

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

The Presbytery of Milwaukee held its quarterly stated meeting by Zoom on **Wednesday, September 22, 2021, at 4 pm.**

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

Ministers of Presbytery: (**Present**, Absent, or Excused)

Allen, Kerri
Anderson, Dee M.
Anderson, Ted
Ater, Robert W.
<u>Baumann, John K. HR</u>
<u>Bell, Dianna, HR</u>
<u>Bell, Donald, HR</u>
Bergeson-Graham, Deb HR
<u>Bernhardt, Joanne HR</u>
Blanks, Nicole
Block, Deborah A.
Boyd, Christian
<u>Bratt, Susan Sytsma</u>
<u>Carlin, Mary</u>
<u>Cistrunk, Terrell H. HR</u>
<u>Clarke, Donald HR</u>
Coons, Martha HR
Craig, Julie
<u>Craven, Kathryn</u>
<u>Cross-Dukes, Volina HR</u>
<u>Danz, Glenn</u>
Davis, Christopher
<u>DeCamp, James A. HR</u>
<u>Denison, Charles HR</u>
Dow, Jean HR
Ebel, Katie
Erkel, Steven
Ewing, David
Farley, Nicole
<u>Fisher, James C. HR</u>
Fringer, Steven
Gibbs, Ann
Gleichauf, Jennifer
<u>Goetz, Thomas H.</u>
<u>Grimbol, Bill HR</u>

<u>Guyer, Jim HR</u>
Hagen, Karen
<u>Halverson, Dorothy HR</u>
<u>Hammond Clark, Melanie</u>
Hansen, John
<u>Hennesy, Terry HR</u>
<u>Henrichs, Michelle</u>
Hittle, Erin
Holmes, Andrew
Holmes-Jensen, Judith
Horner-Ibler, Barbara
<u>Houts, Traci S.</u>
<u>Houts, Willem P.</u>
<u>Hudson, Paul F. HR</u>
<u>Johnstone, William H. HR</u>
<u>Jones, Bruce</u>
<u>Jones, Keith HR</u>
<u>Jordon, Barbara HR</u>
<u>Kamerling, Garrett HR</u>
Kramer, Jerry HR
Larson, Teresa
Lee, Matthew
Loveall, Lance
Loveall, Paige
<u>Lucio, Antonio</u>
Ludwig, Meagan
<u>Lyter Bright, Laurie</u>
<u>Mazuera, Migdaleder HR</u>
McCalister, Alan S.
McCord, Elizabeth
<u>McCullough, Lisa</u>
McDonough, Mark HR
<u>McKeegan-Guinn, Susan HR</u>
Melara, Nicole
<u>Millar, JD</u>

<u>Millar, Victoria</u>
Monsma, Gail
Neal, Catherine HR
<u>Nicolaisen, Fiona</u>
Patton, Beth
Patton, Lori
Perkins, David HR
<u>Petterson, William HR</u>
<u>Rand, James M HR</u>
<u>Reichelderfer, Glen</u>
Samuelson, Scott
<u>Schultz, Gary G. HR</u>
<u>Stafford, Elizabeth HR</u>
Steiner, Stephanie
<u>Stirrat, Ian A. HR</u>
Stoll, Susan
Swanson, Brett
Swanson, James H.
Utley, Darren
<u>Talley, Dee HR</u>
<u>Talley, L. Kelly HR</u>
<u>Tarvid, Kevin HR</u>
<u>Timberlake, Robert HR</u>
Trimboli, Kimberly
Walker Cleaveland, Adam
Walker Cleaveland, Sarah
<u>Wanner, Thomas HR</u>
Wickersham, Carol
<u>Williams, Tom HR</u>
<u>Woehl, Roger A. HR</u>
<u>Woehrle, Thomas H. HR</u>
<u>Zieche, William W. HR</u>

Presbytery of Milwaukee, September 22, 2021

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	Steve Ashley	
Big Bend, Vernon	NR	
Clinton, First	NR	
Delafield, Delafield	NR	
Dousman, First of Ottawa	NR	
Fort Atkinson, Grace United	NR	
Franklin, Faith	Judy Bell	
Hartland, Kettle Moraine	NR	
Horicon, First	NR	
Janesville, First	NR	
Janesville, Rock Prairie	Jacqueline Davis	
Kenosha, First	NR	
Lake Geneva, Linn	Lauren Asplund	
Menomonee Falls, Living Hope	<u>Dorothy Dieter</u>	
Mequon, Crossroads	Deb Krygiel	NR
Milwaukee, Calvary	John-Paul Kastner	
Milwaukee, Christ	NR	
Milwaukee, Grace	NR	
Milwaukee, Immanuel	Margaret Crowley	Susan Rennane
Milwaukee, Tippecanoe	Judy Berdan	
Milwaukee, Good Shepherd Trinity	NR	
Milwaukee, West Granville	Lois Pearson	
Muskego, Heritage	Brandy Bohman	
New Berlin, Forest Park	Tracey Pomeroy	
Pewaukee, Faith Springs	NR	
Racine, Covenant	Greg Hanchon	
Racine, First	NR	
Racine, Second	NR	
Richfield, First	NR	
Shorewood, North Shore	Lin McCracken	
Sussex, Lisbon	NR	
Wales, Jerusalem	NR	
Waukesha, Bethesda	NR	
Waukesha, First	NR	
Waukesha, Southminster	NR	
Wauwatosa, Wauwatosa	NR	
West Allis, Apostle	NR	
West Allis, Greenfield Avenue	NR	
Whitewater, North Lima	NR	

Presbytery of Milwaukee, September 22, 2021

Elders voting by virtue of office:	
Commissioned Ruling Elder	Cathy Manthei
Treasurer	<u>Gail Boerema</u>
CTM	Kathy Dummer
	Bonnie Strigenz
	Lee Tan
	Cindy Thomas
	Brandon Ward
CPM	Don Elliott
	Sara Miles
	Nancy Ponstein
Council	Judy Jaggard
	Bill Leonard
	Ben Neal
	Steve Seeker
	Tess-Mattner, Kent
CVC	Ashanti Cook
	Margaret Keehn
	Jim Ziegler
Foundation	David L. Holle
	Kevin Sjostrom
	Christina Trompler
Nominating	Sue Frazier
	Sara Grant
	Eileen Pierce
Staff – Presbytery Executive	Rachel Yates
Staff – No vote	Kate Hopta
Associate Stated Clerk	Chris Halverson
Synod Commissioner	Paula Tillen
Inquirers	Lisa Lynne Kirkpatrick
Candidates	Mark Fraley
Corresponding Members	Elona Street-Stewart, PC(USA) Co-Moderator

ROLL SUMMARY – Voting Members			
	Present	Absent	Excused
Ministers – Voting	40	10	52
Ruling Elders – Voting	26	42	2
TOTAL	66	50	54
Corresponding members	1		
Inquirers	1		
Candidates	1		
Visitors	7		
Staff	1		
Total Attendance	77		

The meeting of the Presbytery began at 400 pm. Moderator Nicole Farley welcomed everyone to the Zoom presbytery gathering with prayer.

CONSENT AGENDA

The consent agenda as distributed seven days before the stated meeting was presented by the Stated Clerk. **The consent agenda was approved, using the Zoom polling feature, and written reports were received. (See Appendix)**

LAND ACKNOWLEDGEMENT

PS(USA) Co-Moderator Elona Street-Stewart gave her permission, as a descendant of the Delaware Nanticoke Tribe, to Moderator Nicole Farley to acknowledge the homelands of the many Indigenous Nations on which the Presbytery of Milwaukee's geography is situated:

We acknowledge that the Presbytery of Milwaukee is situated on the ancestral homelands of the Kiikaapoi, the Peoria, the Hoocqk, the Bodéwadmi, the Menominee, the Sauk and Meskwaki, the Myaamia, and the Očhéthi Šakówinj nations. We acknowledge our complicity through our Presbyterian heritage in the erasure of native peoples and their cultures, in addition to their forcible removal and the taking of their lands. We make this land acknowledgement with repentance for the damage and devastation brought on these peoples and on the individuals, and we give thanks that Indigenous people continue to live in this area and celebrate their traditional teachings and lifeways. We recognize and give honor to our Indigenous siblings with an honest heart.

INTRODUCTION OF NEW RULING ELDER COMMISSIONERS

The following first time ruling elders were introduced at this gathering: Lin McCracken, North Shore; Steve Ashley, Sun Valley; and Margaret Crowley, Immanuel.

INTRODUCTION OF NEW MINISTERS OF WORD AND SACRAMENT

Commission on Pastoral Ministries moderator, the Rev. Brett Swanson introduced and welcomed the Rev. Darren Utley, First (Racine) Presbyterian Church; the Rev. Glenn Danz, Linn Presbyterian Church; and the Rev. David Perkins, Honorably Retired.

INTRODUCTION OF CARROLL UNIVERSITY SEMINARY RESIDENT INTERN

Carroll University Chaplain, the Rev. Elizabeth McCord, welcomed Jackie Rodriguez, recent graduate of Princeton Seminary, who will be interning ½ time with Carroll University and ½ time with West Granville Presbyterian Church for the coming year. Jackie introduced herself and we welcomed her to the presbytery.

COUNCIL REPORT

Council Moderator, the Rev. Beth Patton, presented the first read of a new Merger Policy, which will be voted on at the November presbytery gathering.

Beth made the following motion, on behalf of Council:

MOTION: To recommend to the Presbytery amendments to the Manual of Operations as follows: to strike the first sentence at line 207 and replace it with, "The Treasurer is an Officer of the Corporation, nominated by the Board of Trustees, and elected and commissioned to service by the Presbytery. The Treasurer has voice and vote as an Officer on the Board of Trustees, and voice in the Presbytery Assembly." and to strike the words "and treasurer" at line 166 and to strike the words "the Presbytery Treasurer," at line 535.

Beth explained that this change will hopefully make it easier to find a new treasurer, since we won't require the position to be held by a minister or ruling elder. **After discussion, the motion was approved.** Beth presented

the first read of the 2022 Presbytery Budget Draft. Included in this draft is Per Capita apportionment of \$40/member.

Beth then presented the following motion in order to create a Presbytery Evangelist staff position:

MOTION: To approve a Presbytery Evangelist position for an alternative ministry presently called Mustard Seed Journey and to delegate to the Council the authority to negotiate terms of call or contract for this position if the way be clear.

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

Beth presented the following motion in order to create an additional Presbytery Evangelista staff position for a Latinx ministry:

MOTION: To approve a Presbytery Evangelist position for a Latinx ministry and to delegate to the Council the authority to negotiate terms of call or contract for this position if the way be clear.

Beth explained that there is a prospective minister from Mexico for the San Jose Parish in Beloit, and in order for the presbytery to bring them here under their visa, there needs to be a full time position created. The process then could take at least a year for them to be cleared to come. There was no discussion, **and the motion was approved.**

INVITATION TO MATTHEW 25 WORK

Vice Moderator Kent Tess-Mattner reported on the work around Fair Employment and Labor trafficking, and highlighted the UAMOS Webinar recording that is now available. He also thanked Heritage Delivers for their help distributing furniture and supplies to individuals trying to escape from labor trafficking.

The PC(USA) Co-Moderator, Elona Street-Stewart, was introduced and she gave a detailed presentation on our nation's plight of food insecurity, and the relationship between hunger and poverty, which is the next focus for the presbytery's journey in our Matthew 25 initiative.

We heard from the Rev.'s Matt Lee, Nikki Blanks and Elder John-Paul Kastner about a new congregation collaboration, Food for the Journey, involving 5 congregations. Kettle Moraine, Delafield, Jerusalem, Apostle, and Calvary have joined forces to create a large vegetable garden on the Kettle Moraine Presbyterian Church's land, with food being distributed to various location in Southeastern Wisconsin. They invited other congregations to join them.

WORSHIP

Worship included Communion, which was presided by the Rev. Karen Hagen, Pastor of Tippecanoe Presbyterian Church in Milwaukee, and a video about many of the Presbytery of Milwaukee churches who have community gardens and share their abundance with others.

EXAMINATION OF MARK FRALEY FOR ORDINATION OF MINISTER OF WORD AND SACRAMENT

Candidate Mark Fraley, from Wauwatosa Presbyterian Church, was examined on his calling, gifts, preparation, and suitability for the responsibilities of ordered ministry, Christian faith and views in theology, the Sacraments, and the government of this church. Council moderator Beth Patton offered the first question. After several questions had been answered, a **motion to arrest the examination was approved.** Mark was excused to the waiting room.

After discussion there was a motion to approve Mark for ordination.

MOTION: To approve Mark Fraley to be ordained as a Presbytery Evangelist for the Mustard Seed Journey ministry and enrolled as a minister member of the Presbytery of Milwaukee.

The motion was approved. Another motion was made:

MOTION: To elect Mark Fraley to the position of Presbytery Evangelist.

After discussion, **the motion was approved**, and Mark was welcomed back into the meeting with Zoom cheers and clapping. Moderator Nicole Farley prayed.

COMMISSION ON PASTORAL MINISTRIES - EXAMINATION OF LISA LYNNE KIRKPATRICK FOR CANDIDACY

Inquirer Lisa Lynne Kirkpatrick, from Linn Presbyterian Church was examined with respect to her Christian faith, forms of Christian service undertaken, and motives for seeking the ministry. The Rev'd Dr. Brett Swanson, moderator of the Commission on Pastoral Ministries, asked the first question. After several questions had been answered, a **motion to arrest the examination was approved**. Lisa Lynne was excused to the waiting room. The following motion was made:

MOTION: To move Inquirer Lisa Lynne Kirkpatrick to Candidate effective August 10, 2021.

After discussion, **the motion was approved**, and Lisa Lynne was welcomed back into the meeting with Zoom cheers and clapping. Brett asked Lisa Lynne 4 questions, to which she responded in the affirmative, and Brett prayed.

Brett Swanson presented CPM's recommended Minimum Terms of Call for 2022, and made the following motion:

MOTION: The CPM moves that the minimum terms of call be increased by 6% to \$51,305/year for a 40-hour week, or \$24.67/hour.

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

NOMINATING COMMITTEE REPORT

Nominating Moderator the Rev. Lance Loveall, presented the following people to be elected as 2022 General Assembly Commissioners:

- Carol Wickersham (M) Validated Ministry
- Angela Madison (E) Wauwatosa
- Ted Anderson (M) At Large (Alternate)
- Cindy Stigler (E) Forest Park (Alternate)

They were elected.

There was no new business, and Moderator Nicole closed the meeting with a benediction at 6:56 pm.

Respectfully submitted,

Christian Boyd, Stated Clerk These minutes were approved on November 18, 2021.

CONSENT AGENDA

September 22, 2021

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 22, 2021 gathering of the Presbytery be adopted.**
- **That the Minutes of the May 22, 2021 Stated gathering of the Presbytery be approved.**
- **That Elder Elona Street-Stewart, Co-Moderator of the PC(USA) General Assembly be seated as a Corresponding Member with voice.**
- **That if the business scheduled before worship is concluded sooner than 5:30, the body will move to worship at that time.**

Commission on Congregational Vitality report to the Presbytery for the May 22, 2021 meeting

Members: Ashanti Cook (moderator), Nicole Melara, Catherine Neal, Jim Ziegler, Nikki Blanks, Margaret Keehn, and Chris Davis

Staff support: Ann Gibbs

Actions taken by the commission:

Fox Lake Community Outreach Grants: CCV has been charged by the Presbytery through the Council to provide grants to congregations within a 30 mile radius of the former First, Fox Lake congregation utilizing a portion of funds from the proceeds of the sale of the Fox Lake property. An application form and letter have been created and provided to churches with help from the Wisconsin Council of Churches and a local ministers group in addition to reaching out to our neighboring Presbyteries. We have set the deadline for application to February 28, 2022.

