meeting with prayer at 6:35 PM

The council Members introduced themselves during the evening meal.

The minutes of the 10/22/2016 meeting were approved.

The Council elected Elder Carol Holsinger as the chair of Polity and Government sub-committee.

The Council voted to request at the February 4<sup>th</sup> Presbytery meeting that the Standing Rules be suspended to allow the Rev. David McCreath to serve a second consecutive year as chair of the Presbytery Nominating Committee

The council elected Elder Jane Odell and Elder Claudia Hamm as members of the nominating committee.

The Council appointed Elder Bruce Raby as Liaison to the Safe Church Task Force, the Rev. Tim Boyer as liaison to the Peace and Justice TF, Elder Barbara Rogers as liaison to Church Health and Growth and Elder Judi Johnson as liaison to the Mission and Outreach TF.

The Council voted to include the reports of the Task Forces in the call packet for the February 4<sup>th</sup> Presbytery meeting.

Elder Lela Noble, chair of the Staffing Task Force delivered the final report of the Task Force. Elder Noble set out the history of the work of the Task Force in its pursuit of finding and recommending an appropriate staffing configuration for the Presbytery, and summarized its findings which included maintenance of the current staffing levels, but with modifications to the various position descriptions and the standing rules pertaining to the positions of the Stated Clerk and the Executive Presbyter.

The Stated Clerk the Rev. John Kelso responded to the report of the Task Force.

The Stated Clerk; the Rev. Joey Lee, Presbytery Executive and the Rev. Edd Breeden, Presbytery Treasurer were asked to recuse themselves from the rest of the meeting and were excused.

The Council reconvened to consider the documents: "Changes to Standing Rules" submitted by the Polity and Government sub-committee and "Report to the Presbytery Council of the Staffing Task Force"

The Rev. Bryan Franzen offered a list of proposed amendments to the standing rules. The Council voted to refer these amendments to the Polity and Government sub-committee for consideration.

Elder Carol Holsinger, chair of Polity and Government, reviewed the proposed “Changes to the Standing Rules” document that came from the Polity and Government Committee.

Proposed changes to 2.17, 3.12, 3.13, 3.14.3, 3.14.3e were MSP in one motion.

Changes to 4.43 (regarding Nominating Committee) was discussed. The council split the suggestions for 4.43. Changes to 4.43 “a” and “b” were approved. 4.43c was sent back to Polity and Government for rewriting for clarification. The rewrite will be sent to council members for review before it is included in the Presbytery docket for February 4, 2017 meeting.

Proposed changes to 4.53 Committee on Personnel were MSP.

Removal of 5.12 under Church Session was MSP.

Proposed changes to 9.11 were discussed. Lela Noble, chair of Personnel and Staffing Task Force moved to amend that proposed change to replace the language in the third sentence:

“He/she shall be the head of staff responsible for coordination of the staff services of all personnel, except for the ecclesiastic functions designated to the Stated Clerk by the Book of Order, and shall be a member ex-officio.”

Discussion of the amendment ensued. The amendment passed. Council also suggested to rearrange the order of the sentences in 9.11.

Discussion of the amendment now reading as follows ensued. It was MSP.

*9.11 The Executive Presbyter shall be the administrator for the Presbytery, working to implement decisions of the Presbytery on strategy, program and resources for the agencies and committees of the Presbytery. He/she shall be the head of staff responsible for coordination of the staff services of all personnel, except for the ecclesiastic functions designated to the Stated Clerk by the Book of Order, and shall be a member ex-officio of Presbytery committees as assigned by the Personnel Committee, with voice but without vote. The Executive Presbyter is generally accountable to the Synod in accordance with the Synod Personnel Policy and accountable specifically to the Presbytery to carry out the Presbytery of San Jose’s decisions and policies. The Executive Presbyter may assume Synod-wide duties as negotiated between the Presbytery and the Synod Executive.*

The proposals regarding 9.13 were discussed to move the last sentence to 9.14 with additions of the words “by no later than October 31”. It was MSP.

It was then MSP to not move the last sentence of 9.13. This causes the phrase to appear twice.

The proposed changes to 9.14 were discussed. It was approved as written below.



*Under the oversight of the Personnel Committee the Executive Presbyter shall have overall responsibility for implementing personnel policies and procedures, for hiring, supervising and if appropriate, recommending termination of the administrative support personnel, and for conducting their annual performance reviews in accordance with the Synod Personnel Policy if applicable. Full descriptions of all administrative support positions shall be on file in the Presbytery office and shall be reviewed yearly by no later than October 31.*

It was MSP to renumber as suggested by Polity and Government.

Proposed changes to 9.16 were discussed.

Elder Noble proposed an amendment that reads as follows:

*The Stated Clerk shall be accountable to the Presbytery through the Executive Presbyter, except for those ecclesiastical functions designated to the Stated Clerk by the Book of Order. For ecclesiastical functions the Stated Clerk is accountable only through the Presbytery Personnel Committee. The Treasurer shall be accountable to the Presbytery through the Executive Presbyter and the Presbytery Personnel Committee.*

With these changes the 9.16 was MSP.

The Staffing Task Force job descriptions for Treasurer and Executive Presbyter were presented and discussed.

On the Executive Presbyter job description: change section 2, item 2 from 'facilitate', to say 'assist in'. With that one change the EP job description was MSP.

Treasurer job description:

Under the skills and attitude section add the words 'understanding of PCUSA funding.'  
With this the job description was MSP.

The meeting was adjourned at 9:30 p.m.

CLOSING PRAYER was given by Rev. Katie Day.

Respectfully submitted by

Rev. John Kelso and Rev. Evie Macway