

190th Stated Meeting of the Presbytery of Southern New England

Wednesday, September 21, 2022
First Presbyterian Church, Hartford, Connecticut
Proposed Docket

*Livestreaming and Zoom voting will be available during the business and
worship portions of the meetings.*

*We will be following current CDC guidelines for Hartford County where this
meeting is located. Masks and distancing, where appropriate, are strongly
encouraged,*

5:00 Fellowship, Nosh & Registration

*5:15 Gather in God's Name

Call to Order, Prayer, and Forming the Roll
Greetings from the Host Church & Land Acknowledgment – Nancy Baseel
Electronic Meeting Orientation – Erika Hagan & David Baer
Docket, Enrollment, Introductions – David Baer
Consent Motion – David Baer

*5:40 Small Group Conversations

*6:00 Worship (Sanctuary)

6:45 Mission and Ministry of the Presbytery

Report of the Trustees (Ref. P) (Brandi Drake)

- PILP Line of Credit request

Dinner and Fellowship (Hodge Hall)

*7:30 Mission and Ministry of the Presbytery (continued) (Sanctuary)

Report of the Anti-Racism and Equity Team
Report of the Roundtable (Ref. A) (Mildred McNeill)

- Proposed budget for 2023
- Matthew 25 Conversation
- Revised Personnel Manual

Report of the General Presbyter (Ref. D) (Shannan Vance-Ocampo)
Report of the Nominating Committee (Ref. O) (Chris Tate)
Report of the Commission on Ministry (Ref. H) (Shelley Donaldson & Steve Scovell)

Memorial Moment:

- the Rev. Ed Brooks
- the Rev. Thomas Conboy, Jr.

- the Rev. Thomas Troeger
- the Rev. Thomas Witter

Report of the Commission on Preparation for Ministry (Ref. J) (Deb Packard)
Old or New Business

9:00 Adjournment

Times are provided as advisory estimates and do not create orders of the day.

* Indicates zoom with virtual voting participation + livestream

**PRESBYTERY OF SOUTHERN NEW ENGLAND
STATED MEETING OF THE PRESBYTERY ROUNDTABLE
September 1, 2022**

The Roundtable of the Presbytery of Southern New England met in the Smart Room at the Westminster Presbyterian Church in West Hartford, with via Zoom teleconference. The meeting was called to order at 10:05 a.m. by the chair, Elder Mildred McNeill, who invited the members of the Roundtable to introduce themselves, and led the Roundtable in its opening devotion.

A **QUORUM** was present.

Present were: Mildred McNeill (chair), Nicole Aronson, Lisa Baker, Chris Tate, and Kevin White.

Present via Zoom teleconference were: Andre Castillo, Shelley Donaldson, Deborah Packard, and Steven Scovell.

Also present were: *ex-officio* members Shannan Vance-Ocampo, the General Presbyter; and David Baer, Stated Clerk (via Zoom).

The agenda for the meeting was **APPROVED** as distributed.

The Roundtable welcomed the Rev. John Merz, who presented a proposed presbytery budget for 2023 (Attachment 1). Following discussion, and upon a motion properly made and seconded, the Roundtable **VOTED** to **PRESENT** the proposed budget to the presbytery for its approval.

The Stated Clerk, David Baer, noted that the minutes of the last Roundtable meeting were distributed with the materials for this meeting. Upon a motion properly made and seconded, the Roundtable **VOTED** to **APPROVE** the minutes of the Roundtable meeting held on April 28, 2022.

The Roundtable recessed to meet in pairs, in order to discuss how they had been formed by the land where they had grown up.

Following this time of discussion in prayer, the Roundtable reconvened and welcomed Jessica Vasquez-Torres and Ryan Lentz via Zoom, who joined with Kevin White, the chair of the Anti-Racism Task Force, to provide an update on the presbytery's anti-racism work. The Anti-Racism Task Force will be working with Crossroads Antiracism to offer a series of webinars, which church groups will be invited to participate in. There will be two series: the first will be foundational, answering a core set of questions (What is antiracism? What are the theological values it requires of Christians?).

The Roundtable recessed for lunch, after which the General Presbyter, Shannan Vance-Ocampo, gave her report. She highlighted the PCUSA's Matthew 25 initiative, inviting the Roundtable to consider proposing that PSNE become a Matthew 25 presbytery. (There are about five or six congregations that have become Matthew 25 congregations.) Following discussion, the Roundtable **VOTED** to **RECOMMEND** that the Presbytery become a Matthew 25 presbytery. (The recommendation will be brought to the September stated meeting.) The General Presbyter also previewed this fall's Synod Assembly.

The Roundtable **VOTED** to **ESTABLISH** the cost of meals at meetings of the Presbytery at \$15, and to **ESTABLISH** as policy that Presbytery staff who are present at these meetings shall not be required to pay for their meals.

The Stated Clerk, the Rev. David Baer, gave his report. He reviewed a draft docket for the

upcoming Stated Meeting of the presbytery. Upon a motion properly made and seconded, the Roundtable **VOTED** to **APPROVE** the proposed docket (Attachment 1), and to **AUTHORIZE** the clerk to make further changes as necessary, in consultation with the Moderator and Vice Moderator.

Mr. Baer also proposed a schedule of Stated Meetings for 2023. By consent, the Roundtable **APPROVED** the following schedule:

- Wednesday, February 15, 5:30 p.m. (via Zoom)
- Saturday, May 20, 9:30 a.m. (host TBD)
- Wednesday, September 20, 5:30 p.m. (host TBD)
- Saturday, November 4, 9:30 a.m. (host TBD)

Mr. Baer reviewed this year's General Assembly, noting the summary document provided to the Roundtable in the meeting materials folder. As directed by the Presbytery at the May meeting, he and the General Presbyter provided support to PSNE's commissioner, the Rev. Christine Caton, in developing a commissioner's resolution related to firearms divestment. A modified form of this proposal was adopted by the Assembly. He plans to present the proposed amendment to the Constitution approved by the General Assembly at the November Stated Meeting for a first reading and questions, and again in February for voting.

The Roundtable chair, Mildred McNeill, led a discussion about the frequency and scheduling of Roundtable meetings. She proposed holding more frequent meetings of no more than two hours, via Zoom, in the late afternoon or evening, rather than on weekday mornings. She expressed a concern that ruling elder committee chairs may not be able to meet during the day, due to work responsibilities. Ms. McNeill will prepare a proposed schedule of meetings. The Roundtable agreed to hold its next meeting on October 13, at 4:30 p.m., via Zoom.

The Roundtable adjourned with a prayer led by Chris Tate at 2:45 p.m.

Respectfully submitted,

-signed-

Rev. David A. Baer, Stated Clerk

Attachment 1

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	2022	2022 YTD	Annual	YTD	2023				
OPERATIONS	budget	Actual	Budget Bal.	59%	Proposed			Notes	
Income									
General Mission	50,000.00	23,684.72	26,315.28	47%	45,000.00				
Investment Fund Annual Distribution		0.00	0.00		35,000.00		35,000.00		
Presbytery Per Capita	227,772.00	137,769.18	90,002.82	60%	221,889.00	A	(5,883.00)	no increase in per capita	
Presbytery Per Capita unpaid by member churches	(15,000.00)				(15,450.00)	*	(450.00)		
GA/Synod Per Capita unpaid by member churches	(6,000.00)				(5,425.00)	*	575.00		
Donations		469.85	469.85						
Total Income	256,772.00	161,923.75	116,787.95	63%	281,014.00		24,242.00		
Expense									
Ministries of the Presbytery:									
Brazilian Fellowship	20,000.00	13,333.36	6,666.64	67%	20,000.00		0.00		
New Initiatives/Emerging Ministries	5,000.00	0.00	5,000.00	0%	5,000.00		0.00	now includes Social Justice and NEXT	
Committees:									
Committee on Ministry	4,000.00	709.88	3,290.12	18%	4,000.00		0.00		
Committee on Preparation	3,000.00	500.00	2,500.00	17%	2,000.00		(1,000.00)	\$500 per candidate	
Nominations	200.00	0.00	200.00	0%	200.00		0.00		
Personnel	500.00	277.50	222.50	56%	500.00		0.00		
Roundtable	4,000.00	616.77	3,383.23	15%	4,000.00		0.00		
Trustees	8,300.00	7,127.03	1,172.97	86%	12,800.00	B	4,500.00	audit; insurance; legal fees	
Personnel:									
GP Salary & Housing & SECA	84,001.00	54,923.77	29,077.23	65%	88,041.06	C	4,040.06	includes 6% COLA (\$1k in med.reimb)	
GP Medical Reimbursement	3,112.00	3,112.00	0.00	0%	4,112.00			1k of COLA moved here	
GP BOP (includes supp D&D, dental)	31,897.00	21,441.32	10,455.68	67%	35,409.00		3,512.00	37% -> 39% BOP; 2023 supp D&D, dental rates not yet availa	
Stated Clerk Salary	21,216.00	13,872.00	7,344.00	65%	22,488.96		1,272.96	includes 6% COLA	
Communications Manager	21,832.00	14,274.39	7,557.61	65%	23,141.92		1,309.92	includes 6% COLA	
Financial Manager	35,360.00	23,120.00	12,240.00	65%	37,481.60		2,121.60	includes 6% COLA	
Treasurer - stipend	2,000.00	1,000.00	1,000.00	50%	2,000.00		0.00		
Staff & Office Operations:									
GP Auto/Professional Expense	6,000.00	5,232.59	767.41	87%	7,000.00		1,000.00		
GP Continuing Education	4,556.00	4,539.01	16.99	100%	4,556.00		0.00		
2021 GP General Assembly Expense	0	0.00	0.00	0%	0.00		(0.00)	no GA in 2023	
Stated Clerk Auto/Professional Expense	1,000.00	0.00	1,000.00	0%	1,000.00		0.00		
2021 Stated Clerk General Assembly Exp.	0	0.00	0.00	0%	0.00		(0)	no GA in 2023	
Chaplain to the Clergy	1,000.00	0.00	1,000.00	0%	0.00	D	(1,000.00)		
Equip. Replacement Reserve	2,000.00	0.00	2,000.00	0%	2,000.00		0.00		
Legal Contingency	0	0.00	0	0%	1,000.00	E			
Staff IT reimbursement					1,440.00			\$40/mth x 3 staff	
Office Expenses	6,000.00	5,965.00	469.18	99%	6,000.00		0.00	see Tab2: Office expenses	
Total Expense	264,974.03	170,044.62	83,696.95	64%	284,170.54		19,196.51		
Operating Budget Net Surplus/Loss*	(8,202.03)	(8,120.87)			(3,156.54)				
Net Income/Expense									
*note: unpaid per capita by member churches									
A) Reflects reduction in PY membership from 6156 to 5997.									
B) same for Review Year 2022, next audit 2024									
C) COLA added to Cont. Ed & Medical Reimb. lines									
D) Chaplain role not budgeted									
E) Anticipate unforeseen expenses									

Office Expenses

	2023 Estimate	as of 7/31/22	
Canva	\$ 156.00	\$ 103.60	
Breeze	\$ 804.00	\$ 451.00	
Grace at Work	\$ 588.00	\$ 392.00	
Zoom	\$ 624.00	\$ 1,051.47 *	includes \$999.50
Google	\$ 441.00	\$ 296.47	
Buzzsprout	\$ 324.00	\$ 216.00	
Mailchimp	\$ 715.00	\$ 462.56	
Nextiva (phone)	\$ 697.00	\$ 458.24	
CW (financial)	\$ 912.00	\$ 879.39	includes purchase of software \$471
Microsoft Office	\$ 99.00	\$ 99.99	
Supplies	\$ 700.00	\$ 1,305.20	included purchases of 2 year supply
Further (FSA)	\$ 46.80	\$ 27.30	
Dropbox		\$ 127.49	not recurring for Dropbox
McAfee		\$ 90.39	not recurring for McAfee
Total	\$ 6,106.80	\$ 5,961.10	

Employee Handbook

Personnel Policies and Procedures

Insert date
Insert PSNE Logo

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Section One

Introduction and Theological Statement

Welcome to working with the Presbytery of Southern New England!

The Presbytery of Southern New England (PSNE) is a community of faith within the Presbyterian Church (U.S.A.), called into being by Christ to joyfully participate in Christ's ongoing life and work. By the grace of God and in the power of the Holy Spirit, the Presbytery is called to help congregations and leaders to participate in Christ's mission by:

- Proclaiming and hearing the Word of God
- Administering and receiving the sacraments
- Nurturing a covenant community of disciples of Christ.

To carry out this mission, the Presbytery may from time to time employ such staff as needed. This Employee Handbook has been developed to provide support and guidance to both the Presbytery as employer and its staff, both employees and consultants. It provides guidelines about benefits, pay, time off and other policies and procedures of our organization. It is also a helpful reference for understanding our standards and for developing and realizing one's potential as one of our valued employees. It is based on a commitment to recognize and affirm the full potential of each employee, and to develop, support and use the full range of human resource potential by securing and maintaining cooperation between employer and employee. The system reflects an open environment in which objectives are shared, and in which both employer and employee acknowledge their rights and responsibilities.

