

**Presbytery of Milwaukee  
Stated Meeting Presbyterian  
Church (USA)**

The Presbytery of Milwaukee held its stated meeting at Wauwatosa Presbyterian Church in Wauwatosa on **Tuesday, May 21, 2019.**

**ROLL:** The Roll was taken; a quorum was present as follows:

Teaching Elders of Presbytery: (**Present**, Absent, or Excused)

**Anderson, Dee M.**

**Anderson, Ted**

**Ater, Robert W.**

Baumann, John K. HR

Bell, Dianna, HR

Bell, Donald, HR

**Bergeson-Graham, Deb HR**

Bernhardt, Joanne HR

**Blanks, Nicole**

**Block, Deborah A.**

**Boyd, Christian**

Buckingham-Taylor, Delisa

**Carlin, Mary**

Cistrunk, Terrell H. HR

Clarke, Donald HR

**Coons, Martha HR**

Craven, Kathryn

**Craig, Julie**

Cross-Dukes, Volina HR

Davis, Christopher B.

**Davis, Christopher E.**

DeCamp, James A. HR

Denison, Charles

**Dow, Jean**

**Ebel, Katie**

**Erkel, Steven**

**Ewing, David**

**Farley, Nicole**

Fisher, James C. HR

**Fringer, Steven**

**Gibbs, Ann**

**Gleichauf, Jennifer**

Goetz, Thomas H.

Grimbol, Bill HR

Guyer, Jim HR

**Hagen, Karen**

Hammond Clark, Melanie

Hansen, John

Hedges-Goettl, Barbara

Hedges-Goettl, Len

**Hennesy, Terry**

**Henrichs, Michelle**

**Hittle, Erin**

Holmes, Andrew

**Holmes-Jensen, Judith**

**Horner-Ibler, Barbara**

Houts, Traci S.

**Houts, Willem P.**

Hudson, Paul F. HR

**Johnstone, William H. HR**

**Jones, Bruce**

Jones, Keith HR

Jordon, Barbara HR

Kamerling, Garrett HR

**Kramer, Jerry HR**

Lee, Matthew

**Loveall, Lance**

Loveall, Paige

Lowry, Andrew HR

Lucio, Antonio

Lucio, Iris Colon

Lyter Bright, Laurie

Marcano, Gabriel

**McCalister, Alan S.**

McCord, Elizabeth

McCullough, Lisa

McDonough, Mark

McKeegan-Guinn, Susan HR

**Melara, Nicole**

Millar, JD

Millar, Victoria

**Neal, Catherine HR**

**Nicolaisen, Fiona**

**Patton, Beth**

Patton, Lori

**Petterson, William HR**

**Rand, James M**

Schultz, Gary G. HR

Schut, Robert

Sinclair, Lawrence A. HR

Stafford, Elizabeth HR

Stirrat, Ian A. HR

**Stoll, Susan**

**Swanson, Brett**

**Swanson, James H.**

Talley, Dee HR

Talley, L. Kelly HR

**Tarvid, Kevin**

Timberlake, Robert HR

Walker Cleaveland, Adam

Walker Cleaveland, Sarah

Wanner, Thomas HR

Weinberg, George HR

Wickersham, Carol

Williams, Tom HR

Presbytery of Milwaukee, May 21, 2019

Churches represented by Ruling Elders <b>named</b> , not represented (NR), or <u>excused</u>		
Beaver Dam, Grace	NR	
Beloit, United Church of Beloit	NR	
Beloit, Sun Valley	<b>Michele Robbins</b>	
Big Bend, Vernon	<b>Steven Sherrod</b>	
Clinton, First	NR	
Delafield, Delafield	<b>Lori Petersen</b>	
Dousman, First of Ottawa	NR	
Fort Atkinson, Grace United	NR	
Franklin, Faith	<b>Judy Bell</b>	
Hartland, Kettle Moraine	NR	
Horicon, First	NR	
Janesville, First	NR	
Janesville, Rock Prairie	<b>Jacqueline Davis</b>	
Kenosha, First	NR	
Lake Geneva, Linn	<b>Jeffrey Sunderman</b>	
Menomonee Falls, Living Hope	<b>Dorothy Dieter</b>	
Mequon, Crossroads	<b>DeWayna Cherrington</b>	<b>Linda Schmale</b>
Milwaukee, Calvary	<b>Ashanti Cook</b>	
Milwaukee, Christ	NR	
Milwaukee, Grace	NR	
Milwaukee, Immanuel	<b>Susan Rennane</b>	<b>Sharon Rose</b>
Milwaukee, Tippecanoe	<b>Judy Berdan</b>	
Milwaukee, Good Shepherd Trinity	<b>Monica Gramling</b>	
Milwaukee, West Granville	NR	
Muskego, Heritage	<b>Brandy Bohman</b>	
New Berlin, Forest Park	<b>Sara Grant</b>	
Pewaukee, Faith Springs	NR	
Racine, Covenant	<b>Claudia Grace</b>	
Racine, First	NR	
Racine, Second	NR	
Richfield, First	NR	
Shorewood, North Shore	<b>Susan Janczy</b>	
Sussex, Lisbon	NR	
Wales, Jerusalem	NR	
Waukesha, Bethesda	NR	
Waukesha, First	<b>Jim Ziegler</b>	
Waukesha, Southminster	<b>Robert Lawrence</b>	
Wauwatosa, Wauwatosa	NR	
West Allis, Apostle	NR	
West Allis, Greenfield Avenue	<u>Lori Johnson</u>	
Whitewater, North Lima	NR	

