

The Presbytery of Elizabeth

Presbyterian Church (USA)

STATED MEETING

#662

First Presbyterian Church, Cranford, NJ

January 25 MMXIV

ATTENDANCE.

Congregation	Teaching Elder (TE)		Ruling Elder (RE)	
Avenel (2)	Robert Louer	P	Darla Hunt	P A
Basking Ridge (3)	Dennis Jones Maureen Paterson	P A	Katja Gruening John Hoare Gary Ingram	P P P
Bedminster, Lamington (2)	Matthew Davis [Vacant (A)]	P -		A A
Berkeley Heights, Westminster (2)	Diane Ruffle	P		A A
Bernardsville, First (2)	Chester Kim	E		A A
Carteret, First (2)	[Vacant (P)]	- -	Kathy Sager	P A
Clark, Osceola	[Vacant (P)]	- -	Carol Riddlesdorfer	P
Clinton	Tracey C. Henry	E	Lisa Lomauro	P
Cranford (2)	Chris Kile Elizabeth Alexander (T)	P P	Donna Graziano Arthur (Skip) Winter	P P
Edison, Community	Kenneth Macari	P	Ron Buchmann	P
Edison, Lord of Hope	Chang Woo Lee	A		A
Edison, Oak Tree	Jill Hedlund Kitsko	P	Madelynne Lindsey	P
Elizabeth, First	Robert Higgs	P		A
Elizabeth, Second	Michael Granzen	E	Linwood Bagby	P
Elizabeth, Third-Westminster	Keith R. Schmitt (T)	P	Betty Prezzy Bryant	P
Elizabeth, Siloam-Hope	John Howard	P	Brenda Johnson	P
Fanwood	David Jahnke	P	Richard Sharrett	P
Fords, First	Douglas Kurtz (SS)	A		A
Garwood	[Vacant (P)]	-	Kathleen Murphy	P
Hillside Millennium	Jupiaci Gomes	E		A
Iselin, First	James F. Thomas	P	Heather Meyers	P
Liberty Corner (3)	Donald Feuerbach Anne Havrilla (A)	A E	Don Mayer-Brown Gerard Nelson Jack Paddon	P P E

Linden	William Weaver	P		A
Linden, Calvin	Ryan Landino	P	Anne Kenderes	P
Martinsville, Christ	Susan Joseph Rack	P	Jamie Breeding	P
Metuchen, First (2)	Samuel Massengill Arlo Jones (A) Mercy Rumengan (PA)	P P P		A A
Middlesex	Neal Presa	E	Ruth Mikalonis	P
Mountainside, Community	Chris Belden	P		A
New Providence (2)	Jeffrey Ebert Michael Flavin (A) Ian Rankine (A)	P A A		A A
No. Plainfield, Watchung Ave.	[Vacant (P)]	-	Doug Boleyn	P
Perth Amboy, First (2)	Peter Hofstra	E		A A
Pittstown, Bethlehem (2)	Laurie Sponaugle	E		A A
Plainfield, Bethel (2)	Jonathan Williams (CRE)	E		A A
Plainfield, Crescent Ave (2)	Lynn Santulli (I)	P	Drude Roessler	P A
Plainfield, Nuevas Freonteras (2)	Victor Aloyo, Jr.	A		A A
Plainfield, United (2)	Victor Aloyo, Jr. (TS)	A		A A
Pluckemin (2)	A. Coile Estes Margaret Mitsuyasu (A)	E P		A A
Rahway, First (2)	Erin Hayes	P	Cheryl Martin Al Shipley	P P
Roselle, First (2)	Karen Chamis	P		A A
Scotch Plains, Willow Grove (2)	Cynthia Cochran-Carney	P	Sue Buchanan Mary Jane Finne	P P
Springfield, First (2)	Victoria M. Ney	P	Dawn Clarke Don Rathjens	P E
Summit, Central (3)	Don Steele John Illian (A)	P P	Dave Bomgaars Claire Davis Betty Torell	P P P
Union, Connecticut Farms (2)	Roberta Arrowsmith	E		A A
Union, Townley (2)	Howard Bryant (T)	P	Janet Sangekar Lois Tangowski	P P
Warren, Trinity United (2)	[Vacant (P)]	-	Carol-Ann Krueger	P A
Westfield (4)	Raymond Roberts Mike Samson (A) Emily Wilmarth (A)	P E E	Mark Fleder David Foltz George Harbt David Rogers	P P P P
Woodbridge, First	Leslie Dobbs-Allsopp Shelley Gardner (A)	P P	Linda Thorstenson	P A

Teaching Elders Engaged in a Validated Ministry (G-2.0503a)

Cheryl D. Galan, Transitional Leader (Presbytery of Elizabeth)	P
Nadia Ayoub, Mission Worker, (PUCSA Worldwide Mission - The Ukraine)	P
Paul F. Rack, Stated Clerk (Presbytery of Elizabeth)	P

Teaching Elders Engaged in a Validated Ministry Beyond the Jurisdiction of the Church (G-2.0503a)

Isaac Ahn (Evangelical Fellowship Chapel (EFC) of Parsippany, NJ)	A
Nancy Munshour Asbury (Raritan Valley Habitat for Humanity)	P
Deirdre Greenwood White (Annisquam Village Ch, Gloucester, MA)	E
Kathryn Henry (Peapack Reformed Church, Gladstone, NJ)	E
Jennifer T. Hrynyk (Community Congregational Ch, Short Hills, NJ)	E
Christina L. McCormick (The Westminster Schools, Atlanta, GA)	E
Dorothy Morris (Norwood Terrace, Plainfield, NJ)	A
Arthur Pace, U.S. Army Chaplain (Pennsylvania)	E

Members at Large (G-2.0503b)

Nancy Munshour Asbury	P
Jennifer Butler (Washington DC)	E
Sally Campbell	P
Brian Croak	P
Lawrence Finn III	A
Leslie Foltz-Morrison (New York, NY)	E
Murv Gardiner	A
Philip M. Jones	E
Frank Muse (Leola PA)	E
John S. Oh (Fullerton, CA)	E
Shannan Vance-Ocampo (Albany, NY)	E
Chris Taylor (Weaverville, NC)	E
Joseph Yoon	A

Honorably Retired (G-2.0503c)

Beth Anderson-Domer	E
Charles Baier	E
Helen Beglin	E
Robert Beringer (Maine)	E
Frederick Black	P
Russell Block	E
Charles Brackbill	E
Howard Bryant [see Union, Townley]	-
Reid S. Byers, Jr.	E
John Dunlap, Jr. (Pennsylvania)	E

Abraham Luckhoff (Georgia)	E
Charles Maxell (Michigan)	E
John Millar (Manitoba Canada)	E
Hibbert Moss	E
Douglas Muller (South Africa)	E
John Naugle (Pennsylvania)	E
Janet Vane Pederson	E
Corina Rodriguez (Texas)	E
Bruce Schundler	E
Timothy J.J. Shu	E

Joseph Garlic	E
Leonard Grant (Florida)	E
Douglas Grote	E
L:inda Hora	P
David Krotchko	P
Winter Lantz (North Carolina)	E

Brooks Smith	P
Mark Smith	E
John Stephenson	E
W. Alfred Tisdale, Jr. (Connecticut)	E
James Verser	E
Je Sun Yoo	E

Corresponding & Temporary Members

Rev. Christine R. Bridge, Evangelical Lutheran Church, NJ Synod (Carteret, First)	P
Rev. Leslie Dobbs-Allsopp, New Brunswick Presbytery (Woodbridge, First)	P
Rev. Keith R. Schmitt, Reformed Church in America (Elizabeth, Third-Westminster)	P
Rev. Gregory J. Keosaian, Palisades Presbytery Stated Clerk	P

Ruling Elders Serving on Cabinet

Amy Aaroe (Cranford, First), Presbyterian Women	P
Linwood Bagby (Elizabeth, Second), Past Moderator	-
Phyllis Black (Metuchen, First), Vice-Moderator	P
Dawn Clarke (Springfield, First), COM	-
David Rogers (Westfield), Trustees	-
Alicia Tamilio (Pittstown, Bethlehem), EDU	E
Arthur Winter, Jr. (Cranford, First), OSCU	-

Ruling Elders Who Have Served as Moderator

John Cavicchia (Fanwood)	A
Alan Ford (Bethlehem)	P
Susan Krivenko (Rahway, First)	E
Barbara McLaughlan (Westfield)	P
Bonnie Ruggiero (Willow Grove)	A
Michael Young (Bethlehem)	A

Commissioned Ruling Elder (G-2.10)

Jonathan Williams (United), serving Bethel	A
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Certified Church Service: Presbytery and Certified Church Service (G-2.1102); VOICE no VOTE

RE Sara L Burke (Westfield) (Presbytery Staff), Administrative Personnel Association Level III	P
Sue Harmon (Metuchen), Administrative Personnel Association Level III	E
RE Meredith Matlock (Metuchen), Administrative Personnel Association Level III	E
RE Ruth Mikalonis (Middlesex), Administrative Personnel Association Level III [see Middlesex]	E

Certified Church Service: Certified Christian Educators (G-2.1103)

TE Chester Kim (Bernardsville) [see Bernardsville, First]	--
TE Shannan Vance-Ocampo (Member at Large)	--

Others in Attendance

Elizabeth Quintero (Presbytery Staff), Mark Smith (New Brunswick), Robert Berns (Cranford), Mary Beckhusen (Cranford), Pat Meyer (Edison, Community), Charlotte Toke (Edison, Community), Dorothy Battaglia (Clinton), Joanne Noblitt (Rahway), Ed Benkert (Avenel), Claudia Heffner (Osceola), Laura Ferguson (Central), James Johnson (Siloam-Hope), Helen Mosley (Siloam-Hope), Salma Ghabour (Nadia Ayoub's sister); and from Christ church: Erin Greenfield, Jeff Olson, Marian Olson, Sheila Breeding, and Carol Olsen.

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MINUTES.

Call to Order.

The 662nd Stated Meeting of the Presbytery of Elizabeth was held on Saturday, January 25, 2014, at the First Presbyterian Church, in Cranford, NJ. The meeting was called to order at 9:07 am (EST), and opened with a prayer by Phyllis Black (Metuchen) the Acting-Moderator of Presbytery.

A quorum was present.

The Moderator introduced the Host Pastor, Chris Kile (Cranford), who spoke of the history and mission of the Cranford church, and introduced the facility. He also thanked Donna Graziano, the Clerk of Session, and others who worked to pull this meeting together.

First Time Commissioners were introduced from the Carteret, and Crescent Avenue churches.

The presbytery **VOTED** to seat Leslie Dobbs-Allsopp (Woodbridge), Gregory Keosaian (Palisades) as Corresponding Members, and Christine Bridge (Evangelical Lutheran Church of America) as a Temporary Member, of presbytery.

Stated Clerk.

Paul F. Rack (Laboring-Outside-the-Bounds), Stated Clerk, presented his report

Consent Agenda (See reports for details)

1. The distributed Docket for this meeting.
2. The distributed Minutes of the 661st Stated Meeting.
3. The requested Excuses (collected at the meeting; see Attendance).
4. The Report of the Treasurer of Presbytery. (See Appendix I.)
5. The Minutes of Presbytery Cabinet for December 3, 2013, & January 14, 2014. (See Appendix II.)
6. Two items from the Committee on Ministry:
 - a. Approve the call of Robert C. Louer, III, as Pastor at the Avenel church, effective January 1, 2014.

TERMS OF CALL

Salary	\$51,000	
Manse Allowance	\$18,000	
Total Effective Salary		\$69,000
Pension and Major Medical	\$24,100	(35% of TES)
Vacation	One month	
Total Remuneration to Pastor		\$93,100
Travel and Professional Allowance	\$ 3,000	
Continuing Education Allowance	\$ 1,800	
Continuing Education Leave	Two weeks	
Total		\$97,900

AAEEO Guidelines were followed.

