

2019 Presbytery Statistical Report



**Presbytery** Southern New England  
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<b>Membership</b>			
Prior Active Members	6440	Adjusted membership	6437
<b>Gains</b>		<b>Losses</b>	
Certificate	82	Certificate	54
Youth Professions	75	Deaths	82
Professions & Reaffirmations	94	Deleted for any Other Reason	222
<b>Total Gains</b>	<b>251</b>	<b>Total Losses</b>	<b>358</b>
<b>Total Ending Active Members</b>	<b>6330</b>		
<b>Baptisms</b>			
Presented by Others	87	Average Weekly Worship Attendance	2704
At Confirmation	14	Female Members	3705
All Other	14	Friends of the Congregation	678
		Ruling Elders on Session	257
		Do you have Deacons? Yes / No	22 / 3
<b>Age Distribution of Active Members</b>		<b>People with Disabilities</b>	
25 & Under	1076	Hearing impairment	85
26 - 40	1109	Sight impairment	25
41 - 55	1404	Mobility impairment	159
56 - 70	1436	Other impairment	137
Over 70	1268		
<b>Total Age Distribution</b>	<b>6293</b>		
<b>Christian Education</b>			
Birth - 3	126	Grade 7	80
Age 4	64	Grade 8	127
Kindergarten	89	Grade 9	87
Grade 1	88	Grade 10	80
Grade 2	81	Grade 11	82
Grade 3	98	Grade 12	84
Grade 4	71	Young Adults	196
Grade 5	94	Over 25	777
Grade 6	103	Teachers/Officers	291
		<b>Total Christian Education</b>	<b>2618</b>
<b>Racial Ethnic</b>			
Asian/Pacific Islander/South Asian	472	Native American/Alaska Native/Indigenous	3
Black/African American/African	247	White	4685
Middle Eastern/North African	33	Multiracial	24
Hispanic/Latino-a	28		
		<b>Total Racial Ethnic</b>	<b>5492</b>
<b>Financial Data</b>			
Annual Income	13,972,728	Mission Expenses	1,131,856
Annual Expenses	13,987,836	Personnel Expenses	8,002,250
		Facilities Expenses	2,642,684

**Summary Membership Report for 180-680 2019**

<u>Location</u>	<u>Pin #</u>	<u>Church Name</u>	<u>Begin Total</u>	<u>Adj. Member.</u>	<u>New Member. Total</u>	<u>Cert Gains</u>	<u>Youth Profess.</u>	<u>Profess./ Reaffirm.</u>	<u>Cert Losses</u>	<u>Death Losses</u>	<u>Deleted Losses</u>	<u>End Total</u>	<u>Diff</u>
Ashaway	4620	Babcock	57	0	57					1	7	49	-8
Barrington	1274	Barrington	78	0	78		1		2	1		76	-2
Brookfield	10562	Valley	129	0	129	0	0	0	2	4	1	122	-7
Cumberland	10027	Calvin	116	0	116	3	0	1	0	4	1	115	-1
Darien	4581	Noroton	1430	0	1430	8	25	24	3	7	2	1475	45
Fairfield	4574	First	347	0	347	1	9	0	0	4	46	307	-40
Fall River	1779	Calvary United	26	0	26	0	0	1	0	0	0	27	1
Granby	4578	First	34	0	34	2	0	1	0	1	0	36	2
Greenwich	4576	First	767	0	767	19	14	17	1	8	6	802	35
Groton	3716	St Andrew	124	0	124	0	0	4	0	6	23	99	-25
Hamden	10645	New Haven Korean	300	0	300	7	5	5	6			311	11
Hartford	4577	First	104	0	104	0	0	0	11	1	0	92	-12
Milford	4579	United	66	-3	63	1	0	2	0	1	0	65	2
New Canaan	3719	First	568	0	568	5	13	3	9	8	60	512	-56
New Haven	10985	Connecticut Korean	56	0	56	8	0	0	11	1	0	52	-4
New Haven	4580	First	213	0	213	2	0	3	2	0	13	203	-10
Providence	10939	Providence	131	0	131	0	0	7	1	2	2	133	2
Springfield	10530	M L King Jr Community	40	0	40	0	0	1	1	1		39	-1
Stamford	4583	First	461	0	461	7	0	6	2	10	1	461	0
Stamford	4586	Turn of River	41	0	41	0	0	0	0	0	0	41	0
Warwick	4609	Greenwood Community	317	0	317	2	0	3	0	10	6	306	-11
Warwick	4607	Woodbury Union	96	0	96	0	0	6	0	0	0	102	6
Waterford	9427	Crossroads	77	0	77	4	0	0	0	2	3	76	-1
West Hartford	4585	Westminster	291	0	291	2	5	5	2	4	29	268	-23
Westerly	4618	Dunns Corners Community	294	0	294	9	0	3	1	4	22	279	-15
Wilton	960	Wilton	277	0	277	2	3	2		2		282	5
<b>Totals</b>			6440	-3	6437	82	75	94	54	82	222	6330	-107

## Summary Finance Report

Location	Pin	Church Name	Annual Income	Annual Expenses	Mission	Personnel	Facilities
Ashaway	4620	Babcock	60266	60266	1360	41875	4450
Barrington	1274	Barrington	272268	225919	27070	138477	22413
Brookfield	10562	Valley	310816	286021	13713	113684	33720
Cumberland	10027	Calvin	286913	276528	56419	132804	41349
Darien	4581	Noroton	3910577	3943398	262586	2455149	611192
Fairfield	4574	First	655019	615849	9678	417122	123713
Fall River	1779	Calvary United	29979	27484	1070	15600	7920
Granby	4578	First					
Greenwich	4576	First	1964000	1983000	74000	1209000	328000
Groton	3716	St Andrew	249352	249307	13436	157223	64763
Hamden	10645	New Haven Korean	787056	781906	204928	288588	108695
Hartford	4577	First	157000	151000	18000	88000	41000
Milford	4579	United	128146	92891	1060	5833	21171
New Canaan	3719	First	805323	1101790	68256	572527	214830
New Haven	10985	Connecticut Korean	130332	119961	9610	0	20680
New Haven	4580	First	365245	382251	33747	173967	113909
Providence	10939	Providence	207761	203589	16680	137361	22421
Springfield	10530	M L King Jr Community	51152	66780	6550	28980	29440
Stamford	4583	First	1399792	1092805	147628	556836	400040
Stamford	4586	Turn of River	44160	74000	1900	35300	18000
Warwick	4607	Woodbury Union	78769	127252	3600	99764	26333
Warwick	4609	Greenwood Community	499295	494747	69936	289508	120650
Waterford	9427	Crossroads	190090	203551	22205	136911	40481
West Hartford	4585	Westminster	383843	497456	23996	368699	74636
Westerly	4618	Dunns Corners Community	478000	402511	16500	260193	42243
Wilton	960	Wilton	527574	527574	27928	278849	110635
<b>Totals</b>			13972728	13987836	1131856	8002250	2642684