Presbytery of Milwaukee, May 21, 2019

<b>Elders voting by virtue of office:</b>	
Commissioned Ruling Elder	Cathy Manthei
Treasurer	<u>Gail Boerema</u>
COM	<b>Kathy Dummer</b>
	<b>JP Kastner</b>
	Bill Leonard
	<b>Bonnie Strigenz</b>
COR	David Hermann
	Maureen Wise
CPM	Freda Johnson
	<b>Lois Pearson</b>
	Tracey Pomeroy
Council	<b>Jeannette Bell</b>
	<u>Sara Miles</u>
	<b>Steve Seeker</b>
	<b>Lee Tan</b>
Partnerships	Heather Dummer-Combs
	<u>Larry Hartmann</u>
	<b>Lydia Spottswood</b>
Foundation	<u>Janet Ahrens</u>
	Tom Finger
	<b>David L. Holle</b>
	Christina Trompler
Nominating	<u>Judy Jaggard</u>
	<b>Eileen Pierce</b>
	<b>Sarah Rand</b>
Administrative Commission Moderator	<b>Jim Halverson</b>
Staff – Presbytery Executive	<b>Rachel Yates</b>
Staff – No vote	<b>Kate Hopta</b>
Associate Stated Clerk	<b>Chris Halverson</b>
Synod Commissioner	<b>Angela Oglesby</b>
Inquirers	
Candidates	
Corresponding Members	

<b>ROLL SUMMARY – Voting Members</b>			
	Present	Absent	Excused
Teaching Elders – Voting	44	10	41
Ruling Elders – Voting	35	31	5
<b>TOTAL</b>	<b>79</b>	<b>41</b>	<b>46</b>
Corresponding members	0		
Candidates	0		
Visitors	178		
Staff	1		
<b>Total Attendance</b>	<b>258</b>		

The meeting of the Presbytery began at 4:00.

### **BUSINESS MEETING**

Moderator Will Houts welcomed members and invited the Rev. Dr. Brett Swanson, host co-pastor to the lectern, and Brett welcomed everyone, pointed out exits in case of emergency, and opened the business meeting with prayer.

### **INTRODUCTION OF NEW RULING ELDER COMMISSIONERS**

The following first time ruling elder commissioners were welcomed: Susan Janczy - North Shore, Judy Berdan - Tippecanoe, Jeff Sunderman - Linn, and Dorothy Dieter - Living Hope.

### **CONSENT AGENDA**

The consent agenda as distributed seven days before the stated meeting was presented by the Stated Clerk.

**The consent agenda was approved.**

### **COUNCIL REPORT**

Jean Dow, on behalf of Council, introduced a motion to amend the Presbytery of Milwaukee's Manual of Operation. The proposed changes came to the Presbytery on a second reading.

**Motion:** Council moves to amend the Presbytery of Milwaukee Manual of Operation to add a Presbytery Planning Commission and Personnel Committee.

Discussion began by Jean making a motion to amend the original motion,

**Motion:** To amend the original motion by also deleting lines 273 and 274 of the Manual of Operation which reads: "create and maintain an atmosphere to develop Presbytery Assembly meetings through learning, community building, the business of the church, and worship;"

After the motion was seconded, Jean explained that by creating a Presbytery Planning Commission, the duties of Council would be part of the Planning Commission's responsibilities and that change needs to be reflected in the Manual of Operation.

**The motion to amend the original motion was approved.**

The amended motion was brought to a vote.

**Amended Motion:** Council moves to amend the Presbytery of Milwaukee Manual of Operation to add a Presbytery Planning Commission and Personnel Committee, and to delete lines 273 and 274 of the Manual of Operation which reads: "create and maintain an atmosphere to develop Presbytery Assembly meetings through learning, community building, the business of the church, and worship;"

**The amended motion was approved.**

Jean offered the next motion on behalf of the Council:

**Motion:** Council moves that the Presbytery designate \$50,000 from the Presbytery of Milwaukee Foundation for supporting pastors in counseling, coaching, spiritual direction and/or pastor retreats or seminars focusing on clergy well-being. Funds will be approved based on COM policy.

There was a motion to amend the motion by adding "for 3 years".

**The motion to amend was approved.** The new amended motion was presented:

**Motion:** Council moves that the Presbytery designate \$50,000 from the Presbytery of Milwaukee Foundation for supporting pastors in counseling, coaching, spiritual direction and/or pastor retreats or seminars focusing on clergy well-being for three years. Funds will be approved based on COM policy.

