



**Grace Presbytery
Stated Meeting
Saturday, May 4, 2024
9:00 a.m.**

**St. Andrew Presbyterian Church
300 W. Oak St.
Denton, Texas 76201
(Note: Use 300 W. McKinney in Navigation)**

Schedule for the Day (Tentative)– May 4, 2024 – St. Andrew, Denton

8:00 a.m.	Registration Begins	Tammy Stepka
8:30 a.m.	Orientation of New Commissioners Rm 205	Kyle Walker
9:00 a.m.	Convening of Presbytery	Paul Burns
	Call to Order, Opening Prayer	
	Declaration of Quorum and Approval of Docket	Kyle Walker
9:05 a.m.	Worship with Celebration of the Lord’s Supper	
	Perryn Rice, Preaching	
	Offering for Denton Community Food Bank	
10:15 a.m.	Plenary Session	Paul Burns
	Recognition of First Time Commissioners & Corresponding Members	
	Welcome from Host Pastor	Richard Culp
		Lisa Patterson
	Presentation of the Consent Agenda	Kyle Walker
	Report of the Committee (Commission) on Ministry	Michael Waschewski
		Ashley Drake Mertz
	<ul style="list-style-type: none"> • Motions for Presbytery Action • Recognition of Retired Ministers • Recognition of Ministers concluding service • Recognition of Ordination Anniversaries 	
11:30 a.m.	Order of the Day – Season of Rebuilding	Kevin Keaton
12:00 p.m.	Order of the Day – Lunch and Q&A with Kevin Keaton	
1:00 p.m.	Good News from the Church (No Motions in Order)	Kyle Walker
1:15 p.m.	Communications Update	Emily Adams
		Kate Lynch
1:30 p.m.	Overtures for Concurrence	
2:00 p.m.	Summer Camp at Gilmont	Kenny Rigoulot
2:15 p.m.	Report of the Moderator	Paul Burns
2:25 p.m.	Greetings from the Presbyterian Foundation	Josh Kerr
2:30 p.m.	Financial Report	Karl Schwarz
2:40 p.m.	Disaster Response Team	James Reinarz
2:45 p.m.	Report of Commissioner to the Synod of the Sun	Polly Williams
2:55 p.m.	Event Announcement: Canyon Creek Matthew 25	Lisa Seutter
3:00 p.m.	Report of Presbytery Council	Elizabeth Boulware
3:20 p.m.	Report of the Committee on Preparation for Ministry	Rebecca Sicks
3:25 p.m.	Evergreen Life Services	Danielle Davila
3:30 p.m.	Report of the Nominating Committee	
3:40 p.m.	Report of the Stated Clerk	Kyle Walker
3:45 p.m.	New Business	
3:45 p.m.	Adjournment and Closing Prayer	

Worship

Order of Worship

Spirit-ignited: Boldly living in God's abundance, sharing, and creating in Christ.

CALL TO WORSHIP

Book of Common Worship

One: Our help is in the name of the Lord, maker of heaven and earth.

All: This is the day that the Lord has made, let us rejoice and be glad in it.

One: Cry out with joy to the Lord, all the earth.

All: Worship the Lord with gladness. Come into God's presence with singing!

One: The grace of the Lord Jesus Christ be with you all.

All: And also with you.

One: Let us worship God.

*HYMN #408

There's a Sweet, Sweet Spirit

PRAYER OF CONFESSION

Book of Common Worship

Holy and merciful God, in your presence we confess our failure to be what you created us to be. You alone know how often we have sinned in wandering from your ways, in wasting your gifts, in forgetting your love. By your loving mercy, help us to live in your light and abide in your ways, for the sake of Jesus Christ our Savior.

(silent confession)

*WORDS OF ASSURANCE

Book of Common Worship

One: The mercy of the Lord is from everlasting to everlasting. I declare to you, in the name of Jesus Christ, we are forgiven!

All: Thanks be to God!

HYMN #649

Amazing Grace, How Sweet the Sound

May 4, 2024 Stated Meeting of Grace Presbytery

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To center our hearts and minds, we sing while seated.

PRAYER FOR ILLUMINATION

SCRIPTURE READINGS

Exodus 1: 8-22, 1 John 5: 1-5

One: Holy wisdom, holy word.

All: Thanks be to God.

SERMON

“About the Powers that Be”

Rev. Dr. Perryn Rice

OFFERTORY

Holy, Holy, Holy!

The Choirs of St. Andrew, Trinity, and First Presbyterian Church

This morning's offering is collected for the Denton Community Food Bank. Please make your checks payable to Grace Presbytery or you may give electronically at <https://rb.gy/r4yk6t>

SACRAMENT OF THE LORD'S SUPPER

One: The Lord be with you.

All: And also with you.

One: Lift up your hearts.

All: We lift them to the Lord.

One: Let us give thanks to the Lord our God.

All: It is right to give our thanks and praise.

One: It is truly right and our greatest joy Who taught us to pray together saying:

All: Our Father who art in heaven, hallowed be thy name.

Thy kingdom come, thy will be done, on earth as it is in heaven.

Give us this day our daily bread;

and forgive us our debts, as we forgive our debtors;

and lead us not into temptation, but deliver us from evil.

For thine is the kingdom and the power and the glory, forever. Amen.

*HYMN #539

We Will Go Out with Joy

BENEDICTION

WORSHIP LEADERS

Rev. Richard Culp, St. Andrew Presbyterian Church, Denton

Rev. Lisa Patterson, St. Andrew Presbyterian Church, Denton

Rev. Dr. Perryn Rice, Lake Highlands Presbyterian Church, Dallas

Rev. Pepa Paniagua, Grace Presbytery, Irving

Christine Le, Music Director, St. Andrew Presbyterian Church, Denton

Daeun Kim, Accompanist, St. Andrew Presbyterian Church, Denton

The Choirs of St. Andrew, Trinity and First Presbyterian Church

We will serve communion by intinction. You are invited to come to one of the stations at the front of the sanctuary, back of sanctuary, or the balcony (if you are unable to come forward, please send word with someone or notify an usher, and the elements will be brought to you). At each station, you may tear a piece of bread off and dip it into grape juice (red) or wine (white). As you take the bread and the cup, responses include “Thanks be to God!” or “Amen.” As you move back to your pew, notice those who have come to the Lord’s Table with you and be reminded that as we seek the Risen Christ, we do so with our brothers and sisters in Christ.

Consent Agenda

Presbytery Council to Grace Presbytery

1. *Grace Presbytery establish a Social Justice and Public Witness Standing Committee to (a) elevate, promote, inspire, and nurture the church's public witness for justice and love through deep connections and coalitions using the guidelines set forth in our constitutional documents and more specifically in Book of Order W-5.0304; and (b) provide education, advocacy, witness, and solidarity in word and deed as we together share the Good News for the common good.*

2. *That Grace Presbytery approve the following job description for the Nominating Committee as it considers members of the Social Justice and Public Witness Standing Committee:*
 - a. *Persons should show evidence of awareness and action of doing social justice work as public witness to the world and/or persons should represent a marginalized identity.*
 - b. *Persons should have qualities of a theological thinker, organizer, and/or community engager.*
 - c. *Persons should have an open mind, a sense of humility, listening ears, and be curious about the world around them.*
 - d. *Persons should be willing and able to continue to learn and grow through training and education as recommended by the committee.*

3. *That Grace Presbytery allocate fifty percent of the proceeds from the sale of St. Paul Presbyterian Church in Carthage, TX to create the St. Paul Presbyterian Legacy Scholarship in order to continue the Presbyterian presence in the east region. The scholarship would be renewable and available to students who have graduated from high school within the bounds of Grace Presbytery and are pursuing post-high school education. Preference will be given to students who can establish a connection to St. Paul Presbyterian Church in Carthage, TX.*

Rationale: This is an opportunity for St. Paul, Carthage to continue in mission and ministry despite closed doors.

4. *That Grace Presbytery donate the funds for the St. Paul Legacy Scholarship to the East Texas Communities Foundation along with the parameters that the scholarship would be renewable and available to students who have graduated from high school within the bounds of Grace Presbytery and are pursuing post-high school education. Preference will be given to students who can establish a connection to St. Paul Presbyterian Church in Carthage, TX. A member of Grace Presbytery will serve with ETCF to review applications along with ETCF volunteers.*

5. *That Grace Presbytery authorize the Committee on Ministry (COM), its Regions and its subcommittees (as applicable) to act on its behalf in performing the responsibilities listed in this manual to function as a Commission on Ministry (COM).*

Commission on Ministry Responsibilities (full committee and/or COM Leadership Team)

- Approve policies as necessary to inform the work of the Region's and the presbytery as related to COM areas of oversight
- Appoint Moderators for church sessions when there is no called or temporary pastor
- Approve severance agreements when pastors leave a church
- Approve terms of call for new calls
- Approve Ordination and/or Installation Commissions for new calls
- Approve Pastors to labor outside and inside the bounds of the Presbytery
- Approve Temporary Pastor and Moderator assignments for the Presbytery as a whole
- Provide training and support for Commissioned Pastors
- Dissolve relationships between churches and pastors
- Dismiss pastors to other Presbyteries
- On an annual basis, establish minimum terms of call for new calls for pastors and Certified Christian Educators for presbytery action
- Make recommendations to the Presbytery Council regarding the need to establish an Administrative Commission in a church
- Maintain the Occasional Supply List
- Appoint a member to serve on the Presbytery Examinations Committee annually

Commission on Ministry Region Responsibilities

The primary role of Region members is to be in relationship with the churches they serve as liaisons. Liaisons are the primary link between pastoral leaders and congregations and the Committee on Ministry and Presbytery. Liaisons will be in regular communication with their assigned churches. The goal is to be a known "face of the Presbytery" that pastors, sessions, and congregations can go to for assistance.

Actions taken in Regional Meetings are reported to the COM for information only. If necessary due to scheduling constraints, any duty normally delegated to a Region may be referred to and managed by the COM Leadership Team. When doubt exists about a Region's authority or appropriateness to act, the matter shall be referred to the COM or COM Leadership Team. Delegation of duties between the full committee and the Regions may be modified as appropriate by the COM.

- Assign liaisons to establish positive working relationships with churches and pastoral leaders
- Approve terms of call within the Region
- Work with congregations to ensure compliance with Minimum Terms of Call and other compensation guidelines
- Assist churches in pastoral/leadership transitions
- Conduct an Exit Interview with pastoral leaders and Certified Christian Educators when they leave a congregation or new worshiping community. Work with churches to conduct a Mission Study during pastoral transition or at other times as deemed necessary by the Region

- **Approve Mission Studies within the Region**
- **Approve formation of PNC's and APNC's within the Region**
- **Train and work with Pastor Nominating Committees (PNC's) and Associate Pastor Nominating**
- **Committees (APNC's) during the call process**
- **Approve Ministry Discernment Profiles (MDP's)**
- **Grant permission to eliminate installed positions**
- **Work with congregations seeking a Temporary Pastor (Interim, Stated Supply, Occasional Supply with Moderator, etc.)**
- **Work with congregations desiring to create Parish Associate positions**
- **Approve contracts between Temporary Pastors and a congregation**

Subcommittee on Commissioned Pastors Responsibilities:

- **Approve training requests for individuals wishing to become a Commissioned Pastor (CP)**
- **Provide training and support for CP's and CP candidates**
- **Recommend commissioning for particular pastoral service for CPs to a congregation**
- **Appoint a member to serve on the Presbytery Examinations Committee annually**

Subcommittee on Ministerial Roles Responsibilities:

- **Maintain contact with and receive annual reports of activities from members of presbytery who are laboring outside the bounds of presbytery**
- **Validate specialized ministries and maintain records and annual certifications of pastors serving in them**
- **On an annual basis, review the status of members-at-large within the Presbytery, renewing as appropriate**

Subcommittee on Compensations Responsibilities:

- **On an annual basis, propose to COM minimum terms of call for pastors and Certified Christian Educators**
- **Review terms of call for new and continuing relationships, recommending approval or disapproval to Regions**

6. *That Grace Presbytery approve the following actions taken by the Presbytery Council in accordance with the authority delegated by the Manual of Administrative Operations and receive the items of information:* [4/3/24]

A. **Approved the minutes of the 1/24/24 stated meeting of the Presbytery Council.** [4/3/24]

- B. Approved the minutes of the 2/4/24 special meeting of Presbytery Council [4/3/24]
- C. Approved the minutes of the 2-22-24 Stated Meeting of Grace Presbytery [4/3/24]
- D. Approved the tentative docket for the May 4, 2024 stated meeting of Grace Presbytery at St. Andrew Presbyterian Church in Denton and empowered Presbytery Moderator Paul Burns to name an offering designee for the meeting.
- E. Received a report of the Social Justice Task Force of the completed tasks set forth by Grace Presbytery upon its establishment.
- F. Dissolved, with gratitude for their unique service to the presbytery during the pandemic, the Social Justice Task Force so that a permanent standing committee can be established to continue the depth, height, width, and breath of this work with the community of Grace Presbytery.
- G. Received the Financial Report.
- F. Formed an Administrative Commission to dissolve the First Presbyterian church of Denison with the following members of the Administrative Commission recommended by the North Region Committee.
 - a. Ruling Elder Karen Ebling (EP Designee)
 - b. Ruling Elder Jeff Howeth (Dallas, North Park)
 - c. Ruling Elder Sara Jo Mueller (Plano, West Plano)
 - d. Teaching Elder Stephen Rehrig (Midlothian, First)
- G. That Grace Presbytery act on the pending scholarship recommendation TBA from the St. Paul Carthage AC. The following substitution language in the Report of the Joint Task Force on Congregational Support replaces Item 2 on page 5 as follows:
- H. That Executive Presbyter Christopher Lee establish the composition and size of a task force for restructure and bring nominations to a future meeting of Presbytery Council.
- I. Approved the Mission Discernment Profile for the Associate Executive Presbyter position.
- J. Named Council Vice Moderator Rev. Kelly Staples as ex-officio representing Presbytery Council to the Board of Trustees.
- K. Recommend Grace Presbytery concur with the overture from the Presbytery of Palo Duro regarding Clarifying the Intent of G-2.1001 on Use of Commissioned Pastors.
- L. Recommend that Grace Presbytery concur with the overture from the Presbytery of Chicago Calling for Action so that Children May Live Free from Gun Violence.

