

# Minutes of Grace Presbytery 2021 Meetings



**Grace Presbytery**

6100 Colwell Blvd., Suite 100, Irving, TX 75039-3148

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[www.gracepresbytery.org](http://www.gracepresbytery.org)

In accordance with Standing Rule 1.4.9, during 2021 the Presbytery Council acted on behalf of Grace Presbytery during the months when the COVID-19 pandemic made it impossible for the presbytery to meet in person. This book contains the minutes of the Presbytery Council and Grace Presbytery during 2021.

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**Grace Presbytery Council**  
Wednesday, January 27, 2021  
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on January 27, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Presbytery Council Moderator **Rev. John Williams**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, Presbytery Treasurer **Trey Angel**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Nominating Committee Moderator **Rev. Lisa Perkins**, Board of Trustees Secretary **Rev. Gerry Tyer**, Director of Property Management **Ruling Elder Karen Ebling**, Committee on Preparation for Ministry staff liaison **Rev. Elizabeth Callender**, Personnel Committee Moderator **Rev. Andy Odom**, Task Force for Camp Gilmont Moderator **Ruling Elder Beth Thompson**.

**Motions Approved by the Presbytery Council**

1. ***Presbytery Council consolidated the Walkup-Bird Church of South India Investment Fund into the Mission Outreach Fund.*** [1/27/21]

Background: This action was proposed in 2020, but it was thought that Julie Walkup-Bird and Adrian Bird would need to give their approval. Since then, we have learned they have given their approval, but we also learned from Texas Presbyterian Foundation that it is not a donor-restricted fund. It is a board-restricted fund which Grace Presbytery is permitted to change at any time.

2. *Presbytery Council acting on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9 approved the following actions taken by the Presbytery Council in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information:* [1/27/21]

- A. Welcomed Interim General Presbyter Steve Shive. [1/27/21]
- B. Received reports from the Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Presbytery Council Moderator **Rev. John Williams**, Presbytery Treasurer **Trey Angel**, Board of Trustees Secretary **Rev. Gerry Tyer**, Nominating Committee Moderator **Rev. Lisa Perkins**, Stated Clerk **Rev. Gerry Tyer**, Director of Property Management **Ruling Elder Karen Ebling**, Task Force for Camp Gilmont Moderator **Ruling Elder Beth Thompson**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Committee on Preparation for Ministry staff liaison **Rev. Elizabeth Callender**, Personnel Committee Moderator **Rev. Andy Odom**. [1/27/21]
- C. Discussed the Presbyterian Research Services Report from the General Presbyter Search Committee. [1/27/21]
- D. Discussed the Grace Presbytery Zoom gathering planned for February 23, 2021. [1/27/21]
- E. Elected the following to the Nominating Committee Class of 2021: **Ruling Elder Kathy Jones** (Dallas, NorthPark). An opportunity for nominations from the floor will be afforded prior to the election. [1/27/21]
- F. Elected **Ruling Elder Ruling Elder Wendell Black (Arlington, Grace)**, an at-large member of the Presbytery Council, to the Personnel Committee. An opportunity for nominations from the floor was afforded prior to the election. [1/27/21]
- G. Reviewed of the 2021 meeting schedule. [1/27/21]

### **Finance Reports**

Information: Presbytery Treasurer Trey Angel and Director of Finances Vicki Roberts contracted with Advanced Business Solutions to work with Simpatico (our outsourced IT group) to purchase the software and migrate our financial data from the Texas Presbyterian Foundation onto Grace Presbytery's server. We have been paying Texas Presbyterian Foundation \$25,000.00 per year to provide accounting services. They have agreed to continue to process our payroll for \$2,500.00 for 2021. We believe this move will give us much better control and access to our information. We will evaluate what we need in the way of an additional staff person as we work with the system. Texas Presbyterian Foundation will also continue to manage our invested reserve funds.

## Income and Expense Report

Income and Expense Report (Unaudited) as of December 31, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
<b>INCOME ACCOUNTS</b>				
Total Shared Mission Support	1,169,420.38	1,250,000.00	80,579.62	1,250,000.00
Total Special Offerings Revenue	280.91	0.00	(280.91)	0.00
Total Gifts	36,963.46	20,000.00	(16,963.46)	20,000.00
Total Grants	0.00	0.00	0.00	0.00
Total Leadership Development Event Fees	0.00	0.00	0.00	0.00
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Fees & Services	0.00	0.00	0.00	0.00
Total Youth Event Income	12,605.00	107,875.00	95,270.00	107,875.00
Total Scholarships Income	842.00	0.00	(842.00)	0.00
Total Royalty and Lease Income	69,860.41	0.00	(69,860.41)	0.00
<b>TRANSFERS TO GENERAL FUNDS</b>				
Total Transfer to GF from Temporary Restricted	547,100.38	0.00	(547,100.38)	0.00
Total Transfer to GF from Temp. & LGF Fund	0.00	0.00	0.00	0.00
Total Transfer to GF from Perm. Restricted	79,810.24	0.00	(79,810.24)	0.00
Total Transfer to GF from Unrestricted Funds	0.00	0.00	0.00	0.00
Total Transfer to General Funds	626,910.62	0.00	(626,910.62)	0.00
<b>TOTAL INCOME</b>	<b>1,916,882.78</b>	<b>1,377,875.00</b>	<b>(539,007.78)</b>	<b>1,377,875.00</b>
<b>EXPENSE ACCOUNTS</b>				
Total Shared Mission Support	(124,720.70)	(137,500.00)	(12,779.30)	(137,500.00)
Total Designated Offering Expenses	(20,000.00)	0.00	20,000.00	0.00
Total Ecumenical Partnerships	0.00	0.00	0.00	0.00
Total Congregational Support	(37,126.14)	(29,300.00)	7,826.14	(29,300.00)
Total Youth & Young Adult Ministries	(33,934.09)	(241,275.00)	(207,340.91)	(241,275.00)
Total Committee on Preparation for Ministry	(25,359.93)	(24,700.00)	659.93	(24,700.00)
Total Committee on Ministry	(3,588.02)	(46,000.00)	(42,411.98)	(46,000.00)
Total New Church Development	(25,000.00)	(35,750.00)	(10,750.00)	(35,750.00)
Total Presbytery Meetings	(2,015.25)	(9,500.00)	(7,484.75)	(9,500.00)
Total GA Meeting & Big Tent Meeting	0.00	(21,000.00)	(21,000.00)	(21,000.00)
Total Presbytery Council	(3,430.15)	(22,000.00)	(18,569.85)	(22,000.00)
Total Budget & Finance	(5,000.00)	(35,000.00)	(30,000.00)	(35,000.00)
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Ecclesiastical Committees	(29,130.70)	(5,250.00)	23,880.70	(5,250.00)
Total Legal Expenses	0.00	(25,000.00)	(25,000.00)	(25,000.00)
Total Property & Liability/Worker's Comp	(555.82)	(39,600.00)	(39,044.18)	(39,600.00)
Total Property Taxes	1.03	(25,000.00)	(25,001.03)	(25,000.00)
<b>Salaries</b>				
Total GP & AGP Salaries	(228,980.64)	0.00	228,980.64	0.00

Income and Expense Report (Unaudited) as of December 31, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total Budget for Employee Salaries	(790,292.77)	(899,919.01)	(109,626.24)	(899,919.01)
Total Salaries	(1,019,273.41)	(899,919.01)	119,354.40	(899,919.01)
Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.				
Total Benefits	(295,575.35)	(263,230.64)	32,344.71	(263,230.64)
Total Temporary Staff - Transition Costs	0.00	0.00	0.00	0.00
Total Personnel	(1,314,848.76)	(1,163,149.65)	151,699.11	(1,163,149.65)
OPERATIONS				
Total Office Operations	(237,725.24)	(247,000.00)	(9,274.76)	(247,000.00)
Total Communications Expense	(1,845.79)	(3,250.00)	(1,404.21)	(3,250.00)
Total Communications Operations Expense	(10,325.03)	(41,100.00)	(30,774.97)	(41,100.00)
Total Copiers	(11,885.91)	(17,900.00)	(6,014.09)	(17,900.00)
Total Postage	(3,223.53)	(4,600.00)	(1,376.47)	(4,600.00)
Total Communication Infrastructure	(48,121.21)	(50,500.00)	(2,378.79)	(50,500.00)
Total Computer Equipment	(3,479.58)	(13,500.00)	(10,020.42)	(13,500.00)
Total Staff Travel	(29,514.65)	(90,000.00)	(60,485.35)	(90,000.00)
Total Depreciation Expense	0.00	(4,700.00)	(4,700.00)	(4,700.00)
Total Office Operation	(346,120.94)	(472,550.00)	(126,429.06)	(472,550.00)
TOTAL EXPENSES	(1,970,829.47)	(2,332,574.65)	(361,745.18)	(2,332,574.65)
INCOME OVER (UNDER) EXPENSES	(53,946.69)	(954,699.65)	(900,752.96)	(954,699.65)
NON-OPERATING ACTIVITY				
Total Closed Church Accounts	74,134.43	0.00	(74,134.43)	0.00
Total Settlements	0.00	0.00	0.00	0.00
Total Interest and Investment Income	12,211.18	0.00	(12,211.18)	0.00
Total Property Maintenance	(871.19)	0.00	871.19	0.00
Total Administrative Commissions	(108,265.02)	0.00	108,265.02	0.00
Total Designated Distributions	(66,000.00)	0.00	66,000.00	0.00
Total Church Assistance	(14,661.85)	0.00	14,661.85	0.00
Total Non-Operating Activity	(103,452.45)	0.00	103,452.45	0.00
INCOME OVER (UNDER) EXPENSES	(157,399.14)	(954,699.65)	(797,300.51)	(954,699.65)

### Balance Sheet

Balance Sheet (Unaudited) as December 31, 2020	
ASSETS	
CURRENT ASSETS	
Total Cash Savings	1,929,693.16
Total Accounts Receivable	29,143.60
Prepaid Expenses	3,679.95
Total Notes and Loans Receivable	64,661.75
TOTAL CURRENT ASSETS	2,027,178.46

<b>Balance Sheet (Unaudited) as December 31, 2020</b>	
<b>INVESTMENTS HELD FOR LONG TERM USE</b>	
Bonds and Fixed Income Investments	1,179,113.02
Equity-Oriented Investments	35,054,170.88
<b>PROPERTY AND FIXED ASSETS</b>	
Real Estate Property	4,408,102.09
Mineral Lease Property	34,310.00
Land Held for Sale	785,685.00
Property Plant and Equipment	27,886.47
Other Assets - Due from Funds	(0.47)
<b>TOTAL ASSETS</b>	<b>43,516,445.92</b>
<b>LIABILITIES &amp; NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts Payable – Presbytery	(3,394.98)
Accounts Payable – Employees	154,812.32
Accounts Payable - General Assembly	50,291.15
Accounts Payable – Synod	27,515.32
Accounts Payable – Grace Presbytery Directed Receipts	(1,018.78)
Designated Funds	1,714,540.67
Other Liabilities - Due to Funds	0.00
<b>TOTAL LIABILITIES</b>	<b>1,942,745.70</b>
<b>NET ASSETS</b>	
Net Income	(157,399.14)
Unrestricted Net Assets	26,874,586.74
Temporarily Restricted Funds	188,750.00
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
<b>TOTAL NET ASSETS</b>	<b>41,416,300.61</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>43,516,445.92</b>

### Shared Mission Support Giving

<b>Shared Mission Support (as of 12/31/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 January to October Receipts</b>	<b>2020 November to December Receipts</b>	<b>2020 Total Receipts</b>
Aledo	Faith	0.00	0.00	0.00	0.00	0.00
Allen	First	0.00	0.00	0.00	0.00	0.00
Arlington	First	5,000.00	0.00	4,530.00	0.00	4,530.00
Arlington	Grace	0.00	0.00	945.00	0.00	945.00
Arlington	Westminster	12,863.39	0.00	9,082.12	2,886.38	11,968.50
Athens	First	9,000.00	9,000.00	7,500.00	1,500.00	9,000.00
Bedford	Emmanuel	18,353.88	0.00	13,765.41	4,588.47	18,353.88
Belton	First	0.00	0.00	0.00	0.00	0.00
Blue Ridge	Crossroads	0.00	0.00	0.00	0.00	0.00
Bonham	First	5,175.00	0.00	4,000.00	800.00	4,800.00
Bridgeport	First	1,200.00	0.00	800.00	400.00	1,200.00
Buckholts	Sharp	0.00	0.00	0.00	0.00	0.00

<b>Shared Mission Support (as of 12/31/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 January to October Receipts</b>	<b>2020 November to December Receipts</b>	<b>2020 Total Receipts</b>
Cameron	First	600.00	0.00	500.00	100.00	600.00
Canton	First	0.00	0.00	0.00	0.00	0.00
Carrollton	Nor'kirk	3,000.00	0.00	2,750.00	500.00	3,250.00
Carthage	St. Paul	300.00	0.00	150.00	75.00	225.00
Clarksville	First	600.00	600.00	600.00	0.00	600.00
Clarksville	New Shamrock	300.00	300.00	300.00	0.00	300.00
Clarksville	Pine Grove	250.00	0.00	0.00	0.00	0.00
Cleburne	United	3,999.98	0.00	3,000.00	3,000.00	6,000.00
Clifton	First	1,000.20	0.00	750.15	250.05	1,000.20
Commerce	First	1,200.00	0.00	1,000.00	200.00	1,200.00
Corsicana	Westminster	9,327.00	0.00	0.00	6,995.25	6,995.25
Crowley	First	5,000.00	2,500.00	1,875.00	625.00	2,500.00
Cumby	First	600.00	0.00	0.00	0.00	0.00
Dallas	Bentwood Trail	9,631.50	0.00	12,291.50	2,520.01	14,811.51
Dallas	Eastminster	15,500.00	15,500.00	12,916.70	2,583.30	15,500.00
Dallas	El Divino Salvador	0.00	0.00	0.00	0.00	0.00
Dallas	First	90,000.00	0.00	25,000.00	40,000.00	65,000.00
Dallas	Glendale	0.00	0.00	0.00	0.00	0.00
Dallas	Iglesia Emmanuel	0.00	0.00	0.00	0.00	0.00
Dallas	Lake Highlands	1,338.00	0.00	2,916.70	583.34	3,500.04
Dallas	NorthPark	15,000.00	0.00	11,250.00	3,750.00	15,000.00
Dallas	Northridge	35,000.00	0.00	22,500.00	7,500.00	30,000.00
Dallas	Oak Cliff	18,000.00	18,000.00	20,931.51	0.00	20,931.51
Dallas	Preston Hollow	117,999.96	103,000.00	91,499.98	10,000.00	101,499.98
Dallas	St. Andrew's	3,200.00	0.00	1,066.68	2,132.80	3,199.48
Dallas	St. Luke	100.00	0.00	0.00	0.00	0.00
Dallas	St. Mark	5,664.00	0.00	4,500.00	900.00	5,400.00
Dallas	United African	10,625.00	8,000.00	2,125.00	0.00	2,125.00
Dallas	Westminster	8,071.25	0.00	29,211.00	4,211.55	33,422.55
Denison	First	3,200.00	3,000.00	1,500.00	750.00	2,250.00
Denison	Hyde Park	500.00	0.00	750.00	0.00	750.00
Denton	First	725.99	938.00	546.18	203.71	749.89
Denton	St. Andrew	34,170.00	25,000.00	25,000.00	5,000.00	30,000.00
Denton	Trinity	34,419.00	0.00	33,758.00	0.00	33,758.00
Deport	First	0.00	0.00	0.00	0.00	0.00
DeSoto	DeSoto	600.00	600.00	450.00	150.00	600.00
Duncanville	First	1,000.00	1,000.00	1,000.00	0.00	1,000.00



<b>Shared Mission Support (as of 12/31/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 January to October Receipts</b>	<b>2020 November to December Receipts</b>	<b>2020 Total Receipts</b>
Ennis	First	1,000.00	0.00	1,000.00	0.00	1,000.00
Fairfield	Fairfield-Harmony	0.00	0.00	0.00	0.00	0.00
Ferris	First	100.00	0.00	0.00	0.00	0.00
Farmers Branch	Faith United	21,000.00	10,000.00	7,500.00	0.00	7,500.00
Flower Mound	Flower Mound	0.00	0.00	500.00	500.00	1,000.00
Flower Mound	Trinity	21,600.00	21,600.00	16,200.00	5,400.00	21,600.00
Forney	First	8,000.00	8,000.00	8,000.00	0.00	8,000.00
Fort Worth	First	175,000.00	175,000.00	157,500.00	17,500.00	175,000.00
Fort Worth	Gethsemane	1,650.00	0.00	1,310.00	200.00	1,510.00
Fort Worth	Ridglea	10,000.00	10,000.00	5,000.00	2,500.00	7,500.00
Fort Worth	St. Peter	600.00	600.00	600.00	0.00	600.00
Fort Worth	St. Stephen	15,500.00	0.00	0.00	0.00	0.00
Fort Worth	Westminster	13,999.92	14,000.00	11,000.03	3,500.01	14,500.04
Fort Worth	Westside	0.00	0.00	0.00	0.00	0.00
Frisco	Faithbridge	3,000.00	0.00	2,250.00	0.00	2,250.00
Gainesville	First	6,000.00	0.00	5,000.00	1,000.00	6,000.00
Garland	First	18,333.37	20,000.00	16,666.30	5,000.33	21,666.63
Granbury	First	28,800.00	28,800.00	24,000.00	4,800.00	28,800.00
Grand Prairie	First	4,000.00	0.00	4,000.00	0.00	4,000.00
Grand Prairie	Immanuel	0.00	0.00	0.00	0.00	0.00
Grand Prairie	West Fork	1,200.00	0.00	150.00	0.00	150.00
Grapevine	First	26,206.25	26,900.00	20,175.51	6,724.41	26,899.92
Greenville	United	0.00	500.00	700.00	0.00	700.00
Haltom City	Browning Heights	1,200.00	0.00	900.00	300.00	1,200.00
Hamilton	First	5,000.00	5,000.00	3,750.00	1,250.00	5,000.00
Henderson	First	4,800.00	4,800.00	3,600.00	1,200.00	4,800.00
Hillsboro	First	600.00	0.00	500.00	175.00	675.00
Honey Grove	Main Street	500.00	0.00	0.00	500.00	500.00
Hooks	First	600.00	0.00	450.00	150.00	600.00
Hurst	St Philip	9,000.00	9,000.00	6,750.00	2,250.00	9,000.00
Irving	Hackberry Creek	17,999.95	0.00	13,500.00	3,000.00	16,500.00
Irving	Woodhaven	20,550.96	21,547.00	14,069.06	8,977.94	23,047.00
Itasca	First	0.00	0.00	0.00	0.00	0.00
Joshua	Union Hill	0.00	0.00	3,000.00	0.00	3,000.00
Kaufman	First	240.00	0.00	0.00	0.00	0.00
Kerens	Kerens	500.00	500.00	0.00	0.00	0.00
Kilgore	First	10,000.00	11,000.00	7,700.00	3,300.00	11,000.00

<b>Shared Mission Support (as of 12/31/20)</b>	<b>Church</b>	<b>2019 Total</b>	<b>2020 Pledge</b>	<b>2020 January to October Receipts</b>	<b>2020 November to December Receipts</b>	<b>2020 Total Receipts</b>
Lancaster	First	0.00	0.00	0.00	0.00	0.00
Lewisville	First	0.00	0.00	0.00	0.00	0.00
Lindale	Bethesda	0.00	0.00	0.00	0.00	0.00
Longview	Alpine	4,250.00	0.00	0.00	0.00	0.00
Longview	Centre	999.96	0.00	500.00	100.00	600.00
Longview	First	6,999.96	7,000.00	5,833.30	1,166.66	6,999.96
Longview	St Andrew	5,545.00	0.00	2,500.00	0.00	2,500.00
Lott	First	0.00	0.00	0.00	0.00	0.00
Mabank	First	1,200.00	0.00	0.00	0.00	0.00
Mansfield	Trinity	800.00	800.00	0.00	800.00	800.00
McKinney	First	0.00	0.00	0.00	0.00	0.00
McKinney	Trinity	13,096.15	0.00	11,505.00	2,250.00	13,755.00
Mesquite	First	3,060.00	0.00	2,535.00	510.00	3,045.00
Midlothian	First	2,000.00	0.00	0.00	1,400.00	1,400.00
Milford	Milford	1,000.00	0.00	0.00	1,000.00	1,000.00
Mineral Wells	First	1,200.00	1,200.00	900.00	0.00	900.00
Mount Pleasant	First	0.00	0.00	0.00	0.00	0.00
North Richland Hills	St Paul	2,825.00	3,000.00	0.00	0.00	0.00
Palestine	First	2,249.74	2,000.00	1,500.03	500.01	2,000.04
Paris	Central	530.00	530.00	530.00	0.00	530.00
Paris	First	0.00	0.00	0.00	0.00	0.00
Parker	Corinth	0.00	0.00	0.00	0.00	0.00
Pittsburg	First	500.00	0.00	0.00	500.00	500.00
Plano	First	2,000.00	0.00	1,500.00	500.00	2,000.00
Plano	Grace	20,713.00	0.00	18,490.00	3,698.00	22,188.00
Plano	Taiwanese NCD	0.00	0.00	0.00	0.00	0.00
Plano	West Plano	5,400.00	6,000.00	4,500.00	1,500.00	6,000.00
Prosper	Prosper	0.00	0.00	0.00	0.00	0.00
Richardson	Canyon Creek	20,004.00	20,500.00	17,083.30	3,416.70	20,500.00
Richardson	First	36,500.04	36,500.00	27,375.03	9,125.01	36,500.04
Richardson	St. Barnabas	36,000.00	36,000.00	27,000.00	9,000.00	36,000.00
Rockdale	First	0.00	0.00	0.00	0.00	0.00
Rockwall	First	15,999.98	18,000.00	15,000.00	3,000.00	18,000.00
Rusk	First	500.00	0.00	500.00	0.00	500.00
Salado	Salado	3,100.00	3,000.00	3,000.00	0.00	3,000.00
Sherman	Covenant	6,999.96	0.00	5,833.30	1,166.66	6,999.96
Sherman	Grand Avenue	5,000.04	5,000.00	4,166.70	833.34	5,000.04

Shared Mission Support (as of 12/31/20)	Church	2019 Total	2020 Pledge	2020 January to October Receipts	2020 November to December Receipts	2020 Total Receipts
Southlake	Trinity	37,711.92	0.00	33,363.30	6,672.70	40,036.00
Stephenville	First	2,000.00	0.00	1,500.00	500.00	2,000.00
Sulphur Springs	First	800.00	0.00	0.00	0.00	0.00
Temple	Grace	16,400.00	0.00	12,725.00	2,575.00	15,300.00
Terrell	First	1,992.00	0.00	1,660.00	332.00	1,992.00
Texarkana	Northwood	1,035.00	0.00	301.00	0.00	301.00
Timpson	Tennessee	0.00	0.00	400.00	0.00	400.00
Troup	First	0.00	0.00	0.00	0.00	0.00
Tyler	First	25,000.00	0.00	12,500.00	2,500.00	15,000.00
Tyler	Highland	0.00	0.00	0.00	0.00	0.00
Waco	Central	7,359.96	7,360.00	5,519.97	1,226.66	6,746.63
Waco	First	33,000.00	0.00	17,513.33	0.00	17,513.33
Waxahachie	Central	6,000.00	3,000.00	1,500.00	0.00	1,500.00
Weatherford	Grace First	12,000.00	12,000.00	11,000.00	2,000.00	13,000.00
Whitesboro	First	2,000.00	0.00	126.00	0.00	126.00
Whitewright	First	378.00	0.00	126.00	126.00	252.00
Winnsboro	First	1,271.00	1,145.00	126.00	1,145.00	1,271.00
	Pastors & Elders	8,140.30	0.00	4,550.00	1,450.00	6,000.00
	Presbyterian Women	450.00	0.00	250.00	50.00	300.00
	<b>Total</b>	<b>1,263,505.61</b>	<b>717,720.00</b>	<b>939,944.09</b>	<b>229,476.29</b>	<b>1,169,420.38</b>

## Investment Report

January 1, 2020 – December 31, 2020

Account Number	Grace Presbytery Investments Report	Beginning Market Value	Net Contributions	Total Income	Distributions	Net Cash Flow	Change in Unrealized Gain/Loss	Realized Gain/Loss	Net Change	Ending Market Value
50974	William B. Robinson Legacy Fund	759,001.70		14,843.21	(14,677.60)		46,445.87			805,613.18
50976	Candidates Committee Scholarship Fund	184,828.49		6,142.95			19,014.22			209,985.66
50979	Presbytery Mission Budget Fund	8,223,048.83	14,651,468.54	533,181.92	(1,123,467.45)		3,028,021.06	42,223.43		25,354,476.34
50984	H.L. Morrison Foundation Fund	375,217.87		7,256.20			22,221.20			404,695.27
50985	Jubilee Loan Fund Closed 7.1.20	772,343.55		13,588.70	(757,065.70)		(217,346.45)	188,479.90		
50990	Stella Hovey Fund	39,259.29		1,399.64	(1,929.39)		4,191.93	144.00		43,065.47
52099	Oak Hill Presbyterian Church, Fort Worth Fund	25,725.51		624.72			1,836.79			28,187.02
52205	Walkup-Bird Church of South India Legacy Fund	34,195.48		870.12			2,581.19			37,646.79
53351	R.L. Donald, Jr. Endowment Fund	1,057,341.41		37,780.67	(37,359.16)		118,219.51			1,175,982.42
53352	R.L. Donald, Jr. Endowment Fund	786,047.33		28,086.86	(27,773.48)		87,886.59			874,247.30
53387	Tom Currie Candidates Racial/Ethnic Scholarship Fund	40,352.22		1,267.73			3,954.16			45,574.11
53579	Ethnic/Multicultural Ministry Church Development Fund	145,576.73		5,190.01	(7,152.15)		15,504.61	573.69		159,692.89
53831	Operating Reserve Closed 7.1.20	1,478,649.46		26,451.38	(1,448,115.77)		(344,104.81)	287,119.74		
54458	Contingency Fund Closed 7.1.20	783,096.35		2,478.66	(785,575.01)					
54459	Proceeds Sale of Property & Other Closed 7.1.20	4,433,283.72		19,876.80	(4,525,233.04)		(625,027.24)	697,099.76		
54652	PCUSA International Mission Coworker Fund	2,052,979.32		75,271.83			241,887.25			2,370,138.41
54653	Young Adult Volunteer Scholarship Fund	1,775,578.14		65,101.02			209,203.14			2,049,882.30
54654	Grace Center for Leadership Fund	1,075,426.02		39,430.15			126,709.44			1,241,565.61
54655	Mission Study Fund	182,743.93		633.62						183,377.55
54656	Small Church Mission Specialist Fund	307,774.69		942.06	(110,800.00)					197,916.75
54657	East Texas Hispanic Mission Probe Fund	746,295.94		13,610.87			38,589.10			798,495.91
54658	Bethany Presbyterian Church Dallas Fund Closed 7.1.20	1,912,083.10	.01	27,996.75	(1,884,481.52)		(123,778.05)	68,179.71		
54659	First Presbyterian Church, Palestine Fund	148,607.26		515.28						149,122.54
54865	Loan Guarantee Fund Closed 7.1.20	5,777,587.84		101,328.98	(5,663,895.66)		(508,945.55)	293,924.39		
54898	John Knox Assistance Fund Closed 7.1.20	29,402.51		500.68	(28,851.36)		(2,355.12)	1,303.29		
55075	Ridglea Presbyterian Church Fund Closed 1.1.20	150,760.60		78.44	(150,839.04)					
55219	Karl Travis Scholarship for Excellence in Ministry Fund	86,479.34	3,000.00	3,251.25			10,887.79			103,618.38
		<b>33,383,686.63</b>	<b>14,654,468.55</b>	<b>1,027,700.50</b>	<b>(16,567,216.33)</b>	<b>(885,047.28)</b>	<b>2,155,596.63</b>	<b>1,579,047.91</b>	<b>3,734,644.54</b>	<b>36,233,283.90</b>

## Investment Report

January 1, 2021 – January 13, 2021

Account Number	Grace Presbytery Investments Report	Beginning Market Value	Net Contributions	Total Income	Distributions	Net Cash Flow	Change in Unrealized Gain/Loss	Realized Gain/Loss	Net Change	Ending Market Value
50974	William B. Robinson Legacy Fund	805,613.18			(3,709.91)					801,903.27
50976	Candidates Committee Scholarship Fund	209,985.66								209,985.66
50979	Presbytery Mission Budget Fund	25,354,476.34			(85,403.40)					25,269,072.94
50984	H.L. Morrison Foundation Fund	404,695.27								404,695.27
50990	Stella Hovey Fund	43,065.47			(161.34)					42,904.13
52099	Oak Hill Presbyterian Church, Fort Worth Fund	28,187.02								28,187.02
52205	Walkup-Bird Church of South India Legacy Fund	37,646.79								37,646.79
53351	R.L. Donald, Jr. Endowment Fund	1,175,982.42			(9,442.90)					1,166,539.52
53352	R.L. Donald, Jr. Endowment Fund	874,247.30			(7,020.03)					867,227.27
53387	Tom Currie Candidates Racial/Ethnic Scholarship Fund	45,574.11								45,574.11
53579	Ethnic/Multicultural Ministry Church Development Fund	159,692.89			(598.12)		(64.26)	64.26		159,094.77
54652	PCUSA International Mission Coworker Fund	2,370,138.41			(66,000.00)		(10,608.79)	10,608.79		2,304,138.41
54653	Young Adult Volunteer Scholarship Fund	2,049,882.30			(2,049,882.30)		(467,434.01)	467,434.01		0.00
54654	Grace Center for Leadership Fund	1,241,565.61			(1,241,565.61)		(280,460.41)	280,460.41		0.00
54655	Mission Study Fund	183,377.55					-			183,377.55
54656	Small Church Mission Specialist Fund	197,916.75			(27,700.00)		-			170,216.75
54657	East Texas Hispanic Mission Probe Fund	798,495.91			(798,495.91)		(93,486.80)	93,486.80		0.00
54659	First Presbyterian Church, Palestine Fund	149,122.54								149,122.54
55219	Karl Travis Scholarship for Excellence in Ministry Fund	103,618.38								103,618.38
55600	Mission Outreach Fund		4,089,943.82							4,089,943.82
	<b>Total</b>	<b>36,233,283.90</b>	<b>4,089,943.82</b>	<b>0.00</b>	<b>(4,289,979.52)</b>	<b>(200,035.70)</b>	<b>(852,054.27)</b>	<b>852,054.27</b>	<b>0.00</b>	<b>36,033,248.20</b>

### **Invested Reserves of Grace Presbytery Annotated List**

Prepared by Stated Clerk Gerry Tyer

January 1, 2021

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

#### **Candidates Committee Scholarship Fund (50976)**

Purpose: to provide scholarships for candidates under care of Grace Presbytery.

History: This fund was established in 1987 by Grace Presbytery with an initial balance of \$46,143.37 by the consolidation of the following funds:

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

Church of Fort Worth. The initial value of the estate is a permanent endowment with income used to support candidates for church vocations from Grace Presbytery.

Source of Funding: The consolidated funds, growth from investment, and contributions from individuals on occasions such as ordination services.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Committee on Preparation for Ministry.

Donor Restricted Fund: The initial gifts of \$100,000 from the *Billington Memorial Fund* and the initial gift of \$28,064.99 from the *Blanch Gooch Carter Fund* are permanently restricted as a corpus and the accumulated appreciation may be used only for the designated purposes.

### **Ethnic/Multicultural Ministry Church Development Fund (53579)**

Purpose: to assist the development of ethnic and multicultural ministries in Grace Presbytery.

History: This fund was established in 2020 by Grace Presbytery with an initial grant of \$93,000.

Source of Funding: The initial grant and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery.

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

### **H.L. Morrison Foundation Fund (50984)**

Purpose: to provide income for mission functions in Grace Presbytery's annual mission budget.

History: This fund originated with a 1926 gift given by John E. Morrison of Graham, Texas to the H.L. Morrison Foundation. The Foundation was created as a trust instrument, and the Foundation's beneficiary was Fort Worth Presbytery. Income from the funds of the Foundation was designated to support "Home Mission activities," meaning mission activities within Fort Worth Presbytery. In 1974, it was agreed that each of the two successor bodies (Palo Duro Presbytery and the presbytery which later became Grace Presbytery) would retain one-half of the assets. Grace Presbytery's share was \$82,701.46. When the Presbyterian Mission Center was purchased, the Morrison fund provided \$107,000.

Source of Funding: The initial gift and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Donor Restricted Fund: The initial gift is permanently restricted as a corpus and the accumulated appreciation may be used only for the designated purposes.

### **Karl Travis Scholarship for Excellence in Ministry and Preaching Fund (55219)**

Purpose: to provide scholarships to seminarians who show promise for congregational ministry with excellence in preaching.

History: This fund was established with an initial grant of \$15,000 by Grace Presbytery in 2019 in honor of Rev. Karl Travis, pastor of First Presbyterian Church of Fort Worth.

Source of Funding: The initial grant, growth from investment, and contributions from First Presbyterian Church of Fort Worth, other churches, and individuals.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery. The corpus and accumulated appreciation are available to be fully spent for the designated purpose.

### **Mission Outreach Fund (55600)**

Purpose: to provide grants to meet mission and outreach purposes as proposed by congregations or other Presbyterian-related mission entities.

History: This fund was established in 2020 by Grace Presbytery by the consolidation of the following funds:

- a) *Grace Center for Leadership Fund (54654)* was created in 2015 by the presbytery with \$750,000 designated for leadership development events. This was a presbytery-designated purpose and may be changed in the future. The initial grant was from the settlement of the lawsuit with Highland Park Presbyterian Church of Dallas when the church left the denomination.
- b) *East Texas Hispanic Mission Probe Fund (54657)* was created in 2015 by the presbytery with \$625,000 designated for a Hispanic mission probe in East Texas. The initial grant and any accumulated appreciation are available to be fully spent. The initial grant was from the settlement of the lawsuit with Highland Park Presbyterian Church of Dallas when the church left the denomination.
- c) *Young Adult Volunteer Scholarship Fund (54653)* was created in 2015 by the presbytery with \$1,250,000 designated to pay the expenses for Young Adult Volunteer Scholarships to bring YAVs to Grace Presbytery and to send young adults of Grace Presbytery to engage in mission elsewhere. This was a presbytery-designated purpose and may be changed by the presbytery in the future. The initial grant was from the settlement of the lawsuit with Highland Park Presbyterian Church of Dallas when the church left the denomination.

Source of Funding: The consolidated funds and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Congregational Support Committee.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery.

**Mission Study Fund** (54655)

Purpose: to partially underwrite the costs and scholarships for mission study trips.

History: This fund was created in 2015 with an initial grant of \$175,000 by Grace Presbytery. The initial grant and any accumulated appreciation are available to be fully spent. The initial grant was from the settlement of the lawsuit with Highland Park Presbyterian Church of Dallas when the church left the denomination.

Source of Funding: The initial grant and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery.

**Oak Hill Presbyterian Church, Fort Worth Fund** (52099)

Purpose: to fund Youth Connection events sponsored by Grace Presbytery.

History: The initial grant came from Grace Presbytery after the sale in 2003 of the Oak Hill Presbyterian Church of Fort Worth building when the congregation was dissolved.

Source of Funding: The initial grant and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery.

**PCUSA International Mission Coworker Fund** (54652)

Purpose: to fund half of the expenses of two Presbyterian Church (U.S.A.) international mission coworker positions.

History: The fund was created in 2015 by an initial grant of \$1,600,000 from Grace Presbytery. The initial grant was from the settlement of the lawsuit with Highland Park Presbyterian Church of Dallas when the church left the denomination.

Source of Funding: The initial grant and growth from investment.



Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery.

**Presbytery Mission Budget Fund (50979)**

Purpose: to receive all undesignated gifts to the presbytery, proceeds of the sale of property (including property of dissolved congregations), lease income, etc. in order to provide income for Grace Presbytery's annual mission budget and other mission purposes.

History: This fund was established by Grace Presbytery in 2020 by the consolidation of the following funds:

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



gift in 1978 from Thomas D. and Rubye Murphy and Louis and Lois Rochester, owners of Texaco gas stations in West Texas. Louis Rochester was a Texas Presbyterian Foundation trustee from 1962-1981. Records have no information why Grace Presbytery received the gift and do not indicate donor restrictions. In 1983 it was jointly owned by Grace Presbytery and Palo Duro Presbytery. In 2000 the balance was divided and equally deposited into separate accounts for each presbytery.

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

Source of Funding: The consolidated funds, growth from investment, and all undesignated gifts to the presbytery, proceeds of the sale of property (including property of dissolved congregations), lease income, etc.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery.

### **R. L. Donald, Jr. Endowment Fund** (53351)

Purpose: to provide income for general operation expenses of Grace Presbytery in the annual mission budget.

History: This fund was established in 2008 upon the death of Neva Donald, R. L. Donald's widow, with an initial gift of \$624,326.64 representing 40% of the assets of the R. L. Donald Charitable Remainder Unitrust.

Source of Funding: The initial gift and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Donor Restricted Fund: The initial gift is permanently restricted as a corpus and the accumulated appreciation may be used only for the designated purpose.

**R. L. Donald, Jr. Endowment Fund** (53352)

Purpose: to provide income for church development or redevelopment in the presbytery.

History: This fund was established in 2008 upon the death of Neva Donald, R.L. Donald's widow, with an initial gift of \$468,244.98 representing 30% of the assets of the R.L. Donald Charitable Remainder Unitrust.

Source of Funding: The initial gift and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Donor Restricted Fund: The initial gift is permanently restricted as a corpus and the accumulated appreciation may be used only for the designated purpose.

**Small Church Mission Specialist Fund** (54656)

Purpose: to fund a small church mission specialist or consultant employed by Grace Presbytery for congregations with fewer than one hundred members.

History: This fund was created by an initial grant of \$375,000 in 2015 by Grace Presbytery. The initial grant was from the settlement of the lawsuit with Highland Park Presbyterian Church of Dallas when the church left the denomination.

Source of Funding: The initial grant and growth from investments.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery. The initial grant and any accumulated appreciation are available to be fully spent.

**Stella Hovey Fund** (50990)

Purpose: to support opportunities and experiences for youth between the ages of 15 and 23.

History: The fund was established in 1991 by an anonymous donor with a gift of \$19,851.26.

Source of Funding: The initial gift and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Donor Restricted Fund: The initial gift is permanently restricted as a corpus and the accumulated appreciation may be used only for the designated purpose.

**Tom Currie Committee on Preparation for Ministry Racial/Ethnic Scholarship Fund** (53387)

Purpose: to provide scholarships for racial/ethnic candidates under care of Grace Presbytery.

History: The fund was created by Grace Presbytery with an initial grant of \$13,500 and gifts from individuals in 2008 and 2009 in honor of Rev. Tom Currie who served for many years on the Committee on Preparation for Ministry of Grace Presbytery.

Source of Funding: The initial grant and growth from investment.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Preparation for Ministry Committee.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery. The corpus and accumulated appreciation is not restricted and may be fully spent for the designated purpose.

**Walkup-Bird Church of South India Legacy Fund** (52205)

Purpose: to help fund Church of South India mission trips for Julie and Adrian Walkup-Bird.

History: This fund was established by a grant from Grace Presbytery in 2004.

Source of Funding: The initial grant and growth from investments.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Board Designated Fund: The purpose of this fund may be changed by Grace Presbytery.

**William B. Robinson Legacy Fund** (50974)

Purpose: to provide income for the general operation expenses of Grace Presbytery in the annual mission budget.

History: This fund was established in 1965 with a gift of \$244,756 from the estate of William B. Robinson of Palestine, Texas. In 2006, \$263,700 was used from this fund for part of Grace Presbytery's one-third share in the purchase of the Presbyterian Mission Center in Irving. (The other shares are owned one-third each by Texas Presbyterian Foundation and the Synod of the Sun.)

Source of Funding: The initial gift and growth from investments.

Expenditure Authorization: Authorization to make expenditures from this fund is assigned to the Presbytery Council.

Donor Restricted Fund: The initial gift of \$244,756 is permanently restricted as a corpus and the accumulated appreciation may be used only for the designated purpose.

### **Motions from the Board of Trustees**

#### ***1. Grace Presbytery Council approved the following Policy on Church Properties in Need of Significant Repair. [1/27/21]***

Introduction: Grace Presbytery recognizes the financial challenges of many congregations to maintain called, installed leadership as well as maintain their physical properties. While this particular policy does not address this trend, it does provide a consistency for presbytery and congregational collaboration in order to maintain the physical structure for each congregation which is nothing short of the local manifestation of the Body of Christ. We recognize that any church building is one way that its congregation is cued toward resilience and openness to God's possibilities. Deferred maintenance, in very real ways, can defer the spirit of congregants as well. Therefore, we encourage each committee of Grace Presbytery and each congregation of Grace Presbytery to work this policy for the strength of Christ's commonwealth as we share in the challenges of ministry.

This policy addresses properties and buildings used for worship and other buildings held or titled to congregations of Grace Presbytery in need of significant repair. This policy applies to any properties adjacent to or included with the current worship and/or ministry location of the congregation. The policy also includes any properties that may or may not be geographically adjacent or nearby the ministry facility, for example, manses, storage or out-buildings, rental properties, estate properties, etc.

Property in "Need of Significant Repair" is generally defined as a condition that is in need of immediate repair, such as but not limited to leaking roof, inoperable heating or cooling system, defective plumbing or leaks, faulty electrical wiring, mold or other unhealthy conditions, foundation settling, broken windows, unsafe sidewalks or playgrounds etc. or conditions which present a threat of harm or danger to persons who enter the property or to an adjacent property owner, including congregation members, visitors, neighbors, building tenants or outside groups that may use a building or property for any purpose. Need of Significant Repair can occur for many reasons, including but not limited to neglect, failure to repair, faulty construction, weather or natural disaster damage, or decay/dilapidation of a structure.

The Book of Order provides that the property of the Presbyterian Church (USA), of its councils and entities, and of its congregations, is a tool for the accomplishment of the mission of Jesus Christ in the world. G-4.0201. All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (USA), 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 (USA). G-4.0203.

Section G 3-0109b of the Book of Order provides for the appointment of administrative commissions which “are designated to consider and conclude matters not involving ecclesiastical judicial process, except that in the discharge of their assigned responsibilities they may discover and report to the designating council matters that may require judicial action by the council.” Functions that may be entrusted to administrative commissions include, but are not limited to visiting particular councils, congregations, or agencies over which they have immediate jurisdiction reported to be affected with disorder and inquiring into and settling the difficulties therein. Property that is in need of significant repair is not a tool for the accomplishment of the mission of Jesus Christ. *A congregation holding property has the duty to 1) keep its property in good repair, 2) repair any dangerous conditions, and 3) ensure that the property is safe and secure for its intended purpose. Congregations of Grace Presbytery have both a legal and a moral obligation to protect its members, visitors, and neighbors.*

If any property used or held by a congregation of Grace Presbytery is in Need of Significant Repair, and the congregation is unwilling or unable to make the needed repairs, the following procedures will apply:

- A. The Committee on Ministry of Grace Presbytery will appoint a ministry team to meet with the session of the church to assess the condition of the property, assess needed repairs, and research possible funding sources for repairs, including capital campaigns, operating budget, and loans from local lenders or the Presbyterian Loan and Investment Program. Any loans must comply with the Book of Order and Grace Presbytery’s Policy on Property Encumbrances and Mortgages. The ministry team will provide a report to the Committee on Ministry outlining the actions for repair, timelines, and funding. The ministry team will consult with the Board of Trustees regarding matters for legal or liability consideration.
  - B. In the event the ministry team and session are unable to provide for needed repairs or cannot agree what constitutes sufficient repairs, the Council of Grace Presbytery, in consultation with the Committee on Ministry and the Board of Trustees, will appoint an Administrative Commission to determine what further actions should be taken with respect to the congregation and the property, including removing or replacing the session of a congregation, or acting itself as the session thereof; selling the property and making arrangements to transfer the congregation to another property or congregation in Grace Presbytery, or dissolving the congregation and selling or otherwise disposing of the property. Any decision so to act shall be made only after consideration of the general pastoral policy of Grace Presbytery.
2. ***Presbytery Council approved the following amendments to the Policy on Churches Desiring to Sell Property to Relocate to Another Site.*** (New text is in ***bold italic font***. Deleted text is in ~~strike through font~~.) [1/27/21]

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 (USA), whether legal*

*title is lodged in a Corporation, a trustee or trustees, or an unincorporated association, and whether the property 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-4.0206: *“Selling or Encumbering Congregational Property. A congregation shall not sell, mortgage, or otherwise encumber any of its real property and it shall not acquire real property subject to an encumbrance or condition without the written permission of the presbytery transmitted through the session of the congregation.”*

***A congregation may desire to move to another location due to a number of circumstances, including but not limited to the following: a need for a different size property or building; a desire to be in a different geographic location; or significant property or building problems due to fire, natural disaster, or significant deterioration. The “Policy on Church Properties in Need of Significant Repair” should first be consulted, and its implementation should precede this policy when applicable. Further, a desire to sell an existing property may also come as an unsolicited real estate offer.***

Any congregation of ~~Grace Presbytery~~, which desires to sell its existing church property for the purpose of relocating to a new site, will be expected to abide by the following procedures:

1. Prior to the session’s action to call a congregational meeting, a Ministry Team will be appointed by the Moderator of the Presbytery Council ***or an Administrative Commission will be elected by the Presbytery Council*** consisting of ~~one~~ members of ~~the~~ Committee on Ministry, ***and/or one*** members of the Board of Trustees, ***and/or members of the Presbytery Council, and/or other members of Grace Presbytery. The team will include the Director of Property Management or other appropriate staff member(s). one person*** at large to consult with the Session about property issues, and presbytery staff.
2. The purpose of the Ministry Team (***or Administrative Commission***) is to discuss with the session the advisability of such an action and the issues that are pressing the congregation to consider such a move. It is understood that Grace Presbytery, in the establishment of a particular congregation, did so with an understanding of mission and ministry in a particular geographical area and interest in sustaining Presbyterian presence wherever possible.
3. Once the financial and other significant information is available the Session may vote to call a congregational meeting for the purpose of voting to sell the property. If the vote to sell does not receive an affirmative vote by at least two-thirds of the members voting, the motion to sell will ~~not be approved by~~ ***reported to*** Grace Presbytery. Should the congregational vote meet the two-thirds affirmative vote required, the Session or appointees will work with ~~Board of Trustees~~ the ***Ministry Team (or Administrative Commission)*** in assessing value, marketing and assuring that the sale is completed within the laws of the state and policies of Grace Presbytery. ***The terms of the sale of the property must be approved by the Board of Trustees, in accordance with the Standing Rules of Grace Presbytery which authorize the Board of Trustees to approve “requests***



*from congregations concerning selling, purchasing, mortgaging, encumbering or leasing property.”*

4. The money from the proceeds of the sale will be invested in Texas Presbyterian Foundation under the name of the church and Grace Presbytery. Disbursement of the funds will require the approval of the session and Grace Presbytery ~~through the Board of Trustees~~ *upon recommendation from the Ministry Team (or Administrative Commission).*
5. *The Ministry Team (or Administrative Commission) will work with the Session and congregation to assess options for a new worship and ministry location, and the new location must be approved by the Presbytery Council upon recommendation of the Ministry Team (or Administrative Commission) and the Committee on Ministry. If necessary due to timing of real estate transactions, the Ministry Team (or Administrative Commission) is granted the authority to approve a temporary location for worship while additional assessment is conducted as described in the steps below. Further the Ministry Team (or Administrative Commission) is granted the authority to approve disbursement of reasonable and necessary funds from the proceeds of the sale to offset incidental costs of moving, storage, utility deposits, rental insurance, and other monies needed during the real estate transaction or property transitions.*
6. The Session will prepare a Ministry and Mission Plan in consultation with the Ministry Team *(or Administrative Commission)*. The Ministry Team *(or Administrative Commission)* will report to the Presbytery Council for its action and proposal to Grace Presbytery concerning the allocation of the funds and approval of the Mission and Ministry Plan.
7. The Mission and Ministry Plan will contain the following:
  - a. A complete history of the church including any current grants, loans, or outstanding indebtedness from any entity. (History may reflect previous grants, loans, or indebtedness.)
  - b. A list of current programs and ministries of the church. Also included should be a complete membership roll and a roster of the session and their terms of service. Include copies of the last year of session minutes.
  - c. A list of current staff positions and salaries.
  - d. The past three years of financial statements and current bank statements for all accounts.
  - e. A financial analysis of the property being considered for rent or purchase, including building cost, maintenance, and renovation. This should include the anticipated staffing design and salaries, and a copy of the proposed operating budget including sources of projected income.
  - f. A plan for training disciples and preparing them for a new ministry and evangelism/membership growth.
  - g. A plan for conducting particular ministry in the new location and not just programmatic ideas. This would include a clear understanding of who the new neighbors will be and what their needs and hopes would be. Mission Insite, available

through Grace Presbytery, ~~may be helpful~~ **must be utilized** in assessing demographic possibilities.

- h. A pastoral profile of the skills, gifts, and experience that will be needed to move the church forward in the new context. Carefully measure the profile with existing pastoral leadership and staff to determine if the staff possesses those gifts and if not how to augment or provide the support required to help the leadership be effective in its ministry.

3. ***Grace Presbytery Council received and approved the following report of the actions and information from the Board of Trustees as delegated in Grace Presbytery's Bylaws and Manual of Administrative Operations: [1/27/21]***

- A. Approved the agenda for the January 25, 2021 Board of Trustees meeting. [1/25/21]
- B. Approved the minutes of the September 28, 2020 Board of Trustees meeting. A copy is available upon request. [1/25/21]
- C. Received introductions from the members of the Board of Trustees. [1/25/21]
- D. Elected **Rev. Greg Garis** (Hurst, St. Philip) as President of the Board of Trustees, **Rev. Gerry Tyer** (H.R.) as Secretary of the Board of Trustees, and **Trey Angel** (Dallas, NorthPark) as Treasurer of the Board of Trustees. Note: An opportunity for nominations from the floor was afforded prior to the election. [1/25/21]
- E. Received the Consolidated Report of Assets for Grace Presbytery invested with Texas Presbyterian Foundation as of December 31, 2020 from **John Furlow** (Executive Vice President and Chief Operating Officer of Texas Presbyterian Foundation). The report included all activities in the Invested Reserves for January 1, 2020 through December 31, 2020 and the Invested Reserves for January 1, 2021 through January 13, 2021. A copy is available upon request. [1/25/21]
- F. Received an annotated list of the Invested Reserves of Grace Presbytery from Stated Clerk **Gerry Tyer**. A copy is available upon request. [1/25/21]
- G. Received a report from **Trey Angel** (Presbytery Treasurer) and **Vicki Roberts** (Director of Finances) including the following unaudited financial reports. A copy is available upon request. [1/25/21]
  - a) Balance Sheet as of December 31, 2020
  - b) Income and expense Statement as of December 31, 2020
  - c) Shared Mission Support Report as of December 31, 2020
- H. Appointed the following task force to review with Texas Presbyterian Foundation the asset allocations for the presbytery investment funds: Presbytery Treasurer **Trey Angel** (Convenor), **Rev. Stuart Baskin**, **Rev. Leslie King**, Director of Finances **Vicki Roberts**. [1/25/21]



- I. Received the Property Report from **Ruling Elder Karen Ebling** Director of Property Management. A copy is available upon request. [1/25/21]
- J. Approved two public easements granted to the City of Dallas by St. Mark Presbyterian Church, 9999 Ferguson Road, Dallas, Texas: (1) 285 square feet for storm water drainage improvements; (2) 339 square feet for public trafficway expansion in an alleyway. [1/25/21]

Background: Both easements will accommodate access to a parcel of land owned by a real estate developer adjacent to and on the back side of the church property. The church sold this property to the developer in a transaction previously approved by the Board of Trustees/Administrative Commission on Property. All documents are on file at the presbytery office, including easement surveys provided by the City of Dallas. [1/25/21]

#### Information from the Board of Trustees

- A. Attendance at the January 25, 2021 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery's Manual of Administrative Operations: Class of 2021: **Elder Ernie Higginbotham** (Dallas, First), **Ruling Elder Patty Dickerson** (Waxahachie, Central), **Ruling Elder Jefferson Howeth** (Dallas, NorthPark), **Rev. Denise Odom** (Dallas, Presbyterian Village North); Class of 2022: **Rev. David Ivie** (Forney, First), **Rev. Leslie King** (Waco, First); Class of 2023: **Rev. Stuart Baskin** (Tyler, First), **Rev. Woody Brown** (McKinney, Trinity), **Rev. Greg Garis** (Hurst, St. Philip), **Rev. Ashley Hood** (Grapevine, First), **Ruling Elder Sara Jo Mueller** (Plano, West Plano); Ex-Officio with vote: **Rev. John Williams** (Presbytery Council Moderator), **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees); Ex-Officio without vote: **Rev. Steve Shive** (Interim General Presbyter), **Trey Angel** (Presbytery Treasurer); Staff: **Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management). Excused: Class of 2021 **Ruling Elder Michael Malone** (Dallas, NorthPark), **Ruling Elder Frank Stevenson** (Dallas, Northridge), Class of 2022: **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail); Absent: Class of 2021: **Ruling Elder Matthew Malavanti** (Waco, First). [1/25/21]
- B. Prayers: The January 25, 2021 meeting was opened with prayer by **Rev. Greg Garis** and closed with prayer by **Rev. David Ivie**. [1/25/21]

#### Motions from the Nominating Committee

1. *Grace Presbytery Council elected the following individuals to the positions as listed.* [1/27/21]

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

### Abbreviations:

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

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
<b>Board of Trustees</b>						
2022	RE	Kevin Green	Dallas, Preston Hollow	M	W	N
<b>Budget and Finance</b>						
2023	RE	Kevin Cushman	Temple, Grace	M	W	S
<b>Church Development Committee</b>						
2021	TE	Angie Mabry	Plano, First	F	W	N
<b>Committee on Ministry</b>						
2023	RE	Dan Phillips	Kilgore, First	M	W	E
2023	RE	Laura Mahon	Bedford, Emmanuel	F	W	W
<b>Young Adult Ministry Committee</b>						
2023	RE	Erica Dallas	Dallas, Bentwood Trail	F	W	N
2023	RE	Ryan Seekins	Garland, First	F	W	N
<b>Synod Commissioner</b>						
2023	TE	William Benner	Temple, Grace	M	W	S

### **Motions from the Stated Clerk**

- 1. Grace Presbytery Council approved the minutes of the November 18, 2020 and November 23, 2020 special meetings of the Presbytery Council. [1/27/21]*
- 2. Grace Presbytery Council received the following Roll of ministers of Word and Sacrament as of December 31, 2020. [1/27/21]*

Roll of Ministers of Word and Sacrament as of December 31, 2020	Effective Date	Expiration Date for Temporary Positions	Date of Presbytery COM (M) or CPM (P)	Action	Position	Church or Validated Ministry	Notes
Abaraoaha, Princeton	2020-07-21	7-21-21	2020-09-15M	Renewed	Stated Supply 108	Midlothian, First	
Adkins, Julie	2020-01-01	12-31-20	2020-01-21M	Renewed	Stated Supply 108	Milford, Milford	
Alatorre, Daniel	2019-12-19						Honorably Retired 299
Allard, Clayton F.	2003-03-15				Pastor 101	Dallas, Oak Cliff	
Allen, Thomas G.	2015-01-01						Honorably Retired 299
Altfather, Kenneth D.	2010-03-08						Honorably Retired 299
Anderson-Little, Daniel R.	2020-05-01	5-1-21	2020-04-08	Approved	Interim Pastor 105	Garland, First	
Are, Sarah R.	2018-07-01				Associate Pastor 103	Dallas, Preston Hollow	
Arreche, Whitney Wilkinson	2020-01-01	12-31-20	2020-07-21M	Approved			Member at Large 797
Babb, Fred H.	1999-12-31						Honorably Retired 299
Bailey, Gaither	2020-01-01	12-31-20	2020-02-18M	Renewed	Stated Supply 108	Palestine, First	Honorably Retired 299

<b>Roll of Ministers of Word and Sacrament as of December 31, 2020</b>	<b>Effective Date</b>	<b>Expiration Date for Temporary Positions</b>	<b>Date of Presbytery COM (M) or CPM (P)</b>	<b>Action</b>	<b>Position</b>	<b>Church or Validated Ministry</b>	<b>Notes</b>
Bailey, Mona A.	2005-02-01						Honorably Retired 299
Bailey, Warner M.	2019-01-01	12-31-19	2019-05-21M	Renewed	Parish Associate	Fort Worth, St. Stephen	Honorably Retired 299
Balmer, Thom D.	2020-01-21	12-31-20	2020-08-18M	Renewed			Member at Large 797
Baskin, Stuart G.	2006-07-01				Pastor 101	Tyler, First	
Batchelder, David B.	2003-01-15				Pastor 101	Plano, West Plano	
Bates, Nicole D.	2020-08-02		2020-07-21M	Approved	Pastor 101	Dallas, NorthPark	
Baughman, Thomas J.	2014-12-31						Honorably Retired 299
Baum, Mary Lydia	2005-08-29				Associate Pastor 103	McKinney, Trinity	
Beaugh, Michael B.	2011-12-01						Honorably Retired 299
Bell, Gerald L.	1997-02-28						Honorably Retired 299
Beltzer, Pat R.	2019-07-01	6-30-20	2019-06-18M	Renewed	Parish Associate	Richardson, Canyon Creek	Honorably Retired 299
Benner, A. William	2007-02-01						Honorably Retired 299
Bethel, Lander L.	2014-01-01 1994-08-15				Pastor 101 Pastor 101	Denison, First Sherman, Grand Avenue	
Beverley, James A.	1994-12-31						Honorably Retired 299
Bigler, Robert L.	1993-06-01						Honorably Retired 299
Bitter, Paul K.	2013-02-25						Honorably Retired 299
Blacklock, John W.	2015-12-31						Honorably Retired 299
Blackman, Gordon	2014-10-26				Pastor 101	Longview, Alpine	
Blatnik, Darla J.	2012-12-01						Honorably Retired 299
Blewitt, John G.	2020-02-01	1-31-21	2020-01-21M	Renewed	Interim Pastor 105	Ennis, First	Honorably Retired 299
Bluestein, Jennifer	2020-12-31		2020-12-15M	Moved			Member at Large 797
Bourne, Cheryl A.	2013-02-01				Pastor 101	Texarkana, Northwood	
Boyanton, Janet S.	2020-03-08	3-7-21	2020-02-18M	Renewed	Stated Supply 108	DeSoto, DeSoto	
Brainerd, Mark S.	2018-01-26				Associate Pastor 103	Dallas, Preston Hollow	
Brantley, Harold Clayton	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
Braskamp, Caroline G.	2020-01-01	12-31-20	2020-07-21M	Approved	Parish Associate	Dallas, Preston Hollow	Member at Large 797
Brooks, Frank A.	1993-06-01						Honorably Retired 299
Brooks, Richard L.	2008-08-10				Pastor 101	Dallas, St. Mark	
Brown, Norwood V. (Woody)	2019-07-01				Pastor 101	McKinney, Trinity	
Brown, Sally H.	2010-06-01				Assoc. Pastor Emerita 109	Dallas, NorthPark	Honorably Retired 299
Brown, Thomas F.	2004-09-01						Honorably Retired 299
Brumbelow, Janne S.	2011-04-01						Honorably Retired 299
Bruner, Charles A.	2017-06-30	6-30-18	2017-06-20M	Moved			Member at Large 797
Bryant, Sharon L.	2020-11-30	11-30-21	2020-12-15M	Moved			Member at Large 797
Buchanan, Bruce A.	2017-12-31						Honorably Retired 299
Bucher, Henry H.	2004-07-31						Honorably Retired 299
Bullock, Robert H.	2003-12-31						Honorably Retired 299
Burns, Paul M.	2020-01-01	12-31-20	2020-07-12M	Renewed			Member at Large 797
Buzbee, Glenn F.	2019-03-01						Honorably Retired 299
Callender, Elizabeth J.	2019-01-15		2018-12-01	Approved	Mid Council Staff 305	Grace Presbytery	
Calvert, Matthew G.	2020-01-01 2020-01-01	12-31-20 12-31-20	2020-07-21M 2019-12-17M	Renewed Renewed	Chaplain 701 Parish Associate	Dallas, TX Health Presbyterian Hospital Plano, West Plano	Validated Ministry
Cameron, Anne M.	2016-05-26						Honorably Retired 299
Campbell, Christopher L.	2020-12-31		2020-12-15M	Approved	Pastor 101	Arlington, First	
Carson, Christopher B.	2010-07-01				Pastor 101	Frisco, Faithbridge	
Cherryholmes, Eleanor C.	2000-03-15						Honorably Retired 299
Church, Brenda	2020-01-01				Associate Pastor 103	Granbury, First	
Clawson, John Jacob (Jake)	2017-08-01				Pastor 101	Flower Mound, Trinity	
Collier, Kathy S.	2015-01-31						Honorably Retired 299
Collier, Todd A.	2016-01-01	12-31-17	2016-04-19M	Renewed			Member at Large 797
Coney, C. Randolph	1993-08-01						Honorably Retired 299
Conley, John T.	2012-09-01						Honorably Retired 299
Conner, Alissa D.	2014-06-09				Associate Pastor 103	Hurst, St. Philip	
Cook, Jamye Jeanette	2020-01-01	12-31-20	2020-07-21M	Renewed	Chaplain 701	Dallas, Faith Presbyterian Hospice	Validated Ministry
Criley, Judith A.	2020-01-01	12-31-20	2020-07-21M	Renewed	Chaplain 701	Dallas, Parkland Hospital	Validated Ministry
Criley, Robert S.	1993-06-14				Pastor 101	Grapevine, First	
Crownover, Richard M.	2014-01-01	12-31-14	2014-05-31	Renewed			Member at Large 797
Culp, Richard B.	2016-10-02				Pastor 101	Denton, St. Andrew	
Curry, Matthew A.	2020-01-31	12-31-20	2020-02-18M	Moved			Member at Large 797
Darrow, David	2010-10-01				Pastor 101	Paris, Central	
Davenport, Tracey K.	2020-09-08		2020-07-21M	Approved	Pastor 101	Plano, Grace Presbyterian Church	
DeVries, Janet M.	2019-09-29						Honorably Retired 299
Diaz, Frank	1999-01-01						Honorably Retired 299
Dinsdale, Lynda	2018-08-15						Honorably Retired 299
Disasa, Amos J.	2019-03-01				Pastor (101)	Dallas, First	
Dittman, Ellen P.	2019-01-01				Associate Pastor (103)	Richardson, Canyon Creek	
Dodson, Edward A.	1998-01-31						Honorably Retired 299
Doughton, E. Jones	2018-01-01				Pastor 101	Mesquite, First	
Drake, Nancy S.	2011-02-01						Honorably Retired 299

<b>Roll of Ministers of Word and Sacrament as of December 31, 2020</b>	<b>Effective Date</b>	<b>Expiration Date for Temporary Positions</b>	<b>Date of Presbytery COM (M) or CPM (P)</b>	<b>Action</b>	<b>Position</b>	<b>Church or Validated Ministry</b>	<b>Notes</b>
Duff, Nancy	2020-12-31						Honorably Retired 299
Dunklau, Paul R.	2020-12-31						Honorably Retired 299
Edah, Julius	2004-10-01				Pastor 101	Dallas, United African	
Edwards, William L.	2017-11-16						Honorably Retired 299
Ehman, Frank C.	2015-10-01				Pastor Emeritus 109	Flower Mound, Trinity	Honorably Retired 299
Ellis, Cara L.	2019-09-01	8-31-20	2019-11-19M	Renewed	Stated Supply 108	Plano, Grace	
Ellor, James W.	2020-01-01	12-31-20	2020-07-21M	Renewed	Professor 644	Waco, Baylor University	Validated Ministry
	2020-01-01	12-31-20	2020-12-15M	Renewed	Parish Associate	Waco, First	
Engelhard, John C.	2017-02-28						Honorably Retired 299
Evans, John R.	2008-06-30						Honorably Retired 299
Farquhar, D. Alan	2000-06-30				Pastor Emeritus 109	Arlington, Westminster	Honorably Retired 299
Felter, Patricia E.	2018-04-01						Honorably Retired 299
Fenn, Wendy H.	2019-09-11	9-1-20	2019-11-19M	Approved	Interim Assoc. Pastor 105	Dallas, Northridge	Honorably Retired 299
Fitzgibbon, Laura R.	2020-08-01	7-31-21	2020-07-21M	Approved	Interim Pastor 105	Carrollton, Nor'Kirk	
Fletcher, J. David	2012-05-01						Honorably Retired 299
Galligan, Linda S.	2018-11-13						Honorably Retired 299
Galligan, Timothy J.	2012-02-19				Pastor 101	Southlake, Trinity	
Garis, Greg A.	2011-03-07				Pastor 101	Hurst, St Philip	
Gause, Edith A.	2007-07-01						Honorably Retired 299
George, Bruce R.	1998-01-01						Honorably Retired 299
Getty, Robert L.	2016-03-31						Honorably Retired 299
Gibbons, Thomas C.	2017-08-31						Honorably Retired 299
Gibson, Gregory C.	2009-10-01						Honorably Retired 299
Goff, Michele	2019-01-06				Pastor 101	Henderson, First	
González, Jesús Juan (Jesse)	2019-11-01				Pastor 101	Fort Worth, Gethsemane	
Gooch, James B.	2012-08-01				Pastor Emeritus 109	Fairfield, Fairfield-Harmony	Honorably Retired 299
Gould, William M.	1995-04-01						Honorably Retired 299
Gouwens, David J.	2015-05-31						Honorably Retired 299
Gowan, Daniel R.	2020-01-01	12-31-20	2020-07-21M	Renewed	Pastoral Counselor 791	Plano, Benchmark Counseling	Validated Ministry
Graham, Ralph M.	2015-02-17	2-16-16	2015-04-21M	Approved	Parish Associate	McKinney, Trinity	Honorably Retired 299
Gray, Owen	2019-08-01				Associate Pastor 103	Richardson, St. Barnabas	
Green, Roger O.	1998-04-15						Honorably Retired 299
Grogan, Donald E.	1998-07-01						Honorably Retired 299
Hall, Mary Stewart	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
	2020-04-15	4-15-21	2020-07-21M	Renewed	Parrish Associate	Dallas, First	
Hamilton, Frank M.	2017-07-01						Honorably Retired 299
Hanson, Robert S.	1998-01-01						Honorably Retired 299
Hardie, Judith M.	2018-10-14				Pastor 101	Waco, Central	
Hare, John S.	2018-12-31						Honorably Retired 299
Harwerth, Roger A.	2020-07-30		2020-05-17M	Approved	Pastor 101	Fort Worth, Ridglea	
Haswell, Henry M.	2006-08-31						Honorably Retired 299
Hawthorne, James R.	2013-12-31						Honorably Retired 299
Heppenstall, Robert B.	2020-04-01						Honorably Retired 299
Hernandez, Alice P.	2020-01-01	12-31-20	2020-07-21M	Approved	Manager of Spiritual Care and Education 701	Dallas, Parkland Health and Hospital System	Validated Ministry
Hertenstein, Virginia L.	2010-01-01				Pastor 101	Duncanville, First	
Heslip, Douglas T.	2007-11-30						Honorably Retired 299
Hitchens, Lawrence R.	2011-07-01						Honorably Retired 299
Hogg, Donald R.	1997-08-01				Pastor 101	Fort Worth, Westminster	
Hollas, Deanna M.	2020-01-01	12-31-20	2020-07-12M	Renewed	Ministry Coordinator 703	Presbyterian Peace Fellowship	Validated Ministry
Hollifield, Deborah	2019-12-17		2019-12-17M	Received		Southern Kansas Presbytery	Honorably Retired 299
Holloman, Ronnie G.	2017-12-31						Honorably Retired 299
Holloman, Sherry K.	2009-07-01				Pastor 101	Dallas, Eastminster	
Holmes, Lewis E.	2013-03-01						Honorably Retired 299
Holmes, Ronald D.	2020-09-01	8-31-21	2020-11-17M	Renewed	Interim Pastor 105	Corsicana, Westminster	
Hom, Richard	2017-02-28						Honorably Retired 299
Hood, Ashley A.	2012-01-03				Associate Pastor 103	Grapevine, First	
Hosey, H. P.	1997-08-03						Honorably Retired 299
Hughes, Beverly J.	2013-08-31						Honorably Retired 299
Huneycutt, Norman N.	1992-09-01						Honorably Retired 299
Hunihan, Glen J.	2016-07-31						Honorably Retired 299
Hunt, George (Hank) W.	2007-09-01						Honorably Retired 299
Hunter, Angus N.	2017-11-08						Honorably Retired 299
Hunter, Craig L.	2007-03-12				Pastor 101	Denton, Trinity	
Ihne, Janet L.	2020-01-01	12-31-20	2020-07-21M	Renewed	Chaplain 701	Lewisville, Heart to Heart Hospice	Validated Ministry
Ivie, David A.	2017-02-01				Pastor 101	Forney, First	
Jamshaid, Oliver	2019-01-10	12-31-19	2019-07-16M	Renewed			Member at Large 797
	2018-01-01	12-31-18	2018-02-20M	Approved	Parish Associate	Garland, First	
Jenkins, David R.	2017-02-28						Honorably Retired 299
Johnson, Jimmie D.	2012-05-31						Honorably Retired 299
Johnson, Sarah A.	2013-07-29				Associate Pastor 103	Dallas, Preston Hollow	

<b>Roll of Ministers of Word and Sacrament as of December 31, 2020</b>	<b>Effective Date</b>	<b>Expiration Date for Temporary Positions</b>	<b>Date of Presbytery COM (M) or CPM (P)</b>	<b>Action</b>	<b>Position</b>	<b>Church or Validated Ministry</b>	<b>Notes</b>
Johnston, R. Mike	2020-01-01 2020-07-21	12-31-20 6-30-21	2020-07-21M 2020-06-16M	Renewed Renewed	Chaplain 701 Stated Supply 108	Fort Worth, Baylor All Saints Hospital Mansfield, Trinity	Validated Ministry
Jonas, Russell C.	2019-04-01						Honorably Retired 299
Jones, Dana Steven	2018-01-01	12-31-18	2018-04-17M	Renewed			Member at Large 797
Jones, Mari Lyn	2020-05-01	4-30-21	2020-05-19M	Approved	Interim Pastor 105	Waxahachie, Central	
Jordan, Elizabeth L.	2018-10-09		2018-10-16M	Received		Western Colorado Presbytery	Honorably Retired 299
Kasonga, Kasonga wa	2020-01-01	12-31-20	2020-08-18M	Renewed			Member at Large 797
Kelemen, Zoltan S.	2020-02-01	1-31-20	2020-02-18M	Approved	Stated Supply 108	Mabank, First	
Kim, Dai Kyum	2014-10-01						Honorably Retired 299
Kimbrough, William R.	1991-06-30						Honorably Retired 299
Kinard, Anne K.	2019-01-01	12-31-19	2019-07-16M	Renewed			Member at Large 797
King, Leslie M.	2012-03-01				Pastor 101	Waco, First	
Kolakowski, Wendy	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
Kremzar, Lucia M.	2020-12-31		2020-12-15M	Moved			Member at Large 797
Krueger, Craig C.	2019-01-15		2018-12-01	Approved	Mid Council Staff 305	Grace Presbytery	
Lam, Robert G.	2010-02-01						Honorably Retired 299
Lamb, Thomas A.	2012-02-01				Pastor 101	Temple, Grace	
Land, Kendal A.	2014-07-20				Pastor 101	Longview, First	
Landes, Elizabeth B.	2015-07-11				Associate Pastor 103	Aledo, Faith	
Leach, Pamela N.	2020-01-01	12-31-20	2020-08-18M	Renewed	Stated Supply 108	Tyler, First	
Lee, Christopher M.	2018-06-01				Associate Pastor 103	Richardson, Canyon Creek	
Lee, Oliver T.	2013-02-28						Honorably Retired 299
Lee, Seong Soo	2020-09-27						Honorably Retired 299
Lee, Yun Gil	2008-01-01						Honorably Retired 299
Lee-Cornell, Alexander K.	2020-07-31	7-31-21	2020-09-15M	Renewed	Interim Pastor 105	Dallas, Westminster	
Lee-Cornell, Kathy	2017-06-11				Associate Pastor 103	Dallas, Preston Hollow	
Leischner, Robert W.	2008-06-30				Pastor 101	Dallas, St. Andrew's	
Leslie, Scott A.	2020-01-01	12-31-20	2020-03-24M	Renewed	Stated Supply 108	Blue Ridge, Crossroads	
Lewis, Donald G.	2017-01-01	12-31-17	2017-02-14M	Renewed			Member at Large 797
Light-Wells, Jessie	2020-06-15	6-15-21	2020-07-21M	Approved	Organizing Pastor 301	Dallas, UKirk SMU	
Lockhart, Elizabeth H.	2019-05-21	5-21-20	2019-05-21M	Moved			Member at Large 797
Lockhart, William H.	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
Loden, Thomas B.	1998-06-12						Honorably Retired 299
Logan, Cynthia W.	2015-11-30						Honorably Retired 299
Lyman, Mary Alice	2016-02-28						Honorably Retired 299
Mabry, Angie	2020-03-30	12-31-20	2020-06-16M	Renewed	Interim Pastor 105	Plano, First	
Mack, David	2000-07-31						Honorably Retired 299
Mackey, Scott R.	2005-01-01				Pastor 101	Tyler, Highland	
Matthews, Terri A.	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
Matthews, Thomas F.	2002-07-31						Honorably Retired 299
Matthews, Trish	2020-01-01	12-31-20	2020-07-12M	Renewed	Chaplain 701	Denton, TX Health Presbyterian Hosp.	Validated Ministry
Maze, Andrew T. (Terry)	2020-01-01	12-31-20	2020-07-21M	Renewed	Chaplain 701	Dallas, Kindred Healthcare	Validated Ministry
McCall, James L.	2004-12-31						Honorably Retired 299
McCoy, Patrick E.	2019-07-15						Honorably Retired 299
McDermott, Richard S.	2020-12-31						Honorably Retired 299
McFarlin, Richard G.	2008-12-31						Honorably Retired 299
McGee, Emily Kathryn	2014-12-30				Pastor 101	Arlington, Westminster	
McLachlan, Alexander (Sandy)	2014-09-01						Honorably Retired 299
McLean, Brendan	2020-10-20		2020-10-20M	Approved	Pastoral Resident 108	Fort Worth, First	
Meissner, Harry C.	2020-01-01	4-30-20	2020-01-21M	Approved	Interim Pastor 105	Longview, St. Andrew	Honorably Retired 299
Meredith, Marwood B.	2020-01-01	5-31-21	2020-01-21M	Renewed	Designated Pastor 191	Athens, First	
Mertz, Ashley Drake	2018-04-01				Pastor 101	Weatherford, First	
Michalove, Robilyn B.	2004-09-22				Associate Pastor 103	Fort Worth, First	
Middents, Gerald J.	2000-08-25						Honorably Retired 299
Mikow, John W.	2009-04-01						Honorably Retired 299
Miller, Shelby S.	2003-02-06						Honorably Retired 299
Mitchell, Carolyn H.	2020-01-01	12-31-20	2020-07-21M	Renewed	Chaplain 701	Dallas, Presbyterian Village North	Validated Ministry
Moessner, David P.	2019-01-01	12-31-19	2019-07-16M	Renewed	Professor 644	Ft. Worth, Texas Christian University	Validated Ministry
Moody, Warren L.	1997-11-11						Honorably Retired 299
Moore, Amy W.	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
Morphew, Trudy R.	2012-09-30						Honorably Retired 299
Norris, Linda A.	2020-12-01	12-1-21	2020-12-15M	Approved	Stated Supply 108	Hamilton, First	Honorably Retired 299
Nourse, Richard C.	2009-09-30						Honorably Retired 299
Nunnally, Eddie A.	2020-01-01	12-31-20	2020-01-21M	Renewed	Stated Supply 108	Mineral Wells, First	Honorably Retired 299
O'Neal, David R.	2020-07-01	6-27-21	2020-09-15M	Renewed	Stated Supply 108	Rusk, First	
Odom, Andrew S.	2011-12-06				Pastor 101	Richardson, Canyon Creek	
Odum, M. Denise	2020-01-01	12-31-20	2020-07-21M	Renewed	Chaplain 701	Dallas, Presbyterian Village North	Validated Ministry
Osinach, Carolyn A.	2020-01-01	12-31-20	2020-01-21M	Renewed	Stated Supply 108	Grand Prairie, First	
Otters, Rosalie V.	2013-09-01						Honorably Retired 299
Paniagua, Pepa J.	2020-01-01	12-31-20	2020-09-15M	Approved	Organizing Pastor 301	McKinney, Kin*dom Community	(New Worshipping Comm)



Roll of Ministers of Word and Sacrament as of December 31, 2020	Effective Date	Expiration Date for Temporary Positions	Date of Presbytery COM (M) or CPM (P)	Action	Position	Church or Validated Ministry	Notes
	2018-04-01	3-31-18	2018-06-19M	Approved	Parish Associate	Dallas, St Andrews	
Parker, Joseph H.	2017-12-31						Honorably Retired 299
Parr, William J.	2020-06-01						Honorably Retired 299
Patterson, Dale W.	2019-03-03						Honorably Retired 299
Patterson, Lisa B.	2011-12-05				Associate Pastor 103	Denton, St Andrew	
Pennington, Terra	2019-06-18	6-18-20	2019-06-18M	Approved	Parish Associate	Longview, First	Member at Large 797
Perkins, Lisa Juica	2016-12-11	12-31-20	2019-07-16M	Approved	Pastor 101	Sherman, Covenant	
Peterson, Eric A.	2020-06-01				Associate Pastor 103	Temple, Grace	
Phillips, Carol S.	2013-03-01						Honorably Retired 299
Phillips, Robert L.	2012-02-11						Honorably Retired 299
Pickell, Stuart C.	2020-12-15	12-15-21	2020-12-15M	Renewed			Member at Large 797
Plunkett, Stephen W.	2017-10-01				Pastor Emeritus 109	Denton, St. Andrew	Honorably Retired 299
Porter, Thomas C.	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
Poteet, Robert M.	2018-11-01	10-31-19	2019-01-22M	Renewed	Parish Associate	Dallas, Preston Hollow	Honorably Retired 299
Powers, Richard C.	1987-07-09						Honorably Retired 299
Prentiss, Thomas G.	2020-01-01	12-31-20	2020-02-18M	Renewed	Stated Supply 108	Fairfield, Fairfield Harmony	
Presley, Chad E.	2014-11-01				Pastor 101	Fort Worth, Westside	
Quillin, Roger T.	2009-11-15				Pastor Emeritus 109	Dallas, Northridge	Honorably Retired 299
Quiroz, Horacio Gutierrez	2018-01-31						Honorably Retired 299
Ramsawh, James C.	2013-02-25						Honorably Retired 299
Ramsay, Nancy J.	2019-07-01						Honorably Retired 299
Rasco, Krista Pearilee Welch	2020-12-31	12-31-21	2020-12-15M	Moved			Member at Large 797
Reece, Lisa	2017-10-01				Pastor	Bonham, First	
Reeves, Robert D.	2007-09-01						Honorably Retired 299
Rehrig, Stephen W.	2020-01-01	12-31-20	2020-02-18M	Renewed	Temporary Supply	Hillsboro, First	Honorably Retired 299
Reinartz, James P.	2018-12-31						Honorably Retired 299
Richey, Murray E.	2020-01-01	7-1-20	2020-01-21M	Renewed	Stated Supply 108	Haltom City, Browning Heights	Honorably Retired 299
Rigler, Katherine J.	2018-01-01				Pastor 101	Richardson, St. Barnabas	
Rigoulot, Kenneth	2020-12-31	12-31-21	2020-12-15M	Moved			Member at Large 797
Riley, Julie U.	2020-01-01	12-31-20	2020-07-21M	Renewed			Member at Large 797
Ritchie, Kenneth A.	2018-09-01				Pastor 101	Farmers Branch, Faith United	
Ritsch, Frederick F.	2004-07-12				Pastor 101	Fort Worth, St. Stephen	
Robertson, Jack C.	1998-09-11						Honorably Retired 299
Robson, Rosy	2018-08-05				Associate Pastor 103	Richardson, First	
Roper, John A.	2019-07-01	6-30-20	2019-09-17M	Renewed	Parish Associate	Dallas, Preston Hollow	Honorably Retired 299
Rosenfeld, Richard H.	2013-09-13						Honorably Retired 299
Rounseville, Margaret A. (Peggy)	2008-04-01				Pastor Emerita 109	Winnsboro, First	Honorably Retired 299
Ruffin, Joe D.	1993-10-31						Honorably Retired 299
Ruffner, Matthew	2015-07-01				Pastor 101	Dallas, Preston Hollow	
Rutledge, Michael L.	2019-01-01	12-31-19	2019-02-19M	Approved	Stated Supply 108	McKinney, First	Honorably Retired 299
Saavedra, Meghan B.	2020-01-01	12-31-20	2020-07-21M	Renewed	Coord. for Young Adults in Global Mission 565	Mexico (for the Evangelical Lutheran Church in America)	Validated Ministry
Salfen, Ronald P.	2015-02-28						Honorably Retired 299
Sanders, Craig A.	2010-03-15				Pastor 101	Arlington, Grace	
Sanders, James D.	1994-01-02						Honorably Retired 299
Schaefer, M. David	2012-05-21				Pastor 101	Richardson, First	
Schneider, Charles G.	2020-12-31	12-31-21	2020-12-15M	Moved			Member at Large 797
Schneider, David A.	2020-03-01	12-31-20	2020-03-24M	Renewed	Stated Supply 108	Joshua, Union Hill	Honorably Retired 299
Schofield, Clinton A.	2004-06-07				Pastor 101	Clifton, First	
Schrader, Carl G.	2020-01-01	12-31-20	2020-03-24M	Renewed	Stated Supply 108	Crowley, First	Honorably Retired 299
Schwarz, Karl E.	2020-06-22	6-20-21	2020-06-16M	Renewed	Interim Pastor 105	Dallas, Bentwood Trail	
Scroggs, Marilee M.	2010-07-10						Honorably Retired 299
Seager, Gary L.	2013-07-01						Honorably Retired 299
Seamans, Sandra L.	2016-05-31						Honorably Retired 299
Selby, Richard W.	2016-07-31						Honorably Retired 299
Shelton, Frances T.	2020-11-01	11-1-21	2020-12-15M	Renewed	Parish Associate	Dallas, First	Honorably Retired 299
Sheppard-Mahaffey, Kenneth	2018-01-01	12-31-18	2018-05-15M	Renewed			Member at Large 797
Shroyer, James R.	2015-09-30						Honorably Retired 299
Sicks, Rebecca Chancellor	2018-02-24				Associate Pastor 103	Dallas, First	
Slyter, David A.	2009-11-16				Associate Pastor 103	Weatherford, Grace First	
Smith, David C.	2018-02-01	1-1-19	2018-05-15M	Approved	Stated Supply 108	Troup, First	Honorably Retired 299
Smith, Lillian B.	2020-01-01	12-31-20	2020-07-21M	Renewed	Adjunct Faculty 644	Dallas, Perkins School of Theology	Validated Ministry
Smith, Mark A.	2020-07-21						Honorably Retired 299
Sodoy, Calixto C.	2001-12-31						Honorably Retired 299
Soga, Satoe	2019-01-01	12-31-19	2019-04-16M	Renewed	Chaplain 701	Dallas, Baylor Health Care Systems	Validated Ministry
Solomon, Lynette D.	2020-01-01	12-31-20	2020-08-18M	Approved			Member at Large 797
Somervill, Charles E.	2019-01-01	12-31-19	2019-06-18M	Renewed	Stated Supply 108	Stephenville, First	Honorably Retired 299
Son, Sungho Daniel	2006-07-01				Organizing Pastor 301	Farmers Branch, Good Shepherd NCD	
Spangler, Debra Diane	2020-10-16	10-15-21	2020-11-17M	Renewed	Stated Supply 108	Denton, First	

Roll of Ministers of Word and Sacrament as of December 31, 2020	Effective Date	Expiration Date for Temporary Positions	Date of Presbytery COM (M) or CPM (P)	Action	Position	Church or Validated Ministry	Notes
Sparks, David L.	2019-11-15						Honorably Retired 299
Speck, Phyllis D.	2017-02-28						Honorably Retired 299
Spencer, Lawrence D.	2009-03-31						Honorably Retired 299
Stafford, Harold J.	2009-01-01						Honorably Retired 299
Staples, Kelly	2019-03-18				Associate Pastor 103	Flower Mound, Trinity	
Steinbrook, William M.	2016-07-31						Honorably Retired 299
Stevenson-Moessner, Jeanne S.	2020-01-01	12-31-20	2020-07-21M	Renewed	Prof. of Pastoral Care 644	Dallas, Southern Methodist University	Validated Ministry
Stewart, Joshua Jon	2005-10-03				Associate Pastor 103	Fort Worth, First	
Stolk, Douglas A.	2018-06-01	6-1-19	2018-08-21M	Approved	Stated Supply 108	Corinth, Parker	
Stoll, Peggy L.	2019-10-24						Honorably Retired 299
Strodel, Sherwood	2004-06-30						Honorably Retired 299
Swalve, Robert E.	2009-01-01						Honorably Retired 299
Swetenburg, Elizabeth L.	2020-07-20		2020-06-16M	Approved	Pastor 101	Northridge, Dallas	
Taylor, Cheryl A.	2009-09-28				Pastor 101	Rockwall, First	
Tays, Herbert C.	1995-02-08						Honorably Retired 299
Thomas, David A.	1999-09-01						Honorably Retired 299
Thomas, Lawrence A.	2010-02-28						Honorably Retired 299
Thompson, Carl V.	2021-01-01	12-31-21	2020-11-17M	Renewed	Stated Supply 108	Salado, Salado Presbyterian	
Thompson, Michael L.	2017-06-30						Honorably Retired 299
Thompson, Paul M.	2019-06-01	12-31-19	2019-06-18M	Renewed	Stated Supply 108	Grand Prairie, West Fork	Honorably Retired 299
Thomson, John W.	1993-07-01						Honorably Retired 299
Tickner, Thomas A.	2017-07-01						Honorably Retired 299
Tiegreen, Nancy F.	2002-05-31						Honorably Retired 299
Tolson, John F.	2016-04-30						Honorably Retired 299
Tony, Jonathan	2019-04-01				Pastor 101	Irving, Hackberry Creek	
Travis, Drew G.	2013-07-15				Pastor 101	Granbury, First	
Travis, Karl B.	2019-01-03		2019-01-22M	Moved			Member at Large 797
Trussell, R. Miranda	2019-01-01	12-31-19	2019-07-16M	Renewed			Member at Large 797
Tulley, Thomas E.	2008-02-05						Honorably Retired 299
Tulloch, E. Fred	1992-08-19						Honorably Retired 299
Tyer, Gerald L.	2021-01-01	12-31-21	2021-01-27C	Reelected	Stated Clerk 303	Grace Presbytery	Honorably Retired 299
Tyler, Larry S.	2006-08-01	12-31-21	2020-12-15M	Renewed	Parish Associate	Dallas, First	
Valdez, Robin Lyn	2020-11-13		2020-12-15M	Moved			Honorably Retired 299
Vineyard, Kathy E.	2020-01-01	12-31-20	2020-02-18M	Approved	Stated Supply 108	Belton, First	Member at Large 797
Walker, Kyle M.	2020-07-12	12-31-20	2020-07-21M	Moved			Honorably Retired 299
Wardlaw, Theodore J.	2020-01-01	12-31-20	2020-07-21M	Renewed	President 642	Austin Presby. Theological Seminary	Member at Large 797
Waschevski, Michael A.	1999-07-21				Associate Pastor 103	Fort Worth, First	Validated Ministry
Watkins, Margaret M.	2020-07-21						
Watson, William A.	1999-09-01						Honorably Retired 299
Weaver, Rebecca H.	2012-06-30						Honorably Retired 299
Webb, Shane K.	2019-04-22				Pastor 101	Irving, Woodhaven	
Wedell, Marilyn B.	2017-02-28						Honorably Retired 299
Wells, Eddie L.	1998-04-01						Honorably Retired 299
Westerlage, L. Walker	2020-12-31						Honorably Retired 299
Whisler, Shane E.	2017-01-01	12-31-17	2017-06-20M	Renewed			Member at Large 797
Wilbanks, Thomas G.	2014-03-31						Honorably Retired 299
Wilkins, Ronald A.	1995-02-28						Honorably Retired 299
Williams, D. Marvin	2000-06-01						Honorably Retired 299
Williams, John D.	2018-01-01	12-31-18	2018-02-20M	Renewed	Chaplain 641	Sherman, Austin College	
	2021-01-01	12-31-21	2020-11-17M	Renewed	Parish Associate	Sherman, Covenant	Validated Ministry
Williams, Polly W.	2020-01-01	12-31-20	2020-03-24M	Renewed	Stated Supply 108	Ferris, First	
Willis, Lewis E.	2001-03-01						Honorably Retired 299
Wilman, David B.	2020-04-01	3-31-21	2020-11-17M	Renewed	Stated Supply 108	Rockdale, First	
Wilson, William J.B.	2018-06-01				Pastor 101	Kilgore, First	
Witherow, James B.	2019-12-31						Honorably Retired 299
Womack, Candice	2018-08-06				Pastor 101	Greenville, United	
Woodard, John M.	2007-07-16				Pastor 101	Longview, Centre	
Wraith, Lisa M.	2019-01-01	12-31-19	2019-10-15M	Moved			Member at Large 797
Wyatt, Lee A.	2017-10-01						Honorably Retired 299
Yeager-Chadwick, Kelly K.	2009-04-15				Pastor 101	Allen, First	
Young, Richard E.	2020-01-01	12-31-20	2020-07-21M	Renewed	President 791	Irving, Texas Presbyterian Foundation	Validated Ministry
Young, Robert M.	2007-07-01						Honorably Retired 299
Zeigler, John D.	2012-10-16						Honorably Retired 299
Total =							344

Temporary Teaching Elder Members (from other presbyteries or denominations currently serving congregations)							
Name	Effective Date	Expiration Date	Date of Presbytery COM (M)	Action	Position	Church	Notes
Davenport, Mark A.	2019-07-21	7-21-20	2019-07-16M	Approved	Interim Pastor 155	Mount Pleasant, First	Cumberland Presbyterian
Kennedy, Cindy	2018-02-12	2-11-19	2018-02-20M	Approved	Stated Supply 108	Whitesboro, First	United Methodist
Menke, Joshua	2020-04-20		2020-03-24M	Approved	Associate Pastor 153	Southlake, Trinity	ELCA
Rice, Perryyn	2014-05-31				Pastor 151	Dallas, Lake Highlands	Cumberland Presbyterian
Morgan, Michael D.	2020-10-28	10-28-21	2020-11-17M	Approved	Stated Supply 108	Hooks, First	Honorably Retired 299 Member of Pines Presbytery Laboring within the Bounds
Total =							5

**3. Grace Presbytery Council approved the following Roll of Churches as of December 31, 2020 and the number of ruling elder commissioners indicated in the following list was specified as commissioners to 2021 presbytery meetings in order to address the numerical parity of ministers of Word and Sacrament and ruling elders entitled to vote at presbytery meetings. [1/27/21]**

PIN	Roll of Churches as of 12/31/20 (Number of Ruling Elder Commissioners to Presbytery indicated in parentheses)	Members 12/31/19	Name	Position	Expiration Date for Temporary Positions
12180	Aledo, Faith PC of E Parker Co (2)	174	Gause, Edith Landes, Elizabeth B.	Moderator Associate Pastor 103	
10834	Allen, First (2)	49	Yeager-Chadwick, Kelly Kay	Pastor 101	
08733	Arlington, First (3)	627	Campbell, Christopher L.	Pastor 101	
10835	Arlington, Grace (3)	163	Sanders, Craig Alan	Pastor 101	
01775	Arlington, Westminster (2)	156	McGee, Emily Kathryn Farquhar, D. Alan	Pastor 101 Pastor Emeritus 109	
08659	Athens, First (3)	347	Meredith, Marwood B.	Designated Pastor 191	5-31-21
08762	Bedford, Emmanuel (2)	96	Vacant	Pastor 101	
09844	Belton, First (2)	75	Vineyard, Kathy	Stated Supply 108	12-31-20
04296	Blue Ridge, Crossroads (2)	71	Leslie, Scott A.	Stated Supply 108	12-31-20
10454	Bonham, First (2)	222	Reece, Lisa	Pastor 101	
09847	Bridgeport, First (1)	40	Ramsawh, James	Moderator	
08622	Buckholts, Sharp (1)	13	Thompson, Carl	Moderator	
09848	Cameron, First (2)	64	Schofield, Clinton A.	Moderator	
08667	Canton, First (1)	15	Smith, David C.	Moderator	
10386	Carrollton, The Nor'kirk (3)	208	Fitzgibbon, Laura R. Pratt, Nancy	Interim Pastor 105 Certified Associate Educator	7-31-21
08721	Carthage, St. Paul (1)	17	Adamson, Robert	Commissioned Pastor 107	1-3-21
08802	Clarksville, First (2)	40	Els, Jane (Ruling Elder)	Moderator	
08804	Clarksville, New Shamrock (1)	9	Baker-Burnett, Cindy	Moderator	12-31-19
08803	Clarksville, Pine Grove (1)	6	Holt, Billy Jack (Cumberland)	Stated Supply 108	4-12-16
10179	Cleburne, United (2)	208	Church, Brenda	Moderator	
09851	Clifton, First (2)	113	Schofield, Clinton A.	Pastor 101	
10458	Commerce, First (2)	63	Vacant	Pastor 101	
08848	Corsicana, Westminster (2)	97	Holmes, Ronald D.	Interim Pastor 105	8-31-21
08737	Crowley, First (1)	28	Schrader, Carl G.	Stated Supply 108	12-31-20
08670	Cumby, First (1)	14	Maples, Deidre	Commissioned Pastor 107	7-15-20
10461	Dallas, Bentwood Trail (2)	119	Schwarz, Karl E.	Interim Pastor 105	6-20-21
10817	Dallas, Eastminster (2)	178	Holloman, Sherry K.	Pastor 101	
10462	Dallas, El Divino Salvador (2)	77	Anderson-Little, Daniel R.	Moderator	



<b>PIN</b>	<b>Roll of Churches as of 12/31/20</b> (Number of Ruling Elder Commissioners to Presbytery indicated in parentheses)	<b>Members 12/31/19</b>	<b>Name</b>	<b>Position</b>	<b>Expiration Date for Temporary Positions</b>
10463	Dallas, First (5)	1,449	Disasa, Amos J. Sicks, Rebecca Chancellor Tyer, Gerald L. Hall, Mary Stewart Shelton, Frances T. Wilson, Miatta	Pastor 101 Associate Pastor 103 Parish Associate Parish Associate Parish Associate Certified Christian Educator	5-1-20 4-15-21 11-1-21
10464	Dallas, Glendale (2)	81	Jefferson, Derrick	Commissioned Pastor 107	12-31-20
11765	Dallas, Lake Highlands (2)	94	Rice, Perryn (Cumberland)	Pastor 151 (Temporary Member)	
08673	Dallas, NorthPark (3)	382	Bates, Nicole D. Vacant McCarron, Kathy Brown, Sally H.	Interim Pastor 105 Associate Pastor 103 Certified Christian Educator Associate Pastor Emerita 109	12-31-20
10467	Dallas, Northridge (3)	550	Swetenburg, Elizabeth L. Fenn, Wendy H. Quillin, Roger T	Pastor 101 Interim Associate Pastor 105 Pastor Emeritus 109	9-11-20
10468	Dallas, Oak Cliff (3)	233	Allard, Clayton F.	Pastor 101	
10470	Dallas, Preston Hollow (6)	2753	Ruffner, Matthew Brainerd, Mark S Johnson, Sarah Anne Lee-Cornell, Kathy Are, Sarah Poteet, Robert M. Roper, John A. Braskamp, Caroline G.	Pastor 101 Associate Pastor 103 Associate Pastor 103 Associate Pastor 103 Associate Pastor 103 Parish Associate Parish Associate Parish Associate	10-31-19 6-30-20 12-31-20
08677	Dallas, St. Andrew's (1)	58	Leischner, Robert W. Paniagua, Pepa J.	Pastor 101 Parish Associate	3-31-19
08676	Dallas, St. Luke (2)	18	Rounseville, Margaret Anne	Moderator	
10473	Dallas, St. Mark (2)	126	Brooks, Richard L.	Pastor 101	
11904	Dallas, United African (2)	138	Edah, Julius	Pastor 101	
10476	Dallas, Westminster (2)	165	Lee-Cornell, Alexander K.	Interim Pastor 105	7-31-21
10017	DeSoto, DeSoto (2)	52	Boyanton, Janet S.	Stated Supply 108	3-7-21
08807	Denison, First (2)	41	Bethel, Lander L.	Pastor 101	
10478	Denison, Hyde Park (1)	32	Bethel, Lander L.	Moderator	
10479	Denton, First (2)	55	Spangler, Debra D.	Stated Supply 108	10-15-21
08738	Denton, St. Andrew (3)	691	Culp, Richard B. Patterson, Lisa B. Plunkett, Stephen W. Cassell, Fred W (New Brunswick)	Pastor 101 Associate Pastor 103 Pastor Emeritus 109 Pastor Emeritus 109	
08760	Denton, Trinity (2)	171	Hunter, Craig L.	Pastor 101	
08808	Deport, First (1)	40	Els, Jane (Commissioned Pastor)	Moderator	
03252	Duncanville, First (2)	80	Hertenstein, Virginia L.	Pastor 101	
10481	Ennis, First (2)	76	Blewitt, John G.	Interim Pastor 105	1-31-21
10482	Fairfield, Fairfield-Harmony (2)	77	Prentiss, Thomas G. Gooch, James	Stated Supply 108 Pastor Emeritus 109	12-31-20
12377	Farmers Branch, Faith United (2)	120	Ritchie, Kenneth A.	Pastor 101	
11134	Farmers Branch, Iglesia Emmanuel Iglesia Presbiteriana Emmanuel (2)	41	Perez, Leocadio S.	Commissioned Pastor 107	12-31-19
08850	Ferris, First (1)	5	Williams, Polly	Stated Supply 108	12-31-20
08753	Flower Mound, Flower Mound (1)	40	Vacant		
11013	Flower Mound, Trinity (3)	452	Clawson, John Jacob Staples, Kelly Ehman, Frank C.	Pastor 101 Associate Pastor 103 Pastor Emeritus 109	
08680	Forney, First (2)	53	Ivie, David A.	Pastor 101	

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08739	Fort Worth, First (5)	1821	Vacant Waschevski, Michael A. Michalove, Robilyn B. Stewart, Joshua Jon Varnon, Eric McLean, Brendan	Pastor 101 Associate Pastor 103 (Moderator) Associate Pastor 103 Associate Pastor 103 Certified Christian Educator Pastoral Resident (108)	
09854	Fort Worth, Gethsemane (2) Iglesia Presbiteriana Getsemani	54	González, Jesús Juan (Jesse)	Pastor 101	
09857	Fort Worth, Ridglea (3)	346	Harwerth, Roger A.	Pastor 101	
09861	Fort Worth, St. Peter (1)	38	Kincade, Emerson (AME) Lockhart, Elizabeth H.	Temporary Supply 108 Moderator	12-31-20
09862	Fort Worth, St. Stephen (3)	473	Ritsch, Frederick F. Bailey, Warner M.	Pastor 101 Parish Associate	12-31-19
09863	Fort Worth, Westminster (3)	258	Hogg, Donald R.	Pastor 101	
09858	Fort Worth, Westside (2)	74	Presley, Chad E.	Pastor 101	
11721	Frisco, Faithbridge (2)	160	Carson, Christopher B.	Pastor 101	
08745	Gainesville, First (2)	89	Culp, Richard	Moderator	
08681	Garland, First (3)	312	Anderson-Little, Daniel R. Suneson, Susan Jamshaid, Oliver	Interim Pastor 105 Certified Christian Educator Parish Associate	5-1-21 12-31-18
08746	Granbury, First (3)	328	Travis, Drew Church, Brenda	Pastor 101 Associate Pastor 103	
12214	Grand Prairie, First (2)	93	Osoinach, Carolyn A.	Stated Supply 108	12-31-20
08734	Grand Prairie, West Fork (1)	44	Thompson, Paul	Stated Supply 108	12-31-19
09866	Grapevine, First (3)	517	Crilley, Robert S. Hood, Ashley A. Haun, Jodi	Pastor 101 Associate Pastor 103 Certified Christian Educator	
12376	Greenville, United (2)	185	Womack, Candice	Pastor 101	
08736	Haltom City, Browning Heights (2)	51	Richey, Murray E.	Stated Supply 108	7-1-20
10489	Hamilton, First (1)	24	Norris, Linda A.	Stated Supply 108	12-1-21
10490	Henderson, First (2)	47	Goff, Michele	Pastor 101	
09869	Hillsboro, First (2)	52	Rehrig, Stephen W.	Stated Supply 108	12-31-20
08813	Honey Grove, Main Street (2)	55	Baker Burnett, Cindy	Commissioned Pastor 107	6-16-21
10491	Hooks, First (1)	39	Morgan, Michael D. Bourne, Cheryl A.	Stated Supply 108 Moderator	10-28-21
09870	Hurst, St. Philip (3)	395	Garis, Greg Conner, Alissa D.	Pastor 101 Associate Pastor 103	
11052	Irving, Hackberry Creek (3)	271	Tony, Jonathan	Pastor 101	
10453	Irving, Woodhaven (3)	288	Webb, Shane K. Osae, Martin	Pastor 101 Commissioned Pastor 107	2-22-21
09872	Itasca, First (1)	29	Barnes, Joyce Diane	Commissioned Pastor 107	12-31-20
08748	Joshua, Union Hill (1)	19	Schneider, David	Stated Supply 108	12-31-20
02248	Kaufman, First (1)	9	Vacant		
10488	Kilgore, First (3)	195	Wilson, William, J.B.	Pastor 101	
10493	Lancaster, First (2)	52	Butt, James	Commissioned Pastor 107	11-1-21
08752	Lewisville, First (2)	70	Vacant		
10494	Lindale, Bethesda (1)	17	Blackman, Gordon	Moderator	
10495	Longview, Alpine (2)	114	Blackman, Gordon	Pastor 101	
10496	Longview, Centre (2)	90	Woodard, John M.	Pastor 101	
10497	Longview, First (2)	245	Land, Kendal A. Pennington, Terra	Pastor 101 Parish Associate	12-31-20
10498	Longview, St. Andrew (2)	178	Meissner, Harry C.	Interim Pastor 105	4-30-20
10499	Lott, First (1)	23	Benner, A. William	Moderator	
08694	Mabank, First (2)	96	Kelemen, Zoltan S.	Stated Supply 108	1-31-21
10429	Mansfield, Trinity (2)	162	Johnston, R. Mike	Stated Supply 108	6-30-20

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10502	McKinney, First (2)	143	Rutledge, Michael L.	Stated Supply 108	12-31-19
08697	McKinney, Trinity (3)	696	Brown, Norwood V. (Woody) Baum, Mary Lydia Voyles, Tami Graham, M. Ralph	Pastor 101 Associate Pastor 103 Certified Christian Educator Parish Associate	2-16-16
08701	Mesquite, First (3)	433	Doughton, E. Jones	Pastor 101	
08859	Midlothian, First (1)	59	Abaraoha, Princeton	Stated Supply 108	7-21-21
10504	Milford, Milford (1)	13	Adkins, Julie	Stated Supply 108	12-31-20
09878	Mineral Wells, First (2)	59	Nunnelley, Eddie A.	Stated Supply 108	12-31-20
10505	Mt. Pleasant, First (2)	186	Davenport, Mark A. (Cumberland)	Interim Pastor 155	7-21-20
09860	North Richland Hills, St. Paul (2)	84	Vacant	Pastor 101	
10508	Palestine, First (2)	90	Bailey, Gaither	Stated Supply 108	12-31-20
08819	Paris, Central (2)	73	Darrow, David	Pastor 101	
10510	Paris, First (2)	59	Darrow, David	Moderator	
08698	Parker, Corinth (1)	21	Stolk, Douglas A.	Stated Supply 108	6-1-19
10511	Pittsburgh, First (1)	16			
08706	Plano, First (2)	111	Mabry, Angie	Interim Pastor 105	12-31-20
10592	Plano, Grace (4)	695	Davenport, Tracey K. Vacant Ellis, Cara L.	Pastor 101 Associate Pastor 103 Stated Supply 108	9-1-20
10312	Plano, West Plano (2)	113	Batchelder, David B. Calvert, Matthew G. Weckerly, Elizabeth	Pastor 101 Parish Associate Commissioned Pastor 107	12-31-21 7-1-20
08708	Prosper, Prosper (1)	34	Fowler, John	Commissioned Pastor 107	12-31-19
10512	Richardson, Canyon Creek (4)	1,014	Odom, Andrew S. Lee, Christopher M. Dittman, Ellen Beltzer, Pat R.	Pastor 101 Associate Pastor 103 Associate Pastor 103 Parish Associate	6-30-20
08709	Richardson, First (3)	453	Schaefer, M. David Robson, Rosy	Pastor 101 Associate Pastor 103	
08695	Richardson, St. Barnabas (3)	398	Rigler, Katherine J. Gray, Owen Gibbons, Thomas C.	Pastor 101 Associate Pastor 103 Pastor Emeritus 109	
10513	Rockdale, First (2)	51	Wilman, David B.	Stated Supply 108	3-31-21
08711	Rockwall, First (3)	163	Taylor, Cheryl A.	Pastor 101	
10514	Rusk, First (1)	31	O'Neal, David R.	Stated Supply 108	6-27-21
11644	Salado, Salado Presbyterian (2)	75	Thompson, Carl V.	Stated Supply 108	12-31-21
11586	Sherman, Covenant (3)	271	Perkins, Lisa Juica Williams, John D.	Pastor 101 Parish Associate	12-31-21
10516	Sherman, Grand Avenue (2)	46	Bethel, Lander L.	Pastor 101	
11720	Southlake, Trinity (2)	245	Galligan, Timothy J. Menke, Joshua (ELCA)	Pastor 101 Associate Pastor 153	
08756	Stephenville, First (2)	43	Somervill, Charles E.	Stated Supply 108	12-31-19
10518	Sulphur Springs, First (1)	47	Darrow, David	Moderator	
08862	Temple, Grace (3)	369	Lamb, Thomas A. Peterson, Eric A.	Pastor 101 Associate Pastor	
08713	Tenaha, Tennessee (1)	13	Adamson, Robert	Commissioned Pastor 107	12-31-21
08712	Terrell, First (2)	30	Williams, Polly	Moderator	
10520	Texarkana, Northwood (2)	80	Bourne, Cheryl A.	Pastor 101	
10522	Troup, First (1)	10	Smith, David	Stated Supply 108	1-1-19
10523	Tyler, First (3)	688	Baskin, Stuart G. Leach, Pamela N.	Pastor 101 Stated Supply Associate 108	12-31-20
10524	Tyler, Highland (2)	35	Mackey, Scott R.	Pastor 101	
08864	Waco, Central (2)	88	Hardie, Judith M.	Pastor 101	

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10426	Waco, First (3)	510	King, Leslie Murphy Vacant Ellor, James W.	Pastor 101 Associate Pastor 103 Parish Associate	12-31-20
08866	Waxahachie, Central (3)	187	Jones, Mari Lyn	Interim Pastor 105	4-30-21
08758	Weatherford, Grace First (2)	20`	Mertz, Ashley Drake Slyter, David Allen	Pastor 101 Associate Pastor 103	
08824	Whitesboro, First (2)	41	Bethel, Lander Kennedy, Cindy (United Methodist)	Moderator Stated Supply 108	2-11-19
08826	Whitewright, First (2)	68	Brantley, Clay	Moderator	
10529	Winnsboro, First (2)	51	Vacant Rounseville, Margaret Anne	Pastor Emeritus 109	
Total Number of Churches = 137					
* Temporary Position Which Needs Renewal					

### Information from the Stated Clerk

- A. The following ministers of Word and Sacrament have entered the Church Triumphant since the last stated meeting of the Presbytery Council: **Rev. Donald C. Andrews** (November 8, 2020), **Rev. Floyd G. Kinser** (December 6, 2020), **Rev. John T. Conley** (January 13, 2021), **Rev. Stephen W. Plunkett** (January 18, 2021). [1/27/21]
- B. The following were elected by the Permanent Judicial Commission on January 21, 2021: **Rev. Gordon Blackman** (Longview, Alpine) as Moderator of the Permanent Judicial Commission, and **Rev. Mary Stewart Hall** (Member at Large) as Clerk of the Permanent Judicial Commission. [1/27/21]
- C. The following motion was adopted by the Presbytery Council on January 13, 2021 via electronic vote: [1/27/21]

The Presbytery Council elected **Rev. Mark Brainerd** (Dallas, Preston Hollow) as Moderator, **Ruling Elder Johanna Belford** (McKinney, Trinity), **Ruling Elder John Gifford** (Richardson, Canyon Creek), **Ruling Elder Scott Bartley** (Parker, Corinth), **Ruling Elder Beverly Carson** (Allen, First), **Rev. Elizabeth Callender** (Grace Presbytery Director of Ministry Development), and **Ruling Elder Karen Ebling** (Richardson, Canyon Creek and Grace Presbytery Director of Property Management) as an Administrative Commission for **First Presbyterian Church of Allen, Texas** and **Corinth Presbyterian Church of Parker, Texas** with the following duties and authority: [1/30/21]

- 1) to implement the Grace Presbytery Policy on Dissolving Congregations (attached to this email),
- 2) to implement the Grace Presbytery Policy on Churches Desiring to Sell Property to Relocate to Another Site (attached to this email),
- 3) to implement presbytery's authority on merging congregations in accordance with the Book of Order, G-3.0301a and G-3.0109b4, if warranted,

- 4) to develop a Ministry Plan, including a Mission Study with Mission Insite information, for session and presbytery approval, according to Committee on Ministry policies and processes
- 5) to assume original jurisdiction of either session in accordance with the Book of Order, G-3.0303e, if necessary due to lack of a viable session or adequate financial resources

Background: On November 29, 2020, the Corinth Presbyterian Church of Parker voted to ask Grace Presbytery to dissolve the congregation, due to a decline in membership and lack of leadership. The Grace Presbytery Policy on Dissolving Congregations requires the election of an administrative commission to finalize the dissolution of the congregation.