Approve the following Administrative Commission to install Robert C. Louer at the Avenel church on February 9, 2014, at 4 pm.

Ruling Elders

Linwood Bagby (Elizabeth Second)
Phyllis Black (Metuchen), Moderator, presiding
Barbara Ciocci (Avenel)

Teaching Elders

Isaac Ahn (Specialized Minister)
Jupiaci Gomes (Millennium)
Erin Hayes (Rahway)

- b. Approve the change in status of Nancy Asbury from Specialized Minister to Minister-at-Large, effective November 15, 2013.
7. One item from the Committee on Preparation for Ministry:
 - Remove Joshua Jones (Central) from the Roll of Candidates.
8. Annual Listing of Teaching Elders (See Appendix III.)

The presbytery **VOTED** to enact/approve/receive all the items on the Consent Agenda.

The Stated Clerk also announced that the site for the March 25, 2014, Stated Meeting will be the Liberty Corner church.

Memorial Moment for Rev. Else Farr and Rev. John C. Talbott.

Fred Black (HR) rose to honor the service of two teaching elders of our presbytery who have passed into the Church Triumphant.

The **Rev. John Charles Talbot** was a graduate of McCormick Seminary, and his first callings were to start two churches in Illinois. When the second reached 1000 members, he left, went to UCLA and studied organization management. He then saw his calling as a pastor to assist the church at all levels - congregations, judicatories, boards and agencies, seminaries as a consultant. He served other denominations also, and sometimes government agencies and private corporations. His clients included the General Council of the Presbyterian Church as well as, I think, some individual churches in this presbytery and possibly the presbytery itself, on occasion. He and his wife moved to Florida at his retirement. He died there on January 5, 2014, at age 84. He is survived by his wife, 3 children, 4 grandchildren and 2 siblings. John is remembered by those who knew and loved him, as "a strong leader with a compassionate and kind heart".

The **Rev. Dr. Else E. Farr**, was a Presbyterian missionary serving in Lebanon. She had served there many years, I think, when she was ordained as a teaching elder in the Connecticut Farms Church in Union in 1976. She was a personal interest to a couple of the churches in the presbytery and would visit them when on furlough. My fondest memory of Else was of driving her one night into Manhattan to the bus or train station. She was in route to California, but may have not been going there directly. I think it was in 1987 when the denomination brought her home for a year. Lebanon for many years was a very dangerous place to serve, with a war, bombings, kidnappings, etc. I remember talking with her on the way into the city, and she expressed her great love for Lebanon, its beauty, its people. How disturbed she was over the strife - wishing she could have stayed. But the denomination for safety brought her home for a year and put her up at a residence for missionaries on home assignment in California. She spoke with great commitment and enthusiasm about her work in Lebanon and her efforts to serve the Lord there. She was very wrapped up in her work at the Near Eastern School of Theology and the new Arabic hymnal she was revising and editing. When she was able to return to the Middle East, she could not go back directly to Lebanon but went to Cyprus, where the hymnal was completed and it was published in 1990, the year she retired at age 70. She was well thought of by her colleagues and was awarded an honorary Doctor of Divinity by the Near Eastern School of Theology in Beirut in 1993. She died, November 9, 2013, at age 93. (One sister survived her by 5 days.)

Presbyter Black then offered a prayer.

*Rest eternal grant them, O Lord,
and let perpetual light shine upon them.*

FIRST LEARNING COMPONENT.

Cheryl Galan, Transitional Leader, led the presbytery in a time of reflection and interaction on “Choosing Bold Over Mild,” through a film clip from *Les Miserables*, followed by discussion in triads on the questions: What ‘movements’ for change have you lived through, in your lifetime? How have these movements challenged or corrected your mildness/ambivalence?

Nominating Committee.

Skip Winter (Cranford), chair, presented the report of the nominating Committee

1. Nominations to Positions in the Presbytery.

The Moderator hearing no nominations from the floor, the presbytery VOTED to elect the following presbyters to positions in the presbytery:

Cabinet

Teaching elder Cynthia Cochran-Carney (Willow Grove)	Chair	2015	Term I
Teaching elder Erin Hayes (Rahway)	Member-at-Large	2015	Term I

Permanent Judicial Commission

Teaching elder Shelley Gardner (Woodbridge)	2016
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Trustees

Ruling elder Alan D. Ford (Bethlehem)	Chair	2017	Term I
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Vice-Moderator of Presbytery

Teaching elder Chris Belden (Mountainside)	2015
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Presbyter Belden will fill the unexpired term of Phyllis Black for 5 months, and then serve a full year term, as Vice-Moderator.

2. Nominations for Commissioners and Young Adult Advisory Delegate to the 221st General Assembly (2014).

Ruling elder Susie Krivenko (Rahway)
Ruling elder Phyllis Black (Metuchen)
Teaching elder Ryan Landino (Calvin)
Teaching elder Kenneth Macari (Edison)
Mavet Sarai Mendez (*Nuevas Fronteras*), Young Adult Advisory Delegate

Ruling Elder Jennie Rodriguez (*Nuevas Fronteras*), Alternate
Teaching elder Paul F. Rack (Laboring-Outside-the-Bounds), Alternate

The presbytery **VOTED** to waive the traditional paper ballot, and proceeded to elect these presbyters and Young Adult Advisory Delegate by voice vote, the Moderator having heard no nominations from the floor.

Synod of the Northeast.

Brian Croak presented the new model of the synod: “A New Way Forward.” This will feature less governance, and more emphasis mission. (See Appendix IV.)

Committee on Ministry & Trustees of Presbytery.

This report of the Committee on Ministry and the Trustees of Presbytery was jointly made by Vicky Ney (Springfield), co-chair of the Committee on Ministry, and David Rogers (Westfield), acting-chair of the Trustees of Presbytery. They presented a “Resolution to Establish an Administrative Commission to Work in Partnership with Christ Presbyterian Church, Martinsville.”

The Stated Clerk (who is both the former Pastor and the Pastor’s spouse at this church) recused himself and the Moderator welcomed teaching elder Greg Keosaian, the Stated Clerk of Palisades Presbytery. The

presbytery **VOTED** to appoint presbyter Keosaian to serve as parliamentarian for the process of debate, and votes on this report.

The presbytery agreed without objection to a procedure for the presentation of this report and subsequent debate and votes.

Presbyters Ney and Rogers offered opening remarks pertinent to the forthcoming joint resolution. Jeff Olson (Christ) and Sheila Breeding (Christ) offered opening remarks with regard to the substitute motion that would be offered.

The presbytery was given the opportunity to ask questions for clarification of the opening presentations.

SECOND LEARNING COMPONENT – DISCERNMENT IN TIME OF CONTROVERSY

Following the initial presentations, the presbytery will took a 15 minute recess for prayer and the engagement of personal discernment practices, and returned for the formal debate and votes.

Returning to the business meeting, presbyter Ney presented the joint Committee on Ministry/Trustees resolution. Jamie Breeding (Christ) presented and read the full substitute resolution from the session of the Christ church. Following the procedure for addressing a substitute motion, amendments were made to both the original motion and the substitute before both were declared “perfected.”

The presbytery then **DEFEATED** by a paper-ballot vote of 20-57 the substitute motion. The presbytery **VOTED** by voice for the amended original motion: to establish and empower and Administrative Commission to work in partnership with the session of Christ Presbyterian Church, Martinsville, to assess that church’s continuing viability for ministry and mission.

The power and authority of the Administrative Commission shall include, but not be limited to, the following:

- a) If, as a result of this assessment, it is the determination of the Administrative Commission that Christ Presbyterian Church, Martinsville, has a viable future, then the Commission shall determine what additional support and resources shall be brought to bear to insure continuing viability, and shall seek through the Presbytery such support.
- b) If, however, as a result of this assessment, it is the determination of the Administrative Commission that Christ Presbyterian Church, Martinsville, does not have a viable future, then the Commission shall have the power and authority to carry out all matters related to either a merger with another Church or Churches, or the dissolution of the Church, including, but not limited to, the following:
 - The assuming of original jurisdiction, in accordance with *Book of Order* G-3.0303e.
 - The pastoral care of the members.
 - The arrangement of an appropriate celebration of the ministry and mission of the congregation.
 - The orderly dismissal of members to other congregations of their choosing.
 - The securing, holding, and using of the properties of the congregation.
 - The making of recommendations to the presbytery about the sale or disposition of such property.
- c) The Administrative Commission will determine the legality in New Jersey of compensating a Pastor in shares of equity in a church Manse.
- d) The Administrative Commission is empowered to secure legal counsel for their work if necessary.

The Committee on Ministry.

1. The committee informed presbytery that Partnership Visits (formerly called Triennial Visits) were

conducted with the Bernardsville, Metuchen, and Mountainside churches.

2. The committee informed the presbytery of the following actions it has taken under the authority of G-3.0106.

a. Approved the request of the session of the Cranford church to enter into a part-time Temporary Associate Pastor covenant with Elizabeth Alexander (HR, Presbytery of New York City), effective January 1, 2014; and examined and approved presbyter Alexander for membership in presbytery.

<u>TERMS OF COVENANT</u>	
Salary	\$16,000
Housing & Utilities	\$16,000
Total Effective Salary	\$32,000
Pension	\$ 3,840 (12% of TES)
Vacation	One month
Total Compensation	\$35,840
Travel and Professional Allowance	\$ 1,500
Continuing Education Allowance	\$ 900
Continuing Education Leave	Two weeks
TOTAL	\$38,240

b. Approved the request of the session of the Carteret church to enter into a part-time Temporary Pastor covenant with Christine A. Bridge (Evangelical Lutheran Church of America) effective February 1, 2014, and examined and approved presbyter Bridge for temporary membership in presbytery.

<u>TERMS OF COVENANT</u>	
Salary	\$24,000
Vacation	Four weeks
Professional Allowance	\$ 1,500
Continuing Education Allowance	\$ 900
Continuing Education Leave	Two weeks
TOTAL	\$26,400

c. Approved the request of the session of the Townley church to enter into a part-time Temporary Pastor covenant with Howard Bryant (HR) effective January 5, 2014.

<u>TERMS OF COVENANT</u>	
Salary	\$16,000
Housing & Utilities	\$16,000
Total Effective Salary	\$32,000
Pension	\$ 3,840 (12% of TES)
Vacation	One month
Total Compensation	\$35,840
Travel and Professional Allowance	\$ 1,500
Continuing Education Allowance	\$ 900
Continuing Education Leave	Two weeks
TOTAL	\$38,240

d. Approved the request of the session of the Osceola church to enter into a three-month covenant with Byron Leasure (Philadelphia Presbytery) as a consultant for the needs of the church for \$2,500 per month. The committee further agreed to supplement this expense by using \$1,200 (\$400 per month) from the committee's consulting fund.

e. Approved the following presbyters to serve as Moderators of sessions:

Garwood	Jim Thomas
Middlesex	Brooks Smith
Watchung Avenue	Chris Belden
Trinity United	Margaret Mitsuyasu
Osceola	Dawn Clarke; Byron Leasure

TREASURER'S REPORT *End of Year 2013*

Balance Sheet

1. The **Balance Sheet** shows a comparison of end-of-year 2013 to EOY 2012. This is a new look at Presbytery finances that wasn't feasible to present before. Several features of this comparison are as follows:
 - a. Overall **Total Assets** are down by \$248,435. This change is due primarily to the disbursement of PRISM funds from the Church Transformation fund.
 - b. Because of the year's stock market performance, all of the investments of the Presbytery grew during the year. This growth includes the Greystone funds, the PRISM funds excluding Church Transformation, and the Presbytery funds.
 - c. Several reserve funds show zero balances at the end of the year. Some of these (3233—New Pastor Conference, 3258—Website Development, 3259—Volunteer Salary Reserve, 3318—Leadership Development, 3319—Lay Leadership Training, 3328—Grants for Redevelopment, 3329—CS Redevelopment & Training, 3339—Maine Mission Trip, 3363—Global Mission Program, and 3369—Restoring Creation Enabler) were redeployed by the Cabinet either into other reserves or into the unrestricted funds. Some were depleted by their respective programs (3242—Candidate Career Counseling, 3321—Jeremiah Journey, 3331—Carryover funds, 3343—Hurricane Sandy, 3349—Avenel Fire).
 - d. The use and redeployment of reserves together with grants and mission giving has meant that the unrestricted funds available for the operational and mission programs of the Presbytery finished the year with higher balances than in 2012. The Balance Sheet shows \$217,476 available for operational support and \$176,189 ready for Mission support.
2. There is a new liability account: Basking Ridge has contributed \$17,400 for use within the Presbytery's mission program. Unfortunately, it has not been possible to resolve how that money should be disbursed.