Committee on Preparation for Ministry

- 1. That Grace Presbytery approve the following Committee on Preparation for Ministry actions taken on behalf of Grace Presbytery in accordance with the authority delegated by***

the Standing Rules and Manual of Administrative Operations and receive the items of information.

- A. Approved the agendas for the meetings February 11, 2024, and March 21, 2024.
- B. Approved the minutes of the December, January, February, and March meetings.
- C. For the first time approved and awarded the Karl Travis Excellence in Preaching Award to Candidate Lauren Ghighi (Preston Hollow, Dallas) attending Princeton Theological Seminary.
- D. Approved 2024 Grace Inquirer/Candidate Under Care Scholarship for Candidate Caitlin Culp (St. Andrews, Denton).
- E. Approved 2024 Tom Currie Scholarship for Inquirer Miriam Ross (Trinity, McKinney).
- F. In January appointed David Winters, CPM Committee member, to serve on the CPM Scholarship Board beginning in 2024 along with Brendan McLean, Dian McCall, Rebecca Sicks, and Janet Walters.
- G. Approved the Clinical Pastoral Education proposals for Candidates Adrian Rodriguez (First, Arlington) and Kailey Stephens, (Canyon Creek, Richardson).
- H. Approved the change in church sponsorship of Candidate Joanna Kim to Woodhaven Presbyterian Church, Irving.
- I. Completed Inquirer Annual Consultations for Rachel Crilley, (First, Grapevine) and Emily Everts, (Ridglea, Ft. Worth) approving continuation under care of Grace Presbytery.
- J. Granted permission for Candidate Traci Truly to administer the sacraments as pulpit supply in Palo Duro Presbytery at First Presbyterian Church, Pampa, Texas.

Information:

- A. Received Inquirer recommendation from NorthPark Dallas for Katy Evans. The committee will interview Katy later this spring (scheduled for May) after the remaining paperwork is received.
- B. Synod of the Sun awarded Candidate Adrian Rodriguez (First, Arlington) the Hispanic Latino Student Fund (MAPPA) Scholarship which will cover his expenses for Clinical Pastoral Education.
- C. Grace Students Under Care Scholarship announced to all Inquirers and Candidates via email and in the Grace e-news. Application deadline is June 1, 2024.
- D. Mid Council, Presbyterian Cooperative Committee on Examinations for Candidates is piloting a virtual program April 11, at 6:30 pm CDT on ways CPM's can support Candidates taking examinations.
- E. CPM is meeting with the Session of First Longview, April 16, 2024, regarding a potential Inquirer from their congregation.
- F. CPM is working to schedule a meeting with the Session of First, Dallas, either May or June per their request, regarding a potential Inquirer from their congregation.
- G. Examination Readers for Grace Presbytery submitted to Mid-Council Ministries of the Office of the General Assembly.
- H. Seven Inquirers under care of Grace Presbytery: **Rachel Crilley** (First, Grapevine), **Emily Everts** (Ridglea, Ft. Worth), **Michael Hohn** (Oak Cliff, Dallas), **Callan Kennedy**

(Westminster, Arlington), **Miriam Ross** (Trinity, McKinney), **Stephanie Williams** (Grace First, Weatherford).

- I. Nine Candidates under care of Grace Presbytery: **Caitlin Culp** (St. Andrew, Denton), **Ekama Eni** (Trinity, Denton), **Lauren Ghigi** (Preston Hollow, Dallas), **Joanna Kim** (Woodhaven, Irving), **Adrian Rodriguez** (First, Arlington), **Clark Royle** (First, Dallas), **Sarah Rutherford** (Grace, Plano), **Kailey Stephens** (Canyon Creek, Richardson), **Traci Truly** (First, Garland).

Committee on Ministry to Grace Presbytery

If you have questions about this report, the email address for Committee on Ministry Moderators Michael Waschevski michaelw@fpcfw.org or Ashley Drake Mertz adrakemertz@fpcfw.org

Retirement

1. *That Grace Presbytery approve retirement for Rev. Steve Shive effective April 30, 2024. [2/20/24]*
2. *That Grace Presbytery approve retirement for Rev. Cheryl Taylor May 1, 2024. [3/19/24]*
3. *That Grace Presbytery approve the retirement for Rev. Clinton Schofield effective February 29, 2024. [4/16/24]*
4. *That Grace Presbytery approve the retirement for Rev. David O'Neal effective February 11, 2024. [4/16/24]*
5. *That Grace Presbytery approve the retirement for Rev. Don Hogg effective May 31, 2024. [2/20/24]*

Transfer of Teaching Elders

- A. Approved the transfer of **Rev. Steve Shive** from Grace Presbytery to Plains and Peaks Presbytery effective April 30, 2024. [2/20/24]

Dissolved Relationships

- A. Dissolved the pastoral relationship between **Rev. Don Hogg** and Westminster Presbyterian Church of Fort Worth effective May 31, 2024. [4/16/24]
- B. Dissolved the temporary pastoral relationship between **Rev. David O'Neal** and First Presbyterian Church of Rusk effective February 11, 2024. [4/16/24]
- C. Dissolved the temporary pastoral relationship between **Rev. Cheryl Taylor** and St. Philip Presbyterian Church of Hurst effective May 1, 2024. [4/16/24]
- D. Dissolved the pastoral relationship between **Rev. Clinton Schofield** and First Presbyterian Church of Clifton effective February 29, 2024. [4/16/24]
- E. Dissolved the temporary pastoral relationship between **Rev. Laura Walters** and St. Barnabas Presbyterian Church of Richardson and move her to Mid Council Staff (305) effective February 5, 2024. [4/16/24]

- F. Dissolved the validated ministry between **Rev. Pepa Paniagua** and kin*dom community and move her to Mid Council Staff (305) effective July 4, 2023. [4/16/24]

Labor Inside or Outside the Bounds of Grace Presbytery

- A. Granted permission to **Rev. Jen Mitchell** to labor outside the bounds of Grace Presbytery to officiate a memorial service in New Covenant Presbytery on February 19, 2024. [2/16/24]
- B. Granted permission for **Rev. Richard Culp** to labor outside the bounds of Grace Presbytery to officiate a memorial service at Hoge Memorial Presbyterian Church on March 5, 2024, in Columbus, Ohio, pending permission from the Presbytery of Scioto Valley. [2/26/24]
- C. Granted permission to **Rev. Lucia Kremzar** to labor outside the bounds of Grace Presbytery to officiate a memorial service in Shreveport, Louisiana on February 25, 2024, pending approval from Pines Presbytery. [2/21/24]
- D. Granted permission to **Rev. Sallie Watson** from Mission Presbytery to labor inside the bounds of Grace Presbytery to perform a baptism at First Presbyterian Church of Granbury on May 26, 2024. [2/23/24]
- E. Granted permission to **Rev. Woody Brown** to labor outside the bounds of Grace Presbytery to preach at Covenant Presbyterian Church of Kansas City on March 17, 2024, pending approval from Heartland Presbytery. [3/6/24]
- F. Granted permission to **Rev. Carolyn Osoinach** to labor outside the bounds of Grace Presbytery to officiate a funeral in March in Eatonton, Georgia, pending approval from Presbytery of Northeast Georgia. [3/4/24]

Installed Positions (New)

- A. Approved the terms for **Rev. Rachael McConnell** as Pastor (101) of First Presbyterian Church of Duncanville, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was December 3, 2023. [2/20/24]

Compensation:

Cash Salary	\$550.00
Housing Allowance	\$64,450.00
Total Effective Salary	\$65,000.00

Reimbursements:

Social Security Offset	\$4,972.50
Continuing Education	\$1,500.00
Professional Expenses	\$500.00

Benefits:

Board of Pension Dues	\$25,350.00
Supplemental Insurance.....	\$511.52
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 7 years

Total Compensation Package	\$97,322.50
Total Cost to the Church.....	\$97,322.50
Total Compensation Paid Directly to the person	\$69,460.98

- B. Approved the terms for **Rev. Angela Madden** as Pastor (101) of First Presbyterian Church of Granbury, full-time, beginning June 1, 2024. The date of the congregational meeting recommending these terms was March 17, 2024. [4/16/24]

Compensation:

Cash Salary	\$39,000.00
Housing Allowance	\$40,000.00
Supplemental Insurance.....	\$1,600.00
Deferred Income	\$6,000.00
Total Effective Salary	\$86,600.00

Reimbursements:

Social Security Offset.....	\$6,165.90
Business Travel/Automobile	\$3,500.00
Continuing Education	\$2,500.00
Professional Expenses	\$1,600.00

Benefits:

Board of Pension Dues	\$33,774.00
Supplemental Insurance.....	\$1,605.60
Employer 403(b) Match.....	\$6,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$141,745.50
Total Cost to the Church.....	\$141,745.50
Total Compensation Paid Directly to the person	\$85,165.90

Installed Positions (Changes)

- A. Approved the changes in terms for **Rev. Jones Doughton** as Pastor (101) of First Presbyterian Church of Mesquite, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [2/20/24]

Compensation:

Cash Salary	\$34,994.16
Housing Allowance	\$26,054.88
Deferred Income	\$3,151.80
Tax Advantage IRS 125 plan.....	\$2,640.00
Excess Social Security Offset.....	\$553.86
Total Effective Salary	\$67,394.70

Reimbursements:

Social Security Offset	\$4,670.25
Business Travel/Automobile	\$2,400.00
Continuing Education	\$1,500.00
Professional Expenses	\$1,500.00
Benefits:	
Board of Pension Dues	\$26,283.47
Supplemental Insurance.....	\$1,448.16
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave.....	4 weeks after 7 years
Total Compensation Package	\$105,196.58
Total Cost to the Church.....	\$105,196.58
Total Compensation Paid Directly to the person.....	\$66,273.15

- B. Approved the changes in terms for **Rev. Timothy Galligan** as Pastor (101) of Trinity Presbyterian Church of Southlake, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was February 4, 2024. [2/20/24]

Compensation:

Cash Salary	\$44,656.00
Housing Allowance	\$40,000.00
Total Effective Salary	\$84,656.00

Reimbursements:

Social Security Offset.....	\$6,476.00
Continuing Education	\$1,500.00
Professional Expenses	\$1,000.00

Benefits:

Board of Pension Dues	\$33,016.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$126,648.00
Total Cost to the Church.....	\$126,648.00
Total Compensation Paid Directly to the person.....	\$91,132.00

- C. Approved the changes in terms for **Rev. Lisa Reece** as Pastor (101) of First Presbyterian Church of Bonham, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [2/20/24]

Compensation:

Cash Salary	\$36,353.00
Housing Allowance	\$20,000.00
Total Effective Salary	\$56,353.00

Reimbursements:

Social Security Offset	\$4,311.00
Business Travel/Automobile	\$2,000.00
Continuing Education	\$1,500.00
Professional Expenses	\$500.00
Benefits:	
Board of Pension Dues	\$21,977.00
Study Leave	2 weeks
Vacation Leave	6 weeks
Total Compensation Package	\$88,876.00
Total Cost to the Church.....	\$88,876.00
Total Compensation Paid Directly to the person.....	\$60,664.00

D. Approved the changes in terms for **Rev. Clayton Allard II** as Pastor (101) of Oak Cliff Presbyterian Church of Dallas, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 21, 2024. [2/20/24]

Compensation:	
Cash Salary	\$47,918.00
Housing Allowance	\$24,720.00
Other Income	\$3,300.00
Excess Social Security Offset.....	\$425.00
Total Effective Salary	\$76,363.00
Reimbursements:	
Social Security Offset.....	\$5,809.00
Continuing Education	\$1,500.00
Professional Expenses	\$500.00
Benefits:	
Board of Pension Dues	\$29,781.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$113,953.00
Total Cost to the Church.....	\$113,953.00
Total Compensation Paid Directly to the person.....	\$82,172.00

E. Approved the changes in terms for **Rev. Rosy Robson McCreary** as Associate Pastor (103) of First Presbyterian Church of Richardson, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [2/20/24]

Compensation:	
Cash Salary	\$36,522.00
Housing Allowance	\$44,000.00
Deferred Income	\$5,500.00
Total Effective Salary	\$86,022.00

Reimbursements:	
Social Security Offset	\$6,159.93
Business Travel/Automobile	\$1,000.00
Continuing Education	\$1,500.00
Professional Expenses	\$500.00
Benefits:	
Board of Pension Dues	\$18,924.84
Employer 403(b) Match.....	\$5,500.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave	12 weeks after 6 years
Total Compensation Package	\$119,606.77
Total Cost to the Church.....	\$119,606.77
Total Compensation Paid Directly to the person.....	\$86,681.93

- F. Approved the changes in terms for **Rev. Kelly Yeager** as Pastor (101) of First Presbyterian Church of Allen, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 7, 2024. [2/20/24]

Compensation:	
Cash Salary	\$53,000.00
Housing Allowance	\$8,000.00
Total Effective Salary	\$61,000.00
Reimbursements:	
Continuing Education	\$1,500.00
Professional Expenses	\$500.00
Benefits:	
Board of Pension Dues	\$23,790.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$86,790.00
Total Cost to the Church.....	\$86,790.00
Total Compensation Paid Directly to the person.....	\$61,000.00