Approved elder Lance Jones to preside over communion as needed at Good Shepherd Trinity, June 2021. This was renewed approval, is for one year ,and may be renewed June 2022 upon request of the GST session.

Awarded a Congregational Vitality Grant to a consortium of congregations for a joint ministry project, Food for the Journey, for \$5000.

Awarded a Congregational Vitality Grant to Crossroads of \$1500.

Made updates to the Leadership Development Grant application. Grants of up to \$500 per individual or \$1500 per congregation are available to pastors (all those serving in a pastoral function with a congregation and those in validated ministry), Christian educators, and church members. Details on the grant and the online application form can be found here: <https://www.pbymilwaukee.org/leadership-development-grant-application.html>.

Granted a Leadership Development Grant of \$500 to Mary Carlin.

Eight camperships have been awarded for a total of \$1200.

Ashanti Cook, Moderator

Ashanti.k.c@gmail.com

Commission on Pastoral Ministries report to Presbytery for the September 22, 2021 meeting

Members: Brett Swanson (moderator), Nancy Ponstein (clerk), Sara Miles, Elizabeth McCord, Teresa Larson, Don Elliott, Lori Patton and Erin Hittle

Staff support: Ann Gibbs

Inquirers and Candidates under care:

Mark Fraley has been approved by the commission as Certified, Ready to Receive a Call

Lisa Lynne Kirkpatrick. The commission is recommending Lisa Lynne be moved to Candidate at the September meeting. The CPM is also requesting the body that the effective candidacy date be set to August 10, 2021, the date the commission made its approval.

Motion: To move Inquirer Lisa Lynne Kirkpatrick to Candidate effective August 10, 2021.

Madeline Lannon (Inquirer), Faith Springs Pewaukee. Maddie has just begun her second year at Princeton and was recently rewarded with the Omaha Presbyterian Seminary Foundation Apollos Scholarship.

Sara Zallar (Inquirer), Tippecanoe Milwaukee, is starting her first year Western Seminary.

Additional Work of the CPM:

Minimum Terms of Call: The CPM is charged with making recommendations to the Presbytery regarding minimum terms of call. In 2021, in light of the pandemic, the commission did recommend increasing the minimum terms of call but encouraged increases as able. The COLA increase for 2021 was 1.3%. The estimated COLA increase for 2022 is between 4-6.2%.

Motion: The CPM moves that the minimum terms of call be increased by 6% to \$51,305/year or \$24.67/hour for a 40 hr/wk.

The CPM recommends similar increases for those making more than the minimum.

CPM is working with CTM on updates to the presbytery's ethical boundaries policies. It is also developing a flow chart of the ordination process and requirements to assist those under care.

The CPM continues to seek ways to support our ministers, pastors, and commissioned pastors including all those in validated ministries and HRs. We welcome input.

Brett Swanson, Moderator

brett@tosapres.com

Commission on Transitional Ministries Presbytery of Milwaukee September 22, 2021

On behalf of the Presbytery of Milwaukee, the Commission on Transitional Ministries took the following actions between May 25, and July 27, 2021.

TRANSITIONS

Approved the dissolution of pastoral relationship between Rev. Dr. Mark McDonough and First (Racine) Presbyterian Church, due to retirement, effective June 30, 2021.

Approved the dissolution of pastoral relationship between the Rev. Terry Hennesy and Linn Presbyterian Church, due to retirement, effective June 30, 2021.

Approved the transfer of membership of the Rev. Len Hedges-Goettl from Milwaukee Presbytery to New Castle Presbytery.

Received the Rev. David Perkins as an Honorably Retired minister member of the Milwaukee Presbytery, coming from Sante Fe Presbytery.

ACTIONS TAKEN FOR PASTORAL SEARCH PROCESS

Approved the MIF for Interim Pastor for North Shore Presbyterian.

Approved the suitability and fit of the Rev. Nicole Melara for the Interim Pastor position at North Shore Presbyterian Church.

Approved the suitability and fit of the Rev. Glenn Danz as a Bridge Pastor for Linn Presbyterian Church.

ACTIONS TAKEN FOR CONTRACTS

Approved the Terms of Call between the Rev. Beth Patton and Faith Presbyterian Church.

Approved the Moderator's co-appointment with ELCA Synod of Rev. Marilyn Miller (ELCA) as Moderator/Pastor Accompanying Church in Transition for Good Shepherd Trinity Church.

Approved the renewed pastoral contract between the Rev. Glen Reichelderfer and First (Waukesha) Presbyterian Church.

Approved the Bridge Pastor contract between the Rev. Glenn Danz and Linn Presbyterian Church.

ADDITIONAL ACTIONS

Approved the amended Presbytery Pastoral Dissolution Policy and recommended it to Presbytery for approval.

Approved the Moderator's appointment of Lee Tan to moderate the congregational meeting for Faith Presbyterian Church.

Approved Elder JP Kastner to receive training for presiding at the Lord's Table for Calvary Presbyterian Church in the absence of a Minister of Word and Sacrament.

Granted Christ Presbyterian Church and San Jose Fellowship access to the Ernest Glenn Plan as it exists and with the current incentives, on an exception basis for part-time calls.

Referred consideration of the Ernest Glenn Plan to the Racial Equity and Justice Task Force to give CTM insights on how to make it more attractive to pastors of color and congregations.

Submitted by,

Mary Carlin, Moderator, rev.marycarlin@gmail.com

Council Report to Presbytery September 22, 2021

The Council met regularly via Zoom the months of June, July, August, and September. On behalf of the Presbytery of Milwaukee the Council took the following actions which are presented below.

Approved the Presbytery short-term vision (2 years) focus on the Matthew 25 goal of ministry vitality, working in conjunction with the Presbytery Planning Commission and the Congregational Vitality Commission.

Granted Common Ground's request for Council to advertise and promote listening sessions as part of their House Meetings campaign.

Approved the lease between First (Waukesha) Presbyterian Church and Waukesha City Church and has required the Session of First (Waukesha) to provide a ministry plan to Council.

University Christian Ministries housed on the UWM campus was given a grant in the amount of \$2,000.

Funding was extended under the Ernest Glenn Plan to pay financial incentives for part-time positions to Christ Presbyterian Church and the San Jose Fellowship using resources from the Foundation.

A grant was made to the Milwaukee Habitat for Humanity in the amount of \$10,000.

Council voted to recommend to the Presbytery approval of the interim merger policy.

Given the difficulty in recruiting a Treasurer for the Presbytery, Council approved the recommendation to the Presbytery amendments to the Manual of Operations.

As reported at the May 22, 2021 Presbytery meeting, Council has created a subcommittee to work with those seeking to start new ministry opportunities. To that end,

- Council recommends to the Presbytery approval of a Presbytery Evangelist position for an alternative ministry presently called Mustard Seed Journey, and to delegate to the Council the authority to negotiate terms of call and contract for this position.
- Council recommends to the Presbytery approval of a Presbytery Evangelist position for a Latinx ministry, and to delegate to the Council the authority to negotiate terms of call and contract for that position.

The Presbytery Council has set our focus for 2022-23 on the third prong of the Matthew 25 initiative: building ministry vitality. As we emerge from the pandemic, we all will be reassessing, rebuilding, and repurposing our ministries to meet the needs of our members and our communities. Council recommends to the Presbytery for approval of the 2022 Presbytery budget as reflected in the meeting papers.

Submitted by,
Beth Patton, Moderator
beth.patton22@gmail.com

Disaster Preparedness and Response Task Force
Report to Presbytery of Milwaukee
September 10, 2021

September is recognized as National Disaster Preparedness Month! The Disaster Preparedness and Response Task Force (DP&R TF) has provided a series of four weekly articles for Fresh Impressions encouraging family disaster preparedness. Resources and links are provided, as well as engaging activities for children and youth. Church leadership is encouraged to promote family disaster preparedness and these articles may be a helpful resource. It may also be helpful for families to determine the disaster plan in place for schools and places of work, when applicable.

It is equally important for our churches to create disaster preparedness plans and take steps to preserve and have multiple ways of accessing membership contact info, insurance, and financial records, as well as historical items and records. There are many things that can be done prior to a disaster occurring that reduces the chaos at the time of a disaster and allows for a calmer and quicker response. The DP&R Task Force is in the process of identifying a disaster preparedness contact person for each church.

The Disaster Preparedness and Response Task Force (DP&R TF) continues to support church leadership throughout the Presbytery regarding the COVID-19 pandemic, church security, and other areas as they arise. Resources and updates are shared as they become available. Monthly meetings with the Clerks of Session resumed again in August, with the intent of shifting frequency according to expressed need. These meetings provide an opportunity for the Clerks to share with and learn from one another.

Topics of focus on August 19th were:

- Delta Variant Advice – Wisconsin Council of Churches (WCC)
- Recent update from Lisa Allgood
- BY FAITH WE STAND FIRM: Ministry in the Era of COVID Variants – Wisconsin Council of Churches (WCC)
- COVID-19 Mental Health Resources
- New CDC Guidance
- PC(USA) Stated Clerk Urges Patience on Returning to In Person Worship

Our next meeting with Clerks will be September 23rd at 4:15 PM and 7:00 PM. Task force members continue to be available to assist church leadership upon request.

Respectfully submitted,
Marilyn Stone
mmstone52@att.net

DP&R Task Force Members: Judi Holmes-Jensen, Ben Neal (Council liaison), Catherine Neal, Wayne Vaughn, Mike Williams, and Marilyn Stone

**Presbytery Personnel Committee Report
Presbytery of Milwaukee
September 22, 2021**

The Personnel Committee has been hard at work doing reviews for the staff. This has included making changes and updates to staff job descriptions. We have also been discussing recommendations for cost of living raises. As a sign of our appreciation for the staff, the Personnel committee coordinated a gift of gift cards to Panera to each staff member. In addition, Council has asked us to look at the position of Treasurer and consider how it might be restructured in the future to make it easier to find people to serve.

If you have questions or comments for the Personnel Committee, you can address them to Rev. Jennifer Gleichauf at jenny@covpres.org.

Presbytery of Milwaukee
Summary Comparative Statement of Activities
January to August 2021

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	\$5,657.17	\$12,529.38	(\$6,872.21)	\$112,836.85	\$150,352.65	(\$37,515.80)	75.05 %
Mission Support	\$8,867.04	\$8,700.00	\$167.04	\$89,008.31	\$104,400.00	(\$15,391.69)	85.26 %
Foundation Support	\$16,010.00	\$22,070.58	(\$6,060.58)	\$139,559.00	\$264,847.00	(\$125,288.00)	52.69 %
Administrative	\$2,731.70	\$997.36	\$1,734.34	\$11,694.18	\$11,968.31	(\$274.13)	97.71 %
Total Revenue	\$33,265.91	\$44,297.32	(\$11,031.41)	\$353,098.34	\$531,567.96	(\$178,469.62)	66.43 %
Expenses							
Personnel Expenses							
Presbytery Executive	\$10,522.42	\$9,992.42	(\$530.00)	\$76,998.21	\$119,909.01	\$42,910.80	64.21 %
Office Manager	\$5,810.00	\$5,851.66	\$41.66	\$46,480.00	\$70,219.87	\$23,739.87	66.19 %
Assoc for Ministry Vitality	\$8,498.83	\$7,738.01	(\$760.82)	\$60,923.14	\$92,856.13	\$31,932.99	65.61 %
Communications Associate	\$1,294.12	\$1,419.13	\$125.01	\$10,556.36	\$17,029.50	\$6,473.14	61.99 %
Stated Clerk	\$937.96	\$979.62	\$41.66	\$7,503.68	\$11,755.34	\$4,251.66	63.83 %
Payroll Expenses	\$950.24	\$1,203.52	\$253.28	\$7,726.42	\$14,442.13	\$6,715.71	53.50 %
Treasurer	\$0.00	\$41.67	\$41.67	\$0.00	\$500.00	\$500.00	0.00 %
Total Personnel Expenses	\$28,013.57	\$27,226.03	(\$787.54)	\$210,187.81	\$326,711.98	\$116,524.17	64.33 %
Administrative Expenses	\$7,575.88	\$4,028.75	(\$3,547.13)	\$35,828.99	\$48,345.00	\$12,516.01	74.11 %
Standing Commissions							
Council	\$4,883.33	\$5,882.91	\$999.58	\$33,716.64	\$70,595.00	\$36,878.36	47.76 %
Congregational Vitality Comm	\$85.38	\$3,250.00	\$3,164.62	\$2,479.64	\$39,000.00	\$36,520.36	6.36 %
Transitional Ministries Comm	\$2,969.00	\$1,025.00	(\$1,944.00)	\$4,373.00	\$12,300.00	\$7,927.00	35.55 %
Pastoral Ministries Comm	\$3,952.50	\$1,968.00	(\$1,984.50)	\$18,292.50	\$23,616.00	\$5,323.50	77.46 %
Planning Commission	\$250.00	\$916.67	\$666.67	\$2,279.87	\$11,000.00	\$8,720.13	20.73 %
Total Standing Commissions	\$12,140.21	\$13,042.58	\$902.37	\$61,141.65	\$156,511.00	\$95,369.35	39.07 %
Total Expenses	\$47,729.66	\$44,297.36	(\$3,432.30)	\$307,158.45	\$531,567.98	\$224,409.53	57.78 %
Revenue Over (Under) Expenses	(\$14,463.75)	(\$0.04)	(\$14,463.71)	\$45,939.89	(\$0.02)	\$45,939.91	0.00 %

Accounts

Assets		
Current Assets		
Cash and Cash Equivalents		
1.00.1011 - Petty Cash	\$50.00	
1.00.1013 - Tri City 9774 Checking	\$56,503.85	
1.00.1014 - Tri City 5201 checking	\$46,424.87	
Total Cash and Cash Equivalents	<u>\$102,978.72</u>	
Total Current Assets		\$102,978.72
Other Assets		
1.00.1150 - Prepaid Insurance	\$1,115.25	
Total Other Assets		<u>\$1,115.25</u>
Total Assets		<u><u>\$104,093.97</u></u>
Liabilities & Net Assets		
Liabilities		
Current Liabilities		
1.00.2010 - Payroll Payable	\$36,267.14	
1.00.2011 - 403B Deduction Payable	\$300.00	
1.00.2095 - Southminster-PBY Due to Foundation	\$861.84	
Mission Support Share Payable		
1.00.2030 - Mission Support - GA Payable	\$3,702.35	
1.00.2035 - Mission Support - Synod Payable	\$2,715.89	
Total Mission Support Share Payable	<u>\$6,418.24</u>	
Special Offerings Pass Through		
1.00.2040 - One Great Hour of Sharing Payable	\$4,985.00	
1.00.2042 - Pentecost Offering Payable	\$664.39	
1.00.2044 - Peacemaking Offering - GA Payable	\$124.00	
1.00.2046 - Christmas Joy Offering Payable	\$20.00	
1.00.2048 - Special Offering PM Meeting Payable	\$393.50	
Total Special Offerings Pass Through	<u>\$6,186.89</u>	
Total Current Liabilities		\$50,034.11
Other Liabilities - PCUSA		
1.00.2059 - Other Missionaries	\$3,041.67	
Total Other Liabilities - PCUSA		<u>\$3,041.67</u>
Total Liabilities		<u>\$53,075.78</u>
Net Assets		
Unrestricted		
1.00.3000 - Unrestricted/Undesignated Net Asset	(\$42,811.28)	
Unrestricted This Year	\$45,939.89	
Total Unrestricted	<u>\$3,128.61</u>	
Donor Restricted Accounts	\$47,889.58	
Total Net Assets		<u>\$51,018.19</u>
Total Liabilities & Net Assets		<u><u>\$104,093.97</u></u>

Presbytery of Milwaukee
 Temporary Restricted Accounts
 August 2021

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Credit Adjustments	Debit Adjustments	Ending Balance
Donor Restricted Accounts						
1.00.9002 - First Pres Fox Lake	\$21,826.34	\$0.00	\$0.00	\$0.00	\$0.00	\$21,826.34
1.00.9007 - Peacemaking/Walz	\$13,364.61	\$0.00	\$0.00	\$0.00	\$0.00	\$13,364.61
1.00.9020 - Welsh Presbytery	\$413.01	\$0.00	\$0.00	\$0.00	\$0.00	\$413.01
1.00.9022 - Emonds Educational Fund	\$1,485.32	\$0.00	\$0.00	\$0.00	\$0.00	\$1,485.32
1.00.9025 - Margaret Towner Scholarship Fund	\$0.00	\$0.00	\$0.00	\$100.00	\$0.00	\$100.00
1.00.9027 - Vitality Covid-19 Grants	\$0.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.30
1.00.9031 - Matthew 25 - PBW	\$8,300.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,300.00
1.00.9035 - Pastoral Ministry	\$0.00	\$0.00	\$0.00	\$2,400.00	\$0.00	\$2,400.00
Total Donor Restricted Accounts	\$45,389.58	\$0.00	\$0.00	\$2,500.00	\$0.00	\$47,889.58

Presbytery of Milwaukee Foundation, Inc.**Secretary/Treasurer's Report****August 31, 2021****Balance Sheet**

The August 31, 2021, Balance Sheet shows that the total assets of the Foundation have increased by \$157,073.82 from a December 31, 2020, balance of \$2,107,575.21 to an August 31, 2021, balance of \$2,264,649.03. The Balance Sheet also shows an August 31, 2021, cash balance of \$296,342.40 representing 13.28% of the total Morgan Stanley account balance. Presbytery has currently committed \$92,828.41 of these assets.