Revenue and Expense

1. The **Summary of Revenue and Expenses** shows that the Presbytery finished the year with an overall surplus of \$5,388, which is to say revenues were very close to expenses.
2. Some \$92,286 were withdrawn from restricted reserves during the course of the year. These funds went into increases in the unrestricted funds available for operations and mission work.
3. Much of the reported use of reserves came from closing or redeploying inactive reserve funds. There are still two reserve funds that are small and largely inactive (3232—Minister Retreat and 3243—Preparation for the Ministry).

Contributions

1. The **Giving Status** spreadsheet shows that 85% of the **Per Capita** assessments were paid during the year.
2. **Mission** contributions totaled \$320,230 with \$142,621 being retained for Presbytery mission programs.

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Accrual Basis

Appendix I
Presbytery of Elizabeth
Balance Sheet
As of December 31, 2013

	Dec 31, 13	Dec 31, 12	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1001 - Merrill Lynch Operating	152,296.81	541,324.18	-389,027.37
1002 - Greystone Checking	0.00	14,374.20	-14,374.20
Total Checking/Savings	152,296.81	555,698.38	-403,401.57
Other Current Assets			
1110 - Presbytery Assets			
1111 - NCF Foundation General	100,276.00	90,931.84	9,344.16
1112 - I&L Program CD	131,404.59	128,200.54	3,204.05
1121 - NCF Foundation Mission	113,013.76	101,498.64	11,515.12
Total 1110 - Presbytery Assets	344,694.35	320,631.02	24,063.33
Total Other Current Assets	344,694.35	320,631.02	24,063.33
Total Current Assets	496,991.16	876,329.40	-379,338.24
Other Assets			
1210 - Greystone UBS	955,999.33	460,679.62	495,319.71
1220 - PRISM Assets			
1221 - NCF for 21st Cent. Urban Ch.	303,101.26	263,562.56	39,538.70
1222 - NCF for Church Transformation	9,950.75	449,128.81	-439,178.06
1223 - NCF for Education	178,808.15	160,277.91	18,530.24
1224 - NCF for Elmora Prism Fund	124,001.07	107,825.52	16,175.55
1225 - NCF for Urban Strategy	3,000.17	2,608.76	391.41
Total 1220 - PRISM Assets	618,861.40	983,403.56	-364,542.16
1230 - Presbytery Loans			
1231 - Elizabeth First	20,000.00	20,000.00	0.00
1232 - Martinsville	20,586.00	18,060.00	2,526.00
1234 - Union Townley	5,552.00	7,952.00	-2,400.00
Total 1230 - Presbytery Loans	46,138.00	46,012.00	126.00
Total Other Assets	1,620,998.73	1,490,095.18	130,903.55
TOTAL ASSETS	2,117,989.89	2,366,424.58	-248,434.69
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 - Accounts Payable	794.11	0.00	794.11
Total Accounts Payable	794.11	0.00	794.11
Credit Cards			
2010 - American Express	0.00	524.69	-524.69

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Accrual Basis

Appendix I
Presbytery of Elizabeth
Balance Sheet
As of December 31, 2013

	Dec 31, 13	Dec 31, 12	\$ Change
Total Credit Cards	0.00	524.69	-524.69
Other Current Liabilities			
2200 · Payroll Liabilities	0.00	2,344.23	-2,344.23
2300 · Pass Through Mission Giving	787.50	3,323.02	-2,535.52
2301 · Basking Ridge Local Mission	17,400.00	0.00	17,400.00
2998 · Communities Theo Friendsh Grant	0.00	653.65	-653.65
2999 · 403b-	0.00	800.00	-800.00
Total Other Current Liabilities	18,187.50	7,120.90	11,066.60
Total Current Liabilities	18,981.61	7,645.59	11,336.02
Total Liabilities	18,981.61	7,645.59	11,336.02
Equity			
3100 · LEGACY RESERVE			
3110 · Greystone Funds	955,999.33	877,399.63	78,599.70
3120 · PRISM FUNDS			
3121 · Elmora 21st Cent. Urban Church	303,101.26	263,562.56	39,538.70
3122 · Elmora Transformation	9,950.75	449,128.81	-439,178.06
3123 · Elmora Education	178,808.15	160,277.91	18,530.24
3124 · Elmora Prism	124,001.07	107,825.52	16,175.55
3125 · Elmora Urban Strategy Mission	3,000.17	2,608.76	391.41
Total 3120 · PRISM FUNDS	618,861.40	983,403.56	-364,542.16
Total 3100 · LEGACY RESERVE	1,574,860.73	1,860,803.19	-285,942.46
3200 · OPERATIONAL PROGRAM RESERVES			
3230 · COMMITTEE ON MINISTRY			
3231 · Consulting Service	9,053.54	9,053.54	0.00
3232 · Minister Retreat	473.00	773.00	-300.00
3233 · New Pastor Conference	0.00	19.87	-19.87
Total 3230 · COMMITTEE ON MINISTRY	9,526.54	9,846.41	-319.87
3240 · COMMITTEE ON PREP. FOR MINISTRY			
3241 · Candidate Scholarship Fund	16,465.14	16,627.84	-162.70
3242 · Candidate Career Counseling	0.00	405.00	-405.00
3243 · Preparation for the Ministry	106.19	106.19	0.00
Total 3240 · COMMITTEE ON PREP. FOR MINISTRY	16,571.33	17,139.03	-567.70
3250 · ADMINISTRATION			
3251 · Office Equipment	1,325.66	3,218.65	-1,892.99
3258 · Website Development	0.00	5,479.00	-5,479.00
3259 · Volunteer Salary Reserve	0.00	6,055.15	-6,055.15
Total 3250 · ADMINISTRATION	1,325.66	14,752.80	-13,427.14
Total 3200 · OPERATIONAL PROGRAM RESERVES	27,423.53	41,738.24	-14,314.71

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Accrual Basis

Appendix I
Presbytery of Elizabeth
Balance Sheet
 As of December 31, 2013

	Dec 31, 13	Dec 31, 12	\$ Change
3300 - MISSION PROGRAM RESERVES			
3310 - EDUCATION & DISCIPLESHIP			
3311 - Equipping the Saints	4,467.84	5,715.00	-1,247.16
3312 - Resource Center	1,272.89	2,038.65	-765.76
3313 - Triennium	10,733.43	21,227.98	-10,494.55
3318 - Leadership Development	0.00	3,816.18	-3,816.18
3319 - Lay Leadership Training	0.00	36.79	-36.79
Total 3310 - EDUCATION & DISCIPLESHIP	16,474.16	32,834.60	-16,360.44
3320 - EVAN. & CHURCH VITALITY			
3321 - Jeremiah Journey	0.00	10,633.52	-10,633.52
3322 - New Church Development	6,684.19	3,534.19	3,150.00
3323 - New Church Dev. Land Purchase	24,079.19	24,079.19	0.00
3328 - Grants for Redevelopment	0.00	14,466.88	-14,466.88
3329 - CS Redevelopment & Training	0.00	7,635.32	-7,635.32
Total 3320 - EVAN. & CHURCH VITALITY	30,763.38	60,349.10	-29,585.72
3330 - OUTREACH & SOCIAL CONCERNS			
3331 - Carryover Funds	0.00	2,134.46	-2,134.46
3339 - Maine Mission Trip	0.00	350.00	-350.00
Total 3330 - OUTREACH & SOCIAL CONCERNS	0.00	2,484.46	-2,484.46
3340 - DISASTER PREP & RECOVERY			
3341 - Disaster Assistance	18,881.47	33,174.32	-14,292.85
3342 - Disaster Conference	2,901.50	2,901.50	0.00
3343 - Hurricane Sandy	0.00	260.00	-260.00
3349 - Avenel Fire	0.00	7,755.17	-7,755.17
Total 3340 - DISASTER PREP & RECOVERY	21,782.97	44,090.99	-22,308.02
3360 - SPECIAL PROGRAMS			
3361 - Peacemaking	2,292.14	2,853.87	-561.73
3362 - Self Development of People	10,757.18	10,757.18	0.00
3363 - Global Mission Program	0.00	5,377.38	-5,377.38
3369 - Restoring Creation Enabler	0.00	1,293.17	-1,293.17
Total 3360 - SPECIAL PROGRAMS	13,049.32	20,281.60	-7,232.28
Total 3300 - MISSION PROGRAM RESERVES	82,069.83	160,040.75	-77,970.92
3500 - UNRESTRICTED FUNDS			
3600 - OPERATIONS			
3610 - Operational Support	-63,169.08	-91,481.35	28,312.27
3620 - General Fund	100,276.00	90,931.84	9,344.16
3630 - I&L Program	131,404.59	128,200.54	3,204.05
3640 - Outstanding Loans	48,964.00	48,538.00	426.00
Total 3600 - OPERATIONS	217,475.51	176,189.03	41,286.48
3700 - MISSION			
3710 - Mission Support	84,164.92	18,509.14	65,655.78

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01/16/14

Accrual Basis

Appendix I
Presbytery of Elizabeth
Balance Sheet
As of December 31, 2013

	<u>Dec 31, 13</u>	<u>Dec 31, 12</u>	<u>\$ Change</u>
3720 - Mission Fund	113,013.76	101,498.64	11,515.12
Total 3700 - MISSION	<u>197,178.68</u>	<u>120,007.78</u>	<u>77,170.90</u>
Total 3500 - UNRESTRICTED FUNDS	414,654.19	296,196.81	118,457.38
3910 - Retained Earnings	115.57	378.00	-262.43
Net Income	-115.57	-378.00	262.43
Total Equity	<u>2,099,008.28</u>	<u>2,358,778.99</u>	<u>-259,770.71</u>
TOTAL LIABILITIES & EQUITY	<u>2,117,989.89</u>	<u>2,366,424.58</u>	<u>-248,434.69</u>

SUMMARY OF REVENUES & EXPENSES

12/31/2013

12

Actual 2013

FUNDING SOURCE

PER CAPITA (Current Year)	\$ 366,334
PER CAPITA (Prior Year)	\$ 58,343
OTHER OPERATIONAL INCOME	\$ 4,137
UNDESIGNATED MISSION	\$ 165,096
REINVESTED DIVIDENDS	\$ 3,204
GRANTS, FEES, & RESTRICTED GIVING	\$ 126,413
REVERSALS OF PRIOR TRANSACTIONS	\$ 3,244
TOTAL	\$ 726,771

USES OF FUNDS

EDUCATION AND DISCIPLESHIP	\$ 49,324
EVANGELISM AND CHURCH VITALITY	\$ 94,750
OUTREACH AND SOCIAL CONCERNS	\$ 77,232
DISASTER PREPARATION AND RECOVERY	\$ 67,688
SPECIAL PROGRAMS	\$ 11,994
OFFICE & COMMITTEES	\$ 52,831
PERSONNEL (OPERATIONS)	\$ 242,471
PERSONNEL (MISSION)	
PER CAPITA OBLIGATION	\$ 125,094
TOTAL	\$ 721,383