Let love be genuine; hate what is evil, hold fast to what is good;
love one another with mutual affection; outdo one another in showing honor.

--Romans 12:9-10

By contrast, the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control. There is no law against such things.

--Galatians 5:22-23

Statement on the Constitution of the PC(U.S.A.)

Certain elements of this manual apply only to employed individuals who are ordained as Teaching Elders in the Presbyterian Church (U.S.A.), and will be indicated as such in this manual. Employees who may be ordained in denominations other than the PC(U.S.A.) are subject to the forms of government and discipline applicable to that denomination, insofar as those forms of government and discipline do not encourage or allow behavior that is prohibited by this manual.

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Section Two - Employment Basics

At-will Statment

The Presbytery is an at-will employer for all non-installed staff.

Job Descriptions

Every Presbytery role should include a job description, which includes at least three core components that describe the nature of the work— the essential functions, the core competencies, and the goals. The essential functions are the central tasks that must be completed by the employee in the execution of the job. They describe what the employee is expected to do. The core competencies are the character attributes and abilities of the person—the how of the job. The goals are areas that will be a specific focus for the coming year. These will usually relate to the accomplishment of the organization’s mission. Goals should be described in SMARTIE terms—Specific, Measurable, Achievable, Relevant, Time-Specific, Inclusive, Equitable. Job descriptions should, as much as possible, offer clear guidance about priorities and roles, be free of biases and social and cultural limitations, and be as specific as possible, without micromanaging. Job descriptions should be reviewed annually, or at least every other year.

Review Process

Reviews will be conducted on an annual basis in a format determined by the Personnel Committee and communicated annually. Feedback is provided throughout the year.

Section Three - Workplace Policies

Policies of PSNE

All staff are expected to fully abide by the following policies. Refusal to do so will result in immediate dismissal and/or disciplinary actions through the PC(U.S.A.) Rules of Discipline. If staff feel that a policy is not being adhered to or have a question, they are to work with their supervisor.

- PSNE Child Protection Policy
- PSNE Sexual Misconduct Policy
- PC(U.S.A.) Standards of Ethical Conduct
- Constitution of the Presbyterian Church (U.S.A.)

Equal Opportunity/Non-Discrimination

All Members and Staff shall have working conditions that encourage productivity and promote their general welfare without regard to race, sex, creed, national origin, sexual orientation or gender identity, disability; and assure freedom from any form of sexual harassment or intimidation. Therefore, the Presbytery shall:

- Recruit, hire, and promote persons in all job classifications without regard to race, color, national origin, sex, age, marital status, sexual preference, gender, creed, religious affiliation (except where religious affiliation is determined to be a bona fide occupational qualification), sexual orientation or gender identity, or disability unrelated to the abilities involved in the job.
- Conduct periodic analysis of all personnel actions and develop plans to ensure that Equal Opportunity is supported through an Affirmative Action program. Affirmative Action is the execution of a set of specific and result-oriented procedures designed to eliminate discriminatory practices.
- Avoid employing or assigning persons in positions where they would be working, directly or indirectly, for a relative, or where a relative would participate in any performance evaluation or recommendations on salary or promotion.
- Provide equal opportunities for training during employment.
- Insure that all personnel matters such as compensation, benefits, transfer, leaves of absence, lay-offs, return from lay-offs, education, tuition assistance, and all others will be administered on a non-discriminatory basis.

Safety and Security

Weapons

Regardless of the laws applicable within the boundaries of PSNE, while performing PSNE duties and when physically interacting with others within the Presbytery, staff are prohibited from carrying weapons of any type. If staff are concerned for their safety related to weapons of any type in the course of their employment, they are to report that immediately to their supervisor and/or the Personnel Committee for resolution.

Health

It is expected that all staff of the Presbytery will attend to their personal health and of those with whom they interact ~~with~~ by being fully vaccinated for all available vaccines on a normal medical schedule. If staff have concerns about their health safety at any time in the course of their employment, they are to report that immediately to their supervisor and/or the Personnel Committee for resolution.

Intellectual Property

It is acknowledged that in their capacity as an employee of the Presbytery, the employee has in the past, at present, and in the future will create, author, make, and design copyrightable works, including new ideas or concepts, writings, musical or dramatic or literary materials, the content and visible elements of a web page, art work, graphics, and other creative works of every kind and nature, recorded on and in all audio and video recordings and other mediums and technologies now existing and yet undeveloped (collectively referred to as “creative works”). The Presbytery and employee acknowledge that the employee has and will make copyrightable works for the sole benefit and ownership of the Presbytery, which are made with the Presbytery resources, including compensation for the time expended. The employee shall be granted copyright ownership to all material, in form, content, and creative content, developed by the employee during their tenure at the Presbytery of Southern New England. The Presbytery shall have the right to use the employee’s image and materials in its ministries without payment of royalties during his tenure. Materials developed for use in the Presbytery may be produced and used without royalties even after the employee’s tenure ends.

Digital and Social Media

Presbytery employees are expected to utilize official Presbytery social and digital media for all Presbytery communications (email, social media, video and voice production, web). Communication should be for the benefit of promotion of Presbytery and related ministries. All communications shall comport with the current communications plan of the Presbytery which is developed by the Communications Manager and approved by

the Presbytery Roundtable. Employees' personal social media accounts do not speak for the Presbytery.

Concerns and Grievances, Non-Retaliation

If an employee has any concerns related to their work with staff, members, volunteers, or related persons to the Presbytery they are to address those concerns first to their supervisor. If their supervisor fails to take appropriate and documented action, they are to report these concerns to the Chair of the Personnel Committee.

Regardless of the concern raised, there is zero tolerance for any work-related retaliation. If the concern is related to the General Presbytery and/or Stated Clerk, those concerns are to be reported directly to the Chair of the Personnel Committee.

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Section Four - Code of Conduct

Anti-Harassment

It is the policy of the Presbyterian Church (U.S.A.) and PSNE that all church members, church officers, non-member employees, and volunteers of congregations, governing bodies, and entities of the church (hereafter: "Members and Staff") shall maintain the integrity of the ministerial, employment, and professional relationship.

Definitions:

Sexual Harassment/Misconduct

Members and Staff who engage in sexual misconduct are in violation of the principles set forth in scripture, and of the ministerial, pastoral, employment, and professional relationship. It is never permissible or acceptable for a church member, officer, employee, or volunteer to engage in sexual misconduct. For further detail, please consult the PSNE Sexual Misconduct policy and the Rules of Discipline of the Presbyterian Church (U.S.A.).

Verbal Harassment and Intimidation

Members and Staff will be honest and truthful in their relationships with others; refrain from gossip and abusive speech; show respect and provide encouragement for colleagues. Verbal harassment and/or intimidation of any kind will not be tolerated and is grounds for immediate dismissal.

Written Harassment and Intimidation

Members and staff will refrain from distributing written communication of all types (letters, emails, text messages, social media etc.) that represents or promotes gossip, defamation, knowingly wrong or malicious accusations, and/or other abusive language; Staff are expected to respect the privacy of individuals, and not divulge information obtained in confidence without express permission, unless an individual is a danger to self or others.

Reporting:

Members and staff who have a complaint about any matter related to employment with the Presbytery may personally take the complaint to the General Presbyter, or in the alternative, to the Personnel Committee, for discussion and resolution.

(a) Such action shall not result in reprisal, recrimination or discrimination of any sort, regardless of outcome; and

(b) The employee has the right to select an advocate to be with him/her/them. Any advocate shall serve without expense to the Presbytery, and has no authority to go beyond helping present the employee's complaint unless under the manner described in the Rules of Discipline of the Presbyterian Church (U.S.A.).

Whistleblower

The "Whistleblower Policy" is intended to encourage Members and Staff to raise serious concerns internally so that PSNE can address and correct inappropriate conduct and actions. It is the responsibility of all Members and Staff to report concerns about violations of the PSNE's Standards of Ethical Conduct and/or violations of law or regulations that govern PSNE's operations.

Reporting Procedure

PSNE has an open door policy and suggests that Members and Staff share their questions, concerns, suggestions or complaints with their supervisor, or the Personnel Committee. The General Presbyter and/or the Personnel Committee has the responsibility to investigate all reported complaints. Members or Staff with concerns or complaints may also submit their concerns in writing directly to the General Presbyter and/or the Personnel Committee. The Personnel Committee is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved.

Confidentiality

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Disciplinary Actions

For PC(U.S.A.) ordained staff (teaching and ruling elders), the Rules of Discipline in the Book of Order of the Presbyterian Church (USA) take precedence. Ordained staff from other denominations will be referred to their denominational reporting process as appropriate.

A progressive disciplinary process is in place. Progressive discipline policy and procedures are designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable employee behavior and performance issues. Outlined below are the steps of this process:

- 1.) Counseling and verbal warning: to bring attention to the existing performance or conduct issue.
- 2.) Written warning: which involves more -formal documentation of the performance, conduct or attendance issues and consequences. A formal performance improvement plan for the employee to follow for sustained corrective action could be provided.
- 3.) Suspension and final written warning: Some performance, conduct or safety incidents are so problematic and harmful that the most effective action may be the temporary removal of the employee from the workplace. When immediate action is necessary to ensure the safety of the employee or others, the employee may be suspended pending the results of an investigation.
- 4.) Recommendation for termination of employment: The last and most serious step in the progressive discipline process is a recommendation to terminate employment.

Generally, PSNE will work to exercise the progressive nature of this policy by first providing warnings, issuing a final written warning or suspending the employee from the workplace before proceeding to a recommendation to terminate employment. However, we reserve the right to combine and skip steps depending on the circumstances of each situation and the nature of the offense. Furthermore, employees may be terminated without prior notice or disciplinary action.

Section Five - Compensation and Development

Compensation/Benefits/Pay Schedule

The Presbytery seeks to offer, within the limitations of its budget, individual salaries, bonuses, benefits, and fees that reflect a wide variety of considerations, including specifically:

- External equity, in general, with the patterns of compensation for positions of apparently similar duties and responsibilities in representative organizations, particularly non-profit organizations, in the labor market from which Presbytery employees are drawn;
- Internal similarity of salaries for positions of similar duties and responsibility within the Presbytery;
- Periodic review and, as warranted, adjustment of the salary and/or a bonus for a particular job as the duties and responsibilities of that job change; and
- Periodic review and, as warranted, adjustment of the individual employee's salary, to reflect and reward sustained growth and improvement of performance of the duties of the job.

The periodic compensation review process should be in accord with current policies established and observed by the Personnel Committee.

For ordained staff in the Presbyterian Church (U.S.A.) benefits will be offered in accordance with the usual practices of the Commission~~Committee~~ on Ministry and the Board of Pensions.

Because PSNE utilizes a virtual office, all staff are provided with a \$40/month technology stipend which is provided quarterly through reimbursement and the presentation of relevant receipt(s).

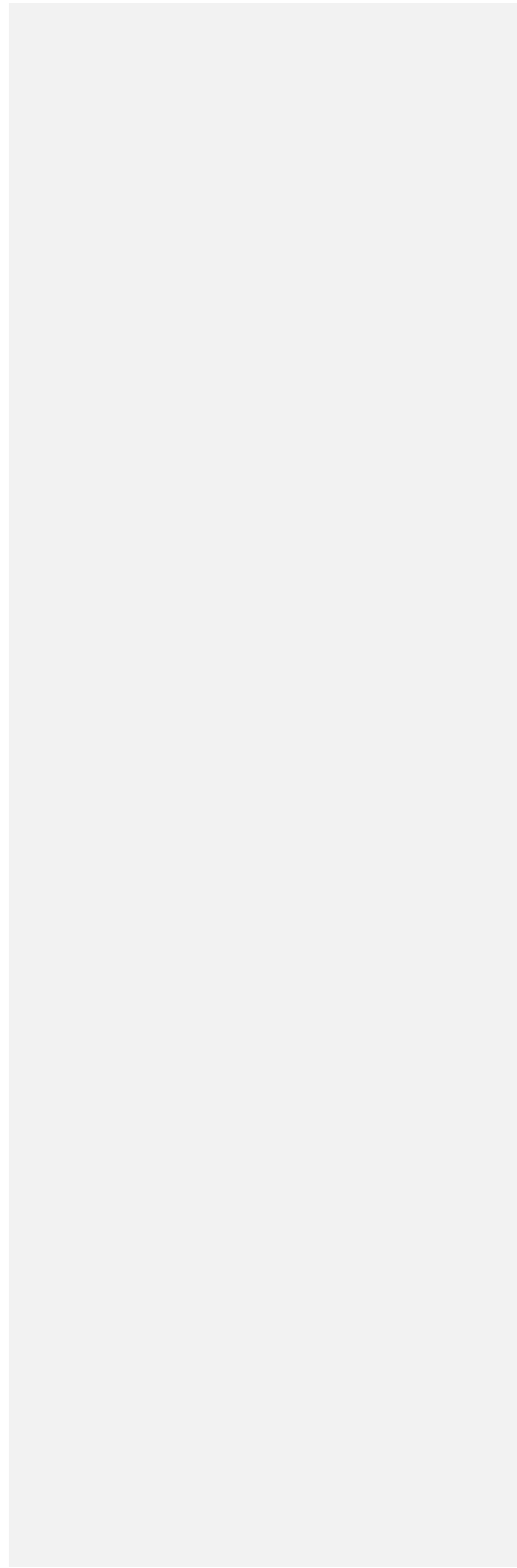
The pay schedule is established for each year by December 20th of the previous year and sent in writing to all staff. All staff are paid through direct deposit.

