

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

The Presbytery of Milwaukee held its quarterly stated meeting by Zoom on **Saturday, February 19, 2022, at 9 am.**

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>Bergeson-Graham, Deb HR</u>
<u>Bernhardt, Joanne HR</u>
Blanks, Nicole
Block, Deborah A.
Boyd, Christian
Bratt, Susan Sytsma
Carlin, Mary
<u>Carlson, Jeff HR</u>
<u>Cistrunk, Terrell H. HR</u>
<u>Clarke, Donald HR</u>
Clipp, Laquetta
Coons, Martha HR
Craig, Julie
<u>Craven, Kathryn</u>
<u>Cross-Dukes, Volina HR</u>
Davis, Christopher
<u>DeCamp, James A. HR</u>
<u>Denison, Charles HR</u>
<u>Dow, Jean HR</u>
Ebel, Katie
Eckert, Patricia
Erkel, Steven
Ewing, David
Farley, Nicole
<u>Fisher, James C. HR</u>
Fraley, Mark
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>
Houts, Willem P.
<u>Hudson, Paul F. HR</u>
<u>Johnstone, William H. HR</u>
Jones, Bruce
<u>Jones, Keith HR</u>
<u>Jordan, Barbara HR</u>
Jordan, Sarah
<u>Kamerling, Garrett HR</u>
<u>Kramer, Jerry HR</u>
Larson, Teresa
Lee, Matthew
Loveall, Lance
Loveall, Paige
<u>Lucio, Antonio</u>
Ludwig, Meagan
McCalister, Alan S.
McCord, Elizabeth
<u>McCullough, Lisa</u>
McDonough, Mark HR
<u>McKeegan-Guinn, Susan HR</u>
Melara, Nicole

<u>Millar, JD</u>
Millar, Victoria
<u>Monsma, Gail</u>
Neal, Catherine HR
Nicolaisen, Fiona
Patton, Beth
Patton, Lori
<u>Perkins, David HR</u>
<u>Petterson, William HR</u>
<u>Rand, James M HR</u>
Reichelderfer, Glen
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>Woehrl, Thomas H. HR</u>
<u>Zieche, William W. HR</u>

Presbytery of Milwaukee, February 19, 2022

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	NR	
Big Bend, Vernon	Linda Thompson	
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>Joe Fresch</u>	
Mequon, Crossroads	Aricka Knox	Tom Taylor
Milwaukee, Calvary	NR	
Milwaukee, Christ	Freda Johnson	
Milwaukee, Grace	NR	
Milwaukee, Immanuel	Nancy Debbink	NR
Milwaukee, Tippecanoe	Judy Berdan	
Milwaukee, Good Shepherd Trinity	NR	
Milwaukee, West Granville	Lois Pearson	
Muskego, Heritage	NR	
New Berlin, Forest Park	Cindy Stigler	
Pewaukee, Faith Springs	NR	
Racine, Covenant	Eddy Huffmann	
Racine, First	NR	
Racine, Second	Debbie McCalister	
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	Al Correa	
West Allis, Apostle	NR	
West Allis, Greenfield Avenue	Kerstin Lefevre	
Whitewater, North Lima	NR	

Elders voting by virtue of office:	
Commissioned Ruling Elder	Cathy Manthei
Treasurer	Thomas Wolfe
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
	<u>Sara Grant</u>
	Eileen Pierce
Staff – Presbytery Executive	Rachel Yates
Staff – No vote	Kate Hopta
Associate Stated Clerk	<u>Chris Halverson</u>
Inquirers	
Candidates	
Corresponding Members	Ken Green, Chicago Presbytery - Board of Pensions

ROLL SUMMARY – Voting Members			
	Present	Absent	Excused
Ministers – Voting	32	23	48
Ruling Elders – Voting	27	39	3
TOTAL	59	53	51
Corresponding members	1		
Inquirers	0		
Candidates	0		
Visitors	5		
Staff	1		
Total Attendance	66		

The meeting of the Presbytery began at 9:00 am. Moderator Nicole Farley welcomed everyone to the Zoom presbytery gathering with a land acknowledgement and prayer.

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 Šakówiŋ 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.

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)

INTRODUCTION OF FIRST TIME ELDER COMMISSIONERS

The following first time elder commissioners were welcomed to the gathering: Al Correa, Wauwatosa; Margaret Crowley, Immanuel; Tom Taylor, Crossroads; Steve Meyer, Faith Springs; Eddy Huffmann, Covenant; Linda Thompson, Vernon.

NOMINATING COMMITTEE REPORT

Nominating Moderator the Rev. Lance Loveall, made the following motion:

MOTION: To elect additional 2022 leaders as presented in the papers.

There were no nominations from the floor, and **the slate of officers was elected.**

CITATION OF CONGRATULATIONS

Stated Clerk Christian Boyd moved for the presbytery to approve the following **Citation of Congratulations**:

Be it hereby known to all that: The Presbytery of Milwaukee, in the Synod of Lakes and Prairies, of the Presbyterian Church (U.S.A.) offers its sincerest congratulations to Elder Judy Bell in recognition of her 43 years of service to the Church as the Clerk of Session of Faith Presbyterian Church in Franklin, Wisconsin. The entire membership extends its very best wishes and expresses blessings on her future ministry endeavors. Given this 19th Day of February, in the Year of Our Lord 2022 at the Presbytery of Milwaukee Stated Meeting.

It was seconded, and **with no objection, approved.** Presbytery expressed appreciation for Elder Judy Bell's service.

COMMISSION ON PASTORAL MINISTRIES

The Rev. Brett Swanson, on behalf of the Commission on Pastoral Ministries, made the following motion:

MOTION: That the Ethical Conduct Policy, as presented in the papers, be approved.

There was no discussion, and **the motion was approved.**

PRESBYTERY EXECUTIVE REPORT

Elder Rachel Yates, Presbytery Executive, presented her report. Thanks was given for moderator Nicole Farley, who is completing her year as Presbytery Moderator, but is also transferring to Chicago Presbytery as she has taken a call there. Rachel also mentioned that several churches in our presbytery are celebrating anniversaries

this year.

COUNCIL REPORT

Council Moderator, the Rev. Beth Patton, presented the final read of the Presbytery's Land Acknowledgement, and presented the following motion:

MOTION: That the Land Acknowledgement for publication, as presented in the papers, be approved.

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

Beth made the following motion, on behalf of Council:

MOTION: That the United Church Camps, Inc. Covenant, as presented in the papers, be approved.

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

With no objection from the body, the presbytery took a break from the Council report to hear from the Rev. Ken Green, Church Consultant for Synods of Lincoln Trails and Lakes & Prairies for the Board of Pensions.

Returning to the Council business. Beth presented the slate of additional officers for the **Personnel and Nominating Committees**. With no nominations from the floor, **the presbytery voted and elected the following people: to the Personnel Committee, Class of 2024 - Eddy Huffmann (E) - Covenant and to the Nominating Committee, Class of 2024 - Deborah Block (M) – Immanuel and Katie Ebel (M) - Faith Springs.**

Beth spoke regarding a need for an Administrative Commission for Vernon Presbyterian Church, followed by the **MOTION: That, after discernment and any affirmative vote of the congregation to request dissolution, Presbytery of Milwaukee delegate to the Moderator authority to name and appoint an Administrative Commission for the Vernon Presbyterian Church of Big Bend, Wisconsin, to act on Presbytery's behalf, with the power to meet with the Session and members of the congregation, including calling a meeting of the Session and/or of the congregation, as necessary, to arrange for the pastoral care of the members, publicize the dissolution of the congregation, ascertain the financial status and outstanding financial obligations of the congregation, secure the Session records, secure the legal rights to all property (real or personal) held by or for the benefit of the congregation, dispose of the moveable personal property of the congregation, secure the building and property, attend to matters of insurance, dispose of the building and grounds (subject to the guidelines established by Presbytery Council) or convey the building and grounds to the Wisconsin Incorporation, "The Presbytery of Milwaukee of the Presbyterian Church (U.S.A.)", recommend to the Presbytery's Trustees the use of the assets of the congregation, plan and conduct a Service of Witness, secure the assistance of other individuals, as appropriate, to assist with its work, and generally to do such things and take such actions, for, in the name of, and on behalf of the Presbytery of Milwaukee as shall be reasonably necessary to accomplish the general purpose of this resolution.**

After discussion, **the motion was approved.** Beth led the presbytery in prayer.

Moderator Farley called for a 3-minute recess at 9:43 am., and reconvened at 9:47 am.

Vice Moderator Kent Tess-Mattner spoke to the work of the **Bills and Overtures** Commission, referencing the report in the presbytery papers.

With no new business, the presbytery moved to the celebration of Holy Communion, presided by Nicole Farley and Rob Ater, and the installation of officers and commissioning of newly elected leaders. Rabbi Melissa Weintraub, Founding Co-Executive Director of Resetting the Table, was invited to speak on the film *Purple*, which served as the sermon for the service of worship (<https://www.resettingthetable.org/purple>).

At a time of immense division, PURPLE tells the story of Americans with opposing viewpoints confronting their disagreements head-on and discovering the concerns and experiences that lie behind each other's positions. Filmed in rural Wisconsin and Iowa – in a swing region within two bordering swing states – PURPLE presents a rare political conversation that uplifts, provokes, and inspires while going toward the heat of passionate political differences.

The worship and gathering closed with a benediction given by newly elected Moderator Kent Tess-Mattner.

Respectfully submitted,
Christian Boyd, Stated Clerk

These minutes were approved on May 24, 2022.

This following space left intentionally blank.

Presbytery of Milwaukee

CONSENT AGENDAFebruary 19, 2022

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 February 19, 2022 gathering of the Presbytery be adopted.**
- **That the [Minutes](#) of the November 18, 2021 Stated gathering of the Presbytery be approved.**
- **To seat as a Corresponding Member with voice:
Rev. Ken Green, Board of Pensions & Presbytery of Chicago**

**PRESBYTERY OF MILWAUKEE
ADMINISTRATIVE COMMISSION MINUTES**

The administrative commission appointed by the Presbytery of Milwaukee on

(date) OCTOBER 19, 2021 to ordain install (name) MARK FRALEY as

EVANGELIST
pastor/associate pastor/designated pastor of (church) THE PRESBYTERY OF MILWAUKEE

in (town) MILWAUKEE met at (town) WAUWATOSA PRESBYTERIAN CHURCH

on (date) NOVEMBER 20, 2021 at (time) 4:00 PM.

The moderator of the commission, NICOLE FARLEY, called the meeting of the commission to order with prayer at (time) 3:40 PM.

Upon motion, the commission voted to elect (name) NICOLE FARLEY

to serve as Clerk. Present were:

The Moderator or his/her designee: REV. NICOLE FARLEY (VALIDATED)

Ministers:

1. REV. JEAN DOW (HR)
- 2.
- 3.

Ruling Elders: (give church)

1. JAMES GUCKENBERG, WAUWATOSA PRESBYTERIAN CHURCH
2. BILL LEONARD, LINN PRESBYTERIAN CHURCH
- 3.

A quorum was declared to be present.

Upon motion, the commission voted to seat the following as corresponding members (if PCUSA, give presbytery; if other denomination, give name of denomination.): * SEE BELOW

Upon motion, the commission voted to adopt the order of worship as its docket for this meeting.

Upon motion, the commission voted to adjourn with the benediction by REV. MARK FRALEY

And so following the propounding and answering of the constitutional questions,

MARK FRALEY was ordained (G-14.0405) and/or installed as EVANGELIST
pastor/associate pastor/designated pastor of (church) THE PRESBYTERY OF MILWAUKEE
in (town) MILWAUKEE.

* REV. ASHLEY GOFF,
NATIONAL CAPITAL PRESBYTERY

Signed Nicole Farley

* REV. LISA BATES - FROILAND,

CLERK of the Commission

ELCA

Commission on Congregational Vitality Report to Milwaukee Presbytery Stated Meeting 2.19.2022

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

Staff support: Ann Gibbs

Actions Taken by the Commission

Approved the request of the First Ottawa session to train elder Lynn Borgstrom to officiate for communion.

Approved Rev. Ann Gibbs to assist with elder communion training as needed.

