

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

The Presbytery of Milwaukee held its stated meeting at Good Shepherd Trinity Church in Milwaukee on **Wednesday, September 25, 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 HR

Dow, Jean HR

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, 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

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

Stafford, Elizabeth HR

Stirrat, Ian A. HR

Stoll, Susan

Swanson, Brett

Swanson, James H.

Sytsma Bratt, Susan

Talley, Dee HR

Talley, L. Kelly HR

Tarvid, Kevin HR

Timberlake, Robert HR

Walker Cleaveland, Adam

Walker Cleaveland, Sarah

Wanner, Thomas HR

Weinberg, George HR

Wickersham, Carol

Williams, Tom HR

Presbytery of Milwaukee, September 25, 2019

Churches represented by Ruling Elders named , not represented (NR), or <u>excused</u>		
Beaver Dam, Grace	NR	
Beloit, United Church of Beloit	NR	
Beloit, Sun Valley	Michele Robbins	
Big Bend, Vernon	Linda Thompson	
Clinton, First	NR	
Delafield, Delafield	Larry Laux	
Dousman, First of Ottawa	NR	
Fort Atkinson, Grace United	NR	
Franklin, Faith	Jan Litscher	
Hartland, Kettle Moraine	NR	
Horicon, First	NR	
Janesville, First	NR	
Janesville, Rock Prairie	Jacqueline Davis	
Kenosha, First	NR	
Lake Geneva, Linn	NR	
Menomonee Falls, Living Hope	NR	
Mequon, Crossroads	Hyndie Steck	Mark Van Genderen
Milwaukee, Calvary	Ashanti Cook	
Milwaukee, Christ	Jerry Johnson	
Milwaukee, Grace	Dale Pennebecker	
Milwaukee, Immanuel	Leslie Davis	Jeff Stearns
Milwaukee, Tippecanoe	Judy Berdan	
Milwaukee, Good Shepherd Trinity	Monica Gramling	
Milwaukee, West Granville	Noel Adams	
Muskego, Heritage	NR	
New Berlin, Forest Park	<u>Cindy Stigler</u>	
Pewaukee, Faith Springs	NR	
Racine, Covenant	Claudia Grace	
Racine, First	NR	
Racine, Second	NR	
Richfield, First	NR	
Shorewood, North Shore	NR	
Sussex, Lisbon	NR	
Wales, Jerusalem	NR	
Waukesha, Bethesda	NR	
Waukesha, First	Jim Ziegler	
Waukesha, Southminster	NR	
Wauwatosa, Wauwatosa	Lisa Valenti-Jordan	
West Allis, Apostle	NR	
West Allis, Greenfield Avenue	Lori Johnson	
Whitewater, North Lima	NR	

Presbytery of Milwaukee, September 25, 2019

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

ROLL SUMMARY – Voting Members			
	Present	Absent	Excused
Teaching Elders – Voting	38	7	49
Ruling Elders – Voting	31	33	7
TOTAL	69	40	56
Corresponding members	1		
Candidates	0		
Visitors	96		
Staff	1		
Total Attendance	167		

The meeting of the Presbytery began at 3:58pm.

BUSINESS MEETING

Moderator Will Houts welcomed members and invited Michelle Byrd, council member of Good Shepherd Trinity church to the lectern, and Michelle welcomed everyone and opened the business meeting with prayer.

INTRODUCTION OF INTERNATIONAL PEACEMAKER

Rachel Yates introduced and welcomed International Peacemaker the Rev. Lydia Neshangwe, Stated Clerk of the Presbytery of Zimbabwe, Uniting Presbyterian Church in Southern Africa. Rachel also introduced and welcomed Kerri Parker, Executive Director of Wisconsin Council of Churches.

INTRODUCTION OF NEW MINISTER MEMBER

Andy Holmes, Co-Moderator of the Commission on Ministry introduced and welcomed the Rev. Susan Sytsma Bratt, new pastor at Crossroads Presbyterian in Mequon. Her installation will take place on Oct. 27 at 4pm. Susan thanked the Presbytery of Milwaukee for walking alongside the Crossroads congregation during their times of transition and grief.

INTRODUCTION OF NEW RULING ELDER COMMISSIONERS

The following first time ruling elder commissioners were welcomed: Larry Laux - Delafield, Lisa Valenti-Jordan - Wauwatosa, Mark Van Genderen and Hyndie Steck - Crossroads.

CONSENT AGENDA

The consent agenda as distributed seven days before the stated meeting was presented by the Stated Clerk. Janet Ahrens, President of the Foundation asked that page 12 of the consent agenda, be pulled from the consent agenda. **The amended consent agenda was approved.**

COUNCIL REPORT

Jean Dow, Council Moderator, presented the First Read of an amendment to the Manual of Operations which introduced a realignment of Commission Responsibilities within the presbytery structure. She offered a brief description of why it was being considered, and reminded the body that the amendment will be voted on at the November 21st presbytery gathering.

Vice Moderator, Elder Judy Jaggard, assumed the podium.

Jean Dow, on behalf of the Council and Grace Presbyterian in Milwaukee, made a motion to approve the sale of the Grace Milwaukee manse:

MOTION:

To approve Grace Presbyterian, Milwaukee's request, as it appears in the papers, to sell their manse at 3167 South Taylor Avenue.

The motion was approved without discussion.

Jean Dow, on behalf of Council made the following motion:

MOTION:

To approve the renewal of the Memorandum of Partnership Agreement with Dangme-Tongu Presbytery of Ghana, as it appears in the papers.

After brief discussion, the motion was approved.

Jean presented the First Read of the proposed balanced budget for 2020, providing two different documents, one with the new presbytery committee structure and one without. This budget includes an increase in Per Capita of \$0.25 mostly because the Synod of Lakes and Prairies increased their Per Capita amount. There is also a change in

percentages for the 2020 Mission Support dollars that is proposed in the budget draft, which is

PMA - 20%

Synod - 15%

Presbytery - 65%

The budget will be voted on at the November 21st presbytery gathering. Jean mentioned the upcoming sale of the Fox Lake, First church building, which has been facilitated by the Fox Lake First Administrative Commission, whose members are:

Jim Halverson, Wauwatosa - Moderator

Chris Davis, Beaver Dam

Sherry Helmer, Fox Lake-First

Fiona Nicolaisen, At Large

Eileen Pierce, Living Hope - Clerk

Moderator Will Houts assumed the podium.

FOUNDATION REPORT

Janet Ahrens, President of the Foundation, presented a First Read of the amended bylaws of the Presbytery of Milwaukee Foundation. The amended bylaws of the Foundation will be voted on at the November 21st presbytery gathering. Janet referenced the corrected Foundation financials for July 2019 which was found in the additional papers, page 66, which replaces the report (page 12) that was pulled from the consent agenda.

CALVARY ADMINISTRATIVE COMMISSION REPORT

Jean Dow as Moderator of the Calvary Administrative Commission made the following motion:

MOTION:

The Calvary Administrative Commission requests that the Presbytery of Milwaukee dissolve the Calvary Administrative Commission.

Ann Gibbs offered thanks for the Commission's work. After discussion, the **motion was approved**. Moderator Will Houts prayed.

PRESBYTERY EXECUTIVE REPORT

Rachel Yates, Presbytery Executive offered her report, which included small church vitality certificates given to all the churches and participants of the 6 month Small Church Vitality program. Rachel invited Ann Gibbs forward, and Ann announced the Vital Congregations Week, Oct. 28-Nov. 1, which will offer a different program each day of the week.

COMMISSION ON MINISTRY REPORT

JP Kastner, co-moderator of the Commission on Ministry, made the following motion:

MOTION: To approve the 2020 Proposed Minimum Terms of Call as found in the papers.

There were no comments or questions. **The motion was approved.**

NEW BUSINESS

There was no new business and we began worship at 4:40 which allowed extra time for worship and dinner.

WORSHIP WITH COMMUNION

The Rev. Lydia Neshwangwe preached on **Colossians 1:15-23**. The sermon was titled “He Who Never Visits.” The offering of \$585 was received and will go to Rev. Dr. Katie Geneva Cannon Scholarship Fund of the PC(USA). Communion was officiated by the Rev. Lydia Neshangwe and the Rev. Susan Sytsma Bratt. The Dazzling Angels dance troupe offered their dances in worship.

DINNER

KEYNOTE

Dr. Bettina Love, author of “We Want To Do More Than Survive,” was the keynote speaker for the presbytery, speaking to more than 150 presbytery members, friends and visitors.

Respectfully submitted,

Christian Boyd, Stated Clerk

These minutes were approved on November 21, 2019.

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CONSENT AGENDA
September 25, 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 September 25, 2019 gathering of the Presbytery be adopted.**
- **That the [Minutes](#) of the May 21, 2019 Stated gathering of the Presbytery be approved.**
- **To seat as a Corresponding Member with voice:**
 - Dr. Bettina L. Love, Educator and Keynote speaker
 - Lydia Neshwange, International Peacemaker - Zimbabwe
- **That the following written reports be received:**
 - Commission on Ministry Report – pp. 4-10
 - Foundation Report - p. 11-14
 - Fox Lake, First Administrative Commission Report - p.15
 - Leadership Development Task Force Report – p. 16
 - Nominating Committee Report - p. 17
 - Planning Commission Report – p. 17
 - Stated Clerk Report - p. 17
 - Treasurer Report - p. 18

Commission on Ministry Report

Presbytery of Milwaukee

September 25, 2019

Training for Ruling Elders to Administer Communion

Due to the large number of open pastor positions, the Commission on Ministry in partnership with the Commission for the Preparation for Ministry has developed a program to approve Ruling Elders to administer Holy Communion when a Minister of Word and Sacrament is not available. (Included)

Pulpit Supply Guidelines

To help congregations without a pastor find worship leadership, the Commission on Ministry has updated the Pulpit Supply Guidelines. (Included)

Commissioned Pastors

The Commission on Ministry has reviewed Commissioned Pastor Cathy Manthei and found that she is exceeding all requirements. This completes the Presbytery's annual review for Commissioned Pastors.

Validated Ministry Annual Review

In 2018-2019 the Commission on Ministry conducted on site visits with those serving in validated ministry. The COM is hosting a cookout September 20, 2019, for an informal check-in and collegial gathering of those in Validated Ministry.

Review of All Terms of Call and Contracts of Ministers of Word and Sacrament.

The Commission on Ministry has reviewed almost all the terms of call and contracts in the Presbytery. The Commission is following up with those Sessions who have not provided the contracts.

Pastors, if you are wondering if your annual terms of call or contract has been sent in for 2019, please contact Chris Halverson. Personnel Chairs or Clerks of Session, if you have not reviewed your pastor's terms of call or contract for 2019 and provided that information to the Presbytery, please see to this ASAP.

Actions Taken as a Commission

1. Approved a request from Crossroads PC to stop looking for a Bridge Associate Pastor and instead elect an APNC.
2. Approved a request from Immanuel PC to name the Reverend Jean Dow as Pastor Emerita.
3. Approved a contract for the Reverend Carol Jeunette (ELCA) to serve as the transitional consultant at Good Shepherd Trinity.
4. Approved a request from Faith PC to form a PNC.
5. Approved the request from Christ Presbyterian Church that Ruling Elders Janet Herring, Cynthia D. Miller, Delores Moore, Alice Sampson, Perthina (Tina) Spears and Jacqueline Molton receive training to lead at the Lord's Table for Communion. Training was provided by Rev. Jerry Kramer

through CPM. Freda Johnson, Jacqueline Molton, Cynthia Miller, Delores Moore, and Tina Spears completed the training. COM approved Jacqueline Molton, Cynthia Miller, Delores Moore, and Tina Spears to administer communion. Freda Johnson was also approved upon affirmation of the Christ session

6. Approved new Pulpit Supply Guidelines.
7. Approved a request from Greenfield Avenue PC for Ruling Elder Mark Brodaczynski to be trained to administer communion.
8. Approved the Greenfield Avenue PC Interim Job Description
9. Approved the Proposed Minimum Terms of Call for 2020.
10. Approved the Changes to the Structure of the Presbytery.
11. Approved the Faith PC Job Description
12. Approved a request from Immanuel PC to form an APNC.

Motion to Approve 2020 Minimum Terms of Call

JP Kastner jpkastner@gmail.com

Andy Holmes revandrewholmes@gmail.com

Program to Authorize and Train Elders to Serve Communion

“Churches without pastors often struggle to schedule supply preachers for worship, sometimes choosing to go with a member of their congregation if they cannot find an available pastor or commissioned ruling elder. This task, however, gets even more difficult on Sundays when communion is served. In the past, only an ordained pastor or commissioned ruling elder could administer the sacraments. Times and the Book of Order have changed.” From Albany Presbytery

The Book of Order stresses that is the presbytery’s *responsibility and power to: provide that the Sacraments may be rightly administered and received. This responsibility shall include...authorizing and training specific ruling elders to administer or preside at the Lord’s Supper when it deems it necessary to meet the needs for the administration of the Sacrament...* G-3.03b

Recognizing the growing need in our presbytery as churches flux in transition and face limited availability of ordained Ministers of the Word and Sacrament to meet that need, the Commission on Ministry and Commission on Preparation for Ministry offer the opportunity for elders to be authorized to serve communion.

Guidelines and Parameters:

Who may seek this authorization?

Congregations without an installed pastor, commissioned pastor, stated supply or transitional pastor. This program is intended to assist congregations without ordained or commissioned pastoral leadership.

The Lord’s Supper shall be authorized by the session and administered by a minister of the Word and Sacrament. It is appropriate that a presbytery authorize and train ruling elders to administer the Lord’s Supper in the event of the absence of pastors. W-3.0410

What is the process for authorization?

Individuals must be ordained elders, who have been members of the congregation for at least three years and served on session for at least one year. Session must vote to approve these individuals and send a request for training and approval to COM. Training must be completed and approved by COM prior to the authorization to administer the Lord’s Supper. The authorization is for approved, individual elders; it is not a blanket approval for all elders in the congregation and applies only to those who have gone through the approval and training process.

How is the role to function in the life of the congregation?

First, the authorization for an elder to administer the Lord’s Supper is limited to the congregation in which the individual is a member. As the session approves the occasions in which the Lord’s Supper may take place, the session must approve the services for which the elder will administer the sacrament. As there are already provisions for elders extending the table to shut-ins, this authorization is for the context of regular worship and special services approved by the session. And as this provision is to meet the need when there is a lack of ordained or commissioned pastoral leadership, this authorization is only for those occasions for which there is no available ordained Minister of the Word and Sacrament. In the annual clerk reports to the presbytery the clerk of session will note the dates and occasions for which the authorized elders provided communion.

Is there a time limit to this authorization?

Individuals may be authorized for a term of up to three years or until an ordained Minister of the Word and Sacrament or Commissioned Pastor is called. The authorization may be renewed.

Will there be any support or guidance for authorized elders?

Elders who have been approved and trained will have a Minister of the Word and Sacrament as their mentor and as a resource.

Training

Training will be provided by the CPM. Training will cover a reformed, theological understanding of the Lord's Supper, the Directory for Worship's teaching on Communion, as well as review the services for the Lord's Supper in the Book of Common Worship and practical application in the context of the congregation.

Qualifications

The Book of Order already provides standards and guidelines for those elected and ordained to the role of elder. (G-2.0104a and b, G2-2.0301) While the same standards and guidelines should be used for discerning this additional call to serve the congregation through administering the Lord's Supper, it should be acknowledged that not every elder is suited to this ministry. Elders who have exhibited particular care and concern for the worshipping life of the congregation, exhibit both maturity in faith and also reverence for this sacred responsibility, and exhibit a gracious welcome to others as Christ does to all who comes to his table may be considered for this additional service.