Professional Development

All staff have access to professional development time. For PC(U.S.A.) ordained staff this is the normal two weeks of continuing education offered annually with an individual reimbursable budget line. For other staff members, this includes time off for continuing education at the discretion of their direct supervisor and access to pooled funds for staff

continuing education. All staff are required to clear continuing education plans with their supervisor and/or the Personnel Committee at least 2 months in advance.

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Section Six - Benefits and Perks

Leaves of Absence

Parental

Members and Staff should inform the General Presbyter and/or the Personnel Committee (who will provide guidance as needed) of a need for parental leave, at least two months in advance of the projected leave.

The addition of a new child to a family brings risks of complications, unexpected needs, and other uncertainties. Thus, it is the duty of the Members and Staff and the Personnel Committee to deal with these issues in an open and caring relationship.

The General Presbyter and/or the Personnel Committee should make provisions for the continuation of pastoral/professional functions during the leave period.

Parental leave should be granted for a period of twelve weeks, with full salary, housing, and benefits, with the possibility of adding an additional four weeks of unpaid leave. Leave may start prior to the addition of the child. If utilizing the Paid Family Leave Act, which covers 70% of (effective) salary, the Presbytery should continue to pay the other 30% of (effective) salary. See

https://ctpaidleave.org/s/?language=en_UShttps://ctpaidleave.org/s/?language=en_US for legal information from the State of Connecticut.

If applicable, short term disability coverage through the Board of Pensions may be used to meet the cost of paid leave when directed by a medical professional. The percentage not covered by short-term disability coverage under the Board of Pensions (if applicable), should continue to be paid to the minister member. Information about the short term disability program of the Board of Pensions can be accessed at this link:

<https://www.pensions.org/what-we-offer/financial-protection/temporary-disability><https://www.pensions.org/what-we-offer/financial-protection/temporary-disability>

Parental leave should be given in the case of a critical family situation related to the addition of a child (including, but not limited to the case of miscarriage, still birth, or infant death) up to the full twelve weeks, as needed.

The Presbytery permits new parents to bring a child to the workplace (in appropriate situations) for up to age six months, or when the baby begins to crawl.

Continuing education time and reimbursements along with travel reimbursements if applicable may not be used during parental leave.

Family/Emergency Leave

Paid family leave should be given in the case of a critical family situation up to the full twelve weeks. This leave should be requested in writing to the supervisor and/or Personnel Committee.

Continuing education time and reimbursements along with travel reimbursements if applicable may not be used during family/emergency leave.

Disability

Disability leave may be granted at the request of the employee in writing to the supervisor and/or Personnel Committee. For ordained PC(U.S.A.) staff members, the rules of short or long-term disability will apply.

Continuing education time and reimbursements along with travel reimbursements if applicable may not be used during disability leave.

Sabbatical

Sabbatical Leave is granted for the General Presbyter and the Stated Clerkstaff who are ordained in the PC(U.S.A.) after and who have served in their present position for six (6) continuous years of service in their present position. Sabbatical Leave is three (3) months. Accrued vacation time and study leave may be attached to the Sabbatical Leave.

Equipment

All staff will be provided with the equipment necessary to undertake regular job functions. If there are issues with equipment necessitating repair or replacement, staff are to consult with their supervisor.

Reimbursements and Home Office Set-up

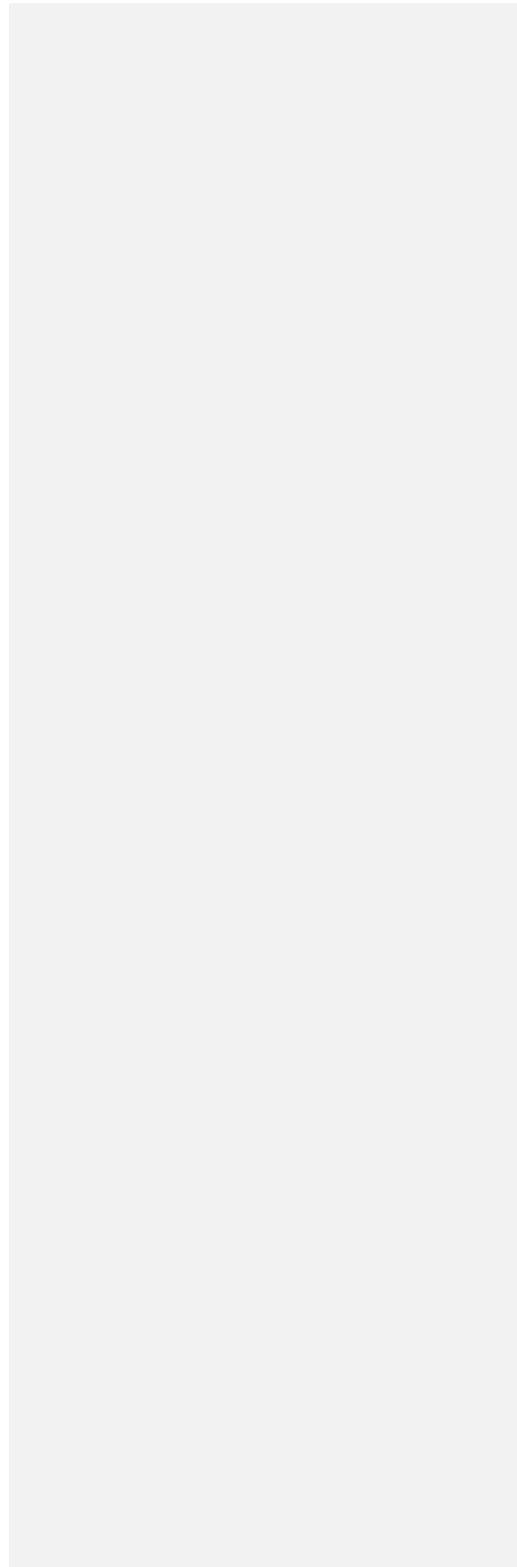
All staff will receive a \$40/month home office reimbursement to offset the costs of home internet/cell phone. This will be provided quarterly based on receipts submitted.

All other reimbursements for staff are at the approval of their supervisor and/or the chair of the Personnel Committee, and must be based on the approved annual budget of the Presbytery. Mileage reimbursement is calculated at the current IRS business rate.

Benefits

No benefits are available for hourly staff other than those already outlined in this manual.

DRAFT



Section Seven - Working Hours, PTO and Vacation

Working Hours

The Presbytery “office” is virtual and staff are generally available during normal working hours. Because many of our staff are part-time all staff will have their regular work hours posted and if hours shift during a week, they are to notify their supervisor and provide an update via the “responder” function for email.

Contractors who provide services to PSNE must provide the work for which they are contracted. Working hours, PTO, and Vacation should be provided to PSNE for communication, but are at the discretion of the contractor.

Paid Time Off (PTO)

All staff are granted up to 10 floating paid days off per year. These days must be approved ahead of time by the supervisor and/or Personnel Committee.

Holidays

The Presbytery offices are closed on all federal holidays. If a staff member is required to work on a holiday, or it falls on a Saturday or a Sunday, they may take equivalent time as a floating holiday. The Presbytery office is closed the week between Christmas and New Years.

Vacation and Study Leave

Vacation time is negotiated with each staff member at the time of employment. For installed PC(U.S.A.) staff vacation is four weeks and study leave is two weeks.

Section Eight - Employee Resignation and Termination

In/Voluntary Separation

Three months of notice will be given for involuntary separation related to financial necessity. Staff are to give a 14-day notice for voluntary separation. One month of pay per year of work is provided as severance for involuntary separation up to a cap of six months.

Accumulated/unused vacation and personal time may be paid out at time of voluntary separation or involuntary separation if above notices are adhered to.

Unemployment Policy

Because Presbytery is a Connecticut corporation, every employee is covered by Connecticut law governing workers' compensation (providing benefits in case of loss of earnings because of disability caused by or arising out of the job). Due to its size and tax status, Presbytery does not contribute to any Connecticut unemployment compensation insurance program, and Presbytery employees are not entitled to Connecticut unemployment compensation payments after termination of employment.

Commented [1]: To check with Dayle on this, I think we do pay in for non-ordained employees.

Signatures

I have received and reviewed the Personnel Manual.

Name of Employee:

Name of Supervisor:

Signature of Employee:

Signature of Supervisor:

Date:

DRAFT

Ref. B
Stated Clerk
September 21, 2022
Presbytery of Southern New England

**REPORT OF THE STATED CLERK
TO THE PRESBYTERY OF SOUTHERN NEW ENGLAND
September 21, 2022**

FOR INFORMATION:

1. At the previous stated meeting, I provided notice to the Presbytery that on May 17, I had received a written statement of an alleged disciplinary offense on the part of a minister member of the Presbytery. An investigating committee formed in accordance with the PSNE bylaws was charged with the investigation and now reports the following determination, as required by D-10.0202k:

September 10, 2022

Presbytery of Southern New England
P.O. Box 388
Chester, CT 06412

Dear Presbytery of Southern New England:

We, the undersigned members of the Investigation Committee 2022-01, have investigated the written statement received by the stated clerk on May 17, 2022. We have decided to charge some of the allegations and not to charge others.

Sincerely,
Rachelle Lee
William Goettler
Ellen McDonnell

This matter will proceed to the Permanent Judicial Commission for final adjudication. Their Decision and Order, once available, will be reported to the Presbytery.

2. The General Assembly of the PCUSA met this summer, with assembly committees gathering in person at the Presbyterian Center in Louisville, and plenary sessions being held via Zoom teleconference. A summary of actions taken by the assembly is provided as **Ref. B-2**.

- As directed by the action Presbytery at the May Stated Meeting, the General Presbyter and I assisted Christine Caton in bringing a commissioner's resolution related to divestment from companies involved in the manufacture and sale of firearms. In the course of consideration, this resolution was amended by the assembly Committee on Addressing Violence in the USA and by the assembly in plenary session. The final text of what was adopted is provided as **Ref. B-3**.
- The Office of the Stated Clerk of the General Assembly will be transmitting a list of proposed amendments to the church constitution for consideration by the presbyteries. I propose that these amendments be presented for a first reading at the November Stated Meeting, with an opportunity provided for members and commissioners to ask questions, and then re-presented for a vote at the February Stated Meeting. (This will allow us adequate time for consideration of these amendments, well in advance of the deadline, which is one year following the adjournment of General Assembly.)

FOR ACTION BY THE PRESBYTERY:

I RECOMMEND:

1. That the Presbytery **APPROVE** the Minutes of the Stated Meeting of the Presbytery (May 25, 2022). (These minutes are posted with the meeting materials.)
2. That the Presbytery **ACCEPT** the resignation of Elder Emmy Kmet (Warwick: Greenwood Community) from the Board of Trustees, with thanks for her service.
3. That the proceedings of the Administrative Commission for the Igreja Presbiteriana Brasileira (**Ref. B-1**) be **SPREAD** upon the minutes of this Presbytery.

PRESBYTERY OF SOUTHERN NEW ENGLAND
IGREJA PRESBITERIANA BRASILEIRA ADMINISTRATIVE COMMISSION
MEETING

Call to Order

The meeting of the Presbytery of Southern New England (PSNE) Igreja Presbiteriana Brasileira (IPB) Administrative Commission (Commission) was held on a video teleconference via the Zoom platform on April 6, 2022. Commission Moderator, Rev. Gregory Keosaian, called the meeting to order at 7:05pm. He then led the Commission in an opening prayer.

Roll Call

Commission Members Present:

Teaching Elder, Anne Weirich; Ruling Elder, Gerson Roca;
Teaching Elder, Gregory Keosaian; and Ruling Elder, Peter Cameron;

Commission Members Absent: None

Guests: None

It was noted both General Presbyter, Rev. Shannan Vance-Ocampo and Stated Clerk, Rev. David Baer were invited to our meeting. Neither person was able to attend. It has been communicated that they are welcome at any of our meetings.

Approval of the Minutes

The Commission discussed the minutes from March 30, 2022 meeting.

There was a motion made that was seconded and voted upon (MSV) to approve the minutes of the March 30, 2022 Commission meeting.

Approval of the Agenda

MSV to approve the agenda.

Review of the March 30, 2022 Meeting

The Committee spent some time reviewing the last meeting. There was a general consensus that our meetings in the future should be about an hour long.