**Treasurer's Report  
as of 12-31-2019**

<b>Presbytery of Southern New England - Statement of Financial Position</b>			
	<b>Balance as of</b>	<b>Balance as of</b>	
	<b>12/31/2018</b>	<b>12/31/2019</b>	<b>Difference</b>
<b>Assets:</b>			
<i>Cash</i>			
Checking Account for Operating Cash	126,827.72	83,815.14	<b>A</b> (43,012.58)
Ministerial Relief Cash	26,429.17	23,189.06	(3,240.11)
Simsbury NCD - ING Savings Account	77,263.95	77,573.02	<b>B</b> 309.07
<i>Investments</i>			
Fidelity Investments	650,287.58	888,808.72	<b>C</b> 238,521.14
Merrill Lynch	281,869.45	30.00	(281,839.45)
Accounts Receivable	263,419.70	263,419.70	<b>D</b> -
Fixed Assets	6,406.72	6,406.72	-
Accumulated Depreciation	(4,575.30)	(4,575.30)	-
<b>Total Assets</b>	<b>1,427,928.99</b>	<b>1,338,667.06</b>	<b>(89,261.93)</b>
<b>Liabilities:</b>			
<b>Total Liabilities</b>	-	-	-
<b>Net Assets</b>	<b>1,427,928.99</b>	<b>1,338,667.06</b>	<b>E</b> (89,261.93)
<b>Total Liabilities &amp; Net Assets</b>	<b>1,427,928.99</b>	<b>1,338,667.06</b>	<b>(89,261.93)</b>
<b>A) Of the balance in the Checking Account the amount shown</b>			
<b>in the Dedicated Accounts Report for "Total Operating Cash Dedicated Accts." is restricted.</b>			
<b>B) Simsbury dismissal agreement settlement designated for New Church Development.</b>			
<b>C) New investment brokerage account set up with Fidelity Investments.</b>			
<b>D) Balance at 12-31-19 includes Dismissal Agreement Balances of PCOG, Enfield: Calvary, and Newport: First</b>			
<b>and Springfield: Christ.</b>			
<b>E) Does not include the value of Church properties or charges against them.</b>			

**Treasurer's Report  
as of 12/31/2019**

<b>Presbytery of Southern New England - Statement of Activities</b>						
<b>OPERATIONS</b>	<b>Mission/Ministry</b>	<b>Admin.</b>	<b>Annual Budget</b>	<b>Year to Date Actual</b>	<b>Annual Budget Bal.</b>	<b>YTD 100%</b>
<b>Income</b>						
General Mission	70,000.00		70,000.00	51,826.25	18,173.75	74%
General Mission - prior year			0.00	0.00	0.00	
Interest on Operating Cash		450.00	450.00	110.35	339.65	25%
Presbytery Per Capita		240,944.00	240,944.00	223,389.47	17,554.53	93%
Donations			0.00	3,546.62	(3,546.62)	
Merrill Lynch dividends minus fees			0.00	48.73	(48.73)	
<b>Total Income</b>	<b>70,000.00</b>	<b>241,394.00</b>	<b>311,394.00</b>	<b>278,921.42</b>	<b>32,472.58</b>	<b>90%</b>
<b>Expense</b>						
<b>Ministries of the Presbytery:</b>						
PIM	10,000.00		10,000.00	10,000.00	0.00	100%
Brazilian Fellowship	20,000.00		20,000.00	20,000.00	0.00	100%
Grants for Emerging Ministries	15,000.00		15,000.00	0.00	15,000.00	0%
Social Justice	2,000.00		2,000.00	0.00	2,000.00	0%
Youth Triennium	3,000.00		3,000.00	(300.00)	3,300.00	-10%
RICC	1,000.00		1,000.00	0.00	1,000.00	0%
Congregational Development	4,000.00		4,000.00	0.00	4,000.00	0%
<b>Committees:</b>						
Committee on Ministry	2,400.00	4,600.00	7,000.00	7,799.02	(799.02)	111%
Committee on Preparation	1,560.00	1,440.00	3,000.00	461.45	2,538.55	15%
Nominations	200.00		200.00	0.00	200.00	0%
Personnel		500.00	500.00	197.94	302.06	40%
Honorariums			0.00	600.00	(600.00)	
Roundtable		9,000.00	9,000.00	1,630.46	7,369.54	18%
Pastor to Pastor	4,000.00		4,000.00	3,363.18	636.82	84%
Trustees	500.00	7,500.00	8,000.00	8,075.21	(75.21)	101%
New Initiatives		5,000.00	5,000.00	0.00	5,000.00	0%
Office Operations		8,000.00	8,000.00	6,674.04	1,325.96	83%
Salaries & Benefits	800.00	256,590.00	257,390.00	250,777.71	6,612.29	97%
Travel		13,100.00	13,100.00	11,720.39	1,379.61	89%
Bldg. Maint/Equip. Replacement		2,000.00	2,000.00	2,317.99	(317.99)	116%
GA Travel		1,500.00	1,500.00	0.00	1,500.00	0%
<b>Total Expense</b>	<b>64,460.00</b>	<b>309,230.00</b>	<b>373,690.00</b>	<b>323,317.39</b>	<b>25,072.61</b>	<b>87%</b>
<b>Net Income/Expense</b>			<b>(62,296.00)</b>	<b>(44,395.97)</b>		
<b>PER CAPITA PASS-THRU</b>						
<b>Designated Income:</b>						
GA Per Capita				58,282.40		
Synod Per Capita				26,699.20		
<b>Total Designated Income</b>				<b>84,981.60</b>		
<b>Designated Expense:</b>						
GA Per Capita				61,922.22		
Synod Per Capita				37,618.13		
<b>Total Designated Expense</b>				<b>99,540.35</b>		
<b>Net Per Capita Pass-Thru</b>				<b>(14,558.75)</b>		
<b>MISSION PASS-THRU</b>						
GA General Mission	23,361.56		Total Revenues for the year		<b>429,494.05</b>	
Synod General Mission	6,211.22					
GA Special Mission	35,468.84		Total Expenditures for the year		<b>488,448.77</b>	
Synod Special Mission	549.41					
<b>Total Mission Pass-thru</b>	<b>65,591.03</b>		<b>Net Gain/Loss</b>		<b>(58,954.72)</b>	