Approved vitality grant requests from Calvary Presbyterian Church for a total of \$4,000. These funds support two initiatives: Community Resource Cards (trifold brochures listing community support agencies for distribution to downtown neighbors in need) and developing relationship with Project Stay.

Update on Fox Lake Community Outreach Grants

The commission has extended its original February deadline to March 31 to receive grant applications in order to give congregations more time to apply.

Presbytery Vitality Initiative

CCV members Nicole Melara and Chris Davis are working with the presbytery planning team on the two-year vitality initiative.

For more information on the marks of vitality and to access resources to engage them visit the CCV page on the presbytery website at <https://www.pbymilwaukee.org/commission-on-cong-vitality.html>. Resources will be continually added and ideas and suggestions for additional resources and links are welcome. Please contact Ann Gibbs at agibbs@pbymilwaukee.org. This page also provides information and links for vitality grants, camperships, leadership development grants, and the elder communion program.

Commission Members

The commission thanks exiting members moderator Ashanti Cook and Catherine Neal for their service to the commission and Presbytery. We will miss you!

Ann Gibbs, Associate for Ministry Vitality
agibbs@pbymilwaukee.org

Dear Faith Leader,

The Presbytery of Milwaukee is making a limited number of grants available to Christian congregations within 30 miles of Fox Lake, Wisconsin. The Fox Lake Community Outreach Grant is in honor of the legacy of the Fox Lake PC(USA) congregation which closed in 2020 after 97 years of service. The church members expressed the desire that assets from the sale of their building be made available to nearby faith communities for community outreach and ministry. In honor of this request, the Commission on Congregational Vitality of the Presbytery of Milwaukee, of which Fox Lake Presbyterian was a member, is charged with distributing those funds.

As a Matthew 25 presbytery, grant requests must be for community outreach purposes that align with the PC(USA) Matthew 25 initiatives, which include: eradicating systemic poverty, dismantling structural racism, and (under congregational vitality) outward focus defined as a “gateway to our community where we may be the hands, feet, heart and mouth of Jesus Christ for people who are suffering or marginalized.” To learn more about this initiative, please visit <https://www.presbyterianmission.org/ministries/matthew-25/>. You can also learn more about the Milwaukee Presbytery’s Matthew 25 efforts here: <https://www.pbymilwaukee.org/healing-through-action.html>.

For questions about the grant or grant process, please contact Rev. Chris Davis pastor@bdgracechurch.org.

Please see the attached application form for more details and guidelines.

Please note that the deadline for applications is March 31, 2022.

May God's grace and peace be with you.

The Commission on Congregational Vitality of the Milwaukee Presbytery

Fox Lake Community Outreach Grant

In honor of the Fox Lake Presbyterian Congregation, the Presbytery of Milwaukee is offering grants to congregations within a 30-mile radius of the former First Fox Lake Presbyterian Church, with preference, but not limited, to PC(USA). Grant requests must be for community outreach purposes that align with the PC(USA) Matthew 25 initiatives, which include: eradicating systemic poverty, dismantling structural racism, and (under congregational vitality) outward focus defined as a congregation serving as a “gateway to our community where we may be the hands, feet, heart and mouth of Jesus Christ for people who are suffering or marginalized.”

Grant requests should be submitted to the Presbytery of Milwaukee Commission on Congregational Vitality through member Chris Davis pastor@bdgracechurch.org.

APPLICATION**CONTACT INFORMATION**

Name of congregation:

Address:

Name, phone and email of contact person:

Initiatives should have the approval and buy-in of the congregation through session (or similar governing body if not Presbyterian). Please indicate permission to seek grant and move forward on initiative was given:

GRANT DESCRIPTION

Please provide a description of the ministry/project and include the estimated timeline and costs:

Please state the amount of grant funds requested _____ and intended use of grant funds:

How do you plan to source additional funds and resources needed?

Is this a new project or initiative or intended to boost an already existing ministry? How did you discern the need for this initiative?

Please describe the make-up of your congregation and community and your current relationship (including any ongoing outreach efforts). How do you envision this initiative impacting your community and your congregation's ministry? (Please include how this is connected with the goals of the Matthew 25 initiative.)

CPM Report to Milwaukee Presbytery Stated Meeting February 19, 2022

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:

all have completed Leaderwise assessments and Safe Gatherings training

Lisa Lynne Kirkpatrick, candidate (8.10.2021). Received MDiv from Garret Theological Seminary, May 2021. Completing Clinical Pastoral Education and ordination exams. Passed Bible Content.

Madeline Lannon, inquirer (4.05.2020). Second year MDiv student at Princeton Theological Seminary.

Sarah Zallar, inquirer (4.13.21). First year MDiv student at Western Theological Seminary.

Ethical Conduct Boundaries Policies

The CPM has worked in conjunction with the CTM to put forward necessary changes and updates to the existing Ethical Boundaries Policy. A first was presented at the November 2021 presbytery meeting. Minor edits have been made to make language and terms consistent with the Book of Order and Manual of Operations: “teaching elder” was changed to “minister of Word and Sacrament,” “pastor” was changed to “minister” or “minister of Word and Sacrament”, and language was added to include ministers or pastors from other denominations serving within the presbytery. No substantive changes were made.

The CPM moves: **That the presbytery approve the new Ethical Conduct Boundaries Policies of the Milwaukee Presbytery.**

Commission Members

CPM accepted the resignation of members Elizabeth McCord and Lori Patton with thanks for their service and valuable contributions to the work of CPM.

If you know of an elder or minister member of the presbytery with gifts that would benefit the CPM, please contact the presbytery’s Nominations Committee through Lance Loveall.

Additional Work of the CPM

Sent Christmas cards to all ministers and pastors of the presbytery, gift cards for those in active ministry (congregational or validated) were added.

Providing pastoral care support for spiritual direction and coaching through foundation funds.

Offering Not Your Average Boundaries training through Leaderwise April 26-27. An email with registration link was sent to all ministers and pastors, please contact Ann Gibbs or Chris Halverson if you did not receive it.

Providing links to continuing education, training, and clergy cohort groups. Special thanks to Rev. Kerri Allen and Advocate Aurora Health for January sessions!

Brett Swanson, moderator

brett@tosapres.com

Presbytery of Milwaukee

February 19, 2022

On behalf of the Presbytery of Milwaukee, the Commission on Transitional Ministries took the following actions between November 19, 2021, and February 7, 2022.

TRANSITIONS

Approved transfer of Rev. Laurie Lyter-Bright to Winnebago Presbytery where she is serving First Congregational in Appleton.

Approved transfer of Rev. Nicole Farley to Chicago Presbytery, effective February 20, 2022, where she will be serving First Libertyville (IL).

ACTIONS TAKEN FOR PASTORAL SEARCH PROCESS

Approved the Ministry Profile for an Interim Pastor for Grace United Church, Fort Atkinson.

ACTIONS TAKEN FOR CONTRACTS

Approved the one-year renewable Stated Supply contract between Living Hope Presbyterian Church and Rev. Will Houts.

Approved the Interim Ministry contract between Rock Prairie Presbyterian Church and Rev. Gail Monsma.

ADDITIONAL ACTIONS

Approved Moderator's appointment of Rachel Yates to moderate North Lima Presbyterian Church's congregational meeting on February 6, 2022.

Approved Moderator's appointment of Lee Tan to moderate Linn Presbyterian Church's congregational meeting on January 30, 2022;

Approved Moderator's appointment of Dave Ewing to moderate Linn Presbyterian Church's session meetings.

The Commission on Transitional Ministries is preparing guidelines for interim ministry. CTM wishes to thank outgoing members Mary Carlin, Bonnie Strigenz, Ted Anderson, and Dave Ewing for their service to our congregations.

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

**Council Report to Presbytery
February 19, 2022**

The Council met via Zoom the month of January 2022. On behalf of the Presbytery of Milwaukee the Council took the following actions which are presented below.

Council voted to recommend to the Presbytery approval of a covenant with United Church Camps Inc. (in the form presented) and to allow the Council to modify the covenant based on the participation of other presbyteries.

Approved a request from the Carroll University Chaplaincy Program to partially fund in the amount of \$66 the communion elements for their Sunday evening "Gathering Program."

Approved a gift of \$850 to the Wisconsin Council of Churches for its refugee coordinator position to complete a gift of \$4000 after partial distribution was made in 2021.

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

**Presbytery Personnel Committee
February 19, 2022**

Since our last Presbytery meeting, the Personnel Committee has been hard at work on a number of things including:

- Reviewing staff job descriptions in light of our reviews of staff last fall and, in consultation with Presbytery commissions and councils, making updates which we will recommend to the Council.
- Meeting with the candidate for the San Jose/Presbytery evangelist position and enthusiastically endorsing him to the Council.
- Making connections with staff to have six month follow up on their reviews.
- Arranging Christmas gifts/appreciation for the staff.

If you have questions or concerns about anything related to the Presbytery personnel, please feel free to reach out to any member of our committee.

--Rev. Jenny Gleichauf, Tracey Pomeroy, Melanie Maddux, Rev. Bill Petterson, Rev. Rob Ater, Sandy Kohls
Jenny@covpres.org

**Disaster Preparedness and Response Task Force
Report to Presbytery of Milwaukee
February 19, 2022**

The Disaster Preparedness and Response Task Force (DP&RTF) continues to provide support to church leadership throughout the Presbytery regarding the COVID-19 pandemic, church security, the Waukesha Christmas Parade Tragedy, and other needs as they arise. The DP&RTF maintains contact with Clerks of Session to share resources and assess the need for meetings with clerks as this pandemic lingers.

In early January 2022, an updated “Church Disaster Preparedness Assessment” was distributed to Clerks of Session and church disaster preparedness contact persons, with the request they be completed and returned in late January. The task force continues to identify the disaster preparedness contact person for each church, to ensure that disaster related information is received by every church and is relayed to the appropriate persons.

A virtual two-hour presbytery-wide Disaster Preparedness Training Event has been scheduled for Saturday, March 5th, 9:30-11:30 AM. Even though the pandemic lingers, the task force recognizes the importance of supporting churches in creating disaster preparedness plans. This training event will provide background information regarding disaster preparation for churches and will include time to begin a Church Disaster Preparedness Plan specific to your church. A Disaster Preparedness Plan can reduce the chaos at the time of a disaster and allow for a calmer and quicker response. Participation is encouraged by all churches and there is no limit in number of attendees.

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, Catherine Neal, Wayne Vaughn, Mike Williams, Ben Neal (Council liaison), and Marilyn Stone



Virtual Disaster Preparedness Training Event
Presbytery of Milwaukee
Saturday, March 5, 2022 9:30 – 11:30 AM
Pre-registration required

A virtual Disaster Preparedness Training Event has been planned for Saturday, March 5th, 9:30-11:30 AM and is open to individuals or teams from churches presbytery-wide. The potential exists for one of any number of disasters to occur within our presbytery, therefore, being prepared leads to a quicker response with less chaos.

What would you do if. . .

- a tornado warning occurs on a Sunday morning?
- gunshots are fired from the parking lot or street next to the church?
- a fire destroys your church including membership, financial and historical records?
- an emergency occurs in your church while a non-member group is meeting. Could they call for help?

This training event is designed to provide background information regarding disaster preparation for churches and will provide time to begin a Church Disaster Preparedness Plan specific to your church. All churches are encouraged to participate!

To participate in this training event on Saturday, March 5, 9:30 – 11:30 AM, you need to register using this link:

<https://us02web.zoom.us/meeting/register/tZ0pdOyorDliHdXdP1S2w3YSRd8rVZPy4zZ0>

After registering, you will receive a confirmation email containing information about joining the meeting. Just prior to this training event, you will receive another email containing an agenda and a *Church Disaster Plan Template*. It will be helpful for you to have a printed copy of the template for this event.

Please contact Marilyn Stone, mmstone52@att.net or 262-763-0918, with questions.

Presbytery of Milwaukee Foundation, Inc.
Secretary/Treasurer's Report
January 31, 2022

Balance Sheet

The January 31, 2022, Balance Sheet shows that the total assets in the Foundation during 2022 have decreased by (\$154,550.66) from a December 31, 2021, balance of \$2,192,926.60 to a January 31, 2022, balance of \$2,038,375.94. After transferring \$50,000 from investments to the cash account, the January 31, 2022, cash balance of \$225,600.40 represents 11% of the total Morgan Stanley account balance. Remaining Morgan Stanley balances consist of equity investments of 57% and fixed income and preferred investments of 32%. Presbytery has currently committed \$132,895.91 of Foundation assets in addition to monthly cash draws of \$15,955.