On October 28, 2020, the Presbytery Council voted to concur with the request of First Presbyterian Church of Allen to sell its church property. The Grace Presbytery Policy on Churches Desiring to Sell Property to Relocate to Another Site requires the appointment of a ministry team (or administrative commission) to shepherd such a move. The policy states that all proceeds from the sale be place in escrow until a ministry plan is approved by the session and by Grace Presbytery.

With advice and counsel from members of the Committee on Ministry, members of the Board of Trustees, and members of presbytery staff, both congregations have moved forward toward these goals.

Recent developments: Members of the Parker church worshipped recently at the nearby Allen church. First Allen session voted to temporarily relocate to the Parker church, pending approval by COM and the presbytery. The average worship attendance for the Allen church in 2020 was approximately 45 members and guests. With guidance from presbytery representatives, conversations are now underway about possible futures for both churches. The options range from dissolving one or the other of the congregations with some members joining the continuing church. Or merging the two memberships into a new congregation. Or dissolving both congregations with some members attending a new church started by the presbytery in that area.

The motion combines two distinct tasks: (1) responding to the request of the Parker church to be dissolved, and (2) responding to the Allen church to sell its property and move to a new location. Since there is a possibility these two tasks will be linked, it seems wise to assemble a single presbytery team to respond officially to both tasks. The proposed administrative commission above is comprised of people who have worked independently on each task. It seems prudent to combine them into a single group to serve the needs of the two churches more effectively.

A note about original jurisdiction of the session: The motion gives the administrative commission the authority to assume original jurisdiction of one or both sessions – *if necessary*. Both sessions would continue to function under their own authority until such time as it became necessary for the administrative commission to assume the authority of a session. However, at that time, if there were resistance from either session, there is a process given in G-3.0303e which requires an existing session to be heard before original

jurisdiction is assumed by the administrative commission. Even if original jurisdiction is assumed, the session would continue to exist and serve in an advisory role to the administrative commission.

Final note: The motion above facilitates a joint decision to be made by two churches and the presbytery. There are a number of time-sensitive issues which make it important for the presbytery to respond using all deliberate speed.

### **Property Report**

*NOTE: Content provided in the following report is closely held and not for public release due to property values and contract information.*

### **Church Properties in Transition**

#### **Kerens Presbyterian Church, Kerens TX (Navarro County)**

Church closed in September 2020, and we are in process of title research to transfer property (or properties) to Grace Presbytery. Decision will be required whether to list the property and building for sale or demolish the building and donate the property to the town of Kerens.

#### **First Presbyterian Itasca, Itasca TX (Hill County)**

Church is closing after final service on January 31, 2021. Title will be transferred to Grace Presbytery and sale options are under review.

#### **First Presbyterian Church, Allen TX (Collin County)**

#### **Corinth Presbyterian Church, Parker TX (Collin County)**

First Allen congregation sold their property in Allen used for worship and ministry on January 15, 2021 and moved to temporary space at Corinth Presbyterian Church in Parker approximately 5 miles from sold property. Corinth Church is in process of closing, and an Administrative Commission has been formed to address property decisions and ministry futures of both congregations. Net proceeds of First Allen sale were approximately \$1,700,000.00 and are held in trust by the presbytery awaiting recommendations from the Administrative Commission.

### **Presbytery-Owned Improved Properties (with church buildings) For Sale**

#### **UNDER CONTRACT: 4350 River Oaks Blvd, River Oaks TX (Ft Worth, Tarrant County) Formerly John Knox Presbyterian Church**

Property has been under presbytery ownership since April 2016 when the John Knox church closed. The property has had various tenants and has held a lease since April 2020 with Martin Thompson & Son, Inc., a funeral home business, and since 2016 with the Korean Presbyterian Church of Fort Worth (not PCUSA). Thompsons have done significant remodeling of the building under lease terms, and we signed a contract on January 11, 2021 for them to purchase the property for \$710,000. Expect to close during first quarter of 2021. Meanwhile, annual lease income is about \$90,000, and property tax obligations are about \$27,000 annually.



### **Presbytery-Owned Vacant/Unimproved Properties for Sale**

#### **FOR SALE: 1404 FM 1187, Crowley (Tarrant County)**

**Listing Price: \$325,000**

The property was purchased by Grace Presbytery for new church development, but we have no plans for a church in this site. The property is approximately 13.33 acres in Tarrant County ETJ and has an active gas well on the property. We listed with Avid Realty in November 2020 and are in conversations with an interested buyer. We pay about \$5500 annually in property taxes and pay a service to mow the property.

#### **FOR SALE: 8851 North Beach Street, Fort Worth (Tarrant County)**

**Listing Price: \$8 per square foot for bulk sale, \$12 per square foot for pad sales**

This property was purchased about 20 years ago for new church development and with assistance of a Bicentennial Fund gift from First Fort Worth. The property is approximately 12 acres and is in a heavily trafficked area of Fort Worth with significant recent commercial development. The property has had several contracts over the years from commercial developers. General concern is flood plain rendering part of the 12 acres unusable for development. We listed with a new commercial real estate firm Avid Realty in November 2020. This property is under agriculture/wildlife exemption with minimal property tax obligation.

#### **FOR SALE: 600 Lake Ridge Parkway, Cedar Hill (Dallas County)**

**Listing Price: \$225,000**

The property was purchased by Grace Presbytery for new church development. The property is approximately 6 acres in a higher-end residential area. This property is being marketed to residential developers and builders, No interest in the property after several years of listing, so price was dropped in November 2020 with new listing with Avid Realty.

### **Presbytery-Owned Properties Held for Current Use or Future Decision**

#### **HELD: SW Corner Legacy Drive and Throne Hall Drive, Frisco (Denton County)**

The property was purchased by Grace Presbytery for new church development. With the dissolution of the Legacy church in early 2019, the presbytery holds the 9.4-acre property for future use or sale. Property is currently under agriculture exemption, and we pay a service to mow for hay. Indications that City of Frisco and Denton County are tightening review of properties such as this regarding ad valorem exemptions.

#### **HELD (in use, not for sale): 2402 Crown Road, Dallas (Dallas County)**

Property with church building is owned by Grace Presbytery and used by United African Presbyterian Church for worship and ministry.



## **Motions from the Task Force for Camp Gilmont**

1. ***Presbytery Council adopted the following Covenant with Camp Gilmont.*** The vote was 15 in favor, and none opposed. [1/27/21]

Note: The funding referred to in the Covenant will be taken from the Mission Outreach Fund.

Note: The following amendment was proposed to follow the words “Camp Gilmont” in the motion above, but it failed by a vote of 6 in favor and 7 opposed: “for 2021 including \$150,000.00 support for 2021. The Covenant may be renewed by the Presbytery Council in 2022 and beyond.” [1/27/21]

### **A Ministry Covenant Between Grace Presbytery and Camp Gilmont**

#### **Background**

From the Draft of the Ministry Partnership Mission Statement, August 27, 2009: “*Responding to God’s call in our lives, the Camps and Conference Ministry of Gilmont and Grace Presbytery humbly, yet fearlessly, seeks to promote and enhance life transforming Christian growth by facilitating encounters with the living Christ, a ministry of being, where God encounters us in a fresh way, so that we may be blessed.*”

Camp and Conference ministries have been recognized as an integral part of the life of Grace Presbytery and its predecessor bodies for well over sixty years. The impact that these ministries have had on the life of the presbytery and the greater church has been immeasurable, and the voice of appreciation and support for what has taken place over the years resounds throughout the life of the people of Grace Presbytery. Recently, Camp and Conference Ministries as well as Grace Presbytery have experienced significant changes, and it is in the face of these changes that we now find ourselves in a time of profound transition and opportunity.

“God is doing a new thing!” – Isaiah 43:19

Upon the sale of the Prairie Valley Camp and the dissolution of the Prairie Valley Board, Camp Gilmont will become the only Presbyterian-owned camp and conference center within the bounds of Grace Presbytery providing ministry for and with its congregations. Presbyterian Camps at Gilmont, Inc. was incorporated as an independent 501(c)(3) entity in 1994. Since that time:

- a) new opportunities have been discerned and new ministries have been established,
- b) the facilities have been updated and expanded (including a new conference center which was dedicated in 2010 and is debt-free), and
- c) the staff has grown to meet the needs of existing ministries.

Located in the piney woods and lakes of east Texas, Camp Gilmont provides a unique setting for providing ministry for the member churches of Grace Presbytery.

### Task Force:

Representatives from the 2020 Task Force created by the Grace Presbytery Council, the Camp Gilmont Board of Directors, the Executive Director Search Committee of Camp Gilmont, and staff members from both entities, met together. Shared interests in, and a commitment to, camp, conference, and retreat ministries provided the forum for this group to come together and seek opportunities for creating an expanded ministry partnership between Grace Presbytery and Camp Gilmont.

At that meeting the participants declared that:

- "God is doing a new thing" (Isaiah 43: 19) and that it is our responsibility to discern what it is that God would have us do to discover the "new thing" in camp, conference, and retreat ministries.
- The camp, conference, and retreat ministries of Grace Presbytery should be seen as a ministry, not simply as programs.
- Camp, conference, and retreat ministries are a place where we encounter God in fresh ways and have the potential to provide a healthy environment for the nurture and development of current and future church leaders.
- Camp, conference, and retreat ministries should be created to meet the needs of all of God's people, and in this particular setting – all the people of Grace Presbytery.
- Camp, conference, and retreat ministries are a place where connections are made and relationships are built – between God and ministry participants, and among the people of Grace Presbytery's congregations.

The result of this gathering and subsequent conversations was the formation of a covenant relationship.

### The Covenant:

Grace Presbytery and the Board of Directors of Presbyterian Camps at Gilmont, Inc. make the following Covenant:

That Grace Presbytery and Camp Gilmont enter into a Ministry Partnership. Camp Gilmont is designated by Grace Presbytery as the primary host site for the camp, conference, and retreat ministries sponsored by Grace Presbytery, and created through the actions of this Ministry Partnership.

In order to enable this Ministry Partnership, the following commitments are made:

*Grace Presbytery commits to the following:*

- a) Grace Presbytery will promote the use of Camp Gilmont as a Presbytery resource for meetings, camps, retreats, and conferences.

- b) Grace Presbytery commits to maintain a Camp Scholarship Fund to continue to provide camper scholarships for participants in ministries provided by Grace Presbytery through this covenant.
- c) Grace Presbytery will extend its financial support of Camp and Conference Ministries on a diminishing basis for at least four additional years, at the following levels: \$150,000.00 in 2021; \$100,000.00 in 2022; \$75,000.00 in 2023; and \$0.00 in 2024.

Financial support for partnership ministries will come from funds designated by the Gilmont Board of Directors and will give it time to create a plan to assure the fiscal viability of the camp and this partnership. Grace Presbytery's financial support for the camp, conference, and retreat ministries of this partnership beyond 2024 will be reviewed prior to the renewal or revision of this partnership.

*Camp Gilmont commits to the following:*

- a) Churches can be members of the Camp Gilmont Corporation. Camp Gilmont commits to expand its relationships across Grace Presbytery by extending an invitation to all churches of Grace Presbytery to join the Camp Gilmont Corporation. Representatives of the churches which are members of the Camp Gilmont Corporation attend the corporation's annual meeting every January.
- b) Camp Gilmont is committed to working with Grace Presbytery and the churches and members within the Presbytery to provide camps, conferences, and retreats that are rooted in Reformed Theology and are Presbyterian, yet ecumenical, in nature. This includes those led by Gilmont, coordinated with Grace Presbytery, and organized by individual churches.

Camp Gilmont will:

- Submit quarterly and annual financial statements to Grace Presbytery.
- No later than January 31, 2021, Camp Gilmont will provide Grace Presbytery with a Strategic Plan, which shall include fundraising plans and goals, and specific plans and milestones for how Camp Gilmont will become financially self-sustaining beginning in 2024. The Strategic Plan will be updated annually and provided to Grace Presbytery.
- No later than January 31, 2021, Camp Gilmont will provide Grace Presbytery with a programming report, which shall include a description of existing programs, and future planned programs.
- Camp Gilmont will work with representatives of Grace Presbytery to engage in joint marketing of Camp Gilmont and its programs to Grace Presbytery's congregations.
- Representatives of Camp Gilmont will make an annual report on the progress of Camp Gilmont in meeting their plan for self-sufficiency to Grace Presbytery Council, and more frequently if requested.

This agreement will take effect immediately following the approval of both the Camp Gilmont Board of Directors and Grace Presbytery.

### **Motions from the Committee on Ministry**

#### Honorable Retirement

1. *Grace Presbytery Council approved the Honorable Retirement of Rev. Sung Ho Son effective February 1, 2021. [1/19/21]*
2. *Grace Presbytery Council approved the Honorable Retirement of Rev. Richard McDermott effective December 31, 2020. [12/15/20]*
3. *Grace Presbytery Council approved the Honorable Retirement of Rev. Lloyd Walker Westerlage effective December 31, 2020. [12/15/20]*
4. *Grace Presbytery Council approved the Honorable Retirement of Rev. Paul Dunklau effective December 31, 2020. [12/15/20]*
5. *Grace Presbytery Council approved the Honorable Retirement of Rev. Nancy Duff effective December 31, 2020. [12/15/20]*

#### Actions of the Committee on Ministry

6. *Grace Presbytery Council approved the following actions taken by the Committee on Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information. [1/27/21]*

#### Transfer of Teaching Elders

- A. Approved the transfer of **Rev. Gladys Nwabah** from Grace Presbytery to Presbytery of Wabash Valley to serve as pastor of Dayton Memorial Presbyterian Church effective December 31, 2020. [1/19/21]

#### Dissolutions of Pastoral Relationships

- A. Dissolved the parish associate relationship between **Rev. Terra Pennington** and First Presbyterian Church of Longview effective December 31, 2020. [1/19/21]
- B. Dissolved the pastoral relationship between **Rev. Elizabeth Boulware Landes** and Faith Presbyterian Church of Aledo effective December 31, 2020. [1/19/21]
- C. Dissolved the pastoral relationship between **Rev. Kenny Rigoulot** and United Presbyterian Church of Cleburne effective December 31, 2020 and moved him to Member at Large. [12/15/20]
- D. Dissolved the validated ministry of **Rev. Sharon Bryant** as Mission Co-Worker with Presbytery Mission Agency of PCUSA effective November 30, 2020 and moved her to Member at Large. [12/15/20]

- E. Dissolved the pastoral relationship between **Rev. Richard McDermott** and First Presbyterian Church of Arlington effective December 31, 2020. [12/15/20]
- F. Dissolved the temporary pastoral relationship between **Rev. Lucia Kremzar** and Flower Mound Presbyterian Church of Flower Mound effective December 31, 2020 and moved her to Member at Large. [12/15/20]
- G. Dissolved the validated ministry of **Rev. Jennifer Bluestein** as Chaplain for Cook Children's Hospital effective November 13, 2020 and moved her to Member at Large. [12/15/20]
- H. Dissolved the pastoral relationship between **Rev. Robin Valdez** and Emmanuel Presbyterian Church of Bedford effective December 31, 2020 and moved her to Member at Large. [12/15/20]
- I. Dissolved the temporary pastoral relationship between **Rev. Chuck Schneider** and Emmanuel Presbyterian Church of Bedford effective December 31, 2020 and moved him to Member at Large. [12/15/20]
- J. Dissolved the pastoral relationship between **Rev. Krista Rasco** and First Presbyterian Church of Commerce effective December 31, 2020 and moved her to Member at Large. [12/15/20]
- K. Dissolved the parish associate relationship between **Rev. Stuart Pickell** and Faith Presbyterian Church of Aledo effective December 15, 2020 and moved him to Member at Large. [12/15/20]
- L. Dissolved the validated ministry of **Rev. Nancy Duff** as Associate Professor of Christian Ethics at Princeton Theological Seminary effective December 31, 2020. [12/15/20]
- M. Dissolved the pastoral relationship between **Rev. Walker Westerlage** and St. Paul Presbyterian Church of North Richland Hills effective December 31, 2020. [12/15/20]
- N. Dissolved the temporary pastoral position between **Rev. Zoltan Kelemen** and First Presbyterian Church of Mabank effective January 31, 2021. [12/15/20]
- O. Dissolved the Co-Pastor relationship between **Rev. Christopher Campbell** and First Presbyterian Church of Arlington and approved his new role of Pastor effective January 1, 2021. [12/15/20]

#### Validated Ministry

- A. Approved the Validated Ministry of **Rev. Princeton Abaraoha** as Field Staff for Racial Equity and Women's Intercultural Ministries for Presbyterian Mission Agency effective January 1, 2021. [1/19/21]

- B. Approved the Validated Ministry of **Rev. Kenny Rigoulot** as Executive Director of Development and Spiritual Formation for Presbyterian Camps at Gilmont effective January 1, 2021. [1/19/21]

Member at Large

- A. Renewed the request of **Rev. Jennifer Bluestein** to continue as a Member at Large effective January 1, 2021. [1/19/21]

Installed Positions (New)

- A. Approved the terms for **Rev. Cara Ellis** as Associate Pastor (103) of Grace Presbyterian Church of Plano, part-time, 20 hours per week, beginning February 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [1/19/21]

Compensation:

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

Reimbursements:

Social Security Offset .....	\$1,912.50
Business Travel/Automobile.....	\$1,200.00
Continuing Education and Professional Expenses.....	\$1,500.00

Benefits:

Board of Pension Dues.....	\$13,715.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$43,327.50
Total Cost to the Church .....	\$43,327.50
Total Compensation Paid Directly to the person .....	\$26,912.50

- B. Approved the terms for **Rev. Terra Pennington** as Pastor (101) of First Presbyterian Church of Stephenville, full-time, beginning January 4, 2021. The date of the congregational meeting recommending these terms was December 6, 2020. [1/19/21]

Compensation:

Cash Salary .....	\$34,000.00
Housing and Utility Allowance .....	\$18,000.00
Total Effective Salary .....	\$52,000.00

Reimbursements:

Social Security Offset .....	\$4,131.00
Business Travel/Automobile.....	\$500.00
Continuing Education and Professional Expenses.....	\$2,000.00

Benefits:

Board of Pension Dues.....	\$19,240.00
Dental Insurance Premiums .....	\$447.60
Moving Expenses.....	\$2,000.00
Study Leave .....	2 weeks



Vacation Leave .....	4 weeks
Total Compensation Package.....	\$80,318.60
Total Cost to the Church .....	\$80,318.60
Total Compensation Paid Directly to the person .....	\$58,131.00

- C. Approved the contract for **Rev. Zoltan Kelemen** as Stated Supply (108) of First Presbyterian Church, Ennis, part-time, 30 hours per week, beginning February 1, 2021 through January 31, 2022. The date of the session meeting recommending these terms was November 29, 2020. [12/15/20]

Compensation:	
Cash Salary .....	\$10,000.00
Housing/Utility Allowance .....	\$19,200.00
Total Effective Salary .....	\$29,200.00
Reimbursements:	
Social Security Offset .....	\$2,234.00
Business Travel/Automobile.....	\$4,000.00
Continuing Education and Professional Expenses.....	\$1,800.00
Benefits:	
Board of Pension Dues.....	\$13,920.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$51,154.00
Total Cost to the Church .....	\$51,154.00
Total Compensation Paid Directly to the person .....	\$31,434.00

#### Installed Positions (Changes)

- A. Approved the changes in terms for **Rev. Ashley Drake Mertz** as Pastor (101) of Grace First Presbyterian Church of Weatherford, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was November 1, 2020. [1/19/21]

Compensation:	
Cash Salary .....	\$37,187.00
Housing and Utility Allowance .....	\$32,000.00
Total Effective Salary .....	\$69,187.00
Reimbursements:	
Social Security Offset .....	\$5,293.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$3,060.00
Benefits:	
Board of Pension Dues.....	\$25,600.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$106,140.00

Total Cost to the Church .....	\$106,140.00
Total Compensation Paid Directly to the person .....	\$74,480.00

- B. Approved the changes in terms for **Rev. Cheryl Bourne** as Pastor (101) of Northwood Presbyterian Church of Texarkana, full-time, beginning February 1, 2021. The date of the congregational meeting recommending these terms was January 3, 2021. [1/19/21]

Compensation:	
Cash Salary .....	\$29,350.00
Housing and Utility Allowance .....	\$21,000.00
Total Effective Salary .....	\$50,350.00
Reimbursements:	
Social Security Offset .....	\$3,851.00
Business Travel/Automobile.....	\$500.00
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$18,630.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$75,331.00
Total Cost to the Church .....	\$75,331.00
Total Compensation Paid Directly to the person .....	\$54,201.00

- C. Approved the changes in terms for **Rev. David Ivie** as Pastor (101) of First Presbyterian Church of Forney, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was November 15, 2020. [1/19/21]

Compensation:	
Cash Salary .....	\$37,000.00
Housing and Utility Allowance .....	\$28,000.00
Other Income .....	\$4,000.00
Total Effective Salary .....	\$69,000.00
Reimbursements:	
Social Security Offset .....	\$5,278.50
Business Travel/Automobile.....	\$2,000.00
Continuing Education and Professional Expenses.....	\$2,500.00
Benefits:	
Board of Pension Dues.....	\$25,530.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$105,311.10
Total Cost to the Church .....	\$105,311.10
Total Compensation Paid Directly to the person .....	\$74,278.50

- D. Approved the changes in terms for **Rev. David Slyter** as Associate Pastor (103) of Grace First Presbyterian Church of Weatherford, full-time, beginning January 1, 2021. The date

of the congregational meeting recommending these terms was November 1, 2020. [1/19/21]

Compensation:

Cash Salary .....	\$31,008.00
Housing and Utility Allowance .....	\$23,273.00
Total Effective Salary .....	\$54,281.00
Reimbursements:	
Social Security Offset .....	\$4,153.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$20,084.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$84,518.00
Total Cost to the Church .....	\$84,518.00
Total Compensation Paid Directly to the person .....	\$58,434.00

- E. Approved the changes in terms for **Rev. Jones Doughton** as Pastor (101) of First Presbyterian Church of Mesquite, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was January 29, 2020. [1/19/21]

Compensation:

Cash Salary .....	\$46,665.00
Housing and Utility Allowance .....	\$16,575.00
Deferred Income .....	\$3,060.00
Total Effective Salary .....	\$66,300.00
Reimbursements:	
Social Security Offset .....	\$4,837.86
Business Travel/Automobile.....	\$2,400.00
Continuing Education and Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$24,531.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	4 weeks after 6 years
Total Compensation Package.....	\$100,068.86
Total Cost to the Church .....	\$100,068.86
Total Compensation Paid Directly to the person .....	\$68,077.86

- F. Approved the changes in terms for **Rev. Joshua Stewart** as Associate Pastor (103) of First Presbyterian Church of Fort Worth, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was December 13, 2020. [1/19/21]

Compensation:	
Cash Salary .....	\$35,291.00
Housing and Utility Allowance .....	\$50,000.00
Total Effective Salary .....	\$85,291.00
Reimbursements:	
Social Security Offset .....	\$6,525.00
Continuing Education and Professional Expenses.....	\$3,250.00
Benefits:	
Board of Pension Dues.....	\$31,558.00
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$126,624.00
Total Cost to the Church .....	\$126,624.00
Total Compensation Paid Directly to the person .....	\$91,816.00

- G. Approved the changes in terms for **Rev. Michael Waschevski** as Associate Pastor (103) of First Presbyterian Church of Fort Worth, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was December 13, 2020. [1/19/21]

Compensation:	
Cash Salary .....	\$78,341.00
Housing and Utility Allowance .....	\$30,000.00
Total Effective Salary .....	\$108,341.00
Reimbursements:	
Social Security Offset .....	\$8,288.00
Continuing Education and Professional Expenses.....	\$3,250.00
Benefits:	
Board of Pension Dues.....	\$40,086.00
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$159,965.00
Total Cost to the Church .....	\$159,965.00
Total Compensation Paid Directly to the person .....	\$116,629.00

- H. Approved the changes in terms for **Rev. Robyn Michalove** as Associate Pastor (103) of First Presbyterian Church of Fort Worth, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was December 13, 2020. [1/19/21]

Compensation:	
Cash Salary .....	\$37,935.00
Housing and Utility Allowance .....	\$50,000.00
Total Effective Salary .....	\$87,935.00
Reimbursements:	

Social Security Offset .....	\$6,727.00
Continuing Education and Professional Expenses.....	\$3,250.00
Benefits:	
Board of Pension Dues.....	\$32,536.00
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$130,448.00
Total Cost to the Church .....	\$130,448.00
Total Compensation Paid Directly to the person .....	\$94,662.00

- I. Approved the changes in terms for **Rev. Sherry Holloman** as Pastor (101) of Eastminster Presbyterian Church of Dallas, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was November 1, 2020. [1/19/21]

Compensation:	
Cash Salary .....	\$19,405.00
Housing and Utility Allowance .....	\$45,026.00
Deferred Income (Board of Pensions 403b) .....	\$1,000.00
Total Effective Salary .....	\$65,431.00
Reimbursements:	
Business Travel/Automobile.....	\$4,000.00
Continuing Education and Professional Expenses.....	\$2,600.00
Benefits:	
Board of Pension Dues.....	\$24,209.47
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	8 weeks after 10 years
Total Compensation Package.....	\$96,240.47
Total Cost to the Church .....	\$96,240.47
Total Compensation Paid Directly to the person .....	\$64,431.00

- J. Approved the changes in terms for **Rev. Ashley Hood** as Associate Pastor (103) of First Presbyterian Church of Grapevine, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was July 26, 2020. [12/15/20]

Compensation:	
Cash Salary .....	\$32,914.50
Housing and Utility Allowance .....	\$27,000.00
Supplemental Insurance Premiums.....	\$1,907.00
Deferred Income (Board of Pensions 403b) .....	\$1,854.64
Total Effective Salary .....	\$63,676.00
Reimbursements:	
Social Security Offset .....	\$4,729.00
Business Travel/Automobile.....	\$1,000.00
Continuing Education and Professional Expenses.....	\$1,300.00
Benefits:	

Board of Pension Dues.....	\$23,560.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$94,265.00
Total Cost to the Church.....	\$94,265.00
Total Compensation Paid Directly to the person .....	\$64,643.00

- K. Approved the changes in terms for **Rev. Clay Allard** as Pastor (103) of Oak Cliff Presbyterian Church of Dallas, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was November 1, 2020. [12/15/20]

Compensation:

Cash Salary .....	\$42,293.00
Housing and Utility Allowance .....	\$24,750.00
Supplemental Insurance Premiums.....	\$1,035.00
Other Income .....	\$3,300.00
Excess Social Security Offset .....	\$422.41
Total Effective Salary .....	\$71,770.41

Reimbursements:

Social Security Offset .....	\$5,456.59
Continuing Education and Professional Expenses.....	\$1,500.00

Benefits:

Board of Pension Dues.....	\$26,555.05
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$105,282.05
Total Cost to the Church.....	\$105,282.05
Total Compensation Paid Directly to the person .....	\$76,192.00

- L. Approved the changes in terms for **Jodi Haun** as Certified Christian Educator of First Presbyterian Church of Grapevine, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was June 16, 2020. [12/15/20]

Compensation:

Cash Salary .....	\$64,183.23
Total Effective Salary .....	\$64,183.23

Reimbursements:

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

Board of Pension Dues.....	\$23,747.80
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$89,931.03
Total Cost to the Church.....	\$89,931.03
Total Compensation Paid Directly to the person .....	\$64,183.23



- M. Approved the changes in terms for **Rev. Richard Brooks** as Pastor (101) of St. Mark Presbyterian Church of Dallas, full-time, beginning July 1, 2020. The date of the congregational meeting recommending these terms was November 8, 2020. [12/15/20]

Compensation:

Cash Salary .....	\$25,635.00
Housing and Utility Allowance .....	\$28,934.00
Total Effective Salary .....	\$54,569.00

Reimbursements:

Social Security Offset .....	\$4,174.00
Business Travel/Automobile.....	\$3,090.00
Continuing Education and Professional Expenses.....	\$1,927.00

Benefits:

Board of Pension Dues.....	\$20,190.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$83,950.00
Total Cost to the Church .....	\$83,950.00
Total Compensation Paid Directly to the person .....	\$58,743.00

- N. Approved the changes in terms for **Rev. Robert Crilley** as Pastor (101) of First Presbyterian Church of Grapevine, full-time, beginning January 1, 2020. The date of the congregational meeting recommending these terms was July 26, 2020. [12/15/20]

Compensation:

Cash Salary .....	\$50,672.96
Housing and Utility Allowance .....	\$29,612.44
Supplemental Insurance Premiums.....	\$1,632.36
Deferred Income (Board of Pensions 403b) .....	\$22,640.87
Total Effective Salary .....	\$104,558.63

Reimbursements:

Social Security Offset .....	\$6,060.08
Business Travel/Automobile.....	\$4,004.00
Continuing Education and Professional Expenses.....	\$2,000.00

Benefits:

Board of Pension Dues.....	\$38,686.69
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$155,309.40
Total Cost to the Church .....	\$155,309.40
Total Compensation Paid Directly to the person .....	\$86,345.48

- O. Approved the changes in terms for **Rev. Scott Mackey** as Pastor (101) of Highland Presbyterian Church of Tyler, part-time, 20 hours per week, beginning January 1, 2020. The date of the congregational meeting recommending these terms was February 9, 2020. [12/15/20]

Compensation:	
Cash Salary .....	\$13,500.00
Housing and Utility Allowance .....	\$9,000.00
Total Effective Salary .....	\$22,500.00
Reimbursements:	
Social Security Offset .....	\$1,200.00
Benefits:	
Board of Pension Dues.....	\$13,700.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$37,400.00
Total Cost to the Church .....	\$37,400.00
Total Compensation Paid Directly to the person .....	\$23,700.00

#### Temporary Positions (New)

- A. Approved the contract for **Rev. Elizabeth Lockhart** as Interim Pastor (105) of Faith Presbyterian Church, Aledo, full-time, beginning January 25, 2021 through December 31, 2021. The date of the session meeting recommending these terms was January 14, 2021. [1/19/21]

Compensation:	
Cash Salary .....	\$41,000.00
Housing/Utility Allowance .....	\$24,000.00
Total Effective Salary .....	\$65,000.00
Reimbursements:	
Continuing Education/Professional Expense .....	\$2,000.00
Benefits:	
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$67,000.00
Total Cost to the Church .....	\$67,000.00
Total Compensation Paid Directly to the person .....	\$65,000.00

- B. Approved the contract for **Rev. Elizabeth Boulware Landes** as Stated Supply (108) of St. Paul Presbyterian Church, North Richland Hills, part-time, 20 hours per week, beginning January 6, 2021 through January 6, 2022. The date of the session meeting recommending these terms was December 8, 2020. [1/19/21]

Compensation:	
Housing/Utility Allowance .....	\$25,175.00
Total Effective Salary .....	\$25,175.00
Reimbursements:	
Continuing Education/Professional Expenses .....	\$1,000.00
Benefits:	
Board of Pension Dues.....	13,517.50
Study Leave .....	2 weeks

Vacation Leave .....	4 weeks
Total Compensation Package.....	\$36,692.50
Total Cost to the Church .....	\$36,692.50
Total Compensation Paid Directly to the person .....	\$25,175.00

- C. Approved the contract for **Rev. Kyle Walker** as Interim Pastor (105) of Emmanuel Presbyterian Church, Bedford, full-time, beginning January 16, 2021 through January 15, 2022. The date of the session meeting recommending these terms was December 30, 2020. [1/19/21]

Compensation:	
Cash Salary .....	\$16,028.00
Housing/Utility Allowance .....	\$40,000.00
Deferred Income .....	4,000.00
Total Effective Salary .....	\$60,028.00
Reimbursements:	
Social Security Offset .....	\$4,286.14
Business Travel/Automobile.....	\$3,000.00
Continuing Education and Professional Expenses.....	\$2,500.00
Benefits:	
Minister's Choice Plan.....	\$6,063.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$75,877.14
Total Cost to the Church .....	\$75,877.14
Total Compensation Paid Directly to the person .....	\$60,314.14

- D. Approved the contract for **Rev. Linda Norris H.R.** as Stated Supply (108) of First Presbyterian Church, Hamilton, part-time, 10 hours per week, beginning December 1, 2020 through November 30, 2021. The date of the session meeting recommending these terms was November 1, 2020. [12/15/20]

Compensation:	
Cash Salary .....	\$14,400.00
Total Effective Salary .....	\$14,400.00
Reimbursements:	
Business Travel/Automobile.....	\$4,000.00
Continuing Education and Professional Expenses.....	\$5,000.00
Benefits:	
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$23,000.00
Total Cost to the Church .....	\$23,000.00
Total Compensation Paid Directly to the person .....	\$14,400.00

### Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Ruling Elder Joyce Diane Barnes** as Commissioned Pastor (107) of First Presbyterian Church, Itasca, full-time, beginning January 1, 2021 through January 31, 2021. The date of the session meeting recommending these terms was November 11, 2020. [1/19/21]

Compensation:

Cash Salary .....\$4,042.67

Housing/Utility Allowance .....\$624.00

Total Effective Salary .....\$4,666.67

Reimbursements:

Social Security Offset .....\$357.00

Continuing Education and Professional Expenses.....\$136.67

Benefits:

Board of Pension Dues.....\$1,726.67

Total Compensation Package.....\$6,917.01

Total Cost to the Church .....\$6,917.01

Total Compensation Paid Directly to the person .....\$5,023.67

- B. Approved the changes in contract for **Ruling Elder Robert Adamson** as Commissioned Pastor of Tennessee Presbyterian Church, Timpson, part-time, hours vary, beginning January 1, 2020 to January 31, 2021. The date of the session meeting recommending these terms was November 11, 2020. [12/15/20]

Compensation:

Cash Salary ..... \$220.00 per Sunday

Other Income ..... \$55.00 per Sunday

Total Effective Salary ..... \$275.00 per Sunday

Total Compensation Package..... \$275.00 per Sunday

Total Cost to the Church ..... \$275.00 per Sunday

Total Compensation Paid Directly to the person ..... \$275.00 per Sunday

### Parish Associates

- A. Approved the changes in contract for **Rev. Frances Shelton H.R.** as Parish Associate of First Presbyterian Church, Dallas, part-time, 10 hours per week, beginning November 1, 2020 to October 31, 2021. The date of the session meeting recommending these terms was November 10, 2020. [12/15/20]

Compensation:

Cash Salary .....\$15,000.00

Total Effective Salary .....\$15,000.00

Reimbursements:

Continuing Education and Professional Expenses.....\$360.00

Total Compensation Package.....\$15,360.00

Total Cost to the Church .....\$15,360.00

Total Compensation Paid Directly to the person .....\$15,360.00

- B. Approved the changes in contract for **Rev. Gerry Tyer H.R.** as Parish Associate of First Presbyterian Church, Dallas, part-time, hours vary, beginning January 1, 2021 to December 31, 2021. The date of the session meeting recommending these terms was November 10, 2020. [12/15/20]

Compensation:

Cash Salary .....\$0.00  
Total Effective Salary .....\$0.00  
Total Compensation Package.....\$0.00  
Total Cost to the Church .....\$0.00  
Total Compensation Paid Directly to the person .....\$0.00

- C. Approved the changes in contract for **Rev. James Ellor** as Parish Associate of First Presbyterian Church, Waco, part-time, 1-5 hours per week, beginning January 1, 2020 to December 31, 2020. The date of the session meeting recommending these terms was October 10, 2020. [12/15/20]

Compensation:

Cash Salary .....\$0.00  
Total Effective Salary .....\$0.00  
Total Compensation Package.....\$0.00  
Total Cost to the Church .....\$0.00  
Total Compensation Paid Directly to the person .....\$0.00

- D. Approved the changes in contract for **Rev. Mary Stewart Hall** as Parish Associate of First Presbyterian Church, Dallas, part-time, 10 hours per week, beginning April 15, 2020 to April 14, 2021. The date of the session meeting recommending these terms was June 2, 2020. [12/15/20]

Compensation:

Cash Salary .....\$15,000.00  
Total Effective Salary .....\$15,000.00

Reimbursements:

Continuing Education and Professional Expenses.....\$360.00  
Total Compensation Package.....\$15,360.00  
Total Cost to the Church .....\$15,360.00  
Total Compensation Paid Directly to the person .....\$15,360.00

- E. Approved the changes in contract for **Rev. Matthew Calvert** as Parish Associate of West Plano Presbyterian Church, Plano, part-time, hours vary, beginning January 1, 2021 to December 31, 2021. The date of the session meeting recommending these terms was October 23, 2020. [12/15/20]

Compensation:

Cash Salary ..... \$200.00 per Sunday

Total Effective Salary .....	\$200.00 per Sunday
Total Compensation Package.....	\$200.00 per Sunday
Total Cost to the Church .....	\$200.00 per Sunday
Total Compensation Paid Directly to the person .....	\$200.00 per Sunday*
*When Preaching	

#### Ordinations/Installations

- A. Elected the following Administrative Commission to install **Rev. Roger Harwerth** as Pastor of Ridglea Presbyterian Church of Fort Worth on January 24, 2021 at 4:00 pm. Teaching Elders: Rev. Lisa Patterson, Associate Pastor of St. Andrews Presbyterian Church of Denton to moderate, Rev. Drew Travis, Pastor of First Presbyterian Church of Granbury to preach, Rev. Don Hogg, Pastor of Westminster Presbyterian Church of Fort Worth to charge the congregation, Rev. Lander Bethel pastor of Grand Avenue Presbyterian Church of Sherman to charge the pastor; Ruling Elders: Mary Beth Wagner, Ridglea Presbyterian Church of Fort Worth, Susan Younk, First Presbyterian Church of Granbury, Barbara Wheeler, Westminster Presbyterian Church of Fort Worth. Note: An opportunity for nominations from the floor was afforded prior to the election. [1/7/21]

#### Other Actions of the Committee on Ministry

- A. Approved the request for Rev. Krista Rasco be added to the Occasional Supply List. [12/15/20]
- B. Approved the request for Rev. Lucia Kremzar be added to the Occasional Supply List. [12/15/20]
- C. Approved the request for Rev. William Parr be added to the Occasional Supply List. [12/15/20]
- D. Approved a Payroll Grant in the amount of \$7,550.00 to assist a church. [1/7/21]
- E. Appointed Rev. Brenda Church as moderator of United Presbyterian Church of Cleburne effective January 1, 2021. [12/15/20]
- F. Appointed Rev. Craig Krueger as moderator of Emmanuel Presbyterian Church of Bedford for January 2021. [12/15/20]
- G. Appointed Rev. Julie Adkins as moderator of First Presbyterian Church of Commerce effective January 5, 2021. [01/05/21]
- H. Appointed Rev. Ron Salfen as moderator of First Presbyterian Church of Mabank effective February 1, 2021. [1/14/21]
- I. Appointed Rev. Janet Ihne as moderator of First Presbyterian Church of Lewisville effective January 5, 2021. [1/5/21]



J. Appointed Rev. Zoltan Kelemen as moderator of First Presbyterian Church of Mabank effective January 1, 2021. [1/14/21]

K. Approved the following minutes of the Committee on Ministry: November 17, 2020.

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

1. *Presbytery Council sustained the examination of Sarah Dixon (Trinity, Flower Mound) as a Candidate for Minister of Word and Sacrament.* [1/27/21]

Biography: Sarah is currently attending Austin Presbyterian Theological Seminary. She graduated from Oklahoma State University in 2018 with a Bachelor of Arts Degree in Sociology with a Minor in Management. Sarah served as a Christian Education Intern in the summer of 2015 at First Presbyterian Church in Grapevine. She also served from 2015-18 as a Youth Intern at First Presbyterian Church in Stillwater, Oklahoma. Currently she is serving as a Student Ministry Intern at Shepherd Hills Presbyterian Church in Austin. Sarah enjoys going to concerts, listening to music, DIY crafts, watching sports and TV. She also enjoys reading, eating new things, and quality time with friends. Sarah is supported by her family, her parents Godwin and Christa Dixon, and her brother Caleb.

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

1. *Grace Presbytery Council elected Trey Angel (Dallas, NorthPark) as Treasurer for 2021 and Rev. Gerry Tyer (H.R.) as Stated Clerk for 2021.* [1/27/21]
2. *Presbytery Council increased the personnel budget by \$2,535.66 dollars in order to make an adjustment for one of our staff positions.* [1/27/21]
3. *Grace Presbytery Council approved the following actions taken by the Committee in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information.* [1/27/21]

A. Assigned Will Wilson to coordinate the March annual review of the Stated Clerk for the committee.

### **Information from the Personnel Committee**

- A. Attendance at the January 13, 2021 meeting: **Ruling Elder Zem Neil** (Fort Worth, First), **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Katy Rigler** (Richardson, St. Barnabas), **Rev. Will Wilson** (Kilgore, First), **Rev. Andy Odom** (Richardson, Canyon Creek)
- B. Jimmy Chapman's Commissioned Pastor contract has been received.
- C. The new Interim General Presbyter, **Rev. Steve Shive**, started January 15, 2021.
- D. Andy reported on the possibility of the need for an additional part-time finance position.
- E. The meeting was opened with prayer by **Ruling Elder Zem Neil** and closed with prayer by **Rev. Will Wilson**.

Information from the Presbytery Council

- A. Attendance at the January 27, 2021 Presbytery Council meeting held via electronic means: Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), **Rev. William Wilson** (Kilgore, First), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: **Rev. Thomas Lamb** (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Larry Spencer** (Honorably Retired), Moderators of Presbytery Committees: **Ruling Elder Cindy Miller** (Corsicana, Westminster and Committee on Ministry), **Rev. Woody Meredith** (Budget and Finance Committee), **Rev. Andy Odom** (Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Ruling Elder Karen Ebling** (Director of Property Management), **Joanna Kim** (Director of Ministry Services), **Rev. Craig Krueger** (Director of Ministry Transitions), **Vicki Roberts** (Director of Finance). Guests: Candidate **Sarah Dixon** (Trinity, Flower Mound). Excused: **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee).
- B. The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Rev. Steve Shive**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery



**Grace Presbytery Council**  
Wednesday, February 24, 2021  
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on February 24, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Presbytery Council Moderator **Rev. John Williams**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, Presbytery Treasurer **Trey Angel**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Nominating Committee Moderator **Rev. Lisa Perkins**, Director of Property Management **Ruling Elder Karen Ebling**, Personnel Committee Moderator **Rev. Andy Odom**, Task Force on Social Justice staff liaison **Rev. Perryn Rice**, Task Force for Camp Gilmont Moderator **Ruling Elder Beth Thompson**, Director of Ministry Development **Rev. Elizabeth Callender**, Director of Ministry Services **Joanna Kim**, Director of Communication **M. E. Clary**, Director of Finance **Vicki Roberts**.

**Motions Approved by the Presbytery Council**

1. *Presbytery Council appointed the following as a Grace Presbytery Support Team in the wake of the recent cold weather and outages of power and water: Interim General Presbyter Rev. Steve Shive, Director of Ministry Services Joanna Kim, Director of Property Management Ruling Elder Karen Ebling, Presbyterian Disaster Assistance First Responders Rev. Jim Reinarz (HR) and Rev. Jim Ellor. [2-24-21]*

Background: The Grace Presbytery Support Team will be an emergency response group to work with Grace Presbytery churches experiencing severe water damage due to broken pipes or roof leakages as result of recent winter storm and freezing.

2. *Grace Presbytery Council allocated \$50,000.00 from the 2021 Operating Budget Undesignated Funds for Emergency Assistance Grants for congregations with severe property damage and that all gifts received for such assistance will supplement this fund.* [2-24-21]

Background: The grants will not to be used to pay for the repair of a pre-existing building concern. Requests for grants will be approved by the Grace Presbytery Support Team. All approved grants will be reported to Presbytery Council.

3. *Presbytery Council acting on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9 approved the following actions taken by the Presbytery Council in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information:* [2-24-21]

- A. Discussed the March 2, 2021 Presbytery Zoom Gathering.
- B. Changed the May 1, 2021 Presbytery Stated Meeting from a face-to-face meeting to an electronic meeting.
- C. Discussed names to be suggested for election to the Nominating Committee.
- D. Expressed the appreciation of the Presbytery Council with the quick pastoral response of the staff to ministers and other church leaders following the recent winter storm.

#### Motions from the Stated Clerk

4. *Grace Presbytery Council approved the minutes of the January 25, 2021 meeting of the Presbytery Council.* [2-24-21]
5. *Grace Presbytery Council approved the following report of the Stated Clerk and received the items of information.* [2-24-21]

#### Information from the Stated Clerk

- A. The following ministers of Word and Sacrament have entered the Church Triumphant since the last stated meeting of the Presbytery Council: **Rev. Bruce R. George** (January 30, 2021), **Rev. Sally H. Brown** (February 7, 2021), **Rev. Carl G. Schrader** (February 8, 2021).

#### Motions from the Committee on Ministry

1. *Grace Presbytery Council elected the following as an Administrative Commission for First Presbyterian Church, Ferris at the request of the congregation with the authority to implement the Grace Presbytery Policy on Dissolving Congregations: Rev. Robert M.*

*Young (H.R.) Moderator, Ruling Elder Patsy Chandler, (Ferris, First), Ruling Elder Patti Dickerson (Waxahachie, Central), Ruling Elder Karen Ebling (Grace Presbytery Director of Property Management), and Rev. Craig Krueger (Grace Presbytery Director of Ministry Transitions, Grace Presbytery and staff liaison).* An opportunity for nominations from the floor was afforded prior to the election. [2-24-21]

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

1. *Grace Presbytery Council approved the following actions taken by the Personnel Committee in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information.* [2-24-21]
  - A. Authorized **Rev. Will Wilson** to send out questions to an agreed list of presbyters for the committee to conduct the annual review of the stated clerk in March.
  - B. Welcomed **Ruling Elder Chip Black** as the new committee member from Presbytery Council.
  - C. Welcomed **Rev. Steve Shive** as the new Interim General Presbyter and received his report: he is learning the people, the assets and strengths, and the challenges in Grace Presbytery.
  - D. Received a General Presbyter Search Committee update: **Ruling Elder Zem Neil** reported that the committee asked her to keep the Personnel Committee up to date on the progress of the search.

### **Information from the Personnel Committee**

- A. Attendance at the February 10, 2021 Personnel Committee meeting: **Ruling Elder Zem Neil** (Fort Worth, First), **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Ruling Elder Chip Black** (Arlington, Grace), **Rev. Katy Rigler** (Richardson, St. Barnabas), **Rev. Will Wilson** (Kilgore, First), **Rev. Andy Odom** (Richardson, Canyon Creek)
- B. The meeting was opened with prayer by Andy Odom and closed with prayer by Kathy Jones.

### **Motions from the Nominating Committee**

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

1. *Grace Presbytery Council elected Commissioned Pastor Ruling Elder Martin Osaе (Irving, Woodhaven) to the Committee on Representation, Class of 2022.* [2-24-21]

### **Motions from the Task Force on Social Justice**

1. *Grace Presbytery Council authorized the Social Justice Task Force to establish, maintain, and oversee a social media presence (Facebook, Twitter, Instagram, etc.) as secondary Grace Presbytery accounts.* [2-24-21]

Rationale: These instruments of communication will enable the Task Force to fulfill its mission as set forth in its Purpose Statement adopted by Grace Presbytery.

Background (from the Social Justice Task Force Purpose Statement):

“Grace Presbytery, through its Social Justice Task Force, seeks to deepen and widen its witness to the Gospel of Jesus Christ as “good news” to the fulness of our humanity and to all of creation. The existence of this Task Force bears witness to Presbytery’s conviction that we must actively living out what can often be left to words alone.

The understanding of social justice governing this Task Force shall be rooted in our constitutional documents and approved worship resources, most specifically Book of Order W-5.0304 which states:

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

Rationale: In order to fulfill its Presbytery designated purpose, the Task Force requires an instrument for communication that will function under the Task Force’s management as a secondary Grace Presbytery account designated to serve the following Task Force responsibilities and initiatives:

- A. To be a public witness for Grace Presbytery dedicated solely to issues of social justice. This communication instrument will enable the Task Force to directly connect and communicate with interested parties.
- B. To respond to current events from a theologically Reformed perspective, in a timely manner. There are situations that local, national, or international news demand an immediate response from the Church. The absence of a timely response is a missed opportunity at best and, at worst, may communicate indifference.
- C. To publicize upcoming Presbytery social justice events and directly link registrations for such events in a timely manner. This will enable the Task Force to set its own schedule and appropriately respond to communications and registrations thereby relieving some of the administrative burden on Grace Presbytery staff.
- D. To be able to extend the reach of various statements and documents from the PC(USA) such as the Office of Public Witness and the Office of Worship and Theology in a timely manner.



#### Oversight, Responsibility, and Accountability:

- A. The Task Force will post documents, statements, and communications that have been evaluated as appropriate by virtue of being similar in substance and tone to already existing material on the site, or material that is clearly supportive of the mission and witness of the PC(USA) and Grace Presbytery with regard to matters of social justice.
- B. Task Force members will monitor the various platforms to ensure proper content is maintained. Any material that fails to reflect Presbytery's witness will be removed. Any material contested as its appropriateness will be put under review by Presbytery staff and/or Task Force members. Whenever appropriate, the Task Force will seek to engage conversation with those who may not share the point of view of a particular posting.

Presbytery staff (the General Presbyter or Interim General Presbyter and the Director of Ministry Development, staff resource to the Social Justice Task Force) will review and approve content prior to timely postings.

#### **Motions from the Task Force on Camp Gilmont**

##### ***1. Grace Presbytery Council received and approved the following report of the actions and information from the Task Force on Camp Gilmont: [2-24-21]***

- A. In a meeting between the Task Force on Camp Gilmont Moderator **Ruling Elder Beth Thompson** and Co-Executive Director of Camp Gilmont **Rev. Kenny Rigoulot** in preparation for the meeting of the Council Task Force, Kenny reported that he is prepared to provide information regarding quarterly and annual financial statements, benchmarks regarding Gilmont's progress toward financial self-sufficiency by 2024, and numbers of churches who are members of the Camp Gilmont Corporation.
- B. Kenny had the following question for the Council: What is the schedule for disbursements of the grant funds from Grace Presbytery? Yearly, quarterly, or monthly, and by direct deposit or by check? 2021: \$150,000.00; 2022: \$100,000.00; 2023: \$75,000.00; 2024: \$0.00.
- C. The Presbytery Council received the report that the disbursement of the grant funds will be on a quarterly basis. Also, the task force decided to remain working with Camp Gilmont through 2023.

#### Information from the Presbytery Council

- A. Attendance at the February 24, 2021 Presbytery Council stated meeting held via electronic means: Class of 2021: Ruling Elder Wendell Black (Arlington, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), **Rev. William Wilson** (Kilgore, First), Class of 2022: Ruling Elder Kathy Jones (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: Rev. Thomas Lamb (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Larry Spencer** (Honorably Retired), Moderators of Presbytery Committees: Ruling Elder Cindy Miller (Corsicana, Westminster and

Committee on Ministry), **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Rev. Andy Odom** (Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Ruling Elder Karen Ebling** (Director of Property Management), **Joanna Kim** (Director of Ministry Services), **Ruling Elder Vicki Roberts** (Director of Finance). Guests: Excused:

- B. The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Rev. Woody Meredith**.

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



\_\_\_\_\_  
Stated Clerk of Grace Presbytery



\_\_\_\_\_  
Moderator of Grace Presbytery

**Grace Presbytery Council**  
Wednesday, April 7, 2021  
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on April 7, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Presbytery Council Moderator **Rev. John Williams**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, Presbytery Treasurer **Trey Angel**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Personnel Committee Moderator **Rev. Andy Odom**, Task Force on Social Justice Co-Moderator **Rev. Perryn Rice**, Task Force for Camp Gilmont Moderator **Ruling Elder Beth Thompson**, General Presbyter Search Committee Moderator **Rev. Kate McGee**, Congregational Support Committee Moderator **Ruling Elder Brian Parker**, Grace Support Team member **Joanna Kim**, Board of Trustees Secretary **Rev. Gerry Tyer**, Church Development Committee Moderator **Rev. Alissa Conner**, Committee on Preparation for Ministry Moderator **Ruling Elder David Williams**, Young Adult Ministry Committee Moderator **Rev. Owen Gray**.

**Motions Approved by the Presbytery Council**

- 1. Grace Presbytery Council approved the following Docket for the May 1, 2021 stated meeting of Grace Presbytery to be held electronically via Zoom. [4/7/21]*

Presbytery Meeting Docket  
May 1, 2021  
An Electronic Meeting via Zoom

<b>10:00 am</b>	<b>Convening of Presbytery</b>	Lisa Patterson
5 mins.	Call to Order, Opening Prayer, and Information about this Zoom Meeting	
	Declaration of Quorum and Approval of Docket	Gerry Tyer
<b>10:05 am</b>	<b>Worship</b>	
20 mins	Music	David LaMotte
	Prayer	Melissa Castillo
	Message	John Williams
<b>10:25 am</b>	<b>Plenary Session</b>	
5 mins	Recognition of First Time Commissioners & Corresponding Members	Lisa Patterson
3 mins	Report of the Presbytery Moderator	
5 mins	Report of the Interim General Presbyter	Steve Shive
5 mins	Report of the Presbytery Council	John Williams
3 mins	Ministers who joined the Church Triumphant since March 2020	Slides
20 mins	Ministers received by the Committee on Ministry since March 2020 will be introduced throughout this meeting.	Cindy Miller
5 mins	Report of the General Presbyter Search Committee	Kate McGee
10 mins	Report of the Congregational Support Committee	Brian Parker
5 mins	Report concerning Migrant Teens	Joanna Kim
10 mins	Report of the Church Development Committee	Alissa Conner
5 mins	Report concerning Camp Gilmont	Beth Thompson
15 mins	Report of the Social Justice Task Force	Perryn Rice, Katy Rigler
5 mins	Report of the Committee on Preparation for Ministry	David Williams
5 mins	Report of the Stated Clerk and Consent Agenda	Gerry Tyer
	New Business (if any)	Lisa Patterson
5 mins	Closing Prayer with Joys and Concerns taken from the Chat Feature in Zoom	Mike Jones
<b>12:15 pm</b>	<b>Adjournment</b>	

2. *Grace Presbytery Council approved the recipient of the offering taken at the May 1, 2021 presbytery meeting to be the ministry of Catholic Charities with the migrant teens in Dallas. [4/7/21]*
3. *Grace Presbytery Council voted to permit the resumption of in-person youth events in Fall 2021 (Youthquake SHYC, and others) and asked the planners of those events to seek guidance from the Center for Disease Control and local health authorities. [4/7/21]*
4. *Grace Presbytery Council approved the revised Ministry Information Form for the General Presbyter Search Committee. [4/7/21]*
5. *Grace Presbytery Council elected Rev. Princeton Abaraoha (Midlothian, First), Ruling Elder Kathy McCarron (Dallas, NorthPark), and Ruling Elder Karen Groman (Waco, Central) to the Nominating Committee Class of 2023. An opportunity for nominations from the floor was afforded prior to the election. [4/7/21]*

### Motions from the Stated Clerk

1. *Grace Presbytery Council approved the minutes of the February 24, 2021 meeting of the Presbytery Council.* [4/7/21] (The minutes were sent as an attachment to the same email that came with this document.) [4/7/21]
2. *Grace Presbytery Council voted to continue to exercise the provisions of Standing Rule 1.4.9 until the next in-person presbytery meeting is authorized.* [4/7/21]

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

Background: On April 15, 2020, Grace Presbytery unanimously approved Standing Rule 1.4.9 by written ballot. The Presbytery Council has been exercising its provisions ever since. This will continue until the Presbytery Council authorizes an in-person presbytery meeting.

3. *Presbytery Council approved the following dates for presbytery stated meetings next year: Saturday, February 12, 2022; Saturday, May 14, 2022; Thursday, September 22, 2022; and Saturday November 12, 2022; and approved the following dates:* [4/7/21]
  - a. *Presbytery Council will meet at 9:30 a.m. on the Wednesdays 24 days prior to each stated meeting of the presbytery (with deadlines for reports to the Presbytery Council one week earlier).*
  - b. *The deadline for all presbytery reports will be noon on the Wednesdays 17 days prior to each stated meeting of the presbytery.*
  - c. *The presbytery meeting booklet with docket and all reports will be posted on the presbytery website by noon on the Wednesdays 10 days prior to each presbytery meeting.*
4. *Grace Presbytery Council voted to send the two overtures approved last year for action by the 224<sup>th</sup> General Assembly (2020) – which were postponed to the 225<sup>th</sup> General Assembly (2022) – back to the sessions which originally recommended the adoption of the overtures asking which of the following options they would recommend to Grace Presbytery concerning their submitted overture:* [4/7/21]
  - a. *resubmit the overture as it currently stands,*
  - b. *resubmit the overture with an updated rationale,*
  - c. *withdraw the overture from consideration,*
  - d. *withdraw the overture and submit a new overture and rationale.*

Background: One overture concerned Israel/Palestine, and the other overture concerned the authority of presbyteries to define severance for ministers.

5. *Grace Presbytery Council authorized the Presbytery Moderator to organize a task force made up of commissioners elected to the 224<sup>th</sup> General Assembly (2020) to study and make recommendations for all overtures to be considered for submission to the 225<sup>th</sup> General Assembly (2022).* [4/7/21]

6. *Grace Presbytery set January 12, 2022 as the deadline for all overtures to be submitted to the 225<sup>th</sup> General Assembly (2022) including overtures recommending an amendment to the Book of Order, overtures with financial implications, concurring with overtures from other presbyteries, and all other overtures.* [4/7/21]
7. *Grace Presbytery Council received the resignation of Rev. Robert Young as moderator of the Administrative Commission for First Presbyterian Church, Ferris and appointed Rev. Craig Krueger as moderator.* [4/7/21]

#### Motions from the Personnel Committee

1. *Grace Presbytery Council approved the following as a task force to recommend priorities for the presbytery during the search for a General Presbyter: Moderator of the Presbytery, Vice Moderator of the Presbytery, Moderator of the Presbytery Council, Moderator of the Personnel Committee, Interim General Presbyter, and the Stated Clerk.* [4/7/21]
2. *Grace Presbytery Council approved the following actions taken by the Personnel Committee in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information.* [4/7/21]

#### Information from the Personnel Committee

- A. Attendance at the February 10, 2021 Personnel Committee meeting: **Ruling Elder Zem Neill** (Fort Worth, First), **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Ruling Elder Chip Black** (Arlington, Grace), **Rev. Katy Rigler** (Richardson, St. Barnabas), **Rev. Will Wilson** (Kilgore, First), **Rev. Andy Odom** (Richardson, Canyon Creek)
- B. **Rev. Will Wilson** led the committee in its annual review of **Stated Clerk Rev. Gerry Tyer**.
- C. For Council: In previous conversations with **Rev. Steve Shive**, the Personnel Committee outlined 3 priorities for him during his time as Interim General Presbyter:
  - a. Set up financial controls for staff expenses, including the head of staff.
  - b. Evaluate current staff configuration.
  - c. Determine if current staff are best suited to pursue the presbytery's ministry and mission.
- D. Interim General Presbyter report: Rev. Steve Shive is learning the people, the assets and strengths, and the challenges in Grace Presbytery. The social distancing and in-person meeting restrictions required by Covid-19 continue to complicate that process.
- E. General Presbyter Search Update: **Ruling Elder Zem Neill** reported that the Ministry Information Form is ready for Presbytery Council review.
- F. **Ruling Elder Mike Buchanan** has started reviewing the Personnel Manual.



- G. **Rev. Will Wilson** resigned from both Presbytery Council and Personnel Committee because of an educational opportunity.

Information from the Personnel Committee

- A. The February 10, 2021 Personnel Committee meeting was opened with prayer by **Ruling Elder Zem Neil** and closed with prayer by **Rev. Katy Rigler**.

**Motions from the Congregational Support Committee**

1. *Grace Presbytery Council approved the following actions taken by the Congregational Support Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.* [4/7/21]

Information from the Congregational Support Committee

- A. Disaster Response Team Report submitted by Moderator **Rev. James Reinarz**.

- 1) After foundational work done in 2020, the Disaster Response Team of Grace Presbytery was reinstituted in January 2021.
- 2) The current members of the Disaster Response Team are: **Rev. Ashley Hood** (First, Grapevine); **Jodi Haun** (First, Grapevine); **Phil Darby** (Trinity, McKinney); **Neelum Math** (Trinity, McKinney); **Janet Walters** (Canyon Creek, Richardson); **Tim McNutt** (Nor'kirk, Carrollton); **John Tieken** (First, Henderson); **Rev. Candice Richey Womack** (Congregational Support Committee liaison & United, Greenville); **Rev. Dr. Jim Ellor** (First, Waco); **Rev. Dr. James Reinarz**, HR, chair; **Joanna Kim**, presbytery staff.
- 3) With the Winter Storm of February 2021, the Grace Support Team and the Disaster Response Team partnered to respond to this disaster. In the presbytery, 24 churches sustained damage ranging from minor to significant. The Grace Support Team, presbytery staff and Disaster Response Team members contacted these churches to gather information and provide them with guidance in recovery. Of these churches, seven churches have requested and been given grants from the presbytery's emergency fund. The churches receiving grants as of this date are Glendale, Dallas (\$5,000.00), St. Philip, Hurst (\$5,000.00); First, Denison (\$5,000.00); First, Mesquite (\$5,000.00); Eastminster, Dallas (\$5,000.00); First, Duncanville (\$5,000.00), West Plano, Plano (\$2,500.00). Disaster Response Team members are contacting 61 other churches in the presbytery to inquire of their status and welfare.
- 4) During the recovery phase of this disaster the Grace Support Team and Disaster Response Team have also been in frequent contact with **Rev. Jim Kirk**, Associate Director of Presbyterian Disaster Assistance. We greatly appreciate their assistance and support.
- 5) The other activity the Disaster Response Team is engaged in is planning a zoom training event to share information with church leaders in the area of disaster



preparedness and response, especially in the wake of the Winter Storm. The working title of this event either in April or May of 2021 is: *“Maintaining Building Integrity in Disasters, I Never Thought It Would Happen to Me.”* During the planning phase of this event, we will be hosting a small focus group of pastors in affected churches to provide emotional and spiritual care and also to better understand what their needs are in terms of information and training. The Disaster Response Team is thankful to carry out this important ministry in Grace Presbytery and asks for your continued prayers and support.

#### B. 2021 Congregational Support Committee Leadership Training Virtual Workshops

- 1) Our rationale for these workshops is to offer extra nourishment to members of Grace Presbytery, to help build one another up and offer a sense of connection that may have been strained or fragmented over these past months. Our workshops will be free of charge, offered every other month, with more informal fellowship and sharing time offered each month in between workshops. Our hope is that our *koffee klatch* or *lunch lingua* time might foster getting acquainted with one another and, perhaps, be a building block for friendships within the presbytery.
- 2) May 12; 12-1:30 pm *“Leading into a New Pandemic World”* led by **Rev. Bruce Reyes-Chow**, Moderator of the 218<sup>th</sup> General Assembly and Pastor of First Presbyterian Church in Palo Alto, Calif.

This workshop will be focused on equipping leaders with some helpful frameworks for leading their churches into a new post-pandemic world: while also acknowledging that we have to hold our pandemic present and post-pandemic future in tension, standing between two worlds in many ways. Bruce will lead the workshop by first acknowledging all the pastoral "stuff" we are experiencing right now (inertia, fatigue, etc.) and will then highlight and name some of the ministry "disruptions" that may be here to stay and how we might faithfully address those disruptions without getting stuck in a place of disconnection. He will include a moment of Q/A at each topic and will also end with time for Q/A. June follow-up and networking led by Congregational Support Committee member **Rev. Candice Womack**.

- 3) July 28, 12-1:30 pm *“The Healing Power of Story”* led by **Rev. Fran Shelton**, Co-founder of Faith and Grief Ministries.

*All sorrows can be born if you put them in a story or tell a story about them.* — Isak Dinesen.

Every time we tell our story, we are sharing the Gospel story. We will be led by a speaker, a liturgist, and trained facilitators to guide participants in putting our sorrows in story. This time of sharing story and worship will offer space to speak open and honestly about your grief and invites healing and wholeness. There will be a time of Q&A after the closing prayer. August follow-up and networking led by Congregational Support Committee member **Rev. Lil Smith**.

- 4) September 15, 12-1:30 pm “*Enduring Ministry of Preaching and Worship Leadership in this New Season of the Church*” led by **Dr. Thomas G. Long**, Professor Emeritus of Homiletics at Emory University Candler School of Theology

We will look together at what preachers may need to be saying, theologically and biblically, as we get on the other side of the wilderness wandering of this pandemic year. Dr. Long will present material to those gathered online, as well as allow us to record the presentation to be made available to those who cannot participate at the time. October follow-up and networking led by Congregational Support Committee member **Rev. Lander Bethel**.

- 5) November 4 and November 6 “*Officers Training*” led by clergy members of Grace Presbytery.

This workshop will provide a foundation for officer training, especially oriented toward small to medium size congregations that may not have had training in some time or would like a refresher for officers. This workshop will be given in two parts to more easily accommodate laypersons and offered online so that those in more remote parts of the presbytery may participate.

### **Report from the Grace Support Team**

The following churches have reported damage to Grace Presbytery from the Winter Storm 2021.  
March 31, 2021

	<b>Church</b>	<b>Location</b>	<b>Pastor</b>	<b>Grant requested</b>
1	Emmanuel	Bedford	Kyle Walker, Interim	
2	Flower Mound	Flower, Mound	Jake Clawson, Moderator	
3	Canyon Creek	Richardson	Andy Odom; Chris Lee; Ellen Dittman	
4	First	Plano	Angie Mabry, Interim	
5	West Plano	Plano	David Batchelder	\$2,500.00/Approved
6	Eastminster	Dallas	Sherry Holloman	\$5,000.00/Approved
7	Woodhaven Ghanaian Fellowship	Irving	Shane Webb Martin Osae, CP	
8	First	Grapevine	Robert Crilley; Ashley Hood	
9	First	Duncanville	Ginger Hertenstein	\$5,000.00/Approved
10	First	Mesquite	Jones Doughton	\$5,000.00/Approved
11	First	Cameron	Clinton Schofield, Moderator	
12	Westminster	Arlington	Kate McGee	
13	Nor'Kirk	Carrollton	Laura Fitzgibbon, Interim	
14	First	Longview	Kendal Land	
15	First	Waco	Leslie King	
16	Trinity	McKinney	Woody Brown, Mally Baum	
17	Bentwood Trail	Dallas	Karl Schwarz, Interim	

18	First	Kilgore	Will Wilson	Application Requested
19	Westminster	Dallas	Alex Lee-Cornell, Interim	
20	Westminster	Fort Worth	Don Hogg	
21	St. Philip	Hurst	Greg Garis, Alissa Conner	\$5,000.00/Approved
22	El Divino Salvador	Dallas	Dan Anderson-Little, Moderator	
23	Glendale	Dallas	Derrick Jefferson, CP	\$5,000.00/Approved
24	Lake Highlands	Dallas	Perryn Rice	
25	Grace	Plano	Tracy Davenport, Cara Ellis	
26	First	Palestine	Gaither Bailey	Application Requested
27	First	Denison	Lander Bethel	\$5,000.00/Approved

Grace Presbytery-managed properties with damage: Fort Worth (River Oaks) former John Knox Presbyterian Church; tenants: Thompson & Son Funeral Home, and the Korean Presbyterian Church of Fort Worth (not PCUSA)

Friends and affiliates of Grace Presbytery with damage: (1) Camp Gilmont, Gilmer, (2) Austin College, Sherman, (3) Austin Presbyterian Theological Seminary, Austin.

### **Motions from the Board of Trustees**

1. *Grace Presbytery Council received and approved the following report of the actions and information from the Board of Trustees as delegated in Grace Presbytery's Bylaws and Manual of Administrative Operations.* [4/7/21]
  - A. Approved the agenda for the March 22, 2021 Board of Trustees meeting. [3/22/21]
  - B. Approved the minutes of the January 25, 2021 Board of Trustees meeting. A copy is available upon request. [3/22/21]
  - C. Received a report that the following addition to the Policy on Church Properties in Need of Significant Repair was adopted unanimously by a January 26, 2021 email vote of the Board of Trustees: "Grace Presbytery recognizes the financial challenges of many congregations to maintain called, installed leadership as well as maintain their physical properties. While this particular policy does not address this trend, it does provide a consistency for presbytery and congregational collaboration in order to maintain the physical structure for each congregation which is nothing short of the local manifestation of the Body of Christ. We recognize that any church building is one way that its congregation is cued toward resilience and openness to God's possibilities. Deferred maintenance, in very real ways, can defer the spirit of congregants as well. Therefore, we encourage each committee of Grace Presbytery and each congregation of Grace Presbytery to work this policy for the strength of Christ's commonwealth as we share in the challenges of ministry." [3/22/21]
  - D. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts** including the following unaudited financial reports. A copy is available upon request. [3/22/21]

- a) Balance Sheet as of December 31, 2020
- b) Income and Expense Statement as of December 31, 2020
- c) Shared Mission Support Report as of February 28, 2021
- E. Received the Property Report from Director of Property Management **Ruling Elder Karen Ebling**. [3/22/21]
- F. Approved the sale of the non-adjacent unimproved property owned by **First Presbyterian Church of Bridgeport**. [3/22/21]

Legal Description: The property is located in an undeveloped portion of Runaway Bay (Unit 6, Block 12, Lot 11, RUNAWAY BAY).

Background: This is an estate property in a residential area. By vote of the congregation on June 23, 2019, it is to be sold for not less than \$2,000. The property value has been assessed by the session through realtors and county property tax records. The prior Administrative Commission on Property approved the sale by email vote in December 2019. The vote was not recorded in Administrative Commission on Property minutes by omission, and therefore this motion affirms that prior vote for purposes of recording the presbytery's approval. In November 2020, the church received an offer from WPL Holdings LLC to purchase the lot for \$4,019, and they have proceeded with the sale.

- G. Approved the sale of residential property owned by **First Presbyterian Church of Winnsboro**, a manse home located at 303 South Chestnut Street. The proceeds of the sale will be used to establish an endowment in the name of Ann Moore at Texas Presbyterian Foundation. The property will be listed with a realtor for \$217,000, and final contract price negotiations within 20% of that listing price is granted to the session of First Presbyterian Church, Winnsboro without further approval by the Board of Trustees. [3/22/21]

Legal description: Lot 3C, 4B, 9, 10B, Block C, City of Winnsboro.

Background: The manse was last used by a pastor in 2015. It has been leased to a residential tenant, and it has produced an annual income of around \$8700 since 2017. The maintenance and insurance costs are higher than expected, and the session has determined it is not feasible to continue leasing the property with the current rental market rates. The late Ann Moore was instrumental in the purchase of the manse. Her deepest desire was to see this church continue to thrive. The fund will be used to see that this church will continue to hold a presence in and around Winnsboro.

- H. Approved a real estate listing with Steve Grant Real Estate, LLC, for the property previously held by the dissolved **Kerens Presbyterian Church of Kerens**, a church building located at 301 SE Third Street, Kerens. The listing price will be \$45,000. If the property is not sold in three months, the property will be offered as a donation to the town of Kerens and/or the building will be razed at the presbytery's cost. [3/22/21]

Legal Description: LOTS 6 AND 7, BLOCK 75, OLD TOWN KERENS, NAVARRO COUNTY.

Background: The Administrative Commission dissolved the Kerens congregation in 2020, and the property is reverting to the presbytery. We received a title policy on the church in early March 2021, after 5 months of research by the title company. The building is in poor condition, and a realtor has suggested we may be able to sell it to someone who may be interested in the salvage value or who has the means to refurbish and use the building. If no interest comes on the property, we will need to destroy the building rather than incur the cost of maintaining, monitoring, and insuring the property. At this time, we are insuring it for liability only.

- I. Approved the sale of property previously held by the dissolved **First Presbyterian Church of Itasca**, a church building located at 106 N. Lamar Street to Phillip Burch, Jr., executive pastor of House of Faith Church, for a sale price of \$65,000. [3/22/21]

Legal Description: ITASCA OT BLK 4 LT 7 & 8, HILL COUNTY.

Background: The presbytery paid for an engineering report and an appraisal/broker price opinion on this property in 2019. Due to the deteriorating condition, the appraisal was “best case” \$99,000, with a caveat that it may only go for salvage value. Hill County lists an appraised value of \$809,000. The congregation was dissolved in March 2021, and the Administrative Commission affirmed their support of the sale of the church building and all remaining contents to this local worshipping community. We are in process of working a potential donation of the church pipe organ to the American Guild of Organists, and if this moves ahead, the organ will not be included in the sale of the property.

- J. Approved a contract for the sale of 13.33 acres of presbytery-owned unimproved property in Crowley for a sale price of \$325,000. The property is currently listed with Avid Real Estate Partners. The purchaser is Fourth Avenue Investments, LLC, a developer for Gehan Homes. [3/22/21]

Legal Description: Abstract 506 Tract 5E, approximately 13.33 acres of land at 1404 Highway 1187 in Crowley, Texas.

Background: This property was purchased by the presbytery in the late 1990s for potential ministry expansion. It has an active gas well on the property under lease. The property exists in the Extra-Territory Jurisdiction of Tarrant County, that is, the unincorporated section of the county. This brings both interest and challenges to potential buyers. A real estate developer representing Gehan Homes will make application with the City of Fort Worth and/or City of Crowley for an Annexation, Zoning, and Site Plan approval to allow the property to be developed for townhomes. The current contract has provision that all earnest money and deposits are refundable to the buyer if they do not receive approval. The full 24-page contract is available upon request. The schedule below allows for as much as fifteen months to process.

Effective Date	Upon signature of contract
“Initial Deposit”	\$7,500.00 deposit to be made with Republic Title Company within three (3) business days following the effective date of the contract.

Inspection Period	90 days following the receipt of a current title commitment and survey to be provided by Seller, and if available copies of any environmental, soil and engineering reports the Seller may have in its possession.
“Additional Deposit”	Upon expiration of this Inspection Period, Purchaser shall deposit an additional \$7,500 with the Title Company.
Approvals Period	<p>Application: Within 120 days following the date on which the Purchaser received both the title commitment and up to date ALTA survey, Purchaser shall make application with the City of Fort Worth and or Crowley for Annexation, Zoning and Site Plan approval to allow for the subject property to be developed.</p> <p>Approval: If the City of Fort Worth and or Crowley neither approves nor denies the Annexation, Zoning and Site Plan within 120 days following the application date, then the time frame to gain such approvals shall automatically extend an additional 30 days.</p> <p>If after 150 days following the application date the City of Fort Worth and or Crowley has neither approved nor denied the Annexation, Zoning and Site Plan requested, then Purchaser may either terminate the contract and receive an immediate refund of the Earnest Money or waive the contingency and move towards closing.</p>
Closing Date	To be held 30 business days following Annexation, Zoning and Site Plan site approval by the City of Fort Worth and or Crowley.

- K. Approved the listing for sale with a commercial agency beginning in November 2021 of unimproved property owned by Grace Presbytery in Frisco, Denton County, approximately 9.4 acres located at the corner of Legacy Drive and Throne Hall Drive. [3/22/21]

Legal Description: Denton County: A0918A MEP & PRR, TR 2A.

Background: This property was purchased by the presbytery and planned for use by the dissolved **Legacy Presbyterian Church of Frisco**. The Director of Property and Interim General Presbyter will work together to recommend a listing by a commercial real estate company after reviewing proposals, broker price opinions, and the broker’s approach to marketing the property. Denton County appraises the value of the property at approximately \$7,300,000. The property is currently under an agriculture exemption, and likely will have roll-back taxes due upon sale. The listing price and listing terms will be brought to the Board of Trustees for final approval.

#### Information from the Director of Property Management

##### Property Report:

- Report of damage to churches across the presbytery from recent winter storm
- Report of sale of **John Knox property in River Oaks / Fort Worth**
  - Winter storm insurance claim on John Knox property – prior to sale
- Report of Grace Presbytery insurance policy additions, discussion of liability-only properties
- Report on sale of **First Presbyterian Church of Allen** property



- Report regarding **Corinth Presbyterian Church of Parker** property, occupancy by First Allen
- Report regarding **First Presbyterian Church of Ferris** property

#### Information from the Board of Trustees

- A. Attendance at the March 22, 2021 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery's Manual of Administrative Operations: Class of 2021: **Elder Ernie Higginbotham** (Dallas, First), **Ruling Elder Patty Dickerson** (Waxahachie, Central), **Ruling Elder Jefferson Howeth** (Dallas, NorthPark), **Rev. Denise Odom** (Dallas, Presbyterian Village North), **Ruling Elder Matthew Malavanti** (Waco, First), **Ruling Elder Frank Stevenson** (Dallas, Northridge); Class of 2022: **Rev. David Ivie** (Forney, First), **Rev. Leslie King** (Waco, First), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail); Class of 2023: **Rev. Stuart Baskin** (Tyler, First), **Rev. Woody Brown** (McKinney, Trinity), **Rev. Greg Garis** (Hurst, St. Philip), **Rev. Ashley Hood** (Grapevine, First), **Ruling Elder Sara Jo Mueller** (Plano, West Plano); Ex-Officio with vote: **Rev. John Williams** (Presbytery Council Moderator), **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees); Ex-Officio without vote: **Rev. Steve Shive** (Interim General Presbyter), **Trey Angel** (Presbytery Treasurer); Staff: **Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property Management). Excused: Class of 2021: **Ruling Elder Michael Malone** (Dallas, NorthPark). [3/22/21]
- B. Prayers: The March 22, 2021 meeting was opened and closed with prayer by **Rev. Greg Garis**. [3/22/21]

### Finance Reports

#### Income and Expense Report

Income and Expense Report (Unaudited) as of December 31, 2020	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
INCOME ACCOUNTS				
Total Shared Mission Support	1,213,919.18	1,250,000.00	36,080.82	1,250,000.00
Total Special Offerings Revenue	280.91	0.00	(280.91)	0.00
Total Gifts	36,963.46	20,000.00	(16,963.46)	20,000.00
Total Grants	0.00	0.00	0.00	0.00
Total Leadership Development Event Fees	0.00	0.00	0.00	0.00
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Fees & Services	0.00	0.00	0.00	0.00
Total Youth Event Income	12,605.00	107,875.00	95,270.00	107,875.00
Total Scholarships Income	842.00	0.00	(842.00)	0.00
Total Royalty and Lease Income	69,860.41	0.00	(69,860.41)	0.00
TRANSFERS TO GENERAL FUNDS				
Total Transfer to GF from Temporary Restricted	547,100.38	0.00	(547,100.38)	0.00



<b>Income and Expense Report (Unaudited) as of December 31, 2020</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
Total Transfer to GF from Temp. & LGF Fund	0.00	0.00	0.00	0.00
Total Transfer to GF from Perm. Restricted	79,810.24	0.00	(79,810.24)	0.00
Total Transfer to GF from Unrestricted Funds	0.00	0.00	0.00	0.00
Total Transfer to General Funds	626,910.62	0.00	(626,910.62)	0.00
<b>TOTAL INCOME</b>	<b>1,961,381.58</b>	<b>1,377,875.00</b>	<b>(583,506.58)</b>	<b>1,377,875.00</b>
<b>EXPENSE ACCOUNTS</b>				
Total Shared Mission Support	(124,720.70)	(137,500.00)	(12,779.30)	(137,500.00)
Total Designated Offering Expenses	(20,000.00)	0.00	20,000.00	0.00
Total Ecumenical Partnerships	0.00	0.00	0.00	0.00
Total Congregational Support	(37,126.14)	(29,300.00)	7,826.14	(29,300.00)
Total Youth & Young Adult Ministries	(33,934.09)	(241,275.00)	(207,340.91)	(241,275.00)
Total Committee on Preparation for Ministry	(25,359.93)	(24,700.00)	659.93	(24,700.00)
Total Committee on Ministry	(3,588.02)	(46,000.00)	(42,411.98)	(46,000.00)
Total New Church Development	(25,000.00)	(35,750.00)	(10,750.00)	(35,750.00)
Total Presbytery Meetings	(2,015.25)	(9,500.00)	(7,484.75)	(9,500.00)
Total GA Meeting & Big Tent Meeting	0.00	(21,000.00)	(21,000.00)	(21,000.00)
Total Presbytery Council	(3,430.15)	(22,000.00)	(18,569.85)	(22,000.00)
Total Budget & Finance	(5,000.00)	(35,000.00)	(30,000.00)	(35,000.00)
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Ecclesiastical Committees	(29,130.70)	(5,250.00)	23,880.70	(5,250.00)
Total Legal Expenses	0.00	(25,000.00)	(25,000.00)	(25,000.00)
Total Property & Liability/Worker's Comp	(555.82)	(39,600.00)	(39,044.18)	(39,600.00)
Total Property Taxes	1.03	(25,000.00)	(25,001.03)	(25,000.00)
<b>Salaries</b>				
Total GP & AGP Salaries	(228,980.64)	0.00	228,980.64	0.00
Total Budget for Employee Salaries	(790,292.77)	(899,919.01)	(109,626.24)	(899,919.01)
Total Salaries	(1,019,273.41)	(899,919.01)	119,354.40	(899,919.01)
<b>Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.</b>				
Total Benefits	(295,575.35)	(263,230.64)	32,344.71	(263,230.64)
Total Temporary Staff - Transition Costs	0.00	0.00	0.00	0.00
Total Personnel	(1,314,848.76)	(1,163,149.65)	151,699.11	(1,163,149.65)
<b>OPERATIONS</b>				
Total Office Operations	(237,725.24)	(247,000.00)	(9,274.76)	(247,000.00)
Total Communications Expense	(1,845.79)	(3,250.00)	(1,404.21)	(3,250.00)
Total Communications Operations Expense	(10,325.03)	(41,100.00)	(30,774.97)	(41,100.00)
Total Copiers	(11,885.91)	(17,900.00)	(6,014.09)	(17,900.00)
Total Postage	(3,223.53)	(4,600.00)	(1,376.47)	(4,600.00)
Total Communication Infrastructure	(48,121.21)	(50,500.00)	(2,378.79)	(50,500.00)
Total Computer Equipment	(3,479.58)	(13,500.00)	(10,020.42)	(13,500.00)

<b>Income and Expense Report (Unaudited) as of December 31, 2020</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
Total Staff Travel	(29,514.65)	(90,000.00)	(60,485.35)	(90,000.00)
Total Depreciation Expense	0.00	(4,700.00)	(4,700.00)	(4,700.00)
Total Office Operation	(346,120.94)	(472,550.00)	(126,429.06)	(472,550.00)
<b>TOTAL EXPENSES</b>	<b>(1,970,829.47)</b>	<b>(2,332,574.65)</b>	<b>(361,745.18)</b>	<b>(2,332,574.65)</b>
<b>INCOME OVER (UNDER) EXPENSES</b>	<b>(87,874.71)</b>	<b>(954,699.65)</b>	<b>(866,824.94)</b>	<b>(954,699.65)</b>
<b>NON-OPERATING ACTIVITY</b>				
Total Closed Church Accounts	74,134.43	0.00	(74,134.43)	0.00
Total Settlements	0.00	0.00	0.00	0.00
Total Interest and Investment Income	12,211.18		(12,211.18)	0.00
Total Property Maintenance	(871.19)	0.00	871.19	0.00
Total Administrative Commissions	(108,265.02)	0.00	108,265.02	0.00
Total Designated Distributions	(66,000.00)	0.00	66,000.00	0.00
Total Church Assistance	(14,661.85)	0.00	14,661.85	0.00
Total Non-Operating Activity	(103,452.45)	0.00	103,452.45	0.00
<b>INCOME OVER (UNDER) EXPENSES</b>	<b>(191,327.16)</b>	<b>(954,699.65)</b>	<b>(763,372.49)</b>	<b>(954,699.65)</b>

### Balance Sheet

<b>Balance Sheet (Unaudited) as December 31, 2020</b>	
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
Total Cash Savings	1,929,693.16
Total Accounts Receivable	29,143.60
Prepaid Expenses	3,679.95
Total Notes and Loans Receivable	64,661.75
<b>TOTAL CURRENT ASSETS</b>	<b>2,027,178.46</b>
<b>INVESTMENTS HELD FOR LONG TERM USE</b>	
Bonds and Fixed Income Investments	1,179,113.02
Equity-Oriented Investments	31,168,137.30
Presbytery Mission Center Building	1,450,000.00
<b>PROPERTY AND FIXED ASSETS</b>	
Real Estate Property	4,408,102.09
Mineral Lease Property	34,310.00
Land Held for Sale	785,685.00
Property, Plant and Equipment	27,886.47
Other Assets - Due from Funds	(0.47)
<b>TOTAL ASSETS</b>	<b>\$41,080,411.87</b>
<b>LIABILITIES &amp; NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts Payable – Presbytery	(3,394.98)
Accounts Payable – Employees	154,812.32
Accounts Payable - General Assembly	50,291.15
Accounts Payable – Synod	27,515.32
Accounts Payable – Grace Presbytery Directed Receipts	(1,018.78)

<b>Balance Sheet (Unaudited) as December 31, 2020</b>	
Designated Funds	1,714,540.67
Other Liabilities - Due to Funds	
<b>TOTAL LIABILITIES</b>	<b>1,942,745.70</b>
<b>NET ASSETS</b>	
Net Income	(191,327.16)
Unrestricted Net Assets	24,438,553.16
Temporarily Restricted Funds	188,750.00
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
<b>TOTAL NET ASSETS</b>	<b>39,137,666.17</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$41,080,411.87</b>

### 2021 Shared Mission Support Giving

<b>Shared Mission Support (as of 2/28/21)</b>		<b>2020 Total</b>	<b>2021 Pledge</b>	<b>January to February Receipts</b>	<b>Year to Date Receipts</b>
Aledo	Faith	0.00	0.00	0.00	0.00
Allen	First	0.00	0.00	0.00	0.00
Arlington	First	5,780.00	0.00	0.00	0.00
Arlington	Grace	945.00	0.00	0.00	0.00
Arlington	Westminster	11,968.50	0.00	1,366.23	1,366.23
Athens	First	9,000.00	0.00	1,500.00	1,500.00
Bedford	Emmanuel	18,353.88	18,354.00	0.00	0.00
Belton	First	0.00	0.00	0.00	0.00
Blue Ridge	Crossroads	0.00	0.00	0.00	0.00
Bonham	First	4,800.00	0.00	350.00	350.00
Bridgeport	First	1,200.00	0.00	0.00	0.00
Buckholts	Sharp	0.00	0.00	0.00	0.00
Cameron	First	600.00	0.00	100.00	100.00
Canton	First	0.00	0.00	0.00	0.00
Carrollton	Nor'kirk	3,250.00	0.00	500.00	500.00
Carthage	St. Paul	225.00	0.00	75.00	75.00
Clarksville	First	600.00	0.00	0.00	0.00
Clarksville	New Shamrock	300.00	0.00	0.00	0.00
Clarksville	Pine Grove	0.00	0.00	0.00	0.00
Cleburne	United	6,000.00	0.00	0.00	0.00
Clifton	First	1,000.20	0.00	0.00	0.00
Commerce	First	1,200.00	0.00	100.00	100.00
Corsicana	Westminster	6,995.25	0.00	0.00	0.00
Crowley	First	2,500.00	0.00	0.00	0.00
Cumby	First	600.00	0.00	0.00	0.00

<b>Shared Mission Support (as of 2/28/21)</b>		<b>2020 Total</b>	<b>2021 Pledge</b>	<b>January to February Receipts</b>	<b>Year to Date Receipts</b>
Dallas	Bentwood Trail	18,542.01	0.00	0.00	0.00
Dallas	Eastminster	15,500.00	15,500.00	2,583.30	2,583.30
Dallas	El Divino Salvador	0.00	0.00	0.00	0.00
Dallas	First	65,000.00	0.00	0.00	0.00
Dallas	Glendale	0.00	0.00	0.00	0.00
Dallas	Iglesia Emmanuel	0.00	0.00	0.00	0.00
Dallas	Lake Highlands	3,500.04	0.00	0.00	0.00
Dallas	NorthPark	15,000.00	0.00	0.00	0.00
Dallas	Northridge	30,000.00	0.00	0.00	0.00
Dallas	Oak Cliff	23,923.69	0.00	3,312.25	3,312.25
Dallas	Preston Hollow	101,499.98	0.00	10,000.00	10,000.00
Dallas	St. Andrew's	3,199.48	0.00	0.00	0.00
Dallas	St. Luke	0.00	0.00	0.00	0.00
Dallas	St. Mark	5,400.00	0.00	450.00	450.00
Dallas	United African	2,125.00	0.00	0.00	0.00
Dallas	Westminster	33,422.55	0.00	0.00	0.00
Denison	First	2,250.00	0.00	0.00	0.00
Denison	Hyde Park	750.00	0.00	0.00	0.00
Denton	First	749.89	0.00	153.85	153.85
Denton	St. Andrew	30,000.00	0.00	0.00	0.00
Denton	Trinity	33,758.00	0.00	0.00	0.00
Deport	First	0.00	0.00	0.00	0.00
DeSoto	DeSoto	600.00	0.00	0.00	0.00
Duncanville	First	1,000.00	0.00	0.00	0.00
Ennis	First	1,000.00	0.00	1,000.00	1,000.00
Fairfield	Fairfield-Harmony	0.00	0.00	0.00	0.00
Ferris	First	0.00	0.00	0.00	0.00
Farmers Branch	Faith United	7,500.00	0.00	0.00	0.00
Flower Mound	Flower Mound	1,000.00	0.00	0.00	0.00
Flower Mound	Trinity	21,600.00	0.00	0.00	0.00
Forney	First	8,000.00	0.00	0.00	0.00
Fort Worth	First	175,000.00	0.00	0.00	0.00
Fort Worth	Gethsemane	1,510.00	0.00	100.00	100.00
Fort Worth	Ridglea	10,000.00	0.00	0.00	0.00
Fort Worth	St. Peter	600.00	0.00	0.00	0.00
Fort Worth	St. Stephen	15,000.00	0.00	0.00	0.00
Fort Worth	Westminster	14,500.00	0.00	2,333.34	2,333.34

<b>Shared Mission Support (as of 2/28/21)</b>		<b>2020 Total</b>	<b>2021 Pledge</b>	<b>January to February Receipts</b>	<b>Year to Date Receipts</b>
Fort Worth	Westside	0.00	0.00	0.00	0.00
Frisco	Faithbridge	2,250.00	0.00	0.00	0.00
Gainesville	First	6,000.00	0.00	0.00	0.00
Garland	First	21,666.63	0.00	1,666.67	1,666.67
Granbury	First	28,800.00	0.00	4,800.00	4,800.00
Grand Prairie	First	4,000.00	0.00	500.00	500.00
Grand Prairie	Immanuel	0.00	0.00	0.00	0.00
Grand Prairie	West Fork	150.00	0.00	0.00	0.00
Grapevine	First	26,899.92	0.00	2,241.47	2,241.47
Greenville	United	700.00	0.00	0.00	0.00
Haltom City	Browning Heights	1,200.00	0.00	100.00	100.00
Hamilton	First	5,000.00	0.00	0.00	0.00
Henderson	First	4,800.00	0.00	0.00	0.00
Hillsboro	First	675.00	0.00	50.00	50.00
Honey Grove	Main Street	500.00	0.00	0.00	0.00
Hooks	First	600.00	0.00	0.00	0.00
Hurst	St. Philip	9,000.00	0.00	833.34	833.34
Irving	Hackberry Creek	16,500.00	0.00	3,000.00	3,000.00
Irving	Woodhaven	23,047.00	14,790.00	0.00	0.00
Itasca	First	0.00	0.00	0.00	0.00
Joshua	Union Hill	3,000.00	0.00	0.00	0.00
Kaufman	First	0.00	0.00	0.00	0.00
Kerens	Kerens	0.00	0.00	0.00	0.00
Kilgore	First	11,000.00	0.00	1,100.00	1,100.00
Lancaster	First	0.00	0.00	0.00	0.00
Lewisville	First	0.00	0.00	0.00	0.00
Lindale	Bethesda	0.00	0.00	0.00	0.00
Longview	Alpine	0.00	0.00	0.00	0.00
Longview	Centre	600.00	0.00	100.00	100.00
Longview	First	6,999.96	0.00	1,166.66	1,166.66
Longview	St. Andrew	2,500.00	0.00	0.00	0.00
Lott	First	0.00	0.00	0.00	0.00
Mabank	First	0.00	0.00	0.00	0.00
Mansfield	Trinity	800.00	0.00	0.00	0.00
McKinney	First	0.00	0.00	0.00	0.00
McKinney	Trinity	13,755.00	0.00	0.00	0.00
Mesquite	First	3,045.00	0.00	510.00	510.00

<b>Shared Mission Support (as of 2/28/21)</b>		<b>2020 Total</b>	<b>2021 Pledge</b>	<b>January to February Receipts</b>	<b>Year to Date Receipts</b>
Midlothian	First	1,400.00	0.00	0.00	0.00
Milford	Milford	1,000.00	0.00	0.00	0.00
Mineral Wells	First	1,200.00	0.00	0.00	0.00
Mount Pleasant	First	0.00	0.00	0.00	0.00
North Richland Hills	St. Paul	0.00	0.00	0.00	0.00
Palestine	First	2,000.04	0.00	166.67	166.67
Paris	Central	530.00	0.00	530.00	530.00
Paris	First	0.00	0.00	0.00	0.00
Parker	Corinth	0.00	0.00	0.00	0.00
Pittsburg	First	500.00	0.00	0.00	0.00
Plano	First	2,000.00	0.00	0.00	0.00
Plano	Grace	22,188.00	0.00	0.00	0.00
Plano	Taiwanese NCD	0.00	0.00	0.00	0.00
Plano	West Plano	6,000.00	0.00	500.00	500.00
Prosper	Prosper	0.00	0.00	0.00	0.00
Richardson	Canyon Creek	20,500.00	20,500.00	3,416.66	3,416.66
Richardson	First	36,500.04	0.00	3,041.67	3,041.67
Richardson	St. Barnabas	36,000.00	0.00	2,000.00	2,000.00
Rockdale	First	0.00	0.00	0.00	0.00
Rockwall	First	18,000.00	0.00	2,415.16	2,415.16
Rusk	First	500.00	0.00	0.00	0.00
Salado	Salado	3,000.00	0.00	0.00	0.00
Sherman	Covenant	6,999.96	0.00	583.33	583.33
Sherman	Grand Avenue	5,000.04	0.00	833.34	833.34
Southlake	Trinity	42,275.45	0.00	2,340.05	2,340.05
Stephenville	First	2,000.00	0.00	0.00	0.00
Sulphur Springs	First	0.00	0.00	0.00	0.00
Temple	Grace	15,300.00	13,500.00	0.00	0.00
Terrell	First	1,992.00	0.00	332.00	332.00
Texarkana	Northwood	301.00	0.00	0.00	0.00
Timpson	Tennessee	400.00	0.00	0.00	0.00
Troup	First	0.00	0.00	0.00	0.00
Tyler	First	15,000.00	0.00	2,500.00	2,500.00
Tyler	Highland	0.00	0.00	0.00	0.00
Waco	Central	6,746.63	7,360.00	613.33	613.33
Waco	First	33,400.00	0.00	0.00	0.00
Waxahachie	Central	1,500.00	0.00	0.00	0.00

Shared Mission Support (as of 2/28/21)		2020 Total	2021 Pledge	January to February Receipts	Year to Date Receipts
Weatherford	Grace First	13,000.00	0.00	2,000.00	2,000.00
Whitesboro	First	0.00	0.00	0.00	0.00
Whitewright	First	504.00	0.00	0.00	0.00
Winnsboro	First	1,145.00	0.00	0.00	0.00
	Pastors & Elders	6,050.00	0.00	200.00	200.00
	Presbyterian Women	250.00	0.00	0.00	0.00
	<b>Total</b>	<b>1,213,919.14</b>	<b>90,004.00</b>	<b>61,464.32</b>	<b>61,464.32</b>

### Motions from the Church Development Committee

1. *Grace Presbytery Council approved the following Church Development Committee actions taken on behalf of Grace Presbytery in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information. [4/7/21]*
  - A. Dissolved Good Shepherd New Church Development at their request effective February 1, 2021.
  - B. Approved the agenda of the February 25, 2021 meeting.
  - C. Approved the minutes of the December 10, 2020 meeting.
  - D. Received a report from **Rev. Dan Anderson-Little** and **Ruling Elder Martin Osae** regarding Ghanaian Fellowship at Woodhaven.
  - E. Received a written report regarding UKirk SMU.
  - F. Received a report from **Ruling Elder Ken Richardson** regarding WOW with First Presbyterian Church, Fort Worth.
  - G. Received a report from **Rev. Paul Burns** concerning Grace Works podcast.
  - H. Approved the expense of \$132.00 and future reimbursements for the Grace Works podcast organized by the Revitalization Subcommittee led by **Rev. Paul Burns**, to be taken from the "Emerging Needs" line in our budget.
  - I. Appointed **Rev. Paul Burns** to reach out to Pastor Daniel on his retirement.