**Investment Summary  
as of 12/31/2019**

Presbytery of Southern New England							
		<b>December</b>		<b>Transfers</b>	<b>Transfers</b>	<b>Unrealized</b>	
		<b>2018</b>	<b>Fees</b>	<b>In</b>	<b>Out</b>	<b>Gain(Loss)</b>	<b>12/31/2019</b>
		<b>Balance</b>					<b>Balance</b>
<b>Fidelity Investments</b>		650,287.58		281,839.45	60,000.00	16,681.69	888,808.72
<b>Merrill Lynch - Cash Account</b>		278,448.68		-	278,448.68		-
<b>Equities</b>		3,580.77	-	-	3,580.77	-	-
<b>Simsbury NCD-ING Savings Account</b>		77,263.95		-	-	309.07	77,573.02
<b>Totals</b>		<b>1,009,580.98</b>	<b>-</b>	<b>281,839.45</b>	<b>342,029.45</b>	<b>16,990.76</b>	<b>966,381.74</b>
<b>Restricted Investment Funds:</b>							
Simsbury NCD-ING Savings Account	77,573.02						
<b>Total Restricted Funds</b>	<b>77,573.02</b>						
<b>Unrestricted Investment Funds:</b>							
Fidelity Investments	888,808.72						
Merrill Lynch	-						
<b>Total Unrestricted Funds</b>	<b>888,808.72</b>						

**DEDICATED ACCOUNTS  
AS OF 12/31/2019**

Ref. C-2

<b>OPERATING CASH DEDICATED ACCOUNTS:</b>	<b>Balance 12/31/2018</b>	<b>Year to Date Receipts</b>	<b>Year to Date Expenses</b>	<b>Balance 12/31/2019</b>
<b>Committee on Ministry</b>				
Leadership Training	750.00	-	-	750.00
Coaching	4,226.52	-	-	4,226.52
<b>Total Committee on Ministry</b>	<b>4,976.52</b>	<b>-</b>	<b>-</b>	<b>4,976.52</b>
<b>Grants/Donations</b>				
Brookfield Grant - Tornado	1,891.53	-	-	1,891.53
Designated Donations*	3,500.00	3,500.00	-	7,000.00
Grant - MLK Church	16,346.59	51,141.99	63,087.87	4,400.71
Transformation Grant	11,413.47	36,250.00	49,191.75	(1,528.28)
Tri-Presbytery Consultant	1,288.68	-	-	1,288.68
<b>Total Grants</b>	<b>34,440.27</b>	<b>90,891.99</b>	<b>112,279.62</b>	<b>13,052.64</b>
<b>Social Justice:</b>				
Peacemaking Donations	4,501.37	915.69	-	5,417.06
<b>Total Social Justice</b>	<b>4,501.37</b>	<b>915.69</b>	<b>-</b>	<b>5,417.06</b>
Presbytery Immigrant Ministry	3,973.24	51,658.39	43,458.98	12,172.65
PIM - Presbytery Women Grant	4,001.84	-	3,460.18	541.66
<b>Total PY Immigrant Ministry</b>	<b>7,975.08</b>	<b>51,658.39</b>	<b>46,919.16</b>	<b>12,714.31</b>
<b>Valley Presbyterian Church AC**</b>	<b>(26,037.20)</b>	<b>52,247.10</b>	<b>26,209.90</b>	<b>(0.00)</b>
<b>Total Operating Cash Dedicated Accts.</b>	<b>25,856.04</b>	<b>195,713.17</b>	<b>185,408.68</b>	<b>36,160.53</b>
<b>Discerning The Way</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Cranston: Faith Closing</b>	<b>527,960.73</b>	<b>-</b>	<b>78,990.60</b>	<b>448,970.13</b>
<b>Dismissal Agreement Income</b>	<b>138,162.30</b>	<b>36,514.20</b>	<b>-</b>	<b>174,676.50</b>
<b>ING Savings Account</b>				
<b>Simsbury /NCD Reserve</b>	<b>77,293.85</b>	<b>309.07</b>	<b>-</b>	<b>77,602.92</b>
<b>TOTAL DEDICATED ACCOUNTS</b>	<b>769,272.92</b>	<b>232,536.44</b>	<b>264,399.28</b>	<b>737,410.08</b>
<i>*This is a donation from the Tate Foundation for Campus Ministry. To be distributed around our Presbytery.</i>				
<i>**This is the total expense to date for work approved by the AC.</i>				

CHURCH GIVING AS OF 12/31/2019						
		PRESBYTERY	PRESBYTERY	PRESBYTERY	PRESBYTERY	PRESBYTERY
		GENERAL MISSION	GENERAL MISSION	PER CAPITA DUE	PER CAPITA	PER CAPITA
PIN#	CHURCH	YEARLY PLEDGE	RECEIVED TO DATE	MONTHLY	DUE TO DATE	RECEIVED TO DATE
4620	Ashaway: Babcock	\$ -	\$ 564.00	\$ 183.71	\$ 2,204.52	\$ 1,653.39
1274	Barrington	\$ -	\$ 2,320.00	\$ 237.40	\$ 2,848.80	\$ 2,136.60
10562	Brookfield: Valley	\$ -	\$ -	\$ 327.85	\$ 3,934.20	\$ 3,934.20
10027	Cumberland: Calvin	\$ -	\$ -	\$ 508.72	\$ 6,104.64	\$ 916.98
4581	Darien: Noroton	\$ -	\$ -	\$ 4,465.38	\$ 53,584.56	\$ 53,584.56
4574	Fairfield: First	\$ -	\$ 1,050.00	\$ 1,048.52	\$ 12,582.24	\$ 12,582.24
1779	Fall River: Calvary	\$ -	\$ -	\$ 90.45	\$ 1,085.40	\$ 1,085.40
4578	Granby: First	\$ -	\$ 1,050.00	\$ 96.10	\$ 1,153.20	\$ 1,153.20
4576	Greenwich: First	\$ -	\$ -	\$ 2,099.86	\$ 25,198.32	\$ 25,198.32
3716	Groton: St. Andrews	\$ -	\$ -	\$ 457.85	\$ 5,494.20	\$ 5,494.20
10645	Hamden: Korean	\$ -	\$ 8,400.00	\$ 859.17	\$ 10,310.04	\$ 10,310.04
4577	Hartford: First	\$ -	\$ 1,312.50	\$ 370.23	\$ 4,442.76	\$ 4,072.53
4579	Milford: United	\$ -	\$ -	\$ 214.80	\$ 2,577.60	\$ 888.89
3719	New Canaan: First	\$ -	\$ -	\$ 1,656.15	\$ 19,873.80	\$ 19,873.80
10985	New Haven: Korean	\$ -	\$ -	\$ 175.23	\$ 2,102.76	\$ 2,102.76
4580	New Haven: First	\$ -	\$ 5,568.75	\$ 582.20	\$ 6,986.40	\$ 6,986.40
10939	Providence	\$ -	\$ 3,500.00	\$ 361.76	\$ 4,341.12	\$ 4,341.12
10530	Springfield: MLK	\$ -	\$ -	\$ 155.45	\$ 1,865.40	\$ 1,598.23
4583	Stamford: First	\$ -	\$ 16,980.00	\$ 1,260.48	\$ 15,125.76	\$ 15,125.76
4586	Stamford: TOR	\$ -	\$ -	\$ 141.31	\$ 1,695.72	\$ 1,135.82
4609	Warwick: Greenwood	\$ -	\$ -	\$ 910.04	\$ 10,920.48	\$ 1,861.96
4607	Warwick: Woodbury	\$ -	\$ 2,520.00	\$ 310.89	\$ 3,730.68	\$ 3,730.68
9427	Waterford: Crssrds	\$ -	\$ 8,887.50	\$ 228.93	\$ 2,747.16	\$ 2,747.16
4585	West Htfd: West	\$ -	\$ -	\$ 853.51	\$ 10,242.12	\$ 10,242.12
4618	Westerly: Dunns	\$ -	\$ -	\$ 907.21	\$ 10,886.52	\$ 10,886.52
960	Wilton	\$ -	\$ -	\$ 850.69	\$ 10,208.28	\$ 10,208.28
					\$	\$ -
<b>TOTAL</b>		<b>\$ -</b>	<b>\$ 52,152.75</b>	<b>\$ 19,353.89</b>	<b>\$ 232,246.68</b>	<b>\$ 213,851.16</b>