Statement of Activity

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

Performance

During January 2022, the Change in Value of the Morgan Stanley cash and investments was a decrease of (\$136,895.36) or minus (6.33%). Advisory fees for this period were \$(280.30) or (.01%), for a net decrease in Change in Value after Advisory Fees of (6.35%).

On January 24th, Matt Parks, our Morgan Stanley Institutional Consultant, responded to this decrease stating that, "... As of this morning, the S&P 500 and the NASDAQ are down about 10.5% and 16% from their all-time highs, respectfully. ... As Dave pointed out, the Foundation is down about 7.54%, which on a positive note, is less than the broader market. And to Dee's point, the portfolio has plenty of cash reserves on hand which means there is less need to take immediate action. Morgan Stanley has actually been calling for a 10-15% correction in the S&P for several months, so our view would be that most of the damage has already been done. The reasons for the decline appear to be the likely candidates – rising interest rates, ..., inflation, Omicron, geopolitical concerns, etc. The good news is, there are plenty of reasons to be optimistic that this will not be a repeat of March 2020 – unemployment is near all-time lows, Omicron is showing signs of peaking, and corporate earnings appear to be healthy. In many ways the Fed raising interest rates in order to curb an economy growing too fast, which is a good thing. As far as forward looking recommendations, I think it is likely we get a strong bounce back at some point in the coming days/weeks, so we may want to be patient in the immediate term. However, I would encourage the Committee to take another look at our team's proposal for rebalancing the portfolio as we outlined in our initial meeting on January 12th. ..." The remaining three Board members concur with Matt's comments.

Sincerely, David L. Holle, Secretary/Treasurer, February 5, 2022 dholle@wi.rr.com

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Balance Sheet

ASSETS	Dec. 31, 2021	Dec. 31, 2021	January Change	January 31, 2022
Morgan Stanley Account				
Cash, Money Market & C.D.s	\$ 198,703.82	\$ 198,703.82	\$ 26,896.58	\$ 225,600.40
Investments	1,962,438.19	1,962,438.19	\$ (181,447.24)	1,780,990.95
Total Morgan Stanley Acct.	\$ 2,161,142.01	\$ 2,161,142.01	\$ (154,550.66)	\$ 2,006,591.35
Loans Receivable				
- Southminster Church	\$ 31,784.59	\$ 31,784.59	\$ -	\$ 31,784.59
TOTAL ASSETS	\$ 2,192,926.60	\$ 2,192,926.60	\$ (154,550.66)	\$ 2,038,375.94
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	66,134.24	66,134.24	(1,420.00)	64,714.24
Towner Scholarships	10,181.67	10,181.67	-	10,181.67
Total Committed Equity - Designated by Presbytery	\$ 134,315.91	\$ 134,315.91	\$ (1,420.00)	\$ 132,895.91
Uncommitted Equity	2,058,610.69	2,058,610.69	(153,130.66)	1,905,480.03
TOTAL EQUITY	\$ 2,192,926.60	\$ 2,192,926.60	\$ (154,550.66)	\$ 2,038,375.94

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Statement of Activity

Jan. 31, 2022

Morgan Stanley	January Change	Jan. 31, 2021	
Morgan Stanley Change in Value	\$ (136,895.36)	\$ (136,895.36)	-6.33%
Morgan Stanley Advisory Fees	(280.30)	(280.30)	-0.01%
Morgan Stanley Change in Value and Fees as a percentage of beginning account total	\$ (137,175.66)	\$ (137,175.66)	-6.35%
Transfers			
Presbytery Support	\$ (15,955.00)	\$ (15,955.00)	
Southminster loan payment received	-	-	
Southminster loan balance reduced	-	-	
Towner Scholarships grants	-	-	
Pastoral Support Grants	(1,420.00)	(1,420.00)	
	-	-	*
	-	-	
Transfers Increase (Decrease)	\$ (17,375.00)	\$ (17,375.00)	
Net Change in Total Assets	\$ (154,550.66)	\$ (154,550.66)	

* The third of four \$10,000 annual grants will be made in 2021 from uncommitted equity.

Prepared on February 5, 2022 by David L. Holle
 Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.
 Foundation Financials YTD January 31, 2022

Morgan Stanley Reconciliation

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

ASSETS	<u>Dec. 31, 2021</u>	<u>January 31, 2022</u>	<u>Feb. 28, 2022</u>	<u>March 31, 2022</u>
Morgan Stanley				
- Money Market Fund	\$ 198,703.82	\$ 225,600.40	\$ -	\$ -
- Stocks and Bonds	<u>1,962,438.19</u>	<u>1,780,990.95</u>	<u>-</u>	<u>-</u>
Total Morgan Stanley Assets	<u>\$ 2,161,142.01</u>	<u>\$ 2,006,591.35</u>	<u>\$ -</u>	<u>\$ -</u>

	<u>January 31, 2022</u>	<u>%</u>	<u>Feb. 28,2022</u>	<u>March 31,2022</u>	<u>Total YTD</u>	<u>%</u>
Morgan Stanley Change in Value - All Accounts	\$ (136,895.36)	-6.33%	\$ -	0.00%	\$ (136,895.36)	-6.33%
Morgan Stanley Advisory Fees	(280.30)	-0.01%	-	0.00%	(280.30)	-0.01%
Transfer to Presbytery for General Support	(15,955.00)		-	-	(15,955.00)	
Transfer from Presbytery for Southminster Loan	-		-	-	-	
Transfer from Presbytery for Towner Scholarships	-		-	-	-	
Transfer to Presbytery for Pastor Support	(1,420.00)		-	-	(1,420.00)	
Transfer to Presbytery for Covid-19 Grants	-		-	-	-	
Transfer to Presbytery for Common Ground Grant	-		-	-	-	
Total Change to Morgan Stanley Accounts	<u>\$ (154,550.66)</u>		<u>\$ -</u>	<u>\$ -</u>	<u>\$ (154,550.66)</u>	
Check figure	\$ (154,550.66)	ok				

ASSET ALLOCATION	<u>Dec. 31, 2021</u>	<u>%</u>	<u>January 31, 2022</u>	<u>%</u>	<u>Feb. 28,2022</u>	<u>March 31,2022</u>	<u>%</u>
Cash in all accounts	\$ 198,703.82	9.19%	\$ 225,600.40	11.24%	\$ -	\$ -	#DIV/0!
Equities	1,273,499.10	58.93%	1,132,077.31	56.42%	-	-	#DIV/0!
Fixed Income & Preferred	682,325.75	31.57%	643,381.16	32.06%	-	-	#DIV/0!
Alternatives	<u>6,613.34</u>	<u>0.31%</u>	<u>5,532.48</u>	<u>0.28%</u>	<u>-</u>	<u>-</u>	<u>#DIV/0!</u>
Total Morgan Stanley Assets	<u>\$ 2,161,142.01</u>	100.00%	<u>\$ 2,006,591.35</u>	100.00%	<u>\$ -</u>	<u>\$ -</u>	<u>#DIV/0!</u>

ACCOUNTS	<u>Dec. 31, 2021</u>	<u>%</u>	<u>January 31, 2022</u>	<u>%</u>	<u>Feb. 28, 2022</u>	<u>March 31, 2022</u>	<u>%</u>
Cash Account only-7638	\$ 153,769.42	7.12%	\$ 186,395.75	9.29%	\$ -	\$ -	#DIV/0!
AB Strategic Account-5243	574,393.48	26.58%	530,804.66	26.45%	-	-	#DIV/0!
Morgan Stanley Account-5245	<u>1,432,979.11</u>	<u>66.31%</u>	<u>1,289,390.94</u>	<u>64.26%</u>	<u>-</u>	<u>-</u>	<u>#DIV/0!</u>
Total Morgan Stanley Accounts	<u>\$ 2,161,142.01</u>	100.00%	<u>\$ 2,006,591.35</u>	100.00%	<u>\$ -</u>	<u>\$ -</u>	<u>#DIV/0!</u>

YTD Jan. 31, 2022

	<u>Account</u>	<u>Monthly Change</u>	<u>Change in Value</u>	<u>Monthly %</u>
By David L. Holle February 5, 2022				
Secretary/Treasurer	AB-5243	\$ (43,393.68)	\$ (43,393.68)	-7.55% approximate
File name: Morgan Stanley YTD January 31, 2022	MS-5245	\$ (93,503.01)	\$ (93,503.01)	-6.76% approximate

PRESBYTERY OF MILWAUKEE FOUNDATION, INC.

2021 ANNUAL REPORT

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Presbytery Executive Letter

February 9, 2022

Re: 2021 Presbytery of Milwaukee Foundation, Inc.

As your Presbytery Executive, I am pleased to report about the impact made by the Presbytery of Milwaukee Foundation in 2021. As in years past, the Presbytery relied on the earnings of the Foundation in order to support our ministries in Southeast Wisconsin and beyond. Over 1/3 of our budgeted revenues come from the Foundation's undesignated revenues, which provided a stable income stream throughout the year. This enabled us to continue our Matthew 25 focus on building ministry vitality, eradicating systemic poverty, and dismantling structural racism.

The Presbytery benefitted directly from the other designated funds, too. In 2021, we drew on Foundation funds for pastor support, including coaching, counseling, and spiritual direction for nearly 20 pastors and pastor cohorts. The Foundation also supported camp scholarships and congregational vitality grants. In 2021, two of our congregations used the Ernest Glenn Plan funding to support the interviewing and calling of pastors of color in our Presbytery, a meaningful way to broaden the inclusivity of our Presbytery.

This is all possible because of the careful stewardship of the Foundation Board, which balances wise investment and generosity in ministry. It has been appropriately cautious, while exploring opportunities to take advantage of market potential. The Presbytery is blessed to have a dedicated Board managing its investments, with the advice of the Morgan Stanley Advisor.

Together, we are expanding our vital ministries in Southeast Wisconsin for God's glory.

In gratitude,

Rachel Yates

Presbytery Executive

President Letter

January 24, 2022

The Foundation's directors were concerned in January 2021 about COVID-19's effect on financial markets, and the directors were relieved in December to see that investment returns were sufficient to support the Presbytery's mission and add to the Foundation's assets. Our concerns continue, however, and we will be watching both market and virus reports.

The Foundation mission is "the management of assets to fulfill the mission of the Presbytery of Milwaukee." Foundation funds support the Presbytery's current budget, but they also support long-term programs of grants, loans, scholarships, and special projects. Managing funds for those differing purposes requires an adequate level of current income, but it also requires long-term growth. Balancing those demands is challenging when interest rates are low, and markets are volatile.

At the end of the year the directors learned that Robin Muller, who was the financial advisor on the Foundation's Morgan Stanley account, had resigned from Morgan Stanley. Although the resignation was a surprise, requiring the directors to make some choices, there is no emergency. The directors believe that the Foundation's fundamental investment strategy, which was formed with Robin's help, is sound.

The directors thank Rachel Yates and Christine Halverson for support and direction. All the directors are grateful to the Foundation's treasurer, Dave Holle, for his assistance navigating an uncertain and unpredictable route. Dave provides statements, explanations, perspectives, and an occasional warning of approaching shoals. The directors lost experience and guidance when Tom Finger resigned and Christina Trompler's term expired. We are grateful for their service and for turning a healthy organization over to us. There are now several vacancies on the Foundation's board. Filling those vacancies will ensure that the Foundation's work will continue.

Kevin

Kevin J Sjostrom
Presbytery of Milwaukee Foundation President

Secretary/Treasurer Letter

January 24, 2022

Greetings and Peace from the Presbytery of Milwaukee Foundation Inc.