After discussion, **the amended motion was approved.**

Jean introduced the next motion from Council:

**Motion:** Council moves that the Presbytery remove the Bethany Administrative Commission restrictions on the remaining amount of the Bethany Funds and retain them in the Presbytery of Milwaukee Foundation.

During discussion, an amendment to the motion was made and seconded:

**Proposed Amended Motion:** It was moved that the Presbytery remove the Bethany Administrative Commission restrictions on \$59,000 of the \$109,000 of the Bethany Funds leaving \$50,000 in the Presbytery of Milwaukee Foundation.

After discussion for and against the amendment to the original motion, which included comments from both the original Bethany Administrative Commission, and from a former member of Bethany, with concern about the intended purpose of the fund and the difficulty finding an appropriate recipient within the original parameters, **the amended motion failed.**

After discussion on the original motion, **the original motion was approved.**

Jean Dow, on behalf of the Council placed the following name into nomination for the Presbytery Nominating Committee:

**Katie Ebel (M)** Class of 2021 - Faith Springs

There were no nominations from the floor, **and Katie was unanimously elected to the Nominating Committee.**

#### **NOMINATING COMMITTEE REPORT**

On behalf of the Nominating Committee, Lance Loveall as Moderator presented the following names of people to be elected to the newly approved Presbytery Planning Commission:

Nikki Blanks (M) Delafield – Class of 2019  
Jeannette Bell (E) Good Shepherd Trinity – Class of 2020  
Vacant – Class of 2021

There were no nominations from the floor and **they were elected unanimously.** Moderator Houts offered a prayer for all those newly elected and willing to serve.

#### **PRESBYTERY EXECUTIVE REPORT**

Executive Rachel Yates elaborated on the yearlong theme of Reconciliation, offered a prayer for the 12 youth and 3 adults who will be attending the Presbyterian Youth Triennium this summer, and recognized and thanked Past Moderator Lee Tan who served one and a half years as our Moderator due to Ann Gibbs stepping down to become a Presbytery staff member.

#### **RECOGNITION OF MINISTER MILESTONES**

JP Kastner recognized several of our ministers who have reached major milestones in the ministry. Kevin Tarvid from Greenfield Avenue and Jean Dow from Immanuel are both retiring next month, and Brett Swanson from Wauwatosa, Jamie Swanson from Rock Prairie, and Andy Holmes from Jerusalem have all earned Doctorate degrees.

**NEW BUSINESS**

There was no new business, and the business meeting was adjourned with prayer at 5:04 by Moderator Will Houts.

**DINNER**

**WORSHIP WITH COMMUNION**

The offering of \$551.90 will go to the Anti-Racism work of the YWCA of Southeast Wisconsin. Communion was officiated by the Rev. Nicole Melara. Scripture was Habakkuk 1: 1-12, and the YouTube video "Growing Pains" was the message. Angela Oglesby and the Wauwatosa Chancel choir provided music.

**KEYNOTE**

Dr. Robin DiAngelo, author of "White Fragility, Why It's So Hard for White People to Talk About Racism," was the keynote speaker for the presbytery, speaking to more than 250 presbytery members, friends and visitors.

Respectfully submitted,

Christian Boyd, Stated Clerk

These minutes were approved on September 25, 2019.

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## MAY 21, 2019 APPENDIX

### CONSENT AGENDA

May 21, 2019

The following items appear to be matters that require no debate. Therefore, they are listed together and will be voted upon together as one motion. However, any presbyter may request that any item of business be removed from the Consent Agenda for individual consideration. The Consent Agenda includes the written reports of presbytery committees and commissions. The moderator's contact information is included with each agenda item. Presbyters are encouraged to contact the moderator prior to the meeting with questions.

#### The Stated Clerk moves:

- That the agenda for the May 21, 2019 gathering of the Presbytery be adopted.
- That the [Minutes](#) of the February 21, 2019 Stated gathering of the Presbytery be approved.
- That the following written reports be received:
  - Commission on Ministry Report – pp. 4-5
  - Council Report - pp. 6-7
  - Disaster Preparedness and Response Task Force Report – p. 8 First
  - Fox Lake Administrative Commission Report - p. 9 Foundation
  - Report - p. 10-11
  - Leadership Development Task Force Report – p. 12
  - Partnerships Commission Report – p. 13
  - Stated Clerk Report - pp. 14

### Commission on Ministry Report

Presbytery of Milwaukee May 21, 2019

#### Actions Taken as a Commission

1. Approved the job description and MIF for the Interim Pastor for Christian Education and Congregational Life for Immanuel Presbyterian Church.
2. Voted to reaffirm the March 23, 1993 decision of the Presbytery of Milwaukee that the Reverend James McKenzie renounced the jurisdiction of the PC{USA} in accordance with the Book of Order G-2.0509, and therefore is ineligible to serve as a Minister of Word and Sacrament.
3. Approved the MIF of First Presbyterian Church of Clinton.
4. Informed Dr. LaQuetta Clippis that her ministry education was from a non-accredited institution and therefore her ordination does not meet PC{USA} standards.