### Information from the Church Development Committee

- A. Attendance at the February 25, 2021 committee meeting: **Rev. Alissa D. Conner** (Moderator) – Hurst, St Philip Presbyterian Church (present), **Rev. Alexander K. Lee-Cornell** – Dallas, Westminster Presbyterian Church (present), **Rev. Angie Mabry** - Plano, First Presbyterian Church (present), **Ruling Elder Ken Richardson** – Bedford,



Emmanuel Presbyterian Church (present), **Ruling Elder Mike Babler** - Flower Mound, Trinity Presbyterian Church (absent), **Ruling Elder Martin Osae** – Irving, Woodhaven Ghanaian Fellowship (present), **Ruling Elder Rollin Phipps** - Arlington, Westminster Presbyterian Church (absent), **Rev. Lisa Reece** - Bonham, First Presbyterian Church (present), **Rev. Princeton Abaraoha** – Midlothian, First Presbyterian Church (absent), **Ruling Elder Marisol Aguilar** - Farmers Branch, Iglesia Presbiteriana Emmanuel (absent), **Rev. Daniel R. Anderson-Little** – Garland, First Presbyterian Church (present), **Rev. Paul Burns** – Teaching elder at large (present)

Ex Officio: **Rev. Mary Stewart Hall** – Committee on Ministry Liaison - Dallas, First Presbyterian Church (present), **Rev. Jessie Light-Wells** - NWC Organizing Pastor - Dallas, UKirk at Southern Methodist University (absent), **Rev. Pepa Paniagua** - NWC Organizing Pastor - Dallas, kin-dom community (absent).

Staff: **Joanna Kim** - Grace Presbytery, Director of Ministry Services (present), **Ruling Elder Tammy Stepka** - Grace Presbytery, Executive Assistant to the Director of Ministry Services (started meeting), **Rev. Steve Shive** – Grace Presbytery, Interim General Presbyter (present), **Rev. Craig Krueger** – Grace Presbytery, Director of Ministry Transitions (present).

- B. The meeting was opened and closed with prayer by **Rev. Alissa Conner**.
- C. Update on Legacy property: The decision to sell property and where the money goes comes from the Trustees and Council, not this committee. Last meeting, this committee recommended the sale. The details of this action will be decided by the Board of Trustees.
- D. New Worshipping Community Reports:
  - 1) Ghanaian Fellowship at Woodhaven: **Rev. Dan Anderson-Little** reported 100 people participate regularly. **Ruling Elder Martin Osae** gets calls from Ghanaian residents and others in the Dallas area to do ceremonies like weddings, funerals. **Ruling Elder Martin Osae** commented that he is starting “Word in a Nutshell” a 2-3 minute snippet of the sermon. He broadcasts that on social media after the sermon.
  - 2) kin-dom community – No report
  - 3) UKirk SMU – provided a report. received tax exempt status, raised approximately 75% of their budget, have weekly worship and Bible studies.
  - 4) WOW with First Presbyterian Church, Fort Worth: **Ruling Elder Ken Richardson** reported that the community is starting to participate more, and the renovations to the building are essentially complete.
- E. Revitalization Subcommittee: **Rev. Paul Burns** reported that this subcommittee produced their first 30-minute podcast Grace Works with Grace First – Weatherford. <https://www.buzzsprout.com/1653331/episodes/7594840>. There are two other churches lined up for the next couple of podcasts. (see action item above).

- F. Action Teams were placed in breakout rooms, as follows: Revitalization/Building Vitality, New Worshipping Communities process, Grant Reading Group.
- G. Leadership training ideas should be sent to **Rev. Alissa Conner**.
- H. Next meeting is March 25, 2021 at 4:00 p.m.
- I. The meeting was adjourned with prayer at 5:08 p.m.

### **Motions from the Committee on Ministry**

1. *Grace Presbytery Council approved the following actions taken by the Committee on Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.* [4/7/21]

#### Reception of Teaching Elders

- A. Received **Rev. Deborah Matthews** from Presbytery of Chicago to Grace Presbytery as a Member at Large effective February 16, 2021. [3/16/21]
- B. Received **Rev. David Judd** from Central Florida Presbytery to Grace Presbytery to serve as Interim Pastor at St. Andrew Presbyterian Church, Longview effective March 17, 2021. [3/16/21]
- C. Received **Rev. Brian Coulter** from Trinity Presbytery to Grace Presbytery to serve as Pastor of First Presbyterian Church, Fort Worth effective April 1, 2021. [3/16/21]
- D. Received **Rev. Steve Shive** from Presbytery of Wyoming to Grace Presbytery to serve as Interim General Presbyter effective January 15, 2021. [2/2/21]

#### Dissolutions of Pastoral Relationships

- A. Dissolved the temporary pastoral relationship of **Rev. Pamela Leach** and First Presbyterian Church, Tyler effective January 15, 2021 and moved her to a Member at Large. [03/16/21]
- B. Dissolved the validated ministry between **Rev. Jamye Cook** and Faith Presbyterian Hospice effective January 1, 2021 and moved her to a Member at Large. [3/16/21]
- C. Dissolved the validated ministry between **Rev. Satoe Soga** and Baylor, Scott, and White Health System effective December 31, 2020. [3/16/21]
- D. Dissolved the temporary pastoral relationship of **Rev. Harry Meissner HR** and St. Andrew Presbyterian Church, Longview effective March 17, 2021. [3/16/21]
- E. Dissolved the temporary pastoral relationship between **Rev. Wendy Fenn HR** and Northridge Presbyterian Church, Dallas effective January 1, 2021. [3/2/21]

### Laboring Inside and Outside the Bounds

- A. Granted permission to **Rev. Satoe Soga** to labor outside the bounds of Grace Presbytery with approval from New Covenant Presbytery during her probationary period as a Chaplain with Houston Methodist Hospital effective February 2, 2021. [2/16/21]
- B. Granted permission to **Commissioned Pastor Melinda Hunt** to officiate a funeral at First Presbyterian Church, Gainesville on February 19, 2021. [2/9/21]
- C. Granted permission to **Rev. David Batchelder** to labor outside the bounds of Grace Presbytery pending permission from Presbytery of Plains and Peaks to officiate his daughter's wedding on September 3, 2021 in Lewisville, Colorado. [3/2/21]
- D. Granted permission to **Rev. Richard Chaffin** to officiate the sacraments in April for United Presbyterian Church, Cleburne effective February 24, 2021. [2/24/21]
- E. Granted permission to **Commissioned Pastor Sharon Curry** to officiate the sacraments at Flower Mound Presbyterian Church, Flower Mound in March and April. [3/2/21]

### Validated Ministry

- A. Approved the validated ministry of **Rev. Satoe Soga** as Chaplain (701) for Houston Methodist Hospital effective January 1, 2021 through December 31, 2021. [3/16/21]
- B. Renewed the validated ministry of **Rev. Judith Crilley** as Staff Chaplain and Coordinator for Pastoral Care for Surgical Services effective January 1, 2021 through December 31, 2021. [3/16/21]

### Installed Positions (New)

- A. Approved the terms for **Rev. Brian Coulter** as Pastor (101) of First Presbyterian Church of Fort Worth, full-time, beginning April 1, 2021. The date of the congregational meeting recommending these terms was February 7, 2021. [3/16/21]

#### Compensation:

Cash Salary .....	\$102,400.00
Housing and Utility Allowance .....	\$72,600.00
Supplemental Insurance .....	\$138.00
Total Effective Salary .....	\$175,138.00

#### Reimbursements:

Social Security Offset .....	\$11,917.00
Business Travel/Automobile.....	IRS Rate
Continuing Education .....	\$2,500.00
Professional Expenses.....	\$1,500.00

#### Benefits:

Board of Pension Dues.....	\$51,014.00
Moving Expenses.....	\$40,235.00
Study Leave .....	2 weeks

Vacation Leave .....	5 weeks
Sabbatical Leave .....	12 weeks after 4 years
Total Compensation Package.....	\$282,364.00
Total Cost to the Church .....	\$282,364.00
Total Compensation Paid Directly to the person .....	\$227,302.00

#### Installed Positions (Changes)

- A. Approved the changes in the terms for **Rev. Andy Odom** as Pastor (101) of Canyon Creek Presbyterian Church of Richardson, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$59,400.00
Housing and Utility Allowance .....	\$45,000.00
Supplemental Insurance .....	\$117.84
Total Effective Salary .....	\$104,517.84
Reimbursements:	
Social Security Offset .....	\$7,986.60
Professional Expenses.....	\$6,000.00
Benefits:	
Board of Pension Dues.....	\$38,671.60
Dental Insurance Premiums .....	\$1,448.16
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks after 6 years
Total Compensation Package.....	\$158,624.20
Total Cost to the Church .....	\$158,624.20
Total Compensation Paid Directly to the person .....	\$112,386.60

- B. Approved the changes in the terms for **Rev. Cheryl Taylor** as Pastor (101) of First Presbyterian Church of Rockwall, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$24,859.00
Housing and Utility Allowance .....	\$40,000.00
Total Effective Salary .....	\$64,859.00
Reimbursements:	
Social Security Offset .....	\$4,962.00
Business Travel/Automobile.....	\$3,500.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$23,998.00
Dental Insurance Premiums .....	\$950.00

Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks
Total Compensation Package.....	\$100,269.00
Total Cost to the Church.....	\$100,269.00
Total Compensation Paid Directly to the person .....	\$69,821.00

- C. Approved the changes in the terms for **Rev. Christopher Lee** as Associate Pastor (103) of Canyon Creek Presbyterian Church of Richardson, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$16,750.00
Housing and Utility Allowance .....	\$50,000.00
Supplemental Insurance .....	\$51.00
Total Effective Salary .....	\$66,801.00
Reimbursements:	
Social Security Offset .....	\$5,106.38
Professional Expenses.....	\$4,000.00
Benefits:	
Board of Pension Dues.....	\$24,716.37
Dental Insurance Premiums .....	\$1,448.16
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks after 6 years
Total Compensation Package.....	\$102,071.91
Total Cost to the Church.....	\$102,071.91
Total Compensation Paid Directly to the person .....	\$71,856.38

- D. Approved the changes in the terms for **Rev. David Batchelder** as Pastor (101) of West Plano Presbyterian Church of Plano, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 25, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$38,612.42
Housing and Utility Allowance .....	\$40,123.23
Supplemental Insurance .....	\$2,700.00
Deferred Income .....	\$5,292.00
Total Effective Salary .....	\$86,727.67
Reimbursements:	
Social Security Offset .....	\$6,229.83
Business Travel/Automobile.....	\$2,375.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$32,089.24

Study Leave .....	2 weeks
Vacation Leave .....	8 weeks
Service to the Larger Church .....	2 weeks
Total Compensation Package.....	\$129,421.74
Total Cost to the Church.....	\$129,421.74
Total Compensation Paid Directly to the person .....	\$84,965.50

- E. Approved the changes in the terms for **Rev. David Schaefer** as Pastor (101) of First Presbyterian Church of Richardson, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:

Cash Salary .....	\$41,000.00
Housing and Utility Allowance .....	\$40,634.00
Deferred Income .....	\$4,000.00
Total Effective Salary .....	\$85,634.00

Reimbursements:

Social Security Offset .....	\$6,245.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00

Benefits:

Board of Pension Dues.....	\$31,684.58
Employer 403(b) .....	\$4,000.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$129,563.58
Total Cost to the Church.....	\$129,563.58
Total Compensation Paid Directly to the person .....	\$87,879.00

- F. Approved the changes in the terms for **Rev. Ellen Dittman** as Associate Pastor (103) of Canyon Creek Presbyterian Church of Richardson, part-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:

Cash Salary .....	\$6,750.00
Housing and Utility Allowance .....	\$45,000.00
Supplemental Insurance .....	\$336.60
Total Effective Salary .....	\$52,086.60

Reimbursements:

Social Security Offset .....	\$3,958.88
Professional Expenses.....	\$3,200.00

Benefits:

Board of Pension Dues.....	\$19,272.04
Dental Insurance Premiums .....	\$891.24
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks

Sabbatical Leave .....	12 weeks after 6 years
Total Compensation Package.....	\$79,408.76
Total Cost to the Church .....	\$79,408.76
Total Compensation Paid Directly to the person .....	\$55,708.88

- G. Approved the changes in the terms for **Rev. John Woodard** as Pastor (101) of Centre Presbyterian Church of Longview, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 17, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$29,700.00
Housing and Utility Allowance .....	\$20,650.00
Total Effective Salary .....	\$50,350.00
Reimbursements:	
Social Security Offset .....	\$700.00
Business Travel/Automobile.....	\$2,400.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$18,630.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$74,080.00
Total Cost to the Church .....	\$74,080.00
Total Compensation Paid Directly to the person .....	\$51,050.00

- H. Approved the changes in the terms for **Rev. Joshua Menke** (a member of the Evangelical Lutheran Church in America in accordance with the Formula of Agreement) as Associate Pastor (103) of Trinity Presbyterian Church of Southlake, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was February 7, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$40,000.00
Housing and Utility Allowance .....	\$20,000.00
Total Effective Salary .....	\$60,000.00
Reimbursements:	
Social Security Offset .....	\$4,590.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues (ECLA Portico).....	\$18,150.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$84,740.00
Total Cost to the Church .....	\$84,740.00
Total Compensation Paid Directly to the person .....	\$64,590.00



- I. Approved the changes in the terms for **Rev. Judith March Hardie** as Pastor (101) of Central Presbyterian Church of Waco, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:

Cash Salary .....	\$23,389.00
Housing and Utility Allowance .....	\$31,372.00
Deferred Income .....	\$2,067.00
Total Effective Salary .....	\$56,828.00

Reimbursements:

Social Security Offset .....	\$4,348.00
Business Travel/Automobile.....	\$3,306.00
Continuing Education .....	\$3,599.00
Professional Expenses.....	\$3,600.00

Benefits:

Board of Pension Dues .....	\$21,026.00
Employer 403(b) Match.....	\$2,067.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$94,774.00
Total Cost to the Church .....	\$94,774.00
Total Compensation Paid Directly to the person .....	\$59,109.00

- J. Approved the changes in the terms for **Rev. Julius Edah** as Pastor (101) of United African Presbyterian Church of Dallas, part-time, 30 hours per week, beginning January 1, 2021. The date of the congregational meeting recommending these terms was November 15, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$14,000.00
Housing and Utility Allowance .....	\$20,000.00
Total Effective Salary .....	\$34,000.00

Reimbursements:

Social Security Offset .....	\$2,601.00
Business Travel/Automobile.....	\$1,000.00
Continuing Education .....	\$1,000.00
Professional Expenses.....	\$1,000.00

Benefits:

Board of Pension Dues.....	\$14,000.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$53,601.00
Total Cost to the Church .....	\$53,601.00
Total Compensation Paid Directly to the person .....	\$36,601.00

- K. Approved the changes in the terms for **Rev. Kathy Lee-Cornell** as Associate Pastor (103) of Preston Hollow Presbyterian Church of Dallas, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$16,000.00
Housing and Utility Allowance .....	\$57,000.00
Other Income .....	\$1,000.00
Excess Social Security .....	\$437.00
Total Effective Salary .....	\$74,437.00

Reimbursements:

Social Security Offset .....	\$5,661.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$1,350.00

Benefits:

Board of Pension Dues.....	\$27,542.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$110,489.69
Total Cost to the Church .....	\$110,489.69
Total Compensation Paid Directly to the person .....	\$80,098.00

- L. Approved the changes in the terms for **Rev. Katy Rigler** as Pastor (101) of St. Barnabas Presbyterian Church of Richardson, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 24, 2021. [3/16/21]

Compensation:

Cash Salary .....	\$35,630.00
Housing and Utility Allowance .....	\$45,000.00
Tax Advantaged IRS Section 125 Plan.....	\$282.00
Total Effective Salary .....	\$80,912.00

Reimbursements:

Social Security Offset .....	\$6,168.00
Business Travel/Automobile.....	\$8,000.00
Continuing Education .....	\$3,000.00

Benefits:

Board of Pension Dues.....	\$29,937.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$128,017.00
Total Cost to the Church .....	\$128,017.00
Total Compensation Paid Directly to the person .....	\$86,798.00

- M. Approved the changes in the terms for **Rev. Lander Bethel** as Pastor (101) of First Presbyterian Church of Denison, part-time, 20 hours per week, beginning January 1,

2021. The date of the congregational meeting recommending these terms was December 8, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$12,295.00
Housing and Utility Allowance .....	\$12,730.00
Deferred Income .....	\$3,513.00
Excess Social Security .....	\$1,915.00
Total Effective Salary .....	\$30,453.00

Reimbursements:

Social Security Offset .....	\$1,914.00
Business Travel/Automobile.....	\$5,000.00
Continuing Education .....	\$1,900.00
Professional Expenses.....	\$1,900.00

Benefits:

Board of Pension Dues.....	\$11,268.00
Study Leave .....	3 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$52,435.00
Total Cost to the Church .....	\$52,435.00
Total Compensation Paid Directly to the person .....	\$28,854.00

- N. Approved the changes in the terms for **Rev. Lander Bethel** as Pastor (101) of Grand Avenue Presbyterian Church of Sherman, part-time, 20 hours per week, beginning January 1, 2021. The date of the congregational meeting recommending these terms was December 8, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$12,295.00
Housing and Utility Allowance .....	\$12,730.00
Deferred Income .....	\$3,513.00
Excess Social Security .....	\$1,915.00
Total Effective Salary .....	\$30,453.00

Reimbursements:

Social Security Offset .....	\$1,914.00
Business Travel/Automobile.....	\$5,000.00
Continuing Education .....	\$1,900.00
Professional Expenses.....	\$1,900.00

Benefits:

Board of Pension Dues.....	\$11,268.00
Study Leave .....	3 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$52,435.00
Total Cost to the Church .....	\$52,435.00
Total Compensation Paid Directly to the person .....	\$28,854.00

- O. Approved the changes in the terms for **Rev. Mark Brainerd** as Associate Pastor (103) of Preston Hollow Presbyterian Church of Dallas, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$59,584.00
Housing and Utility Allowance .....	\$50,000.00
Excess Social Security .....	\$647.00
Total Effective Salary .....	\$110,231.00

Reimbursements:

Social Security Offset .....	\$8,383.00
Continuing Education .....	\$1,500.00
Professional Expenses .....	\$2,350.00

Benefits:

Board of Pension Dues .....	\$40,785.47
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package .....	\$163,249.65
Total Cost to the Church .....	\$163,249.65
Total Compensation Paid Directly to the person .....	\$118,614.00

- P. Approved the changes in the terms for **Rev. Matthew Ruffner** as Pastor (101) of Preston Hollow Presbyterian Church of Dallas, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$100,700.00
Housing and Utility Allowance .....	\$72,000.00
Other Income .....	\$5,000.00
Excess Social Security .....	\$1,048.00
Total Effective Salary .....	\$178,748.00

Reimbursements:

Social Security Offset .....	\$13,594.00
Continuing Education .....	\$1,500.00
Professional Expenses .....	\$2,350.00

Benefits:

Board of Pension Dues .....	\$66,137.00
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Total Compensation Package .....	\$262,328.81
Total Cost to the Church .....	\$262,328.81
Total Compensation Paid Directly to the person .....	\$192,342.05

- Q. Approved the changes in the terms for **Rev. Michele Goff** as Pastor (101) of First Presbyterian Church of Henderson, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was December 13, 2020. [3/16/21]

Compensation:	
Cash Salary .....	\$24,000.00
Housing and Utility Allowance .....	\$22,000.00
Deferred Income .....	\$5,000.00
Total Effective Salary .....	\$51,000.00
Reimbursements:	
Social Security Offset .....	\$3,595.00
Business Travel/Automobile.....	\$3,500.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$18,870.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$78,965.00
Total Cost to the Church .....	\$78,965.00
Total Compensation Paid Directly to the person .....	\$49,595.00

- R. Approved the changes in the terms for **Rev. Owen Gray** as Associate Pastor (103) of St. Barnabas Presbyterian Church of Richardson, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 24, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$26,502.00
Housing and Utility Allowance .....	\$26,502.00
Tax Advantaged IRS Section 125 Plan.....	\$186.00
Total Effective Salary .....	\$53,190.00
Reimbursements:	
Social Security Offset .....	\$4,055.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education .....	\$3,000.00
Benefits:	
Board of Pension Dues.....	\$19,680.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$82,925.00
Total Cost to the Church .....	\$82,925.00
Total Compensation Paid Directly to the person .....	\$57,059.00

- S. Approved the changes in the terms for **Rev. Rosy Robson** as Associate Pastor (103) of First Presbyterian Church of Richardson, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$19,076.00

Housing and Utility Allowance .....	\$36,000.00
Deferred Income .....	\$3,000.00
Total Effective Salary .....	\$58,076.00
Reimbursements:	
Social Security Offset .....	\$4,213.31
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues (Pathway) .....	\$12,195.96
Employer 403(b) .....	\$3,000.00
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Total Compensation Package.....	\$79,485.27
Total Cost to the Church .....	\$79,485.27
Total Compensation Paid Directly to the person .....	\$59,289.31

- T. Approved the changes in terms for **Rev. Sarah Are** as Associate Pastor (103) of Preston Hollow Presbyterian Church of Dallas, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:	
Cash Salary .....	\$41,900.00
Housing and Utility Allowance .....	\$28,300.00
Excess Social Security .....	\$414.00
Total Effective Salary .....	\$70,614.00
Reimbursements:	
Social Security Offset .....	\$5,370.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$1,350.00
Benefits:	
Board of Pension Dues.....	\$26,127.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$104,961.00
Total Cost to the Church .....	\$104,961.00
Total Compensation Paid Directly to the person .....	\$75,984.00

- U. Approved the changes in the terms for **Rev. Sarah Johnson** as Associate Pastor (103) of Preston Hollow Presbyterian Church of Dallas, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:	
Cash Salary .....	\$72,157.00
Housing and Utility Allowance .....	\$30,000.00
Other Income .....	\$5,000.00
Excess Social Security .....	\$632.00

Total Effective Salary .....	\$107,789.00
Reimbursements:	
Social Security Offset .....	\$8,198.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$2,350.00
Benefits:	
Board of Pension Dues.....	\$39,881.93
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$159,718.44
Total Cost to the Church .....	\$159,718.44
Total Compensation Paid Directly to the person .....	\$115,986.51

- V. Approved the changes in the terms for **Rev. Timothy Galligan** as Pastor (101) of Trinity Presbyterian Church of Southlake, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was February 7, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$36,788.00
Housing and Utility Allowance .....	\$38,000.00
Total Effective Salary .....	\$74,788.00
Reimbursements:	
Social Security Offset .....	\$5,720.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$1,000.00
Benefits:	
Board of Pension Dues.....	\$27,672.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$110,679.00
Total Cost to the Church .....	\$110,679.00
Total Compensation Paid Directly to the person .....	\$80,508.00

#### Temporary Positions (New)

- A. Approved the contract for **Rev. David Judd** as Interim Pastor (105) of St. Andrew Presbyterian Church, Longview, full-time, beginning March 17, 2021 through March 16, 2022. The date of the session meeting recommending these terms was February 23, 2021. [3/16/21]

Compensation:	
Cash Salary .....	\$36,000.00
Housing/Utility Allowance .....	\$24,000.00
Deferred Income .....	\$3,000.00
Total Effective Salary .....	\$63,000.00
Reimbursements:	
Social Security Offset .....	\$4,590.00



Business Travel/Automobile.....	\$3,700.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$23,310.00
Employer 403(b) Match.....	\$3,000.00
Moving Expenses.....	\$3,286.51
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$102,886.51
Total Cost to the Church.....	\$102,886.51
Total Compensation Paid Directly to the person .....	\$67,876.51
Total Compensation Paid Directly to the person .....	\$65,000.00

- B. Approved the contract for **Rev. Julie Adkins** as Stated Supply (108) of Milford Presbyterian Church, Milford, part-time, 4-5 hours per week, 2 weeks a month, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was September 6, 2020. [3/16/21]

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

- C. Approved the contract for **Rev. Julie Adkins** as Stated Supply (108) of First Presbyterian Church, Commerce, part-time, 4-5 hours per week, beginning January 1, 2021 through January 31, 2021. The date of the session meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:	
Housing/Utility Allowance .....	\$4,320.00
Total Effective Salary .....	\$4,320.00
Reimbursements:	
Business Travel/Automobile.....	\$2,857.52
Total Compensation Package.....	\$7,187.52
Total Cost to the Church.....	\$7,187.52
Total Compensation Paid Directly to the person .....	\$4,320.00

#### Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Rev. Carolyn Osoinach** as Stated Supply (108) of First Presbyterian Church, Grand Prairie, part-time, 19 hours per week, beginning

January 1, 2021 through June 30, 2021. The date of the session meeting recommending these terms was December 20, 2020. [3/16/21]

Compensation:

Housing/Utility Allowance .....\$15,000.00

Total Effective Salary .....\$15,000.00

Reimbursements:

Social Security Offset .....\$1,147.50

Business Travel/Automobile.....\$500.00

Benefits:

Vacation Leave .....2 weeks

Total Compensation Package.....\$16,647.50

Total Cost to the Church .....\$16,647.50

Total Compensation Paid Directly to the person .....\$16,147.50

- B. Approved the changes in the contract for **Rev. David Schneider** as Stated Supply (108) of Union Hill Presbyterian Church, Joshua, part-time, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was January 10, 2021. [3/16/21]

Compensation:

Cash Salary ..... \$125.00 per Sunday

Total Effective Salary ..... \$125.00 per Sunday

Total Compensation Package..... \$125.00 per Sunday

Total Cost to the Church ..... \$125.00 per Sunday

Total Compensation Paid Directly to the person ..... \$125.00 per Sunday

- C. Approved the changes in the contract for **Rev. Eddie Nunnelley** as Stated Supply (108) of First Presbyterian Church, Mineral Wells, part-time, 19 hours per week, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was November 17, 2020. [3/16/21]

Compensation:

Cash Salary .....\$13,800.00

Housing and Utility Allowance .....\$15,032.00

IRS Section 125 Plan Distributions .....\$8,800.00

Total Effective Salary .....\$37,632.00

Reimbursements:

Business Travel/Automobile.....\$600.00

Continuing Education and Professional Expenses.....\$800.00

Benefits:

Study Leave .....2 weeks

Vacation Leave .....6 weeks

Total Compensation Package.....\$39,032.00

Total Cost to the Church .....\$39,032.00

Total Compensation Paid Directly to the person .....\$28,832.00

- D. Approved the changes in the contract for **Rev. Janet Boyanton** as Stated Supply (108) of DeSoto Presbyterian Church, DeSoto, part-time, 15 hours per week, beginning March 8, 2021 through March 7, 2022. The date of the session meeting recommending these terms was January 30, 2021. [3/16/21]

Compensation:

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

Parish Associates

- A. Approved the changes in the contract for **Rev. Caroline Braskamp** as Parish Associate of Preston Hollow Presbyterian Church, Dallas, part-time, 5-10 hours per week, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:

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

- B. Approved the changes in the contract for **Rev. Gerry Tyer** as Parish Associate of First Presbyterian Church, Dallas, part-time, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was January 5, 2021. [3/16/21]

Compensation:

Cash Salary .....	\$0.00
Total Effective Salary .....	\$0.00
Total Compensation Package.....	\$0.00
Total Cost to the Church .....	\$0.00
Total Compensation Paid Directly to the person .....	\$0.00

- C. Approved the changes in the contract for **Rev. John Roper** as Parish Associate of Preston Hollow Presbyterian Church, Dallas, part-time, 10 hours per week, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$13,000.00
Total Effective Salary .....	\$13,000.00
Total Compensation Package.....	\$13,000.00

Total Cost to the Church .....	\$13,000.00
Total Compensation Paid Directly to the person .....	\$13,000.00

- D. Approved the changes in the contract for **Rev. Mary Stewart Hall** as Parish Associate of First Presbyterian Church, Dallas, part-time, 2 hours per week, beginning February 1, 2021 through January 31, 2022. The date of the session meeting recommending these terms was January 31, 2021. [3/16/21]

Compensation:

Cash Salary .....	\$0.00
Total Effective Salary .....	\$0.00
Total Compensation Package.....	\$0.00
Total Cost to the Church .....	\$0.00
Total Compensation Paid Directly to the person .....	\$0.00

- E. Approved the changes in the contract for **Rev. Robert Poteet** as Parish Associate of Preston Hollow Presbyterian Church, Dallas, part-time, 10 hours per week, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was July 26, 2020. [3/16/21]

Compensation:

Cash Salary .....	\$16,068.00
Total Effective Salary .....	\$16,068.00
Total Compensation Package.....	\$16,068.00
Total Cost to the Church .....	\$16,068.00
Total Compensation Paid Directly to the person .....	\$16,068.00

### Ordinations/Installations

- A. Elected the following Administrative Commission to install **Rev. Terra Pennington** as pastor of First Presbyterian Church of Stephenville on March 7, 2021 at 4 pm. Grace Teaching Elders: Rev. Lisa Patterson, Associate Pastor of St. Andrew Presbyterian Church of Denton to moderate, Rev. Kendal Land, Pastor of First Presbyterian Church of Longview to preach, Rev. Gordon Blackman, Pastor of Alpine Presbyterian Church of Longview, Rev. Brenda Church, Associate Pastor of First Presbyterian Church of Granbury to charge the pastor, Rev. Don Hogg, Pastor of Westminster Presbyterian Church of Fort Worth to charge the congregation. Grace Ruling Elders: Cindy Miller, Westminster Presbyterian Church of Corsicana, Kathy Smith, First Presbyterian Church of Stephenville, Jimmy Chapman, First Presbyterian Church of Henderson. Ecumenical Representative: Rev. Pete Shaw, Crosswalk Community Church of Napa, California. Note: An opportunity for nominations from the floor was afforded prior to the election. [3/2/21]
- B. Elected the following Administrative Commission to install **Rev. Elizabeth Swetenburg** as Pastor of Northridge Presbyterian Church of Dallas on April 11, 2021 at 4 pm. Grace Teaching Elders: Rev. Matthew Ruffner, Pastor of Preston Hollow Presbyterian Church of Dallas to charge the pastor, Rev. Lisa Patterson, Associate Pastor of St. Andrew

Presbyterian Church of Denton to moderate, Rev. Roger Quillin, Honorably Retired to charge the congregation, Rev. Wendy Fenn, Honorably Retired. Grace Ruling Elders: Darren Nicholson, Northridge Presbyterian Church of Dallas, Mike Jones, NorthPark Presbyterian Church of Dallas, Betsy Winters, First Presbyterian Church of Dallas. Teaching Elders: Rev. Anna Carter Florence, Columbia Seminary of Decatur Georgia in Presbytery of Greater Atlanta to Preach. Note: An opportunity for nominations from the floor was afforded prior to the election. [3/10/21]

#### Other Actions of the Committee on Ministry

- A. Approved the anticipated Sacraments Calendar for the offerings at Retreat House and at Perkins School of Theology for **Rev. Lillian Smith, Rev. Clay Brantley, Rev. Paul Burns, Rev. Deanna Hollas and Rev. Sherry Ward** for 2021. [3/16/21]
- B. Approved a shared grant in the amount of \$1,913.80 to assist an educator. [3/2/21]
- C. Approved First Presbyterian Church of Tyler to elect an APNC on March 7, 2021. [3/2/21]
- D. Approved the mission study for First Presbyterian Church of Garland. [3/2/21]
- E. Approved the mission study for Nor’Kirk Presbyterian Church of Carrollton. [3/2/21]
- F. Approved the mission study for First Presbyterian Church of Hillsboro. [3/9/21]
- G. Appointed **Rev. John Blacklock** to serve as moderator for the congregational meeting at First Presbyterian Church of Gainesville on February 21, 2021. [2/2/21]
- H. Appointed **Rev. Clay Brantley** as moderator for the Congregational meeting for First Presbyterian Church of Gainesville on February 28, 2021. [2/18/21]
- I. Appointed **Rev. Jake Clawson** as moderator of Flower Mound Presbyterian Church of Flower Mound effective January 1, 2021. [3/2/21]
- J. Appointed **Rev. Carol Phillips** as moderator of First Presbyterian Church of Crowley effective 2/15/21. [3/2/21]
- K. Appointed **Rev. Craig Krueger** as moderator of First Presbyterian Church of Kaufman effective January 1, 2021. [3/2/21]
- L. Appointed **Commissioned Pastor Jimmy Chapman** as moderator of First Presbyterian Church of Winnsboro effective January 1, 2021. [3/2/21]
- M. Appointed **Rev. Paul Burns** to serve as moderator of St. Mark Presbyterian Church of Dallas effective March 16, 2021. [3/16/21]
- N. Approved the January 19, 2021 minutes of the Committee on Ministry. [3/16/21]

## Motions from the Committee on Preparation for Ministry

### *1. Grace Presbytery Council approved the following actions taken by the Committee on Preparation for Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information. [4/7/21]*

- A. Approved **Marshall Sartain** (Pittsburg, First) as an Inquirer under care of Grace Presbytery effective March 11, 2021.

Marshall is currently enrolled at United Theological Seminary of the Twin Cities in St. Paul, Minnesota. He received his degree in Kinesiology in December 2019 at the University of Northwestern in St. Paul, Minnesota. He loves to fish, hunt, hike and watch mystery shows. Marshall and his wife Samara have three children: daughters, Jillian and Hannah and son Beau.

## Information from the Committee on Preparation for Ministry

- A. Approved the minutes of the following meetings of the Committee on Preparation for Ministry: October 8, 2020, November 12, 2020, and February 11, 2021. [3/11/21]
- B. Awarded a \$3,000.00 scholarship to **Wilson Nicholson** (Dallas, Westminster). [9/10/20]
- C. Allowed **Kailey Gray** (Richardson, Canyon Creek) to take Standard Ordination Examinations as an Inquirer. [11/12/20]
- D. Eleven Inquirers under care of Grace Presbytery: **Rachel Crilley** (First, Grapevine), **Ekama Eni** (Trinity, Denton), **Emily Everts** (Ridglea, Ft. Worth), **Kailey Gray** (Canyon Creek, Richardson), **Claire Kennedy** (Westminster, Arlington), **Edward Lewis** (Preston Hollow, Dallas), **Leslie Miner** (First, Grapevine), **C.J. Prater** (Trinity, Flower Mound), **Adrian Rodriquez** (First, Arlington), **Marshall Sartain** (Pittsburg, First), **Adrian White** (Preston Hollow, Dallas).
- E. Eight Candidates under care of Grace Presbytery: **Sarah Dixon** (Flower Mound, Trinity), **Joanna Kim** (Preston Hollow, Dallas), **Dale Montgomery** (Central, Waxahachie), **Wilson Nicholson** (Westminster, Dallas), **Clark Royle** (First, Dallas), **Stuart Seelman** (Preston Hollow, Preston Hollow), **Maria Torres-Vargas** (Gethsemane, Ft. Worth), **Traci Truly** (First, Garland).

## Report on Migrant Teens

The U.S. Department of Health and Human Services' Office of Refugee Resettlement has tasked the Catholic Charities of Dallas to organize Spanish-speaking volunteers and spiritual caregivers, while utilizing North Texas nonprofits Buckner International and Trusted World to manage donations and its volunteer support for the migrant children sheltering at the Kay Bailey Hutchison Convention Center in Dallas since March 17, 2021.

Led by Catholic Charities of Dallas, Grace Presbytery along with the Catholic Diocese of Dallas, Episcopal Diocese of Dallas, Evangelical Lutheran Church in America N. Texas-N. Louisiana

Synod, North Texas Conference of the United Methodist Church, and Jewish Family Services is coordinating interfaith efforts to provide Sunday worship services and spiritual pastoral care for 2,300+ boys ages 13-17, predominantly from Guatemala, El Salvador, and Honduras.

The situation, provisions, restrictions, and regulations at the center (a.k.a. Emergency Intake Site) change constantly, by the hour.

Grace Presbytery's bilingual and local pastoral leaders from 20+ churches quickly responded to pray, identify, organize, and offer a blessed and powerful Palm Sunday worship service on March 28, 2021.

Future ministry plans:

- Lead worship at the convention center on April 25, May 9 and June 6, 2021
- Gather for a presbytery wide virtual "Beyond the Border" conversation with Dennis and Maribel Smith, former and lifelong PCUSA mission co-workers in Guatemala and regional liaisons to South America, to better understand cultural context and ministry partnership across the borders (date: TBD)
- Identify bilingual leaders who can provide pastoral and spiritual care to the teens at the center.

Below is the **reflection** on Palm Sunday worship by music leader Paul Demer (Preston Hollow Presbyterian Church, Dallas):

*The evening sun fell on a beautiful Dallas skyline, minutes before our team of clergy and laypeople passed through security at the Kay Bailey Hutchison Convention Center. The morning before I had been asked to lead worship for 2,300 migrant boys. In Spanish. The whole experience was surreal.*

*Picture this: cots are lined 6 feet apart, stretching from wall to wall. 2,300 children don KN95 masks and coordinated outfits of navy, grey, and green. Soldier-like, the boys march this way and that - to restrooms, cafeterias, showers. A teen boy sits, protectively, with his arm around the younger boy next to him. They look up, expectantly, but not scared. This is certainly not the scariest thing they've seen. Across the room there is a palpable resilience. These boys look just like me when I was in school, though slightly darker and bearing the strength of their shared experience. They joke with each other. They smile and sing along with my songs. They clap along with the beat of my guitar, even as it reverberates through the cavernous room.*

*When the preacher begins to speak, the boys cheer, their responses continuing to echo his calls. I can't understand much of what he's saying, though I desperately wish I could. In this small way, I catch a glimpse of the culture shock that awaits the luckiest of these boys. Some of them will achieve refugee status and join family members in the United States of America. Some won't. Somebody else's problem.*

*"Venga tu reino. Hágase tu voluntad en la tierra como en el cielo."*

*"Thy kingdom come. Thy will be done on earth as it is in heaven."...*



*One older boy, bilingual, tells me that he used to lead worship at his iglesia back home in El Salvador. He asks if he can play my guitar and he starts playing these beautiful songs. Several younger boys crowd around, and I step back. He ought to lead worship next time. A curly haired boy looks back at me with glistening eyes. I meet his gaze and we share a brief moment of humanity that transcends language and culture.*

*The logistics of immigration are complicated. Simply getting 2,300 boys showered and fed every day requires many moving pieces. But they wouldn't be here, cooped up in a sweaty convention center, with resilience and bravery shining in their eyes, if they hadn't needed to.*

### **Motions from the Task Force on Social Justice**

#### ***1. Grace Presbytery Council approved the following actions taken by the Task Force on Social Justice and received the items of information. [4/7/21]***

##### Information from the Task Force on Social Justice

- A. The Social Justice Task Force has identified a subgroup of the task force to work with Grace Presbytery Communications Director, M.E. Clary, to help set up its social media presence.
- B. The task force has completed two Presbytery-wide events online this year: a 21-Day Social Equity Challenge that included reading, watching, and listening to resources on various issues of racial injustice, with small group discussions; and a five-week class on Race in America with the Rev. Dr. Michael Waters followed by Q&A. Total participants numbered about 250.
- C. The task force continues to partner with churches in the Presbytery which seek counsel regarding social justice learning, communication, and coordination of opportunities for action.
- D. The task force is currently considering additional resources and work regarding self-examination for unconscious biases and how best to communicate and work as a team.
- E. In addition, plans are underway to offer a social rights pilgrimage through the south to Selma, Alabama, and the Civil Rights Museum, to learn more about our nation's history and the responses of the church, offering context and insight for new, faithful understanding and action within Grace Presbytery.

### **Motions from the Task Force on Camp Gilmont**

#### ***1. Grace Presbytery Council approved the following actions taken by the Task Force on Camp Gilmont and receive the items of information. [4/7/21]***

##### Information from the Task Force on Camp Gilmont

- A. The Task Force on Camp Gilmont meeting took place on Thursday March 25, 2021 at 11:00 a.m. on Zoom. Present were **Ruling Elder Mike Jones, Rev. Woody Meredith,**

Ruling **Elder Beth Thompson**, moderator, and **Rev. Kenny Rigoulot**, Co-Executive Director of Camp Gilmont. Absent was **Rev. Thom Lamb**.

- B. Prayers: The opening prayer was led by **Beth Thompson**. The closing prayer was led by **Kenny Rigoulot**.
- C. The purpose of this meeting was to have a conversation between Task Force Members and Kenny Rigoulot regarding Kenny's providing relevant information in a timely way to Council through the Camp Gilmont Task Force.
- D. Kenny will email a report to Task Force Members on the Monday following each Task Force Meeting. Each report will include financial and programming information and benchmarks.
- E. Task Force Members Woody Meredith, Mike Jones, and Beth Thompson volunteered to stay on the Gilmont Task Force through the duration of our terms on Council.
- F. Camp Gilmont Programming Report on March 31, 2021
  - 1) **Visioning Lunch and Commissioning Service on April 24, 2021**
    - Gilmont is providing lunch at noon for those that would like to celebrate what God has done and is doing at Gilmont.
    - Gilmont received permission from Grace Presbytery's COM to have a commissioning service for the Rigoulots at 2 pm.
  - 2) **Retreat House**
    - We would like to encourage pastors, educators, and youth directors within Grace Presbytery for a free three night stay when we are finished renovating the Grace Retreat House.
    - The renovation should be done before the Visioning Lunch and Commissioning Service.
  - 3) **Member Churches**
    - Rev. Rigoulot sent a letter to every church within Grace Presbytery, thanking those that are already Member Churches, and inviting the rest to become Member Churches.
    - Central in Waco and United in Cleburne have become Member Churches.
    - Rev. Rigoulot has preached at First, Longview; Alpine, Longview; and Westminster, Arlington.
    - Rev. Rigoulot will soon preach at First, Tyler; First, Kilgore; First, Winnsboro; Eastminster, Dallas; and Elmira Chapel Cumberland Church.
  - 4) **Summer Camp**
    - 4 weeks of Summer Camp
    - Tree of Life is the theme, and the curriculum is written by Rev. Rigoulot, Phyllis Kidwell, and Blake Stephens.
    - Specialty Camps include Adventure Camp, Forces of Nature Camp, Service and Leadership Camp, and Art and Drama Camp.

- 5) **Open House:** Gilmont welcomed 105 guests for our open house on March 27.
- 6) **Work Days:** We are having a volunteer workday on April 10 and a local Emmaus community is going to have a workday in May
- 7) **Women's Retreat:** The Women's Retreat will be held in person and online April 16-18.
- 8) **Kidquakes/Youthquakes/GAP:** Gilmont looks forward to partnering with Grace Presbytery on these events in the future
- 9) **Silent and Spiritual Practices Retreats**
  - 4 people participated in a silent, socially distanced retreat March 5-7
  - Rev. Clay Brantley is providing a socially distanced Spiritual Practices Retreat May 14-16
- 10) **Family Camp**
  - Families are able to rent a side of a cabin and participate in camp activities with certified staff - archery, zipline, canoeing and paddle boarding, as well as arts and crafts and hiking.
  - 1 Family participated in the Choose Your Adventure Program March 12-14. They became monthly donors and signed up their oldest for summer camp!
  - Summer Family Camps will be offered June 10-12 and July 30-August 1
  - Fall Family Camp is September 10-12
- 11) **Great Gluten Escape**
  - For campers with Celiac Disease or a Gluten Intolerance.
  - Almost completely booked (with our cap for social distancing)
- 12) **All Church Retreats**
  - One of our Member Churches has planned a Church Retreat for October 15-17
  - We are talking with other churches about having Session Retreats and other gatherings
- 13) **Confirmation Retreats:** One church has expressed an interest in a confirmation retreat and we would love to have a discussion with Grace Presbytery churches to find out if other churches would like to help coordinate this event
- 14) **Circle of Friends**
  - Free camp for children with developmental disabilities and their families.
  - Hosted 4 new families January 15-18 for our first Circle of Friends over MLK weekend.
  - Memorial Day Weekend (May 28-31) is full
  - August 6-9 Weekend has some openings
  - Labor Day Weekend (September 3-6) is full

G. \$37,500 of the unrestricted revenue in February came from Grace Presbytery.

- H. Invitations for the Visioning Lunch have been mailed to those who previously attended our visioning dinners and other donors, encouraging them to bring friends. We are going to include the invitation in Gilmont's E-news (which I would encourage you all to sign up for, if you haven't already). And we are hoping M.E. Clary will include it in the Grace ENews!!
- I. Kenny will work on financial projections with benchmarks to become self-sufficient by 2024 to share with you in May.
- J. Gilmont received the first PPP loan last year and has been approved for the second PPP to help with June-August (which is when their payroll expenses are the highest).
- K. Presbyterian Camps at Gilmont, Inc. Statement of Activity, January - February 2021:

	JAN 2021	FEB 2021	TOTAL
Revenue			
Temporarily Restricted Revenues and Gains			\$0.00
Temporarily Restricted Donations	1,017.50	538.57	\$1,556.07
<b>Total Temporarily Restricted Revenues and Gains</b>	<b>1,017.50</b>	<b>538.57</b>	<b>\$1,556.07</b>
Unrestricted Revenues and Gains			\$0.00
Revenue - Gilmont Programs	525.00	400.00	\$925.00
Revenue - Rentals		265.00	\$265.00
Revenue - Snack/Gift Shop	416.73	20.00	\$436.73
Revenue - Unrestricted Donations	8,579.74	41,578.92	\$50,158.66
<b>Total Unrestricted Revenues and Gains</b>	<b>9,521.47</b>	<b>42,263.92</b>	<b>\$51,785.39</b>
<b>Total Revenue</b>	<b>\$10,538.97</b>	<b>\$42,802.49</b>	<b>\$53,341.46</b>
<b>GROSS PROFIT</b>	<b>\$10,538.97</b>	<b>\$42,802.49</b>	<b>\$53,341.46</b>
Expenditures			
Advertising/Promotional	<b>111.42</b>	<b>100.00</b>	<b>\$211.42</b>
Bank Charges & Fees	39.01	149.48	\$188.49
Contract Labor	3,089.93	1,738.78	\$4,828.71
Dues & subscriptions	1,069.50	1,081.93	\$2,151.43
Employee Education		15.98	\$15.98
Equipment Rental	172.33	172.33	\$344.66
Gifts	788.98		\$788.98
Insurance	<b>2,539.41</b>	<b>2,539.41</b>	<b>\$5,078.82</b>
Meals & Entertainment	24.54		\$24.54
Office Supplies	541.61		\$541.61
Other Business Expenses	6,795.83		\$6,795.83
Payroll Expenses	<b>17,489.04</b>	<b>22,301.49</b>	<b>\$39,790.53</b>
Pest Control	60.00		\$60.00
Repairs & Maintenance	<b>8,123.13</b>	<b>8,569.13</b>	<b>\$16,692.26</b>
Supplies	<b>3,384.67</b>	<b>740.41</b>	<b>\$4,125.08</b>
Uncategorized Expense	242.11		\$242.11
Utilities	<b>4,890.81</b>	<b>5,193.89</b>	<b>\$10,084.70</b>

	JAN 2021	FEB 2021	TOTAL
<b>Total Expenditures</b>	<b>\$49,362.32</b>	<b>\$42,602.83</b>	<b>\$91,965.15</b>
NET OPERATING REVENUE	<b>\$ -38,823.35</b>	<b>\$199.66</b>	<b>\$ -38,623.69</b>
Other Expenditures			
Depreciation	6,874.25	6,874.25	\$13,748.50
<b>Total Other Expenditures</b>	<b>\$6,874.25</b>	<b>\$6,874.25</b>	<b>\$13,748.50</b>
NET OTHER REVENUE	<b>\$ -6,874.25</b>	<b>\$ -6,874.25</b>	<b>\$ -13,748.50</b>
NET REVENUE	<b>\$ -45,697.60</b>	<b>\$ -6,674.59</b>	<b>\$ -52,372.19</b>

#### L. 2021 First Quarter Totals

		1st Quarter Totals				Annual Totals				4th Quarter Information	
	Member Churches w/in Grace	# of Donor Churches	Average Donation	# of Donations	Q1 Total	# of Donor Churches	Average Donation	# of Donations	Total	Q4 Donations	% raise in Q4
2019	20	14	\$231	23	\$5,323	24	\$602	96	\$57,750	\$18,020	31% in Q4
2020	20	11	\$138	17	\$2,352	25	\$627	91	\$57,046	\$23,478	41% in Q4
2021 First Quarter	22	9	\$194	16	\$3,107						

In March, we sent out letters to all of the churches in Grace Presbytery that weren't already Member Churches, inviting them to become a part of the community of churches that make up Gilmont.

We are hoping the covenant with Grace will grow the number of churches willing to participate, promote, partner with, and support Gilmont.

\$37,500 of the unrestricted revenue in February came from Grace Presbytery.

Invitations for the Visioning Lunch have been mailed to those who previously attended our visioning dinners and other donors, encouraging them to bring friends. We are going to include the invitation in Gilmont's E-news (which I would encourage you all to sign up for, if you haven't already). And we are hoping M.E. Clary will include it in the Grace ENews!!

Kenny will work on financial projections with benchmarks to become self-sufficient by 2024 to share at the May Task Force meeting.

Gilmont received the first PPP loan last year and has been approved for the second PPP to help with June-August, which is when the payroll expenses are the highest.

### Motions from the Young Adult Ministry Committee

1. *Grace Presbytery Council approved the following actions taken by the Young Adult Ministry Committee in accordance with the authority delegated by the Manual of Administrative Operations and receive the items of information. [4/7/21]*

#### Information from the Young Adult Ministry Committee

- A. The March meeting of the Grace Presbytery Young Adult Ministry Committee was held on March 8, 2021. The meeting was called to order by moderator **Rev. Owen J. Gray** at 7:00 PM. Owen opened the meeting with prayer.
- B. Those present were: **Ruling Elder Wade Hatter, Ruling Elder Lauren Black, Ruling Elder Priscilla Castillo, Ruling Elder Chelsea Stern, Ryan Seekins, Rev. Owen Gray,** and Director of Youth Ministries **Ruling Elder Gary Holloman.**
- C. Owen presented the results of the January survey which was completed by most of the members of the committee. The survey results will guide the committee in updating its structure in the coming months.
- D. Owen also presented to the committee a list of roles the Young Adult Ministry Committee has held in recent years, as well as goals set by previous Young Adult Ministry Committees which might be incorporated into future ministry.
- E. Gary Holloman introduced a request from the newly formed/forming disaster response task force for the presbytery, and asked committee members to consider if they or those they know might be willing to serve as a young adult member of the task force.
- F. The committee discussed the wide variety of ministry areas that fall under the purview of the Young Adult Committee. The committee voted to establish sub-committees to more thoroughly fulfill those responsibilities, tentatively named: Programs, Congregational Connection, and Fellowship.
- G. Committee members will discern which sub-committees they wish to serve on by our next meeting. At that time, fuller job descriptions for each sub-committee will be established. The next meeting will be in May 2021 via Zoom.
- H. A motion to adjourn was made, seconded, and affirmed. Gary Holloman closed the meeting with prayer.

#### Information from the Presbytery Council

- A. Attendance at the April 7, 2021 Presbytery Council stated meeting held via electronic means: Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: **Rev. Thomas Lamb** (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Larry Spencer** (Honorably

Retired), Moderators of Presbytery Committees: **Ruling Elder Cindy Miller** (Corsicana, Westminster and Committee on Ministry), **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Rev. Andy Odom** (Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Joanna Kim** (Director of Ministry Services), **Rev. Craig Krueger** (Director of Ministry Transitions), **Ruling Elder Vicki Roberts** (Director of Finance) **Ruling Elder Karen Ebling** (Director of Property Management), **M.E. Clary** (Director of Communication). Guests: **Rev. Kate McGee** (Moderator of the General Presbyter Search Committee).

- B. The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Rev. Gerry Tyer**.

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



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Stated Clerk of Grace Presbytery



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Moderator of Grace Presbytery





**Grace Presbytery**  
May 1, 2021  
Stated Meeting Minutes

Call to Order

The Stated Meeting of Grace Presbytery was called to order with prayer by Presbytery Moderator **Rev. Lisa Patterson** at 10:00 a.m. on May 1, 2021.

Electronic Meeting

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

Worship

The worship service was led by **Ruling Elder Melissa Castillo, David LaMotte, and Rev. John Williams.**

Offering

An offering of \$245.00 was received for the ministry of Catholic Charities with the migrant teens in Dallas.

Quorum, Welcome, Docket

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

Reports

The Presbytery Moderator **Rev. Lisa Patterson** presented her report. **Rev. Steve Shive** gave the report of the Interim General Presbyter. The Presbytery Council report was given by **Rev. John Williams.** A memorial remembrance was offered for the ministers of Word and Sacrament who entered the Church Triumphant since our last in-person presbytery meeting. The Moderator of the Committee on Ministry **Ruling Elder Cindy Miller** introduced the new ministers of Word and Sacrament who have joined Grace Presbytery since our last in-person presbytery meeting. A report of the General Presbyter Search Committee was given by **Rev. Kate McGee.** A report of the Congregational Support Committee was given by **Ruling Elder Brian Parker.** A report concerning migrant teens was given by Director of Ministry Services **Joanna Kim.** A report of the Church Development Committee was given by **Rev. Alissa Conner.** A report from Gilmont Camp was presented by Co-Directors **Rev. Kenny Rigoulot** and **Jennifer Rigoulot.** A report of

the Social Justice Task Force was given by co-moderators **Rev. Perryn Rice** and **Rev. Katy Rigler**.

The Moderator of the Committee on Preparation for Ministry **Ruling Elder David Williams** introduced two Inquirers under the care of Grace Presbytery for the ministry of Word and Sacrament Ruling: Ekama Eni (Trinity, Denton), and Marshall Sartain (First Presbyterian Church, Pittsburgh).

### Roll of Commissioners and Absentees

#### Summary of Attendance

Ruling Elder Commissioners from Sessions	63
Ruling Elder Ex-Officio Commissioners from Presbytery Entities	13
Commissioned Pastors	4
Certified Christian Educators Ruling Elders	0
Total Ruling Elders	80
Total Teaching Elders	81
Total Commissioners	161
Visitors	145
Corresponding Members	1
Total in Attendance	307

#### Attendance of Ruling Elder Commissioners from Sessions

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Aledo, Faith	2	
Allen, First	2	
Arlington, First	3	
Arlington, Grace	3	
Arlington, Westminster	2	
Athens, First	3	
Bedford, Emmanuel	2	2
Belton, First	2	
Blue Ridge, Crossroads	2	
Bonham, First	2	1
Bridgeport, First	1	
Buckholts, Sharp	1	
Cameron, First	2	
Canton, First	1	
Carrollton, Nor'kirk	3	2
Carthage, St. Paul	1	
Clarksville, First	2	
Clarksville, New Shamrock	1	
Clarksville, Pine Grove	1	
Cleburne, United	2	
Clifton, First	2	
Commerce, First	2	

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Corsicana, Westminster	2	
Crowley, First	1	
Cumby, First	1	
Dallas, Bentwood Trail	2	1
Dallas, Eastminster	2	1
Dallas, El Divino Salvador	2	
Dallas, First	5	4
Dallas, Glendale	2	
Dallas, Iglesia Emmanuel	2	
Dallas, Lake Highlands	2	1
Dallas, NorthPark	3	2
Dallas, Northridge	3	3
Dallas, Oak Cliff	3	
Dallas, Preston Hollow	6	
Dallas, St. Andrew's	1	
Dallas, St. Luke	2	
Dallas, St. Mark	2	2
Dallas, United African	2	
Dallas, Westminster	2	
DeSoto, DeSoto	2	1
Denison, First	2	
Denison, Hyde Park	1	

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Denton, First	2	
Denton, St. Andrew	3	3
Denton, Trinity	2	
Deport, First	1	
Duncanville, First	2	
Ennis, First	2	
Fairfield, Fairfield-Harmony	2	
Farmers Branch, Faith United	2	
Ferris, First	1	
Flower Mound, Flower Mound	1	
Flower Mound, Trinity	3	
Forney, First	2	
Fort Worth, First	5	4
Fort Worth, Gethsemane	2	1
Fort Worth, Ridglea	3	2
Fort Worth, St. Peter	1	
Fort Worth, St. Stephen	3	1
Fort Worth, Westminster	3	
Fort Worth, Westside	2	
Frisco, Faithbridge	2	
Frisco, Legacy	2	
Gainesville, First	2	
Garland, First	3	1
Granbury, First	3	
Grand Prairie, First	2	
Grand Prairie, West Fork	1	
Grapevine, First	3	
Greenville, United	2	
Haltom City, Browning Heights	2	
Hamilton, First	1	
Henderson, First	2	2
Hillsboro, First	2	
Honey Grove, Main Street	2	2
Hooks, First	1	
Hurst, St. Philip	3	1
Irving, Hackberry Creek	3	1
Irving, Woodhaven	3	1
Itasca, First	1	
Joshua, Union Hill	1	
Kaufman, First	1	
Kilgore, First	3	
Lancaster, First	2	
Lewisville, First	2	
Lindale, Bethesda	1	
Longview, Alpine	2	1
Longview, Centre	2	
Longview, First	2	
Longview, St. Andrew	2	
Lott, First	1	
Mabank, First	2	
Mansfield, Trinity	2	

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
McKinney, First	2	
McKinney, Trinity	3	2
Mesquite, First	3	1
Midlothian, First	1	
Milford, Milford	1	
Mineral Wells, First	2	
Mt. Pleasant, First	2	
North Richland Hills, St. Paul	2	1
Palestine, First	2	
Paris, Central	2	
Paris, First	2	
Parker, Corinth	1	
Pittsburgh, First	1	
Plano, First	2	
Plano, Grace	4	
Plano, West Plano	2	2
Prosper, Prosper	1	
Richardson, Canyon Creek	4	3
Richardson, First	3	
Richardson, St. Barnabas	3	2
Rockdale, First	2	
Rockwall, First	3	
Rusk, First	1	
Salado, Salado Presbyterian	2	
Sherman, Covenant	3	
Sherman, Grand Avenue	2	
Southlake, Trinity	2	
Stephenville, First	2	
Sulphur Springs, First	1	
Temple, Grace	3	1
Tenaha, Tennessee	1	
Terrell, First	2	1
Texarkana, Northwood	2	
Troup, First	1	
Tyler, First	3	3
Tyler, Highland	2	
Waco, Central	2	2
Waco, First	3	1
Waxahachie, Central	3	3
Weatherford, Grace First	2	
Whitesboro, First	2	
Whitewright, First	2	
Winnsboro, First	2	1
<b>Total =</b>	<b>288</b>	<b>63</b>

### Names of Ruling Elders Elected from Sessions

Number in Parentheses = Maximum Ruling Elder Commissioners Allowed from each Session	Names of Ruling Elder Commissioners from Sessions
Aledo, Faith (2)	
Allen, First (2)	
Arlington, First (3)	
Arlington, Grace (3)	
Arlington, Westminster (2)	
Athens, First (3)	
Bedford, Emmanuel (2)	Mahon, Laura
	Richardson, Ken
Belton, First (2)	
Blue Ridge, Crossroads (2)	
Bonham, First (2)	Simpson, Sally
Bridgeport, First (1)	
Buckholts, Sharp (1)	
Cameron, First (2)	
Canton, First (1)	
Carrollton, Nor'kirk (3)	Cherry Scott
	McClurg Keny
Carthage, St. Paul (1)	
Clarksville, First (2)	
Clarksville, New Shamrock (1)	
Clarksville, Pine Grove (1)	
Cleburne, United (2)	
Clifton, First (2)	
Commerce, First (2)	
Corsicana, Westminster (2)	
Crowley, First (1)	
Cumby, First (1)	
Dallas, Bentwood Trail (2)	Staley, Kristina
Dallas, Eastminster (2)	Garrett, Blair
Dallas, El Divino Salvador (2)	
Dallas, First (5)	Fernandez, Eunice
	Williams, Joe
	Zsohar, Julius
	Williams, Joe
Dallas, Glendale (2)	
Dallas, Iglesia Emmanuel (2)	
Dallas, John Calvin (2)	
Dallas, Lake Highlands (2)	Simpson, Mary
Dallas, NorthPark (3)	Grant, Helena
	Payton, Cheryl
Dallas, Northridge (3)	Christopher, Brent
	Johnson, Laird
	Jones, Lee
Dallas, Oak Cliff (3)	
Dallas, Preston Hollow (6)	
Dallas, St. Andrew's (1)	
Dallas, St. Luke (2)	
Dallas, St. Mark (2)	Hale, Kathleen
	Stephen, Lorraine
Dallas, United African (2)	
Dallas, Westminster (2)	
DeSoto, DeSoto (2)	Nash, Patricia
Denison, First (2)	
Denison, Hyde Park (1)	

Number in Parentheses = Maximum Ruling Elder Commissioners Allowed from each Session	Names of Ruling Elder Commissioners from Sessions
Denton, First (2)	
Denton, St. Andrew (3)	Brown, Kirsten
	Dower, Karen
	Getty, Robert
Denton, Trinity (2)	
Deport, First (1)	
Duncanville, First (2)	
Ennis, First (2)	
Fairfield, Fairfield-Harmony (2)	
Farmers Branch, Faith United (2)	
Ferris, First (1)	
Flower Mound, Flower Mound (1)	
Flower Mound, Trinity (3)	
Forney, First (2)	
Fort Worth, First (5)	Axley, Don
	Lamkin, Janeen
	McKinney, Tim
	Sheppard, Patrick
Fort Worth, Forest Hill (2)	
Fort Worth, Gethsemane (2)	Atkinson, Astrid
Fort Worth, Ridglea (3)	Gallagher, Miriam
	Ritz, Julie
Fort Worth, St. Peter (1)	
Fort Worth, St. Stephen (3)	Kennedy, Peggy
Fort Worth, Westminster (3)	
Fort Worth, Westside (2)	
Frisco, Faithbridge (2)	
Frisco, Legacy (2)	
Gainesville, First (2)	
Garland, First (3)	Snyder, Mary
Gatesville, First (2)	
Granbury, First (3)	
Grand Prairie, First (2)	
Grand Prairie, West Fork (1)	
Grapevine, First (3)	
Greenville, United (2)	
Haltom City, Browning Heights (2)	
Hamilton, First (1)	
Henderson, First (2)	Morgan-Gray, Claudia
	Tieken, Lynnette
Hillsboro, First (2)	
Honey Grove, Main Street (2)	Ashcraft, Robbie
	Snell, Mary
Hooks, First (1)	
Hurst, St. Philip (3)	Treleven, Ann
Irving, Hackberry Creek (3)	Carson, Brad
Irving, Woodhaven (3)	Schlarb, Steve
Italy, Park (1)	
Itasca, First (1)	
Joshua, Union Hill (1)	
Kaufman, First (1)	
Kilgore, First (3)	
Lancaster, First (2)	
Lewisville, First (2)	
Lindale, Bethesda (1)	
Longview, Alpine (2)	Collins, Chuck
Longview, Centre (2)	

<b>Number in Parentheses = Maximum Ruling Elder Commissioners Allowed from each Session</b>	<b>Names of Ruling Elder Commissioners from Sessions</b>
Longview, First (2)	
Longview, St. Andrew (2)	
Lott, First (1)	
Mabank, First (2)	
Mansfield, Trinity (2)	
McKinney, First (2)	
McKinney, Trinity (3)	Hendricks, Paul
	Scfcik, John
Mesquite, First (3)	Garver-Hamilton, Margaret
Midlothian, First (1)	
Milford, Milford (1)	
Mineral Wells, First (2)	
Mt. Pleasant, First (2)	
North Richland Hills, St. Paul (2)	Atkins, Mary
Palestine, First (2)	
Paris, Central (2)	
Paris, First (2)	
Parker, Corinth (1)	
Pittsburgh, First (1)	
Plano, First (2)	
Plano, Grace (4)	
Plano, West Plano (2)	Kimery, Priscilla
	Vermie, Debra
Prosper, Prosper (1)	
Richardson, Binnerri (4)	
Richardson, Canyon Creek (4)	Berner, Earl
	Covey, Sydney
	White, Eric
Richardson, First (3)	
Richardson, St. Barnabas (3)	D'Artra, Debby
	Utecht, Tom
Rockdale, First (2)	
Rockwall, First (3)	
Rusk, First (1)	
Salado, Salado Presbyterian (2)	
Sherman, Covenant (3)	
Sherman, Grand Avenue (2)	
Southlake, Trinity (2)	
Stephenville, First (2)	
Sulphur Springs, First (1)	
Temple, First (2)	
Temple, Grace (3)	Stanley, Carla
Tenaha, Tennessee (1)	
Terrell, First (2)	Harris, Alice
Texarkana, Northwood (2)	
Troup, First (1)	
Tyler, First (3)	Bailey, Nan
	Cochran, Jo Ann
	Stovall, Jeanne
Tyler, Highland (2)	
Waco, Central (2)	Ceccato, Angela
	Bierwirth, Matt
Waco, First (3)	Patrick, Sue
Waxahachie, Central (3)	Cooper, Dian
	Holleyman, Carl
	Miller, Benita



<b>Number in Parentheses = Maximum Ruling Elder Commissioners Allowed from each Session</b>	<b>Names of Ruling Elder Commissioners from Sessions</b>
Weatherford, Grace First (2)	
Whitesboro, First (2)	
Whitewright, First (2)	
Winnsboro, First (2)	
Whitesboro, First (2)	
Whitewright, First (2)	
Winnsboro, First (2)	Els, Jane

### Attendance of Ruling Elders Ex-Officio from Presbytery Entities

<b>Ruling Elder Ex-Officio Commissioners from Presbytery Entities</b>	<b>Presbytery Entity (Officer, Committee, Commission, Board, Council, G.A. Commissioner)</b>	<b>Class</b>	<b>Present</b>
Aguilar, Marisol	Church Development Committee	2023	
Angel, Trey	Presbytery Treasurer	2021	
Austin, Judith	Committee on Preparation for Ministry	2023	
Azu, Enoch	Budget and Finance Committee	2022	
Babler, Mike	Church Development Committee	2022	
Bartley, Chris	Committee on Ministry	2022	
Belford, Johanna	Committee on Ministry (2023) Examinations	2023	
Bennett, Denise	Committee on Preparation for Ministry	2021	
Black, Lauren	Young Adult Ministry Committee	2022	
Black, Wendell	Presbytery Council	2021	
Bowling, Donna	Permanent Judicial Commission	2023	
Brantley, Crysta	Committee on Representation (2021), General Assembly Commissioner (2020)	2021	X
Castillo, Melissa	Church Development Committee	2021	
Castillo, Priscilla	Young Adult Ministry Committee	2023	
Cushman, Kevin	Budget and Finance Committee	2023	
Dickerson, Patty	Board of Trustees	2021	
Dixon, Kayla	Children & Youth Ministry Committee	2022	
Dollgener, Kameron	Children & Youth Ministry Committee	2022	
Ebling, Chris	Committee on Ministry	2022	X
Edwards, Mark	Budget and Finance Committee	2021	
Fenton, Marisu	Committee on Preparation for Ministry	2021	X
Freeman, Diana	Committee on Ministry	2022	
Gomez, Ty	Committee on Ministry	2021	
Green, Kevin	Board of Trustees	2022	
Hatter, Wade	Young Adult Ministry Committee	2022	
Haun, Jodi	Congregational Support Committee	2023	
Higginbotham, Ernie	Board of Trustees	2021	X
Henderson, Mary	Young Adult Ministry Committee	2021	
Howeth, Jefferson	Board of Trustees	2021	
Hunt, Melinda	Permanent Judicial Commission	2021	
Jones, Kathy	Nominating Committee (2021) Presbytery Council (2022) Personnel Committee (2022) Examinations Subcommittee	2022	
Jones, Mike	Vice Moderator of Presbytery	2021	X
Kidwell, Phyllis	Presbytery Council (2021), Nominating Committee (2022)	2022	X
Mahon, Laura	Committee on Ministry	2023	
Malavanti, Karenna	Committee on Representation	2023	
Malavanti, Matthew	Board of Trustees	2021	
Malone, Michael	Board of Trustees	2021	
Marcotte, Mary	Permanent Judicial Commission	2025	
Martini, Beth	Budget and Finance Committee	2021	
Martinez, Bernabe	Committee on Representation	2022	
Miller, Cindy	Committee on Ministry	2023	X
Mueller, Sara Jo	Board of Trustees	2023	

<b>Ruling Elder Ex-Officio Commissioners from Presbytery Entities</b>	<b>Presbytery Entity</b> (Officer, Committee, Commission, Board, Council, G.A. Commissioner)	<b>Class</b>	<b>Present</b>
Neill, Zem	Personnel Committee	2021	X
North, Mary Jo	Committee on Ministry	2021	
Olson, Lyndon	General Assembly Commissioner (2020)		
Osae, Martin	Church Development Committee (2022), Committee on Representation (2022), General Assembly Commissioner (2020)	2022	
Parker, Brian	Congregational Support Committee	2021	X
Perez, Leo	Nominating Committee	2021	
Phillips, Dan	Committee on Ministry	2023	
Phipps, Rollin	Church Development Committee	2022	
Price, Sean	Committee on Representation	2021	
Pryor, Will	Permanent Judicial Commission	2023	
Richardson, Ken	Church Development Committee	2021	
Rigoulot, Leslie	Committee on Preparation for Ministry	2022	
Rodgers, Denyse	Presbytery Council	2022	X
Ross, Miriam	Children & Youth Ministry Committee	2023	
Shankle, Jena	Children & Youth Ministry Committee	2023	
Snyder, Mark	Permanent Judicial Commission	2021	
Starnes, Madison	Children & Youth Ministry Committee	2021	
Stern, Chelsea	Young Adult Ministry Committee	2023	
Stevenson, Frank	Board of Trustees	2021	X
Taylor, Sheryl	Committee on Preparation for Ministry (2022), Nominating Committee (2022)	2022	X
Thompson, Beth Peak	Presbytery Council	2023	
Varnon, Eric	Young Adult Ministry Committee	2021	
Voyles, Tami	Children & Youth Ministry Committee	2021	
Walters, Janet	Committee on Preparation for Ministry	2021	
Walters, John	Budget and Finance Committee	2022	
Warren, Robert	General Assembly Commissioner (2020)		
Whitson, Kerry	Board of Trustees	2022	
Williams, David	Committee on Preparation for Ministry	2021	X
Georgianne Williams	Budget and Finance Committee	2023	
Williamson, Douglas	Congregational Support Committee	2021	
Williamson, Margot	Committee on Ministry	2023	
<b>Ruling Elder Ex-Officio Commissioners from Presbytery Committees Present = Total (72)</b>			<b>13</b>

### Attendance of Ruling Elders Serving as Commissioned Pastors

<b>Commissioned Pastors</b>	<b>Place of Service</b>	<b>Present</b>
Adamson, Robert	Carthage, St. Paul and Tenaha, Tennessee	
Baker Burnett, Cindy	Honey Grove, Main Street	X
Barnes, J. Diane	Itasca, First	
Butt, James	Lancaster, First	X
Chapman, Jimmy	Grace Presbytery	X
Fowler, John	Prosper, Prosper Presbyterian	
Jefferson, Derrick	Dallas, Glendale	
Maples, Deidre	Cumby, First	
Osae, Martin	Irving, Woodhaven	X
Perez, Leocadio S.	Dallas, Iglesia Emmanuel	
Weckerly, Elizabeth	Plano, West Plano	
<b>Commissioned Ruling Elders Total =</b>		<b>4</b>

### Attendance of Ruling Elders Serving as Certified Christian Educators

Certified Christian Educators Certified and Ruling Elders with Voice and Vote		Present
Certified Christian Educator	Church	
Haun, Jodi	Grapevine, First	
Pratt, Nancy	Carrollton, The Nor'kirk	
Voyles, Tami	McKinney, Trinity	
Certified Christian Educators Ruling Elders Total =		0

### Attendance of Teaching Elders

Minister of Word and Sacrament	Present	Excused
Abaraoha, Princeton	X	
Adkins, Julie		
Alatorre, Daniel	HR	
Allard, Clayton F.	X	
Allen, Thomas G.	HR	
Altfather, Kenneth D.	HR	
Anderson-Little Daniel	X	
Are, Sarah R.		
Arreche, Whitney W.	X	
Babb, Fred H.	HR	
Bailey, Gaither	HR	
Bailey, Mona A.	HR	
Bailey, Warner M.	HR	
Balmer, Thom D.		
Baskin, Stuart G.	X	
Batchelder, David B.		
Bates, Nicole D.	X	
Baughman, Thomas J.	HR	
Baum, Mary Lydia	X	
Beaugh, Michael B.	HR	
Bell, Gerald L.	HR	
Beltzer, Pat R.	HR	
Benner, A. William	HR	
Bethel, Lander L.	X	
Beverley, James A.	HR	
Bigler, Robert L.	HR	
Bitter, Paul K.	HR	
Blacklock, John W.	HR	
Blackman, Gordon	X	
Blatnik, Darla J.	HR	
Blewitt, John G.	HR	
Bluestein, Jennifer	X	
Bourne, Cheryl A.		
Boyanton, Janet S.		
Brainerd, Mark S.		
Brantley, Harold Clayton	X	
Braskamp, Caroline G.		

Minister of Word and Sacrament	Present	Excused
Brooks, Frank A.	HR	
Brooks, Richard L.		
Brown, Norwood V.	X	
Brown, Thomas F.	HR	
Brumbelow, Janne S.	HR	
Bruner, Charles A.		
Bryant, Sharon L.		
Buchanan, Bruce A.	HR	
Bucher, Henry H.	HR	
Bullock, Robert H.	HR	
Burns, Paul M.	X	
Buzbee, Glenn F.	HR	X
Callender, Elizabeth J.		
Calvert, Matthew G.		
Cameron, Anne M.		
Campbell, Christopher L.		
Carson, Christopher B.		
Cherryholmes, Eleanor C.	HR	
Church, Brenda	X	
Clawson, John Jacob		
Collier, Kathy S.	HR	
Collier, Todd A.		
Coney, C. Randolph	HR	
Conner, Alissa D.		
Cook, Jamye Jeanette		
Coulter, Brian	X	
Crilley, Judith A.		
Crilley, Robert S.		
Crownover, Richard M.		
Culp, Richard B.		
Curry, Matthew A.		
Darrow, David		
Davenport, Mark A.		
Davenport, Tracey K.	X	
DeVries, Janet M.	HR	
Diaz, Frank	HR	
Dinsdale, Lynda	HR	

Minister of Word and Sacrament	Present	Excused
Disasa, Amos J.	X	
Dittman, Ellen P.		
Dodson, Edward A.	HR	
Doughton, E. Jones	X	
Drake, Nancy S.	HR	
Duff, Nancy	HR	
Dunklau, Paul R.	HR	
Edah, Julius	X	
Edwards, William L.	HR	
Ehman, Frank C.	HR	
Ellis, Cara L.	X	
Ellor, James W.		
Engelhard, John C.	HR	
Evans, John R.	HR	
Farquhar, D. Alan	HR	
Felter, Patricia E.	HR	
Fenn, Wendy H.	HR	
Fitzgibbon, Laura R.	X	
Fletcher, J. David	HR	
Galligan, Linda S.	X	
Galligan, Timothy J.		
Garis, Greg A.	X	
Gause, Edith A.	HR	
Getty, Robert L.	HR	
Gibbons, Thomas C.	HR	
Gibson, Gregory C.	HR	
Goff, Michele		
González, Jesús Juan	X	
Gooch, James B.	HR	
Gould, William M.	HR	
Gouwens, David J.	HR	
Gowan, Daniel R.	HR	
Graham, Ralph M.	HR	
Gray, Owen	X	
Green, Roger O.	HR	
Grogan, Donald E.	HR	
Hall, Mary Stewart	X	
Hamilton, Frank M.	HR	
Hanson, Robert S.	HR	
Hardie, Judith M.		
Hare, John S.	HR	
Harwerth, Roger A.	X	
Haswell, Henry M.	HR	
Hawthorne, James R.	HR	
Heppenstall, Robert B.	HR	
Hernandez, Alice P.		
Hertenstein, Virginia L.		
Heslip, Douglas T.	HR	
Hitchens, Lawrence R.	HR	
Hogg, Donald R.		
Hollas, Deanna M.	X	
Hollifield, Deborah	HR	

Minister of Word and Sacrament	Present	Excused
Holloman, Ronnie G.	HR	
Holloman, Sherry K.		
Holmes, Lewis E.	HR	
Holmes, Ronald D.		X
Hom, Richard	HR	
Hood, Ashley A.		X
Hosey, H. P.	HR	
Hughes, Beverly J.	HR	
Huneycutt, Norman N.	HR	
Hunihan, Glen J.	HR	
Hunt, George (Hank) W.	HR	
Hunter, Angus N.	HR	
Hunter, Craig L.		X
Ihne, Janet L.		
Ivie, David A.		
Jamshaid, Oliver		
Jenkins, David R.	HR	
Johnson, Jimmie D.	HR	
Johnson, Sarah A.		
Johnston, R. Mike		
Jonas, Russell C.	HR	
Jones, Dana Steven		
Jones, Mari Lyn		X
Jordan, Elizabeth L.	HR	
Judd, David F.		X
Kasonga, Kasonga wa		
Kelemen, Zoltan S.		
Kennedy, Cindy		
Kim, Dai Kyum	HR	
Kimbrough, William R.	HR	
Kinard, Anne K.		
King, Leslie M.		X
Kolakowski, Wendy		X
Kremzar, Lucia M.		X
Krueger, Craig C.		
Lam, Robert G.	HR	
Lamb, Thomas A.		X
Land, Kendal A.		
Landes, Elizabeth B.		X
Leach, Pamela N.		
Lee, Christopher M.		X
Lee, Oliver T.		
Lee, Seong Soo		
Lee, Yun Gil	HR	
Lee-Cornell, Alexander		
Lee-Cornell, Kathy		
Leischner, Robert W.		X
Leslie, Scott A.		
Lewis, Donald G.		
Light-Wells, Jessie		X
Lockhart, Elizabeth H.		X
Lockhart, William H.		

Minister of Word and Sacrament		Present	Excused
Loden, Thomas B.	HR		
Logan, Cynthia W.	HR		
Lyman, Mary Alice			
Mabry, Angie			
Mack, David	HR		
Mackey, Scott R.			
Matthews, Deborah Lynne		X	
Matthews, Terri A.			
Matthews, Thomas F.	HR		
Matthews, Trish			
Maze, Andrew T.			
McCall, James L.	HR		
McCoy, Patrick E.	HR		
McDermott, Richard S.	HR		
McFarlin, Richard G.			
McGee, Emily Kathryn		X	
McLachlan, Alexander Sandy	HR		
McLean, Brendan		X	
Meissner, Harry C.	HR		
Menke, Joshua		X	
Meredith, Marwood B.			X
Mertz, Ashley Drake		X	
Michalove, Robilyn B.		X	
Middents, Gerald J.	HR		
Mikow, John W.	HR		
Miller, Shelby S.	HR	X	
Mitchell, Carolyn H.			
Moessner, David P.			
Moody, Warren L.	HR		
Moore, Amy W.			
Morgan, Michael D.			
Morphew, Trudy R.			
Norris, Linda A.	HR		
Nourse, Richard C.	HR		
Nunnelley, Eddie A.	HR		
O'Neal, David R.			
Odom, Andrew S.		X	
Odom, Mary Denise			
Osoinach, Carolyn A.		X	
Otters, Rosalie V.	HR		
Paniagua, Pepa J.			
Parker, Joseph H.	HR		
Parr, William J.	HR		
Patterson, Dale W.	HR		
Patterson, Lisa B.		X	
Pennington, Terra			
Perkins, Lisa Juica		X	
Peterson, Eric A.		X	
Phillips, Carol S.	HR		
Phillips, Robert L.	HR		
Pickell, Stuart C.			
Porter, Thomas C.			

Minister of Word and Sacrament		Present	Excused
Poteet, Robert M.	HR		
Powers, Richard C.	HR		
Prentiss, Thomas G.			
Presley, Chad E.			
Quillin, Roger T.	HR		
Quiroz, Horacio Gutierrez	HR		
Ramsawh, James C.	HR		
Ramsay, Nancy J.	HR		
Rasco, Krista Pearilee Welch		X	
Reece, Lisa		X	
Reeves, Robert D.	HR		
Rehrig, Stephen W.	HR		
Reinarz, James P.	HR		
Rice, Perryn		X	
Richey, Murray E.			
Rigler, Katherine J.		X	
Rigoulot, Kenneth			
Riley, Julie U.			
Ritchie, Kenneth A.	HR		
Ritsch, Frederick F.			
Robertson, Jack C.	HR	X	
Robson, Rosy		X	
Roper, John A.	HR		
Rosenfeld, Richard H.	HR		
Rounseville, Margaret A.	HR	X	
Ruffin, Joe D.	HR		
Ruffner, Matthew			
Rutledge, Michael L.	HR		
Saavedra, Meghan B.			
Salfen, Ronald P.	HR		
Sanders, Craig A.		X	
Sanders, James D.	HR		
Schaefer, M. David		X	
Schneider, Charles G.		X	
Schneider, David A.	HR		
Schofield, Clinton A.			
Schwarz, Karl E.		X	
Scroggs, Marilee M.	HR		
Seager, Gary L.	HR		
Seamans, Sandra L.			
Selby, Richard W.	HR	X	
Shelton, Frances T.	HR		
Sheppard-Mahaffey, Kenneth			
Shive, Stephen A.		X	
Shroyer, James R.	HR		
Sicks, Rebecca Chancellor		X	
Slyter, David A.			
Smith, David C.	HR		
Smith, Lillian B.			
Smith, Mark A.	HR		
Sodoy, Calixto C.	HR		
Soga, Satoe			

Minister of Word and Sacrament		Present	Excused
Solomon, Lynette D.			
Somervill, Charles E.	HR		
Son, Sungho Daniel	HR		
Spangler, Debra D.			
Sparks, David L.	HR		
Speck, Phyllis D.	HR		
Spencer, Lawrence D.	HR	X	
Stafford, Harold J.	HR		
Staples, Kelly		X	
Steinbrook, William M.	HR		
Stevenson-Moessner, Jeanne			
Stewart, Joshua Jon			
Stolk, Douglas A.			
Stoll, Peggy L.	HR		
Strodel, Sherwood	HR		
Swalve, Robert E.	HR		
Swetenburg, Elizabeth L.		X	
Taylor, Cheryl A.			X
Tays, Herbert C.	HR		
Thomas, David A.	HR		
Thomas, Lawrence A.	HR		
Thompson, Carl V.			
Thompson, Michael L.	HR		
Thompson, Paul M.	HR		
Thomson, John W.	HR		
Tickner, Thomas A.	HR		
Tiegreen, Nancy F.	HR		
Tolson, John F.	HR		
Tony, Jonathan			
Travis, Drew G.		X	
Travis, Karl B.			
Trussell, R. Miranda			
Tulley, Thomas E.	HR		
Tulloch, E. Fred	HR		
Tyer, Gerald L.	HR	X	

Minister of Word and Sacrament		Present	Excused
Tyler, Larry S.	HR		
Valdez, Robin Lyn			
Vineyard, Kathy E.	HR		
Walker, Kyle M.		X	
Wardlaw, Theodore J.			
Waschevski, Michael A.		X	
Watkins, Margaret M.	HR		
Watson, William A.	HR		
Weaver, Rebecca H.	HR		
Webb, Shane K.			X
Wedell, Marilyn B.	HR		
Wells, Eddie L.	HR		
Westerlage, L. Walker	HR		
Whisler, Shane E.			
Wilbanks, Thomas G.	HR		
Wilkins, Ronald A.	HR		
Williams, D. Marvin	HR		
Williams, John D.		X	
Williams, Polly W.		X	
Willis, Lewis E.	HR		
Wilman, David B.			
Wilson, William			
Witherow, James B.	HR	X	
Womack, Candice			
Woodard, John M.		X	
Wraith, Lisa M.		X	
Wyatt, Lee A.	HR		
Yeager-Chadwick, Kelly K.		X	
Young, Richard E.			
Young, Robert M.	HR		
Zeigler, John D	HR		
<b>Total = 352</b>		<b>81</b>	<b>4</b>

### Attendance of Corresponding Members

General Assembly's Presbyterian Mission Agency Mission Engagement Advisor **Rev. Lemuel Garcia-Arroyo** of Mission Presbytery attended the May 1, 2021 presbytery meeting as a corresponding member.

## Adjournment

The presbytery was adjourned by Presbytery Moderator **Rev. Lisa Patterson** following prayer by Presbytery Vice Moderator **Ruling Elder Mike Jones** at 12:20 p.m. on May 1, 2021.

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



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Stated Clerk of Grace Presbytery



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Moderator of Grace Presbytery





**Grace Presbytery Council**  
Wednesday, May 26, 2021  
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on May 26, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery Vice Moderator **Ruling Elder Mike Jones**, Presbytery Council Moderator **Rev. John Williams**, Presbytery Treasurer **Trey Angel**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Task Force on Social Justice Co-Moderator **Rev. Perryn Rice**, Committee on Preparation for Ministry Staff Liaison **Rev. Elizabeth Callender**, Director of Ministry Services **Joanna Kim**, Director of Communications **M.E. Clary**, Young Adult Ministry Committee Moderator **Rev. Owen Gray**, and the Administrative Commission for First Presbyterian Church, Allen Moderator **Rev. Mark Brainerd**.

**Motions Approved by the Presbytery Council**

1. *Grace Presbytery Council approved presbytery meetings of shorter duration, approximately two hours, with a goal of ending at noon or 12:30 p.m., utilizing videos when appropriate, providing an optional fellowship lunch, and not reconvening after lunch. [5/26/21]*
2. *Grace Presbytery Council approved shorter worship services at presbytery meetings, using a variety of worship styles, making the worship adaptable, and inviting diverse worshipping communities to assist in planning presbytery worship services. [5/26/21]*

3. *Grace Presbytery Council approved the transfer of our banking from Capital One to Pegasus Bank and that the following be signatories on our accounts: Vicki Roberts, Steve Shive, Joanna Kim, and Gerry Tyer.* [5/26/21]
4. *Grace Presbytery Council approved a retreat for members of Presbytery Council at Camp Gilmont from 5:00 p.m. Wednesday, September 1, 2021 to noon Friday, September 3, 2021.* [5/26/21]
5. *Grace Presbytery Council approved a Mission Study Trip to the Iona Community in Scotland for October 1-10, 2021 with the first 16 participants who register.* [5/26/21]

Background: The all-inclusive cost per person will be \$2,300.00. Scholarships are available from the Mission Study Fund (Investment Account #54655).

6. *Grace Presbytery Council voted to discontinue the 2002 Policy on File and Reference Guidelines.* [5/26/21]

Background: A replacement policy will be brought to the Presbytery Council at a future meeting.

7. *Grace Presbytery Council approved the reopening of the Presbyterian Mission Center for in-person and hybrid meetings beginning June 7, 2021, and that persons who have not received a COVID-19 vaccination be encouraged to wear a mask or to participate via Zoom.* [5/26/21]

Background: Groups will be permitted to hold in-person meetings at the Presbyterian Mission Center beginning June 7, 2021. Any group wishing to schedule a meeting or to use the hybrid meeting technology available at the Presbyterian Mission Center, please contact Gloria Beard at [gloria@gracepresbytery.org](mailto:gloria@gracepresbytery.org). Masks are not mandated; however, we request that those who have not been vaccinated against COVID-19 or who may have medical reasons not to be vaccinated to voluntarily wear a mask or participate via Zoom.

### **Report of the Presbytery Council Moderator**

1. *Grace Presbytery Council discussed the following Strategic Plan Priorities.* [5/26/21]

- A. Address and expand the effectiveness and use of electronic media.
- B. Address new sources of financial support for the ministries and mission of the presbytery.
- C. Address the expanding need of churches and its leadership to reinvent themselves and redevelop ministry.
- D. Respond to the rising number of requests for help from congregations facing crises of various kinds.
- E. Address the increasing number of congregations facing closure, and handle more effectively the responsibilities of receiving, managing, and disposing of real estate property acquired by the presbytery from closed churches.
- F. Design evangelism and outreach opportunities to reach youth, young adults, and others with the Good News of the Gospel.
- G. Address the pastoral needs of ministers.

H. Expand Presbytery's Hispanic/Latino ministry.

**Motions from the Administrative Commission for First Presbyterian Church, Allen**

1. *Grace Presbytery Council approved an allocation (from General Operating Expenses) of \$71.00 per month since January 15, 2021 to the account formed from the sale of the property of First Presbyterian Church of Allen, and directed that this be accomplished as soon as possible. [5/26/21]*

**Motions from the Stated Clerk**

1. *Grace Presbytery Council approved the minutes of the April 7, 2021 Presbytery Council meeting and the minutes of the May 1, 2021 Grace Presbytery meeting. [5/26/21]*
2. *Grace Presbytery Council approved the following places for the stated meetings of Grace Presbytery in 2022: Trinity Presbyterian Church, McKinney (Saturday, February 12, 2022), Canyon Creek Presbyterian Church, Richardson (Saturday, May 14, 2022), First Presbyterian Church, Richardson (Thursday, September 22, 2022), and NorthPark Presbyterian Church, Dallas (Saturday, November 12, 2022). [5/26/21]*
3. *Grace Presbytery Council received the following report of the Stated Clerk. [5/26/21]*

A. The following motion was adopted by the Presbytery Council on April 30, 2021 via electronic vote:

Presbytery Council approved the recommendation from the Task Force on Social Justice to invite Jonathan Wilson-Hartgrove to lead two workshops/conversations for Grace Presbytery congregations and members. The goal of these workshops and conversations will be to help churches facilitate conversations about racial equity within their membership and to learn models for partnering with various community organizations already engaged in social justice work within the churches' locale. The first of two sessions via Zoom will be held on May 25, 2021, 7:00-8:30 p.m. The second will be held mid-September either via Zoom or in person, depending on COVID-19 restrictions at the time.

Background: The cost for the first Zoom presentation is \$1,800.00. The second will be determined according to the restrictions at the time, including travel and expenses, if needed.

**Motions from the Task Force on Social Justice**

1. *Grace Presbytery Council approved \$4,000.00 from the Mission Outreach Fund (Investment Account #55600) as the budget for the Jonathan Wilson-Hartgrove events in 2021. [5/26/21]*

Background: Last month, the Task Force on Social Justice presented two events with Jonathan Wilson-Hartgrove open to the entire presbytery on the topic of personal and church

transformation regarding racial equity. We expected funds to be drawn from the Social Justice Task Force budget, only to discover later that it was inadvertently removed in 2020.

The first zoom session of the Jonathan Wilson-Hartgrove event will be May 24<sup>th</sup> at 7:00 p.m. It will concentrate on a presentation of his personal story of transformation and ending with Q&A. The second session in September or October will be an in-person meeting with Jonathan as COVID-19 protocols permit. This event will be a workshop focusing on equipping pastors, elders, and leaders of congregations with tools to engage their congregations in difficult conversations and ongoing activities that may inspire personal, congregational, and community transformation. If in-person gatherings are not advised come autumn, the workshop will be presented via Zoom with all in-person concomitant fees unspent.

Estimated budget: \$2,500.00 speaker fees (for two events), \$1,000.00 travel and accommodations, and \$500.00 food, materials, fees for in-person gathering. The total is \$4,000.00.

### **Motions from the Committee on Ministry**

1. *Grace Presbytery Council approved the Honorable Retirement of Rev. Ronald D. Holmes effective June 1, 2021.* [5/26/21]
2. *Grace Presbytery Council approved the following actions taken by the Committee on Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.* [5/26/21]

#### Transfer of Teaching Elders

- A. Received **Rev. Jennifer Mitchell** from Mission Presbytery to Grace Presbytery to serve as Pastor of Westminster Presbyterian Church, Corsicana effective May 23, 2021. [5/18/21]
- B. Dismissed **Rev. Janet M. DeVries** to Whitewater Valley Presbytery effective May 4, 2021. [5/4/2021]

#### Dissolutions of Pastoral Relationships

- A. Dissolved the parish associate relationship between **Rev. Pepa Paniagua** and St. Andrew's Presbyterian Church of Dallas effective January 1, 2021. [4/6/21]
- B. Dissolved the temporary pastoral relationship between **Rev. Ronald Holmes** and Westminster Presbyterian Church of Corsicana effective May 31, 2021. [5/18/21]
- C. Dissolved the pastoral relationship between **Rev. Chris Carson** and Faithbridge Presbyterian Church of Frisco effective May 9, 2021 and moved him to Member at Large. [5/18/21]

- D. Dissolved the temporary pastoral relationship between **Rev. Mari Lyn Jones** and Central Presbyterian Church of Waxahachie effective April 30, 2021 and moved her to a Member at Large. [5/18/21]
- E. Dissolved the temporary pastoral relationship between **Commissioned Pastor Diane Barnes** and First Presbyterian Church of Itasca effective January 31, 2021. [5/18/21].