OPERATING RESULT \$ 5,388

RESTRICTED RESERVES USED \$ 92,286

BUDGET DETAIL FOR OPERATIONS

12/31/2013		2013						
	12	Operations Support	Grants, Fees, & Restricted Giving	Start of Year Value for Reserve	Expenses	Current Status of Reserve Account	2013 Budget	% of Budget
5000 - OPERATIONS								
5100 - CABINET								
5110 - Expenses		0			0		300	0%
5120 - Presbytery Meeting Expenses		539			539		1500	36%
5130 - Moderator Expenses		1,396			1396		1500	93%
5140 - Events		0			0		300	0%
Total 5100 - CABINET		1,935	0	0	1,935	0	3,600	
5200 - COMMITTEES								
5210 - Presbytery Attorney		0			0		2000	0%
5220 - Personnel Committee		246			246		100	246%
5230 - Interim EP Search Committee		4,598			4598		5000	92%
5240 - Permanent Judicial Commission		0			0		100	0%
5250 - Audit Committee		25			25		0	
5260 - Trustees		0			0		0	
Total 5200 - COMMITTEES		4,869	0	0	4,869	0	7,200	
5300 - COMMITTEE ON MINISTRY								
3233 - New Pastor Conference	1	-20		20	0	0	0	
5310 - Expenses		179			179		270	66%
5320 - Background checks		7			7		500	1%
5330 - Training		842			842		700	120%
5340 - Mediation Fees		0			0		500	0%
5350 - Boundary Training		0			0		2000	0%
5360 - Consulting Service		0		9054	0	9054	0	
5370 - Minister Retreat		0		773	300	473	0	
Total 5300 - COMMITTEE ON MINISTRY		1,008	0	9,846	1,328	9,527	3,970	
5400 - COMMITTEE ON PREP FOR MINISTRY								
5410 - Expenses		0	0	0	-	0	150	0%
5420 - Training		0	0	0	-	0	100	0%
5430 - Candidate Career Counseling		707		405	1,112	0	3000	37%
5440 - Annual Candidates Luncheon		0	0	0	-	0	100	0%
5450 - Candidate Scholarships		0	2,837	16628	3,000	16465	0	
5460 - Preparation for the Ministry		0		106	-	106	0	
Total 5400 - COMMITTEE ON PREP FOR MINISTRY		707	2,837	17,139	4,112	16,571	3,350	

BUDGET DETAIL FOR OPERATIONS

12/31/2013		2013						
	12	Operations Support	Grants, Fees, & Restricted Giving	Start of Year Value for Reserve	Expenses	Current Status of Reserve Account	2013 Budget	% of Budget
5500 - OFFICE EXPENSES								
3259 - Volunteer Salary Reserve	1	-6055		6055	0	0	0	
5505 - Banking Expense		452			452		500	90%
5510 - Supplies		3307			3307		4000	83%
5515 - Postage and Delivery		895			895		1000	90%
5520 - Telephone		2716			2716		2660	102%
5525 - Internet Access		239			239		600	40%
5530 - Web Hosting Expense		239			239		240	100%
5532 - Office Equipment		0		3219	1893	1326	0	
5535 - Equipment Leases		8631			8631		10000	86%
5540 - Rent		12000			12000		12000	100%
5545 - Insurance		3579			3579		6500	55%
5550 - Website Development		-3945		5479	1535	0	0	
5580 - Stated Clerk's Expense		795			795		745	107%
5590 - Calendars, B of Order, etc.		4003			4003		2500	160%
5592 - Fees		50			50		0	
5595 - Contingency		252			252		0	
Total 5500 - OFFICE EXPENSES		27,160	0	14,753	40,587	1,326	40,745	
Total 5000 - OPERATIONS		35,679	2,837	41,738	52,831	27,424	58,865	0
5900 - GENERAL PRESBYTERY								
5920 - Uncollected GA Per Capita		12355			12355		0	
5930 - Uncollected Synod Per Capita		6340			6340		0	
Total 5900 - GENERAL PRESBYTERY		18,695	0	0	18,695	0	0	0

1 Reserve account was closed by Cabinet - balance transferred to unrestricted reserve

BUDGET DETAIL FOR PERSONNEL

12/31/2013		2013			
	12	Operations Support	Expenses	2013 Budget	% of Budget
6000 - PERSONNEL					
6100 - Interim Executive Presbyter					
6110 - Salary		43,004	43,004	43,005	100%
6115 - Social Security Offset		3,037	3,037	3,088	98%
6120 - Housing		15,583	15,583	15,583	100%
6130 - Pension & Major Medical		13,332	13,332	12,100	110%
6140 - Dental Insurance		67	67	0	
6150 - Professional Expenses		4,020	4,020	4,586	88%
6160 - Continuing Education		2,875	2,875	6,875	42%
6170 - GA Expenses		0	0	0	
6180 - Moving Expenses		11,897	11,897	15,000	79%
Total 6100 - Interim Executive Presbyter		93,815	93,815	100,237	
6200 - Stated Clerk					
6210 - Salary		20,346	20,346	20,346	100%
6250 - Professional Expenses		1,142	1,142	2,000	57%
6260 - Continuing Education		0	0	0	
6270 - GA Expenses		0	0	0	
Total 6200 - Stated Clerk		21,488	21,488	22,346	
6300 - Admin. Assist. for SC					
6310 - Salary		45,081	45,081	45,081	100%
6330 - Pension & Major Medical		14,832	14,832	14,877	100%
6340 - Dental Insurance		145	145	802	18%
6360 - Continuing Education		500	500	500	100%
Total 6300 - Admin. Assist. for SC		60,558	60,558	61,260	
6400 - Admin. Asst. Mission/Education					
6410 - Salary		34,710	34,710	34,710	100%
6430 - Pension & Major Medical		11,882	11,882	13,200	90%
6440 - Dental Insurance		226	226	302	75%
6460 - Continuing Education		500	500	500	100%
Total 6400 - Admin. Asst. Mission/Education		47,318	47,318	48,711	
6500 - Bookkeeper					
6510 - Compensation		8,730	8,730	8,400	104%
Total 6500 - Bookkeeper		8,730	8,730	8,400	
6600 - Coordinator for Volunteers					
6610 - Salary		0	15,133	15,134	100%
6690 - Mileage & Expenses		0	770	1,532	50%
Total 6600 - Coordinator for Volunteers		0	15,904	16,666	
6900 - Employer Payroll Taxes		10,165	10,165	11,442	
6950 - Payroll Service	1	398	398	0	
Total 6000 - PERSONNEL		242,471	242,471	252,396	

1 Payroll service was started in August 2013

BUDGET DETAIL FOR MISSION

12/31/2013

12

		2013							
		Undesignated Mission Support	Grants, Fees, & Restricted Giving	Start of Year Value for Reserve	Expenses	Current Status of Reserve Account	2013 Budget	% of Budget	
7000 · MISSION MINISTRIES									
7100 · EDUCATION & DISCIPLESHIP									
	1	-3816		3816		0			
	1	-37		37		0			
		0	7762	5715	9010	4468			
		765	0	0	765	0	4353	17.6%	
		2200	0	0	2200	0	1500	146.7%	
		12000	0	0	12000	0	12000	100.0%	
		0	0	2039	766	1273	2000	0.0%	
		0	0	0	0	0	200	0.0%	
		39	0	0	39	0	200	19.4%	
		5000	9050	21228	24545	10733	5000	100.0%	
Total 7100 · EDUCATION & DISCIPLESHIP		16151	16812	32835	49324	16474	25253		
7200 · EVAN & CHURCH VITALITY									
	2	-14467		14467		0			
	2	-7635		7635		0			
			0	24079	0	24079			
	2	25885	1200	10634	37718	0	32280	1	
		3150	0	3534	0	6684	3150	100.0%	
		8000	48752	0	56752	0	8000	100.0%	
		0	0	0	0	0	0		
		280	0	0	280	0	0		
Total 7200 · EVAN & CHURCH VITALITY		15212	49952	60349	94750	30763	43430		

BUDGET DETAIL FOR MISSION

12/31/2013

		2013						
		Undesignated Mission Support	Grants, Fees, & Restricted Giving	Start of Year Value for Reserve	Expenses	Current Status of Reserve Account	2013 Budget	% of Budget
7300 · OUTREACH & SOCIAL CONCERNS								
	3339 · Maine Mission Trip	-350		350		0		
	7310 · Local Mission	35088	0	0	35088	0	40000	87.7%
	7320 · New Hope Initiative	40009	0	0	40009	0	40000	100.0%
	7390 · Carryover Funds		0	2134	2134	0		
Total 7300 · OUTREACH & SOCIAL CONCERNS		74747	0	2484	77232	0	80000	
7400 · DISASTER PREP. & RECOVERY								
	7440 · Avenel Fire	0		7755	7755	0		
	7410 · Disaster Assistance	0	42345	33174	56637	18881	5000	0.0%
	7420 · Disaster Conference	0	0	2902	0	2902		
	7430 · Hurricane Sandy	0	3035	260	3295	0		
Total 7400 · DISASTER PREP. & RECOVERY		0	45380	44091	67688	21783	5000	
7600 · SPECIAL PROGRAMS								
	3363 · Global Mission Program	-5377	0	5377		0		
	3369 · Restoring Creation Enabler	-1293	0	1293		0		
	7610 · Peacemaking		1251	2854	1813	2292		
	7620 · Self Development of People		10181	10757	10181	10757		
Total 7600 · SPECIAL PROGRAMS		-6671	11432	20282	11994	13049	0	
Total 7000 · MISSION MINISTRIES		99440	123576	160041	300987	82070	153683	

- 1 **Reserve account was closed by Cabinet - balance transferred to unrestricted reserves.**
- 2 **Reserve accounts 3328 and 3329 were transferred by Cabinet to fund Jeremiah Journey expenses. The Start of Year Reserve is increased by \$22,702 to reflect this transfer**
- 3 **Local Mission contributions:**

AGAPE Community Kitchen	2,000.00	Institute of Music for Childr	4,000.00
Brand New Day	2,000.00	Red Ribbon Fellowship	2,000.00
EI Centro	2,000.00	Somerset Chaplaincy to the	2,000.00
Elizabethport Presbyterian Center	8,000.00	Somerset Jail Chaplaincy	2,000.00
Fish Hospitality Program, Inc.	3,000.00	Restore Ministries	6,000.00
Good News Home for Women	2,000.00		
- 4 **New Hope Initiative Grants**

Basking Ridge Presbyterian Church	4,000.00	First Presbyterian Church o	4,250.00
Bethel Presbyterian Church	7,500.00	Hillside Millenium Presbyte	1,500.00
Fanwood Presbyterian Church	3,000.00	Oak Tree Presbyterian Chur	5,650.00
First Pres. Elizabeth	5,000.00	Red Ribbon Fellowship	7,500.00
First Pres. Metuchen	3,200.00	Willow Grove Presbyterian	6,000.00
- 5 **Expenses include money paid to Coordinator for Volunteers**