Budget

The Committee considered the budget that will be needed in 2022 to do the work called upon by the Presbytery. At the last meeting, General Presbyter, Rev. Shannan Vance-Ocampo told the Committee that they should be reimbursed for things such as mileage and translation services. A Google search indicated the current IRS mileage reimbursement rate is \$0.58. The Committee identified three areas in which we might need reimbursement: mileage, translation services and meals with IPB.

MSV to submit a 2022 budget request to the Presbytery for \$1,500. The Administrative Commission Clerk agreed to communicate this request to the Presbytery's Stated Clerk.

Cultural Differences Between the IPB, Committee & Region

General Observations - Gerson Roca provided some generalizations about Brazilian Presbyterians with the caveat that in the end we will have to get to know the IPB

congregation and forget the generalizations. He provided the following experience for consideration:

- Many in the congregation may be very conservative theologically;
- Should there be any undocumented members of the congregation, this will affect this part of the Body of Christ. It will create an atmosphere where members search for safety, feel fear and experience lots of stress. It can also create volatility in the congregation as members leave the area.

Barnstable County Sheriff's Office – Anne Weirich informed the Committee that the Barnstable County Sheriff's Office is the only county in the Commonwealth of Massachusetts that has an arrangement with ICE that allows the sheriff deputies to round up undocumented immigrants.

Translation – As there are members of the IPB congregation that have trouble communicating in English, translation will be a necessary part of the work of this committee. Translation will be necessary when meeting with IPB and with documents that are a part of PSNE membership process.

Gerson Roca has unique gifts in translating between the Brazilian and English languages. The other three committee members made it clear to Gerson he should not feel any obligation to be a translator for the Committee. We are prepared to use outside resources to accomplish our translation tasks. Gerson made it clear he wants to use his translation gifts as a part of his committee work. He said he does the type of translation we will need often in other parts of his life. He is glad to do it.

The Committee thanked Gerson and agreed we would ask him to use his translation skills. We will need, in particular, translation of the *Book of Order* provisions having to do with the organizing covenant (G-1.0201) and the constitutional questions when ordaining Ruling Elders and Deacons (W-4.0404).

Anti-racism Resources – The General Presbyter provided the Committee with information to allow us to make use of the PSNE anti-racism consultant, Jessica Vazquez-Torres.

General consent was given to have Anne Weirich schedule a Committee Zoom session with Jessica Vazquez-Torres on April 27, 2022 at 6:00pm.

Next Meetings

General consent was given to holding the next Committee meetings via Zoom as follows:

- Wednesday, April 27, 2022 at 6:00pm (to meet with Jessica Vazquez-Torres) and
- Wednesday, May 18, 2022 at 7:00pm.

Adjournment

MSV to adjourn with prayer led by Gregory Keosaian at 8:30pm.

Respectfully submitted,

Peter Cameron
Administrative Commission Clerk

PRESBYTERY OF SOUTHERN NEW ENGLAND
IGREJA PRESBITERIANA BRASILEIRA ADMINISTRATIVE COMMISSION
MEETING

Call to Order

The meeting of the Presbytery of Southern New England (PSNE) Igreja Presbiteriana Brasileira (IPB) Administrative Commission (Commission) was held on a video teleconference via the Zoom platform on May 18, 2022. Commission Moderator, Rev. Gregory Keosaian, called the meeting to order at 7:10pm. He then led the Commission in an opening prayer.

Roll Call

Commission Members Present:

Teaching Elder, Anne Weirich; Ruling Elder, Gerson Roca;
Teaching Elder, Gregory Keosaian; and Ruling Elder, Peter Cameron;

Commission Members Absent: None

Guests: None

It was noted both General Presbyter, Rev. Shannan Vance-Ocampo and Stated Clerk, Rev. David Baer were invited to our meeting. Neither person was able to attend. It has been communicated that they are welcome at any of our meetings.

Approval of the Minutes

The Commission discussed the minutes from their April 6, 2022 meeting.

There was a motion made that was seconded and voted upon (MSV) to approve the minutes of the April 6, 2022 Commission meeting.

Approval of the Agenda

MSV to approve the agenda.

Anti-racism Training

The committee was unable to discuss the anti-racism materials assigned to us during the April 27, 2022 anti-racism training with Jessica Vazquez-Torres. This is because she has not yet provided them to us. We were informed during the meeting that the General Presbyter will be following up with Jessica for the materials.

Anti-Racism Next Steps

1. Review assigned anti-racism materials; then
2. Schedule a meeting date with Jessica on her website.

Discussion on Meeting with Igreja Presbiteriana Brasileira of Hyannis

Ordination Questions – It was noted Gerson has translated the constitutional questions into Portuguese.

Committee Philosophy on Process – There was a general discussion on what the critical issues were that would enable the commissioning of the congregation into the PSNE and those issues that would point to a better fit elsewhere. Some of the items discussed included:

- The need to understand jointly and severally the positions of the congregation and the leadership team.
- Polity – Understanding of PCUSA polity and acceptance of the differences that this polity allows in theology and style.
- Finances – It was agreed there needs to be a discussion about the leadership team’s thoughts on how their finances will work and the need to adopt PSNE financial practices. The committee discussed everything from how we can be problem solvers to help the congregation address financial issues to discussing those issues that create challenges.
- Cultural Differences – We discussed in several different ways the care we need to take to ensure good communication with the cultural differences between the congregation and the committee.

Question - There was general agreement that a good way to get at many of the issues we discussed was to ask the leadership team and the congregation the question:

“Why do you want to be Presbyterian?”

This question and variations of it will allow us to delve into many of the issues that must be explored.

Next Meeting

By acclamation the committee agreed the Rev. Alonso Dacunha and his wife, Katia, should be invited to the next committee meeting to discuss and receive their advice on how to speak to the Igreja Presbiteriana Brasileira of Hyannis congregation. The moderator will offer an invitation both Alonso and Katia to attend the next meeting.

General consent was given to holding the next Committee meeting via Zoom on Wednesday, June 15, 2022 at 7:00pm.

Adjournment

MSV to adjourn with prayer led by Peter Cameron at 8:30pm.

Respectfully submitted,

Peter Cameron
Administrative Commission Clerk

PRESBYTERY OF SOUTHERN NEW ENGLAND
IGREJA PRESBITERIANA BRASILEIRA ADMINISTRATIVE COMMISSION
MEETING

Call to Order

The meeting of the Presbytery of Southern New England (PSNE) Igreja Presbiteriana Brasileira (IPB) Administrative Commission (Commission) was held on a video teleconference via the Zoom platform on June 15, 2022. Commission Moderator, Rev. Gregory Keosaian, called the meeting to order at 7:05pm. Rev. Gregory Keosaian led the Commission in an opening prayer.

Roll Call

Commission Members Present:

Teaching Elder, Anne Weirich; Ruling Elder, Gerson Roca;
Teaching Elder, Gregory Keosaian; and Ruling Elder, Peter Cameron.

Commission Members Absent: None

Guests:

Rev. Alonso Dacunha (Pastor of Igreja Presbiteriana Brasileira); Ms. Katia Dacunha (wife of Alonso and important leader in the IPB congregation); and General Presbyter, Rev. Shannan Vance-Ocampo.

It was noted our Presbytery's Stated Clerk, Rev. David Baer, was invited to our meeting. He was unable to attend.

Approval of the Minutes

The Commission discussed the minutes from their May 18, 2022 meeting.

There was a motion made that was seconded and voted upon (MSV) to approve the minutes of the May 18, 2022 Commission meeting.

Approval of the Agenda

MSV to approve the agenda.

Introductions

The meeting started with introductions by all attendees. The discussion then moved to Rev. Alonso Dacunha and Ms. Katia Dacunha educating the committee on who they are and providing information on the IPB congregation. Pastor Alonso and Katia stated on numerous occasions that both they and the congregation are Presbyterians. In fact, Pastor Alonso has been a Presbyterian since his birth.

Each Commission member asked questions to both Alonso and Katia. The following bullet points are a sampling of the information provided during this Q & A time:

- The congregation has a new home in South Yarmouth, MA. They are renting space from a Baptist church.
- Currently there are two weekly services 10:00am and 7:00pm along with various Bible studies, and outreach activities.

- The congregation currently serves Portuguese speaking members (most of the congregation) and Spanish speakers. It is leadership's goal to serve English speakers in the future. They want to be bilingual. They told us they have to be bilingual if they are to serve the children of the membership.
- The Cape Cod community is aware of the IPB congregation and what they are doing on the Cape.
- Alonso has identified about 50 retired pastors living on Cape Cod and has tried to create relationships with them. There has been very limited success.
- Congregation has experienced some racial animosity.
- Financial support is important. Their members provide very good support in the summer, but outside support is necessary in the winter months. (Presbytery currently has an annual budget line item for support of the IPB congregation of \$22,000.)
- IPB is working with Gordon Conwell Theological Seminary to create an intern opportunity for a seminary student to serve at IPB.
- Both the leadership of IPB and the IPB congregation are more conservative than PSNE as a whole. Woman in leadership roles and their positions on LGBTQ individuals in their congregation were specifically discussed. There will be further discussions on these topics.

It was agreed after Alonso and Katia Dacunha left the Zoom meeting that as a next step the Commission should meet in person with them.

Anti-racism Training

The committee has received the training materials from Jessica Vazquez-Torres. The next step is to set up a meeting with Jessica on her website. To this end, Anne Weirich will send Commission members a *Doodle* email so we can provide dates that we are available. Anne will use this information to schedule our next anti-racism training.

Next Meeting

General consent was given to holding the next Committee meeting in person on Cape Cod. To this end, Anne Weirich will send Commission members a *Doodle* email so we can provide dates that we are available for a Cape Cod meeting. Anne will use this information to schedule our time together in Hyannis.

Adjournment

MSV to adjourn with prayer led by Rev. Anne Weirich at 8:35pm.

Respectfully submitted,

Peter Cameron
Administrative Commission Clerk

PRESBYTERY OF SOUTHERN NEW ENGLAND
IGREJA PRESBITERIANA BRASILEIRA ADMINISTRATIVE COMMISSION
MEETING

Call to Order

The meeting of the Presbytery of Southern New England (PSNE) Igreja Presbiteriana Brasileira (IPB) Administrative Commission (Commission) was held on a video teleconference via the Zoom platform on August 3, 2022. Commission Moderator, Rev. Gregory Keosaian, called the meeting to order at 7:00pm. Gregory Keosaian led the Commission in an opening prayer.

Roll Call

The Administrative Commission Clerk reported a quorum present.

Commission Members Present:

Teaching Elder, Anne Weirich; Ruling Elder, Gerson Roca;
Teaching Elder, Gregory Keosaian; and Ruling Elder, Peter Cameron;

Commission Members Absent: None

Guests Present: General Presbyter of the PSNE, Rev. Shannan Vance-Ocampo

It was noted our Presbytery's Stated Clerk, Rev. David Baer, was invited to our meeting. He was unable to attend.

Approval of the Minutes

The Commission discussed the minutes from their June 15, 2022 meeting.

There was a motion made that was seconded and voted upon (MSV) to approve the minutes of the June 15, 2022 Commission meeting as corrected.

Approval of the Agenda

MSV to approve the agenda.

Anti-racism Training

Shannan Vance-Ocampo moderated the anti-racism training. She started with a brief history of our Presbytery's anti-racism work. There followed a brief discussion on the anti-racism materials the commission read prior to this meeting. We then started a discussion of the IPB congregation as a case study in the practical use of anti-racism tools.

It was acknowledged the inclusion of the IPB congregation into PSNE could be a great benefit to both parties and to the holy catholic church. At the same time, it was acknowledged there are issues, that if not handled with love and wisdom could cause pain and injury to all parties. Some of the issues highlighted for discussion were:

- Authority of the pastor;
- The priesthood of all believers...pastor, elder and congregation;
- *Book of Order*;
- The role of LGBTQ individuals in the congregation;
- The role of women in the church; and
- The meaning and practical application of baptism.

There was a discussion on how to address these issues with love and wisdom.

Ideas – The group threw out different ideas for consideration to help facilitate our conversation with the IPB congregation. Ideas mentioned included:

- Commissioning of a lay pastor;
- Using a satellite ministry; and
- Leveraging wise outside third parties

Next Steps

The Rev. Vance-Ocampo will research options for help with our future communication. For example, she will look at the practicality of receiving help from the Rev. Jupiaci Carneiro (www.millenniumchurch.org).

Next Meeting

General consent was given to holding the next Committee meeting via Zoom on Thursday, September 22, 2022 at 7:00pm.

Adjournment

MSV to adjourn with prayer led by Shannan Vance-Ocampo at 8:40pm.