#### Holy Cow

Congregations who have taken Holy Cow now include: Apostle, Calvary, Christ, Crossroads, Faith, Faith Springs, First Clinton, First Janesville, First Racine, Forest Park, Greenfield Ave., Heritage, Immanuel, Living Hope, North Shore, Southminster, Vernon, and Wauwatosa.

If you are interested in learning more about the Holy Cow Congregational Assessment Tool or

## MAY 21, 2019 APPENDIX

want to get started, please contact Ann Gibbs, Associate for Ministry Vitality, at the presbytery office. You can also visit their website for more information at [holycowconsulting.blog](http://holycowconsulting.blog).

Reverend James McKenzie

The Reverend James McKenzie contacted the Presbytery of Milwaukee to be considered for the position of Minister of Word and Sacrament at First Presbyterian Church of Lisbon and Richfield Presbyterian Church. He had applied previously for a position at Crossroads and at that time was told that as a member of a denomination neither in communion nor in conversation with the PC{USA} he was ineligible. He asked to appeal the decision of COM that he was ineligible for positions as he once was a member of the Presbytery of Milwaukee and wished to be considered.

After an investigation, the Commission on Ministry discovered that in a letter dated March 2nd, 1993, the Reverend James McKenzie renounced jurisdiction of the PC{USA}. The body of the Presbytery of Milwaukee voted on March 23'd, 1993 to remove him from the rolls. The Commission on Ministry, based upon these facts, voted to reaffirm the decision of the Presbytery in March of 1993 that the Reverend James McKenzie did renounce jurisdiction. Therefore, he is ineligible to serve as a Minister of Word and Sacrament in a PC{USA} church. The Commission on Ministry informed him of the steps necessary if he wishes to become a Minister of Word and Sacrament in the PC{USA}.

Dr. LaQuetta Clipp

The Commission on Ministry met with Dr. LaQuetta Clipp to evaluate her credentials to serve as a Minister of Word and Sacrament at Christ Presbyterian Church. After meeting with her and evaluating her education, COM determined that she is not eligible to serve in that capacity as her ministry **education was from a non-accredited institution, and therefore her education did not meet PC(USA) standards. The Commission informed her of the steps necessary to become an inquirer to be either a Minister of Word and Sacrament or a Commissioned Pastor.**

**Submitted by Co-**

**Moderators JP Kastner**

[jpkastner@gmail.com](mailto:jpkastner@gmail.com)

**Andy Holmes**

[revandrewholmes@gmail.com](mailto:revandrewholmes@gmail.com)

**Disaster Preparedness and Response Task Force**

**Presbytery of Milwaukee**

**May 21, 2019**

On February 18, 2019, the Disaster Preparedness and Response Task Force (DP&RTF) members met with Rev. Dr. Laurie Kraus, director of Presbyterian Disaster Assistance, to discuss the

## MAY 21, 2019 APPENDIX

current and future work of the task force. The DP&RTF supported her pre-presbytery session on human caused disasters on February 19th.

The DP&RTF met on March 6, 2019 with Tricia Landrum, Catherine Neal, Wayne Vaughn, Mike Williams, and Marilyn Stone present. An abbreviated disaster preparedness training occurred to create a common knowledge of the range of disaster preparedness effective for congregations, as well as develop a baseline of common terminology regarding disaster response.

The DP&RTF has created presbytery-wide church clusters. Each task force member is contacting the clerks of session for a cluster of churches for the purpose of identifying a "disaster preparedness" contact person for each church. This contact person would serve as the liaison between session and the DP&RTF. Once identified, the contact person will then be invited to participate in a brief initial church assessment for disaster preparedness which will assist in identifying what is currently being done across the presbytery. Task Force members are available to support churches in their efforts to prepare for disasters and also to assist families in congregations to become more prepared.

Monthly articles in the *Fresh Impressions* will focus on disaster preparedness tips that can be implemented by congregations and families. This is a way to keep disaster preparedness in the forefront for all of us.

It is suggested that hosts of Presbytery meetings be asked to include in their initial welcome, the location of the quickest exit in case of fire and the location of the safe spot in case of a tornado. This awareness would be appropriate for all church gatherings, including committee meetings.

In addition to providing support to congregations and families as they increase their disaster preparedness, the task force is working toward creating a proposed Presbytery Disaster Preparedness Plan.

This task force will next meet on June 26th at 1:00 p.m. at Apostle Presbyterian Church, West Allis.

Respectfully submitted,  
Marilyn Stone  
**262-492-7921**  
[Mmstone52@att.net](mailto:Mmstone52@att.net)

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### **First Presbyterian - Fox Lake Administrative Commission Report May 21, 2019**

Greetings from the First Presbyterian Church, Fox Lake A.C.