Pulpit Supply Guidelines and List

The Pulpit Supply List is to assist congregations that need to find an individual to **temporarily** fill the pulpit for worship services. The worship leaders provided on this list have been approved by the COM and consist of PCUSA Teaching Elders, Pastors from denominations of the Formula of Agreement, Ruling Elders who have been previously commissioned but who are not serving in particular congregations; Inquirers or Candidates who have approval from the Commission on Preparation for Ministry, and Ruling Elders who have been provided training in preaching and worship. They also meet the Presbytery's standards for background checks and Safe Gatherings boundaries training.

“When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister of the Word and Sacrament, candidate, or ruling elder in a temporary pastoral relationship.” G-2.0504b

Pulpit Supply is intended as a Sunday by Sunday temporary relationship. If the church is intending to invite the same supply preacher **for more than 3 consecutive weeks** or enter into an ongoing relationship, Presbytery approval is required through the COM.

Administering the Sacraments

Only PCUSA Ministers of Word and Sacrament, Ruling Elders authorized by COM to serve communion, and ministers from our full communion partners may serve communion. Ecumenical partner ministers may administer the sacraments with approval of COM, or with the concurrence of COM moderators and Stated Clerk or Presbytery Associate.

For Congregations Who Do Not Have a Pastor

For congregations that are not occasionally filling the pulpit when the pastor is on vacation, study or sick leave, a pastor from this list must be used (both the Milwaukee Pulpit Supply List and the approved ecumenical partners). If a Session would like to invite another individual to fill the pulpit during a pastoral vacancy, permission must be obtained from COM before inviting the individual.

Compensation

Supplying the pulpit involves a significant commitment of preparation time by the supply preacher. Estimates of the time spent for one supply preaching date range from $\frac{3}{4}$ of a day to 1.5 days. Compensation for a supply preacher is \$150 for one service and an additional \$50 for two services plus mileage reimbursement and the current IRS rate.

Milwaukee Pulpit Supply List

(Include here)

Regional Full Communion Partners

In addition to the approved Milwaukee Pulpit Supply List, there are links to similar lists from our neighboring denominations with whom we are in full communion. The term “full communion” is understood here to specifically mean that the churches recognize each other as churches in which the gospel is rightly preached and the sacraments rightly administered according to the Word of

God. Utilizing ministers from these additional lists does not require COM permission and they may serve communion.

Reformed Church in America

UCC- Southeast Association Pulpit supply

<http://www.wcucc.org/wp-content/uploads/2019/03/Pulpit-Supply-3-8-19.pdf>

South Central Synod ELCA Pulpit Supply

<https://scsw-elca.org/wp-content/uploads/2018/12/PULPIT-SUPPLY-LIST-December-4-2.pdf>

Greater Milwaukee Synod ELCA Pulpit Supply

<https://milwaukee-synod.org/pulpit-supply/>

(Please note that the compensation requirements for the Greater Milwaukee Synod are \$175 service/ additional services add \$50)

Ecumenical Partners

While it is strongly encouraged that congregations utilize the approved Pulpit Supply List, sessions may invite ministers of other denominations to lead in worship. A list of our ecumenical partners is also included (an * denotes they are full communion partners and may serve communion). COM permission should be sought for using any pastor not on the approved pulpit supply list for more than four Sundays in a year. This includes PCUSA ruling elders who have not been trained and approved by COM for worship leadership.

This list is always being updated. Always ask the Stated Clerk to make sure the PC(USA) is still in correspondence with these denominations BEFORE approving a pulpit supply relationship.

African Methodist Episcopal Church

The African Methodist Episcopal Zion Church

Christian Church (Disciples of Christ) in the United States and Canada

Christian Methodist Episcopal Church

Cumberland Presbyterian Church

Cumberland Presbyterian Church in America

The Episcopal Church (USA)

Evangelical Lutheran Church in America*

Hungarian Reformed Church in America*

International Council of Community Churches

Korean Presbyterian Church Abroad (KPCA)*

Korean Presbyterian Church in America*

Moravian Church in America, Northern and Southern Provinces*

National Baptist Convention of America, Inc.

National Baptist Convention, USA, Inc.

Progressive National Baptist Convention, Inc.

Reformed Church in America*

United Church of Christ*

The United Methodist Church

Presbytery of Milwaukee Foundation, Inc.**Board Meeting on September 4, 2019****Treasurers Report****Year to Date July 31, 2019**

The attached Balance Sheet shows that during the first seven months of 2019 total assets of the Foundation increased by \$111,354.97 from a December 31, 2018 balance of \$2,196,356.96 to a July 31, 2019 balance of \$2,307,711.93.

The Statement of Activity shows YTD investment increases of \$218,160.18, a Presbytery transfer to the Foundation for Congregational Vitality of \$20,000 and an undesignated amount of \$3,160.08, less a Foundation transfers totaling \$116,882.00 to Presbytery for general support and transfers totaling \$13,083.29 to Morgan Stanley for Advisory Fees, for a net change of \$111,354.97.

During the first seven months of 2019 the Morgan Stanley investments of \$2,004,601.11 increased in value by \$218,160.18 to \$2,116,817.92. This is a seven month increase of 10.88%! Morgan Stanley Advisory Fees for the first seven months were \$13,083.29. This cost represents .65% of the beginning investment amount.

The Foundation met on May 15, 2019 and after a thorough explanation by Robin Muller, the Foundation accepted the Morgan Stanley proposal to change from a Portfolio Management Platform to a Select Unified Management Account Platform. This investment strategy is more responsive to the market and its goal is to moderate losses and increase investment gains. This change was implemented on May 24, 2019.

On May 21, 2019 Presbytery approved a motion to designate \$50,000, for a three year period, from the Presbytery of Milwaukee Foundation to support 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.

May 21, 2019 Presbytery Minutes reported that 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 moved 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. Motion was approved.

Presbytery's Manual of Operation (line 323-326) states that, "Foundation Funds may be used to balance the budget but should not exceed 10% of Foundation's unrestricted assets (as determined by the Foundation Secretary/Treasurer based on a 12-quarter revolving average)." An initial calculation of the 2020 general support maximum was made by David L. Holle and is being reviewed by Executive Director Rachel Yates.

Please let me know if you have any comments or questions. dholle@wi.rr.com

Sincerely,

David L. Holle, Secretary/Treasurer

(Corrected)
PRESBYTERY OF MILWAUKEE FOUNDATION INC.

ASSETS	Balance Sheet			
	Dec. 31, 2018	June 30, 2019	July Change	July 31, 2019
Morgan Stanley Account				
Cash, Money Market & C.D.s	\$ 447,381.74	\$ 190,997.54	\$ (14,944.58)	\$ 176,052.96
Investments	<u>1,557,219.37</u>	<u>1,919,956.62</u>	<u>20,808.34</u>	<u>1,940,764.96</u>
Total Morgan Stanley Acct.	\$ 2,004,601.11	\$ 2,110,954.16	\$ 5,863.76	\$ 2,116,817.92
Loans Receivable				
- Common Ground	\$ 150,000.00	\$ 150,000.00	\$ -	\$ 150,000.00
- Southminster Church	<u>41,755.85</u>	<u>40,894.01</u>	<u>-</u>	<u>40,894.01</u>
Total loans to Presbytery	\$ 191,755.85	\$ 190,894.01	\$ -	\$ 190,894.01
TOTAL ASSETS	<u>\$ 2,196,356.96</u>	<u>\$ 2,301,848.17</u>	<u>\$ 5,863.76</u>	<u>\$ 2,307,711.93</u>
EQUITY				
Congregational Vitality	\$ 10,000.00	\$ 30,000.00	\$ -	\$ 30,000.00
Bethany - Hispanic Needs	50,000.00	-	-	-
Bethany - Admin. Commission	-	50,000.00	-	50,000.00
San Jose Ministry Projects Grant	-	30,000.00	-	30,000.00
Supporting Pastors - COM	-	50,000.00	-	50,000.00
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	\$ 170,200.67	\$ -	\$ 170,200.67
Designated by Presbytery				
Uncommitted Equity	<u>2,126,156.29</u>	<u>2,131,647.50</u>	<u>5,863.76</u>	<u>2,137,511.26</u>
TOTAL EQUITY	<u>\$ 2,196,356.96</u>	<u>\$ 2,301,848.17</u>	<u>\$ 5,863.76</u>	<u>\$ 2,307,711.93</u>

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Statement of Activity
2019

	YTD June	July	YTD July
Increase in Assets			
Morgan Stanley earnings	\$ 192,428.12	\$ 25,732.06	\$ 218,160.18
Congregational Vitality transfer	20,000.00	-	20,000.00
Undesignated transfer	3,160.08	-	3,160.08
Total Increase	<u>\$ 215,588.20</u>	<u>\$ 25,732.06</u>	<u>\$ 241,320.26</u>
Decrease in Assets			
Presbytery annual support	\$ 101,882.00	\$ 15,000.00	\$ 116,882.00
Advisory Fees	<u>8,214.99</u>	<u>4,868.30</u>	<u>13,083.29</u>
Total Decreases	<u>\$ 110,096.99</u>	<u>\$ 19,868.30</u>	<u>\$ 129,965.29</u>
Net Change in Assets	<u>\$ 105,491.21</u>	<u>\$ 5,863.76</u>	<u>\$ 111,354.97</u>

Prepared on September 19, 2019 by David L. Holle
Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.
Foundation Financials YTD July 2019

Presbytery of Milwaukee Foundation, Inc.

Board Meeting on September 4, 2019

Treasurers Report

Year to Date August 31, 2019

The attached Balance Sheet shows that during the first eight months of 2019 total assets of the Foundation increased by \$85,454.69 from a December 31, 2018 balance of \$2,196,356.96 to an August 31, 2019 balance of \$2,281,811.65.

The Statement of Activity shows YTD investment increases of \$222,259.90, plus a transfer to the Foundation of \$20,000 for Congregational Vitality, plus an undesignated amount of \$3,160.08, Foundation transfers totaling \$146,882.00 to Presbytery for a portion of their annual general support and transfers totaling \$13,083.29 to Morgan Stanley for Advisory Fees, for a net income of \$85,454.69.

During the first eight months of 2019 the Morgan Stanley investments of \$2,004,601.11 increased in value by \$222,259.90. This is an eight month increase of 11.09%! Morgan Stanley Advisory Fees for the first eight months were \$13,083.29. This cost represents .62% of the beginning investment amount.

Please let me know if you have any comments or questions. dholle@wi.rr.com

Sincerely,

David L. Holle, Secretary/Treasurer

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

ASSETS	Balance Sheet			
	<u>Dec. 31, 2018</u>	<u>July 31, 2019</u>	<u>August Change</u>	<u>August 31, 2019</u>
Morgan Stanley Account				
Cash, Money Market & C.D.s	\$ 447,381.74	\$ 176,052.96	\$ (27,259.93)	\$ 148,793.03
Investments	<u>1,557,219.37</u>	<u>1,940,764.96</u>	\$ 1,359.65	<u>1,942,124.61</u>
Total Morgan Stanley Acct.	\$ 2,004,601.11	\$ 2,116,817.92	\$ (25,900.28)	\$ 2,090,917.64
Loans Receivable				
- Common Ground	\$ 150,000.00	\$ 150,000.00	\$ -	\$ 150,000.00
- Southminster Church	<u>41,755.85</u>	<u>40,894.01</u>	-	<u>40,894.01</u>
Total loans to Presbytery	\$ 191,755.85	\$ 190,894.01	\$ -	\$ 190,894.01
TOTAL ASSETS	<u>\$ 2,196,356.96</u>	<u>\$ 2,307,711.93</u>	<u>\$ (25,900.28)</u>	<u>\$ 2,281,811.65</u>
EQUITY				
Congregational Vitality	\$ 10,000.00	\$ 30,000.00	\$ -	\$ 30,000.00
Bethany - Hispanic Needs	50,000.00	-	-	-
Bethany - Admin. Commission	-	50,000.00	-	50,000.00
San Jose Ministry Projects Grant	-	30,000.00	-	30,000.00
Supporting Pastors - COM	-	50,000.00	-	50,000.00
Towner Scholarships	<u>10,200.67</u>	<u>10,200.67</u>	-	<u>10,200.67</u>
Total Committed Equity	\$ 70,200.67	\$ 170,200.67	\$ -	\$ 170,200.67
Designated by Presbytery				
Uncommitted Equity	<u>2,126,156.29</u>	<u>2,137,511.26</u>	<u>(25,900.28)</u>	<u>2,111,610.98</u>
TOTAL EQUITY	<u>\$ 2,196,356.96</u>	<u>\$ 2,307,711.93</u>	<u>\$ (25,900.28)</u>	<u>\$ 2,281,811.65</u>

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Statement of Activity
2019

Income	<u>YTD July</u>	<u>August</u>	<u>YTD August</u>
Morgan Stanley earnings	\$ 218,160.18	\$ 4,099.72	\$ 222,259.90
Congregational Vitality transfer	20,000.00	-	20,000.00
Undesignated transfer	<u>3,160.08</u>	-	<u>3,160.08</u>
Total Income	<u>\$ 241,320.26</u>	<u>\$ 4,099.72</u>	<u>\$ 245,419.98</u>
Expense			
Presbytery annual support	\$ 116,882.00	\$ 30,000.00	\$ 146,882.00
Advisory Fees	<u>13,083.29</u>	-	<u>13,083.29</u>
Total Expenses	<u>\$ 129,965.29</u>	<u>\$ 30,000.00</u>	<u>\$ 159,965.29</u>
 Total Income (Loss)	 <u>\$ 111,354.97</u>	 <u>\$ (25,900.28)</u>	 <u>\$ 85,454.69</u>

Prepared on September 5, 2019 by David L. Holle dholle@wi.rr.com
Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.
Foundation Financials YTD August 2019

Greetings,

I am pleased to report that the AC for First Presbyterian Church, Fox Lake has accepted an offer of \$37,000 for the sale of the church building and property. The current plan is to close on the sale September 26th. While the building and property are being sold "As Is", there is one item that will be dealt with after we close. The church bell is 120 years old and since we are not selling to another worshipping community, it will be removed from the steeple and donated to the local historical society per the wishes of the Fox Lake congregation.

The AC does have additional work to do including organizing records and archives as well as following up on an outstanding endowment. We expect to have a more complete report available for the November meeting.

Peace,

First Presbyterian Church, Fox Lake Administrative Commission

Jim Halverson - Moderator jim.r.halverson@gmail.com

Eileen Pierce - Clerk

Chris Davis

Sherry Helmer

Fiona Nicolaisen

**Presbytery of Milwaukee
Leadership Development Task Force
September 25, 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!

At the time of this writing, a fall officer training event is scheduled for Saturday, September 14, to be held at Beaver Dam, Grace.

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

Respectfully submitted,

Nicole Farley
Leadership Development Task Force

The following vacancies on Presbytery Commissions/Committees have been filled by Presbytery Moderator's appointment as per the Manual of Operations:

- Interfaith Conference Board - Class of 2020 Paul Neymeyr - Forest Park

Lance Loveall, Moderator
k1stpres@kenoshafpc.org

Presbytery of Milwaukee
September 25, 2019
Presbytery of Milwaukee Planning Commission Report

Your Planning Commission has been working on the four scheduled gatherings for 2020 for a couple months now. We are excited to let you know that our theme for 2020 will be Co-Workers For The Gospel ! Under that umbrella our four gatherings will focus on Co-Workers within our congregations as well as inside and outside the wider church.

In addition we are working on programming which will take us beyond the four gatherings and provide opportunities for further discussion and contemplation on how each of us can be a co-worker for the Gospel.