It has been an honor to complete my first three year appointment as Secretary/Treasurer of the Foundation. In 2019, Foundation Bylaws were rewritten and approved by Presbytery, Secretary/Treasurer Financial Procedures were written and received by the Foundation, and a new financial reconciliation and financial reports were prepared. Chris Halverson was appointed as Recording Secretary. Cash transfers were brought up to date and a uniform cash transfer was made to the Presbytery. In 2020, funds were rebalanced and a proposal to reinvest \$200,000 of Foundation funds was made by Robin Muller, Morgan Stanley Advisor, to the Alliance Bernstein Strategic Research Balanced Portfolio fund. After considerable informal discussion a motion was made and approved on November 18, 2020, to reinvest \$200,000 into AB Strategic Research Balanced funds.

The Foundation Board met remotely via Zoom in 2021 as follows:

January 13, 2021 – A motion was approved to reinvest an additional \$300,000 into AB Strategic Research Balanced funds. Dee Talley ended his three year term on the Foundation Board and was recognized for his service as President of the Board.

April 14, 2021 – Kevin Sjostrom – Class of 2022, was appointed to the Foundation Board and was elected President. Tom Finger resigned from the Board and was recognized for his service. This left three active Board members all of which were needed to reach a quorum. Christina Trompler continued as Vice President and was added as Authorized Individual on the Morgan Stanley Accounts. Robin Muller presented a proposal to reinvest up to \$350,000 in a new mutual fund called BIGZ, which is managed by BlackRock.

July 14, 2021 – The Board met with a quorum of three Directors. Rachel reported that the 2020 financial review by Clifton Larson Allen of Presbytery and Foundation records was now underway. Foundation records were submitted. Consideration of reinvestment of funds to BlackRock funds continued.

October 13, 2021 – The Board met with a quorum of three Directors. After David provided a document showing the decrease in value in BIGZ funds from inception to October 11, 2021, the Foundation Board decided that they did not want to pursue this proposal.

Thank you to the Directors, Rachel, Chris, and Presbytery for their continued support. I am ready to assist as needed and to make financial matters a little more understandable. Please contact me with any questions at dholle@wi.rr.com.

Peace

David L. Holle
Secretary/Treasurer

Financial Reports and Statements

Presbytery of Milwaukee Foundation, Inc. Secretary/Treasurer's Report December 31, 2021

Balance Sheet

The December 31, 2021, Balance Sheet shows that the total assets in the Foundation during 2021 have increased by \$85,351.39 from a December 31, 2020, balance of \$2,107,575.21 to a December 31, 2021, balance of \$2,192,926.60. The Morgan Stanley Account has a December 31, 2021, cash balance of \$198,703.82 representing 9% of the total Morgan Stanley account balance. Remaining Morgan Stanley balances consist of equity investments of 59% and fixed income and preferred investments of 32%. Presbytery has currently committed \$134,315.91 of Foundation assets in addition to monthly cash draws of \$15,955.

Statement of Activity

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

Performance

During 2021, the total Change in Value of the Morgan Stanley cash and investments was an increase of \$256,970.01 or 12.40%. Advisory fees for this period were \$(16,404.04) or (-.79%), for a net increase in Change in Value after Advisory Fees of 11.61%. During the month of December 2021, the Change in Value was \$39,098.16. A special thank-you is extended to Robin Muller, Morgan Stanley Advisor.

Presbytery of Milwaukee Quarterly Stated Meeting

At the November 18, 2021, Presbytery of Milwaukee meeting, the election of Officers for 2022 included Tom Wolfe, of Rock Prairie, as the new Presbytery of Milwaukee Treasurer; Dee Anderson (M), of West Granville, to the Board of Directors of the Foundation, Class of 2023; David Holle (E), of First Racine, was reelected to the Board of Directors of the Foundation, Class of 2024; And Rick Brown (E), of Crossroads, was elected to the Board of Directors of the Foundation, Class of 2024.

Sincerely,

David L. Holle

Secretary/Treasurer

PRESBYTERY OF MILWAUKEE FOUNDATION INC.					
Balance Sheet					
ASSETS	Dec. 31, 2020	Nov. 30, 2021	Dec. Change	Dec. 31, 2021	
Morgan Stanley Account					
Cash, Money Market & C.D.s	\$ 336,630.90	\$ 246,682.46	\$ (47,978.64)	\$ 198,703.82	
Investments	1,734,934.06	1,916,496.65	\$ 45,941.54	1,962,438.19	
Total Morgan Stanley Acct.	\$ 2,071,564.96	\$ 2,163,179.11	\$ (2,037.10)	\$ 2,161,142.01	
Loans Receivable					
- Southminster Church	\$ 36,010.25	\$ 31,784.59	\$ -	\$ 31,784.59	
TOTAL ASSETS	\$ 2,107,575.21	\$ 2,194,963.70	\$ (2,037.10)	\$ 2,192,926.60	
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	66,134.24	-	66,134.24	
Towner Scholarships	11,231.67	10,181.67	-	10,181.67	
Total Committed Equity - Designated by Presbytery	\$ 105,207.41	\$ 134,315.91	\$ -	\$ 134,315.91	
Uncommitted Equity	2,002,367.80	2,060,647.79	(2,037.10)	2,058,610.69	
TOTAL EQUITY	\$ 2,107,575.21	\$ 2,194,963.70	\$ (2,037.10)	\$ 2,192,926.60	
PRESBYTERY OF MILWAUKEE FOUNDATION INC.					
Statement of Activity					
Dec. 31, 2021					
Morgan Stanley		YTD Nov. 30, 2021	Dec. Change	YTD Dec. 31, 2021	
Morgan Stanley Change in Value		\$ 217,871.85	\$ 39,098.16	\$ 256,970.01	12.40%
Morgan Stanley Advisory Fees		(16,128.78)	(275.26)	(16,404.04)	-0.79%
Morgan Stanley Change in Value and Fees as a percentage of beginning account total		\$ 201,743.07	\$ 38,822.90	\$ 240,565.97	9.74% 1.87% 11.61%
Transfers					
Transfer to Presbytery Support for General Support		\$ (174,460.00)	\$ (15,860.00)	\$ (190,320.00)	
Southminster loan payment received from Presbytery		4,225.66	-	4,225.66	
Southminster loan balance reduced		(4,225.66)	-	(4,225.66)	
Towner Scholarships grants to Presbytery		(1,050.00)	-	(1,050.00)	
From Presbytery to Uncommitted Equity		100,000.00	(25,000.00)	75,000.00	
Pastoral Support Grants to Presbytery		(19,841.50)	-	(19,841.50)	
Covid-19 grants - from Uncommitted Equity		(2,122.50)	-	(2,122.50)	
Camp Scholarships - from/to Uncommitted Equity		(1,050.00)	-	(1,050.00)	
Grant to Common Ground - from Uncom. Equity*		(10,000.00)	-	(10,000.00)	
Ernest Glen Plan - from Uncommitted Equity		(5,830.58)	-	(5,830.58)	
Transfers Increase (Decrease)		\$ (114,354.58)	\$ (40,860.00)	\$ (155,214.58)	
Net Change in Total Assets		\$ 87,388.49	\$ (2,037.10)	\$ 85,351.39	
* The second of four \$10,000 annual grants 2021 from Uncommitted Equity.					
Prepared on January 3, 2022 by David L. Holle					
Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.					
Foundation Financials December 31, 2021					
	Assets as of Dec. 31, 2020			\$ 2,107,575.21	
	YTD Change			\$ 85,351.39	
	Assets as of December 31, 2021			\$ 2,192,926.60	
				\$ 2,192,926.60	
				\$ -	

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Balance Sheet
2021

	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
ASSETS													
Morgan Stanley Account	\$ 356,600.90	\$ 325,794.07	\$ 306,175.21	\$ 298,947.10	\$ 262,469.54	\$ 349,897.17	\$ 315,988.31	\$ 308,848.80	\$ 296,942.40	\$ 278,323.63	\$ 263,364.68	\$ 246,662.46	\$ 198,708.82
Cash, Money Market & C.D.s	1,754,934.06	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	1,934,892.30	1,861,859.76	1,949,772.16	1,916,496.65	1,962,438.19
Investments	2,071,564.96	2,025,842.80	2,033,705.74	2,036,669.48	2,089,070.70	2,160,915.45	2,180,406.12	2,207,311.15	2,231,224.70	2,140,183.39	2,213,156.84	2,163,179.11	2,161,142.01
Total Morgan Stanley Acct.													
Loans Receivable	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	33,424.33	33,424.33	31,784.59	31,784.59
-Southminster Church													
TOTAL ASSETS	\$ 2,107,575.21	\$ 2,060,703.53	\$ 2,068,566.47	\$ 2,070,930.21	\$ 2,123,644.15	\$ 2,195,485.90	\$ 2,214,979.57	\$ 2,240,735.48	\$ 2,264,649.03	\$ 2,173,607.72	\$ 2,246,581.17	\$ 2,194,963.70	\$ 2,192,926.60
EQUITY													
Congregational Viability	\$ 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	\$ 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	28,000.00	28,000.00	28,000.00	28,000.00
Supporting Pastors - COM	95,975.74	95,550.74	95,550.74	95,550.74	27,461.74	27,461.74	27,461.74	24,646.74	24,646.74	24,646.74	24,646.74	66,134.24	66,134.24
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	10,181.67	10,181.67	10,181.67	10,181.67
Total Committed Equity	105,207.41	104,782.41	104,782.41	104,782.41	96,688.41	96,688.41	96,688.41	92,828.41	92,828.41	92,828.41	92,828.41	134,315.91	134,315.91
Designated by Presbytery													
Uncommitted Equity	2,002,367.80	1,955,921.13	1,963,784.06	1,966,147.80	2,026,955.74	2,098,795.49	2,118,286.16	2,147,907.07	2,171,820.62	2,080,779.31	2,153,752.76	2,060,647.79	2,058,610.69
TOTAL EQUITY	\$ 2,107,575.21	\$ 2,060,703.54	\$ 2,068,566.47	\$ 2,070,930.21	\$ 2,123,644.15	\$ 2,195,485.90	\$ 2,214,979.57	\$ 2,240,735.48	\$ 2,264,649.03	\$ 2,173,607.72	\$ 2,246,581.17	\$ 2,194,963.70	\$ 2,192,926.60

PRESBYTERY OF MILWAUKEE FOUNDATION INC.

Statement of Activity
2021

	Total	2020	2021	January	February	March	April	May	June	July	August	September	October	November	December	2021 YTD
Morgan Stanley																
-- Change in Value	\$ 87,624.30	\$ (28,681.26)	\$ 25,156.06	\$ 79,971.78	\$ 19,826.22	\$ 19,826.22	\$ 79,971.78	\$ (10,618.50)	\$ 46,842.29	\$ 48,382.21	\$ 41,512.86	\$ (73,467.59)	\$ 90,128.19	\$ (21,297.41)	\$ 39,088.16	\$ 256,970.01
-- Advisory Fee	(16,865.54)	(1,522.92)	(1,493.12)	(1,522.92)	(1,493.12)	(1,602.48)	(1,568.84)	(1,676.75)	(1,613.62)	(1,701.20)	(1,739.31)	(1,713.72)	(1,289.74)	(266.98)	(275.26)	(16,404.04)
Total	70,958.76	(30,204.18)	23,722.94	78,402.94	18,223.74	18,223.74	78,402.94	(12,295.25)	45,350.67	46,680.91	39,773.55	(75,181.31)	88,838.45	(21,564.39)	38,822.90	240,565.97
% of Beginning Balance	3.41%	-1.46%	1.13%	0.88%	0.88%	0.88%	3.78%	-0.59%	2.19%	2.25%	1.92%	-3.63%	4.29%	-1.04%	1.87%	11.61%
Transfers (excluding loan transfers)	\$ (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)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (15,860.00)	\$ (190,320.00)
Presbytery Support:	(2,300.00)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1,050.00)
Towner Scholarship	(13,274.26)	(425.00)	-	-	-	-	(8,089.00)	100,000.00	-	-	-	-	-	-	(25,000.00)	75,000.00
Pastor Support	(12,807.77)	(382.50)	-	-	-	(1,740.00)	-	-	-	-	-	-	-	-	-	(19,841.50)
Covid-19 Grants	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2,122.50)
Camp Scholarships	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1,050.00)
Grant to Common Ground	(10,000.00)	-	-	-	-	-	-	-	(10,000.00)	-	-	-	-	-	-	(10,000.00)
Ernest Glen Plan	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(5,830.58)
Undesignated	14.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(5,830.58)
Total	(232,695.92)	(16,667.50)	(15,860.00)	(15,860.00)	(15,860.00)	(15,860.00)	(15,860.00)	(15,860.00)	(25,860.00)	(15,860.00)	(15,860.00)	(15,860.00)	(15,860.00)	(30,055.08)	(40,860.00)	(155,214.58)
Net Change in Assets	(161,737.16)	(46,871.68)	7,862.94	2,863.74	52,713.94	71,844.75	19,690.67	25,755.91	23,913.55	(91,041.31)	72,973.45	(51,617.47)	(2,037.10)	(85,351.39)		