#### Installed Positions (New)

- A. Approved the terms for **Rev. Jennifer Mitchell** as Pastor (101) of Westminster Presbyterian Church of Corsicana, full-time, beginning May 23, 2021. The date of the congregational meeting recommending these terms was April 11, 2021. [5/18/21]

##### Compensation:

Cash Salary .....	\$30,000.00
Housing and Utility Allowance .....	\$30,000.00
Total Effective Salary .....	\$60,000.00

##### Reimbursements:

Social Security Offset .....	\$4,590.00
Business Travel/Automobile.....	\$1,500.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$1,000.00

##### Benefits:

Board of Pension Dues.....	\$22,200.00
Employer 403b.....	\$1,200.00
Moving Expenses.....	\$2,600.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	3 weeks after 6 years
Total Compensation Package.....	\$94,590.00
Total Cost to the Church .....	\$94,590.00
Total Compensation Paid Directly to the person .....	\$67,190.00

#### Installed Positions (Changes)

- A. Approved the changes in the terms for **Rev. Brenda Church** as Associate Pastor (103) of First Presbyterian Church of Granbury, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was February 7, 2021. [4/20/21]

##### Compensation:

Cash Salary .....	\$20,375.00
Housing and Utility Allowance .....	\$40,000.00
Total Effective Salary .....	\$60,375.00

##### Reimbursements:

Social Security Offset .....	\$4,619.00
Business Travel/Automobile.....	\$3,000.00
Continuing Education .....	\$2,000.00

Professional Expenses.....	\$1,500.00
Benefits:	
Board of Pension Dues.....	\$22,338.00
Dental Insurance .....	\$358.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$94,190.00
Total Cost to the Church .....	\$94,190.00
Total Compensation Paid Directly to the person .....	\$64,994.00

- B. Approved the changes in the terms for **Rev. Craig Hunter** as Pastor (101) of Trinity Presbyterian Church of Denton, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [4/20/21]

Compensation:	
Cash Salary .....	\$39,870.20
Housing and Utility Allowance .....	\$29,320.00
Total Effective Salary .....	\$69,190.20
Reimbursements:	
Social Security Offset .....	\$5,293.05
Business Travel/Automobile.....	\$1,000.00
Continuing Education .....	\$4,300.00
Professional Expenses.....	\$1,400.00
Benefits:	
Board of Pension Dues.....	\$25,637.00
Study Leave .....	3 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	10 weeks after 7 years
Total Compensation Package.....	\$106,783.62
Total Cost to the Church .....	\$106,783.62
Total Compensation Paid Directly to the person .....	\$74,483.25

- C. Approved the changes in the terms for **Rev. David Darrow** as Pastor (101) of Central Presbyterian Church of Paris, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [4/20/21]

Compensation:	
Cash Salary .....	\$21,139.63
Housing and Utility Allowance .....	\$30,000.00
Total Effective Salary .....	\$51,139.63
Reimbursements:	
Social Security Offset .....	\$3,912.18
Business Travel/Automobile.....	\$2,206.88
Continuing Education .....	\$2,301.20
Professional Expenses.....	\$551.20
Benefits:	
Board of Pension Dues.....	\$18,921.66



Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$79,032.75
Total Cost to the Church .....	\$79,032.75
Total Compensation Paid Directly to the person .....	\$55,051.81

- D. Approved the changes in the terms for **Rev. Drew Travis** as Pastor (101) of First Presbyterian Church of Granbury, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was February 7, 2021. [4/20/21]

Compensation:	
Cash Salary .....	\$53,556.00
Housing and Utility Allowance .....	\$40,000.00
Deferred Income .....	\$4,380.00
Total Effective Salary .....	\$97,936.00
Reimbursements:	
Social Security Offset .....	\$7,157.00
Business Travel/Automobile.....	\$4,000.00
Continuing Education .....	\$2,500.00
Professional Expenses.....	\$1,600.00
Benefits:	
Board of Pension Dues.....	\$37,234.00
Dental Insurance .....	\$998.00
Employer 403(b) Match .....	\$8,820.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$159,247.35
Total Cost to the Church .....	\$159,247.35
Total Compensation Paid Directly to the person .....	\$100,713.03

- E. Approved the changes in the terms for **Rev. Gordon Blackman** as Pastor (101) of Alpine Presbyterian Church of Longview, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 10, 2021. [4/20/21]

Compensation:	
Cash Salary .....	\$24,300.00
Housing and Utility Allowance .....	\$24,300.00
Deferred Income .....	\$1,944.00
Total Effective Salary .....	\$50,544.00
Reimbursements:	
Social Security Offset .....	\$3,717.90
Business Travel/Automobile.....	IRS rate
Continuing Education .....	\$2,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$18,701.28
Employer 403(b) Match .....	\$148.68

Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$76,111.85
Total Cost to the Church .....	\$76,111.85
Total Compensation Paid Directly to the person .....	\$52,317.90

- F. Approved the changes in the terms for **Rev. Jones Doughton** as Pastor (101) of First Presbyterian Church of Mesquite, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [4/20/21]

Compensation:	
Cash Salary .....	\$46,665.00
Housing and Utility Allowance .....	\$16,575.00
Deferred Income .....	\$3,060.00
Total Effective Salary .....	\$66,300.00
Reimbursements:	
Social Security Offset .....	\$4,837.86
Business Travel/Automobile.....	\$2,400.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$24,534.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	4 weeks after 6 years
Total Compensation Package.....	\$100,068.86
Total Cost to the Church .....	\$100,068.86
Total Compensation Paid Directly to the person .....	\$68,077.86

- G. Approved the changes in the terms for **Rev. Kate McGee** as Pastor (101) of Westminster Presbyterian Church of Arlington, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was March 7, 2021. [4/20/21]

Compensation:	
Cash Salary .....	\$36,212.24
Housing and Utility Allowance .....	\$25,000.00
Deferred Income .....	\$2,000.00
Total Effective Salary .....	\$63,212.24
Reimbursements:	
Social Security Offset .....	\$4,682.53
Business Travel/Automobile.....	\$1,300.00
Continuing Education .....	\$2,500.00
Professional Expenses.....	\$1,180.00
Benefits:	
Board of Pension Dues.....	\$23,388.53
Dental Insurance Premiums .....	\$905.28
Study Leave .....	2 weeks

Vacation Leave .....	4 weeks
Sabbatical Leave .....	6 weeks after 5 years
Total Compensation Package.....	\$97,168.79
Total Cost to the Church .....	\$97,168.79
Total Compensation Paid Directly to the person .....	\$65,894.98

- H. Approved the changes in the terms for **Rev. Shane Webb** as Pastor (101) of Woodhaven Presbyterian Church of Irving, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [4/20/21]

Compensation:	
Cash Salary .....	\$43,074.60
Housing and Utility Allowance .....	\$35,720.40
Supplemental Insurance .....	\$157.44
Other Income .....	\$396.03
Total Effective Salary .....	\$79,348.47
Reimbursements:	
Social Security Offset .....	\$6,058.11
Business Travel/Automobile.....	\$2,626.50
Continuing Education .....	\$3,151.80
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$29,358.93
Dental Insurance Premiums .....	\$1,448.16
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Sabbatical Leave .....	12 weeks after 7 years
Total Compensation Package.....	\$121,491.98
Total Cost to the Church .....	\$121,491.98
Total Compensation Paid Directly to the person .....	\$85,249.14

- I. Approved the changes in the terms for **Rev. Craig Sanders** as Pastor (101) of Grace Presbyterian Church of Arlington, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [5/18/21]

Compensation:	
Cash Salary .....	\$37,710.45
Housing and Utility Allowance .....	\$40,812.10
Deferred Income .....	\$2,403.00
Tax Advantaged IRS Section 125 Plan.....	\$1,800.00
Total Effective Salary .....	\$82,725.55
Reimbursements:	
Business Travel/Automobile.....	\$2,000.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$30,608.46

Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$117,334.01
Total Cost to the Church .....	\$117,334.01
Total Compensation Paid Directly to the person .....	\$78,522.55

- J. Approved the changes in the terms for **Rev. Don Hogg** as Pastor (101) of Westminster Presbyterian Church of Fort Worth full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [5/18/21]

Compensation:	
Cash Salary .....	\$56,943.40
Housing and Utility Allowance .....	\$29,735.03
Other Income .....	\$3,319.41
Total Effective Salary .....	\$89,997.84
Reimbursements:	
Business Travel/Automobile.....	\$3,000.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$704.93
Benefits:	
Board of Pension Dues.....	\$33,299.20
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Total Compensation Package.....	\$128,501.97
Total Cost to the Church .....	\$128,501.97
Total Compensation Paid Directly to the person .....	\$89,997.84

- K. Approved the changes in the terms for **Rev. Eric Peterson** as Associate Pastor (103) of Grace Presbyterian Church of Temple, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [5/18/21]

Compensation:	
Cash Salary .....	\$34,000.00
Housing and Utility Allowance .....	\$18,000.00
Total Effective Salary .....	\$52,000.00
Reimbursements:	
Social Security Offset .....	\$3,978.00
Business Travel/Automobile.....	\$1,200.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$19,240.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$79,918.00
Total Cost to the Church .....	\$79,918.00
Total Compensation Paid Directly to the person .....	\$55,978.00

- L. Approved the changes in the terms for **Rev. Thomas Lamb** as Pastor (101) of Grace Presbyterian Church of Temple, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [5/18/21]

Compensation:

Cash Salary .....	\$67,584.00
Housing and Utility Allowance .....	\$28,000.00
Total Effective Salary .....	\$95,584.00

Reimbursements:

Social Security Offset .....	\$7,312.00
Business Travel/Automobile.....	\$1,200.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$3,800.00

Benefits:

Board of Pension Dues.....	\$19,240.00
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Total Compensation Package.....	\$144,762.00
Total Cost to the Church .....	\$144,762.00
Total Compensation Paid Directly to the person .....	\$102,896.00

Temporary Positions (New)

- A. Approved the contract for **Rev. Polly Williams** as Stated Supply (108) of First Presbyterian Church, Terrell, part-time, hours vary, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was November 22, 2020. [4/20/21]

Compensation:

Housing/Utility Allowance .....	\$4,200.00
Total Effective Salary .....	\$4,200.00
Total Compensation Package.....	\$4,200.00
Total Cost to the Church .....	\$4,200.00
Total Compensation Paid Directly to the person .....	\$4,200.00

Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Rev. Gaither Bailey** as Stated Supply (108) of First Presbyterian Church, Palestine, part-time, 19 hours per week, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was December 9, 2020. [4/20/21]

Compensation:

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

Total Effective Salary .....	\$51,746.00
Total Compensation Package.....	\$51,746.00
Total Cost to the Church .....	\$51,746.00
Total Compensation Paid Directly to the person .....	\$47,646.00

- B. Approved the changes in the contract for **Rev. Michael D. Morgan** (a member of Pines Presbytery) as Stated Supply (108) of First Presbyterian Church, Hooks, part-time, 12 hours per week, beginning January 17, 2021 through January 9, 2022. The date of the session meeting recommending these terms was January 14, 2021. [5/18/21]

Compensation:

Housing/Utility Allowance .....	\$150.00 per Sunday
Total Effective Salary .....	\$150.00 per Sunday
Total Compensation Package.....	\$150.00 per Sunday
Total Cost to the Church .....	\$150.00 per Sunday
Total Compensation Paid Directly to the person .....	\$150.00 per Sunday

- C. Approved the changes in the contract for **Rev. Thomas Prentiss** as Stated Supply (108) of Fairfield-Harmony Presbyterian Church, Fairfield, part-time, 25 hours per week, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was March 17, 2021. [5/18/21]

Compensation:

Cash Salary .....	\$29,600.00
Housing/Utility Allowance .....	\$5,200.00
Total Effective Salary .....	\$34,800.00
Reimbursements:	
Business Travel/Automobile.....	\$2,900.00
Professional Expenses.....	\$250.00
Benefits:	
Vacation Leave .....	2 weeks
Total Compensation Package.....	\$42,126.00
Total Cost to the Church .....	\$42,126.00
Total Compensation Paid Directly to the person .....	\$34,800.00

Other Actions of the Committee on Ministry

- A. Granted permission to **Commissioned Pastor Diane Barnes** to preside over communion at First Presbyterian Church of Hillsboro on May 2, 2021. [4/12/21]
- B. Appointed **Rev. Robert Young** to moderate the congregational meeting for Westminster Presbyterian Church of Corsicana on April 11, 2021. [3/30/21]
- C. Approved the addition of **Rev. Linda Snelling** to our Occasional Supply List effective May 18, 2021. [5/18/21]

- D. Renewed the commission of **Ruling Elder Jimmy Chapman** as Consultant for Grace Presbytery beginning June 1, 2021 to May 31, 2022, pending contract terms approved by Presbytery Council. [5/18/21]
- E. Approved the Mission Study for First Presbyterian Church of Plano. [4/29/21]
- F. Granted permission to **Commissioned Pastor Sharon Curry** to administer the sacraments at Flower Mound Presbyterian Church of Flower Mound in May of 2021. [5/4/21]
- G. Appointed **Rev. Thomas Tickner** to serve as moderator of Central Presbyterian Church of Waxahachie effective May 1, 2021. [4/26/21]
- H. Appointed **Rev. William Parr** to moderate the session meeting at First Presbyterian of Gainesville on May 30, 2021. [4/30/21]
- I. Appointed **Rev. Molly Baum** as moderator of the session of Faithbridge Presbyterian Church of Frisco effective May 14, 2021. [5/14/21]
- J. Approved the following minutes of the Committee on Ministry: March 16, 2021 and April 20, 2021.

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

***1. Grace Presbytery Council approved the following actions taken by the Committee on Preparation for Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information: [5/26/21]***

- A. Enrolled **Stephanie Williams** (Weatherford, Grace First) as an Inquirer under care of Grace Presbytery effective April 8, 2021. [5/13/21]

Stephanie is currently attending the University of Dubuque Theological Seminary in Dubuque, Iowa pursuing her Master of Divinity degree. She received her Bachelor of Science (Political Science/French) degree in May 1991 from the United States Air Force Academy. In January 2000 she received her Master of Aero Science degree from Embry-Riddle Aeronautical University. At the United States Army War College Stephanie received her Master of Strategic Studies degree in 2013. She is a member of Grace First Presbyterian Church, Weatherford. Her hobbies include golf, tennis, and walking. She and her husband Brett have two daughters Nicole and Molly and Springer Spaniels Rogue, Dakota, and Salem.

- B. Approved the request of Inquirer **Leslie Miner** (Grapevine, First) to withdraw from the process. [5/13/21]

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

- A. Approved minutes from the March 11, 2021 and April 8, 2021 meetings. [5/13/21]



- B. Eleven Inquirers under care of Grace Presbytery: **Rachel Crilley** (First, Grapevine), **Ekama Eni** (Trinity, Denton), **Emily Everts** (Ridglea, Fort Worth), **Kailey Gray** (Canyon Creek, Richardson), **Claire Kennedy** (Westminster, Arlington), **Edward Lewis** (Preston Hollow, Dallas), **C.J. Prater** (Trinity, Flower Mound), **Adrian Rodriguez** (First, Arlington), **Marshall Sartain** (Pittsburg, First), **Adrian White** (Preston Hollow, Dallas), **Stephanie Williams** (Grace First, Weatherford).
- C. Eight Candidates under care of Grace Presbytery: **Sarah Dixon** (Flower Mound, Trinity), **Joanna Kim** (Preston Hollow, Dallas), **Dale Montgomery** (Central, Waxahachie), **Wilson Nicholson** (Westminster, Dallas), **Clark Royle** (First, Dallas), **Stuart Seelman** (Preston Hollow, Dallas), **Maria Torres-Vargas** (Gethsemane, Fort Worth), **Traci Truly** (First, Garland).

### **Motions from the Young Adult Ministry Committee**

- 1. *Grace Presbytery Council approved the following actions taken by the Young Adult Ministry Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information. [5/26/21]*

#### Information from the Young Adult Ministry Committee

- A. Approved minutes of the January 26, 2021 meeting.
- B. Approved adjusting its operating structure into three sub-committees: Programs, Congregational Connection, and Fellowship.
- C. Attendance at the March 8, 2021 committee meeting: **Rev. Owen J. Gray** (Moderator), **Ruling Elder Chelsea Stern**, **Ruling Elder Priscilla Castillo**, **Rowan Sankar**, **Ruling Elder Wade Hatter**, **Ruling Elder Lauren Black**, **Ryan Seekins**, **Erica Dallas**, and staff liaison **Ruling Elder Gary Holloman**. Excused: **Ruling Elder Eric Varnon**.
- D. The meeting was opened with prayer by moderator Owen Gray and closed with prayer by staff liaison Gary Holloman.
- E. All requests for resources from this committee should be emailed to the moderator of the committee at [owen@saintb.org](mailto:owen@saintb.org).
- F. The results of the January committee survey were reviewed and incorporated into the committee's year-long vision and strategy conversation.
- G. Due to the high amount of turn-over in committee membership since 2020, the committee reviewed actions of the committee from previous years to discern the scope of its past work. This was also incorporated into the strategy and vision conversation.
- H. Gary Holloman introduced a request from the newly formed/forming disaster response task force for the presbytery, and asked committee members to consider if they or those they know might be willing to serve as a young adult member of the task force.

Information from the Presbytery Council

A. Attendance at the May 26, 2021 Presbytery Council stated meeting held via electronic means: Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Seong Soo Lee** (Frisco, Holy Seed New Church Development), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: **Rev. Thomas Lamb** (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Larry Spencer** (Honorably Retired), Moderators of Presbytery Committees: **Ruling Elder Cindy Miller** (Corsicana, Westminster and Committee on Ministry), **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee), **Rev. Woody Meredith** (Budget and Finance Committee), **Rev. Andy Odom** (Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Lisa Juica Perkins** (Nominating Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Joanna Kim** (Director of Ministry Services), **Vicki Roberts** (Director of Finance) **Ruling Elder Karen Ebling** (Director of Property Management), **M.E. Clary** (Director of Communication).

Excused: Ex-Officio with Vote: Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First). Staff: **Rev. Craig Krueger** (Director of Ministry Transitions).

Guests: Administrative Commission for First Presbyterian Church, Allen Moderator **Rev. Mark Brainerd**.

B. The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Rev. Lisa Juica Perkins**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery



**Grace Presbytery Council**  
Wednesday, June 16, 2021  
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on June 16, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery **Moderator Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Presbytery Council Moderator **Rev. John Williams**, Interim General Presbyter **Rev. Steve Shive**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Personnel Committee Moderator **Rev. Andy Odom**, Stated Clerk **Rev. Gerry Tyer**, Presbytery Treasurer **Trey Angel**, Director of Property and Real Estate **Ruling Elder Karen Ebling**, Church Development Committee Moderator Alissa Conner), Task Force on Camp Gilmont **Ruling Elder Beth Thompson**, Nominating Committee Moderator **Rev. Lisa Perkins**, Examinations Subcommittee Moderator **Ruling Elder Kathy Jones**, Task Force on Social Justice Co-Moderator **Rev. Perryn Rice**.

**Motions Approved by the Presbytery Council**

1. *Grace Presbytery Council removed Rev. Craig Kruger as Moderator of the Administrative Commission for First Presbyterian Church, Ferris and elected Rev. Thomas Gibbons as Moderator.* [6/16/21]
2. *Grace Presbytery Council rescinded the following motion approved at the May 26, 2021 Presbytery Council meeting: That Grace Presbytery Council authorize a Mission Study Trip to the Iona Community in Scotland for October 1-10, 2021.* [6/16/21]

3. *Grace Presbytery Council approved a contract with Wolfe Associates, LLC to provide Leadership Team Coaching for \$49,500.00 to be funded from the unrestricted cash reserves of the presbytery. [6/16/21]*
4. *Grace Presbytery Council called a special meeting of the Presbytery Council for July 7, 2021 at 9:00 a.m. for the purpose of conducting a Candidacy Examination for Inquirer Adrian White. [6/16/21]*

#### **Motions from the Committee on Ministry**

1. *Grace Presbytery Council approved the call of Interim Pastor Rev. Karl Schwarz as Pastor of Bentwood Trail Presbyterian Church, Dallas beginning July 1, 2021. Since Rev. Schwarz is currently serving as Interim Pastor of Bentwood Trail Presbyterian Church, the Presbytery Council acting on behalf of Grace Presbytery approved this call by a three-fourths vote in accordance with the Book of Order G-2.0504c. [6/16/21]*

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

1. *Grace Presbytery Council approved the renewal of the part-time contract for Ruling Elder Jimmy Chapman to serve as Commissioned Pastor and Committee on Ministry Consultant. His authority will include the celebration of the sacraments and the authority to moderate session and congregational meetings when requested or when assigned by the Committee on Ministry. Annual Compensation: Cash Salary of \$36,771.00. Continuing Education Allowance of \$1,000.00. Study Leave of 2 weeks. Vacation of 4 weeks. [6/16/21]*
  - A. *Grace Presbytery Council approved the following additions to the Personnel Manual: [6/16/21]*

(Page 5) Presbytery Mission Trips

All Presbytery mission trips and staff participants need to be approved by the Presbytery Council and need to be in alignment with the vision and priorities of Grace Presbytery.

(Page 12) Alcohol Policy

In the Presbytery Office, the consumption of alcohol is not permitted. Alcohol purchases during any Presbytery event, including trips, is to be purchased by the individual. It is not a reimbursable or an expense incurred by Grace Presbytery.

2. *Grace Presbytery Council adopted the following Calculated Interim General Presbyter Timeline. [6/16/21]*

The Grace Presbytery Personnel Committee and Council have affirmed and defined three major responsibilities for the Interim General Presbyter:

- 1) Restoring and building trust
- 2) Capturing and defining the vision of Grace Presbytery for the next 2-3 years
- 3) Aligning Presbytery Staff and financial resources around the vision

## Proposed Timeline and Tasks

- 1) Restoring and Building Trust
  - 2) January 2021 - Duration
    - Weekly Staff Meetings to move from coordinating to consulting to collaboration
    - Proposed Coaching Sessions with Staff July and August 2021
    - IGP and other COM Staff in the field building relationships and delivering with consistency and competency partnerships to resource churches
    - Ongoing external coaching with the IGP and staff
    - Clarifying policies and procedures so the presbytery can flourish
  - 3) Vision
    - September 2021 – August 2022
      - Council Retreat @ Gilmont – Focus the Visioning Process
      - Establishment of a Discernment Team
      - September – November 2021 Initial 10 Regional Listening Groups
      - September and November Presbytery meeting Group Processes
      - January – March Second 10 Regional Listening Groups
      - March – April Discerning and Defining the Vision
      - May Presbytery Initial introduction of the Vision
      - May- September Development of Communication Resources
  - 4) Alignment of Staff and Financial Resources
    - September – December 2022
      - Align the 2023 Budget and the Staffing configuration around the Vision
      - Potentially Consult with Jim Kitchens and Pneumatics
3. *Grace Presbytery Council made the following assignments: (a) the Presbytery Council Moderator will communicate to the Interim General Presbyter Search Committee concerning the action taken regarding the Calculated Interim General Presbyter Timeline, and (b) the Presbytery Moderator, the Presbytery Council Moderator, and the Stated Clerk will communicate to the presbytery concerning the action taken regarding the Calculated Interim General Presbyter Timeline.* [6/16/21]
4. *Grace Presbytery Council approved the following actions taken by the Personnel Committee in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information.* [6/16/21]

### Information from the Personnel Committee

- A. Attendance at the April 14, 2021 meeting: Ruling Elder Zem Neil (Fort Worth, First), Ruling Elder Kathy Jones (Dallas, NorthPark), Ruling Elder Chip Black (Arlington, Grace), Rev. Katy Rigler (Richardson, St. Barnabas), Rev. Andy Odom (Richardson, Canyon Creek), Rev. Steve Shive (Interim General Presbyter)
- 1) General Presbyter Search Update: Zem reported that the Ministry Information Form has been approved and posted to Church Leadership Connection.

- 2) Approved a change in title for Karen Ebling from “Director of Property Management” to “Director of Property and Real Estate.”
  - 3) The role of Directors during Council meetings was discussed. Andy Odom will contact Council Moderator John Williams about recognizing staff directors at the beginning to give them voice in the meetings.
  - 4) The committee discussed 3 potential updates to the Personnel Policy Manual regarding financial matters.
  - 5) Kathy Jones will contact Cindy Miller, moderator of Committee on Ministry, regarding Jimmy Chapman’s Commissioned Pastor contract renewal.
  - 6) The meeting was opened with prayer by Kathy Jones and closed with prayer by Chip Black
- B. Attendance at the May 12, 2021 meeting: Ruling Elder Kathy Jones (Dallas, NorthPark), Ruling Elder Chip Black (Arlington, Grace), Rev. Katy Rigler (Richardson, St. Barnabas), Rev. Andy Odom (Richardson, Canyon Creek), Rev. Steve Shive (Interim General Presbyterian)
- 1) Interim General Presbyterian report: Beginning June 7, 2021, staff meetings will be held in person and office hours will be in person, normal hours Monday and Wednesday; virtual Tuesday and Thursday; Friday 8:30-12:30 in person for Gloria Beard and Tammy Stepka only. The Presbyterian Mission Center will open for combination meetings (in person and virtual) as soon as technology is in place.
  - 2) General Presbyterian Search Update: Zem submitted a written report that the Search Committee is receiving and reviewing Personal Information Forms.
  - 3) The committee discussed review practice for the staff. There will be monthly check-ins regarding performance. Annual reviews will include any changes to the job description, goal setting, and review of accomplishment of previous goals.
  - 4) Approved two revisions to the Personnel Manual and recommends approval by Council.
  - 5) Approved renewal of Jimmy Chapman’s contract as Committee on Ministry Consultant and recommends approval by Council.
  - 6) The meeting was opened with prayer by Steve Shive and closed with prayer by Andy Odom.
- C. Attendance at the called June 2, 2021 meeting: Ruling Elder Kathy Jones (Dallas, NorthPark), Ruling Elder Chip Black (Arlington, Grace), Rev. Katy Rigler (Richardson, St. Barnabas), Rev. Andy Odom (Richardson, Canyon Creek), Rev. Steve Shive (Interim General Presbyterian)
- 1) Andy Odom opened the meeting with prayer.
  - 2) The committee consulted with the Interim General Presbyterian on a staff issue.
  - 3) The meeting was closed with prayer.
- D. Attendance at the called June 9, 2021 meeting: Ruling Elder Zem Neil (Fort Worth, First), Ruling Elder Kathy Jones (Dallas, NorthPark), Rev. Katy Rigler (Richardson, St. Barnabas), Rev. Andy Odom (Richardson, Canyon Creek), Rev. Steve Shive (Interim General Presbyterian). Absent: Ruling Elder Chip Black (Arlington, Grace)
- 1) Zem opened the meeting with prayer.



- 2) Minutes from May 12, 2021 stated meeting and June 2, 2021 called meeting were approved by common consent.
- 3) Interim General Presbyter report: Steve updated the committee on staff and ministry activity.
- 4) General Presbyter Search Update: Zem reported that the Search Committee is gathering candidates and starting to think about the interview process.
- 5) Steve reported on a staff issue.
- 6) Jimmy Chapman's contract was renewed for one year.
- 7) Discussed the "Calculated Interim General Presbyter Timeline."
- 8) The meeting was opened with prayer by Zem Neil and closed with prayer by Katy Rigler.

### **Motions from the Stated Clerk**

1. *Grace Presbytery Council approved the minutes of the May 26, 2021 Presbytery Council meeting.* [6/16/21]

### **Finance Reports**

#### Income and Expense Report

Income and Expense Report (Unaudited) as of March 31, 2021	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
<b>INCOME ACCOUNTS</b>				
Total Shared Mission Support	169,318.79	0.00	(169,318.79)	0.00
Total Special Offerings Revenue	0.00	0.00	0.00	0.00
Total Gifts	6,334.88	0.00	(6,334.88)	0.00
Total Grants	0.00	0.00	0.00	0.00
Total Leadership Development Event Fees	0.00	0.00	0.00	0.00
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Fees & Services	0.00	0.00	0.00	0.00
Total Youth Event Income	0.00	0.00	0.00	0.00
Total Scholarships Income	295.00	0.00	(295.00)	0.00
Total Royalty and Lease Income	24,029.72	0.00	(24,029.72)	0.00
<b>TRANSFERS TO GENERAL FUNDS</b>				
Total Transfer to GF from Temporary Restricted	168,062.89	0.00	(168,062.89)	0.00
Total Transfer to GF from Temp. & LGF Fund	0.00	0.00	0.00	0.00
Total Transfer to GF from Perm. Restricted	16,462.93	0.00	(16,462.93)	0.00
Total Transfer to GF from Unrestricted Funds	0.00	0.00	0.00	0.00
Total Transfer to General Funds	184,525.82	0.00	(184,525.82)	0.00
<b>TOTAL INCOME</b>	<b>384,504.21</b>	<b>0.00</b>	<b>(384,504.21)</b>	<b>0.00</b>
<b>EXPENSE ACCOUNTS</b>				
Total Shared Mission Support	(18,655.72)	0.00	18,655.72	0.00
Total Designated Offering Expenses	0.00	0.00	0.00	0.00
Total Ecumenical Partnerships	0.00	0.00	0.00	0.00

Income and Expense Report (Unaudited) as of March 31, 2021	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total Congregational Support	(56.55)	0.00	56.55	0.00
Total Youth & Young Adult Ministries	0.00	0.00	0.00	0.00
Total Committee on Preparation for Ministry	(3,378.80)	0.00	3,378.80	0.00
Total Committee on Ministry	(14,521.10)	0.00	14,521.10	0.00
Total New Church Development	0.00	0.00	0.00	0.00
Total Presbytery Meetings	0.00	0.00	0.00	0.00
Total GA Meeting & Big Tent Meeting	0.00	0.00	0.00	0.00
Total Presbytery Council	0.00	0.00	0.00	0.00
Total Budget & Finance	(8,500.00)	0.00	8,500.00	0.00
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Ecclesiastical Committees	(635.33)	0.00	635.33	0.00
Total Legal Expenses	0.00	0.00	0.00	0.00
Total Property & Liability/Worker's Comp	(11,308.67)	0.00	11,308.67	0.00
Total Property Taxes	(5,566.09)	0.00	5,566.09	0.00
Salaries				
Total GP & AGP Salaries	(55,829.69)	0.00	55,829.69	0.00
Total Budget for Employee Salaries	(224,321.65)	0.00	224,321.65	0.00
Total Salaries	(280,151.34)	0.00	280,151.34	0.00
Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.				
Total Benefits	(94,833.69)	0.00	94,833.69	0.00
Total Temporary Staff - Transition Costs	(2,499.81)	0.00	2,499.81	0.00
Total Personnel	(377,484.84)	0.00	377,484.84	0.00
OPERATIONS				
Total Office Operations	(71,474.05)	0.00	71,474.05	0.00
Total Communications Expense	(330.03)	0.00	330.03	0.00
Total Communications Operations Expense	(1,993.01)	0.00	1,993.01	0.00
Total Copiers	(3,343.59)	0.00	3,343.59	0.00
Total Postage	(741.80)	0.00	741.80	0.00
Total Communication Infrastructure	(11,604.04)	0.00	11,604.04	0.00
Total Computer Equipment	(4,716.80)	0.00	4,716.80	0.00
Total Staff Travel	(2,706.13)	0.00	2,706.13	0.00
Total Depreciation Expense	0.00	0.00	0.00	0.00
Total Office Operation	(96,909.45)	0.00	96,909.45	0.00
TOTAL EXPENSES	(537,016.55)	0.00	537,016.55	0.00
INCOME OVER (UNDER) EXPENSES	(152,512.34)	0.00	152,512.34	0.00
NON-OPERATING ACTIVITY				
Total Closed Church Accounts	1,810,230.88	0.00	(1,810,230.88)	0.00
Total Settlements	0.00	0.00	0.00	0.00
Total Interest and Investment Income	2,772.93	0.00	(2,772.93)	0.00

Income and Expense Report (Unaudited) as of March 31, 2021	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total Property Maintenance	(66.30)	0.00	66.30	0.00
Total Administrative Commissions	(9,754.59)	0.00	9,754.59	0.00
Total Designated Distributions	0.00	0.00	0.00	0.00
Total Church Assistance	0.00	0.00	0.00	0.00
Total Non-Operating Activity	1,803,182.92	0.00	(1,803,182.92)	0.00
INCOME OVER (UNDER) EXPENSES	1,650,670.58	0.00	(1,650,670.58)	0.00

### Balance Sheet

Balance Sheet (Unaudited) as March 31, 2021	
ASSETS	
<b>CURRENT ASSETS</b>	
Total Cash Savings	4,151,241.12
Total Accounts Receivable	71,042.94
Prepaid Expenses	7,292.95
Total Notes and Loans Receivable	63,893.20
<b>TOTAL CURRENT ASSETS</b>	<b>4,293,470.21</b>
<b>INVESTMENTS HELD FOR LONG TERM USE</b>	
Bonds and Fixed Income Investments	1,179,113.02
Equity-Oriented Investments	35,832,572.98
Investments in Real Estate – Presbyterian Mission Center Building	1,450,000.00
<b>PROPERTY AND FIXED ASSETS</b>	
Real Estate Property	3,427,521.09
Mineral Lease Property	50,093.00
Land Held for Sale	785,685.00
Property Plant and Equipment	27,886.47
Other Assets - Due from Funds	(0.47)
<b>TOTAL ASSETS</b>	<b>47,046,341.30</b>
<b>LIABILITIES &amp; NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts Payable – Presbytery	(32,283.87)
Accounts Payable – Employees	101,065.91
Accounts Payable - General Assembly	58,558.40
Accounts Payable – Synod	25,869.86
Accounts Payable – Grace Presbytery Directed Receipts	281.22
Designated Funds	1,835,309.38
Other Liabilities - Due to Funds	0.00
<b>TOTAL LIABILITIES</b>	<b>1,988,800.90</b>
<b>NET ASSETS</b>	
Net Income	1,650,670.58
Unrestricted Net Assets	30,307,555.39
Temporarily Restricted Funds	239,622.00
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
<b>TOTAL NET ASSETS</b>	<b>45,057,540.40</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>47,046,341.30</b>

Shared Mission Support Giving

Shared Mission Support (as of 4/30/21)	Church	2020 Total	2021 Pledge	2021 Year to Date Receipts	April 2021 Receipts	2021 Total Receipts
Aledo	Faith	0.00	0.00	0.00	0.00	0.00
Allen	First	0.00	0.00	0.00	0.00	0.00
Arlington	First	5,780.00	0.00	0.00	1,250.00	1,250.00
Arlington	Grace	945.00	0.00	0.00	0.00	0.00
Arlington	Westminster	11,968.50	0.00	2,247.13	963.66	3,210.79
Athens	First	9,000.00	0.00	2,250.00	750.00	3,000.00
Bedford	Emmanuel	18,353.88	18,354.00	4,588.47	0.00	4,588.47
Belton	First	0.00	0.00	0.00	0.00	0.00
Blue Ridge	Crossroads	0.00	0.00	0.00	0.00	0.00
Bonham	First	4,800.00	0.00	1,050.00	350.00	1,400.00
Bridgeport	First	1,200.00	0.00	200.00	0.00	200.00
Buckholts	Sharp	0.00	0.00	0.00	0.00	0.00
Cameron	First	600.00	0.00	150.00	50.00	200.00
Canton	First	0.00	0.00	0.00	0.00	0.00
Carrollton	Nor'kirk	3,250.00	0.00	750.00	250.00	1,000.00
Carthage	St. Paul	225.00	0.00	75.00	75.00	150.00
Clarksville	First	600.00	0.00	0.00	0.00	0.00
Clarksville	New Shamrock	300.00	0.00	0.00	0.00	0.00
Clarksville	Pine Grove	0.00	0.00	0.00	0.00	0.00
Cleburne	United	6,000.00	0.00	0.00	1,000.00	1,000.00
Clifton	First	1,000.20	0.00	83.35	83.35	166.70
Commerce	First	1,200.00	0.00	300.00	100.00	400.00
Corsicana	Westminster	6,995.25	0.00	0.00	0.00	0.00
Crowley	First	2,500.00	0.00	0.00	0.00	0.00
Cumby	First	600.00	0.00	0.00	0.00	0.00
Dallas	Bentwood Trail	18,542.01	0.00	0.00	5,067.00	5,067.00
Dallas	Eastminster	15,500.00	15,500.00	3,874.97	1,291.67	5,166.64
Dallas	El Divino Salvador	0.00	0.00	0.00	0.00	0.00
Dallas	First	65,000.00	0.00	0.00	25,000.00	25,000.00
Dallas	Glendale	0.00	0.00	0.00	0.00	0.00
Dallas	Iglesia Emmanuel	0.00	0.00	0.00	0.00	0.00
Dallas	Lake Highlands	3,500.04	0.00	0.00	0.00	0.00
Dallas	NorthPark	15,000.00	0.00	0.00	3,750.00	3,750.00
Dallas	Northridge	30,000.00	0.00	0.00	7,500.00	7,500.00
Dallas	Oak Cliff	23,923.69	0.00	5,509.39	4,222.45	9,731.84
Dallas	Preston Hollow	101,499.98	0.00	38,583.33	10,000.00	48,583.33

<b>Shared Mission Support (as of 4/30/21)</b>	<b>Church</b>	<b>2020 Total</b>	<b>2021 Pledge</b>	<b>2021 Year to Date Receipts</b>	<b>April 2021 Receipts</b>	<b>2021 Total Receipts</b>
Dallas	St. Andrew's	3,199.48	0.00	0.00	0.00	0.00
Dallas	St. Luke	0.00	0.00	0.00	0.00	0.00
Dallas	St. Mark	5,400.00	0.00	1,350.00	450.00	1,800.00
Dallas	United African	2,125.00	0.00	0.00	0.00	0.00
Dallas	Westminster	33,422.55	0.00	2,105.00	0.00	2,105.00
Denison	First	2,250.00	0.00	0.00	750.00	750.00
Denison	Hyde Park	750.00	0.00	0.00	0.00	0.00
Denton	First	749.89	0.00	153.85	377.42	531.27
Denton	St. Andrew	30,000.00	0.00	0.00	2,860.00	2,860.00
Denton	Trinity	33,758.00	0.00	7,026.00	7,026.00	14,052.00
Deport	First	0.00	0.00	0.00	0.00	0.00
DeSoto	DeSoto	600.00	0.00	0.00	0.00	0.00
Duncanville	First	1,000.00	0.00	0.00	0.00	0.00
Ennis	First	1,000.00	0.00	1,000.00	0.00	1,000.00
Fairfield	Fairfield-Harmony	0.00	0.00	0.00	0.00	0.00
Ferris	First	0.00	0.00	0.00	0.00	0.00
Farmers Branch	Faith United	7,500.00	0.00	0.00	2,500.00	2,500.00
Flower Mound	Flower Mound	1,000.00	0.00	0.00	0.00	0.00
Flower Mound	Trinity	21,600.00	0.00	0.00	0.00	0.00
Forney	First	8,000.00	8,000.00	0.00	8,000.00	8,000.00
Fort Worth	First	175,000.00	0.00	17,500.00	17,500.00	35,000.00
Fort Worth	Gethsemane	1,510.00	0.00	100.00	0.00	100.00
Fort Worth	Ridglea	10,000.00	0.00	0.00	2,500.00	2,500.00
Fort Worth	St. Peter	600.00	0.00	0.00	0.00	0.00
Fort Worth	St. Stephen	15,000.00	0.00	0.00	0.00	0.00
Fort Worth	Westminster	14,500.00	0.00	3,500.01	1,166.67	4,666.68
Fort Worth	Westside	0.00	0.00	0.00	0.00	0.00
Frisco	Faithbridge	2,250.00	0.00	0.00	0.00	0.00
Gainesville	First	6,000.00	0.00	1,000.00	860.00	1,860.00
Garland	First	21,666.63	0.00	3,333.34	0.00	3,333.34
Granbury	First	28,800.00	0.00	7,200.00	2,400.00	9,600.00
Grand Prairie	First	4,000.00	0.00	1,000.00	500.00	1,500.00
Grand Prairie	Immanuel	0.00	0.00	0.00	0.00	0.00
Grand Prairie	West Fork	150.00	0.00	0.00	0.00	0.00
Grapevine	First	26,899.92	0.00	5,934.64	0.00	5,934.64
Greenville	United	700.00	0.00	0.00	0.00	0.00
Haltom City	Browning Heights	1,200.00	0.00	200.00	100.00	300.00

<b>Shared Mission Support (as of 4/30/21)</b>	<b>Church</b>	<b>2020 Total</b>	<b>2021 Pledge</b>	<b>2021 Year to Date Receipts</b>	<b>April 2021 Receipts</b>	<b>2021 Total Receipts</b>
Hamilton	First	5,000.00	0.00	1,250.00	0.00	1,250.00
Henderson	First	4,800.00	0.00	0.00	1,000.00	1,000.00
Hillsboro	First	675.00	0.00	100.00	50.00	150.00
Honey Grove	Main Street	500.00	0.00	0.00	0.00	0.00
Hooks	First	600.00	0.00	0.00	150.00	150.00
Hurst	St Philip	9,000.00	0.00	1,250.01	416.67	1,666.68
Irving	Hackberry Creek	16,500.00	0.00	4,500.00	1,500.00	6,000.00
Irving	Woodhaven	23,047.00	14,790.00	0.00	3,697.50	3,697.50
Itasca	First	0.00	0.00	0.00	0.00	0.00
Joshua	Union Hill	3,000.00	0.00	0.00	0.00	0.00
Kaufman	First	0.00	0.00	0.00	0.00	0.00
Kerens	Kerens	0.00	0.00	0.00	0.00	0.00
Kilgore	First	11,000.00	0.00	2,200.00	1,100.00	3,300.00
Lancaster	First	0.00	0.00	0.00	0.00	0.00
Lewisville	First	0.00	0.00	0.00	0.00	0.00
Lindale	Bethesda	0.00	0.00	0.00	0.00	0.00
Longview	Alpine	0.00	0.00	0.00	0.00	0.00
Longview	Centre	600.00	0.00	150.00	50.00	200.00
Longview	First	6,999.96	0.00	1,749.99	583.33	2,333.32
Longview	St Andrew	2,500.00	0.00	0.00	1,000.00	1,000.00
Lott	First	0.00	0.00	0.00	0.00	0.00
Mabank	First	0.00	0.00	0.00	0.00	0.00
Mansfield	Trinity	800.00	0.00	0.00	0.00	0.00
McKinney	First	0.00	0.00	0.00	0.00	0.00
McKinney	Trinity	13,755.00	0.00	2,500.00	1,250.00	3,750.00
Mesquite	First	3,045.00	0.00	765.00	255.00	1,020.00
Midlothian	First	1,400.00	0.00	0.00	0.00	0.00
Milford	Milford	1,000.00	0.00	0.00	0.00	0.00
Mineral Wells	First	1,200.00	0.00	300.00	0.00	300.00
Mount Pleasant	First	0.00	0.00	0.00	0.00	0.00
North Richland Hills	St Paul	0.00	0.00	0.00	0.00	0.00
Palestine	First	2,000.04	0.00	333.34	166.67	500.01
Paris	Central	530.00	0.00	530.00	0.00	530.00
Paris	First	0.00	0.00	0.00	0.00	0.00
Parker	Corinth	0.00	0.00	0.00	0.00	0.00
Pittsburg	First	500.00	0.00	0.00	0.00	0.00
Plano	First	2,000.00	0.00	500.00	0.00	500.00

<b>Shared Mission Support (as of 4/30/21)</b>	<b>Church</b>	<b>2020 Total</b>	<b>2021 Pledge</b>	<b>2021 Year to Date Receipts</b>	<b>April 2021 Receipts</b>	<b>2021 Total Receipts</b>
Plano	Grace	22,188.00	0.00	0.00	0.00	0.00
Plano	Taiwanese NCD	0.00	0.00	0.00	0.00	0.00
Plano	West Plano	6,000.00	0.00	1,000.00	500.00	1,500.00
Prosper	Prosper	0.00	0.00	0.00	0.00	0.00
Richardson	Canyon Creek	20,500.00	20,500.00	5,124.99	1,708.33	6,833.32
Richardson	First	36,500.04	0.00	6,083.34	3,041.67	9,125.01
Richardson	St. Barnabas	36,000.00	0.00	4,000.00	0.00	4,000.00
Rockdale	First	0.00	0.00	0.00	0.00	0.00
Rockwall	First	18,000.00	0.00	3,622.74	1,207.58	4,830.32
Rusk	First	500.00	0.00	0.00	0.00	0.00
Salado	Salado	3,000.00	0.00	0.00	3,000.00	3,000.00
Sherman	Covenant	6,999.96	0.00	1,749.99	583.33	2,333.32
Sherman	Grand Avenue	5,000.04	0.00	1,250.01	416.67	1,666.68
Southlake	Trinity	42,275.45	0.00	6,869.25	2,289.75	9,159.00
Stephenville	First	2,000.00	0.00	0.00	500.00	500.00
Sulphur Springs	First	0.00	0.00	0.00	0.00	0.00
Temple	Grace	15,300.00	13,500.00	3,375.00	3,375.00	6,750.00
Terrell	First	1,992.00	0.00	498.00	166.00	664.00
Texarkana	Northwood	301.00	0.00	0.00	0.00	0.00
Timpson	Tennessee	400.00	0.00	0.00	0.00	0.00
Troup	First	0.00	0.00	0.00	0.00	0.00
Tyler	First	15,000.00	0.00	3,750.00	1,250.00	5,000.00
Tyler	Highland	0.00	0.00	0.00	0.00	0.00
Waco	Central	7,359.96	7,360.00	1,226.66	1,226.66	2,453.32
Waco	First	33,400.00	0.00	0.00	0.00	0.00
Waxahachie	Central	1,500.00	0.00	0.00	300.00	300.00
Weatherford	Grace First	13,000.00	0.00	3,000.00	1,000.00	4,000.00
Whitesboro	First	0.00	0.00	0.00	0.00	0.00
Whitewright	First	504.00	0.00	126.00	0.00	126.00
Winnsboro	First	1,145.00	0.00	0.00	0.00	0.00
	Pastors & Elders	6,050.00	0.00	450.00	50.00	500.00
	Presbyterian Women	250.00	0.00	0.00	0.00	0.00
	<b>Total</b>	<b>1,214,532.47</b>	<b>98,004.00</b>	<b>169,318.80</b>	<b>140,527.38</b>	<b>309,846.18</b>



Investment Report  
Texas Presbyterian Foundation  
January 1, 2021 – March 31, 2021

Account Number	Grace Presbytery Investment Report	Beginning Cost	Beginning Market Value 1/1/21	TPF Balanced Pooled Fund	Other Income	Distributions	Change in Unrealized Gain/Loss	Realized Gain/Loss	Ending Cost	Ending Market Value 3/31/21
50974	William B. Robinson Legacy Fund	596,736.50	805,613.18	3,856.86	0.13	(3,709.91)	14,201.85		596,883.58	819,962.11
50976	Candidates Committee Scholarship Fund	142,445.24	209,985.66	1,576.93	2.16		5,614.02		144,026.33	217,360.77
50979	Presbytery Mission Budget Fund	21,133,566.07	25,354,476.34	206,460.26	2.87	(164,352.98)	760,305.40		21,175,716.24	26,156,911.90
50984	H.L. Morrison Foundation Fund	313,646.51	404,695.27	1,845.24	4.36		6,794.62		315,496.11	413,339.49
50990	Stella Hovey Fund	27,442.68	43,065.47	360.69		1490.20	1,278.40	49.10	27,362.27	44,263.45
52099	Oak Hill Presbyterian Church, Fort Worth Fund	21,649.84	28,187.02		0.96		561.64		21,803.32	28,902.14
52205	Walkup Bird Fund	26,166.74	37,646.79	214.35	1.16		789.26		26,382.25	36,651.56
53351	R.L. Donald, Jr. Endowment Fund	633,769.54	1,175,982.42	9,816.96	0.32	(9,442.90)	36,148.23		634,143.92	1,212,505.03
53352	R.L. Donald, Jr. Endowment Fund	471,156.11	874,247.30	7,298.13	0.24	(7,020.03)	26,873.27		471,434.45	901,398.91
53387	Tom Currie Candidates Racial/Ethnic Scholarship Fund	28,823.94	45,574.11		0.56		1,207.02		29,152.09	47,109.28
53579	Ethnic/Multicultural Ministry Church Development Fund	95,110.53	159,692.89	1,337.49		(11,817.52)	4,731.77	190.78	94,821.28	164,135.41
54652	PCUSA International Mission Coworker Fund	1,757,437.59	2,370,136.41	19,444.61		(66,000.00)	61,084.04	10,608.79	1,721,490.99	2,395,275.85
54653	Young Adult Volunteer Fund (Consolidated into 55600)	1,522,905.09	2,049,882.30			(2,049,882.30)	(526,977.21)	526,977.21		
54854	Grace Center for Leadership (Consolidated into 55600)	922,797.97	1,241,565.61			(1,241,565.61)	(318,767.64)	318,767.64		
54655	Mission Study Fund	183,377.55	183,377.55		14.99				183,392.54	183,392.54
54656	Small Church Mission Specialist Fund	197,916.75	197,916.75		13.91	(127,700.00)			170,230.66	170,230.66
54657	East Texas Hispanic Fund (Consolidated into 55600)	698,568.21	798,495.91			(1,796,495.91)	(99,927.70)	99,927.70		
54659	First Presbyterian Church, Palestine Fund	149,122.54	149,122.54		12.18				149,134.72	149,134.72
55219	Karl Travis Scholarship for Excellence in Ministry Fund	88,622.23	103,618.38	874.44			3,224.07		89,496.67	107,716.89
55600	Mission Outreach Fund*			30,386.94	40.14		111,891.37		4,120,370.90	4,232,262.27
	<b>Total</b>	<b>29,011,281.63</b>	<b>36,233,283.90</b>	<b>283,822.51</b>	<b>93.98</b>	<b>(4,370,477.36)</b>	<b>89,232.41</b>	<b>956,521.22</b>	<b>29,971,338.32</b>	<b>37,282,572.98</b>

\* \$4,089,943.82 was deposited from Accounts 54653, 54854, 54657 after consolidation into the new Mission Outreach Fund.

### Report of the Director of Property and Real Estate

***1. Grace Presbytery Council approved the following revision to the Policy on Dissolving Congregations. [6/16/21]***

Grace Presbytery will elect an Administrative Commission to act on behalf of Grace Presbytery for the purpose of dissolving congregations with the authority and responsibilities listed below. The proceeds of all sales of properties and other assets of a dissolved congregation will be distributed to the Presbytery Mission Budget Fund, net of expenses.

The Administrative Commission is authorized:

1. to meet with the session and members of the congregation
2. to call a meeting of the session and/or of the congregation
3. to counsel with the session concerning dissolution issues and advise the session as to appropriate actions to be taken
4. to correct any difficulties in the congregation if the session is unable or unwilling to do so, if needed
5. to assume original jurisdiction of the session, if needed, after according the session a full opportunity to be heard concerning the advisability of assuming original jurisdiction with the full power of session
6. to arrange for the pastoral care of the members
7. to arrange for the transfer of members to other churches
8. to convey to the Stated Clerk the names of all members who have not transferred their membership by the time of the dissolution of the congregation
9. to plan and conduct a Service of Witness at the conclusion of which the following statement should be made: "In the name of our Lord Jesus Christ and by the authority of

Grace Presbytery of the Presbyterian Church (USA), the ministry of [name of congregation] is complete, the congregation is dissolved by Grace Presbytery.”

10. to dissolve the congregation (the effective date of dissolution must be specified and does not need to be the same as the date of the Service of Witness)
11. to secure, close, convey, or transfer rights to Grace Presbytery all real estate and financial assets, bank and investment accounts, and other assets of the church, and to ensure conformity with donor restricted gifts when the funds are conveyed to the presbytery
12. to ensure all outstanding financial obligations are paid or transferred to the presbytery including (a) expenses related to the dissolution of the congregation, (b) utilities, insurance, and maintenance of the property, (c) payroll taxes, and (d) the filling of required IRS forms and payments, (d) utilities and building maintenance
13. to collect and transfer all permanent records to the Stated Clerk for filing with the presbytery or transferring to the Presbyterian Historical Society
14. to dispose of the moveable personal property of the congregation by sale or gift to other churches or to members of the church or community at the discretion of the commission
15. to prepare a final report for the presbytery listing all actions taken by the commission as well as a brief history of the congregation
16. to do such things and take such actions on behalf of Grace Presbytery as shall be reasonably necessary to accomplish the general purpose of this commission, including signing legal documents, real estate contracts/transactions, and banking or investment accounts on behalf of Grace Presbytery, Inc. This signature authorization includes any member of the Administrative Commission, the General Presbyter, the President or Secretary of Grace Presbytery’s Board of Trustees, or the Director of Property Management.

#### **Motions from the Church Development Committee**

***1. Grace Presbytery Council approved the following actions taken by the Church Development Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information: [6/16/21]***

A. Approved the agenda for this meeting and the minutes of the last meeting. [3/25/21]

B. Received the following reports from existing New Worshipping Communities: [3/25/21]

- 1) Ghanaian Fellowship at Woodhaven Presbyterian Church, Irving: Martin Osae reported.
- 2) kin•dom community – Pepa Paniagua reported. Angie Mabry volunteered to be the liaison with kin•dom.
- 3) UKirk Southern Methodist University, Dallas Jessie Light-Wells reported.
- 4) Worship on Wednesdays (WOW) with First Presbyterian Church, Fort Worth: Ken Richardson reported

C. Received report from Sara Are regarding possible endeavor at Preston Hollow Presbyterian Church, Dallas. [3/25/21]

- D. Received the following reports from Action Teams: [3/25/21]
- 1) Revitalization/ Building vitality – Paul Burns (team leader) Angie Mabry, Alex Lee-Cornell, and Steve Shive.
  - 2) New worshipping communities– Martin Osae (team leader) Joanna Kim, Ken Richardson, Dan Anderson-Little, and Mary Stewart Hall.
  - 3) Grant reading group –Dan Anderson-Little and Alissa Conner
- E. Received report from Alissa Conner – New Worshipping Communities and Grace Works podcast will share via video at the Grace Presbytery meeting [3/25/21]
- F. Received updates and ideas from Grace Presbytery Staff: [3/25/21]
- 1) Joanna Kim gave information about Mission Insight and a training for the group
  - 2) Steve Shive is starting a New Church Development/New Worshipping Community Support group. Paul Burns will start an interim and transitional support call.
- G. Invited Nick Warnes from Cyclical to give a 30-minute presentation. [4/22/21]
- H. Approved the agenda for this meeting and the minutes of the last meeting. [4/22/21]
- I. Received the following reports from existing New Worshipping Communities: [4/22/21]
- 1) Ghanaian Fellowship at Woodhaven Presbyterian Church, Irving: Martin Osae
  - 2) kin•dom community – Pepa Paniagua
  - 3) UKirk Southern Methodist University, Dallas.
  - 4) Worship on Wednesdays (WOW) with First Presbyterian Church, Fort Worth: Ken Richardson
- J. Sara Are's presentation update [4/22/21]
- K. Received report from Steve Shive and Pepa Paniagua on Cyclical conversation [4/22/21]
- L. Reports from Action Teams: [4/22/21]
- 1) Revitalization/ Building vitality
  - 2) New Worshipping Communities process – Martin Osae reported. Rollin Phipps will join
  - 3) Grant reading group – Princeton Abaraoha will join Alissa Conner and Dan Anderson-Little in this group.
- M. Podcast: Listened to part of the April 22, 2021 podcast released by GraceWorks. [4/22/21]
- N. Mission Insight training recap[4/22/21]

## Information from the Church Development Committee

- A. Attendance at the March 25, 2021 committee meeting: Rev. Alissa D. Conner (Moderator) – St. Philip Presbyterian Church, Hurst (present), Rev. Alexander Lee-Cornell – Westminster Presbyterian Church, Dallas (present), Rev. Angie Mabry – First Presbyterian Church, Plano (present), Ruling Elder Ken Richardson – Emmanuel Presbyterian Church, Bedford (present), Ruling Elder Mike Babler – Trinity Presbyterian Church, Flower Mound (present), Commissioned Pastor Martin Osae – Woodhaven, Irving Ghanaian Fellowship (present), Ruling Elder Rollin Phipps – Westminster Presbyterian Church, Arlington (absent), Rev. Lisa Reece – First Presbyterian Church, Bonham (present), Rev. Princeton Abaraoha – First Presbyterian Church, Midlothian (absent), Ruling Elder Marisol Aguilar – Iglesia Presbiteriana Emmanuel, Farmers Branch (absent), Rev. Daniel R. Anderson-Little – First Presbyterian Church, Garland (present), Rev. Paul Burns – Member at Large (present). [3/25/21]

Ex Officio: Rev. Mary Stewart Hall – Committee on Ministry Liaison – First Presbyterian Church, Dallas (present), Rev. Jessie Light-Wells - New Worshipping Community UKirk at Southern Methodist University, Dallas (present), Rev. Pepa Paniagua - New Worshipping Community kin-dom community, Dallas (present), Rev. Sarah Are – Associate Pastor of Youth and Young Adults at Preston Hollow Presbyterian Church, Dallas (present), Ruling Elder Shawn Kang – 1001 New Worshipping Communities Associate for the Central and Western Regions (present).

Staff: Joanna Kim – Grace Presbytery, Director of Ministry Services (present), Tammy Stepka - Grace Presbytery, Executive Assistant to the Director of Ministry Services (started meeting), Rev. Steve Shive – Grace Presbytery, Interim General Presbyter (present), Rev. Craig Krueger – Grace Presbytery, Director of Ministry Transitions (present).

- B. The committee engaged in brief check-ins. [3/25/21]
- C. The March 25, 2021 meeting was opened and closed with prayer by Rev. Alissa Conner. [3/25/21]
- D. The next meeting of the Church Development Committee is April 22, 2021, at 4:00 p.m. The meeting was adjourned with prayer at 5:06 pm. [4/22/21]
- E. Attendance at the April 22, 2021 committee meeting: Rev. Alissa D. Conner (Moderator) – St. Philip Presbyterian Church, Hurst (present), Rev. Alexander Lee-Cornell – Westminster Presbyterian Church, Dallas (present), Rev. Angie Mabry – First Presbyterian Church, Plano (present), Ruling Elder Ken Richardson – Emmanuel Presbyterian Church, Bedford (present), Ruling Elder Mike Babler – Trinity Presbyterian Church, Flower Mound (absent), Commissioned Pastor Martin Osae – Woodhaven, Irving Ghanaian Fellowship (present), Ruling Elder Rollin Phipps – Westminster Presbyterian Church, Arlington (present), Rev. Lisa Reece – First Presbyterian Church, Bonham (present), Rev. Princeton Abaraoha – First Presbyterian Church, Midlothian (present), Ruling Elder Marisol Aguilar – Iglesia Presbiteriana Emmanuel, Farmers

Branch (absent), Rev. Daniel R. Anderson-Little –First Presbyterian Church, Garland (present), Rev. Paul Burns – Member at Large (present). [4/22/21]

Ex Officio: Rev. Mary Stewart Hall – Committee on Ministry Liaison – First Presbyterian Church, Dallas (present), Rev. Jessie Light-Wells - New Worshipping Community UKirk at Southern Methodist University, Dallas (absent), Rev. Pepa Paniagua - New Worshipping Community kin-dom community, Dallas (present).

Staff: Joanna Kim – Grace Presbytery, Director of Ministry Services (present), Tammy Stepka - Grace Presbytery, Executive Assistant to the Director of Ministry Services (started meeting), Rev. Steve Shive – Grace Presbytery, Interim General Presbyter (present), Rev. Craig Krueger – Grace Presbytery, Director of Ministry Transitions (present).

F. The April 22, 2021 meeting was opened with prayer by Rev. Alex Lee-Cornell and closed with prayer by Rev. Alissa Conner. [4/22/21]

### **Motions from the Task Force on Camp Gilmont**

- 1. Grace Presbytery Council approved the following report of the Task Force for Camp Gilmont and received the items of information: [3/16/21]***

#### **Information from the Task Force on Camp Gilmont**

##### **A. Year to date through April 30**

<b>2019</b>	# of Member Churches Within Grace	20
	# of Donor Churches	18
	Average Donation	\$217
	# of Donations	28
	Year to Date	\$6066
<b>2020</b>	# of Member Churches Within Grace	20
	# of Donor Churches	13
	Average Donation	\$146
	# of Donations	26
	Year to Date	\$3799

##### **First Quarter**

<b>2021</b>	# of Member Churches Within Grace	23
	# of Donor Churches	11
	Average Donation	\$186
	# of Donations	21
	Year to Date	\$3900

In March we sent out letters to all of the churches in Grace Presbytery that weren't already member churches, inviting them to become a part of the community of churches that make up Gilmont.

### Annual Totals

<b>2019</b>	# of Donor Churches	24
	Average Donation	\$602
	# of Donations	96
	Total	\$57750
	Q4 Donations	\$18020
	% Raise in Q4	31%
<b>2020</b>	# of Donor Churches	25
	Average Donation	\$627
	# of Donations	91
	Total	\$57046
	Q4 Donations	\$23478
	% Raise in Q4	41%

We are hoping the covenant with Grace will grow the number of churches willing to participate, promote, partner with, and support Gilmont.

### **B. Statement of Activities for the one and four month periods ended April 30, 2020 and 2019**

1 month Ended 4/30/20	1 month Ended 4/30/19		4 months Ended 4/30/20	4 months Ended 4/30/19
		<b>SUPPORT</b>		
		<b>Revenue—Rentals</b>		
	27,572	Revenue-Presbyterian Groups	7577	61,743
		Revenue-Other Church Groups	--	3,780
		Revenue-Other Misc. Groups	40	2,242
	1,260	Revenue-Gilmont Program	19,525	9,194
	528	Revenue-Business and Industry		1,938
		Revenue-School Groups		572
	<b>29,360</b>	<b>Total Revenue-Rentals</b>	<b>27,142</b>	<b>79,469</b>
		<b>Other Revenue</b>		
210	3,938	Revenue-Designated Gifts	5,347	5,563
	32,500	Revenue-Grants		32,500
34,556	10,020	Revenue-Undesignated Gifts	46,298	23,048
	62	Revenue-Snack Bar/Gift Shop	1,105	307
		Revenue-Miscellaneous	(292)	
		Loss on Sale of Assets		(182)
41	26	Interest Income	301	310
		<b>Total Other Revenue</b>		<b>61,546</b>

<b>34,807</b>	<b>75,906</b>	<b>Total Support</b>	<b>79,901</b>	<b>141,015</b>
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**DIRECT EXPENSES**

765	2,714	Salary-Food Service and H'keeping	7,483	9,215
290	1,475	Salary-Grounds Maintenance	3,880	5,900
(193)	2,606	Wholesale Food	3,163	6,574
	171	Retail Food	1,149	1,773
	64	Food Service Supplies	(35)	293
	23	Kitchen Supplies	1,262	239
28	28	Housekeeping Supplies	1,387	1,281
<b>890</b>	<b>7,290</b>	<b>Total Direct Expenses</b>	<b>18,289</b>	<b>25,275</b>

<b>33,917</b>	<b>68,616</b>	<b>Net</b>	<b>61,612</b>	<b>115,740</b>
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1 month Ended 4/30/20	1 month Ended 4/30/19		4 months Ended 4/30/20	4 months Ended 4/30/19
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**OPERATING EXPENSES**

725	725	Accounting	3,495	3,250
	185	Advertising	491	1,626
	(271)	Auto and Truck	616	2,589
	565	Contract Labor	11,580	3,060
113	376	Credit Card Fees	1,039	1,252
7,250	7,250	Depreciation	29,000	29,000
312	337	Dues and Subscriptions	1,691	1,737
	51	Entertainment and Meals		86
	375	Employee Education	785	448
1,835	6,278	Employee Benefits	7,341	25,112
172	172	Equipment Rental	734	688
2,928	3,097	Insurance Expenses	11,806	12,388
		Miscellaneous		450
	9	Legal and Professional		9
3	84	Office Expense	207	384
48	274	Outdoor School Expense	48	274
408	501	Pest Control	766	1,286
5	241	Postage	239	448
	225	R & M- Sewer	2,120	585
58	47	R & M-Buildings	5,517	5,705
		R & M- Grounds Maintenance	372	
17	251	R & M- Equipment	1,225	4,525
	31	R & M- Pool		31
954	4,312	Salary- Manager	3,815	17,248
5,453	4,713	Salary- Office	21,962	17,883
		Security Expense	35	45



		Small Tools	32	
400	568	Software Expense	1,645	3,022
	198	Summer Camp Expense	50	198
18	87	Supplies	1,455	982
582	1,064	Payroll Taxes	2,946	4,065
455	479	Telephone	1,764	2,058
		Travel	626	55
1,604	3,184	Utilities- Electricity	11,963	18,727
371	993	Utilities- Water	3,536	2,916
	149	Utilities- Propane	176	214
(894)	681	Utilities- Waste Disposal	1,576	2,718
20	62	Website Expense	118	248
117	123	Interest Expense	490	498
<b>22,954</b>	<b>37,416</b>	<b>Total Operating Expenses</b>	<b>131,261</b>	<b>165,810</b>

1 month	1 month		4 months	4 months
Ended	Ended		Ended	Ended
4/30/20	4/30/19		4/30/20	4/30/19

<b>10,963</b>	<b>31,200</b>	<b>Increase/(Decrease) in Net Assets</b>	<b>(69,649)</b>	<b>(50,740)</b>
<b>1,942,692</b>	<b>2,015,768</b>	<b>Net Assets- Beginning</b>	<b>2,023,304</b>	<b>2,097,038</b>
<b>1,953,655</b>	<b>2,046,968</b>	<b>Net Assets- Ending</b>	<b>1,953,655</b>	<b>2,046,968</b>

**C. Statement of Activity January – April 2021**

	January	February	March	April	Total
<u>Revenue</u>					
<b>Other Income</b>			<b>700.00</b>		<b>700.00</b>
Temporarily Restricted Revenues and Gains					0
Temporarily Restricted Donations	1,067.50	556.57	601.00	40,938.00	43,163.07
Temporarily Restricted Grants				11,000.00	11,000.00
<b>Total Temporarily Restricted Revenues and Gains</b>	<b>1,067.50</b>	<b>556.57</b>	<b>601.00</b>	<b>51,938.00</b>	<b>54,163.07</b>
<u>Unrestricted Revenues and Gains</u>					0
Revenue-Gilmont Programs	1,450.00	400.00	1,150	5,995	8,995.00
Revenue- Rentals		265.00			265.00
Revenue- Snack and Gift Shop	406.01	18.486	28.79	951.50	2,004.78
Revenue- Unrestricted Donations	8,579.74	43,436.92	4,803.50	47,681.63	104,531.79

<b>Total Unrestricted Revenues and Gains</b>	<b>10,435.75</b>	<b>44,150.40</b>	<b>6,582.29</b>	<b>54,628.13</b>	<b>115,796.57</b>
<b>Total Revenue</b>	<b>11,503.25</b>	<b>4,706.97</b>	<b>7,883.29</b>	<b>106,566.13</b>	<b>170,659.64</b>
<b>Gross Profit</b>	<b>11,503.25</b>	<b>4,706.97</b>	<b>7,883.29</b>	<b>106,566.13</b>	<b>170,659.64</b>
<u>Expenditures</u>					
<b>Accounting</b>				<b>1,865.40</b>	<b>1,865.40</b>
Advertising/Promotional		100.00	662.25		762.25
Printing and Mailing	111.42			200.44	311.86
<b>Total Advertising/Promotional</b>	<b>111.42</b>	<b>100.00</b>	<b>662.25</b>	<b>200.44</b>	<b>1,074.11</b>
Bank Charges and Fees	39.01	149.48	207.83	518.22	914.54
Contract Labor	3,089.93	1,738.78	1,794.15	500.00	7,122.86
Dues and Subscriptions	1,069.50	1,221.93	2,797.82	727.26	5,816.51
Employee Education		15.98	406.93	400.00	822.91
Equipment Rental	172.33	172.33	172.33	172.33	689.32
Gifts	641.57				641.57
<b>Total</b>					<b>16,007.71</b>
	January	February	March	April	Total
<u>Insurance</u>					
Liability	2,297.41	2,297.41	2,297.41	2,297.41	9,189.64
Workers Comp	242.00	242.00	242.00	242.00	968.00
<b>Total Insurance</b>	<b>2539.41</b>	<b>2,539.41</b>	<b>2,539.41</b>	<b>2,539.41</b>	<b>10,157.64</b>
<b>Meals and Entertainment</b>	<b>24.54</b>				<b>24.54</b>
<b>Office Supplies</b>	<b>541.61</b>		<b>685.18</b>	<b>112.54</b>	<b>1339.33</b>
<b>Other Business Expenses</b>	<b>6,795.83</b>				<b>6,795.83</b>
<b>Payroll Expenses</b>					<b>0</b>
<u>Company Contributions</u>					
Employee Benefits	136.41	1,522.62	784.71	1,622.43	4,66.17
Health Insurance	2,788.72	-24.32	2,788.72	3,340.09	8,893.21
Retirement	333.34	564.19	487.18	564.10	1948.72
<b>Total Company Contributions</b>	<b>3,258.47</b>	<b>2,062.40</b>	<b>4,060.61</b>	<b>5,526.62</b>	<b>14,908.10</b>
<u>Salaries and Wages</u>					
Salary-Counselors				135.00	135.00
Salary- Directors	6,895.83	6,895.83	6,895.83	6,895.83	27,583.32
Salary- Food Service and H'keeping	3,349.15	3,375.93	4,249.10	4,834.90	15,809.08

Salary- Grounds Maintenance	290.00	290.00	290.00	3,040.17	3,910.17
Salary- Office	5,453.08	5,453.08	5,438.08	8,179.02	24,538.86
<b>Total Salaries and Wages</b>	<b>15,988.06</b>	<b>16,014.84</b>	<b>16,888.01</b>	<b>23,085.52</b>	<b>71,976.43</b>

<b>Taxes</b>	<b>1,167.64</b>	<b>1,168.18</b>	<b>1228.31</b>	<b>1,94.24</b>	<b>5,258.37</b>
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<b>Total Payroll Expenses</b>	<b>20,414.17</b>	<b>19,245.42</b>	<b>22,176.93</b>	<b>30,306.38</b>	<b>92,142.90</b>
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Repairs and Maintenance

Pest Control	60.00		60.00	210.00	330.00
Reimbursements					0
Building	2960.61	6,782.17	24,279.79	11,618.62	45,641.19
Equipment	694.97	1335.89	673.97	250.74	2,955.57
Grounds	4,525.99	388.96	3,376.95	17,53.62	10,045.52
Pool				2,823.30	2,823.30
Sewer	95.82	68.99	5,425	236.15	5,826.96
<b>Total Repairs and Maintenance</b>	<b>8,277.39</b>	<b>8,577.01</b>	<b>33,577.71</b>	<b>16,687.43</b>	<b>67,297.54</b>

	January	February	March	April	Total
<u>Supplies</u>					
Snack Shack Expense				20.80	20.80
Food	1,695.92	180.41	295.49	3,299.93	5,471.75
Supplies and other costs					
--program	1339.05	560.00	1,129.01	3,360.01	6,388.07
Supplies Housekeeping	464.47			1,145.46	1,609.93
Supplies-kitchen	36.25			132.26	168.51
<b>Total Supplies</b>	<b>3,535.69</b>	<b>740.41</b>	<b>1,424.50</b>	<b>7,937.66</b>	<b>13,628.36</b>

<b>Travel</b>			<b>449.83</b>	<b>437.16</b>	<b>886.99</b>
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Utilities

Electric	4,183.41	3,571.31	5,704.50	2,517.26	15,976.48
Phone/Internet	443.01	844.94	524.25	592.06	2,404.26
Waste Management	264.39	70.38	272.33	117.21	724.31
Water	777.64	1543.45	1,284.06	570.11	4,175.26
<b>Total Utilities</b>	<b>5,668.45</b>	<b>6,030.08</b>	<b>7,785.14</b>	<b>3,796.64</b>	<b>23,280.31</b>
<b>Total Expenditures</b>	<b>52,980.85</b>	<b>40,530.83</b>	<b>74,969.96</b>	<b>66,379.72</b>	<b>234,861.96</b>

Net Operating Revenue	-41,477.60	4176.14	-67,086.67	40,186.41	-64,201.72
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Other Revenue

Interest Earned	30.65	26.83	90.63	31.63	179.74
<b>Total Other Revenue</b>	<b>30.65</b>	<b>26.83</b>	<b>90.63</b>	<b>31.63</b>	<b>179.74</b>

Other Expenditures

Depreciation	6,874.25	6,874.25	6,874.25	6,874.25	27,497.00
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<b>Total Other Expenditures</b>	<b>6,874.25</b>	<b>6,874.25</b>	<b>6,874.25</b>	<b>6,874.25</b>	<b>27,497.00</b>
Net Other Revenue	-6,843.60	-6,847.42	-6,783.62	-6,842.62	-27,317.26
Net Revenue	-48,321.20	-2,671.28	-73,870.29	33,343.79	-91,518.98

#### **D. Camp Gilmont Programming Report – May 11, 2021**

##### **Retreat House**

- We are encouraging church and presbytery staff within Grace Presbytery for a free three-night stay at the Grace Retreat House.
- The Retreat House has its first guest on May 11, 2021 with several pastors and educators reserving dates for their free stay

##### **Member Churches**

- New Member Churches include Central Presbyterian Church in Waco, United Presbyterian Church in Cleburne, and First Presbyterian Church in Forney
- Rev. Rigoulot has preached at First Presbyterian Church, Longview; Alpine, Longview; Westminster, Arlington; First Presbyterian Church, Tyler; First Presbyterian Church, Kilgore; United Presbyterian Church, Cleburne; First Presbyterian Church, Athens
- Rev. Rigoulot will soon preach at Eastminster, Dallas; Elmira Chapel, Cumberland Church; First Presbyterian Church, Tyler; First Presbyterian Church, Forney; and First Presbyterian Church, Winnsboro

##### **Spiritual Practices Retreat May 14-16**

- Rev. Clay Brantley and John Mark Solomon are providing a socially distanced Spiritual Practices Retreat with 26 participants registered

##### **Summer Camp**

- 4 weeks of Traditional Summer Camp
  - Session 1 - 44; Session 2 - 25; Session 3 - 10; Session 4 - 24; 10 interns
- Tree of Life is the theme, and the curriculum is written by Rev. Rigoulot, Phyllis Kidwell, and Blake Stephens.
- Specialty Camps include Adventure Camp, Forces of Nature Camp, Service and Leadership Camp, and Art and Drama Camp.
- 1 week of Cumberland Church Camp

##### **Family Camp**

- Families are able to rent a side of a cabin and participate in camp activities with certified staff - archery, zipline, canoeing and paddle boarding, as well as arts and crafts and hiking.
- Family participated in the Choose Your Adventure Program March 12-14, 2021.
  - They became monthly donors
- Summer Family Camps
  - June 10-12, 2021 - 8 families registered
  - July 25-27, 2021 - 2 families registered
  - July 30-August 1, 2021 - 2 families registered

- Fall Family Camp is September 10-12, 2021

### **Great Gluten Escape**

- For campers with Celiac Disease or a Gluten Intolerance.
- We have 72 campers registered for this Camp!

### **Church Retreats**

- Woodhaven Presbyterian Church, Irving is having a Session Retreat June 11-13, 2021
- One of our Member Churches has an All-Church Retreat October 15-17, 2021

### **KidQuakes/Youthquakes/GAP**

- Gilmont will work with Grace Presbytery's Children and Youth Ministry Committee resuming these events starting this Fall

### **Visioning Lunch and Commissioning Service on April 24**

- Gilmont provided lunch to celebrate what God has done and is doing at Gilmont. A commissioning service was led by members of Grace Presbytery and staff, board, and supporters of Gilmont.

### **Open House**

- Gilmont welcomed 105 guests for our open house on March 27, 2021

### **Work Days**

- We had 45 volunteers accomplish a lot of work on April 10, 2021
- We have volunteers from the Emmaus community on May 15, 2021

### **Women's Retreat**

- The Women's Retreat was held April 16-18, 2021, with 53 participants

### **Silent Retreats**

- 4 people participated in a silent, socially distanced retreat March 5-7, 2021

### **Faith and Grief Retreat**

- We are partnering with Shelley Craig to offer this retreat October 8-10, 2021

### **Renovare Retreat**

- We are partnering with Renovare to offer a retreat October 29-31, 2021

### **Confirmation Retreats**

- One church has expressed an interest in a confirmation retreat, and we would love to have a discussion with Grace Presbytery churches to find out if other churches would like to help coordinate this event

### **Circle of Friends**

- Free camp for children with developmental disabilities and their families.
- Hosted 4 new families January 15-18, 2021 for our first Circle of Friends over the Martin Luther King weekend.

- Memorial Day Weekend (May 28-31, 2021) has some openings
- August 6-9, 2021 Weekend has some openings
- Labor Day Weekend (September 3-6, 2021) is full

### **Motions from the Administrative Commission for First Presbyterian Church, Itasca**

***1. Grace Presbytery Council received this final report and dismissed the Administrative Commission for First Presbyterian Church of Itasca with gratitude. [6/16/21]***

- A. The Grace Presbytery Council elected **Rev. Ron Holmes** (Westminster Presbyterian Church, Corsicana,), Moderator, **Ruling Elder Judy Offutt** (First Presbyterian Church, Itasca), **Rev. Craig Krueger** (Grace Presbytery staff), and **Ruling Elder Karen Ebling** (Grace Presbytery staff) as an Administrative Commission for First Presbyterian Church, Itasca with the authority to dissolve the congregation.
- B. The Administrative Commission for First Presbyterian Church of Itasca voted to dissolve the congregation effective **January 31, 2021.**
- C. The Administrative Commission took the following actions:
  - 1) Donated chairs and tables to area churches following the closing service on January 31, 2021. Hymnals were given to First Presbyterian Church, Hillsboro. The church bell will be housed on the grounds of the Itasca Museum. [11/11/21]
  - 2) Decided to leave the pianos in the church building due to the interest of two churches in purchasing the property. Commissioned Pastor Diane Barnes will close the church's P.O. Box and have the mail forwarded to Grace Presbytery. [2/9/21]
  - 3) Transferred the property to Grace Presbytery. [3/9/21]
  - 4) Contracted with church member Karon Farquhar (254-205-8402) in the amount of \$500.00 to conduct periodic maintenance and safety checks on the church building until it is sold. Received an updated membership list to submit to presbytery. [3/9/21]
  - 5) Confirmed that the 2021 W-2s and 1099s for church employees will be completed and filed. [3/18/21]
  - 6) Assigned financial statements, final bank statement, and QuickBooks file to Ruling Elder Judy Offutt to be submitted on a thumb drive to presbytery. All remaining funds will be transferred to Grace Presbytery. [3/18/21]
  - 7) Transferred the electricity account to Grace Presbytery. [3/18/21]
  - 8) Transferred the deed of title to Grace Presbytery. [3/18/21]
  - 9) Closed the church's Facebook account. [3/18/21]

## Information from the Administrative Commission for First Presbyterian Church of Itasca

- A. As the Administrative Commission completed its work, the selling of the building was still undetermined. A strong potential buyer, The House of Faith, was interested, but details were yet to be worked out. The Administrative Commission agreed to leave the selling of the building in the hands of the Board of Trustees of Grace Presbytery.

### Brief History of First Presbyterian Church, Itasca

Almost 135 years ago, a small group of people referred to as “old school” Presbyterians began the First Presbyterian Church of Itasca. They held their meetings at the “old school” in Itasca. They began their mission in the town of Itasca and eventually incorporated Presbyterian churches from Osceola, Grandview, Eureka, Files Valley, and even the Cumberland Presbyterian Church of Itasca. The land where the present church stands, as well as the two large stained-glass windows, belonged originally to the Cumberland Church. The educational building was built in 1929 and provided classrooms for hundreds.

It was these early Presbyterians who established Itasca, built commercial buildings, ran banks, ginned cotton, wove cotton canvas for army tents, and owned and operated all sorts of stores and businesses. They owned newspapers and managed electric cooperatives. They were mayors, city councilmen and women, and educators. First Presbyterian Church of Itasca has always been a church blessed with community leaders, businessmen and women, and educators, even up to the time of its closing. Many served in wars, and a few gave their lives for their country.

The following pastors served the church: Rev. J.R. Jacobs (1886-1890), Rev. W. M. Eldridge (1890-1891), Rev. J.T. Hendrick (1891-1892), Rev. C.R. Dudley (1892-1895), Rev. J.M. Smith (1895-1901), Rev. W.C. Underwood (1901-1902), Rev. M.M. McFerrin (1902-1905), Rev. C.E. Paxson (1905-1906), Rev. John V. McCall (1906-1907), Rev. William Thorburn (1907-1911), Rev. Samuel McElroy (1912-1921), Rev. J.M. Sedgwick (1921-1926), Rev. Alexander Gray (1926-1934), Rev. Nathan J. Salyer (1935-1942), Rev. Noel P. Wilkinson (1943-1953), Rev. Wilson D. Keenan (1954-1959), Rev. Athol Cloud (1960-1965), Rev. Milam Brantley (1966-1975), Rev. Randy Stevens (1976-1983), Rev. Michael Jenkins (1984-1988), Rev. Sam Rice (1988-1993), Commissioned Pastor Diane Barnes (2005-2021).

In the years after Rev. Sam Rice, it appeared it was difficult, if not impossible, to find a pastor who would come to Itasca. There were three different interim pastors between 1993 and 2002: Rev. Jim Sheppard, Rev. Ken Sheppard-Mahaffey, and Rev. Corinna Nation. For the next few years, different guest pastors preached each Sunday, but the church suffered without a full-time pastor.

One of the guest preachers was member Diane Sumner Barnes. At the urging of church members, she accepted the full-time position and began taking classes to become a Commissioned Pastor.



Having a full-time pastor brought new life to the church for a time. Besides being very active in all the local Ministerial Alliance services and ministries, the church began a program for children in the community, participated in a national food program called Angel Food Ministries, began a youth group, provided Christmas gifts for an orphanage in India, and many other ministries.

However, the church continued to experience a decline in membership making the maintenance of vital ministries, as well as a large building, unmanageable. Thus, it was decided the congregation could not continue its ministry as First Presbyterian Church of Itasca. With much sadness, a closing service was held on January 31, 2021.

### **Motions from the Nominating Committee**

- 1. Grace Presbytery Council elected the following individuals to fill unexpired and new terms.* Note: An opportunity for nominations from the floor was afforded prior to the election. [6/16/21]

#### **Abbreviations:**

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

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
<b>Committee on Representation</b>						
2022	TE	Brendan McLean	First, Fort Worth	M	C	W
<b>Children and Youth Ministry Committee</b>						
2022	L	William Woulfe	St. Barnabas, Richardson	M	C	N
2024	TE	Eric Peterson	Temple, Grace	M	C	S
2024	L	Emily Cox	Northridge, Dallas	F	C	N
<b>Permanent Judicial Commission</b>						
2023	TE	Robyn Michalove	Fort Worth, First	F	C	W
<b>Presbytery Council</b>						
2021	TE	Jen Mitchell	Corsicana, Westminster	E	C	S

### **Motions from the Examinations Subcommittee**

- 1. Grace Presbytery Council sustained the examination of Jim Dees as Commissioned Pastor, commissioned him to service at First Presbyterian Church of Mabank, and authorized him to moderate session and congregational meetings, administer the sacraments, and officiate at marriages in accordance with G-2.1001 effective June 16, 2021.* [6/16/21]

Biography: Jim Dees is currently a member at First Presbyterian Church of Dallas. He is a Ruling Elder and a Stephen Minister. He attended Tulsa Community College before transferring to Oklahoma State University where he received a Bachelor of Arts Degree in Psychology with a minor in Spanish in 1985. In 1988 Jim received a Master of Science degree in Counseling and Higher Education Administration from Oklahoma State University. At Southern Methodist University he earned the Master in Theological Studies Degree from Perkins School of Theology in 2019. Since 2019 Jim has worked at SMU as the Assistant Dean of Graduate Student Experience Enrollment Management for the Bobby B. Lyle School of Engineering. Jim has also served in several other positions at SMU since he started there in 1989. Jim is married to Brent Edmonson. He has a brother David Dees and a sister Lynea Minton.

Statement of Faith: I am a child of the one omnipotent, omnipresent, and omniscient God. God existed before anything else existed and God created the earth, the cosmos and all that is known and unknown to us. God created a unique place for humankind to live and thrive where God could enter into relationship with humans, created in God's image. God declared all of creation to be good, and God entrusted human beings with the gift of free will. God desires relationship with us as our holy parent and while we are not inherently fallible, God loves us though we fall short of his desires and expectations.

God lived among humans on earth for a time in the person of God's child, Jesus Christ, a being uniquely fully divine and fully human. Jesus existed as God's word prior to the beginning of all creation and spent an earthly life teaching, healing, loving, and demonstrating what a human life lived to the fullest before God and creatures truly should be.

Jesus was betrayed by humanity's rejection of God and God's ways, suffering torture and enduring an ignominious death on a cross. Jesus triumphed over death on the cross and rose from the dead on the third day after he willingly gave his life and assumed his rightful place at the right hand of God to complete the mission for which God sent him into the world. Jesus represents all that we aspire to be as human beings. He is the realization of what it is to be human. At the moment of his death, Jesus petitioned God for the atonement of all human sin.

The Holy Spirit is the third person of the triune God and is the essence of the goodness of God passed onto the first disciples by Jesus. The Holy Spirit through Christ's church throughout the ages, continues to inspire, guide and complete the work of God. The Spirit comes to us in a rushing wind or in a gentle nudge, giving life, guiding hearts and transforming souls, bringing to completion God's intended outcome for creation.

Jesus took on the full burden of humanity's sin so that sin and evil lost their power over humans by showing that God's goodness to give life is greater than sin and evil's power to destroy it. Through his sacrifice on the cross, Jesus provided a means for God's forgiveness and a restoration of right relationship between God and humans.

The Holy Scriptures, known to us as the Old and New Testaments, is the divinely inspired revelation from God about God and humankind which unveils to us God's desired covenantal relationship with all creation, and especially with humankind. Scripture, while written by

fallible human hands, and translated multiple times over multiple centuries with different agendas and intentions, remains our source of God's revelation to us about who God is.

The risen Christ is the head of God's church on earth. I believe in one holy catholic and apostolic church which exists to spread the good news of Jesus Christ, to feed the hungry, heal the sick, do justice, minister to the downtrodden and advocate for the most vulnerable in the world. Though we may differ on matters of doctrine and practice, we are united in our belief in one God, one Christ, one Holy Spirit. As practitioners of reformed theology, we understand that we always do not get things right the first time. Reformed and always reforming, we must remain steadfast in our conviction to re-assess our beliefs, practices, and doctrine with the guidance of the Holy Spirit.

I believe that the sacraments - baptism, communion, are outward expressions of our faith. We perform the sacraments to affirm our commitment to serve God and express our thanks for his Grace. The waters of Baptism cleanse us, washing us clean from our sin. Communion provides sustenance, food, and drink, which not only nourishes our bodies, but also nourishes our faith in Christ whose body was broken and whose blood was shed willingly for us.

God's concept of time differs from ours and while we can't know exactly when things will happen, we know that God intends for the redemption of all creation. We live in relationship with God and others knowing that Jesus will return at the time that God intends.

### **Motions from the Task Force on Social Justice**

- 1. Grace Presbytery Council approved \$17,900.00 from the Peacemaking Fund (Investment Account #53270) as the budget for coaching the Social Justice Task Force by Star Seeds, a premier national coaching team for groups focused on social justice issues. [6/16/21]***

Background: Part of the Task Force's mandate is to offer learning opportunities and foster discussions and actions within and through the churches of Grace Presbytery into local communities to promote the Gospel of Jesus Christ as it relates to matters of social justice. In order to do that most effectively, the Task Force members feel the need to be coached on best practices in listening and broaching difficult topics in conversation.

The two licensed coaches, Alexandra Lantigua and Michelle Howard-Davis of Star Seeds, LLC, will provide four four-hour sessions to the Task Force members in addition to an assessment survey. Their approach "cultivates high levels of Emotional, Social and Relationship Systems Intelligence on the team, allowing the team to have open and candid conversations, resolve conflicts in a creative way, make better decisions and become more productive."

The Task Force believes such investment in the leadership of this new, long overdue endeavor of social justice work within the Presbytery, in fulfillment of the Gospel, will continue to bear fruit throughout the Presbytery, its churches, and beyond.

Estimated budget: \$17,400.00 coaching fees (for four events and one assessment), \$500.00 food and materials for in-person gatherings. The total is \$17,900.00.

Information from the Presbytery Council

- A. Attendance at the June 16, 2021 Presbytery Council stated meeting held via electronic means: Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: **Rev. Thomas Lamb** (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Larry Spencer** (Honorably Retired), Moderators of Presbytery Committees: **Ruling Elder Cindy Miller** (Corsicana, Westminster and Committee on Ministry), **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee), **Rev. Woody Meredith** (Athens, First and Budget and Finance Committee), **Rev. Andy Odom** (Richardson, Canyon Creek and Personnel Committee), **Rev. Lisa Juica Perkins** (Sherman, Covenant and Nominating Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), **Joanna Kim** (Director of Ministry Services), **Vicki Roberts** (Director of Finance), Guests: **Commissioned Pastor Candidate Jim Dees** (Dallas, First), **Inquirer C. J. Prater** (Flower Mound, Trinity), Excused: **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark).
- B. The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Rev. Thomas Lamb**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery



**Grace Presbytery Council**  
Wednesday, July 15, 2021  
Special Meeting Minutes

Call to Order

The Special Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:00 a.m. on July 15, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Nominating Committee Moderator **Rev. Lisa Perkins**, Committee on Preparation for Ministry Moderator **Ruling Elder David Williams**, Budget and Finance Committee Moderator **Rev. Woody Meredith**.

**Motions from the Committee on Ministry**

1. *Grace Presbytery Council approved the Honorable Retirement of Rev. Charles Schneider effective May 1, 2021. [7/15/21]*
2. *Grace Presbytery Council received the resignation of Rev. Mark Brainerd (Dallas, Preston Hollow) and elected Ruling Elder Joanna Belford (McKinney, Trinity) as Moderator of the Administrative Commission for First Presbyterian Church, Allen and Corinth Presbyterian Church, Parker. An opportunity for nominations from the floor was afforded prior to the election. [7/15/21]*

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

1. *Grace Presbytery Council sustained the examination of Inquirer Adrian White (Dallas, Preston Hollow) and enrolled Adrian White as a candidate under care of Grace Presbytery effective July 15, 2021. [7/15/21]*

### **Motions from the Budget and Finance Committee**

***1. That Grace Presbytery Council approve the following actions taken by the Budget and Finance Committee in accordance with the authority delegated by the Manual of Administrative Operations and receive the items of information: [6/30/21]***

- A. Discussed various ways of assisting smaller congregations in addressing and expanding the effectiveness and use of electronic media. The committee sees the immediate need as one of gathering information from the congregations as to their interest in providing such a ministry. The committee also discussed the possible development of a support group that would share ideas as well as contacts dealing with the hardware and software needed. The committee also addressed the Presbytery's ability to provide grants to those congregations that would like to move forward with such a ministry.
- B. Received and discussed an Investment Policy Statement for Grace Presbytery that was drafted, edited, and presented by Presbytery Treasurer Trey Angel. After some minor changes, the Statement was approved and sent to the Board of Trustees of Grace Presbytery for their review and approval.
- C. Received an overview of the recommended budget process for Grace Presbytery from Director of Finances Vicki Roberts which included discussion concerning establishing a timeline for reviewing current expenditures of the committees of Grace Presbytery as well as receiving budget requests for the coming year.

### **Information from the Budget and Finance Committee**

- A. The following were present at the June 29, 2021 committee meeting: Rev. Woody Meredith (Moderator), Ruling Elder Enoch Azu, Ruling Elder Mark Edwards, Rev. Elizabeth Lockhart, Ruling Elder Beth Martini, Ruling Elder John Walters, Ruling Elder Lynn Ward, Ruling Elder Georgianna Williams. Included in the meeting were Staff Liaisons Rev. Dr. Steve Shive, Interim General Presbyter, Vicki Roberts, Director of Finance. Also, in attendance were Presbytery Treasurer Trey Angel, Ruling Elder Brian Parker, and M. E. Clary, Director of Communication.
- B. The meeting was opened with prayer by Moderator Rev. Woody Meredith and closed with prayer by Rev. Steve Shive, Interim General Presbyter.

### **Motions from the Nominating Committee**

***1. Grace Presbytery Council elected the following individuals to fill unexpired and new terms. Note: An opportunity for nominations from the floor was afforded prior to the election. [7/15/21]***



### Abbreviations:

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

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
<b>Committee on Ministry</b>						
2021	TE	Kendal Land	First, Longview	M	C	E
<b>Permanent Judicial Commission</b>						
2021	RE	Phyllis Kidwell	First, Athens	F	C	E
2021	TE	Polly Williams	First, Terrell	F	C	E
<b>Presbytery Council</b>						
2021	RE	Lazara Abernathy	Gethsemane, Fort Worth	F	H	W
<b>Children and Youth Ministry Committee</b>						
2022	L	Lexi Duhon	Trinity, Denton	F	C	W
2024	TE	David Judd	St. Andrew, Longview	M	C	E
2024	L	Brayden Rigoulot	United, Cleburne	F	C	E
2024	L	Joana J. Ovalle Yraheta	Iglesia Emmanuel, Farmers Branch	F	H	N
2024	L	Anvi Deivanayagam	Central, Waco	F	ME	S
2024	L	Emry Deivanayagam	Central, Waco	F	ME	S

### Information from the Presbytery Council

- A. Attendance at the July 15, 2021 Presbytery Council special meeting held via electronic means: Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Jennifer Mitchell** (Corsicana, Westminster), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), Class of 2023: **Rev. Thomas Lamb** (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Larry Spencer** (Honorably Retired), Moderators of Presbytery Committees: **Ruling Elder Cindy Miller** (Corsicana, Westminster and Committee on Ministry), **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee), **Rev. Woody Meredith** (Athens, First and Budget and Finance Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), **Rev. Andy Odom** (Richardson, Canyon Creek and Personnel Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Staff: **Joanna Kim** (Director of Ministry Services), **Vicki Roberts** (Director of Finance), **M.E. Clary** (Director of Communication), Guests: Moderator of the Committee on Preparation for Ministry

**Ruling Elder David Williams** (Southlake, Trinity), Inquirer **Adrian White** (Dallas, Preston Hollow), Excused: Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), **Ruling Elder Denyse Rodgers** (Waco, Central), **Rev. Lisa Juica Perkins** (Sherman, Covenant and Nominating Committee), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), **Rev. Perryn Rice** (Dallas, Lake Highlands).

- B. The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Ruling Elder Phyllis Kidwell**.

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



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Stated Clerk of Grace Presbytery



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Moderator of Grace Presbytery

**Grace Presbytery Council**  
Tuesday, August 10, 2021  
Special Meeting Minutes

Call to Order

The Special Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:00 a.m. on August 10, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery Council Moderator **Rev. John Williams**, Presbytery Moderator **Rev. Lisa Patterson**, and Interim General Presbyter **Rev. Steve Shive**.

**Motions Approved by the Presbytery Council**

1. *Grace Presbytery Council concurred with the decision of Presbytery Moderator Rev. Lisa Patterson to cancel the September 25, 2021 presbytery meeting in accordance with Standing Rule 1.4.8: “The decision to cancel or delay the start of a presbytery meeting will be made by the Moderator of the Presbytery in consultation with the General Presbyter and Stated Clerk.”*
2. *Grace Presbytery Council scheduled a virtual presbytery gathering for September 25, 2021 to include worship, a brief report from Interim General Presbyter Rev. Steve Shive, and breakout groups led by Presbytery Council members with the topic of conversation centered on visioning.*

Rationale for Motions 1 and 2: These recommendations come from the following leadership task force: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Council Moderator **Rev. John Williams**, Presbytery Council member **Ruling Elder Kathy Jones**, 2020 General Assembly Commissioner **Ruling Elder Crysta**

**Brantley**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, and Director of Communications **M.E. Clary**.

Due to COVID-19 concerns, the necessary lead time to implement these changes, and the importance of communicating these changes to the whole presbytery in a timely manner, it is prudent to approve these changes as soon as possible.

3. ***Presbytery Council approved the following COVID-19 policy: Beginning August 11, 2021 all participants at in-person Grace Presbytery meetings, staff meetings, and committee meetings are required to wear a mask. This policy will remain in effect until further notice.***

Background: The rate of Covid-19 cases is increasing daily in the area, the Delta variant is impacting our communities, and this is the guidance of the Centers for Disease Control and Prevention.

Note: This motion was sent to the Presbytery Council a week ago via email. However, in accordance with *Roberts Rules of Order*, since it received a negative vote, the motion was taken up at this meeting of the Presbytery Council.

4. ***Due to COVID-19 increases, Presbytery Council canceled the in-person retreat at Camp Gilmont scheduled for September 1-3, 2021, and instead scheduled a virtual Presbytery Council meeting on Wednesday, September 1, 2021.***

#### Information from the Presbytery Council

- A. Attendance at the August 10, 2021 Presbytery Council special meeting held via electronic means: Class of 2021: **Rev. Jennifer Mitchell** (Corsicana, Westminster), **Ruling Elder Lazara Abernathy** (Fort Worth, Gethsemane), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Moderators of Presbytery Committees: **Ruling Elder Cindy Miller** (Corsicana, Westminster and Committee on Ministry), **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee), **Rev. Woody Meredith** (Athens, First and Budget and Finance Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), **Joanna Kim** (Director of Ministry Services), **Vicki Roberts** (Director of Finance), **Ruling Elder Gary Holloman** (Director of Youth and Young Adults Ministries), Excused: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Thomas Lamb** (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Rev. Larry Spencer** (Honorably Retired), **Rev. Andy Odom** (Richardson, Canyon Creek and Personnel Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven and

Congregational Support Committee), **Rev. Lisa Juica Perkins** (Sherman, Covenant and Nominating Committee).

- B. The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Rev. Steve Shive**.

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



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Stated Clerk of Grace Presbytery



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Moderator of Grace Presbytery



**Grace Presbytery Council**  
Wednesday, September 1, 2021  
Stated Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:00 a.m. on September 1, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Council Moderator **Rev. John Williams**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, Presbytery Treasurer **Trey Angel**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Nominating Committee Moderator **Rev. Lisa Perkins**, Board of Trustees Secretary **Rev. Gerry Tyer**, Committee on Preparation for Ministry Moderator **Ruling Elder David Williams**, Personnel Committee Moderator **Rev. Andy Odom**, Task Force on Social Justice Co-Moderator **Rev. Perryn Rice**, Director of Ministry Services **Joanna Kim**, Examinations Subcommittee Moderator **Ruling Elder Kathy Jones**.

**Motions Approved by the Presbytery Council**

1. *Grace Presbytery Council approved a \$2,000.00 scholarship for Genevieve Soucek towards her 2021-2022 Young Adult Volunteer ministry service in Asheville, North Carolina to be funded from the Mission Outreach Fund (Investment Account 55600).*

Information: Genevieve is an active member of First Presbyterian Church, Dallas. She will be closely working with the Asheville Poverty Initiative and the 12 Baskets Cafe. As a Young Adult Volunteer, Genevieve hopes to learn more about her gifts and talents as she shares them with the community in Western Asheville. She hopes and prays for strength and resilience as she embarks on this journey and experience as a Young Adult Volunteer. She



will be sharing her experiences on her personal blog and invites the presbytery community to read it as she updates it through the year: [genevievesoucekyav.wordpress.com](http://genevievesoucekyav.wordpress.com).

Background: The Mission Outreach Fund is a consolidated fund which includes \$1,250,000 designated in 2015 by the presbytery to pay the expenses for Young Adult Volunteer Scholarships.

2. *Grace Presbytery Council approved a 10-day spiritual pilgrimage to the Iona Community, Scotland in 2022 as permitted by housing availability.* [9/1/21]
3. *Grace Presbytery Council scheduled a special meeting on September 22, 2021 at 9:00 a.m. for the purpose of checking in prior to the September 25, 2021 presbytery gathering, and Grace Presbytery rescheduled the October 20, 2021 stated meeting for October 6, 2021.*
4. *Grace Presbytery Council set Monday, September 20, 2021 as the deadline for participation in the September 25, 2021 presbytery gathering.*

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

1. *Grace Presbytery Council amended the Standing Rules and Manual of Administrative Operations section 4.3.2 as follows* (new text in *italic bold* font, and deleted text in ~~strike through~~ font): “Ex-officio members with voice and vote are the Presbytery Moderator, Vice Moderator, Presbytery Council Moderator, the most recent past Presbytery Council Moderator, and the moderators of the Committee on Ministry, the Nominating Committee, Budget and Finance Committee, Personnel Committee, Church Development Committee, ~~and~~ *Congregational Support Committee, Children and Youth Committee, Young Adult Ministry Committee, Committee on Representation, and Committee on Preparation for Ministry.* The committee moderators may annually designate another member of their committee to serve as a voting member of the Presbytery Council in their absence.” [9/1/21]

Rationale: In the current Standing Rules regarding the membership of Presbytery Council (4.3.2), with the exception of the Children and Youth Ministry Committee and the Young Adult Ministry Committee, all presbytery committee moderators are ex-officio members of council with voice and vote except the moderators of Committee on Representation and Committee on Preparation for Ministry.

The only committee mandated in the Book of Order, Committee on Representation, has enjoyed new life and vitality in the last few years. With responsibility for the implementation of the presbytery’s commitment to inclusiveness, diversity, and representation, the Committee on Representation can better fulfil that responsibility with representation on Council. With a seat at the table, the Committee on Representation moderator will be better able to provide leadership, to share council’s guidance with the committee, and more effectively fulfil our mission and work in the presbytery.

As the committee which has direct and ongoing relationships with future ministers and leaders of the PCUSA, Committee on Preparation for Ministry representation on Presbytery Council would provide a unique voice and perspective to the discussion of Presbytery

matters that may not be currently available otherwise. Rather than being siloed, standing apart from interaction with other committees and with no current status to provide direct feedback to the Presbytery leadership, Committee on Preparation for Ministry also considers membership on Presbytery Council to be beneficial to all involved.