We held a service of closure for the members and friends of First Presbyterian Church, Fox Lake on March 24th. The service was rescheduled from February 24th due to the blizzard that passed through the area that day. We wish to express our gratitude to all members of the Presbytery that participated or attended the service that day. It meant a great deal to the current and former members.

Our work has turned to dealing with the property. We have engaged with Mike Wissell, a real estate agent and member of Beaver Dam Presbyterian Church. We are also working to donate much of the contents to other organizations in the area.

While we have had some informal inquiries about the building, there is nothing serious at the moment.

Peace,

Jim Halverson

Chair, First Presbyterian Church, Fox Lake AC

### **Presbytery of Milwaukee Foundation, Inc. Board Meeting on May 15, 2019 Treasurers Report Year to Date April 30, 2019**

The attached Balance Sheet shows that during the first four months of 2019 total assets of the Foundation increased by \$106,924.47 from a December 31, 2019 balance of \$2,196,356.96 to an April 30, 2019 balance of \$2,303,281.43.

The Income Statement shows investment increases of \$177,067.38, a Presbytery transfer to the Foundation for Congregational Vitality of \$10,000, less a Foundation transfer to Presbytery for a portion of annual budgeted support of \$71,882.00, and Morgan Stanley Advisory Fees of \$8,260.91 for a net increase of \$106,924.47.

During the first four months of 2019 the Morgan Stanley investments of \$2,004,601.11 increased in value by \$177,067.38. This is a four month increase of 8.82%! Do I hear a special amen for our fellow Presbyterian and Morgan Stanley Agent, Robin Muller? Robin has been very helpful to me and has managed this fund well.

Executive Director Rachel Yates has met with Foundation members and Presbytery Treasurer, Gail Boerema and helped us understand which assets belong to the Foundation, how transfers should work, and the history of various accounts.

Chris Halverson has also been very helpful to me and she also deserves a special thank you. Chris will be the recording Secretary and maintains the corporate files.

The Foundation is ready to serve Presbytery. Please let me know if you have questions.

Sincerely,

David L. Holle  
Secretary/Treasurer

## MAY 21, 2019 APPENDIX

### Presbytery of Milwaukee Foundation Inc. Year to Date Financials - April 30,2019

<b>PRESBYTERY OF MILWAUKEE FOUNDATION INC.</b>				
<b>Balance Sheet</b>				
<b>ASSETS</b>	<b>Dec.31,2018</b>	<b>Mar. 31, 2019</b>	<b>April Change</b>	<b>April 30, 2019</b>
Morgan Stanley Account				
Cash, Money Market & CDs	\$ 447,381.74	\$ 293,029.65	\$ (5,797.01)	\$ 287,232.64
Investments	<u>1,557,219.37</u>	<u>1,784,461.15</u>	<u>\$ 40,693.63</u>	<u>1,825,154.78</u>
Total Morgan Stanley Acct.	\$ 2,004,601.11	\$ 2,077,490.80	\$ 34,896.62	\$ 2,112,387.42
Loans Receivable				
- Common Ground	\$ 150,000.00	\$ 150,000.00	\$	\$ 150,000.00
- Southminster Church	<u>41,755.85</u>	<u>41,755.85</u>	<u>(861.84)</u>	<u>40,894.01</u>
Total loans to Presbytery	\$ 191,755.85	\$ 191,755.85	\$ (861.84)	\$ 190,894.01
<b>TOTAL ASSETS</b>	<b><u>\$ 2,196,356.96</u></b>	<b><u>\$ 2,269,246.65</u></b>	<b><u>\$ 34,034.78</u></b>	<b><u>\$ 2,303,281.43</u></b>
<b>EQUITY</b>				
Designated by Presbytery				
Congregational Vitality	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ 20,000.00
Bethany - Hispanic Needs	50,000.00	189,340.12	\$	189,340.12
Towner Scholarships	<u>10,200.67</u>	<u>10,200.67</u>	<u>\$</u>	<u>10,200.67</u>
Total committed equity	\$ 70,200.67	\$ 209,540.79	\$ 10,000.00	\$ 219,540.79
Uncommitted Equity	<u>\$ 2,126,156.29</u>	<u>\$ 2,059,705.86</u>	<u>\$ 24,034.78</u>	<u>\$ 2,083,740.64</u>
<b>TOTAL EQUITY</b>	<b><u>\$ 2,196,356.96</u></b>	<b><u>\$ 2,269,246.65</u></b>	<b><u>\$ 34,034.78</u></b>	<b><u>\$ 2,303,281.43</u></b>