- G. Approved the changes in terms for **Rev. Brian Coulter** as Pastor (101) of First Presbyterian Church of Fort Worth, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was October 1, 2023. [2/20/24]

Compensation:	
Cash Salary	\$150,000.00
Housing Allowance	\$78,000.00
Total Effective Salary	\$228,000.00
Reimbursements:	

Social Security Offset	\$13,759.00
Continuing Education	\$3,000.00
Professional Expenses	\$3,000.00
Benefits:	
Board of Pension Dues	\$58,800.00
Supplemental Insurance.....	\$441.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave.....	12 weeks after 7 years
Total Compensation Package	\$307,000.00
Total Cost to the Church.....	\$307,000.00
Total Compensation Paid Directly to the person.....	\$241,759.00

H. 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, 2024. The date of the congregational meeting recommending these terms was October 1, 2023. [2/20/24]

Compensation:	
Cash Salary	\$30,000.00
Housing Allowance	\$75,000.00
Total Effective Salary	\$105,000.00
Reimbursements:	
Social Security Offset.....	\$8,033.00
Continuing Education	\$3,000.00
Professional Expenses	\$2,000.00
Benefits:	
Board of Pension Dues	\$40,950.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave.....	12 weeks after 7 years
Total Compensation Package	\$158,983.00
Total Cost to the Church.....	\$158,983.00
Total Compensation Paid Directly to the person.....	\$113,033.00

I. 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, 2024. The date of the congregational meeting recommending these terms was October 1, 2023. [2/20/24]

Compensation:	
Cash Salary	\$23,000.00
Housing Allowance	\$82,000.00
Total Effective Salary	\$105,000.00
Reimbursements:	

Social Security Offset	\$8,033.00
Continuing Education	\$3,000.00
Professional Expenses	\$2,000.00
Benefits:	
Board of Pension Dues	\$40,950.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave	12 weeks after 7 years
Total Compensation Package	\$158,983.00
Total Cost to the Church.....	\$158,983.00
Total Compensation Paid Directly to the person.....	\$113,033.00

J. 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, 2024. The date of the congregational meeting recommending these terms was October 1, 2023. [2/20/24]

Compensation:	
Cash Salary	\$97,000.00
Housing Allowance	\$33,000.00
Total Effective Salary	\$130,000.00
Reimbursements:	
Social Security Offset	\$9,945.00
Continuing Education	\$3,000.00
Professional Expenses	\$2,000.00
Benefits:	
Board of Pension Dues	\$49,000.00
Supplemental Insurance.....	\$273.00
Study Leave	2 weeks
Vacation Leave	5 weeks
Sabbatical Leave	12 weeks after 7 years
Total Compensation Package	\$194,218.00
Total Cost to the Church.....	\$194,218.00
Total Compensation Paid Directly to the person.....	\$139,945.00

K. Approved the changes in terms for **Rev. Shane Webb** as Pastor (101) of Woodhaven Presbyterian Church of Irving, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was February 19, 2024. [3/19/24]

Compensation:	
Cash Salary	\$46,124.00
Housing Allowance	\$40,000.00
Other Income	\$5,086.41
Total Effective Salary	\$91,210.41

Reimbursements:	
Social Security Offset	\$6,977.60
Business Travel/Automobile	\$3,000.00
Continuing Education	\$3,250.00
Professional Expenses	\$500.00
Benefits:	
Board of Pension Dues	\$35,572.04
Study Leave	2 weeks
Vacation Leave	4 weeks
Sabbatical Leave	12 weeks after 7 years
Total Compensation Package	\$140,510.05
Total Cost to the Church.....	\$140,510.05
Total Compensation Paid Directly to the person.....	\$98,188.01

- L. Approved the changes in terms for **Rev. Kendal Land** as Pastor (101) of First Presbyterian Church of Longview, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 14, 2024. [3/19/24]

Compensation:	
Cash Salary	\$39,940.00
Housing Allowance	\$59,900.00
Total Effective Salary	\$99,840.00
Reimbursements:	
Social Security Offset	\$7,637.00
Continuing Education	\$1,500.00
Professional Expenses	\$3,500.00
Benefits:	
Board of Pension Dues	\$38,938.00
Internal Revenue Code 105	\$2,400.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$153,815.00
Total Cost to the Church.....	\$153,815.00
Total Compensation Paid Directly to the person.....	\$107,477.00

- M. Approved the changes in terms for **Rev. Leslie King** as Pastor (101) of First Presbyterian Church of Waco, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was October 15, 2023. [3/19/24]

Compensation:	
Cash Salary	\$61,651.00
Housing Allowance	\$47,953.00
Total Effective Salary	\$109,605.00

Reimbursements:	
Social Security Offset	\$8,385.00
Continuing Education	\$4,794.00
Professional Expenses	\$900.00
Benefits:	
Board of Pension Dues	\$42,746.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$166,429.00
Total Cost to the Church.....	\$166,429.00
Total Compensation Paid Directly to the person.....	\$117,989.00

- N. Approved the changes in terms for **Rev. Chris Palmer** as Associate Pastor (103) of First Presbyterian Church of Waco, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was October 15, 2023. [3/19/24]

Compensation:	
Cash Salary	\$37,413.00
Housing Allowance	\$21,000.00
Total Effective Salary	\$58,413.00
Reimbursements:	
Social Security Offset.....	\$4,469.00
Business Travel/Automobile	\$2,186.00
Continuing Education	\$3,744.00
Professional Expenses	\$600.00
Benefits:	
Board of Pension Dues	\$22,781.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$92,143.00
Total Cost to the Church.....	\$92,143.00
Total Compensation Paid Directly to the person.....	\$62,882.00

- O. Approved the changes in terms for **Rev. Dae Jung** as Pastor (101) of West Plano Presbyterian Church of Plano, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [3/19/24]

Compensation:	
Cash Salary	\$44,160.00
Housing Allowance	\$30,000.00
Total Effective Salary	\$74,160.00
Reimbursements:	
Social Security Offset.....	\$5,673.24

Business Travel/Automobile	\$500.00
Continuing Education	\$1,500.00
Professional Expenses	\$500.00
Benefits:	
Board of Pension Dues	\$28,922.40
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$111,255.64
Total Cost to the Church.....	\$111,255.64
Total Compensation Paid Directly to the person.....	\$79,833.24

- P. Approved the changes in terms for **Rev. Lander Bethel** as Pastor (101) of Grand Avenue Presbyterian Church of Sherman, part-time, 20 hours per week, beginning January 1, 2024. The date of the congregational meeting recommending these terms was November 19, 2023. [3/19/24]

Compensation:	
Cash Salary	\$12,295.00
Housing Allowance	\$16,700.00
Deferred Income	\$3,513.00
Excess Social Security.....	\$2,210.00
Total Effective Salary	\$34,726.00
Reimbursements:	
Social Security Offset.....	\$2,218.00
Business Travel/Automobile	\$5,000.00
Continuing Education	\$1,500.00
Professional Expenses	\$2,300.00
Benefits:	
Board of Pension Dues	\$15,972.00
Study Leave	3 weeks
Vacation Leave	4 weeks
Sabbatical Leave.....	6 weeks after 6 years
Total Compensation Package	\$61,717.00
Total Cost to the Church.....	\$61,717.00
Total Compensation Paid Directly to the person.....	\$33,432.00

- Q. Approved the changes in terms for **Rev. Lander Bethel** as Pastor (101) of First Presbyterian Church of Denison, part-time, 20 hours per week, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [3/19/24]

Compensation:	
Cash Salary	\$12,295.00
Housing Allowance	\$15,000.00
Deferred Income	\$3,513.00

Excess Social Security	\$2,088.00
Total Effective Salary	\$32,896.00
Reimbursements:	
Social Security Offset	\$2,088.00
Business Travel/Automobile	\$5,000.00
Continuing Education	\$1,500.00
Professional Expenses	\$2,300.00
Benefits:	
Board of Pension Dues	\$12,824.00
Study Leave	3 weeks
Vacation Leave	4 weeks
Sabbatical Leave	6 weeks after 6 years
Total Compensation Package	\$56,613.00
Total Cost to the Church.....	\$56,613.00
Total Compensation Paid Directly to the person	\$31,471.00

- R. Approved the changes in terms for **Rev. Judith Hardie** as Pastor (101) of Central Presbyterian Church of Waco, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [3/19/24]

Compensation:	
Cash Salary	\$17,260.00
Housing Allowance	\$34,000.00
Deferred Income	\$5,818.00
Total Effective Salary	\$57,078.00
Reimbursements:	
Social Security Offset	\$3,921.00
Business Travel/Automobile	\$4,142.00
Continuing Education	\$2,852.00
Professional Expenses	\$4,142.00
Benefits:	
Board of Pension Dues	\$22,260.80
Supplemental Insurance.....	\$900.00
Employer 403(b) Match.....	\$5,818.00
Internal Revenue Code Section 105	\$1,820.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$102,933.80
Total Cost to the Church.....	\$102,933.80
Total Compensation Paid Directly to the person	\$55,181.00

S. Approved the changes in terms for **Rev. Craig Hunter** as Pastor (101) of Trinity Presbyterian Church of Denton, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [3/19/24]

Compensation:

Cash Salary	\$42,528.00
Housing Allowance	\$32,000.00
Deferred Income	\$2,400.00
Tax Advantaged IRS Section 125 Plan	\$3,200.00
Excess Social Security	\$429.00
Total Effective Salary	\$80,557.00

Reimbursements:

Social Security Offset	\$5,701.00
Business Travel/Automobile	\$2,200.00
Continuing Education	\$2,270.00
Professional Expenses	\$2,200.00

Benefits:

Board of Pension Dues	\$31,418.00
Supplemental Insurance	\$1,448.00
Study Leave	3 weeks
Vacation Leave	4 weeks
Sabbatical Leave	10 weeks after 7 years
Total Compensation Package	\$125,794.00
Total Cost to the Church	\$125,794.00
Total Compensation Paid Directly to the person	\$80,658.00

T. Approved the changes in terms for **Rev. Will Wilson** as Pastor (101) of First Presbyterian Church of Kilgore, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [3/19/24]

Compensation:

Cash Salary	\$48,014.00
Housing Allowance	\$13,650.00
Deferred Income	\$10,896.00
Total Effective Salary	\$72,560.00

Reimbursements:

Social Security Offset	\$4,717.00
Business Travel/Automobile	\$4,300.00
Professional Expenses	\$3,000.00

Benefits:

Board of Pension Dues	\$28,298.00
Study Leave	2 weeks
Vacation Leave	4 weeks

Total Compensation Package	\$112,875.00
Total Cost to the Church.....	\$112,875.00
Total Compensation Paid Directly to the person.....	\$66,381.00

- U. Approved the changes in terms for **Rev. Amos Disasa** as Pastor (101) of First Presbyterian Church of Dallas, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was February 19, 2023. [4/16/24]

Compensation:

Cash Salary	\$108,000.00
Housing Allowance	\$60,000.00
Tax Advantaged IRS Section 125 plan.....	\$2,000.00
Total Effective Salary	\$170,000.00

Reimbursements:

Social Security Offset.....	\$12,852.00
Continuing Education	\$15,000.00

Benefits:

Board of Pension Dues	\$53,000.00
Supplemental Insurance.....	\$1,724.04
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$252,576.04
Total Cost to the Church.....	\$252,576.04
Total Compensation Paid Directly to the person.....	\$180,852.00

Temporary Positions (New)

- A. Approved the contract for **Ruling Elder Armel Crocker** as Commissioned Pastor (107) of Faith United Presbyterian Church, Farmers Branch, part-time, 10 hours per week, beginning March 1, 2024 through June 30, 2024. The date of the session meeting recommending these terms was February 4, 2024. [2/20/24]

Compensation:

Housing/Utility Allowance.....	\$1,500.00
Total Effective Salary	\$1,500.00
Total Compensation Package	\$1,500.00
Total Cost to the Church.....	\$1,500.00
Total Compensation Paid Directly to the person.....	\$1,500.00*

*Monthly Contract

- B. Approved the contract for **Rev. Alice Hernandez** as Stated Supply (108) of First Presbyterian Church, Richardson, part-time, 15 hours per week, beginning January 1, 2024 through December 31, 2024. The date of the session meeting recommending these terms was December 9, 2023. [3/19/24]

Compensation:

May 4, 2024 Stated Meeting of Grace Presbytery

Cash Salary	\$11,200.00
Housing/Utility Allowance	\$20,000.00
Total Effective Salary	\$34,200.00
Reimbursements:	
Social Security Offset	\$2,386.80
Professional Expenses	\$1,000.00
Benefits:	
Study Leave	1 week
Vacation Leave	1 week
Total Compensation Package	\$37,586.80
Total Cost to the Church.....	\$37,586.80
Total Compensation Paid Directly to the person.....	\$33,586.80

Temporary Positions (Changes in Terms)

- A. Approved the changes in the contract for **Rev. Mike Morgan** as Stated Supply (108) of First Presbyterian Church, Hooks, part-time, 18 hours per week, beginning January 1, 2024 through December 31, 2024. The date of the session meeting recommending these terms was December 13, 2023. [2/20/24]

Compensation:	
Deferred Income	\$325.00
Total Effective Salary	\$325.00
Benefits:	
Employer 403(b) Match.....	\$325.00
Vacation Leave	4 weeks
Total Compensation Package	\$650.00
Total Cost to the Church.....	\$650.00
Total Compensation Paid Directly to the person.....	\$325.00*

*Monthly Contract

- C. Approved the changes in the contract for **Ruling Elder Robert Adamson** as Commissioned Pastor (107) of Tennessee Presbyterian Church, Timpson, part-time, beginning January 1, 2024 through December 31, 2024. The date of the session meeting recommending these terms was December 3, 2023. [2/20/24]