Appendix I

Per Capita and Mission Giving

12/31/2013

12

	Per Capita				Mission										Total Mission
	Invoice	Payment	Remaining	Prior Year	General Assembly			Synod			Presbytery				
					Shared	Designated	Special Offering	Shared	Designated	Special Offering	Shared	Designated	Special Offering		
Avenel 4653	7722.6	0	7722.6	2566.8	0	0	265	0	0	0	0	0	1000	0	1265
Basking Ridge 4654	26278.8	-26278.8	0	0	0	16071	482	0	0	0	0	15950	1450	0	33953
Bedminster 4676	10540.8	-10540.8	0												0
Berkeley Heights 4826	2671.8	-2671.8	0	0	125	0	668.5	15.42	0	75	300	1456	30.83	0	2671
Bernardsville 4697	4501.8	-500	4001.8	0	0	515	0	0	0	0	0	0	0	0	515
Carteret 4655	2488.8	-2488.8	0	0	0	800	0	0	500	0	0	100	0	0	1400
Clark 4659	5233.8	-1696.4	3537.4	0	0	0	0	0	0	0	0	107.57	0	0	108
Clinton 4656	14200.8	-11370	2830.8	0	0	0	3087.5	42.63	0	0	0	0	42.62	0	3173
Cranford 4658	18775.8	-18755.8	20	0	6750	0	1247.75	80.58	0	4116.67	16200	90	227.83	0	28713
Edison Community 7810	4026	-4026	0	0	515.76	500	0	0	0	209.46	1587.8	0	0	0	2813
Edison Lord of Hope 11512	512.4	-512.4	0	439.2	0	0	0	0	0	0	0	0	0	0	0
Edison Oak Tree 2969	2196	-2196	0	0	62.5	0	259.47	13.67	0	37.5	150	300	13.66	0	837
Elizabeth First 4661	1866.6	0	1866.6												0
Elizabeth Second 4662	4062.6	-3843	219.6	0	1000	0	0	0	0	0	2000	200	0	0	3200
Elizabeth Siloam-Hope 10858	2818.2	-2820	-1.8	0	1000	608	0	0	0	600	2400	705	0	0	5313
Elizabeth Third Westminster 10790	3806.4	-3806.4	0	0	625	0	435	0	0	375	1500	965	0	0	3900
Fanwood 4671	12261	-12261	0	6000	0	0	75.67	12.61	0	0	0	0	25.22	0	114
Fords 4696	1061.4	-1061.4	0	0	0	0	300	0	0	0	0	0	0	0	300
Garwood 4672	1647	-627.2	1019.8	772.56	0	0	0	0	0	0	0	0	0	0	0
Hillside Millennium 12213	2854.8	-2562	292.8												0
Iselin 4675	6148.8	-6148.8	0	0	1600	0	1412.75	0	0	1430	4570	0	0	0	9013
Liberty Corner 4677	38796	-38796	0	0	0	0	8725	0	0	0	0	0	0	0	8725
Linden 4678	5233.8	-2119.6	3114.2	69	1750	0	0	0	0	0	1250	200	0	0	3200
Linden Calvin 9312	4099.2	-4099.2	0	0	6750	0	1000	0	0	4050	16200	0	0	0	28000
Martinsville 3109	329.4	-329	0.4	0	93.75	0	0	0	0	56.25	225	1050	0	0	1425
Metuchen 4679	26132.4	-13272.1	12860.3	0	0	8450	3144.92	215.91	0	0	3000	1027	218.67	0	16057
Middlesex 8111	1866.6	-1866.6	0	30	0	0	0	0	0	0	0	625	0	0	625
Mountainside 4699	10284.6	-10284.6	0	2571.15	0	0	0	0	0	0	0	300	0	0	300

Presbytery of Elizabeth

MINUTES OF CABINET

December 3, 2013

ATTENDANCE

Ruling Elders:

Phyllis Black (Metuchen), Vice-Moderator
Dave Bomgaars (Central), the Treasurer of Presbytery*
Sara Burke (Westfield), Administrative Assistant*
Dawn Clarke (Springfield), Committee on Ministry, co-chair
Alan Ford (Bethlehem), Cabinet, chair
Terry Gleason (Oak Tree), Bookkeeper**
Barbara McLaughlan (Westfield), Stewardship Committee, chair*
David Rogers (Westfield), Trustees

Teaching Elders:

Brian Croak (MaL), Synod of the Northeast Representative
Cheryl Galan, Transitional Leader*
Chris Kile (Cranford), member at large
Jill Kitsko (Oak Tree), Evangelism and Congregational Vitality Unit, chair
Paul Rack (Stated Clerk)*
Brooks Smith (HR), Disaster Preparedness and Response Team
Shannan Vance-Ocampo (Watchung Avenue), Moderator of Presbytery

Absent/Excused:

Amy Aaroe (Cranford), Presbyterian Women
Bobbie Arrowsmith (Connecticut Farms), Committee on Preparation for Ministry, chair
Linwood Bagby (Elizabeth Second), Past Moderator of Presbytery
Cynthia Cochran-Carney (Willow Grove), member at large
Coile Estes (Pluckemin), Personnel Committee, chair
Susie Krivenko (Rahway), Nominating, chair
Alicia Tamlino (Bethlehem), Education and Discipleship Unit, chair
Skip Winter (Cranford) chair, Outreach and Social Concerns Unit

* Members with voice but not vote.

** Guests

Call to Order.

The regular monthly meeting of the Cabinet of Elizabeth Presbytery was called to order at 4:20 pm (EST) on Tuesday, December 3, 2013, at the Presbytery Office in Plainfield, NJ.

Alan Ford opened the meeting by asking for prayer concerns, mentioning specifically several deaths in one family over two years at the Bethlehem church. Sara Burke noted that Skip Hansen, a long-time member of the United church and very active in presbytery, has died. Brooks Smith's grandson has pneumonia and influenza. Presbyter Ford then offered a prayer.

Appendix II

The Cabinet **VOTED** to approve the distributed Agenda for this meeting.

The Cabinet **VOTED** to approve the Minutes of the November 5, 2013, meeting.

Old Business.

1. Debrief November Stated Meeting

a. Presbytery Meeting Evaluation

Generally positive reviews were received for this meeting. Attendance was surprisingly good considering the date (two days before Thanksgiving) and the bad weather (rain). The sample was small (20), and the Cabinet shared tactics for encouraging more responses. The Cabinet decided to post the responses on the web-site, with some editing.

b. Learning Module Review.

The Cabinet reviewed the “Shared Learning Experience” at the November Stated Meeting of presbytery, the theme of which was “Community or Isolation?” While the response was positive, it was also noted that perhaps more “how to” is needed, along with more reflection on presbytery’s role in helping congregations make this choice. Perhaps there are ways to facilitate networking (communication, etc.), and allocating resources, while emphasizing a bottom-up approach.

Three challenges were identified: Changing the habits and routines of existing groups, vulnerability, and leading by example and experience. Also a fourth: changing people’s definition of “mission.”

It was acknowledged that putting people in triads to share their own stories of community, like at the previous Stated Meeting, would have been good, had time allowed.

c. Retreat.

The Cabinet considered the possibility of having a retreat, prior to Lent. It would be a time for opening ourselves for more discussion. Then we will have the next 6 months to let this influence our budget and other considerations for 2015.

2. Financial Communication.

The Cabinet examined a proposed letter integrating what has been two separate notices concerning the per capita assessment and the general mission pledge. Cabinet agreed that these actions were appropriate and that we would proceed with the letter.

Appendix II

3. Moderator Succession Plan.

The Moderator of Presbytery has received a call to serve as Transitional Leader in Albany Presbytery. Our Manual says that in this case the Vice-Moderator fills out the term of the out-going Moderator, and then their own term. Phyllis is ready! The Nominating Committee will be looking to identify a new vice-moderator who would serve the remainder of Phyllis' term plus one additional year.

4. Greystone Update.

Presbyter Galan reported that, amid the confusion over the disposition of the Greystone Legacy money, the First Elizabeth church has been doing Latino ministry and is hoping (and trying) to apply for funding. The Greystone Legacy Committee (GLC) has doubled in size, with more racial-ethnic representation. Meanwhile, First Elizabeth is submitting applications to three entities in the presbytery (OSCU, PRISM, GLC), to fund a call to Jennifer Rodriguez (Presbytery of Palisades) to ministry with the Latino community. She is already doing good work in a non-ordained capacity, but her current funding is running out. This will be a one-year, full-time position, half with the congregation and half with the presbytery. It is hoped that after the first year the church will be getting enough rental income from "the Academy" building (formerly the Parish House) to pay for their share of her call. The presbytery may have to get creative to come up with the other half after the first year.

5. Staff / Officer Reports.

a. Treasurer/Bookkeeper.

- David Bomgaars asked Cabinet's opinion about whether we should take advantage of synod discount and pay that per capita by January 31. It was agreed that this is a good idea.
- He also noted that we are considering paying General Assembly per capita up front.
- Cabinet affirmed our responsibility to pay the General Assembly and synod assessments at the full level, regardless of how much we actually receive from churches. (See Stated Clerk Report below for additional information.)

b. Stated Clerk.

The Stated Clerk reported a conversation with Gradye Parsons indicating that presbyteries are not required to pay the per capita assessment for churches that have left their jurisdiction, as long as the right form gets filled out. In our case this means Dunellen and Elizabeth Korean, which left in 2012. Dave and Terry will obtain the needed paperwork and pay per capita to GA and Synod as appropriate.

Presbytery of Elizabeth

MINUTES OF CABINET

January 14, 2014

ATTENDANCE

Ruling Elders:

Linwood Bagby (Elizabeth Second), Past Moderator of Presbytery
Phyllis Black (Metuchen), Vice-Moderator
Dave Bomgaars (Central), the Treasurer of Presbytery*
Sara Burke (Westfield), Administrative Assistant*
Dawn Clarke (Springfield), Committee on Ministry, co-chair
Alan Ford (Bethlehem), Cabinet, chair
Terry Gleason (Oak Tree), Bookkeeper**
Susie Krivenko (Rahway), Nominating, chair
Barbara McLaughlan (Westfield), Stewardship Committee, chair*
David Rogers (Westfield), Trustees

Teaching Elders:

Cynthia Cochran-Carney (Willow Grove), member at large
Brian Croak (MaL), Synod of the Northeast Representative
Coile Estes (Pluckemin), Personnel Committee, chair
Cheryl Galan, Transitional Leader*
Chris Kile (Cranford), member at large
Jill Kitsko (Oak Tree), Evangelism and Congregational Vitality Unit, chair
Paul Rack (Stated Clerk)*

Absent/Excused:

Amy Aaroe (Cranford), Presbyterian Women
Bobbie Arrowsmith (Connecticut Farms), Committee on Preparation for Ministry, chair
Brooks Smith (HR), Disaster Preparedness and Response Team
Alicia Tamilio (Bethlehem), Education and Discipleship Unit, chair
Skip Winter (Cranford) chair, Outreach and Social Concerns Unit

* Members with voice but not vote.

** Guests

Call to Order.

The regular monthly meeting of the Cabinet of Elizabeth Presbytery as called to order at 4:15 pm (EST) on Tuesday, January 14, 2014, at the Presbytery Office, in Plainfield, NJ, with a prayer by the chair, Alan Ford (Bethlehem).

- I. The Cabinet **VOTED** to approve the distributed agenda for this meeting.
- II. The Cabinet **VOTED** to approve the distributed Minutes of the December 3, 2013.

Appendix II

IV. Action Items.

A. Directory Updates.

1. The Cabinet **VOTED** to remove from the directory the Stewardship of Creation Enablers.
2. The Cabinet **VOTED** to ask the Trustees to come to the Cabinet next month with a recommendation to the presbytery that the Administrative Manual be changed to abolish the Stewardship Committee and giving responsibility for budget development and oversight, oversight of investments, financial reports and policies, to the Trustees of Presbytery, and make suggestions about the size of the Trustees.
3. The Cabinet decided to remove the Stewardship Committee from the directory.
4. The Cabinet decided to remove from the directory all open slots in presbytery entities, keeping these openings visible on the web-site and other places.
5. The Cabinet talked about eliminating pages in the directory that duplicate information found elsewhere: for example, directions to the presbytery office; the list of other presbyteries in NJ; contact information for General Assembly, Synod, and other agencies; resource center topics; and the list of Stated Meetings.
6. The Cabinet decided to reduce the number of copies of the directory available in paper form to 2 per church.