Statement of Activity

The Statement of Activity shows the Morgan Stanley Change in Value, Advisory Fees and the transfers between the Foundation and Presbytery.

Performance

During the first eight months of **2021**, the total Morgan Stanley cash and investments have increased by \$222,513.66 or 10.74% due to the change in value and decreased by (\$12,858.34) or (-.62%) due to advisory fees, for a net increase in value after fees of 10.12%. Robin Muller continues to offer investment alternatives for the Foundation Board consideration. A June 30, 2021, Time Weighted Performance Summary Report shows the return percentage (net of fees) for the period 12/31/2020 – 06/30/2021 of the Foundation accounts was 6.15% versus an account allocation blend percentage of 7.51%.

During the entire year of **2020**, the total cash and investments increased by \$87,824.30 or 4.22%, due to the change in value and decreased by (\$16,865.54) or (-.81%) due to advisory fees, for a net increase in value after fees or 3.41%.

During the entire year of **2019**, the total cash and investments have increased by \$313,342.64 or 15.63% due to the change in value and decreased by (\$17,340.81) or (-.87%) due to advisory fees, for a net increase in value after fees or 14.76%.

Calculation of General Support to Presbytery

Foundation Funds may be used to balance the Presbytery budget; however, they should not exceed 10% of the Foundation's unrestricted assets as determined by the Foundation Secretary/Treasurer. Based on a 12-quarter revolving average, as of June 30, 2021, this amount is calculated at \$15,955 per month or \$191,460 per year. Presbytery can request additional transfers to or from the Foundation for specific commitments.

Sincerely,

David L. Holle, Secretary/Treasurer

September 4, 2021

APPENDIX

PRESBYTERY OF MILWAUKEE FOUNDATION INC.
Balance Sheet
2021

ASSETS	Dec. 31, 2020	Jan. 31, 2021	Feb. 28, 2021	Mar. 31, 2021	April 30, 2021	May 31, 2021	June 30, 2021	July 31, 2021	August 31, 2021	Sept. 30, 2021	Oct. 31, 2021	Nov. 30, 2021	Dec. 31, 2021
Morgan Stanley Account													
Cash, Money Market & C.D.s	\$ 336,630.90	\$ 325,794.07	\$ 306,175.21	\$ 298,947.10	\$ 262,493.54	\$ 349,837.17	\$ 315,868.31	\$ 308,843.80	\$ 296,342.40	\$ -	\$ -	\$ -	\$ -
Investments	1,734,934.06	1,700,048.73	1,727,530.53	1,737,122.38	1,826,577.16	1,811,078.28	1,864,537.81	1,898,467.35	1,934,882.30	-	-	-	-
Total Morgan Stanley Acct.	\$ 2,071,564.96	\$ 2,025,842.80	\$ 2,033,705.74	\$ 2,036,069.48	\$ 2,089,070.70	\$ 2,160,915.45	\$ 2,180,406.12	\$ 2,207,311.15	\$ 2,231,224.70	\$ -	\$ -	\$ -	\$ -
Loans Receivable													
- Southminster Church	\$ 36,010.25	\$ 34,860.73	\$ 34,860.73	\$ 34,860.73	\$ 34,573.45	\$ 34,573.45	\$ 34,573.45	\$ 33,424.33	\$ 33,424.33	\$ -	\$ -	\$ -	\$ -
TOTAL ASSETS	\$ 2,107,575.21	\$ 2,060,703.53	\$ 2,068,566.47	\$ 2,070,930.21	\$ 2,123,644.15	\$ 2,195,488.90	\$ 2,214,979.57	\$ 2,240,735.48	\$ 2,264,649.03	\$ -	\$ -	\$ -	\$ -
EQUITY													
Congregational Vitality	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ -	\$ -	\$ -	\$ -
San Jose Ministry Project Grants	28,000.00	28,000.00	28,000.00	28,000.00	28,000.00	28,000.00	28,000.00	28,000.00	28,000.00	-	-	-	-
Supporting Pastors - COM	35,975.74	35,550.74	35,550.74	35,550.74	27,461.74	27,461.74	27,461.74	24,646.74	24,646.74	-	-	-	-
Towner Scholarships	11,231.67	11,231.67	11,231.67	11,231.67	11,231.67	11,231.67	11,231.67	10,181.67	10,181.67	-	-	-	-
Total Committed Equity	\$ 105,207.41	\$ 104,782.41	\$ 104,782.41	\$ 104,782.41	\$ 96,693.41	\$ 96,693.41	\$ 96,693.41	\$ 92,828.41	\$ 92,828.41	\$ -	\$ -	\$ -	\$ -
Designated by Presbytery													
Uncommitted Equity	2,002,367.80	1,955,921.13	1,963,784.06	1,966,147.80	2,026,950.74	2,098,795.49	2,118,286.16	2,147,907.07	2,171,820.62	\$ -	\$ -	\$ -	\$ -
TOTAL EQUITY	\$ 2,107,575.21	\$ 2,060,703.54	\$ 2,068,566.47	\$ 2,070,930.21	\$ 2,123,644.15	\$ 2,195,488.90	\$ 2,214,979.57	\$ 2,240,735.48	\$ 2,264,649.03	\$ -	\$ -	\$ -	\$ -

Morgan Stanley	Total	2021												2021 YTD
	2020	January	February	March	April	May	June	July	August	September	October	November	December	
- Change in Value	\$ 87,824.30	\$ (28,681.26)	\$ 25,156.06	\$ 19,826.22	\$ 79,971.78	\$ (10,618.50)	\$ 46,964.29	\$ 48,382.21	\$ 41,512.86	\$ -	\$ -	\$ -	\$ -	\$ 222,513.66
- Advisory Fee	(16,865.54)	(1,522.92)	(1,433.12)	(1,602.48)	(1,568.84)	(1,676.75)	(1,613.62)	(1,701.30)	(1,739.31)	-	-	-	-	(12,858.34)
Total	70,958.76	(30,204.18)	23,722.94	18,223.74	78,402.94	(12,295.25)	45,350.67	46,680.91	39,773.55	-	-	-	-	209,655.32
% of Beginning Balance	3.41%	-1.46%	1.15%	0.88%	3.78%	-0.59%	2.19%	2.25%	1.82%	0.00%	0.00%	#DIV/0!	#DIV/0!	10.12%
Transfers (excluding loan transfers)														
Presbytery Support	\$ (194,328.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ -	\$ -	\$ -	\$ -	\$ (126,880.00)
Towner Scholarship	(2,300.00)	-	-	-	-	-	-	(1,050.00)	-	-	-	-	-	(1,050.00)
From Presbytery to Equity						100,000.00								100,000.00
Pastor Support	(13,274.26)	(425.00)	-	-	(8,089.00)	-	-	(2,815.00)	-	-	-	-	-	(11,329.00)
Covid-19 Grants	(12,807.77)	(382.50)	-	-	(1,740.00)	-	-	-	-	-	-	-	-	(2,122.50)
Camp Schlorships		-	-	-	-	-	-	(1,200.00)	-	-	-	-	-	(1,200.00)
Grant to Common Ground	(10,000.00)	-	-	-	-	-	(10,000.00)	-	-	-	-	-	-	(10,000.00)
Undesignated	14.11	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	\$ (232,695.92)	\$ (16,667.50)	\$ (15,860.00)	\$ (15,860.00)	\$ (25,689.00)	\$ 84,140.00	\$ (25,860.00)	\$ (20,925.00)	\$ (15,860.00)	\$ -	\$ -	\$ -	\$ -	\$ (52,581.50)
Net Change in Assets	\$ (161,737.16)	\$ (46,871.68)	\$ 7,862.94	\$ 2,363.74	\$ 52,713.94	\$ 71,844.75	\$ 19,490.67	\$ 25,755.91	\$ 23,913.55	\$ -	\$ -	\$ -	\$ -	\$ 157,073.82

Prepared By David L. Holle Sept. 3, 2021
Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.
File: Foundation Financials Twelve Months 2021

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Balance Sheet

ASSETS	Dec. 31, 2020	July 31, 2021	August Change	August 31, 2021
Morgan Stanley Account				
Cash, Money Market & C.D.s	\$ 336,630.90	\$ 308,843.80	\$ (12,501.40)	\$ 296,342.40
Investments	1,734,934.06	1,898,467.35	\$ 36,414.95	1,934,882.30
Total Morgan Stanley Acct.	\$ 2,071,564.96	\$ 2,207,311.15	\$ 23,913.55	\$ 2,231,224.70
Loans Receivable				
- Southminster Church	\$ 36,010.25	\$ 33,424.33	\$ -	\$ 33,424.33
TOTAL ASSETS	\$ 2,107,575.21	\$ 2,240,735.48	\$ 23,913.55	\$ 2,264,649.03
EQUITY				
Congregational Vitality	\$ 30,000.00	\$ 30,000.00	\$ -	\$ 30,000.00
San Jose Ministry Project Grants	28,000.00	28,000.00	-	28,000.00
Supporting Pastors - COM	35,975.74	24,646.74	-	24,646.74
Towner Scholarships	11,231.67	10,181.67	-	10,181.67
Total Committed Equity - Designated by Presbytery	\$ 105,207.41	\$ 92,828.41	\$ -	\$ 92,828.41
Uncommitted Equity	2,002,367.80	2,147,907.07	23,913.55	2,171,820.62
TOTAL EQUITY	\$ 2,107,575.21	\$ 2,240,735.48	\$ 23,913.55	\$ 2,264,649.03

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Statement of Activity

August 31, 2021

Morgan Stanley	YTD July 31, 2021	August Change	YTD Aug. 31, 2021	
Morgan Stanley Change in Value	\$ 181,000.80	\$ 41,512.86	\$ 222,513.66	10.74%
Morgan Stanley Advisory Fees	(11,119.03)	(1,739.31)	(12,858.34)	-0.62%
Morgan Stanley Change in Value and Fees as a percentage of beginning account total	\$ 169,881.77 8.20%	\$ 39,773.55 1.92%	\$ 209,655.32 10.12%	
Transfers				
To Presbytery Support	\$ (111,020.00)	\$ (15,860.00)	\$ (126,880.00)	
Southminster loan payment received	2,585.92	-	2,585.92	
Southminster loan balance reduced	(2,585.92)	-	(2,585.92)	
Towner Scholarships grants	(1,050.00)	-	(1,050.00)	
From Presbytery to Uncommitted Equity	100,000.00	-	100,000.00	
Pastoral Support Grants	(11,329.00)	-	(11,329.00)	
Covid-19 grants - from Uncommitted Equity	(2,122.50)	-	(2,122.50)	
Camp Scholarships - from Uncommitted Equity	(1,200.00)	-	(1,200.00)	
Grant to Common Ground - from Uncom. Equity	(10,000.00)	-	(10,000.00) *	
Transfers Increase (Decrease)	\$ (36,721.50)	\$ (15,860.00)	\$ (52,581.50)	
Net Change in Total Assets	\$ 133,160.27	\$ 23,913.55	\$ 157,073.82	

* The second of four \$10,000 annual grants 2021 from uncommitted equity.

Prepared on Sept. 3, 2021 by David L. Holle
Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.
Foundation Financials YTD August 31, 2021

APPENDIX

Morgan Stanley Reconciliation
PRESBYTERY OF MILWAUKEE FOUNDATION INC.
Balance Sheet
Morgan Stanley Account

ASSETS	Dec. 31, 2020	July 31, 2021	Partial August 31, 2021	September 30, 2021
Morgan Stanley				
- Money Market Fund	\$ 336,630.90	\$ 308,843.80	\$ 296,342.40	\$ -
- Stocks and Bonds	1,734,934.06	1,898,467.35	1,934,882.30	-
Total Morgan Stanley Assets	<u>\$ 2,071,564.96</u>	<u>\$ 2,207,311.15</u>	<u>\$ 2,231,224.70</u>	<u>\$ -</u>

	Total YTD July 31	%	August 31, 2021		September 30, 2021	Total YTD	%
Morgan Stanley Change in Value - All Accounts	\$ 181,000.80	8.74%	\$ 41,512.86	2.00%	\$ -	\$ 222,513.66	10.74%
Morgan Stanley Advisory Fees	(11,119.03)	-0.54%	(1,739.31)	-0.08%	-	(12,858.34)	-0.62%
Transfer to Presbytery for General Support	(111,020.00)		(15,860.00)		-	(126,880.00)	
Transfer from Presbytery for Southminster Loan	2,585.92		-		-	2,585.92	
Transfer to Presbytery for Towner Scholarships	(1,050.00)		-		-	(1,050.00)	
Transfer from Presbytery form Uncommitted Equity	100,000.00		-		-	100,000.00	
Transfer to Presbytery for Pastor Support	(11,329.00)		-		-	(11,329.00)	
Transfer to Presbytery for Covid-19 Grants	(2,122.50)		-		-	(2,122.50)	
Transfer to Presbytery for camp scholarships	(1,200.00)		-		-	(1,200.00)	
Transfer to Presbytery for Common Ground Grant	(10,000.00)		-		-	(10,000.00)	
Total Change to Morgan Stanley Accounts	<u>\$ 135,746.19</u>		<u>\$ 23,913.55</u>		<u>\$ -</u>	<u>\$ 159,659.74</u>	
Check figure	\$ 135,746.19	ok	\$ 23,913.55	ok			

ASSET ALLOCATION	Dec. 31, 2020	%	July 31, 2021	%	August 31, 2021	%	September 30, 2021	%
Cash in all accounts	\$ 336,630.90	16.25%	\$ 308,843.80	13.99%	\$ 296,342.40	13.28%	\$ -	#DIV/0!
Equities	625,017.57	30.17%	1,266,703.80	57.39%	1,300,153.36	58.27%	-	#DIV/0!
Fixed Income & Preferred Alternatives	877,840.54	42.38%	624,943.75	28.31%	627,908.51	28.14%	-	#DIV/0!
	232,075.95	11.20%	6,819.80	0.31%	6,820.43	0.31%	-	#DIV/0!
Total Morgan Stanley Assets	<u>\$ 2,071,564.96</u>	100.00%	<u>\$ 2,207,311.15</u>	100.00%	<u>\$ 2,231,224.70</u>	100.00%	<u>\$ -</u>	#DIV/0!