Compensation:	
Cash Salary	\$150.00
Total Effective Salary	\$150.00
Total Compensation Package	\$150.00
Total Cost to the Church.....	\$150.00
Total Compensation Paid Directly to the person.....	\$150.00*

*Weekly Contract

- D. Approved the changes in the contract for **Rev. David Judd** as Interim Pastor (105) of St. Andrew Presbyterian Church, Longview, full-time, beginning February 1, 2024 through January 31, 2025. The date of the session meeting recommending these terms was January 16, 2024. [2/20/24]

Compensation:

Cash Salary	\$35,000.00
Housing/Utility Allowance	\$24,000.00
Deferred Income	\$11,000.00
Tax Advantage IRS Section 125 Plans	\$4,150.00
Total Effective Salary	\$74,150.00

Reimbursements:

Social Security Offset	\$4,513.50
Continuing Education Minimum	\$1,500.00
Professional Expenses	\$500.00

Benefits:

Board of Pension Dues	\$12,500.00
Employer 403 (b) Match.....	\$11,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$104,163.50
Total Cost to the Church.....	\$104,163.50
Total Compensation Paid Directly to the person.....	\$63,513.50

- E. 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, 2024 through December 31, 2024. The date of the session meeting recommending these terms was January 21, 2024. [2/20/24]

Compensation:

Housing/Utility Allowance	\$1,600.00
Total Effective Salary	\$1,600.00

Benefits:

Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$1,600.00
Total Cost to the Church.....	\$1,600.00
Total Compensation Paid Directly to the person.....	\$1,600.00*

*Monthly Contract

- F. Approved the changes in the contract for **Ruling Elder Martin Oase** as Commissioned Pastor (107) of Ghanaian Fellowship Woodhaven Presbyterian Church, Irving, part-time, beginning

January 1, 2024 through December 31, 2024. The date of the session meeting recommending these terms was February 4, 2024. [1/17/24]

Compensation:

Cash Salary	\$12,620.99
Other Income	\$3,000.00
Total Effective Salary	\$15,620.99

Reimbursements:

Continuing Education	\$530.45
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Benefits:

Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$16,151.44
Total Cost to the Church.....	\$16,151.44
Total Compensation Paid Directly to the person.....	\$15,620.99

- G. Approved the changes in the contract for **Rev. Stephen Rehrig** as Stated Supply (108) of First Presbyterian Church, Midlothian, part-time, 19 hours per week, beginning February 13, 2024 through February 13, 2025. The date of the session meeting recommending these terms was January 23, 2024. [3/19/24]

Compensation:

Cash Salary	\$14,400.00
Housing/Utility Allowance	\$24,000.00
Total Effective Salary	\$38,400.00

Benefits:

Vacation Leave	2 weeks
Total Compensation Package	\$38,400.00
Total Cost to the Church.....	\$38,400.00
Total Compensation Paid Directly to the person.....	\$38,400.00

- H. 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, 2024 through December 31, 2024. The date of the session meeting recommending these terms was August 9, 2023. [3/19/24]

Compensation:

Cash Salary	\$37,840.00
Housing/Utility Allowance	\$9,000.00
Supplemental Insurance.....	\$4,906.00
Total Effective Salary	\$51,746.00

Benefits:

Study Leave	2 week
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Vacation Leave	2 week
Total Compensation Package	\$57,746.00
Total Cost to the Church.....	\$57,746.00
Total Compensation Paid Directly to the person.....	\$46,840.00

- I. Approved the changes in terms for **Rev. Charlene Jin Lee** as Associate Pastor (103) of First Presbyterian Church of Dallas, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was March 21, 2023. [4/16/24]

Compensation:

Cash Salary	\$50,000.00
Housing Allowance	\$60,000.00
Total Effective Salary	\$110,000.00

Reimbursements:

Social Security Offset.....	\$8,415.00
Continuing Education	\$5,000.00

Benefits:

Board of Pension Dues	\$42,900.00
Supplemental Insurance.....	\$2,146.20
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$168,461.20
Total Cost to the Church.....	\$168,461.20
Total Compensation Paid Directly to the person.....	\$118,415.00

- J. Approved the changes in terms for **Rev. Chris Campbell** as Pastor (101) of First Presbyterian Church of Arlington, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was December 4, 2022. [4/16/24]

Compensation:

Cash Salary	\$37,089.50
Housing Allowance	\$65,000.00
Total Effective Salary	\$102,089.50

Reimbursements:

Social Security Offset.....	\$7,809.80
Business Travel/Automobile	\$4,800.00
Continuing Education	\$2,400.00
Professional Expenses	\$1,200.00

Benefits:

Board of Pension Dues	\$39,824.95
Supplemental Insurance.....	\$1,632.00
Study Leave	2 weeks
Vacation Leave	5 weeks

Total Compensation Package	\$159,746.25
Total Cost to the Church.....	\$159,746.25
Total Compensation Paid Directly to the person	\$109,899.30

K. Approved the changes in terms for **Rev. Jonathan Tony** as Pastor (101) of Hackberry Presbyterian Church of Irving, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was February 4, 2024. [4/16/24]

Compensation:

Cash Salary	\$77,440.00
Housing Allowance	\$30,000.00
Other Income	\$4,000.00
Total Effective Salary	\$111,440.00

Reimbursements:

Social Security Offset	\$8,525.00
Business Travel/Automobile	\$500.00
Continuing Education	\$3,000.00
Professional Expenses	\$4,000.00

Benefits:

Board of Pension Dues	\$43,462.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$170,927.00
Total Cost to the Church.....	\$170,927.00
Total Compensation Paid Directly to the person	\$119,965.00

L. Approved the changes in terms for **Rev. Katy Rigler** as Pastor (101) of St. Barnabas Presbyterian Church of Richardson, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 21, 2024. [4/16/24]

Compensation:

Cash Salary	\$46,090.00
Housing Allowance	\$47,250.00
Total Effective Salary	\$93,340.00

Reimbursements:

Social Security Offset	\$7,140.00
Business Travel/Automobile	\$3,000.00
Continuing Education	\$3,000.00
Professional Expenses	\$5,000.00

Benefits:

Board of Pension Dues	\$36,403.00
Study Leave	2 weeks
Vacation Leave	4 weeks

Sabbatical Leave	12 weeks after 4 years
Total Compensation Package	\$147,883.00
Total Cost to the Church.....	\$147,883.00
Total Compensation Paid Directly to the person.....	\$100,480.00

M. Approved the changes in terms for **Rev. Meagan Findeiss** as Associate Pastor (103) of First Presbyterian Church of Dallas, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was February 19, 2023. [4/16/24]

Compensation:

Cash Salary	\$5,750.00
Housing Allowance	\$55,700.00
Deferred Income	\$13,000.00
Tax Advantage IRS Section 125 plan.....	\$8,050.00
Total Effective Salary	\$82,500.00

Reimbursements:

Social Security Offset.....	\$4,700.93
Continuing Education	\$5,000.00

Benefits:

Board of Pension Dues	\$32,175.00
Supplemental Insurance.....	\$1,632.60
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$126,008.53
Total Cost to the Church.....	\$126,008.53
Total Compensation Paid Directly to the person.....	\$66,150.93

N. Approved the changes in terms for **Rev. Roger Harwerth** as Pastor (101) of Ridglea Presbyterian Church of Fort Worth, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was January 28, 2024. [4/16/24]

Compensation:

Cash Salary	\$40,000.00
Housing Allowance	\$26,250.00
Deferred Income	\$4,800.00
Total Effective Salary	\$71,050.00

Reimbursements:

Social Security Offset.....	\$5,068.00
Business Travel/Automobile	\$2,000.00
Continuing Education	\$2,000.00
Professional Expenses	\$1,750.00

Benefits:

Board of Pension Dues	\$27,790.00
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Supplemental Insurance.....	\$1,000.00
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$110,577.00
Total Cost to the Church.....	\$110,577.00
Total Compensation Paid Directly to the person.....	\$71,318.00

- O. Approved the changes in terms for **Rev. Terra Pennington** as Pastor (101) of First Presbyterian Church of Stephenville, full-time, beginning January 1, 2024. The date of the congregational meeting recommending these terms was March 3, 2024. [4/16/24]

Compensation:

Cash Salary	\$34,000.00
Housing Allowance	\$21,600.00
Total Effective Salary	\$55,600.00

Reimbursements:

Social Security Offset.....	\$4,253.40
Business Travel/Automobile	\$500.00
Professional Expenses	\$2,000.00

Benefits:

Board of Pension Dues	\$21,684.00
Supplemental Insurance.....	\$454.60
Study Leave	2 weeks
Vacation Leave	4 weeks
Total Compensation Package	\$84,483.00
Total Cost to the Church.....	\$84,483.00
Total Compensation Paid Directly to the person.....	\$59,853.40

Ordination and Installation Commissions

- A. Elected the following Administrative Commission to install Rev. Leigh Ann Min as Pastor of First Presbyterian Church of Mount Pleasant on February 25, 2024 at 4 pm. Grace Teaching Elders: Rev. Stuart Baskin, Pastor of First Presbyterian Church of Tyler to moderate; Rev. Michele Goff, Grace Presbytery to charge the pastor; Rev. Kenny Rigoulot, Camp Gilmont, Gilmer; Grace Ruling Elders: Jimmy Chapman, First Presbyterian Church of Henderson to charge the congregation; Jane Els, First Presbyterian Church of Winnsboro; Laney Mobley, First Presbyterian Church of Longview; Becky Merriwether, First Presbyterian Church of Mount Pleasant. Ecumenical Representative: Rev. Dr. Yvonne Thurmond, First Presbyterian Church of Yellville, Arkansas in The Presbytery of Arkansas to preach. [2/6/24]

Other Actions of the Committee on Ministry

- A. Approved the COM Minutes for February 20, March 19, and April 16, 2024.
- B. Approved the request to add **Ruling Elder Jim Dees** to the Occasional Supply List effective February 20,2024. [2/20/24]

- C. Approved the request to add **Rev. James Lee** to the Occasional Supply list effective February 6, 2024. [2/6/24]
- D. Approved the Ministry Discernment Profile for St. Philp Presbyterian Church of Hurst effective January 9, 2024. [1/9/24]
- E. Appointed **Rev. Kendal Land** to serve as Moderator of First Presbyterian Church of Henderson effective January 10, 2024. [1/10/24]
- F. Approved the Ministry Discernment Profile for First Presbyterian Church of Gainesville effective February 22, 2024. [2/22/24]
- G. Approved the Ministry Discernment Profile for Grace Presbyterian Church of Arlington effective March 7, 2024. [3/7/24]
- H. Approved the Ministry Discernment Profile for Northwood Presbyterian Church of Texarkana effective March 7, 2024. [3/7/24]
- I. Appointed **Rev. Chris Campbell** to serve as moderator for First Presbyterian Church of Crowley effective February 20, 2024. [2/20/24]
- J. Appointed **Rev. Ashley Drake Mertz** to serve as moderator for the session meeting for United Presbyterian Church of Cleburne on March 5, 2024. [3/5/24]
- K. Appointed **Rev. Jimmy Johnson** to moderate the congregational meeting for First Presbyterian Church of Granbury on March 17, 2024. [3/17/24]
- L. Appointed **Rev. Cheryl Taylor** as moderator of the session meeting on March 20, 2024 at Flower Mound Presbyterian Church of Flower Mound. [3/6/24]
- M. Appointed **Rev. Ron Holmes** as Moderator of First Presbyterian Church of Clifton effective March 19, 2024. [3/19/24]
- N. Approved the request to add **Ruling Elder Mitch Thompson** to the Occasional Supply List effective March 19, 2024. [3/19/24]
- O. Approved **Rev. Jen Bluestein** be moved from the member at large rolls to Mid Council Staff (305) effective February 20, 2024. [4/16/24]
- P. Approved **Rev. Michele Goff** be moved from the member at large rolls to Mid Council Staff (305) effective February 5, 2024. [4/16/24]
- Q. Approved **Rev. Lisa Wraith** be moved from the member at large rolls to Mid Council Staff (305) effective January 22, 2024. [4/16/24]
- R. Approved the request to add **Ruling Elder Tim Freeman** to the Occasional Supply List effective April 16, 2024. [4/16/24]

- S. Approved the Parish Associate Relationship (108) between **Rev. Lillian Smith** and St. Barnabas Presbyterian Church of Richardson effective April 2, 2024. [4/4/24]
- T. Approved the request that **Rev. David Batchelder** be recognized as Pastor Emeritus of West Plano Presbyterian Church of Plano. [4/4/24]
- U. Appointed **Rev. Bill Benner** to serve as moderator of First Presbyterian Church of Cameron effective March 26, 2024. [3/26/24]
- V. Appointed **Rev. B.L. Jordan** to serve as Moderator of Flower Mound Presbyterian Church of Flower Mound effective March 26, 2024. [3/26/24]
- W. Appointed **Rev. Lucia Kremzar** to moderate St. Philip Presbyterian Church of Hurst effective April 8, 2024. [4/5/24]
- X. Appointed **Rev. Michael Waschevski** as moderator for the congregational meeting at St. Stephen Presbyterian Church of Fort Worth on April 21, 2024 [4/9/24]
- Y. Approved the commissioning of **Ruling Elder Sharon Curry** (792) as the Regional Ministry Associate for the west region with permission to celebrate sacraments in the west region churches. [4/16/24]

Report of the Committee on Ministry

Rev. Michael Waschevski

1. *That Grace Presbytery approve the call of Rev. Elizabeth Callender as Pastor of St. Stephen Presbyterian Church of Fort Worth beginning May 5, 2024. Since she is currently serving as Interim Pastor of St. Stephen Presbyterian Church of Fort Worth, the presbytery must approve this call by a three-quarters majority, in accordance with the Book of Order (G-2.0504c).*

Recognition of Retired Ministers G-2.0503c

(Previously known as Honorably Retired)

Rev. David Robert O'Neal

Rev. O'Neal was ordained in March of 1982 at Main Street Presbyterian Church of Honey Grove in Grace Union (Grace Presbytery). He retired on February 11, 2024. David received his Bachelor's

Degree in 1976 from Austin College in Sherman, Texas. In the fall of 1981, he received his Master of Divinity Degree from Austin Theological Seminary in Austin, Texas. David served as Pastor for Main Street Presbyterian Church in Honey Grove, Dial Presbyterian Church and Lake Creek Presbyterian Church from 1982-1988. From 1988-2006 he served as Associate Pastor for First Presbyterian Church of Tyler, Texas. At Trawick Presbyterian Church of Nacogdoches, Texas he served as Pastor from 2006-2021. His most recent call was as Pastor of First Presbyterian Church of Rusk in Rusk, Texas. He and his wife Janet, who is a retired elementary school teacher recently celebrated their 40th wedding anniversary in March of 2024. They will continue to travel, enjoy reading, music, art and leisure time with extended family and friends. Other interests include kayaking, fly-fishing, hiking and outdoor activities.