<b>PRESBYTERY OF MILWAUKEE FOUNDATION INC.</b>			
<b>Income Statement</b>			
<b>2019</b>			
<b>Income</b>	<b>First Quarter</b>	<b>April</b>	<b>Year to Date</b>
Morgan Stanley earnings	\$ 133,256.07	\$ 43,811.31	\$ 177,067.38
Congregational Vitality transfer		10,000.00	10,000.00
Total Income	<u>\$ 133,256.07</u>	<u>\$ 53,811.31</u>	<u>\$ 187,067.38</u>
<b>Expense</b>			
Presbytery annual support	\$ 56,339.40	\$ 15,542.60	\$ 71,882.00
Advisory Fees	<u>4,026.98</u>	<u>4,233.93</u>	<u>8,260.91</u>
Total Expenses	<u>\$ 60,366.38</u>	<u>\$ 19,776.53</u>	<u>\$ 80,142.91</u>
 Total Income (Loss)	 <u>\$ 72,889.69</u>	 <u>\$ 34,034.78</u>	 <u>\$ 106,924.47</u>

Prepared on May 3, 2019 by David L. Holle  
Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.  
Foundation Financials YTD April 2019

Assets as of Dec. 31, 2018	\$ 2,196,356.96
YTD Income	\$ 106,924.47
Assets as of April 30, 2019	\$ 2,303,281.43

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### Leadership Development Task Force

May 21, 2019

#### REPORT:

We continue to extend continuing education grants. **Grants up to \$500 are available for continuing education one-time events** for church leaders of all types and can be received once every twenty-four months. If you have not yet requested a grant for your upcoming continuing education event, please do so!

As a team, Rob Ater and I have begun looking into what it can look like to fulfill the task with which we understand the LDTF to have been charged: In seeking to increase the vitality of the presbytery overall, attention to leadership development at the congregational level strengthens both the congregations and the presbytery. Focusing on a foundation of call will grow leaders who seek to fulfill their calls with a place in the local congregation, as well as in other bodies of the church and, hopefully, the world around them.

We will continue to keep you apprised as concrete steps unfold.

We are privileged to serving this presbytery by **growing leaders, with energy, intelligence, imagination, and love.**

Respectfully submitted,

Nicole Farley

Leadership Development Task Force

[Revnfarley@comcast.net](mailto:Revnfarley@comcast.net)

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### Presbytery of Milwaukee Partnership Commission Report May 21, 2019

The following grants were approved:  
February-Approved

- a. **2019 Rock Prairie & Jerusalem Presbyterian Churches Shared Hurricane Disaster Relief HOPE Trip to Fayetteville, NC** - Grant Request \$2,000
- b. **Carroll University Chaplaincy-Alternative** Spring Break Grant Request \$3,500

March-Approved

- a. **Crossroads Presbyterian Church Shared Leadership Retreat**, Grant \$2,000 - Leadership development and building support from Holy Cow Consultation.
- b. **Ghana Partnership**, Grant \$5,000
  1. a recommendation that the Young Adult attending the Ghana Mission Partnership-apply for a Presbytery Scholarship;
  2. This is support for a conversation to evaluate the Ghana Partnership and report back to Partnerships Commission for recommendations.
  3. Evaluate Presbytery-wide support for Ghana Partnership.
- c. **America's Black Holocaust Museum** Grant Request-\$3,000 in support of the Presbytery 2019 theme of Reconciliation
- d. **Presbytery Reconciliation Project** \$2,000 Peacemaking Fund- Supporting congregations to join together in meaningful engagement of the theme of Reconciliation.

Dee Anderson, Moderator  
[pastord@westgranville.org](mailto:pastord@westgranville.org)

### Presbytery of Milwaukee May 21, 2019 Stated Clerk Report

The Stated Clerk reports that all 41 churches submitted their online statistical report, and the total membership for the Presbytery of Milwaukee as of December 31, 2018 is 6400 members.

The Stated Clerk reports that the Constitutional amendments from the 223<sup>rd</sup> General Assembly have all been approved except for 18-C Officers: On Amending G-3.0104 (Item 06-16) which was defeated.

Christian Boyd, Stated Clerk [statedclerk@pbymilwaukee.org](mailto:statedclerk@pbymilwaukee.org)

## MAY 21, 2019 APPENDIX

### Council Report to Presbytery

#### Election to Nominating Committee

**Council moves that Katie Ebel (M, Faith Springs) be elected to the Presbytery Nominating Committee, class of 2021.**

#### Request for use of Foundation funds for pastoral care and support

At its April meeting, the Council received a request from the Commission on Ministry to designate funds from the Foundation to be used for pastoral care and support for pastors in the Presbytery.

The request cited statistics related to clergy mental health from Mark Sundby, director of Leaderwise (with whom the Presbytery contracts for ministry assessments).

*According to a recent national survey of clergy in one large denomination: 80% of clergy are overweight or obese, 45% report significant work stress on a regular basis, 28% experience work impairment due to depressive symptoms, and 13% receive ongoing treatment for clinical depression (United Methodist Church, 2017). The number of clergy who are clinically depressed is twice the rate of the national average (New York Times, 2010).*

Sundby noted further the reality that many committees (such as COM) do not have the time or resources to provide needed support. "Given this, it may be even more important to proactively address developing situations before they become crises."

Pastors serving in part-time roles may face particular stressors, and often do not have coverage for such support through the Board of Pensions Plan.