Respectfully submitted,

Peter Cameron
Administrative Commission Clerk



A Summary of General Assembly Actions

Israel/Palestine, fossil fuel divestment, OGA/PMA unification
among major issues addressed

Rick Jones & Mike Ferguson
Office of the General Assembly



Church leadership

Key positions in the Presbyterian Church (U.S.A.) were filled during the assembly. The Rev. Ruth Santana-Grace and Rev. Shavon Starling-Louis were elected co-moderators of the 225th General Assembly. The assembly confirmed Rev. Dr. Diane Moffett's re-election to a second term as president and executive director of Presbyterian Mission Agency. The assembly confirmed the re-election of the Rev. Dr. Tom Taylor as president and CEO of the Presbyterian Foundation, his fourth term. The assembly also confirmed the 2021 election of Rev. Dr. Asa Lee, president of Pittsburgh Theological Seminary.

Israel/Palestine

The General Assembly voted 266-116 to approve [INT-02](#), a "Recognition that Israel's Laws, Policies and Practices Constitute Apartheid Against the Palestinian People." It declares that the Presbyterian Church (U.S.A.) "recognizes that the laws, policies, and practices of the government of Israel regarding the Palestinian people fulfill the international legal definition of apartheid."

Fossil fuel divestment

General Assembly approved [ENV-10](#) calling for divestment from five oil and gas companies: Chevron, ExxonMobil, Marathon Petroleum, Phillips 66 and Valero Energy. The assembly said the companies were not doing enough to slow global warming.

[Mission Responsibility Through Investment](#) (MRTI) reports that this is the first time the PC(USA) has voted to divest from companies out of compliance with GA's environmental policies (which was established in 2018.)

Unification and National Structure

On a vote of 321-54, General Assembly approved [FIN-10](#), which calls for the appointment of a commission to oversee and facilitate the unification of the Office of the General Assembly (OGA) and the Presbyterian Mission Agency (PMA) into a single agency. The assembly also approved [MOV-02](#), which moves Mission Engagement and Support (MES) from the Mission Agency to the Administrative Services Group, which supports both OGA and PMA.

Unified budget/per capita

The assembly approved [FIN-14](#), which includes unified budgets for the Office of the General Assembly, Presbyterian Mission Agency and the Administrative Services Group of the PC(USA), A Corporation. The budget for the three agencies and entities totals \$88.3 million in 2023 and \$89.5 million in 2024. The breakdown of the budget will be 16% for OGA, 79% for PMA, and 5% for ASG.

The assembly voted to approve [FIN-13](#) which assesses a per capita rate of \$9.85 per member in 2023 and \$9.80 per member in 2024. The current per capita rate is \$8.98 per member meaning an 87-cent (9.6%) increase next year while the 2024 rate will drop by five cents (0.5%) in 2024. The per capita budget for 2023 was approved at \$15.2 million and \$15.6 million for 2024.

Immigration

By a vote of 340-25, the General Assembly approved [IMM-06](#), allowing the church to declare itself a "Sanctuary and Accompaniment Church." The assembly's Immigration Committee says the decision sends a message that the church is committed to working for justice in U.S. immigration policy.

Gun violence

General Assembly approved a motion that the church renew its commitment to end gun violence by developing a 10-year campaign, the Decade to End Gun Violence (2022 – 2032).

The assembly also voted to direct Mission Responsibility Through Investment (MRTI) to engage with Walmart, Dick’s Sporting Goods and Kroger, three publicly traded companies held by either the Board of Pensions or Presbyterian Foundation, that sell guns not classified as semi-automatic and assault-based weapons.

Ukraine

The assembly also voted 374-1 to approve [INT-19](#), a commissioners’ resolution condemning the Russian military invasion of Ukraine and crimes against humanity, and calling for a cease-fire and the immediate resumption of internationally mediated negotiations.

Race and gender justice

Commissioners and advisory delegates approved several items of business from the Race and Gender Justice Committee (RGJ), including [RGJ-07](#): “A Resolution Addressing the Lack of Installed Pastoral Leadership in People of Color Congregations in the PC(USA) — From the Racial Equity Advocacy Committee” and [RGJ-08](#): “On Offering an Apology to African Americans for the Sin of Slavery and Its Legacy.”

A two-hour plenary ended with votes overwhelmingly approving both items, and with white Presbyterians reading aloud “A Litany of Repentance” found in [RGJ-08](#), which begins with the words: “As white Christians we repent of our complicity in the belief in white supremacy.”

The assembly also approved [RGJ-12](#) calling for a new special committee to expose white supremacy within the denomination and make recommendations for improvement. In addition, the assembly approved [RGJ-13](#), directing the Presbyterian Mission Agency and the Presbyterian Publishing Corporation to “create educational resources for congregations to identify and interrupt practices and policies that perpetuate the adultification of Black girls and criminalization of adolescent behavior.” Commissioners and advisory delegates passed a resolution, [RGJ-14](#), denouncing violence against Asian women and Pacific Islanders.

The Church will form a committee to write a new PC(USA) confession.

226th General Assembly

The assembly [voted to change the format of the 226th General Assembly](#), whereby committee meetings will be held online, with in-person plenaries being conducted on site in Salt Lake City, Utah, in 2024. The assembly is expected to cost approximately \$2.8 million.

Mid councils

Commissioners and advisory delegates approved [MC-10](#), which creates a task force to explore the theology and practice of ordination for ruling elders and recommend any changes to the 226th General Assembly (2024). The task force will include representatives who identify as BIPOC, immigrant congregations and New Worshiping Communities. Several amendments and motions were considered, but the overture was approved as amended by the committee.

Other

The General Assembly approved changes to the Standing Rules ([STAN-22](#)) that alter requirements for those serving as Young Adult Advisory Delegates to the assembly. YAADs must be:

- An active member of a PC(USA) congregation or participant in a new worshipping community or immigrant fellowship that has a relationship with a presbytery
- Between 18 and 23 years of age on the day the assembly convenes.

Read more news of the 225th General Assembly at <https://pcusa.org>.



[VIOL-11] On Directing MRTI to Place Gun-Related Companies on the Divestment List
Source: Commissioners
Committee: [VIOL] Addressing Violence in the USA
Prefile #: [CR-007]
Event: 225th General Assembly (2022)
Sponsor: No Assignment
Type: General Assembly Full Consideration

Action Summary	
Recommendation	Action
On this Item, the Addressing Violence in the USA Committee acted as follows:	Approve as Amended (CA)
On this Item, the General Assembly acted as follows:	Approve as Amended (AA)

Assembly Action

On this Item, the General Assembly acted as follows:

Approve as Amended

Electronic Vote - Plenary Affirmative:253 Negative:107 Abstaining:

Final text: Show Amended Text

1. Direct Mission Responsibility Through Investment (MRTI) to engage with Walmart, Dick's Sporting Goods and Kroger, three publicly-traded companies held by either the Board of Pensions or Presbyterian Foundation, that sell guns not classified as semi-automatic and assault-based weapons.

2. Direct the Advisory Committee on Social Witness Policy (ACSWP) to study the impact of the following gun investment policy proposals and to propose appropriate recommendations based on these proposals to the 226th General Assembly (2024):

a. Declare firearms and ammunition to be "a certain class of enterprise [that] will not be considered" for investment because "the nature of the enterprise is judged to be fundamentally and irretrievably incompatible with the nature and purpose of the church," comparable to tobacco and alcohol. (*Minutes*, 196th General Assembly, Presbyterian Church (U.S.A.), 25.256).

b. Expand the current policy on the prohibition of companies that manufacture and sell "assault-type" automatic and semi-automatic weapons to include all guns (ACWC Advice and Counsel on VIOL-11).

c. Urge the Board of Directors of investing agencies of the Presbyterian Church (U.S.A.), such as the Presbyterian Foundation and The Board of Pensions, to incorporate this updated policy on firearms and ammunition into their own financial policies.

3. Share information on what MRTI is already doing with all the new resources on gun violence to encourage divestment in regards to companies on the "do not buy list" with all the new resources on gun

violence to encourage divestment on many levels.

Referral

Referrals to PMA from VIOL-11

1. Direct Mission Responsibility Through Investment (MRTI) to engage with Walmart, Dick's Sporting Goods and Kroger, three publicly-traded companies held by either the Board of Pensions or Presbyterian Foundation, that sell guns not classified as semi-automatic and assault-based weapons.

3. Share information on what MRTI is already doing with all the new resources on gun violence to encourage divestment in regards to companies on the "do not buy list" with all the new resources on gun violence to encourage divestment on many levels.

Status:	Referred to Entity
Refer to Entity:	Presbyterian Mission Agency
Expected Completion Date:	

Referral to ACSWP from VIOL-11

2. Direct the Advisory Committee on Social Witness Policy (ACSWP) to study the impact of the following gun investment policy proposals and to propose appropriate recommendations based on these proposals to the 226th General Assembly (2024):

a. Declare firearms and ammunition to be "a certain class of enterprise [that] will not be considered" for investment because "the nature of the enterprise is judged to be fundamentally and irretrievably incompatible with the nature and purpose of the church," comparable to tobacco and alcohol. (*Minutes*, 196th General Assembly, Presbyterian Church (U.S.A.), 25.256).

b. Expand the current policy on the prohibition of companies that manufacture and sell "assault-type" automatic and semi-automatic weapons to include all guns (ACWC Advice and Counsel on VIOL-11).

c. Urge the Board of Directors of investing agencies of the Presbyterian Church (U.S.A.), such as the Presbyterian Foundation and The Board of Pensions, to incorporate this updated policy on firearms and ammunition into their own financial policies.

Status:	Referred to Entity
Refer to Entity:	Advisory Committee on Social Witness Policy (ACSWP)
Expected Completion Date:	

Committee Recommendation

On this Item, the Addressing Violence in the USA Committee acted as follows:

Approve as Amended

Electronic Vote - Committee
Affirmative:20
Negative:8
Abstaining:

Final text: Show Amended Text

Text for Assembly Consideration

Direct Mission Responsibility Through Investment (MRTI) to engage with Walmart, Dick's Sporting Goods and Kroger, three publicly-traded retail companies held by either the Board of Pensions or Presbyterian Foundation, that sell guns not classified as semi-automatic and assault-based weapons.

Recommendation

Commissioners of the 225th General Assembly (2022) of the Presbyterian Church (U.S.A.) respectfully recommend that the 225th General Assembly:

Direct Mission Responsibility Through Investment (MRTI) to suspend the corporate engagement process of their investment policy in order to immediately place all companies engaging in the manufacture, sales, and retail/distribution of firearms and components (such as bullets, etc.) on the PC(USA) Divestment List, no matter the size of the companies, public or private, or types of firearms and components in question.

Rationale

In 2012 the Presbytery of Southern New England suffered the unimaginable horror of the Sandy Hook shootings in Newtown, CT that robbed twenty children, all between 6 and 7 years of age, and 6 of their teachers and school administrators of their lives. As a Presbytery community, we are horrified that our nation did not learn from this and other mass-gun violence tragedies, and the daily toll of nearly silent gun violence and death that happens every day in our country, estimated by the Brady Campaign to Prevent Gun Violence to every day injure 321 persons, with 111 persons on average killed each day. Jesus told Peter in the garden to "put down his sword." We are called to put down the "swords" of our time, which are firearms. As the Church we are called to find ways to help our nation put down its weapons, and for people and communities to have the opportunity for life abundant, free from the daily fear, trauma and death that gun violence visits on countless people across our country. We know the toll of a mass-shooting event all too well in Southern New England Presbytery, and the community around Newtown, CT, is re-traumatized each time these events occur. We want this to stop, and we want to be a part of a denomination that has no complicity in the manufacture and sale of firearms of any type. We must act to end this madness of violence. Our witness and allegiance to the Gospel must be clear.

The Presbytery of Southern New England met in May 2022, the day after the horrific murders of more schoolchildren in Uvalde, Texas. As we gathered, we prayed, wept, and considered how we were doing in the wake of another horrific school mass-shooting event. Out of those deliberations, the Presbytery Assembly expressed significant concerns about the investments of the Presbyterian Church (USA) which we share, and the upcoming timing of the General Assembly.

The limited research we have done with the short time we had before this Assembly leads us to conclude that the Presbyterian Church (USA) is not fully divested from all firearms of all types and all companies that sell them. Simply put, our divestment list is not 100% clean from weapons of violence and those who sell them for profit. Research indicates, for example, that while they have made some positive moves, companies such as Walmart and Dick's Sporting Goods are not 100% out of firearm sales. Our divestment list is focused on military-grade weapons only, not all firearms.

We understand and commend the work of MRTI and believe it essential for our witness as the Presbyterian Church (USA). We understand MRTI typically likes to have time for “corporate engagement, bringing issues back to later Assemblies.” However, MRTI serves at the direction of the General Assembly, and so we are asking this General Assembly to act with the urgency of the moment that we are in, and have been in for some time. Gun violence is increasing in our country, we must act.

The issue of gun violence, the toll it is taking on our communities and the complete oppositional nature any weapons have to the Gospel of Jesus Christ, suggests to us that we should not wait as a denomination, but act with urgency for the time that we are in. We urge the 225th General Assembly to act boldly and decisively in this area, and to not move this to study or delay.

Please act with swiftness and clarity, born out of allegiance to the Gospel that is demanded of us.