Rev. Dr. Stephen Shive

Rev. Dr. Shive was ordained on September 21, 1985, at Giddings Presbyterian Church in St. Louis, Missouri in Lovejoy Presbytery. He will retire on May 31, 2024. In 1985 Steve received his Master of Divinity Degree from Columbia Theological Seminary in Decatur, Georgia. At Union Theological Seminary in Richmond, Virginia he received his Doctor of Ministry in 1992. From 1985-87 he served as Associate Pastor of Southminster Presbyterian Church of St. Louis, Missouri. At First Presbyterian Church of Fargo, North Dakota he served as Pastor from 2005-10. At Oakland Presbyterian Church of Statesville, North Carolina he served as Pastor from 1987-92. From 1992-2005 he served as Pastor for First Presbyterian Church of Green Bay, Wisconsin. Steve served as Interim General Presbyter for Presbytery of Wyoming from 2011-12. He served as General Presbyter for Presbytery of Wyoming from 2012-2021. From 2021-23 Steve served as Interim General Presbyter for Grace Presbytery. His most recent call was as Bridge Synod Leader/Stated Clerk for Synod of the Sun. He and his wife Doris have two children, their daughter Claire and their son Jordan. His plans for retirement include travel, writing, hiking. In August he will begin walking the Camino De Satiago. He will also continue and enhance his coaching practice.

Rev. Cheryl A. Taylor

Rev. Taylor was ordained on September 27, 2009, at First Presbyterian Church of Rockwall in Grace Presbytery. She retired on May 1, 2024. At the University of North Texas in Denton, Texas she received her Bachelor's Degree in 1981. In 2009 she received her Master of Divinity Degree from Brite Divinity School in Fort Worth, Texas. From 1998-2001 Cheryl served as Director of Christian Education at Bentwood Trail Presbyterian Church in Dallas, Texas. She served in that same role for Trinity Presbyterian Church in Flower Mound, Texas. She served as a Pastoral intern at First Presbyterian Church of Fort Worth, Texas from 2008-09. Cheryl served as Pastor for First Presbyterian Church of Rockwall from 2009-21. As Interim Pastor she served Faithbridge Presbyterian Church in Frisco, Texas from 2021-23. Her most recent role was as Interim pastor of St. Philip Presbyterian Church of Hurst from 2023-24. Cheryl has been married to sportswriter and radio personality David Moore since 1982. They live with their new greyhound, Roy Kent (He's here, he's there, he's...well, you get the idea). Their daughter, Kelsey Moore, is a licensed clinical social worker. Last year, she married T.J. Griffith, music school owner and professional musician. They met in the junior high youth group at Trinity Presbyterian Church in Flower Mound. One of the many reasons she values youth group ministry! She is looking forward to spending more time with her

family and friends and doing some volunteer work for causes that are close to her heart. Oh, yes -- and taking the new greyhound for long walks.

Teaching Elders Completing Service

Rev. Don Hogg (Westminster, Fort Worth), Rev. David O'Neal (First, Rusk), Rev. Cheryl Taylor (St. Philip, Hurst), Rev. Clinton Schofield (First, Clifton)

Recognition of Second Quarter Ordination Anniversaries

10th Year: Rev. Krista Rasco (4/6/14), Rev. Allissa Conner (6/8/2014),

20th Year: Rev. Clinton Schofield (6/27/04)

30th Year: Rev. Todd Collier (4/10/94), Rev. Dr. Leslie King (6/26/94),

35th Year: Rev. Clay Allard (6/25/89)

45th Year: Rev. Stephen Rehrig (6/10/79), Rev. Frank Ehman Jr. (6/24/79)

50th Year: Rev. Thomas Gibbons (6/1/74), Rev. Thomas Baughman (6/30/74), Rev. James Hawthorne (6/30/74)

55th Year: Rev. John F. Tolson (6/1/69)

60th Year: Rev. Donald Grogan (5/3/64), Rev. Dr. C. Randolph Coney (6/7/64), Rev. Warner Bailey (6/24/64)

Order of the Day: Season of Rebuilding

Rev. Kevin Keaton

Lunch – Q&A with Kevin Keaton

Locations assigned between Fellowship Hall and the Gym

Overtures for Concurrence

Overture: Regarding Clarifying the Intent of G-2.1001 on Use of Commissioned Pastors

RECOMMENDATION

The Presbytery of Palo Duro overtures the 226th General Assembly (2024) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

To amend Book of Order G-2.1002 to allow commissioned pastors by amending G-2.1001, Book of Order to read:

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G-2.10 Commissioning Ruling Elders to Particular Pastoral Service
G-2.1002 Training, Examination and Commissioning ¹

A ruling elder who seeks to serve under the terms of G-2.1001 shall receive such preparation and instruction as determined by the presbytery to be appropriate to the particular commission. Such preparation shall include a certificate of completion of boundary training, which includes the topic of sexual misconduct, and child sexual abuse prevention training with recertification at least every thirty-six months. The presbytery shall determine which training courses are approved to meet the criteria of these two requirements. The ruling elder shall be examined by the presbytery as to personal faith, motives for seeking the commission, and the areas of instruction determined by presbytery. A ruling elder who has been commissioned and later ceases to serve in the specified ministry may continue to be listed as available to serve but is ~~not~~ authorized to perform the functions specified in G-2.1001 until commissioned again to a congregation or ministry by the presbytery **subject to annual review by the presbytery. The Commissioned Pastor will carry voice and vote as Commissioned Pastor while they continue their life in the presbytery.** [emphasis added by Grace Presbytery COM]

Rationale

The General Assembly amended G-2.1001 in 2022 to clarify that a ruling elder could serve as Commissioned Pastor (CP) to multiple worshipping communities or missions in the presbytery, subject to approval of the presbytery and the appropriate sessions. This is a recognition by the denomination of the growing importance of the CP. Commissioning a CP for service in multiple congregations or other ministries is a frequent practice in the PCUSA.

CPs provide faithful service to our denomination and with their gifts provide service to congregations that might otherwise go unserved. It makes sense to allow the use of the gifts in as broad a venue as possible. Through this change in the Book of Order, presbyteries, churches and CPs will benefit in many ways. Some instances of that are:

1. Some who are serving churches as lay leaders have expressed an interest in becoming a CP but have not pursued that path because they want to serve more than one church. By this change, the call to become a CP may attract a larger number of candidates.
2. CPs who are not currently commissioned to a church are ready on the quick to fill empty pulpits provide as pool of CPs ready on the quick to fill empty pulpits.
3. Because of the expanded role of a CP, congregations will more likely opt for a CP in small, chronic empty pulpits in rural areas when a teaching elder is not available. Hopefully, the congregations will see the advantage of a trained pastor who will be readily available.
4. This change is consistent with the Presbyterian call to those who are called to be proclaimers of the word.
5. This change lifts the title, the calling and the professionalism of this role from location to location.
6. CPs gain experience and wisdom that can be shared at presbytery and council meetings.

¹ Strikethrough text are deletions; underline and bolded text are additions.
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M. In response to the request of the session of the First Presbyterian Church of Henderson, Texas, Grace Presbytery Council recommends that Grace Presbytery overture the 226th General Assembly as follows striking the text noted with a strikethrough in the rationale section:

An Overture Calling for Action so that Children May Live Free from Gun Violence

The Presbytery of Grace overtures the 226th General Assembly to:

A. Call upon every congregation in the PC(U.S.A.) to take some specific action of love and responsibility for children as part of the movement to prevent gun violence.

Action Suggestions for Congregations:

- 1. Actively support and pray for** the emotional, spiritual and mental health needs of children as they grow up in an era of school lockdowns, active shooter drills and near-daily news of gun violence.
- 2. Promote Secure Gun Storage** - Churches of the PC(U.S.A.) can share information about the **Be SMART for Kids** campaign, which provides strategies and resources to protect children from unintentional firearm injury and death. Congregations are gifted at sharing safety information in their communities, which can include life-saving information on the importance of secure gun storage in every home where there is a gun. Congregations can offer free or low cost gun locks to church members, neighbors and others, and encourage schools to send secure gun storage information home in backpacks for parents.
- 3. Encourage Parents and Caregivers to Take Gun Safety Action-** Embolden parents and caretakers to always ask if there is a gun in a home and how it is stored before sending children to play in other homes. Churches can provide parents and caretakers with guidance on how to talk to children and adolescents about what to do if they discover unsecured guns and what to do if they know of a gun that has been brought to school, church or another gathering.
- 4. End Gun Marketing to Children** - Congregations can monitor and advocate with their retail stores to stop the “normalization” of firearms that happens in the mind of a child when guns are advertised to appeal directly to children and displayed in stores where children may see them. This includes the need for retailers to refrain from including toy guns in Easter baskets, Christmas displays and other ways that train children to acclimate to the presence of guns, such as the promotion of the youth-sized JR-15.
- 5. Promote Gun Security Technology** - Learn about and advocate for wide-spread use of existing technology that allows a gun to be fired only by the owner, preventing unintentional shootings, deterring gun theft and preventing youth and child suicide. Promote the use of biometric locks for secure gun storage, limiting access to the gun owner.
- 6. Act for Change** - Demonstrate to children that adults will act to protect them from gun violence: Participate in efforts such as Be SMART for Kids, Guns to Gardens, Violence Interruption Programs; support youth-led gun violence prevention organizations, and gun violence survivors and their families; engage in advocacy with elected officials for gun-sense regulation such as comprehensive background

checks, a ban on the future sale of semiautomatic assault weapons and raising the age for gun purchases to 21 or older. Where appropriate, involve children, teens and youth in these efforts.

7. Vote - As citizens, parents and grandparents, prayerfully prioritize the lives of America's children in determining how to cast our individual votes in local, state and national elections.

B. Additionally, the 226th General Assembly calls upon the PC(USA) Office of Public Witness and the Presbyterian Decade to End Gun Violence to include secure gun storage and the other safety measures listed here in their ongoing gun violence prevention actions, advocacy and resources.

RATIONALE

Hearing Christ's Call:

In Luke 18, we see Jesus on the final journey to Jerusalem. Many adults had been besieging Jesus with questions and challenges. Suddenly Jesus is interrupted by parents who are bringing their children, the "little ones" who in first-century Herodian Palestine were overlooked and expendable. The caregivers seek a blessing, a promise of a safe place to belong, to grow free of harm. The disciples who have been following Jesus dismiss these vulnerable ones. Jesus is indignant, but replies with great kindness, "Let them come to me. They know what my Kin-dom looks like."

As disciples of Christ, we have the same call: to bless all God's children with a place to belong, to grow, to become strong and filled with wisdom and the grace of God (Luke 2: 40). Continuously since the 1968 General Assembly, the Presbyterian family has called upon our officials to save lives through a reasonable regulation of firearms to keep them away from those who may be a danger to themselves or others. The PCUSA has never called for the restriction of guns typically used in hunting or shooting sports. To these prior actions we add steps that local churches can take to protect children in particular.

Acknowledging our Present Reality:

We cannot ignore or dismiss the present reality in the USA: more children are being traumatized, wounded, and killed by guns than by any other danger. According to the U.S. Centers for Disease Control and Prevention, since 2020 firearms have been the number one cause of death among children and teens in the United States, surpassing even car accidents.¹ From 2017 to 2021, child and teen gun fatalities increased by 40% to 4,739, the largest annual number ever recorded.² In addition to those who die, thousands more young people survive shootings each year with injuries that reverberate for months and years, and with ripple effects on parents, siblings and communities.

A recent Harvard study³ shows that firearm deaths and injuries among youth exert a massive physical toll and mental health burden on survivors and their families. Financial costs are also high, with survivor health spending increasing by \$35,000 in the year following injury. Gun violence inflicts an enormous burden on children and on society, with a disproportionate danger for children of color.⁴ When compared to communicable and infectious diseases, gun violence often poses a larger burden on society in terms of potential years of life lost, as well as the long term impact of trauma on individuals, families and communities. These costs are immeasurable and reverberate through generations.

Causes and solutions:

1. Unsecured Firearms: The easy access to guns exacerbates the rise in child victims, including gun sales that may not include background checks. There is also an access crisis at the point of gun storage. In

America, 4.6 million children live in homes with guns that are both loaded and unlocked, and this number is growing.⁵ Secure gun storage saves lives. **Solutions that congregations can participate in:**

A. The Be SMART for Kids Campaign has been promoted nationwide and utilized by major hospitals, healthcare systems, the American Academy of Pediatrics, law enforcement agencies and schools. Community partners include national organizations like Injury Free Coalition for Kids, Safe Kids Worldwide, National PTA, as well as numerous other state and local partners.