**Annual Report of the Moderator**  
**May 16, 2020**

Greetings Faithful Colleagues and Friends,

This year has been filled with a wide range of activities, initiatives, changes and wild challenges. **Presbytery via Zoom** is a new world. While we miss physically worshipping, fellowshiping and doing business as a body in one place, we have quickly adjusted to following our Lord and Savior into new rhythms of ministry, reconciliation and outreach.

Our theme for the year was **The Lord's Prayer**. Each time of worship at Presbytery meetings held one portion of the prayer in front of us. We prayed, sang and considered the ways we as a Presbytery are joining with God in bringing Kingdom Come to reality here on earth.

**Anti-racism work** continues to be a major focus for our Presbytery. Trainings, materials and opportunities to reflect, confess and move forward with concrete action are regularly before us. Our **Brazilian Church Fellowship** in Hyannis on Cape Cod is doing deeply meaningful work, as is our **Presbyterian Immigrant Ministry**.

**Job descriptions** have been re-written to reflect our mission and priorities. We now have a wonderful **Communications Manager**, Erika Plank Hagan, who is leading us in renewed discussions regarding both internal and external communication. Our Stated Clerk valiantly led us through a thorough **by-laws review** and update, moving us into alignment between Robert's Rules and the ways in which we live and move and have our being as a Presbytery.

We give thanks that the **re-building** of Woodbury Union Church in Warwick, RI after a devastating fire is close to completion; and that we now have a **President of the Corporation** of PSNE.

Our **IC and PJC** spent the winter and spring doing demanding work, bringing it to thoughtful completion at our Special Meeting of the Presbytery on April 21, 2020. Our admiration is due to all who prayerfully handled these challenging procedures with grace and care.

Working with the Revs. Shannan Vance-Ocampo and David Baer has been a delight. These **Christ-filled servants** are hard at work keeping us focused and moving forward into the new means by which we are doing church in light of COVID-19. Our Presbytery is in very capable hands with the Installation of **Elder Stephen Hart** as your new Moderator.

Much has been accomplished. Yet the exciting and holy work of **following Jesus Christ** in 2020 and beyond remains. Together, guided by the **creativity of the Holy Spirit**, we will step boldly and confidently into a very new reality. In another year, what wonders will God have wrought?

I am grateful and humbled for the opportunity to have served as your Moderator this past year. May the year ahead find us passionately involved in creating vibrant new traditions as together we pursue justice and peace in **God's kingdom of love** for all creation.

On the journey together,



The Rev. Dr. Ruth Herron Smalt

## PSNE Personnel Committee

2019-2020

### Annual Report

The Personnel Committee provides administrative guidance as well as care and support throughout the year to our PSNE team of staff. Based on the Roundtable's recommendation and Presbytery's vote at the May 2019 meeting we spent the past year reconfiguring our staffing pattern. We said good-bye to our longtime and beloved Office Administrator Pam Garner, reduced the hours of our consultant Finance Manager Dayle Larson, and recently welcomed Erika Plank Hagan as our part-time Communications Manager. We continued to provide support to General Presbyter Rev. Shannan Vance-Ocampo, and Stated Clerk David Baer. Each staff member has a liaison on the Personnel Committee who provides ongoing support and a communications channel to the committee. The committee met regularly via Zoom during the year. As part of our committee's work, we held individual staff evaluation meetings in January. We are beginning to determine the best way to provide administrative and pastoral support to the PIM consultants who work under PSNE's auspices.

Many thanks go to committee members Lauren Tate, Stephen Crocco, Laura Opsahl, and Mary Thies.

Respectfully submitted, Rev. John Merz, Chairperson

2020 COM Annual Report  
May 16, 2020

We welcomed:

- Rev. Joseph Tobin as Interim Pastor, First Presbyterian Church, Hartford, CT effective June 2, 2019 and as a temporary member of the Presbytery of Southern New England (PSNE) based on the Formula of Agreement between the United Church of Christ, Congregational and the Presbyterian Church (USA) effective September 18, 2019.
- Rev. Carol Howard Merritt, from the Presbytery of East Tennessee as Interim Pastor, First Presbyterian Church, New Canaan, CT effective July 8, 2019, received Rev. Merritt as a member of the PSNE effective September 18, 2019, and renewed her contract extension through January 8, 2021.
- Rev. Deborah Packard from the presbytery of Transylvania as Interim Pastor, Valley Presbyterian Church, Brookfield, CT effective September 1, 2019 and received Rev. Packard as member of the PSNE effective September 18, 2019.
- Rev. Nancy McLaren as Pastor, First Presbyterian Church, Hartford, CT effective January 1, 2020. Rev. McLaren is already a member of the PSNE.
- Rev. Deborah Packard as Interim Pastor, Providence Presbyterian Church, Providence, RI effective June 1, 2020.
- Rev. Jihoon Shin, Temporary Pastor for Youth, New Haven Korean Presbyterian Church, Hamden, CT.
- Rev. Thelma Burgonio-Watson, Honorably Retired, from the Presbytery of Giddings-Lovejoy effective May 8, 2019.
- Rev. Gail Schneider, Honorably Retired, from the National Capital Prsbytery effective May 8, 2019.
- Rev. Dr. Shanell Smith, Specialized Clergy, from the Presbytery of Newark effective May 8, 2019.
- Rev. Thomas Hughart, Honorably Retired, from the Presbytery of Hudson River effective May 8, 2019.

We ordained/certified/installed:

- Certified Jennifer Jones, as a Ruling Elder to preside at the serving of the Sacrament of Communion during the sabbatical of Rev. Shannon White, Pastor, Wilton Presbyterian Church, Wilton, CT from May 20, 2019 – August 20, 2019.
- Approved and recommended the request from Ruling Elder Jessica Jones, Wilton Presbyterian Church, Wilton, CT to the Presbytery of Southern New England for ordination as Minister of Word and Sacrament.