**Council moves that the Presbytery designate \$50,000 from the Presbytery of Milwaukee Foundation for supporting pastors in counseling, coaching, spiritual direction and/or pastor retreats or seminars focusing on clergy well-being. Funds will be approved based on COM policy.**

#### Bethany Funds

Council has asked partnerships to seek proposals equaling \$50,000 consistent with the terms of the Bethany Administrative Commission, and explore a \$30,000 grant to San Jose based on their ministry projects.

**Council moves that the Presbytery remove the Bethany AC restrictions on the remaining amount of the Bethany Funds and retain them in the Presbytery of Milwaukee Foundation.**

Jean Dow  
Council Moderator  
[jeandow@immanuelwi.org](mailto:jeandow@immanuelwi.org)

## MAY 21, 2019 APPENDIX

### Presbytery of Milwaukee

#### Proposed Amendments to the Manual of Operation May 21, 2019

#### **Creation of a Presbytery Planning Commission and Personnel Committee Approved by Council on 2/12/19 and Recommended to the Presbytery**

#### **FIRST READING at February Presbytery meeting.**

**Presbytery will vote on the Amendments at the May Presbytery business meeting.**

**Rational for the creation of the Creation of a Presbytery Planning Commission and Personnel Committee:** To move these two existing working groups of the Council into the organizational structure of the Presbytery in order to establish definitions and accountability. In addition, by including these two groups into the Presbytery's Manual of Operation, the Presbytery through its Nominating Committee and Committee on Representation may ensure that leaders and division making groups conform to the spirit of F-1.0403, F-3.0106, and G-3.0103.

Insert at line 265

Presbytery Planning Commission in the list of commissions.

Insert at line 370

**Presbytery Planning Commission.** The Commission is delegated the authority by the presbytery to set the dates for and plan the stated and called presbytery gatherings, which may include not only matters of business, but also educational programing, beneficiary of the offering, worship, and meals. In particular, the Commission is authorized the approve the celebration of Holy Communion of the Presbytery as well as set stated meeting dates. The Presbytery Planning Commission approves contracts related to Presbytery meetings and said contracts shall be signed by the designated administrative staff.

**Members.** The members of the commission shall be the Presbytery Moderator, Vice-Moderator, and immediate past Presbytery Moderator. Stated Clerk and designated administrative staff serve ex-officio with voice and vote.

In addition, three at-large members from the presbytery, ministers and elders, shall each serve in a class for a term of three-years. The at-large members shall be nominated to the Presbytery through the Nominating Committee and elected by the Presbytery Assembly. At-large members are eligible to serve up to six (6) consecutive years.

**Meetings.** The Commission meets as needed.

Insert at line 592

**Personnel Committee.** The committee is responsible for providing oversight of the Presbytery staff. Specifically, the Personnel Committee shall:

- Maintain and implement the Presbytery Personnel Policies;
- Provide for Annual Reviews of all Presbytery staff;
- Make salary recommendations to the Council;
- Be available to Presbytery staff members for consultation;

## MAY 21, 2019 APPENDIX

- Working with the designated administrative staff, interview and recommend to Council hiring and dismissal of Presbytery staff, as well as creation and dissolution of positions; and
- Working with the designated administrative staff, interview and recommend to the Nominating Committee the nomination of the Presbytery Treasurer, Presbytery Foundation Treasurer, Stated Clerk and Associate Stated Clerk.

The Committee is accountable to the Presbytery through the Presbytery Council.

**Members.** The Personnel Committee shall be composed of seven members.

Six members shall be divided into three equal classes. Members shall be nominated to the Presbytery through Council and elected by the Presbytery Assembly. Term of service shall be for three (3) years with an individual eligible to serve up to six (6) consecutive years.

One member shall be appointed to the Committee by the Presbytery Council and shall serve at the pleasure of the Council while they are members of the Council.

Designated administrative staff shall serve ex-officio with voice and vote.

**Meetings.** The Committee meets as needed.

Jean Dow, Council Moderator

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## MAY 21, 2019 APPENDIX

FROM: Rachel Yates, Presbytery Executive [ryates@pbymilwaukee.org](mailto:ryates@pbymilwaukee.org)

DATE: May 21, 2019

RE: Summary of Use of Proceeds from Bethany Presbyterian Church

In August 2000, the congregation and session of Bethany Presbyterian Church (2300 W. Mineral St., Milwaukee, [Clark Square neighborhood]) decided to cease regular operations. In September, the Milwaukee Presbytery formed an Administrative Commission to govern Bethany until its dissolution and to supervise the distribution of its assets.

Bethany had an asset that required special consideration. Bethany was a partial beneficiary in the Will of Gladys Gunther. Upon the death of Gladys Gunther in 1966, a trust was created under the Will to care for family graves for 50 years. Thereafter, the Trust would terminate, and any remaining assets were to be distributed to two beneficiaries: Bethany Presbyterian Church and a church in Chicago.