ACCOUNTS	Dec. 31, 2020	%	July 31, 2021	%	August 31, 2021	%	September 30, 2021	%
Cash Account only-7638	\$ 304,733.11	14.71%	\$ 270,613.53	12.26%	\$ 254,755.69	11.42%	\$ -	#DIV/0!
AB Strategic Account-5243	205,891.59	9.94%	544,856.01	24.68%	558,533.88	25.03%	-	#DIV/0!
Morgan Stanley Account-5245	1,560,940.26	75.35%	1,391,841.61	63.06%	1,417,935.13	63.55%	-	#DIV/0!
Total Morgan Stanley Accounts	<u>\$ 2,071,564.96</u>	100.00%	<u>\$ 2,207,311.15</u>	100.00%	<u>\$ 2,231,224.70</u>	100.00%	<u>\$ -</u>	#DIV/0!

	July 31, 2021			August 31, 2021			September 30, 2021			Year To Date	Approximate
By David L. Holle, Sept. 3, 2021	Account	Year To Date	Chg. In Value	Year To Date	Chg. In Value	Year To Date	Chg. In Value	Year To Date	Chg. In Value	Performance	Percentage
Secretary/Treasurer	AB-5243	\$	42,500.94	\$	14,276.94	\$	-	\$	56,777.88	11.22%	
File name: Morgan Stanley YTD August 31, 2021	MS-5245	\$	138,483.86	\$	27,233.76	\$	-	\$	165,717.62	13.14%	
	Total	\$	180,984.80	\$	41,510.70	\$	-	\$	222,495.50		

Definition of "Change In Value" is the sum of realized and unrealized capital gains plus dividends plus interest and accrued interest.

Policy for Mergers Between Congregations

Presbytery of Milwaukee

_____, 2021

Consequently, you are no longer foreigners and aliens, but fellow citizens with God's people and members of God's household, built on the foundation of the apostles and prophets, with Christ Jesus himself as the chief cornerstone. In him the whole building is joined together and rises to become a holy temple in the Lord. (Ephesians 2:19-21)

As congregations prayerfully discern God's leading into the future, they are often led to consider how best to align their structure and mission and to become more responsive to the needs of their members and the broader community, while still providing a place to meet and minister in the name of Jesus.

Particular congregations may seek new life and renewed ministry through merger with other congregations. Such a merger most often involves two or more congregations joining to form a new entity with a new name, a new roll of members, new mission, and, perhaps, a new location for worship, fellowship, and mission. Whatever conditions originally prompt interest in a possible merger, **the primary rationale for successful mergers is not simply survival but mission.**

The outcome of a particular merger of two or more congregations varies with the specifics of the congregations involved. For example, the congregation resulting from the merger of two or more Presbyterian Church (USA) ("PC(USA)") congregations would be a PC(USA) congregation that is organized, functions, and is governed as any other PC(USA) congregation. However, mergers including PC(USA) congregations and congregations outside the PC(USA) may take the form of either "federated" or "union" congregations whose organization and governance will be determined by the polity of the denominations of the merging congregations (and is not covered by this policy). In either case, mergers may only be completed and the resulting new congregation welcomed into the Presbytery with the consent of the Presbytery.

The formation of any new congregation always carries with it both promise and risk, but mergers also carry a high level of complexity. Such things as custom, history, social networks, institutional practice, denominational engagement, resources, and staff all need to be carefully and pastorally engaged. To be successful, the formation of a congregation by merger must be undertaken with the same intentionality and attention to detail as a new church development.

Definitions

A **merger** is the joining of two or more congregations for the purpose of becoming a new organization. Assets, roles, liabilities, and purpose are shared. For simplicity, this policy refers to the merger of two congregations.

An **assimilation** occurs when one congregation is welcomed into another, usually larger, congregation. Assets and liabilities are absorbed by the larger church. The smaller church dissolves, and the larger one continues with the new members under its original legal structure.

The Timeline

The merger process – from initial discussions to a Presbytery vote – might take a year or more to complete. This time is needed for all parties to give thoughtful consideration to the proposed combination of congregations. A merger should not be viewed as a quick solution to problems faced by the congregations.

The Process

The process includes three phases: the Inquiry Phase, the Exploration Phase, and the Joining Phase.

There are specific points in the process where the Presbytery, Presbytery Council, the Commission on Transitional Ministry, and the Stated Clerk of the Presbytery must be involved in decisions and documents. The most effective process, however, is for the congregations to be in communication with the Presbytery throughout the process rather than waiting until each decision point.

Inquiry Phase

The process begins with informal conversations between the Sessions of the two congregations and will proceed according to the following steps:

- When conversations begin between the Sessions, the Clerks of Session shall initiate a conversation with the Council of the Presbytery of Milwaukee by notice to the Stated Clerk. The conversation with the Council will include whether the situation is a merger or an assimilation. If an assimilation, the process will continue pursuant to the Assimilation Policy.
- If the conversations between the congregations seem worth pursuing, both Sessions shall vote on whether to continue to the Exploration Phase. If both Sessions do not agree, then the process ends. If both Sessions vote in the affirmative, they will each call congregational meetings on the same Sunday to brief the congregations on the conversations to date, inform the congregations of the intent to enter into the Exploration Phase, and brief the congregations on the next steps of the process. The Sessions also should receive nominations for those wishing to serve on the Exploration Committee.
- Following the congregational meetings, each Session will identify a representative team of not more than five people from each congregation to form the Exploration Committee (EC), which will explore the feasibility and desirability of merger. The representative teams from each congregation should be equal in number and representative in composition. The pastor(s) of the congregations may not serve as members of the EC; however, they may staff the EC if requested by the EC.
- The Clerks of Session will send a joint letter to the Stated Clerk of the Presbytery naming the participants of the EC. Council will designate a representative to participate in the process. The Council may involve additional representatives based upon specific needs identified during the process.
- The EC shall contract with a consultant (from a Presbytery-approved list) who will work with the congregations for at least six months to facilitate the merger process. The contract must be approved by the Council prior to incurring costs.

Exploration Phase

During the Exploration Phase, the following steps will be undertaken:

APPENDIX

- The EC will develop a three-year strategic mission plan for the proposed merged congregation. This plan will include consideration of:
 - all available data and resources of the Presbytery (e.g., Holy Cow! survey) and the community (questionnaires, census data, interviews, demographic material about the surrounding area) about the context in which the congregations are engaging or could engage in ministry. If one or both congregations have not completed Holy Cow! in the last three years, they will survey the congregation at the beginning of the Exploration Phase;
 - modifications to or discontinuance of existing programs and possible new programs or initiatives for the merged congregation;
 - location and style of worship;
 - use / disposition of existing building(s), including installed fixtures such as stained-glass windows. After the merger, it is expected that the resulting congregation will locate its life and worship in one church building, chosen for its soundness and suitability for ministry, and that the other church building(s) will be sold. Other possibilities include selling all or some of the properties of the merging congregations and buying, renting, or building another site for the new merged congregation,¹
 - use / disposition of worship and ministry items;
 - staffing and pastoral leadership;
 - committees (and their responsibilities) of the proposed merged congregation; and
 - budget.
- Once a month during the Exploration Phase, the congregations will conduct a combined Sunday morning worship service and will participate in a monthly social event (e.g. shared meal, game night). The congregations will alternate leading and hosting these worship experiences and social events.
- Throughout the Exploration Phase, members of the EC will provide opportunities for dialogue and feedback with their respective congregations. When the draft joint strategic mission plan is completed, the EC shall present it to both congregations for comment.
- At the end of the Exploration Phase, the EC will determine by vote whether or not to recommend proceeding to the Joining Phase. The result of this vote will be sent to each Session.
 - If the vote of the EC is negative, the EC will recommend to both Sessions that the committee be dissolved.
 - If the vote is affirmative, the EC will recommend to both Sessions that they proceed to the Joining Phase and will send to them its recommended joint strategic mission plan.

¹ Ordinarily, the assets of a congregation stay with that congregation as long as it is in ministry. When congregations merge, although they form a new entity, they are considered to be continuing in ministry and their assets become the assets of the new entity.

- At a joint meeting of the Sessions, the ruling elders will vote to proceed to the Joining Phase or to dissolve the EC, thus ending the process.
- The results of this vote will be announced to the congregations on the same Sunday, along with the next steps and brief timeline for merger process, if applicable.

Joining Phase

Once the Sessions have voted to enter the Joining Phase, the Exploration Committee will then become the Merger Committee (MC). The representatives from the churches and the Presbytery may remain the same or others may serve on the MC. The following steps should be followed:

- At the beginning of the Joining Phase, the MC will present its final strategic mission plan to the Council. Council may ask the MC to reevaluate or expand on certain elements of the plan.
- Before the merger is complete, the congregations must also develop a Plan of Union with the elements set out below:
 - Mission Strategy. Key points from the joint strategic mission plan created during the Exploration Phase shall be incorporated.
 - Election of Officers. The Plan of Union shall contain the process for the election of officers of the merged congregation (Elders and Deacons) and the appointment of committee moderators. The MC may identify any method from keeping existing officers to electing entirely new officers, remembering that it is very important to have fair and equitable representation from both churches on the Session, the Board of Deacons, and all committees.
 - Church Buildings. The Plan of Union shall include plans for the transfer of all real property and the location of the merged church. All such transfers shall include a reference that all property is held “in trust for the use and benefit of the Presbyterian Church (U.S.A.)” For those mergers that will utilize one, both, or parts of each physical plant, great care needs to be exercised. The MC should seek input from a wide range of members. This is the area that can most profoundly affect the success or failure of a merger.

In addition to the consultant used in the Inquiry Phase, the MC might need to retain appropriate experts (architects, property managers, engineers, etc.), particularly to assess the soundness and suitability for ministry of all the existing church buildings during the Joining Phase. So that cost not be an impediment to the exploration of a possible merger, the Presbytery agrees to advance the approved costs incurred in the retaining of Presbytery-approved consultants and experts for their work in advance of the merger.

It is expected that the Presbytery will be reimbursed for any such expenditures, either at the time of the merger, from the financial resources of the new congregation, or at a later date, from the sale of the properties of the merging congregations.

If the participating congregations decide not to merge, such expenditures will be covered by the Presbytery.

If one or more of the church properties are to be sold, the Council will facilitate that process and assist and advise in the sale of the property according to the Presbytery’s policy regarding the sale

of real property. Sale of property requires approval by the Presbytery. The intended use of proceeds shall be included in the Plan of Union.

○ Transfer of Removable Assets. The Plan of Union shall provide for the handling and disposition of all removable property and other assets. As one option, items may continue to be used by the merged congregation. Those items that cannot be used can be shared with other congregations in the Presbytery or donated to other organizations. In any case, the Plan for Union shall address the disposition of such property in a pastoral manner.

○ Pastoral Leadership. The Book of Order allows the pastor(s) of the former churches to continue as or become the pastor or pastors of the merged congregation. The Plan of Union shall establish the initial pastoral staffing plan. The MC shall work with the Commission on Transitional Ministries to consider the various options regarding pastoral leadership for the future, including the viability of one or more of the present pastors continuing.

○ Financial Review. The Plan of Union shall provide for some mechanism of financial review. There should be an opportunity for a financial review of all church accounting and statements to insure the smooth combination of funds. The contents of safe deposit boxes should be included in the review. Plans for stocks, bonds and ongoing endowment funds should also be addressed. The Plan of Union shall also state that the new congregation is the successor in interest to both of the original churches, so that any testimonial, trust, or foundational gifts can be received by the successor congregation. Appropriate evaluation and documentation of outstanding obligations should be reviewed in case there are liens or unsettled items in the combination of church assets.

○ Articles of Incorporation, By-laws, and Manual of Operations. The Plan of Union shall carefully describe the organizational structure of the merged church. The key is a balance between sufficient detail and binding the future without adequate knowledge of future structural needs. The MC shall determine how a name for the merged church will be chosen. It is advisable to involve as many people as possible from both congregations to ensure a wider ownership and better adoption of the new name.

The Plan of Union shall empower the Session, or some other group, to create a new corporation with Articles of Incorporation and By-laws and register the corporation with the State of Wisconsin. The Plan of Union shall also state the process by which a Manual of Operations shall be created.

○ Worship. It is very important to the life of the merged congregation to bring closure and celebrate new beginnings. Thus, the Plan for Union shall include plans for the final services of the two former congregations and the initial worship service and celebration for the merged congregation.

Approval of the Plan of Union shall take place in this manner:

- The MC shall send the draft Plan of Union to the Council through the Stated Clerk of the Presbytery for review before any Session or congregational vote. The Council shall consult with the CTM or other working groups in the Presbytery as needed. The Council, through the Stated Clerk, shall provide its suggested changes and comments to the MC.
- Once this review process is completed and Council's changes made, the MC will make a recommendation on the Plan of Union to the two Sessions. The MC will then request a joint meeting of the two Sessions to

allow those groups to vote on the Plan of Union. The MC will provide the Sessions and the Council representative with (1) the MC's recommendation and (2) the Plan of Union.

- The two Sessions shall meet jointly and vote on the Plan of Union.
 - The Sessions may modify the Plan of Union, but both Sessions must ultimately vote on the same version. If the Plan of Union is modified in substance from what was previously provided to the Council, the new draft shall be provided to Council for approval prior to calling any congregational meetings.
 - If both Sessions approve the Plan of Union, they will prepare a timeline for voting by the congregations that includes the dates for sending the Plan of Union to the congregations, the date for an informational time during or after a worship service prior to the day for voting, and the call for the congregational meetings to vote on the Plan of Union. The Sessions will call congregational meetings to be held on the same day.
 - If both Sessions do not approve the Plan of Union, they will call congregational meetings (which will be held on the same day) to inform the congregations that the process will not continue. They shall also notify the Stated Clerk.
- If approved by the Sessions, the Plan of Union shall be voted on by the congregations at meetings called for that purpose. The vote must note that merger under the Plan of Union is conditioned on approval by the Presbytery.
 - If either or both of the congregations vote not to merge, the process will end.
 - If both congregations vote in favor of the Plan of Union, the Presbytery Council may recommend the Plan of Union be approved by the Presbytery and shall place the matter on the docket of the next Presbytery meeting.

If the congregations vote to merge, it is highly recommended that the merged congregation continue to contract with a consultant for a period of at least one year to assist in moving forward with the plan that was developed during the Exploration and Joining Phases.

THE REPORT OF THE STATED CLERK

The Stated Clerk of the Presbytery will report the dissolution of the congregations and the creation of the new congregation to the Office of the General Assembly and the Board of Pensions.

INQUIRY PHASE

- Clerks of Session notify Presbytery's Stated Clerk of informal conversations between two sessions.
- Sessions vote on whether to continue to the Exploration Phase (EP).
- If approved, Sessions call congregational meetings for each church on the same day.
 1. Explain intent and next steps.
 2. Receive nominations for serving on Exploration Committee (EC)
- Each Session identifies up to 5 people to serve on EC
- Clerks of Session send letter to Stated Clerk of Presbytery with names of EC members.
- Council designates representative(s) to participate in process.
- EC contracts with a Consultant to guide EP (approved by Council before incurring costs).