– TE Christine Caton

As a Pastor serving a congregation in Tucson, Arizona, during the mass shooting and assassination attempt of Congresswoman Gabrielle Giffords, I concur with the rationale provided by Teaching Elder Caton and offer the following additional rationale:

When the President of the United States spoke to those of us who were sitting high up in the bleachers of the University of Arizona basketball arena—we who had gathered with the rest of Tucson for a word of comfort and hope in the wake of a mass shooting and assassination attempt—ushers passed out navy blue t-shirts that say: Tucson and America. Together We Thrive.

I shared the shirt with the children of St. Mark’s Presbyterian Church, Tucson, Arizona, where I served as pastor the following Sunday. Some of our children went to school with Christina-Taylor Green, who was killed January 8, 2011. A day that none of us will ever forget.

Our kids were scared. But I assured them that we were not alone. I told them the whole world was with us, thinking of us and praying for us. And it did help to know you were thinking of us and praying for us. Then I told them that the adults of the world would do everything we could to keep them safe. And I meant it!

Once the children had gone up to Sunday School, I turned toward the adults. They were scared, too. Angry. Traumatized. Clamoring for answers. St. Mark’s is known as a “social justice church,” which meant many of our people were ready to march right away for gun safety legislation. I was, too! But, like the Pastor of First Presbyterian Church, Uvalde, Texas, during their Prayer Night after the shooting, I refused to go there right away.

Now is the time to grieve and heal, I said. The time to figure out what to do next will come, I said. Right now we just need to hold onto each other and onto the God who wants us to be well.

It is hard to imagine today, but back then we honestly believed the time really would come when the adults of the world would sit down, objectively, in response to our trauma and figure out what to do next. We genuinely believed that a mass shooting and assassination attempt on a sitting U.S. Congresswoman and a federal judge and a nine-year old girl—born on September 11th—would call our country into a time of heartfelt introspection and determined action.

But now here we are. Eleven years, five months, eleven days, and two hours later. One Sandy Hook Elementary School later. One Parkland High School later. One Aurora movie theater, one Buffalo supermarket, one El Paso Wal-Mart store, one Taiwanese Presbyterian Church, one Tree of Life synagogue, one Las Vegas music festival, one Charleston AME church, one Uvalde Elementary School later. And those are just the ones we remember!

That navy blue t-shirt that once brought comfort and hope to a community in crisis now carries little more than a lie. I have gotten so disgusted with the moral failure of our nation’s leaders, I threw away that navy blue

t-shirt. Because the truth is, we are not together. We are not thriving. We are dying.

–TE Gusti Linnea Newquist

Other Comments

Advice and Counsel—from the Advisory Committee on Social Witness Policy (ACSWP)

The Advisory Committee on Social Witness Policy advises the 225th General Assembly to **approve item VIOL-10 with amendment.**

This item of business **cannot be implemented by the investment entities of the Presbyterian Church (U.S.A.) as written.** To place publicly-traded companies on the GA Divestment/Proscription List, MRTI must make specific company recommendations based on established criteria in *The Divestment Strategy: Principles and Criteria* policy (1984) and the General Assembly must agree with the MRTI recommendation.

Semi-automatic and assault-based weapons are already on the Divestment/Proscription List. ACSWP recommends that the recommendation be amended to read Direct Mission Responsibility Through Investment (MRTI) to ~~suspend the corporate engagement process of their investment policy in order to immediately place all companies engaging in the manufacture, sales, and retail/distribution of firearms and components (such as bullets, etc.) on the PC(USA) Divestment List, no matter the size of the companies, public or private, or types of firearms and components in question. [engage with Walmart, Dick’s Sporting Goods and Kroger, three publicly-traded retail companies held by either the Board of Pensions or Presbyterian Foundation, that sell guns not classified as semi-automatic and assault-based weapons.]~~

This will provide MRTI the opportunity to follow its focused engagement process with these retailers to cease all gun sales, bringing attention to these retailers that could cause reputational risk.

Comment—from the Presbyterian Foundation

The General Assembly Divestment Strategy: Principles and Criteria policy (approved by the 196th General Assembly in 1984) includes seven criteria that need to be met before a divestment recommendation can be made. The Presbyterian Foundation **supports the MRTI process and understands that recommendations for divestment must proceed through specified channels** to meet the minimum requirements for divestment by the Presbyterian Foundation.

Comment—from the Presbyterian Mission Agency (PMA)

Given the tragic rise in mass shootings and the loss of life from the proliferation of firearms, the Presbyterian Mission Agency **appreciates the intent of this commissioners resolution.**

Unfortunately, VIOL-11, “On Directing MRTI to Place Gun-Related Companies on the Divestment list” **goes against existing General Assembly policies and the process MRTI has for implementing those policies.**

The overture directs MRTI “to suspend the corporate engagement process of their investment policy in order to immediately place all companies engaging in the manufacture, sales, and retail/distribution of firearms and components (such as bullets, etc.) on the PC(USA) Divestment List, no matter the size of the companies, public or private, or types of firearms and components in question.”

This directive circumvents the General Assembly's Divestment Strategy: Principles and Criteria policy [approved by the 196th General Assembly (1984)] that includes seven criteria that need to be met before a divestment recommendation is made.

- Criterion #6 calls for "The proposed action should be sufficiently precise that the effect of its application can be evaluated," which means that specific guidelines must be applied, and specific companies must be named to determine if a company is moving towards or away from complying with the standards set by the General Assembly.
- Criterion #2 states that "The issue on which divestment is proposed should be one that the church has addressed by a variety of educational and action efforts, such as: correspondence with companies, discussion with company managers and directors, statements, questions, and shareholder resolutions at stockholder meetings, and legal action against companies." This engagement has not yet occurred.

If the resolution asked MRTI to engage named retailers on a specific issue, in this case engaging on the cessation of the selling of guns that are not classified as "assault-type" automatic and semi-automatic weapons (which are already included on the General Assembly's Divestment/Proscription List, MRTI would be able to follow its established process. Given the urgency of the issue, engagement with other investors might make an impact.

While the focus of this resolution is on economic strategy (divestment), the issue for the church is not just an economic problem, but one of preventable human suffering. Beyond immediate economic and political goals, the true policy goal for the church is and always must be the end of gun violence.

Advice and Counsel—from the Racial Equity Advocacy Committee (REAC)

The Racial Equity Advocacy Committee advises the 225th General Assembly **disapprove** VIOL-11.

REAC concurs with the advice of the Advocacy Committee for Women's Concerns.

Advice and Counsel—from the Advocacy Committee for Women's Concerns (ACWC)

The Advocacy Committee for Women's Concerns advises the 225th General Assembly to **disapprove** VIOL-11.

As gun violence increases in the United States, it is critical that Presbyterians are fully aware of the impact gun violence has on women, especially trans and queer women and women of color. We recognize the deep and urgent need to lift up the voices of the Indigenous women, girls, and two spirits that have been lost in the flawed legal system that fails to protect women and children from firearm violence. The Advocacy Committee for Women's Concerns is called to stand as advocates for our siblings who have suffered from the unjust ways guns perpetrate violence against women.

ACWC is a permanent member of MRTI with full voice and vote. ACWC **trusts that MRTI follows the long-standing General Assembly policies that guide its work**, specifically the Divestment Strategy: Principles and Criteria policy (adopted by the 196th General Assembly in 1984). MRTI is bound to this process when implementing a divestment recommendation. We do agree that the current policy on the prohibition of companies that manufacture and sell "assault-type" automatic and semi-automatic weapons needs to be expanded to include *all* guns. **ACWC would therefore recommend the General Assembly consider expanding the language in the policy to include *all* guns.** For this to be done, the General Assembly needs to give guidance to MRTI by naming particular publicly traded companies whose primary business is not the sale or manufacturing of guns, but who sell guns that are not classified as "assault-type" automatic or semi-automatic weapons. This additional policy guidance and the naming of particular companies would initiate

MRTI's engagement process which could ultimately result in a divestment recommendation if the companies do not move towards alignment with the General Assembly's policy.

**Treasurer's Report
as of 8/31/2022**

Presbytery of Southern New England - Statement of Financial Position			
	Balance as of 12/31/2021	Balance as of 8/31/2022	Difference
Assets:			
<i>Cash</i>			
Checking Account for Operating Cash	90,530.65	139,445.82	48,915.17
Ministerial Relief Cash	19,820.66	16,829.01	(2,991.65)
<i>Investments</i>			
<i>Fidelity Investments</i>			
New Covenant Trust	985,373.27	951,896.45	(33,476.82)
Accounts Receivable	140,852.90	137,528.10	A (3,324.80)
Total Assets	1,236,577.48	1,245,699.38	9,121.90
Liabilities:			
Total Liabilities	-	-	-
Net Assets	1,236,577.48	1,245,699.38	B 9,121.90
Total Liabilities & Net Assets	1,236,577.48	1,245,699.38	9,121.90
A) Balance at 8/31/22 includes Dismissal Agreement Balances of PCOG, Enfield: Calvary, and Newport: First			
B) Does not include the value of Church properties or charges against them.			

**Treasurer's Report
as of 8/31/2022**

Ref. C-1

Presbytery of Southern New England - Statement of Activities				
OPERATIONS	2022 Budget	Year to Date Actual	Annual Budget Bal.	YTD 67%
Income				
General Mission	50,000.00	23,684.72	26,315.28	47%
Presbytery Per Capita	227,772.00	137,769.18	90,002.82	60%
Presbytery Per Capita Withheld Income	(15,000.00)			
GA/Synod Per Capita paid for churches that withhold	(6,000.00)			
Donations	0.00	469.85	469.85	
Total Income	256,772.00	161,923.75	116,787.95	63%
Expense				
Ministries of the Presbytery:				
Brazilian Fellowship	20,000.00	13,333.36	6,666.64	67%
Social Justice	750.00	0.00	750.00	0%
NEXT Church Support	1,000.00	0.00	1,000.00	0%
New Initiatives/Emerging Ministries	5,000.00	0.00	5,000.00	0%
Committees:				
Committee on Ministry	4,000.00	709.88	3,290.12	18%
Committee on Preparation	3,000.00	500.00	2,500.00	17%
Nominations	200.00	0.00	200.00	0%
Personnel	500.00	277.50	222.50	56%
Roundtable	4,000.00	616.77	3,383.23	15%
Trustees	8,300.00	7,127.03	1,172.97	86%
Personnel:				
GP Salary & Housing w/ med deduct & SECA	87,113.00	58,035.77	29,077.23	67%
GP BOP	31,897.00	21,441.32	10,455.68	67%
Stated Clerk Salary	21,216.00	13,872.00	7,344.00	65%
Stated Clerk - Additional service if needed	0.00	0.00	0.00	
Chaplain to the Clergy	1,000.00	0.00	1,000.00	0%
Communications Manager	21,832.00	14,274.39	7,557.61	65%
Financial Manager	35,360.00	23,120.00	12,240.00	65%
Treasurer - stipend	2,000.00	1,000.00	1,000.00	50%
Staff & Office Operations:				
GP Auto/Professional Expense	6,000.00	5,232.59	767.41	87%
GP Continuing Education	4,556.00	4,539.01	16.99	100%
Stated Clerk Auto/Professional Expense	1,000.00	0.00	1,000.00	0%
Office Operations	6,000.00	5,965.00	35.00	99%
Equip. Replacement Reserve	2,000.00	0.00	2,000.00	0%
Total Expense	266,724.00	170,044.62	83,262.74	64%
Net Income/Expense		(8,120.87)		
PER CAPITA PASS-THRU				
Designated Income:				
GA Per Capita		31,454.95		
Synod Per Capita		16,652.74		
Total Designated Income		48,107.69		
Designated Expense:				
GA Per Capita		0.00		
Synod Per Capita		0.00		
Total Designated Expense		0.00		
Net Per Capita Pass-Thru		48,107.69		
MISSION PASS-THRU				
GA General Mission	13,124.55		243,673.59	Total Revenues for the year
Synod General Mission	2,637.28			
GA Special Mission	17,780.45		203,686.77	Total Expenditures for the year
Synod Special Mission	99.87			
Total Mission Pass-thru	33,642.15		39,986.82	Net Gain/Loss