We assisted congregations in their pastoral relations:

- Dissolved the following pastoral relationships:
  - o Between Rev. Shavon Starling-Louis, Pastor, and the Providence Presbyterian Church, Providence RI effective July 15, 2019 and appointed

- Rev. John Sweet as Interim Moderator of Providence Presbyterian Church, Providence, RI July 16, 2019.
- Between Rev. Michael Piazza, Interim Pastor, First Presbyterian Church, New Canaan, CT and the Session effective June 15, 2019 and appointed Rev. Kathryn Kibbie Laird as Interim Moderator of First Presbyterian Church, New Canaan, CT effective June 16, 2019.
- Between Rev. Joseph Tobin, Interim Stated Supply and the Session of the First Presbyterian Church, Hartford and appointed Rev. John Merz, as Interim Moderator of the Session.
- Between Rev. Pat Koons, Stated Supply and the Session of First Presbyterian Church in the Meadows, Granby, MA and appointed Rev. John Merz as Moderator of the Session.
- Between Rev. Deborah Packard, Interim Pastor, Valley Presbyterian Church, Brookfield, CT effective May 15, 2020.
- Between Rev. Jimmy McPherson, Associate Pastor, and the Noroton Presbyterian Church, Darien, CT effective May 3, 2020.
- Between Rev. Sean Miller, Pastor, and the First Presbyterian Church, Greenwich, CT effective March 15, 2020.
- Between Rev. Anne Fuhrmeister, Pastor, and the Crossroads Presbyterian Church, Waterford, CT effective May 31, 2020 if the way be clear.
- Approved the renewal contract between Ruling Commissioned Elder April Saber-Assad and Calvary United Presbyterian Church for three years effective September 17, 2021.
- Renewed the contract of Rev. Carleton Giles as Stated Supply for the United Presbyterian Church, Milford, CT, through September 30, 2020 and reappointed Rev. Barbara Hager as Interim Moderator of the Session effective July 2, 2018.
- Appointed Rev. Mary Thies as Interim Moderator of the Session at Turn of River Presbyterian Church, Stamford, CT effective December 11, 2019.

We dismissed:

- Rev. Mark Orr, Specialized Clergy, at his request with the understanding that he is renouncing the jurisdiction of the Presbyterian Church (USA) and deleted his name with gratitude and regret from the roles of the PSNE effective June 1, 2019.
- Rev. Shavon Starling-Louis to the Presbytery of Charlotte at their request.
- Rev. Jimmy McPherson to the Presbytery of Seattle upon their request.
- Rev. Michael Piazza as a temporary member under the Formula of Agreement with the United Church of Christ, Congregational.
- Rev. Joseph Tobin as a temporary member under the Formula of Agreement with the United Church of Christ, Congregational.
- Rev. Christine Johnson Foster to the Presbytery of National Capital effective retroactively to August 21, 2018.
- Rev. Megan Cullip to the Presbytery of Santa Fe effective retroactively to June 3, 2018.

We honorably retired:

- Rev. Robert Gibson, Specialized Clergy, effective June 1, 2019.
- Rev. Anne Fuhrmeister, Pastor, Crossroads Presbyterian Church, Waterford, CT effective May 31, 2020 if the way be clear.
- Rev. Susan Asher, Specialized Clergy, effective May 6, 2020.
- Rev. Thomas Hawkins, Stated Supply, First Presbyterian Church, Hartford effective April 30, 2019.
- Rev. Jan Hawkins, Stated Supply, First Presbyterian Church, Hartford effective April 30, 2019.

We gave thanks for the life well lived and courageously finished:

- Rev. Gordon Johnson, who died February 2020 in Florida

We assisted congregations and clergy:

- Appointed Rev. Richard Reifsnyder as Acting Co-Chair of the Committee on Ministry.
- Approved of the terms of call for Rev. Iktae Kim, Pastor, CT Korean Presbyterian Church with admonition to the Session to strictly adhere to the hours worked per week by Rev. Kim.
- Approved the following Ministry Information Forms for Interim Pastor or Installed Pastor:
  - o First Presbyterian Church, Hartford, CT
  - o Providence Presbyterian Church, Providence, RI
  - o First Presbyterian Church, Fairfield, CT
  - o Valley Presbyterian Church, Brookfield, CT
  - o First Presbyterian Church, New Canaan, CT
  - o Milford United Presbyterian Church, Milford, CT
  - o Crossroads Presbyterian Church, Waterford, CT
  - o Turn of River Presbyterian Church, Stamford, CT (job description)
- Allowed the First Presbyterian Church, Greenwich, CT to form an Interim Pastor Search Committee.
- Worked with the Pastor Nominating Committee of each congregation searching for either a stated supply pastor, interim pastor or installed pastor.
- Received interim reports and held conversations with Rev. Thomas Groome, First Presbyterian Church, Fairfield, CT, Rev. Carol Howard Merritt, First Presbyterian Church, Greenwich, Ct and Rev. Deborah Packard, Valley Presbyterian Church, Brookfield, CT.
- Conducted exit interviews with the following pastors:
  - o Rev. Shavon Starling-Louis, Providence Presbyterian Church, Providence, RI
  - o Rev. Michael Piazza, Interim pastor, First Presbyterian Church, New Canaan, CT
  - o Rev. Anne Fuhrmeister, Pastor, Crossroads Presbyterian Church, Waterford, CT
  - o Rev. Jimmy McPherson, Associate Pastor, Noroton Presbyterian Church, Darien, CT
- Approved the following clergy to work outside the bounds of the PSNE:

- Rev. David Baer, Pastor, Highlands Presbyterian Church, Allendale, NJ as Stated Clerk, Presbytery of Southern New England.
- Rev. Shavon Starling-Louis, Pastor, Meadowlake Presbyterian Church, Huntersville, NC until her transfer to the Presbytery of Charlotte.
- Rev. Anne Marie Meyerhoffer, Specialized Clergy, as Interim pastor, First Presbyterian Church, Marcellus, NY in the Presbytery of Cayuga-Syracuse.
- Rev. Burkhard Webber, Specialized Clergy, as ACPE Certified Educator, Beth Israel Deaconess Medical Center, Boston, MA in the Presbytery of Boston.
- Rev. Theodore James DeMarco, Pastor, Woodbury Union Church, Presbyterian, Warwick, RI as Stated Clerk of the Presbytery of Boston and the Presbytery of Northern New England.
- Approved The Rev. John Sweet to work outside the bounds of PSNE as Designated Pastor, First Presbyterian Church in Brookline, Brookline, MA if the way be clear effective April 26, 2020.
- Rev. Anne Marie Meyerhoffer, Transitional Pastor, Presbyterian Church of Dunmore, Scranton, PA in the Presbytery of Lackawanna from May 1, 2020 – October 31, 2020.
- Approved the following clergy to work within the bounds of the PSNE:
  - Rev. Theodore J. DeMarco, Pastor, Woodbury Union Presbyterian Church, Westerly, RI as Stated Clerk of the Presbytery of Boston and the Presbytery of Northern New England.
  - Rev. John Sweet, Designated Pastor, First Presbyterian Brookline, Brookline, MA as Chaplain, Eleanor Slater Hospital, Cranston, RI following his transfer to the Presbyter of Boston if the way be clear.
- Approved the Parish Associate contracts between the First Presbyterian Church, New Haven, CT and Rev. Susan Power Trucksess and Rev. Diane Goudreau.
- Updated the Following PSNE Policies:
  - Policy on Ministerial Compensation for 2020 and doing research on how to enhance the policy for 2021.
  - Policy on Parental Leave.
  - Policy on Background Checks.
- Revised the COM Handbook.
- Supported the Healthy Boundaries training presentation on June 6, 2019.
- Presented the following people to serve on the Sexual Misconduct Response Team: Elder Lisa Baker; Rev. Richard Dannenfelser; Rev. Eileen Epperson; Rev. Susan Pfeil; and Rev. John Sandel for 2019 - 2020.
- Validated the ministry of Rev. Susan Pfeil, Honorably Retired as Stated Supply for the United Congregational Church, Norwalk, CT effective January 1, 2020.
- Worked with the leadership teams of the First Presbyterian Church, New Canaan, CT, Valley Presbyterian Church, Brookfield, CT, First Presbyterian Church, Greenwich and a consultant on issues that have arisen during the transitional period.
- Worked with congregations in transition situations: Valley Presbyterian Church, First Presbyterian Church, New Canaan, United Presbyterian Church,

- Milford, First Presbyterian Church, Hartford, First Presbyterian Church in the Meadows, Granby, MA, Martin Luther King, Jr. Presbyterian Church, Springfield, MA, Turn of River Presbyterian Church, Stamford, CT and First Presbyterian Church, Greenwich, CT.
- Approved the Rev. Susan Olson as Validated Ministry Serving Another Denomination as Part-time Pastor, United Church of Christ, Lyme, CT. effective Nov. 13, 2019.
  - *Validated the Specialized Clergy ministry of Rev. Joan Priest as Interim Pastor, Groton Congregational Church, Groton, CT.*
  - Engaged with PneuMatrix in working with adaptive change and living into the future for selected churches and the PSNE and heard a final report from the consultant.
  - Developed a process with the Stated Clerk on handling the request for an Administrative Commission for Ordination or Installation and the final report of the Commission based on the Book of Order G-3.0109b.
  - Established 3 sessions to review 2018 – 2019 Session Minutes with all clerks of session but then postponed the sessions due to the coronavirus pandemic.
  - Continued discussion on the findings of the 2019 Board of Pensions study “Living By the Gospel” on disparities in effective salary for pastors related to age, gender and congregational size and the terms of call /effective salary of installed pastors in the PSNE and the justice implications for fair compensation.
  - Participated in multiple training sessions on the following topics:
    - Interim and installed pastor search and how they have evolved with Rev. Vance-Ocampo.
    - The evolution of interim ministry practices and support of interim ministers with Rev. John Seiders.
    - Responsibility and authority of presbyteries to assess the fitness of their minister members with Flor Velez-Dias, Esq., Manager for Judicial Process with the Office of the General Assembly.
    - How to work with mental health issues in clergy and congregations and processes/decision tree that COM should define for these types of situations with Rev. Laurie Ferguson, Specialized Clergy, Hudson River Presbytery.
    - *Board of Pension benefit changes for 2019, optional benefits available and the Disability Benefit offered by the Board of Pensions with Rev. Allison Seed;*
    - *Small church programs from the Presbyterian Foundation with Rev. Paul Grier;*
    - Anti-racism training at First Presbyterian Church, New Haven, CT with Jessica Torres-Vazquez of Crossroads; and
    - Adaptive change and challenges in discerning future paths and ministry for churches in the 21<sup>st</sup> century with Rev. Deborah Wright of PneuMatrix.
    - Role of church liaisons with Rev. Vance-Ocampo and Rev. Baer.
  - Held multiple conversations with the following Interim Pastors to determine the progress in their respective churches:
    - Rev. Thomas Groome, First Presbyterian Church, Fairfield, CT
    - Rev. Carol Howard Merritt, First Presbyterian Church, New Canaan, CT

- Rev. Deborah Packard, Valley Presbyterian Church, Brookfield, CT.
- Received an update on the work of the Administrative Commission and challenges at Valley Presbyterian Church.
- Received an update on the status of the Investigative Commission at Greenwich Presbyterian Church.
- Supported several pastors on short-term disability. Leave.
- Supported the Roundtable in the application of grant funding for the Martin Luther King, Jr. Community Presbyterian Church, Springfield, MA.
- Recommended approval of the Annual Report of Non-Parish Clergy for 2020 to the Presbytery of Southern New England.
- Recommended approval of the request from the Presbytery of Beaver-Butler to the Roundtable to consider concurring in an overture to the General Assembly.
- Supported the General Presbyter and the Roundtable on grant applications from the Synod of the Northeast and several Presbyterian Church (USA) agencies for the Martin Luther King, Jr. Community Presbyterian Church, Springfield, MA,, Hyannis Fellowship, Hyannis, MA and Woodbury Union Presbyterian Church, Warwick, RI.