EXPLORATION PHASE

- EC develops three-year strategic mission plan.
- Sessions provide regular opportunities for joint worship and/or social events at both locations.
- EC provides opportunities for dialogue and feedback with both congregations on draft strategic mission plan and process.
- EC recommends to Sessions whether to proceed to the Joining Phase (JP) or dissolve the EC.
- If vote of EC is to proceed, EC schedules a joint Session meeting and sends recommended strategic mission plan to the Sessions.
- At joint Session meeting, elders either vote to proceed to the JP or to dissolve the EC.
- Results of the joint session meeting vote, next steps, and timeline for merger are announced simultaneously to each congregation during Sunday worship.

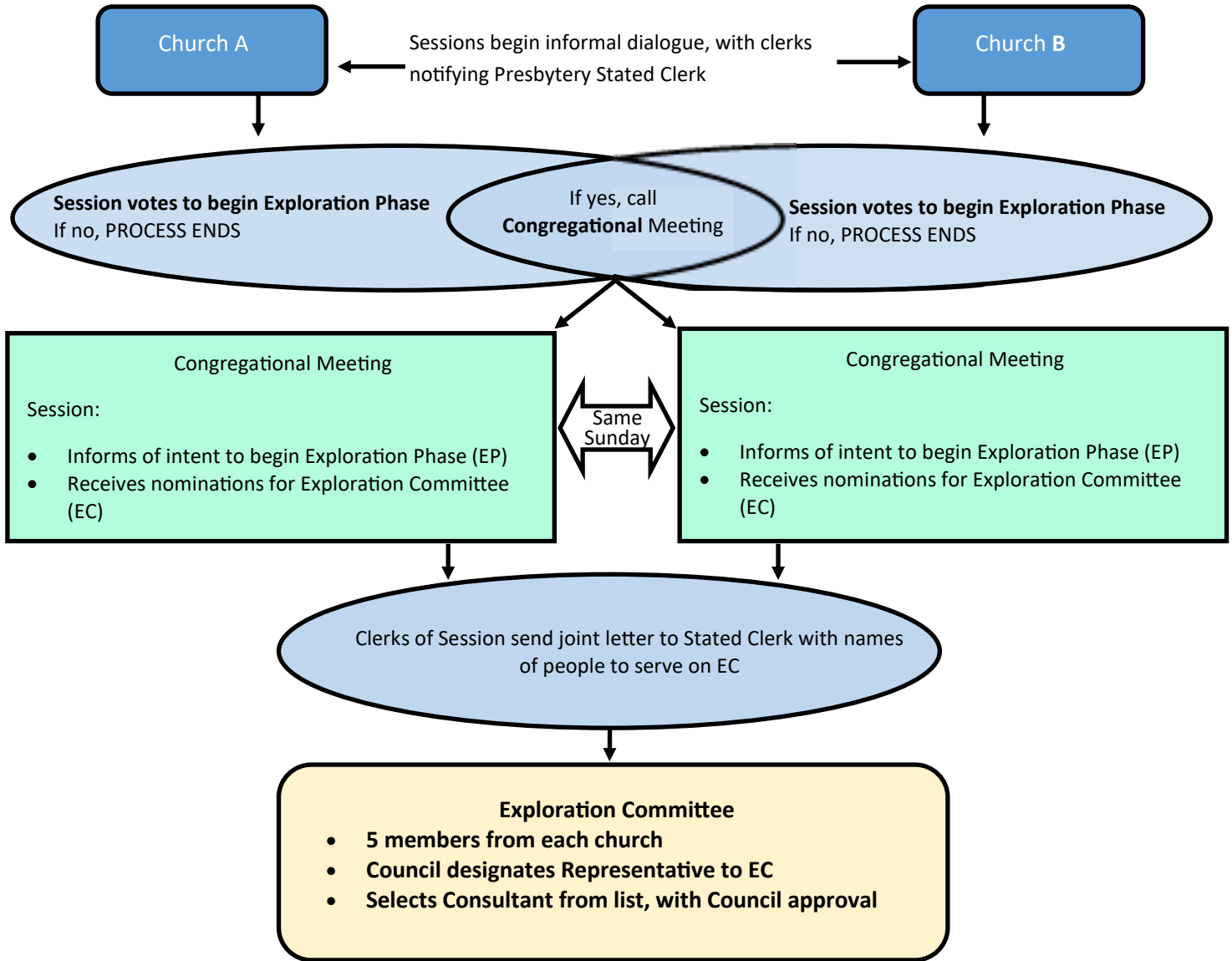
JOINING PHASE

- Merger Committee (MC) is formed.
- MC presents final strategic mission plan to Council for comment and changes.
- MC prepares Plan of Union, including provisions for:
 - Mission strategy
 - Election of officers
 - Church Buildings, including trust clause
 - Transfer of Removable Assets
 - Pastoral Leadership
 - Financial Review
 - Articles of Incorporation, By-laws, and Manual of Operations
 - Worship
- MC sends draft Plan of Union to Stated Clerk for Council review and comment.
- After review and incorporation of changes from Council, MC recommends Plan of Union to Sessions and provides draft.
- MC requests joint Session meeting
 - Sessions may modify Plan of Union, but both sessions must vote on the same version.
- If Plan of Union is modified by Sessions, new Plan of Union is provided to Stated Clerk for Council review.
- If both sessions approve the Plan of Union, they prepare timeline for congregational voting.
 - Determine date for sending Plan of Union to each congregation
 - Determine date for informational time prior to voting.

- Call for the congregational meetings which will be held on the same day.
- If both sessions do not approve the Plan of Union, they call congregational meetings on the same day to inform that the process will not continue.
- Plan of Union is voted on by both congregations on the same day, conditioned on Presbytery approval.
- If Plan of Union is approved by both congregations, it is sent to Stated Clerk with a request for it to be placed on Presbytery meeting docket.
 - If either congregation votes not to merge, the process ends.
- Presbytery assembly votes on merger.
- If merger is approved, Stated Clerk reports dissolution of both congregations and creation of new congregation to Office of the General Assembly and Board of Pensions.
- Clerk of Session of new congregation files articles of incorporation and any other state or federal filings for non-profit, tax-exempt status.

INQUIRY PHASE

APPENDIX



EXPLORATION PHASE

Develop 3-Year Strategic Mission Plan, including dialogue and feedback from both churches, and plan monthly joint worship and other activities.

EC recommends to sessions whether to proceed to Joining Phase (JP)

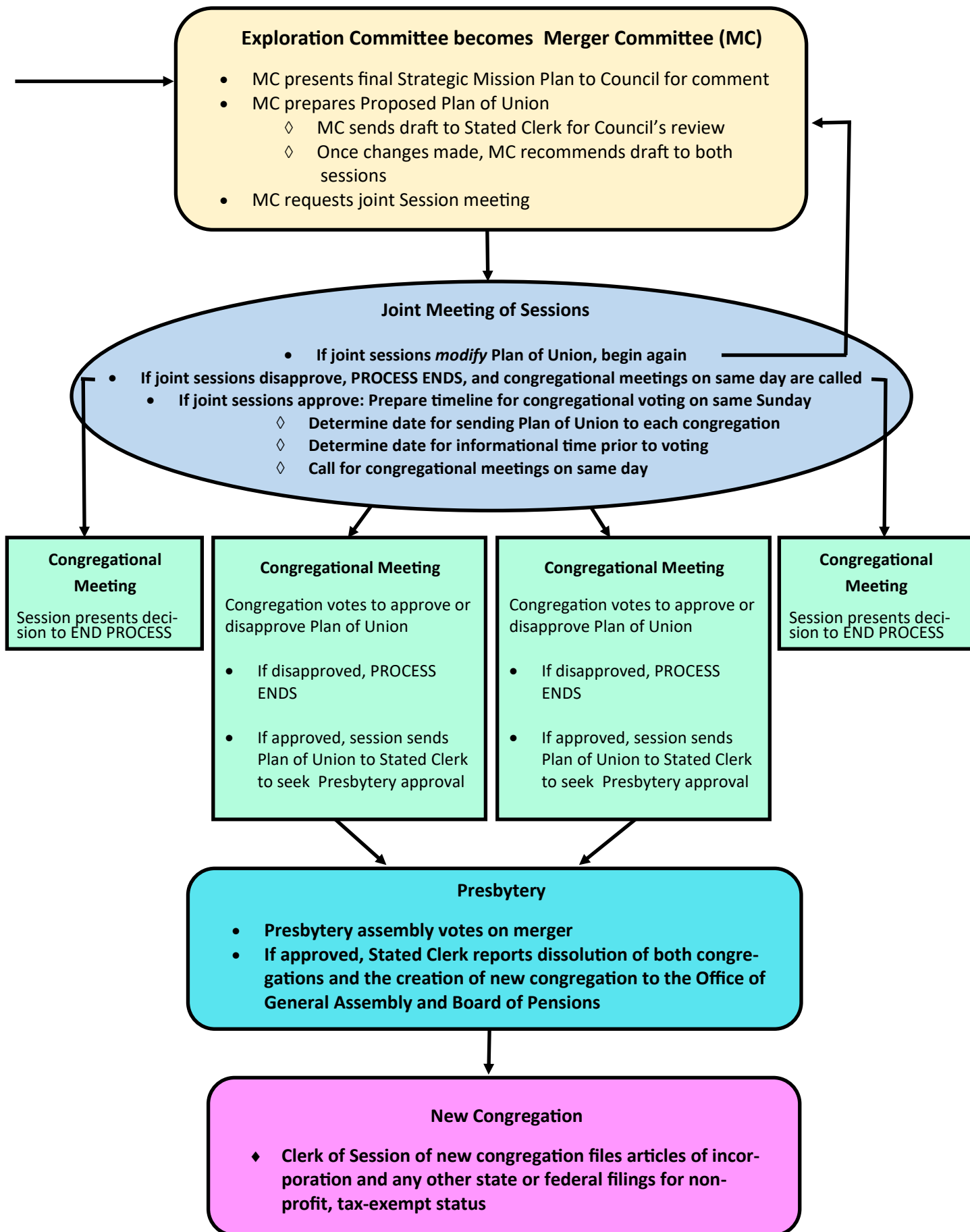
- If no, EC recommends to sessions to be dissolved
- If yes, EC recommends to sessions to proceed and EC schedules joint Session meeting and sends recommended strategic mission plan to Sessions

Joint Meeting of Sessions

- Vote to proceed to JP
- Or
- Dissolve EC - PROCESS ENDS

(Notify congregations of result and next steps on same Sunday)

JOINING PHASE



2022 Budget Explanation

Without question, these past two years have injected uncertainty at all levels of the church, prompting the Presbytery Council to consider carefully the Presbytery’s budget, reduce expenses where appropriate, and take a long look at the sustainability of our finances. With ongoing declines in membership, we know we are on the cusp of making some difficult decisions, just as our congregations are.



Your generous giving and the careful stewardship of our investments, however, give us hope for the future. The proposed 2022 budget offers the opportunity for the Presbytery of Milwaukee to live into its Matthew 25 calling, so we can confidently answer the question, “Lord, when did we see you hungry, naked, sick, in prison, or a stranger?” We see Jesus daily in the faces of our church members, our pastors, our specialized ministers, and our neighbors. With gratitude for your ongoing support, the Presbytery Council presents this balanced budget that continues our commitment to building ministry vitality, eradicating systemic poverty, and dismantling structural racism.

The Presbytery Council has set our focus for 2022-23 on the third prong of the Matthew 25 initiative: building ministry vitality. As we emerge from the pandemic, we all will be reassessing, rebuilding, and repurposing our ministries to meet the needs of our members and our communities. The Presbytery’s proposed budget makes it possible for us to support our collective ministries.

Through the efforts of the Commission on Congregational Vitality, the Council, and the Planning Commission, roughly 40% of the budget will be spent on programming to help our congregations and specialized ministries become more vital. We are fortunate to tap into new



denominational resources that focus on 7 marks of vitality: caring relationships, lifelong discipleship formation, ecclesial health, empowering servant leadership, outward incarnational focus, Spirit-inspired worship, and evangelism. The Commission on Congregational Vitality budget allows it to develop the resources, programs, and ministry support for our congregations.

The Commission on Pastoral Ministries budget offers care for our weary pastors, who have shouldered the burden of ministering in a pandemic, through cohort groups, retreats, grants for coaching and counseling, and direct outreach from colleagues. This budget includes a

continuation of the pastor support funds, which were originally approved for three years. This fund has utilized \$33,828 of the \$50,000 allocated for the initial three years. The bulk of the \$33,828 has been used in the past two years as pastors have faced the added stressors of the COVID-19 pandemic. The funds have supported 14 individuals and two pastor cohort groups in services including spiritual direction, coaching, counseling, and ministry development assessments.

The Commission on Transitional Ministries is creating new resources for interim pastor expectations and good practices for welcoming pastors, as well as its continuing assistance to congregations that are calling a new pastor.

This budget creates two exciting ministry positions at the Presbytery level that both build ministry vitality and work to dismantle structural racism. Both are “evangelist” positions, a recognized category of pastor in the PC(USA) that allows for inventive ministry. The Board of Pensions provides three years of free benefits to newly-called evangelists. Mark Fraley (candidate under care) is pursuing a dream for a multi-cultural worshipping community; separately, the call of a bilingual, part-time pastor for San Jose fellowship gives us the prospect of a full-time Latinx ministry that empowers the Presbytery to collaborate with the growing Hispanic population in our state, in our churches, and on our campuses. These two positions have multi-year budgetary impacts but are partially offset by outside grants and, in the case of the Latinx ministry, expenses will likely be less than budgeted in 2022 because of known delays in the immigration process as the candidate pursue a Religious Worker visa.



The Council will use the proposed budget to maintain our ecumenical ties, including with the Wisconsin Council of Churches and the Interfaith Conference of Greater Milwaukee, two essential partners in our battle against COVID-19 and bridging our religious and political divides. The Council’s Vision Engagement budget line gives it flexibility to make grants or other expenditures to promote the Matthew 25 efforts, such as the Carroll University Residency, United Church Camps Inc., Habitat for Humanity, and others whose ministries help us engage our own ministries more completely.

The Presbytery approved the creation of the Racial Equity & Justice Task Force in 2021, and the budget now includes support for their vital work.

Some administrative expenses needed for this programming have increased. Because of the continued need for social distancing, our technology and internet expenses are likely to increase in 2022. As we transition from an all-in-one Treasurer/Accountant, we expect to pay for outside accounting services. The budget also includes an increase to the salary of Office

Manager/Associate Stated Clerk Chris Halverson in recognition of the significant and ongoing financial responsibilities she has taken on since 2017. Thank you, Chris! Other staff would receive a 4% cost of living increase. At the suggestion of the Presbytery Assembly last year, we investigated other payroll service options, and have begun using the Synod of Lakes & Prairies for our payroll service at no cost. The lease for the Presbytery Office will end in 2023, and Council approved development of a plan to move to a virtual office, which will result in cost savings in the long run.

The budget is made possible from three key sources of revenue: per capita, mission support, and investment income. Because of decreases in total presbytery membership, this budget increases the per capita amount by \$1.25, for a total amount per active church member of \$40.00. With this increase, the support remains almost what it was in 2021. Mission support dollars – your voluntary giving beyond per capita – is also close to the 2021 figure, but we invite your generous increase as you engage the ministry vitality focus.

The largest source of revenue in this budget comes from our Presbytery of Milwaukee Foundation. The amount of undesignated support by formula would be \$191,461, but the budget proposes an increased draw on Foundation funds of \$72,100. Last year, the Presbytery approved an excess draw of \$40,000, if needed, anticipating decreases in revenue due to the pandemic. Gladly, as of August 31, the Presbytery has not needed to draw down beyond the spending formula because the pandemic has also resulted in a decrease in certain programming expenses. In 2022, however, we are proposing to increase spending (technology needs, creation of a new Latinx ministry, staff cost of living increases, and support of Presbyterian Youth Triennium) and so, again, look to our investments.