**FUND ACTIVITY REPORT
AS OF 8/31/2022**

Ref. C-2

OPERATING CASH DEDICATED ACCOUNTS:					
	Balance 12/31/2021	Year to Date Receipts	Year to Date Expenses	Transfers	Balance 8/31/2022
Funds held within Operating Account					
General Fund	263,508.05	163,503.75	167,940.47	(6,500.00)	252,571.33
Ministerial Relief Fund	19,820.66	1,247.35	6,000.00	-	15,068.01
COM Clergy Coaching	3,726.52	-	-	-	3,726.52
Anti-Racism/Reparation	19,980.54	225.23	10,810.00	6,500.00	15,895.77
PSNE Grants	-	-	6,000.00	6,000.00	-
Presbytery Immigrant Ministry	2,460.26	3,733.98	4,595.50	-	1,598.74
MLK Jr. Church Support	(18,963.69)	34,208.78	57,527.69	-	(42,282.60)
Total	290,532.34	202,919.09	252,873.66	6,000.00	246,577.77
Funds held within the New Covenant Investment Account					
Cranston: Faith Closing	439,923.18	-	-	-	439,923.18
MLK Jr. Community Center Sale	176,325.00	-	-	-	176,325.00
Prior Year Reserves	119,854.00	-	9,000.00	-	110,854.00
Prior Investment Accounts	133,298.00	-	-	-	133,298.00
Unrealized Income	-	13,561.82	-	-	13,561.82
Simsbury /NCD Reserve	77,934.45	-	-	-	77,934.45
TOTAL	947,334.63	13,561.82	9,000.00		951,896.45
Funds received from Member Churches for Governing Bodies					
GA - Pass thru donations	-	62,359.95	29,353.75	-	33,006.20
SYNOD - Pass thru donations	-	19,389.89	2,444.65	-	16,945.24
TOTAL	-	81,749.84	31,798.40	-	49,951.44
Grand Totals	1,237,866.97	298,230.75	293,672.06	6,000.00	1,248,425.66

CHURCH GIVING AS OF 8/31/2022						
PIN#	CHURCH	PRESBYTERY	PRESBYTERY	PRESBYTERY	PRESBYTERY	PRESBYTERY
		GENERAL MISSION YEARLY PLEDGE	GENERAL MISSION RECEIVED TO DATE	PER CAPITA DUE MONTHLY	PER CAPITA DUE TO DATE	PER CAPITA RECEIVED TO DATE
4620	Ashaway: Babcock	\$ -	\$ -	\$ 151.33	\$ 1,210.64	\$ 1,210.64
1274	Barrington	\$ -	\$ 1,160.00	\$ 222.36	\$ 1,778.88	\$ 1,778.88
10562	Brookfield: Valley	\$ -	\$ -	\$ 373.69	\$ 2,989.52	\$ 2,989.52
10027	Cumberland: Calvin	\$ -	\$ -	\$ 352.06	\$ 2,816.48	\$ -
4581	Darien: Noroton	\$ -	\$ -	\$ 4,706.52	\$ 37,652.16	\$ 32,945.64
4574	Fairfield: First	\$ -	\$ -	\$ 972.80	\$ 7,782.40	\$ 7,782.40
1779	Fall River: Calvary	\$ -	\$ -	\$ 80.30	\$ 642.40	\$ 963.60
4578	Granby: First	\$ -	\$ 700.00	\$ 111.18	\$ 889.44	\$ 8,889.44
4576	Greenwich: First	\$ -	\$ -	\$ 2,411.94	\$ 19,295.52	\$ 16,883.58
3716	Groton: St. Andrews	\$ -	\$ -	\$ 265.59	\$ 2,124.72	\$ 2,124.72
10645	Hamden: Korean	\$ -	\$ 5,600.00	\$ 948.10	\$ 7,584.80	\$ 7,584.80
4577	Hartford: First	\$ -	\$ -	\$ 281.04	\$ 2,248.32	\$ 2,248.32
4579	Milford: United	\$ -	\$ -	\$ 166.77	\$ 1,334.16	\$ 1,334.16
3719	New Canaan: First	\$ -	\$ -	\$ 1,188.99	\$ 9,511.92	\$ 9,511.92
10985	New Haven: Korean	\$ -	\$ -	\$ 148.24	\$ 1,185.92	\$ 1,778.88
4580	New Haven: First	\$ -	\$ 4,050.00	\$ 626.92	\$ 5,015.36	\$ 5,015.36
10939	Providence	\$ -	\$ 2,100.00	\$ 423.10	\$ 3,384.80	\$ 3,384.80
10530	Springfield: MLK	\$ -	\$ -	\$ 123.54	\$ 988.32	\$ 864.78
4583	Stamford: First	\$ -	\$ 7,984.00	\$ 1,374.28	\$ 10,994.24	\$ 10,994.24
4586	Stamford: TOR	\$ -	\$ -	\$ 77.21	\$ 617.68	\$ 926.52
4609	Warwick:Greenwood	\$ -	\$ -	\$ 938.84	\$ 7,510.72	\$ 1,355.95
4607	Warwick: Woodbury	\$ -	\$ 1,680.00	\$ 306.18	\$ 2,449.44	\$ 2,449.44
9427	Waterford:Crssrds	\$ -	\$ 400.92	\$ 231.62	\$ 1,852.96	\$ 1,621.34
4585	West Htfd:West	\$ -	\$ -	\$ 809.13	\$ 6,473.04	\$ 6,473.04
4618	Westerly:Dunns	\$ -	\$ -	\$ 870.89	\$ 6,967.12	\$ 6,967.12
960	Wilton	\$ -	\$ -	\$ 849.28	\$ 6,794.24	\$ 6,794.24
		\$ -	\$ -	\$ -	\$ -	\$ -
TOTAL		\$ -	\$ 23,674.92	\$ 19,011.90	\$ 152,095.20	\$ 144,873.33
	Paid full year					

Report of the General Presbyter September 2022

The Presbytery Roundtable is bringing a motion to the Presbytery for us to consider becoming a Matthew 25 Presbytery. As many of you know, Matthew 25 is the primary ministry leadership resource out of our national church offices in response to an overture to the 2016 General Assembly asking for the Assembly to declare that the Presbyterian Church (U.S.A.) is a Matthew 25 denomination. The text of that original overture is below. I have always loved the title of that overture, “On *Choosing* to Be a Church Committed to the Gospel of Matthew 25.”

Choice.

That’s the operative word which I am so grateful is in the title of this overture. We choose many things in life, and as disciples of Jesus, we believe that we *respond* to God’s actions in our life and God’s actions in the world around us. God is always seeking us out, but the response(s), well, they are up to us. This is the heart of discipleship - choice.

The Matthew 25 resources revolve around **three major foci** - Building Congregational Vitality, Dismantling Structural Racism and Eliminating Systemic Poverty. By the action of this year’s General Assembly, **three intersectional foci** were added which weave throughout the primary three: the climate crisis, militarism/peacemaking and gender discrimination/heteropatriarchy.

Full information on the Matthew 25 initiatives can be found at this link:

<https://www.presbyterianmission.org/ministries/matthew-25/>

Our Synod, the Synod of the Northeast is a Matthew 25 Synod including the other two Presbyteries in New England - Boston and Northern New England.

Why would we consider this now as the Presbytery of Southern New England?

At the Presbytery meeting we will hear from two of our Matthew 25 congregations about their experience with this initiative and their feelings about the larger Presbytery signing on.

What does the Presbytery get out of this, is there a cost?

There is no budgetary impact to becoming a Matthew 25 Presbytery. What we will get is resourcing and connection with other Matthew 25 Presbyteries engaged in this ministry, and additional resources to bring and offer to our congregations and ministries. This is part of our larger connectional ministry in the Presbyterian Church (U.S.A.).

I look forward to seeing you either in person or virtually at the September Presbytery meeting and to the prayerful consideration of this motion from the Roundtable.

Blessings,



Rev. Shannan Vance-Ocampo, General Presbyter

Final text of **Overture 11-03, On Choosing to Be a Church Committed to the Gospel of Matthew 25** (from Cascades Presbytery with concurrences from Monmouth, Hudson River, Long Island, National Capital, and Sheperds and Lapsley)

Call on our churches to commit to a year of Bible study focused on issues of social justice, with particular attention to the matters of race proposed in Item 11-08 and the application of the Confession of Belhar to these concerns.

Recommend that the Presbyterian Mission Agency, through its Compassion, Peace, and Justice ministries area, implement a coordinated strategy or “cycle of social engagement” that will assure that concerns around confronting racism, environmental concerns, standing against violence and militarism, and advocating for the dispossessed come before the assembly on a regular and consistent basis, consulting on mission strategies and overtures with affected and engaged presbyteries before each General Assembly on topics of the most immediate concern.

Recommendation

The Presbytery of the Cascades overtures the 222nd General Assembly (2016) of the PC(USA) to do the following:

1. Recommit ourselves at the congregational level, the mid council level, and the national levels of our church to locate ourselves with the poor, to advocate with all of our voice for the poor, and to seek opportunities to take risks for and with the poor (in the soup kitchens and catholic worker houses, among the immigrants, with those working to end mass incarceration, and with those who seek to protect all of us, especially the poorest of the poor around the world, from the vagaries of climate change).
2. Call on our churches to commit to a year of Bible study focused on issues of social justice.
3. Call on our presbyteries and synods to examine their own practice, placing these commitments at the center of their concerns, and to streamline the way that issues of immediate significance can be forwarded to the General Assembly by adopting procedures so that overtures and proposals on peacemaking and social justice concerns from sessions and committees may be considered quickly.
4. Facilitate the processes by which these concerns can be brought before us as a national body by resisting new barriers to overture submissions such as additional concurrences, tighter deadlines, or new overture topic restrictions at any General Assembly.
5. Commit to focusing a significant block of the time allotted for future General Assemblies on creating opportunities in consultation with the Committees on Local Arrangements to engage all of the commissioners, delegates, and observers in acts of service to and with communities at risk.
6. Assure that there are voices of those who are most at risk from within our church and outside of it (including interfaith voices), who are invited to share with and challenge the assembly, both in the plenary and committee sessions.
7. Create a “cycle of social engagement” that will assure that concerns around confronting racism, environmental concerns, standing against violence and militarism, and advocating

for the dispossessed come before the assembly on a regular and consistent basis, soliciting overtures from presbyteries before each General Assembly on topics of the most immediate concern.

Rationale

This is a moment of great opportunity for our church. Momentum is building within our denomination and throughout our society to courageously confront the challenges of our time. A new civil rights movement, a new peace movement, a new economic justice movement is on the rise and we are in a position to stand in solidarity with the poor in a uniquely powerful way. It is a time for us to define who we will be for decades to come. May we choose to be a church committed to the gospel of Matthew 25:

- In the Parable of the Ten Bridesmaids, Jesus tells a story about the church waiting for the moment of the Lord's arrival. Some of those who are waiting are prepared when the time comes, and some are not. The zeitgeist of our age is one of rapidly changing and endlessly creative activism exemplified by the Black Lives Matter movement. Let us be like the bridesmaids whose lamps are trimmed—ready to seize the moment.
- In the Parable of the Talents, Jesus tells a story about a bold slave who was punished for refusing to participate in the empire value of domination. Increasingly we see brave individuals and groups calling out the powerful and standing against the rampant exploitation in our marketplaces, in our prisons, and on our streets. Let us resist evil like that slave, and go stand on the margins of society—in the outer darkness.
- In the Parable of the Judgment of the Nations, Jesus tells a story about how he is encountered among “the least”—the poorest, the most isolated, the imprisoned, the sick, and the hungry. We hear with sober conviction Jesus declaring that a church which fails to serve with and for the poor does not know Him. We agree with Pope Francis who stated that a church that is not actively supporting and serving the needs of the poor has no right to call itself church at all and should be prepared to give up its tax-exempt status to operate as a church. Let us be counted among the sheep who met their King as a stranger.

We see the Spirit blowing through our society, bringing to fruition seeds of peace and justice long dormant. The harvest will be plentiful. Let us heed the call to service, and recommit ourselves to the proclamation of the gospel of Jesus Christ in deeds as well as in words.

Personnel Committee
Presbytery of Southern New England
September 21, 2022

For Information:

The Committee completed reviews of all staff in April, 2022.

The Committee reviewed and revised the existing employee handbook, and passed their recommendations on to the Presbytery Roundtable for review and presentation to the Presbytery.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Lauren Tate". The signature is written in a cursive, flowing style.

Lauren Tate, Chair

Report of the on Ministry – Presbytery of Southern New England - September 21, 2022

The Commission wishes to inform the Presbytery, that, in accordance with the authority granted under Chapter 8 of the Bylaws of the presbytery, it has:

1. **APPROVED** the examination of the Rev. Ramy Marcos for membership, and **RECEIVED** him as an at-large member upon his dismissal from the Synod of the Nile.
2. **CONFERRED** upon the Rev. Samuel A. Schreiner III the status of Honorably Retired, effective November 1, 2022.
3. **CONFERRED** upon the Rev. Deborah Packard the status of Honorably Retired, effective September 1, 2022.
4. **APPROVED** the request for installation for the Rev. Dallas Bradel at the St. Andrews Presbyterian Church in Groton, CT, on Sunday, September 18, 2pm.
5. **APPROVED** the request for installation for the Rev. Gregory Penza ay First Presbyterian Church of Fairfield, CT, on Sunday, October 16, at 2pm.
6. **VALIDATED** the ministry of the Rev. Mieke Vandersall as Principal Consultant for the Vandersall Collective.
7. **VALIDATED** the ministry of the Rev. Shannon White as Pastor for Spiritual Development at the Round Hill Community Church in Greenwich, CT.
8. **RENEWED** the commission to pastoral service of Elder April Saber-Assad at the Calvary Presbyterian Church of Fall River, for a term of three years.