We will provide dates for meetings as soon as we have them confirmed and look forward to sharing our 2020 programming at the November gathering.

Lee Tan - Moderator
lee.h.tan@gmail.com

Presbytery of Milwaukee
September 25, 2019
Stated Clerk Report

The Stated Clerk Christian Boyd reports that 2018 Session Minute Review meetings are taking place, and will be completed in October.

Christian Boyd, Stated Clerk
statedclerk@pbymilwaukee.org

Presbytery of Milwaukee
Presbytery of Milwaukee, September 25, 2019
Summary Comparative Statement of Activities
January to August 2019

Accounts	MTD Actual (Cur Month)	MTD Budget (Cur Month)	MTD Budget/Actual (Cur Month)	YTD Actual (Current Yr)	Annual Budget (Current Yr)	Annual Budget/Actual (Current Yr)	% of Annual Budget Used (Current Yr)
Revenue							
Per Capita	\$2,139.77	\$13,713.06	(\$11,573.29)	\$94,519.00	\$164,556.70	(\$70,037.70)	57.44 %
Mission Support	\$2,212.77	\$13,124.69	(\$10,911.92)	\$73,851.41	\$157,496.30	(\$83,644.89)	46.89 %
Foundation Support	\$15,080.00	\$16,615.17	(\$1,535.17)	\$131,962.00	\$199,382.00	(\$67,420.00)	66.19 %
Administrative	\$1,274.47	\$1,229.33	\$45.14	\$21,259.72	\$14,752.00	\$6,507.72	144.11 %
San Jose	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Revenue	\$20,707.01	\$44,682.25	(\$23,975.24)	\$321,592.13	\$536,187.00	(\$214,594.87)	59.98 %
Expenses							
Personnel Expenses							
Presbytery Executive	\$9,378.87	\$9,730.42	\$351.55	\$76,996.78	\$116,765.00	\$39,768.22	65.94 %
Office Manager	\$5,568.58	\$5,545.59	(\$22.99)	\$46,539.44	\$66,547.00	\$20,007.56	69.93 %
Assoc for Ministry Vitality	\$7,755.52	\$7,524.01	(\$231.51)	\$58,871.82	\$90,288.00	\$31,416.18	65.20 %
Communications Associate	\$1,250.00	\$1,375.00	\$125.00	\$10,000.00	\$16,500.00	\$6,500.00	60.61 %
Pastor to Pastor Care	\$0.00	\$1,009.34	\$1,009.34	\$0.00	\$12,112.00	\$12,112.00	0.00 %
Stated Clerk	\$1,593.90	\$947.67	(\$646.23)	\$7,985.48	\$11,372.00	\$3,386.52	70.22 %
Other Personnel Position	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Payroll Expenses	\$1,025.64	\$996.50	(\$29.14)	\$8,972.37	\$11,958.00	\$2,985.63	75.03 %
Other Personnel Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Treasurer	\$0.00	\$166.67	\$166.67	\$0.00	\$2,000.00	\$2,000.00	0.00 %
Total Personnel Expenses	\$26,572.51	\$27,295.20	\$722.69	\$209,365.89	\$327,542.00	\$118,176.11	63.92 %
Administrative Expenses	\$3,235.64	\$4,532.91	\$1,297.27	\$41,360.73	\$54,395.00	\$13,034.27	76.04 %
Council Expenses	\$1,032.00	\$2,854.17	\$1,822.17	\$21,106.15	\$34,250.00	\$13,143.85	61.62 %
Partnerships	\$4,750.00	\$5,375.00	\$625.00	\$46,942.28	\$64,500.00	\$17,557.72	72.78 %
Standing Committees							
Commission on Ministry	\$4,057.53	\$4,208.33	\$150.80	\$35,347.50	\$50,500.00	\$15,152.50	70.00 %
Commission Prep for Ministry	\$0.00	\$416.67	\$416.67	\$429.00	\$5,000.00	\$4,571.00	8.58 %
Leadership Development	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Standing Committees	\$4,057.53	\$4,625.00	\$567.47	\$35,776.50	\$55,500.00	\$19,723.50	64.46 %
San Jose Expenses	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %
Total Expenses	\$39,647.68	\$44,682.28	\$5,034.60	\$354,551.55	\$536,187.00	\$181,635.45	66.12 %
Revenue Over (Under) Expenses	(\$18,940.67)	(\$0.03)	(\$18,940.64)	(\$32,959.42)	\$0.00	(\$32,959.42)	0.00 %

Motion to Amend Presbytery of Milwaukee Manual of Operation

The Presbytery Council moves the Presbytery to amend the Manual of Operation as follows:

That lines 261-264 be deleted and replaced with:¹

- 261 the Presbytery Council,
 262 the Congregational Vitality Commission,
 263 the Commission on Transitional Ministries,
 264 the Commission on Pastoral Ministries,

That the following language be inserted between lines 277-278: “Develop, nurture, maintain covenants for, and, as appropriate, offer funding for relationships with partnership institutions, ecumenical mission agencies, and campus ministries;”

That the following be deleted from lines 278-79: “, especially supporting the work of the Partnership Commission”.

That the following language be inserted between lines 294-95: “Maintain policies to guide congregations considering closure, dismissal, merger, or assimilation and work alongside those congregations and related administrative commissions in those processes;”.

That lines 328-358 be deleted and replaced with:

- 328 **The Congregational Vitality Commission.** The purpose of the Congregational Vitality
 329 Commission is to support innovative, creative, and connectional congregational
 330 ministries that enhance the vitality of congregations and empower leaders. This support may
 331 include training, resources, grants, and accompaniment.
 332
 333 The Congregational Vitality Commission is responsible for the following functions:
 334 • Receive, evaluate, and approve grant applications that promote congregational revitalization,
 335 including through missional outreach and distribution of peacemaking funds;
 336 • Prepare applications to facilitate review of grant requests and establish deadlines and procedures
 337 for the submission, evaluation, and determination of grants;
 338 • Offer vitality initiatives and training;
 339 • Assess congregational vitality and hold conversations with congregational leaders at
 340 different benchmarks;
 341 • Receive annual reports from Stated Clerk on congregational minute reviews and take action,
 342 if necessary, to assist congregations to come into compliance with governance requirements;
 343 • Provide resources for and interpretation of congregational assessment tools and results,
 344 including guidance for congregations after assessment;
 345 • Authorize and train ruling elders to administer or preside at the Lord’s Supper;
 346 • Authorize and train ruling elders for preaching; and
 347 • Offer leadership development programs for equipping sessions, deacons, or other church
 348 leaders.
 349 • Supervise and administer camp scholarships funded by the Camp Corbin Fund.

¹ References in this motion to line numbers for replacement language are to aid discussion only and will be changed to accommodate formatting.

That lines 388-392 be deleted and replaced with

388 **The Commission on Transitional Ministries.** The Commission on Transitional Ministries
389 supports congregations and pastors during times of conflict or transition in pastoral ministry.

That lines 403-06 be deleted and replaced with “The Commission on Transitional Ministries has been delegated the authority of the Presbytery to provide oversight of relationships among ministers the Presbytery, and congregations, including authorizations to form and dissolve those relationships. Specifically, the Commission is delegated the following responsibilities:”.

That line 416 be deleted.

That lines 418-419 be deleted.

That the following language from lines 424-26 be deleted and replaced with:

- “ Review and approve initial terms of call;”

That lines 432-35 be deleted.

That lines 448-51 be deleted.

That lines 394-401 be moved to follow the description of the Commission’s responsibilities.

That lines 468-473 be deleted and replaced with:

468 **The Commission on Pastoral Ministries.** The Commission on Pastoral Ministries supports
469 persons discerning calls to the ordered ministry of Minister of Word and Sacrament and, after
470 ordination, at all other stages of ministry. This support includes personal support and group
471 opportunities for learning and building relationships with colleagues.

That lines 475-76 be deleted and replaced with: “**Members.** The Commission on Pastoral Ministries shall consist of ministers and ruling elders nominated by the Nominating Committee and elected by the Presbytery Assembly. It shall have nine members, in equal classes of three.” and that lines 475-82 shall be moved to follow the responsibilities of the commission.

That lines 484-570 be stricken and replaced with:

- 484 • Support and encourage inquirers and candidates in the exploration of ordered ministry as
485 ministers of the Word and Sacrament or as ruling elders seeking to be commissioned to
486 pastoral service;
- 487 • Orient the session of the applicant’s home congregation to expectations and provide
488 education to congregations and pastors about process of theological education for the
489 applicant;
- 490 • Interview inquirers for enrollment;
- 491 • Confirm inquirers’ and candidates’ educational, counseling, and assessment requirements are
492 met;
- 493 • Assign liaisons to serve as guides and mentors to each inquirer and candidate;
- 494 • Meet annually with inquirers and candidates to discuss discernment process, set goals,

- 495 and receive feedback;
- 496 • Decide whether to recommend inquirers be examined by the Presbytery for candidacy;
- 497 • Examine and, if appropriate, certify candidates ready for examination by the Presbytery for,
- 498 ordination, pending a call, and assist with recertification if needed;
- 499 • Oversee the administration and awards of the Rev. Dr. Margaret E. Towner Scholarship,
- 500 including promoting giving to the fund;
- 501 • Welcome, orient, and support Presbyterian ministers who are new to the Presbytery;
- 502 • Welcome, orient, and support ministers of other denominations or other Christian churches,
- 503 including development and oversight of requirements of preparation for service;
- 504 • Advise ministers of support programs for physical, emotional, spiritual, and vocational
- 505 health;
- 506 • Work with congregations and pastors on sabbatical planning;
- 507 • Support unique needs of diverse spiritual leaders;
- 508 • Ensure completion of annual contracts and terms of call forms, including compliance
- 509 with minimum terms;
- 510 • Make recommendations to the Presbytery Assembly annually regarding compensation and
- 511 benefits standards;
- 512 • Assess and approve validated ministries annually;
- 513 • Maintain and implement the Presbytery's ethical boundaries policy

That the following language be inserted between lines 614-15: "Investigate and make recommendations to the Commission on Pastoral Ministries annually regarding compensation standards for ministers;"

That the word "Working" be deleted at lines 616 and 618 and be replaced with the word "Work".

Presbytery Commissions

This document describes the existing roles and responsibilities of the Commission on Preparation for Ministry, the Commission on Ministry, the Partnership Commission, and the Presbytery Council (including the Personnel Committee). In **red font**, the proposed changes to those roles are listed. Language that has been ~~deleted~~ has been moved to another commission.

This document is intended to offer guidance to the Council's motion to amend the Manual of Operation. The list of roles and responsibilities below contains more detail, including suggested activities of the commissions, than the Manual of Operation, which describes the high-level responsibilities delegated by the Presbytery Assembly.

COMMISSION ON PASTORAL MINISTRIES (9 members)

Reception & Support of Inquirers

- Support and encourage Inquirers in the exploration of ordered ministry
- Orient the Session of the applicant's home congregation to expectations of a Session and provide education to congregations and pastors about process of theological education for applicant.
- Interview inquirers for enrollment
- Confirm educational, counseling, and assessment requirements are met
- Meet annually with the inquirer to discuss discernment process, set goals, and receive feedback
- Assign a liaison to serve as guide and mentor to each inquirer

Oversight of Candidates

- Support and encourage Candidates as they explore and prepare for a call to the ordered Ministry of Word & Sacrament or ruling elder commissioned to pastoral service
- Meet annually with the candidate to discuss discernment process, set goals, and receive feedback
- Interview inquirer and decide whether to recommend the inquirer be examined by the Presbytery for Candidacy
- Confirm educational, counseling, and assessment requirements are met
- Examine and, if appropriate, certify ready for examination by the Presbytery for ordination, pending a call, and assist with recertification if needed
- Orient the Session of the applicant's home congregation to expectations of a Session and explain process of theological education for applicant.

Oversight of Rev. Dr. Margaret E. Towner Scholarship

- Develop the application question(s)
- Receive and review applications and award scholarships
- Promote giving to scholarship fund

Welcome to the Presbytery

- Find mentors for clergy new to ministry**
- Develop New Pastor Packet**
- Host gathering for clergy new to the Presbytery**
- Introduce new clergy at Presbytery Gatherings**
- Orient ministers of other denominations to service**

Assistance Programs

- Help pastors with BOP and Presbytery grant support and Call to Health**
- Maintain list of Spiritual Directors and Coaches**

Clergy Renewal

Publicize Lilly Foundation or denominational grants

Work with congregations and pastors on sabbatical planning

Recognize Ordination Anniversaries

Pastoral Relationships

Form and assist support groups

Support and recognize retired clergy (e.g., annual BOP luncheon and big celebrations (50+))

Recognize departing pastors at Presbytery Gatherings

Support unique needs of diverse spiritual leaders

Terms of Call

Ensure completion of annual contracts and terms of call forms, including compliance with minimum terms

Make recommendations to the Presbytery Assembly annually re compensation standards

Validated Ministries

Assess and approve validated ministries annually

Ethical Boundaries

Maintain and implement the ethical boundaries policy

Offer trainings for clergy and elders

COMMISSION ON TRANSITIONAL MINISTRIES (12-15 members)

Pastoral Relationship

- Examine ministers seeking membership into this Presbytery, dismiss them to other presbyteries, grant honorably retired status and dismiss/release/set aside ordination involuntarily or upon request
- Examine ministers of other denominations in full communion with PC(U.S.A.) for Presbytery service
- Grant permission to labor within or outside the bounds of the presbytery
- Review and approve initial terms of call
- Commission ruling elders or ministers of other Christian churches to particular pastoral service

Process Support from Dissolution of Pastoral

- Relationship -Calling a New Pastor
- Conduct exit interviews
- Oversee dissolution process
- Appoint moderators to sessions of churches
- Assign COM liaisons
- Approve Mission Studies
- Approve Pastor Job Descriptions
- Support Pastor Nominating Committees, including Ministry Information Form approval
- Counsel congregations regarding temporary and permanent pastoral relationships
- Oversee the temporary and permanent call processes
- Hold quarterly check-ins (minimum)
- Encourage use of Ernest Glenn Plan for identifying racially diverse pastors
- Conduct fit interviews

Conflicts

- Offer conflict management advice in particular instances
- Intervene in congregational conflict or among pastors of the Presbytery through various means, including conversation, mediation, training, and discipline

CONGREGATIONAL VITALITY COMMISSION (9 members)

Grants

Receive, evaluate, and approve grant applications that promote the Presbytery's mission and outreach to the community, congregational revitalization, and missional outreach, including distribution of peacemaking funds

Prepare applications to facilitate review of grant requests and establish deadlines and procedures for the submission, evaluation, and determination of grants.