2. *Grace Presbytery Council approved an offering at the September 25, 2021 gathering for the benefit of the following organizations (divided equally): Grace Presbytery Disaster Assistance Team, the Stewpot ministry of First Presbyterian Church of Dallas, and the Migrant Transient Families ministry.* [9/1/21]

#### **Motions from the Committee on Ministry**

1. *Grace Presbytery Council approved the enrollment of Hackberry Creek Presbyterian Church, Irving in the Relief of Conscience Program of the Board of Pensions.* [7/20/21]

#### Honorable Retirement

2. *Grace Presbytery Council approved the honorable retirement of Rev. Charles Schneider effective May 1, 2021.* [6/15/21]
3. *Grace Presbytery Council approved the following actions taken by the Committee on Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.*

#### Transfer of Teaching Elders

- A. Approved the reception of **Rev. Dae Jung** from San Fernando Presbytery to Grace Presbytery to serve as Interim Pastor of United Presbyterian Church, Cleburne effective July 1, 2021. [6/15/21]
- B. Approved the dismissal of **Rev. Chris B. Carson** from Grace Presbytery to Central Florida Presbytery effective June 15, 2021. [6/15/21]
- C. Approved the reception of **Rev. Meagan Findeiss** from Western North Carolina Presbytery to Grace Presbytery to serve as Associate Pastor of First Presbyterian Church, Dallas effective August 1, 2021, [7/20/21]
- D. Approved the reception of **Rev. Christopher Palmer** from Whitewater Valley Presbytery to Grace Presbytery to serve as Associate Pastor of First Presbyterian Church, Waco effective July 1, 2021. [7/20/2021]
- E. Approved the reception of **Rev. Matthew Aldas** from Peaks Presbytery to Grace Presbytery to serve as Pastor of Faith Presbyterian Church, Aledo effective August 1, 2021. [7/6/21]
- F. Approved the dismissal of **Rev. Matthew Curry** from Grace Presbytery to Western Kentucky Presbytery effective July 25, 2021. [8/3/2021]

### Dissolutions of Pastoral Relationships

- A. Dissolved the pastoral relationship between **Rev. Cheryl Taylor** and First Presbyterian Church, Rockwall effective June 20, 2021. [6/18/21]
- B. Dissolved the pastoral relationship between **Rev. Gordon Blackman** and Alpine Presbyterian Church, Longview effective June 30, 2021 and transferred him to Presbytery of New Covenant to serve as pastor of First Presbyterian Church, Lufkin. [6/18/21]
- C. Dissolved the pastoral relationship between **Rev. Joshua Menke** (ELCA) and Trinity Presbyterian Church, Southlake effective June 20, 2021. [7/20/21]
- D. Dissolved the temporary pastoral relationship between **Rev. David Schneider** and Union Hill Presbyterian Church, Joshua effective July 18, 2021. [7/20/21]
- E. Dissolved the temporary pastoral relationship between **Rev. Elizabeth Lockhart** and Faith Presbyterian Church, Aledo effective July 31, 2021. [7/20/21]
- F. Dissolved the temporary pastoral relationship between **Rev. Murray Richey** and Browning Heights Presbyterian Church, Haltom City effective July 25, 2021. [8/17/21]

### Labor Inside or Outside the Bounds of Grace Presbytery

- A. Granted permission to **Rev. Ashley Drake Mertz** to Labor Outside the Bounds to preach at an installation service on June 27, 2021 in Mission Presbytery pending approval to labor inside the bounds. [5/18/21]
- B. Granted permission to **Rev. Steve Piper** to Labor Inside the Bounds of Grace Presbytery to officiate a wedding in Flower Mound in September 2021 pending permission from Homestead Presbytery. [7/8/21]
- C. Granted permission to **Commissioned Pastor Melinda Hunt** to Labor Inside the Bounds of Grace Presbytery to administer the sacraments in August at First Presbyterian Church, Gainesville pending approval from Eastern Oklahoma Presbytery. [7/6/21]
- D. Granted permission to **Rev. Steve Shive** to Labor Outside the Bounds of Grace Presbytery in Minnesota Valley Presbytery to officiate at a funeral on June 23, 2021. [6/23/21]

### Validated Ministry

- A. Renewed the validated ministry of **Rev. Carolyn H. Mitchell** as Minister of Spiritual Life (701) at Presbyterian Village North, Dallas, full time, effective January 1, 2021 through December 31, 2021. [7/20/21]
- B. Renewed the validated ministry of **Rev. Trish Matthews** as Manager of Pastoral Care/Chaplain (701) at Texas Health Presbyterian Hospital, Denton, full time, effective January 1, 2021 through December 31, 2021. [7/20/21]

- C. Renewed the validated ministry of **Rev. Jessie Light-Wells** as Organizing Pastor (301) of UKirk SMU Campus/ 1001 New Worshipping Community Ministries in Dallas effective January 1, 2021 to December 31, 2021. [7/20/21]
- D. Renewed the validated ministry of **Rev. Denise Odom** as Associate Pastor of Spiritual Life (701) at Presbyterian Village North, Dallas, full time, effective January 1, 2021 through December 31, 2021. [7/21/21]
- E. Renewed the validated ministry of **Rev. Princeton Abaraoha** as Field Staff (791) for the Racial Equity and Women's Intercultural Ministries for the Presbyterian Mission Agency, part time, effective January 1, 2021 through December 31, 2021. [7/20/21]
- F. Approved the validated ministry of **Rev. Pepa Paniagua** as Small Group Leader (301) and Apprentice Through 1001 New Worshipping Communities effective January 1, 2021 through December 31, 2021. [7/20/21]
- G. Approved the validated ministry for **Rev. Mary Stewart Hall** to serve as Manager of Spiritual Care (701) at Parkland Hospital of Dallas effective January 1, 2021 through December 31, 2021.[8/17/21]
- H. Renewed the validated ministry of **Rev. Matthew G. Calvert** as Director, Faith and Spirituality Integration (701) at Texas Health Resources, Dallas, full time, effective January 1, 2021 through December 31, 2021. [8/17/21]
- I. Renewed the validated ministry of **Rev. Janet L. Ihne** as Bereavement Coordinator Chaplain (701) at Heart-to-Heart Hospice, Dallas, full time, effective January 1, 2021 through December 31, 2021. [8/17/21]
- J. Renewed the validated ministry of **Rev. Andrew Terence Maze** as Chaplain Bereavement Coordinator (701) at Kindred Hospice, Dallas, full time, effective January 1, 2021 through December 31, 2021. [8/17/21]
- K. Renewed the validated ministry of **Rev. Deanna Hollas** (703) as Gun Violence Prevention Ministry Coordinator with Presbyterian Peace Fellowship effective January 1, 2021 through December 31, 2021. [8/17/21]
- L. Renewed the validated ministry of **Rev. Alice Hernandez** as Manager of Spiritual Care and Education (791) for Parkland Health and Hospital System effective January 1, 2021 to December 31, 2021. [8/17/21]

#### Member at Large

- A. Approved the request of **Rev. Lynette Solomon** to continue as a Member at Large (797) effective January 1, 2021 to December 31, 2021. [7/20/21]
- B. Approved the request of **Rev. Wendy Kolakowski** to continue as a Member at Large (797), effective January 1, 2021 to December 31, 2021. [7/20/21]

- C. Approved the request of **Rev. Julie U. Riley** to continue as a Member at Large (797), effective January 1, 2021 through December 31, 2021. [8/17/21]
- D. Approved the request of **Rev. Paul Burns** to continue as a Member at Large (797) effective January 1, 2021 to December 31, 2021. [8/17/21]
- E. Approved **Rev. Craig Krueger** as a Member at Large (797) effective July 15, 2021 through December 31, 2021. [8/17/21]
- F. Approved the request of **Rev. Sharon Bryant** to continue as Member at Large (797) effective January 1, 2021 through December 31, 2021. [8/17/21]

#### Installed Positions (New)

- A. Approved the terms for **Rev. Karl Schwarz** as Pastor (101) of Bentwood Trail Presbyterian Church, Dallas, full-time, beginning July 1, 2021. The date of the congregational meeting recommending these terms was June 13, 2021. [6/15/21]

##### Compensation:

Cash Salary .....	\$22,000.00
Housing and Utility Allowance .....	\$45,000.00
Total Effective Salary .....	\$67,000.00

##### Reimbursements:

Social Security Offset .....	\$5,125.50
Business Travel/Automobile.....	\$1,000.00
Continuing Education .....	\$2,000.00
Professional Expenses.....	\$500.00

##### Benefits:

Board of Pension Dues.....	\$24,790.00
Dental Insurance Premiums .....	\$581.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$100,996.50
Total Cost to the Church.....	\$100,996.50
Total Compensation Paid Directly to the person .....	\$72,125.50

- B. Approved the terms for **Rev. Meagan Findeiss** as Associate Pastor (103) of First Presbyterian Church, Dallas, full-time, beginning August 1, 2021. The date of the congregational meeting recommending these terms was May 16, 2021. [7/20/21]

##### Compensation:

Cash Salary .....	\$39,000.00
Housing and Utility Allowance .....	\$36,000.00
Total Effective Salary .....	\$75,000.00

##### Reimbursements:

Social Security Offset .....	\$6,502.50
Continuing Education .....	\$2,500.00

Professional Expenses.....	\$3,250.00
Benefits:	
Board of Pension Dues.....	\$27,750.00
Supplemental Insurance .....	\$1,679.04
Moving Expenses.....	\$10,000.00
Study Leave .....	2 weeks
Vacation Leave .....	27 days PTO
Sabbatical Leave .....	3 months after 7 years
Total Compensation Package.....	\$126,681.54
Total Cost to the Church .....	\$126,681.54
Total Compensation Paid Directly to the person .....	\$91,502.50

- C. Approved the terms for **Rev. Christopher Palmer** as Associate Pastor (103) of First Presbyterian Church, Waco, full-time, beginning July 1, 2021. The date of the congregational meeting recommending these terms was May 23, 2021. [7/20/21]

Compensation:	
Cash Salary .....	\$40,218.00
Housing and Utility Allowance .....	\$14,782.00
Total Effective Salary .....	\$55,000.00
Reimbursements:	
Social Security Offset .....	\$4,208.00
Business Travel/Automobile.....	\$2,000.00
Continuing Education .....	\$3,000.00
Professional Expenses.....	\$600.00
Benefits:	
Board of Pension Dues.....	\$20,350.00
Moving Expenses.....	\$6,000.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$91,158.00
Total Cost to the Church .....	\$91,158.00
Total Compensation Paid Directly to the person .....	\$65,208.00

#### Installed Positions (Changes)

- A. Approved the changes in the terms for **Rev. Lisa Reece** as Pastor (101) of First Presbyterian Church, Bonham, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 31, 2021. [7/20/21]

Compensation:	
Cash Salary .....	\$29,500.00
Housing and Utility Allowance .....	\$25,000.00
Deferred Income .....	\$2,235.00
Total Effective Salary .....	\$56,735.00
Reimbursements:	
Social Security Offset .....	\$4,169.25
Continuing Education .....	\$2,000.00

Professional Expenses.....	\$2,000.00
Benefits:	
Board of Pension Dues.....	\$20,991.95
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Total Compensation Package.....	\$85,896.20
Total Cost to the Church .....	\$85,896.20
Total Compensation Paid Directly to the person .....	\$58,669.25

- B. Approved the changes in the terms for **Rev. Jake Clawson** as Pastor (101) of Trinity Presbyterian Church, Flower Mound, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 24, 2021. [7/20/21]

Compensation:

Cash Salary .....	\$40,169.00
Housing and Utility Allowance .....	\$28,000.00
Deferred Income .....	\$6,344.00
Tax Advantaged IRS Section 125 Plan.....	\$3,000.00
Total Effective Salary .....	\$77,513.00

Reimbursements:

Social Security Offset .....	\$5,214.93
Business Travel/Automobile.....	\$2,000.00
Continuing Education .....	\$5,210.00
Professional Expenses.....	\$3,500.00

Benefits:

Board of Pension Dues.....	\$28,679.81
Study Leave .....	2 weeks
Vacation Leave .....	4/2 weeks
Total Compensation Package.....	\$123,909.74
Total Cost to the Church .....	\$123,909.74
Total Compensation Paid Directly to the person .....	\$73,383.93

- C. Approved the changes in the terms for **Rev. Kelly Staples** as Associate Pastor (103) of Trinity Presbyterian Church, Flower Mound, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 24, 2021. [7/20/21]

Compensation:

Cash Salary .....	\$34,416.00
Housing and Utility Allowance .....	\$24,000.00
Tax Advantaged IRS Section 125 Plan.....	\$1,500.00
Total Effective Salary .....	\$59,916.00

Reimbursements:

Social Security Offset .....	\$4,468.82
Business Travel/Automobile.....	\$1,000.00
Continuing Education .....	\$2,500.00
Professional Expenses.....	\$2,467.00

Benefits:



Board of Pension Dues.....	\$22,168.92
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$93,564.74
Total Cost to the Church.....	\$93,564.74
Total Compensation Paid Directly to the person .....	\$62,884.82

- D. Approved the changes in the terms for **Rev. Candice Richey Womack** as Pastor (101) of United Presbyterian Church, Greenville, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was January 24, 2021. [8/17/21]

Compensation:	
Cash Salary .....	\$31,518.00
Housing and Utility Allowance .....	\$24,164.00
Total Effective Salary .....	\$55,682.00
Reimbursements:	
Social Security Offset .....	\$4,356.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$20,602.34
Dental Insurance Premiums .....	\$1,002.60
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$82,640.34
Total Cost to the Church.....	\$82,640.34
Total Compensation Paid Directly to the person .....	\$60,038.00

#### Temporary Positions (New)

- A. Approved the contract for **Rev. Paul Burns** as **Stated Supply** (108) of St. Mark Presbyterian Church, Dallas, part-time, 10-15 hours per week, beginning June 1, 2021 through August 31, 2021. The date of the session meeting recommending these terms was May 23, 2021. [6/15/21]

Compensation:	
Housing/Utility Allowance .....	\$4,500.00
Total Effective Salary .....	\$4,500.00
Benefits:	
Vacation Leave .....	4 Sundays
Total Compensation Package.....	\$4,500.00
Total Cost to the Church.....	\$4,500.00
Total Compensation Paid Directly to the person .....	\$4,500.00

- B. Approved the contract for **Rev. Cheryl Taylor** as **Interim Pastor** (105) of Faithbridge Presbyterian Church, Frisco, full-time, beginning July 19, 2021 through July 18, 2022. The date of the session meeting recommending these terms was May 31, 2021. [6/15/21]

Compensation:	
Cash Salary .....	\$27,000.00
Housing/Utility Allowance .....	\$40,000.00
Total Effective Salary .....	\$67,000.00
Reimbursements:	
Social Security Offset .....	\$5,125.00
Business Travel/Automobile.....	mileage
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$24,790.00
Dental Insurance Premiums .....	\$950.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$99,866.00
Total Cost to the Church .....	\$99,866.00
Total Compensation Paid Directly to the person .....	\$72,126.00

- C. Approved the contract for **Jim Dees** as **Commissioned Pastor** (107) of First Presbyterian Church, Mabank, part-time, 19 hours per week, beginning May 16, 2021 through December 31, 2021 pending Presbytery Council approval. The date of the session meeting recommending these terms was May 16, 2021. [6/15/21]

Compensation:	
Cash Salary .....	\$30,000.00
Total Effective Salary .....	\$30,000.00
Total Compensation Package.....	\$30,000.00
Total Cost to the Church .....	\$30,000.00
Total Compensation Paid Directly to the person .....	\$30,000.00

- D. Approved the contract for **Rev. Dae Jung** as **Interim Pastor** (105) of United Presbyterian Church, Cleburne, full-time, beginning July 1, 2021 through June 30, 2022. The date of the session meeting recommending these terms was May 25, 2021. [6/15/21]

Compensation:	
Cash Salary .....	\$30,300.00
Housing/Utility Allowance .....	\$27,000.00
Total Effective Salary .....	\$57,300.00
Reimbursements:	
Social Security Offset .....	\$4,383.45
Business Travel/Automobile.....	\$1,500.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Board of Pension Dues.....	\$21,201.00
Moving Expenses.....	\$1,000.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks

Total Compensation Package.....	\$87,384.45
Total Cost to the Church .....	\$87,384.45
Total Compensation Paid Directly to the person .....	\$62,683.45

- E. Approved the contract for **Rev. Elizabeth Lockhart** as **Interim Pastor** (105) of Central Presbyterian Church, Waxahachie, full-time, beginning August 1, 2021 through July 31, 2022. The date of the session meeting recommending these terms was April 26, 2021. [7/20/21]

Compensation:

Cash Salary .....	\$25,350.00
Housing/Utility Allowance .....	\$25,000.00
Total Effective Salary .....	\$50,350.00

Reimbursements:

Continuing Education .....	\$1,500.00
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Benefits:

Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$51,850.00
Total Cost to the Church .....	\$51,850.00
Total Compensation Paid Directly to the person .....	\$50,350.00

- F. Approved the contract for **Rev. Janet Ihne** as **Stated Supply** (108) of First Presbyterian Church, Lewisville, part-time, beginning February 1, 2021 through January 31, 2022. The date of the session meeting recommending these terms was January 26, 2021. [7/20/21]

Compensation:

Housing/Utility Allowance .....	\$14,400.00
Excess Social Security Offset .....	\$1,102.00
Total Effective Salary .....	\$15,502.00

Benefits:

Vacation Leave .....	4 weeks
Total Compensation Package.....	\$15,502.00
Total Cost to the Church .....	\$15,502.00
Total Compensation Paid Directly to the person .....	\$14,400.00

- G. Approved the contract for **Rev. Carol Phillips** as **Stated Supply** (108) of First Presbyterian Church, Crowley, part-time, 18 hours per week, beginning June 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was June 7, 2021. [7/20/21]

Compensation:

Housing Allowance.....	\$6,000.00
Total Effective Salary .....	\$6,000.00

Benefits:

Vacation Leave .....	4 weeks
Total Compensation Package.....	\$6,000.00
Total Cost to the Church .....	\$6,000.00

Total Compensation Paid Directly to the person .....\$6,000.00

- H. Approved the contract for **Rev. Oliver Jamshaid** as **Stated Supply** (108) of First Presbyterian Church, Garland, part-time, 10 hours per week, beginning January 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was July 14, 2021. [8/17/21]

Compensation:

Cash Salary .....\$3,199.23

Total Effective Salary .....\$3,199.93

Benefits:

Board of Pension Dues.....\$13,632.00

Total Compensation Package.....\$16,831.23

Total Cost to the Church .....\$16,831.23

Total Compensation Paid Directly to the person .....\$3,199.23

Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Rev. Carolyn Osoinach** as **Stated Supply** (108) of First Presbyterian Church, Grand Prairie, part-time, 19 hours per week, beginning July 1, 2021 through December 31, 2021. The date of the session meeting recommending these terms was April 25, 2021. [6/15/21]

Compensation:

Housing/Utility Allowance .....\$15,000.00

Total Effective Salary .....\$15,000.00

Reimbursements:

Social Security Offset .....\$1,147.50

Business Travel/Automobile.....\$500.00

Benefits:

Vacation Leave .....2 weeks

Total Compensation Package.....\$16,647.50

Total Cost to the Church .....\$16,647.50

Total Compensation Paid Directly to the person .....\$16,147.50

- B. Approved the changes in the contract for **Rev. David Wilman** as **Stated Supply** (108) of First Presbyterian Church, Rockdale, part-time, 20 hours per week, beginning April 1, 2021 through March 31, 2022. The date of the session meeting recommending these terms was March 21, 2021. [6/15/21]

Compensation:

Cash Salary .....\$10,000.00

Housing/Utility Allowance .....\$23,000.00

Total Effective Salary .....\$33,000.00

Reimbursements:

Continuing Education .....\$750.00

Professional Expenses.....\$250.00

Benefits:

Ministers Choice Plan Benefits.....	\$14,000.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$48,000.00
Total Cost to the Church .....	\$48,000.00
Total Compensation Paid Directly to the person .....	\$33,000.00

- C. Approved the changes in the contract for **Cindy Baker Burnett** as **Commissioned Pastor** (107) of Main Street Presbyterian Church, Honey Grove, part-time, 19 hours per week, beginning June 17, 2021 through June 16, 2022. The date of the session meeting recommending these terms was May 5, 2021. [6/15/21]

Compensation:

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

Reimbursements:

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

Study Leave .....	1 week
Vacation Leave .....	6 weeks
Total Compensation Package.....	\$25,000.00
Total Cost to the Church .....	\$25,000.00
Total Compensation Paid Directly to the person .....	\$24,000.00

- D. Approved the changes in the contract for **Rev. Polly Williams** as **Stated Supply** (108) of First Presbyterian Church, Terrell, part-time, hours per week varies, beginning June 1, 2021 through June 16, 2022. The date of the session meeting recommending these terms was December 31, 2021. [6/15/21]

Compensation:

Cash Salary .....	\$14,350.00
Total Effective Salary .....	\$14,350.00
Total Compensation Package.....	\$14,350.00
Total Cost to the Church .....	\$14,350.00
Total Compensation Paid Directly to the person .....	\$14,350.00

- E. Approved the changes in the contract for **Rev. Angie Mabry** as **Interim Pastor** (105) of First Presbyterian Church, Plano, full-time, beginning June 9, 2021 through June 8, 2022. The date of the session meeting recommending these terms was April 26, 2021. [7/20/21]

Compensation:

Cash Salary .....	\$23,036.00
Housing/Utility Allowance .....	\$27,314.00
Total Effective Salary .....	\$50,350.00

Reimbursements:

Social Security Offset .....	\$3,852.00
Business Travel/Automobile.....	\$1,500.00
Continuing Education .....	\$1,500.00
Professional Expenses.....	\$500.00
Benefits:	
Ministers Choice .....	\$12,937.00
Supplemental Insurance .....	\$446.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$71,085.00
Total Cost to the Church .....	\$71,085.00
Total Compensation Paid Directly to the person .....	\$54,202.00

- F. Approved the changes in the contract for **Deidre Maples** as **Commissioned Pastor** (107) of First Presbyterian Church, Cumby, part-time, beginning July 15, 2021 through July 14, 2022. The date of the session meeting recommending these terms was January 17, 2021. [7/20/21]

Compensation:

Cash Salary .....	\$1,410.00 Monthly
Other Income .....	\$66.67 Monthly
Total Effective Salary .....	\$1,476.67 Monthly
Total Compensation Package.....	\$1,476.67 Monthly
Total Cost to the Church .....	\$1,476.67 Monthly
Total Compensation Paid Directly to the person .....	\$1,476.67 Monthly

- G. Approved the changes in the contract for **Rev. Mike Johnston** as **Stated Supply** (108) of Trinity Presbyterian Church, Mansfield, part-time, beginning July 1, 2021 through June 30, 2022. The date of the session meeting recommending these terms was June 15, 2021. [7/20/21]

Compensation:

Housing/Utility Allowance .....	\$18,000.00
Excess Social Security Offset .....	\$1,377.00
Total Effective Salary .....	\$19,377.00
Benefits:	
Vacation Leave .....	12 weeks
Total Compensation Package.....	\$19,377.00
Total Cost to the Church .....	\$19,377.00
Total Compensation Paid Directly to the person .....	\$18,000.00

Parish Associate

- A. Approved the changes in the contract for **Rev. Pat Beltzer** as **Parish Associate** of Canyon Creek Presbyterian Church, Richardson, part-time, hours per week varies,

beginning July 1, 2021 through June 30, 2022. The date of the session meeting recommending these terms was May 18, 2022. [6/15/21]

Compensation:

Cash Salary .....	\$0
Total Effective Salary .....	\$0
Total Compensation Package.....	\$0
Total Cost to the Church .....	\$0
Total Compensation Paid Directly to the person .....	\$0

Ordination and Installation Commissions

- A. Elected the following Administrative Commission to install **Rev. Jennifer Mitchell** as Pastor of Westminster Presbyterian Church, Corsicana on August 7, 2021, at 2 pm. Grace Teaching Elders: Rev. Andy Odom, Pastor of Canyon Creek Presbyterian Church, Richardson, Rev. Dr. John Williams, Chaplain at Austin College in Sherman to charge the pastor, Rev. Lisa Patterson, Associate Pastor of St. Andrew Presbyterian Church, Denton to moderate, Rev. Carolyn Mitchell, Minister of Spiritual Life at Presbyterian Village North of Dallas to preach. Grace Ruling Elders: Jerry Camp, First Presbyterian Church, Kilgore to charge the congregation, Cindy Miller, Westminster Presbyterian Church, Corsicana, Amy Hudson, Woodhaven Presbyterian Church, Irving. An opportunity for nominations from the floor was afforded prior to the election. [7/20/20]
- B. Elected the following Administrative Commission to commission **Jim Dees** as Commissioned Pastor of First Presbyterian Church, Mabank on July 18, 2021, at 2pm. Grace Teaching Elders: Rev. Kathy Collier, Honorably Retired, to preach and charge to commissioned pastor, Rev. Ron Salfen, Honorably Retired, to charge the congregation, Rev. Woody Meredith, Pastor of First Presbyterian Church, Athens. Grace Ruling Elders: Mike Jones, NorthPark Presbyterian Church to moderate, Richard Siemens, First Presbyterian Church, Mabank, Kim Godwin, First Presbyterian Church, Kaufman. An opportunity for nominations from the floor was afforded prior to the election. [7/9/21]
- C. Elected the following Administrative Commission to install **Rev. Karl Schwarz** as Pastor of Bentwood Trail Presbyterian Church, Dallas on August 8 at 4 pm. Grace Teaching Elders: Rev. Princeton Abaraoha, Pastor of First Presbyterian Church, Midlothian to preach, Rev. Andy Odom, Pastor of Canyon Creek Presbyterian Church, Richardson to charge the pastor, Rev. Lisa Patterson, Associate Pastor of St. Andrew Presbyterian Church, Denton to moderate, Rev. Cheryl Taylor, Interim Pastor of Faithbridge Presbyterian Church, Frisco to charge the congregation, Rev. Gerry Tyer, Grace Presbytery. Grace Ruling Elders: Phyllis Bevel, First Presbyterian Church, Dallas, Lisa Howeth, NorthPark Presbyterian Church, Dallas, Mike Stanley, Westminster Presbyterian Church, Dallas, Joanna Kim, Grace Presbytery, Marietta Hunyh, Bentwood Trail Presbyterian Church, Dallas. Note: An opportunity for nominations from the floor was afforded prior to the election. [7/15/21]
- D. Elected the Following Administrative Commission to install **Rev. Meagan Findeiss** as Associate Pastor for Care and Belonging of First Presbyterian Church, Dallas on



September 12, 2021, at 11 am. Grace Teaching Elders: Rev. Jessie Light-Wells, UKirk Ministry of SMU Dallas to charge the pastor; Rev. Steve Shive, Interim General Presbyter of Grace Presbytery, Rev. Amos Disasa, Pastor of First Presbyterian Church, Dallas to preach, Grace Ruling Elders: Leah Jordan, First Presbyterian Church, Dallas, Marty Loman, Preston Hollow Presbyterian Church, Dallas, Mike Jones, NorthPark Presbyterian Church, Dallas to moderate, Margaret Rogers, First Presbyterian Church, Richardson. An opportunity for nominations from the floor was afforded prior to the election. [8/17/21]

#### Other Actions of the Committee on Ministry

- A. Appointed **Rev. Cheryl Taylor** to serve as moderator of session for Bentwood Trail Presbyterian Church, Dallas on May 26, 2021. [5/22/21]
- B. Appointed **Rev. Kenny Rigoulot** to serve as moderator of Alpine Presbyterian Church, Longview effective July 1, 2021. [6/9/21]
- C. Appointed **Rev. Steve Shive** to moderate the congregational meeting for Bentwood Trail Presbyterian Church, Dallas on June 11, 2021. [6/8/21]
- D. The Examinations Subcommittee sustained the examination of **Jim Dees** and recommends his approval as a Commissioned Pastor in Grace Presbytery. [6/15/21]
- E. Recommended Grace Presbytery Council to receive the resignation of **Rev. Mark Brainerd** (Dallas, Preston Hollow) and elect **Ruling Elder Johanna Belford** (McKinney, Trinity) as Moderator of the Administrative Commission for First Presbyterian Church, Allen and Corinth Presbyterian Church, Parker. [7/15/21]
- F. Appointed **Rev. David Ivie** to serve as moderator for First Presbyterian Church, Rockwall effective June 21, 2021. [6/20/21]
- G. Appointed **Rev. Lynette Solomon** to serve as moderator for United Presbyterian Church, Greenville in September and October 2021. [7/6/21]
- H. Approved the request by **Rev. Craig Krueger** be added to the Occasional Supply list effective August 17, 2021. [8/17/21]
- I. Approved a motion to move the September Committee on Ministry meeting to September 28, 2021 [8/17/21]
- J. Approved the request that **Rev. Jerry Carpenter** be added to the Occasional Supply list effective August 3, 2021. [8/3/21]
- K. Approved **Commissioned Pastor Jim Dees** to preside over communion for First Presbyterian Church, Kaufman for the remainder of 2021. [8/3/21]

- L. Appointed **Bob Phillips** to serve as moderator for Union Hill Presbyterian Church, Joshua effective August 9, 2021. [8/9/21]
- M. Appointed **Rev. Mari Lyn Jones** to serve as moderator of First Presbyterian Church, Kaufman effective July 20, 2021. [7/20/21]
- N. Appointed **Commissioned Pastor Jim Dees** to serve as moderator of First Presbyterian Church, Mabank effective May 16, 2021. [7/21/21]
- O. Appointed **Rev. Elizabeth Landes** to serve as moderator of Browning Heights Presbyterian Church, Haltom City effective August 2, 2021. [8/2/21]
- P. Approved **Commissioned Pastor Diane Barnes** to administer the sacraments at First Presbyterian Church, Hillsboro on October 3, 2021. [8/9/21]
- Q. Approved the following minutes of the Committee on Ministry: June 15, 2021 and July 20, 2021.

#### **Motions from the Board of Trustees**

- 1. *Grace Presbytery Council approved the following actions taken by the Board of Trustees in accordance with the authority delegated by the Bylaws and the Manual of Administrative Operations and received the items of information:* [9/1/21]
  - A. Approved the agenda for the June 28, 2021 Board of Trustees meeting. [6/28/21]
  - B. Approved the minutes of the March 22, 2021. [6/28/21]
  - C. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts** including the following unaudited financial reports. A copy is available upon request. [6/28/21]
    - a) Balance Sheet as of March 31, 2021
    - b) Income and Expense Statement as of March 31, 2021
    - c) Shared Mission Support Report as of April 30, 2021
  - D. Received the Property Report from Director of Property and Real Estate **Ruling Elder Karen Ebling**. [6/28/21]
  - E. Approved the sale of property previously held by the Kerens Presbyterian Church, Kerens (dissolved on September 20, 2020), a church building located at 301 SE Third Street, Kerens, Texas, to Jim Ragan, an individual buyer, for a contracted price of \$30,000.00, and with final terms to be negotiated. [6/28/21]

Summary Legal Description: From Navarro County Appraisal District, property #31680, Blk 75, Lot 6 & 7 (.402 acres – a 125' x 140' lot).

Background: A consulted local realtor (member of First Presbyterian Church, Athens) reviewed the property and suggested we should list this property and building for \$40,000.00. While we have not signed a listing agreement with the realtor, he made some calls on our behalf and found no interest. We received an unsolicited offer from a buyer who desires to invest in the property for use as an antique store and storage.

- F. Approved the request of Woodhaven Presbyterian Church, Irving for a construction loan in the amount of \$750,000.00 from the Presbyterian Investment Loan Program to repair and renovate the Christian Education Building, and that Grace Presbytery guarantee the loan as required by the Presbyterian Investment Loan Program. Along with this approval, the Board of Trustees recommended that the church utilize an outside stewardship consultant to assist with the development of a campaign to repay the loan. [6/28/21]

Background: Woodhaven Presbyterian Church desires to renovate, repair, and upgrade their current Christian Education building for use as office space, education, fellowship, and meeting rooms by both the congregation and community groups. In 2021, the session and congregation developed a vision plan for expanding community outreach with this building along with the adjacent church property that is maintained by the City of Irving as a city park. The renovation of this building is aligned with Woodhaven's Community Learning and Support Services program, a community-based program which grew from analysis of the Mission InSite reports provided by Grace Presbytery. Construction is expected to begin in September 2021.

- G. Received the following report from the Director of Property and Real Estate: Two motions were passed unanimously by the Board of Trustees via email vote on June 14, 2021.

Motion #1: *The Board of Trustees approved the sale of property previously held by the First Presbyterian Church of Itasca (dissolved on April 4, 2021), a church building located at 106 N. Lamar Street to House of Faith, Inc, a Reformed Baptist congregation, for a sale price of \$60,000.00.* [6/14/21]

Summary Legal Description: Per Hill County Appraisal District: ITASCA OT BLK 4 LT 7 & 8, HILL COUNTY.]

Background: On March 22, 2021, the Board of Trustees took the following action: "Approved the sale of property previously held by First Presbyterian Church, Itasca (dissolved on September 20, 2020), a church building located at 106 N. Lamar Street to Phillip Burch, Jr., executive pastor of House of Faith Church, for a sale price of \$65,000."

After March 22, 2021, a plumbing leak was discovered in the building from the February 2021 ice storm. The building was checked just after the storm and no damage was found. But as pipes thawed and as water was run through infrequently used pipes, the leak was discovered toward the end of March 2021, prior to closing. The presbytery repaired the damage and considered an insurance claim. Since the repair cost was less than the deductible, the presbytery did not file a claim, and instead completed all the repairs.

Therefore, in consideration of the delays and other maintenance concerns by the buyer, the final sales price settled on is \$60,000.00 (rather than the \$65,000.00 as approved on March 22, 2021). Meanwhile Pastor Burch's church incorporated as a Texas nonprofit and the new buyer's name will be House of Faith of Itasca, Inc. rather than Philip Burch Jr. The sale closed on June 18, 2021 for net proceeds of \$59,553.

**Motion #2:** *The Board of Trustees approved the sale of 13.33 acres unimproved property previously owned by Grace Presbytery located at 1404 S. FM 1187, Crowley, Texas to Hippolito V. Luevanos for \$350,000.00 and contracted terms as presented to Board of Trustees.* [6/14/21]

**Summary Legal Description:** Per Tarrant County Appraisal District: 13.33 acres out of Fernando Antonio Survey Abstract 506 Tract 5E.

**Background:** This property was purchased by the presbytery in the mid-1990s as a potential new location for First Presbyterian Church, Crowley. However, the property was never used for this purpose. The presbytery has held this property, and a gas well was drilled on site in 2008-2009. This well remains productive, and Grace Presbytery will retain the mineral rights with the sale. The property in Tarrant County abuts the municipal jurisdiction for Crowley and is near but not a part of the jurisdiction for Fort Worth. Therefore, it has been a difficult property to sell due to lack of city utilities and other services. The Board of Trustees approved prior motions regarding contracts to sell the property, but no buyers have closed. We anticipate this to be a strong offer with closing to occur mid-July 2021.

H. Approved the following Policy on Investments. [7/15/21]

The investment assets of Grace Presbytery consist of all the invested funds. The Board of Trustees delegates responsibility to the Investment Subcommittee of the Board of Trustees to prudently oversee and maintain involvement with the management of the investment assets in accordance with the objectives set forth in this policy.

## **Governance**

### **1. Introduction & Purpose**

This document is intended to establish a set of investment beliefs that will guide stakeholders toward desired outcomes with respect to Grace Presbytery's investment assets. It is meant to be sufficiently specific to be meaningful, but adequately flexible to be practicable. In summary, this policy is intended to:

- Define the allocation of duties among the Board, Investment Subcommittee, and the Investment Advisor/Outsourced Chief Investment Officer.<sup>1</sup> [See Endnotes]
- Serve as a written document for guiding decisions and prudent management of the investment assets, including but not limited to establishing reasonable objectives for return and risk expectations, incorporating constraints such as current time horizon and liquidity, and identifying any other unique circumstances that might affect the investment

strategy.

- Establish the appropriate target allocation and rebalancing approach, describe the role of each asset class, and outline the parameters around restricted security types and/or asset classes.
- Define an appropriate benchmark for the evaluation of the investment assets and Investment Advisor/Outsourced Chief Investment Officer performance.
- Communicate expectations for the Investment Advisor/Outsourced Chief Investment Officer with respect to reporting and meeting frequency.

## 2. Roles & Responsibilities

Role	General Responsibility	Specific Tasks
<b>Board of Trustees</b>	Creation and strategic oversight of investment policies in fiduciary capacity.	<ul style="list-style-type: none"><li>• Authorizes and approves changes to this Policy on Investments</li><li>• Appoints the Investment Subcommittee</li><li>• Stays informed about investment performance</li><li>• Ensures adherence to all regulatory guidelines</li></ul>
<b>Investment Subcommittee</b>	Coordinates investment activities, and strategic initiatives.	<ul style="list-style-type: none"><li>• Focuses on the interests of past donors and future beneficiaries</li><li>• Oversees management of the invested funds</li><li>• Coordinates periodic asset allocation reviews</li><li>• Reviews annually and recommends revisions to this policy when needed</li><li>• Reviews transactions and holdings</li><li>• Reports investment results to the Board of Trustees on a regular basis</li><li>• Retains/dismisses Investment Advisor/Outsourced Chief Investment Officer</li><li>• Monitors fees incurred on behalf of the investments for reasonableness</li></ul>
<b>Investment Advisor/ Outsourced Chief Investment Officer</b>	Supports the Board and Investment Subcommittee in the development and execution of investment strategy	<ul style="list-style-type: none"><li>• Consults on and complies with investment policy guidelines</li><li>• Recommends asset classes and asset allocation ranges/targets</li><li>• Constructs optimized investment strategies within acceptable risk parameters</li><li>• Rebalances as appropriate</li><li>• Reports investment results to Investment Subcommittee on a regular basis</li><li>• Provides capital markets/asset class information as needed</li><li>• Supports Committee and internal staff requests</li><li>• Retains/dismisses underlying investment and money managers</li></ul>

## Investment Objectives

### 3. Time Horizon

Except with regard to portions of the investments explicitly set aside to fund specific projects, the investment time horizon will be assumed to be perpetual.

### 4. Investment Philosophy & Preferences

Grace Presbytery has periodically reviewed and confirmed its investment goals and philosophy, which are set forth below:

- Asset allocation is the primary investment decision
- Broad diversification is crucial to long-term success
- Cost is a critical consideration
- Passive management can be appropriate for achieving market exposure
- Active management can add value under the right conditions
- Disciplined decision-making processes deliver better and more consistent performance over time
- The bias of investable assets is toward being fully invested over time

## 5. Distribution Policy

To instill discipline into the budgeting and financial management process the following spending/distribution rule has been adopted by the Board of Trustees. This policy will also assist the Board of Trustees and Investment Subcommittee in determining the investments' required rate of return and risk tolerance.

The long-term annual distribution rate from the investments should not exceed 5% of a moving 12 quarter average market value of the investments. There is no mandatory requirement for the presbytery to draw any amount from the investments.

## 6. Return Objectives

In order to retain and grow the purchasing power of the investments, the Board of Trustees has established a minimum return objective of the spend rate plus inflation plus all investment fees. The presbytery acknowledges that this return objective will require considerable exposure to return-seeking investments which presents the potential for large swings in asset values over shorter periods. The presbytery understands that these swings are expected and inevitable in order to obtain the longer-term objective of the investments.

## Asset Allocation

## 7. Strategic Asset Allocation and Benchmarks

Given the allocation among major asset classes will be the single most important determinant of the long-term investment performance. Long-term investment assets will, under normal circumstances, be allocated across broad asset classes in accordance with the following guidelines:

Asset Class	Min	Target	Max	Benchmark
Public Equity	60	65	80	
US Equity		40		CRSP US Total Market Index, <sup>2</sup> Russell 3000, <sup>3</sup> (or similar)
Non-US Equity		25		FTSE Global All Cap ex US Index, <sup>4</sup> MSCI ACWI ex-US, <sup>5</sup> (or similar)
Public Fixed Income	15	21	40	

<b>US Fixed Income</b>		18		Bloomberg Barclays U.S. Aggregate Float Adjusted Index <sup>6</sup> (or similar)
<b>Non-Us Fixed Income</b>		3		Bloomberg Barclays Global Aggregate ex-USD Float Adjusted RIC Capped Index Hedged <sup>7</sup> (or similar)
<b>Cash Equivalents</b>	<b>0</b>	<b>0</b>	<b>5</b>	Citigroup 3-Month T-Bill Index <sup>8</sup> (or similar)
<b>Alternatives</b>	<b>0</b>	<b>14</b>	<b>20</b>	

Investment Vehicles: Investments in ETFs,<sup>9</sup> Mutual Funds,<sup>10</sup> institutional commingled funds and/or common trust pooled funds, including funds offered by a non-profit organization authorized by law to provide investment management services to other non-profit organizations, are permitted. It is understood that the Fund's governing documents (fact sheets, prospectus, etc.) would supersede this Policy on Investments. It is also understood that such Funds may provide indirect investment in assets otherwise restricted by this policy statement, however direct investment in funds that primarily invest in restricted asset classes are prohibited.

## 8. Role of Each Asset Class

Each asset class represents a distinct and well-defined role within the investments. In general:

- Public Equity includes investments in stocks listed on public exchanges (in both developed and emerging markets). The purpose of this asset class is to maximize the long-term real growth of assets. It is expected to be the primary driver of long term returns and provide the best hedge against long-term inflation.
- Public Fixed Income includes obligations of sovereign nations and corporations, mortgages, municipalities, and other asset-backed securities. With the notable exception of High Yield bonds, the primary role of this asset class is to provide for a more stable source of periodic returns and partial protection in the event of an equity market decline, deflation, and/or severe flight to quality. It is expected to serve as a primary source of distributions during periods in which the value of other asset classes declined.
- Cash includes Money Markets, Certificates of Deposit, or short-term maturity Treasury securities. Under normal circumstances cash will only be considered a temporary holding, used to fund liquidity needs or facilitate a planned program of dollar cost averaging into other asset classes.

## 9. Diversification Policy

Reasonable precautions will be taken to avoid excessive investment concentrations to and provide protection from unfavorable outcomes within each asset class. All assets within the Portfolio(s) should be well-diversified to avoid undue exposure to any single company, economic sector, country, region, or industry group. Fixed income investments will maintain a minimum average credit quality of investment grade. Unless expressly approved by the Investment Subcommittee prior to investment, strategies that have the ability to amplify or distort the risk of the investments beyond a level that is reasonably expected given



investment objectives are prohibited.

- Equity securities<sup>11</sup> in any single industry shall not exceed 20% of the equity portfolio value. The equity securities of any single company shall not exceed five percent (at cost) or 10% (of market) of the equity portfolio. The ten largest holdings shall not exceed 50% of the aggregate equity portfolio.
- In general, the fixed income<sup>12</sup> portfolio will be diversified among different sectors of the fixed income market. Up to 15% may be invested in quality ratings of BB or below. However, the overall average quality must be “AA”. With the exception of obligations of the U.S. Government and its agencies, no purchase will be made that will cause more than 5% of the fixed income portfolio to be invested in the securities of any one issuer.
- No direct investment in private equity, commodities or loans to private entities shall be made without the review and authorization by the full Board of Trustees.

## **10. Portfolio Rebalancing**

It is expected that the investment’s actual asset allocation will vary from its target asset allocation as a result of the varying periodic returns earned on its investments in different asset and sub-asset classes. The following guidelines will direct investment rebalancing decisions and should be applied only to investments that are publicly traded or have a high degree of liquidity:

- Incoming cash flow (contributions) or outgoing money movements (disbursements) will be utilized to realign the current weightings closer to the target weightings.
- At least quarterly the investments will be reviewed to determine the deviation from target weightings. If any asset class within the investments is plus or minus 5% percentage points from its target weighting, the investment will be rebalanced.
- The Investment Advisor/Outsourced Chief Investment Officer has discretion to rebalance the investments within target allocations at any time.

## **Monitoring & Measurement**

### **11. Performance Benchmarking**

The investment’s performance, and by extension that of the Investment Advisor/Outsourced Chief Investment Officer hired on behalf of the investments will be measured against the following benchmark(s) over a suitably long-term investment horizon, generally across full market cycles or, at minimum, on a rolling five-year basis:

- Absolute return objective: Spend rate plus inflation plus all investment fees
- Policy benchmark: A strategy-based composite index<sup>13</sup> appropriately selected or tailored to the Investment Advisor/Outsourced Chief Investment Officer’s agreed upon investment objective and normal investment characteristics.

The performance of individual underlying strategies will be measured over a suitably long time horizon against a benchmark chosen based on the risk and return profile of the

individual strategy and will include a peer group, passive benchmark, or both for comparison.

## **Client Service**

### **12. Communication & Reporting**

The Investment Advisor/Outsourced Chief Investment Officer will notify the Investment Subcommittee of changes in market conditions which may materially impact the long-term objectives of the investments. The Investment Subcommittee will notify the Investment Advisor/Outsourced Chief Investment Officer promptly of changes to any elements of this Policy on Investment Policy, as well as any temporary considerations that may affect the investment's risk tolerance, time horizon, or distribution needs.

Investment reports shall be provided by the Investment Advisor/Outsourced Chief Investment Officer on a monthly basis with ongoing access to information available online. The Investment Advisor/Outsourced Chief Investment Officer is expected to be available to meet with the Investment Subcommittee at least semi-annually to review portfolio structure, strategy, and investment performance.

#### **Endnotes for the Policy on Investments:**

<sup>1</sup> Currently the **Investment Advisor/Outsourced Chief Investment Officer** is the Texas Presbyterian Foundation.

<sup>2</sup> The **Center for Research in Security Prices (CRSP)** is a provider of historical stock market data. The Center is a part of the Booth School of Business at the University of Chicago. CRSP maintains some of the largest and most comprehensive proprietary historical databases in stock market research. Academic researchers and investment professionals rely on CRSP for accurate, survivor bias-free information which provides a foundation for their research and analyses. As of 2020, CRSP claims over 500 clients. The name is usually pronounced "crisp."

<sup>3</sup> The **Russell 3000 Index** is a capitalization-weighted stock market index, maintained by FTSE Russell, that seeks to be a benchmark of the entire U.S. stock market. It measures the performance of the 3,000 largest publicly held companies incorporated in America as measured by total market capitalization and represents approximately 98% of the American public equity market. The index, which was launched on January 1, 1984, is maintained by FTSE Russell, a subsidiary of the London Stock Exchange Group.

<sup>4</sup> The **FTSE Global All Cap ex US Index** is a free-float, market-capitalization weighted index representing the performance of around 5350 large, mid, and small cap companies in 46 developed and emerging markets worldwide, excluding the USA. The index is derived from the FTSE Global Equity Index Series.

**Free-float** represents the portion of shares of a corporation that are in the hands of public investors as opposed to locked-in shares held by promoters, company officers, controlling-interest investors, or governments. This number is sometimes seen as a better way of calculating market capitalization, because it provides a more accurate reflection (than entire market capitalization) of what public investors consider the company to be worth. In this context, the float may refer to all the shares outstanding that can be publicly traded.

A **capitalization-weighted index** is a type of stock market index where individual components of the index are included in amounts that correspond to their total market capitalization (shortened as "market cap"). A company's market capitalization is calculated by multiplying its outstanding shares by the current price of a single share. (Outstanding shares are those owned by individual shareholders, institutional block holdings, and company insider holdings.) In this way, market capitalization reflects the total market value of a firm's outstanding shares. A capitalization-weighted index is also known as a market value-weighted index

The term **small cap** describes companies with a relatively small market capitalization. A company's market capitalization is the market value of its outstanding shares. The definition for small cap varies, but generally means a company with \$300 million to \$2 billion in market capitalization. **Mid cap** describes companies with \$2 billion to \$10 billion. **Large cap** describes companies with more than \$10 billion.

<sup>5</sup> **MSCI ASWI ex-US** is the Morgan Stanley Capital International's All Country World Index, a stock index designed to track broad global equity-market performance. The index is comprised of the stocks of about 3,000 companies from 23 developed countries and 26 emerging markets.

<sup>6</sup> The **Bloomberg Barclays US Aggregate Bond Index**, or the Agg, is a broad base, market capitalization-weighted bond market index representing intermediate term investment grade bonds traded in the United States. Investors frequently use the index as a stand-in for measuring the performance of the US bond market.

<sup>7</sup> The **Bloomberg Barclays Global Aggregate ex-USD Float-Adjusted RIC Capped Index** is a customized subset of the Global Aggregate Index that meets the same diversification guidelines that a fund must pass to qualify as a **regulated investment company** (RIC). This multi-currency benchmark includes fixed-rate treasury, government-related, corporate, and securitized bonds from developed and emerging markets issuers while excluding US dollar denominated debt. The index is largely comprised of two major regional aggregate components: the Pan-European Aggregate and the Asian-Pacific Aggregate Index.

<sup>8</sup> This **Citigroup 3-Month Treasury Bill Index** measures monthly return equivalents of yield averages that are not marked to market. The Three-Month Treasury Bill Indexes consist of the last three three-month Treasury bill issues.

<sup>9</sup> An **Exchange Traded Fund** (ETF) is a type of security that tracks an index, sector, commodity, or other asset, but which can be purchased or sold on a stock exchange the same as a regular stock.

<sup>10</sup> A **Mutual Fund** is a type of financial vehicle made up of a pool of money collected from many investors to invest in securities like stocks, bonds, money market instruments, and other assets. Mutual funds are operated by professional money managers, who allocate the fund's assets and attempt to produce capital gains or income for the fund's investors.

<sup>11</sup> **Equity Securities** are ownership interest held by shareholders in an entity (a company, partnership, or trust), realized in the form of shares of capital stock, which includes shares of both common and preferred stock.

<sup>12</sup> **Fixed income** broadly refers to those types of investment security that pay investors fixed interest or dividend payments until its maturity date. At maturity, investors are repaid the principal amount they had invested.

<sup>13</sup> A **composite index** is a statistical tool that groups together many different equities, securities, or indexes in order to create a representation of overall market or sector performance.

- I. Approved the agenda for the August 23, 2021 Board of Trustees meeting. [8/23/21]
- J. Approved the minutes of the June 28, 2021 and July 15, 2021 Board of Trustees meetings. [8/23/21]
- K. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts**. [8/23/21]
- L. Received a report from Director of Property and Real Estate **Ruling Elder Karen Ebling**. [8/23/21]
  - a) A sale was finalized for the 13.33 acres unimproved property owned by Grace Presbytery located at 1404 S. FM 1187, Crowley, Texas for \$326,000.00 as

- authorized by the vote of the Board of Trustees on June 14, 2021. Summary Legal Description: Per Tarrant County Appraisal District: 13.33 acres out of Fernando Antonio Survey Abstract 506 Tract 5E. [8/23/21]
- b) A closing is scheduled on September 10, 2021 for the sale of property previously held by the Kerens Presbyterian Church, Kerens (dissolved on September 20, 2020), a church building located at 301 SE Third Street, Kerens, Texas as authorized by vote of the Board of Trustees on June 28, 2021. Summary Legal Description: From Navarro County Appraisal District, property #31680, Blk 75, Lot 6 & 7 (.402 acres – a 125' x 140' lot). [8/23/21]
  - c) The rental agreement between Grace Presbytery and the tenants of the manse of First Presbyterian Church, Ferris (dissolved April 4, 2021) will be terminated due to safety issues related to the condition of the property. [8/23/21]
- M. Appointed the following to the Subcommittee on Investments: Coordinator Trey Angel, Stuart Baskin, Woody Brown, Ernie Higginbotham, David Ivy, Leslie King, Matthew Malavanti, Denise Odom, Kerry Whitson; Subcommittee on Property: Coordinator Karen Ebling, Patty Dickerson, Kevin Green, Ashley Hood, Jeff Howeth, Michael Malone, Sara Jo Mueller, Frank Stevenson. [8/23/21]
- N. Asked the subcommittees to review the duties of the Board of Trustees with an eye toward delegating the authority for some of them to the subcommittees. [8/23/21]

#### Information from the Board of Trustees

- A. The July 26, 2021 stated meeting of the Board of Trustees was cancelled. [6/28/21]
- B. Attendance at the June 28, 2021 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery's Manual of Administrative Operations: Class of 2021: Ruling Elder Patty Dickerson (Waxahachie, Central), **Ruling Elder Jefferson Howeth** (Dallas, NorthPark), **Ruling Elder Michael Malone** (Dallas, NorthPark), **Rev. Denise Odom** (Dallas, Presbyterian Village North); **Ruling Elder Frank Stevenson** (Dallas, Northridge), Class of 2022: Ruling Elder Kevin Green (Dallas, Preston Hollow), **Rev. David Ivie** (Forney, First), **Rev. Leslie King** (Waco, First), Class of 2023: Rev. Stuart Baskin (Tyler, First), **Rev. Woody Brown** (McKinney, Trinity), **Rev. Greg Garis** (Hurst, St. Philip), **Ruling Elder Sara Jo Mueller** (Plano, West Plano), Ex-Officio with vote: Rev. John Williams (Presbytery Council Moderator), **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees), Ex-Officio without vote: Rev. Steve Shive (Interim General Presbyter), **Trey Angel** (Presbytery Treasurer), Staff: Ruling Elder Vicki Roberts (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), Excused: Elder Ernie Higginbotham (Dallas, First), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), **Ruling Elder Matthew Malavanti** (Waco, First), **Rev. Ashley Hood** (Grapevine, First). [6/28/21]
- C. Prayers: The June 28, 2021 meeting was opened and closed with prayer by **Rev. Greg Garis**. [6/28/21]

- D. A motion to postpone approval of the Policy on Investments until a fully edited version was made available to all members of the Board of Trustees failed by a vote of 2 in favor, 5 opposed, and 3 abstentions. [7/15/21]
- E. Attendance at the July 15, 2021 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery's Manual of Administrative Operations: Class of 2021: **Ruling Elder Patty Dickerson** (Waxahachie, Central), **Ruling Elder Jefferson Howeth** (Dallas, NorthPark), Class of 2022: **Rev. Leslie King** (Waco, First), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), Class of 2023: **Rev. Stuart Baskin** (Tyler, First), **Rev. Woody Brown** (McKinney, Trinity), **Rev. Greg Garis** (Hurst, St. Philip), **Ruling Elder Sara Jo Mueller** (Plano, West Plano), Ex-Officio with vote: **Rev. John Williams** (Presbytery Council Moderator), **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees), Ex-Officio without vote: **Trey Angel** (Presbytery Treasurer), Staff: **Ruling Elder Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), Excused: **Ruling Elder Ernie Higginbotham** (Dallas, First), **Rev. Denise Odom** (Dallas, Presbyterian Village North), **Ruling Elder Matthew Malavanti** (Waco, First), **Ruling Elder Michael Malone** (Dallas, NorthPark), **Ruling Elder Frank Stevenson** (Dallas, Northridge), **Ruling Elder Kevin Green** (Dallas, Preston Hollow), **Rev. David Ivie** (Forney, First), **Rev. Ashley Hood** (Grapevine, First). [7/15/21]
- F. Prayers: The July 15, 2021 meeting was opened with prayer by **Rev. Greg Garis** and closed with prayer by **Rev. Stuart Baskin**. [7/15/21]
- G. Attendance at the August 23, 2021 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery's Manual of Administrative Operations: Class of 2021: **Ruling Elder Ernie Higginbotham** (Dallas, First), **Ruling Elder Patty Dickerson** (Waxahachie, Central), **Ruling Elder Frank Stevenson** (Dallas, Northridge), Class of 2022: **Rev. David Ivie** (Forney, First), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), Class of 2023: **Rev. Woody Brown** (McKinney, Trinity), **Rev. Greg Garis** (Hurst, St. Philip), **Rev. Ashley Hood** (Grapevine, First), **Ruling Elder Sara Jo Mueller** (Plano, West Plano), Ex-Officio with vote: **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees), Ex-Officio without vote: **Trey Angel** (Presbytery Treasurer), Staff: **Ruling Elder Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), Excused: **Ruling Elder Matthew Malavanti** (Waco, First), **Ruling Elder Michael Malone** (Dallas, NorthPark), **Rev. Denise Odom** (Dallas, Presbyterian Village North), **Ruling Elder Jefferson Howeth** (Dallas, NorthPark), **Ruling Elder Kevin Green** (Dallas, Preston Hollow), **Rev. Leslie King** (Waco, First), **Rev. Stuart Baskin** (Tyler, First), **Rev. John Williams** (Presbytery Council Moderator), **Rev. Steve Shive** (Interim General Presbyter). [8/23/21]
- H. Prayers: The August 23, 2021 meeting was opened with prayer by **Ruling Elder Ernie Higginbotham** and closed with prayer by **Rev. Greg Garis**. [8/23/21]

### Motions from the Stated Clerk

- 1. Grace Presbytery Council approved the minutes of the May 26, 2021, June, 16, 2021, July 15, 2021, and August 10, 2021 Presbytery Council meetings. Grace Presbytery Council also approved the May 1, 2021 Presbytery Meeting. [9/1/21]*
- 2. Grace Presbytery Council received the following item of information: [9/1/21]*

#### Information from the Stated Clerk

- A. The employment of **Rev. Craig Krueger** (Director of Ministry Transitions) ended effective July 15, 2021 in accordance with the Personnel Manual. [9/1/21]

### Financial Reports

#### Income and Expense Report

Income and Expense Report (Unaudited) as of June 30, 2021	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
INCOME ACCOUNTS				
Total Shared Mission Support	541,549.40	624,999.60	83,450.20	1,250,000.00
Total Special Offerings Revenue				
Total Gifts	16,605.44		(16,605.44)	
Total Grants				
Total Leadership Development Event Fees				
Total Grace Presbytery Mission Study Trips				
Total Fees & Services				
Total Youth Event Income				
Total Scholarships Income	295.00		(295.00)	
Total Royalty and Lease Income	27,460.45		(27,460.45)	
TRANSFERS TO GENERAL FUNDS				
Total Transfer to GF from Temporary Restricted	315,839.23		(315,839.23)	
Total Transfer to GF from Temp. & LGF Fund				
Total Transfer to GF from Perm. Restricted	37,435.08		(37,435.08)	
Total Transfer to GF from Unrestricted Funds				
Total Transfer to General Funds	353,274.31		353,274.31	
TOTAL INCOME	939,184.60	624,999.60	(314,185.00)	1,250,000.00
EXPENSE ACCOUNTS				
Total Shared Mission Support	(53,544.45)	(68,750.00)	(15,205.55)	(137,500.00)
Total Designated Offering Expenses				
Total Ecumenical Partnerships				
Total Congregational Support	(39,676.95)	(15,149.97)	24,526.98	(25,300.03)
Total Youth & Young Adult Ministries	(2,500.00)	(35,653.00)	(33,153.00)	(107,901.00)
Total Committee on Preparation for Ministry	(15,378.80)	(5,383.33)	9,995.47	(24,800.00)



Income and Expense Report (Unaudited) as of June 30, 2021	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total Committee on Ministry	(14,849.55)	(7,625.34)	7,224.21	(45,750.00)
Total New Church Development	(5,000.00)	(11,142.00)	(6,142.00)	(40,750.00)
Total Presbytery Meetings	(1,000.00)	(1,583.33)	(583.33)	(9,500.00)
Total GA Meeting & Big Tent Meeting		(5,000.00)	(5,000.00)	(5,000.00)
Total Presbytery Council	(1,800.00)	(10,000.00)	(8,200.00)	(17,500.00)
Total Budget & Finance	(8,500.00)	(35,000.00)	(26,500.00)	(35,000.00)
Total Grace Presbytery Mission Studies				
Total Ecclesiastical Committees	(3,860.39)	(9,750.00)	(5,889.61)	(9,750.00)
Total Legal Expenses		(12,500.00)	(12,500.00)	(25,000.00)
Total Property & Liability/Worker's Comp	(14,871.47)	(39,500.00)	(24,628.53)	(39,500.00)
Total Property Taxes	(5,566.09)	(10,000.00)	(4,433.91)	(10,000.00)
Salaries				
Total GP & AGP Salaries	(133,886.93)		133,886.93	
Total Budget for Employee Salaries	(383,842.95)	(466,022.00)	(82,179.05)	(931,607.00)
Total Salaries	(517,729.88)	(466,022.00)	51,707.88	(931,607.00)
Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.				
Total Benefits	(172,472.91)	(143,500.00)	28,972.91	(285,000.00)
Total Temporary Staff - Transition Costs	(8,601.97)		8,601.97	
Total Personnel	(698,804.76)	(609,522.00)	89,282.76	(1,216,607.00)
OPERATIONS				
Total Office Operations	(93,231.82)	(122,732.00)	(29,500.18)	(245,250.00)
Total Communications Expense	(1,246.82)	(1,672.00)	(425.18)	(3,250.00)
Total Communications Operations Expense	(20,519.15)	(20,730.00)	(210.85)	(41,100.00)
Total Copiers	(6,384.55)	(8,765.00)	(2,380.45)	(17,800.00)
Total Postage	(1,115.56)	(2,400.00)	(1,284.44)	(4,600.00)
Total Communication Infrastructure	(29,335.92)	(25,560.00)	3,775.92	(48,500.00)
Total Computer Equipment	(9,728.03)	(6,750.00)	2,978.03	(13,500.00)
Total Staff Travel	(14,272.87)	(45,000.00)	(30,727.13)	(90,000.00)
Total Depreciation Expense		(2,350.00)	(2,350.00)	(4,700.00)
Total Office Operation	(175,834.72)	(235,959.00)	(60,124.28)	(468,700.00)
TOTAL EXPENSES	(1,041,187.18)	(1,112,517.97)	(71,330.79)	(2,218,558.03)
INCOME OVER (UNDER) EXPENSES	(102,002.58)	(487,518.37)	(385,515.79)	(968,558.03)
NON-OPERATING ACTIVITY				
Total Closed Church Accounts	478,815.54		(478,815.54)	
Total Settlements				
Total Interest and Investment Income	4,882,010.67		(4,882,010.67)	
Total Property Maintenance	(216,319.23)		216,319.23	
Total Administrative Commissions	421,958.24		(421,958.24)	
Total Designated Distributions	204,294.53		(204,294.53)	



Income and Expense Report (Unaudited) as of June 30, 2021	Year to Date Actual	Year to Date Budget	Year to Date Variance	Annual Budget
Total Church Assistance				
Total Non-Operating Activity	5,291,944.21		(5,291,944.21)	
INCOME OVER (UNDER) EXPENSES	5,189,941.63	487,518.37	(5,677,460.00)	968,558.03

### Balance Sheet

Balance Sheet (Unaudited) as June 30, 2021	
ASSETS	
CURRENT ASSETS	
Total Cash Savings	3,069,074.73
Total Accounts Receivable	70,946.84
Prepaid Expenses	7,292.95
Total Notes and Loans Receivable	63,116.94
TOTAL CURRENT ASSETS	3,210,431.46
INVESTMENTS HELD FOR LONG TERM USE	
Bonds and Fixed Income Investments	1,179,113.02
Equity-Oriented Investments	40,988,286.84
PROPERTY AND FIXED ASSETS	
Real Estate Property	3,427,521.09
Mineral Lease Property	50,093.00
Land Held for Sale	785,685.00
Property Plant and Equipment	27,886.47
Other Assets - Due from Funds	0.47
TOTAL ASSETS	49,669,016.41
LIABILITIES & NET ASSETS	
CURRENT LIABILITIES	
Accounts Payable – Presbytery	(32,283.87)
Accounts Payable – Employees	109,318.94
Accounts Payable - General Assembly	92,739.10
Accounts Payable – Synod	27,743.41
Accounts Payable – Grace Presbytery Directed Receipts	(13,161.78)
Designated Funds	1,830,089.41
Other Liabilities - Due to Funds	
TOTAL LIABILITIES	2,014,445.21
NET ASSETS	
Net Income	5,189,941.63
Unrestricted Net Assets	33,004,849.98
Temporarily Restricted Funds	139,635.39
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
TOTAL NET ASSETS	47,654,848.38
TOTAL LIABILITIES & NET ASSETS	49,669,293.41

Shared Mission Support Giving

Shared Mission Support (as of 6/30/21)	Church	2020 Total	2021 Pledge	2021 Jan. - May Receipts	June 2021 Receipts	2021 Total Receipts
Aledo	Faith					
Allen	First					
Arlington	First	5,780.00		1,250.00		1,250.00
Arlington	Grace	945.00				
Arlington	Westminster	11,968.50		3,921.30	1,581.25	5,502.55
Athens	First	9,000.00		3,750.00	750.00	4,500.00
Bedford	Emmanuel	18,353.88	18,354.00	4,588.47	4,588.47	9,176.94
Belton	First					
Blue Ridge	Crossroads					
Bonham	First	4,800.00		1,750.00	350.00	2,100.00
Bridgeport	First	1,200.00		200.00	400.00	600.00
Buckholts	Sharp					
Cameron	First	600.00		250.00	50.00	300.00
Canton	First					
Carrollton	Nor'kirk	3,250.00		1,250.00	250.00	1,500.00
Carthage	St. Paul	225.00		150.00		150.00
Clarksville	First	600.00				
Clarksville	New Shamrock	300.00				
Clarksville	Pine Grove					
Cleburne	United	6,000.00		1,000.00	1,000.00	2,000.00
Clifton	First	1,000.20		250.05	83.35	333.40
Commerce	First	1,200.00		500.00	100.00	600.00
Corsicana	Westminster	6,995.25				
Crowley	First	2,500.00		625.00		625.00
Cumby	First	600.00			600.00	600.00
Dallas	Bentwood Trail	18,542.01		5,067.00		5,067.00
Dallas	Eastminster	15,500.00	15,500.00	6,458.31	1,291.67	7,749.98
Dallas	El Divino Salvador					
Dallas	First	65,000.00		25,000.00		25,000.00
Dallas	Glendale					
Dallas	Iglesia Emmanuel					
Dallas	Lake Highlands	3,500.04		416.67	83.33	500.00
Dallas	NorthPark	15,000.00		3,750.00		3,750.00
Dallas	Northridge	30,000.00		7,500.00	7,500.00	15,000.00
Dallas	Oak Cliff	23,923.69		12,075.82		12,075.82
Dallas	Preston Hollow	101,499.98		58,583.33	1,416.67	60,000.00

<b>Shared Mission Support (as of 6/30/21)</b>	<b>Church</b>	<b>2020 Total</b>	<b>2021 Pledge</b>	<b>2021 Jan. - May Receipts</b>	<b>June 2021 Receipts</b>	<b>2021 Total Receipts</b>
Dallas	St. Andrew's	3,199.48		1,066.66		1,066.66
Dallas	St. Luke					
Dallas	St. Mark	5,400.00		2,250.00	450.00	2,700.00
Dallas	United African	2,125.00			2,125.00	2,125.00
Dallas	Westminster	33,422.55		2,105.00	2,105.00	4,210.00
Denison	First	2,250.00		750.00		750.00
Denison	Hyde Park	750.00				
Denton	First	749.89		531.27		531.27
Denton	St. Andrew	30,000.00		5,720.00	5,720.00	11,440.00
Denton	Trinity	33,758.00		14,052.00		14,052.00
Deport	First					
DeSoto	DeSoto	600.00				
Duncanville	First	1,000.00				
Ennis	First	1,000.00		1,000.00		1,000.00
Fairfield	Fairfield-Harmony					
Ferris	First					
Farmers Branch	Faith United	7,500.00		2,500.00		2,500.00
Flower Mound	Flower Mound	1,000.00				
Flower Mound	Trinity	21,600.00			5,400.00	5,400.00
Forney	First	8,000.00	8,000.00	8,000.00		8,000.00
Fort Worth	First	175,000.00		52,500.00	17,500.00	70,000.00
Fort Worth	Gethsemane	1,510.00		100.00		100.00
Fort Worth	Ridglea	10,000.00		2,500.00		2,500.00
Fort Worth	St. Peter	600.00				
Fort Worth	St. Stephen	15,000.00			15,000.00	15,000.00
Fort Worth	Westminster	14,500.00		5,833.35	1,166.67	7,000.02
Fort Worth	Westside					
Frisco	Faithbridge	2,250.00				
Gainesville	First	6,000.00		2,000.00	1,000.00	3,000.00
Garland	First	21,666.63		5,000.01	3,333.34	8,333.35
Granbury	First	28,800.00		9,600.00	4,925.00	14,525.00
Grand Prairie	First	4,000.00		2,000.00	500.00	2,500.00
Grand Prairie	Immanuel					
Grand Prairie	West Fork	150.00				
Grapevine	First	26,899.92		7,386.34	1,451.70	8,838.04
Greenville	United	700.00			500.00	500.00
Haltom City	Browning Heights	1,200.00		400.00	100.00	500.00

<b>Shared Mission Support (as of 6/30/21)</b>	<b>Church</b>	<b>2020 Total</b>	<b>2021 Pledge</b>	<b>2021 Jan. - May Receipts</b>	<b>June 2021 Receipts</b>	<b>2021 Total Receipts</b>
Hamilton	First	5,000.00		1,250.00	1,250.00	2,500.00
Henderson	First	4,800.00		1,000.00	1,000.00	2,000.00
Hillsboro	First	675.00		300.00	50.00	350.00
Honey Grove	Main Street	500.00				
Hooks	First	600.00		150.00		150.00
Hurst	St Philip	9,000.00		2,083.35	416.67	2,500.02
Irving	Hackberry Creek	16,500.00		7,500.00	1,500.00	9,000.00
Irving	Woodhaven	23,047.00	14,790.00	3,697.50		3,697.50
Itasca	First					
Joshua	Union Hill	3,000.00				
Kaufman	First					
Kerens	Kerens					
Kilgore	First	11,000.00		3,300.00	1,100.00	4,400.00
Lancaster	First					
Lewisville	First					
Lindale	Bethesda					
Longview	Alpine					
Longview	Centre	600.00		250.00	50.00	300.00
Longview	First	6,999.96		2,916.65	583.33	3,499.98
Longview	St Andrew	2,500.00		1,000.00		1,000.00
Lott	First					
Mabank	First					
Mansfield	Trinity	800.00				
McKinney	First					
McKinney	Trinity	13,755.00		3,750.00	1,250.00	5,000.00
Mesquite	First	3,045.00		1,275.00	255.00	1,530.00
Midlothian	First	1,400.00				
Milford	Milford	1,000.00				
Mineral Wells	First	1,200.00		300.00		300.00
Mount Pleasant	First					
North Richland Hills	St Paul					
Palestine	First	2,000.04		666.68	166.67	833.35
Paris	Central	530.00		530.00		530.00
Paris	First					
Parker	Corinth					
Pittsburg	First	500.00				
Plano	First	2,000.00		500.00	500.00	1,000.00

<b>Shared Mission Support (as of 6/30/21)</b>	<b>Church</b>	<b>2020 Total</b>	<b>2021 Pledge</b>	<b>2021 Jan. - May Receipts</b>	<b>June 2021 Receipts</b>	<b>2021 Total Receipts</b>
Plano	Grace	22,188.00	14,000.00			
Plano	Taiwanese NCD					
Plano	West Plano	6,000.00		2,000.00	500.00	2,500.00
Prosper	Prosper					
Richardson	Canyon Creek	20,500.00	20,500.00	8,541.65	1,708.33	10,249.98
Richardson	First	36,500.04		12,166.68	6,083.34	18,250.02
Richardson	St. Barnabas	36,000.00		6,000.00	4,000.00	10,000.00
Rockdale	First					
Rockwall	First	18,000.00	14,000.00	6,037.90	1,207.58	7,245.48
Rusk	First	500.00				
Salado	Salado	3,000.00		3,000.00		3,000.00
Sherman	Covenant	6,999.96		2,916.65	583.33	3,499.98
Sherman	Grand Avenue	5,000.04		2,083.35	416.67	2,500.02
Southlake	Trinity	42,275.45		11,448.75	2,289.75	13,738.50
Stephenville	First	2,000.00		500.00		500.00
Sulphur Springs	First					
Temple	Grace	15,300.00	13,500.00	6,750.00		6,750.00
Terrell	First	1,992.00		830.00	166.00	996.00
Texarkana	Northwood	301.00				
Timpson	Tennessee	400.00				
Troup	First					
Tyler	First	15,000.00		6,250.00	1,250.00	7,500.00
Tyler	Highland					
Waco	Central	7,359.96	7,360.00	3,066.65	613.33	3,679.98
Waco	First	33,400.00				
Waxahachie	Central	1,500.00		500.00		500.00
Weatherford	Grace First	13,000.00		5,000.00	1,000.00	6,000.00
Whitesboro	First					
Whitewright	First	504.00		126.00	126.00	252.00
Winnsboro	First	1,145.00				
	Pastors & Elders	6,050.00		750.00	100.00	800.00
	Presbyterian Women	250.00				
	<b>Total</b>	<b>1,214,532.47</b>	<b>126,004.00</b>	<b>432,061.95</b>	<b>109,487.45</b>	<b>541,549.40</b>

Investment Report  
Texas Presbyterian Foundation  
January 1, 2021 – June 30, 2021

Account Number	Grace Presbytery Investment Report	Beginning Cost	Beginning Market Value 1/1/21	TPF Balanced Pooled Fund	Other Income	Distributions	Change in Unrealized Gain/Loss	Realized Gain/Loss	Ending Cost	Ending Market Value 6/30/21
50974	William B. Robinson Legacy Fund	596,883.58	819,962.11	3,856.89	0.12	(3,856.90)	21,657.93		596,883.69	841,620.15
50976	Candidates Committee Scholarship Fund	144,026.33	217,380.77	1,578.96	2.33		8,866.46		145,607.62	227,828.52
50979	Presbytery Mission Budget Fund	21,175,716.24	26,156,911.90	206,480.28	4.75	(187,251.13)	1,159,470.95		21,194,950.14	27,335,616.76
50984	H.L. Morrison Foundation Fund	315,496.11	413,339.49	1,845.27	4.57		10,361.93		317,345.95	425,551.26
50990	Stella Hovey Fund	27,362.27	44,263.45	359.61		(493.29)	1,967.40	52.77	27,281.36	46,149.95
52099	Oak Hill Presbyterian Church, Fort Worth Fund	21,803.32	28,902.14	152.52	0.98		856.52		21,956.82	29,912.16
52205	Walkup Bird Fund	26,382.25	38,651.56	214.35	1.19		1,203.64		26,597.79	40,070.74
53351	R.L. Donald, Jr. Endowment Fund	634,143.92	1,212,505.03	9,816.96	0.33	(9,817.05)	55,126.31		634,144.16	1,267,631.58
53352	R.L. Donald, Jr. Endowment Fund	471,434.45	901,398.91	7,298.13	0.24	(7,298.20)	40,981.92		471,434.62	942,381.00
53387	Tom Currie Candidates Racial/Ethnic Scholarship Fund	29,152.09	47,109.28	328.91	0.55		1,845.98		29,481.55	49,284.73
53579	Ethnic/Multicultural Ministry Church Development Fund	94,821.28	164,135.41	1,333.48		(1,829.10)	7,287.07	204.03	94,529.69	171,130.89
54652	PCUSA International Mission Coworker Fund	1,721,490.99	2,395,275.85	19,603.14			109,957.86		1,741,094.13	2,524,836.85
54655	Mission Study Fund	183,392.54	183,392.54		14.66				183,407.20	183,407.20
54656	Small Church Mission Specialist Fund	170,230.66	170,230.66		11.40	(27,700.00)			142,542.06	142,542.06
54659	First Presbyterian Church, Palestine Fund	149,134.72	149,134.72		11.93				149,146.65	149,146.65
55219	Karl Travis Scholarship for Excellence in Ministry Fund	89,496.67	107,716.89	881.57			4,944.87		90,378.24	113,543.32
55600	Mission Outreach Fund	4,120,370.90	4,232,262.27	30,386.94	42.19		170,635.09		4,150,800.03	4,433,326.49
55676	First Presbyterian Church, Allen Fund				61.51				1,691,321.90	1,691,321.90
	<b>Total</b>	<b>29,971,338.32</b>	<b>37,282,572.98</b>	<b>284,137.01</b>	<b>156.75</b>	<b>(238,245.67)</b>	<b>1,595,163.93</b>	<b>256.80</b>	<b>31,708,903.60</b>	<b>40,615,302.21</b>

**Motions from the Nominating Committee**

1. *Grace Presbytery Council elected the following individuals to fill the following unexpired and new terms.* Note: An opportunity for nominations from the floor was afforded prior to the election. [9/1/21]

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
<b>Committee on Ministry</b>						
2022	TE	Ken Ritchie	Faith United, Farmers Branch	M	C	N
<b>Young Adult Ministry Committee</b>						
2023	L	Allison Whalberg	Central, Waco	F	C	S
<b>Children and Youth Ministry Committee</b>						
2024	L	Hannah Morris	Trinity, McKinney	F	C	N
<b>General Assembly Commissioners</b>						
2022	RE	Chuck Weaver	First, Waco	M	C	S
2022	RE	Kymberlane Banks	Canyon Creek, Richardson	F	AA	N
2022	RE	Jane Els	First, Winnsboro	F	C	E
2022	RE	Lazara Abernathy	Gethsemane, Fort Worth	F	H	W
2022	TE	Kathy Lee-Cornell	Member at Large	F	AS	N
2022	TE	Lisa Patterson	St. Andrew, Denton	F	C	W
2022	TE	Kendal Land	First, Longview	M	C	E
2022	TE	Thom Lamb	Grace, Temple	M	C	S
2022	YAAD	Cara Clark	Preston Hollow, Dallas	F	C	N
<b>General Assembly Alternates</b>						
2022	RE	Martin Osae	Woodhaven Ghanian , Irving	M	A	N
2022	RE	Crysta Brantley	First, McKinney	F	C	N
2022	TE	Lisa Reece	First, Bonham	F	C	E
2022	TE	Katy Rigler	St. Barnabas, Richardson	F	C	N
2022	TE	Cheryl Taylor	Faithbridge, Frisco	F	C	N

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
2022	TE	Lynette Solomon	Member at Large	F	C	N

### Motions from the Personnel Committee

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

#### Information

- A. Attendance at the June 22, 2021 called meeting: **Ruling Elder Zem Neil** (Fort Worth, First), **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Ruling Elder Chip Black** (Arlington, Grace), **Rev. Katy Rigler** (Richardson, St. Barnabas), **Rev. Andy Odom** (Richardson, Canyon Creek)
  - 1) The committee met regarding a staffing issue.
  - 2) The meeting was opened with prayer by Kathy Jones and closed with prayer by Andy Odom.
- B. Attendance at the August 10, 2021 meeting: **Ruling Elder Zem Neil** (Fort Worth, First), **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Katy Rigler** (Richardson, St. Barnabas), **Rev. Andy Odom** (Richardson, Canyon Creek), Staff: **Rev. Steve Shive** (Interim General Presbyter)
  - 1) Steve updated the committee on staff and ministry activity.
  - 2) Zem reported that **Rev. Kate McGee**, moderator of the General Presbyter Search Committee, has stepped down from that position, due to the decision by Presbytery Council to change the timeline for calling a new General Presbyter.
  - 3) Various staff requests were discussed.
  - 4) The committee discussed how to make the staff budget more transparent.
  - 5) The meeting was opened with prayer by Andy Odom and closed with prayer by Kathy Jones.

### Motions from the Task Force on Social Justice

1. *Grace Presbytery Council approved \$1,500.00 from the Mission Outreach Fund (Investment Account #55600) for 10 hours (\$150.00 per hour) of consultative work this fall with Rev. June Cooper to assist the Social Justice Task Force in developing a Racial-Justice Civil Rights Pilgrimage to Alabama and Tennessee in the Spring of 2022 (in person, if pandemic restrictions allow; virtually if not). [9/1/21]*

Background: Rev. June Cooper (see biography below) has previous experience planning and leading Racial-Justice Pilgrimages to Montgomery and Selma, Alabama both in person and virtually. She brings expertise and experience to the critical areas of 1) Framing a Vision; 2) Planning a group's "pre-work" (including curriculum resources); 3) Logistics (including key relationship with key local contacts such as guides, speakers, interpreters); 4) group



Covenant-building; 5) preparing a budget; 6) effective reflection and debriefing during and after the experience. The value of this relationship to the Social Justice Task Force in planning its first Racial-Justice Pilgrimage is to train Task Force members in this process so that a quality pilgrimage template may be produced and will serve as a guide for future pilgrimages anticipated in coming years.

Information: The Social Justice Task Force of Grace Presbytery is presently exploring two tracks toward a pilgrimage to Memphis, Tennessee and Montgomery and Birmingham, Alabama. One track looks toward a face-to-face, on-site experience. The other, acknowledging the unpredictability of planning safe travel in 2022 due to the pandemic, plans for a virtual pilgrimage experience. Although our focus is on the former, in-person option, we expect that either event will take place in late April or early May 2022. Through local speakers at each site, the pilgrimage will explore the various manifestations of historic racism the sites represent as well as the present realities of racism and corresponding white privilege.

Pilgrimage Goals:

- To acknowledge the living legacy of white supremacy in our country and understand how far we have come and how far we have yet to go to achieve racial reconciliation and equity.
- To learn and reflect on the history of white racial violence in the United States.
- To recognize and appreciate the strengths of the African American community to resist white supremacy in the struggle for freedom.
- To increase awareness of white unconscious bias.
- To debrief our experience of racial trauma in our bodies, hearts, and minds.
- To create a bond and network among participants to encourage future discussion and collaboration to promote racial reconciliation in our own churches and communities.

Duration:

- A time frame of 4-5 days.

Cost:

- To be determined.

Transportation:

- Bus transportation via a private carrier if registration is sufficient.

Sites:

- In Memphis, the National Civil Rights Museum/Lorraine Motel.
- In Birmingham, the Birmingham Civil Rights Institute, 16th St. Baptist Church, and perhaps other nearby places.
- In Montgomery, the National Memorial to Peace and Justice and the Legacy Museum.

#### Guest Speakers:

- At each of the sites, we hope to have an African American activist speak to us out of his/her experiences and remembrances. It would be ideal, but not essential, if the guest speakers were Presbyterian.
- We hope to worship in an African American congregation on Sunday.

#### Facilitators:

- Rev. David Batchelder, Rev. Tom Gibbons, and others.

#### Commitment of the Participants:

- A reading list will be provided in advance for all participants. We expect that everyone will become acquainted with the material and will have prepared themselves for the pilgrimage through prayer and self-reflection.
- Each evening, in small groups, we will debrief the events and feelings we have experienced. We will reflect on the things we have learned and will share prayer together.

#### Consultant Biography:

- Rev. June R. Cooper is the Executive Director of City Mission which is the second oldest nonprofit organization in the country. City Mission (formerly City Mission Society) was formed in 1816 to carry out social justice in Boston. She has over thirty years of management experience in health and human services and community organizing. She managed the Boston Health Start program, which has been credited with significantly decreasing the infant mortality rate in the City of Boston in the late 1990s. She has served as a consultant to nonprofit and governmental sectors locally and nationally.
- June has held academic appointments at Boston College School of Social Work, Boston University School of Social Work, Andover-Newton Theological School and Simmons College. She has served as a diversity consultant to Fortune 500 organizations around the country.
- She holds a B.A. in Sociology from Newton College of the Sacred Heart, a Master of Social Planning from Boston College School of Social Work and a Master in Divinity from Andover Newton Theological School.
- She is an ordained American Baptist minister, and she has standing in the United Church of Christ. June is also the Theologian in the City at Old South Church in Boston, MA. In this role June is engaging the congregation in the life of the city.
- June values the promise of what can be accomplished by mobilizing people of good faith to overcome social injustice. She lives in Boston and is a model train enthusiast.
- <https://www.oldsouth.org/staff/june-r-cooper>

#### **Motions from the Examinations Subcommittee**

- 1. Grace Presbytery Council sustained the examination of Armel Crocker (Winnsboro, First) as Commissioned Pastor to service at First Presbyterian Church of Paris, Texas, and First Presbyterian Church of Deport, Texas, and authorized him to moderate the session, administer the Sacraments, officiate at marriages, among other pastoral duties as determined by the Committee on Ministry in accordance with G-2.1001 effective September 1, 2021. [9/1/21]*

Biography: Armel Crocker was born in 1955 and raised in Fort Worth, Texas. He was baptized at St. James Presbyterian Church on May 5, 1957 and grew up Presbyterian. He completed his Bachelor of Business Administration degree at Texas Wesleyan College (known now as Texas Wesleyan University) and his Master of Science degree in Gerontology at North Texas State University (now the University of North Texas). Armel moved to San Francisco for his internship thinking he would stay six to nine months but stayed 23 years.

In 2002 he purchased a small pecan farm in Winnsboro – 100 miles east of Dallas. Armel commuted from San Francisco to Texas from 2002-2008. He started attending First Presbyterian Church, Winnsboro and moved to Winnsboro in 2008. Armel received his Certificate in Ministry from Austin Presbyterian Theological Seminary on June 7, 2019 and has been doing Pulpit Supply on a regular basis for First Presbyterian Church, Deport, First Presbyterian Church, Paris, First Presbyterian Church, Whitewright and occasionally at First Presbyterian Church, Canton. He loves to travel and would love to retire in Florence Italy. Armel's faithful companion is Taylor a rescue Chihuahua.

Statement of Faith: I believe God is one God, almighty, sovereign, merciful, redeeming, and everlasting. I believe in God as the holy and mysterious union of three persons, Creator, Redeemer, and Sustainer. Before there was anything, God is. God is within Herself/Himself a community in relationship; the Trinity. God created humankind in God's own image, with God's own breath, God gave us life. God has given all humankind the privilege and responsibility of being stewards of the earth, and the gift of our relationship with God and with all creation. I believe the Scriptures of the Old and New Testaments as the Word of God, written by fallible humans who were inspired by the Spirit and thereby were authorities for the life of the church in the world. Both testaments reveal God's word and instruct us as we learn to live as God's children.

God has revealed three ways of being God to us as One. God reveals God's totally unified self to us in these three holy persons. God chooses, God wills as the One Divine Being in perfect unity. First, the Father is the One through whom both the Son and Holy Spirit were sent. Second, the Son, Jesus, was eternally with God from the beginning, the Word made flesh and then as God willed, born of a virgin. Jesus lived a perfect and sinless life and died on the cross for all sins and for the redemption of the world. Jesus was raised to life three days later, overcoming sin and the tomb. Jesus ascended and sat down at the Father's right hand; the Father verified the accomplishment of the life, death, and resurrection of Jesus and confirmed that the final payment for sin had been made. The intercessory work of Jesus on behalf of His people began. Humankind is assured that we will always have access to the Father forever. Christ was lifted up into heaven so that he might make us partakers of his Godhead. Third, after Jesus ascended, the church was empowered to accomplish its mission by the gift of the Holy Spirit. The Holy Spirit is God from the beginning and the final member of the Trinity.

In Jesus of Nazareth, God took on human nature unto himself, lived an entirely perfect and sinless human life, and died so that we might have salvation. Jesus understands our joy, pain and sorrows. Jesus demonstrates emotions, and Jesus openly and willingly grieved for friends and families. Jesus shared joy and love for all sisters and brothers. I believe Jesus felt all the

pains that we feel and endure. I believe it is true love for humankind to have lived this worldly life so that we as sinners could be reconciled to one another and to enjoy a new and loving relationship with God and others. This is a mystery I cannot begin to explain! But in answer to the question “Have you been saved?” I can definitively respond “Yes;” and if the questioner demands to know when, the only possible answer is “Easter morning, the resurrection of Jesus Christ.” Jesus Christ, the Son of God and the Human One, has done for me (and for all of us) what I could not do for myself.

God the Holy Spirit moves in our midst today, inspiring and empowering us, building the Church, and equipping the saints for ministry in the world. The Church’s mission is to proclaim the good news in words and in deeds. Not only must we tell the story of Jesus Christ and what Jesus has done for us; we must also proclaim Jesus’ message about the Kingdom of God which has come, is coming each day as we minister to others, and is to come in full. While it is not the Church’s responsibility to usher in the reign of God – only God- can do that. I believe that it is our task to prepare the way, to offer concrete signs of what that day will look like. I rejoice that nothing in life or death can separate us from the love of God in our Lord, Christ Jesus.

God is also revealed to us through the sacraments of Baptism and the Lord’s Supper. Baptism claims us for God, and uses water to seal us for our death to the power of evil and rebirth to the new life in Christ. The Lord’s Supper invites us to remember and give thanks for Christ’s death and rising for us, using elements of bread and wine transforming us to be the church. Christ is present in the sacraments in a way that is beyond mere “symbolism.” God chooses to reveal Godself most directly in the community of faith through the divine Word and Spirit by Whom we are formed into the people of God.

2. ***Grace Presbytery Council sustained the examination of Jane Els (Winnsboro, First) as Commissioned Pastor to service at First Presbyterian Church, Paris, First Presbyterian Church, Deport, and First Presbyterian Church, Winnsboro and authorized her to moderate the session, administer the Sacraments, and officiate at marriages, among other pastoral duties as determined by the Committee on Ministry in accordance with G-2.1001 effective September 1, 2021. [9/1/21]***

Biography: Jane Stuart Els was raised in the Oak Cliff Presbyterian Church, Dallas where she was married to Beaven, and where their two daughters, Elizabeth and Emily, were baptized. They moved to Garland in 1977 and joined the First Presbyterian Church where she became active in youth ministry and mission. She served on the staff of Synod Youth Workshop, SHYC, and made several trips to Guatemala. After Hurricane Katrina she was the village manager for Presbyterian Disaster Assistance Volunteer Villages at the New Orleans, Pearlinton, Luling, and Gautier camps. She is active at Camp Gilmont with both youth and adult retreats and volunteers as a certified Spiritual Director. After Beaven retired from WFAA-TV in 2000 they moved to Winnsboro where they joined the First Presbyterian Church.

She majored in journalism at North Texas State University five decades ago and received a Certificate in Ministry from Austin Seminary in 2019. She is the author of a book on her mission experiences titled *Journey to the Kingdom of God* (available on Amazon) and posts

occasionally to a blog called, “Jane’s Journey” ([www.janeels.com](http://www.janeels.com)) They enjoy travel and spending time visiting Denton where their oldest granddaughter is a second grade teacher and the other one is a junior at University of North Texas. At home they keep five dogs, three cats and an occasional chicken or two.

Statement of Faith: I believe in the triune God who dances throughout the ages with humanity as the Creator, Redeemer, and Holy Spirit and who desires to include humanity in this dance. God created the vastness of the universe and declared it good. God came to earth in human form as a specific person named Jesus who lived a fully human, yet sinless life. He performed miracles, taught scripture, then was killed by Roman authorities. He accepted this death in the redemptive act of accepting the consequences for humanity’s sins. He was raised to life, then ascended to heaven after promising that the Holy Spirit would be with them. I believe the Holy Spirit of God was present at the creation and sent to the church at Pentecost to empower us to carry Christ’s work forward; to breathe into us new ideas when we have none and to re-energize us when we are spent. The Holy Spirit of God calls us to love everyone equally.

I believe in sin as the separation that results between humanity and God when we turn away from God’s intention for us. Sometimes it happens when we deliberately turn from God and answer the call of evil and sometimes it happens when we neglect God in favor of worldly matters through weakness. Jesus creates a new relationship with God through his death on our behalf. God’s power is greater than evil and love will always prevail.

I believe the bible is the inspired word of God, written by humans who were guided by the Holy Spirit. I believe God continues to speak to us today through the Holy Spirit in the same way that God continues to create the universe. Just as God is creating a physical world with an ever-changing universe, God continues to create a relationship with humanity through an always growing closeness spiritually.

The church is the body of Christ on earth. To answer the anguished cries for those who ask for “someone with skin on.” It is God who claims us and who justifies us. None can achieve a righteous life without Christ’s intervening Grace.

I believe Jesus gave the Church the sacraments of baptism and communion to create community with him and each other. Sacraments are signs that seal us as holy people for holy work. In baptism the believer enters the community of faith. Whether infant or adult, none of us are capable of claiming any ability to live as fully as God intended us.

In communion the Holy Spirit of God enters our midst where Christ himself is both host and spiritual nourishment. While the bread is an earthly sign of Christ’s body that points to a greater reality than mere bread and wine, by the power of the Holy Spirit, he is present with us. I believe all are welcome at his table, whether believer or not, for in the act of taking the bread, a person might become a believer in Christ.

I believe that the ultimate goal of humanity is to be reconciled to the life we were created for: where God’s kingdom comes to earth and people live in relationship with each other and with God as testimony to Christ’s saving grace and the power of the Holy Spirit.

Information from the Presbytery Council

- A. Attendance at the September 1, 2021 Presbytery Council stated meeting held via electronic means: Class of 2021: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Jennifer Mitchell** (Corsicana, Westminster), **Ruling Elder Lazara Abernathy** (Fort Worth, Gethsemane), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: **Ruling Elder Beth Peak Thompson** (Denton, Trinity), Moderators of Presbytery Committees: **Ruling Elder Cindy Miller** (Corsicana, Westminster and Committee on Ministry), **Rev. Alissa Conner** (Hurst, St. Philip and Church Development Committee), **Rev. Woody Meredith** (Athens, First and Budget and Finance Committee), **Rev. Andy Odom** (Richardson, Canyon Creek and Personnel Committee), **Rev. Lisa Juica Perkins** (Sherman, Covenant and Nominating Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer** (Honorably Retired), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), **Joanna Kim** (Director of Ministry Services), Guests: **Ruling Elder David Williams** (Committee on Preparation for Ministry Moderator and Southlake, Trinity), Excused: **Rev. Thomas Lamb** (Temple, Grace), **Rev. Larry Spencer** (Honorably Retired), **Ruling Elder Brian Parker** (Irving, Woodhaven and Congregational Support Committee), Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark).
- B. Prayers: The meeting was opened with prayer by **Rev. John Williams**. The meeting was closed with prayer by **Rev. Alissa Conner**.

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



Stated Clerk of Grace Presbytery



Moderator of Grace Presbytery



**Grace Presbytery Council**  
Wednesday, October 6, 2021  
Special Meeting Minutes

Call to Order

The Stated Meeting of the Grace Presbytery Council was called to order with prayer by Presbytery Council Moderator **Rev. John Williams** at 9:30 a.m. on October 6, 2021. The Presbytery Council acted on behalf of Grace Presbytery in accordance with Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery.”

Electronic Meeting

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

Quorum

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

Reports

Reports were received from the following: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Council Moderator **Rev. John Williams**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, Committee on Ministry Moderator **Ruling Elder Cindy Miller**, Personnel Committee Moderator **Rev. Andy Odom**, Director of Ministry Services **Joanna Kim**, Young Adult Ministry Committee Moderator **Rev. Owen Gray**, Church Development Committee Moderator **Rev. Alissa Conner**, Task Force for Camp Gilmont Moderator **Ruling Elder Beth Thompson**.

**Motions Approved by the Presbytery Council**

1. *Grace Presbytery Council approved a retreat for the Presbytery Council at Camp Gilmont on January 19-21, 2022.* The retreat will begin with supper on the evening of Wednesday, January 19, 2022 and end with lunch on Friday, January 21, 2022. The cost will be \$4,500.00 for 25 people.
2. *Grace Presbytery Council approved the November 13, 2021 stated meeting of the presbytery as a hybrid (in person and electronically remote) meeting, and it was moved from First Presbyterian Church of Tyler to First Presbyterian Church of Fort Worth.* Persons attending virtually will be able to speak and vote on any matters that require a vote.



**3. *Grace Presbytery Council approved an additional expenditure of \$4,600.00 from the Mission Outreach Fund (55600) for snowstorm emergency assistance grants to congregations.***

Background: On April 7, 2021 the Presbytery Council approved \$50,000.00 for snowstorm emergency assistance grants to congregations. An additional \$400.00 was contributed by a congregation for this use. However, \$55,000.00 was requested by congregations. The following churches were approved for assistance grants: Canyon Creek, Richardson (\$5,000), Eastminster, Dallas (\$5,000), Emmanuel, Bedford (\$5,000), Flower Mound, Flower Mound (\$5,000), Glendale, Dallas (\$5,000), Grace, Plano (\$5,000), First, Denison (\$5,000), First, Duncanville (\$5,000), First, Mesquite (\$5,000), First, Kilgore (\$2,500), St. Philip, Hurst (\$5,000), West Plano, Plano (\$2,500). Therefore, an additional \$4,600.00 is needed to be allocated by the Presbytery Council.

**4. *Presbytery Council dismissed the Support Team with gratitude.***

Information from the Interim General Presbyter

Visioning Team

Characteristics of Vision Team Leaders:

- Active Listening & Communication
- Collaborative Spirit
- Creativity
- Critical Thinking
- Flexibility
- Teamwork

Duties of Team Leaders:

- Help shape the questions that will be asked in regional groups/gatherings
- Receive feedback from these groups, as gathered by staff
- Work together to interpret feedback, discern, and craft a vision statement for Grace Presbytery

Estimated Timeframe: October 2021 – September 2022

Fall 2021	October- November	First 8 Regional Gatherings
Winter 2022	January – February	Second 8 Regional Gatherings

The Visioning Team will gather the information and stories from the Regional Gatherings and will process it and will listen for the vision that is being uploaded for the ministry of Grace Presbytery. This process will occur from March – August. A new vision will be presented to the Presbytery in September 2022.

**Time Commitment:** The scope of the visioning work encompasses approximately one year, therefore meetings for vision team leaders should take place quarterly. Gatherings will be offered in a hybrid capacity; in-person, when possible, with a viable virtual component that supports discussion and dialogue.

Staff Representative: Rev. Dr. Steve Shive

Soliciting Input/Feedback: The four regions of Grace Presbytery have been sub-divided into eight smaller geographic groups for the purpose of conducting listening sessions and gathering feedback. These listening sessions will be facilitated by presbytery staff.

**Team Members**

Drake-Mertz	Ashley	Grace First, Weatherford
Swetenburg	Betsy	Northridge, Dallas
Lee	Chris	Canyon Creek, Richardson
Bartley	Chris	First, Fort Worth
Staples	Kelly	Trinity, Flower Mound
Land	Kendal	First, Longview
Murphy-King	Leslie	First, Waco
Findeiss	Meagan	First, Dallas
Gray	Owen	St. Barnabas, Richardson
Abaraoha	Princeton	First, Midlothian
Roman-Meza	Ruth	Oak Cliff, Dallas

**Iona Pilgrimage**

May 24 – June 4, 2022 Itinerary

<b>Date</b>	<b>Day</b>	<b>Activity</b>	<b>Night</b>
May 24	Tuesday	Evening Flight to Edinburgh, Scotland	Plane
May 25	Wednesday	Travel to Iona	St. Columba Hotel
May 26	Thursday		St. Columba Hotel
May 27	Friday		St. Columba Hotel
May 28	Saturday		St. Columba Hotel
May 29	Sunday		St. Columba Hotel
May 30	Monday		St. Columba Hotel
May 31	Tuesday		St. Columba Hotel
June 1	Wednesday	Travel to Edinburgh	Edinburgh Hotel
June 2	Thursday		Edinburgh Hotel
June 3	Friday		Edinburgh Hotel
June 4	Saturday	Fly Home to Dallas	Home

Cost Estimates/Person (Subject to Change until Booked)

<b>Expense</b>	<b>Amount</b>	<b>Inclusions</b>
Ground Transportation	\$300.00	Round Trip Edinburgh - Iona
St. Columba Hotel	\$1,325.00	7 Nights Lodging, 7 Breakfasts, 7 Dinners (shared room)
Edinburgh Hotel	\$375.00	3 Nights Lodging, 3 Breakfasts (shared room)
Estimated Total no air	\$2,000.00	
Plane	\$1,400.00	Round Trip – Dallas – Edinburgh or Glasgow – decent flights

Estimated Total Inc. air                      \$3,400.00  
 Single Supplement                              \$250.00  
 NOT INCLUDED

Daily Lunch, Snacks, 3 Dinners, Independent Activities

4 x sea view single rooms £158.00 pppn \$216.48 x 7 = \$1515.36  
 2 x back view single rooms £132.02 pppn  
 4 x sea view double rooms £288.98 – £144.49 pppn  
 2 x sea view family rooms (can be used as doubles or twins) £288.98 - £144.49 pppn  
 1 x sea view twin/double room £288.98 - £144.49 pppn  
 5 x sea view twin rooms £288.98 - £144.49 pppn  
 1 x back view family room (can be used as double or twin) £232.85 – £116.43 pppn  
 4 x back view twin rooms £232.85 - £116.43 pppn = \$159.43 x 7 = \$1,116.01

1. All Staff will be invited to participate in the trip. Each Staff will be asked to use \$1000 of their Continuing Education and/or Professional Expenses for 2022 to offset the expenses.
2. On 10/6, tomorrow, Council will be invited to participate in the trip with them 1) paying all their way or 2) receiving some scholarship.
3. All Staff and Council will need to make a commitment by 10/18. If there are open spots left of the 26 places, then it will be opened to Staff and Council spouses. Spouses will need to pay their way. Spouses will need to decide by 10/25.
4. If there are spaces still open then others from the Presbytery will be invited.

#### Information from the Stated Clerk

- A. **Rev. Warren L. Moody, Jr.** entered the Church Triumphant on Monday, September 27, 2021. A memorial service will be held on Monday, October 11, 2021 at 10:00 a.m. at First Presbyterian Church, Fort Worth. Rev. Warner Bailey will officiate. Please keep his family, colleagues, and friends in prayer.

#### Motions from the Personnel Committee

1. ***Grace Presbytery Council renewed the annual contract for Interim General Presbyter Rev. Steve Shive effective January 1, 2022, with the following terms of call:***

Salary/Housing.....\$128,218.60  
 Continuing Education Allowance .....\$2,500.00  
 Professional Expenses.....\$15,000.00  
 Full Board of Pensions Benefits  
 Vacation .....4 weeks  
 Continuing Education Leave..... 2 weeks (cumulative to 6 weeks)  
 Reimbursements: mileage and cell phone

2. ***Grace Presbytery Council approved the following Grievance Policy to be added to the Grace Presbytery Personnel Manual:***

## Grievance Policy

If an employee believes there has been a violation of any Personnel Policy or Policy of the Presbytery of any kind the following procedures should be followed.

For the General Presbyter, Stated Clerk or Associate General Presbyter, a grievance is initiated by the employee and referred to the Personnel Committee. If not satisfied, the employee may appeal to the Presbytery Council. If still not satisfied the employee may appeal to the Presbytery. The Presbytery makes the final decision related to a grievance initiated by the General Presbyter, Stated Clerk or Associate General Presbyter.

In the case of Directors, a grievance is initiated by the employee and referred to the supervisor. If not satisfied, the employee may appeal to the Presbytery Council which has the authority to make the final decision. No grievance in this case is permitted beyond the Presbytery Council.

In the case of all other positions, a grievance is initiated by the employee and referred to the supervisor. If not satisfied, the employee may appeal to the Personnel Committee which has the authority to make the final decision in the grievance. No appeal is permitted beyond the Personnel Committee.

Background: During staff listening sessions, it was noted that the personnel manual was lacking a proper grievance policy. After review, the committee agreed that a policy should be added. The proposed policy follows the same procedure as the appeal process that is already in place. If approved, the new grievance policy will be added to page 6 of the personnel manual, between the Extended Study Leave and Termination of Employment sections.

***3. Grace Presbytery Council approved the following actions taken by the Personnel Committee in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information.***

### Information from the Personnel Committee

- A. Attendance at the September 8, 2021 meeting: Ruling Elder Zem Neill (Fort Worth, First), Ruling Elder Kathy Jones (Dallas, NorthPark), Ruling Elder Chip Black (Arlington, Grace), Rev. Katy Rigler (Richardson, St. Barnabas), Rev. Andy Odom (Richardson, Canyon Creek), Staff: Rev. Steve Shive (Interim General Presbyter).
- B. Steve updated the committee on staff and ministry activity.
  - 1) Trust and collegiality are increasing among the staff.
  - 2) The coaching sessions (both group and individual) are going well.
  - 3) Staff identified several “elephants in the room” during group coaching.
  - 4) A part-time Financial Assistant has been hired to help the Director of Finances with the transfer of data from Texas Presbyterian Foundation to the Presbytery.
- C. General Presbyter Search Update: New moderator has not been selected.
- D. The committee discussed moving the presbytery’s files from paper to virtual.

- E. A grievance policy was approved by common consent.
- F. The committee approved:
  - 1) renewing Steve's contract
  - 2) the 2022 proposed personnel budget, which includes an increase for staff
- G. The committee discussed the responsibilities of the presbytery treasurer and concurred that the treasurer is not required to attend every assigned committee/council meeting but is present on an "as needed" basis. The committee also concurred to recommend that the finance report be placed at the top of the council agenda.
- H. The meeting was opened with prayer by Chip Black and closed with prayer by Zem Neill

#### **Motions from the Young Adult Ministry Committee**

- 1. *Grace Presbytery Council approved the following actions taken by the Young Adult Ministry Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.*
  - A. Approved meeting minutes from January and March meetings.
  - B. Approved the agenda for August 28 meeting.
  - C. Affirmed the vote taken by email from 6/9/2021 through 6/28/2021: "The Young Adult Ministry Committee will sponsor a gathering focused on campus ministry after the September 25<sup>th</sup> stated meeting of Grace Presbytery." Noted that this meeting will likely change dates due to change in September presbytery meeting plans.
  - D. Encouraged members to send nominations for 2022 committee members to Grace Nominating Committee.
  - E. Voted to move forward with idea for Fellowship database; working group will report back at October 30<sup>th</sup> meeting.

#### **Information from the Young Adult Ministry Committee**

- A. The following were present at the August 28 committee meeting: Rev. Owen J. Gray (moderator), Staff liaison Gary Holloman, Wade Hatter, Lauren Black, Ryan Seekins, and Priscilla Castillo-Soto.
- B. The opening prayer was offered by chair Owen Gray. The closing prayer was offered by Ryan Seekins.
- C. Due to rise in cases of COVID-19/Delta variant, plans for fall 2021 events will be postponed until 2022. The committee set a goal of creating a 2022 calendar by its October meeting.