(Actions taken by the Commission on behalf of the Presbytery take immediate effect, but must be reported to the Presbytery at its next Stated MEeting, at which time the Presbytery may rescind or amend them.)

The Commission **RECOMMENDS** the following action be taken by the Presbytery:

A motion to approve the updated Minimum Terms of Call as provided in your materials.

The Commission wishes to celebrate the Rev. Deborah Packard on her retirement.

The Commission welcomes the following for membership:

1. The Rev. Stephen Cronn
2. The Rev. Greg Keosaian

3. The Rev. Ramy Marcos

The Commission wishes to inform the Presbytery of the following deaths of clergy members of the Presbytery, for whom we will hear Memorial Moments:

1. The Rev. Ed Brooks
2. The Rev. Thomas Conboy
3. The Rev. Thomas Troeger
4. The Rev. Thomas Witter

Terms of Call for Installed Ministers

Presbytery of Southern New England – Commission on Ministry

At its Stated Meeting on May 11, 2022, the Commission on Ministry **APPROVED** the following terms of call for 2022. (Terms for non-installed ministers serving churches are provided in *italics* for information purposes, and are approved separately by the Commission.)

Town/Church	Name	Position	U n i t s		Mem bers	Sabb at ica	Salary	SECA Empl o	Housin g/ Utility/	Contrib utions	Other allowa nces	Auto Ed	Prof. Exp.	Other Exp.	SECA Plan	Group /	Other Bonus	
			hip	rs														
Barrington	Notley	Pastor	72	FT	2016	\$16,525		\$45,000	\$20,000			\$1,800		\$4,000				
<i>Brookfield: Valley</i>	<i>Santalucia</i>	<i>Stated Supply</i>	117	35		\$40,000		\$40,000				\$1,000	\$1,500	\$1,500				
Cumberland: Calvin	White	Pastor	99	FT	2023	\$39,815		\$24,500				\$1,500	\$1,000					\$1,286
Fairfield	Penza	Pastor	278	FT	2026	\$81,600		\$24,480						\$4,200	\$8,115			
<i>Fall River: Calvary</i>	<i>Saber-Assad</i>	<i>CRE</i>	25	12	2022	\$12,000		\$3,600							\$673			
Greenwich	Barger Elliott, Lynn	Co-Pastor	768	20		\$70,000		\$10,000				\$1,250	\$1,250	\$3,600	\$1,250	\$6,120		
Greenwich	Barger Elliott, Mark	Co-Pastor	768	FT		\$115,000		\$40,000				\$2,500	\$2,500	\$7,100	\$2,500	\$11,361		
Greenwich	Castillo	Associate	768	FT	2024	\$49,000		\$45,000				\$1,500	\$2,000	\$2,300	\$3,200	\$7,200		
Groton: St. Andrew	Bradel	Pastor	80	FT		\$68,000	\$2,000	\$25,000				\$500	\$1,000	\$1,000		\$7,368		
Hamden: NH Korean	Kim, DoHoon	Pastor	317	FT		\$40,372		\$22,170	\$5,609	\$3,427								\$20,717
Hartford: First	Baseel	Pastor	95	FT	2025	\$70,000							\$1,000		\$4,000	\$5,355		
Milford: United	Scovell	Pastor	48	FT	2026	\$40,000	\$6,120	\$15,000				\$1,000	\$1,000		\$2,000			
New Haven: 1st	Cadwallader	Pastor	212	FT		\$65,654		\$19,696				\$350	\$2,500	\$1,400		\$6,529	\$1,118	
<i>Providence</i>	<i>Packard</i>	<i>Interim</i>	96	FT		\$33,874		\$44,216				\$1,000		\$3,300				
Springfield: MLK	Curry Avery	Pastor	40	30		\$31,200		\$30,000				\$9,550	\$2,500			\$4,681		

Terms of Call for Installed Ministers

Stamford: 1st	Van Dyke	Pastor	407 FT	2022	\$61,062	\$35,000	\$27,000			\$19,000	\$9,414		
Stamford: 1st	Donaldson	Associate	407 FT	2024	\$16,837	\$40,600	\$24,000			\$4,000	\$6,230		
Warwick: Woodbury	DeMarco	Pastor	93	30 2024	\$31,689	\$21,218		\$500	\$1,000		\$4,047		
Warwick: Greenwood	Clark	Pastor	299 FT	2023	\$59,404	\$23,560		\$1,000	\$2,000	\$1,000	\$900	\$6,873	\$2,283 \$1,310
W. Hartford: Westminster	Emery	Pastor	253 FT		\$66,117	\$30,000	\$1,471			\$3,000	\$3,000	\$7,465	\$1,752

Note: The COM has the authority to approve terms of call that meet the established presbytery minimum compensation standards (\$61,000 Total Effective Salary for 2022).

Commission on Preparation for Ministry

Presbytery of Southern New England

September 21, 2022

Information items

Since the last Presbytery meeting:

1. The commission held an annual consultation with Ryan Joslin (First: New Haven CT).
2. The commission interviewed and approved Heather Gordon (Noroton: Darien, CT) as an Inquirer.
3. The commission interviewed and approved Stacy Arevalo (Noroton: Darien CT) to be enrolled as a Candidate.
4. Currently under care of the Presbytery are 1 Inquirer, 7 Candidates, and 2 Candidates Certified Ready to Receive a Call.
5. The commission's next meeting is November 8, 2022.

Nominations Committee
Presbytery of Southern New England
September 21, 2022

For Action:

The Committee places in nomination the following persons for election by the Presbytery:

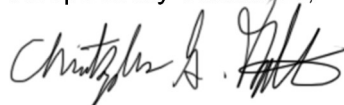
Trustees:

Rev. Mieke Vandersall (Specialized Clergy, class of 2023)

Ordination Exam Reader:

Rev. Deb Packard (Honorably Retired)

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Christopher H. Tate". The signature is written in a cursive style with a large, stylized initial "C".

Christopher Tate, Chair

September 9, 2022

To the Presbytery of Southern New England:

At the stated meeting of the PSNE on February 16, 2022 meeting, the Presbytery voted to approve and co-sign on a loan with St. Andrew Presbyterian Church in Groton, CT, through the Presbyterian Investment and Loan Program, toward deferred maintenance on the church property, in the amount of \$130,000.

On July 4, 2022, a request came to the Board of Trustees from the Clerk of Session at St. Andrew PC that the Trustees bring before the PSNE a motion to approve an additional incumbrance on the property and co-sign on an additional line of credit through PILP in the amount of \$50,000. The additional loan will cover extended costs of repairing the roof over the SAPC Fellowship Hall.

At its September 8, 2022 meeting, the Board of Trustees voted to move before the PSNE that we approve the additional incumbrance on the SAPC property and co-sign on an additional PILP loan of \$50,000.

Faithfully,

Rev. Andre Castillo
Chair, PSNE Board of Trustees



August 31, 2022

Presbytery of Southern New England
PO Box 388
Chester, CT 06412

Dear Friends,

Enclosed please find a copy of the loan commitment letter for another loan approved within your Presbytery.

The enclosed Presbytery resolution must be approved and signed by the Presbytery in order for the Borrower to obtain the loan. Once signed, please return the original document to me at 100 Witherspoon Street, Room 1045A, Louisville, KY 40202-1396.

One additional item, the Guaranty Agreement will be sent once the Borrower has returned their corporate documents to us. Once received, the original documents must be returned to our office prior to the loan closing being scheduled.

Should you have any questions or need assistance, please do not hesitate to contact me.

Sincerely,

Ginger Harris
Loan Operations Specialist

CERTIFICATION/RESOLUTION FOR PRESBYTERY
GUARANTOR

I, _____, the duly elected and qualified Secretary of the Corporation of The Presbytery of Southern New England, Inc., a Connecticut nonprofit corporation do hereby certify that the following is a true and correct copy of the resolution adopted at a meeting of the corporation held on the ____ day of _____, 20__ at which a quorum was present.

RESOLVED, the St. Andrew Presbyterian Church ("**Church**") located at 310 Fort Hill Road, Groton, CT 06340 has applied for a loan as follows from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. ("Lender") funded by Endowment Funded Loans:

Amount of Loan: \$50,000.00

FURTHER RESOLVED, The Presbytery of Southern New England, Inc., a Connecticut nonprofit corporation, ("**Presbytery**") having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approves the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above. The officers of the Presbytery as listed on the attached Certificate of Incumbency marked Exhibit A are authorized to sign a guarantee and any and all documents of this loan as authorized agents of the Presbytery.

I certify that this resolution has not been modified, revoked, or rescinded and is in full force and effect this ____ day of _____, 20____.

Secretary of the Corporation

Typed or Printed Name

CERTIFICATION/RESOLUTION FOR CHURCH CORPORATION

I, Kelly Milton, the duly elected and qualified Secretary of the Corporation of St. Andrews Presbyterian Church, a Connecticut nonprofit corporation do hereby certify that the following is a true and correct copy of the resolution adopted at a meeting of the corporation held on the 31~~7~~ day of August~~SEPT~~, 20~~22~~, at which a quorum was present.

RESOLVED, the St. Andrews Presbyterian Church, a Connecticut nonprofit corporation (“**Church Corporation**”) desires to borrow money as follows from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc (Lender) funded by Endowment Funded Loans:

Amount of Loan: \$50,000.00

Type of Loan (check one)

Secured Loan: _____
(Evidenced by a Promissory Note and secured by a Mortgage/Deed of Trust)
Church Corporation holds fee simple title to the property to be used as security for the loan.

Unsecured Loan: X
(Evidenced by a Promissory Note)

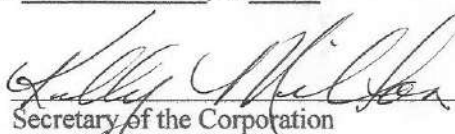
Purpose of the Loan (check one)

Construction: _____

Non-Construction: X

FURTHER, BE IT RESOLVED, that the Church Corporation is authorized to enter into a loan as indicated above and that the officers of the Church Corporation as listed on the attached Certificate of Incumbency marked Exhibit A are authorized to sign any and all loan documents, including but not limited to the Deed of Trust/Mortgage (as applicable) and Promissory Note as authorized agents of the Church Corporation.

I further certify that this resolution has not been modified, revoked, or rescinded and is in full force and effect this 7 day of September, 20 22 .



Secretary of the Corporation
Kelly Milton

Typed or Printed Name

A Report of the Anti-Racism and Equity Team

Presbytery of Southern New England

September 13, 2022

Our mandate as a committee is:

To work towards the creation of an inclusive, equitable, antiracist culture within the PSNE that will be attractive to all people in particular those who have been systematically excluded from full participation in the presbytery, as we seek to be cocreators with Christ of a just, peaceful and healed world/creation.

Team members:

Rev. Jenny Peek, Co-Chair
Rev. Kevin White, Co-Chair
James Cramer
Katia Dacunha
Rev. Julie Emery
Keith Rhodan
Rev. Susan Trucksess
Rev. David Van Dyke

For Presbytery Information:

The Anti-Racism and Equity team has resumed monthly meetings after not meeting in July. Kirk Louis and Rev. Jenny Davis have rotated off of the team; and the team has welcomed new member Rev. Julie Emery. With Kirk Louis rotating off, Rev. Kevin White agreed to be the co-chair with Rev. Jenny Peek.

On June 3-4 the team co-sponsored an Anti-Racism Leadership Retreat at Westminster, West Hartford for Round Table and those serving on PSNE committees, commissions, and teams. The retreat was facilitated by Jessic Vazquez-Torres and Ryan Lents of Crossroads Antiracism Organizing and Training.

The purpose of this retreat was to:

- Cultivate the strategic collaboration between Round Table, the Antiracism and Equity Team, Staff, and Contractors.
- Develop a shared vision for the Antiracism work in the PSNE
- Determine how RT and the Antiracism and Equity Team will collaborate in moving forward the vision and aims identified over the next 18 months.

A primary outcome of this retreat was the development of Follow Up Goals for the next 18 months in areas of Relationship Building, the manner in which Presbyter Meetings and Gatherings are held and conducted, Truth Telling and History of Racism/Antiracism in our Presbytery, Shared Language and Framework, and Annual Committee/Commission/Team Leader Training.

All of these areas were identified as ways to unify the ministry of the PSNE with regards to the work of antiracism, and as areas that must be addressed in order to better create an inclusive, equitable, antiracist culture withing the PSNE.

The Antiracism and Equity Team is sponsoring a four-part training session titled *What Is Antiracism and What Does It Require of Us?*

The training will be facilitated and led by Jessica Vazquez-Torres and Ryan Lents of Crossroads Antiracism Organizing and Training as a four part Zoom Webinar during the months of October and November for the wider Presbytery. The sessions will be 6-8pm Oct. 5, Oct. 19, Nov. 2, and Nov. 16.

A second training session, building on the first, is scheduled for the Spring. Participation in this first one is required for participating in the second.

For Presbytery Action:

There are no current items for Presbytery action.

Respectfully Submitted,

Rev. Kevin White

Co-Chair, Anti-Racism and Equity Team