Because of our strong commitment to Matthew 25 and the opportunities that lay before us to do excellent ministry together, the drawdown on these reserve funds is recommended. Rather than increase the direct cost to congregations, the use of Foundation funds – largely derived from the legacy of historic church ministries – will be more consistent with our desire to focus on improving ministry vitality for all. Because of the wise stewardship of these investments and the favorable market returns, the drawdown will be money well spent. This approach of spending our savings to do important ministry is consistent with the financial sustainability report given to the Presbytery in 2019, which valued enthusiastic investment in God’s mission over thriftiness for the sake of extending our life.

We look forward to our collective work together in 2022 to build our ministry vitality.

Submitted on behalf of the Council by Rachel Yates, Presbytery Executive
(ryates@pbymilwaukee.org)

PRESBYTERY OF MILWAUKEE
Proposed Budget Worksheet - Comparative
Year Ending December 31, 2022

Account and Description	YTD Actual As of 8/31/2021	Annual Budget 2021	Proposed Annual Budget 2022	% Change
Line #				
1	REVENUE			
2	Per Capita			
3	1.00.4000 - Per Capita - Gross Received	164,932.51	240,056.25	235,960.00 -1.7%
4	1.00.4010 - Per Capita - GA Share Paid	(32,314.03)	(55,631.10)	(52,973.02) -4.8%
5	1.00.4015 - Per Capita - Synod Share Paid	(19,781.63)	(34,072.50)	(32,444.50) -4.8%
6	Net Per Capita - Presbytery Share	112,836.85	150,352.65	150,542.48 0.1%
7	Mission Support			
8	1.00.4100 - Mission Support	89,008.31	104,400.00	112,000.00 7.3%
9	Total Mission Support	89,008.31	104,400.00	112,000.00 7.3%
10	Foundation Support			
11	1.00.4200 - Undesignated Support	126,880.00	230,181.00	263,561.10 14.5%
12	1.00.4210 - Undesignated Ernest Glenn Plan	-	5,000.00	10,000.00 designated funds
13	1.00.4230 - Designated Congregational Vitality Support	-	7,000.00	7,000.00 designated funds
14	1.00.4240 - Designated Pastor Support	11,329.00	16,666.00	16,666.00 designated funds
15	1.00.4250 - Designated Youth Camper Support	1,350.00	6,000.00	6,000.00 designated funds
16	Total Foundation Support	139,559.00	264,847.00	303,227.10 14.5%
17	Administrative			
18	1.00.4310 - Synod Admin Support Revenue	6,666.72	10,000.00	10,000.00 0.0%
19	1.00.4320 - Other Revenue	2,553.46	1,968.31	2,000.00 n/a
20	1.00.4321 - Book Sales/Calendars Revenue	710.00	-	- offset funds
21	1.00.4324 - Readiness Assessments Revenue	1,764.00	-	-
22	- ELCA Support to Evangelista del Presbiterio position			13,923.20
23	- 1001 Grant for Presbytery Evangelist			10,000.00
24	Total Administrative	11,694.18	11,968.31	35,923.20 200.2%
25	TOTAL REVENUE	353,098.34	531,567.96	601,692.78 13.2%

APPENDIX

Account and Description	YTD Actual As of 8/31/2021	Annual Budget 2021	Proposed Annual Budget 2022	% Change	
26	EXPENSES				
27	Personnel Expenses				
28	Presbytery Executive				
29	1.01.5011 - Pres. Exec. Salary	53,835.68	80,753.40	83,983.54	4.0%
30	1.01.5012 - Pres. Exec. Benefits	22,103.68	33,155.61	33,771.56	1.9%
31	1.01.5014 - Pres. Exec. Professional Exp	358.85	3,000.00	3,000.00	0.0%
32	1.01.5015 - Pres. Exec. Continuing Education	700.00	3,000.00	1,500.00	-50.0%
33	Total Presbytery Executive	76,998.21	119,909.01	122,255.09	2.0%
34	Office Manager				
35	1.01.5021 - Office Manager Salary	26,932.00	40,398.02	45,013.94	11.4%
36	1.01.5022 - Office Manager Benefits	19,548.00	29,321.85	30,069.44	2.5%
37	1.01.5025 - Office Manager Continuing Education	-	500.00	500.00	0.0%
38	Total Office Manager	46,480.00	70,219.87	75,583.39	7.6%
39	Assoc for Ministry Vitality				
40	1.01.5031 - Assoc Min Vitality Salary	30,721.76	46,082.70	48,526.01	4.0%
41	1.01.5032 - Assoc Min Vitality Benefits	15,430.08	22,600.60	24,049.18	6.4%
42	1.01.5033 - Assoc Min Vitality FICA/SECA	3,115.20	4,672.83	4,859.74	4.0%
43	1.01.5034 - Assoc Min Vitality Professional Exp	1,556.10	3,000.00	2,500.00	-16.7%
44	1.01.5035 - Assoc Min Vitality Con Education	100.00	1,500.00	2,000.00	33.3%
45	1.01.5036 - Assoc Min Vitality Housing	10,000.00	15,000.00	15,000.00	0.0%
46	Total Assoc for Ministry Vitality	60,923.14	92,856.13	96,934.93	4.4%
47	Communications Associate				
48	1.01.5041 - Communications Assoc Salary	10,352.96	15,529.50	16,150.68	4.0%
49	1.01.5044 - Communications Assoc Prof. Exp	203.40	750.00	750.00	0.0%
50	1.01.5045 - Communications Assoc Continuing Ed	-	750.00	750.00	0.0%
51	Total Communications Associate	10,556.36	17,029.50	17,650.68	3.6%
52	Stated Clerk				
53	1.01.5061 - Stated Clerk Salary	7,503.68	11,255.34	11,705.55	4.0%
54	1.01.5064 - Stated Clerk Professional Expense	-	500.00	500.00	0.0%
55	Total Stated Clerk	7,503.68	11,755.34	12,205.55	3.8%
56	Presbytery Evangelist				
57	- Presbytery Evangelist Stipend			-	new
58	- Presbytery Evangelist Benefits			-	
59	- Presbytery Evangelist Grant Expense			10,000.00	
60	Total Presbytery Evangelist			10,000.00	

APPENDIX

Account and Description		YTD Actual As of 8/31/2021	Annual Budget 2021	Proposed Annual Budget 2022	% Change
61	Evangelista del Presbiterio				
62	- Evangelista del Presbiterio Salary			51,305.00	
63	- Evangelista del Presbiterio Housing Allowance				
64	- Evangelista del Presbiterio FICA/SECA			3,924.83	
65	- Evangelista del Presbiterio Benefits			-	
66	- Evangelista del Presbiterio Continuing Ed			2,000.00	
67	- Evangelista del Presbiterio Professional Expenses			500.00	
68	- Visa expense			500.00	
69	Total Evangelista del Presbiterio			58,229.83	
70	Payroll Expenses				
71	1.01.5096 - Social Security Expense	6,145.00	9,172.05	9,724.93	6.0%
72	1.01.5097 - Medicare Expense	1,437.17	2,145.08	2,274.38	6.0%
73	1.01.5098 - Payroll Service expense	144.25	3,125.00	50.00	-98.4%
74	Total Payroll Expenses	7,726.42	14,442.13	12,049.31	-16.6%
75	Treasurer				
76	1.01.5410 - Treasurer Expenses	-	500.00	500.00	0.0%
77	Total Treasurer	-	500.00	500.00	0.0%
78	Total Personnel Expenses	210,187.81	326,711.98	405,408.78	24.1%
79	Administrative Expenses				
80	1.02.5406 - Bank fees	90.33	25.00	25.00	0.0%
81	1.02.5407 - Audit/Review	4,200.00	5,400.00	7,100.00	31.5%
82	1.02.5410 - Bookkeeping expenses		-	8,700.00	new
83	1.02.5415 - Books/Calendars/Subscriptions	59.00	750.00	300.00	-60.0%
84	1.02.5420 - Equipment Maintenance	-	500.00	500.00	0.0%
85	1.02.5425 - Equipment Purchases	-	500.00	500.00	0.0%
86	1.02.5430 - Insurance	2,974.00	1,500.00	4,500.00	200.0%
87	1.02.5435 - Postage/Mailing/Shipping	576.21	1,000.00	600.00	-40.0%
88	1.02.5440 - Printing	1,095.57	1,800.00	1,500.00	-16.7%
89	1.02.5445 - Rent	14,913.60	22,370.00	22,818.00	2.0%
90	1.02.5450 - Supplies	1,132.67	2,700.00	2,000.00	-25.9%
91	1.02.5455 - Technology	6,623.06	6,000.00	7,500.00	25.0%
92	1.02.5460 - Telephone/Internet	3,839.55	5,500.00	6,000.00	9.1%
93	1.02.5465 - Website	325.00	300.00	325.00	8.3%
94	Total Administrative Expenses	35,828.99	48,345.00	62,368.00	29.0%

APPENDIX

Account and Description		YTD Actual As of 8/31/2021	Annual Budget 2021	Proposed Annual Budget 2022	% Change
95	Council Expenses				
96	1.03.5505 - Meeting/Education Expenses	1,750.00	-	-	dropped
97	1.03.5510 - Vision Engagement	8,300.00	15,000.00	10,000.00	
98	1.03.5515 - Youth Ministry Expenses	-	1,000.00	4,000.00	300.0%
99	1.03.5520 - Commission/Legal Fees	-	1,000.00	1,000.00	0.0%
100	1.03.6015 - Interfaith Conference	5,000.00	9,000.00	9,000.00	0.0%
101	1.03.6020 - Presbyterian Homes	-	5,000.00	5,000.00	0.0%
102	1.03.6025 - WI Council of Churches	6,666.64	10,000.00	10,000.00	0.0%
103	1.03.6215 - San Jose	12,000.00	29,595.00	12,000.00	-59.5%
104	- Racial Equity & Justice Task Force			6,000.00	new
105	Total Council Expenses	33,716.64	70,595.00	57,000.00	-19.3%
106	Commission on Congregational Vitality Expenses				
107	1.04.6010 - Vitality Grants	212.14	18,000.00	10,000.00	-44.4%
108	1.04.6030 - Des Fnd Youth Camper Scholarships	1,200.00	6,000.00	6,000.00	<i>designated funds</i>
109	1.04.6220 -Des Fnd Congregational Vitality	1,067.50	15,000.00	15,000.00	<i>designated funds</i>
110	Total Congregational Vitality Commission Expenses	2,479.64	39,000.00	31,000.00	-20.5%
111	Commission on Transitional Ministries				
112	1.05.6205 - Commission on Transitional Ministries	1,224.00	7,000.00	3,000.00	-57.1%
113	1.05.6240 - Background Checks	180.00	300.00	300.00	0.0%
114	1.05.6250 - Ernest Glenn Plan	2,969.00	5,000.00	10,000.00	<i>designated funds</i>
115	Total Commission on Transitional Ministries Expenses	4,373.00	12,300.00	13,300.00	8.1%
116	Commission on Pastoral Ministries				
117	1.06.6235 - Minister Gatherings/Development	-	5,000.00	4,000.00	-20.0%
118	1.06.6245 - Des Fnd Pastor Support	15,466.50	16,666.00	16,666.00	<i>designated funds</i>
119	1.06.6305 - Comm on Pastoral Ministries	180.00	750.00	750.00	0.0%
120	1.06.6310 - Readiness Assessments	2,646.00	1,200.00	1,200.00	0.0%
121	Total Commission on Pastoral Ministries	18,292.50	23,616.00	22,616.00	-4.2%
122	Planning Commission				
123	1.07.5505 - Meeting/Education Expenses	2,279.87	11,000.00	10,000.00	-9.1%
124	Total Planning Commission	2,279.87	11,000.00	10,000.00	-9.1%
125	TOTAL EXPENSES	307,158.45	531,567.98	601,692.78	13.2%
126	REVENUE OVER (UNDER) EXPENSES	45,939.89	(0.02)	(0.00)	0.0%

ALTERNATIVE MINISTRY PROPOSAL

Mark Fraley August, 10, 2021

Matthew 22:34-40 (NRSV)

34 When the Pharisees heard that he had silenced the Sadducees, they gathered together, **35** and one of them, a lawyer, asked him a question to test him. **36** “Teacher, which commandment in the law is the greatest?” **37** He said to him, “‘You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.’ **38** This is the greatest and first commandment. **39** And a second is like it: ‘You shall love your neighbor as yourself.’ **40** On these two commandments hang all the law and the prophets.”

PROBLEM STATEMENT:

In greater Milwaukee, like much of the United States, the fissures in our communities are more exposed than they have been in 50 years. We see and experience raw wounds in regards to race, gender, sexual orientation and identity, wealth, political orientation and geography. Our current experience with COVID illuminated and aggravated these fissures even more.

The vision for the Mustard Seed Journey is not a reaction to this moment or an attempt to solve it. This vision is rooted in previous experiences in worship communities and other communal venues but it is needed more than ever now

People strive to cope in times like these in a variety of ways. Some people withdraw and focus on the internal.

Some people strive for personal improvement or personal protection and security. This can take the form of study, reflection, meditation, or prayer. Sometimes, physical fitness fills this void. It can also mean a focus on self-help or self-reliance.

Some people strive to reach out and connect in numerous ways. They lean into community. That can be church, book groups, fitness groups, community service efforts, etc.

Some people yearn to find ways to create change on a larger scale, in their neighborhood, city, state or nation. They advocate and they organize. They write letters or they march. They are in regular motion to make a change in the world.

The drive to engage in these efforts is understandable. Quite often, people do one, two or three of these. It is important to note:

- Contemplation outside of relationship or just action can devolve into navel gazing.
- Relationship without contemplation or just action can become cliquish or static.
- Just Action without contemplation or relationship can become slogans or crass ideology.

It is easy for worshipping communities to mimic these unhealthy dynamics as well.

SOLUTION:

The Mustard Seed Journey raises the question, “What happens when we understand each of these practices as key aspects of discipleship as followers of Jesus Christ?”

The Mustard Seed Journey believes these practices grounded in Jesus Christ can create a rich Christian discipleship journey contributing to healthy and just communities, families and individuals.

The Mustard Seed Journey aspires to be a faith-filled community facilitating the individual and collective discipleship grounded in contemplation, hospitality/relationship, and just action.

NOTE ON MEMBERSHIP: Given our current moment of concern about membership and exclusion and the messages they send, we will need to discern how we approach this question as the community develops. This document will refer to all who are on this journey with us for a moment or for years as “Fellow Travelers”.

HOW WE ASPIRE TO LIVE THIS OUT

Contemplation/Prayer:

Contemplation/Prayer takes many forms. Different times, different styles, different forms. We will support the discipline of prayer for individuals, pairs, small groups and the whole Mustard Seed Journey to practice. We will consider:

- Preparing prayer resources for fellow travelers for individuals, pairs or small groups.
- Conducting daily morning prayer (probably online but possibly in person)
- Conducting prayer services for special occasions and
- Diverse prayer practices during large Mustard Seed Journey gatherings and worship.

We will consistently encourage all Fellow Travelers to engage in a regular practice of prayer as part of their discipleship journey.

Hospitality/Relationship:

As Christians, we struggle constantly to answer the question posed to Jesus, “Who is my neighbor?” The Mustard Seed Journey places this question at the center of a discipleship journey. We strive to build a community welcoming to all. Too frequently, churches pride themselves on who they exclude and damage people’s lives. The Mustard Seed Journey culture should be one in which all people feel welcome, cared for and challenged. Relationships provide the foundation for this. The Mustard Seed Journey will seek to build relationships in multiple venues and practices:

- **Individual Meetings:** One to one conversations focused on each other’s journeys, stories, joys, disappointments, hopes, fears and dreams provide critical connective tissue for a community. The ordained and lay leadership will engage in a consistent discipline of individual meetings throughout their service with new, old and visiting fellow travelers as well as fellow travelers throughout the broader community. At times, small

group, large group, and worship gatherings will build in a practice of individual meetings to reinforce the importance of relationships.