SMART is an acronym that stands for:

S: Secure all guns in your home and vehicles.

M: Model responsible behavior around guns.

A: Ask about the presence of unsecured guns in other homes..

R: Recognize the role of guns in suicide.

T: Tell your peers to be SMART.

Congregations can join in monthly BeSMART conference calls and use printable resources that include:

--*Asking about Secure Gun Storage*, with examples of effective conversation-starters.

--*Keeping Your Home Safe with Secure Storage*, which show how gun owners don't need to choose between storing guns securely and maintaining quick access to them if necessary.

--*Secure Storage Toolkit*, a guide to getting secure storage resolutions passed within school districts.

--*Talking to Your Children about Guns*, a guide that includes specific tips for young children,

adolescents. Learn more at <https://besmartforkids.org/> Additional Secure Storage Resources:

--Order Gun Safety Cards and the Gun Violence Prevention Congregational Toolkit (2024 Edition) from www.presbypeacefellowship.org/gun-violence (See Section 3: Action)

--Free cable locks for small firearms can be obtained at most local Veterans Administration facilities.

B. Normalize the Ask and Talk about Gun Safety: Child lives can be saved if parents and caregivers will regularly ask friends or neighbors about gun storage in homes where children may visit. Find information on “normalizing the ask” at: <https://www.bradyunited.org/program/end-family-fire/asking-saves-kidsfire/asking-saves-kids> and at https://besmartforkids.org/wp-content/uploads/2023/10/Asking-AboutSecure-Gun-Storage_09.2023.pdf While it is always an adult's responsibility to prevent unauthorized access to guns and not a curious child's responsibility to avoid guns, we must talk with children about gun safety. Incorporate the conversation about guns regularly, just as you would about other crucial safety issues. Make sure they understand that any situation where there is an unsupervised gun is a dangerous situation. Simple language could include “If you see a gun, don't touch it. Tell an adult right away.” Tell children not to touch a gun, even if it looks like a toy. They should always assume a gun is loaded, and they should tell an adult immediately.

We know that talking to children about guns is only a precaution, not a guarantee of safety. One study found that young children who go through a week-long gun safety training are *just as likely* as children with no training to approach or play with a handgun when they find one.⁶ The gun lobby is promoting legislation that requires the National Rifle Association's “Eddie the Eagle” program in schools. This program was deemed ineffective by the American Academy of Pediatrics. Alternatively, schools can pass secure storage resolutions, notifying parents of the importance of secure storage. The Be SMART for Kids program provides a toolkit as a guide for this action.

C. State Legislation: In addition to supporting a federal secure storage law, congregations can learn about those states that have already adopted laws to hold gun owners accountable for secure storage. States with secure storage laws have lower rates of child gun violence, including child suicide. In these states, the rate of gun suicide among young people ages 10 to 24 was lower in 2022 than in 1999. In states with no secure storage laws, the rate increased 36% during that time. ⁷ Congregations have access to their state officials and can learn about gun safety legislation in their state at <https://everytownresearch.org/rankings/>

D. Preventing School Shootings: In addition to reducing child suicide and unintentional shootings, promoting a culture of secure gun storage can reduce school shootings. The US Secret Service has undertaken studies of targeted school violence, covering nearly 40 years of incidents. They found that 3/4 of school shooters simply took an unsecured firearm from the home of a parent or close relative. The number is even higher with school shooters under the age of 18 taking unsecured guns to commit school shootings.⁸ Secure gun storage can help prevent school shootings.

2. Gun Industry Marketing to Children: The normalization of guns to children by retailers is about money and the gun industry. Advertisements and social media posts often appeal to minors, using cartoonish imagery or referencing video games as a way to capture future customers. Toy guns may be included in Christmas displays and Easter baskets. Real guns may be displayed openly where children can see them. And youth versions of guns are now coming on the market, such as the JR-15, a youth-sized version of the AR-15. Retailers that seek to normalize firearms in the mind of a child are adding to the gun-related trauma that America's children are already living with.

- **Solutions that congregations can participate in:** Legislation has a history of protecting children from being groomed as future consumers, such as banning toy cigarettes and prohibiting pornographic materials from open display. Learn what your state is doing to protect children from gun marketing. For instance, Illinois has passed legislation prohibiting advertising to individuals under 18 that encourages the use of a firearm in an unlawful manner, including advertising that uses cartoons, stuffed animals and clothing targeted towards children.⁹

— Social media campaigns can add pressure to stores that sell guns, especially assault style rifles, where children and youth under the age of 21 can see them. As suggested in the June 2023 issue of *Presbyterian Outlook*, “Take photos of the displays and use social media to let retailers know that you don’t want your children exposed to guns while buying household items like clothing or a soccer ball.”¹⁰

3. Inadequate Approaches to Security: It may seem that child lives could be saved by simply arming more adults. That is not the intent of this Overture. Putting children in a setting where there are guns entails many risks. Where there are more guns, guns are more likely to be used, whether unintentionally or by escalation of conflict. Most parents, teachers, and members of law enforcement strongly oppose arming teachers. The National Association of School Resource Officers (school police) and a president of the Major Cities Chiefs of Police Association have each indicated their strong opposition to arming teachers.¹¹

- Instead, we need more preventative and comprehensive ways to create secure communities and schools, including creating a culture where secure gun storage is a new norm, and the most destructive firearms are very difficult to obtain. A study by Everytown, the largest gun violence prevention group in the nation, can help congregations identify ways to enhance security in their own buildings and programs, as well as advocate for these policies with their local school boards.

<https://everytownresearch.org/report/how-to-stop-shootings-and-gun-violence-in-schools/> Resources about security in church settings:

Whom Shall I Fear? by Rev. Rosalind Hughes, covers the biblical and practical basis for a nonviolent plan

for church security. https://upperroombooks.com/book/whom-shall-i-fear/?en_reloaded=1 **Fear**

Not, A Mennonite curriculum to address church security questions: <https://mcc.org/fear-not-creating-plan-respond-active-violence>

- Beyond these steps, security is based on the positive development of human beings. Schools and other settings for children will be more secure when every person has better access to dignity and to emotional and mental health support than access to firearms. Congregations can nurture the selfworth of each person as a child of God by supporting anti-bullying programs and other ways to foster healthy growth and relationships. One example of this positive approach to security is the **Choose Love Movement**, created by a parent whose child died in 2012 in the Sandy Hook school shooting. See <https://chooselovemovement.org/>

The Local Church: Putting Love into Action

— Babies born the year of the watershed Columbine massacre are now 25 years old. No American youth today knows a world without the threat of sudden deadly gun violence. Yet, we affirm that “Children are a heritage from the Lord” (Psalm 127:3) and that our responsibility as a community of Christian adults is to put our love into action to save the lives of children and youth. With suicide representing 4 out of 10 child and youth gun deaths, we have a God-given calling to give America’s children reasons to live and to thrive, as well as to reduce the access to guns for those who would harm themselves or others.

The local church can be one of God’s great vehicles for healing our nation from gun violence. As one pastor put it a few weeks after a mass shooting at their local grocery store: “Don’t underestimate our role as conveners in the community. Our places and spaces as people of faith are game-changers. People are looking to transform all of this trauma.... We are made for such a time as this.”¹²

— For the local church, preventing gun violence is about the sanctity of life. **We know what to do:**

— Have courageous conversations in our churches and communities about the causes of gun violence;

— Support gun-sense legislation and vote as if the children’s lives depended on it;

— Securely store our firearms and encourage others to do so, using the BeSMART for Kids Campaign;—

Support the Guns to Gardens movement to reduce the number of unwanted guns, preventing them from being re-sold, stolen or used in a suicide or other shooting;¹³

— Hold the gun industry accountable for its impact on children and youth;

— Love our children and youth away from fear and into a sense of abundant life and reasons to live.

Let’s do it. Amen.

Sources:

1 <https://www.cdc.gov/violenceprevention/firearms/firearm-research-findings.html>

- 2 <https://www.childrensdefense.org/wp-content/uploads/2023/05/SOAC-2023-Tables.pdf> See p. 35
- 3 <https://hms.harvard.edu/news/health-economic-toll-gun-violence-youth> and <https://www.healthaffairs.org/doi/10.1377/hlthaff.2023.00587>
- 4 Black children and teens in the United States are 5 times more likely than their white peers to die by guns, Centers for Disease Control, Underlying Cause of Death, Four-Year Average: 2018–2021. See also <https://publications.aap.org/pediatrics/article/152/3/e2023061296/193711/Trends-and-Disparities-in-Firearm-Deaths-Among?searchresult=1?autologincheck=redirected?autologincheck=redirected>
- 5 2021 National Firearms Survey <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8864510/>
- 6 Marjorie S. Hardy, “Teaching Firearm Safety to Children: Failure of a Program,” Journal of Developmental and Behavioral Pediatrics, <https://pubmed.ncbi.nlm.nih.gov/11943968/>
- 7 <https://everytownresearch.org/two-decades-of-suicide-prevention-laws-lessons-from-national-leaders-in-gun-safety-policy/>
- 8 https://www.secretservice.gov/sites/default/files/2020-04/Protecting_Americas_Schools.pdf
- 9 <https://www.illinois.gov/news/press-release.26881.html>
- 10 *From Despair to Hope: Mobilizing your Church to End Gun Violence*, Rev. Deanna Hollas, *Presbyterian Outlook*, June 2023
- 11 “NASRO Opposes Arming Teachers,” press release, February 22, 2018, <https://bit.ly/2RdOq55>;
- 12 Rev. Nicole Lamarche, Community United Church of Christ, Boulder, CO, the first local church to host a Guns to Gardens safe surrender event to dismantle unwanted guns and turn them into garden tools.

Commended to congregations by the 225th General Assembly, Guns to Gardens information can be found at www.presbypeacefellowship.org/gun-violence

Report of the Executive Presbyter

Rev. Christopher Lee

Report of the Moderator

Rev. Paul Burns

Greetings from the Presbyterian Foundation

Rev. Josh Kerr

Financial Report

Rev. Karl Schwarz

	Year to Date Actual	Year to Date Budget	Current YTD Variance
<u>INCOME ACCOUNTS</u>			
Total Shared Mission Support	167,883.31	1,100,000.00	932,116.69
Total Special Offerings Revenue	0.00	0.00	0.00
Total Gifts	5,325.79	0.00	(5,325.79)
Total Grants	0.00	0.00	0.00
Total Youth Event Income	3,882.00	120,100.00	116,218.00
Total Leadership Devt Event Fees	0.00	0.00	0.00
Total Scholarships Income	0.00	22,200.00	22,200.00
Total Fees & Services	0.00	0.00	0.00
<u>Transfers to General Funds</u>			
Total Transfer to GF from Tmp Restricted	0.00	0.00	0.00
Total Transfer to GF from Temp R LGF Fund	0.00	0.00	0.00
Total Transfer to GF from Perm Restricted	23,894.89	0.00	(23,894.89)
Total Transfer to GF from Unrestric Funds	0.00	0.00	0.00
TOTAL INCOME	\$ 200,985.99	\$ 1,242,300.00	1,041,314.01

EXPENSE ACCOUNTS

Total Shared Mission Support	(17,543.69)	(121,000.00)	(103,456.31)
Total Designated Offering Expenses	(5,000.00)	(8,000.00)	(3,000.00)
Total Congregational Support	(12,545.29)	(99,300.00)	(86,754.71)
Total Youth & Young Adult Ministries	(14,372.23)	(192,000.00)	(177,627.77)
Total Committee on Preparation for Minist	0.00	(23,950.00)	(23,950.00)
Total Committee on Ministry	(2,047.77)	(54,210.00)	(52,162.23)
Total Committee on Representation	(32.48)	(10,000.00)	(9,967.52)
Total Church Development Committee	(18,500.00)	(166,050.00)	(147,550.00)
Total Presbytery Meetings	(500.00)	(13,000.00)	(12,500.00)
Total Social Justice Task Force	(1,727.22)	(40,000.00)	(38,272.78)

Total GA Assembly & National Meetings	0.00	0.00	0.00
Total Admin Commission on Property	0.00	0.00	0.00

	(72,268.68)	(727,510.00)	(655,241.32)
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Property Maintenance, Liability & Taxes

Total Property Maintenance & Utilities	(530.00)	0.00	530.00
Total Property & Liability Insurance	(11,823.25)	0.00	11,823.25
Total Property Taxes	0.00	(25,000.00)	(25,000.00)
Total Presbytery Council	0.00	(13,750.00)	(13,750.00)
Total Legal Expenses	0.00	(10,000.00)	(10,000.00)
Total Grace Presbytery Mission Studies	0.00	0.00	0.00
Total Ecclesiastical Committees	0.00	(1,000.00)	(1,000.00)
Total Budget & Finance	0.00	(35,000.00)	(35,000.00)

	(12,353.25)	(84,750.00)	(72,396.75)
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Personnel

Total GP & AGP Salaries	(101,605.92)	0.00	101,605.92
Total Budget for Employee Salaries	(195,310.60)	(1,135,164.00)	(939,853.40)
Total Benefits	(35,347.34)	(4,600.00)	30,747.34
Total Temporary Staff - Transition Costs	(3,284.08)	0.00	3,284.08

Total Personnel	(335,547.94)	(1,139,764.00)	(804,216.06)
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Operations