~~Develop and nurture relationships and review and propose funding for partnership institutions, ecumenical mission agencies, and campus ministries, such as, but not limited to: Presbyterian Homes of Wisconsin, Ghana Partnership, Wisconsin Council of Churches, Interfaith Conference of Greater Milwaukee, Carroll University, Pres House (Madison), and University Christian Ministries (UW Milwaukee)~~

~~Keep any agreements and covenants with organizations current~~

Supervise and administer camp scholarships funded by the Camp Corbin Fund

Vitality Initiatives

Offer vitality initiatives and training

Assess congregational vitality and hold conversations with congregational leaders at different benchmarks

Receive annual reports from Stated Clerk on congregational minute reviews and take action, if necessary

Provide resources for and interpretation of congregational assessments, such as Holy Cow Consulting

Offer next-steps assistance for congregations after assessment

Leadership Development

Authorize and train ruling elders to administer or preside at the Lord's Supper

Authorize and train ruling elders for preaching

Help people to identify their gifts, skills, and call and how that might intersect with the needs and vision of the Presbytery

Offer leadership development opportunities for equipping sessions, deacons, or other church leaders, as requested

COUNCIL (9 members)

Vision

- Implement the Presbytery's vision and coordinate efforts to fulfill its constitutional and communal purposes
- Engage the Presbytery in visionary and expansive evangelism opportunities, including thru supervision of New Way Task Force
- Prepare and recommend to Presbytery a regular system of priority setting and response to new and emerging needs

Personnel

- Maintain responsibility for support, review and recommendations regarding personnel;

Ecumenical and Interfaith Relationships

- Develop, nurture, maintain covenants for, and, as appropriate, offer funding for relationships with partnership institutions, ecumenical mission agencies, and campus ministries, such as, but not limited to: Presbyterian Homes of Wisconsin, Ghana Partnership, Wisconsin Council of Churches, Interfaith Conference of Greater Milwaukee, Carroll University, Pres House (Madison), and University Christian Ministries (UW-Milwaukee)**

Needs and Functions of the Presbytery

- Guide work of Disaster Preparedness & Response Task Force

~~Leadership Development~~

Disciplinary matters

Appointments to other church bodies

Property

- Serve as trustees of the Presbytery
- Maintain communication with the Presbytery of Milwaukee Foundation
- Evaluate any requests for property acquisition, encumbrance, or disposition

Populate the Nominating Committee

Financials

- Develop annual budget to recommend to Presbytery
- Receive regular financial reports to ensure financial health of the Presbytery

Closures and Dismissals

- Maintain policies to guide congregations considering closure or dismissal**
- Work alongside congregations and related administrative commissions for a good closure or dismissal**

Merger and Assimilations

- Maintain policies to guide congregations considering merger or assimilation**
- Work alongside congregations in the discernment and implementation of a merger or assimilation**

PERSONNEL COMMITTEE of the COUNCIL

Oversight of the Presbytery Staff

- Maintain and implement the Presbytery Personnel Policies
- Provide for staff Annual Reviews
- Make salary recommendations to the Council

Interview and recommend to Council hiring and dismissal of Presbytery staff, as well as creation and dissolution of positions

Interview and recommend to the Nominating Committee the nomination of the Presbytery Treasurer, Presbytery Foundation Treasurer, Stated Clerk and Associate Stated Clerk.

Support Congregational Personnel Teams

Offer training for congregational personnel teams on policy development and best practices

Pastor Compensation

Investigate and make recommendations to the Commission on Pastoral Ministries annually re compensation standards

GRACE PRESBYTERIAN CHURCH
2931 S. Kinnickinnic Avenue
Milwaukee, Wisconsin 53207

8/14/2019

To: Rachel Yates, Milwaukee Presbytery

Dear Rachel,

Enclosed is the market analysis from agent Marie Janzen at First Weber Realty and the letter report from Priority Title for the manse property at 3167 S. Taylor Avenue, Milwaukee, Wisconsin 53207. Grace Church is providing this information with the intent of selling this property. Proceeds from the sale will be put into the Grace Investment Committee account for the purpose of investing and continuing to support mission and other needed obligations. Our current pastor has purchased a private home, and by doing so, has given Grace Church the opportunity to sell the manse property. Please pass this information to the needed source, so that this can be brought to the September Presbytery meeting.

If there are any concerns or questions, please call me at 414-762-6768.

Respectfully,

Dale Pennebecker

Priority Title Corporation

Office File No.: **CT-50667419-O**

TO: Grace Presbyterian Church

RE: 3167 S. Taylor Avenue, Milwaukee, WI 53207

TAX KEY NO.: 538-0312-000

LEGAL DESCRIPTION:

The South 17 feet of Lot 38 and the North 25 feet of Lot 39, in Block 4, in Brookhaven, being Lot 17 in the Northwest 1/4 of Section 16, in Township 6 North, Range 22 East, in the City of Milwaukee, Milwaukee County, Wisconsin.

From an examination of the records in the Office of the Register of Deeds for **Milwaukee** County we find that the grantee(s) names in the latest recorded conveyance of the real estate described above is/are:

Grace Presbyterian Church

The following are all of the unsatisfied encumbrances of record in any of the public offices of **Milwaukee** County affecting the real estate described above, filed or recorded since the afore-mentioned grantee(s) took title, including all unsatisfied mortgages, judgments and liens, including state and federal tax liens, docketed or file against said grantee(s):

Exceptions:

1. General taxes for the year 2019.

Dated as of July 18, 2019, the effective date hereof.

The Company's liability for this report is limited to a maximum of \$1,000.00. This report and the legal description given herein are based upon information supplied by the applicant as to the location and identification of the premises in question, and no liability is assumed for any discrepancies resulting therefrom. This report does not represent either a commitment to insure title or an opinion as to the marketability of title to the subject premises.

Issued By: **Priority Title Corporation**
611 N. Barker Road
Brookfield, WI 53045
(262) 798-8700

113

DOCUMENT NO.

DEED 3581 PAGE 161

This indenture, Made this 31st day of May A. D. 19 56. between ZOFIA WOLOSZYN, ANTHONY F. FIORENTINO and ANGELA J. FIORENTINO, wife of forementioned ANTHONY F. FIORENTINO

GRACE PRESBYTERIAN CHURCH

a Corporation duly organized and existing under and by virtue of the laws of the State of Wisconsin, located at Milwaukee Wisconsin, party of the second part.

Witnesseth, That the said party 1st of the first part, for and in consideration of the sum of One Dollar (\$1.00) and other good and valuable consideration

to them in hand paid by the said party of the second part, the receipt whereof is hereby confessed and acknowledged, have given, granted, bargained, sold, remised, released, aliened, conveyed and confirmed, sold by these presents do give, grant, bargain, sell, remise, release, alien, convey and confirm unto the said party of the second part, its successors and assigns forever, the following described real estate, situated in the County of Milwaukee and State of Wisconsin, to-wit:

The South Seventeen (17) feet of Lot numbered Thirty-eight (38) and the North Twenty-five (25) feet of Lot numbered Thirty-nine (39) in Block numbered Four (4) in Brookhaven, being Lot numbered Seventeen (17) in the North West One-quarter (1/4) of Section numbered Sixteen (16), in Township numbered Six (6) North, Range numbered Twenty-two (22) East, in the City of Milwaukee.

61
602
628



Together with all and singular the hereditaments and appurtenances thereto belonging or in any wise appertaining; and all the estate, right, title, interest, claim or demand whatsoever, of the said party 1st of the first part, either in law or equity, either in possession or expectancy of, in and to the above bargained premises, and their hereditaments and appurtenances.

She have and is hold the said premises as above described with the hereditaments and appurtenances, unto the said party of the second part, and to its successors and assigns FOREVER.

And the said ZOFIA WOLOSZYN, ANTHONY F. FIORENTINO and ANGELA J. FIORENTINO, wife of forementioned ANTHONY F. FIORENTINO for themselves, their heirs, executors and administrators, do covenant, grant, bargain and agree to and with the said party of the second part, its successors and assigns, that at the time of the enrolling and delivery of these presents they are well seized of the premises above described, as of a good, rare, perfect, absolute and indefeasible estate of inheritance in the law, in fee simple, and that the same are free and clear from all incumbrances whatever, except easements, and restrictions of record, if any, laws and ordinances regulating or restricting the use of the premises, and taxes from January 1, 1956,

and that the above bargained premises in the quiet and peaceful possession of the said party of the second part, its successors and assigns, against all and every person or persons lawfully claiming the whole or any part thereof they will forever WARRANT AND DEFEND.

In Witness Whereof, the said party 1st of the first part has hereunto set their hand and seal this 31st day of May A. D. 19 56

SIGNED AND SEALED IN PRESENCE OF
C. Harold Nicolaus
C. Harold Nicolaus
Melvin M. Weed
Melvin M. Weed

Zofia Woloszyn (SEAL)
Anthony F. Fiorentino (SEAL)
Angela J. Fiorentino (SEAL)

STATE OF WISCONSIN, Milwaukee County, ss. Personally came before me, this 31st day of May A. D. 19 56 the above named ZOFIA WOLOSZYN, ANTHONY F. FIORENTINO, and ANGELA J. FIORENTINO, wife of forementioned ANTHONY F. FIORENTINO to me known to be the person who executed the foregoing instrument and acknowledged the same.

Received for Record this day of A. D. 19 st o'clock M.
C. Harold Nicolaus
Notary Public, Milwaukee County, Wis.
My Commission expires A. D. 19

**MEMORANDUM OF PARTNERSHIP AGREEMENT
BETWEEN THE DANGME-TONGU PRESBYTERY OF THE PRESBYTERIAN CHURCH OF GHANA AND
THE PRESBYTERY OF MILWAUKEE, PRESBYTERIAN CHURCH (U.S.A.)**

The Dangme-Tongu Presbytery of the Presbyterian Church of Ghana and the Presbytery of Milwaukee of the Presbyterian Church (USA) agree to celebrate the following Partnership Agreement which began in February 2008 and continues in effect for five years from the last date signed below, unless terminated in writing by either party.

We are by this agreeing to engage in a partnership that among other things

- Acknowledges that each partner has something to contribute in living our call to unity, and uniformity;
- Allows for mutual learning and sharing of gifts for effective mission engagement;
- Fosters accountability in our common witness to the gospel and builds our capacity for love and friendship;
- Affirms the uniqueness and distinctiveness of each other's practice of ministry and calls us to accompany each other in discerning God's purpose for pastoral and prophetic presence in context.

We shall commit ourselves to

- Pray for each other;
- Support each other in ministry, especially in evangelism and church growth.

We shall then commit ourselves to a partnership in mission that will find expression in areas that include, but not be limited to

1. Getting to know each other as brothers and sisters in Christ living on different continents, to learn each other's stories and traditions, and to bond with each other in compassion and trust.
2. Planning and carrying out exchange visits of groups representing our respective presbyteries.
3. Exploring opportunities for outreach by developing joint mission projects.
4. Telling the stories of our presbyteries and congregations.
5. Promoting lay leadership development in Ghana and revitalization of Milwaukee Presbytery congregations' spiritual vitality.

All partners shall offer a spirit of ministry that

- Invites us to be friends who share joys and struggles, who know one another's spiritual gifts, and who witness to the Gospel of Jesus Christ in ways that empower each other.
- Calls us to share faith with one another through prayer, sacrament, and service so that we become a united people being by the grace of God and not merely through our own intentions.
- Calls us to be attentive to each other's hopes, dreams, and expectations so that we are prepared to serve in a spirit of grace and truth.

This agreement is effective when both Presbyteries have approved it and dated below.


Rev. Samuel Atteh Odjelua
Chairperson
Dangme-Tongu Presbytery of the
Presbyterian Church of Ghana

Rev. Willem P. Houts
Presbytery Moderator
Presbytery of Milwaukee of the
Presbyterian Church (U.S.A.)

Witnessed by 
Rev. Isaac Sackey Kwao
Clerk of Presbytery
Dangme-Tongue Presbytery of the
Presbyterian Church of Ghana

Rev. Dr. Christian D. Boyd
Stated Clerk
Presbytery of Milwaukee of the
Presbyterian Church (U.S.A.)

Dated: 3rd September, 2019

Dated: _____

PARTNERSHIP AGREEMENT

In 2008, the Milwaukee Presbytery and Dangme-Tongu Presbytery entered into a partnership agreement. It was renewed for another 5-year term in 2013. **Now, Milwaukee Presbytery is invited to continue its partnership covenant for another 5 years.**

PARTNERSHIP IS PRAYER

As partners we agree to...

- pray for each other
- share joys & struggles
- share in the sacraments to be united by God's grace



DID YOU KNOW ?
 DANGME-TONGU PRESBYTERY HAS ABOUT 42,000 MEMBERS, COMPARED TO MILWAUKEE PRESBYTERY'S 6,400



PARTNERSHIP IS FELLOWSHIP

As partners we agree to...

- learn from each other
- get to know each other
- tell the stories of our presbyteries & congregations
- bond in compassion & trust
- visit each other

PARTNERSHIP IS SHARED MINISTRY

As partners we agree to...

- be accountable in our common witness to the gospel
- support ministries of evangelism & church growth
- explore joint mission projects
- promote leadership development & congregational vitality
- attend to each other's hopes, dreams, and expectations



SAVE THE DATE
 THE 2020 GHANA MISSION NETWORK MEETING IS OCTOBER 15-28 IN TAMALE, GHANA, WITH A SIDE TRIP TO VISIT DANGME-TONGU MINISTRIES

Questions about the Ghana Partnership Agreement?
 Please contact Judy Jaggard
judy.jaggard@gmail.com or 608-752-5760

GHANA PARTNERSHIP HIGHLIGHTS

Presbytery of Milwaukee, September 23, 2019

APPENDIX



PIGGERY AT BUKUNOR

With just over \$2000 in donations from Milwaukee Presbytery's churches, ten pig pens were built in Bukunor as part of Phase 2 of this project. The donations also paid for feed, tradesmen, and medicines for the pigs. This small piggery continues to offer a sustainable source of income for church members in this village.



DJIETROKOPE VILLAGE CHURCH & SCHOOL



In Ghana, the government requires villages to provide a school building before they will supply teachers and run the school. Until Milwaukee Presbytery's partnership, this village had only an elementary school. With funds committed by our congregations, a 3-unit middle school has been constructed and is partially roofed. They plan to use the middle school for offices until fully roofed, and they're humbled by any additional financial support the Presbytery can offer.

TILAPIA FISH FARM

With the generous gifts from churches in the Milwaukee Presbytery, the farm bed at Tenya was built and necessary fingerlings, nets, cages, a canoe, and feed were purchased. Fish farmers were paid for their labor. The government has since imposed a moratorium on fish farming in the district until it can be determined why some farms had higher than normal mortality rates. The fish farm is poised to restart when the moratorium is lifted.



PRESBYTERY INNOVATION

Because many congregations in Dangme-Tongu Presbytery can't afford to pay their per capita assessments, their Presbytery is opening a profit-making business for them. The Presbytery has a good water well on its property. It will soon filter, bottle, and ship water to investing congregations, who can then sell the drinking water – a commodity in high demand – to raise enough to pay their per capita and contribute to their operations. Clever idea! Dangme-Tongu Presbytery would be grateful our contributions to this project. Contact Judy Jaggard (judy.jaggard@gmail.com; 608-752-5760) for more information.

Of Castles and Atrocities

July 19, 2019

A Letter from Joshua Heikkila, serving as Regional Liaison for West Africa, based in Ghana

July 2019

Built on the Gold Coast of Africa centuries ago, Elmina and Cape Coast Castles are stately white-washed fortresses with a history that needs to be remembered. Many Americans who come to Ghana make a point of touring these castles, but they can be unsettling places to visit. The beauty of the structures themselves, set amidst colorful fishing communities on the tropical Ghanaian coastline, is a stark contrast to the atrocities that took place inside.

Originally built by European powers like Portugal, England, the Netherlands, and Denmark for the trading of goods like gold and ivory, dozens of castles on the Gold Coast ultimately came to be used for the trans-Atlantic slave trade. During a 200-year period that lasted from 1640 to 1840, an estimated 1.2 million human beings were taken as cargo and shipped from Ghana's castles to the Americas. (In total, roughly 12 million Africans, in an area stretching from Senegal to Angola, were captured, enslaved, and brought to North and South America.)

During the tour of Elmina Castle, the guide will take you to a bright, vaulted hall, emblazoned with words from Psalm 132 that Dutch traders used for Protestant worship. It sits directly above the dark and dank chambers where male slaves were kept before they were loaded onto ships for the trans-Atlantic journey. You will visit the governor's quarters, kept cool by a sea breeze, with expansive views of the ocean. But a balcony on the back side overlooks the female dungeon, where the governors chose sex slaves from among the women being held for transport.