- **Small group gatherings:** Small group gatherings take place in numerous forms: Bible study, book club, affinity groups, project groups, staff meetings, council meetings, meals etc. No matter the format, the Mustard Seed Journey will build a relational component into all of these gatherings. By doing this, we avoid the ease of being an anonymous participant in a community. This reinforces our central belief that each person is a child of God. To truly feel this, we must be recognized by name, we must be known by another. Without this, we cannot build community.
- **Acts of Service/Mercy:** A healthy Mustard Seed Journey will have these opportunities with Fellow Travelers active with the Mustard Seed Journey and with Fellow Travelers throughout the Milwaukee area. No matter how these are done, Fellow Travelers will strive to practice hospitality in a way which encourages relationship and solidarity. In addition to practicing this discipline within the Mustard Seed Journey community, we will actively build relationships with efforts such as Redeemer Lutheran's Noon Run lunch initiative, St. Ben's, Milwaukee LGBT Community Center, CORE El Centro, Voces de la Frontera, Howard Fuller Academy, etc.

Just Action:

Living into the tradition of our faith found in the stories of the Exodus, the Gospels, and the prophets, as well as Fellow Travelers throughout history such as John Lewis and Dorothy Day, we seek to play an active role in helping to build the Beloved Community. In my experience as an organizer, most worshipping communities perceive Just Action as "something the pastor is interested in" or "another thing the church does." The Mustard Seed Journey understands Just Action as critical to one's discipleship journey. Fellow Travelers will engage in advocacy or organizing work as a community of believers not as something just a few people do. The Mustard Seed Journey will engage in relationship with organizations tackling critical issues in the community, state and nation. Most likely these will address issues around economic justice, voting, workers' rights and quality of life issues.

WORSHIP

1. ***Gathered by the Spirit to meet Jesus Christ in Word and Sacrament***
2. ***Sent by the Spirit to join God's mission for the transformation of the world***

Jesus Christ is the center out of which all of the Mustard Seed Journey radiates. As we strive to build the Mustard Seed Journey, a reform liturgy worship will be lived out through all three aspects of our discipleship triad. It will take different forms as we grow and understand who we are. We will most likely not gather for a worship service until we gain a critical mass of 20 people. Upon reaching this number, we will most likely begin gathering for worship utilizing the model of the dinner church given the Eucharist will be at the center of worship. Mustard Seed worship will be highly interactive which could mean dialogical sermons or small group discussions. They will utilize adult learning best practices. A rich range of music will infuse the worship experience.

WHO?

The Mustard Seed Journey seeks to be multi-racial and welcoming of LGBTQ+ persons. Other than those explicit values, The Mustard Seed Journey is not seeking a specific demographic of people. We seek to be located in the City of Milwaukee. Our host congregation, Redeemer Lutheran (ELCA) sits at the intersection of Wisconsin and 19th Street, near Marquette University. While we will focus time in this local community, our true draw is anyone who wants to become active on this type of discipleship journey. We will reach out to people throughout the region.

HOW?

Six Month Organizing Strategy

September

8-12 Individual Meetings per week

October

8-12 Individual Meetings per week

November

8-12 Individual Meetings per week

December

8-12 Individual Meetings per week

January

8-12 Individual Meetings per week

First Bible Study (4 week session with 10-12 in each group/ 2+ groups)

February

8-12 Individual Meetings per week

Prepare for Lenten Bible Study Series for multiple groups

CORE VALUES

Note: This list of key beliefs will grow over time and when we more formally organize the community, members will discern a list of 3-4 Core Values

- **Agape/Delivering Love:** We strive to live a love 1) which sees with compassion and enters into the situation of persons in bondage, 2) “does deeds of deliverance” by peers not rooted in power differentials, 3) “invites into community with freedom, justice, and responsibility for the future” and 4) “confronts those who exclude”. (This is language used by Glen Stassen and David Gushee in their book, *Kingdom Ethics*.)
- **Fear not:** One of the most repeated sentiments throughout scripture said by Jesus and angels, pushing us to move beyond a dynamic frequently utilized to prevent shalom.
- **Follow me:** Jesus’ simple and difficult words which invite us on a journey of discipleship rooted in delivering love.

- **Tikkun Olam:** The Hebrew phrase for “repair the world” calling us to be an active part of the healing of a damaged and damaging world.
- **The Kingdom breaking in:** Believing deeply in a living God active in our lives. We remain open to seeing and communicating those moments which manifest God’s promise of Shalom in our daily lives.
- **Practice resurrection:** Quoting the poet Wendell Berry, this calls us to the impossible and miraculous daily opportunity for new life rooted in the belief in God’s ability and capacity to create and recreate working with the flawed materials of each of us and our lives.
- **Wilderness:** We believe the potential for repairing the world and resurrection most often takes place in the margins, in the places people avoid and try not to pay attention to, working with the unpopular, the avoided, the rejected. In this, we recognize our own potential to live out Jesus’ call, “Follow me” not when we are focused on the new and shiny or the valued and expensive.
- **Are you a catechist?:** Powerful words stated by police in El Salvador, interrogating people working for liberation and freedom. The interrogators did not ask if the people were freedom fighters or revolutionaries. The police were most concerned about the catechists, the people of faith teaching the way of Jesus. (According to the story of Salvadoran composer Guillermo Cuellar)
- **Radically Inclusive*:** We welcome everyone We value our differences. We respect everyone.
- **Truth Telling*:** We each tell our story. We each speak our truth. We listen.
- Loving and hopeful: We are all in recovery. We are a healing community. We love unconditionally.
- **For the people*:** We break through barriers. We serve each other. We change the world.
- **Celebration*:** We sing. We dance. We laugh together. We celebrate life.
***NOTE:** The values Radically Inclusive through Celebration have been copied word for word from the Core Values of Glide Memorial United Methodist Church in San Francisco. If we choose these, we will rewrite them.

ORGANIZATION AND MANAGEMENT

The Mustard Seed Journey will have an advisory board to help manage this effort and to help with strategic decision making until a base of active members comes together to lead.

In terms of financial management, this operates as a ministry of the Milwaukee Presbytery until it launches based on a number of benchmarks determined by the advisory board and the subsequent leadership team. These will be tied to number of active participants, financial sustainability, leadership (lay and ordained) stability.

The advisory board needs to have experience and expertise regarding:

- Entrepreneurial launches
- Presbyterian polity
- Lutheran polity (if it is a joint project)

- 1-2 members of Redeemer Lutheran since this is the host congregation
- Organizational financial management
- Organizing
- Liturgy

EVALUATION

We will identify a series of benchmarks tied to a specific timeline. Initially, the advisory board will play a critical role in assessing and problem solving. This group will meet monthly to discuss the work from the previous month, the recent benchmarks and the plans to hit upcoming benchmarks. These benchmarks will be quantitative and qualitative. Given we will focus the beginning of the work on a relational organizing approach, for the first few months, the primary measure will be the number of individual meetings I am able to conduct. We will also assess these meetings based on the interest expressed by people in the project and potential for involvement. In the Fall and Winter, we will assess involvement in the small group gatherings we want to organize. We will also assess these qualitatively and quantitatively.

USE OF INITIAL FUNDING

The seed grant money will be used primarily for programming needs. For this work, given the relational nature, these costs will include:

- mileage
- coffee shop visits
- food for small group gatherings
- graphic design support

Additional funding will address staffing salaries.

POSITION DESCRIPTION: EVANGELIST

Position Summary:

Personal Qualifications:

- Committed Christ-follower who feels a call by God into alternative ministry opportunities
- Desire to help community members including the unchurched and de-churched encounter and grow in Christ
- Possesses organizational and leadership skills
- Thriving prayer life and passion to participate in God's Mission of reconciliation in the world.

Position Qualifications:

- Previous experience in evangelism OR outreach ministry (paid or volunteer)
- An undergraduate degree from an accredited college or university, Master of Divinity OR working towards a degree in ministry (undergraduate or graduate level)
- Member of a PC(USA) congregation in the Presbytery of Milwaukee, and/or ordained as a deacon, ruling elder, or minister of word and sacrament.
- Ecumenical clergy are welcomed, especially those from denominations with which we are in full communion as well as having historic correspondence.

Responsibilities:

- Identify and meet with 5-10 people per week i.e. potential members, local community members, community leaders, potential funders, partners, parish & denominational leaders
- Work with members to grow a healthy and thriving faith-full culture
- Facilitate practices of contemplation/prayer/reflection for individuals and small groups, i.e. preparation of materials for individuals, preparation for prayer gatherings for groups, leading groups
- Hospitality/Relationship building work focused on intentional gatherings focused on building community through meals, conversation, and or service/acts of mercy i.e. supper gatherings, volunteering with local non-profits or churches as a community
- Facilitating congregation members in participating in justice work, i.e. build relationships with local advocacy and organizing groups for member engagement, lead church community sessions to reflect on this work in the context of prayer and hospitality
- Lead worship
- Oversee day to day operations

Competencies and Expectations

- Fully embraces the mission, vision, and values of the Presbytery of Milwaukee and the Presbyterian Church (USA).
- Must be reliable, self-motivated, and take initiative.
- Embrace and adapt to growth, change, innovation, and creativity.
- Uses appropriate judgment in the areas of discretion, sensitivity, and creativity
- Have a cooperative, healthy, and motivating relationship with coworkers and volunteers

- Posses an attitude of servant leadership
- Model the call, character, and competencies becoming a minister of gospel of Jesus Christ.

Essential Functions:

- Relationship building
- Mentoring directly a central leadership team of the church, i.e. discipleship work
- Preaching/teaching and administer or share sacraments as needed
- Pastoral Care
- Officiation: conduct funerals and weddings as needed

Outcomes

Relationships - All have a place in God's Family

Healthy and effective spiritual growth takes place in the context of relationships...both within peer groups and across generations, in family homes as well as outside of the home. We encourage people to be in discipling, mentoring, or small group relationships that produce growth - giving witness to the Good News both inside and outside church.

God's Story - Shaping our actions and our lives

Christians are known as the people of the Book because we value Scripture as a means to know God, know our selves, as well as guide us in living meaningful lives in community. By sharing God's story we find our identify and path.

Living in Hope - Using our gifts in witness and service

We believe that discipleship to Jesus implies practicing his teachings on loving God with all of your heart, mind and strength; and loving our neighbors as we love ourselves. Such a love (agape), together with the Spirit's work in us, equips us to do kin-dom work...responding to injustice and serving others in Jesus' name.

Worship - Interacting with and experiencing God

Knowing that God desires an intimate relationship with us, we are committed to a style of life filled with worship. From the moment we awake till we go to sleep, our lives are characterized by both individual and corporate expressions of devotion and practicing our faith. Our daily worship practices empower us for living a radical life of love in Christ, expressing a living hope, sharing God's story, and helping people find belonging in God's family.

Skill Set:

- Active and growing personal relationship with Jesus Christ, evidenced by action, attitude and behavior.
- A passion for ministry
- Effective communication skills (written, verbal, and interpersonal)
- Demonstrated ability to understand and relate to the people and nurture a sense of belonging.
- Ability to reach out and connect with people in unique ways.
- Competency with basic computer software (Excel, Word, Publisher)
- Ability to share faith, testimony, and scripture with others in order to evangelize as well as train others to do so.

Relationships:

- Reports to the Presbytery Executive

Evangelista del Presbiterio
Presbytery of Milwaukee, PC(USA)

Position Summary:

A presbytery Evangelist functions in leading the church of Jesus Christ to grow in faith and life by providing pastoral leadership in the area of evangelism, working with and under the direction of the presbytery. As a member of the presbytery staff, the Evangelist will enable the church to focus on carrying out the Great Commission and equip the church to carry out the Mission of the Church as described in the *Book of Order* (F-1.00-1.0404) through works of evangelism, discipleship, ministry, fellowship, and worship. The Evangelist also works with the presbytery in fulfilling its call within the Presbyterian Church (USA)'s Matthew 25 movement.

Position Qualifications:

- Previous experience in evangelism OR outreach ministry (paid or volunteer)
- An undergraduate degree from an accredited college or university, Master of Divinity OR working towards a degree in ministry (undergraduate or graduate level).
- Member of a PC(USA) congregation in the Presbytery of Milwaukee, and/or ordained as a deacon, ruling elder, or minister of word and sacrament.
- Ecumenical clergy are welcomed, especially those from denomination with which we are in full communion as well as having historic correspondence.

Responsibilities:

- Assist in oversight of evangelistic ministries of the presbytery, including but not limited to outreach, special evangelism events, missions, etc.
- Create culture, environments, and training to facilitate evangelism through new and existing ministries of the presbytery and its congregations.
- To preach and teach in accordance with the standards of the Presbyterian Church (USA) when called upon to do so, whether on Sunday mornings or in church ministries.
- Work alongside the other pastoral leaders in communicating the priority of evangelism and outreach in accordance with the Gospel and aligned with the Matthew 25 priorities.
- Participate in staff meetings.
- Participate in special programs and events as needed.

Essential Functions:

- MINISTRY LEADERSHIP FOR SAN JOSE FELLOWSHIP (55%): Parroquia San Jose [a joint ministry of the Presbytery of Milwaukee (PCUSA) and the South Central Synod of Wisconsin (ELCA)] is a Spanish speaking New Start whose mission is to share God's good news with Latinx communities in the Beloit area. The primary responsibility of the Evangelista del Presbiterio is to lead the congregation worship services, assist in outreach efforts, and facilitate lay leadership training initiatives.
 - Worship Leadership (12 hrs/week): Lead the weekly worship service, and administer the sacraments. Special effort will be made to provide worship leadership for special celebrations including: Holy Week, Christmas, the Virgen of Guadalupe, and Posadas.
 - Discipleship development (3 hrs/week): Strengthen the discipleship and spiritual vitality of the congregation by providing support/ resources for Spanish bible study groups, lay leadership training, and Christian education for people of all ages.