2020 Non-Parish Clergy Annual Report  
Presbytery of Southern New England Committee on Ministry  
May 5, 2020

**In Validated Ministries Beyond the Jurisdiction of the PCUSA**

Ahn, Shin – Pai Chi University Church, Daejeon, Korea  
Asher, Susan – Director of Spiritual Care, Yale-New Haven Hospital, New Haven, CT  
Carvalhaes, Claudio – Associate Professor at Union Theological Seminary, NY  
Craig-Snell, Shannon – Faculty, Louisville Presbyterian Theological Seminary,  
Louisville, KY  
Crocco, Stephen – Director of Library, Yale Divinity School, New Haven, CT  
Dacunha, Alonso – Brazilian Presbyterian Church Of Cape Cod, Hyannis, MA  
Davis, Jennifer – Director of Supervised Ministry, Yale Divinity School, New Haven, CT  
Davis, Stephen – Head of Pierson College, Yale University, New Haven, CT  
Dinkler, Michal Beth – Professor, Yale Divinity School, New Haven, CT  
Epperson, Eileen – Designated Minister, Staffordville United Church of Christ, Staffordville,  
NY Director of Spiritual Care, Noble Horizons, Salisbury, CT  
Bereavement Counselor, Friends of Hospice  
Private Practice in Spiritual Coaching  
Gibson, Ron – Coordinator of Resources for Pastors and Christian Education Directors,  
Paraclete Press, Orleans, MA  
Goettler, William – Dean for Ministry Studies and Leadership at Yale Divinity School, New  
Haven, CT  
Hastings, Thomas – Executive Director, Overseas Ministry Study Center, Princeton, NJ  
Holleck, Tiffany Nicely – Co-Pastor, St. Peter's Lutheran Church, Harwich, MA  
Jungkeit, Steven – Senior Minister, First Congregational Church of Old Lyme, Old Lyme, CT  
LaSala, Maria – Director of Reformed Studies Program, Yale Divinity School, New Haven, CT  
Spiritual Care Coordinator at The Whitney Center, Hamden, CT  
Mahaney, Deborah – Interim Minister, Congregational Church of South Dennis, South  
Dennis, MA  
Marion, Patricia – Chaplain, CASA de la Luz Hospice, Tucson, AZ  
Mehr-Muska, Tracy – Chaplain, Wesleyan University, Minister Mid/Later Life, Asylum Hill  
Congregational Church, Hartford, CT  
Merz, John – Executive Director, AIDS-CT, Hartford, CT  
Meyerhoffer, Anne Marie – Transitional Pastor, Presbyterian Church of Dunmore,  
Scranton, PA  
Olson, Susan – Pastor of First Congregational Church of Lyme, Lyme, CT  
Peek, Jenny – Associate Pastor of the University Church in Yale, New Haven, CT  
Pfeil, Susan – Stated Supply, United Congregational Church, Norwalk, CT  
Pierce, David – Pastor, Corners Community Chapel, Cumberland, RI  
Porizky, Mark – Chaplain, Center for Hospice Care, Norwich, CT

Porter, Fredrick – Upper Level Faculty, Trinity Christian Academy, Barnstable, MA  
Priest, Joan Withers – Interim Minister, Groton Congregational Church, Groton, CT  
Reifsnyder, Richard – Pastor, Falls Village Congregational Church, Falls Village, CT  
Roh, Dae Joon – New Testament Instructor, Washington Theological Seminary, Annandale,  
VA

Rohr, Lin Grace – Director, Housing Assistance Corp., Hyannis, MA  
Shaw, Cass – President and CEO, The Council of Churches of Greater Bridgeport, CT  
Shippee, Arthur – Faculty, Queens College, CUNY and Eugene Lang College  
Smalt, Ruth – Associate Minister, First Congregational Church, Nantucket, MA  
Smanik, Virginia – Pastor, Hampton Congregational Church, Hampton, CT  
Smith, Shanell – Associate Professor of New Testament and Christian Origins, Hartford  
Seminary, Hartford CT

Stanton, Cynthia – Chaplain, Fidelis Hospice, Haverhill, MA  
Sweet, John – Chaplain, Eleanor Slater Hospital, Cranston, RI  
Swenson, Christa – Senior Pastor, Mystic Congregational Church, Mystic, CT  
Unsell, Frances – The Development Center, Darien, CT, ecumenical and organizational  
consultation, churches and religious institutions

Via, C. Carter – Pastor of Crossing Thresholds, Inc., Port Chester, NY  
Weber, Burkhard – ACPE Certified Educator, Beth Israel Deaconess Medical Center,  
Boston, MA

Whitman, Candace – Pastor, Union Chapel, Fisher’s Island, NY  
Wright, Heather – Pastor of Care and Connection, Stanwich Church, Greenwich, CT.

**In Validated Ministries in other service to the PCUSA**

Hager, Barbara – Recording Secretary for PSNE  
Schreiner III, Samuel – Executive Director of Friends of Forman Christian College in Lahore,  
Pakistan, (Atlanta, GA)  
Vance-Ocampo, Shannon – General Presbyter for PSNE

**Member-at-Large**

Crawford, Adele	McNaughton, Marilyn
Gibson, Robert	Mena, Daniel
Goudreau, Diane	Roe, Dae Joon
Hager, Barbara	Tate, Chris
Koons, Patricia	Vought, Rick

## **Honorably Retired**

Beams, Ann	Greer, Bob	Poole, Frank
Brooks, Edwin	Graybill, David	Porter, Rick
Burgonio-Watson, Thelma	Jung, Johanna Johns	Ramos, Jovelino
Caton, Christine	Keller, James	Ribeiro, Paulo De Tarso
Charles, John Anthony	Lindsley, Dana	Sandel, John
Chase, David	Mena, Danilo	Snell, Georia Ann
Dannenfelser, Richard	Miller, Joe	Spence-Baker, Pamela
Faithful, Gail	Minor, Ron	Thies, Mary Marple
Fuller, Julia	North, Carol	Trucksess, Susan Power
Glenn, Jim	Opsahl, Laura	Webster, John

## **Annual Report not Received:**

Clements, Lynda	Rodkey, John
Hwang, John	Soares, Edward
Line, M. Allen	West, Frank
Lundgren, Donald	Witter, Thomas
Parker, Donald	

**Annual Report  
Committee on Preparation for Ministry  
Presbytery of Southern New England**

This report covers the period of April 2019 through April 2020. During this period:

- The committee met four times.
- The Rev. Susan Trucksess joined the committee in May, 2019.
- The Rev. Jimmy McPherson and the Rev. John Sweet stepped off the committee at the April 2020 meeting, as each had accepted a calls in another presbytery.

The members of the 2019-2020 Committee on Preparation for Ministry were: the Rev. Jimmy McPherson; Elder Art Riihimaki; the Rev. John Sweet (Co-chair); the Rev. Susan Trucksess; the Rev. Kevin White (Co-chair), Elder Nancy Woodington

During this period:

- CPM enrolled as Inquirer:
  - Alisa Dunavant
  - Jin Hwa (Deborah) Lee
  - Ji Hee Hyung
  - Ryan Joslin
  - Kirk Louis
  - Grace Woodward
- CPM received YeJee (Rachel) Park as an Inquirer, transferring from the Presbytery of the Twin Cities Area.
- CPM recommended that PSNE enroll as Candidate:
  - Young Wan Son
  - Nate Taylor
- CPM voted to Certify candidate as Ready to Receive a Call:
  - Dale Green
  - Jessica Jones
- CPM held annual consultations with:
  - Dale Green
  - Ji Hee Hyung
  - Jessica Jones
  - Gerson Roca
  - Young Wan Son
  - Nate Taylor
- Received Annual Reports from candidates Certified Ready for Examination Pending a Call:
  - KathyCooper

Currently we have: 7 Inquirers, 3 Candidates, and 4 CRRCs under care.