B. Cabinet Retreat.

The Cabinet discussed the possibility and logistics of holding a retreat at the end of February. It turned out to be too difficult to assure sufficient attendance on the suggested dates. The Cabinet decided to start over, looking now in May. Sara Burke will send out an e-mail to coordinate this.

V. January Stated Meeting.

A. Docket.

The theme for the meeting is “choosing bold over mild”. Cheryl Galan and the Cabinet brainstormed ways to bring this theme to life in the context of a Stated Meeting of presbytery. Mixing the learning with the business sounds like a good idea. The plan is to finish the meeting at 12:30.

An “order of the day” for one hour will be dedicated to the motions to close the Martinsville church. For the memorial moments, it was decided that the names should be mentioned and a brief eulogy offered, with silence. Fred Black will be asked to do this. For the election of the General Assembly Commissioners, we will be using written ballots, as is traditional in this presbytery.

The Stated Clerk and Moderator are authorized to produce the final order/sequence of the Docket.

B. Debating a Contentious Issue.

The Presbytery of Elizabeth

ROLL OF PRESBYTERY

December 31, 2013

Total Teaching Elder Members: 104

The Stated Clerk of the Presbytery maintains three rolls listing the names of all the Teaching Elders who are continuing members of the Presbytery: engaged in validated ministry, member-at-large, honorably retired; a fourth roll listing Commissioned Ruling Elders; a fifth roll listing those engaged in Certified Church Service; and a sixth roll listing those who have been deleted from the other rolls (Book of Order G-2.0503). The lists of the Teaching Elder members, Commissioned Ruling Elders and Certified Church Service include changes from **January 1, 2013** through **December 31, 2013** are to be included in the Presbytery Minutes.

I. ENGAGED IN VALIDATED MINISTRY

A. Within Congregations (G-2.0504a & b) (49)

ALOYO, Victor (P)/(TS)	Plainfield, Nuevas Fronteras / Plainfield, United
ARROWSMITH, Roberta (P)	Union, Connecticut Farms
BELDEN, Christopher (P)	Mountainside, Community
CHAMIS, Karen (P)	Roselle, First
COCHRAN-CARNEY, Cynthia (P)	Scotch Plains, Willow Grove
DAVIS, Matthew (P)	Bedminster, Lamington
EBERT, Jeffrey (P)	New Providence
ESTES, A. Coile (P)	Pluckemin
FEUERBACH, Donald E. (P)	Liberty Corner
FLAVIN, Michael (A)	New Providence
GARDNER, Shelley S. (A)	Woodbridge, First
GOMES, Jupiaci (P)	Hillside Millennium
GRANZEN, Michael (P)	Elizabeth, Second
HAVRILLA, Anne (A)	Liberty Corner
HAYES, Erin (P)	Rahway, First
HENRY, Tracey Cowan (P)	Clinton
HIGGS, Robert (D)	Elizabeth, First
HOFSTRA, Peter (P)	Perth Amboy, First
HOWARD, Jr., John H. (P)	Elizabeth, Siloam-Hope
ILLIAN, John (A)	Summit, Central
JAHNKE, David (P)	Fanwood
JONES, Dennis W. (P)	Basking Ridge
JONES, Laura Arlowyn (A)	Metuchen, First
KILE, John Christian (P)	Cranford, First
KIM, Chester Daesung (P)	Bernardsville, First
KITSKO, Jill Hedlund (P)	Edison, Oak Tree
KURTZ, Douglas (SS)	Fords, First
LANDINO, Ryan J. (P)	Linden, Calvin
LEE, Chang Woo (P)	Edison, Lord of Hope

Appendix III

LOUER, III, Robert C. (I)	Avenel, First
MACARI, Kenneth (P)	Edison, Community
MASSENGILL, Samuel (P)	Metuchen, First
MITSUYASU, Margaret (A)	Pluckemin
NEY, Victoria (P)	Springfield
PATERSON, Maureen (A)	Basking Ridge
PRESA, Neal D. (P)	Middlesex
RACK, Susan Joseph (P)	Martinsville, Christ
RANKINE, Ian (A)	New Providence
ROBERTS, Raymond R. (P)	Westfield
RUFFLE, Diane (P)	Berkeley Heights, Westminster
RUMENGAN, Mercy (PA)	Metuchen, First
SAMSON, Michael M. (A)	Westfield
SANTULLI, Marian Lynn (I)	Plainfield, Crescent Ave
SPONAUGLE, Laurie B. (P)	Pittstown, Bethlehem
STEELE, Donald (P)	Summit, Central
THOMAS, James F. (P)	Iselin, First
VANCE-OCAMPO, Shannan (P)	North Plainfield, Watchung Ave.
WEAVER, William (P)	Linden
WILMARTH, Emily (A)	Westfield

B. Specialized Ministers in service within this jurisdiction (G-2.0503a) (3)

AYOUB, Nadia
GALAN, Cheryl
RACK, Paul F.

C. Specialized Ministers in service beyond this jurisdiction (G-2.0503a) (7)

AHN, Isaac
GREENWOOD WHITE, Deirdre
HENRY, Kathryn
HRYNYK, Jennifer Testa
McCORMICK, Christina L.
MORRIS, Dorothy
PACE, Arthur

II. MEMBER-AT-LARGE: (G-2.0503b) (12)

ASBURY, Nancy Munshour
BUTLER, Jennifer
CAMPBELL, Sally
CROAK, Brian
FINN, Lawrence
FOLTZ-MORRISON, Leslie
GARDINER, Murv L.
JONES, Philip M.
MUSE, Frank K.
OH, John S.
TAYLOR, Christopher
YOON, Joseph

III. HONORABLY RETIRED: (G-2.0503c) (33)

ANDERSON-DOMER, Elizabeth	MAXELL, Charles
BAIER, Charles	MILLAR, John
B EGLIN, Helen	MOSS, Hibbert
BERINGER, Robert	MULLER, Douglas
BLACK, Frederick	NAUGLE, John
BLOCK, Russell	PEDERSON, Janet Vane
BRACKBILL, Charles	RODRIGUEZ, Corina
BRYANT, Howard	SCHUNDLER, Bruce
BYERS, Reid	SHU, Timothy J.J.
DUNLAP, John	SMITH, Brooks
GARLIC, Joseph	SMITH, Mark C.
GRANT, Leonard T.	STEPHENSON, John
GROTE, Douglas	TALBOT, John
HORA, Linda Joy	TISDALE, Jr., W. Alfred
KROTCHKO, David J.	VERSER, James
LANTZ, Winter	YOO, Je Sun
LUCKHOFF, Abraham	

IV. COMMISSIONED RULING ELDER: (G-2.10) (1)

Jonathan Williams (Plainfield, United) [serving Plainfield, Bethel]

V. CERTIFIED CHURCH SERVICE: (G-2.11)

A. Presbytery and Certified Church Service: (G-2.1102) (4)

Administrative Personnel Association Level III

Sara L. Burke (Westfield) - serving on Presbytery staff

Sue Harmon (Metuchen) - serving on Metuchen First staff

Merry Matlock (Metuchen) - serving on Metuchen First staff

Ruth Mikalonis (Middlesex) - serving on Plainfield Crescent Ave staff

B. Certified Christian Educators: (G-2.1103) (4*)

Rev. Roberta Arrowsmith (P)

Rev. Cheryl D. Galan (TL)

Rev. Chester Kim (P)

Rev. Shannan Vance-Ocampo (P)

*These ministers are serving a church within the presbytery and are accounted for in the listing of ministers within congregations.

VI. DELETED FROM ROLLS: (0)

A. Inactive Teaching Elders: (G-2.0508) (0)

Teaching Elders

Gains / Losses / Transitions in 2013

2013 Gains (5)

GALAN, Cheryl D.	7/15	from Northern Kansas Presbytery
HAYES, Erin Meredith	4/7	from Donegal Presbytery
HENRY, Tracey Cowan	3/1	from Pittsburgh Presbytery
LOUER, III, Robert C.	2/15	from New York City Presbytery
STEELE, Donald J.	2/24	from Carlisle Presbytery

2013 Losses (10)

ALBERT, Gregory	2/1	to New Brunswick Presbytery
BETHEL, Leonard L.	2/1	to Philadelphia
BETZ-BOGOLY, Cynthia	11/26	to Philadelphia
BONNELL, George	5/5	death
BROSTROM-O'BRIEN, Karen	2/1	to Newton Presbytery
CULTON, William O.	8/1	to Newton Presbytery
FARR, Else	11/10	death
NORMAN, Valencia	8/15	to Newark Presbytery
OWENS, Linda	2/1	to New Brunswick Presbytery
PARK, Young Jin	11/26	to New York City

2013 Ordinations (G-2.0704) (2)

ESTEVEZ, Edwin Rolando	6/30	to Chicago Presbytery
JONES, Laura Arlowyn	1/20	

2013 Honorably Retired (1)

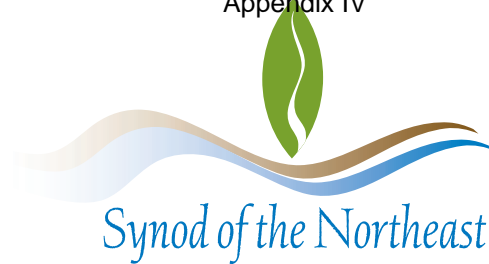
BAIER, Charles	9/1	
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Preparation for Ministry (G-2.06)**Inquirers Enrolled** (G-2.0603) (2)

MARCHAND-JUAN, Noris	5/7	Plainfield, Nuevas Fronteras
SINGH, Ingrid A.	6/6	Linden

Candidates Enrolled (G-2.0604) (3)

CAMPBELL, Jeremy	5/28	Metuchen, First
TAÑÓN-SANTOS, Amaury	1/8	extraordinary candidate
TOKE, Alicia	1/8	Carteret, First



A New Way Forward

*A Report of the Transitions Working Group
The Synod of the Northeast PCUSA*

The First Chapter

The work of discovering and facilitating a *New Way Forward* for the Synod of the Northeast has been in process since the Synod Assembly of 2011. At that time the Assembly voted to:

- 1 Listen to the hopes and concerns of groups and individuals across the Synod
- 2 Review the previous initiatives taken since 2005
- 3 Incorporate the response of the 220th General Assembly to the report of the Mid Governing Council Commission
- 4 Pray, reflect, and discern together
- 5 Consider and recommend models for the future

(Report of the Transition Working Group approved at the October 19-20, 2012 Synod Assembly)

A Transitional Leader was hired and a new learning community was formed as the Transitions Working Group. This Transitions Working Group (TWG) was comprised of racially, ethnically and age diverse members. The TWG spent its first year or chapter of work deeply listening into the various groups that make up the Synod of the Northeast (SNE). Special care was taken to listen within groups that are not well represented among the current leadership of the SNE, including young leaders and those within our racial and ethnic communities. Care was taken to review previous research and initiatives to restructure the Synod.

The Synod Assembly of 2012 received the TWG report and took the following actions:

The Synod Assembly unanimously adopted the Transition Working Group's Proposal, affirmed the future direction for the Synod as recommended by the Transitions Working Group (TWG), and encouraged the TWG to:

- 1 Invite all of our member presbyteries into a year of intentional discernment about how to strengthen the recommendations, and to support those presbyteries in this effort;
- 2 Work intentionally with the racial ethnic caucuses to assure that their concerns are responded to in a way that honors their important witness even as we work to become something new;
- 3 Further develop the common identity and missional purpose; report its progress to Synod Council, all presbyteries, and all Presbytery Partnership Groups (PPGs) on a quarterly basis, and bring comprehensive recommendations and findings to the Synod of the Northeast no later than the Synod's 2013 Fall Assembly.