Prepared By David L. Holle January 3, 2022
Secretary/Treasurer Presbytery of Milwaukee Foundation Inc.
File: Foundation Financials Twelve Months 2021

Morgan Stanley Reconciliation		PRESBYTERY OF MILWAUKEE FOUNDATION INC.							
		Balance Sheet							
		Morgan Stanley Account							
ASSETS	Dec. 31, 2020	October 31, 2021	%	November 30, 2021	%	December 31, 2021	%	Nov. 30, 2021	Total YTD
Morgan Stanley									
- Money Market Fund	\$ 336,630.90	\$ 263,384.68	11.90%	\$ 246,682.46	11.40%	\$ 198,703.82	9.19%		
- Stocks and Bonds	1,734,934.06	1,949,772.16	88.10%	1,916,496.65	88.60%	1,962,438.19	90.81%		
Total Morgan Stanley Assets	\$ 2,071,564.96	\$ 2,213,156.84	100.00%	\$ 2,163,179.11	100.00%	\$ 2,161,142.01	100.00%		
		Total YTD Oct. 31	%	November 30, 2021	%	December 31, 2021	%	Nov. 30, 2021	Total YTD
Morgan Stanley Change in Value - All Accounts		\$ 239,169.26	11.55%	\$ (21,297.41)	-1.03%	\$ 39,098.16	1.89%	\$ 256,970.01	12.40%
Morgan Stanley Advisory Fees		(15,861.80)	-0.77%	(266.98)	-0.01%	(275.26)	-0.01%	(16,404.04)	-0.79%
Transfer to Presbytery for General Presbytery Support		(158,600.00)		(15,860.00)		(15,860.00)		(190,320.00)	
Transfer from Presbytery for Southminster Loan		2,585.92		1,639.74		-		4,225.66	
Transfer to Presbytery for Pastor Support		(11,329.00)		(8,512.50)		-		(19,841.50)	
Transfer to Presbytery for Towner Scholarships		(1,050.00)		-		-		(1,050.00)	
Transfer from Presbytery to Uncommitted Equity (U.E.)		100,000.00		-		-		100,000.00	
Transfer to Presbytery for Covid-19 Grants from U. E.		(2,122.50)		-		-		(2,122.50)	
Transfer to Presbytery for camp scholarships from U. E.		(1,200.00)		150.00		-		(1,050.00)	
Transfer to Presbytery for Common Grd. Grant from U. E.		(10,000.00)		-		-		(10,000.00)	
Transfer to Presbytery for Ernest Glen Plan from U. E.		-		(5,830.58)		-		(5,830.58)	
Transfer to Pres. for cushion approved in the 2021 budget		-		-		(25,000.00)		(25,000.00)	
Total Change to Morgan Stanley Accounts	\$ 141,591.88	\$ 141,591.88	ok	\$ (49,977.73)	ok	\$ (2,037.10)	ok	\$ 89,577.05	
Check figure	\$ 141,591.88	\$ 141,591.88	ok	\$ (49,977.73)	ok	\$ (2,037.10)	ok	\$ 89,577.05	
ASSET ALLOCATION									
Cash in all accounts	\$ 336,630.90	\$ 263,384.68	11.90%	\$ 246,682.46	11.40%	\$ 198,703.82	9.19%		
Equities	625,017.57	1,317,542.50	59.53%	1,257,243.88	58.12%	1,273,499.10	58.93%		
Fixed Income & Preferred	877,840.54	625,668.39	28.27%	653,408.17	30.21%	682,325.75	31.57%		
Alternatives	232,075.95	6,561.27	0.30%	5,844.60	0.27%	6,613.34	0.31%		
Total Morgan Stanley Assets	\$ 2,071,564.96	\$ 2,213,156.84	100.00%	\$ 2,163,179.11	100.00%	\$ 2,161,142.01	100.00%		
ACCOUNTS									
Cash Account only-7638	\$ 304,733.11	\$ 223,039.56	10.08%	\$ 194,627.92	9.00%	\$ 153,769.42	7.12%		
AB Strategic Account-5243	205,891.59	562,170.68	25.40%	564,555.59	26.10%	574,393.48	26.58%		
Morgan Stanley Account-5245	1,560,940.26	1,427,946.60	64.52%	1,403,995.60	64.90%	1,432,979.11	66.31%		
Total Morgan Stanley Accounts	\$ 2,071,564.96	\$ 2,213,156.84	100.00%	\$ 2,163,179.11	100.00%	\$ 2,161,142.01	100.00%		
		October 31, 2021	%	November 30, 2021	%	December 31, 2021	%	Dec. 31, 2021	Approximate
By David L. Holle, January 3, 2022		Year To Date		November 30, 2021		December 31, 2021		Year To Date	Performance
Secretary/Treasurer	Account	Chg. In Value		Chg. In Value		Chg. In Value		Chg. In Value	Percentage
File name: Morgan Stanley December 31, 2021	AB-5243	\$ 61,502.99		\$ 2,569.73		\$ 10,029.68		\$ 74,102.40	14.65%
	MS-5245	\$ 177,644.24		\$ (23,868.84)		\$ 29,066.98		\$ 182,842.38	14.50%
	Total	\$ 239,147.23		\$ (21,299.11)		\$ 39,096.66		\$ 256,944.78	
	Definition of "Change in Value" is the sum of realized and unrealized capital gains plus dividends plus interest and accrued interest.								

Morgan Stanley

Consolidated Summary

CHANGE IN VALUE OF YOUR ACCOUNTS (includes accrued interest)

	This Period (12/1/21-12/31/21)	This Year (1/1/21-12/31/21)
TOTAL BEGINNING VALUE	\$2,163,179.11	\$2,071,564.96
Credits	—	404,375.66
Debits	(41,135.26)	(571,768.62)
Security Transfers	—	—
Net Credits/Debits/Transfers	\$(41,135.26)	\$(167,392.96)
Change in Value	39,098.16	256,970.01
TOTAL ENDING VALUE	\$2,161,142.01	\$2,161,142.01

Net Credits / Debits include investment advisory fees as applicable. See Activity section for details.

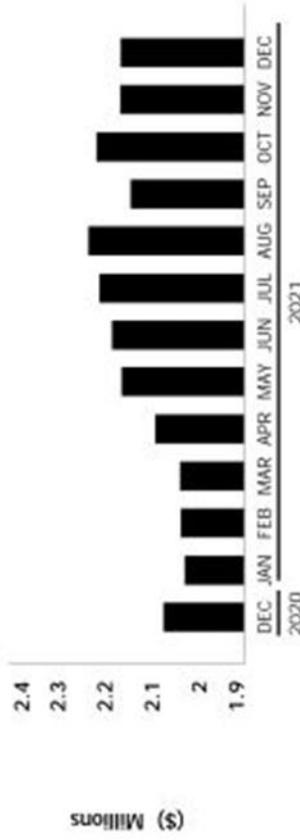
ASSET ALLOCATION (includes accrued interest)

	Market Value	Percentage
Cash	\$198,703.82	9.19
Equities	1,273,499.10	58.93
Fixed Income & Preferreds	682,325.75	31.57
Alternatives	6,613.34	0.31
TOTAL VALUE	\$2,161,142.01	100.00%

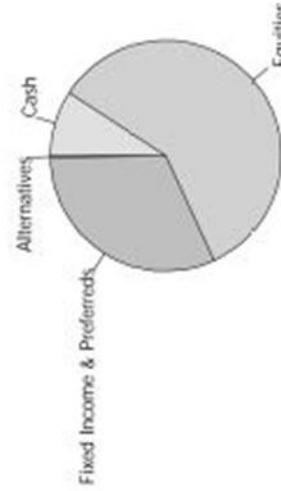
FDIC rules apply and Bank Deposits are eligible for FDIC insurance but are not covered by SIPC. Cash and securities (including MMFs) are eligible for SIPC coverage. See Expanded Disclosures. Values may include assets externally held, which are provided to you as a courtesy, and may not be covered by SIPC. For additional information, refer to the corresponding section of this statement.

MARKET VALUE OVER TIME

The below chart displays the most recent thirteen months of Market Value.



This chart does not reflect corrections to Market Value made subsequent to the dates depicted. It may exclude transactions in Annuities or positions where we are not the custodian, which could delay the reporting of Market Value.



This asset allocation represents holdings on a trade date basis, and projected settled Cash/BDP and MMF balances. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes.

Stated Clerk Report
February 19, 2022

- Roster of those on the Permanent Judicial Commission whose terms have expired in the last six years:
2020 - Paul Bargren (E), Terry Hennesy (M), David Hermann (E)
2018 – Will Houts (M), Barb Klemp (E), Larry Nunley (E)
2016 – Judy Bell (E), Jim Rand (M), Mary Steege (M)
- The Session Annual Statistical Report is in progress, and final numbers will be available at the May presbytery gathering.
- The Synod has deferred the 2019, 2020, and 2021 administrative review of presbyteries (minutes, rolls, manuals) until May 23-24, 2022.

**ANNUAL REPORT OF THE STATED CLERK TO THE PRESBYTERY OF MILWAUKEE
FOR THE YEAR 2021**

Number of Churches in the Presbytery 1/1/21	42
Number of Churches in the Presbytery 12/31/21	41

MINISTERIAL CHANGES

Number of Ministers in Presbytery, 1/1/21 100

Ministers received from other Presbyteries	5
Allen, Kerri	Chicago
Carlson, Jeffrey	Lake Michigan
Perkins, David	Santa Fe
Jordan, Sarah	Chicago
Utley, Darren	James

Ministers received from other Denomination 0

Ordination to Ministry of Word and Sacrament 1
 Fraley, Mark

Total Gains 6

Ministers dismissed	4
Bell, Dianna	Northern Waters
Davis, Christopher	Plains & Peaks
Hedges-Goettl, Len	New Castle
Mazuera, Migdaleder	Tampa Bay

Ministers removed from roll 0

Ministers died 2
 Bell, Donald 3/11/2021
 Fedderly, Norman 9/11/2021

Total Losses 6

MINISTERS ON ROLL, December 31, 2021 100

Stated Clerk Report
February 19, 2022

2022 Minister Imbalance

2022 REPORT ON THE IMBALANCE OF MINISTER AND ELDER REPRESENTATION IN THE PRESBYTERY OF MILWAUKEE

When the number of resident ministers entitled to vote in the presbytery is greater than the number of elders so entitled, the imbalance will be addressed according to G-3.03, and it is recommended that additional elder commissioners be empowered according to their committee/commission membership.

The number of Ministers on the Rolls January 1, 2022	100
Less non-resident Ministers and non-active HR Ministers	35

<u>REGULARLY VOTING MINISTER MEMBERS</u>	<u>65</u>
---	------------------

Churches with regular voting Elders	
One vote	39
Two votes*	2
Mequon, Crossroads	
Milwaukee, Immanuel	

*Churches reporting a membership of over 500 in the 2020 GA Statistics

<u>REGULARLY VOTING ELDERS</u>	<u>43</u>
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<u>IMBALANCE (Ministers minus Elders)</u>	<u>22</u>
--	------------------

The Stated Clerk moved that the imbalance of ministers and elders be addressed as follows:

That the imbalance of minister and elder representation be addressed, effective February 20, 2022, by allowing ruling elders who are elected to a committee of Presbytery, Commissioned Ruling Elders with a commission, Certified Christian Educators, members of administrative commissions, GA/Synod commissioners and YADS, Treasurer, and Associate Stated Clerk to attend Presbytery as voting members.