- Moderate Leadership Team meetings and serve as staff in the Ecumenical Council (2 hrs/week).
- Stewardship Development: Work with members to increase giving with the goal to achieve financial sustainability and the ability to have the congregation officially chartered as member of the Presbytery of Milwaukee and South-Central Synod of Wisconsin (1 hrs/week).
- Serve as a link between San Jose and the greater community, working with the laity to reach out to Latinx families in the area (1 hr/week).
 - Provide pastoral care to the congregation (5 hrs/week).
- **CAMPUS OUTREACH (15%):** The Evangelista del Presbiterio will lead and help coordinate a plan for reaching out with the Gospel in meaningful ways to our university students through campus ministry to University of Wisconsin—Milwaukee and Carroll University, in collaboration with existing programming and spiritual life staff. This will include outreach to Spanish-speaking students and others interested in cross-cultural ministry experiences and mission engagement.
- **ECUMENICAL MINISTRY OUTREACH (15%):** The Evangelista del Presbiterio will be a representative of the Presbytery with ecumenical ministry partners including the Wisconsin Council of Churches and the Interfaith Conference of Greater Milwaukee, working on special projects for sharing our faith to Spanish-speaking persons and in cross-cultural settings.
- **LATINX MINISTRY CONSULTATION (5%):** The Evangelista del Presbiterio will offer education and advice as a consultant to Presbytery of Milwaukee congregations about how to have a better understanding of the Latinx community and how to develop mutual ministries of caring.
- **PREACHING/TEACHING AND ADMINISTER OR SHARE SACRAMENTS AS NEEDED (5%):** This position will include various opportunities to share God's Word in a formal type setting, including at times on Sunday morning (like pulpit supply), but also in various other forums and informally. The person who fills this position will be invited to write materials for discipleship and Christian formation of congregations, and particularly leaders, in Hispanic communities.
- **OFFICIATION:** conduct funerals and weddings as requested (5%)

Ministry Outcomes:

- The Evangelist has helped people find their place in God's family; know God's story; live in hope; and discover their calling.
- **Relationships – All have a place in God's Family**
Healthy and effective spiritual growth takes place in the context of relationships...both within peer groups and across generations, in family homes as well as outside of the home. We encourage people to be in discipling, mentoring, or small group relationships that produce growth – giving witness to the Good News both inside and outside the church.
- **God's Story – Shaping our actions and our lives**
Christians are known as the people of the Book because we value Scripture as a means to know God, know our selves, as well as guide us in living meaningful lives in community. By sharing God's story we find our identity and path.
- **Living in Hope – Using our gifts in witness and service**
We believe that discipleship to Jesus implies practicing his teachings on loving God with all of our heart, mind, and strength; and loving our neighbors as we love ourselves. Such a love (*agape*), together with the Spirit's work in us, equips us to do kin-dom work...responding to injustice and serving others in Jesus' name.
- **Worship – Interacting with and experiencing God**

Knowing that God desires an intimate relationship with us, we are committed to a style of life filled with worship. From the moment we awake till we go to sleep, our lives are characterized by both individual and corporate expressions of devotion and practicing our faith. Our daily worship practices empower us for living a radical life of love in Christ, expressing a living hope, sharing God's story, and helping people find belonging in God's family.

Competencies & Expectations:

- Fully embraces the mission, vision and values of the Presbytery of Milwaukee and the Presbyterian Church (USA).
- Must be reliable, self-motivated and take initiative.
- Embrace and adapt to growth, change, innovation, and creativity.
- Use appropriate judgment in the areas of discretion, sensitivity, and confidentiality.
- Have a cooperative, healthy, and motivating relationship with coworkers and volunteers.
- Possess an attitude of servant leadership.
- Model the call, character, and competencies becoming a minister of the gospel of Jesus Christ.
- Committed Christ-follower who feels a call by God into alternative ministry opportunities.
- Desirous to help the congregations of the presbytery, surrounding community, and the un-churched/de-churched encounter and grow in Christ.
- Possesses organizational and leadership skills.
- Thriving prayer life and passion to participate in God's Mission of reconciliation in the world.
- Active and growing personal relationship with Jesus Christ, evidenced by action, attitude, and behavior.
- A passion for ministry
- Effective communication skills (written, verbal and interpersonal).
- Demonstrated ability to understand and relate to the people and nurture a sense of belonging.
- Ability to reach out and connect with people in unique ways.
- Competency with basic computer software (Excel, Word, Publisher)
- Ability to share faith, testimony, and scripture with others in order to evangelize as well as train others to do so.

This position reports to the Presbytery Executive and works closely with all areas of ministries of the Presbytery.

Lisa Lynne has a rich background as a professional musician, ministry leader and student of the Bible and theology. Raised in a Methodist cathedral in Washington, D.C., her love of sacred choral music began early, as did her eagerness for the Broadway stage after having been cast in the national tour of "Annie" at the age of 10 (an opportunity she declined). This early awakening catalyzed her dedication to training in voice, piano, dance and theatre, initially during summers at Interlochen National Music Camp in Michigan, and ultimately at Carnegie-Mellon University's [conservatory training program for music and theatre](#) where she earned a BFA in 1991. Her young adult years in New York City and Los Angeles provided clarity on the realities of a life in the performing arts; it wasn't long before her stimulating work at the [Ketchum YMCA](#) in L.A. fulfilled her more than performing did. Seeing Jesus in the midst of the vulnerable communities she served drew her to back to church, where music in worship, a love of liturgy and Bible study would take center stage.

In 1995, Lisa Lynne and Gil married and relocated to Amsterdam, the Netherlands (as ex-pats), where The Begijnhof English Reformed Church of Scotland, Presbyterian became their faith home. Rededicating her baptismal vows, developing a women's ministry program, leading music in worship and studying voice privately with renown alto, [Sylvia Schlüter](#), re-focused Lisa Lynne away from "industry to ministry." From there, a move to Chicago provided the opportunity for Lisa Lynne to sing for 4th Presbyterian Church's professional choir and serve actively in Presbyterian Women. Developing a friendship with rock-star, [Liz Phair](#), afforded Lisa Lynne the privilege of providing both vocal coaching and spiritual encouragement during the [Lilith Fair tour in 1998](#), where she first experienced herself in an unofficial chaplain-like role to the musicians participating in the high-profile summer tour. Speaking hope into weary performers emerged as a vital spiritual need, addressing the loneliness that ensues with fame.

In 2002, the relocation to the New York Tri-State area (with two young daughters in tow!), highlighted the path forward where music and ministry leadership would come together in unexpected ways. Reconnecting with her Carnegie-Mellon alumni, Lisa Lynne was invited to join [Broadway Inspirational Voices](#), not only as an alto soloist, but also to support it's founder and director, [Michael McElroy](#), as a spiritual speaker and chaplain to the community. BIV merges the dynamic energy of gospel music sung by Broadway performers to bring hope and inspiration beyond the walls of churches. With BIV, Lisa Lynne would perform with Jason Mraz, Elton John, and for, then Democratic candidate, Barack Obama, among others. Significantly, the profound reality of serving and loving the artists, like classmate [Billy Porter](#), who had gone on to achieve the very career she herself had trained for and walked away from, solidified her sense of God's call on her life to a unique kind of pastoral ministry.

In New York, worship and music life thrived at the Riverside Church where, with [Rev. Dr. James Forbes](#) and his wife, Bettye, she would sing in the Chancel Choir as well as the unplugged Gospel Praise team, forging a life-long mentoring relationship. An album of original music, *Hancock Place*, was produced and distributed by Garagista Records in 2008, and while rewarding, could not be sustained with extensive touring and young children. By 2011, Lisa Lynne's growing hunger for a stronger biblical and theological foundation to support her leadership roles became her priority. As the Associate Teaching Director for Community Bible Study, her passion for teaching grew. Attending [Alliance Theological Seminary](#), where she would earn a Masters Degree in Biblical Literature, Lisa Lynne also served as an adjunct professor at Nyack College. But her role as Director of Community Initiatives and Faith Program manager at the newly formed [Grace Farms Foundation](#) would be pivotal to her call to ministry. Whether moderating public discussion panels with theologians, such as [Miroslav Volf](#) (foundation board member), facilitating workshops with Executive Directors of NGO's, or developing liturgy for the local clergy association, Lisa Lynne found herself operating in a diverse pastoral capacity to her colleagues and within community relationships.

May of 2019 brought a welcome move to Lake Geneva, Wisconsin and afforded the opportunity to earn a Masters of Divinity at Garrett-Evangelical Theological Seminary at Northwestern University. Completing the foundational degree for pastoral ministry postures Lisa Lynne to at last pursue what God has been calling her to in stages over the course of her career. Embracing the intersection of ecclesia and community, even in the midst of theological and ideological difference of this present moment, Lisa Lynne is drawn to the PCUSA as a denomination home where ecumenical work grounded in the abiding precepts of Reformed theology can flourish. Inspiring hope through the expansive love of Christ in the power of the Holy Spirit is the calling on her soul for the coming season of her life.

Statement of Faith
Lisa Lynne Kirkpatrick

I believe in one, holy and loving God who created all things for the purpose of abundant and flourishing life. Our all-knowing Creator exists in reciprocal relationship between divine Parent, Jesus Christ, and Holy Spirit. I believe that the character of God is trustworthy, compassionate and merciful. The unwavering love of God is made evident through God's covenant commitment to maintain loving relationship with all of God's creation, as recorded in Scripture. The Bible faithfully and truthfully tells the timeless and hopeful story of the progressive revelation of God's unfailing grace, available to all.

All humankind is created in the image of God, bearing the capacity for continued transformation into God's likeness. Of our own free will, however, human beings fail to glorify God due to our sinful nature, manifested in our persistent desire to be our own God, our pervasive attempts to exert power and dominance over one another, and our selfish impulses for control and greed. God chose to engage the world by reducing Godself to human form in the person of Jesus Christ, the anticipated Messiah, who came to save us from ourselves and restore our relationship with our Creator.

That we would know the extent of God's love for all, Jesus taught, healed, and suffered with us and for us. The life and ministry of Jesus demonstrated the radical inclusivity of God's love for all persons. Jesus delivered physical and spiritual healing, prioritizing the needs of the vulnerable and marginalized. The values and teachings espoused by Jesus transcend all time and place and lay the foundation for the life of his followers, still to this day. Denying the fullness of his divine nature, Jesus was unjustly executed on a Roman cross, a deliberate act of obedience and saving love, defeating once and for all the power of sin and death in the world. The love of God raised Jesus from the dead as a definitive act of salvation for all humankind.

The Spirit of God, having existed at creation, was further promised as the sustaining presence of God in and with us as the eternal source of faithful guidance and comfort. This Holy Spirit bears transformative power to renew our souls in this life and inspire hope for the life yet to come in Christ. All humankind is held by God's love through the Spirit, who continually guides our hearts and minds in our living, serving and growing in our love of one another, as God first loved us. We experience the cleansing grace of the Holy Spirit through the waters of Baptism. We proclaim the presence of the Holy Spirit when we participate in the celebration of the new covenant God offers us in the sacrament of the Lord's Supper. We live as faithful Christians by the power of the Holy Spirit, in obedience to God's Word, for the sake of others and for the glory of God.

I believe that the Church embodies the living, dynamic community of followers of Jesus Christ, bound together in baptism, living in the confidence of God's resurrection hope, proclaiming the good news of Jesus Christ throughout the world. The church is called to reflect the love of God by living out the values taught us by Jesus through acts of grace and mercy. Gathering for worship is the critical act of realigning our lives to God's purposes, established by Jesus, in remembrance of the compassion, forgiveness and grace we have received. In right relationship with one another and with God, justice that reflects human flourishing for all, particularly for the poor and broken-hearted, informs our decisions and actions as the church of Jesus Christ. Our active participation in God's kingdom in the here and now, even as we await the promised return of Christ, requires that we embrace lives dedicated to revealing the goodness of God and shining the light and love of Christ throughout the world.

September 16, 2021

Biographical Sketch of Mark Fraley

Snapshots of my life

Looking back on 51 years, I see a life striving to focus on faith, family, justice, and curiosity and molded by amazing people modeling agape love and hope. My parents have spent their lives committed to service and family. In my teens, they adopted my youngest brother and my sister. A freak accident in high school paralyzed my best friend, Doug, whose response demonstrated hope as action. Mr. Payne, my first mentor, changed my life when I interned at the community health care center in Pittsburgh he led. As a young white man in an African-American organization, race in America confronted me in a way I never previously experienced. After college in 1992, I taught 3rd grade in an under-resourced school in Baton Rouge, Louisiana, and asked deeper questions about inequality in this nation. In that moment, I also fell in love with Leigh Anne, whom I married in 1995. The following year, I became active in community organizing through our church, West Presbyterian, in Wilmington, Delaware. From Delaware, organizing took me on a journey to metro DC; Milwaukee, WI; Rosebud, SD; Tulsa, OK; and numerous other communities throughout the United States. We have been blessed with three children: Bayden, Isaiah, and Benjamin. Their journeys led me to learn more about anxiety and depression among teens as well as LGBTQIA+ identities. These are only a few of the people experiences which formed me and my sense of call.

Sensing my call

In 2017, I shockingly discovered I had been in the midst of a life long conversation with God leading me to a call to ordained ministry. As a small child, the pictures in our children's Bible fascinated me. As a teen, the music of "secular" bands like U2, The Call and Midnight Oil, captured my imagination, engaged me in questions about life, faith and justice and helped me explore what it means to follow Jesus. In 1995, Leigh Anne and I joined West Presbyterian. The Gospel permeated this tiny multi-racial, economically diverse inner city church in a way which inspired me and has informed my sense of church ever since. This worshipping community strove to live Christ's love through worship, studying the Bible, hospitality, acts of mercy and acts of justice. In 2017, I realized Jesus Christ was the constant which informed, challenged and inspired me all of my life. In the midst of that moment as a father, husband, organizer, and citizen, I understood my desire to live the Gospel more fully with others and to help others live out their discipleship in a powerful and meaningful way.

Building a new worshipping community

Part of this ongoing conversation with God is a call to build a new community of followers of Jesus who want to live a life committed to prayer, hospitality and justice. My organizing career blessed me with the experiences of helping build multiple organizations and to support the development of people as leaders in civic life. I feel deeply called to try to build a multi-racial and LGBTQIA+ affirming new worshipping community in Milwaukee. By grounding this new community in scripture, we can learn to be in community with each other in new and different ways which serve and experience the Kingdom of God.

Statement of Faith

I believe in the dance beyond understanding of the triune God who models community with agape and philia love.

I believe

...in God, named by Christians as Mother/Father, infinite mystery and ultimate reality who established the Abrahamic covenant.

...in Jesus who experienced the fullness of mortal life while being fully divine; Who loved, suffered, healed, gathered, and taught; who modeled compassion, righteous anger, radical hospitality, tikkun olam, and justice, was executed as a result of this work and rose again. Jesus boldly and lovingly challenges us as individuals, as the church, and in community with the simple and profoundly challenging words of the Good News, "Follow me."

...in the Holy Spirit who agitates, inspires and transforms; who moves in the cleansing liberation of baptism joining us to the body of Christ and its prophetic and loving work. And who is fully present in the trinitarian-modeled fellowship and grace-filled thanksgiving of the Lord's Supper.

... that sin results from failing on a daily basis to love God and love one another. The cumulative impact of this failure at an individual, collective, and structural level enhances evil in our world. Only by the gift of God's grace are we forgiven.

...Scripture is a divinely inspired collection of writings in numerous genres about God, creation, and our relationship to God. This book written by flawed people provides a perplexing, yet wise resource for our role as a community and as individuals within God's creation through understanding the context of the time of its writing and our current moment.

...in the constant and iterative process of prayer, relationship and action.

...in the sacred of the everyday and the revelations glimpsed in the moments of the Kingdom breaking in.

...in the lessons and iterative relationship found in the Exodus story and the life of Jesus. Ultimately, God is a God of liberation. Scripture provides insight into how our relationship with God is the source of this communal and individual liberation. God's love binds us together. When we forget/ignore this, we fall out of relationship with God.

I believe as the body of Christ we are to manifest the Gospel in a constant effort to live out the greatest commandment (Matthew 22:34-40) for a more just reality (Matthew 25:34-46) known as the kingdom of God. At its best, the church is the body of Christ and, at its worst, people blasphemously call themselves the church while damaging others with little to no remorse. The church is an intentional attempt to be the body of Christ.

I believe in the Resurrection through endings and beginnings and the ultimate realization of the Kingdom of God.

I believe worship is an explicit and intentional communal act by people of God to confess our sins, express our gratitude to God, proclaim the Gospel and perform the sacraments. Worship can simultaneously serve as a time of healing, sanctuary, preparation and agitation. While being a sacred space, it also helps us recognize the sacred in our everyday lives.

I believe hope is a noun and an action verb grounded in the belief that Jesus Christ overcame evil and death. To hope means to act in accordance with that reality no matter the world's current "evidence". To hope is to live the words of Mother Jones, "Pray for the dead and fight like hell for the living."

I believe "faith is the assurance of things hoped for, the conviction of things not seen."
(Hebrews 11:1)