(Summary of Synod Actions, Published January 9, 2013)

The full report with Spanish and Korean language translations can be found on the Synod's website (<http://synodne.org/index.php/transitions-blog/transition-working-group-proposal/>).



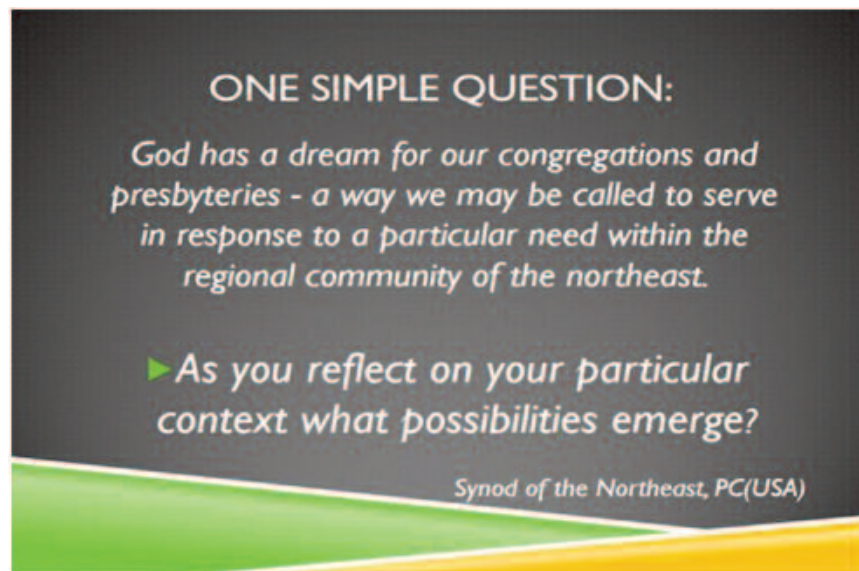
The further development of this *New Way Forward* is based upon the Transitions Working Group Proposal approved by the 2012 Synod Assembly and is based upon the following foundational values:

- **The membership of our Synod deeply values the gifts of community** beyond the presbytery level and is yearning for new ways to live out that promise. As pressures on presbyteries and congregations continue to increase, synod level gatherings of various kinds offer valuable common ground for mutual nurture and support.
- **We need to find ways to provide greater and authentic access for our younger members**, especially our emerging leadership, to the decision making and resources of our synod.
- **We cherish the diversity of our membership.** As we move into discovering what life will be like as the church of the mid 21st century, we know we will do well to build upon the history of our racial and ethnic caucuses and to use this history as a way toward discovering how we may resource all congregations and presbyteries, to become diverse communities of gracious welcome in an ever more diverse region.
- **We need to shift our energy from governance and administration to mission.** As we structure our life together, we need to find ways to provide as much open access as possible while being good stewards of our resources. We need to model new ways of decision-making that promote this openness. This model will need to provide multiple access points as close to the grassroots as possible.
- **We yearn to discover a common identity and missional purpose.** There is significant opportunity to do amazing things for the Kingdom of God as we gather together in partnership. We need to discern our missional identity and purpose within the region and the world.



The Second Chapter

A second round of listening sessions were designed and offered throughout our Synod. While it has been difficult to get invited into the busy schedules of presbyteries, we were able to listen to the voices of over half our presbyteries, covering all geographic areas. We were also able to hold special sessions for our Racial Ethnic Caucuses and Emerging Leaders. The process, called “One Simple Question,” included the opportunity for participants to reflect upon the following question:



The individual responses to this question have been posted on the TWG Blog found on the front page of the Synod website where individuals may comment or add additional thoughts.

The process of distilling these responses and discerning a common missional calling has been the work of the TWG as they engaged in a season of prayer and reflection at Stony Point Conference Center July 21-22, 2013.

At the same time the TWG added four task groups assigned to develop the detail of this *New Way Forward*. These task groups included:

1. *Governance*— basing its work upon the value of reduced governance
2. *Networks* — basing its work on creating a way for open access to Synod resources in ways that promote innovation and passionate commitment and partnerships across our presbyteries
3. *Staffing*— exploring how we might ensure effective ways to live into this *New Way Forward*
4. *Finance*— exploring how we might both streamline and make accessible the financial resources of the Synod in the most effective and responsible manner

Membership rosters for these task groups may be found as *Appendix A* to this report.

The process of the 2013 Synod Assembly’s deliberation on this *New Way Forward* will begin with this overview and its general recommendations. Following this, a new set of By-Laws has been drafted which will provide governance and structural detail. The proposed By-Laws will be presented for information and for a vote at the 2014 Assembly as provisional so that we might begin to live into this *New Way*. The TWG recommends that the Synod Council appoint a By-Laws Review Panel to periodically review these new By-Laws and make recommendations for improvement to the 2014 Synod Assembly. The second and final vote of this *New Way Forward* will be held at the Synod Assembly of 2014. The 2013 Synod Budget will offer opportunity to have trial runs of some parts of this *New Way Forward* while living faithfully within our current Synod By-Laws.



A Brief Description of the New Way Forward

The Synod of the Northeast —a working definition

We understand our Synod as a regional community of PCUSA presbyteries and their congregations committed to serving as supportive mutual partners. It is the responsibility of this regional community to walk alongside its presbyteries, offering the kinds of resourcing presbyteries are unable to provide alone. The Synod exists to serve its presbyteries through resourcing, guidance and the ability to gather partners on a larger scale. Drawing upon its regional size and diversity, the Synod provides valuable resources and opportunities for its presbyteries. The Synod also provides creative and less encumbered space for innovation. With governance simplified and without the intense relational and governance demands faced by most presbyteries, the Synod can be a place where creativity might be allowed to flourish.

The Missional Purpose of the Synod of the Northeast

This is the vision God has placed in our hearts, that together we will become witnesses to the ever-expanding community of Christ, following his way: “I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another.” (*John 13:34-35*)

We are a regional community of presbyteries and congregations learning to respond to God’s call to become agents of divine justice, transforming the Presbyterian Church (U.S.A.) in the Northeast into a community of hospitality and welcome for all. We recognize that we have not always lived into the gift of our great diversity. We have not always fully welcomed all those within the communities we serve, including people of different racial or ethnic identities, economic classes, genders, abilities, sexualities, immigration statuses, or those who are marginalized in other ways. Finding deep joy in our differences, we commit to equipping the saints for a courageous and steadfast witness of love and hope; learning, growing, worshiping and working together.

Governance

One of the values discerned through the first chapter of our work included the reduction of human time and energy needed to support the governance of our synod. The goal of this part of our *New Way Forward* is to reduce by approximately 50% the human hours and energy required for the governance work of the Synod. This will be achieved primarily with the following changes:

1. **Moving to a Synod Governance Assembly every two years.**
2. **Holding a “Big Tent” type of event on the alternate years** to promote faithful practices, showcase innovative new ministries and mission, and networks to provide quality relationship building/sustaining time among the members of our presbyteries and congregations.
3. **Restructuring membership on our Synod Council to include one representative from each presbytery.** Each presbytery will be invited to provide a slate of nominees from which the Synod Assembly will elect Synod Council members who reflect the diversity we value.
4. **Other members of the Synod Council** will include Young Adult Advisory Delegates (YAAD) from 1/3 of our Presbyteries and one each from our Racial/Ethnic Caucuses and Presbyterian Women.
5. **Membership on the Synod Council** will be open to active members of Synod presbyteries or congregations.
6. **Regular meetings of the Synod Council** will convene quarterly on a Friday afternoon through Saturday lunch. These meetings will include time on Friday for the Council to work within its working groups and then to meet in plenary on Saturday morning.
7. **The Council will consist of three working groups** of approximately 1/3 each. These include **Trustees, Networks Review** and **Synod Mission**. This report will include more detailed descriptions of each working group. The following are brief descriptions:

Trustees

This will fulfill our legal obligation to have an official Board of Trustees. We would use this group to cover the traditional responsibilities of such a board with the inclusion of serving as the Synod's Finance and Budget Committee. We have had this change reviewed by legal counsel and it is found to comply with New York State Religious Law.

Networks

In its first chapter of work, the TWG also discerned that the Synod Community desired a way to provide resources in a way that had broader access than our previous system of Presbyterian Partnership Groups (PPGs). This *New Way Forward* is based upon the value that our Synod is not called to provide programming, but resourcing, and that the gifts for this resourcing are best found within the giftedness of our members. This *New Way Forward* attempts to create resourcing that flows from the grassroots to the larger regional community where such resources are highly accessible and draws upon the passion and interest of our members.

A network is a group of individuals, churches, and/or presbyteries recognized by the Synod Council, committed to gathering and working together with a common purpose that embodies the overall mission of the Synod.

Purpose:

Networks in the Synod of the Northeast form and gather because:

- they share a common purpose
- they have something to share with one another that will strengthen their common ministry
- they are stronger together than they are apart
- they are brought together by the Holy Spirit
- they together have experience, knowledge, and passion to offer the church at large.

Networks in the Synod of the Northeast form and gather to:

- provide for mutual support
- gain fresh perspectives for ministry
- maintain regular connection/communication between members
- resource others in the Synod and beyond.

Structure:

- The network will determine its own leadership, arising from within the group, and will set its own agenda.
- The network will appoint a liaison who will relate to the Synod Council through the Networks Working Group and assigned Synod Networker. This is a mutual relationship, facilitating communication, assessment, and regular reporting.
- The network will be established for no more than a two-year period, which may be renewed through re-application.
- In accordance with the Book of Order directives for diversity and in faithfulness to the Synod's common missional purpose, networks will be encouraged to seek diversity in their make-up.
- Network members are accountable to one another for the ministry and mission to which they have committed.

Communication:

- Each network will regularly communicate with the Synod community through their assigned Synod Networker so that individuals, congregations, and presbyteries can pray for, engage in the work of, and be inspired by the network.
- Network description, goals, and contact information will be provided by the network liaison to be posted on the Synod website and shared within the Synod community.

Funding:

- Funding will be available through the Synod to support the mission and goals of the network, including gatherings and the cultivation of resources and faithful practices to be shared.
- Regular accounting of how the funds are being used and who is managing them will be shared with the Networks Working group through the network liaison.

Responsibility of Synod Council:

- The Synod Council will encourage requests for networks and will assist in facilitating new networks and network activities through its appointed Networks Working Group.
- The Networks Working Group will report and make recommendations to the Synod Council, presenting pertinent information, including new network applications and the status/accomplishments of existing networks.
- A Synod Networker will be assigned to each network to support the building and maintaining of a healthy network.

Application:

- To be considered as a network of the Synod of the Northeast, an application must be provided to the Synod Working Group.
- Applications may be revised as needs change and new ministry opportunities arise. (Please see *Appendix B*)

Mission

There are areas of common interest and commitment throughout the Synod that would benefit from Synod-wide facilitation. The Mission Working Group is responsible for articulating our common mission and encouraging its various expressions.

These areas include:

- **Development and pursuit of our common missional purpose** as outlined previously with recommendations 1-3
- **Diversity**—This includes the support and facilitation of Racial/Ethnic Caucuses*, an annual convocation and new initiatives related to facilitating ways to become more authentic multi-cultural, multi-racial and inclusive.
- **Emerging Leaders**—This includes support and facilitation of programs and initiatives that encourage and resource our younger leaders. Programs will include the Early Ministry Institute (EMI)*, further developments of resources past the three-year program of EMI and the development of other gatherings and networking opportunities that support our emerging leaders.
- **Leadership**—This includes current programs such as our Collegium* for Missional Leaders on Presbytery staffs, Transitional and Interim Ministry Training*, and other initiatives aimed at resourcing and equipping leaders for ministry and mission.
- **Innovation**—Inspired by new models for ministry and mission we will discover creative opportunities for the Synod to partner with presbyteries to live into new ways of being the church. Areas of innovation may include new worshipping communities as well as presbytery and congregation-based mission and revitalization projects.
- **Campus and Higher Education Ministries**—This may include a renewed future partnership with Bloomfield College, as well as the development of new ministries utilizing the new, congregationally based campus ministry program, U Kirk developed by the PCUSA.
- **Mission at The Eastward (MATE)*** —As one of our longstanding Synod originated and supported mission projects, MATE continues to provide innovative models and faithful practices.