- D. Owen committed to bringing a budget proposal for 2022 to the October meeting, including a draft for new congregational young adult cohort grants

**Motions from the Church Development Committee**

1. *Grace Presbytery Council approved the Presbyterian Mission Agency's matching investment grant for the New Worshiping Community at UKirk at Southern Methodist University in the amount of \$30,000.00 to be taken from the Mission Outreach Fund (55600). Note: Rev. Owen Gray abstained from this vote since he is a member of UKirk board.*
2. *Grace Presbytery Council approved the following actions taken by the Church Development Committee in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information: [9/29/21]*
  - A. Approved the agenda for this meeting and the minutes of the last meeting. [5/27/21] [7/22/21] [8/26/21]
  - B. Received the following reports from existing New Worshiping Communities:
    - 1) Ghanaian Fellowship at Woodhaven Presbyterian Church, Irving: Martin Osae reported. [5/27/21] [7/22/21]
    - 2) kin•dom community – Pepa Paniagua reported. [5/27/21] [7/22/21] [8/26/21]
    - 3) UKirk at Southern Methodist University, Dallas Jessie Light-Wells reported. [5/27/21] [7/22/21] [8/26/21]
    - 4) Worship on Wednesdays (WOW) with First Presbyterian Church, Fort Worth: Ken Richardson reported [5/27/21] [7/22/21] [8/26/21]
  - C. Appointed Ken Richardson to fill out the Church Development Committee/Presbytery portion on the UKirk at Southern Methodist University Grant application on behalf of the Church Development Committee. [5/27/21]
  - D. Planned to discuss the Cyclical proposal at the next meeting and talk to Shawn Kang from 1001 New Worshiping Communities. [5/27/21]
  - E. Received the following reports from Action Teams:
    - 1) Revitalization/Building vitality – Paul Burns (team leader) Angie Mabry, Alex Lee-Cornell, and Steve Shive. [5/27/21] [8/26/21]
    - 2) New worshiping communities – Martin Osae (team leader) Joanna Kim, Ken Richardson, Dan Anderson-Little, and Mary Stewart Hall. [5/27/21]
    - 3) Grant reading group –Dan Anderson-Little and Alissa Conner [5/27/21]
  - F. Received a 30-minute presentation from Nick Warnes from Cyclical. [5/27/21]
  - G. Received a report from Rev. Alissa Conner regarding conversation with 1001 New Worshiping Communities. [8/26/21]

- H. Approved a motion that Rev. Angie Mabry and Rev. Dan Anderson-Little be part of a team that talks with Nick Warnes about the Cyclical plan and with Atlanta Presbytery and individuals about their relationships with Cyclical. [8/26/21]

Information from the Church Development Committee

- A. Attendance at the May 27, 2021 committee meeting: Rev. Alissa D. Conner (Moderator) – Hurst, St Philip Presbyterian Church (present) Rev. Alexander K Lee-Cornell – Dallas, Westminster Presbyterian Church (absent) Rev. Angie Mabry - Plano, First Presbyterian Church (absent) Mr. Ken Richardson – Bedford, Emmanuel Presbyterian Church (present) Mr. Mike Babler - Athens, First Presbyterian Church (present) Martin Osae – Irving, Woodhaven Ghanian Fellowship (present) Mr. Rollin Phipps - Arlington, Westminster Presbyterian Church (absent) Rev. Lisa Reece - Bonham, First Presbyterian Church (present) Rev. Princeton Abaraoha – Midlothian, First Presbyterian Church (present) Ms. Marisol Aguilar - Farmers Branch, Iglesia Presbiteriana Emmanuel (absent) Rev. Daniel R. Anderson-Little – Garland, First Presbyterian Church (present, a little late) Rev. Paul Burns – Teaching elder at large (absent) Ex Officio: Rev. Mary Stewart Hall – Committee on Ministry Liaison to Church Development Committee - Dallas, First Presbyterian Church (present) Rev. Jessie Light-Wells - New Worshiping Community Organizing Pastor - Dallas, UKirk at Southern Methodist University (present) Rev. Pepa Paniagua - New Worshiping Community Organizing Pastor - Dallas, kin-dom community (present) Staff: Ms. Joanna Kim - Grace Presbytery, Director of Ministry Services (present) Ms. Tammy Stepka - Grace Presbytery, Executive Assistant to the Director of Ministry Services (started meeting) Rev. Jessie Light-Wells (present) Rev. Dr. Steve Shive – Grace Presbytery, Interim General Presbyter (present) Rev. Craig Krueger – Grace Presbytery, Director of Ministry Transitions (present) Mr. Nick Warnes – visitor, from Cyclical (present).
- B. June 24, 2021: No Quorum. Information gathered from guest Shawn Kang. No action taken. [6/24/21]
- C. Attendance at the July 22, 2021 committee meeting: Rev. Alissa D. Conner (Moderator) – Hurst, St Philip Presbyterian Church (present) Rev. Alexander K Lee-Cornell – Dallas, Westminster Presbyterian Church (present) Rev. Angie Mabry - Plano, First Presbyterian Church (present) Mr. Ken Richardson – Bedford, Emmanuel Presbyterian Church (present) Mr. Mike Babler - Athens, First Presbyterian Church (present) Martin Osae – Irving, Woodhaven Ghanian Fellowship (present) Mr. Rollin Phipps - Arlington, Westminster Presbyterian Church (not present) Rev. Lisa Reece - Bonham, First Presbyterian Church (present) Rev. Princeton Abaraoha – Midlothian, First Presbyterian Church (present) Ms. Marisol Aguilar - Farmers Branch, Iglesia Presbiteriana Emmanuel (not present) Rev. Daniel R. Anderson-Little – Garland, First Presbyterian Church (not present) Rev. Paul Burns – Teaching elder at large (present) Ex Officio: Rev. Mary Stewart Hall - Committee on Ministry Liaison to Church Development Committee - Dallas, First Presbyterian Church (not present) Rev. Jessie Light-Wells - New Worshiping Community Organizing Pastor – Dallas UKirk at Southern Methodist University (present) Rev. Pepa Paniagua - New Worshiping Community Organizing



Pastor - Dallas, kin-dom community (not present) Staff: Ms. Joanna Kim - Grace Presbytery, Director of Ministry Services (present) Rev. Jessie Light-Wells (present).

- D. Attendance at the August 26, 2021 committee meeting: Rev. Alissa D. Conner (Moderator) – Hurst, St Philip Presbyterian Church (present) Rev. Alexander K Lee-Cornell – Dallas, Westminster Presbyterian Church (not present) Rev. Angie Mabry - Plano, First Presbyterian Church (present) Mr. Ken Richardson – Bedford, Emmanuel Presbyterian Church (present) Mr. Mike Babler - Athens, First Presbyterian Church (not present) Martin Osae – Irving, Woodhaven Ghanian Fellowship (not present) Mr. Rollin Phipps - Arlington, Westminster Presbyterian Church (not present) Rev. Lisa Reece - Bonham, First Presbyterian Church (present) Rev. Princeton Abaraoha – Midlothian, First Presbyterian Church (present) Ms. Marisol Aguilar - Farmers Branch, Iglesia Presbiteriana Emmanuel (not present) Rev. Daniel R. Anderson-Little – Garland, First Presbyterian Church (present) Rev. Paul Burns – Teaching elder at large (present) Ex Officio: Rev. Mary Stewart Hall - Committee on Ministry Liaison to Church Development Committee - Dallas, First Presbyterian Church (present) Rev. Jessie Light-Wells - New Worshiping Community Organizing Pastor - Dallas, UKirk at Southern Methodist University (present) Rev. Pepa Paniagua - New Worshiping Community Organizing Pastor - Dallas, kin-dom community (present) Staff: Ms. Joanna Kim - Grace Presbytery, Director of Ministry Services (present) Rev. Dr. Steve Shive - Grace Presbytery, Interim General Presbyter (present).
- E. The committee engaged in brief check-ins and sharing of prayer concerns [5/27/21] [7/22/21] [8/26/21].
- F. The May meeting was opened with prayer by Martin Osae and closed with prayer by Rev. Jessie Light-Wells. [5/27/21] the July meeting was opened and closed with prayer by Rev. Alissa Conner [7/22/21] The August meeting was opened with prayer by Rev. Alissa Conner and closed with prayer by Rev. Paul Burns [8/26/21]
- G. Committee engaged in additional conversation on MissionInsite training. [5/27/21]
- H. Committee engaged in conversation about 1001 New Worshiping Communities and actions going forward [5/27/21][7/22/21][8/26/21]
- I. Reaffirmed the current meeting time or 4:00 p.m. [8/26/21]
- J. The May meeting was adjourned with prayer at 5:10 p.m. [5/27/21] The July meeting adjourned with prayer. [7/22/21] The August meeting adjourned with prayer [8/26/21]

#### **Motions from the Committee on Ministry**

1. *Grace Presbytery Council approved the minimum Effective Salary in Grace Presbytery in 2022 for Pastors, Co-Pastors, Associate Pastors, Designated Pastors, or Certified Christian Educators in a full-time position will be \$51,105.00. [9/28/21]*

## **Motions from the Task Force on Camp Gilmont**

### ***1. Grace Presbytery Council received the following report from Camp Gilmont.***

#### **Camp Gilmont Programming Report**

August 12, 2021

##### **Retreat House**

- We are encouraging church and presbytery staff within Grace Presbytery for a free three night stay at the Grace Retreat House.
- The Retreat House has welcomed seven individuals/families since it opened in May

##### **Member Churches**

Rev. Rigoulot has preached at FPC, Longview; Alpine, Longview; Westminster, Arlington; FPC, Tyler; FPC, Kilgore; UPC, Cleburne; FPC, Athens; Eastminster, Dallas; Elmira Chapel Cumberland Church; FPC, Tyler; FPC, Forney; FPC, Winnsboro; and Northwood, Texarkana

##### **Circle of Friends**

- Free camp for children with developmental disabilities and their families.
- Martin Luther King Jr Weekend (January 15-18) - 4 new families
- Memorial Day Weekend (May 28-31) - 5 families
- August Weekend (August 6-9) - 8 families
- Labor Day Weekend (September 3-6)

##### **Silent Retreat**

- 4 people participated in a silent, socially distanced retreat March 5-7

##### **Open House**

- Gilmont welcomed 105 guests for our open house on March 27.

##### **Work Days**

- We had 45 volunteers accomplish a lot of work on April 10
- We had volunteers from the Emmaus community on May 15

##### **Women's Retreat**

- The Women's Retreat was held April 16-18 with 53 participants

##### **Spiritual Practices Retreat May 14-16**

- Rev. Clay Brantley and John Mark Solomon provided a socially distanced Spiritual Practices Retreat with 26 participants

##### **Summer Camp**

- 4 weeks of Traditional Summer Camp (180 campers)
  - Specialty Camps include Adventure Camp, Forces of Nature Camp, Service and Leadership Camp, and Art and Drama Camp.
- 1 week of Cumberland Church Camp (40 campers)

##### **Family Camp**

- Spring Family Camp March 12-14.
  - 1 family - became monthly donors and son came to summer camp
- Summer Family Camps
  - June 10-12 - 6 families
  - July 25-27 - 5 families
  - July 30-August 1 - 9 families
- Fall Family Camp is September 10-12
  - No registrations

### **Great Gluten Escape**

- For campers with Celiac Disease or a Gluten Intolerance - 80 campers

### **Kidquakes/Youthquakes/GAP**

- Gilmont will work with Grace Presbytery's Children and Youth Ministry Committee resuming these events in the Spring of 2022

### **Visioning Lunch and Commissioning Service on April 24**

- Gilmont provided lunch to celebrate what God has done and is doing at Gilmont.
- A commissioning service was led by members of Grace Presbytery and staff, board, and supporters of Gilmont.

### **Emmaus**

- September 23-26 GRACE Emmaus Walk
- September 30-October 3 GRACE Emmaus Walk

### **Faith and Grief Retreat**

- We are partnering with Shelley Craig to offer this retreat October 8-10

### **Spiritual Practices Retreat**

- Clay Brantley and John Mark Solomon are going to lead a retreat December 3-5

### **Renovare Retreat**

- We are partnering with Renovare to offer a retreat in the winter/spring of 2022

### **Church Retreats**

- Woodhaven Presbyterian had a Session Retreat June 11-13

### **Confirmation Retreats**

- One church has expressed an interest in a confirmation retreat, and we would love to have a discussion with Grace Presbytery churches to find out if other churches would like to help coordinate this event.

## Financial Benchmarks

		Year to Date, Through the End of July				Annual Totals				4th Quarter Information	
	Member Churches within Grace	# of Donor Churches	Average Donation	# of Donations	YTD	# of Donor Churches	Average Donation	# of Donations	Total	Q4 Donations	% raise in Q4
2019	20	18	\$250	54	\$13,496	24	\$602	96	\$57,750	\$18,020	31% in Q4
2020	20	15	\$212	46	\$9,745	25	\$627	91	\$57,046	\$23,478	41% in Q4
2021	23	14	\$157	37	\$5,817						
In March, we sent out letters to all of the churches in Grace Presbytery that weren't already Member Churches, inviting them to become a part of the community of churches that make up Gilmont.						We are hoping the covenant with Grace will grow the number of churches willing to participate, promote, partner with, and support Gilmont.					

## Statement of Activities

January 2019 and January 2020  
January – July 2019 and January – July 2020

1 Month Ending 7/31/20	1 Month Ending 7/31/19	Support	7 Months Ending 7/31/20	7 Months Ending 7/31/19
		Revenues – Rental		
	4,718	Presbyterian Groups	7,577	
		Other Church Groups		3,780
		Other Groups	40	2,242
42,359	87,429	Gilmont Program	65,184	134,516
		Business and Industry		1,938
		School Groups		1,794
42,359	92,157	Total Revenue – Rentals	72,801	242,226
42,359	92,157	Total Revenue – Rentals	72,801	242,226
9,417	16,059	Designated Gifts	32,358	75,092
5,000	5,000	Grants	17,000	49,000
4872	5,602	Undesignated	97,934	35,784
1,472	1,860	Snack Bar/Gift Shop	2,835	2,781
		Misc.	(292)	
		Loss on Sale of Assets		(182)
32	32	Interest on Income	565	601
63,154	120,700	Total Support	223,201	405,282
		Direct Expenses		
		Salaries		
12,895	12,120	Camp Counselors	21,475	18,855
4984	4,699	Food Service and Housekeeping	23,572	20,514
290	1,875	Grounds Maintenance	5,733	11,585
		Lifeguards		
1500	1,900	Nurse	1,500	1,900
	900	Photographer		1,350
		Outdoor Education		
		Other Expenses		
4,641	9,367	Wholesale Food	12,990	25,875

<b>1 Month Ending 7/31/20</b>	<b>1 Month Ending 7/31/19</b>	<b>Support</b>	<b>7 Months Ending 7/31/20</b>	<b>7 Months Ending 7/31/19</b>
523	2,606	Retail Food	2,144	6,554
	248	Food Service Supplies	39	932
147	715	Kitchen Supplies	3,142	1,429
412	493	Housekeeping Supplies	2,557	3,020
25,392	34,913	Total Direct Expenses	73,152	92,014
37,762	85,787	Gross Profit	150,049	313,268
		Operating Expenses		
725	725	Accounting	5,670	5,885
	25	Advertising	490	1,717
172	474	Auto and Truck	920	4,109
		Bank Charges		
	76	Camp Store Expense		78
4,369	1,585	Contract Labor	26,711	4,975
866	715	Credit Card Fees	1,876	3,098
7,250	7,250	Depreciation	50,750	50,750
312	337	Dues and Subscriptions	2,627	2,748
652	7	Entertainment and Meals	950	279
252		Employee Education	2,165	1,177
1,835	6,278	Employee Benefits	12,669	43,946
172	290	Equipment Rental	1,251	1,380
2,950	3,097	Insurance Expense	20,656	21,679
	25	Miscellaneous		475
	10,000	Legal and Professional		10,009
11	422	Office Expense	248	977
		Outdoor School Expense	48	274
510	458	Pest Control	1,860	1,965
31	49	Postage	380	759
325	1,160	R & M Sewer	2,742	2,292
1,837	2,183	R & M Buildings	14,142	9,307
131		R & M Grounds Maintenance	1,447	
1,220	1,653	R & M Equipment	3,510	6,880
2,311	659	R & M Pool	5,609	2,959
238	4,312	Salary – Manager	6,438	32,339
5,453	4,263	Salary – Office	41,048	33,254
263	351	Security Expense	316	488
220	5	Small Tools	561	20
820	568	Software Expense	3,375	4,926
1,438	1,741	Summer Camp Expense	6,816	3,846
1,446	37	Supplies	3,136	1,670
2,017	2,445	Payroll Taxes	7,982	9,651
444	480	Telephone	3,078	3,651
		Travel	1,075	55
4,167	5,322	Utilities – Electric	19,036	30,786
842	1,019	Utilities – Water	5,327	5,761
70	130	Utilities – Propane	246	389
	778	Utilities – Waste Disposal	1,576	5,062
	63	Website Expense	138	436
121	127	Interest Expense	830	830
43,524	59,109	Total Operating Expenses	257,309	310,930
(5,762)	26,678	Increase/Decrease in Net Assets	(107,260)	2,338
1,921,545	2,069,384	Net Assets – Beginning	2,023,043	2,093,724
1,915,783	2,096,062	Net Assets – Ending	1,915,783	2,096,062

**Presbyterian Camps at Gilmont, Inc.**  
**Statement of Activity**  
**January – July, 2021 page 1 (January – April)**

	January	February	March	April
<u>Revenue</u>				
<b>Other Income</b>			<b>700.00</b>	
Temporarily Restricted Revenues and Gains				
Temporarily Restricted Donations	1,067.50	556.57	601.00	40,938.00
Temporarily Restricted Grants				11,000.00
<b>Total Temporarily Restricted Revenues and Gains</b>	<b>1,067.50</b>	<b>556.57</b>	<b>601.00</b>	<b>51,938.00</b>
<u>Unrestricted Revenues and Gains</u>				
Revenue-Gilmont Programs	1,450.00	400.00	1,150	5,995
Revenue- Rentals		265.00		
Revenue- Snack and Gift Shop	406.01	18.486	28.79	951.50
Revenue- Unrestricted Donations	8,579.74	43,436.92	4,803.50	47,681.63
<b>Total Unrestricted Revenues and Gains</b>	<b>10,435.75</b>	<b>44,150.40</b>	<b>6,582.29</b>	<b>54,628.13</b>
<b>Total Revenue</b>	<b>11,503.25</b>	<b>4,706.97</b>	<b>7,883.29</b>	<b>106,566.13</b>
<b>Gross Profit</b>	<b>11,503.25</b>	<b>4,706.97</b>	<b>7,883.29</b>	<b>106,566.13</b>
<u>Expenditures</u>				
<b>Accounting</b>				<b>1,865.40</b>
Advertising/Promotional		100.00	662.25	
Printing and Mailing	111.42			200.44
<b>Total Advertising/Promotional</b>	<b>111.42</b>	<b>100.00</b>	<b>662.25</b>	<b>200.44</b>
Bank Charges and Fees	39.01	149.48	207.83	518.22
Contract Labor	3,089.93	1,738.78	1,794.15	500.00
Dues and Subscriptions	1,069.50	1,221.93	2,797.82	727.26
Employee Education		15.98	406.93	400.00
Equipment Rental	172.33	172.33	172.33	172.33
Furniture and Fixtures	1,149.57	174.35	497.49	66.17
Gifts	641.57			
<b>Total</b>				
	January	February	March	April
<u>Insurance</u>				
Liability	2,297.41	2,297.41	2,297.41	2,297.41
Workers Comp	242.00	242.00	242.00	242.00
<b>Total Insurance</b>	<b>2,539.41</b>	<b>2,539.41</b>	<b>2,539.41</b>	<b>2,539.41</b>

Legal & Professional Services				1,865.40
<b>Meals and Entertainment</b>	<b>24.54</b>			
<b>Office Supplies</b>	<b>541.61</b>		<b>685.18</b>	<b>112.54</b>
<b>Other Business Expenses</b>	<b>6,795.83</b>			
<b>Payroll Expenses</b>				

Company Contributions

Employee Benefits	136.41	1,522.62	784.71	1,622.43
Health Insurance	2,788.72	-24.32	2,788.72	3,340.09
Retirement	333.34	564.19	487.18	564.10
<b>Total Company Contributions</b>	<b>3,258.47</b>	<b>2,062.40</b>	<b>4,060.61</b>	<b>5,526.62</b>

Salaries and Wages

Salary-Counselors				135.00
Salary- Directors	6,895.83	6,895.83	6,895.83	6,895.83
Salary- Food Service Housekeeping	3,349.15	3,375.93	4,249.10	4,834.90
Salary- Grounds Maintenance	290.00	290.00	290.00	3,040.17
Salary- Office	5,453.08	5,453.08	5,438.08	8,179.02
<b>Total Salaries and Wages</b>	<b>15,988.06</b>	<b>16,014.84</b>	<b>16,888.01</b>	<b>23,085.52</b>
<b>Taxes</b>	<b>1,167.64</b>	<b>1,168.18</b>	<b>1228.31</b>	<b>1,94.24</b>
<b>Total Payroll Expenses</b>	<b>20,414.17</b>	<b>19,245.42</b>	<b>22,176.93</b>	<b>30,306.38</b>

Reimbursements \$0

Repairs and Maintenance

Pest Control	60.00		60.00	210.00
Reimbursements				
Building	2960.61	6,782.17	24,279.79	11,618.62
Equipment	694.97	1335.89	673.97	250.74
Grounds	4,525.99	388.96	3,376.95	17,53.62
Pool				2,823.30
Sewer	95.82	68.99	5,425	236.15
<b>Total Repairs and Maintenance</b>	<b>8,277.39</b>	<b>8,577.01</b>	<b>33,577.71</b>	<b>16,687.43</b>

	January	February	March	April
<u>Supplies</u>				
Snack Shack Expense				20.80
Food	1,695.92	180.41	295.49	3,299.93
Supplies and other costs				
--program	1339.05	560.00	1,129.01	3,360.01
Supplies Housekeeping	464.47			1,145.46
Supplies-kitchen	36.25			132.26
<b>Total Supplies</b>	<b>3,535.69</b>	<b>740.41</b>	<b>1,424.50</b>	<b>7,937.66</b>
<b>Travel</b>			<b>449.83</b>	<b>437.16</b>

Utilities



Electric	4,183.41	3,571.31	5,704.50	2,517.26
Phone/Internet	443.01	844.94	524.25	592.06
Waste Management	264.39	70.38	272.33	117.21
Water	777.64	1543.45	1,284.06	570.11
<b>Total Utilities</b>	<b>5,668.45</b>	<b>6,030.08</b>	<b>7,785.14</b>	<b>3,796.64</b>
<b>Total Expenditures</b>	<b>52,980.85</b>	<b>40,530.83</b>	<b>74,969.96</b>	<b>66,379.72</b>
Net Operating Revenue	-41,477.60	4176.14	-67,086.67	40,186.41
<u>Other Revenue</u>				
Interest Earned	30.65	26.83	90.63	31.63
<b>Total Other Revenue</b>	<b>30.65</b>	<b>26.83</b>	<b>90.63</b>	<b>31.63</b>
<u>Other Expenditures</u>				
Depreciation	6,874.25	6,874.25	6,874.25	6,874.25
<b>Total Other Expenditures</b>	<b>6,874.25</b>	<b>6,874.25</b>	<b>6,874.25</b>	<b>6,874.25</b>
Net Other Revenue	-6,843.60	-6,847.42	-6,783.62	-6,842.62
Net Revenue	-48,321.20	-2,671.28	-73,870.29	33,343.79

**Presbyterian Camps at Gilmont, Inc.**  
**Statement of Activity**  
**January – July, 2021 page 2 (May – July)**

	May	June	July	2021 Totals through July
<u>Revenue</u>				
<b>Other Income</b>				<b>\$700.00</b>
Temporarily Restricted Revenues and Gains				\$0
Temporarily Restricted Donations	4,523.77	6,724.00	7,915.01	\$24,265.85
Temporarily Restricted Grants		19,000.00		\$68,000.00
<b>Total Temporarily Restricted Revenues and Gains</b>		<b>25,724.00</b>	<b>7,915.01</b>	<b>\$92,265.85</b>
<u>Unrestricted Revenues and Gains</u>				\$0
Revenue-Gilmont Programs				\$12,960.00
Revenue- Rentals		20,857.00	425.00	\$21,622.00
Revenue- Snack and Gift Shop	812.01	1,916.98	2,743.09	\$7,476.86
Revenue- Unrestricted Donations	16,663.72	11,857.00	44,122.60	\$177,175.11
<b>Total Unrestricted Revenues and Gains</b>	<b>21,515.73</b>	<b>57,348.23</b>	<b>131,277.19</b>	<b>\$325,937.72</b>
<b>Total Revenue</b>	<b>\$26,039.50</b>	<b>\$83,072.23</b>	<b>\$139,192.20</b>	<b>\$418,903.57</b>
<b>Gross Profit</b>	<b>\$26,039.50</b>	<b>\$83,072.23</b>	<b>\$139,192.20</b>	<b>\$418,903.57</b>

Expenditures

Advertising/Promotional				\$1,382.25
Printing and Mailing				\$311.86
<b>Total Advertising/Promotional</b>				<b>\$1,694.11</b>

Bank Charges and Fees	526.52	675.53	753.67	\$2,870.26
Contract Labor	850.00	600.00	400.00	\$11,728.82
Dues and Subscriptions	880.15	4,176.95	1,211.46	\$12,085.07
Employee Education		415.98	7.99	\$1,246.88
Equipment Rental	172.33	694.96	172.33	\$1,728.94
Furniture and Fixtures	151.32			\$2,038.90
Gifts				\$641.57

	May	June	July	Total
<u>Insurance</u>				
Liability	0.00		10,821.87	\$20,011.51
Workers Comp	242.00		490.00	\$1,700.00
<b>Total Insurance</b>	<b>242.00</b>		<b>11,311.87</b>	<b>\$21,711.51</b>

Legal & Professional Services				\$1,865.40
Meals and Entertainment				\$24.54
Office Supplies	216.96	146.00	264.07	\$1,346.36
Other Business Expenses				\$6,795.83
Payroll Expenses				
<u>Company Contributions</u>				
Employee Benefits	1,109.94	974.64	1,102.14	\$7,252.89
Health Insurance	2,788.72	2,788.72	2,788.72	\$17,259.37
Retirement	487.18	487.18	487.18	\$3,410.26
<b>Total Company Contributions</b>	<b>4,385.84</b>	<b>4,250.54</b>	<b>4,378.04</b>	<b>\$27,922.52</b>

Salaries and Wages

Salary-Counselors		15,635.00	16,245.00	\$32,015.00
Salary- Directors	6,895.83	6,895.83	6,895.83	\$48,270.81
Salary- Food Service/Housekeeping	2,852.15	3,944.11	5,319.34	\$27,924.68
Salary- Grounds Maintenance	2,247.50	2,814.50	2,705.13	\$11,677.30
Salary- Office	5,453.08	5,453.08	5,453.08	\$40,898.10
<b>Total Salaries and Wages</b>	<b>17,448.56</b>	<b>34,742.52</b>	<b>36,618.38</b>	<b>\$160,785.89</b>
Taxes	1,255.23	3,407.48	3,212.85	\$13,948.77
<b>Total Payroll Expenses</b>	<b>23,089.63</b>	<b>42,400.54</b>	<b>44,209.27</b>	<b>\$202,657.18</b>
Reimbursements				\$0

Repairs and Maintenance

Pest Control				
Building	7,286.88	7,719.49	1,918.48	\$60,744.63
Equipment	2,673.45	2,094.35	1,726.48	\$9,449.85
Grounds	1,308.56	5,075.44	880.40	\$17,639.92

Pool	643.11	450.86	1,410.00	\$5,332.27
Sewer	225.00	225.00	225.00	\$6,422.96
<b>Total Repairs and Maintenance</b>	<b>12,137.00</b>	<b>15,565.14</b>	<b>6,160.36</b>	<b>\$99,589.63</b>

	May	June	July	Total
<u>Supplies</u>				
Snack Shack Expense		35.35	4.85	\$61.00
Food	3,433.85	10,258.52	11,045.74	\$30,253.30
Supplies and other costs				
--programs	6,681.93	8,856.67	2,226.31	\$21,289.28
Supplies Housekeeping	356.92	988.31	987.21	\$3,872.20
Supplies-kitchen	93.20	192.11	579.32	\$1,033.14
<b>Total Supplies</b>	<b>10,565.90</b>	<b>20,295.61</b>	<b>14,838.58</b>	<b>\$56,447.92</b>
Travel	1,078.56	1,464.17	721.34	\$4,151.06

<u>Utilities</u>				
Electric	2,488.49	3,056.55	5,783.91	\$27,305.43
Phone/Internet	555.36	552.35	827.98	\$4,339.95
Waste Management	117.21	416.84	193.30	\$1,451.66
Water	679.25	1,185.17	1,074.82	\$7,114.50
<b>Total Utilities</b>	<b>3,840.31</b>	<b>5,210.91</b>	<b>7,880.01</b>	<b>\$40,211.54</b>
<b>Total Expenditures</b>	<b>\$53,599.36</b>	<b>\$91,832.46</b>	<b>\$87,935.80</b>	<b>\$468,896.52</b>

Net Operating Revenue	\$ -27,559.86	\$ -8,760.23	\$51,256.40	\$ -49,992.95
<u>Other Revenue</u>				
Interest Earned	28.76	94.10	27.62	\$330.22
<b>Total Other Revenue</b>	<b>\$28.76</b>	<b>\$94.10</b>	<b>\$27.62</b>	<b>\$330.22</b>

<u>Other Expenditures</u>				
Depreciation	6,874.25	6,874.25	6,874.25	\$48,119.75
<b>Total Other Expenditures</b>	<b>\$6,874.25</b>	<b>\$6,874.25</b>	<b>\$6,874.25</b>	<b>\$48,119.75</b>

Net Other Revenue	\$ -6,845.49	\$ -6,780.15	\$ -6,846.63	\$ -47,789.53
Net Revenue	\$ -34,405.35	\$ -15,540.38	\$44,409.77	\$ -97,782.48

#### Information from the Presbytery Council

- A. Attendance at the October 6, 2021 Presbytery Council special meeting held via electronic means: Class of 2021: Ruling Elder Lazara Abernathy (Fort Worth, Gethsemane), **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Jennifer Mitchell** (Corsicana, Westminster), Class of 2022: Ruling Elder Kathy Jones (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: Rev. Thomas Lamb (Temple, Grace), **Rev. Larry Spencer** (Honorably Retired), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), Moderators of Presbytery Committees: Rev. Woody Meredith (Athens, First/Budget and Finance Committee), **Rev. Alissa Conner** (Hurst, St. Philip/Church Development Committee),

**Ruling Elder Cindy Miller** (Corsicana, Westminster/Committee on Ministry), **Ruling Elder David Williams** (Southlake, Trinity/Committee on Preparation for Ministry), **Ruling Elder Crysta Brantley**, (McKinney, First/Committee on Representation), **Rev. Lisa Juica Perkins** (Sherman, Covenant/Nominating Committee), **Rev. Andy Odom** (Richardson, Canyon Creek/Personnel Committee), **Rev. Owen Gray** (Richardson, St Barnabas/Young Adult Ministry Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk/Secretary of the Board of Trustees **Rev. Gerry Tyer** (Honorably Retired), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), **Joanna Kim** (Director of Ministry Services), **Vicki Roberts** (Director of Finance), **M.E. Clary** (Director of Communications), Excused: **Ruling Elder Miriam Ross** (McKinney, Trinity/Children and Youth Ministry Committee), **Ruling Elder Brian Parker** (Irving, Woodhaven/Congregational Support Committee), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark).

- B. Prayers: The meeting was opened with prayer by **Rev. Lisa Patterson**. The meeting was closed with prayer by **Rev. John Williams**.

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



\_\_\_\_\_  
Stated Clerk of Grace Presbytery



\_\_\_\_\_  
Moderator of Grace Presbytery



## Grace Presbytery

### Stated Meeting Minutes November 13, 2021

#### Call to Order

The Stated Meeting of Grace Presbytery was called to order with prayer by Presbytery Moderator **Rev. Lisa Patterson** at 9:00 a.m. on November 13, 2021 at First Presbyterian Church of Fort Worth, Texas. This was a hybrid meeting with participants in person and also participants joining electronically in accordance with Standing Rule 3.11, the General Assembly's authoritative interpretation of F-3.0205 (*Minutes* of the General Assembly, 2004, Part I, page 329) and *Roberts Rules of Order, Newly Revised* (page 482).

#### Worship

The Lord's Supper was celebrated during worship. Participants in the worship service: **Ruling Elder Velia Saucedo**, El Divino Salvador Presbyterian Church in Dallas; **Commissioned Pastor Leo Pérez**, Iglesia Emmanuel in Farmers Branch; **Ruling Elder Mary Holmes**, Gethsemane Presbyterian Church in Fort Worth; **Rev. Jesse González**, Gethsemane Presbyterian Church in Fort Worth; **Rev. Horacio Quiróz**, Honorably Retired; **Ruling Elder Hilda Flores**, El Divino Salvador Presbyterian Church in Dallas; **Commissioned Pastor Martin Osae**, Ghanaian Fellowship in Woodhaven, Irving; **Ruling Elder Divine Kuja**, First Presbyterian Church of Garland; **Rev. Dr. Kasonga wa Kasonga**; **Rev. Julius Edah**, United African Church in Dallas; **Rev. Oliver Jamshaid**, First Presbyterian Church of Garland; **Rev. Dr. Lisa Patterson**, St. Andrew Presbyterian Church in Denton; **Rev. Princeton Abaraoha**, First Presbyterian Church in Midlothian; **Rev. Satoe Soga**.

#### Offering

An offering of \$968.00 was received for Grace Presbytery's Young Adult Ministry, the Immigrant Leadership Network of Grace Presbytery, and WOW (Worship on Wednesdays) ministry of First Presbyterian Church, Fort Worth.

#### Quorum, Welcome, Docket

The moderator declared a quorum was present in accordance with the Standing Rules and Manual of Administrative Operations of Grace Presbytery, Section 1.5.3: "A quorum for presbytery meetings shall be ten percent of the teaching elders currently on the roll of the presbytery and one ruling elder commissioner from ten percent of the congregations on the roll of the presbytery." The docket was approved as presented. Host Pastor **Rev. Brian Coulter** welcomed the presbytery. First-time ruling elder commissioners were recognized. The following corresponding members were recognized: **Rev. Brent Hampton** from New Covenant Presbytery and Synod Leader and Stated Clerk **Ruling Elder Valerie Young** from the Synod of the Sun.

## Reports

The Presbytery Moderator, **Rev. Lisa Patterson**, presented her report. **Rev. Steve Shive** gave the report of the Interim General Presbyter. **Rev. Gerry Tyer** gave the report of the Stated Clerk and presented the Consent Agenda. The Annual Meeting of Grace Presbytery, Inc. was led by **Rev. Greg Garis**, President of the Board of Trustees. The Presbytery Council report was given by **Rev. John Williams**. A report from the General Assembly Presbyterian Mission Agency was given by **Rev. Lemuel Garcia-Arroyo**. A presentation from the Synod of the Sun was given by Synod Leader and Stated Clerk **Ruling Elder Valerie Young**. The Committee on Ministry report was presented by **Rev. Donald Hogg**. The report of the Budget and Finance Committee was given by **Rev. Woody Meredith**. The finance reports were presented by the Presbytery Treasurer **Trey Angel**. The Committee on Representation report was given by **Ruling Elder Crysta Brantley**. The report of the Nominating Committee was given by **Rev. Lisa Juica Perkins**. An Installation Service for newly elected officers and committee members was led by Presbytery Moderator **Rev. Lisa Patterson** and Moderator-Elect **Ruling Leader Mike Jones**.

### Motions from the Stated Clerk

#### *1. Grace Presbytery received the following report of the Stated Clerk.*

##### Information from the Stated Clerk

- A. The following ministers of Word and Sacrament entered the Church Triumphant in 2021: **Rev. John T. Conley** (January 13, 2021), **Rev. Stephen W. Plunket** (January 18, 2021), **Rev. Bruce R. George** (January 30, 2021), **Rev. Sally H. Brown** (February 7, 2021), **Rev. Carl G. Schrader** (February 8, 2021), and **Rev. Warren L. Moody** (September 27, 2021).
- B. In accordance with the Book of Order G-3.0108a, each year Clerks of Session are required to submit Session Minutes, Rolls, and Registers for presbytery review. The following is the report of the review of session records for 2020:

<b>6 Churches Submitted Session Records for 2020 without Exceptions.</b>	
Athens, First	Midlothian, First
Fort Worth, St. Stephen	Richardson, Canyon Creek
Honey Grove, Main Street	Sherman, Covenant

<b>58 Churches Submitted Session Records for 2020 with Exceptions.</b>	
Aledo, Faith	Lancaster, First
Arlington, First	Longview, Centre
Arlington, Grace	Longview, First
Arlington, Westminster	Longview, St. Andrew
Bedford, Emmanuel	Mabank, First



<b>58 Churches Submitted Session Records for 2020 with Exceptions.</b>	
Carrollton, Nor'kirk	Mansfield, Trinity
Clarksville, First	McKinney, First
Cleburne, United	McKinney, Trinity
Corsicana, Westminster	North Richland Hills, St. Paul
Crowley, First	Paris, Central
Cumby, First	Paris, First
Dallas, Glendale	Pittsburg, First
Dallas, Northridge	Plano, First
Dallas, Preston Hollow	Richardson, First
DeSoto, DeSoto	Joshua, Union Hill
Denison, First	Richardson, St. Barnabas
Denison, Hyde Park	Rockwall, First
Denton, St. Andrew	Salado, Salado
Denton, Trinity	Sherman, Grand Avenue
Deport, First	Sulphur Springs, First
Fairfield, Fairfield Harmony	Terrell, First
Forney, First	Texarkana, Northwood
Fort Worth, First	Waco, Central
Granbury, First	Waco, First
Hamilton, First	Waxahachie, Central
Henderson, First	Weatherford, Grace
Hooks, First	Whitesboro, First
Hurst, St. Philip	Whitewright, First
Kaufman, First	Winnsboro, First

<b>72 Churches Did Not Submit Session Records for 2020.</b>	
Allen, First	Fort Worth, Westside
Belton, First	Fort Worth, Westminster
Blue Ridge, Crossroads	Frisco, Faithbridge
Bonham, First	Gainesville, First
Bridgeport, First	Garland, First
Buckholts, Sharp	Grand Prairie, First
Cameron, First	Grand Prairie, West Fork
Canton, First	Grapevine, First
Carthage, St. Paul	Greenville, United
Clarksville, New Shamrock	Haltom City, Browning Heights
Clarksville, Pine Grove	Hillsboro, First
Clifton, First	Irving, Hackberry Creek
Commerce, First	Irving, Woodhaven
Dallas, Bentwood Trail	Kilgore, First

<b>72 Churches Did Not Submit Session Records for 2020.</b>	
Dallas, Eastminster	Lewisville, First
Dallas, El Divino Salvador	Lindale, Bethesda
Dallas, First	Longview, Alpine
Dallas, Lake Highlands	Lott, First
Dallas, NorthPark	Mesquite, First
Dallas, Oak Cliff	Milford, Milford
Dallas, St. Andrew's	Mineral Wells, First
Dallas, St. Luke	Mt. Pleasant, First
Dallas, St. Mark	Palestine, First
Dallas, United African	Parker, Corinth
Dallas, Westminster	Plano, Grace
Denton, First	Plano, West Plano
Duncanville, First	Prosper, Prosper
Ennis, First	Rockdale, First
Farmers Branch, Faith United	Rusk, First
Farmers Branch, Iglesia Emmanuel	Southlake, Trinity
Ferris, First	Stephenville, First
Flower Mound, Flower Mound	Temple, Grace
Flower Mound, Trinity	Tenaha, Tennessee
Fort Worth, Gethsemane	Troup, First
Fort Worth, Ridglea	Tyler, First
Fort Worth, St. Peter	Tyler, Highland

C. As required by the Book of Order, the following is reported as items of information from the Stated Clerk:

- 1) The minutes of the 2020 Presbytery meetings and the 2020 Presbytery Council meetings have been reviewed by the Synod of the Sun and were approved without exception.
- 2) The following is a roster of the current and former members of the Permanent Judicial Commission (D-5.0206): Current Members: Class of 2021: Ruling Elder Mark Snyder (Dallas, Brentwood Trail); Class of 2023: Ruling Elder Donna Bowling (Temple, Grace), Rev. Mary Stewart Hall, Ruling Elder Will Pryor (Dallas, First); Class of 2025: Ruling Elder Mark Auten (Dallas, NorthPark), Rev. Thomas C. Gibbons (H.R.), Ruling Elder Mary Marcotte (Dallas, Northridge). Former Members: Class of 2003: Ruling Elder Nell Dean Wilson (Weatherford, Grace First), Class of 2007: Ruling Elder Peter Morgan (Greenville, United), Class of 2009: Ruling Elder Calvin Bluiett (Dallas, Oak Cliff), Rev. Lynnette D. Solomon, Ruling Elder Cathy Zellars (Weatherford, Grace First); Class of 2011: Rev. John C. Engelhard; Class of 2013: Ruling Elder Laura Stackhouse (Forth Worth, First); Class of 2015: Ruling Elder Phyllis Kidwell (Tyler, First), Ruling Elder Ron Martin (Greenville, United), Rev. Elizabeth Johnson Pense. Class of 2017: Ruling Elder Carole Cook (Tyler, First), Rev. Nancy Jean Ramsay, Rev. Paul M. Thompson; Class of 2019: Ruling

Elder John Palmer (Waco, First), Rev. Darla Blatnik, Ruling Elder Susan Cuellar (Dallas, First); Class of 2021: Rev. Gordon Blackman, Ruling Elder Melinda Hunt (Richardson, Canyon Creek), Class of 2023: Ruling Elder Ernie Higginbotham (Dallas, First).

- 3) The presbytery adopted a budget this year to support the church's mission within its area. And the audit this year included a full financial review of all financial books and records by a public accountant. (G-3.0113)
- 4) The presbytery currently has property and liability insurance on file at the presbytery office. Anyone interested in reviewing the insurance may receive a copy from the Stated Clerk. (G-3.0112)
- 5) The presbytery Manual of Administrative Operations is on file at the presbytery office and is posted on the presbytery website. (G-3.0106)
- 6) The presbytery Sexual Misconduct Policy is on file at the presbytery and is posted on the presbytery website. Anyone interested in reviewing it may receive a copy from the Stated Clerk. (G-3.0106) The presbytery Child Protection Policy is on file at the presbytery and is posted on the presbytery website. Anyone interested in reviewing it may receive a copy from the Stated Clerk. (G-3.0106) The annual review of session records includes determination of adherence to G-3.0106 concerning a sexual misconduct policy and a child protection policy.
- 7) The presbytery has reviewed the proceedings and actions of all entities related to the presbytery and all officers able to act on behalf of the body in accordance with G-3.0108a.
- 8) The presbytery nominating process ensures all requirements in the Book of Order are met. (G-3.0111)
- 9) The Committee on Representation is responsible for the implementation of the presbytery's commitment to inclusiveness as outlined in the Book of Order, particularly the "procedures and mechanisms for promoting and reviewing the presbytery's implementation of the church's commitment to inclusiveness and representation." (G-3.0103)
- 10) The Annual Statistical Report has been submitted to the General Assembly. (G-3.0302e)
- 11) The "guidance and communication of the synod and General Assembly on all matters have been considered and that any binding actions have been observed and carried out." (G-3.0302c)
- 12) All of the historical records of Grace Presbytery including the minutes of presbytery meetings have been transferred to the archive storage facility in Philadelphia operated by the Presbyterian Historical Society.

### Motions from the Presbytery Council

1. *Grace Presbytery approved all the actions taken on behalf of Grace Presbytery by the Presbytery Council during the COVID-19 pandemic under the authority of Standing Rule 1.4.9 and received the items of information.* [10/20/21]
  - A. Standing Rule 1.4.9: “In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone, or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery, and the Board of Trustees is authorized to conduct corporate business on behalf of Grace Presbytery, Inc.”
  - B. The minutes of these Presbytery Council meetings are posted on the presbytery website at [www.gracepresbytery.org](http://www.gracepresbytery.org).
2. *Grace Presbytery Council reelected Trey Angel (Dallas, NorthPark) as Treasurer for 2022 and Rev. Gerry Tyer (Honorably Retired) as Stated Clerk for 2022.* An opportunity for nominations from the floor was afforded prior to the election. [10/20/21]
3. *Grace Presbytery approved the following 2022 Housing Allowances: \$95,000.00 for Rev. Steve Shive, \$57,000.00 for Rev. Elizabeth Callender, and \$50,000.00 for Rev. Gerry Tyer.* [10/20/21]
4. *Grace Presbytery elected the following to the Nominating Committee Class of 2024: Rev. William Benner (Honorably Retired), Ruling Elder Jane Els (Commissioned Pastor Depart, First Presbyterian Church), and Ruling Elder Kathy Jones (Dallas, NorthPark).* Note: An opportunity for nominations from the floor was afforded prior to the election. [10/20/21]
5. *Grace Presbytery approved the following actions taken by the Presbytery Council in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information.* [10/20/21]
  - A. Received reports from the following: Presbytery Moderator **Rev. Lisa Patterson**, Presbytery Vice Moderator **Ruling Elder Mike Jones**, Presbytery Council Moderator **Rev. John Williams**, Interim General Presbyter **Rev. Steve Shive**, Stated Clerk **Rev. Gerry Tyer**, Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts** Budget and Finance Committee Moderator **Rev. Woody Meredith**, Personnel Committee member **Ruling Elder Kathy Jones**. [10/20/21]
  - B. Finalized the docket for the November 13, 2021 Stated Meeting of Grace Presbytery at First Presbyterian Church, Fort Worth. [10/20/21]
  - C. Approved the Immigrant Pastors’ Network, Young Adult Ministries of Grace Presbytery, and Worship on Wednesdays (WOW) ministry at First Presbyterian Church, Fort Worth as the recipients of the offering on November 13, 2021. [10/20/21]

- D. Approved the 2022 Presbytery Mission Budget as recommended by the Budget and Finance Committee. [10/20/21]
- E. Received the following financial reports from Presbytery Treasurer Trey Angel and Director of Finance Vicki Roberts: [10/20/21]
- 1) Income and Expense Report (Unaudited) as of July 31, 2021
  - 2) Balance Sheet (Unaudited) as July 31, 2021
  - 3) Shared Mission Support as of 7/31/21
  - 4) Investment Report as of June 30, 2021
- F. Appointed the following people in accordance with Standing Rule 5.1. to the positions indicated. Note: An opportunity for nominations from the floor was afforded prior to the appointments. [10/20/21]

Committee	Moderator	Vice Moderator
Budget and Finance Committee	Ruling Elder John Walters	
Children and Youth Ministry Committee	Ruling Elder Miriam Ross	Ruling Elder Kameron Dollgener
Church Development Committee	Rev. Princeton Abaroha	
Committee on Ministry	Ruling Elder Cindy Miller	Ruling Elder Johanna Belford
COM Commissioned Pastor Subcommittee	Rev. Michele Goff	
COM Examinations Subcommittee	Rev. Richard Culp	
Committee on Preparation for Ministry	Ruling Elder Janet Walters	
Committee on Representation	Ruling Elder Crysta Brantley	
Congregational Support Committee	Rev. Lander Bethel	
Nominating Committee	Rev. Lisa Perkins	Ruling Elder Sheryl Taylor
Personnel Committee	Ruling Elder Chip Black	
Social Justice Task Force	Rev. Perryn Rice	Rev. Kyle Walker
Young Adult Ministry Committee	Rev. Owen Gray	

- G. Appointed the following members of the Presbytery Council in accordance with Standing Rule 5.10.1 to serve on the 2022 Personnel Committee: **Ruling Elder Chip Black** (Arlington, Grace) and **Ruling Elder Kathy Jones** (Dallas, NorthPark) [10/20/21]
- H. Elected **Ruling Elder Karen Ebling** as a member of the **Administrative Commission for First Presbyterian Church, Troup**. [10/20/21]
- I. Approved the minutes of the September 1, 2021 and October 6, 2021 Presbytery Council meetings. [10/20/21]
- J. Approved the following actions taken by the Personnel Committee in accordance with the authority delegated by the Standing Rules and Manual of Administrative Operations and received the items of information. [10/20/21]
- 1) Attendance at the October 13, 2021 Personnel Committee meeting: Ruling Elder Zem Neill (Fort Worth, First), Ruling Elder Kathy Jones (Dallas, NorthPark), Ruling Elder

Chip Black (Arlington, Grace), Rev. Katy Rigler (Richardson, St. Barnabas), Rev. Andy Odom (Richardson, Canyon Creek), Staff: Rev. Steve Shive (Interim General Presbyter).

- 2) Minutes from September 10, 2021 Personnel Committee meeting were approved by common consent.
- 3) Received a quarterly update from Stated Clerk Gerry Tyer on his work in the presbytery.
- 4) Interim General Presbyter Update: Steve Shive updated the committee on staff and ministry activity.
  - a. Steve and Chip are working to develop a files policy.
  - b. Coaching for the staff is really having an impact.
  - c. Staff reviews will be held in December.
  - d. Leah Wyckoff, Director of Resource Center, has been nationally recognized by APCE as the 2022 Empower Award honoree.
- 5) General Presbyter Search Committee Update: New co-moderators have been selected: Rev. Amos Disasa and Ruling Elder Phyllis Kidwell.
- 6) The October 13, 2021 Personnel Committee meeting was opened with prayer by Katy Rigler and closed with prayer by Andy Odom.

#### Information from the Presbytery Council

- A. Attendance at the October 20, 2021 stated meeting: Class of 2021: **Ruling Elder Lazara Abernathy** (Fort Worth, Gethsemane), **Rev. Jennifer Mitchell** (Corsicana, Westminster), Class of 2022: **Ruling Elder Kathy Jones** (Dallas, NorthPark), **Rev. Perryn Rice** (Dallas, Lake Highlands), **Ruling Elder Denyse Rodgers** (Waco, Central), Class of 2023: **Rev. Larry Spencer** (Honorably Retired), Moderators of Presbytery Committees: **Rev. Woody Meredith** (Athens, First/Budget and Finance Committee), **Rev. Alissa Conner** (Hurst, St. Philip/Church Development Committee), **Rev. Lisa Juica Perkins** (Sherman, Covenant/Nominating Committee), Ex-Officio with Vote: Council Moderator **Rev. John Williams** (Sherman, Austin College), Former Moderator of Presbytery Council **Ruling Elder Phyllis Kidwell** (Athens, First), Moderator of Presbytery **Rev. Lisa Patterson** (Denton, St. Andrew), Ex-Officio without Vote: Vice Moderator of Presbytery **Ruling Elder Mike Jones** (Dallas, NorthPark), Interim General Presbyter **Rev. Steve Shive**, Stated Clerk/Secretary of the Board of Trustees **Rev. Gerry Tyer** (Honorably Retired), Presbytery Treasurer **Trey Angel** (Dallas, NorthPark), Staff: **Rev. Elizabeth Callender** (Director of Ministry Development), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), **Joanna Kim** (Director of Ministry Services), **Vicki Roberts** (Director of Finance), **M.E. Clary** (Director of Communications), **Ruling Elder Gary Holloman** (Director, Youth and Young Adult Ministries), Excused: **Ruling Elder Wendell Black** (Arlington, Grace), **Rev. Thomas Lamb** (Temple, Grace), **Ruling Elder Beth Peak Thompson** (Denton, Trinity), **Ruling Elder Miriam Ross** (McKinney, Trinity/Children and Youth Ministry Committee),

**Ruling Elder Cindy Miller** (Corsicana, Westminster/Committee on Ministry), **Ruling Elder David Williams** (Southlake, Trinity/Committee on Preparation for Ministry), **Ruling Elder Crysta Brantley**, (McKinney, First/Committee on Representation), **Ruling Elder Brian Parker** (Irving, Woodhaven/Congregational Support Committee), **Rev. Andy Odom** (Richardson, Canyon Creek/Personnel Committee), **Rev. Owen Gray** (Richardson, St Barnabas/Young Adult Ministry Committee).

- B. The October 20, 2021 meeting was opened with prayer by **Rev. John Williams**. The meeting was adjourned with prayer by **Rev. Lisa Patterson**.

### **Motions from the Committee on Ministry**

#### Honorable Retirement

1. *Grace Presbytery approved the Honorable Retirement of Rev. Carolyn Mitchell effective September 19, 2021. [9/28/21]*
2. *Grace Presbytery approved the following actions taken by the Committee on Ministry in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information.*

#### Transfer of Teaching Elders

- A. Approved the dismissal of **Rev. Satoe Soga** from Grace Presbytery to New Covenant Presbytery effective October 19, 2021. [10/19/21]

#### Dissolutions of Pastoral Relationships

- A. Dissolved the associate pastoral relationship between **Rev. Kathy Lee-Cornell** and Preston Hollow Presbyterian Church of Dallas effective August 29, 2021 and moved her to the Member at Large Roll. [9/28/21]
- B. Dissolved the associate pastoral relationship between **Rev. Sarah Are** and Preston Hollow Presbyterian Church of Dallas effective August 16, 2021 and moved her to the Member at Large Roll. [9/28/21]
- C. Dissolved the temporary pastoral relationship between **Rev. Paul Burns** and St. Mark Presbyterian Church of Dallas effective August 29, 2021 and moved him to the Member at Large Roll. [9/28/21]
- D. Dissolved the pastoral relationship between **Rev. Richard Brooks** and St. Mark Presbyterian Church of Dallas effective August 29, 2021 and moved him to the Member at Large Roll. [9/28/21]
- E. Dissolved the validated ministry of **Rev. Trish Matthews** as Manager of Pastoral Care/Chaplain (791) at Texas Health Presbyterian Hospital, Denton, effective November 6, 2021 and moved her to the Member at Large Roll. [10/19/21]



- F. Dissolved the validated ministry of **Rev. Meghan Brown Saavedra** as Coordinator for Young Adults in Global Mission (791) for the Evangelical Lutheran Church in America in Mexico effective March 30, 2021 and moved her to the Member at Large Roll. [10/19/21]
- G. Dissolved the pastoral relationship between **Rev. Sarah Johnson** and Preston Hollow Presbyterian Church of Dallas effective October 13, 2021 and moved her to the Member at Large Roll. [10/19/21]

#### Labor Inside or Outside the Bounds of Grace Presbytery

- A. Granted permission to **Rev. Michele Goff** to Labor Outside the Bounds of Grace Presbytery on August 29, 2021 to serve in the Installation Commission for Rev. Gordon Blackman at First Presbyterian Church of Lufkin, Texas in Presbytery of New Covenant. [8/23/21]
- B. Granted Permission to **Rev. Lisa Perkins** to Labor Outside the Bounds of Grace Presbytery on October 31, 2021 to officiate a wedding in Mission Presbytery. [9/24/21]
- C. Granted permission for **Rev. Stuart Baskin** to Labor Outside the Bounds of Grace Presbytery to officiate a wedding at Camp Hopewell in St. Andrew Presbytery on November 6, 2021. [10/1/21]

#### Validated Ministry

- A. Approved the validated ministry of **Rev. Craig Krueger** (702) as Executive Director of Duncanville Outreach Ministry effective September 28, 2021 through December 31, 2021. [9/28/21]
- B. Renewed the validated ministry of **Rev. Theodore J Wardlaw** as President (642) of Austin Presbyterian Theological Seminary, Austin, full time, effective January 1, 2021 through December 31, 2021. [9/28/21]

#### Members at Large

- A. Approved the request of **Rev. Caroline Braskamp** to continue on the Member at Large Roll effective January 1, 2021 through December 31, 2021. [9/28/21]
- B. Approved the request of **Rev. Pamela Leach** to continue on the Member at Large Roll effective January 1, 2021 through December 31, 2021. [9/28/21]
- C. Approved the request of **Rev. Amy Moore** to continue on the Member at Large Roll effective January 1, 2021 through December 31, 2021. [10/19/21]

### Installed Positions (Changes)

- A. Approved the changes in the terms for **Rev. Leslie Murphy King** as Pastor (101) of First Presbyterian Church of Waco, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was October 18, 2020. [9/28/21]

Compensation:

Cash Salary .....	\$56,457.00
Housing and Utility Allowance .....	\$43,913.00
Total Effective Salary .....	\$100,370

Reimbursements:

Social Security Offset .....	\$7,678.00
Continuing Education .....	\$4,390.00
Professional Expenses .....	\$900.00

Benefits:

Board of Pension Dues .....	\$37,137.00
Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package .....	\$150,475.00
Total Cost to the Church .....	\$150,475.00
Total Compensation Paid Directly to the person .....	\$108,048.00

- B. Approved the changes in the terms for **Rev. Chris Campbell** as Pastor (101) of First Presbyterian Church of Arlington, full-time, beginning January 1, 2021. The date of the congregational meeting recommending these terms was December 6, 2020. [9/28/21]

Compensation:

Cash Salary .....	\$37,000.00
Housing and Utility Allowance .....	\$60,000.00
Total Effective Salary .....	\$97,000.00

Reimbursements:

Social Security Offset .....	\$7,420.50
Business Travel/Automobile .....	\$3,600.00
Continuing Education .....	\$2,400.00
Professional Expenses .....	\$1,200.00

Benefits:

Board of Pension Dues .....	\$35,890.00
Dental Insurance Premiums .....	\$1,632.00
Study Leave .....	2 weeks
Vacation Leave .....	5 weeks
Total Compensation Package .....	\$149,142.50
Total Cost to the Church .....	\$149,142.50
Total Compensation Paid Directly to the person .....	\$104,420.50

#### Temporary Positions (New)

- A. Approved the contract for **Rev. Harry Meissner** as **Interim Pastor** (105) of First Presbyterian Church, Rockwall, part-time, 19 hours per week, beginning September 1, 2021 through August 31, 2022. The date of the session meeting recommending these terms was August 16, 2021. [8/19/21]

##### Compensation:

Cash Salary .....	\$32,996.00
Total Effective Salary .....	\$32,996.00

##### Reimbursements:

Social Security Offset .....	\$2,524.00
Business Travel/Automobile.....	\$1,750.00
Continuing Education .....	\$750.00
Professional Expenses.....	\$250.00

##### Benefits:

Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$38,270.00
Total Cost to the Church .....	\$38,270.00
Total Compensation Paid Directly to the person .....	\$38,270.00

#### Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Rev. Alex Lee-Cornell** as Interim Pastor (105) of Westminster Presbyterian Church, Dallas, full-time, beginning August 1, 2021 through July 31, 2022. The date of the session meeting recommending these terms was August 24, 2021. [10/19/21]

##### Compensation:

Cash Salary .....	\$31,590.00
Housing Allowance.....	\$45,000.00
Deferred Income .....	\$3,000.00
Total Effective Salary .....	\$79,590.00

##### Reimbursements:

Social Security Offset .....	\$5,859.00
Business Travel/Automobile.....	\$600.00
Continuing Education .....	\$3,000.00

##### Benefits:

Board of Pension Dues.....	\$29,448.00
Dental Insurance Premium.....	\$1,448.00
Employer 403(b) Match.....	\$3,000.00
Study Leave .....	3 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$122,945.00
Total Cost to the Church .....	\$122,945.00
Total Compensation Paid Directly to the person .....	\$82,449.00

- B. Approved the changes in the contract for **Ruling Elder Jim Butt** as Commissioned Pastor (107) of First Presbyterian Church, Lancaster, part-time, 12 hours per week, beginning November 1, 2021 through November 2, 2022. The date of the session meeting recommending these terms was September 19, 2021. [10/19/21]

Compensation:

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

Reimbursements:

Social Security Offset .....	\$1,051.00
Business Travel/Automobile.....	\$360.00
Continuing Education .....	\$150.00
Professional Expenses.....	\$150.00

Benefits:

Study Leave .....	2 weeks
Vacation Leave .....	4 weeks
Total Compensation Package.....	\$15,451.00
Total Cost to the Church .....	\$15,451.00
Total Compensation Paid Directly to the person .....	\$14,791.00

Ordination and Installation Commissions

- A. Elected the following Administrative Commission to commission **Ruling Elder Jane Els** to First Presbyterian Church of Paris, First Presbyterian Church of Deport and First Presbyterian Church of Winnsboro and **Ruling Elder Armel Crocker** to First Presbyterian Church of Paris and First Presbyterian Church of Deport at First Presbyterian Church of Paris on October 3, 2021 at 3 pm. Grace Teaching Elders: Rev. Lisa Patterson, Associate Pastor of St. Andrew Presbyterian Church of Denton to moderate, Rev. Perryn Rice, Pastor of Lake Highlands Presbyterian Church of Dallas to preach, Rev. Julie Adkins, Pastor of First Presbyterian Church of Commerce to charge the commissioned pastors, Rev. Elizabeth Callender, Grace Presbytery to charge the congregation. Grace Ruling Elders: Kathy Jones, NorthPark Presbyterian Church of Dallas, Ronny Knight, First Presbyterian Church of Winnsboro, Donnie Wright, First Presbyterian Church of Deport, Dick Frierson, First Presbyterian Church of Paris. An opportunity for nominations from the floor was afforded prior to the election. [9/15/21]
- B. Elected the following Administrative Commission to install **Rev. Christopher Palmer** as Associate Pastor of First Presbyterian Church of Waco on November 21, 2021, at 3 pm. Grace Teaching Elders: Rev. Dr. Leslie King, Pastor of First Presbyterian Church of Waco to charge the congregation, Rev. Thom Lamb, Pastor of Grace Presbyterian Church of Temple, Rev. Owen Gray, Associate Pastor of St. Barnabas Presbyterian Church of Richardson to charge the pastor, Rev. Meagan Findeiss, Associate Pastor of First Presbyterian Church of Dallas. Grace Ruling Elders: Cindy Miller, Westminster Presbyterian Church of Corsicana to moderate, June Bryngelson, Central Presbyterian Church of Waco, Charlie Olson, First Presbyterian Church of Waco. Ecumenical

Representative: Terry Stokes, Reformed Church of Highland Park, New Jersey. Teaching Elder: Rev. Chris Henry, Second Presbyterian Church of Indianapolis in Whitewater Presbytery to preach. An opportunity for nominations from the floor was afforded prior to the election. [8/31/21]

- C. Elected the following Administrative Commission to install **Rev. Tracey Davenport** as Pastor of Grace Presbyterian Church of Plano on November 14, 2021, at 4 pm. Grace Teaching Elders: Rev. Angie Mabry, Interim Pastor of First Presbyterian Church of Plano, Rev. Shane Webb, Pastor of Woodhaven Presbyterian Church of Irving, Rev. Karl Schwarz, Pastor of Bentwood Trail Presbyterian Church of Dallas, Rev. Dr. Fran Shelton, Honorably Retired to charge the pastor, Rev. Cara Ellis, Associate Pastor of Grace Presbyterian Church of Plano. Grace Ruling Elders: Mike Jones, NorthPark Presbyterian Church of Dallas to moderate, Mike Shaw, Grace Presbyterian Church of Plano, Kymberlaine Banks, Canyon Creek Presbyterian Church to charge the congregation. Teaching Elder: Rev. Rolfe Granath, Honorably Retired, Denver Presbytery, Rev. Dr. Cynthia Rigby, Austin Presbyterian Theological Seminary to preach. An opportunity for nominations from the floor was afforded prior to the election. [9/30/21]

#### Other Actions of the Committee on Ministry

- A. Appointed **Rev. Harry Meissner** to moderate the session meeting on Monday September 27, 2021 for United Presbyterian Church of Greenville. [9/27/21]
- B. Approved the Ministry Information Form for First Presbyterian Church of Plano. [9/30/21]
- C. Approved the Ministry Information Form for First Presbyterian Church of Garland. [9/15/21]
- D. Approved the Ministry Information Form for First Presbyterian Church of Hillsboro. [10/5/21]
- E. Approved First Presbyterian Church of Tyler's Mission Study. [10/5/21]
- F. Approved **Commissioned Pastor Sharon Curry** to administer the sacraments for Browning Heights Presbyterian Church of Haltom City on October 3, 2021. [10/5/21]
- G. Approved the following minutes of the Committee on Ministry: August 17, 2021 and September 28, 2021.
- H. Approved the following **Policy on Commissioned Pastors Serving a Cluster of Churches** for commissioned, trained, and examined ruling elders to serve as Commissioned Pastors to a Committee on Ministry-designated cluster of churches with the noted responsibilities and oversight effective October 19, 2021. [10/19/21]

An increasing number of churches, particularly in rural areas of the presbytery, are unable to secure consistent pastoral leadership and offer appropriate compensation. To address the needs of such congregations, the Committee on Ministry will implement a cluster model for smaller churches that are willing to enter into such an opportunity for shared pastoral leadership and collaborative ministry. This policy seeks to educate and guide the participants entering into the new relationships so that the churches and their ministries may thrive with consistent pastoral leadership and Committee on Ministry collaboration.

#### Information from the Committee on Ministry Commissioned Pastor Subcommittee

- A. Thirteen Commissioned Pastors are currently serving churches, three of whom were commissioned in 2021. Two individuals were received into the Commissioned Pastor Program this year. All interviews, exams and continuing education have taken place on Zoom.
- B. A lectionary study open to all Commissioned Pastors meets twice monthly and has proven to be highly beneficial not only for sermon preparation but also for ongoing theological and biblical study. In addition, the participants in this group have formed strong collegial bonds and provide support and encouragement for each other's ministry.
- C. For additional learning, Commissioned Pastors have been encouraged to participate in Grace Presbytery's Leadership Training Series. A scheduled Commissioned Pastor Subcommittee enrichment event on Pastoral Care has been postponed until it is safe to meet in person.
- D. The Commissioned Pastor Subcommittee has submitted a proposal to the Committee on Ministry that would allow for commissioning of pastors to serve a cluster of churches, thus providing full pastoral leadership (including administering the sacraments, moderating session) to those who do not have the resources to call or commission a pastor solely for their church.

#### Information from the Committee on Ministry Examinations Subcommittee

- A. The work of the Examinations Subcommittee has continued during the pandemic; this year we had one examination via Zoom and one meeting in person. Our work comes at the end of a long process of preparation and engages candidates in what is best described as a theological conversation. The committee seeks to discern in each candidate an active theological mind that has engaged and continues to engage the challenging questions of God-with-us that form the church's life and mission. Each candidate is examined for about two hours; every candidate whose examination we "sustain" receives our recommendation for approval.
- B. Interestingly, although our committee examines candidates for Teaching Elder as well as for Commissioned Pastor, the only people we have examined during the pandemic have been individuals called to serve as Commissioned Pastors. We are pleased to tell you that Grace Presbytery has three new Commissioned Pastors as a result: Ruling Elder James Dees, Ruling Elder Armel Crocker and Ruling Elder Jane Els. Jim was commissioned on July 18, 2021, to serve at First Presbyterian Church of Mabank. On October 30, 2021, Armel and Jane were both commissioned to serve the same two churches on a rotating basis - First Presbyterian Church of Paris, and First Presbyterian Church of Deport. Separately, Jane was commissioned to First Presbyterian Church of Winnsboro, which is her home church.
- C. The Examinations Subcommittee is thankful for these and our other Commissioned Pastors, as well as for the Commissioned Pastor program in Grace Presbytery. Special thanks to the Commissioned Pastor Task Force for envisioning, developing, and

sustaining that program, which has resulted in many churches in Grace Presbytery having consistent pastoral leadership when they otherwise would not.

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

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

- A. Enrolled **Adrian White** (Preston Hollow, Dallas) as a Candidate under care of Grace Presbytery effective July 8, 2021. [7/8/21]
- B. Transferred Inquirer **Edward Lewis** from Grace Presbytery to Santa Fe Presbytery effective October 14, 2021. [10/14/21]
- C. Approved minutes from May 13, 2021, June 10, 2021, July 8, 2021, and September 9, 2021
- D. Sustained the preaching requirement for Candidate **Clark Royle** (First, Dallas). [7/9/21]
- E. Sustained the preaching requirement for Candidate **Wilson Nicholson** (Westminster, Dallas) and approved his final clearance effective October 14, 2021. [10/14/21]
- F. Approved a scholarship in the amount of \$3,000.00 to Inquirer **Adrian White** (Preston Hollow, Dallas), Inquirer **Adrian Rodriquez** (First, Arlington), and Inquirer **Marshall Sartain** (First, Pittsburg) on July 9, 2021. [7/9/21]

### **Information from the Committee on Preparation for Ministry**

- A. Eleven Inquirers under care of Grace Presbytery: **Rachel Crilley** (First, Grapevine), **Ekama Eni** (Trinity, Denton), **Emily Everts** (Ridglea, Ft. Worth), **Kailey Gray** (Canyon Creek, Richardson), **Callan Kennedy** (Westminster, Arlington), **C.J. Prater** (Trinity, Flower Mound), **Adrian Rodriquez** (First, Arlington), **Marshall Sartain** (Pittsburg, First), **Stephanie Williams** (Grace First, Weatherford).
- B. Eight Candidates under care of Grace Presbytery: **Sarah Dixon** (Flower Mound, Trinity), **Joanna Kim** (Preston Hollow, Dallas), **Dale Montgomery** (Central, Waxahachie), **Wilson Nicholson** (Westminster, Dallas), **Clark Royle** (First, Dallas), **Stuart Seelman** (Preston Hollow, Preston Hollow), **Maria Torres-Vargas** (Gethsemane, Ft. Worth), **Traci Truly** (First, Garland), **Adrian White** (Preston Hollow, Dallas).

### **Motions from the Congregational Support Committee**

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

- A. We embarked on a new program offering of **Leadership Workshops**. The rationale for these workshops is to offer extra nourishment to members of Grace Presbytery, to help build one another up, and offer a sense of connection that may have become strained over the period of the pandemic. We have been blessed to be able to offer presentations from Bruce Reyes-Chow who spoke on Five Disruptions of a Hybrid Church and Thomas G. Long who spoke on Changing Seasons: Ministry for the New Normal. We have the final



in our Leadership Series coming up in November on the topic of Congregational Officer Training. This event is to encourage new church officers and offer a “refresh” to those who are serving, or have served in the past, new and current ruling elders are encouraged to participate.

- B. We also established the **Disaster Response Team** led by Reverend Jim Reinarz. This Team is in place foremost to provide educational opportunities for congregations in how to deal with disasters, either natural or manmade. The team also exists to provide organization and guidance in times of disaster, such as the deep freeze earlier this year.
- C. Next on our plate of offerings is **Grants**. We have seen a shift in the requests of congregations from various mission opportunities towards almost 100% being requested for assistance with the purchase of streaming equipment. This allows congregations to record and broadcast worship services. Grants will be enhanced and improved in 2022.
- D. Finally – our **Resource Center** is morphing into **Resourcing**. Why the change? Because we recognize that the needs of the future are fast changing. No longer do we just need books, but we need more online and virtual resources. We also recognize the strength of our Leadership Workshops and have those online for all to be able to use this resource.

#### Information from the Congregational Support Committee

- A. From the Moderator **Ruling Elder Brian Parker**: I have been serving on this committee for six years now, and I must admit I have never been more excited with the work we are doing than I am now. As you can see, we have had a productive year in a challenging environment. I am certain that the momentum that we have gained during this time will continue and, most likely, accelerate. I want to close this report by saying how much of an honor it's been to serve you these past six years. We will see you again.

#### Motions from the Board of Trustees

1. *Grace Presbytery approved the following resolution from the Board of Trustees: **RESOLVED**, the St. Stephen Presbyterian Church (“Church”) located at 2700 McPherson Avenue, Fort Worth, Texas 76109-1450 has applied for a loan from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. funded by Church Loan Program Funds: Amount of Loan: \$1,230,000.00. **FURTHER RESOLVED**, the Grace Presbytery, a Texas nonprofit corporation, (“Presbytery”) having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approves the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above. The officers of the Presbytery as listed on the attached Certificate of Incumbency marked Exhibit A are authorized to sign a guarantee of this loan as authorized agents of the Presbytery. [10/25/21]*

Background: The loan proceeds will cover costs (1) to upgrade the sanctuary pipe organ (replace console, add new rank of pipes, electronics upgrade), (2) to make upgrades throughout campus buildings to comply with the American Disability Act requirements, and to remove and replace deteriorating plumbing infrastructure. This motion is pending approval by the Presbyterian Investment Loan Program.

St. Stephen has engaged capital campaign consultant Robert Kulka from Church Campaign Services, with a goal of \$1,300,000 pledges to be paid in three years (2022 through 2024). Commitment visits with major gift donors are underway at this time. Funds from endowments will pay interest on the loan. Loan closing is requested for January 2022 with construction to begin February 2022.

2. *Grace Presbytery approved the following resolution from the Board of Trustees: RESOLVED, the Faith United Presbyterian Church ("Church") located at 12717 Marsh Lane, Farmers Branch, Texas 75234-6643 has applied for a loan from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. funded by Church Loan Program Funds: Amount of Loan: \$70,000.00. FURTHER RESOLVED, the Grace Presbytery, a Texas nonprofit corporation, ("Presbytery") having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approves the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above. The officers of the Presbytery as listed on the attached Certificate of Incumbency marked Exhibit A are authorized to sign a guarantee of this loan as authorized agents of the Presbytery. [10/25/21]*

Background: The loan proceeds will cover emergency plumbing repairs and the removal of a deteriorated garage to be replaced by a stand-alone storage unit. This motion is pending approval by the Presbyterian Investment Loan Program. In 2019 the church expended over \$100,000.00 in cash reserves on major capital repairs. Remaining cash reserves are insufficient to complete the work needed. The session has approved the loan and is awaiting approval from the Presbyterian Investment Loan Program and Grace Presbytery before calling a congregational meeting.

3. *Grace Presbytery approved the following actions taken by the Board of Trustees in accordance with the authority delegated by the Bylaws and the Manual of Administrative Operations and received the items of information: [10/25/21]*

- A. Approved a 38-month lease between St. Mark Presbyterian Church, Dallas and Journey Community Church: A Church of the Nazarene for the use of the church building for purposes of worship, education, and fellowship, pending approval of the Committee on Ministry. [10/25/21]

Background: Journey Church is a new church start of the Church of the Nazarene, operating under a model instituted nationally for their denominational church plants. This growing congregation has been seeking property space in the East Dallas area for several years, and this is the second of our PCUSA churches to be in negotiation with them. They were referred to St. Mark Presbyterian Church by presbytery staff after we came to know their young vibrant pastor Jonathan Odom. We see their approach to partnership and mission to be compatible and perhaps synergistic with churches in our denomination. We believe this specific new church community will be an excellent tenant-partner with St. Mark Presbyterian Church and may open doors for other successful property partnerships between our congregations and other Nazarene new church starts in the area. For more information, see <https://journeydallas.org/>

- B. Approved the request by First Presbyterian Church, Mesquite to sell approximately two acres of unused church property to the adjacent property owner Open Door Baptist Church, a nonprofit corporation. The purchaser intends to use the property for expanded education and fellowship space, likely constructed as a gymnasium, and for additional parking. [10/25/21]

Legal Description Summary: Part of a property located at 1028 S. Beltline Road, Mesquite TX (Dallas County), described as First Presbyterian Church, Blk 1, PT LT 1, ACS 6.01555.

Background: The church owns two adjacent parcels that make up their church property, together approximately 16 acres. Neighboring church Open Door Baptist Church wishes to expand their education and parking space, and they have asked to purchase 2 acres from one parcel from First Presbyterian Church, Mesquite. The congregation and session approved the sale. A contract for sale and survey of the property boundaries are pending.

- C. Authorized Trustee **Ruling Elder Kevin Green** and Director of Property and Real Estate **Ruling Elder Karen Ebling** to negotiate terms and transact the transfer of title on the church property of the former First Presbyterian Church, Ferris to the City of Ferris. [10/25/21]

Background: The congregation was dissolved in April 2021 after its final service on Easter Sunday. The building has remained empty since that time. The building is in a state of significant disrepair and is not expected to be an attractive marketable property without significant investment. The building was designated in 1993 as a Texas Historic Building, and the City of Ferris desires to preserve and improve the building for municipal use. The remaining members of the now-dissolved congregation expressed to the Administrative Commission appointed to effect the dissolution their desire to donate the church to the City of Ferris.

- D. Received a report from Director of Property and Real Estate **Ruling Elder Karen Ebling** concerning various other property transaction in process but not yet completed. [10/25/21]
- E. Approved the minutes of the August 23, 2021 meeting of the Board of Trustees. [10/25/21]
- F. Discussed the process of electronic voting. [10/25/21]
- G. Received a report from Director of Ministry Development **Rev. Elizabeth Callender** concerning the processes of the Committee on Ministry dealing with churches who are in peril of closing. [10/25/21]
- H. Received a report from **Ruling Elder Ernie Higginbotham** concerning the Mineral Rights from the Thelma Peters Estate. The following were assigned to follow up on the matter: Ernie Higginbotham, Vicki Roberts, and Gerry Tyer. [10/25/21]

- I. Received a report from Presbytery Treasurer **Trey Angel** and Director of Finance **Vicki Roberts** including the following unaudited financial reports. A copy is available upon request. [10/25/21]
  - a) Balance Sheet as of June 30, 2021
  - b) Income and Expense Statement as of June 30, 2021
  - c) Shared Mission Support Report as of June 30, 2021
  - d) Investment Report September 30, 2021
- J. Received a report of the 2022 Presbytery Mission Budget proposed by the Presbytery Council for presbytery approval at the stated meeting on November 13, 2021. [10/25/21]
- K. Elected the following officers of the Board of Trustees for 2022: **Rev. Norwood “Woody” Brown** (McKinney, Trinity) as President, **Trey Angel** (Dallas, NorthPark) as Corporate Treasurer, and **Rev. Gerry Tyer** (Honorably Retired) as Corporate Secretary. [10/25/21]

#### Information from the Board of Trustees

- A. The September 27, 2021 stated meeting of the Board of Trustees was cancelled.
- B. Attendance at the October 25, 2021 Board of Trustees meeting which was held by electronic means in accordance with Grace Presbytery’s Manual of Administrative Operations: Class of 2021: **Ruling Elder Ernie Higginbotham** (Dallas, First), **Ruling Elder Patty Dickerson** (Waxahachie, Central), **Ruling Elder Jefferson Howeth** (Dallas, NorthPark), **Ruling Elder Michael Malone** (Dallas, NorthPark), **Ruling Elder Frank Stevenson** (Dallas, Northridge), Class of 2022: **Rev. David Ivie** (Forney, First), **Rev. Leslie King** (Waco, First), **Ruling Elder Kerry Whitson** (Dallas, Bentwood Trail), Class of 2023: **Rev. Stuart Baskin** (Tyler, First), **Rev. Woody Brown** (McKinney, Trinity), **Rev. Greg Garis** (Hurst, St. Philip), **Ruling Elder Sara Jo Mueller** (Plano, West Plano), Ex-Officio with vote: **Rev. John Williams** (Presbytery Council Moderator), **Rev. Gerry Tyer** (Stated Clerk and Secretary of the Board of Trustees), Ex-Officio without vote: **Rev. Steve Shive** (Interim General Presbyter), Staff: **Ruling Elder Vicki Roberts** (Director of Finance), **Ruling Elder Karen Ebling** (Director of Property and Real Estate), **Rev. Elizabeth Callender** (Director of Ministry Development), Excused: **Ruling Elder Matthew Malavanti** (Waco, First), **Rev. Denise Odom** (Dallas, Presbyterian Village North), **Ruling Elder Kevin Green** (Dallas, Preston Hollow), **Rev. Ashley Hood** (Grapevine, First), **Trey Angel** (Presbytery Treasurer).
- C. Prayers: The October 25, 2021 meeting of the Board of Trustees was opened and closed with prayer by **Rev. Greg Garis**.

#### Motions from the Task Force on Social Justice

#### *1. Grace Presbytery Council approved the following actions taken by the Task Force on Social Justice and received the items of information:*

- A. The Social Justice Task Force began its work just prior to the pandemic shutdown in 2020. To date, the members have not even met each other, face-to-face. Nevertheless, the

past months have been quite fruitful as the targeted work of social justice has begun in earnest, if predominantly virtually. When the Task Force was approved by the Presbytery at the end of 2019, it was empowered to do the following:

- 1) To lead the Presbytery in its own faith formation with respect to the command to love neighbors, and the call of discipleship to do justice, love kindness, and walk humbly with God. It is expected that this formation will provide opportunities for individual and congregational growth through special speaker events and workshops, partnering with churches and other Presbytery committees, specific work within congregations throughout the Presbytery, and personal challenges and pilgrimages.
  - 2) To inform and advise Presbytery leadership and congregations regarding societal upheaval where a witness in word and/or deed by Grace Presbytery is needed lest the Presbytery's silence be misinterpreted as assent to an unjust, cruel, or corrupt status quo. It is expected that the Task Force will devise a mechanism through which the Presbytery can speak truth to power, solace to pain, compassion to cruelty, restraint to rage.
  - 3) To actively engage, and invite others to participate, in those forms of prayer as it is "expressed in action, through public witness and protest, deeds of compassion, and other forms of disciplined service" (Book of Order W-5.0102). In all matters related to such engagement, it is that the Task Force will strive for the utmost integrity as called for in the vows of ordination.
  - 4) With respect to items 1-3, the Task Force will seek out, for the purposes of unity and strength of witness, all opportunities to do its work with ecumenical and interfaith partners.
- B. In relation to these directives, the Social Justice Task Force has held or participated in the following events and activities in 2020-21, among others, since the pandemic lockdown:
- 1) "Statement of Solidarity with the Suffering and a Plea for Justice Reform in our Society" From the Social Justice Task Force of Grace Presbytery, written by Co-Moderator **Rev. Dr. David Batchelder**, June 2020.
  - 2) Supported the Synod of the Sun webinar training on "Dismantling Racism" provided by **Dr. Warren Chalklen** (a diversity, equity, and inclusion specialist from South Africa), (four classes), in October 2020.
  - 3) Supported Pittsburgh Theological Seminary's World Mission Initiative McClure Lectures on Mission and Evangelism presented by **Dr. Kimberly D. Hill** (Professor of U.S. and African American History at the University of Texas at Dallas and historian of African American missions and Black internationalism), with several hundred participants from around the world including Grace Presbytery (two classes), in October 2020.
  - 4) Hosted **Rev. Dr. Michael Waters** (founder and Lead Pastor of the Abundant Life African Methodist Episcopal Church in Dallas; national vice chair of Foot Soldiers

- Park and Educational Center in Selma, AL; executive board member of the Perkins School of Theology at Southern Methodist University in Dallas; best-selling, national award-winning author; national speaker) for a class with Q&A on “The History of Racism in Dallas” to almost 100 registered participants of Grace Presbytery, in October 2020.
- 5) Held “The 21-Day Racial Equity Challenge” which challenged participants to read, view, and listen to various works and media on the topic of racial equity and to discuss learnings in small groups, in January 2021.
  - 6) Hosted **Rev. Dr. Michael Waters** for a five-class series with Q&A on “Race in America”, about the history of racism in the United States (including a follow-up survey), in February 2021.
  - 7) Participated in Project Unity’s “Together We Dine”, in Dallas, to engage in courageous and safe small group conversations about race relations, throughout 2021.
  - 8) Participated with many bilingual Grace Presbytery members in leading four worship services, with communion and prayer cards, to between 500 to more than 3,000 teen migrants (ages 10-18) coordinated by Catholic Charities, at the Kay Bailey Hutchinson Convention Center, Dallas, in April and May 2021.
  - 9) Supported The 8<sup>th</sup> Israel/Palestine Film Festival featuring award-winning Palestinian-American poet **Naomi Shihab Nye** at Trinity Presbyterian Church, Denton, in May 2021.
  - 10) Developed a Facebook Page: <https://www.facebook.com/SJTTFGP>
  - 11) Presented a video of upcoming events and ongoing work at the Grace Presbytery Gathering, in May 2021.
  - 12) Visited with area churches in helping to establish local Social Justice Teams or to help address matters of Social Justice.
  - 13) Participated in a presentation on “Beyond Our Borders” which focused on religious, political, social, and economic history of Latin America, along with the devastating impact of climate change, as causes of migration to the U.S.A., led by **Rev. Dr. Dennis Smith** (former PCUSA Mission Co-Worker and Director of Missions in Central and South America and the Caribbean), **Dr. Virginia Garrard** (Professor of History at the University of Texas at Austin), and **Rev. Dr. Douglass Sullivan-González**, (Professor of Latin American History at the University of Mississippi; gave a report about Central America to the PCUSA Advocacy Committees on Women’s Concerns and Racial Equity as mandated by the 2018 General Assembly), in May 2021.
  - 14) Hosted **Rev. Jonathan Wilson-Hartgrove** (Associate Minister at the historically black St. Johns Missionary Baptist Church in Durham, NC; leader in the Red Letter Christian movement and the Poor People’s Campaign: A National Call for Moral



Revival; founder of the Rutba House, a house of hospitality where the formerly homeless share community with the formerly housed; and Director of the School for Conversion, a popular education center) sharing his personal journey of faith: “How I came to reject the religion I was raised in, so that I might follow Christ”, in May 2021.

15) Participated in “Reimagining Jewishness in Solidarity with Palestinians” presented by Jewish writers **Atalia Omer** (Professor of Religion, Conflict, and Peace Studies in the Keough School of Global Affairs at the University of Notre Dame) and **Mark Braverman** (Co-founder of “Friends of Tent of Nations North America”, “Friends of Sabeel North America” advisory committee, “Evangelicals for Middle East Understanding” consultant, Program Director for “Kairos USA”), in June 2021.

16) Hosted **Rev. Jonathan Wilson-Hartgrove**, presenting a history of “How Whiteness Got Embedded in the Church”, a two-day workshop, in September 2021.

17) Co-hosted **Rev. Dr. Hunter Farrell** (former Director of the Presbyterian Mission Agency, currently the World Mission Initiative Director at Pittsburgh Presbyterian Seminary) presented “Freeing Congregational Mission”, focusing on true gospel mission that necessarily includes an aspect of justice, at Trinity Presbyterian Church in McKinney, with the Grace Presbytery’s Congregational Support Committee and the Committee On Representation, on World Communion Sunday Weekend (three days), in October 2021.

C. The Social Justice Task Force is currently in the process of planning a Social Justice and Equity Pilgrimage for 2022, in consultation with **Rev. Dr. June Cooper** (ordained American Baptist minister withstanding in the United Church of Christ; Theologian in the City at Old South Church; Executive Director of City Mission in Boston, MA; consultant for Civil Rights’ Pilgrimages, both in person and virtual).

D. In addition, the Social Justice Task Force is planning to participate in two coaching sessions in January of 2022, with the aim of learning how to listen carefully to one another as we also become aware of how each of us speaks about emotional, often divisive social justice issues. The long-term goal is to be better equipped to help facilitate more sensitive, while passionate, conversations within our congregations about social justice matters.

E. The Social Justice Task Force is honored to serve the LORD and Grace Presbytery in this ministry and encourages all members to join us.

### **New Commissioned Pastors and Teaching Elders Welcomed to Grace Presbytery**

New Commissioned Pastors: **Ruling Elder Armel Crocker** (First, Paris/First, Deport), **Ruling Elder Jim Dees** (First, Mabank), **Ruling Elder Jane Els** (First, Paris and First, Winnsboro and First, Deport). New Teaching Elders: **Rev. Matthew Aldas**, Pastor (Faith, Aledo), **Rev. Meagan Findeiss**, Associate Pastor (First, Dallas), **Rev. Dae Jung** Interim, Pastor (United, Cleburne), **Rev. Jennifer Mitchell**, Pastor (Westminster, Corsicana), **Rev. Chris Palmer**, Associate Pastor (First, Waco).



### **Honorably Retired Teaching Elders Recognized**

**Rev. Carolyn Mitchell** (September 19, 2021)

### **Teaching Elders Completing Service Recognized**

**Rev. Sarah Are** (Preston Hollow Presbyterian Church of Dallas)

**Rev. Richard Brooks** (St. Mark Presbyterian Church of Dallas)

**Rev. Paul Burns** (St. Mark Presbyterian Church of Dallas)

**Rev. Sarah Johnson** (Preston Hollow Presbyterian Church of Dallas)

**Rev. Kathy Lee-Cornell** (Preston Hollow Presbyterian Church of Dallas)

**Rev. Trish Matthews** (Manager of Pastoral Care/Chaplain at Texas Health Presbyterian Hospital of Denton)

**Rev. Meghan Brown Saavedra** (Coordinator for Young Adults in Global Mission for the Evangelical Lutheran Church in America in Mexico)

**Rev. Satoe Soga** (transferred from Grace Presbytery to New Covenant Presbytery)

### **Fourth Quarter Ordination Anniversaries Recognized**

5th Year: **Rev. Jennifer Bluestein** (10/23/2016)

10th Year: **Rev. Lillian Bradford Smith** (10/02/2011), **Rev. Matthew Ruffner** (10/16/2011),  
**Rev. John Jacob Clawson** (10/23/2011), **Rev. Lisa Patterson** (12/04/2011)

15th Year: **Rev. Deborah Matthews** (10/01/2006)

20th Year: **Rev. Andrew S. Odom** (10/28/2001)

25th Year: **Rev. Jeanne Stevenson-Moessner** (10/13/1996)

40th Year: **Rev. Lloyd Walker Westerlage** (11/01/1981)

45th Year: **Rev. Bruce A. Buchanan** (10/10/1976)

50th Year: **Rev. Gerry Tyer** (11/14/1971)

60th Year: **Rev. Gerald L. Bell** (10/31/1961)

### **Motions from the Budget and Finance Committee**

#### ***1. Grace Presbytery approved the following Presbytery Mission Budget for 2022:***

The 2022 Presbytery Budget Proposal is Column F below:

<b>A</b> <b>Account</b> <b>Number</b>	<b>B</b> <b>Line Item</b>	<b>C</b> <b>2021 Budget</b> <b>Net Income &amp;</b> <b>(Expenses)</b>	<b>D</b> <b>2022</b> <b>Income</b>	<b>E</b> <b>2022</b> <b>(Expenses)</b>	<b>F</b> <b>2022 Budget</b> <b>Net Income &amp;</b> <b>(Expenses)</b>
	<b>Mission Support</b>				
41100	Mission Support from Congregations	1,250,000.00	1,250,000.00	0.00	1,250,000.00
51100	GA Support (10%)	(125,000.00)	0.00	(125,000.00)	(125,000.00)
51110	Synod Support (1%)	(12,500.00)	0.00	(12,500.00)	(12,500.00)
	Total Mission Support	1,112,500.00	1,250,000.00	(137,500.00)	1,112,500.00
	<b>Congregational Support</b>				
51200	New Ministry Start Up and Small Church Ministry Needs Grants	(12,500.00)	0.00	(20,000.00)	(20,000.00)

<b>A Account Number</b>	<b>B Line Item</b>	<b>C 2021 Budget Net Income &amp; (Expenses)</b>	<b>D 2022 Income</b>	<b>E 2022 (Expenses)</b>	<b>F 2022 Budget Net Income &amp; (Expenses)</b>
51201	Small Church Ministry Needs Grant	0.00	0.00	0.00	0.00
51210	Meetings and Expenses	(300.00)	0.00	(300.00)	(300.00)
51310	Dues and Subscriptions	(1,000.00)	0.00	(1,000.00)	(1,000.00)
51330	Resource Center Resources	(4,000.00)	0.00	(1,500.00)	(1,500.00)
51335	Congregational Resources	0.00	0.00	(2,500.00)	(2,500.00)
51340	Immediate Needs Grants	(2,500.00)	0.00	0.00	0.00
53110	Scholarship Summer Camp	0.00	0.00	0.00	0.00
53170	Annual Stewardship Conference	(1,000.00)	0.00	(1,000.00)	(1,000.00)
53175	APCE Event Scholarship	0.00	0.00	(1,000.00)	(1,000.00)
53200	Event Scholarships	(2,000.00)	0.00	(2,000.00)	(2,000.00)
53250	Leadership Events	0.00	0.00	(5,000.00)	(5,000.00)
53270	International Peacemaker	(2,000.00)	0.00	(2,000.00)	(2,000.00)
53280	Disaster Preparedness	0.00	0.00	(4,000.00)	(4,000.00)
53280	Disaster Emergency Grants	0.00	0.00	(10,000.00)	(10,000.00)
	Total Congregational Support	(25,300.00)	0.00	(50,300.00)	(50,300.00)
	<b>Youth and Young Adult Ministries</b>				
52100	Fall Youthquake	(5,200.00)	22,400.00	(27,600.00)	(5,200.00)
52105	Kidquake	(4,500.00)	49,000.00	(53,500.00)	(4,500.00)
52110	PULSE	(4,000.00)	0.00	(3,000.00)	(3,000.00)
52120	Presbytery Youth Celebration	(500.00)	0.00	(500.00)	(500.00)
52130	Senior High Youth Connection	(6,000.00)	26,250.00	(32,250.00)	(6,000.00)
52140	GAP Weekend	(6,000.00)	16,800.00	(22,800.00)	(6,000.00)
52145	Youthquake Mission Projects	(12,000.00)	0.00	(12,000.00)	(12,000.00)
52150	Youth Ministry Scholarships	0.00	2,200.00	(2,200.00)	0.00
52170	Youth Triennium	(25,000.00)	85,000.00	(130,000.00)	(45,000.00)
52180	Young Adult Program	(12,500.00)	2,500.00	(15,000.00)	(12,500.00)
52190	Youth Fellowship	(1,000.00)	0.00	(1,000.00)	(1,000.00)
52210	Jr. High and Middle School Conference	0.00	0.00	0.00	0.00
52220	Synod Youth Workshop	(2,500.00)	0.00	(2,500.00)	(2,500.00)
52229	Montreat Sr. High Youth Conference	(10,000.00)	0.00	0.00	0.00
	Total Youth and Young Adult Ministries	(89,200.00)	204,150.00	(302,350.00)	(98,200.00)
	<b>Committee on Preparation for Ministry</b>				
54100	Counseling Centers	(1,500.00)	0.00	(3,000.00)	(3,000.00)
54110	Candidate Scholarships	0.00	20,000.00	(20,000.00)	0.00
54120	In-Person Consultations	(2,500.00)	0.00	(1,000.00)	(1,000.00)
54160	Calls, Comm. Meetings and Expenses	(500.00)	0.00	(250.00)	(250.00)
54190	Criminal Background Checks	(200.00)	0.00	(300.00)	(300.00)
	Total Preparation for Ministry	(4,700.00)	20,000.00	(24,550.00)	(4,550.00)
	<b>Committee on Ministry</b>				
55100	Clergy Education Expense	(15,000.00)	0.00	(15,000.00)	(15,000.00)

<b>A Account Number</b>	<b>B Line Item</b>	<b>C 2021 Budget Net Income &amp; (Expenses)</b>	<b>D 2022 Income</b>	<b>E 2022 (Expenses)</b>	<b>F 2022 Budget Net Income &amp; (Expenses)</b>
55120	Nurture and Education of Clergy	(1,500.00)	0.00	(1,500.00)	(1,500.00)
56110	Session/Minister Visitation	(1,000.00)	0.00	(1,000.00)	(1,000.00)
56120	Emergency Assistance/BOP Shared Grant	(15,000.00)	0.00	(15,000.00)	(15,000.00)
56125	COM Assistance Grant	0.00	0.00	0.00	0.00
56140	Credit/Criminal Background Checks	(250.00)	0.00	(500.00)	(500.00)
56160	COM Meetings and Expenses	(2,000.00)	0.00	(2,000.00)	(2,000.00)
56180	Task Groups	(1,000.00)	0.00	(1,000.00)	(1,000.00)
56190	Examination Committee Expenses	(250.00)	0.00	(1,250.00)	(1,250.00)
56204	Commissioned Pastor Program	(10,000.00)	0.00	(19,210.00)	(19,210.00)
	Total Committee on Ministry	(46,000.00)	0.00	(56,460.00)	(56,460.00)
	<b>Church Development Committee</b>				
57110	Conf Calls, Meetings, Expenses	(500.00)	0.00	(500.00)	(500.00)
57120	Leadership Training	(5,000.00)	0.00	(10,000.00)	(10,000.00)
57140	Resources	(250.00)	0.00	(250.00)	(250.00)
57180	Mission Insite	(5,000.00)	0.00	(5,000.00)	(5,000.00)
57282	Emerging Needs	(30,000.00)	0.00	(60,000.00)	(30,000.00)
	Total New Church Development	(40,750.00)	0.00	(75,750.00)	(75,750.00)
	<b>Presbytery Meetings</b>				
58120	Child Care at Presbytery Meetings	(500.00)	0.00	(500.00)	(500.00)
58150	Presbytery Meeting Expenses	(1,000.00)	0.00	(1,000.00)	(1,000.00)
58155	Online Registration	0.00	0.00	0.00	0.00
58180	Special Presbytery Speakers	(2,500.00)	0.00	(3,000.00)	(3,000.00)
58190	Travel Expenses-Presbytery Meeting	(5,500.00)	0.00	(4,500.00)	(4,500.00)
58195	Technology Platform	0.00	0.00	(60,000.00)	(60,000.00)
	Total Presbytery Meetings	(9,500.00)	0.00	(69,000.00)	(69,000.00)
	<b>G.A. Meeting and National Events</b>				
58200	Presbytery Dinner at G.A.	(2,000.00)	0.00	0.00	0.00
58210	Registration and Event Fees	0.00	0.00	0.00	0.00
58220	Training	0.00	0.00	0.00	0.00
58230	Travel Alt. Commissioners/Other Events	(5,000.00)	0.00	(7,500.00)	(7,500.00)
58235	G.A. Meeting Gifts	0.00	0.00	0.00	0.00
	Total G.A. Meeting and National Events	(5,000.00)	0.00	(7,500.00)	(7,500.00)
	<b>Mission Study Trips</b>				
53507	Mission Study - Scotland	0.00	50,000.00	(50,000.00)	0.00
	Total Mission Study Trips	0.00	50,000.00	(50,000.00)	0.00
	<b>Presbytery Council</b>				
58330	Special Events	(5,000.00)	0.00	(4,500.00)	(5,000.00)
58360	Meetings and Travel	0.00	0.00	(500.00)	(500.00)
58380	Strategic Development Scholarships	0.00	0.00	0.00	0.00
58390	Presbytery Moderator Travel	(5,000.00)	0.00	(5,000.00)	(5,000.00)

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58393	Presbytery Council Operations	(5,000.00)	0.00	(5,000.00)	(5,000.00)
58394	Interfaith Initiatives	(2,500.00)	0.00	0.00	0.00
	Total Presbytery Council	(17,500.00)	0.00	(15,000.00)	(15,000.00)
	<b>Social Justice Task Force</b>				
58330	Social Justice Task Force	0.00	0.00	0.00	0.00
	Speakers/Preachers	0.00	0.00	(20,000.00)	(20,000.00)
	Workshops	0.00	0.00	(2,500.00)	(2,500.00)
	Event Materials/Travel	0.00	0.00	(2,500.00)	(2,500.00)
	Civil Rights Pilgrimage	0.00	0.00	(12,000.00)	(12,000.00)
	Social Justice "Revival" Event	0.00	0.00	(3,000.00)	(3,000.00)
	Total Social Justice Task Force	0.00	0.00	(40,000.00)	(40,000.00)
	<b>Budget and Finance Committee</b>				
58410	Audit	(35,000.00)	0.00	(35,000.00)	(35,000.00)
58420	Meetings and Conference Calls Expenses	0.00	0.00	0.00	0.00
	Total Budget and Finance Committee	(35,000.00)	0.00	(35,000.00)	(35,000.00)
	<b>Committee on Representation</b>				
58260	Grace Presbytery Training	0.00	0.00	(4,000.00)	(4,000.00)
	Training	0.00	0.00	(2,500.00)	(2,500.00)
	Immigrant Pastor Network Support	0.00	0.00	(1,500.00)	(1,500.00)
	Diversity Event Scholarships	0.00	0.00	(2,000.00)	(2,000.00)
	Total Committee on Representation	0.00	0.00	(10,000.00)	(10,000.00)
	<b>Ecclesiastical Committees</b>				
58250	Board of Trustees/Property	0.00	0.00	(4,500.00)	(4,500.00)
58270	Investigating Committees	(1,500.00)	0.00	(1,500.00)	(1,500.00)
58280	Nominating Committee	(250.00)	0.00	(250.00)	(250.00)
58290	Permanent Judicial Commission	(500.00)	0.00	(500.00)	(500.00)
59408	Administrative Commission Expenses	(2,500.00)	0.00	(2,500.00)	(2,500.00)
	Total Ecclesiastical Committees	(4,750.00)	0.00	(9,250.00)	(9,250.00)
	<b>Legal Expenses</b>				
58350	Legal (Not Administrative Commissions)	(25,000.00)	0.00	(25,000.00)	(25,000.00)
	Total Legal Expenses	(25,000.00)	0.00	(25,000.00)	(25,000.00)
	<b>Property, Liability, and Workers Compensation Insurance</b>				
69100	Property and Liability Insurance	(35,000.00)	0.00	(35,000.00)	(35,000.00)
69102	Workers Compensation Insurance	(4,600.00)	0.00	(4,600.00)	(4,600.00)
	Total Insurance	(39,600.00)	0.00	(39,600.00)	(39,600.00)
	<b>Property Taxes</b>				
69101	Oil and Gas Leases Taxes/Other Taxes	0.00		(35,000.00)	(35,000.00)
	Total Property Taxes	0.00	0.00	(35,000.00)	(35,000.00)
	<b>Personnel</b>				

<b>A</b> <b>Account</b> <b>Number</b>	<b>B</b> <b>Line Item</b>	<b>C</b> <b>2021 Budget</b> <b>Net Income &amp;</b> <b>(Expenses)</b>	<b>D</b> <b>2022</b> <b>Income</b>	<b>E</b> <b>2022</b> <b>(Expenses)</b>	<b>F</b> <b>2022 Budget</b> <b>Net Income &amp;</b> <b>(Expenses)</b>
61176	Total Salaries	(800,812.87)	24,000.00	(889,605.80)	(865,605.80)
62120	Total Benefits: Pensions, Continuing Education Allowances, Professional Expenses, Taxes, Flexible Plan, etc.	(209,353.08)	0.00	(392,731.77)	(392,731.77)
63105	Total Personnel	(1,010,165.95)	24,000.00	(1,282,337.57)	(1,258,337.57)
	<b>Office Operations</b>				
64100	Accounting Services	(25,000.00)	0.00	0.00	0.00
64101	Bank Fees	(2,000.00)	0.00	(2,000.00)	(2,000.00)
64102	Bank/Card Fees	(4,000.00)	0.00	(4,000.00)	(4,000.00)
64103	Committee Meetings Meal Expense	(14,000.00)	0.00	(16,000.00)	(16,000.00)
64104	Discretionary Office Functions	(2,000.00)	0.00	(2,000.00)	(2,000.00)
64105	Equipment/Furnishing (under \$2,500)	(3,000.00)	0.00	(3,000.00)	(3,000.00)
64106	Hospitality	(5,000.00)	0.00	(5,000.00)	(5,000.00)
64107	Office Supplies	(10,000.00)	0.00	(10,000.00)	(10,000.00)
64108	Presbyterian Mission Center	(180,000.00)	0.00	(180,000.00)	(180,000.00)
64109	Repairs and Maintenance	(2,000.00)	0.00	(2,000.00)	(2,000.00)
	Total Office Operations	(247,000.00)	0.00	(224,000.00)	(224,000.00)
	<b>Communications</b>				
53130	Congregations Website	(1,000.00)	0.00	(1,000.00)	(1,000.00)
53140	Grace ENews	(750.00)	0.00	(750.00)	(750.00)
53150	Stock Music and Photos	(1,000.00)	0.00	(1,000.00)	(1,000.00)
53160	Subscriptions and Dues	(500.00)	0.00	(500.00)	(500.00)
	Total Communications Expense	(3,250.00)	0.00	(3,250.00)	(3,250.00)
	<b>Communications Operations</b>				
65101	Database Software and Support Fees	(4,800.00)	0.00	(4,800.00)	(4,800.00)
65102	Website	(5,000.00)	0.00	(5,000.00)	(5,000.00)
65103	Website Hosting and Domain Registration	(1,300.00)	0.00	(1,300.00)	(1,300.00)
65104	Photography	(3,000.00)	0.00	(3,000.00)	(3,000.00)
65105	Graphic Design (Logos)	(4,500.00)	0.00	(4,500.00)	(4,500.00)
65106	Videos	(7,500.00)	0.00	(7,500.00)	(7,500.00)
65107	Printing (Stewardship Brochures)	(15,000.00)	0.00	(15,000.00)	(15,000.00)
	Total Communications Operations Expense	(41,100.00)	0.00	(41,100.00)	(41,100.00)
	<b>Copiers</b>				
65150	Copiers Service Agreement	(13,000.00)	0.00	(13,000.00)	(13,000.00)
65151	Copy Machine Usage	(4,400.00)	0.00	(4,400.00)	(4,400.00)
65152	Copy Machine Supplies	(500.00)	0.00	(500.00)	(500.00)
	Total Copiers	(17,900.00)	0.00	(17,900.00)	(17,900.00)
	<b>Postage</b>				
65201	Courier / Package Service	(200.00)	0.00	(200.00)	(200.00)
65202	Meter Postage/Meter Rental	(4,000.00)	0.00	(4,000.00)	(4,000.00)