Total Office Operations	(69,498.97)	(193,000.00)	(123,501.03)
Total Communications Expense	(189.40)	(20,000.00)	(19,810.60)
Total Communications Operations Expense	(2,622.49)	(34,500.00)	(31,877.51)
Total Copiers	(942.00)	(17,900.00)	(16,958.00)
Total Postage	(1,332.76)	(600.00)	732.76
Total Communication Infrastructure	(5,044.24)	(52,500.00)	(47,455.76)
Total Computer Equipment	(740.00)	(11,000.00)	(10,260.00)
Total Staff Travel	(8,370.06)	(30,000.00)	(21,629.94)
Total Depreciation Expense	0.00	(4,700.00)	(4,700.00)

Total Office Operation	(88,739.92)	(364,200.00)	(275,460.08)
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TOTAL EXPENSES	(508,909.79)	(2,316,724.00)	(1,807,814.21)
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INCOME OVER (UNDER) EXPENSES	(\$ 307,923.80)	(\$ 1,074,424.00)	(766,500.20)
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Non-Operating Activity

Total Closed Church Accounts	1,000.00	0.00	(1,000.00)
Total Settlements	0.00	0.00	0.00
Total Interest and Investment Income	2,801,249.58	0.00	(2,801,249.58)
Total Royalty and Lease Income	3,435.11	25,000.00	21,564.89
Total Administrative Commissions	(36,393.25)	(2,500.00)	33,893.25
Total Designated Distributions	0.00	0.00	0.00
Total Church Assistance	0.00	0.00	0.00

Total Non-Operating Activity	2,769,291.44	22,500.00	(2,746,791.44)
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INCOME OVER (UNDER) EXPENSES	\$ 2,461,367.64	(\$ 1,051,924.00)	(3,513,291.64)
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ASSETS

Current Assets

Total Cash Savings	1,582,012.71
Total Accounts Receivable	352.91
Total Prepaid Expenses	(0.05)
Total Notes Receivable & Loans	<u>87,265.55</u>
Total Current Assets	1,669,631.12

Investments Held for Long Term Use

Total Bonds and Fixed Income Investments	1,179,113.02
Total Equity-Oriented Investments	45,303,566.47

Investments in Real Estate

Total PMC Building	0.00
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Property Fixed Assets

Total Real Estate Property	279,999.95
Total Mineral Lease Property	37,265.00

Land Held For Sale		
Total Land Held for Sale		3,063,040.14
Property Plant and Equipment		
Total Property Plant and Equipment		39,776.75
Other Assets - Due From Funds		
Total Other Assets - Due From Funds		(0.47)
		<hr/>
		\$
Total Assets		<u>51,572,391.98</u>

LIABILITIES & NET ASSETS

CURRENT LIABILITIES

Total AP Presbytery		36,324.93
Total AP Employees		210,316.20
Total AP General Assembly		178,736.31
Total AP Synod		28,134.54
Total AP Grace Pres Directed		31,202.80
Total Designated Funds		53,823.65
Total Other Liabilities - Due to Funds		0.00
		<hr/>
Total Liabilities		538,538.43

Net Assets

Net Income	2,461,367.64	
Total Unrestricted Net Assets		36,144,430.44
Total Temporary Restricted Funds		2,955,722.10
Total Permanently Restricted Funds		4,127,471.10
Total Presbytery Designated Loan G/E Fund		7,806,229.91

Total Net Assets

51,033,853.55

Total Liabilities & Net Assets

\$
51,572,391.98

PIN	City	Name	TOTAL RECEIPTS 2023	2024 Pledge	JAN/FEB RECEIPTS 2024	MARCH RECEIPTS 2024	TOTAL RECEIPTS 2024
12180	Aledo	Faith Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10834	Allen	First Presbyterian Church	3,200.00	0.00	0.00	0.00	0.00
8733	Arlington	First Presbyterian Church	5,000.00	0.00	0.00	1,250.00	1,250.00
10835	Arlington	Grace Presbyterian Church	0.00	0.00	0.00	0.00	0.00
1775	Arlington	Westminster Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8659	Athens	First Presbyterian Church	9,000.00	0.00	1,500.00	750.00	2,250.00
8762	Bedford	Emmanuel Presbyterian Church	18,324.00	0.00	0.00	0.00	0.00
9844	Belton	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
4296	Blue Ridge	Crossroads Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10454	Bonham	First Presbyterian Church	4,200.00	0.00	700.00	0.00	700.00
9847	Bridgeport	First Presbyterian Church	1,200.00	0.00	0.00	0.00	0.00
8622	Buckholtz	Sharp Presbyterian Church	0.00	0.00	0.00	0.00	0.00
9848	Cameron	First Presbyterian Church	600.00	0.00	100.00	50.00	150.00
8667	Canton	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10386	Carrollton	Nor'kirk Presbyterian Church	2,750.00	0.00	500.00	250.00	750.00
8721	Carthage	St. Paul Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8802	Clarksville	First Presbyterian Church	500.00	0.00	0.00	0.00	0.00

8803	Clarksville	Pine Grove Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10179	Cleburne	United Presbyterian Church	4,000.00	0.00	0.00	0.00	0.00
9851	Clifton	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10458	Commerce	First Presbyterian Church	1,200.00	0.00	200.00	100.00	300.00
8848	Corsicana	Westminster Presbyterian Church	4,600.00	0.00	0.00	0.00	0.00
8737	Crowley	First Presbyterian Church	2,500.00	0.00	0.00	0.00	0.00
8670	Cumby	First Presbyterian Church	600.00	600.00	600.00	0.00	600.00
10461	Dallas	Bentwood Trail Presbyterian Church	13,110.50	0.00	0.00	0.00	0.00
10817	Dallas	Eastminster Presbyterian Church	13,899.96	0.00	2,000.00	1,000.00	3,000.00
10462	Dallas	El Divino Salvador Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10463	Dallas	First Presbyterian Church	90,000.00	0.00	0.00	0.00	0.00
10464	Dallas	Glendale Presbyterian Church	0.00	0.00	0.00	0.00	0.00
11134	Dallas	Iglesia Presbeterina Emmanuel	0.00	0.00	0.00	0.00	0.00
11765	Dallas	Lake Highlands Presbyterian Church	332.40	0.00	27.70	55.40	83.10
8673	Dallas	NorthPark Presbyterian Church	15,000.00	0.00	3,750.00	0.00	3,750.00
10467	Dallas	Northridge Presbyterian Church	37,350.00	0.00	7,500.00	0.00	7,500.00
10468	Dallas	Oak Cliff Presbyterian Church	20,205.09	0.00	0.00	6,471.30	6,471.30
10470	Dallas	Preston Hollow Presbyterian Church	99,000.00	0.00	18,000.00	9,000.00	27,000.00
8677	Dallas	St. Andrew's Presbyterian Church	3,100.00	0.00	0.00	0.00	0.00
10473	Dallas	St. Mark Presbyterian Church	3,400.00	0.00	0.00	850.00	850.00
11904	Dallas	United African Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10476	Dallas	Westminster Presbyterian Church	8,422.00	0.00	0.00	0.00	0.00
8807	Denison	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10478	Denison	Hyde Park Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10479	Denton	First Presbyterian Church	1,324.76	0.00	436.42	0.00	436.42

8738	Denton	St. Andrew Presbyterian Church	33,944.94	0.00	0.00	0.00	0.00
8760	Denton	Trinity Presbyterian Church	30,281.00	0.00	0.00	5,625.00	5,625.00
8808	Deport	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10017	DeSoto	DeSoto Presbyterian Church	0.00	0.00	0.00	0.00	0.00
3252	Duncanville	First Presbyterian Church	1,000.00	0.00	0.00	0.00	0.00
10481	Ennis	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10482	Fairfield	Fairfield-Harmony Presbyterian Church	0.00	0.00	0.00	0.00	0.00
12377	Farmers Branch	Faith United Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8753	Flower Mound	Flower Mound Presbyterian Church	0.00	0.00	0.00	0.00	0.00
11013	Flower Mound	Trinity Presbyterian Church	21,600.00	0.00	0.00	5,400.00	5,400.00
8680	Forney	First Presbyterian Church	8,000.00	0.00	0.00	0.00	0.00
8739	Fort Worth	First Presbyterian Church	175,000.00	175,000.00	17,500.00	17,500.00	35,000.00
9854	Fort Worth	Gethsemane Presbyterian Church	550.00	0.00	400.00	200.00	600.00
9857	Fort Worth	Ridglea Presbyterian Church	10,000.00	0.00	0.00	2,500.00	2,500.00
9861	Fort Worth	St. Peter Presbyterian Church	600.00	0.00	0.00	0.00	0.00
9862	Fort Worth	St. Stephen Presbyterian Church	0.00	0.00	0.00	0.00	0.00
9863	Fort Worth	Westminster Presbyterian Church	4,000.04	0.00	666.66	333.33	999.99
9858	Fort Worth	Westside Presbyterian Church	0.00	0.00	0.00	0.00	0.00
11721	Frisco	Faithbridge Presbyterian Church	2,000.00	0.00	0.00	500.00	500.00
8745	Gainesville	First Presbyterian Church	6,000.00	0.00	500.00	500.00	1,000.00
8681	Garland	First Presbyterian Church	3,333.34	0.00	0.00	0.00	0.00
8746	Granbury	First Presbyterian Church	31,680.00	0.00	2,640.00	2,640.00	5,280.00
12214	Grand Prairie	First Presbyterian Church	4,000.00	0.00	0.00	0.00	0.00
10486	Grand Prairie	Immanuel Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8734	Grand Prairie	West Fork Presbyterian Church	0.00	0.00	0.00	0.00	0.00

9866	Grapevine	First Presbyterian Church	0.00	0.00	1,083.33	2,166.66	3,249.99
12376	Greenville	United Presbyterian Church	500.00	0.00	0.00	0.00	0.00
8736	Haltom City	Browning Heights Presbyterian Church	200.00	0.00	0.00	0.00	0.00
10489	Hamilton	First Presbyterian Church	5,000.00	0.00	0.00	0.00	0.00
10490	Henderson	First Presbyterian Church	2,250.00	0.00	0.00	0.00	0.00
9869	Hillsboro	First Presbyterian Church	600.00	0.00	100.00	50.00	150.00
8813	Honey Grove	Main Street Presbyterian Church	400.00	0.00	0.00	0.00	0.00
10491	Hooks	First Presbyterian Church	650.00	0.00	0.00	0.00	0.00
9870	Hurst	St Philip Presbyterian Church	7,500.00	0.00	2,500.00	0.00	2,500.00
11052	Irving	Presbyterian Church of Hackberry Creek	9,000.00	0.00	0.00	0.00	0.00
10453	Irving	Woodhaven Presbyterian Church	1,000.00	0.00	0.00	0.00	0.00
8748	Joshua	Union Hill Presbyterian Church	400.00	0.00	0.00	0.00	0.00
2248	Kaufman	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10488	Kilgore	First Presbyterian Church	11,050.00	10,000.00	1,000.00	1,000.00	2,000.00
10493	Lancaster	First Presbyterian Church	500.00	0.00	0.00	0.00	0.00
8752	Lewisville	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10494	Lindale	Bethesda Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10495	Longview	Alpine Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10496	Longview	Centre Presbyterian Church	600.00	0.00	100.00	50.00	150.00
10497	Longview	First Presbyterian Church	7,000.08	0.00	1,166.68	583.34	1,750.02
10498	Longview	St Andrew Presbyterian Church	2,500.00	0.00	0.00	0.00	0.00
10499	Lott	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8694	Mabank	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10429	Mansfield	Trinity Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10502	McKinney	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00

8697	McKinney	Trinity Presbyterian Church	32,909.67	0.00	833.33	833.33	1,666.66
8701	Mesquite	First Presbyterian Church	1,800.00	0.00	200.00	100.00	300.00
8859	Midlothian	First Presbyterian Church	1,080.00	0.00	0.00	0.00	0.00
9878	Mineral Wells	First Presbyterian Church	900.00	0.00	300.00	0.00	300.00
10505	Mount Pleasant	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
9860	North Richland Hills	St Paul Presbyterian Church	1,500.00	0.00	0.00	250.00	250.00
10508	Palestine	First Presbyterian Church	2,000.04	0.00	166.67	333.34	500.01
8819	Paris	Central Presbyterian Church	530.00	0.00	0.00	0.00	0.00
10510	Paris	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10511	Pittsburg	First Presbyterian Church	500.00	0.00	0.00	0.00	0.00
8706	Plano	First Presbyterian Church	2,000.00	0.00	500.00	0.00	500.00
10592	Plano	Grace Presbyterian Church	22,000.00	0.00	4,000.00	2,000.00	6,000.00
10312	Plano	West Plano Presbyterian Church	8,000.00	8,000.00	2,000.00	0.00	2,000.00
8708	Prosper	Prosper Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10512	Richardson	Canyon Creek Presbyterian Church	16,041.67	0.00	0.00	4,374.99	4,374.99
8709	Richardson	First Presbyterian Church	15,000.00	0.00	0.00	0.00	0.00
8695	Richardson	St. Barnabas Presbyterian Church	24,000.00	0.00	2,000.00	2,000.00	4,000.00
10513	Rockdale	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8711	Rockwall	First Presbyterian Church	12,100.00	12,000.00	0.00	0.00	0.00
10514	Rusk	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
11644	Salado	Salado Presbyterian Church	3,000.00	0.00	0.00	0.00	0.00
11586	Sherman	Covenant Presbyterian Church	4,999.92	0.00	0.00	1,249.98	1,249.98
10516	Sherman	Grand Avenue Presbyterian Church	4,583.37	0.00	833.34	416.67	1,250.01
11720	Southlake	Trinity Presbyterian Church	39,541.00	38,538.00	6,423.00	3,211.50	9,634.50
8756	Stephenville	First Presbyterian Church	2,000.00	0.00	0.00	0.00	0.00

10518	Sulphur Springs	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8862	Temple	Grace Presbyterian Church	8,100.00	0.00	0.00	0.00	0.00
8712	Terrell	First Presbyterian Church	1,992.00	0.00	332.00	166.00	498.00
10520	Texarkana	Northwood Presbyterian Church	0.00	0.00	0.00	0.00	0.00
9713	Timpson	Tennessee Presbyterian Church	0.00	0.00	0.00	0.00	0.00
10523	Tyler	First Presbyterian Church	11,560.00	0.00	2,120.00	1,060.00	3,180.00
10524	Tyler	Highland Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8864	Waco	Central Presbyterian Church	6,700.04	6,900.00	1,083.34	0.00	1,083.34
10426	Waco	First Presbyterian Church	22,050.00	29,000.00	0.00	7,600.00	7,600.00
8866	Waxahachie	Central Presbyterian Church	800.00	0.00	0.00	200.00	200.00
8758	Weatherford	Grace First Presbyterian Church	14,000.00	0.00	1,000.00	500.00	1,500.00
8824	Whitesboro	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
8826	Whitewright	First Presbyterian Church	378.00	0.00	0.00	0.00	0.00
10529	Winnsboro	First Presbyterian Church	0.00	0.00	0.00	0.00	0.00
			1,004,023.82	280,038.00	84,762.47	83,120.84	167,883.31
		Pastors & Elder Support	1,190.00	0.00	0.00	0.00	0.00
		PW Shared Mission Support	50.00	0.00	0.00	0.00	0.00
		Total SMS	1,005,263.82	280,038.00	84,762.47	83,120.84	167,883.31

Report from our Synod of the Sun Commissioner

Rev. Polly Williams



The Synod of the Sun: we are a network of Presbyterians from 11 Presbyteries, 700+ congregations in Arkansas, Louisiana, Oklahoma, and Texas with over 150,000 members of the Presbyterian Church (USA).