Votes given to:

Elder members of the following standing committees and commissions of presbytery:

CCV	2
CTM	4
CPM	2
Council	4
Nominating	3
Foundation	2
Commissioned Ruling Elder(s)	1
Administrative Commission Ruling Elders	0
Synod Commissioner/YAD	0
GA Commissioner	1
GA Young Adult Advisory Delegate	0
Presbytery Executive	1
Associate Stated Clerk	1

<u>Total</u>	<u>21</u>
---------------------	------------------

This would empower 22 additional Elder Commissioners.

**Presbytery of Milwaukee
Nominating Committee Report
February 19, 2022**

	<u>Class</u>	<u>Name</u>	<u>Church</u>
Commission on Transitional Ministries	2024	Steve Meyer	Faith Springs
Committee on Representation	2023	Sara Grant (E)	Forest Park
	2023	Katie Ebel (M)	Faith Springs

Lance Loveall, Moderator k1stpres@yahoo.com

Commission on Pastoral Ministries

Ethical Conduct Boundaries Policy - SECOND READ - February 19, 2022

**ETHICAL CONDUCT BOUNDARIES POLICIES
OF THE MILWAUKEE PRESBYTERY
(Adopted _____)**

The ethical and responsible conduct of all who minister in the name of Jesus Christ is of vital importance to the church because through these representatives an understanding of God and the gospel's good news is conveyed. "Membership in the Church of Jesus Christ is...a commitment to participate in Christ's mission. A faithful member bears witness to God's love and grace and promises to be involved responsibly in the ministry of Christ's Church." (G-1.0304)

Tend the flock of God that is in your charge...not under compulsion but willingly, as God would have you do it – not for sordid gain but eagerly. Do not lord it over those in your charge, but be examples to the flock. *1 Peter 5:2-3*

In recognition of this gospel calling, the Presbytery of Milwaukee expects all people governed by this policy to act ethically and to be a living demonstration of the gospel. Affirming our denominational connection, the Presbytery of Milwaukee adopts the Standards of Ethical Conduct approved by the 210th General Assembly (1998) as laid out in "Life Together in the Community of Faith."

Conversely, misconduct is a violation of the principles of ethical leadership set forth in scripture, a violation of the trust of the Presbytery, and is never permissible. The Presbytery of Milwaukee takes such violations seriously, working diligently to prevent misconduct, and seeking to respond justly and effectively to all those affected by it.

PERSONS GOVERNED BY THIS POLICY

This policy governs:

- all staff who are employed by the Presbytery of Milwaukee;
- all people elected, commissioned, or appointed to Presbytery service;
- all ministers of the Word and Sacrament who are members of the Presbytery of Milwaukee;
- all ministers of the Word and Sacrament laboring within our bounds who are members of other presbyteries;
- inquirers and candidates;
- youth leaders engaged in youth ministries under the direction and supervision of the Presbytery;
- commissioned ruling elders serving under the jurisdiction of the Presbytery of Milwaukee;
- certified Christian educators;
- certified associate Christian educators;
- members of any PJC or former members of a PJC who may be called to serve.
- All ministers from other denominations approved for service within the Presbytery.

This policy is commended to but does not apply to the activities and functions carried on by congregations or other ministries in the Presbytery, except to the extent that such activities or functions are engaged in by a person who is acting on behalf of the Presbytery as provided above. Sessions are required by the *Book of Order* to adopt and implement sexual misconduct policies that apply to persons and activities within their congregations (*Book of Order*, G- 3.0106).

Commission on Pastoral Ministries

Ethical Conduct Boundaries Policy - SECOND READ - February 19, 2022

STANDARDS OF ETHICAL CONDUCT

There are three variations of Life Together in the Community of Faith. The appropriate version should be signed by the individual and a record kept by the individual moderating, chairing, or overseeing the work of the individual. In addition, a copy should be shared with the Associate Stated Clerk and kept in the appropriate staff, ministerial, or other designated file.

- A. Standards of Ethical Conduct for Members which pertains to all inquirers, candidates, elders preparing for commissioning (both as commissioned pastors and to officiate for communion), and people commissioned, elected, or appointed to a Presbytery commission, committee, work group, task force, or other designated ministry team.
- B. Standards of Conduct for Employees and Volunteers which pertains to all employees and adult volunteers of the presbytery. Some examples include: members of Milwaukee Presbytery congregations who volunteer to assist on a Presbytery-led youth or mission trip or activity, or individuals outside of the Milwaukee Presbytery who are recruited to lead a Presbytery activity or event.
- C. Standards of Conduct for Ordained Officers which pertains to all ministers of the Word and Sacrament, commissioned pastors, Presbytery officers designated in our Manual of Operation and bylaws, and ministers of other denominations serving in pastoral ministry within the Milwaukee Presbytery.

Commission on Pastoral Ministries

Ethical Conduct Boundaries Policy - SECOND READ - February 19, 2022

**LIFE TOGETHER IN THE COMMUNITY OF FAITH:
STANDARDS OF ETHICAL CONDUCT FOR
MEMBERS OF THE PRESBYTERIAN CHURCH (U.S.A.)**

As a member of the Presbyterian Church (U.S.A.), in obedience to Jesus Christ, I accept Christ's call to be involved responsibly in the ministry of the church, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to the following standards of ethical conduct. *Approved by the 210th General Assembly (1998) Presbyterian Church (U.S.A.)*

I

I will conduct my life in a manner that is faithful to the gospel and consistent with my membership in the Presbyterian Church (U.S.A.). Therefore I will:

1. Practice the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Be honest and truthful in my relationships with others;
3. Be faithful, keeping the covenants I make and honoring marriage vows;
4. Treat all persons with equal respect and concern as beloved children of God;
5. Maintain a healthy balance among the responsibilities of my life's work and church membership, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
6. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs;
7. Refrain from gossip and abusive speech; and
8. Maintain an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

II

I will conduct myself within the Presbyterian Church (U.S.A.) so that nothing need be hidden from sisters and brothers in Christ. Therefore I will:

1. Bear witness to the gospel of Jesus Christ with courage, speaking the truth in love;
2. Honor the sacred trust of relationships within the covenant community and observe appropriate boundaries;
3. Be judicious in the exercise of the power and privileges of positions of responsibility I hold;
4. Avoid conflicts of interest that might compromise my witness and relationships within the community of faith;
5. Refrain from exploiting relationships within the community of faith for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
6. Respect the privacy of individuals and not divulge information obtained in confidence without express permission unless an individual is a danger to self or others;
7. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
8. Claim only those qualifications actually attained, give appropriate credit to others where due and observe copyrights;
9. Be a faithful steward of and fully account for funds and property entrusted to me; and
10. Accept the discipline of the church.

III

I will participate as a partner with others in the ministry and mission of the Church universal. Therefore I will:

1. Participate in the mission and governance of the Presbyterian Church (U.S.A.) and work for the unity of the holy catholic church;
2. Show respect and provide encouragement for sisters and brothers in Christ;
3. Recruit church members responsibly, respect existing congregational relationships and refrain from exploiting persons in vulnerable situations; and
4. Cooperate with those working in the world for justice, compassion, and peace, including partners in ministry of other faith traditions.

Signature of Presbytery Member

Date

Commission on Pastoral Ministries

Ethical Conduct Boundaries Policy - SECOND READ - February 19, 2022

**LIFE TOGETHER IN THE COMMUNITY OF FAITH:
STANDARDS OF ETHICAL CONDUCT FOR
EMPLOYEES AND VOLUNTEERS OF THE PRESBYTERIAN CHURCH (U.S.A.)**

As an employee or volunteer in an entity, governing body, or congregation associated with the Presbyterian Church (U.S.A.), I commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that will support the ministry of my workplace. Therefore I will:

1. Be honest and truthful in my relationships with others;
2. Treat all persons with equal respect and concern;
3. Maintain a healthy balance among the responsibilities of my position, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
4. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs; and
5. Refrain from gossip and abusive speech.

II

I will conduct myself at my workplace in a manner that will support its ministry. Therefore I will:

1. Honor relationships within the workplace and observe appropriate boundaries;
2. Be judicious in the exercise of the power and privileges of my position;
3. Avoid conflicts of interest that might compromise the effectiveness of my work;
4. Refrain from exploiting relationships within the workplace for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
5. Respect the privacy of individuals and not divulge information obtained in confidence without express permission unless an individual is a danger to self or others;
6. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
7. Claim only those qualifications actually attained, give appropriate credit for all sources used in papers, music, and presentations, and observe copyrights;
8. Observe limits set by the appropriate governing body for honoraria;
9. Deal honorably with the record of my predecessor and, upon leaving a position, speak and act in ways that support the work of my successor;
10. Be a faithful steward of and fully account for funds and property entrusted to me;
11. Accept the appropriate guidance of those to whom I am accountable;
12. Participate in continuing education and seek the counsel of mentors and professional advisors;
13. Show respect and provide encouragement for colleagues; and
14. Cooperate with persons of other faith traditions.

Signature of Employee/Volunteer

Date

Commission on Pastoral Ministries

Ethical Conduct Boundaries Policy - SECOND READ - February 19, 2022

**LIFE TOGETHER IN THE COMMUNITY OF FAITH:
STANDARDS OF ETHICAL CONDUCT FOR
ORDAINED OFFICERS IN THE PRESBYTERIAN CHURCH (U.S.A.)**

As an ordained officer in the Presbyterian Church (U.S.A.), in obedience to Jesus Christ, under the authority of Scripture and guided by our Confessions, I affirm the vows made at my ordination, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that is faithful to the gospel and consistent with my public ministry. Therefore I will:

1. Practice the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Be honest and truthful in my relationships with others;
3. Be faithful, keeping the covenants I make and honoring marriage vows;
4. Treat all persons with equal respect and concern as beloved children of God;
5. Maintain a healthy balance among the responsibilities of my office of ministry, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
6. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs;
7. Refrain from gossip and abusive speech; and
8. Maintain an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

II

I will conduct my ministry so that nothing need be hidden from a governing body or colleagues in ministry. Therefore I will:

1. Preach, teach, and bear witness to the gospel of Jesus Christ with courage, speaking the truth in love;
2. Honor the sacred trust of relationships within the covenant community and observe appropriate boundaries;
3. Be judicious in the exercise of the power and privileges of my office and positions of responsibility I hold;
4. Avoid conflicts of interest that might compromise the effectiveness of my ministry;
5. Refrain from exploiting relationships within the community of faith for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
6. Respect the privacy of individuals and not divulge information obtained in confidence without express permission, unless an individual is a danger to self or others;
7. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
8. Claim only those qualifications actually attained, give appropriate credit for all sources used in sermons, papers, music, and presentations, and observe copyrights;
9. Refrain from incurring indebtedness that might compromise my ministry;
10. Be a faithful steward of and fully account for funds and property entrusted to me;
11. Observe limits set by the appropriate governing body for honoraria, personal business endeavors, and gifts or loans from persons other than family;
12. Accept the discipline of the church and the appropriate guidance of those to whom I am accountable for my ministry;
13. Participate in continuing education and seek the counsel of mentors and professional advisors;
14. Deal honorably with the record of my predecessor and upon leaving a ministry or office speak and act in ways that support the ministry of my successor;
- **15. Participate in the life of a ministry setting I left or from which I have retired only as directed by presbytery;
- **16. Provide pastoral services for a congregation I previously served only as directed by the presbytery and provide pastoral services to members of other congregations only with the consent of their pastors; and
- **17. Consult with the Commission on Transitional Ministries in the presbytery of my residence regarding my involvement in any ministry setting during my retirement.

III

I will participate as a partner with others in the ministry and mission of the Church universal. Therefore I will:

Commission on Pastoral Ministries

Ethical Conduct Boundaries Policy - SECOND READ - February 19, 2022

1. Participate in the mission and governance of the Presbyterian Church (U.S.A.) and work for the unity of the holy catholic church;
2. Show respect and provide encouragement for colleagues in ministry;
3. Recruit church members responsibly, respect existing congregational relationships, and refrain from exploiting persons in vulnerable situations; and
4. Cooperate with those working in the world for justice, compassion, and peace, including partners in ministry of other faith traditions.

** These standards apply only to ministers; they also apply to commissioned pastors when they are performing pastoral functions.