The pull between such beauty and such evil is difficult to handle emotionally.



One of the dungeons, where male and female captives were held, in which tributes have been laid to keep alive their memory.

Many people in Ghana today have an uneasy relationship with the castles. Some don't like the association with the slave trade and would rather the places be known for their natural beauty and hospitable people. Some who are facing economic hardship look at the affluence of American visitors and — most likely never having learned in school of the deadly trans-Atlantic journey or the brutal institution of slavery — share their hopes of likewise traveling to Europe or America for work. Some acknowledge the atrocities that took place but struggle to understand how Africans could have joined together with Europeans to commit such horrors.



Looking down from the upper floors of Cape Coast Castle. The “Door of No Return,” where captives were loaded onto ships, is located in the large dark archway.

A number of years ago, Harvard professor Henry Louis Gates wrote an article for the New York Times, highlighting details of the slave trade that most people are unaware of. “Slavery was a business,” Gates explained, “highly organized and lucrative for European buyers and African sellers alike.”

“The sad truth,” he wrote, “is that without complex business partnerships between African elites and European traders and commercial agents, the slave trade to the New World would have been impossible, at least on the scale it occurred.” Gates’ article can be found [here](#).

These complex business partnerships involved ethnic groups like the Asante, who were known to take captive neighboring peoples during inter-tribal warfare. They then shackled and marched these captives hundreds of miles to coastal forts, where the Fante people sold them to Europeans in exchange for manufactured goods. The Europeans traders then took the captives across the Atlantic, where they were sold into the slave economy. It was a commercial relationship that lasted on the Gold Coast for two full centuries.

There’s a plaque in Elmina Castle, put there in more recent times, that has a line that reads, “May humanity never again perpetuate such injustice against humanity.”

It makes me wonder: “What powerful business partnerships exist today that allow for the continued dehumanization and subjugation of people? What are the things that we are turning a blind eye to that require our attention and desperately need to be stopped? Will future generations look back with shame on us and think, how could they have been complicit in such atrocities?”

In recent years, young men from sub-Saharan Africa have trekked across the Sahara Desert to try to take boats to Europe, with hopes of a more promising future. The Mediterranean Sea, in fact, has been called a graveyard because of the thousands of migrants who have drowned in it. Young women are being trafficked into prostitution and domestic servitude in Europe and the Middle East because the opportunities for them at home seem bleak. While the forms of trafficking and servitude are now much different, both continue to take place in the present day.

If nothing else, perhaps the castles can serve as a reminder of how quick people like us can be to deny the humanity of others, and to even turn against our neighbors, when our own personal interests are at stake. The castles can be a reminder that we need to remain vigilant, because if we don't, the human tendency to sinfulness will allow the poor and the vulnerable to be taken advantage of again and again.



Both Cape Coast and Elmina remain vibrant fishing communities, and many colorful boats on the shoreline can be seen from the castles.

Across West Africa, the Presbyterian Church (USA) is supporting church partners to improve the lives of their members and communities. Programs in education, health, agriculture, and development in places like rural Ghana and Niger are making better the lives of men, women, and children in the region. As well-being improves, individuals and communities are better prepared to address the societal forces that can degrade and dehumanize the people in their midst.

In the future, I hope to share more stories of the positive impact our partners are having in the region with help from the Presbyterian Church (USA). Thank you again for your thoughts, your prayers, and your financial support that allow us to engage with our brothers and sisters in West Africa, as together we work towards life in abundance for all of us.

–Josh

<https://www.presbyterianmission.org/ministries/missionconnections/letter/of-castles-and-atrocities/>

Connect and support the mission work of:

Josh Heikkila

Serving as World Mission's regional liaison for West Africa

You are invited to continue supporting Josh's work through prayer and encouraged to get to know him through updates like this, personal letters and emails. If you are able, please support this ministry through financial gifts. Individual donations may be made online at presbyterianmission.org/donate, or mailed to the address below. Churches are asked to send donations through your congregation's normal receiving site (this is usually your presbytery).

Support:

Presbyterian World Mission

P.O. Box 643700

Pittsburgh, PA 15264-3700

On the memo line, please write:

"Heikkila - E200353" (individual giving)

"Heikkila - D507520" (congregational giving)

For questions about supporting Josh, please email: mission.support@pcusa.org

Connect:

Email: josh.heikkila@pcusa.org

Learn more: pcusa.org/josh-heikkila

Thank you for reading about Josh's mini



September 25, 2019

The Council is pleased to present a balanced budget for the Presbytery's consideration.

What We're Able To Do...

With gratitude for the faithful giving of our congregations through shared mission support and per capita, the Council has prepared a budget that bolsters the programs and services we offer, while reducing expenses sensibly.

For 2020, we are already planning outstanding education opportunities at our Presbytery Gatherings and scheduling workshops on topics as varied as aging and advance directives, anti-racism, and good personnel practices. Our Presbytery volunteers are gearing up for training that will help them better help you through transitions like finding a new pastor. We're exploring a Presbytery-wide mission trip for learning and service. As proposed in this budget, we continue our support of ecumenical and covenant partners and keep \$30,000 available as grants to congregations, plus \$6000 for camp scholarships.

The Presbytery has committed new funds to strengthen our congregations and support our pastors. Because of the good stewardship of investments by the Presbytery of Milwaukee Foundation, the Presbytery has set aside more than \$30,000 for congregational vitality initiatives, \$50,000 for pastoral care and support, \$50,000 to be donated to efforts to build up the former Bethany neighborhood, and \$30,000 for support of San Jose, the only Spanish-speaking Presbyterian fellowship in Wisconsin.

Last year, the Presbytery staff did not receive a salary increase, and we heard from several of you that this didn't show the appreciation for their work that was appropriate. In this proposed budget, our Presbytery staff will receive a 2% salary increase. We are glad to be in a position this year to show our gratitude in this tangible way.

And How We're Going To Do It

We are grateful to the many congregations that maintained their giving to shared mission support this past year, and we pray that you will be encouraged to do even more in 2020. For those congregations that *increased* their giving this year, we are humbled and encouraged by your commitment to our shared mission in Southeast Wisconsin and beyond. Your shared mission support dollars make up about 1/3 of the Presbytery's budget.

Historically, the Presbytery has generously suggested an allocation of your mission support dollars that retains 55% for Presbytery services and programs, with the rest divided between the Synod and Presbyterian Mission Agency. We value our denominational partners and have benefitted from their visits, guidance, and resources in 2019, including speakers for the Small Church Vitality program and Congregational Vitality Week (coming in October), training from Presbyterian Disaster Assistance, legal advice on immigration and tax issues, workshops for the Personnel Committee and COM, Synod School, and hosting Emily Teerink for her second year as a Young Adult Volunteer in Zambia.

We are suggesting this year, however, that the allocation of your shared mission support dollars be changed to: Presbytery (65%); Synod (15%) and Presbyterian Mission Agency (20%). Retaining this additional 10% helps us provide the services and programs you most need locally, while still supporting our denominational partners in a significant way. We will, of course, honor the allocation you specify on your pledge and remittance forms.

We have a small per capita increase of \$0.25, for a total rate of \$38.25 per active member. This helps us cover an increase from the Synod, which has not changed its rate for many years. For less than \$40, our members connect to a denomination that is responding to the social issues of our time, building up our Presbytery leadership through training and resources, matching pastors and congregations, organizing for a spectacular 2020 General Assembly in Baltimore where we make our collective decisions as a denomination, and preserving our history.

This year First Presbyterian Church (Fox Lake) decided to close. An Administrative Commission is in the process of winding up their affairs, including selling the property. We anticipate about \$50,000 will be available once all assets are stewarded. Under our Manual of Operation, these funds are to be deposited into the Presbytery Foundation for investment and use by the Presbytery. We suggest that \$22,000 of those proceeds be made available to fund our programs and services in 2020, in addition to the regular Foundation draw of 10% of the unrestricted assets.

In Other Words, We Do It Together...

This budget represents a collective commitment to God's ministry through us, as the Presbytery of Milwaukee. We look forward to your comments on this draft budget and, even more, to our joint efforts to live into God's calling for us all in 2020.

Jean Dow, Council Moderator

jeandow@immanuelwi.org

PRESBYTERY OF MILWAUKEE
Proposed Budget Worksheet - Comparative
Year Ending December 31, 2020

EXISTING ALIGNMENT OF FUNDS

Account and Description		YTD Actual As of 6/30/2019	Annual Budget 2019	Proposed Annual Budget 2020	Percent Change
Line #				BALANCED	
1	REVENUE				
2	Per Capita				
3	1.00.4000 - Per Capita - Gross Received	139,618.95	264,404.00	244,800.00	-7.41%
4	1.00.4010 - Per Capita - GA Share Paid	(31,137.06)	(62,274.10)	(57,280.00)	-8.02%
5	1.00.4015 - Per Capita - Synod Share Paid	(18,651.60)	(37,573.20)	(35,200.00)	-6.32%
6	Net Per Capita - Presbytery Share	89,830.29	164,556.70	152,320.00	-7.44%
7	Mission Support				
8	1.00.4100 - Mission Support - Presbytery Share	66,216.39	157,496.30	130,500.00	-17.14%
9	Total Mission Support	66,216.39	157,496.30	130,500.00	-17.14%
10	Foundation Support				
11	1.00.4200 - Undesignated Support	101,882.00	191,882.00	194,328.00	1.27%
12	1.00.4210 - Undesignated Ernest Glenn Plan			5,000.00	designated funds
13	1.00.4230 - Designated Congregational Vitality Support			7,000.00	designated funds
14	1.00.4240 - Designated Pastor Support			16,666.00	designated funds
15	1.00.4250 - Designated Youth Camper Support	-	7,500.00	6,000.00	-20.00%
16	1.03.7906 - Fox Lake Proceeds			22,000.00	new
17	Total Foundation Support	101,882.00	199,382.00	250,994.00	25.89%
18	Administrative				
19	1.00.4310 - Synod Admin Support Revenue	7,791.00	14,752.00	10,000.00	-32.21%
20	1.00.4320 - Other Revenue	2,575.65	-	-	
21	1.00.4321 - Book Sales/Calendars Revenue	508.50	-	-	
22	1.00.4322 - Minister Retreat Revenue	1,000.00	-	-	
23	1.00.4325 - Youth Ministry Revenue	4,404.00	-	-	
24	1.05.4330 - COM Workshop Revenue	466.00	-	-	
25	Total Administrative	16,745.15	14,752.00	10,000.00	-32.21%
26	TOTAL REVENUE	274,673.83	536,187.00	543,814.00	1.42%

27					
28	EXPENSES				
29	Personnel Expenses				
30	Presbytery Executive				
31	1.01.5011 - Pres. Exec. Salary	39,000.00	78,000.00	79,560.00	2.00%
32	1.01.5012 - Pres. Exec. Benefits	15,787.02	28,860.00	34,921.38	21.00%
33	1.01.5014 - Pres. Exec. Professional Exp	2,328.56	5,000.00	3,000.00	-40.00%
34	1.01.5015 - Pres. Exec. Continuing Education	572.07	4,000.00	4,000.00	0.00%
35	1.01.5017 - Pres. Exec. Suppl Coverage (Dental)	452.64	905.00	-	-100.00%
36	Total Presbytery Executive	58,140.29	116,765.00	121,481.38	4.04%
37	Office Manager				
38	1.01.5021 - Office Manager Salary	19,510.56	39,021.00	39,801.00	2.00%
39	1.01.5022 - Office Manager Benefits	14,766.78	25,394.00	30,140.40	18.69%
40	1.01.5024 - Office Manager Professional Exp	28.42	-	-	n/a
41	1.01.5025 - Office Manager Continuing Education	-	500.00	500.00	0.00%
42	1.01.5027 - Off. Mgr. Suppl. Coverage (Dental)	816.18	1,632.00	-	-100.00%
43	Total Office Manager	35,121.94	66,547.00	70,441.40	5.85%
44	Assoc for Ministry Vitality				
45	1.01.5031 - Assoc Min Vitality Salary	21,999.96	44,000.00	45,180.00	2.68%
46	1.01.5032 - Assoc Min Vitality Benefits	10,929.36	21,830.00	22,266.60	2.00%
47	1.01.5033 - Assoc Min Vitality FICA/SECA	2,256.72	4,514.00	4,603.77	1.99%
48	1.01.5034 - Assoc Min Vitality Professional Exp	455.98	3,000.00	3,000.00	0.00%
49	1.01.5035 - Assoc Min Vitality Con Education	-	1,500.00	1,500.00	0.00%
50	1.01.5036 - Assoc Min Vitality Housing	7,500.00	15,000.00	15,000.00	0.00%
51	1.01.5037 - Assoc Min Vital Suppl Cov (Dental)	221.70	444.00	-	-100.00%
52	Total Assoc for Ministry Vitality	43,363.72	90,288.00	91,550.37	1.40%
53	Communications Associate				
54	1.01.5041 - Communications Assoc Salary	7,500.00	15,000.00	15,300.00	2.00%
55	1.01.5044 - Communications Assoc Prof. Exp	-	1,000.00	750.00	-25.00%
56	1.01.5045 - Communications Assoc Continuing Ed	-	500.00	750.00	50.00%
57	Total Communications Associate	7,500.00	16,500.00	16,800.00	1.82%
58	Pastor to Pastor Care				
59	1.01.5051 - Pastor to Pastor Salary	-	10,787.00	-	-100.00%
60	1.01.5053 - Pastor to Pastor FICA/SECA	-	825.00	-	-100.00%
61	1.01.5054 - Pastor to Pastor Professional Exp	-	500.00	-	-100.00%

62	Total Pastor to Pastor Care	-	12,112.00	-	-100.00%
63	Stated Clerk				
64	1.01.5061 - Stated Clerk Salary	5,435.64	10,872.00	11,089.00	2.00%
65	1.01.5064 - Stated Clerk Professional Expense	50.00	500.00	500.00	0.00%
66	Total Stated Clerk	5,485.64	11,372.00	11,589.00	1.91%
67	Payroll Expenses				
68	1.01.5096 - Social Security Expense	4,092.60	8,350.00	9,036.50	8.22%
69	1.01.5097 - Medicare Expense	957.24	1,958.00	2,113.38	7.94%
70	1.01.5098 - Payroll Service expense	1,776.25	1,650.00	3,125.00	89.39%
71	Total Payroll Expenses	6,826.09	11,958.00	14,274.88	19.38%
72	Treasurer				
73	1.01.5410 - Treasurer Expenses	-	2,000.00	1,000.00	-50.00%
74	Total Treasurer	-	2,000.00	1,000.00	-50.00%
75					
76	Total Personnel Expenses	156,437.68	327,542.00	327,137.03	-0.12%
77					
78	Administrative Expenses				
79	1.02.5405 - Audit/Review	-	5,400.00	5,400.00	0.00%
80	1.02.5406 - Bank fees	41.00	-	25.00	new
81	1.02.5410 - Bookkeeping expenses	9,578.75	4,550.00	1,000.00	-78.02%
82	1.02.5415 - Books/Calendars/Subscriptions	93.70	900.00	750.00	-16.67%
83	1.02.5420 - Equipment Maintenance	-	500.00	500.00	0.00%
84	1.02.5425 - Equipment Purchases	1,045.40	1,500.00	1,000.00	-33.33%
85	1.02.5430 - Insurance	-	4,500.00	4,500.00	0.00%
86	1.02.5435 - Postage/Mailing/Shipping	170.10	700.00	570.00	-18.57%
87	1.02.5440 - Printing	1,307.89	1,200.00	2,000.00	66.67%
88	1.02.5445 - Rent	10,913.70	22,045.00	22,368.00	1.47%
89	1.02.5450 - Supplies	1,210.78	6,000.00	3,500.00	-41.67%
90	1.02.5455 - Technology	6,941.50	1,300.00	2,000.00	53.85%
91	1.02.5460 - Telephone/Internet	2,703.67	5,500.00	5,500.00	0.00%
92	1.02.5465 - Website	25.00	300.00	300.00	0.00%
93	Total Administrative Expenses	34,031.49	54,395.00	49,413.00	-9.16%
94					
95	Council Expenses				
96	1.03.5505 - Meeting/Education Expenses	8,073.52	14,000.00	11,000.00	-21.43%