In 2015, as the date approached for distribution of the remaining trust assets, a question arose about whether Bethany still existed because it was no longer in regular operation and whether all trust assets should instead be given to the Chicago church. Wells Fargo, which managed the trust, asked a court to determine Bethany's status to receive half the trust assets.

Ultimately, the Presbytery of Milwaukee (through the Bethany Administrative Commission) and the Chicago church agreed to split the trust assets equally (as the Will provided), rather than continue to litigate the issue. The court ordered that half of the money be paid to Bethany, as the parties had agreed. The court's order was dated November 13, 2015.

After expenses of litigation and the estate handling were paid, the Presbytery received \$189,340.12, which is noted in the Milwaukee Presbytery Foundation's financial records.

The AC took action in July 2015, in anticipation of the resolution of the Gunther litigation and distribution of assets as follows:

*Resolved that the funds received from the Trust under the will of Gladys Gunther shall be used on the south side of Milwaukee, being Bethany Presbyterian Church's neighborhood, to advance the religious, charitable, and educational purposes of Bethany Presbyterian Church as set forth in its articles of organization filed in 1892.*

Minutes for Bethany Administrative Commission (July 15, 2015). The Administrative Commission for Bethany was dissolved by the Presbytery at its February 27, 2016 meeting.

The proceeds have not yet been disbursed.

## MAY 21, 2019 APPENDIX

### Summary of Financial Sustainability Team Findings and Recommendations

The Presbytery Council organized a Financial Sustainability Team to include Wayne Vaughn (Council member), Steve Seeker (Council member), Janet Ahrens (Foundation President), Kristine Obrecht (member at large), and Rachel Yates (Presbytery Executive). The Team chose to include JP Kastner (COM Co-Moderator) for his expertise. The Team met multiple times.

The first task was to look at various financial reports of expenses and giving. We projected trends using data from our own records and the Office of General Assembly and Synod's per capita history.

Based on this information, it appears that the Presbytery will be solvent at its current spending levels for ten years, with continued draws on the Foundation of at least 10% per year.

If membership declines in our churches continue at historical levels, there will be increased pressure on per capita rates. We would need to increase the per capita rate to make up for the drop in membership.

Other options to extend the solvency of the Presbytery beyond 10 years are to cut expenses and limit draws on the Foundation. The largest areas of expenses for the Presbytery are staff and rent.

Our examination of congregational giving shows that most churches have not increased shared mission support over the last several years, but gladly most have not decreased either. We have been delighted by a handful of congregations that chose to increase their shared mission support for 2019 and for their commitment to our collective ministry in Southeast Wisconsin.

For the Presbytery to meet budget for 2019 from our two principal resources (per capita and shared mission support), each member would need to pay \$78.81. Currently, we average \$59.45.

From this data and anecdotal information, the Team made the following recommendations, some of which are already in process:

1. Provide training for congregations on financial stewardship. This recommendation was approved by the Council. Helping members understand the importance of and theological basis for giving is important. The Presbytery Executive has coordinated with our Mission Engagement Advisor (PMA) and our Presbyterian Foundation Ministry Relations Officer to offer a half-day workshop on stewardship and creating a culture of generosity, scheduled for June 12, 2019.
2. Contact congregations that are not paying per capita. This recommendation was approved by the Council. This has been done.
3. Seek outside grant dollars to supplement the Presbytery budget. This recommendation was approved by the Council. This year, the Presbytery applied for and received two grants to supplement aspects of the budget. This will be increasingly important, and the Presbytery Executive recently took a course on finding grants for religious institutions to increase our opportunities.

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4. Communicate to congregations how they are doing in giving, compared with others in the Presbytery. This recommendation was approved by the Council. We must do a better job of interpreting the value offered by the Presbytery through mailings, church visits, the annual report, and other means. The Presbytery Executive has been visiting with top giving congregations to express our thanks. We are working with our accounting firm to create financial reports for each congregation to reconcile their giving and our receipts.
  
5. Spend down the Foundation intentionally on congregations where it is likely to result in vital ministries. Acknowledging the primary role of the Presbytery to support its congregations, *the Team recommended that the Presbytery spend down the Foundation in excess of 10% in certain cases.* The Team did not think it wise to spend beyond our cap to simply insure the continuation of congregational ministries as they have been. Rather than use the money for maintenance, *the additional Foundation money should be used to support congregations that are making a significant change and have demonstrated core characteristics of a vital congregation, or one that has demonstrated its willingness to become vital.* The Council is continuing to consider this recommendation.
  
6. Form a cross-ministry team to develop a vision for the Presbytery's congregations and to work proactively with congregations that are struggling. *The Team encourages the Presbytery to be more proactive in initiating conversations with struggling congregations and, where strategic, in bringing leadership from multiple congregations together to explore combined ministries.* A cross- ministry team could serve this role and could seek out opportunities for ministry that are broader than a single congregation. It is recommended that this cross-ministry team be "in the field" actively working with congregations. The Council is continuing to consider this recommendation.

Jean Dow, Council Moderator