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65204	Postage Supplies	(400.00)	0.00	(400.00)	(400.00)
	Total Postage	(4,600.00)	0.00	(4,600.00)	(4,600.00)
	Communication Infrastructure				
65100	IT Services	(24,000.00)	0.00	(24,000.00)	(24,000.00)
65250	Exchange Service	(5,000.00)	0.00	(5,000.00)	(5,000.00)
65251	Local/LD/800 Telephone Service	(10,000.00)	0.00	(10,000.00)	(10,000.00)
65253	Mobile Phones/Data Plans	(10,000.00)	0.00	(10,000.00)	(10,000.00)
65254	Repair and Maintenance	(1,500.00)	0.00	(1,500.00)	(1,500.00)
	Total Communication Infrastructure	(50,500.00)	0.00	(50,500.00)	(50,500.00)
	Computer Equipment				
65300	New Equipment	(8,000.00)	0.00	(8,000.00)	(8,000.00)
65301	New Printers	(1,000.00)	0.00	(1,000.00)	(1,000.00)
65302	Repairs and Maintenance	(2,500.00)	0.00	(2,500.00)	(2,500.00)
65303	Supplies and Software	(2,000.00)	0.00	(2,000.00)	(2,000.00)
	Total Computer Equipment	(13,500.00)	0.00	(13,500.00)	(13,500.00)
	<b>Staff Travel</b>				
68110	Total Staff Travel	(90,000.00)	0.00	(30,000.00)	(30,000.00)
	<b>Depreciation Expense</b>				
87350	Depreciation Expense	(4,700.00)	0.00	(4,700.00)	(4,700.00)
	Total Depreciation Expense	(4,700.00)	0.00	(4,700.00)	(4,700.00)
	<b>Total Office Operation</b>	(472,550.00)	0.00	(389,550.00)	(389,550.00)
	<b>Investment Draws not to Exceed 5.25%</b>	850,000.00	1,075,000.00	0.00	1,075,000.00
	<b>TOTAL</b>	172,484.05	2,623,150.00	(2,619,989.04)	3,160.60

## Finance Reports

### Income and Expense Report

<b>Income and Expense Report (Unaudited) as of September 30, 2021</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
<b>INCOME ACCOUNTS</b>				
Total Shared Mission Support	738,627.13	937,499.40	198,872.27	1,250,000.00
Total Special Offerings Revenue	0.00	0.00	0.00	0.00
Total Gifts	26,871.22	0.00	(26,871.22)	0.00
Total Grants	0.00	0.00	0.00	0.00
Total Leadership Development Event Fees	0.00	0.00	0.00	0.00
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Fees & Services	0.00	0.00	0.00	0.00
Total Youth Event Income	0.00	0.00	0.00	0.00

<b>Income and Expense Report (Unaudited) as of September 30, 2021</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
Total Scholarships Income	1,520.00	0.00	(1,520.00)	0.00
Total Royalty and Lease Income	31,638.12	0.00	(31,638.12)	0.00
<b>TRANSFERS TO GENERAL FUNDS</b>				
Total Transfer to GF from Temporary Restricted	355,314.02	0.00	(355,314.02)	0.00
Total Transfer to GF from Temp. & LGF Fund	0.00	0.00	0.00	0.00
Total Transfer to GF from Perm. Restricted	58,407.06	0.00	(58,407.06)	0.00
Total Transfer to GF from Unrestricted Funds	0.00	0.00	0.00	0.00
Total Transfer to General Funds	413,721.08	0.00	(413,721.08)	0.00
<b>TOTAL INCOME</b>	<b>1,212,377.55</b>	<b>937,499.40</b>	<b>(274,878.15)</b>	<b>1,250,000.00</b>
<b>EXPENSE ACCOUNTS</b>				
Total Shared Mission Support	(81,849.57)	(103,125.00)	(21,275.43)	(137,500.00)
Total Designated Offering Expenses	0.00	0.00	0.00	0.00
Total Ecumenical Partnerships	0.00	0.00	0.00	0.00
Total Congregational Support	(63,444.76)	(20,225.01)	43,219.75	(25,300.03)
Total Youth & Young Adult Ministries	(118,590.00)	(103,336.00)	15,254.00	(107,901.00)
Total Committee on Preparation for Ministry	(12,378.80)	(17,033.32)	(4,654.52)	(24,800.00)
Total Committee on Ministry	(9,954.17)	(30,511.36)	(20,557.19)	(45,750.00)
Total New Church Development	(5,000.00)	(29,568.00)	(24,568.00)	(40,750.00)
Total Presbytery Meetings	(1,000.00)	(6,333.32)	(5,333.32)	(9,500.00)
Total GA Meeting & Big Tent Meeting	0.00	(5,000.00)	(5,000.00)	(5,000.00)
Total Presbytery Council	(1,800.00)	(17,500.00)	(15,700.00)	(17,500.00)
Total Budget & Finance	(8,500.00)	(35,000.00)	(26,500.00)	(35,000.00)
Total Grace Presbytery Mission Studies	0.00	0.00	0.00	0.00
Total Ecclesiastical Committees	(7,138.27)	(9,750.00)	(2,611.73)	(9,750.00)
Total Legal Expenses	0.00	(22,500.00)	(22,500.00)	(25,000.00)
Total Property & Liability/Worker's Comp	(14,871.47)	(39,500.00)	(24,628.53)	(39,500.00)
Total Property Taxes	(5,566.09)	(10,000.00)	(4,433.91)	(10,000.00)
<b>Salaries</b>				
Total GP & AGP Salaries	(205,515.47)	0.00	205,515.47	0.00
Total Budget for Employee Salaries	(543,074.89)	(699,053.00)	(155,978.11)	(931,607.00)
Total Salaries	(748,590.36)	(699,053.00)	49,537.36	(931,607.00)
<b>Pensions, Continuing Education, Professional Expense Taxes, Flexible Plans, Workers Compensation Ins.</b>				
Total Benefits	(183,635.67)	(214,750.00)	(31,114.33)	(285,000.00)
Total Temporary Staff - Transition Costs	(8,601.97)	0.00	8,601.97	0.00
Total Personnel	(940,828.00)	(913,803.00)	27,025.00	(1,216,607.00)
<b>OPERATIONS</b>				
Total Office Operations	(141,216.85)	(184,042.00)	(42,825.15)	(245,250.00)
Total Communications Expense	(2,184.48)	(2,491.00)	(306.52)	(3,250.00)
Total Communications Operations Expense	(22,131.08)	(31,095.00)	(8,963.92)	(41,100.00)



<b>Income and Expense Report (Unaudited) as of September 30, 2021</b>	<b>Year to Date Actual</b>	<b>Year to Date Budget</b>	<b>Year to Date Variance</b>	<b>Annual Budget</b>
Total Copiers	(7,322.55)	(13,230.00)	(5,907.45)	(17,800.00)
Total Postage	(1,265.35)	(3,450.00)	(2,184.65)	(4,600.00)
Total Communication Infrastructure	(40,561.08)	(37,950.00)	2,611.08	(48,500.00)
Total Computer Equipment	(10,874.73)	(10,125.00)	749.73	(13,500.00)
Total Staff Travel	(22,614.61)	(67,500.00)	(44,885.39)	(90,000.00)
Total Depreciation Expense	0.00	(3,525.00)	(3,525.00)	(4,700.00)
Total Office Operation	(248,170.73)	(353,408.00)	(105,237.27)	(468,700.00)
<b>TOTAL EXPENSES</b>	<b>(1,519,091.86)</b>	<b>(1,716,593.01)</b>	<b>(197,501.15)</b>	<b>(2,218,558.03)</b>
<b>INCOME OVER (UNDER) EXPENSES</b>	<b>(306,714.31)</b>	<b>(779,093.61)</b>	<b>(472,379.30)</b>	<b>(968,558.03)</b>
<b>NON-OPERATING ACTIVITY</b>				
Total Closed Church Accounts	293,231.72	0.00	(293,231.72)	0.00
Total Settlements	0.00	0.00	0.00	0.00
Total Interest and Investment Income	6,103,190.56	0.00	(6,103,190.56)	0.00
Total Property Maintenance	(572.60)	0.00	572.60	0.00
Total Administrative Commissions	187,361.83	0.00	(187,361.83)	0.00
Total Designated Distributions	(28,370.70)	0.00	28,370.70	0.00
Total Church Assistance	0.00	0.00	0.00	0.00
Total Non-Operating Activity	6,554,840.81	0.00	(6,554,840.81)	0.00
<b>INCOME OVER (UNDER) EXPENSES</b>	<b>6,248,126.50</b>	<b>(779,093.61)</b>	<b>(7,027,220.11)</b>	<b>(968,558.03)</b>

### Balance Sheet

<b>Balance Sheet (Unaudited) as September 30, 2021</b>	
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
Total Cash Savings	3,200,825.28
Total Accounts Receivable	70,825.74
Prepaid Expenses	7,292.95
Total Notes and Loans Receivable	62,595.11
<b>TOTAL CURRENT ASSETS</b>	<b>3,341,539.08</b>
<b>INVESTMENTS HELD FOR LONG TERM USE</b>	
Bonds and Fixed Income Investments	1,179,113.02
Equity-Oriented Investments	42,128,156.59
<b>PROPERTY AND FIXED ASSETS</b>	
Real Estate Property	3,427,521.09
Mineral Lease Property	51,053.00
Land Held for Sale	785,685.00
Property Plant and Equipment	27,886.47
Other Assets - Due from Funds	(0.47)
<b>TOTAL ASSETS</b>	<b>50,940,953.78</b>
<b>LIABILITIES &amp; NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts Payable – Presbytery	(32,283.87)

<b>Balance Sheet (Unaudited) as September 30, 2021</b>	
Accounts Payable – Employees	277,081.23
Accounts Payable - General Assembly	105,887.08
Accounts Payable – Synod	30,417.89
Accounts Payable – Grace Presbytery Directed Receipts	(18,155.78)
Designated Funds	1,804,979.41
Other Liabilities - Due to Funds	0.00
<b>TOTAL LIABILITIES</b>	<b>2,167,925.96</b>
<b>NET ASSETS</b>	
Net Income	6,248,126.50
Unrestricted Net Assets	34,123,029.42
Temporarily Restricted Funds	139,635.39
Permanently Restricted Funds	3,331,176.10
Presbytery Designated Loan Guarantee and Emergency Fund	11,179,186.91
<b>TOTAL NET ASSETS</b>	<b>48,773,027.82</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>50,940,953.78</b>

### Shared Mission Report

<b>Shared Mission Support (as of 9/30/21)</b>	<b>Church</b>	<b>2020 Total Receipts</b>	<b>2021 Pledge</b>	<b>2021 Receipts January - August</b>	<b>2021 Receipts September</b>	<b>2021 Total Receipts</b>
Aledo	Faith	0.00	0.00	0.00	0.00	0.00
Allen	First	0.00	0.00	0.00	0.00	0.00
Arlington	First	5,780.00	0.00	2,500.00	1,250.00	3,750.00
Arlington	Grace	945.00	0.00	0.00	450.00	450.00
Arlington	Westminster	11,968.50	0.00	7,208.25	896.24	8,104.49
Athens	First	9,000.00	0.00	6,000.00	750.00	6,750.00
Bedford	Emmanuel	18,353.88	18,354.00	9,176.94	0.00	9,176.94
Belton	First	0.00	0.00	0.00	0.00	0.00
Blue Ridge	Crossroads	0.00	0.00	0.00	0.00	0.00
Bonham	First	4,800.00	0.00	2,800.00	350.00	3,150.00
Bridgeport	First	1,200.00	0.00	600.00	0.00	600.00
Buckholtz	Sharp	0.00	0.00	0.00	0.00	0.00
Cameron	First	600.00	0.00	400.00	50.00	450.00
Canton	First	0.00	0.00	0.00	0.00	0.00
Carrollton	Nor’Kirk	3,250.00	0.00	2,000.00	250.00	2,250.00
Carthage	St. Paul	225.00	0.00	225.00	0.00	225.00
Clarksville	First	600.00	600.00	0.00	0.00	0.00
Clarksville	New Shamrock	300.00	0.00	0.00	0.00	0.00
Clarksville	Pine Grove	0.00	0.00	0.00	0.00	0.00
Cleburne	United	6,000.00	0.00	2,000.00	1,000.00	3,000.00
Clifton	First	1,000.20	0.00	500.10	83.35	583.45
Commerce	First	1,200.00	0.00	700.00	0.00	700.00

<b>Shared Mission Support (as of 9/30/21)</b>	<b>Church</b>	<b>2020 Total Receipts</b>	<b>2021 Pledge</b>	<b>2021 Receipts January - August</b>	<b>2021 Receipts September</b>	<b>2021 Total Receipts</b>
Corsicana	Westminster	6,995.25	0.00	0.00	0.00	0.00
Crowley	First	2,500.00	0.00	1,250.00	625.00	1,875.00
Cumby	First	600.00	0.00	600.00	0.00	600.00
Dallas	Bentwood Trail	18,542.01	0.00	8,453.50	0.00	8,453.50
Dallas	Eastminster	15,500.00	15,500.00	10,333.32	1,291.67	11,624.99
Dallas	El Divino Salvador	0.00	0.00	0.00	0.00	0.00
Dallas	First	65,000.00	0.00	50,000.00	0.00	50,000.00
Dallas	Glendale	0.00	0.00	0.00	0.00	0.00
Dallas	Iglesia Emmanuel	0.00	0.00	0.00	0.00	0.00
Dallas	Lake Highlands	3,500.04	0.00	666.66	83.33	749.99
Dallas	NorthPark	15,000.00	0.00	7,500.00	3,750.00	11,250.00
Dallas	Northridge	30,000.00	0.00	15,000.00	7,500.00	22,500.00
Dallas	Oak Cliff	23,923.69	0.00	12,075.82	0.00	12,075.82
Dallas	Preston Hollow	101,499.98	0.00	60,000.00	0.00	60,000.00
Dallas	St. Andrew's	3,199.48	0.00	1,066.66	1,066.70	2,133.36
Dallas	St. Luke	0.00	0.00	0.00	0.00	0.00
Dallas	St. Mark	5,400.00	0.00	3,600.00	450.00	4,050.00
Dallas	United African	2,125.00	0.00	2,125.00	2,125.00	4,250.00
Dallas	Westminster	33,422.55	0.00	4,210.00	2,105.00	6,315.00
Denison	First	2,250.00	0.00	1,500.00	750.00	2,250.00
Denison	Hyde Park	750.00	0.00	0.00	0.00	0.00
Denton	First	749.89	0.00	737.93	0.00	737.93
Denton	St. Andrew	30,000.00	0.00	17,160.00	0.00	17,160.00
Denton	Trinity	33,758.00	0.00	21,078.00	0.00	21,078.00
Deport	First	0.00	0.00	0.00	0.00	0.00
DeSoto	DeSoto	600.00	0.00	0.00	0.00	0.00
Duncanville	First	1,000.00	0.00	0.00	0.00	0.00
Ennis	First	1,000.00	0.00	1,000.00	0.00	1,000.00
Fairfield	Fairfield-Harmony	0.00	0.00	0.00	0.00	0.00
Ferris	First	0.00	0.00	0.00	0.00	0.00
Farmers Branch	Faith United	7,500.00	0.00	5,000.00	0.00	5,000.00
Flower Mound	Flower Mound	1,000.00	0.00	0.00	0.00	0.00
Flower Mound	Trinity	21,600.00	0.00	10,800.00	0.00	10,800.00
Forney	First	8,000.00	8,000.00	8,000.00	0.00	8,000.00
Fort Worth	First	175,000.00	0.00	105,000.00	17,500.00	122,500.00
Fort Worth	Gethsemane	1,510.00	0.00	100.00	0.00	100.00
Fort Worth	Ridglea	10,000.00	0.00	5,000.00	0.00	5,000.00

<b>Shared Mission Support (as of 9/30/21)</b>	<b>Church</b>	<b>2020 Total Receipts</b>	<b>2021 Pledge</b>	<b>2021 Receipts January - August</b>	<b>2021 Receipts September</b>	<b>2021 Total Receipts</b>
Fort Worth	St. Peter	600.00	0.00	0.00	0.00	0.00
Fort Worth	St. Stephen	15,000.00	0.00	15,000.00	0.00	15,000.00
Fort Worth	Westminster	14,500.00	0.00	9,333.36	1,166.67	10,500.03
Fort Worth	Westside	0.00	0.00	0.00	0.00	0.00
Frisco	Faithbridge	2,250.00	0.00	750.00	0.00	750.00
Gainesville	First	6,000.00	0.00	4,000.00	500.00	4,500.00
Garland	First	21,666.63	0.00	10,000.02	3,333.34	13,333.36
Granbury	First	28,800.00	0.00	19,325.00	2,400.00	21,725.00
Grand Prairie	First	4,000.00	0.00	3,500.00	500.00	4,000.00
Grand Prairie	Immanuel	0.00	0.00	0.00	0.00	0.00
Grand Prairie	West Fork	150.00	0.00	0.00	0.00	0.00
Grapevine	First	26,899.92	0.00	11,741.44	1,451.70	13,193.14
Greenville	United	700.00	0.00	500.00	0.00	500.00
Haltom City	Browning Heights	1,200.00	0.00	700.00	100.00	800.00
Hamilton	First	5,000.00	0.00	2,500.00	1,250.00	3,750.00
Henderson	First	4,800.00	0.00	2,000.00	1,000.00	3,000.00
Hillsboro	First	675.00	0.00	450.00	50.00	500.00
Honey Grove	Main Street	500.00	0.00	0.00	0.00	0.00
Hooks	First	600.00	0.00	300.00	150.00	450.00
Hurst	St Philip	9,000.00	0.00	3,333.36	416.67	3,750.03
Irving	Hackberry Creek	16,500.00	0.00	12,000.00	1,500.00	13,500.00
Irving	Woodhaven	23,047.00	14,790.00	3,697.50	0.00	3,697.50
Itasca	First	0.00	0.00	0.00	0.00	0.00
Joshua	Union Hill	3,000.00	0.00	0.00	0.00	0.00
Kaufman	First	0.00	0.00	0.00	0.00	0.00
Kerens	Kerens	0.00	0.00	0.00	0.00	0.00
Kilgore	First	11,000.00	0.00	6,600.00	0.00	6,600.00
Lancaster	First	0.00	0.00	0.00	0.00	0.00
Lewisville	First	0.00	0.00	0.00	0.00	0.00
Lindale	Bethesda	0.00	0.00	0.00	0.00	0.00
Longview	Alpine	0.00	0.00	0.00	0.00	0.00
Longview	Centre	600.00	0.00	400.00	50.00	450.00
Longview	First	6,999.96	0.00	4,666.64	583.33	5,249.97
Longview	St Andrew	2,500.00	0.00	1,000.00	0.00	1,000.00
Lott	First	0.00	0.00	0.00	0.00	0.00
Mabank	First	0.00	0.00	0.00	0.00	0.00
Mansfield	Trinity	800.00	0.00	0.00	0.00	0.00

<b>Shared Mission Support (as of 9/30/21)</b>	<b>Church</b>	<b>2020 Total Receipts</b>	<b>2021 Pledge</b>	<b>2021 Receipts January - August</b>	<b>2021 Receipts September</b>	<b>2021 Total Receipts</b>
McKinney	First	0.00	0.00	0.00	0.00	0.00
McKinney	Trinity	13,755.00	0.00	10,000.00	0.00	10,000.00
Mesquite	First	3,045.00	0.00	2,040.00	255.00	2,295.00
Midlothian	First	1,400.00	0.00	0.00	0.00	0.00
Milford	Milford	1,000.00	0.00	0.00	0.00	0.00
Mineral Wells	First	1,200.00	0.00	300.00	300.00	600.00
Mount Pleasant	First	0.00	0.00	0.00	0.00	0.00
North Richland Hills	St Paul	0.00	0.00	500.00	500.00	1,000.00
Palestine	First	2,000.04	0.00	1,333.36	166.67	1,500.03
Paris	Central	530.00	0.00	530.00	0.00	530.00
Paris	First	0.00	0.00	0.00	0.00	0.00
Parker	Corinth	0.00	0.00	0.00	0.00	0.00
Pittsburg	First	500.00	0.00	0.00	0.00	0.00
Plano	First	2,000.00	0.00	1,000.00	500.00	1,500.00
Plano	Grace	22,188.00	14,000.00	4,000.00	2,000.00	6,000.00
Plano	Taiwanese NCD	0.00	0.00	0.00	0.00	0.00
Plano	West Plano	6,000.00	6,000.00	3,000.00	1,500.00	4,500.00
Prosper	Prosper	0.00	0.00	0.00	0.00	0.00
Richardson	Canyon Creek	20,500.00	20,500.00	13,666.64	0.00	13,666.64
Richardson	First	36,500.04	0.00	24,333.36	0.00	24,333.36
Richardson	St. Barnabas	36,000.00	0.00	14,000.00	2,000.00	16,000.00
Rockdale	First	0.00	0.00	0.00	0.00	0.00
Rockwall	First	18,000.00	14,000.00	9,660.64	1,207.58	10,868.22
Rusk	First	500.00	0.00	500.00	0.00	500.00
Salado	Salado	3,000.00	0.00	3,000.00	0.00	3,000.00
Sherman	Covenant	6,999.96	0.00	4,666.64	583.33	5,249.97
Sherman	Grand Avenue	5,000.04	0.00	3,400.03	416.67	3,816.70
Southlake	Trinity	42,275.45	0.00	18,318.00	2,289.75	20,607.75
Stephenville	First	2,000.00	0.00	500.00	0.00	500.00
Sulphur Springs	First	0.00	0.00	0.00	0.00	0.00
Temple	Grace	15,300.00	13,500.00	10,125.00	0.00	10,125.00
Terrell	First	1,992.00	0.00	1,328.00	166.00	1,494.00
Texarkana	Northwood	301.00	0.00	0.00	0.00	0.00
Timpson	Tennessee	400.00	0.00	0.00	0.00	0.00
Troup	First	0.00	0.00	0.00	0.00	0.00
Tyler	First	15,000.00	0.00	10,000.00	1,250.00	11,250.00
Tyler	Highland	0.00	0.00	0.00	0.00	0.00

Shared Mission Support (as of 9/30/21)	Church	2020 Total Receipts	2021 Pledge	2021 Receipts January - August	2021 Receipts September	2021 Total Receipts
Waco	Central	7,359.96	7,360.00	4,906.64	613.33	5,519.97
Waco	First	33,400.00	0.00	17,300.00	0.00	17,300.00
Waxahachie	Central	1,500.00	0.00	700.00	200.00	900.00
Weatherford	Grace First	13,000.00	0.00	8,000.00	1,000.00	9,000.00
Whitesboro	First	0.00	0.00	0.00	0.00	0.00
Whitewright	First	504.00	0.00	252.00	126.00	378.00
Winnsboro	First	1,145.00	0.00	0.00	0.00	0.00
	Pastors & Elders	6,050.00	0.00	1,150.00	50.00	1,200.00
	Presbyterian Women	250.00	0.00	50.00	0.00	50.00
	<b>Total</b>	<b>1,214,532.47</b>	<b>132,604.00</b>	<b>666,724.81</b>	<b>71,902.33</b>	<b>738,627.14</b>

Investment Report  
Texas Presbyterian Foundation  
January 1, 2021 – September 30, 2021

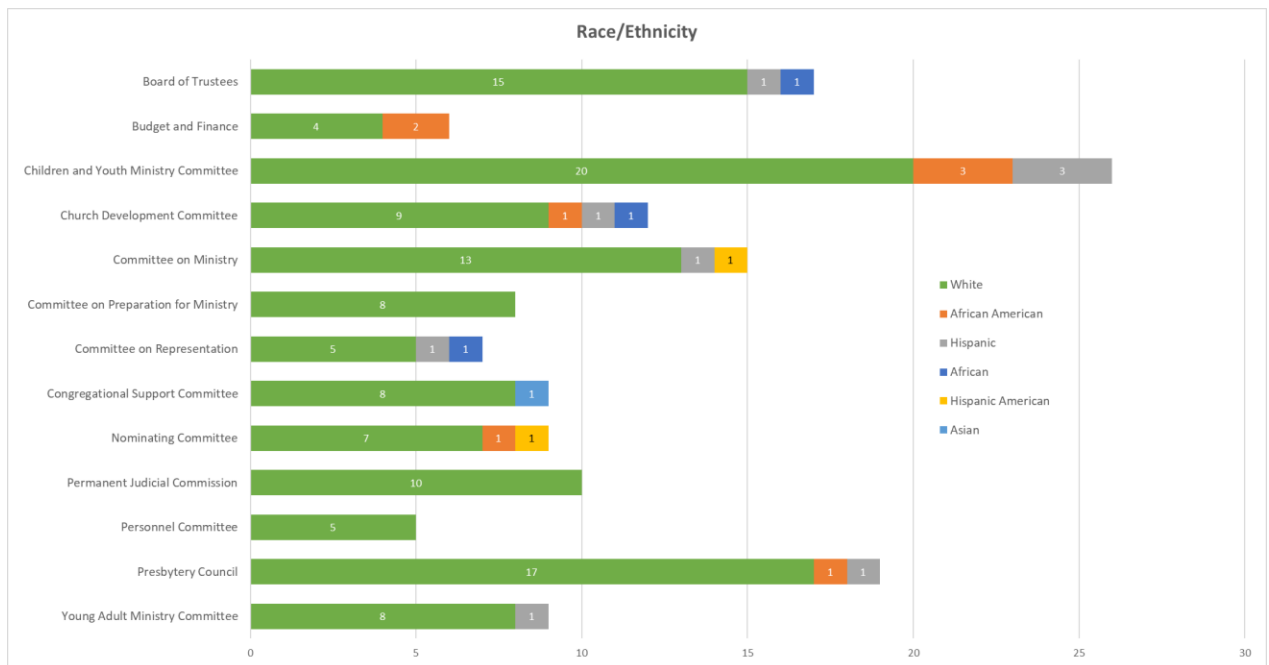
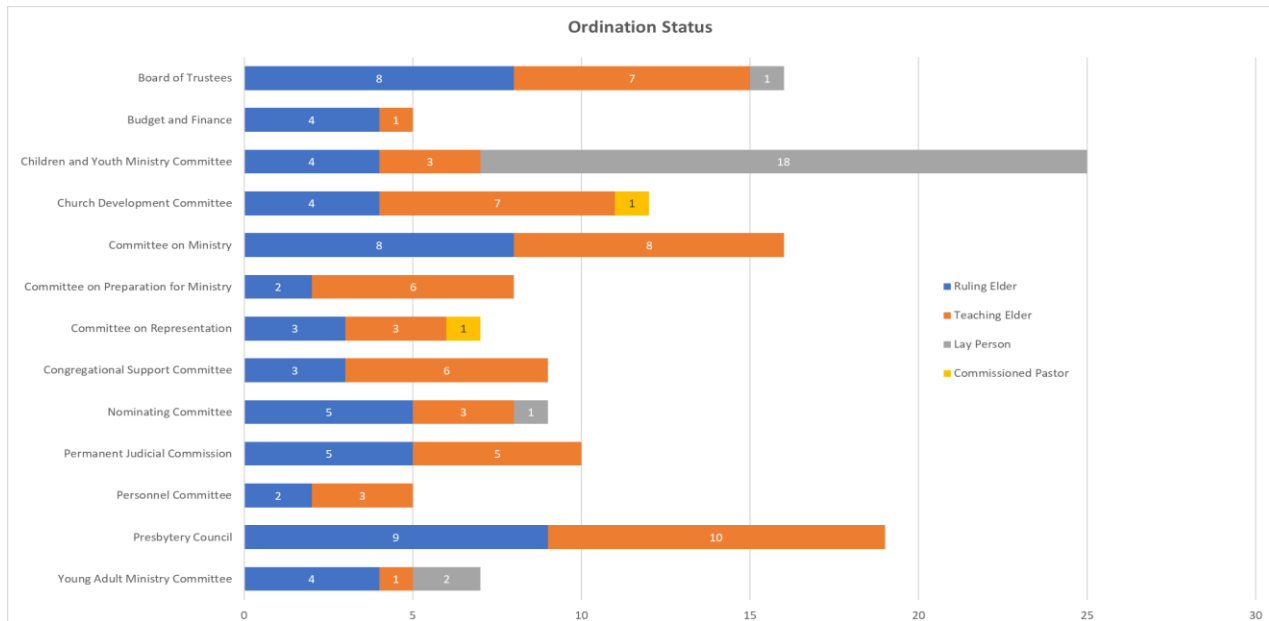
Account Number	Grace Presbytery Investment Report	Beginning Cost	Beginning Market Value 1/1/21	TPF Balanced Pooled Fund	Other Income	Distributions	Change in Unrealized Gain/Loss	Realized Gain/Loss	Ending Cost	Ending Market Value 9/30/21
50974	William B. Robinson Legacy Fund	596,883.69	841,620.15	3,856.89	0.12	(3,856.89)	(4,908.62)		596,883.81	836,711.65
50976	Candidates Committee Scholarship Fund	145,607.62	227,828.52	1,578.96	2.32	(2,009.54)	(2,009.54)		147,188.90	227,400.27
50979	Presbytery Mission Budget Fund	21,194,950.14	27,335,616.76	206,480.31	12.26	(118,424.37)	(262,786.06)		21,283,018.34	27,160,898.90
50984	H.L. Morrison Foundation Fund	317,345.95	425,551.26	1,845.30	4.47	(2,348.49)	(2,348.49)		319,195.72	425,052.54
50990	Stella Hovey Fund	27,281.36	46,149.95	358.56		(493.29)	(510.60)	55.64	27,202.27	45,560.26
52099	Oak Hill Presbyterian Church, Fort Worth Fund	21,956.82	29,912.16	152.55	0.93		(194.13)		22,110.30	29,871.51
52205	Walkup Bird Fund	26,597.79	40,070.74	214.35	1.14		(272.80)		26,813.28	40,013.42
53351	R. L. Donald, Jr. Endowment Fund	634,144.16	1,267,631.58	9,816.99	0.29	(9,816.96)	(12,494.00)		634,144.48	1,255,137.90
53352	R. L. Donald, Jr. Endowment Fund	471,434.62	942,381.00	7,298.13	0.22	(7,298.13)	(9,288.27)		471,434.84	933,092.95
53387	Tom Currie Candidates Racial/Ethnic Scholarship Fund	29,481.55	49,284.73	330.21	0.54		(421.94)		29,812.30	49,193.54
53579	Ethnic/Multicultural Ministry Church Development Fund	94,529.69	171,130.89	1,329.60		(1,829.10)	(1,901.51)	214.45	94,244.64	168,944.32
54652	PCUSA International Mission Coworker Fund	1,741,094.13	2,524,836.85	19,756.72			(25,346.05)		1,760,850.85	2,519,247.51
54655	Mission Study Fund	183,407.20	183,407.20		13.87		-		183,421.07	183,421.07
54656	Small Church Mission Specialist Fund	142,542.06	142,542.06		10.78		-		142,552.84	142,552.84
54659	First Presbyterian Church, Palestine Fund	149,146.65	149,146.65		11.27		-		149,157.92	149,157.92
55219	Karl Travis Scholarship for Excellence in Ministry Fund	90,378.24	113,543.32	888.47			(1,139.83)		91,266.71	113,291.96
55600	Mission Outreach Fund	4,150,800.03	4,433,326.49	30,386.94	42.60		(38,673.26)		4,181,229.57	4,425,082.77
55676	First Presbyterian Church, Allen Fund	1,691,321.90	1,691,321.90		127.89		-		1,691,449.79	1,691,449.79
	<b>Total</b>	<b>31,708,903.60</b>	<b>40,615,302.21</b>	<b>284,293.98</b>	<b>228.70</b>	<b>(141,718.74)</b>	<b>(362,295.10)</b>	<b>270.09</b>	<b>31,851,977.63</b>	<b>40,396,081.12</b>

### Motions from the Committee on Representation

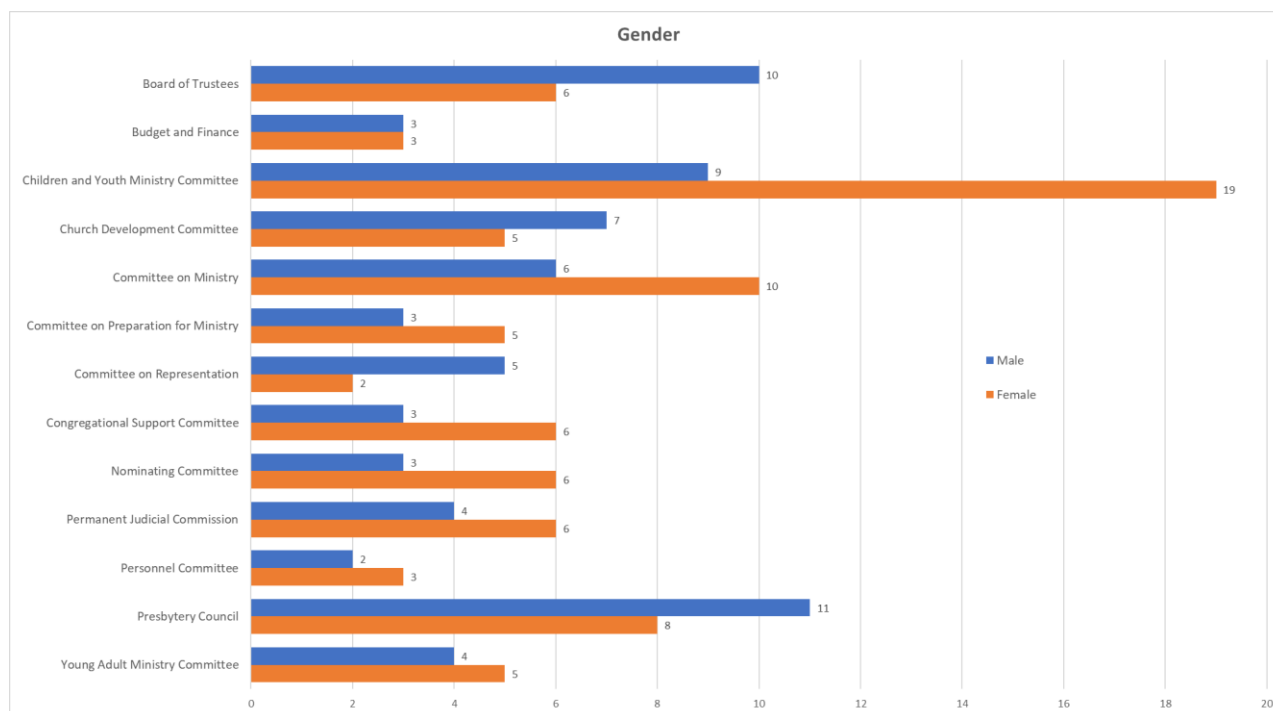
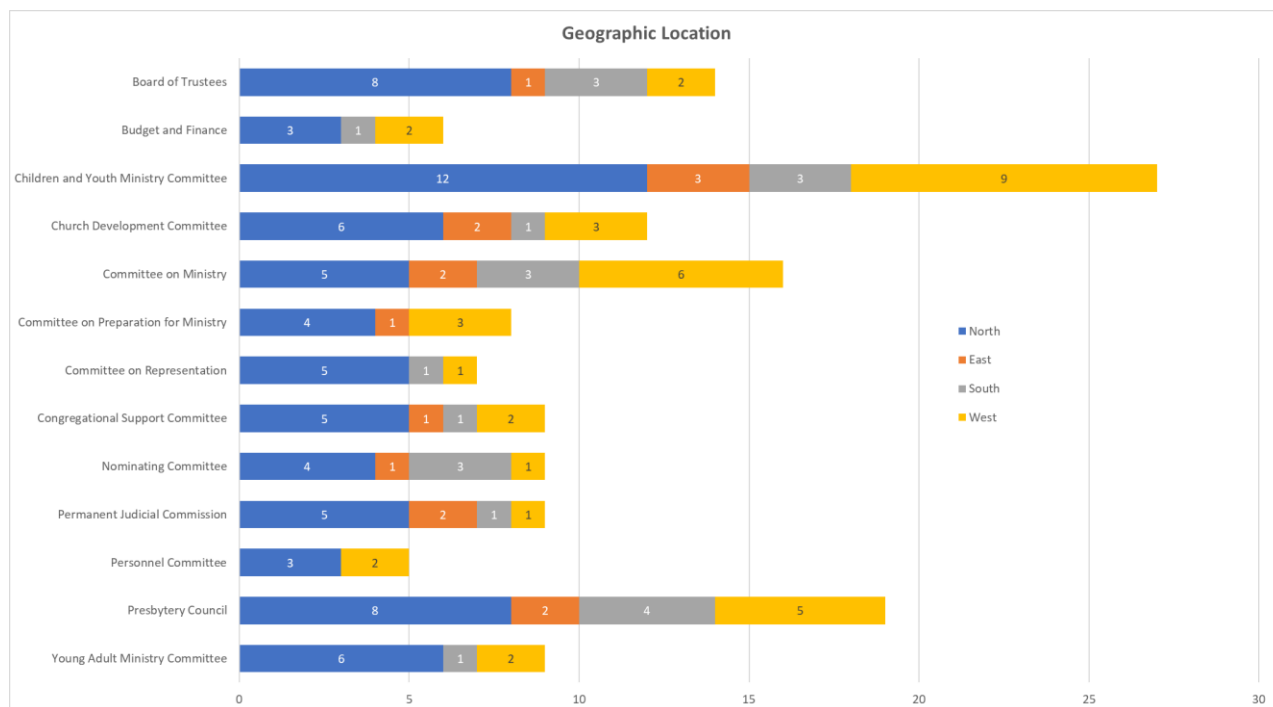
***1. Grace Presbytery approved the following actions taken by the Committee on Representation in accordance with the authority delegated by the Manual of Administrative Operations and received the items of information:***

- A. The Committee on Representation meets regularly on the 3<sup>rd</sup> Tuesday of each month. Meetings have been via Zoom, or more recently, hybrid.
- B. The Committee on Representation reports to presbytery with continued ministry focus:
  - 1) Purpose of Committee on Representation, as mandated by the PCUSA Book of Order, and our desire to fulfill the committee's functions related to the principles of unity and diversity.

- 2) Introduction of the committee's new vision statement and brief history about its development: Challenging our comfort by celebrating diversity and empowering all voices
- 3) Charts depicting the makeup of presbytery committees as they relate to Ordination Status, Race-Ethnicity, Geographic Location and Gender.
- 4) Committee on Representation plans for the future and how the committee can impact/benefit the presbytery including training opportunities related to diversity and inclusion.







### **Motions from the Nominating Committee**

***1. That Grace Presbytery elect the following individuals to the positions indicated below.***

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

Abbreviations:

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

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
<b>Presbytery Moderator</b>						
2022	RE	Mike Jones	NorthPark, Dallas	M	C	N
<b>Presbytery Council Officers</b>						
2023	RE	Denyse Rodgers (Moderator)	Central, Waco	F	C	S
2023	TE	Thom Lamb (Vice Moderator)	Grace, Temple	M	C	S
<b>Board of Trustees</b>						
2024	RE	Michael Malone	NorthPark, Dallas	M	C	N
2024	RE	Frank Stevenson	Northridge, Dallas	M	C	N
2024	TE	Denise Odom	Chaplain Presbyterian Village North	F	C	N
2023	RE	Patty Dickerson	Central, Waxahachie	F	C	S
<b>Budget and Finance</b>						
2024	RE	Beth Martini	First, Dallas	F	C	N
2024	TE	James Witherow	Honorably Retired	M	C	N
2024	RE	Saleem Masih	First, Garland	M	ME	N
<b>Committee on Ministry</b>						
2024	TE	Cheryl Taylor	Faithbridge, Frisco	F	C	N
2024	TE	Ron Holmes	Honorably Retired	M	C	S
2024	TE	Mary Stewart Hall	Validated Ministry	F	C	N
2024	TE	Michele Goff	First, Henderson	F	C	E
2024	RE	Armel Crocker	First, Paris	M	C	E
2024	RE	Jim Dees	First, Mabank	M	C	E
2024	RE	Kevin Cushman	Grace, Temple	M	C	S
2024	TE	Michael Waschevski	First, Fort Worth	M	C	W
<b>Committee on Preparation for Ministry</b>						
2024	RE	Janet Walters	Canyon Creek, Richardson	F	C	N
2024	RE	Donna Bowling	Grace, Temple	F	C	S
2024	RE	Bonnie Cavin	NorthPark, Dallas	F	C	N
<b>Committee on Representation</b>						
2024	RE	Crysta Brantley	Trinity, McKinney	F	C	N
2024	RE	Sean Price	NorthPark, Dallas	M	C	N
<b>Congregational Support Committee</b>						
2024	TE	Kathy Lee-Cornell	Member at Large	F	AS	N
<b>Committee on Preparation for Ministry</b>						
2024	RE	Bonnie Cavin	NorthPark, Dallas	F	C	N
<b>Church Development Committee</b>						
2024	TE	Angie Mabry	First, Plano	F	C	N
2024	TE	Alex Lee-Cornell	Westminster, Dallas	M	C	N
2024	TE	Roger Harwerth	Fort Worth, Ridglea	M	C	W
<b>Permanent Judicial Commission</b>						

Class	Role	Name	Church or Ministry	Gender	Racial Ethnic	Region
2027	RE	Ty Bailey	First, Garland	M	C	N
2027	TE	Julie Adkins	Member at Large	F	C	S
2027	TE	Walker Westerlage	Honorably Retired	M	C	W
<b>Personnel Committee</b>						
2023	RE	Zem Neill	First, Fort Worth	F	C	W
2024	TE	Bill Edwards	Honorably Retired	M	C	N
2022	TE	Katy Rigler	St. Barnabas, Richardson	F	C	N
<b>Presbytery Council</b>						
2024	RE	Lazara Abernathy	Gethsemane, Fort Worth	F	H	W
2024	RE	Chip Black	Grace, Arlington	M	C	W
2024	TE	Candice Womack	Greenville, United	F	C	E
<b>Young Adult Ministry Committee</b>						
2024	TE	Chris Palmer	First, Waco	M	C	S
<b>Children and Youth Ministry Committee</b>						
2023	L	Sue Suneson	First, Garland	F	C	N
2024	RE	Audrey Webb	Eastminster, Dallas	F	C	N
<b>General Assembly Alternate Commissioners</b>						
2022	RE	Lyndon Olson	First, Waco	M	C	S
2022	TE	Karl Schwarz	Bentwood Trail, Dallas	M	C	N

The following nomination from the floor was proposed by **Ruling Elder Brian Parker** (Irving, Woodhaven): that **Ruling Elder Douglas Williamson** (Fort Worth, Gethsemane) be elected to the Congregational Support Committee, Class of 2024. The nomination failed by a vote of 34 in favor, 48 opposed, and 8 abstentions.

### Roll of Commissioners and Absentees Summary of Attendance

Ruling Elder Commissioners from Sessions	49
Ruling Elder Ex-Officio Commissioners from Presbytery Entities	17
Commissioned Pastors	4
Certified Christian Educators Ruling Elders	0
Total Ruling Elders	70
Total Teaching Elders	81
Total Commissioners	151
Visitors	8
Corresponding Members	2
Total in Attendance	161

### Attendance of Ruling Elders Elected by Sessions

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Aledo, Faith	2	1
Allen, First	2	
Arlington, First	3	1
Arlington, Grace	3	
Arlington, Westminster	2	
Athens, First	3	
Bedford, Emmanuel	2	2
Belton, First	2	1
Blue Ridge, Crossroads	2	
Bonham, First	2	
Bridgeport, First	1	
Buckholts, Sharp	1	
Cameron, First	2	
Canton, First	1	
Carrollton, Nor'kirk	3	
Carthage, St. Paul	1	
Clarksville, First	2	
Clarksville, New Shamrock	1	
Clarksville, Pine Grove	1	
Cleburne, United	2	
Clifton, First	2	
Commerce, First	2	
Corsicana, Westminster	2	
Crowley, First	1	
Cumby, First	1	1
Dallas, Bentwood Trail	2	2
Dallas, Eastminster	2	
Dallas, El Divino Salvador	2	1
Dallas, First	5	3
Dallas, Glendale	2	
Dallas, Iglesia Emmanuel	2	
Dallas, Lake Highlands	2	1
Dallas, NorthPark	3	2
Dallas, Northridge	3	3
Dallas, Oak Cliff	3	1
Dallas, Preston Hollow	6	
Dallas, St. Andrew's	1	
Dallas, St. Luke	2	
Dallas, St. Mark	2	
Dallas, United African	2	
Dallas, Westminster	2	
DeSoto, DeSoto	2	
Denison, First	2	
Denison, Hyde Park	1	
Denton, First	2	
Denton, St. Andrew	3	2
Denton, Trinity	2	
Deport, First	1	
Duncanville, First	2	
Ennis, First	2	
Fairfield, Fairfield-Harmony	2	
Farmers Branch, Faith United	2	
Ferris, First	1	
Flower Mound, Flower Mound	1	

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Flower Mound, Trinity	3	
Forney, First	2	
Fort Worth, First	5	1
Fort Worth, Gethsemane	2	
Fort Worth, Ridglea	3	1
Fort Worth, St. Peter	1	
Fort Worth, St. Stephen	3	2
Fort Worth, Westminster	3	3
Fort Worth, Westside	2	
Frisco, Faithbridge	2	
Frisco, Legacy	2	
Gainesville, First	2	
Garland, First	3	
Granbury, First	3	
Grand Prairie, First	2	
Grand Prairie, West Fork	1	
Grapevine, First	3	
Greenville, United	2	1
Haltom City, Browning Heights	2	
Hamilton, First	1	
Henderson, First	2	1
Hillsboro, First	2	
Honey Grove, Main Street	2	
Hooks, First	1	
Hurst, St. Philip	3	
Irving, Hackberry Creek	3	
Irving, Woodhaven	3	1
Itasca, First	1	
Joshua, Union Hill	1	
Kaufman, First	1	
Kilgore, First	3	
Lancaster, First	2	
Lewisville, First	2	
Lindale, Bethesda	1	
Longview, Alpine	2	
Longview, Centre	2	1
Longview, First	2	1
Longview, St. Andrew	2	
Lott, First	1	
Mabank, First	2	
Mansfield, Trinity	2	
McKinney, First	2	
McKinney, Trinity	3	2
Mesquite, First	3	1
Midlothian, First	1	
Milford, Milford	1	
Mineral Wells, First	2	
Mt. Pleasant, First	2	
North Richland Hills, St. Paul	2	
Palestine, First	2	1
Paris, Central	2	
Paris, First	2	
Parker, Corinth	1	
Pittsburgh, First	1	

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Plano, First	2	1
Plano, Grace	4	
Plano, West Plano	2	2
Prosper, Prosper	1	
Richardson, Canyon Creek	4	1
Richardson, First	3	
Richardson, St. Barnabas	3	3
Rockdale, First	2	
Rockwall, First	3	
Rusk, First	1	
Salado, Salado Presbyterian	2	
Sherman, Covenant	3	
Sherman, Grand Avenue	2	
Southlake, Trinity	2	
Stephenville, First	2	
Sulphur Springs, First	1	

Attendance of Ruling Elders from Sessions	Ruling Elders Permitted	Number Present
Temple, Grace	3	
Tenaha, Tennessee	1	
Terrell, First	2	
Texarkana, Northwood	2	
Troup, First	1	
Tyler, First	3	
Tyler, Highland	2	
Waco, Central	2	1
Waco, First	3	
Waxahachie, Central	3	1
Weatherford, Grace First	2	2
Whitesboro, First	2	
Whitewright, First	2	
Winnsboro, First	2	1
Total =	288	49

### Names of Ruling Elders Elected by Sessions

City, Church	Maximum Ruling Elder Commissioners Allowed from each Session	Names of Ruling Elder Commissioners from Sessions	Present
Aledo, Faith	2	Smith, Lisa	1
Arlington, First	3	Hanson, Tina	1
Bedford, Emmanuel	2	Durkee, Melissa	1
		Mahon, Laura	1
Belton, First	2	Worley, Penny	1
Cumby, First	1	Cross, Michael	1
Dallas, Bentwood Trail	2	Day, Al	1
		Whitson	1
Dallas, El Divino Salvador	2	Cyra, Delia	1
Dallas, First	5	Haney, Michael	1
		Fernandez, Eunice	1
		Boyington, Kelly	1
Dallas, Lake Highlands	2	Simpson, Mary	1
Dallas, NorthPark	3	Cavin, Bonnie	1
		Fenimore, Elizabeth	1
Dallas, Northridge	3	Raymond, Anne	1
		Chavez, Charles	1
		Jones, Lee	1
Dallas, Oak Cliff	3	Williams, Georgianne	1
Denton, St. Andrew	3	Brown, Kristen	1
		Graves, Finley	1
Fort Worth, First	5	Bracey, Ann	1
Fort Worth, Ridglea	3	Tischler, George	1
Fort Worth, St. Stephen	3	Vance, Carol	1
		Walker, John	1
Fort Worth, Westminster	3	Sullivan, Chris	1
		Bittle, Becky	1
		Bittle, Robert	1
Greenville, United	2	Mudie, Bob	1
Hamilton, First	1	Porter, Kathy	1
Irving, Woodhaven	3	Hausinger, Earlene	1
Longview, Centre	2	Ratcliff, Lee	1
Longview, First	2	Mobley, Laney	1

City, Church	Maximum Ruling Elder Commissioners Allowed from each Session	Names of Ruling Elder Commissioners from Sessions	Present
McKinney, Trinity	3	Blair, Tim	1
		Vestal, Leslie	1
Mesquite, First	3	Garver-Hamilton, Margaret	1
Palestine, First	2	Houck, Sara	1
Plano, First	2	Freeman, Diane	1
Plano, West Plano	2	Mueller, Sara Jo	1
		Mueller, David	1
Richardson, Canyon Creek	4	Banks, Kymberlaine E.	1
Richardson, St. Barnabas	3	Utecht, Tom	1
		Elliott, Susan	1
		Barker, Charles	1
Waco, Central	2	Stewart, Ann	1
Waxahachie, Central	3	Scott, Thad	1
Weatherford, Grace First	2	Smith, Mac	1
		Riall, Randy	1
Winnsboro, First	2	Corder, Sandra	1
		Total =	49

#### Attendance of Ruling Elders Ex-Officio from Presbytery Entities

Ruling Elder Ex-Officio Commissioners from Presbytery Entities	Presbytery Entity (Officer, Committee, Commission, Board, Council, General Assembly Commissioner)	Class	Present #
Angel, Trey	Presbytery Treasurer	2021	1
Belford, Johanna	Committee on Ministry (2023) Examinations	2023	1
Black, Wendell	Presbytery Council	2021	1
Brantley, Crysta	Committee on Representation (2021), General Assembly Commissioner (2020)	2021	1
Dickerson, Patty	Board of Trustees	2021	2
Higginbotham, Ernie	Board of Trustees	2021	1
Jones, Kathy	Nominating Committee (2021) Presbytery Council (2022) Personnel Committee (2022) Examinations Subcommittee	2022	1
Jones, Mike	Vice Moderator of Presbytery	2021	1
Kidwell, Phyllis	Presbytery Council (2021), Nominating Committee (2022)	2022	1
Osae, Martin	Church Development Committee (2022), Committee on Representation (2022), General Assembly Commissioner (2020)	2022	1
Parker, Brian	Congregational Support Committee	2021	1
Richardson, Ken	Church Development Committee	2021	1
Rodgers, Denyse	Presbytery Council	2022	1
Walters, Janet	Committee on Preparation for Ministry	2021	1
Whitson, Kerry	Board of Trustees	2022	1
Williams, David	Committee on Preparation for Ministry	2021	1
	Total =		17

### Attendance of Ruling Elders Serving as Commissioned Pastors

Commissioned Pastors	Place of Service	Present √
Crocker, Armel	Paris, First and Depot, First	1
Dees, Jim	Mabank, First	1
Els, Jane	Winnsboro, First	1
Maples, Deidre	Cumby, First	1
Commissioned Ruling Elders Total =		4

### Attendance of Ruling Elders Serving as Certified Christian Educators

Certified Christian Educators Certified and Ruling Elders with Voice and Vote		Present √
Certified Christian Educator	Church	
Haun, Jodi	Grapevine, First	
Pratt, Nancy	Carrollton, The Nor'kirk	
Voyles, Tami	McKinney, Trinity	
Total =		0

### Attendance of Teaching Elders

Name of Minister	Present √	Excused √
Abaraoha, Princeton	1	
Adkins, Julie		
Alatorre, Daniel	HR	
Aldas, Matthew	1	
Allard, Clayton F.		
Allen, Anne	1	
Allen, Thomas G.	HR	
Altfather, Kenneth D.	HR	1
Anderson-Little Daniel		
Are, Sarah R.		
Arreche, Whitney W.	1	
Babb, Fred H.	HR	
Bailey, Gaither	HR	
Bailey, Mona A.	HR	
Bailey, Warner M.	HR	
Balmer, Thom D.		
Baskin, Stuart G.		
Batchelder, David B.	1	
Bates, Nicole D.	1	
Baughman, Thomas J.	HR	
Baum, Mary Lydia		
Beaugh, Michael B.	HR	
Bell, Gerald L.	HR	
Beltzer, Pat R.	HR	
Benner, A. William	HR	
Bethel, Lander L.	1	
Beverly, James A.	HR	
Bigler, Robert L.	HR	
Bitter, Paul K.	HR	
Blacklock, John W.	HR	

Name of Minister	Present √	Excused √
Blatnik, Darla J.	HR	
Blewitt, John G.	HR	
Bluestein, Jennifer	1	
Bourne, Cheryl A.		
Boyanton, Janet S.		
Brainerd, Mark S.		
Brantley, Harold Clayton	1	
Braskamp, Caroline G.		
Brooks, Frank A.	HR	
Brooks, Richard L.		
Brown, Norwood V.		1
Brown, Thomas F.	HR	
Brumelow, Janne S.	HR	
Bruner, Charles A.		
Bryant, Sharon L.		
Buchanan, Bruce A.	HR	
Bucher, Henry H.	HR	
Bullock, Robert H.	HR	
Burns, Paul M.		
Buzbee, Glenn F.	HR	
Callender, Elizabeth J.	1	
Calvert, Matthew G.		
Cameron, Anne M.		
Campbell, Christopher L.		
Cherryholmes, Eleanor C.	HR	
Church, Brenda	1	
Clawson, John Jacob		
Collier, Kathy S.	HR	
Collier, Todd A.		



Name of Minister		Present √	Excused √
Coney, C. Randolph	HR		
Conner, Alissa D.		1	
Cook, Jamye Jeanette			
Coulter, Brian		1	
Crilley, Judith A.			
Crilley, Robert S.			
Crownover, Richard M.			
Culp, Richard B.		1	
Darrow, David			1
Davenport, Mark A.			
Davenport, Tracey K.		1	
Diaz, Frank	HR		
Dinsdale, Lynda	HR		
Disasa, Amos J.			
Dittman, Ellen P.		1	
Dodson, Edward A.	HR		
Doughton, E. Jones		1	
Drake, Nancy S.	HR	1	
Duff, Nancy	HR		
Dunklau, Paul R.	HR		
Edah, Julius		1	
Edwards, William L.	HR	1	
Ehman, Frank C.	HR		
Ellis, Cara L.			
Ellor, James W.		1	
Engelhard, John C.	HR		
Evans, John R.	HR		
Farquhar, D. Alan	HR		
Felter, Patricia E.	HR		
Fenn, Wendy H.	HR		
Findeiss, Meagan P.		1	
Fitzgibbon, Laura R.			
Fletcher, J. David	HR		
Galligan, Linda S.			
Galligan, Timothy J.			
Garis, Greg A.		1	
Gause, Edith A.	HR		
Getty, Robert L.	HR		
Gibbons, Thomas C.	HR		
Gibson, Gregory C.	HR		
Goff, Michele		1	
González, Jesús Juan		1	
Gooch, James B.	HR		
Gould, William M.	HR		
Gouwens, David J.	HR		
Gowan, Daniel R.	HR		
Graham, Ralph M.	HR	1	
Gray, Owen		1	
Green, Roger O.	HR		
Grogan, Donald E.	HR		
Hall, Mary Stewart		1	
Hamilton, Frank M.	HR		
Hanson, Robert S.	HR		
Hardie, Judith M.		1	
Hare, John S.	HR		

Name of Minister		Present √	Excused √
Harwerth, Roger A.		1	
Haswell, Henry M.	HR		
Hawthorne, James R.	HR	1	
Heppenstall, Robert B.	HR		
Hernandez, Alice P.			
Hertenstein, Virginia L.			
Heslip, Douglas T.	HR		
Hitchens, Lawrence R.	HR		
Hogg, Donald R.		1	
Hollas, Deanna M.			
Hollifield, Deborah	HR		
Holloman, Ronnie G.	HR		
Holloman, Sherry K.		1	
Holmes, Lewis E.	HR		
Holmes, Ronald D.			
Hom, Richard	HR		
Hood, Ashley A.			1
Hosey, H. P.	HR		
Hughes, Beverly J.	HR		
Huneycutt, Norman N.	HR		
Hunihan, Glen J.	HR		
Hunt, George (Hank) W.	HR		
Hunter, Angus N.	HR		
Hunter, Craig L.		1	
Ihne, Janet L.			
Ivie, David A.			
Jamshaid, Oliver			
Jenkins, David R.	HR		
Johnson, Jimmie D.	HR		
Johnson, Sarah A.			
Johnston, R. Mike			
Jonas, Russell C.	HR		
Jones, Dana Steven			
Jones, Mari Lyn		1	
Jordan, Elizabeth L.	HR		
Judd, David F.		1	
Jung, Dae Eun			
Kasonga, Kasonga wa		1	
Kelemen, Zoltan S.			
Kennedy, Cindy			
Kim, Dai Kyum	HR		
Kimbrough, William R.	HR		
King, Leslie M.		1	
Kolakowski, Wendy		1	
Kremzar, Lucia M.		1	
Krueger, Craig C.			
Lam, Robert G.	HR		
Lamb, Thomas A.			
Land, Kendal A.		1	
Landes, Elizabeth B.		1	
Leach, Pamela N.			
Lee, Christopher M.			
Lee, Oliver T.			
Lee, Seong Soo			
Lee, Yun Gil	HR		

Name of Minister	Present √	Excused √
Lee-Cornell, Alexander	1	
Lee-Cornell, Kathy	1	
Leischner, Robert W.	1	
Leslie, Scott A.		
Lewis, Donald G.		
Light-Wells, Jessie	1	
Lockhart, Elizabeth H.		
Lockhart, William H.		
Loden, Thomas B.	HR	
Logan, Cynthia W.	HR	
Lyman, Mary Alice		
Mabry, Angie		
Mack, David	HR	
Mackey, Scott R.		
Matthews, Deborah Lynne		
Matthews, Terri A.		
Matthews, Thomas F.	HR	
Matthews, Trish		
Maze, Andrew T.		
McCall, James L.	HR	
McCoy, Patrick E.	HR	
McDermott, Richard S.	HR	
McFarlin, Richard G.		
McGee, Emily Kathryn		
McLachlan, Alexander Sandy	HR	
McLean, Brendan	1	
Meissner, Harry C.	HR	1
Meredith, Marwood B.	1	
Mertz, Ashley Drake	1	
Michalove, Robilyn B.	1	
Middents, Gerald J.	HR	
Mikow, John W.	HR	
Miller, Shelby S.	HR	
Mitchell, Carolyn H.	HR	
Mitchell, Jennifer		
Moessner, David P.		
Moore, Amy W.	1	
Morgan, Michael D.		
Morphew, Trudy R.		
Norris, Linda A.	HR	
Nourse, Richard C.	HR	
Nunnelley, Eddie A.	HR	
O'Neal, David R.		
Odom, Andrew S.	1	
Odom, Mary Denise		
Osoinach, Carolyn A.	1	
Otters, Rosalie V.	HR	
Palmer, Christopher		
Paniagua, Pepa J.		
Parker, Joseph H.	HR	
Parr, William J.	HR	
Patterson, Dale W.	HR	
Patterson, Lisa B.	1	
Pennington, Terra	1	
Perkins, Lisa Juica	1	

Name of Minister	Present √	Excused √
Peterson, Eric A.		
Phillips, Carol S.	HR	
Phillips, Robert L.	HR	
Pickell, Stuart C.		
Porter, Thomas C.		
Poteet, Robert M.	HR	
Powers, Richard C.	HR	
Prentiss, Thomas G.		
Presley, Chad E.		
Quillin, Roger T.	HR	
Quiroz, Horacio Gutierrez	HR	
Ramsawh, James C.	HR	
Ramsay, Nancy J.	HR	
Rasco, Krista Pearilee Welch		
Reece, Lisa	1	
Reeves, Robert D.	HR	
Rehrig, Stephen W.	HR	
Reinarz, James P.	HR	
Rice, Perryn	1	
Richey, Murray E.		
Rigler, Katherine J.	1	
Rigoulot, Kenneth		
Riley, Julie U.		
Ritchie, Kenneth A.	HR	
Ritsch, Frederick F.		
Robertson, Jack C.	HR	1
Robson, Rosy		
Roper, John A.	HR	
Rosenfeld, Richard H.	HR	
Rounseville, Margaret A.	HR	
Ruffin, Joe D.	HR	
Ruffner, Matthew		
Rutledge, Michael L.	HR	
Saavedra, Meghan B.		
Salfen, Ronald P.	HR	
Sanders, Craig A.	1	
Sanders, James D.	HR	
Schaefer, M. David	1	
Schneider, Charles G.		
Schneider, David A.	HR	1
Schofield, Clinton A.		
Schwarz, Karl E.	1	
Scroggs, Marilee M.	HR	
Seager, Gary L.	HR	
Seamans, Sandra L.		
Selby, Richard W.	HR	1
Shelton, Frances T.	HR	
Sheppard-Mahaffey, Kenneth		
Shive, Stephen A.	1	
Shroyer, James R.	HR	
Sicks, Rebecca Chancellor		
Slyter, David A.		
Smith, David C.	HR	
Smith, Lillian B.	1	
Smith, Mark A.	HR	

Name of Minister		Present √	Excused √
Soday, Calixto C.	HR		
Solomon, Lynette D.			
Somervill, Charles E.	HR		
Son, Sungho Daniel	HR		
Spangler, Debra D.			
Sparks, David L.	HR		
Speck, Phyllis D.	HR		
Spencer, Lawrence D.	HR	1	
Stafford, Harold J.	HR		
Staples, Kelly		1	
Steinbrook, William M.	HR		
Stevenson-Moessner, Jeanne			
Stewart, Joshua Jon		1	
Stolk, Douglas A.			
Stoll, Peggy L.	HR		
Strodel, Sherwood	HR		
Swalve, Robert E.	HR		
Swetenburg, Elizabeth L.			
Taylor, Cheryl A.			
Tays, Herbert C.	HR		
Thomas, David A.	HR		
Thomas, Lawrence A.	HR		
Thompson, Carl V.			
Thompson, Michael L.	HR		
Thompson, Paul M.	HR		
Thomson, John W.	HR		
Tickner, Thomas A.	HR		
Tiegreen, Nancy F.	HR		
Tolson, John F.	HR		
Tony, Jonathan			1
Travis, Drew G.		1	
Travis, Karl B.			
Trussell, R. Miranda			
Tulley, Thomas E.	HR		
Tulloch, E. Fred	HR		

Name of Minister		Present √	Excused √
Tyer, Gerald L.	HR	1	
Tyler, Larry S.	HR		
Valdez, Robin Lyn			
Vineyard, Kathy E.	HR		
Walker, Kyle M.		1	
Wardlaw, Theodore J.			
Waschevski, Michael A.		1	
Watkins, Margaret M.	HR		
Watson, William A.	HR		
Weaver, Rebecca H.	HR		
Webb, Shane K.			
Wedell, Marilyn B.	HR		
Wells, Eddie L.	HR		
Westerlage, L. Walker	HR		
Whisler, Shane E.		1	
Wilbanks, Thomas G.	HR		
Wilkins, Ronald A.	HR		
Williams, D. Marvin	HR		
Williams, John D.		1	
Williams, Polly W.			
Willis, Lewis E.	HR		
Wilman, David B.			
Wilson, William			
Witherow, James B.	HR	1	
Womack, Candice			
Woodard, John M.		1	
Wraith, Lisa M.			
Wyatt, Lee A.	HR		
Yeager-Chadwick, Kelly K.			
Young, Richard E.			
Young, Robert M.	HR	1	
Zeigler, John D [347]	HR		
Total = 346		81	4

### Adjournment

The presbytery was adjourned with prayer by 2022 Presbytery Moderator **Ruling Elder Mike Jones** at 11:45 a.m. on November 13, 2021.

These minutes are submitted by **Rev. Dr. Gerald L. Tyer**, Stated Clerk of Grace Presbytery and **Rev. Lisa Patterson**, 2021 Moderator of Grace Presbytery.



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Stated Clerk of Grace Presbytery



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Moderator of Grace Presbytery

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**Grace Presbytery**  
**Standing Rules and Manual of Administrative Operations**  
Revised September 1, 2021

General Rules

**1. General Rules**

- 1.1. The name of the presbytery is Grace Presbytery.
- 1.2. Grace Presbytery is a council of the Presbyterian Church (USA) composed of the congregations and ministers of Word and Sacrament (Teaching Elders) on its rolls within its geographical bounds. Its duties, responsibilities, governance, discipline and faith statements are contained in the Constitution of the Presbyterian Church (USA) and these Standing Rules.
- 1.3. Grace Presbytery is a member presbytery of the Synod of the Sun.
- 1.4. Grace Presbytery is organized into four regional mission units for convenience and representation. The Regions are:
  - 1.4.1. North Region including Dallas, Collin, Grayson and Rockwall Counties, First Presbyterian Church of Forney, and First Presbyterian Church of Terrell in Kaufman County.
  - 1.4.2. West Region including Cooke, Denton, Wise, Palo Pinto, Parker, Tarrant, Erath, Hood and Johnson Counties.
  - 1.4.3. East Region including Fannin, Lamar, Red River, Bowie, Hunt, Delta, Hopkins, Franklin, Titus, Morris, Cass, Camp, Raines, Wood, Upshur, Marion, Van Zandt, Smith, Gregg, Harrison, Henderson, Anderson, Cherokee, Rusk, Panola and Shelby Counties, First Presbyterian Church of Kaufman, and First Presbyterian Church of Mabank in Kaufman County.
  - 1.4.4. South Region including Somervell, Ellis, Bosque, Hill, Navarro, Mills, Hamilton, McLennan, Limestone, Freestone, Coryell, Falls, Bell, and Milam Counties.

Meetings

- 1.4.5. There shall be four stated meetings of the presbytery each year.
- 1.4.6. Special meetings of the presbytery may be called (1) by the Presbytery Council, (2) Presbytery Moderator with the concurrence of two ministers of Word and Sacrament and two ruling elders, with the ruling elders being from different churches, (3) Stated Clerk with the concurrence of two ministers of Word and Sacrament and two ruling elders, with the ruling elders being from different

churches, or (4) the Synod of the Sun. Only business indicated in the call of special meetings may be transacted at a special meeting.

- 1.4.7. Notice for presbytery meetings shall be sent at least ten days in advance to the session of every church and each minister of Word and Sacrament. The notice gives the purpose of the meeting. A packet with all business coming before presbytery meetings is posted on the presbytery website at least ten days in advance.
- 1.4.8. If a presbytery meeting needs to be cancelled or delayed for any reason, it will be announced on the Grace Presbytery website, eNews and through other electronic media. The decision to cancel or delay the start of a presbytery meeting will be made by the Moderator of the Presbytery in consultation with the General Presbyter and Stated Clerk. Rescheduling a cancelled meeting is the responsibility of the Stated Clerk in consultation with the Moderator and General Presbyter.
- 1.4.9. In the event of a natural disaster, a state of emergency, or other situation which would delay, postpone, or cancel a meeting of the presbytery, the Presbytery Council is delegated the authority to act on behalf of Grace Presbytery, and the Board of Trustees is authorized to conduct corporate business on behalf of Grace Presbytery, Inc.
- 1.4.10. Dates and places for stated meetings are approved by the presbytery upon recommendation of the Presbytery Council during the first half of the preceding year. Changes may be approved at any meeting of the presbytery. Dates are as evenly spaced throughout the year as is feasible.
- 1.4.11. The docket for presbytery meetings is prepared by the Stated Clerk and General Presbyter, reviewed by the Presbytery Council, and proposed to the Presbytery for adoption by the Stated Clerk.
- 1.4.12. Presbytery meetings shall conform to the Constitution of the Presbyterian Church (USA) and these Standing Rules.
- 1.4.13. A quorum for presbytery meetings is ten percent of the ministers of Word and Sacrament currently on the roll of the presbytery and one ruling elder commissioner from ten percent of the congregations on the roll of the presbytery.
- 1.4.14. New business presented at stated meetings of the presbytery shall be referred to the appropriate committee of the presbytery (by the Stated Clerk) for review and recommendation at the next stated meeting of the presbytery. New business is not considered at the meeting in which it is presented unless approved by a two-thirds vote of those present and voting.
- 1.4.15. Display space at presbytery meetings may be requested by ministries of Grace Presbytery, Synod of the Sun, and General Assembly. Displays are for the

purpose of information sharing, not fund raising. A common table may be provided for congregations to place materials about their ministries. Exceptions to these guidelines require approval by the Stated Clerk or General Presbyter.

#### Officers

- 1.4.16. Officers of the presbytery are Moderator, Vice Moderator, Presbytery Council Moderator, General Presbyter, Stated Clerk, and Treasurer.
- 1.4.17. The Presbytery Moderator, Vice Moderator and Presbytery Council Moderator are nominated by the Nominating Committee and elected by the presbytery for a one-year term. The Presbytery Moderator and Vice Moderator do not ordinarily serve consecutive terms. The Stated Clerk and Treasurer are nominated by the Presbytery Council, elected by the presbytery for a one-year term, and may serve consecutive terms.
- 1.4.18. The General Presbyter and Associate General Presbyter(s) are called and elected by the following procedure: Presbytery Council shall nominate a Search Committee to be elected by the presbytery. The Search Committee shall nominate a candidate to be called and elected by the presbytery to an open-ended term.
- 1.4.19. The positions of General Presbyter, Stated Clerk and Treasurer shall be filled by three different individuals.
- 1.4.20. The Presbytery Moderator, Vice Moderator, Moderator of Presbytery Council and Treasurer are voluntary, unpaid positions. The Stated Clerk and General Presbyter are compensated positions.
- 1.4.21. The Moderator of Presbytery presides at presbytery meetings and fulfills other duties as specified in the Constitution of the Presbyterian Church (USA) and these Standing Rules. In the absence of the Moderator, the Vice Moderator presides at meetings and fulfills the other duties of the moderator.
- 1.4.22. The General Presbyter is the head of the presbytery staff and performs the responsibilities specified in the Constitution of the Presbyterian Church (USA), these Standing Rules, and the job description as approved by the Presbytery Council.
- 1.4.23. The Treasurer is responsible for the general oversight of the financial operations of the presbytery and fulfills the other responsibilities specified in these Standing Rules, and the job description as approved by the Presbytery Council.
- 1.4.24. The Stated Clerk serves as parliamentarian, polity advisor and recording secretary at presbytery meetings, custodian of permanent records insuring the permanent records of presbytery and dissolved congregations are archived at the Presbyterian Historical Society, and fulfills the other responsibilities specified

in the Constitution of the Presbyterian Church (USA), these Standing Rules and the job description as approved by the Presbytery Council.

## Membership of Presbytery

### 2. Membership of Presbytery

2.1. Commissioners at presbytery meetings with voice and vote are the following:

2.1.1. All ministers of Word and Sacrament on the roll of the presbytery.

2.1.2. At least one ruling elder elected by the session of each congregation on the roll of the presbytery in accordance with the membership size of the church. Sessions are encouraged to elect ruling elder commissioners to serve a one-year term in order to ensure continuity and full participation by the ruling elders.

2.1.2.1. 50 members or less: 1 ruling elder commissioner

2.1.2.2. 51 to 250 members: 2 ruling elder commissioners

2.1.2.3. 251 to 1,000 members: 3 ruling elder commissioners

2.1.2.4. 1,001 to 1,500 members: 4 ruling elder commissioners

2.1.2.5. 1,501 to 2,000 members: 5 ruling elder commissioners

2.1.2.6. 2,001 to 3,000 members: 6 ruling elder commissioners

2.1.2.7. 3,001 members or more: one additional ruling elder for every 1,000 members

2.1.2.8. Congregations with more than one installed pastor may elect as many ruling elder commissioners as there are installed pastors or as many as the membership would permit, whichever is higher.

2.1.3. Ruling elder Certified Christian Educators and Certified Associate Christian Educators during their term of service in an educational ministry under the jurisdiction of Grace Presbytery but are not otherwise elected as a commissioner from a session.

2.1.4. Ruling elder officers of the presbytery and ruling elders elected to any committee, commission, or the Presbytery Council during their term of service, but are not otherwise elected as a commissioner from a session.

2.1.5. Ruling elder commissioners to the General Assembly and young adult advisory delegates during their term of service but are not otherwise elected as a commissioner from a session.

2.2. The following have voice, but not vote at presbytery meetings:

2.2.1. One ruling elder elected from each new church development Steering Committee.

2.2.2. Christian educators employed by congregations of Grace Presbytery who are not certified or are not ruling elders.

- 2.3. The presbytery shall adopt a plan at the first stated meeting of each year to fulfill the requirements of G-3.0301 concerning numerical parity of ministers of Word and Sacrament and ruling elders as well as a method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103.

### Organization of Committees

### **3. Organization of Committees**

- 3.1. All committees and the Presbytery Council are divided into three classes, with members in numbers as nearly equal as possible, serving three-year staggered terms, unless otherwise specified by these Standing Rules.
- 3.2. A quorum for committees, commissions, the Presbytery Council, task forces, ministry teams, work groups, and other organizations is fifty percent of its members, unless otherwise specified by these Standing Rules.
- 3.3. All committees, commissions, and the Presbytery Council shall report all actions taken at the next stated meeting of the presbytery.
- 3.4. Committees, commissions, and the Presbytery Council may appoint temporary work groups for specific tasks. Work groups shall be given any necessary authorization as delegated by the committee, commission, or council. They report to the body which created them. Committees, commissions, and the Presbytery Council may invite nonmembers who have special expertise to assist temporarily in specific tasks. Such individuals have voice but not vote in the committee, commission, or council.
- 3.5. All committees, commissions, and the Presbytery Council shall adopt and be guided by a manual of operations which includes all policies and procedures approved by the committee, commission, or council.
- 3.6. The following report directly to the presbytery: Presbytery Council, Committee on Ministry, Committee on Preparation for Ministry, Permanent Judicial Commission, Committee on Representation, Nominating Committee and Board of Trustees.
- 3.7. The following report to the presbytery through the Presbytery Council: Personnel Committee, Budget and Finance Committee, Children and Youth Ministry Committee, Young Adult Ministry Committee, Church Development Committee, and Congregational Support Committee.
- 3.8. All persons serving on committees, commissions, task forces, ministry teams, work groups, and other organizations created by the presbytery shall be composed of ministers of Word and Sacrament on the roll of the presbytery or members of a congregation on the roll of the presbytery.
- 3.9. Ordinarily no one serves in more than one elected position concurrently except members of the Permanent Judicial Commission, members of the Committee on Representation, and as otherwise specified by these Standing Rules.

### 3.10. Terms of Service

- 3.10.1. New presbytery officers and new members of presbytery committees, commissions, and the Presbytery Council are elected by the presbytery at the last stated meeting each year with service beginning January 1, except new members of the Children and Youth Ministry Committee, who are elected during the first half of the year with service beginning July 1. All persons are installed at the meeting when elected.
- 3.10.2. Resignations from committees, commissions, and the Presbytery Council should be submitted in writing to the Stated Clerk. Unexcused absence from two consecutive meetings constitutes a resignation. When this takes place, the moderator of the committee, commission, or council shall notify the person involved as well as the Stated Clerk indicating that the person has been removed from membership of the committee, commission, or council.
- 3.10.3. Vacancies for the unexpired portion of a term are filled from nominations made by the Nominating Committee and election by presbytery. Any person so elected will serve until the end of the unexpired term.

#### Electronic Voting

### 3.11. Electronic Voting

- 3.11.1. In accordance with *Robert's Rules of Order Newly Revised* (11th Edition, pages 97-99) and in accordance with the 216<sup>th</sup> General Assembly authoritative interpretation of F-3.0205, committees, commissions, the Presbytery Council, task forces, ministry teams, work groups, and other organizations of the presbytery may vote electronically on motions, if the following provisions have been made:
  - 3.11.1.1. All members of the committee must have access to a compatible email system. If a member does not have email, the moderator or clerk must send the motion to the member via United States Postal Service or other means of delivery. A reasonable deadline for response must be included with the communication. At least a quorum of members must respond by the deadline.
  - 3.11.1.2. If a member wishes to raise a parliamentary question (such as a point of order), the member should communicate the question to the moderator or clerk. If the member wishes to challenge the ruling of the chair concerning the parliamentary question, the motion must be postponed until the next face-to-face or telephone conference meeting.
  - 3.11.1.3. Members should reply with one of following: (1) yes to the motion, (2) no to the motion, (3) abstention, (4) a request to discuss the motion in



a face-to-face or conference call meeting, or (5) a request to deal with a parliamentary question at the next face-to-face or telephone conference meeting. Members should reply only to the moderator or clerk (and should not reply to all members) in order for earlier voters not to influence later voters.

3.11.1.4. If a quorum of members does not reply prior to the deadline, if a member requests discussion of the motion, or if a member requests discussion of a parliamentary question, the motion must be postponed until the next face-to-face or telephone conference meeting.

#### Presbytery Council

### **4. Presbytery Council**

4.1. The Presbytery Council implements the priorities of the presbytery, coordinates the work of presbytery committees, and provides spiritual guidance and pastoral oversight of congregations, ministers of Word and Sacrament, and all the ministries of the presbytery.

4.2. The duties of the Presbytery Council include:

- 4.2.1. Addressing matters between meetings of the presbytery as may be necessary or assigned.
- 4.2.2. Submitting recommendations to the presbytery concerning the mission of the presbytery.
- 4.2.3. Implementing a method for planning and evaluating the work of the presbytery.
- 4.2.4. Reviewing a docket for presbytery meetings as prepared by the Stated Clerk and General Presbyter.
- 4.2.5. Providing worship at presbytery meetings using a different group of persons led by the Presbytery Moderator to prepare worship each year.
- 4.2.6. Orienting new commissioners to presbytery meetings in consultation with the Stated Clerk and General Presbyter.
- 4.2.7. Reviewing and approving presbytery meeting minutes and Presbytery Council minutes as prepared by the Stated Clerk.
- 4.2.8. Monitoring the attendance at presbytery meetings of ministers of Word and Sacrament and ruling elders elected by sessions as commissioners.
- 4.2.9. Reviewing annually the actions of officers who act on behalf of the presbytery.
- 4.2.10. Ensuring the proper functioning of the presbytery office.

- 4.2.11. Coordinating the work of the committees and commissions which report to presbytery through the Presbytery Council.
- 4.2.12. Proposing an annual budget for adoption by presbytery upon recommendation of the Budget and Finance Committee and arranging for its administration by establishing procedures for receiving and disbursing funds.
- 4.2.13. Communicating with the Synod of the Sun and General Assembly.
- 4.2.14. Receiving and making recommendations to the presbytery concerning proposed overtures to the Synod of the Sun and General Assembly, and proposed amendments to the Constitution of the Presbyterian Church (USA).
- 4.2.15. Promoting the ecumenical life of the presbytery.
- 4.2.16. Receiving reports from representatives to related institutions and reviewing annually the proceedings and actions of all such organizations under the direction of the presbytery.
- 4.2.17. Remaining current on issues of theology and culture that affect the presbytery.
- 4.2.18. Providing support, guidance, and directions for mission to presbytery committees as needed.

#### 4.3. Membership of the Presbytery Council:

- 4.3.1. Members of the Presbytery Council include nine members at large. The members at large should ordinarily not be from the same congregation. At large members shall include at least one person from each of the four Regions. The Presbytery Council is composed of ruling elders and ministers of Word and Sacrament elders in numbers as nearly equal as possible.
- 4.3.2. Ex-officio members with voice and vote are the Presbytery Moderator, Vice Moderator, Presbytery Council Moderator, the most recent past Presbytery Council Moderator, and the moderators of the Committee on Ministry, the Nominating Committee, Budget and Finance Committee, Personnel Committee, Church Development Committee, Congregational Support Committee, Children and Youth Ministry Committee, Young Adult Ministry Committee, Committee on Representation, and Committee on Preparation for Ministry. The committee moderators may annually designate another member of their committee to serve as a voting member of the Presbytery Council in their absence.
- 4.3.3. Ex-officio members with voice but not vote include the General Presbyter, Associate General Presbyter(s), Stated Clerk, and Treasurer.
- 4.3.4. The Vice Moderator of the Presbytery Council is elected for a one-year term by the Presbytery Council from among its members at the first meeting each year. Ordinarily the Vice Moderator of the Presbytery Council is eligible for election

as Moderator of the Presbytery Council the following year, and then serves an additional year as former moderator with voice and vote.

## **5. Committees and Commissions**

- 5.1. Each committee and commission has a moderator or co-moderators named from among its membership appointed by the Presbytery Council. The moderator begins service at the close of the last meeting of the year. A committee or commission may request a Vice Moderator who is appointed in a similar manner. When appointing committee and commission moderators, the Presbytery Council shall make every effort to represent the diversity of the presbytery.

### **Committee on Ministry**

#### **5.2. Committee on Ministry**

- 5.2.1. The Committee on Ministry consists of twenty-four members. Its composition is equally divided between ruling elders and ministers of Word and Sacrament. The General Presbyter (or designee) is an ex-officio member with voice but not vote.
- 5.2.2. The committee is responsible for the implementation of the presbytery's oversight of its congregations and ministers of Word and Sacrament. Its purpose is to provide encouragement, oversight, support, and guidance to congregations, ministers of Word and Sacrament, Commissioned Pastors, and Certified Church Educators.
- 5.2.3. The committee duties include: (1) receiving ministers of Word and Sacrament into the membership of the presbytery, (2) introducing new ministers of Word and Sacrament at the presbytery meeting following their reception, (3) approving and dissolving pastoral relationships and temporary positions for ministers of Word and Sacrament and congregations, (4) approving and dissolving relationships for Commissioned Pastor and congregations, (5) overseeing congregations without pastors, (6) dismissing ministers of Word and Sacrament to other presbyteries or denominations, (7) authorizing the administration of the sacraments by ministers of Word and Sacrament not serving a congregation, (8) determining the criteria for validating ministries, (9) validating non-parish positions for ministers of Word and Sacrament, (10) caring for and overseeing Commissioned Pastors serving congregations, (11) caring for and overseeing Commissioned Pastor candidates, and (12) approving requests by ministers of Word and Sacrament to labor within or beyond the bounds of the presbytery.
- 5.2.4. The Committee on Ministry in consultation with the Committee on Preparation for Ministry and the Examinations Committee is responsible for the training of Commissioned Pastors. The committee consults with prospective

Commissioned Pastors about the form of ministry they might best pursue. If these consultations lead to an interest in pursuing the ministry of Word and Sacrament instead of a Commissioned Pastor, the person will be referred to the Committee on Preparation for Ministry.

#### Examinations Subcommittee

#### 5.3. Examinations Subcommittee of Committee on Ministry

- 5.3.1. The Examinations Subcommittee consists of eight members, at least three of whom are members of the Committee on Ministry. The General Presbyter (or designee) is an ex-officio member with voice but not vote.
- 5.3.2. The Examinations subcommittee examines and recommends to the presbytery (1) candidates seeking ordination who have a pending call as a minister of Word and Sacrament and who have fulfilled all constitutional requirements in accordance with the standards established by the presbytery, (2) ruling elders seeking to become Commissioned Pastors who have fulfilled all constitutional requirements in accordance with the standards established by the presbytery.
- 5.3.3. The Examinations subcommittee examines and recommends to the Committee on Ministry ministers seeking membership in the presbytery from denominations not in correspondence with the Presbyterian Church (USA).

#### Committee on Preparation for Ministry

#### 5.4. Committee on Preparation for Ministry

- 5.4.1. The Committee on Preparation for Ministry consists of twelve members composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible. The General Presbyter (or designee) is an ex-officio member with voice but not vote.
- 5.4.2. The committee is responsible for the enlistment and care of inquirers and candidates for ministry as a minister of Word and Sacrament.
- 5.4.3. In concert with sessions and theological institutions, the committee guides inquirers and candidates in seminary selection, ministry discernment, internship, and professional ministry opportunities.
- 5.4.4. The committee duties include: (1) enrolling inquirers under care of the presbytery, (2) receiving inquirers from other presbyteries, (3) dismissing inquirers and candidates to other presbyteries, (4) recommending to presbytery inquirers to be approved as candidates, (5) conducting annual consultations with inquirers and candidates, (6) scheduling and evaluating the preaching requirement, (7) declaring candidates ready and certified for final assessment, (8) conducting final assessments, (9) giving candidates and inquirers permission to take the standard ordination written examinations, (10) declaring candidates

ready for examination for ordination by the Examinations Subcommittee, (11) appointing readers and alternates to the Presbyteries' Cooperative Committee on Examinations for Candidates, and (12) recommending to presbytery the removal of inquirers or candidates from the roll.

- 5.4.5. When presenting inquirers and candidates to presbytery, the presbytery business packet shall include information about which seminary the inquirer or candidate attends, plans to attend or has attended. If it is a seminary other than a seminary related to the Presbyterian Church (USA), the committee will report to the presbytery what (if any) additional requirements and actions have been required for that person.

#### Committee on Representation

### 5.5. Committee on Representation

- 5.5.1. The Committee on Representation consists of seven persons: ministers of Word and Sacrament, ruling elders, and other church members representing the broad theological, cultural, racial, geographical, and generational diversity of the presbytery.
- 5.5.2. The committee is responsible for the implementation of the presbytery's commitment to inclusiveness, diversity, and representation as specified in G-3.0103 and F-1.0403.
- 5.5.3. The committee advises the Presbytery Council concerning employment of personnel and the Nominating Committee concerning diversity in leadership.

#### Church Development Committee

### 5.6. Church Development Committee

- 5.6.1. The Church Development Committee consists of twelve members. A majority of members must be ruling elders and ministers of Word and Sacrament.
- 5.6.2. The committee oversees and supports new church developments, fellowships, new worshiping communities, and other partnerships created by the presbytery.
- 5.6.3. The committee provides support to the churches of the presbytery throughout the lifecycle of a congregation – birth, vitality, and decline.

#### Congregational Support Committee

### 5.7. Congregational Support Committee

- 5.7.1. The Congregational Support Committee consists of nine members. The Associate General Presbyter (or designee) is an ex-officio member with voice but not vote.

- 5.7.2. The committee encourages and advances a strong relationship between the presbytery and its congregations.
- 5.7.3. The committee assists the ministry of congregations in education, mission, stewardship, and social issues.
- 5.7.4. The committee enables opportunities for the spiritual development of ministers of Word and Sacrament, ruling elders and congregation members.
- 5.7.5. The committee encourages leadership development through events and by raising the visibility of faithful ministry models within the presbytery.
- 5.7.6. The committee encourages the development of specialized ministries for children, families, youth, camps and conferences, campus, singles, older adults, men and women.
- 5.7.7. The committee encourages partnership and cooperation among neighboring congregations through regional seminars and training sessions which address common needs, promote clustering and provide mutual support in all areas of ministry.
- 5.7.8. The committee provides scholarships to attend seminars and conferences addressing issues of interest to congregations.
- 5.7.9. The committee duties include (1) maintaining a high quality resource center, (2) providing guidance and support for small congregations, (3) implementing the Congregational Mission Initiative Program, (4) overseeing the stewardship program for the presbytery, and (5) managing the grant application process for the Mission Outreach Fund including establishing criteria for grants and making specific grant recommendations to the Presbytery Council for final approval.

#### Children and Youth Ministry Committee

#### 5.8. Children and Youth Ministry Committee

- 5.8.1. The Children and Youth Ministry Committee consists of twelve adult members and fifteen youth members (high school sophomore through first year college freshman).
- 5.8.2. The committee provides for the nurture, faith development, and leadership skills of children and youth in the presbytery, as well as the adults who work with youth. It is responsible for conducting programs, retreats, and events that affirm youth as children of the Covenant and enables and challenges youth to minister to others.
- 5.8.3. The committee duties include:

- 5.8.3.1. Implementing programs for (1) children, junior high and middle school youth, including but not limited to events such as Youthquakes, (2) senior high youth including but not limited to events such as Senior High Youth Connection.
- 5.8.3.2. Coordinating children and youth mission trips and projects.
- 5.8.3.3. Conducting ministries that reach out and include college age young people in the work of the presbytery.
- 5.8.3.4. Providing opportunities for leadership training and development for youth and adult leaders of youth.
- 5.8.3.5. Encouraging participation in the General Assembly Presbyterian Youth Connection, Youth Triennium, and youth events sponsored by the synod.

#### Budget and Finance Committee

#### 5.9. Budget and Finance Committee

- 5.9.1. The Budget and Finance Committee consists of nine members. The following are ex-officio members with voice but not vote: General Presbyter (or appointee), Treasurer, and one member appointed by the Board of Trustees.
- 5.9.2. The committee provides financial and budgetary oversight, guidance, and support to the presbytery, Treasurer, and the financial operations staff.
- 5.9.3. The committee duties include:
  - 5.9.3.1. Soliciting suggestions from presbytery committees and staff regarding their ministry and plans for the future concerning funding needs.
  - 5.9.3.2. Preparing an annual presbytery budget which best meets the mission priorities established by the presbytery and submitting it through the Presbytery Council for adoption by the presbytery during the last stated meeting of each year.
  - 5.9.3.3. Monitoring the income and expenditures of the presbytery and its committees with respect to the budget and recommending any changes through the Presbytery Council to the presbytery.
  - 5.9.3.4. Reviewing the short-term reserve funds of the operating account and coordinating their investment.
  - 5.9.3.5. Reviewing the monthly financial reports.



5.9.3.6. Periodically reviewing the policies, procedures and computer programs for the handling of funds and recommending any changes to Presbytery Council.

5.9.3.7. Reviewing the annual audit.

5.9.3.8. Reviewing and making recommendations to the Presbytery Council concerning insurance, tax issues, asset inventories, special offerings and funds, and other matters involving the expenditure of funds.

#### Personnel Committee

##### 5.10. Personnel Committee

5.10.1. The Personnel Committee consists of six members: three members from the Presbytery Council and three elected at large by the presbytery. The General Presbyter (or designee) is an ex-officio member with voice but not vote.

5.10.2. The committee duties include (1) recommending to Presbytery Council personnel policies, job descriptions for staff, and a method of annual performance review of all staff, (2) recommending to the Presbytery Council a person to nominate to the presbytery to fill the positions of Stated Clerk, Treasurer, and Director(s), (3) conducting the annual review of the General Presbyter and Stated Clerk, (4) insuring that all open positions are advertised throughout the presbytery and an open search conducted prior to filling any position in order to implement the presbytery's commitment to inclusiveness.

5.10.3. Compensation for the positions of General Presbyter, Stated Clerk, and Associate General Presbyter(s) is recommended by the Presbytery Council after consultation with the Personnel Committee and approved by the presbytery. Compensation for all other staff positions is recommended by the General Presbyter and approved by the presbytery when it adopts the annual budget.

5.10.4. The General Presbyter is responsible for (1) hiring and terminating directors, consultants, support staff and temporary employees after consultation with the Personnel Committee, (2) conducting annual performance reviews of the Associate General Presbyter(s) and Director(s), (3) insuring annual performance reviews of the rest of the staff, and (4) fulfilling all other duties specified by the Constitution of the Presbyterian Church (USA), these Standing Rules, and the position description.

#### Permanent Judicial Commission

##### 5.11. Permanent Judicial Commission

5.11.1. The Permanent Judicial Commission consists of nine members elected in odd numbered years for six-year terms. The Stated Clerk is an ex-officio member with voice but not vote.

- 5.11.2. The Permanent Judicial Commission fulfills the responsibilities specified by the Book of Order, Rules of Discipline.

### Nominating Committee

#### 5.12. Nominating Committee

- 5.12.1. The Nominating Committee consists of nine persons nominated by the Presbytery Council and elected by the presbytery. The membership is divided into three classes with two members from each of the four regions of the presbytery, one member elected at large without regard to region, and with each class consisting of a minister of Word and Sacrament, a female ruling elder, and a male ruling elder. The General Presbyter is an ex-officio member with voice but not vote.
- 5.12.2. At the last stated meeting of each year, the committee will nominate for election by presbytery (1) a Presbytery Moderator, Vice Moderator, Stated Clerk, and Treasurer for one-year terms, and (2) members to fill new classes on presbytery committees, commissions, and the Presbytery Council giving consideration to the particular skills, abilities, interests and experiences needed. Nominations to fill vacancies may be made at any meeting of the presbytery.
- 5.12.3. At the last stated meeting of each year, the Presbytery Council will nominate for election by the presbytery three members to a new class for the Nominating Committee.
- 5.12.4. When making nominations, the committee will insure the following principles are followed: (1) representation of the broad theological, cultural, racial, geographical, and generational diversity of the presbytery, (2) competence of nominees in their area of service, (3) willingness of nominees to work in a collaborative and collegial manner, (4) commitment of nominees to the inclusiveness and diversity of the presbytery, and (5) commitment of nominees to the mission of the presbytery and the Presbyterian Church (USA).
- 5.12.5. For purposes of continuity, the Nominating Committee may nominate some persons to serve a second consecutive term on a committee, but ordinarily at least half of the nominated slate for every committee is made up of persons not currently serving on that committee. No person may serve more than six consecutive years on a particular committee. After two terms no person may be reelected to the same committee without a two-year lapse between terms.
- 5.12.6. The committee maintains a referral system to identify qualified and interested persons to serve the presbytery and maintains records of service to ensure adequate rotation.
- 5.12.7. Nominations from the floor are permitted whenever the presbytery conducts an election. However, all nominees shall have agreed to serve, and must fulfill the categories of inclusion specified in these Standing Rules.

- 5.12.8. A vacancy in the Nominating Committee may be filled by election at any meeting of the presbytery upon nomination by the Presbytery Council.

#### Young Adult Ministry Committee

#### 5.13. Young Adult Ministry Committee

- 5.13.1. The Young Adult Ministry Committee shall consist of nine young adults who do not necessarily need to be ruling elders or ministers of Word and Sacrament, though efforts will be made to include both.
- 5.13.2. The committee explores and initiates ministries and events with young adults to deepen their faith, to explore mission interests and opportunities, and to engage in shared learning about faith and service.

#### Administrative Commissions

#### 5.14. Administrative Commissions

- 5.14.1. Administrative commissions are elected to consider and conclude matters referred to them by and with the authority of the presbytery in accordance with G-3.0109b including the following matters: (1) ordaining and installing ministers of Word and Sacrament, (2) organizing new congregations, merging congregations, or forming union or federated congregations, (3) visiting congregations or agencies over which presbytery has jurisdiction affected with disorder, inquiring into the trouble, and settling the difficulties, included dissolving a pastoral relationship when specifically authorized, and taking original jurisdiction of a session when the provisions of G-3.0303e are met.
- 5.14.2. Administrative commissions are composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible and sufficient to accomplish their work.
- 5.14.3. Administrative commissions for ordaining and installing ministers of Word and Sacrament are nominated by the Moderator of the Committee on Ministry and General Presbyter and elected by the Committee on Ministry.
- 5.14.4. Administrative commissions for all other purposes are nominated by the General Presbyter, Stated Clerk, Presbytery Moderator, Moderator of the Presbytery Council and Moderator of the Committee on Ministry, and elected by the Presbytery Council or the presbytery at a stated or special meeting.
- 5.14.5. The Stated Clerk reports the names of those elected and the authority assigned to all administrative commissions at the next stated meeting of the presbytery.
- 5.14.6. When administrative commissions complete their work, they report to the presbytery all actions taken by the commissions and request to be dissolved.

## Investigating Committees and Committees of Counsel

### 5.15. Investigating Committees and Committees of Counsel

- 5.15.1. Investigating Committees consist of three to five members, composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible. Committees of Counsel consist of no more than three members, composed of ruling elders and ministers of Word and Sacrament in numbers as nearly equal as possible.
- 5.15.2. These committees are appointed by the Stated Clerk (or the General Presbyter in the absence of the Stated Clerk) in consultation with the General Presbyter or the Moderator of Presbytery Council or the Presbytery Moderator in accord with the Rules of Discipline, D-6.0302a and D-10.0201b.
- 5.15.3. Investigating Committees perform the duties specified by the Rules of Discipline, D-10.0201 concerning disciplinary cases. Committees of Counsel perform the duties specified by the Rules of Discipline, D-6.0302 concerning remedial cases.
- 5.15.4. The Stated Clerk will report the appointment and membership of an Investigating Committee or Committee of Counsel at the next stated meeting of the presbytery. The Stated Clerk will report to the presbytery on the progress of the work of these committees respecting the confidentially requirements of the Rules of Discipline. The Stated Clerk will report the dissolution of an Investigating Committee or Committee of Counsel when its work is completed.

## Commissioners to the General Assembly and Synod of the Sun

### **6. Commissioners to the General Assembly and Synod of the Sun**

- 6.1. Commissioners to the General Assembly and Synod of the Sun, young adult advisory delegates, and alternates are nominated by the Nominating Committee and elected by the presbytery.
- 6.2. Criteria for commissioners include knowledge of and experience serving in the mission of the presbytery.
- 6.3. Alternates are the primary pool of candidates for nomination as commissioners to the next meeting of the General Assembly or synod.
- 6.4. Expenses of General Assembly commissioners are paid by the General Assembly. Expenses of synod commissioners are paid by the synod. One half of the expenses of alternates are paid by the presbytery. Limited scholarships for the remaining amount are available.

- 6.5. Commissioners to Synod of the Sun and General Assembly report to the presbytery through the Presbytery Council.

The Corporation of Grace Presbytery, Inc.

**7. The Corporation of Grace Presbytery, Inc.**

- 7.1. Grace Presbytery is incorporated as a non-profit corporation under the laws of the state of Texas.
- 7.2. The corporation is governed by the Constitution of the Presbyterian Church (USA), the Bylaws of the corporation, and these Standing Rules.
- 7.3. In accordance with the Bylaws and the policies of the Presbytery Council, the management of the affairs of the corporation is vested in a Board of Trustees which shall receive, hold, encumber, manage and transfer property, and facilitate the management of the civil affairs of the corporation in such manner as may be directed by the corporation from time to time. The other duties and authority of the Board of Trustees include:
- 7.3.1. managing the investments of the presbytery
  - 7.3.2. ensuring a full financial review is conducted annually in accordance with G-3.0113
  - 7.3.3. fulfilling the responsibilities of the presbytery concerning property as specified in G-4.02, including the property trust clause in G-4.0203,
  - 7.3.4. receiving title to property on behalf of the presbytery when a congregation is dissolved, when property is donated to the presbytery, or whenever property of a congregation ceases to be used for the ministry of a congregation of the Presbyterian Church (USA) in accordance with G-4.0204 and G-4.0205,
  - 7.3.5. acquiring, managing, supervising, and protecting property owned by the presbytery by taking necessary actions to provide for insurance, maintenance, repairs, payment of taxes, and the satisfaction of other obligations,
  - 7.3.6. disposing of property owned by the presbytery – however, if the property was used for worship purposes the presbytery will decide on the disposition of the property upon recommendation of the Board of Trustees or Presbytery Council, any proceeds from the sale of property will be determined by policy set by the Presbytery Council or the presbytery,
  - 7.3.7. advising congregations concerning property matters,
  - 7.3.8. approving requests from congregations concerning selling, purchasing, mortgaging, encumbering, or leasing property as specified in G-4.0206 and G-4.0208,

- 7.3.9. approving loan requests from congregations upon recommendation of the Committee on Ministry up to \$1,000,000 – requests over \$1,000,000 need the additional approval of the Presbytery Council,
  - 7.3.10. approving renewals or extensions of existing congregational loans with the same lender up to \$1,000,000 unless there is a substantial change in the nature of the loan or the liability of the presbytery for that loan – if so, the additional approval of the Presbytery Council is required,
  - 7.3.11. negotiating the purchase or disposition of property, the leasing of property (including mineral leases), the approval of easements, and the sale of timber,
  - 7.3.12. doing all things necessary to accomplish any transaction directed by the Presbytery Council.
- 7.4. The following are authorized to sign legal documents to execute decisions made by the Board of Trustees or the Presbytery Council: any trustee, members of Administrative Commissions charged with dissolving a congregation, the General Presbyter, the Stated Clerk, the Presbytery Treasurer, the Director of Property Management, and other staff members designated by the Board of Trustees, Presbytery Council or General Presbyter.
- 7.5. The Board of Trustees consists of the Moderator of Grace Presbytery Council and at least three elected trustees. The number of additional trustees above three is determined by the presbytery. Trustees are either ministers of Word and Sacrament or ruling elders. The Stated Clerk is an ex-officio member of the Board of Trustees with voice and vote and also serves as the Secretary of the Board of Trustees. The General Presbyter, Presbytery Treasurer, and the Director of Property Management are ex-officio members of the Board of Trustees with voice but not vote.