Signature of Ordained Officer

Date

Commission on Pastoral Ministries

Ethical Conduct Boundaries Policy - SECOND READ - February 19, 2022

MISCONDUCT

The Presbytery of Milwaukee defines “misconduct” as an act, act of omission, or failure to act, which transgresses standards of Scripture, as well as Confessions and Order of the PC(USA), including but not limited to, the Standards of Ethical Conduct, or which is found to be disgraceful, dishonorable, illegal, improper, immoral, unethical, or unbecoming.

Examples and definitions of misconduct include:

Abuse of any kind

Harm or threatened harm to a person’s health or welfare which occurs through non-accidental physical or mental injury, whether to a child or an adult.

Abuse of power and position

Power and position are abused in order to exert and maintain control over others to accomplish one’s goals or for personal gratification. Leadership and Pastoral abuse of power comes in many forms, including misusing one’s position of power and trust to:

- Cultivate relationships that are immoral or destructive.
- Attack an individual or individuals deliberately and personally from the pulpit.
- Seek personal financial gain, such as personal loans and other benefits, without proper disclosures and transparency.
- Disseminate false information and rumors to discredit those who are opposed to one’s vision and plans for the future of the church.
- Threaten eternal consequences to maintain one’s control over the life decisions and the support of their congregants.
- Set oneself up as the sole channel through whom God speaks to the congregation and charging those who dissent with disobedience to God and calling for their removal from the membership.
- Influence Pastoral Search Committees improperly.

Criminal activity as defined by law

Racist comments or conduct

Theft, fraud and or embezzlement

This includes taking financial advantage of a child or vulnerable adult who is incapable of making informed decisions about financial matters.

Sexual Misconduct

Sexual Misconduct Policy and Its Procedures. Adopted by the 205th General Assembly (1993) (Minutes, 1993, Part I, p. 572), Section II.B.2, Standards of Conduct: “Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relation to gain advantage over another for personal pleasure in an abusive, exploitative, and unjust manner. If the parishioner, student, client, or employee initiates or invites sexual content in the relationship, it is the pastor’s, counselor’s, officer’s, or supervisor’s responsibility to maintain the appropriate role and prohibit a sexual relationship.”

In the Presbytery of Milwaukee, "Sexual Misconduct" encompasses a broad range of behavior, from harassing statements to criminal sexual assault. The following acts are prohibited, regardless of the sexual orientation, gender identity, or gender expression of the individuals involved. Except where expressly noted, claimed “consent” does not diminish the finding of Sexual Misconduct because consent is often ineffective due to the legal or practical incapacity of the person allegedly giving consent. This incapacity can exist, for example, because of age below adulthood, mental impairment, chemical-induced impairment, trauma, fear, and unequal power dynamics.

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A. Non-Consensual Sexual Acts and Exploitation

Sexual Misconduct includes non-consensual sexual penetration no matter how slight; non-consensual sexual contact by the touching of intimate body parts or the clothing covering them; and sexual exploitation by taking sexual advantage of another through, for example, voyeurism, electronic transmission of sexual activities or photographs, exposing oneself, or knowingly transmitting sexual diseases without disclosure.

B. Sexual Harassment

Sexual harassment is a form of Sexual Misconduct that has the purpose or effect of substantially interfering with a person's work, religious, or educational opportunity; creates an intimidating, hostile, or offensive work, church, or educational environment; or otherwise negatively affects a person's work, religious, or educational opportunities. It includes, but is not limited to:

- Unwelcome verbal, written, or physical conduct that denigrates or shows hostility or aversion toward an individual because of that individual's gender expression, sexual orientation, or gender identity (or that of an individual's relatives, friends, or associates), including unwelcome threats, derogatory comments, jokes, innuendos, insults, slurs, epithets, negative stereotyping, and other similar conduct;
- The placement, dissemination, or circulation of any unwelcome written or graphic material (in hard copy or electronic form) that denigrates or shows hostility or aversion toward an individual or group because of gender expression, sexual orientation, or gender identity;
- Unwelcome sexual advances, unwelcome requests for sexual favors, and other unwelcome conduct of a sexual nature where submission to or tolerance of such conduct is made an explicit or implicit term or condition or other basis of employment or church participation.

If an individual has welcomed sexual advances or other harassing conduct (whether sexual or otherwise) by active participation in or encouragement of such activity, that individual should specifically inform the alleged harasser if such conduct is no longer welcome in order for any subsequent conduct to be deemed unwelcome. However, failure to give such notice in no way prevents the Councils and Judicial Commissions of the PC(USA) from taking appropriate corrective and/or disciplinary action against the alleged harasser for the behavior.

C. Relationship Abuse and Violence

"Relationship Abuse and Violence" encompasses a broad range of behavior, including, but not limited to, "domestic violence" and "dating violence." It includes acts of coercion, abuse, violence, or threats of violence between partners in a personal, intimate relationship. The coercive, abusive, violent, or threatening behaviors can be physical, sexual, psychological, verbal, and/or emotional. Relationship Abuse and Violence can occur between current or former intimate partners who have dated, cohabitated, or been married.

D. Stalking

"Stalking" is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress. For purposes of this definition:

- "Course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the individual being stalked.
- "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

The Presbytery will seek to prevent misconduct by providing education and other procedures aimed at preventing misconduct. People subject to this policy should nonetheless:

- monitor their own conduct toward others and bring their conduct into compliance;
- promptly inform any person or persons involved in misconduct that they should stop engaging in conduct offensive or objectionable to you or others.

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REPORTING AN INCIDENT OF MISCONDUCT

For instances of criminal or sexual misconduct, a report must be made to the Presbytery Executive and/or Stated Clerk using the Incident of Misconduct Report Form (Appendix A). For misconduct committed by a Presbytery staff person, the report should be made orally or in writing to the Presbytery Executive or Chair of the Personnel Committee, and the response will be governed by the Personnel Policy. For other types of misconduct committed by anyone else governed by this policy, the misconduct shall be reported to the volunteer supervisor of Presbytery Activities, the moderator of the Presbytery's Commission on Pastoral Ministries, the moderator of the Presbytery's Commission on Transitional Ministries, the Associate for Ministry Vitality, Stated Clerk or Presbytery Executive. The initial report may be made by any means; however, the person receiving the report may request that the Incident of Misconduct Report Form also be completed. This form may be submitted by the accuser, victim, or person with reasonable knowledge that an incident of misconduct has occurred. A person receiving a report of misconduct may take action within their scope of authority and should report the incident to the Stated Clerk and Presbytery Executive.

When a person becomes aware of alleged violations of this policy, they will first determine if there are safety issues. If there is an immediate danger to anyone, the person should take all necessary steps to ensure the other person's safety. These may include calling for medical assistance and/or reporting the incident to the police.

The person observing and reporting an incident of alleged inappropriate conduct should then secure the safety of others and stabilize the environment in which the incident occurred. **Under no circumstances should a reporter who has responsibility for a group of children, youth, or vulnerable adults leave them unsupervised in order to report an incident.** Seek help from other caregivers who are close at hand.

In the Presbyterian Church (U.S.A.), charges of sexual abuse may be brought regardless of the date on which an offense is alleged to have occurred (*Book of Order*, D-10.0401b). The first person to learn of alleged sexual misconduct must take the allegations seriously and confidentially. Allegations of misconduct may be made in a variety of ways. Reports of sexual misconduct should never be taken lightly, disregarded, or allowed to circulate without concern for the integrity and reputation of the accuser, the offended, the accused, and of the church. Reports should be dealt with as matters of highest confidentiality by all parties, both before and after they have been submitted.

RESPONSE TO MISCONDUCT

Misconduct may result in Remedial and Disciplinary complaints filed with the Permanent Judicial Commission and such relief, including censure, as allowed under the PC(U.S.A.) Constitution's Rules of Discipline, as well as through civil or criminal legal process.

After receiving a report of an incident of misconduct, the Presbytery Executive and Stated Clerk shall determine whether the accused' service should be suspended or restricted pending further investigation of the incident. If reasonable cause exists to believe that an offense has occurred, the Presbytery Executive or another person with standing will take appropriate action which may include disciplinary proceedings against the accused under the Rules of Discipline by causing a written statement of alleged offense to be filed with the Stated Clerk.

If the accused is subject to the jurisdiction of a governing body other than the Presbytery of Milwaukee, the Stated Clerk will submit the written statement to the clerk of session or the Stated Clerk of the presbytery, or an appropriate judicatory authority having jurisdiction over the accused.

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APPENDIX A

Misconduct Incident Report Form

Please print.

Date of Report: _____

REPORTER

Name: _____
Address: _____ City: _____ State: _____ Zip: _____
Phone (day): _____ Phone (cell): _____
E-mail: _____ Title (if applicable): _____

ALLEGED VICTIM (if different from REPORTER)

Name: _____ Age, if under 18: _____
Address: _____ City: _____ State: _____ Zip: _____
Phone (day): _____ Phone (cell): _____
E-mail: _____ Title (if applicable): _____

ACCUSED

Name: _____
Address: _____ City: _____ State: _____ Zip: _____
Phone (day): _____ Phone (cell): _____
E-mail: _____ Fax: _____ Title (if applicable): _____

DESCRIPTION OF INCIDENT

Please describe the incident(s) of misconduct, abuse, or neglect, including date, time, and location of each incident.

MEDICAL ASSISTANCE

If medical assistance or first aid was provided at the scene, please describe the assistance given and the medical disposition (taken to hospital, etc.)

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OTHERS HAVING KNOWLEDGE OF THE INCIDENT

Please list the name, address, and phone number of each person who may have information related to or pertinent to the incident. Please give e-mail and cell phone number if available.

OTHER INFORMATION

Please give any additional information that may be helpful.

If you need more room to answer any questions, please attach additional sheets.

This completed report should be delivered to the Presbytery Executive OR Presbytery Stated Clerk.

Presbytery of Milwaukee
6767 W. Greenfield Avenue, Suite 202
Milwaukee, WI 53214
414.292.2740

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WORKING WITH CHILDREN, YOUTH, AND VULNERABLE ADULTS

The Presbytery is committed to the safety, welfare and protection of all children, ages birth to 18 years old and all individuals with a cognitive and/or physical disability regardless of their age (collectively, “Protected Persons”). We recognize the need for unique care because of their vulnerability.

Required Training

Ministers (including all those in validated ministry), pastors and Christian Educators are required to complete Safe Gatherings training every two years. Exceptions to this include, those who are retired and not serving in any capacity within the Presbytery. Those engaged in validated ministry who are required by their employer to have comparable training, reference and background checks may seek permission from CPM to provide verification of these in lieu of Safe Gatherings.

All people working with or supervising Protected Persons during any activities, events, and programs that the Presbytery funds, sponsors, or organizes (collectively “Activities”), must satisfactorily complete an application form and a Presbytery-approved training (such as Safe Gatherings) which includes background and reference checks. Safe Gatherings training must be completed every two years.

Ministers, pastors, and Christian Educators are also required to complete Wisconsin’s Mandatory Reporter Training. Under Wisconsin’s child abuse reporting law, mandatory reporters are typically people who interact with children in their professional capacities. A mandatory reporter generally must report suspected child abuse or neglect immediately if he or she has reasonable cause to suspect that a child seen in the course of professional duties has been abused or neglected or has been threatened with abuse or neglect that will occur.

The child abuse reporting law places special reporting requirements on members of the clergy. Because laws may change from time to time, the people governed by this policy should review the law to stay current on obligations and requirements. Specifically, in addition to reporting suspected abuse or neglect of a child seen directly by a clergy member in the course of their professional duties, a clergy member generally must report suspected abuse or neglect if the clergy member has reasonable cause, based on observations made or information received, to suspect that a member of the clergy has sexually abused a child or threatened a child with sexual abuse in violation of specified state laws. [s.48.981 (2) (bm) 2., Stats.] In this context, “member of the clergy” means the spiritual adviser of any religion, whether the adviser is termed priest, rabbi, minister of the gospel, pastor, reverend, or any other official designation, or a member of a religious order, including brothers, ministers, monks, nuns, priests, rabbis, and sisters. [s. 48.981 (1) (cx), Stats.] **Taken directly from Part II – Wisconsin’s Child Abuse Reporting Law*

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Land Acknowledgment

As part of our commitment to repudiate the Doctrine of Discovery and to confess the denomination's complicity in dispossession and settler colonialism, as well as our relationships with the city, the land, and the environment, the Presbytery of Milwaukee has written the following land acknowledgment.