97	1.03.5515 - Youth Ministry Expenses	8,365.00	6,750.00	4,000.00	-40.74%
98	1.03.5520 - Commission/Legal Fees	10.00	1,000.00	1,000.00	0.00%
99	1.03.5525 - New Way Task Force	688.02	5,000.00	2,000.00	-60.00%
100	1.03.5530 - Leadership Development	922.78	7,500.00	6,500.00	-13.33%
101	Total Council Expenses	18,059.32	34,250.00	24,500.00	-28.47%
102	Partnership				
103	1.04.6005 - Mission Opportunities	24,999.78	30,000.00	30,000.00	0.00%
104	1.04.6015 - Interfaith Conference	4,500.00	9,000.00	9,000.00	0.00%
105	1.04.6020 - Presbyterian Homes	-	6,000.00	5,000.00	-16.67%
106	1.04.6025 - WI Council of Churches	6,010.00	12,000.00	10,000.00	-16.67%
107	1.04.6030 - Camping Scholarships	4,647.50	7,500.00	6,000.00	designated funds
108	Total Partnership	40,157.28	64,500.00	60,000.00	-6.98%
109	Commission on Ministry				
110	1.05.6205 - Commission on Ministry	1,643.43	1,500.00	8,700.00	480.00%
111	1.05.6215 - San Jose	14,625.00	29,250.00	29,595.00	1.18%
112	1.05.6220 - Congregational Vitality	8,300.23	10,000.00	15,000.00	designated funds
113	1.05.6235 - Minister Gatherings	-	500.00	4,500.00	800.00%
114	1.05.6240 - Background Checks	60.00	250.00	300.00	20.00%
115	1.05.6245 - Clergy Support	3,577.62	4,000.00	16,666.00	designated funds
116	1.05.6250 - Ernest Glenn Plan	-	5,000.00	5,000.00	designated funds
117	Total Commission on Ministry	28,206.28	50,500.00	79,761.00	57.94%
118	Commission Prep for Ministry				
119	1.06.6305 - Commission: Prep for Ministry	-	2,000.00	2,000.00	0.00%
120	1.06.6310 - Readiness Assessments	429.00	3,000.00	1,000.00	-66.67%
121	Total Commission Prep for Ministry	429.00	5,000.00	3,000.00	-40.00%
122					
123	TOTAL EXPENSES	277,321.05	531,616.00	543,811.03	2.29%
124					
125	REVENUE OVER (UNDER) EXPENSES	(2,647.22)	4,571.00	2.97	0.00%

PRESBYTERY OF MILWAUKEE
Proposed Budget Worksheet - Comparative
Year Ending December 31, 2020

REALIGNMENT OF FUNDS

Account and Description		YTD Actual As of 6/30/2019	Annual Budget 2019	Proposed Annual Budget 2020 BALANCED	% Change
Line #					
1	REVENUE				
2	Per Capita				
3	1.00.4000 - Per Capita - Gross Received	139,618.95	264,404.00	244,800.00	-7.4%
4	1.00.4010 - Per Capita - GA Share Paid	(31,137.06)	(62,274.10)	(57,280.00)	-8.0%
5	1.00.4015 - Per Capita - Synod Share Paid	(18,651.60)	(37,573.20)	(35,200.00)	-6.3%
6	Net Per Capita - Presbytery Share	89,830.29	164,556.70	152,320.00	-7.4%
7	Mission Support				
8		66,216.39	157,496.30	130,500.00	-17.1%
9	Total Mission Support	66,216.39	157,496.30	130,500.00	-17.1%
10	Foundation Support				
11	1.00.4200 - Undesignated Support	101,882.00	191,882.00	194,328.00	1.3%
12	1.00.4210 - Undesignated Ernest Glenn Plan			5,000.00	designated funds
13	1.00.4230 - Designated Congregational Vitality Support			7,000.00	designated funds
14	1.00.4240 - Designated Pastor Support			16,666.00	designated funds
15	1.00.4250 - Designated Youth Camper Support	-	7,500.00	6,000.00	designated funds
16	1.03.7906 - Fox Lake Proceeds			22,000.00	new
17	Total Foundation Support	101,882.00	199,382.00	250,994.00	25.9%
18	Administrative				
19	1.00.4310 - Synod Admin Support Revenue	7,791.00	14,752.00	10,000.00	-32.2%
20	1.00.4320 - Other Revenue	2,575.65	-	-	n/a
21	1.00.4321 - Book Sales/Calendars Revenue	508.50	-	-	n/a
22	1.00.4322 - Minister Retreat Revenue	1,000.00	-	-	n/a
23	1.00.4325 - Youth Ministry Revenue	4,404.00	-	-	n/a
24	1.05.4330 - COM Workshop Revenue	466.00	-	-	n/a
25	Total Administrative	16,745.15	14,752.00	10,000.00	-32.2%
26	TOTAL REVENUE	274,673.83	536,187.00	543,814.00	1.4%

27					
28	EXPENSES				
29	Personnel Expenses				
30	Presbytery Executive				
31	1.01.5011 - Pres. Exec. Salary	39,000.00	78,000.00	79,560.00	2.0%
32	1.01.5012 - Pres. Exec. Benefits	15,787.02	28,860.00	34,921.38	21.0%
33	1.01.5014 - Pres. Exec. Professional Exp	2,328.56	5,000.00	3,000.00	-40.0%
34	1.01.5015 - Pres. Exec. Continuing Education	572.07	4,000.00	4,000.00	0.0%
35	1.01.5017 - Pres. Exec. Suppl Coverage (Dental)	452.64	905.00	-	-100.0%
36	Total Presbytery Executive	58,140.29	116,765.00	121,481.38	4.0%
37	Office Manager				
38	1.01.5021 - Office Manager Salary	19,510.56	39,021.00	39,801.00	2.0%
39	1.01.5022 - Office Manager Benefits	14,766.78	25,394.00	30,140.40	18.7%
40	1.01.5024 - Office Manager Professional Exp	28.42	-	-	n/a
41	1.01.5025 - Office Manager Continuing Education	-	500.00	500.00	0.0%
42	1.01.5027 - Off. Mgr. Suppl. Coverage (Dental)	816.18	1,632.00	-	-100.0%
43	Total Office Manager	35,121.94	66,547.00	70,441.40	5.9%
44	Assoc for Ministry Vitality				
45	1.01.5031 - Assoc Min Vitality Salary	21,999.96	44,000.00	45,180.00	2.7%
46	1.01.5032 - Assoc Min Vitality Benefits	10,929.36	21,830.00	22,266.60	2.0%
47	1.01.5033 - Assoc Min Vitality FICA/SECA	2,256.72	4,514.00	4,603.77	2.0%
48	1.01.5034 - Assoc Min Vitality Professional Exp	455.98	3,000.00	3,000.00	0.0%
49	1.01.5035 - Assoc Min Vitality Con Education	-	1,500.00	1,500.00	0.0%
50	1.01.5036 - Assoc Min Vitality Housing	7,500.00	15,000.00	15,000.00	0.0%
51	1.01.5037 - Assoc Min Vital Suppl Cov (Dental)	221.70	444.00	-	-100.0%
52	Total Assoc for Ministry Vitality	43,363.72	90,288.00	91,550.37	1.4%
53	Communications Associate				
54	1.01.5041 - Communications Assoc Salary	7,500.00	15,000.00	15,300.00	2.0%
55	1.01.5044 - Communications Assoc Prof. Exp	-	1,000.00	750.00	-25.0%
56	1.01.5045 - Communications Assoc Continuing Ed	-	500.00	750.00	50.0%
57	Total Communications Associate	7,500.00	16,500.00	16,800.00	1.8%
58	Pastor to Pastor Care				
59	1.01.5051 - Pastor to Pastor Salary	-	10,787.00	-	-100.0%
60	1.01.5053 - Pastor to Pastor FICA/SECA	-	825.00	-	-100.0%

61	1.01.5054 - Pastor to Pastor Professional Exp	-	500.00	-	-100.0%
62	Total Pastor to Pastor Care	-	12,112.00	-	-100.0%
63	Stated Clerk				
64	1.01.5061 - Stated Clerk Salary	5,435.64	10,872.00	11,089.00	2.0%
65	1.01.5064 - Stated Clerk Professional Expense	50.00	500.00	500.00	0.0%
66	Total Stated Clerk	5,485.64	11,372.00	11,589.00	1.9%
67	Payroll Expenses				
68	1.01.5096 - Social Security Expense	4,092.60	8,350.00	9,036.50	8.2%
69	1.01.5097 - Medicare Expense	957.24	1,958.00	2,113.38	7.9%
70	1.01.5098 - Payroll Service expense	1,776.25	1,650.00	3,125.00	89.4%
71	Total Payroll Expenses	6,826.09	11,958.00	14,274.88	19.4%
72	Treasurer				
73	1.01.5410 - Treasurer Expenses	-	2,000.00	1,000.00	-50.0%
74	Total Treasurer	-	2,000.00	1,000.00	-50.0%
75					
76	Total Personnel Expenses	156,437.68	327,542.00	327,137.03	-0.1%
77					
78	Administrative Expenses				
79	1.02.5405 - Audit/Review	-	5,400.00	5,400.00	0.0%
80	1.02.5406 - Bank fees	41.00	-	25.00	new
81	1.02.5410 - Bookkeeping expenses	9,578.75	4,550.00	1,000.00	-78.0%
82	1.02.5415 - Books/Calendars/Subscriptions	93.70	900.00	750.00	-16.7%
83	1.02.5420 - Equipment Maintenance	-	500.00	500.00	0.0%
84	1.02.5425 - Equipment Purchases	1,045.40	1,500.00	1,000.00	-33.3%
85	1.02.5430 - Insurance	-	4,500.00	4,500.00	0.0%
86	1.02.5435 - Postage/Mailing/Shipping	170.10	700.00	570.00	-18.6%
87	1.02.5440 - Printing	1,307.89	1,200.00	2,000.00	66.7%
88	1.02.5445 - Rent	10,913.70	22,045.00	22,368.00	1.5%
89	1.02.5450 - Supplies	1,210.78	6,000.00	3,500.00	-41.7%
90	1.02.5455 - Technology	6,941.50	1,300.00	2,000.00	53.8%
91	1.02.5460 - Telephone/Internet	2,703.67	5,500.00	5,500.00	0.0%
92	1.02.5465 - Website	25.00	300.00	300.00	0.0%
93	Total Administrative Expenses	34,031.49	54,395.00	49,413.00	-9.2%
94					

95	Council Expenses				
96	1.03.5515 - Youth Ministry Expenses	8,365.00	6,750.00	4,000.00	-40.7%
97	1.03.5520 - Commission/Legal Fees	10.00	1,000.00	1,000.00	0.0%
98	1.03.5525 - New Way Task Force	688.02	5,000.00	2,000.00	-60.0%
99	1.04.6020 - Presbyterian Homes	-	6,000.00	5,000.00	-16.7%
100	1.04.6025 - WI Council of Churches	6,010.00	12,000.00	10,000.00	-16.7%
101	1.04.6015 - Interfaith Conference	4,500.00	9,000.00	9,000.00	0.0%
102	1.05.6215 - San Jose	14,625.00	29,250.00	29,595.00	1.2%
103	Total Council Expenses	19,573.02	39,750.00	60,595.00	52.4%
104	Congregational Vitality Commission Expenses				
105	1.04.6005 - Mission Opportunities	24,999.78	30,000.00	30,000.00	0.0%
106	1.05.6220 - Congregational Vitality	8,300.23	10,000.00	15,000.00	<i>designated funds</i>
107	1.03.5530 - Leadership Development	922.78	7,500.00	6,500.00	-13.3%
108	1.04.6030 - Camping Scholarships	4,647.50	7,500.00	6,000.00	<i>designated funds</i>
109	Total Congregational Vitality Commission Expenses	38,870.29	55,000.00	57,500.00	4.5%
110	Commission on Transitional Ministries				
111	1.05.6205 - Commission on Transitional Ministries	1,643.43	1,500.00	8,700.00	480.0%
112	1.05.6240 - Background Checks	60.00	250.00	300.00	20.0%
113	1.05.6250 - Ernest Glenn Plan	-	5,000.00	5,000.00	<i>designated funds</i>
114	Total Commission on Transitional Ministries Expenses	1,703.43	6,750.00	14,000.00	107.4%
115	Commission on Pastoral Ministries				
116	1.06.6305 - Commission on Pastoral Ministries	-	2,000.00	2,000.00	0.0%
117	1.06.6310 - Readiness Assessments	429.00	3,000.00	1,000.00	-66.7%
118	1.05.6235 - Minister Gatherings	-	500.00	4,500.00	800.0%
119	1.05.6245 - Clergy Support	3,577.62	4,000.00	16,666.00	<i>designated funds</i>
120	Total Commission on Pastoral Ministries Expenses	4,006.62	9,500.00	24,166.00	154.4%
121	Planning Commission				
122	1.03.5505 - Meeting/Education Expenses	8,073.52	14,000.00	11,000.00	-21.4%
123	Total Planning Commission Expenses	8,073.52	14,000.00	11,000.00	-21.4%
124	TOTAL EXPENSES	262,696.05	506,937.00	543,811.03	7.3%
125					
126	REVENUE OVER (UNDER) EXPENSES	11,977.78	0.00	2.97	0.0%

**Summary of Proposed Material Changes
To Presbytery of Milwaukee Foundation's Bylaws
September 25, 2019**

Reference	Change
Article I	Provides more explanation about the formation of the Foundation and its status as a church-affiliated foundation
Article II, Section 1	Simplifies language
Article II, Section 2	Simplifies language by referring to Nominating Committee process, rather than spelling it out by gender and status
Article II, Section 4	Clarifies language
Article II, Section 7	Allow electronic meeting and voting according to Robert's Rules
Article III, Section 2	Enumerates the President participation in the budgeting process of the Presbytery as a role
Article IV, Section 2	Clarifies that the Foundation may not become indebted (although it may give loans, set out later in the bylaws)
Article V, Sections 2-4	Explains the circumstance under which a restricted gift might be accepted; distinguishes restricted and designated funds
Article VI, Section 1, 2,	Conforms the bylaws to the Presbytery's Manual of Operation; deletes the original section 2 because the language was moved to the President's roles paragraph, Article III, Section 2
Article VI, Section 4(a)	Changes the investment criteria to give more flexibility to the Board to meet the goal of socially responsible investment through a variety of means, not simply the MRTI
Article VI, Section 4(d)	Creates a new subsection here to bring over language from Article VI, Section 9
Article VI, Section 4(e)	Specifies the power to participate in class actions pertaining to the purchase or sale of investments
Article VI, Section 7	Simplifies and renames Article VI, Section 9
Article X	Eliminates super-majority language because it had no applicability; specifies how proposed amendments can originate

AMENDED AND RESTATED
PRESBYTERY OF MILWAUKEE FOUNDATION, INC. BYLAWS

APPROVED BY PRESBYTERY _____

ARTICLE I

Foundation

As used herein, “Foundation” refers to the corporation named PRESBYTERY OF MILWAUKEE FOUNDATION INC. which is organized under the laws of the State of Wisconsin and incorporated on March 16, 1995, per the Wisconsin Department of Financial Institutions, with entity number P030850. The Nature of Business is the management of assets to fulfill the mission of the PRESBYTERY OF MILWAUKEE OF THE PRESBYTERIAN CHURCH (U.S.A.) (herein the “Presbytery”).