#### Ecumenical Relationships

### **8. Ecumenical Relationships**

- 8.1. Ecumenical Relationships are relationships, working agreements, or cooperative endeavors with denominations or religious groups beyond the Presbyterian Church (USA).
- 8.2. Ecumenical Relationships are coordinated and supervised by the Presbytery Council or those persons or committees designated by them.

#### Suspension and Amendment of the Standing Rules

### **9. Suspension and Amendment of the Standing Rules**

- 9.1. These Standing Rules may be temporarily suspended at any meeting of the presbytery by a two-thirds vote of those present and voting.

- 9.2. These Standing Rules may be changed or amended at any meeting of the presbytery by a two-thirds vote of those present and voting when advanced notice as required by these Standing Rules has been given to the presbytery.



**Bylaws of Grace Presbytery, Inc.**  
A Texas Non-Profit Corporation  
(as Amended on November 13, 2010)

Article I: Name, Form of Organization and Offices

Section 1.01. Name. The name of this corporation is Grace Presbytery, Inc. and is hereinafter referred to as the “Corporation.”

Section 1.02. Form of Organization. The Corporation is a Texas non-profit corporation.

Section 1.03. Principal Office. The principal office of the Corporation shall be in the County of Dallas, State of Texas. The Corporation may have such other offices at such other places within the State of Texas as the Board of Trustees or as the affairs of the Corporation may require.

Section 1.04. Registered Office and Registered Agent. The Corporation shall have and continuously maintain in the State of Texas a registered office, and a registered agent whose office is identical with such registered office as required by the Texas Non-Profit Corporation Act. The registered office may be, but need not be, identical with the principal office of the Corporation in the State of Texas. The address of the registered office and the registered agent may be changed from time to time by the Board of Trustees.

Article II: Purpose

Section 2.01. Purpose. The purposes for which the Corporation is organized are:

- a. To be the legal entity for and to hold title to the properties of Grace Presbytery and to facilitate the operation of the civil affairs of Grace Presbytery in such manner as may from time to time be directed by Grace Presbytery, and according to the Constitution of the Presbyterian Church (U.S.A.).
- b. To further the witness and mission, the administration of a program of nurture, sustenance and growth of the church within Grace Presbytery by encouraging, undergirding and supporting the extension of the interests and mission of the Christian religion that are the responsibility of Grace Presbytery.
- c. To receive, accept, hold, invest, encumber, manage and transfer property in such manner as may be directed by Grace Presbytery from time to time and according to the Constitution of the Presbyterian Church (U.S.A.)
- d. To accept, hold, manage, invest and disburse all capital gifts, devises, legacies, and bequests made to Grace Presbytery or its predecessor Presbyteries, in conformity with the intent of the donor(s) and the proper interest of Grace Presbytery.
- e. To accept and hold such money, real and personal property which any person, parish church, trust, partnership or corporation may tender and offer to the Corporation, without the contributor thereof acquiring any interest in the Corporation or its assets; provided,

however, that the Board of Trustees shall have the right to reject the offer of any asset, the acceptance of which, in its sole judgment, would not be in the best interests of the Corporation.

- f. To obtain money and property of every kind by gift or by any other lawful manner, and, subject to the restrictions and limitations hereinafter set forth, to devote all moneys and properties of the Corporation exclusively to religious and/or charitable purposes.
- g. To receive and maintain a fund or funds of real or personal property, or both, and, subject to the restrictions and limitations hereinafter set forth, to use and apply the whole or any part of the income therefrom and the principal thereof exclusively for religious and/or charitable purposes either directly or by contributions to organizations that qualify as exempt organizations under Section 501 C(3) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
- h. Provided, that in all events and under all circumstances, and notwithstanding merger, consolidation, reorganization, termination or dissolution of this Corporation, either voluntary or involuntary, or by operation of law, or through amendment to these Bylaws, the following provisions shall apply:
  - (1) The Corporation shall be subject to the Constitution of the Presbyterian Church (U.S.A.).
  - (2) No part of the monies, properties, or net earnings of the Corporation shall inure to the benefit of any member, trustee or officer of the Corporation, or any private individual other than those who may receive benefits from the carrying on of or supporting by the Corporation of activities for which the Corporation is organized (except that reasonable compensation may be paid for services rendered to or for the Corporation affecting one or more of its purposes), and no member, trustee or officer of the Corporation, or any private individual shall be entitled to share in the distribution of any of the corporate assets on dissolution of the Corporation.
  - (3) No part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publication or distribution of statements) any political campaign on behalf of any candidate for public office.
  - (4) The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
  - (5) The Corporation shall not engage in any act of self-dealing as defined in Section 4941(d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.

- (6) The Corporation shall not retain any except business holdings as defined in Section 4943I of the Internal Revenue of 1954, or corresponding provisions of any subsequent federal tax laws.
- (7) The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
- (8) The Corporation shall not make any taxable expenditures as defined in Section 4945(d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.
- (9) Notwithstanding any other provision of these Bylaws, the Corporation shall not conduct or carry on any activities not permitted to be conducted or carried on by an organization exempt from taxation under Section 501 C(3) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws, or by an organization, contributions to which are deductible under Section 170I(2) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws.

### Article III: Members and Annual Meeting

Section 3.01. Members of the Corporation. The members of the Corporation (hereinafter called “Members of the Presbytery”) shall be the same as the members of Grace Presbytery and shall consist of (1) the member ministers of Grace Presbytery and (2) the churches within the geographical bounds of Grace Presbytery who shall be represented by Elder Commissioners elected in accordance with the provisions of the Constitution of the Presbyterian Church (U.S.A.), and the standing rules of Grace Presbytery.

Section 3.02. Annual Meeting of the Corporation. The annual meeting of the Members of the Presbytery shall be held conjunctively with the first stated meeting of Grace Presbytery in each calendar year.

Section 3.03. Special Meetings of the Corporation. Special meetings of the Members of the Presbytery may be called by the President, the Board of Trustees, or by the Grace Presbytery Council provided written or printed notices stating the place, day and hour of such special meeting of the Members of the Presbytery is delivered either personally or by mail to each Member of the Presbytery entitled to vote at such meetings not less than ten (10) nor more than fifty (50) days before the date of such special meeting. The purposes for which any special meeting is called shall be stated in the notice of the meeting.

Section 3.04. Quorum. At any meeting of the Members of the Presbytery, the presence of the same number of Members of the Presbytery that is necessary to constitute a quorum at any stated or special meeting of Grace Presbytery shall constitute a quorum at any stated or special meeting of Grace Presbytery shall constitute a quorum for all purposes except as otherwise provided by law. The act of a majority of the Members of the Presbytery present at any meeting at which

there is a quorum shall be the act of the full membership of the Corporation except as may be otherwise specifically provided by statute or these Bylaws. When a quorum is not present, a meeting may be adjourned from time to time by vote of a majority of the Members of the Presbytery present in person without notice other than announcement at the meeting without further notice to any absent member. At any adjourned meeting at which a quorum shall be present, any business may be transacted which might have been transacted at the meeting as originally notified.

Section 3.05. Voting by Proxy Prohibited. Proxies are prohibited, and only voting Members of the Presbytery personally present at any meeting of the Members of the Presbytery shall be entitled to vote at such meetings.

#### Article IV: Trustees

Section 4.01. General Powers. The affairs of the Corporation shall be managed and controlled by its Board of Trustees in such manner as may be directed by Grace Presbytery according to the Constitution of the Presbyterian Church (U.S.A.).

Section 4.02. Numbers of Trustees. The Board of Trustees shall consist of the Chair of Grace Presbytery Council and the Stated Clerk and no less than three (3) elected trustees. The number of such elected trustees shall be determined by Grace Presbytery so long as the number is not reduced below three. When the number of trustees is so changed, each trustee in office shall serve until the trustee's term expires or until the trustee's resignation or removal as herein provided.

Section 4.03. Election of Trustee. Except as hereinafter provided in Section 4.06, approximately one-third of the number of elected trustees provided for in Section 4.02 of this Article IV shall be elected annually.

Section 4.04. Term of Office. The term of each elected trustee shall be for three (3) years and shall begin upon the adjournment of the meeting of the Members of the Presbytery at which such Trustee is elected. No member of the Board of Trustees may serve more than three full year terms in succession.

Section 4.05. Removal. Any trustee may be removed from office by the affirmative vote of two-thirds vote of the Members of the Presbytery present at any meeting of the Members of the Presbytery whenever in its judgment the best interest of the Corporation would be served thereby and provided that notice of the intention to remove at the meeting is delivered in accordance with the provisions of Section 3.03 of Article III. Election or appointment of a trustee shall not of itself create any contract right. Any trustee proposed to be removed shall be entitled to at least seven (7) days' notice in writing (delivered in accordance with the provisions of Section 10.01 of Article X) of the meeting at which such removal is to be voted upon and shall be entitled to appear before the Members of the Presbytery and be heard at such meeting either in person or by counsel. Any trustee may waive notice of such meeting. The attendance of a trustee at any meeting shall constitute a waiver of notice of such meeting.

Section 4.06. Resignation. Any trustee may resign at any time by giving written notice of such resignation to the Board of Trustees.

Section 4.07. Vacancies. Any vacancy in the Board of Trustees, excluding a vacancy created by an increase in the number of elected trustees, shall be filled for the unexpired portion of the term by the trustees (from nominations made by Grace Presbytery Nominating Committee) then serving although less than a quorum by affirmative vote of the majority thereof. Any trustee so elected by the trustees shall hold office until the end of the unexpired term for which elected or until the election and qualification of a successor. Any vacancy in the Board of Trustees created by an increase in the number of elected trustees shall be filled by the Members of the Presbytery at an annual or special meeting of the Corporation.

Section 4.08. Annual Organizational Meeting. The annual organization meeting of the Board of Trustees shall be held during the first quarter of each calendar year. Notice of the annual organizational meeting shall be given in accordance with Section 4.11 of these Bylaws.

Section 4.09. Regular Meetings. Regular meetings of the Board of Trustees shall be held as provided by resolution of the Board of Trustees. Notice of regular meetings shall be given in accordance with Section 4.11 of these Bylaws.

Section 4.10. Special Meetings. Special meetings of the Board of Trustees shall be called by or at the request of the President or any two trustees. The place of all special meetings of the Board of Trustees shall be the registered office of the Corporation in the State of Texas; however, the person or persons authorized to call special meetings of the Board of Trustees may fix the time of holding any special meeting of Board of Trustees called by them. Notice of special meetings shall be given in accordance with Section 4.11 of these Bylaws. The business to be transacted at any special meeting of the Board of Trustees shall be specified in the notice or waiver of notice of such meetings, and no other business shall be transacted at such special meeting. Members of the Board of Trustees may participate in such special meetings by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other and participation in the meeting as provided herein shall constitute presence in person at such meeting, except where a person participates in the meeting for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

Section 4.11. Notice – Waiver of Notice. Notice of any meeting of the Board of Trustees shall be given in accordance with the provisions of Section 10.01 of Article X, at least four (4) days previously thereto. Any trustee may waive notice of any meeting. The attendance of a trustee at any meeting shall constitute a waiver of notice of such meeting, except where a trustee attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 4.12. Quorum. If the number of trustees fixed by Section 4.02 of the Article IV is seven (7) or less, a majority of that number shall constitute a quorum for the transaction of business at any meeting of the Board of Trustees. If the number of trustees fixed by Section 4.02 is eight (8) or more, than the greater of five (5) or two-thirds of the total number of trustees fixed by Section

4.02 shall constitute a quorum for the transaction of business at any meeting of the Board of Trustees. If less than a quorum is present at a meeting, a majority of the trustees present may adjourn the meeting from time to time without further notice.

Section 4.13. Manner of Acting. The act of the majority of the trustees present at a meeting at which a quorum is present shall be the act of the Board of Trustees except as otherwise provided by law or these Bylaws.

Section 4.14. Compensation. Trustees as such shall not receive any stated salary for their services, but the trustees may be reimbursed or paid for any expense incurred by them on behalf of the Corporation.

Section 4.15. Presumption of Assent. A trustee who is present at a meeting of the Board of Trustees at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless such trustee's dissent shall be entered in the minutes of the meeting or unless such trustee shall file a written dissent to such action with the person acting as secretary of the meeting before the adjournment thereof or shall forward such dissent by registered mail immediately after the adjournment of the meeting. Such right to dissent shall not apply to a trustee who voted in favor of such action.

Section 4.16. Attendance. Meetings of the Board of Trustees shall be attended by members of the Board of Trustees, Grace Presbytery's General Presbyter (Administration) and such other persons as the President, from time to time, invite to attend.

Section 4.17. Informal Action. Any action required by law to be taken at a meeting of the Board of Trustees or of a committee, or any action which may be taken at a meeting of the Board of Trustees or of a committee, may be taken without a meeting if consent in writing, setting forth the action so taken, shall be signed by all of the members of the Board of Trustees or committee, as the case may be.

Section 4.18. Absence. The absence of a member of the Board of Trustees from three consecutive regular meetings by the Board of Trustees, for which no sufficient reason is presented on or before the day of such meeting, shall be considered to be the resignation of such absent trustee and the vacancy so created shall be filled pursuant to the provisions of Section 4.06 of this Article IV.

Section 4.19. Voting by Proxy Not Permitted. A trustee may not vote by proxy.

#### Article V: Officers

Section 5.01. Officers. The officers of the Corporation shall be a President, one or more Vice President(s), a Secretary, a Treasurer, and such other officers as may be elected in accordance with the provisions of this Article. The Board of Trustees may elect or appoint such other officers including one or more Assistant Secretaries and one or more Assistant Treasurers, as it shall deem desirable, such officers to have the authority to perform the duties prescribed, from



time to time, by the Board of Trustees. Any two or more may be held by the same person, except the offices of President and Secretary.

Section 5.02. Qualification and Election. All officers except the Treasurer, Assistant Secretaries and Assistant Treasurers shall be members of the Board of Trustees. The officers of the Corporation shall be elected annually by the Board of Trustees at its annual organizational meeting. The officers elected at the annual organizational meeting of the Board of Trustees shall assume the duties of their office upon the adjournment of annual organizational meeting of the Board of Trustees unless another time is specified as an effective date of election.

Section 5.03. Term of Office. Each officer shall hold office until her/her successor shall have been duly elected and shall have qualified, or until his/her death, or until he/she shall resign, or until he/she shall have been removed in a manner hereinafter provided.

Section 5.04. Removal. Any officer or agent elected or appointed by the Board of Trustees or any elected trustee may be removed from office by the affirmative vote of two-thirds of all the trustees at any regular or special meeting called for that purpose whenever in its judgment the best interests of the Corporation would be served thereby. Election or appointment of an officer or agent or trustee shall not of itself create any contract right. Any officer or agent of trustee proposed to be removed shall be entitled to at least seven (7) days' notice in writing (delivered in accordance with the provisions of Section 10.01 of Article X) of the meeting of the Board of Trustees at which such removal is to be voted upon and shall be entitled to appear before the Board and be heard by the Board of Trustees at such meeting either in person or by counsel. Any officer or agent or trustee may waive notice of any meeting. The attendance of any officer or agent or trustee at any meeting shall constitute a waiver of notice of such meeting.

Section 5.05. Resignation. Any officer or agent may resign at any time by giving written notice to the Board of Trustees, the President or Secretary. Such resignation shall take effect at the time of the giving of such notice, unless otherwise specified therein. The acceptance of such resignation shall not be necessary to make it effective.

Section 5.06. Vacancies. A vacancy in any office because of death, resignation, removal, disqualification or otherwise shall be filled by the Board of Trustees for the unexpired portion of the term.

Section 5.07. Salaries. The officers shall not receive any salary for services rendered to the Corporation; however, they shall be entitled to reimbursement for expenses incurred by them on behalf of the Corporation.

Section 5.08. President. The President shall preside at all meetings of the Board of Trustees and shall be an ex officio member of all committees; shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Trustees from time to time. The President shall make all committee appointments.



Section 5.09. Vice President. The Vice President shall assume all duties of the President in the absence or disability of the President and assist the President in the general supervision of work, and shall be an ex officio member of all committees.

Section 5.10. Secretary. The Secretary shall keep the minutes of the meetings of the Board of Trustees and all committees in one or more books provided for that purpose; give all notices in accordance with the provisions of these Bylaws or as required by law; be custodian of the corporate records and of the seal of the Corporation and affix the seal of the Corporation to all documents, the execution of which on behalf of the Corporation under its seal is duly authorized in accordance with the provisions of these Bylaws; cause to be kept a register of the post office address of all persons who are trustees of the Corporation showing their place of residence and such register shall be open for inspection as prescribed by law; and in general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned by the President or by the Board of Trustees.

Section 5.11. Treasurer. The Treasurer shall have custody of all funds of the Corporation and all property and other indicia of ownership in property, and shall keep full and accurate accounts of all monies received and paid by the Corporation, and shall give a bond for the faithful discharge of the duties of Treasurer in such sum and with such surety or sureties, if any, as the Board of Trustees shall determine, and shall present at each regular meeting of the Board of Trustees a statement of all funds, receipt, expenditures, and bill outstanding, if any.

Section 5.12. Assistant Secretaries and Assistant Treasurers. The Board of Trustees may elect or appoint one or more Assistant Secretaries and/or Assistant Treasurers who, in general, shall perform such duties as shall be assigned to them by the Secretary or the Treasurer, respectively, or by the President of the Board of Trustees. If required by the Board of Trustees, the Assistant Treasurer(s) shall give bond(s) for the faithful discharge of their duties in such sums and with such sureties as the Board of Trustees shall determine.

#### Article VI: Committees

Section 6.01. Committees. The Board of Trustees, by resolution adopted by a majority of the trustees, may designate one or more committees which, to the extent provided in such resolution, shall have and exercise the authority of the Board of Trustees in the management of the Corporation, except that it shall not reverse any action of the Board of Trustees or authorize or approve any expenditure not previously authorized by the Board of Trustees. Each such committee shall consist of two or more persons, a majority of whom are trustees; the remainder need not be trustees. The designation of such committees and the delegation thereto of authority shall not operate or relieve the Board of Trustees, or any individual trustee, or any responsibility imposed upon it or him by law. Any non-trustee who becomes a member of any such committee shall have the same responsibility with respect to such committee as a trustee who is a member thereof.

Section 6.02. Removal. Any member of any committee may be removed by the Board of Trustees whenever in its judgment the best interests of the Corporation shall be served by such removal.

Section 6.03. Term of Office. Each member of a committee shall continue as such until the next annual organizational meeting of the Board of Trustees, unless the committee shall be sooner terminated, or unless such member be removed from such committee or unless such member ceases to qualify as a member thereof.

Section 6.04. Moderator and Secretary. The moderator of all committees shall be appointed by the President. Each committee shall, at its first meeting, elect one of its members as secretary of the committee.

Section 6.05. Vacancies. Vacancies in the membership of any committee may be filled by appointments made in the manner as provided in the case of the original appointments.

Section 6.06. Quorum. Unless otherwise provide by the Board of Trustees, a majority of the whole committee shall constitute a quorum and the act of a majority of the members present at a meeting at which a quorum is present shall be the act of the committee.

#### Article VII: General

Section 7.01. Agents and Representatives. The Board of Trustees may appoint such agents and representatives of the Corporation with such powers and to perform such acts or duties on behalf of the Corporation as the Board of Trustees may see fit, so far as may be consistent with these Bylaws, to the extent authorized or permitted by law.

Section 7.02. Authority to Contract. The Board of Trustees, except as in these Bylaws otherwise provided, may authorize any officer or agent to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation and such authority may be general or confined to a specific instance; and unless so authorized by the Board of Trustees, no officer, agent, or employee shall have the power or authority to bind the Corporation by any contract or engagement, or to pledge its credit, or render it liable pecuniary for any purpose or to any amount.

Section 7.03. Checks and Drafts. All checks, drafts, and orders for the payment of money, notes, or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall, from time to time, be determined by resolution of the Board of Trustees. In the absence of such determination by the Board of Trustees, such instruments shall be countersigned by the President and the Treasurer.

Section 7.04. Deposits. All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, savings and loan associations, or other depositories as the Board of Trustees may select.

Section 7.05. Gifts. The Board of Trustees may accept on behalf of the Corporation any contribution, gift, bequest or devise for the general purpose or for any special purpose of the Corporation.

Section 7.06. Authority to Vote Stock of Other Corporations. Unless otherwise ordered by the Board of Trustees, the President shall have full power and authority on behalf of the Corporation to vote either in person or by proxy at any meeting of stockholders of any corporation in which the Corporation may hold stock, and at any such meeting may possess and exercise all of the rights and power incident to the ownership of such stock which, as the owner thereof, the Corporation might have possessed and exercised if present. The Board of Trustees may confer like powers upon any other person and may revoke any such powers as granted at its pleasure.

Section 7.07. Investments of the Corporation. The Corporation shall have the right to retain all or any part of any securities or property acquired by it in whatever manner, and to invest and reinvest any funds held by it according to the judgment of the Board of Trustees, without being restricted to the class of investments which a trustee is or may hereafter be permitted by law to make or any similar restriction; provided, however, that no action shall be taken by or on behalf of the Corporation if such action is a prohibited transaction or would result in the denial of the tax exemption under Section 503 and Section 504 of the Internal Revenue Code and its Regulations as they now exist or as the hereafter be amended.

Section 7.08. Prohibition Against Trustees, Officers, and Others. No trustee, officer or employee of or member of a committee of or person connected with the Corporation or any other private individual shall receive at any time any of the net earnings or pecuniary profit from the operations of the Corporation, provided, that this shall not prevent the payment to any such person of such reasonable compensation for services rendered to or for the Corporation in effecting any of its purposes as shall be fixed by the Board of Trustees; and no such person or persons shall be entitled to share in the distribution of any of the corporate assets upon the dissolution of the Corporation, whether voluntary or involuntary, the assets of the Corporation, after all debts have been satisfied, then remaining in the hands of the Board of Trustees, shall be distributed, transferred, conveyed, delivered and paid over, in accordance with the provisions of the Articles of Incorporation.

Section 7.09. Restriction of Activities. Notwithstanding any other provision of these Bylaws, no trustee, employee, or representative of the Corporation shall take any action or carry on any activity by or on behalf of the Corporation not permitted to be taken or carried on by an organization exempt under Section 501 C(3) of the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended, or by an organization, contributions to which are deductible under Section 170I(2) of such Code and Regulations as they now exist or as they may hereafter be amended.

Section 7.10. Loans to Trustees and Officers Prohibited. No loans shall be made by the Corporation to its trustees or officers. Any trustee who votes for or assents to the making of a loan to a trustee or an officer of the Corporation and any officer or officers participating in the making of such a loan, shall be jointly and severally liable to the Corporation for the amount of such loan until repayment thereof.

## Article VIII: Indemnification

Section 8.01. Policy of Indemnification and Advancement of Expenses. To the full extent permitted by the Texas Non-Profit Corporation Act, as amended from time to time, the Corporation shall indemnify any Representative against judgments, penalties (including excise and similar taxes), fines, settlements, and reasonable expenses (including court costs and attorneys' fees) actually incurred by any such person who was, is, or is threatened to be made a named defendant or respondent in the Proceeding because the person is or was a Representative and shall advance to such person such reasonable expenses as are incurred by such person in connection therewith.

Section 8.02. Definitions. For purposes of this Article VIII:

- a. "Representative" means any person who is or was a trustee and any person who, while a trustee, is or was serving at the request of the Corporation as a trustee, officer, partner, proprietor, employee, agent, or similar functionary of the Corporation or of another foreign or domestic association, partnership, joint venture, sole proprietorship, trust, employee benefit plan, or other enterprise or any person who is or was an officer and any person who, while an officer, is or was serving at the request of the Corporation as a trustee, officer, partner, proprietor, employee, agent, or similar functionary of the Corporation or of another foreign or domestic association, partnership, joint venture, sole proprietorship, trust, employee benefit plan, or other enterprise.
- b. "Proceeding" means any threatened, pending, or completed action, suit or proceeding, whether civil, criminal, administrative, arbitrative, or investigative, any appeal in such an action, suit, or proceeding, and any inquiry of investigation that could lead to such an action, suit or proceeding.

Section 8.03. Non-Exclusive; Continuation. The indemnification provided by this Article VIII shall not be deemed exclusive of any other rights to which the person claiming indemnification may be entitled under any agreement, any vote of disinterested Trustees or otherwise, both as to any action in his or her official capacity and as to any action in another capacity while holding such office, and shall continue as to a person who shall have ceased to be a Representative engaged in any other enterprise at the request of the Corporation and shall inure to the benefit of the heirs, executors, and administrator of such person.

Section 8.04. Insurance or Other Arrangement. The Corporation shall have the power to purchase and maintain insurance or to the extent permitted by applicable law another arrangement on behalf of any person who is or was a Representative, employee, or agent of the Corporation, or who is or was serving at the request of the Corporation as a trustee, officer, employee, or agent or any other capacity in another association, or a partnership, joint venture, trust, or other enterprise against any liability asserted against such person and incurred by such person in such capacity, arising out of such person's status as such, whether or not such person is indemnified against such liability by the provisions of this Article VIII.

Section 8.05. Indemnification of Employees or Agents. The Corporation may indemnify and advance expenses to an employee or agent who is not a Trustee or officer to such further extent, consistent with law, as may be provided by general or specific action of the Board of Trustees, by contract, or as permitted or required by common law.

#### Article IX: Seal

Section 9.01. Seal. The Board of Trustees shall provide a corporate seal which shall be circular in form and shall have inscribed thereon the name of the Corporation and the word, "Seal" or words "Corporate Seal."

#### Article X: Notice

Section 10.01. Notice. Any notice required to be given to any trustee, officer, agent or employee of the Corporation under the provisions of the Texas Non-Profit Corporation Act, or any other statute of the State of Texas, the Articles of Incorporation, or these Bylaws, shall be by written notice, delivered personally, mailed, sent by telefax or email, to each trustee, officer, agent, employee, as the case may be, at the address shown by the records of the Corporation. If mailed, such notice shall be deemed to be delivered when deposited in the United States mail, so addressed, with postage thereon prepaid.

Section 10.02. Waiver of Notice. Unless otherwise provided by law, whenever any notice is required to be given to any trustee of the Corporation under the provisions of the Texas Non-Profit Corporation Act, or any statute of the State of Texas, the Articles of Incorporation, or these Bylaws, a waiver thereof in writing, signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notices.

#### Article XI: Fiscal Year

Section 11.01. Fiscal Year. The fiscal year of the Corporation shall be determined by Grace Presbytery.

#### Article XII: Books and Records

Section 12.01. Books and Records. The Corporation shall maintain current, true and accurate financial records with full and correct entries made with respect to all financial transactions of the Corporation, including all income and expenditures, in accordance with generally accepted accounting practices.

Section 12.02. Minutes. The Corporation shall keep minutes of the proceedings of its members, the Board of Trustees, and any committees having any of the authority of the Board of Trustees, and shall keep at its registered or principal office a record giving the name and addresses of the members.

Section 12.03. Inspection of Books and Records. All books, records, and minutes of the Corporation may be inspected by any trustee or any trustee's agent or attorney for any purpose at any reasonable time.

Article XIII: Standing Rules and Policies and Procedures

Section 13.01. Standing Rules. The Board of Trustees may, from time to time, adopt, amend, replace, repeal, waive, or suspend such standing rules as it deems necessary for the conduct of the business and affairs of the Corporation and its committees which are not inconsistent with these Bylaws.

Section 13.02. Policies and Procedures. The Board of Trustees may, from time to time, adopt, amend, replace, repeal, waive, or suspend such policies and procedures as it deems necessary for the conduct of the business and affairs of the Corporation.

Article XIV: Amendments to Bylaw

Section 14.01. Amendment by Members. These Bylaws may be altered, amended or repealed and new Bylaws may be adopted by the affirmative vote of two-thirds of the Members of the Presbytery present at any meeting of the Members of the Presbytery provided that written or printed notice stating the place, day and hour of such meeting, with copies of the proposed amendment(s) included or attached, is delivered in accordance with provisions of Section 3.03 of Article III of these Bylaws.





**Sexual Misconduct Policy and Procedures**  
**Adopted by Grace Presbytery on December 10, 2015**

**I. Policy Statement**

The Grace Presbytery Sexual Misconduct Policy is based on the policy of the Presbyterian Church (U.S.A.) – hereinafter referred to as PCUSA. The policy calls on all teaching elders, councils (including officers, employees and members), church members, church officers, and nonmember employees and volunteers of churches to maintain the integrity of the ministerial, employment, and professional relationship at all times. Persons who engage in sexual misconduct are in violation of the principles set forth in Scripture, and also of the ministerial, pastoral, employment and professional relationship. It is never permissible or acceptable for any of the persons covered by this policy to engage in sexual misconduct.

**Distribution:**

Copies of this policy and its procedures are available to all councils. Specifically, within the bounds of Grace Presbytery, this policy and its procedures will be made available and recommended to all sessions within the presbytery. Sessions are urged to adapt this document for application to the local church.

In adopting this document, Grace Presbytery shall require that all teaching elders, commissioned pastors, certified Christian educators under its jurisdiction, all employees and volunteers serving the presbytery abide by its provisions.

This policy and its procedures shall be made available to persons who accuse others of misconduct, including those who are or claim to be victims of sexual misconduct and their families.

**II. Standards of Conduct for All Engaged in Ministry in Grace Presbytery**

The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the church because through these representatives an understanding of God and the gospel's good news is conveyed. "Their manner of life should be a demonstration of the Christian gospel in the church and in the world." (Book of Order, G-20104)

The basic principles of conduct guiding this policy are as follows:

1. Sexual misconduct is not acceptable. It is a violation of an individual by a person who has a supervisory position or roles involving religious, moral, spiritual counseling, teaching or instruction. These persons are called upon to exercise integrity, sensitivity, and caring in a trust relationship. Sexual misconduct breaks the covenant to act in the best interests of the persons being supervised or counseled.
2. Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relationship to gain advantage over another for personal pleasure in an abusive, exploitative, and unjust manner. If the person being supervised or counseled initiates or invites sexual content in the relationship, it is the responsibility of the person

providing supervision or counseling to maintain the appropriate role and prohibit any sexual relationship, contact, conduct or harassment.

3. Sexual misconduct takes advantage of the vulnerability of persons, including children, who are less powerful and unable to act for their own welfare. It is antithetical to the gospel call to work as God's servant in the struggle to bring wholeness to a broken world. It violates the mandate to protect the vulnerable from harm.
4. Sexual misconduct may include but is not restricted to offensive, obsessive or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling, rape or sexual contact by force, threat or intimidation, or a relationship the parties believe to be consensual.
5. Sexual conduct between a teaching elder (minister), commissioned pastor or certified Christian educator and a church member or counselee, is only permissible in the context of their marriage.
6. Sexual malfeasance (wrongdoing by a person who holds a position of trust) is defined by the broken trust resulting from sexual activities within a professional ministerial relationship.
7. Sexual misconduct includes misuse of technology to communicate harassing or abusive messages and images to persons with whom one has a ministerial relationship. It is never appropriate to view pornography on church property. When this misuse of technology includes a person under the age of eighteen, it is considered child abuse. There is never an expectation of personal privacy when using technological equipment owned by a church or church entity or within the context of ministry.

### **Definitions:**

***Sexual Misconduct*** is the comprehensive term used in this policy to include:

***Child sexual abuse*** includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of another person. The behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced whether or not the child consents. In the PCUSA the sexual abuse definition of a child is anyone under age eighteen.

***Sexual abuse*** as defined in the Book of Order: "Sexual abuse of another person is any offense involving sexual conduct in relation to (1) any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or (2) any person when the conduct includes force, threat, coercion, intimidation, or misuse of office or position" (Book of Order, D-10.0401c).

***Sexual harassment*** defined for this policy is as follows: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- a. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or their continued status in an institution;
- b. submission to or rejection of such conduct is used as the basis for employment decisions affecting such an individual;
- c. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive working environment; or
- d. an individual is subjected to unwelcome sexual jokes, unwelcome or inappropriate touching, or display of sexual visuals that insult, degrade, and/or sexually exploit men, women, or children

### **III. Church Response to Allegations of Sexual Misconduct**

#### **1. PRINCIPLES**

In responding to allegations of sexual misconduct, members, officers, and employees of the church should seek healing and assure the protection of all persons. Where possible, the privacy of persons should be respected and confidentiality of communications should be maintained.

In responding to allegations of sexual misconduct, members, officers, and employees of the church should seek to uphold the dignity of all persons involved, including persons who are alleging harm, persons who are accused of sexual misconduct, and the families and communities of each.

The PCUSA has jurisdiction over its members, officers, and employees. If a member, officer, or employee is alleged to have committed an offense against Scripture or the PCUSA Constitution, the church has the duty to inquire into the allegations and, if the allegations are proven, to correct the behavior of the member, officer, or employee and ensure the safety of others in the community. Allegations of sexual misconduct are always considered allegations of offense against Scripture or the PCUSA Constitution that initiate the disciplinary processes of the PCUSA set forth in the Book of Order. In the case of an active non-member who is employed or volunteers with the Church, the individual will be covered by the procedures of the written personnel policies of the council or entity.

If the person accused of sexual misconduct is no longer a member, officer, or employee of the PCUSA, but the conduct occurred while the person was acting on behalf of the PCUSA, the church does not have jurisdiction to correct the behavior, but it does have a duty to hear the allegations of offense and to take measures to prevent future occurrences of harm. The council may appoint an administrative committee or commission to hear the allegations of sexual misconduct. The council may also take measures to prevent future occurrences of harm through education and policy.

## B. REPORTING REQUIREMENTS

### 1. Reporting Sexual Misconduct

A person needing to report that a teaching elder, commissioned pastor, certified Christian educator or employee of the presbytery has committed sexual misconduct is encouraged to seek guidance from the Stated Clerk or General Presbyter of the presbytery regarding filing the report.

**Local Church:** The Presbytery does not have jurisdiction over employees of local churches, only teaching elders. If the person who is accused of committing sexual misconduct is a member, ruling elder, deacon, volunteer, or employee of a congregation, the report of allegations should be made to the pastor, the clerk of session, or the chair of the personnel committee. If the accused is a member or officer of the church, the church will respond by using the procedures set forth in the Rules of Discipline of the Book of Order. If the accused is a non-member employee or volunteer, the church will respond by using procedures set forth by the session of the congregation in their personnel policies.

**Presbytery:** Any allegation of sexual misconduct by a teaching elder, commissioned pastor, certified Christian educator, volunteer, member or non-member employee of the presbytery shall be reported in writing to the Stated Clerk of the presbytery. The Stated Clerk will ensure that the presbytery responds according to the procedures set forth in the Rules of Discipline of the Book of Order, policy or bylaws of the presbytery.

**Higher Council or Entity of the General Assembly:** If the person who is accused of committing sexual misconduct is an employee or volunteer of a synod, the General Assembly or any entity established by a synod or the General Assembly, contact the Stated Clerk of that particular synod or General Assembly.

### 2. Receiving Reports of Sexual Misconduct

Reports of allegations of sexual misconduct will occur in a variety of ways.

Because a council or entity cannot control to whom the victim of sexual misconduct will speak first, it is important that officers, employees, and persons highly visible to church members and visitors understand how reports of incidents are channeled to the proper person. The allegations may come from persons who have or who do not have a formal relationship with the PCUSA, and may be made to a variety of officers or leaders within the PCUSA. It is the duty of these officers to see that any allegation of sexual misconduct is reported appropriately keeping in mind the mandatory reporting requirements for allegations of child abuse.

Reports of allegations of sexual misconduct should never be taken lightly or disregarded, and allowed to circulate without concern for the integrity and reputation of the victim, the accused, and the church. Reports of allegations must be matters of the highest confidentiality, both before and after they have been submitted to appropriate authorities as outlined below.

The first person to hear an incident of sexual misconduct should not undertake an inquiry alone or question the victim or the accused unless the incident is divulged in the process of pastoral

care, counseling, or a therapy session. If the victim is reluctant to talk to “higher authorities,” the person who has received the initial report has a special pastoral responsibility to build trust and a willingness to speak with the accuser, lest the church be unable to respond because no one is able to give firsthand information.

The person receiving the initial report of allegations of sexual misconduct shall analyze the relationship of the person accused of sexual misconduct with the PCUSA and shall make sure that the allegations of offense are filed with the council with jurisdiction over the person accused. This may be done by the person alleging harm or by any member of the PCUSA.

If the report is made orally, the person receiving the report of allegations should request that the person making the report of allegations place it in writing. A written report of allegations of sexual misconduct from a member of the PCUSA alleging another member or officer of the PCUSA committed an offense must be acted upon according to the Rules of Discipline in the Book of Order. If a Clerk of Session or Stated Clerk receives a report of allegations in writing from a non-member of the PCUSA alleging another member or officer of the PCUSA committed sexual misconduct, the report also should be acted on according to the Rules of Discipline of the Book of Order. If the person who makes the report is unwilling or unable to place it in writing, any member of the PCUSA may make the written statement that will automatically initiate the Rules of Discipline of the Book of Order.

### 3. *Mandatory Reporting of Child Abuse*

#### *a. Teaching Elders, Ruling Elders, Commissioned Pastors, Certified Christian Educators and Deacons*

“Any member of this church engaged in ordered ministry and any certified Christian educator employed by the church or its congregations, shall report to ecclesiastical and civil legal authorities knowledge of harm, or the risk of harm, related to the physical abuse, neglect and/or sexual molestation or abuse of a minor or an adult who lacks mental capacity when (1) such information is gained outside of a confidential communication as defined in G-4.0301, (2) she or he is not bound by an obligation of privileged communication under law, or (3) she or he reasonably believes that there is risk of future physical harm or abuse.” G-40302

#### *b. Mental Health Services Provider*

Chapter 81 of the Texas Civil Practice & Remedies Code imposes certain reporting obligations on mental health services providers and their employers when the provider or employer has reasonable cause to suspect that a patient has been the victim of sexual exploitation by a mental health services provider. A “mental health services provider” includes a member of the clergy. Chapter 81 of the Texas Civil Practice & Remedies Code is set forth in Appendix C and should be consulted in determining whether, when, how and to whom reports should be made of suspected sexual exploitation by a mental health services provider.

All persons covered by this policy have an additional duty to report knowledge of child sexual abuse to the employing entity, supervisor, or council representative. All persons should be informed of and must comply with state and local laws regarding incidents of actual or suspected child sexual abuse. These reports should be made within a reasonable time of receiving the information.

These provisions of the Book of Order attempt to balance conflicting moral duties for officers of the PCUSA.

For teaching elders and commissioned pastors, the provision strives to balance the duty to protect children from future harm with the duty of a pastor to hold in confidence any information revealed to them during the exercise of pastoral care in any ministry setting as defined in G-4.0301 in the Book of Order.

For ruling elders, deacons, and certified Christian educators, the provisions strive to balance the duty of an officer of the church to protect children from harm and any secular duty the officer may have to hold in confidence any information revealed as a result of a secular relationship such as attorney/client, counselor/client, or physician/patient. The secular duties will be a function of secular law and may vary from state to state.

#### 4. RESPONDING

The appropriate council or entity response will vary according to the relationship of the PCUSA with the person who is accused of sexual misconduct. Church members and officers are subject to inquiry and discipline (censure and correction) under the Book of Order. Non-church member employees and volunteers are subject to oversight and correction by the governing body or entity that employs them.

#### 5. Accused Covered by Book of Order

When an allegation of offense of sexual misconduct has been received by the Clerk of Session or Stated Clerk of the presbytery, the clerk of the council will report to the council that an offense has been alleged and that the council will proceed according to the procedures set forth in the Rules of Discipline of the Book of Order. The council should appoint an investigating committee to inquire into the allegations. The investigating committee must promptly begin its inquiry into the allegations. Delay may cause further harm to the victim and/or the accused.

Councils and entities must cooperate with civil authorities in an investigation of child sexual abuse or other criminal sexual misconduct. Church disciplinary proceedings cannot interfere with a criminal investigation by civil authorities and may have to be suspended until these are completed.

The session has original jurisdiction in disciplinary cases involving members, ruling elders, and deacons of the church, each congregation having jurisdiction only over its own members.

A presbytery has original jurisdiction in disciplinary cases involving teaching elders (and to a limited degree, commissioned pastors and certified Christian educators). A presbytery may

dissolve a pastoral relationship when the “church’s mission under the Word imperatively demands it” (G-2.0904). However, a presbytery may only place a minister on administrative leave when allegations of child abuse have been received and the presbytery has followed the Book of Order procedures to conduct its risk evaluation to determine whether or not a minister member accused of child abuse should be placed on administrative leave (D-10.0106). It is recommended that the permanent judicial commission (PJC) members who will conduct this risk evaluation based upon the allegations and a hearing should also take into account secular legal advice.

When a church officer renounces jurisdiction, the Clerk of Session or Stated Clerk shall report the renunciation at the next meeting of the council and shall record the renunciation in the minutes of the council. The status of any pending charges may be shared with the council at that time.

#### 6. Accused Not Covered by Book of Order

When a council receives an accusation of offense of sexual misconduct against a non-member employee or volunteer, the procedural response of the council or entity will be guided by the written personnel policies of the council or entity. Usually the council or entity will have a personnel committee that will be responsible for the inquiry. If a council does not have a personnel committee, it may appoint either a committee or administrative commission for the review of the allegation.

The committee or commission responding to the allegation of sexual misconduct will do the following:

- a. Determine whether or not the allegation gives rise to a reasonable suspicion of sexual misconduct by the accused.
- b. If so, gather additional information necessary to make a decision about correcting the behavior.
- c. Determine any remedies, including limiting ministry, suspension, or termination necessary and advisable under the circumstances. If the accused is a member of another denomination, that denomination will be notified of the allegations and the response.
- d. Inform the victim and the accused of the remedy.
- e. In all cases, the personnel committee shall prepare a written report, which shall be included in the accused’s permanent personnel file. The accused shall be allowed to attach any written statements to said documents, also for permanent inclusion in the permanent file.

All procedures shall follow the guidelines set forth by the council, employing agency, or entity.

#### 7. Council or Entity Record Keeping



The council or entity shall keep detailed records of its actions and minutes of its deliberations and its conversations with the accuser, the accused, and other parties involved, correspondence, and copies of the reports received from committees or commissions. Such records will be kept confidential. In Case #208-6, the General Assembly Permanent Judicial Commission (GAPJC) interpreted the Rules of Discipline to say that a council or entity may share the contents of inquiry reports with other councils or entities of the PCUSA when necessary. The clerk of the council or director of the entity will maintain the records while the inquiry is in process.

## **IV. Prevention and Risk Management**

### **8. IMPLEMENTATION**

The General Assembly urges all councils and related entities including colleges, universities, and theological institutions, to establish policies and procedures that make it a violation of the employer's work rules to engage in sexual misconduct and that encourage reporting of sexual misconduct. Councils and entities are strongly encouraged to take appropriate steps to inform members, employees, volunteers, and students of the standards of conduct and the procedures for effective response when receiving a report of sexual misconduct.

### **9. LIABILITY AND INSURANCE**

A council or entity can be held liable for harm caused by sexual misconduct of an officer, minister, or employee based on a number of legal theories. Councils and entities should take such potential liability into consideration when establishing hiring and supervisory practices.

Councils and entities should regularly inform their liability insurance carriers of the activities and programs they operate or sponsor and of the duties and responsibilities of officers, employees, and volunteers. The standard insurance policy should usually be enhanced by endorsements to cover specific exposures such as camps, day-care operations, shelters, or other outreach programs.

It is also recommended that councils and entities obtain an endorsement to their general liability insurance policy specifically covering sexual abuse and molestation. Such coverage may provide for legal defense expenses and judgments in civil suits brought against the council or entity, its officers, directors, or employees.

## **C. EMPLOYMENT PRACTICES**

### **1. Record Keeping**

Accurate record keeping is an essential part of hiring and supervision practices of churches, councils, and related entities. Every council and entity should maintain a personnel file on every employee, including ministers. The file should contain the application for employment, any employment questionnaires, background checks, references responses, and all other documents related to an employee's employment, except records that may be required, by law, to be kept in separate files.

### **2. Prescreening Applicants**

Councils and entities are urged to establish thorough and consistent hiring practices. If an applicant is unknown to the employer, the employer should confirm the applicant's identity by requiring photographic identification such as a driver's license. The council should perform a background check, including a national criminal background check, on all applicants that may have interaction with children and youth.

Part of pre-employment screening should include specific questions related to discovering previous complaints of sexual misconduct.

### 3. References

The employing council or entity is responsible for contacting references for prospective ministers, employees, or volunteers. A written record of conversations or correspondence with references should be kept in the minister or employee's personnel file.

The person within the council or entity authorized to give a reference is obligated to give truthful information regarding allegations, inquiries, and administrative or disciplinary action related to sexual misconduct of the applicant.

If false or misleading information is given by the applicant, or relevant information is withheld, the applicant should be eliminated from consideration.

Applicants should be informed of negative comments regarding sexual misconduct and shall be given an opportunity to submit additional references or to give other evidence to correct or respond to harmful information obtained from a reference.

### 4. *Educating and Training – Awareness*

Since the issue of sexual misconduct has become a more present reality, there is an emerging need to educate and train a wide variety of persons. Persons needing this specific education include: ministers; volunteers; officers; nonprofessional and professional staff; ministerial candidates; professionals who will be working with this issue within the denomination; members of the congregation; and councils staff including supervisors, employees, and Stated Clerks.

Education provided or required for these persons and groups may be different on a group-by-group basis. The presbytery or the session, as appropriate, should develop or implement educational materials or courses appropriate for all such groups, or may contract with expert entities to provide such materials or courses. A minister-member not currently residing in the presbytery, or any other group mentioned above with good cause, may undertake alternative education in accordance with this policy. If the member should demonstrate to the Stated Clerk of Grace Presbytery that such alternative education is substantially equivalent to that provided under this paragraph.

Theological institutions should include material in their existing curriculum on sexual ethics including the appropriate use of ministerial power, the General Assembly policy and its procedures on sexual misconduct, and other resources. It is further urged that the appropriate presbytery committee(s) include training for inquirers, candidates, newly ordained pastors, and

new pastors to their presbyteries regarding sexual misconduct, especially including education on their specific policy and procedures.

Much of a congregation's education currently happens in response to an actual case of sexual misconduct. However, it is recommended that the congregation be as proactive in this area as possible offering education in a variety of settings. There are already numerous resource materials available that could be adapted to a congregation's setting.

Employing entities need to make sure all employees are well acquainted with, understand, and abide by their policy and procedures. Employing entities should offer additional training and resources, such as: a workshop during staff meeting; lunchtime discussion group; articles and books made available; etc.

Any professional (therapists, attorneys, advocates, mediators, arbitrators) used by a council should have access to experts qualified in the field of sexual misconduct if they themselves are not.

Grace Presbytery encourages all teaching elders, commissioned pastors and certified Christian educators to participate in educational events sponsored by the Committee on Ministry which outline professional and ministerial boundaries, the General Assembly Sexual Misconduct Policy, and this presbytery policy.

## **Appendix A: Definitions**

*Accused* is the term used to represent the person against whom a claim of sexual misconduct is made.

*Accuser* is a term used to represent the person claiming knowledge of sexual misconduct by a person covered by this policy. The accuser may or may not have been the victim of the alleged sexual misconduct. A person such as a family member, friend, or colleague may be the accuser.

*Church* when spelled with the initial capitalized refers to the Presbyterian Church (U.S.A.). When spelled with the initial in lowercase, it refers to local churches. The word congregation is used loosely for members and participants.

*Employee* is the comprehensive term used to cover individuals who are hired or called to work for salary or wages.

*Entity* is the term used to refer to any program or office managed by a board, committee, council, or other body whose membership is elected by a governing body.

*Council* is a representative body composed of ruling elders and teaching elders (ministers): sessions, presbyteries, synods, and the General Assembly. A council may establish entities such as day-care centers, conference centers, camps, or homes for the aged. A council may have both church members and non-members as employees.

*Inquiry* is the term used in the Rules of Discipline to determine whether charges should be filed based upon allegations of an offense received by a council. See Book of Order, D-10.0000.

*Mandated Reporter* is described by some states' laws as a person who is required to report any and all suspected incidents of child abuse, including child sexual abuse that come to their attention. State laws vary from defining "all persons having knowledge" as mandated reporters to specifying very limited lists of professions whose members are required to report.

*Persons covered by this policy* include church members, church officers, ministers, and non-members who are employees or volunteers.

*Response* is the action taken by the council or entity when a report of sexual misconduct is received. It may include (1) inquiry into facts and circumstances, (2) possible disciplinary action – administrative or judicial or both, (3) pastoral care for victims, their families and others, and (4) pastoral care and rehabilitation for the accused and care for their families.

*Secular authorities* are the governmental bodies, whether city, county, state, or federal, who are given the responsibility to investigate, criminally prosecute, and/or bring civil charges against individuals accused of sexual crimes or offenses against adults and children.

*Secular law* is the body of municipal, state, and federal laws and is often referred to collectively as civil and criminal law. Prohibited behavior addressed by this policy may result in criminal and/or civil charges filed under secular law.

*Victim* is a person claiming to have been harmed and/or abused by a person covered under this policy.

*Volunteers* include persons elected or appointed to serve on boards, committees, and other groups. For purposes of this policy, volunteers are treated the same as employees.

## **Appendix B: Meeting the Needs of All Involved**

In cases of sexual misconduct there are needs that have to be met for the good of all persons, groups, and entities. In order to ensure that the council is ready to meet the variety of needs that may be present, an independent response coordination team may be named. This team will not investigate the allegation or in any way function as an investigating committee for disciplining members or officers, but should confine itself to coordinating a process that will meet the specific needs of victims and their families (if any), the accused and family (if any), employing entities, congregations, and governing bodies.

### **1. The Needs of the Victim**

The council, employing entity, and response coordination team should assure that adequate treatment and care are available for alleged victims of sexual misconduct and their families. Sometimes, the victim or family is so angry and alienated from the church, that offers of help may be perceived as insincere or as attempts of a cover-up. If the victim or family at first refuses, the church should continue to offer help. Above all the church should not act in a self-protective manner by ignoring the victim and their families.

The extent of the damage to the victims of sexual misconduct will vary from person to person, and is influenced by such factors as the degree or severity of abuse, the age and emotional con-

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dition of the victim, human dynamics, and the importance of one's religious faith. The council, entity, and response coordination team is to assume in all cases that the victim has been wounded by the experience.

Feelings of guilt, shame, anger, mistrust, lowered self-esteem, unworthiness, and feelings of alienation from God, self, the religious community, and family are frequent injuries suffered by victims. It is important for the response coordination team to be sensitive to the victim's pain and need for healing, and to act by making appropriate pastoral care available.

The following are some of the needs of the victim:

1. To be heard and taken seriously: From the time that the victim is first able to indicate that sexual misconduct has occurred, that person should receive immediate attention and serious consideration from all church representatives.
2. To receive pastoral and therapeutic support: The victim may require spiritual and congregational assistance as a result of sexual misconduct. The response coordination team should offer to help arrange for such support from a pastor and therapist, if the victim desires. Discussions with such people would be confidential, privileged conversations.
3. To be informed about church process and progress with regard to the accusation: One member of the response coordination team should be the church contact person for the victim. Frequently, this contact person will give the victim information as to what is happening in the church as a result of the accusation.
4. To receive legal advice: The response coordination team should suggest that the victim might benefit from independent legal advice. (Legitimate claims might be more effectively pursued and false claims discouraged.) If requested, the response coordination team should suggest ways in which independent legal advice can be obtained.
  - a. To be assured of an advocate of one's own choosing: A victim may need continuing moral support from one individual who is present while the church process deals with the accusation. This advocate may be a relative, friend, or someone suggested by the response coordination team. This advocate could speak for the victim, if necessary.
  - b. To be assured that justice will be pursued: The victim needs to be told by the response coordination team, and shown by the processes of the church, that justice is being pursued through fact-finding, truth-telling, confrontation and agreement that may include removal or temporary exclusion of the accused from office or adjudication of the complaint.
  - c. To receive healing and reconciliation: In addition to specific forms of restitution mentioned above, the victim needs to receive a sense of healing and reconciliation with all concerned – the self, the family, the church and, ideally, the accused. The response coordination team can help bring this about using the church's processes and resources. While the above are needs of the victim, one recognizes that all of these needs may also not be met through a reasonable handling of a specific case, but may only occur over a lengthier

period of time. All of these needs, however, should be taken seriously and compassionately, and the rights of the victim respected.

## **2. The Needs of the Accused**

The council or entity shall offer treatment and care for the accused as well as alleged victims and families. If the accused is a minister, this is the primary responsibility of the Committee on Ministry. Feelings of guilt, shame, anger, mistrust, lowered self-esteem, depression, unworthiness, and feelings of alienation from God, self, the religious community, and family are often experienced by the accused. In addition, there may be fear of job loss, incarceration, and indignation if an allegation is false.

When a person is found not guilty of charges of sexual misconduct, it is important for the council or entity to see that the decision is disseminated as widely as possible within their power, unless doing so would further injure the person accused.

1. **Personal Care:** Whether the allegations about the accused are eventually found to be true or not, the accused deserves to be treated with Christian kindness and respect. The response coordination team may suggest that the accused seek spiritual support or professional counseling. People in staff positions, such as general presbyters or stated clerks, should not engage in personal counseling of the accused because of their potential involvement in disciplinary process.
2. **Economic Security and Care for Family of Accused:** When an allegation of sexual misconduct has been made against a minister, the economic security of the accused is directly threatened, along with reputation, career, and family relationships. Again, the Committee on Ministry can be of assistance. The response coordination team may alert the Committee on Ministry to the possible spiritual, emotional, and financial needs of the family of the accused and recommend expert resources.

## **3. The Needs of a Congregation in a Context of Sexual Misconduct**

The council, employing entity, and response coordination team should be aware of the problems a congregation or employing entity may experience following allegations of sexual misconduct by a minister, employee, or volunteer. The allegations may polarize the congregation or organization, damage morale, create serious internal problems, and even limit the trust a congregation may place in succeeding pastors. Efforts should be taken to recognize and identify the problems and heal any damage that may be done to the congregation or organization.

When there is sexual misconduct on the part of a minister, non-ordained staff, or volunteer in a particular congregation, a number of needs unique to that congregation will emerge since sexual misconduct impacts congregations in different ways. Therefore, these needs will not necessarily emerge in the same sequence in each situation. Depending on the parties involved in the sexual misconduct, some of the needs may not emerge. In any event, those managing the church's response to the sexual misconduct will want to know that the following needs may emerge:

1. Pastoral care: Members and staff of the congregation will need pastoral care. If it is the pastor who is involved in the sexual misconduct, care will need to be provided by another member of the ordained staff (if the church is a multiple-staff church) or by a trained interim pastor. If the pastor leaves as a result of sexual misconduct, in extreme cases a trained interim pastor or consultant in sexual misconduct may need to work with the congregation for an extended period of time. If it is not a pastor who is involved in the sexual misconduct, then the pastor will provide the needed care for the congregation. The pastor, if not previously trained in this specialty area, will need to consult with denominational specialists who will advise how to proceed and any anticipated problems.
2. Information about the case: Members of the congregation will need opportunities both to receive and give information. If a case of sexual misconduct becomes a matter of public knowledge within a congregation and if a pastor has been found guilty of sexual misconduct, the interim pastor or consultant may hold appropriate meetings with individuals, small groups, or with the whole congregation. Such meetings should provide information about sexual misconduct in general, Presbyterian polity and our judicial process, and how others who may have been victimized may be heard and ministered to. If the offender is not the pastor, then the pastor may perform these functions. At such meetings, one may expect members to vent their feelings. An opportunity for this to happen should be provided. If this venting does not take place, then it may create serious problems for the future of the congregation, for future pastors, and for the council. Dynamics may differ somewhat in racial ethnic churches, but no empirical studies have yet demonstrated different dynamics.
3. Resource persons: In light of the above needs, the following are resource persons whose services would be valuable to a congregation in the context of sexual misconduct: a trained interim pastor, a Committee on Ministry representative knowledgeable in polity and the effects of sexual misconduct in the church, a consultant or therapist with knowledge and experience in dealing with sexual misconduct, an attorney who can discuss legal aspects of a case, and an insurance agent who can advise the congregation about their exposure to liability or coverage.

It is the responsibility of each council to establish policy and its procedures governing cases of sexual misconduct in that jurisdiction. The PCUSA policy and its procedures are intended to guide the development of council policy and procedures.



## **Appendix C**

### Civil Practice and Remedies Code

#### Title 4. Liability in Tort

##### Chapter 81. Sexual Exploitation by Mental Health Services Provider

Sec. 81.001. DEFINITIONS. In this chapter:

- 1) “Mental health services” means assessment, diagnosis, treatment, or counseling in a professional relationship to assist an individual or group in:
  - A. alleviating mental or emotional illness, symptoms, conditions, or disorders, including alcohol or drug addiction;
  - B. understanding conscious or subconscious motivations;
  - C. resolving emotional, attitudinal, or relationship conflicts; or
  - D. modifying feelings, attitudes, or behaviors that interfere with effective emotional, social, or intellectual functioning
- 2) “Mental health services provider” means an individual, licensed or unlicensed, who performs or purports to perform mental health services, including a:
  - A. licensed social worker as defined by Section 505.002, Occupations Code;
  - B. chemical dependency counselor as defined by Section 504.001, Occupations Code;
  - C. licensed professional counselor as defined by Section 503.002, Occupations Code;
  - D. licensed marriage and family therapist as defined by Section 502.002, Occupations Code;
  - E. member of the clergy;
  - F. physician who is practicing medicine as defined by Section 151.002, Occupations Code;
  - G. psychologist offering psychological services as defined by Section 501.003, Occupations Code; or
  - H. special officer for mental health assignment certified under Section 1701.404, Occupations Code.
- 3) “Patient” means an individual who seeks or obtains mental health services. The term includes a person who has contact with a special officer for mental health assignment because of circumstances relating to the person’s mental health.
- 4) “Sexual contact” means:
  - A. “deviate sexual intercourse” as defined by Section 21.01, Penal Code;
  - B. “sexual contact” as defined by Section 21.01, Penal Code;
  - C. “sexual intercourse” as defined by Section 21.01, Penal Code; or

D. requests by the mental health services provider for conduct described by Paragraph (A), (B), or (C).  
“Sexual contact” does not include conduct described by Paragraph (A) or (B) that is a part of a professionally recognized medical treatment of a patient.

- 5) “Sexual exploitation” means a pattern, practice, or scheme of conduct, which may include sexual contact that can reasonably be construed as being for the purposes of sexual arousal or gratification or sexual abuse of any person. The term does not include obtaining information about a patient’s sexual history within standard accepted practice while treating a sexual or marital dysfunction.
- 6) “Therapeutic deception” means a representation by a mental health services provider that sexual contact with, or sexual exploitation by, the mental health services provider is consistent with, or a part of, a patient’s or former patient’s treatment.
- 7) “Mental health services,” as defined by this section, provided by a member of the clergy does not include religious, moral, and spiritual counseling, teaching, and instruction.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993. Amended by Acts 1999, 76<sup>th</sup> Leg., ch. 1102, Sec. 1, eff. Sept. 1, 1999; Acts 2001, 77<sup>th</sup> Leg., ch. 1420, Sec. 14.731, eff. Sept. 1, 2001.

Sec. 81.002. SEXUAL EXPLOITATION CAUSE OF ACTION. A mental health services provider is liable to a patient or former patient of the mental health services provider for damages for sexual exploitation if the patient or former patient suffers, directly or indirectly, a physical, mental, or emotional injury caused by, resulting from, or arising out of:

- 1) sexual contact between the patient or former patient and the mental health services provider;
- 2) sexual exploitation of the patient or former patient by the mental health services provider;
- 3) therapeutic deception of the patient or former patient by the mental health services provider

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.003. LIABILITY OF EMPLOYER.

- a) An employer of a mental health services provider is liable to a patient or former patient of the mental health services provider for damages if the patient or former patient is injured as described by Section 81.002 and the employer:
  - 1) fails to make inquiries of an employer or former employer, whose name and address have been disclosed to the employer and who employed the mental health services provider as a mental health services provider within the five years before the date of disclosure, concerning the possible occurrence of sexual exploitation by the mental health services provider of patients or former patients of the mental health services provider; or
  - 2) knows or has reason to know that the mental health services provider engaged in sexual exploitation of a patient or former patient and the employer failed to:
    - A. report the suspected sexual exploitation as required by Section 81.006; or
    - B. take necessary action to prevent or stop the sexual exploitation by the mental health services provider.
- b) An employer or former employer of a mental health services provider is liable to a patient or former patient of the mental health services provider for damages if the patient or former patient is injured as described by Section 81.002 and the employer or former employer:

- 1) knows of the occurrence of sexual exploitation by the mental health services provider of a patient or former patient;
  - 2) receives a specific request by an employer or prospective employer of the mental health services provider, engaged in the business of providing mental health services, concerning the possible existence or nature of sexual exploitation by the mental health services provider; and
  - 3) fails to disclose the occurrence of the sexual exploitation
- c) An employer or former employer is liable under this section only to the extent that the failure to take the action described by Subsection (a) or (b) was a proximate and actual cause of damages sustained.
- d) If a mental health professional who sexually exploits a patient or former patient is a member of the clergy and the sexual exploitation occurs when the professional is acting as a member of the clergy, liability if any under this section is limited to the church, congregation, or parish in which the member of the clergy carried out the clergy member's pastoral duties:
- 1) at the time the sexual exploitation occurs, if the liability is based on a violation of Subsection (a); or
  - 2) at the time of the previous occurrence of sexual exploitation, if the liability is based on a violation of Subsection (b).
- e) Nothing in Subsection (d) shall prevent the extension of liability under this section beyond the local church, congregation, or parish where the current or previous sexual exploitation occurred, as appropriate under Subsection (d), if the patient proves that officers or employees of the religious denomination in question at the regional, state, or national level:
- 1) knew or should have known of the occurrences of sexual exploitation by the mental health services provider;
  - 2) received reports of such occurrences and failed to take necessary action to prevent or stop such sexual exploitation by the mental health services provider and that such failure was a proximate and actual cause of the damages; or
  - 3) knew or should have known of the mental health professional's propensity to engage in sexual exploitation.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Amended by: Acts 2011, 82<sup>nd</sup> Leg., R.S., Ch. 1199 (S.B. 43), Sec. 1, eff. June 17, 2011.

#### Sec. 81.004. DAMAGES.

- a) A plaintiff who prevails in a suit under this section may recover actual damages, including damages for mental anguish even if an injury other than mental anguish is not shown.
- b) In addition to an award under Subsection (a), a plaintiff who prevails in a suit under this section may recover exemplary damages and reasonable attorney fees.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

#### Sec. 81.005. DEFENSES.

- a) It is not a defense to an action brought under Section 81.002 or 81.003 that the sexual exploitation of the patient or former patient occurred:
  - 1) with the consent of the patient or former patient;
  - 2) outside the therapy or treatment sessions of the patient or former patient; or
  - 3) off the premises regularly used by the mental health services provider for the therapy or treatment sessions of the patient or former patient.
- b) It is a defense to an action brought under Section 81.002 or 81.003 by a former patient that the person was not emotionally dependent on the mental health services provider when the sexual exploitation began and the mental health services provider terminated mental health services with the patient more than two years before the date the sexual exploitation began.
- c) A person is considered not emotionally dependent for purposes of this chapter if the nature of the patient's or former patient's emotional condition and the nature of the treatment provided by the mental health services provider are not such that the mental health services provider knows or has reason to believe that the patient or former patient is unable to withhold consent to the sexual exploitation.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

#### Sec. 81.006. DUTY TO REPORT.

- a) If a mental health services provider or the employer of a mental health services provider has reasonable cause to suspect that a patient has been the victim of sexual exploitation by a mental health services provider during the course of treatment, or if a patient alleges sexual exploitation by a mental health services provider during the course of treatment, the mental health services provider or the employer shall report the alleged conduct not later than the 30<sup>th</sup> day after the date the person became aware of the conduct or the allegations to:
  - 1) the prosecuting attorney in the county in which the alleged sexual exploitation occurred; and
  - 2) any state licensing board that has responsibility for the mental health services provider's licensing.
- b) Before making a report under this section, the reporter shall inform the alleged victim of the reporter's duty to report and shall determine if the alleged victim wants to remain anonymous.
- c) A report under this section need contain only the information needed to:
  - 1) identify the reporter;
  - 2) identify the alleged victim, unless the alleged victim has requested anonymity; and
  - 3) express suspicion that sexual exploitation has occurred.
- d) Information in a report is privileged information and is for the exclusive use of the prosecuting attorney or state licensing board that receives the information. A person who receives privileged information may not disclose the information except to the extent that disclosure is consistent with the authorized purposes for which the person first obtained the information. The identity of an alleged victim of sexual exploitation by a mental health services provider may not be disclosed by the reporter, or by a person who has received or has access to a report or record, unless the alleged victim has consented to the disclosure in writing.
- e) A person who intentionally violates Subsection (a) or (d) is subject to disciplinary action by that person's appropriate licensing board and also commits an offense. An offense under this subsection is a Class C misdemeanor.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.007. LIMITED IMMUNITY FROM LIABILITY.

- a) A person who, in good faith, makes a report required by Section 81.006 is immune from civil or criminal liability resulting from the filing of that report.
- b) Reporting under this chapter is presumed to be done in good faith.
- c) The immunity provided by this section does not apply to liability resulting from sexual exploitation by a mental health services provider of a patient or former patient.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.008. ADMISSION OF EVIDENCE.

- a) In an action for sexual exploitation, evidence of the plaintiff's sexual history and reputation is not admissible unless:
  - 1) the plaintiff claims damage to sexual functioning; or
  - 2) (2)(A) the defendant requests a hearing before trial and makes an offer of proof of the relevancy of the history or reputation; and  
(2)(B) the court finds that the history or reputation is relevant and that the probative value of the evidence outweighs its prejudicial effect
- b) The court may allow the admission only of specific information or examples of the plaintiff's conduct that are determined by the court to be relevant. The court's order shall detail the information or conduct that is admissible and no other such evidence may be introduced.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993.

Sec. 81.009. LIMITATIONS.

- a) Except as otherwise provided by this section, an action under this chapter must be filed before the third anniversary of the date the patient or former patient understood or should have understood the conduct for which liability is established under Section 81.002 or 81.003.
- b) If a patient or former patient entitled to file an action under this chapter is unable to bring the action because of the effects of the sexual exploitation, continued emotional dependence on the mental health services provider, or threats, instructions, or statements by the mental health services provider, the deadline for filing an action under this chapter is tolled during that period, except that the deadline may not be tolled for more than 15 years.
- c) This section does not apply to a patient or former patient who is a "child" or a "minor" as defined by Section 101.003, Family Code, until that patient or former patient has reached the age of 18. If the action is brought by a parent, guardian, or other person having custody of the child or minor, it must be brought within the period set forth in this section.

Added by Acts 1993, 73<sup>rd</sup> Leg., ch. 573, Sec. 2.01, eff. Sept. 1, 1993. Amended by Acts 1997, 75<sup>th</sup> Leg., ch. 165, Sec. 7.07, eff. Sept. 1, 1997.

Sec. 81.010. INJUNCTIVE RELIEF AGAINST GOVERNMENTAL UNITS.

- a) In this section, "governmental unit" has the meaning assigned by Section 101.001(3)(B).

- b) Subject to Subsection I, a patient, a former patient, or another person acting on behalf of a patient or former patient may bring an action under this section against a governmental unit that is an employer of a mental health services provider, including a special officer for mental health assignment, who commits any conduct described by Section 81.002(1), (2), or (3) in relation to the patient or former patient. In an action brought under this subsection, the patient or former patient may obtain:
  - 1) an order requiring the governmental unit to discharge the mental health services provider who committed the conduct;
  - 2) court costs; and
  - 3) reasonable attorney's fees, as determined by the court.
- c) A patient, former patient, or person acting on behalf of a patient or former patient may not bring an action under Subsection (b) unless, 60 days before the date that action is to be filed, the person notifies the governmental unit in writing of its intention to bring an action under this section. The notice must reasonably describe the facts giving rise to the claim. If, before the 60<sup>th</sup> day after the date the notice is provided under this section, the governmental unit discharges the mental health services provider who committed the conduct with respect to which the claim is filed, the person may not bring suit under Subsection (b).
- d) Governmental immunity to suit is waived and abolished only to the extent of the liability created by Subsection (b).

Added by Acts 1999, 76<sup>th</sup> Leg., ch. 1102, Sec. 2, eff. Sept. 1, 1999.

**Signature Page**

**Please Detach and Return to the Stated Clerk of Grace Presbytery**

Check whichever applies to you:

- ☐ Teaching Elder
- ☐ Certified Christian Educator
- ☐ Commissioned pastor
- ☐ Employee of Grace Presbytery
- ☐ Volunteer Serving in Grace Presbytery

I have read Sexual Misconduct Policy and Procedures, a covenantal agreement within Grace Presbytery, Presbyterian Church (U.S.A.) and by my signature below, agree to abide by the standards therein.

---

Printed Name

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Signature

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Date of Signature

Return this form to:

Stated Clerk  
Grace Presbytery  
6100 Colwell Blvd. Suite 100  
Irving, Texas 75039





## **GRACE PRESBYTERY CHILDREN AND YOUTH PROTECTION POLICY**

Revised and Approved by Grace Presbytery  
November 2004

The members of Grace Presbytery believe that we are called by God to create a safe haven for all of the children and youth in our care, nurturing, protecting, and empowering them through faith and trust. This commitment includes taking appropriate steps to reduce the risk to the young people in our care. The following policy was established to minimize the risk of any of our children and youth being subjected to sexual, physical, or mental abuse. These policies and procedures are also intended to respect the rights and afford due process to persons accused of improper conduct.

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- 1. Staff Application for Grace Presbytery Summer Camps
- 2. Summer Camp Counselor Covenant
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## **GRACE PRESBYTERY CHILDREN AND YOUTH PROTECTION POLICY**

In establishing policies and procedures that provide safeguards against child or youth sexual abuse at Grace Presbytery camps, conferences, and events requiring childcare, four critical areas must be addressed:

- Screening and selection of volunteers and staff
- Supervision of volunteers and staff
- Reporting allegations
- Response to allegations

<b>PAID SUMMER CAMP STAFF</b>
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1. SELECTING AND SCREENING OF STAFF:

- All applicants for summer camp staff/counselor positions will complete an application form (Attachment A). This application must be accompanied by a consent form (Attachment C and/or D) giving Grace Presbytery permission to conduct a criminal background check. The applicant's consent forms will be kept on file at Grace Presbytery.
- Members of the Camps and Conference Committee will review application forms, interview applicants, contact references, and will keep the applications on file. The references will be kept with the personnel records for each applicant. (Attachments E and/or F)
- The designated Presbytery staff persons to the Camps and Conference Committee will conduct the background checks and may consult with the moderator of the Committee concerning the results of any background check. Background checks will be destroyed following the Committee's decision regarding employment. Name, Date of Birth, Date of Background Check, and Social Security Number of cleared persons will be kept on file at the Grace Presbytery Office.
- "Whether disclosed voluntarily or by result of the security background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children's or youth activity or program related to Grace Presbytery:
  - Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed

above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer.”

## 2. SUPERVISION OF CAMP STAFF:

- “Two Adult Rule”:

As often as possible, there should be at least two adults (18 and over) assigned to each cabin. When anywhere on the camp grounds, if at all possible, make sure that an adult is not left alone one on one with a child or youth. This will be emphasized at staff training. *If an adult needs to be alone with a young person, that contact should take place in a public setting, and with the knowledge of another staff member (for example: at the far end of a dining hall, or on one end of the basketball court away from activities).*

- Safety suggestions are outlined in the *SUMMER CAMP STAFF MANUAL* under “Policies” and will be emphasized at staff training.

## 3. REPORTING ALLEGATIONS:

- Instruct all counselors in training sessions to refer to the “Policies” section of the *SUMMER CAMP STAFF MANUAL* regarding the reporting procedure and the requirements of state and local laws regarding the reporting of child abuse. If you have questions about reporting, contact your local Child Protective Services or Police Department. A memorandum addressing the legal requirements for reporting abuse or neglect of a child is attached to this policy (Attachment J).
- Anyone aware of inappropriate contact involving a child or youth, regardless of where the conduct occurred, must immediately report the questionable activity to the Camp Director or Assistant Camp Director. The Assistant must report to the Director.
- If an incident is witnessed or reported, that person should first secure the safety of the child. The child or young person should not be left alone.
- The Camp Director is to immediately notify the appropriate Presbytery staff person, the General Presbyter, the on-site Camp Manager, and Child Protective Services.
- The person initially contacted by the alleged victim, or who observed the offense, should immediately fill out a written report recorded verbatim, called an “Incident Report” (Attachment G)
- The Camps and Conference Committee will prepare a list of agencies to be contacted for each camp location as well as contain the Abuse Hotline number of 1-800-252-5400. (For example: Grace Presbytery, Child Protective Services, Local Police Department or County Sheriff.) This list should be attached to the “Incident Report” form.
- The Camp Director and Assistant Camp Director should have the “Incident Report” forms available at each Camp Facility.

- Any accusation made after the camp season is over shall be directed to the Response Team (see below) through the office of the Associate General Presbyter working with the camping ministry or in his/her absence, the Presbytery staff person assigned by the General Presbyter.

#### 4. RESPONSE TO ALLEGATIONS:

- A Response Team composed minimally of the Associate General Presbyter working with the camping ministry (or in her/his absence, the Presbytery staff person assigned by the General Presbyter), the Moderator of the Camps and Conference Committee, and the Stated Clerk will be initiated by the Associate General Presbyter.
- The Response Team should immediately contact the presbytery's legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery's counsel will represent the presbytery but not their individual interests.
- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. ("Here's what's already been done; here's what is going to be done.") The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.
- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the "Rules of Discipline" of the Presbyterian Church (USA), and the Presbytery's "Guidelines for Responding to Allegations of Clergy Sexual Misconduct".

#### **A. LEADERSHIP FOR CHILDREN'S and YOUTH RETREATS AND CONFERENCES, including "Kidquake", "Youthquake", "Senior High Youth Connection", etc.**

#### 1. SCREENING AND SELECTION OF STAFF:

- A Volunteer Information Form (Attachment B), along with a Consent Form (either Attachment C or D) will be completed by each member of the Event Leadership Team unless they can provide documentation that a background check has already been completed by their congregation or governing body. These forms will provide personal and confidential information necessary to perform criminal background and reference checks on each applicant, which will be completed by the designated Presbytery staff person.

- The Volunteer Information Form (Attachment B) and Consent Form (either Attachment C or D) authorizing Grace Presbytery to conduct criminal background checks will be kept on file at Grace Presbytery.
- The designated Grace Presbytery staff person, on behalf of the appropriate presbytery committee or task group, will conduct the background checks and may consult with the moderator of that committee or task group concerning the results of any background check. Background checks will be destroyed when a decision has been made regarding that person's involvement with the planned conference or event. Name, Date of Birth, Date of Background check, and Social Security Number of cleared persons will be kept on file at the Grace Presbytery Office. (If a church or other entity has already conducted such a background check, further efforts will not be necessary.) (Attachment H)
- "Whether disclosed voluntarily or by result of the security background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children's or youth activity or program related to Grace Presbytery:
- Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer."

## 2. SUPERVISION OF CONFERENCE/EVENT LEADERSHIP:

- "Two adult rule":

As often as possible, there should be at least two adults in each small group. At Design Team planning sessions and on the retreat/ conference grounds, in so far as possible, make sure that an adult is not left alone one on one with a child or youth. This should be emphasized at the organizational meeting of the Design Team and Sponsors Meeting at the event. *If an adult needs to be alone with a young person, that contact should take place in a public setting, and with the knowledge of another staff member (for example: at the far end of a dining hall, or on one end of the basketball court away from activities).*

- Safety suggestions: always meet in a public space when only one youth and one adult are present; remain in sight of others; make sure that at least one other adult is aware of what is taking place.

## 5. REPORTING ALLEGATIONS:

- Instruct all members of the Design Team as to the incident reporting procedures and as to the requirements of state and local laws regarding the reporting of child abuse. If you

have any questions about reporting contact your local Child Protective Services or Police Department. A memorandum addressing the legal requirements for reporting abuse or neglect of a child is attached to this policy. (Attachment J)

- Anyone aware of inappropriate contact involving a child or youth, regardless of where the conduct occurred, must immediately report the questionable activity to the Director of the event or, in the absences of the Director, the Assistant Director. The Assistant Director shall report to the Director.
- If an incident is witnessed or reported, that person should first secure the safety of the youth. Children and young persons should not be left alone.
- The Director of the event is to immediately notify the Associate General Presbyterian staff person, the on-site camp manager or host pastor, and Child Protective Services which can be done through the Abuse Hotline at 1-800-252-5400.
- The person initially contacted by the alleged victim, or who observed the offense, should immediately fill out a written report recorded verbatim called an “Incident Report”. (Attachment G)
- Each Design Team will receive a list of agencies to contact in case of an incident. (For example: Presbytery, Child Protective Services, Abuse Hotline, local police) This list should be attached to the “Incident Report” Form (Attachment G).
- The Director and Assistant Director of each event should have the “Incident Report” Forms available.
- Any accusation made after the event is over should be directed to the Response Team(see below) through the office of the Associate General Presbyterian working with the youth ministries and camps and conferences ministries, or in his/her absence, the Presbytery staff person assigned by the General Presbyterian.

### 3. RESPONSE TO ALLEGATIONS

- A Response Team composed minimally of the Associate General Presbyterian working with the youth ministries and camps and conferences ministries (or in her/his absence, the Presbytery staff person assigned by the General Presbyterian), the Moderator of the appropriate Presbytery Committee, and the Stated Clerk will be initiated by the Associate General Presbyterian.
- The Response Team should immediately contact the presbytery’s legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery’s counsel will represent the presbytery but not their individual interests.



- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. (“Here’s what’s already been done; here’s what is going to be done.”) The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.
- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the “Rules of Discipline” of the Presbyterian Church (USA), and the Presbytery’s “Guidelines for Responding to Allegations of Clergy Sexual Misconduct”.

<b>6. VOLUNTEERS AT SUMMER CAMPS AND ADULT ADVISORS/SPONSORS WHO ATTEND CHILDREN’S OR YOUTH EVENTS</b>
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**1. SCREENING AND SELECTION OF VOLUNTEERS AND ADVISORS/SPONSORS:**

- The Presbytery strongly urges each local church to adopt its own screening procedure, which includes a security background check to ensure the safety and protection of its own children and youth. The Presbytery relies on the local church session to fulfill its own responsibility to its children and youth.
- Ordinarily, adult volunteers and advisors/sponsors will only be permitted to serve as sponsors at presbytery events if they have been members of the local church for a period of not less than six months, unless the adult volunteer or advisor/sponsor is transferring from active membership in another church where references can be attained.
- All volunteers and adult advisors/sponsors for Grace Presbytery Youth Events are required to sign a Covenant of Conduct Form (Attachments H), which includes a question about previous infractions regarding sexual misconduct.
- Each church must annually (by October 1<sup>st</sup>) submit an “Acknowledgement of Child Abuse Prevention Form” (Attachment I,) which lists those adults who have had security background checks and are approved to serve as leaders and sponsors in order to participate in Presbytery events. A file will be kept at the Presbytery office and can be amended throughout the year.
- An Information Form (Attachment B), along with a Consent Form (either Attachment C or D) will be completed by each individual who is volunteering for Summer camp unless they can provide documentation that a background check has already been completed by their congregation or governing body. The form provides personal and confidential information necessary to perform criminal background checks and reference checks. Consent Forms authorizing Grace Presbytery to conduct criminal background checks will be kept on file at Grace Presbytery. The designated Grace Presbytery staff person, on

behalf of the appropriate presbytery committee or task group, will conduct the background checks on Summer Camp Volunteers and may consult with the moderator of that committee or task group concerning the results of any background check. Background checks will be destroyed after a decision has been made regarding that person's involvement with the planned conference or event. Name, Date of Birth, Date of Background check and Social Security Number of cleared persons will be kept on file at the Grace Presbytery Office. The designated presbytery staff person, or their designee, will contact references by telephone or mail. (Attachment E and F).

- At each camp session or retreat an orientation will be held for volunteers and sponsors, which will include the subject of preventing sexual abuse. "Whether disclosed voluntarily or by result of the security background check, the following items will automatically disqualify a person from participating in the leadership or sponsorship of any children's or youth activity or program related to Grace Presbytery:
- Any conviction for: murder; aggravated assault; sexual abuse; sexual assault (rape); aggravated sexual assault; injury to a child; incest; indecency with a child; inducing sexual conduct or sexual performance with a child; possession or promotion of child pornography; the sale, distribution, or display of harmful materials or prohibited substances to a minor; employment harmful to children; or abandonment or endangerment of a child. All other convictions or charges for any other crimes not listed above will be reviewed by the appropriate committee seeking to secure the particular employee or volunteer."

## 2. SUPERVISION OF VOLUNTEERS, ADULT ADVISORS AND SPONSORS:

- While recognizing that significant ministry often takes place as the adult and youth share one-on-one, some very clear guidelines should be established for your group.
- "Two adult rule": As often as possible, there should be at least two adults in each small group. On the retreat grounds, as much as is possible, make sure that an adult is not left alone one on one with a child or youth. This must be emphasized at the orientation.
- Safety suggestions: always meet in a public space when only one youth and one adult are present; remain in sight of others; make sure that at least one other adult is aware of what is taking place.

## 3. REPORTING ALLEGATIONS:

- At the orientation session, make sure all adult volunteers and adult sponsors know the incident reporting procedure and the requirements of state and local laws regarding the reporting of child abuse. If you have questions about reporting, contact your local Child Protective Services or Police Department.
- Anyone aware of any inappropriate contact involving a child or youth must immediately report the questionable activity to the Director of the event or any member of the Design Team. That member shall report to the Director.

- If an incident is witnessed or reported, that person should first secure the safety of the youth. Children and young persons should not be left alone.
  - The Director of the event is to immediately notify the appropriate Presbytery staff person, the General Presbyter, the onsite camp manager or host pastor, and Child Protective Services.
  - The person initially contacted by the alleged victim, or who observed the offense, should immediately fill out a written report recorded verbatim, called an “Incident Report” (Attachment G).
  - The Design Team should prepare a list with agencies to be contacted for each event. (For example: Presbytery, Child Protective Services, local police) This list should be attached to the “Incident Report” Form (Attachment G).
4. Any accusation made after the event is over should be directed to the Response Team (see below) through the office of the Associate General Presbyter working with the youth ministries and camps and conferences ministries, or in his/her absence, the Presbytery staff person assigned by the General Presbyter.

5. RESPONSE TO ALLEGATIONS:

- A Response Team composed minimally of the Associate General Presbyter working with the youth ministries and camps and conferences ministries (or in her/his absence, the Presbytery staff person assigned by the General Presbyter), the Moderator of the appropriate Presbytery Committee, and the Stated Clerk will be initiated by the Associate General Presbyter.
- The Response Team should immediately contact the presbytery’s legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery’s counsel will represent the presbytery but not their individual interests.
- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. (“Here’s what’s already been done; here’s what is going to be done.”) The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.
- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.

- If the accused is a member of the clergy, s/he is also subject to the “Rules of Discipline” of the Presbyterian Church (USA), and the Presbytery’s “Guidelines for Responding to Allegations of Clergy Sexual Misconduct”.

<b>7. ADULTS WORKING WITH CHILDREN AND YOUTH AT PRESBYTERY EVENTS SUCH AS “ACT” OR PRESBYTERY MEETINGS</b>
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8. SCREENING AND SELECTION OF CHILD CARE WORKERS:

- The Presbytery will not allow a Presbytery event involving children or youth or where child care is offered to be held at a church unless the host church has a Child Protection Policy in place.
- The screening, selection and supervision process of child care workers will be handled by the host church, under the conditions of their Child Protection Policy.

2. SCREENING AND SELECTION OF ADULTS LEADING PROGRAMS FOR CHILDREN AND YOUTH

- If these adults have not been through a screening process at their own church, they need to complete a Volunteer Information Form (Attachment B, along with Consent Forms – Attachment C or D), which provides the personal and confidential information necessary to perform criminal background and reference checks on each individual.
- If these adults have been through a screening process at their own church, they must present verification of that fact through a form such as Attachment I.

3. SUPERVISION OF ADULTS LEADING PROGRAMS FOR CHILDREN AND YOUTH

- While recognizing that significant ministry often takes place as the adult and youth share one-on-one, some very clear guidelines should be established for your group.
- “Two adult rule”:

As often as possible, there should be at least two adults in each small group. On the retreat grounds, as much as is possible, make sure that an adult is not left alone one on one with a child or youth. This must be emphasized at the orientation.

- Safety suggestions: always meet in a public space when only one youth and one adult are present; remain in sight of others; make sure that at least one other adult is aware of what is taking place.

4. REPORTING ALLEGATIONS

- All adults working with children or youth at Presbytery events or meetings should be made aware of the incident reporting procedure by the organizers/ planning committee of the event. Allegations are to be reported to the designated contact person at the host

church, who will then report the allegation to the Director of the event in the case of an event such as ACT, or report directly to the designated Presbytery staff person in the case of a Presbytery meeting.

- The Director of the event is to notify immediately the designated Presbytery staff person for the event, the General Presbyter, the host pastor, and the Child Protective Services.
- Any accusation made after the event is over should be directed to the Response Team (see below) through the office of the General Presbyter or Associate General Presbyter working with the particular ministry area, or in the absence of the Associate General Presbyter, the Presbytery staff person assigned by the General Presbyter.

## 9. RESPONSE TO ALLEGATIONS

- A Response Team composed minimally of the General Presbyter or the Associate General Presbyter working with the particular ministry area (or in the absence of the Associate General Presbyter, Presbytery staff person assigned by the General Presbyter), the Moderator of the appropriate Presbytery Committee, and the Stated Clerk will be initiated by the General Presbyter or the Associate General Presbyter.
- The Response Team should immediately contact the presbytery's legal counsel and insurance company.
- The Response Team should immediately inform the accused and the accuser that they have the right to retain their own counsel. The presbytery's counsel will represent the presbytery but not their individual interests.
- The Response Team is to contact the families of the alleged victim and the accused to communicate action already taken. ("Here's what's already been done; here's what is going to be done.") The continuing pastoral care of the alleged victim and family, and the accused, needs to be done by someone outside of the Response Team, such as a pastor or social worker.
- All presbytery staff and camp staff should be instructed that all communications about any incidents come only from the Response Team. The Response Team should prepare a statement for possible use with the media.
- If the accused is a member of the clergy, s/he is also subject to the "Rules of Discipline" of the Presbyterian Church (USA), and the Presbytery's "Guidelines for Responding to Allegations of Clergy Sexual Misconduct".

## **10. PROHIBITED ACTS**

"The following acts are prohibited by this Policy and will not be tolerated or accepted during any Grace Presbytery Activity or Program. Any observations or personal knowledge of such violations must be immediately reported to the Moderator of the Session, Director of the Event

or Program, or designated program staff representing Grace Presbytery after the safety of the child, children, or youth involved has been assured.

- Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a child or youth;
- Sexual advances or sexual activity of any kind between any adult and a child or youth;
- Sexual advances or sexual activity of any kind between a youth and a child;
- Infliction of physically abusive behavior or bodily injury to a child or youth;
- Physical neglect of a child, children, or youth, including failure to provide adequate supervision in relation to the activities of the presbytery;
- Causing mental or emotional injury to a child, children or youth;
- Possessing obscene or pornographic materials at any function of Grace Presbytery with the exception of sex education materials (NOTE: Grace Presbytery does not consider sex education materials to be obscene or pornographic, especially those which have been produced by the denomination for use in church-related programs.);
- Consuming or being under the influence of alcohol or any prohibited substance while leading or participating in a children's or youth function of the presbytery.

## **11. CONSEQUENCES**

- Any person accused of committing a Prohibited Act, whether a staff member, employee, member, or volunteer, will immediately be reassigned to responsibilities without direct child contact. If investigation supports the accusations, the accused person will be suspended from participation in all children's and youth activities and programs of Grace Presbytery. Such suspension shall continue during any investigation by the church and/or law enforcement or child protection agencies.
- Any person found to have committed a Prohibited Act shall be prohibited from future participation in children's and youth activities and programs of Grace Presbytery. If the person is a staff member or employee of the presbytery, such conduct may also result in termination of employment.
- As required by Texas law, all reports of abuse will be forwarded in a timely manner by Grace Presbytery to the appropriate child protection and law enforcement authorities. Such reporting must be accomplished in addition to complying with this Child Protection Policy.
- Failure to timely report a Prohibited Act to the designated person shall be considered a procedural violation of this Child Protection Policy and shall be grounds for termination of

employment of a staff member or employee and suspension and dismissal from participation in all children's and youth activities and programs of Grace Presbytery by any person.

- When the allegations involve a member of the clergy, the provisions of Grace Presbytery's "Guidelines for Responding to Allegations of Clergy Sexual Misconduct" will be put into operation and the guidance of the church's discipline will be followed.





### Presby-Speak

#### A Glossary of Terms, Acronyms and Abbreviations for Grace Presbytery

<b>AC</b>	<b>Administrative Commissions</b> are given specific responsibilities and authority to act on behalf of the presbytery between meetings, typically to ordain and install pastors, conduct the necessary tasks to dissolve a congregation, or to deal with major conflict in a church.
<b>APCE</b>	<b>Association of Presbyterian Church Educators</b> is the professional organization for church educators which has national and regional meetings. APCE is pronounced “App-see”.
<b>Associate General Presbyter</b>	<b>Associate General Presbyter</b> is the presbytery staff person who assists the General Presbyter (see GP below) and is assigned specific responsibilities such as CDC and/or COM tasks.
<b>B &amp; F</b>	<b>Budget and Finance Committee</b> reports to the Presbytery Council.
<b>Book of Confessions</b>	<b>Book of Confessions</b> is Part 1 of the Constitution of the PCUSA. It contains the creeds, confessions of faith, catechisms, and theological declarations which guide the church in its study and interpretation of the Bible.
<b>Book of Order</b>	<b>Book of Order</b> is Part 2 of the Constitution of the PCUSA. It contains the Form of Government, Directory of Worship and Rules of Discipline.
<b>BOP</b>	<b>Board of Pensions</b> is the GA entity which provides the following benefits to teaching elders and other employees of Presbyterian councils and institutions: retirement, major medical, disability and life insurance.
<b>BOT</b>	<b>Board of Trustees</b> of Grace Presbytery meets monthly to do corporation business.
<b>Candidate</b>	<b>Candidates</b> are those in the second (and final) stage of seeking ordination. During this time, all requirements for ordination are completed – including the national examinations and a final oral examination at a presbytery meeting. They are “under care” of CPM. The term <b>Candidate</b> also refers to teaching elders who are finalists for consideration for being called as the next pastor at a church.
<b>CLC</b>	<b>Church Leadership Connection</b> is the GA entity which matches MIFs and PIFs for pastors and candidates seeking a new call and for churches seeking a new pastor or associate pastor.
<b>COM</b>	<b>Committee on Ministry</b> provides oversight of congregations and teaching elders. It receives teaching elders from other presbyteries, approves calls for pastoral services, oversees congregations without pastors, dissolves pastoral relationships, dismisses teaching elders to other presbyteries, determines the criteria for validating ministries of non-parish clergy, oversees commissioned pastors serving congregations, and provides care and oversight for those preparing to become commissioned pastors.

<b>Consent Agenda</b>	<b>Consent Agenda</b> is an omnibus motion with reports which need no debate. However, any item may be “pulled” for discussion and voting. Questions about items in the Consent Agenda should be pursued before the meeting in order not to waste docket time. Contact info for questions is provided in the written reports.
<b>COR</b>	<b>Committee on Representation</b> is responsible for the implementation of the Presbytery’s commitment to inclusiveness as outlined in the Book of Order.
<b>Council</b>	<b>Council</b> is one of four governing bodies within the PCUSA: session (a local church), presbytery (a multi-county regional body), synod (a multi-state regional body), and General Assembly (a national body). See Session, Presbytery, Synod and GA below. The term <b>Council</b> sometimes refers to the Presbytery Council.
<b>CPM</b>	<b>Committee on Preparation for Ministry</b> is responsible for the enlistment and care of inquirers and candidates preparing to be a teaching elder. It guides inquirers and candidates in seminary selection, ministry discernment, internship and professional ministry opportunities.
<b>Commissioned Pastor</b>	<b>Commissioned Pastor</b> is a ruling elder who has been trained and certified to provide pastoral services to smaller congregations. The COM oversees the preparation and the service of Commissioned Pastors – previously known as Commissioned Ruling Elders.
<b>CSC</b>	<b>Congregational Support Committee</b> supports the work of congregations in education, mission, stewardship, and social issues.
<b>Director</b>	<b>Director</b> is a presbytery staff person with responsibilities in a particular area: ministry transitions, youth, communications, and resource center.
<b>Examinations</b>	<b>Examinations Subcommittee</b> of COM examines and makes recommendations to the COM concerning teaching elders from candidacy, from another presbytery (upon COM’s request), from another church body not in correspondence with the PCUSA, and ruling elders seeking to become commissioned pastors.
<b>Foundation</b>	<b>Presbyterian Foundation</b> is the GA entity which receives, invests, and distributes proceeds (as designated by donors) from the gifts, estates, and investments of Presbyterian benefactors.
<b>GA</b>	<b>General Assembly</b> is the PCUSA national governing body. It meets every even-numbered year with teaching and ruling elder commissioners elected by the 170 presbyteries in the United States. The GA is headquartered in Louisville, KY and has various agencies and entities with elected boards and paid staff which implement work assigned by the GA.
<b>GP</b>	<b>General Presbyter</b> is the head of the presbytery staff and provides leadership for the whole presbytery, including its missions, ministries, council, committees, commissions and congregations.

<b>HR</b>	<b>Honorably Retired</b> ministers are teaching elders whose retirement has been approved by the presbytery.
<b>Inquirer</b>	<b>Inquirer</b> is the first stage of seeking ordination as a teaching elder. During this time inquirers are helped by the CPM to discern God's will for their future.
<b>KidQuake</b>	<b>KidQuake</b> is a presbytery-led retreat for elementary school students sponsored by the Youth Committee.
<b>Member at Large</b>	<b>Member at Large</b> is a teaching elder on the rolls of the presbytery who is not currently serving in a call or validated ministry.
<b>MIF</b>	<b>Ministry Information Form</b> is the form a congregation (or another employer) completes about itself prior to a search for a new pastor or associate pastor. It gives statistics about the church (membership, finances, etc.) It also describes the position and the characteristics of the kind of person the church is seeking.
<b>Moderator</b>	<b>Moderator</b> is the officer who chairs meetings of the presbytery, committees, and commissions. These moderators are elected annually. The term <b>Moderator</b> also refers to the officer who chairs meetings of the session (usually the pastor), synod and General Assembly.
<b>CDC</b>	<b>Church Development Committee</b> recommends the establishment and provides oversight to new church developments, fellowships, and new worshiping communities. It guides presbytery's racial ethnic ministry and evangelism programs.
<b>Non-Parish Clergy</b>	<b>Chaplains, professors,</b> and other ministers who are not currently serving a congregation. Sometimes they are referred to as Validated Ministries.
<b>OGA</b>	<b>Office of the General Assembly</b> is the department of the GA Stated Clerk which keeps the official records of the GA, maintains the archive, relates to ecumenical organizations, plans meetings of the GA, and provides polity advice.
<b>Overture</b>	<b>Overture</b> is a formal resolution or motion proposed for a council to consider. Overtures include recommendations to the GA which propose changes to the Book of Order.
<b>PCUS</b>	<b>Presbyterian Church in the United States</b> is unofficially called the Southern Presbyterian Church. See PCUSA below.
<b>PCUSA</b>	<b>Presbyterian Church (U.S.A.)</b> is the official name of our denomination. It is the result of a merger in 1983 between the United Presbyterian Church in the United States of America (unofficially called the Northern Presbyterian Church) and the Presbyterian Church in the United States (unofficially called the Southern Presbyterian Church.)
<b>PDA</b>	<b>Presbyterian Disaster Assistance</b> is a PMA program which provides assistance after natural and human-caused disasters. It also provides refugee assistance.
<b>PIF</b>	<b>Professional Information Form</b> is a résumé completed by a minister, Commissioned Pastor or candidate seeking a new call or validated ministry.

<b>PILP</b>	<b>Presbyterian Investment &amp; Loan Program</b> is the GA entity which provides low-interest loans to Presbyterian councils, institutions, and new church developments as well as investment opportunities to Presbyterian investors.
<b>PJC</b>	<b>Permanent Judicial Commission</b> implements the disciplinary procedures required by the Book of Order. There is a Judicial Process Manual which gives details on these duties.
<b>PMA</b>	<b>Presbyterian Mission Agency</b> is the GA entity which leads and coordinates the national and worldwide mission program. It includes: mission personnel, disaster assistance, research services, communications, funds development, resources, and programs of compassion, justice, hunger, evangelism, church growth, social witness, racial ethnic, new immigrant, and women's ministries.
<b>PMC</b>	<b>Presbyterian Mission Center</b> is the building housing the offices of Grace Presbytery, Synod of the Sun, and Texas Presbyterian Foundation.
<b>PMT</b>	<b>Presbytery Ministry Team</b> is a task force appointed by the presbytery (or an entity of the presbytery) assigned specific duties and authority in order to accomplish a mission of the presbytery (or entity) within a certain time frame.
<b>PNC</b>	<b>Pastor Nominating Committee</b> is a search committee elected by a congregation to seek, interview, and recommend a new pastor.
<b>Presbyterian Publishing Corporation</b>	<b>Presbyterian Publishing Corporation</b> is the GA entity which publishes print and electronic material for Geneva Press, Westminster John Knox Press, TheThoughtfulChristian.com, and ThePresbyterianLeader.com.
<b>Presbytery</b>	<b>Presbytery</b> is the regional governing body council of the PCUSA. Grace Presbytery has more than 140 congregations, 350 ministers, and 30,000 congregants in 54 counties in North and East Texas. Presbytery meets quarterly with ministers of Word and Sacrament and ruling elder commissioners elected from each congregation. There are 170 presbyteries in the United States.
<b>Presbytery Council</b>	<b>Presbytery Council</b> is the "executive committee" of the presbytery which provides coordination, planning and spiritual guidance for the presbytery, addresses matters between meetings of the presbytery, and implements the priorities and concerns of the presbytery. It plans the work of the presbytery, evaluates, and makes recommendations concerning overtures, and reviews the minutes of presbytery meetings. The following committees report to the Council: Budget and Finance, New Church Development, Congregational Support, Personnel, Youth, and Young Adult Ministry.
<b>PW</b>	<b>Presbyterian Women</b> is the presbytery organization which connects the women's organizations of congregations, and it shares resources.
<b>Ruling Elder</b>	<b>Ruling Elder</b> is a lay member of a congregation who has been elected, ordained and installed to serve on the session of a church. Ruling elders are eligible for election as commissioners to presbytery, synod, and General Assembly.

<b>Session</b>	<b>Session</b> is the governing body council for the congregation.
<b>SHYC</b>	<b>Senior High Youth Connection</b> is a program run by the Youth Committee. SHYC is pronounced “Shy-see.”
<b>Stated Clerk</b>	<b>Stated Clerk</b> is the officer elected by the presbytery to maintain the official records, provide extracts when asked, prepare the docket for presbytery meetings, and answer questions about the records, Presbyterian polity, policies, procedures, and history. The Stated Clerk is authorized to certify ministers and congregations are in good standing and qualify under the tax exemption of the PCUSA. The Stated Clerk is also Secretary of the Board of Trustees.
<b>Synod</b>	<b>Synod of the Sun</b> is the governing body council which includes all the presbyteries in Texas, Oklahoma, Arkansas and Louisiana. It coordinates the work of the PCUSA in this region.
<b>Synod Youth Workshop</b>	<b>Synod Youth Workshop</b> is an annual week-long retreat for high school students sponsored by the Synod of the Sun and led by Grace Presbytery’s Director of Youth Ministries.
<b>Teaching Elder</b>	<b>Teaching Elder</b> is an ordained Presbyterian minister member of the clergy.
<b>TPF</b>	<b>Texas Presbyterian Foundation</b> is a financial service organization for Presbyterian members, councils and institutions. It invests funds and provides bookkeeping services for Grace Presbytery.
<b>TRC</b>	<b>Temporary Relationships Committee</b> is a subcommittee of COM which provides oversight for congregations without installed pastors.
<b>UPCUSA</b>	<b>United Presbyterian Church in the United States of America</b> is unofficially called the Northern Presbyterian Church. See PCUSA above.
<b>Validated Ministries</b>	<b>Positions served by chaplains, professors</b> and other teaching elders who are not currently serving a congregation. Sometimes they are referred to as non-parish clergy.
<b>YouthQuake</b>	<b>YouthQuake</b> is a presbytery-led retreat for middle school students sponsored by the Youth Committee.





Synod of the Sun Letter Attesting the 2021 Minutes were Reviewed