Respectfully Submitted,  
Rev. Kevin White  
Chair, PSNE Committee on Preparation for Ministry

**Nominating Committee**  
*Presbytery of Southern New England*  
May 2020

**Members of the Nominating Committee:**

Adele Crawford ([adelec23@gmail.com](mailto:adelec23@gmail.com)), Terrlyn Curry-Avery ([terrylyn@sacredintelligence.com](mailto:terrylyn@sacredintelligence.com)), Arthur Riihimaki ([artsdomain@mac.com](mailto:artsdomain@mac.com)), Christopher Tate, Chair ([tatecg@yahoo.com](mailto:tatecg@yahoo.com)), Carter Via ([ccartervia@gmail.com](mailto:ccartervia@gmail.com)), Patricia Wales ([patwales@att.net](mailto:patwales@att.net))

**About the Nominating Committee:**

The committee is responsible for trying to build relationships with members of the Presbytery, both clergy and lay leaders, and to try to engage with them in mutual discernment of ways they might use their gifts, talents, and interests to serve God and the wider Church through participation in a committee of the Presbytery of Southern New England, or other service to the Church. Committees of the Presbytery include: Committee on Ministry, Committee for the Preparation for Ministry, Trustees, Personnel, Representation, and Permanent Judicial Commission. We also nominate officers of the Presbytery and Corporation, chairs of committees, commissioners to General Assembly and Synod of the Northeast assembly, members-at-large to Roundtable (Roundtable is the name for the subgroup of our Presbytery charged with leading it between Presbytery meetings), ordination exam readers, and members of our newly formed Emerging Ministries Committee and Anti-Racism and Equity Task Force.

The Committee meets at least monthly, although we have met somewhat more like twice a month since January 2020, due to particular needs of the Presbytery. Committee meetings are conducted almost exclusively via the videoconference software Zoom.

**Highlights during 2019/2020:**

The Committee has:

- Developed a “Gifts, Talents, and Interests” survey online, to begin to build a database of the resources within our Presbytery that might be engaged for service to the wider church. One can fill out the survey for oneself, or for another; we hope— if you have not already completed it— you will take the time to do so at your convenience. The link is available at: <http://psne.org/nominations>
- Fully staffed two brand-new committees of the Presbytery.
- To the degree possible, coordinated with the Committee on Representation to attempt to diversify membership of and on the various committees of our Presbytery
- Begun relationship-building visits with pastors within the Presbytery, as well as individual churches, although the global health situation has temporarily hampered this work.

**Other Information:**

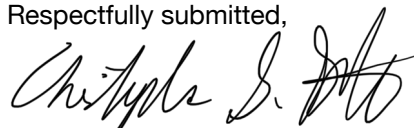
The Nominations Committee has been blessed to have been led for many years by the stalwart and consistent Art Riihimaki. Art’s term on Nominations expires as of our May, 2020 meeting of Presbytery, and we would like to express our sincere gratitude for his dedicated service and commitment to our Presbytery, especially on Nominations. Art’s wisdom, humor, and skill have been of immense value, and will be missed. Thank you, Art!

Finally, we thought it might be worthwhile to share the a bit about the process the Nominations Committee utilizes in both initiating contact with, and inviting discernment for and with individuals, for various roles within the Presbytery. There is no set formula used, but the committee strives to be as holistic as possible. While by no means exhaustive, among the factors the committee might consider:

1. Ideally, we like to connect individuals with roles for which they have first expressed some interest, either through our survey, to a member of our committee, other Presbytery leadership, or individual.
2. The recommendation of others who have identified particular gifts or talents in an individual, and/or worked with an individual in some capacity in the past, which they feel might make that individual a good fit (or, in some cases, perhaps not a good fit) for a particular committee.
3. When possible, we consult with current chairs of committees to discuss the current makeup of their committees, to see if they have thoughts on which particular leadership competencies/qualities are most needed on their committees at the time of nomination. As a reminder, these competencies/qualities, which were identified by our Presbytery, are:
  - **Critical Thinker** - able to think critically about the issues that are presented, seeing all sides of the issues at hand
  - **Strategic/Global Thinker** - able to think outside the box, to imagine where God's Spirit is leading us in new directions
  - **Low Reactivity** - able to work with the information at hand and not react personally to it, to have openness of spirit/mind
  - **Future-Oriented** - looking to the future with joy and excitement, who is challenged and energized by what comes next
  - **High Emotional Intelligence** - able to work with data that is driven by emotions, feelings, able to sense and work with the information pastorally
  - **Spiritual Discernment** - committed to always asking questions about where God is leading the Presbytery and willing to follow the Spirit's leading
4. The diversity of our committees is considered. When possible, we try to give an increased "weight" to individuals who can help us to diversify our committees according to our constitutional and Presbytery goals concerning representation.
5. While it is our goal not to be forced into, or to have our nominations be dictated by, strictly procedural requirements, we are committed to be guided and instructed by our Book of Order and by-laws, and to make every effort to make nominations for roles in mandated timeframes.

We strive to be transparent, fair, and just in our approach to our task of nominating, but as with any human endeavor, we are bound to make mistakes and/or miss the mark, on occasion. If you have any questions about our process, please do not hesitate to contact the Chair of Nominations, Chris Tate.

Respectfully submitted,



Chris Tate, Chair



## 2019-20 Report to The Presbytery of Southern New England

Presbyterian Promise is twenty + years into the adventure of advocating for equality and welcome. In the context of the church, we feel encouraged and confident. We are doing many things very well, and we are eager to find creative new ways to continue our work. We rejoice that we can offer you ways to join us in the effort to assure that lesbian, gay, bisexual, trans and queer persons feel truly welcome in our churches.

Here is a summary of Presbyterian Promise' activity during the past year:

- We partnered to sponsor an Open Space at the November 16 Presbytery meeting. The Open Space was inspired by the 2018 General Assembly's approval of a Commissioners' "Suicide Prevention Resolution," which urged the PC (USA) to "Encourage the leadership of each congregation to acknowledge the challenges caused by suicide deaths by addressing them in prayers, sermons, educational events, and conversations." We developed the presentation with the American Foundation for Suicide Prevention (AFSP) and Rev. John Sandel. It was crowded and very well received. Presbyterian Promise encourages our Presbytery to begin a conversation about suicide and suicide prevention, with special focus on the vulnerability of LGBTQ youth in our congregations.
- We developed a new logo and look. When we began, LGBTQ people were off center, just coming into focus. As PC USA polity developed, the focus had shifted. We wanted a look that was both Christian and widely recognizable.
- We strengthened our display of resources at Pride events from June through September. This year we tabled at Norwalk in Fairfield County, Providence, Hartford and, for the first time, New Haven. We were pleased to welcome more clergy for our delegation this year enhancing our ability to offer worthwhile resources and supportive, welcoming conversation.
- It has become a tradition: we tabled at the March 2019 True Colors Conference for LGBTQ+ youth. Our library/resource display has become very popular at Pride festivals and True Colors and we are working on a new, expanded, and fresh resource guide for the coming year' events. This year, True Colors will be a virtual event on May 22-23. While we wish we could be there in person, it will be worth checking out and you won't even have to spend time driving to Storrs!

Dick Hasbany and Keith Rhoden, Co-moderators