The Foundation is a church-affiliated organization of the Presbytery. The original articles of incorporation and bylaws of the Foundation were approved by vote of the Presbytery on July 19, 1994. Pursuant to Part II of the Presbytery’s Manual of Operation - Chapter 14 – Foundation (as amended from time to time), “The Foundation shall control all matters related to the revenues, investments and expenditures of the Foundation consistent with decisions of the Presbytery Council.”

The principal office address of the corporation is the same as the Presbytery, but the Foundation may have such other offices, either within or without the State of Wisconsin, as the Board of Directors (“Board”) may designate or as the business of the Foundation may require from time to time. The registered office of the Foundation required by Wisconsin Law to be maintained in the State of Wisconsin may be, but need not be, identical with the principal office in the State of Wisconsin, and the address of the registered office may be changed from time to time by the Board. The Signing Officers are the President and the Secretary/Treasurer and if either of those offices is vacant, the Vice-President.

ARTICLE II

Board of Directors

Section 1. Power: There shall be five directors on the Foundation Board. They shall have all the powers of the Foundation to manage the assets transferred to the Foundation, except as otherwise prescribed herein or by statute.

Section 2. Qualifications and Election: The Board shall have no more than two directors affiliated with the same church. Candidates for regularly elected directors shall be nominated by the Presbytery Nominating Committee in the same manner as candidates for Presbytery offices and shall be elected by the Presbytery.

Section 3. Terms of Office: The directors shall be elected to serve three-year terms. The terms of the directors shall be staggered such that no more than two directors' terms shall expire each year. No person may be elected to more than two consecutive terms.

Section 4. Vacancies: A resignation from the Board shall be deemed to take effect upon receipt of a written letter of resignation by the Secretary/Treasurer of the Foundation, unless some other time is specified therein. The Secretary/Treasurer shall, upon receipt of such letter, promptly give notice thereof to the Stated Clerk of the Presbytery. In case of any vacancy in the Board through death, resignation, disqualification, or removal from office, a successor director shall be nominated and elected in the same manner as a regularly elected director, except that such election shall take place at a stated or special meeting of the Presbytery as soon as practical.

Section 5. Removal: Any director may be removed from office by the affirmative vote of two-thirds of the votes entitled to be cast at a regular meeting of the Presbytery.

Section 6. Quorum: A quorum shall consist of three of the acting directors.

Section 7. Board Meetings: Regular meetings of the Board of Directors shall be held at such time and place as shall be designated by the President, provided, however, that there shall be at least two meetings each year. Special meetings of the Board may be held at any time and place requested by the President or a majority of the directors, upon due notice given to the directors as herein provided. The Board may conduct meetings electronically when the meetings provide, at a minimum, conditions of opportunity for simultaneous aural communication among all participating members equivalent to those of a meeting held in one room or area. In lieu of an electronic or in-person meeting, a vote may be taken by email when done in compliance with Robert's Rules of Procedure.

Section 8. Notice of Meetings: The Secretary/Treasurer shall give notice of each meeting of the Board orally or in writing, in person, by telephone, email, facsimile, or other form of wire or wireless communication, or by mail or private carrier.

ARTICLE III

Officers

Section 1. Election: The Foundation shall have a President, Vice-President, and Secretary/Treasurer, who shall be elected by the Board of Directors from among the directors.

Section 2. President: The President shall be the principal executive officer of the Foundation and, subject to the control of the Board, shall in general supervise and control all the business and affairs of the Foundation. The President shall, when present, preside at meetings of the Board. The President shall have authority as may be prescribed by the Board to appoint such agents and employees of the Foundation as the President shall deem necessary, to prescribe their powers and duties, and to delegate authority to them. Such

agents and employees shall hold office at the discretion of the President. The President shall have authority to sign, execute, and acknowledge on behalf of the Foundation, all reports and all other documents of instruments necessary or proper to be executed in the course of the Foundation's regular business, or which shall be authorized by resolution of the Board; and, except as otherwise provided by law or the Board, the President may authorize any other officer or agent of the Foundation to sign, execute and acknowledge such documents or instruments in the President's place and stead. The President of the Foundation shall be a member *ex officio* of the Council of the Presbytery. The President may participate in the budget process or other activities of the Council as will be beneficial to the Foundation or the Presbytery. In general, the President shall perform all duties incident to the office of the President and such other duties as may be prescribed by the Board of Directors from time to time.

Section 3. Vice-President: In the absence of the President or in the event of the president's inability or refusal to act, the Vice-President shall perform the duties of the President and, when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice-President shall perform such other duties and have such authority as from time to time may be assigned to the Vice-President by the President or by the Board.

Section 4. Secretary/Treasurer: The Secretary/Treasurer shall (a) keep the minutes of the Board's meetings in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (c) be custodian of the Foundation records, if required by the Board; (d) have charge and custody of and be responsible for all funds and securities of the Foundation; (e) receive and give receipts for monies in the name of the Foundation in such banks, trust companies or other depositories as shall be selected by the directors; and (f) in general, perform all the duties incident to the office of Secretary/Treasurer and have such other duties and exercise such other authority as from time to time may be delegated or assigned to the Secretary/Treasurer by the President or by the Board of Directors.

Section 5. Bond: The President and/or the Secretary/Treasurer may at the expense of the Foundation be required to give bond for the faithful discharge of their duties in such amount and with such surety as the Board may from time to time specify.

ARTICLE IV

Contracts, Loans, Checks and Deposits

Section 1. Contracts: The Board may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Foundation, and such authorization may be general or confined to specific instances.

Section 2. No Indebtedness: The Foundation shall not become indebted unless authorized by or under the authority of the Presbytery. Such authorization may be general or confined to specific instances.

Section 3. Checks: All checks, drafts, or other order for the payment of money, notes or other evidences of indebtedness issued in the name of the Foundation, shall be signed by such officer or officers, agent or agents, of the Foundation and in such manner as shall be from time to time determined by or under the authority of resolution of the Board.

Section 4. Deposits: All funds of the Foundation not otherwise employed shall be deposited from time to time to the credit of the Foundation in such banks, trust companies, or other depositories as may be selected by or under the authority of the Board.

ARTICLE V

Acceptance of Property

Section 1. Property: Any property of any kind devised, bequeathed, given or conveyed to the Foundation or transferred by resolution of the Presbytery to the Foundation, and accepted by the Board, shall be held by the Foundation as herein provided.

Section 2. Refusal of Gift: The Board may in its sole discretion refuse to accept any property if a gift, bequest or other transfer of the property (collectively “Gift”) contains directives from the donor, testator, or transferor as to the purposes for which the Gift shall be retained or distributed or has other conditions on the use of the Gift. However, the Board may accept such restricted Gift if the donor, testator, or transferor limits the restriction with the following or similar language: “If it is ever impossible, impracticable, or inadvisable to administer this gift in exactly the manner it was restricted, then the gift, and any income therefrom, may be distributed by the Foundation to the Presbytery for the general religious and charitable purposes of the Presbytery.”

Section 3. Restricted Funds: If a Gift is made to the Foundation subject to restrictions from the donor, testator or other transferor as to the purposes for which Gift shall be used, retained, or distributed, then if such Gift is accepted by the Board, the Gift, and any income therefrom, shall be retained or disbursed as restricted by the donor, testator or other transferor, except as permitted by Article V, Section 2.

Section 4. Designated Funds: The Presbytery may direct the Foundation to designate unrestricted funds for the benefit of a particular project or purpose. The Presbytery likewise may uncommit any designated funds, in whole or in part, at its discretion.

ARTICLE VI

Application, Use, Investment of Foundation Funds

Section 1. Authorized Uses: The purpose of the Foundation and its income is to support the ministry and mission budget of the Presbytery to be determined annually by the Presbytery of Milwaukee, based on its stated priorities. Subject only to the duties specified herein, the Board shall authorize the disbursement of Foundation funds consistent with funding directions of the Presbytery. Loans may be issued by the Foundation as set forth in the

Presbytery Manual of Operation.

Section 2. Disbursement Instructions: Disbursements shall be made in accordance with the Presbytery's Manual of Operation.

Section 3. Management Expenses: The Board, without the Presbytery's approval may on an annual basis, expend not more than two percent of the beginning year value of the Foundation's assets for the management and preservation of the Fund.

Section 4. Fund Management: The Board shall perform every act and exercise every power in the management of the property owned by them free of any trust, and the Board shall have all the rights, powers and discretion generally granted to directors by law. Without in any way limiting the generality of the foregoing, the Board shall have the following powers over the investment, administration and distribution of the Foundation funds:

- a. To invest and reinvest the Foundation funds as it, in its sole discretion, determines to be proper, regardless of statutory or judicial restrictions upon trust investments, including, but not limited to, stocks of any class, bonds, interests in regulated investments companies, and interests in any common fund, provided, however, that the Foundation affirms that investment is more than a financial question. It is also "an instrument of mission and includes theological, social and economic considerations" (183rd General Assembly, UPCUSA, 1971). This belief flows from our understanding of the stewardship of God's resources entrusted to the church. Thus, "we confess that the Lord is really the acknowledged Master of our entire life-moral, physical and material" (116th General Assembly, PCUS, 1976). Accordingly, the Foundation shall make good faith efforts to ensure that investments are aligned with the policies and values of the Presbytery and the Presbyterian Church (USA), with guidance from the "Mission Responsibility Through Investment" (MRTI) program of the Presbyterian Church (USA). To this end, (a) the Foundation shall avoid purchases of individual stocks of corporations whose products, services investments, and practices are proscribed under the General Assembly's Divestment/Proscription Lists; (b) the Foundation shall favor investments that are socially responsible; and (c) where practical, the Foundation's investment selections should employ "positive" screens that seek out companies for investment based on their approach to environmental responsibility, fair-hiring practices, and efforts to support international human rights standards; and
- b. To sell at public or private sale, lend, assign, exchange, convey or otherwise transfer, and to pledge, mortgage, or otherwise encumber Foundation funds, upon such terms and conditions as the Presbytery Council determines to be in the best interest of the Foundation; and
- c. To hold property in bearer form, in the name of the Foundation, or of the

Presbytery, or in the name of any two nominees, and to vote all Foundation securities, either in person or by proxy, general or special; and

- d. To place some portion or all of the assets and funds of the Foundation funds in the custody of the Presbyterian Church (U.S.A.) Foundation, for administration, investment and other management, upon such terms (including fees to be paid to the Presbyterian Church (U.S.A.) Foundation) as may be approved by the Board; and
- e. To file claims and participate in class actions for the recovery of losses of investments.

Section 5. Principal and Income: The Board of Directors, in its discretion, may determine the manner in which each receipt is to be allocated as between principal and income and to determine the manner in which each disbursement, loss, or deduction is to be charged as between principal and income. The determination of the Board shall be conclusive and binding upon all persons.

Section 6. Accounts: The Board shall cause to be kept accurate records and books of accounts in accordance with accepted accounting principles which shall show fully all transactions relating to Foundation funds. At least annually, the Board shall furnish to the Presbytery a written statement showing in detail the status of the Foundation funds and the receipts and disbursements thereof for the preceding year.

Section 7. Engagement of Outside Professionals: Except as limited by Article VI, Section 3, the Board is authorized to engage outside professionals when necessary in the judgment of the Board. This authorization extends to the right to use corporate trust institutions, investment management agencies or other professional fund managers, legal counsel, or consultants, and to pay compensation from the Foundation funds for such services.

Section 8. Implied Powers: The powers, duties and responsibilities set out in these bylaws shall not be deemed to exclude other implied powers, duties and responsibilities not inconsistent therewith.

Section 9. Finality of Decisions: The decision of the Presbytery (as a body or acting through the Presbytery Trustees), or the Board of Directors or any one of them, with respect to the exercise or non-exercise of any discretionary power hereunder, or the time or manner of the exercise thereof, made in good faith, shall fully protect it or them from liability hereunder and shall be conclusive and binding. All powers granted to the Presbytery or to the Board shall apply to any funds held by the Foundation and shall continue until actual distribution of the funds.

Section 10. Committees: As the Board deems desirable, it may from time to time appoint such advisory committees from among the members of the Presbytery or its constituent churches.

ARTICLE VII

Successor Governing Bodies

In the event the Presbytery or the Presbyterian Church (U.S.A.) or the Presbyterian Church (U.S.A.) Foundation is merged into or consolidated with any other body, or if its name or organizational structure shall be changed, references herein to them shall be deemed to be references to the successor or continuing organization or body. In the event the Foundation ceases to exist, Foundation funds, including accumulated net income therefrom, shall be distributed to the Presbytery. In the event both the Foundation and the Presbytery or their successors cease to exist, then in the absence of any further successor, the Foundation funds, including the accumulated net income therefrom, shall be distributed as directed by the Synod of Lake and Prairies of the Presbyterian Church (U.S.A.) or its successor to any one or more organizations which are described in subsections (I) through (IV) of Section 170(b)(A) of the Internal Revenue Code of 1954, or in corresponding provisions of any subsequent federal tax law.

ARTICLE VIII

Fiscal Year

The fiscal year of this Foundation shall begin on the 1st day of January in each calendar year, and terminate on the 31st day December of the same calendar year.

ARTICLE IX

Waiver of Notice

Any director or officer may in writing waive the giving and the mailing of any notice required to be given or mailed either by the Statutes of the State of Wisconsin, the Articles of Incorporation, or by the bylaws of this Foundation.

ARTICLE X

Amendments

These bylaws may be amended at any regular meeting of the Presbytery, or at a special meeting called for that purpose, by a vote of the majority of the delegates present at such meeting. Amendments may be proposed by the Board or the Presbytery. If the Presbytery proposes the amendments, then the Presbytery shall consult with the Board and give it the opportunity for review and comment.

EXISTING BYLAWS**PRESBYTERY OF MILWAUKEE FOUNDATION, INC.
BY-LAWS**APPROVED BY PRESBYTERY FEBRUARY 25, 2017

ARTICLE I

Offices

The principal office of Presbytery of Milwaukee Foundation, Inc. (the "Foundation") in the State of Wisconsin shall be located at:

6767 W. Greenfield Ave.
Milwaukee WI 53214-4967

The Foundation may have such other offices, either within or without the State of Wisconsin, as the Board of Directors ("Board") may designate or as the business of the Foundation may require from time to time.

The registered office of the Foundation required by Wisconsin Law to be maintained in the State of Wisconsin may be, but need not be; identical with the principal office in the State of Wisconsin, and the address of the registered office may be changed from time to time by the Board.

ARTICLE II

Directors

Section 1. Power: All the powers of the Foundation, except as otherwise prescribed herein or by statute, are vested in and shall be exercised by the Board. The number of directors of the Foundation shall be five (5) members.

Section 2. Qualification and Election: Directors shall be elected from among clergy and among members of particular churches affiliated with the Presbytery of Milwaukee (the "Presbytery"). The board shall consist of no more than three of the same gender and no more than two directors may be affiliated with the same particular church through membership or pastoral relationship. Candidates for regularly elected directors shall be nominated by the Presbytery Nominating Committee in the same manner as candidates for Presbytery offices and elected by the Presbytery no later than the last stated meeting of the Presbytery each calendar year.