** Indicates potential to function as a network.*

Other Components of the New Way Forward

Staffing

The Transitions Working Group and its Staffing Task Force have recognized that this *New Way Forward* will require additional staff support from individuals with giftedness in relationship building and missional vision. We recommend three full-time (or the equivalent in part-time) positions. These would include a Head of Staff/Synod Leader, who would facilitate the Synod's overall vision for ministry and mission as outlined in the *New Way Forward*. A strong emphasis should be placed on this person developing a team ministry with the Synod Networkers and support staff, and the modeling of a servant leadership style where this person acts as the first among equals. As the Synod Leader, this person must work to maintain the focus of the Synod upon the values and specific plans developed in this *New Way Forward*. This position could be located in the Central/Western New York region and include overall supervision of support staff. This position would also include about halftime work with that region's presbyteries in facilitating the creation and support of networks. Two additional positions of Synod Networkers could be deployed in the New England/Long Island area and in the metro New York/New Jersey area. The Synod Networker positions would be funded from our mission budget while the Head of Staff/Synod Leader position would be funded through the Administrative budget. The Synod Networkers would be under the supervision of the Head of Staff/Synod Leader. We will continue with current staffing for the position of Stated Clerk and support staff.

Ecumenical Relationships

As a Synod we have always highly valued our ecumenical relationships and partnerships. Our Synod boundaries include many councils of churches. The Synod Council would work with its head of staff and the leadership of the various presbyteries to appoint official ecumenical officers to these Councils. Ecumenical officers would serve as the Synod Council's Ecumenical Cabinet and would be convened by the Synod Leader. A budget would be provided for membership and additional support based upon membership requirements, need and tradition. In the future this group may include interfaith relationships as they develop.

Leadership Team

The leadership team shall consist of those persons who hold elected office within the Synod's governance structure. These include: the Synod Moderator, Moderator-elect, the Past Moderator, the Treasurer, the Stated Clerk, and the Synod Leader (without vote).

Nominating Committee

Following our commitment to reduced governance, the Leadership Team will serve as the Nominating Committee.

Personnel Committee

This group would be responsible for support and supervision of staff.

Committee on Representation

This committee would continue to serve as that which reviews appointments and nominations to ensure that we keep our commitments to be an inclusive community.

Permanent Judicial Commission (PJC)

All things related to our current PJC and Office of the Stated Clerk would remain as they have been.

Financial

Some simple shifts will provide the resources needed to live into this *New Way Forward*. Here are some of the shifts:

- **Presbyterian Partnership Groups would begin to phase out** by reducing their funding in 2013 by 60%. The remainder of these funds would be shifted to trial runs of Networks and Synod Mission, with 20% held in a contingency fund in case of unforeseen hardship incurred by loss of PPG funding. The remaining 40% will be shifted to fund new Networks. The total amount will remain at the 2013 level.
- **Higher Education funds would be reduced by 60%**, with an additional reserve fund held for Bloomfield College at the 2013 funding rate. The remaining 40% would be made available for trial runs of new U Kirk ministries with possibility of contingency funding in the event of unforeseen hardship due to loss of funding. (www.ukirk.org)
- **Funding for the new positions of Synod Networkers** would be drawn from Mission.

Supporting Presbyteries

We are aware that our presbyteries were created in a previous era of growth and prosperity. Many presbyteries are half the size they had been at their creation. The result has included loss of staff leadership, drain on volunteer leadership as well as significant financial pressures. The Synod will need to facilitate and encourage opportunities for our presbyteries to explore new ways of working together and perhaps reconfiguring themselves. We recognize that creative conversations have already begun among some of our presbyteries. We encourage the Synod to provide funding for this work beginning in 2014. Funds should be made available through our Synod Mission Budget to resource this important work.



Recommendations:

The work of discovering and facilitating a *New Way Forward* for the Synod of the Northeast has been in process since the Synod Assembly of 2011. We therefore recommend:

- 1 To adopt the *New Way Forward* as a road map for our future synod, including changes related to the working definition of our Synod, our common missional purpose, governance, networks, mission, staffing and finances.
- 2 To appoint a Vision Implementation Team to develop a strategic plan for living into our new missional purpose.
- 3 To instruct the Vision Implementation Team to develop a two year program leading the Synod through an exploration of issues related to majority /white privilege.
- 4 To instruct the Synod Council to appoint a *New Way Forward* Review Committee to monitor the progress and make recommendations for improvement.
- 5 That the Synod Council appoint a standing committee on by-laws and standing rules with a report by September 1, 2014.
- 6 To adopt the proposed 2014 budget as the financial plan for the *New Way Forward*.
- 7 That in the transition year the Synod Council invite representatives of every presbytery not otherwise represented on it to attend as an advisor.

Appendix A

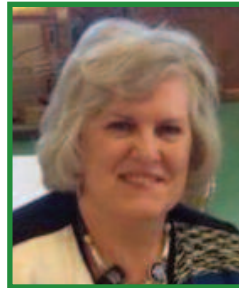
2013 Transition Working Group



*Rev. Ruth-Aimée
Belonni-Rosario*



Devin Berry



Virginia Champlin



Rev. Dr. David Choi



*Rev. Dr. Harold
Delhagen*



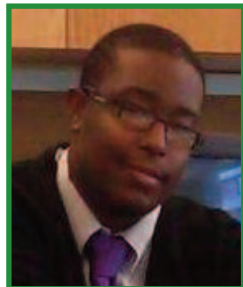
Lori Hylton



Rev. Rhonda Kruse



Rev. Meagan Manas



Joshua Narcisse



*Rev. Dr. Amaury
Tañón-Santos*



Rev. Dr. Carl Wilton

Appendix A (con't.)

Governance Task Force

Lori Hylton
Warren McNeill
Joshua Narcisse
Mark Smith
Amaury Tañón-Santos
Carlos Wilton
David Meerse
Harold Delhagen

Networks Task Force

Ruth-Aimée Belonni-Rosario
Devin Berry
Virginia Champlin
David Choi
Cindy Kohlmann
Meagan Manas
Amaury Tañón-Santos
Mieke Vandersall
Harold Delhagen

Staffing Task Force

David Ashby
Tom Conboy
Brian Croak
Tony De La Rosa
Pauline Haynes
Marianne Rhebergen
Neil Rotach
Harold Delhagen

Appendix B

*Synod of the Northeast
Network Application*

Proposed Network Name: _____

Contact Name: _____

(person designated by the organization to be the network liaison)

Address: _____

Phone Number (Home/Cell): _____

Email: _____

Network Description: _____

Proposed Network Members and/or Congregations/Presbyteries Represented:

Purpose: _____

Goals: _____

Part A: Network Description

What are members' commitments to one another?

How will the network embody the mission of the Synod?

What unique voice will be heard through this network that isn't currently heard?

Are there any resources you see your network creating that would be helpful to the larger church?

What resources and support from the Synod will be helpful in meeting these goals?

What contributions will be made by network members?

Part B: Funding and Resources

Will the network be applying for funding? How much?

How will the funding be used? (If possible, include a draft budget)

How will funds be managed?

What other resources will be needed?

**Proposal to Fund An Associate Pastor Position
at First Presbyterian Church of Elizabeth
January 25, 2014**

Title of the Position: Evangelist for Latino/Multi-Cultural Ministry

Purpose of the Funding:

To fund a position for a called teaching elder who will serve part-time as Evangelist at First Presbyterian Church, in order to expand the church's growing Latino/Multicultural Ministry, which has resulted in at least 50 new members and worshipers over the past three years. The Evangelist will also be available up to 20 hours/week (including two Sundays) to work with congregations and potential worshipping communities in Elizabeth and throughout the Presbytery

Amount and Sources of Funding:

New Hope Grant:	\$ 5,000
Greystone Legacy Grant:	\$30,000
PRISM Grant:	\$43,105
Total Funding:	\$78,105

This meets the 2014 minimum compensation requirement for a full-time pastor. The groups responsible for administering these funds have approved these grant requests for 2014.

Financial or In-Kind Support from Other Sources:

The First Presbyterian Church of Elizabeth will offer in-kind support of the position by releasing the Evangelist for service within Elizabeth Presbytery. In addition, as the Old First Historic Trust completes its renovations to the Academy building on the campus of First Presbyterian Church, it is anticipated that education, cultural services, and community-building programs generated through the Academy will bring rental income to First Presbyterian Church.

Position Funding Beyond 2014:

This proposal seeks funding for the calendar year 2014. Funding for subsequent years will come from a combination of funds generated through the Academy to First Presbyterian Church and grant applications to sources within and beyond the Presbytery of Elizabeth.

For Presbytery Action:

Shall the funds be granted, to call a teaching elder to serve part-time as Evangelist for Latino/Multi-Cultural Ministry at First Presbyterian Church of Elizabeth, with part-time service to the presbytery?

Additional Background Information

Why is Presbytery Action required?

While guidelines for use of Greystone funds are being developed, the Cabinet has asked that request for these funds be granted by action of the presbytery. Use of PRISM funds is determined by the PRISM Board of Directors. New Hope grants do not require presbytery action, but are ordinarily reported as part of the consent agenda.

Who Will Serve in the Position?

Since September 2012, First Presbyterian Church has been blessed with the volunteer service of Jeniffer Rodriguez, a Candidate under care of The Presbytery of the Palisades, certified ready to receive a call. During this time Ms. Rodriguez has been working with the Old First Historic Trust, as arts and community consultant. She works informally with the congregation on Sundays, preaching occasionally, helping develop the Women's Fellowship, and translating Rev. Higgs' sermons into Spanish for printing and distribution. In addition, Ms. Rodriguez represents the Presbytery of Elizabeth in the North Jersey Latino project and she has participated in numerous conferences sponsored by national offices of the PCUSA. She has also served as a conference facilitator for the United Methodist Church.

If the way be clear, the congregation of the First Presbyterian Church of Elizabeth will be given the opportunity, at a called meeting of the congregation, to vote to call Jeniffer Rodriguez to this position. Subsequently, the terms of call will be brought to the Committee on Ministry for action, and in collaboration with the Committee on Preparation for Ministry of Palisades Presbytery, arrangements for examination, ordination, and installation will be made.

How Will the Position Be Shared Between FPC and the Presbytery?

Working collaboratively, Rev. Robert Higgs, Pastor and Head of Staff at First Presbyterian Church and Rev. Cheryl Galan, Transitional Leader of Elizabeth Presbytery, will develop a position description. Possibilities for Jeniffer's service to the presbytery include, but are not limited to:

- Contact pastors and sessions of congregations that have established Latino ministries (i.e. Bernardsville, Nuevas Fronteras, Hillside-Millennium) to explore if there is potential for Jeniffer to offer support in areas of Bible study, leadership development, resource development, etc.
- Upon invitation, meet with Sessions to discuss approaches, models, and groundwork for initiating multi-cultural ministries
- Coach churches interested in exploring the potential for multi-cultural ministry in their community.
- Develop skills and strategies in churches interested in pursuing multi-cultural ministry, i.e. how to use social media to identify potential regional ethnic groupings, how to poll existing ethnic communities and initiate outreach, how to research census data and discern missional opportunity.
- Through her ministry at FPC, offer a model and strategies for other congregations interested in the development of Latino and multi-cultural ministries.