OUR MISSION: The Synod of the Sun of the PC(USA) serves Christ by connecting, equipping and empowering Presbyterians for Christ’s mission within and beyond the Synod’s bounds. **BECAUSE** we believe when we work together across boundaries, we make visible the Good News In our common calling, we impact lives together

Moderating Grants and Scholarships, with joy, confidence and awe, I report \$98,243.83 was awarded in 2023, with Grace Presbytery receiving \$14,700.00. While recommending you peruse our website for specifics and applications an example of the types of projects and circumstances receiving your mission dollars at work, from 2023, the following accounts were awarded:

33100 Hispanic Latino Support	3,400.00	LOOK INTO: our new SYNOD leader Mitchell Miller!!
33120 Albert Crisp Orphanage Support	10,000.00	
33188 Church Extension and Development	5,000.00	
33130 David Robinson Fund	3,273.00	Join Us for the 2024 IMAGINE event: explore, listen and learn from ministry partners and communities operating at the intersection of systemic poverty, and congregational vitality! Nov 6-8, 2024 New Orleans, LA
33160 Education Programs	300.00	
33170 Peacemaking Fund	4,787.02	
31300 International Mission Trips	3,200.00	
31310 Mission Grants	15,000.00	
33200 Old Age Concerns	5,000.00	
33210 Higher Education	3,400.00	
33160 Racial Ethnic Ministries	8,900.00	
33140 Seminary Scholarship Fund	1,081.81	
SOSPF Synod of the Sun Presby Foundation Scholarships	33,500.00	

Report of the Presbytery Council

Rev. Elizabeth Boulware

Report of the Committee on Preparation for Ministry

Rev. Rebecca Sicks



Announcing the First Recipient of the Karl Travis Excellence in Preaching Scholarship

The Grace Presbytery Committee on Preparation for Ministry in conjunction with First Presbyterian Church, Fort Worth, is pleased to announced Lauren Ghighi as the first recipient of the ***Karl Travis Excellence in Preaching Scholarship***. Lauren is a senior at Princeton Theological Seminary where she will graduate with her Master of Divinity. She is a candidate for ordination, hoping to become ordained as a pastor of youth and young adults. Her home church, Preston Hollow Presbyterian Church, has fostered a deep appreciation of preaching that Lauren has prioritized during her time at seminary. In her free time, Lauren enjoys being outdoors and spending time with friends, especially over a meal.

Report of the Nominating Committee

Kathy McCarron

Report of the Stated Clerk

Rev. Kyle Walker

Per Grace Presbytery's Policy for A Just and Gracious Dismissal of a Congregation to Another Reformed Denomination, a Presbytery Ministry Team (PMT) has been formed to meet with the session and with the congregation of the First Presbyterian Church of Clifton, Texas as the congregation tries to discern God's will for denominational affiliation. This process is meant to ensure that the congregation is fully informed on the issues at hand, equipped with knowledge of this Presbytery's process, as well as the processes and values that have guided other congregations and presbyteries in their decision-making. This team is not an Administrative Commission of Grace presbytery at this time and is functioning as a listening team. Members of this team are: Rev. Mari Lyn Jones, Executive Presbyter Rev. Christopher Lee, and Ruling Elder Cindy Miller.

John Zeigler has reported to me in writing that he renounces the jurisdiction of the Presbyterian Church (U.S.A.). In accordance with G-2.0509 of the Book of Order, the renunciation is effective upon receipt by the Stated Clerk of the written request.

2024 Presbytery Meeting Dates

Saturday, September 21, 2024, at First Presbyterian Church of Waco
Thursday, December 5, 2024 at Camp Gilmont

Thank you to those churches working with us to schedule in 2025. We are also taking volunteers in all regions for 2026 as we hope to plan further ahead. Please contact Stated Clerk Kyle Walker or your Regional Ministry Associate if you are interested.

Directory of Grace Presbytery Officers and Staff

6100 Colwell Blvd., Suite 100, Irving, Texas 75039
Telephone: (214) 630-4502 or (800) 678-4502 Fax: (214) 637-6324
Email: communications@gracepresbytery.org
Website: www.gracepresbytery.org

Presbytery Leadership

ModeratorRev. Paul Burns
Vice ModeratorRuling Elder Sheryl Taylor
Presbytery Council ModeratorRev. Elizabeth Boulware
Stated Clerk..... Rev. Kyle Walker
TreasurerRuling Elder Trey Angel
Executive Presbyter.....Rev. Christopher Lee

Presbytery Staff

Coordinator of Communications..... Emily Adams
Coordinator of Generational Leadership Development..... Jen Bluestein
West Regional Ministry Associate..... Sharon Curry
East Regional Ministry Associate..... Michele Goff
South Regional Ministry Associate..... Judith March Hardie
Executive Presbyter..... Christopher Lee
Coordinator of Innovation and New Ministry Development..... Pepa Paniagua
Director of Finance Vicki Roberts
Assistant Director of Finance..... Faye Sanders
Coordinator of Office and Ministry Tammy Stepka
Office and Ministry Support Assistant..... Kat Studley
Stated Clerk..... Kyle Walker
Coordinator of Community Engagement and Public Witness..... Laura Walters
North Regional Ministry Associate..... Lisa Wraith

Meeting Cancellation Policy

Standing Rule 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.

Parliamentary Procedure

Parliamentary procedure enables the presbytery to become a deliberative assembly, to seek the will of God and to witness to our faith in Jesus Christ. It is never an end in itself. Parliamentary gamesmanship is never appropriate. The will of the majority shall prevail, but the rights of the minority shall always be protected. Parliamentary principles balance individual conscience with the will of the majority. It takes seriously the following rights of individual members: (1) the right to know (due notice); (2) the right to speak (rules of debate); (3) the right to vote (membership); and (4) the right to hold office (fair representation).

The Moderator represents the unity of the body. The Moderator preserves decorum and protects the rights listed above.

If you wish to make a motion, please come to a microphone. If you are not able, then please raise your hand and a microphone will be brought to you. The moderator must recognize the speaker before the motion can be made. It is out of order to attempt to call the question by speaking without recognition.

Parliamentary procedure allows discussion of a subject only when a motion about that subject has been made. To speak during the meeting, first go to a microphone. When recognized by the Moderator, state your name, church, city and status – such as ruling elder or Honorably Retired. You may speak to a pending motion or ask a question. The person making the motion will have first opportunity to speak to the motion. Only motions coming from individuals need a second. A motion made on behalf of a committee already has a second: the majority vote of the committee.

Only commissioners may speak and vote on motions. You should speak only once on a subject, but you may seek to speak a second time only after everyone who wishes to speak has spoken. All remarks during debate shall be addressed to the Moderator. Questions seeking information from a person who has the floor shall be addressed to the Moderator. Speeches to an individual or the whole presbytery are not permitted during debate. Reading reports or documents out loud requires the permission of the body. In debate, remarks shall be confined to the pending motion. Remarks shall not impugn another commissioner or that person's motives. Commissioners' names shall not be used.

To end debate, a commissioner must go to a microphone and, when recognized by the Moderator, state: “I move the previous question.” It is not appropriate to call the question without going to a microphone.

If you offer a substitute motion or a new item of business, you should give the Moderator and Stated Clerk advance notice and written copy. An electronic copy is preferred – using Microsoft Word on a memory stick or thumb drive. Not only will this help these officers facilitate the work of presbytery, they may also be able to help you with suggestions as to how and when it would be appropriate to make the motion. The Stated Clerk and the Moderator are available to advise commissioners on the wording of any motion so that it can clearly express the concerns of the commissioner. When in doubt, ask. The Moderator and the Stated Clerk are eager to help you understand and use the process.

Chart #1: The Ranking Motions

Characteristics:		In order when another has the floor	Must be seconded	Debatable	Amendable	Vote required for adoption.	Can be reconsidered
PRIVILEGED MOTIONS:							
13.	Fix the Time to Which to Adjourn	No	Yes	No	Yes	Maj	Yes
12.	Adjourn	No	Yes	No	No	Maj	No
11.	Recess	No	Yes	No	Yes	Maj	No
10.	Question of Privilege	Yes	No	No	No	—	No
9.	Call for Orders of the Day	Yes	No	No	No	—	No
SUBSIDIARY MOTIONS:							
8.	Lay on the Table	No	Yes	No	No	Maj	No
7.	Previous Question (“Call the Question”)	No	Yes	No	No	2/3	Yes
6.	Limit or Extend Limits of Debate	No	Yes	No	Yes	2/3	Yes
5.	Postpone Definitely	No	Yes	Yes	Yes	Maj	Yes
4.	Refer (or Commit)	No	Yes	Yes	Yes	Maj	Yes ¹
3.	Amend	No	Yes	Yes ²	Yes	Maj	Yes
2.	Postpone Indefinitely	No	Yes	Yes	No	Maj	Yes ³
1.	MAIN MOTION	No	Yes	Yes	Yes	Maj	Yes

1 Cannot be reconsidered if the committee has already begun its work.

2 No if the motion being amended is not debatable—such as a motion to limit debate.

3 Only an affirmative vote on this motion may be reconsidered.

Chart #2: Some Common Additional Motions

Characteristics:	In order when another has the floor	Must be seconded	Debatable	Amendable	Vote required for adoption.	Can be reconsidered
INCIDENTAL MOTIONS:						
Appeal a Ruling of the Chair	Yes	Yes	Yes ¹	No	Maj	Yes
Close Nominations or Polls	No	Yes	No	Yes	2/3	No
Consider by Paragraph (or Consider “Seriatim”)	No	Yes	No	Yes	Maj	No
Divide the Question	No	Yes	No	Yes	Maj	No
Division of the Assembly	Yes	No	No	No	—	No
Object to Consideration ²	Yes	No	No	No	2/3	Yes ³
Request for Information or Parliamentary Inquiry	Yes	No	No	No	—	No
Point of Order	Yes	No	No	No	—	No
Suspend the Rules	No	Yes	No	No	2/3	No
MOTIONS THAT BRING A QUESTION AGAIN BEFORE THE ASSEMBLY:						
Reconsider	No	Yes	Yes ⁴	No	Maj	No
Rescind or Amend Something Previously Adopted	No	Yes	Yes	Yes	2/3 ⁵	Yes
Take from the Table	No	Yes	No	No	Maj	No

¹ If the motion upon which the ruling was made is debatable.

² Can only be made before any debate has begun.

³ Only a vote sustaining the objection can be reconsidered.

⁴ If the motion being reconsidered is debatable.

⁵ Majority vote with previous notice or a majority of the entire membership.

Persons Entitled to Vote (Per Standing Rules)

- 2.2.1 All Ministers of Word and Sacrament on the roll of Grace Presbytery.
- 2.2.2 All ruling elders elected by sessions in accordance with the formula approved by Grace Presbytery and the Standing Rules. (Questions concerning the number of elders permitted for each congregation should be directed to the Stated Clerk.)
- 2.2.3 Certified Christian Educators and Certified Associate Christian Educators who are ruling elders but are not otherwise commissioned by their sessions during the term of service in an educational ministry under the jurisdiction of the presbytery.
- 2.2.4 Ruling elders, not elected by their sessions, who are serving as elected members on these Presbytery structures: Presbytery Council, Committee on Examinations, Committee on Ministry, Committee on Preparation for Ministry, Permanent Judicial Commission, Committee on Representation, Nominating Committee, Board of Trustees, Personnel Committee, Budget and Finance Committee, Children and Youth Ministry Committee, Church Development Committee, Congregational Support Committee, and Administrative Commissions.
- 2.2.5 Ruling elder commissioners to the last General Assembly.
- 2.2.6 Commissioned Pastors (Commissioned Ruling Elders) not otherwise elected from their sessions.

Persons Entitled to Speak but Not Vote (Per Standing Rules)

- 2.2.1 Ruling elders elected from a new church development Steering Committee of Grace Presbytery.
 - 2.2.2 Christian educators employed by churches of Grace Presbytery who are not certified and are not ruling elders.
- (Others not specified in the Standing Rules may be given voice by the approval of presbytery.)