Section 3. Terms of office: The directors of the Foundation shall be elected to serve three-year terms. The terms of the directors shall be staggered such that no more than two directors' terms shall expire each year. No person may be elected to more than two consecutive terms.

EXISTING BYLAWS

Section 4. Vacancies: A resignation from the Board shall be deemed to take effect upon its receipt by the Secretary/Treasurer of the Foundation, unless some other time is specified therein. The Secretary/Treasurer shall, upon receipt of such resignation, promptly give notice thereof to the Stated Clerk of the Presbytery. In case of any vacancy in the Board through death, resignation, disqualification, or removal from office, a successor director shall be nominated and elected in the same manner as a regularly elected director, except that such election shall take place at a stated or special meeting of the Presbytery as soon as practical.

Section 5. Removal: Any director may be removed from office by the affirmative vote of two-thirds of the votes entitled to be cast at a regular meeting of the Presbytery.

Section 6. Quorum: a quorum shall consist of three of the acting directors.

Section 7. Director's Meetings: Regular meetings of the Board of Directors shall be held at such time and place as shall be designated by the President, provided, however, that there shall be at least two meetings each year. Special meetings of the Board may be held at any time and place requested by the President or a majority of the directors, upon due notice given to the directors as herein provided.

Section 8. Notice of Meetings: The Secretary/Treasurer shall give notice of each meeting of the Board orally or in writing, in person, by telephone, email, facsimile, or other form of wire or wireless communication, or by mail or private carrier.

ARTICLE III**Officers**

Section 1. Election: The Foundation shall have a President, Vice-President and Secretary/Treasurer, who shall be elected by the Board of Directors from among the Directors.

Section 2. President: The President shall be the principal executive officer of the Foundation and, subject to the control of the Board, shall in general supervise and control all of the business and affairs of the Foundation. The President shall, when present, preside at meetings of the Board. The President shall have authority as may be prescribed by the Board to appoint such agents and employees of the Foundation as the President shall deem necessary, to prescribe their powers and duties, and to delegate authority to them. Such agents and employees shall hold office at the discretion of the President. The President shall have authority to sign, execute, and acknowledge on behalf of the Foundation, all reports and all other documents of instruments necessary or proper to be executed in the course of the Foundation's regular business, or which shall be authorized by resolution of the Board; and, except as otherwise provided by law or the Board, the President may authorize any other officer or agent of the Foundation to sign, execute and acknowledge such documents or instruments in the President's place and

EXISTING BYLAWS

stead. In general, the President shall perform all duties incident to the office of the President and such other duties as may be prescribed by the Board of Directors from time to time. The President shall be an ex officio member of the Council of the Presbytery ("Council").

Section 3. Vice-President: In the absence of the President or in the event of the president's inability or refusal to act, the Vice-President shall perform the duties of the President and, when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice-President shall perform such other duties and have such authority as from time to time may be assigned to the Vice-President by the President or by the Board.

Section 4. Secretary/Treasurer: The Secretary/Treasurer shall (a) keep the minutes of the Board's meetings in one or more books provided for that purpose; (b) see that all notices are duly given in accordance with the provisions of these by-laws or as required by law; (c) be custodian of the Foundation records of the Foundation: if required by the Board; (d) have charge and custody of and be responsible for all funds and securities of the Foundation; (e) receive and give receipts for monies in the name of the Foundation in such banks, trust companies or other depositories as shall be selected by the Directors and (f) in general perform all the duties incident to the office of Secretary/Treasurer and have such other duties and exercise such other authority as from time to time may be delegated or assigned to the Secretary/Treasurer by the President or by the Board of Directors.

Section 5. Bond: The President and/or the Secretary/Treasurer may at the expense of the Foundation be required to give bond for the faithful discharge of their duties in such amount and with such surety as the Board may from time to time specify.

ARTICLE IV**Contracts, Loans, Checks and Deposits**

Section 1. Contracts: The Board may authorize any officer or officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Foundation, and such authorization may be general or confined to specific instances.

Section 2. Loans: No loan shall be contracted on behalf of the Foundation and no evidences of indebtedness shall be issued in its name unless authorized by or under the authority of a resolution of the Board. Such authorization may be general or confined to specific instances.

Section 3. Checks: All checks, drafts, or other order for the payment of money, notes or other evidences of indebtedness issued in the name of the Foundation, shall be signed by such officer or officers, agent or agents, of the Foundation and in such manner as shall be from time to time determined by or under the authority of resolution of the Board.

EXISTING BYLAWS

Section 4. Deposits: All funds of the Foundation not otherwise employed shall be deposited from time to time to the credit of the Foundation in such banks, trust companies, or other depositories as may be selected by or under the authority of the Board.

ARTICLE V

Acceptance of Property

Any property of any kind devised, bequeathed, given or conveyed to the Foundation or transferred by resolution of the Presbytery to the Foundation, and accepted by the Board, if required by these By-Laws, shall be held by the Foundation as herein provided. The Board may in its sole discretion refuse to accept any property if a gift, bequest or other transfer of the property is offered, proposed, or attempted to the Foundation with directives from the donor, testator, or transferor as to the purposes for which the income or principal shall be retained or distributed or with conditions on the use of the property.

ARTICLE VI

Application, Use, Investment of Foundation Funds

Section 1. Authorized Uses: The purpose of the Foundation and its income is to support the ministry and mission budget of the Presbytery to be determined annually by the Presbytery of Milwaukee, based on its stated priorities.

Section 2. Participation in the Budget Process: The President of the Foundation shall be a member ex officio of the Council of the Presbytery.

Section 3. Disbursement Instructions: The Board shall authorize the disbursement by the Secretary/Treasurer of the Foundation funds in such amounts as the Presbytery has authorized through its budgeting process. Disbursement of additional funds shall require a separate vote by the Presbytery.

Section 4. Management Expenses: The Board, without the Presbytery's approval may on an annual basis, expend not more than two (2) percent of the beginning year value of the Foundation's assets for the management and preservation of the Fund.

Section 5. Restricted Funds: Notwithstanding anything herein to the contrary, if a gift, devise, bequest for other transfer is made to the Foundation subject to directions from the donor, testator or other transferor as to the purposes for which the income or principal shall be retained or distributed, then if such gift, devise, bequest, or other transfer is accepted, the income or principal therefrom shall be retained or disbursed as directed by the donor, testator or other transferor, and the determination of the donor's testator's or other transferor's intent shall be made by the Council, subject only to review by the Presbytery.

EXISTING BYLAWS

Section 6. Fund Management: The investment, administration and distribution of the Foundation funds shall be governed by the following:

Subject only to the duties specified herein, the Board shall authorize the disbursement of Foundation funds consistent with funding directions of the Presbytery. The Board shall perform every act and exercise every power in the management of the property owned by them free of any trust, and the Board shall have all the rights, powers and discretion generally granted to directors by law. Without in any way limiting the generality of the foregoing, the Board shall have the following powers:

- a. To invest and reinvest the Foundation funds as it, in its sole discretion, determines to be proper, regardless of statutory or judicial restrictions upon trust investments, including, but not limited to, stocks of any class, bonds, interests in regulated investments companies, and interests in any common fund, and to retain indefinitely any asset received hereunder, provided, however, in no event shall any part of the Foundation funds be invested in any securities or investments which are listed as being disapproved on any list which has been adopted or approved by the General Assembly of the Presbyterian Church (U.S.A), or any successor body, specifically including, but not limited to, the list designated as "Mission Responsibility Through Investment"; and provided further that there may be adopted and enacted an additional list of investments in which no assets or funds of the Foundation funds shall be invested, any such additional list to be adopted in the manner prescribed for an amendment to these By-laws.
- b. To sell at public or private sale, lend, assign, exchange, convey or otherwise transfer, and to pledge, mortgage, or otherwise encumber Foundation funds, upon such terms and conditions as the Council determines to be in the best interest of the Foundation; and
- c. To hold property in bearer form, in the name of the Foundation, or of the Presbytery, or in the name of any two nominees, and to vote all Foundation securities, either in person or by proxy, general or special.

Section 7. Principal and Income: The Board of Directors, in its discretion, may determine the manner in which each receipt is to be allocated as between principal and income and to determine the manner in which each disbursement, loss, or deduction is to be charged as between principal and income, and the determination of the Board shall be conclusive and binding upon all persons.

Section 8. Accounts: The Board shall cause to be kept accurate records and books of accounts in accordance with accepted accounting principles which shall show fully all transactions relating to Foundation funds. At least annually, the Board shall furnish to the

EXISTING BYLAWS

Presbytery a written statement showing in detail the status of the Foundation funds and the receipts and disbursements thereof for the preceding year.

Section 9. Employment of Counsel: Limited by Article VI, Section 4, the Board is authorized to employ counsel when necessary and to employ such other agents, brokers, and employees as in the judgment of the Board may be necessary. This authorization extends to the right to employ corporate trust institutions, investment management agencies or other professional fund managers or consultants and to pay compensation from the Foundation funds for such services. The Board is authorized to employ such agents or employees as in its judgment may be necessary or advisable to assist it in the performance of its duties and to have compensation for such services paid from the Foundation funds. Some portion or all of the assets and funds of the Foundation funds may be placed in the custody of the Presbyterian Church (U.S.A.) Foundation, for administration, investment and other management, upon such terms (including fees to be paid to the Presbyterian Church (U.S.A.) Foundation) as may be approved by the Board.

Section 10. Implied Powers: The powers, duties and responsibilities herein set out shall not be deemed to exclude other implied powers, duties and responsibilities not inconsistent therewith.

Section 11. Finality of Decisions: The decision of the Presbytery, the Council or the Board of Directors or any one of them with respect to the exercise or non-exercise of any discretionary power hereunder, or the time or manner of the exercise thereof, made in good faith, shall fully protect it, them or him or her from liability hereunder and shall be conclusive and binding. All powers granted to the Presbytery, to the Council or to the Board shall apply to accumulated income as well as to principal, shall continue until actual distribution of the funds, and shall apply to any funds held by the Foundation.

Section 12. Committees: As the Board deems desirable, it may from time to time appoint such advisory committees from among the members of the Presbytery or its constituent churches.

EXISTING BYLAWS**ARTICLE VII**

Successor Governing Bodies

In the event the Presbytery or the Presbyterian Church (U.S.A.) or the Presbyterian Church (U.S.A.) Foundation is merged into or consolidated with any other body, or if its name or organizational structure shall be changed, references herein to them shall be deemed to be references to the successor or continuing organization or body. In the event the Foundation ceases to exist, Foundation funds and accumulated net income therefrom shall be distributed to the Presbytery. In the event both the Foundation and the Presbytery or their successors cease to exist, then in the absence of any further successor, the Foundation funds and the accumulated net income therefrom shall be distributed as directed by the Synod of Lake and Prairies of the Presbyterian Church (U.S.A.) or its successor to any one or more organizations which are described in subsections (I) through (IV) of Section 170(b)(A) of the Internal Revenue Code of 1954, or in corresponding provisions of any subsequent federal tax law.

ARTICLE VIII

Fiscal Year

The fiscal year of this Foundation shall begin on the 1st day of January in each calendar year, and terminate on the 31st day December of the same calendar year.

ARTICLE IX

Waive of Notice

Any director or officer may in writing waive the giving and the mailing of any notice required to be given or mailed either by the Statutes of the State of Wisconsin, the Articles of Incorporation, or by the By-laws of this Foundation.

ARTICLE X

Amendments

These By-laws may be amended at any regular meeting of the Presbytery, or at a special meeting called for that purpose, by a vote of the majority of the delegates present at such meeting except that provisions of these By-laws requiring a greater than majority vote of the Presbytery may be amended only by a vote of the Presbytery of at least the proportion required by the By-law provision to be amended.

Presbytery of Milwaukee
September 25, 2019

Request to Dissolve the Calvary Presbyterian Church Administrative Commission

In May of 2016, an Administrative Commission (AC) was elected to work with Calvary Presbyterian Church. The AC was commissioned to “walk alongside” Calvary and, in particular, to help oversee expenditures of monies received from the sale of a cell phone tower.

Members of the AC include JP Kastner (Shorewood, Northshore), Jim Parrish (Racine, Covenant), and Jean Dow (Milwaukee, Immanuel).

The AC met with members of the Calvary Session on several occasions over the course of the last three years. The Calvary treasurer has sent regular reports to the AC, via Mr. Parrish. We also worked with Calvary’s Capital Campaign task force.

Mr. Kastner is now employed by Calvary Presbyterian Church, and is therefore not eligible to continue to serve on the AC. Having discussed this matter with Mr. Kastner and Mr. Parrish, we believe that the work of the current AC is complete and therefore request that the Presbytery dissolve the Calvary Presbyterian Church AC, effective immediately.

Faithfully yours,

Jean Dow

jeandow@immanuelwi.org



2020 Minimum Terms of Call (Proposed) for Installed Ministers of Word and Sacrament Presbytery of Milwaukee

Each year the Commission on Ministry (COM) reviews the Minimum Terms of Call compensation and benefits levels and brings a recommendation to presbytery. (G-3.0303) COM researches and reviews several indicators to make an annual recommendation for changes in minimum terms of call. These indicators include the following:

1. Consumer Price Index (CPI) information over the most current one-year period.
2. Median salary data for PCUSA ministers as calculated by the Board of Pensions.
3. Average annual salary of ministers in comparable Presbyteries.
4. Changes in pension and medical plan benefits provided by the Board of Pensions.

COM strongly recommends that congregations prayerfully consider merit and term of service increases for Ministers of Word and Sacrament over and above the recommended minimum increase. When the Presbytery increases the minimum salary by just the COLA, that is effectively no salary increase. COM strongly recommends that Sessions consider time in service and the local cost of living as part of salary package. Consideration should be given for the time that God provided this pastor to the congregation. A pastor should be paid enough to live in the community they serve. The minimum salary is a starting salary.

A summary of this information for 2020 is as follows:

1. The Social Security Administration projected COLA increase for 2020 is 1.2%. The COLA increase in 2019 was 2.8%.
2. The median salary for PCUSA ministers as calculated by the Board of Pensions increased by 2.9% from \$59,100 in 2017 to \$60,800 in 2018 for full-time ministers.
3. The Pension and Medical dues for 2020 for installed positions is 37% of effective salary. (25% for Medical; 12% for Pension, Death & Disability)

In view of the above data COM recommends that the Presbytery of Milwaukee approve an increase of 1.2% in Minimum Effective Salary for 2019 to \$48,401 for a 40-hour work week. These wages reflect an hourly rate of \$23.27.

The minimum vacation for a Minister of Word and Sacrament is four weeks and four Sundays regardless of the number of hours worked. The minimum study leave is two weeks and two Sundays. The minimum Continuing Education is \$2,000 which will not be prorated. The minimum professional expenses shall be \$500 which shall not be prorated.

This chart provides a recommendation of the minimum salary based upon time of service. As a recommendation, this is not a requirement.

ToS	40-Hours	50-Hours
0	48,401	60,501
5	50,863	63,578
10	53,211	66,513
15	55,459	69,324
20	57,620	72,025
25	59,703	74,629
30	61,715	77,144
35	63,664	79,580

The Presbytery is very cognizant that church budgets are tight. There are creative ways to compensate pastors that do not necessarily require a salary increase. Extra vacation, extra benefits (paying for dental or vision), extra Sundays without preaching responsibilities, or increasing reimbursable expenses are some possible options in lieu of cash increases. The Commission on Ministry is available to help lead a conversation on other ways of compensating pastors when budgets do not allow for more than just a cost of living increase which affects Board of Pensions.