The Presbytery of Milwaukee is situated on the ancestral homelands of these nations: the Kiikaapoi, the Peoria, the Hoocąk, the Bodéwadmi, the Menominee, the Sauk and Meskwaki, the Myaamia, and the Očhéthi Šakówiŋ. Indigenous people continue to live in this area and celebrate their traditional teachings and lifeways. Today, the geographic footprint of the Presbytery of Milwaukee is still home to vital Indigenous communities. As religious leaders, it is our responsibility to acknowledge this historical context and to be good partners with and advocates for the tribal nations on whose trust lands we inhabit.

We make this land acknowledgement with repentance for the damage and devastation brought on these peoples and on the individuals. 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. Presbyterians stewarded seventeen Native American boarding schools, where students were typically removed from their Native communities, stripped of their Native identities, and forced to assimilate to white standards. These schools (of which we know with confirmation) were:

- the Albuquerque Indian School
- the Burney Institute
- the Cameron Institute
- the Chuala Female Seminary
- the Dwight Indian School
- the Mary Gregory Memorial School
- the Nuyaka School and Orphanage
- the Oak Hill Industrial Academy
- the Oak Ridge Manual Labor School

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- the Oklahoma Presbyterian College for Girls
- the Sheldon Jackson College
- the Tucson Indian Training School
- the Wapanucka Academy
- the Wewoka Mission School
- the Wheelock Academy
- the Wolf Point Indian Training School
- the Wrangell Institute

We promise to support the interests of the Hoocąk (Ho-Chunk) and Bodéwadmi (Potawatomi) nations, on whose trust lands our churches stand, in order to engage with the important work they are leading in language, culture, and land reclamation, through relationship and financial accountability.

FAQ

What is a land acknowledgment?

Here is a helpful link that can help answer many of these questions: <https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>

Why make a land acknowledgment?

The 223rd General Assembly of the Presbyterian Church, USA, (2018) took action on a Report on the Doctrine of Discovery which included a recommendation that the General Assembly “direct the programs, committees and agencies of the Presbyterian Church (U.S.A.) to begin each meeting with an acknowledgement of whose land they are meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.”

How did the Presbytery develop its land acknowledgment?

The earliest foundation of the Presbytery’s land acknowledgement was influenced by the land acknowledgement of the Newberry Library in Chicago. After preliminary work by the Presbytery, the Rev. Irvin Porter, Associate for Native American Intercultural Congregational

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Support for the Presbyterian Church (USA), was asked to consult. He has fielded the many requests for these Acknowledgements since the General Assembly took action in 2018 recommending this be part of beginning our meetings. It is a response from a Recommendation from The Doctrine of Discovery Report that the Assembly received from Native American scholars and leaders.

The acknowledgment comes from Native American protocols for the opening of meetings or discussions. It is a way of respecting the Indigenous territories of those who lived or continue to live upon the lands we are standing upon. Those locations where no Indigenous people continue to reside acknowledge those for whom that land was “home” territory. A bit of their history is included and if that Indigenous people now reside in another location through removal, that should also be acknowledged. When the location is still “home” to the Indigenous people, and if there are members of that tribe at the meeting, they should be acknowledged and collectively asked if “we have your permission to meet upon your territory.” This is protocol whether it is thousands of years old or part of recent history.

It need only to be conducted when a series of meetings are being held and not each day of those meetings. If possible, it would be proper protocol to have an Indigenous person make the acknowledgment.

How do I best refer to Native peoples?

Native people do not think monolithically. Each tribal group has their own languages, histories, customs (cultures) and should not be generalized with one term. The Euro-American idea of a “chief” who speaks on behalf of all the tribal people is a misnomer and concept used in dealing with tribes for purposes of identifying “The Leader” of a tribe that had very little credibility among the Indigenous people themselves. Very few tribes had that kind of leadership. But other tribes were matrilineal and could be governed by a “leader” selected by the matrilineal council and sometimes only for warring purposes. Some tribes were governed by a male council but were only responsible to and for a particular band of geographically-described group. The

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Siouan peoples, now known by the term “Sioux,” had a guiding principle that one man could not tell another man what to do or how to act or think.

Native Americans in the United States use different terms to describe their race: “Native American,” “Indian,” “North American Indian,” “American Indian,” “Indigenous,” or “First Nations.” These are but a few of the descriptive terms Native peoples use.

For better understanding, the Indigenous peoples of the Phoenix, Arizona area were known as Ho Ho Kam (HU HU GAM). Their modern descendants who still reside on reservations east and south of the metropolitan areas are known as Pima (PEE MA). The name comes from the Pima language, PI MACH, meaning “(I) don't know,” given in answer to some question long ago and mistaken by the Spaniards as a tribal name. Their name for themselves is Akimel O’odham, AK-II-MEAL AW-THUM which means “People of the River.” Thus using the name “Pima” wouldn’t be proper but Akimel O’odham would be. They are the modern descendants of the Ho Ho Kam. Irvin Porter is an enrolled member of the Gila River Indian Community whose name encompasses the fact that both the “Pima” and the Maricopa tribes reside on that reservation.

When referring to the Native peoples in Wisconsin, the Presbytery speaks broadly in recognizing the tribal trust lands in the state. We strive to use terms that are most widely accepted and used by Indigenous peoples themselves (also known as endonyms). For example, rather than “Winnebago,” “Fox,” or “Sioux,” we say “Hoocąąk,” “Meskwaki,” or “Očhéthi Šakówiŋ” respectively. Sometimes names given by non-Native settlers (also known as exonyms) are the same as those used by Native people today. Likewise, the legal names of tribal nations often include exonyms, even if the people within that nation use a different name for themselves.

How do I pronounce the names of the tribal communities mentioned in your land acknowledgment?

Many tribes have websites that can guide pronunciations of their Indigenous names. If the Indigenous people still reside in your locality, ask them for help.

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Kiikaapoi (KEE-kah-poy) [exonym pronunciation Kickapoo]

Peoria (pea-OR-ee-ah) [no difference between endonym and exonym]

Hoocąk (HOE-chunk) [settler word: Winnebago]

Bodéwadmi (BO-dee-WAD-me) [settler word: Potawatomi]

Menominee (meh-NOM-ih-nee)

Sauk (SOCK) [exonym pronunciation Sac]

Meskwaki (meh-skw-AH-key) [settler word: Fox]

Myaamia (me-YAH-me-ah) [exonym pronunciation Miami]

Očhéthi Šakówiŋ (oh-CHEY-tee shah-KOH-ween) [settler word: Sioux]

How can I learn more?

Tribal websites are very helpful. They often contain contact information. Contact churches within those locations and ask for advice; sometimes they may be members of the tribe you may be trying to find out more information about. If they don't know the answers to your questions, they may be able to refer you to someone who can help. The Native American Congregational Directory is downloadable from the webpage of the Native American Intercultural Congregational Support office at: <https://www.presbyterianmission.org/wp-content/uploads/FINALIZED-2021-NA-Cong-Directory.pdf>. Irvin Porter is also available to answer your questions at irv.porter@pcusa.org or 253-740-7180.

Presbytery of Milwaukee
February 19, 2022
Proposed Covenant with United Church Camps, Inc. (UCCI)

COVENANT

United Church Camps, Inc. (UCCI), the Winnebago Presbytery, the Presbytery of Milwaukee, and the John Knox Presbytery (the Presbyteries) enter this Covenant to promote and encourage participation in outdoor ministry opportunities at Cedar Valley, Daycholah Center, and Moon Beach (the Outdoor Ministry Retreat Centers). We move forward in this association to define the covenant relationship and celebrate the opportunities to better serve each other.

Covenantal Commitments

In recognition of God’s gift of creation, our responsibility as Christians for stewardship of the earth, and the communion we experience with the sacred and holy in outdoor settings,

- A. We will cooperate to provide opportunities at the Outdoor Ministry Retreat Centers for all interested people within the bounds and jurisdiction of the Presbyteries.
- B. We will promote or work collaboratively on projects that are consistent with our mutual ministries.
- C. The Presbyteries will encourage people to be active in volunteering, working for, and involved with UCCI programming and ministry, and will distribute announcements of opportunities to its congregations on a periodic basis.
- D. We will remove barriers in our processes, policies, and practices so that all are welcome within the sacred spaces of the Outdoor Ministry Retreat Centers. We acknowledge with humility and regret that these sacred spaces were once the land of Indigenous peoples who were excluded from possession and use by our wrongful action. We will seek ways to rectify that injustice.
- E. The Presbyteries will give financially to UCCI as their budgets allow, including through paid use of the Outdoor Ministry Retreat Centers by church leadership , and will encourage donations from other sources within their churches.
- F. We will maintain open and regular communication and will hold space for at least one representative of the Presbyteries to serve on the UCCI Board of Directors. The Presbyteries will hold space for UCCI representatives to be present and speak, at least annually, at Presbytery Assembly gatherings.
- G. We will pray for each other as siblings in Christ.

Evaluation

Every three years, UCCI and the Presbyteries will evaluate the work they are engaged in and, together, will make decisions to enhance the growth of the partnership or to allow it to end.

Nature of Relationship

UCCI and the Presbyteries have made this covenant as partners in ministry, not in law. The commitments set forth here are voluntary and imply no legal obligation or right.

Winnebago Presbytery (David Colby) _____
 Presbytery of Milwaukee (Rachel Yates) _____
 John Knox Presbytery (Chas Ruark) _____
 United Church Camps, Inc. (Glenn Svetnicka) _____

**BILLS & OVERTURES COMMITTEE REPORT
TO THE PRESBYTERY OF MILWAUKEE
FEBRUARY 19, 2022**

The Bills & Overtures Committee of the Presbytery of Milwaukee, consisting of Kent Tess-Mattner (Moderator until February 19, 2022), David Ewing (Moderator after February 19, 2022), Cathy Manthei, and Robert Ater, and Elizabeth Tan, along with Presbytery Executive Rachel Yates and Stated Clerk Christian Boyd by invitation of the committee, reviewed all of the recommendations, overtures, and other items on the website <https://www.pc-biz.org/#/> as of February 3 and 4, 2022. We then met via Zoom on those two dates, along with Presbytery Executive Rachel Yates and Stated Clerk Christian Boyd, to discuss them. Due to scheduling conflicts, Cathy Manthei was not able to attend those meetings.

Before the meetings, we reached out to individuals and task forces in our presbytery for feedback on recommendations, overtures, and other items that we believed might be of interest to them, and did receive some feedback, which was discussed at our meetings.

We noted that many recommendations were referred from the 224th General Assembly (2020) for consideration during the 225th General Assembly (2022), such that they do not need a concurrence and will be considered at the General Assembly.

Our general criteria in deciding whether to recommend a concurrence from our presbytery was to discern if any of the items on <https://www.pc-biz.org/#/> spoke to current or recently-identified concerns of the Presbytery, and to see if any of those already had a concurrence from a presbytery other than the one making the overture, recommendation, or other item. If they did, this presbytery does not need to make a concurrence because the overtures, recommendations, and other items will be discussed at General Assembly due to already having a concurrence. We found that many of the overtures, recommendations, and other items that we believe are of interest to our Presbytery already have multiple concurrences, so we do not need to concur in them to get them before the General Assembly. We decided that only one overture missing a concurrence might be of interest to this presbytery, but that we need to research it independently before we would seek a concurrence from this presbytery. If, while we are doing that, a different presbytery concurs with it, we will not have to. If no other presbytery concurs in it, and our research leads us to believe our presbytery should, we will seek a special meeting of the presbytery to present it.

We are aware that things will be added to <https://www.pc-biz.org/#/> continually between now and General Assembly, and we will continue to monitor the website to review additions, and will meet again if necessary due to additions.

Although we are keenly aware that our commissioners to the General Assembly vote their own heart and conscience, and that this committee does not give them recommendations, we have reached out to our commissioners to see if they want to meet with us so we can share what we discussed at our meetings regarding specific overtures, recommendations and other items.

Kent Tess-Mattner, Moderator of the Bills & Overtures Committee
tess-mattner@wi.rr.com