

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

The Presbytery of Milwaukee held its stated meeting at Linn Presbyterian Church in Lake Geneva on **Tuesday, November 27, 2018**.

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

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

Anderson, Dee M.	<u>Guyer, Jim HR</u>	<u>Neal, Catherine HR</u>
Anderson, Ted		<u>Nicolaisen, Fiona</u>
Ater, Robert W.		Patton, Beth
<u>Baumann, John K. HR</u>		Patton, Lori
<u>Bell, Dianna, HR</u>		<u>Petterson, William HR</u>
<u>Bell, Donald, HR</u>		Rand, James M.
<u>Bergeson-Graham, Deb HR</u>		<u>Schultz, Gary G. HR</u>
<u>Bernhardt, Joanne HR</u>		<u>Serovy, Mary</u>
Beutler-Cruise, Claire		<u>Sinclair, Lawrence A. HR</u>
Blanks, Nicole		<u>Stafford, Elizabeth HR</u>
Block, Deborah A.		<u>Stirrat, Ian A. HR</u>
Boyd, Christian		Stoll, Susan
Buckingham-Taylor, Delisa		Swanson, Brett
<u>Carlin, Mary</u>		Swanson, James H.
<u>Cistrunk, Terrell H. HR</u>		<u>Talley, Dee HR</u>
<u>Clarke, Donald HR</u>		<u>Talley, L. Kelly HR</u>
Coons, Martha HR		Tarvid, Kevin
Craven, Kathryn		<u>Timberlake, Robert HR</u>
Craig, Julie		<u>Van Loon, Paul J. HR</u>
<u>Cross-Dukes, Volina HR</u>		Walker Cleaveland, Adam
Davis, Christopher B.		Walker Cleaveland, Sarah
Davis, Christopher E.		<u>Wanner, Thomas HR</u>
<u>DeCamp, James A. HR</u>		<u>Weinberg, George HR</u>
Denison, Charles		Wickersham, Carol
Dow, Jean		Williams, Tom
Ebel, Katie		
Erkel, Steven		
Ewing, David		
Farley, Nicole		
<u>Fisher, James C. HR</u>		
Fringer, Steven		
Galan, Cheryl		
Gibbs, Ann		
Gleichauf, Jennifer		
<u>Goetz, Thomas H.</u>		
<u>Grimbol, Bill HR</u>		
	<u>McCalister, Alan S.</u>	
	<u>McCord, Elizabeth</u>	
	<u>McCullough, Lisa</u>	
	McDonough, Mark	
	<u>McKeegan-Guinn, Susan HR</u>	
	Melara, Nicole	
	Millar, JD	
	<u>Millar, Victoria</u>	

Churches represented by Ruling Elders named , not represented (NR), or <u>excused</u>		
Beaver Dam, Grace	NR	
Beloit, United Church of Beloit	NR	
Beloit, Sun Valley	Michele Robbins	
Big Bend, Vernon	Linda Thompson	
Clinton, First	NR	
Delafield, Delafield	Doug Lurvey	
Dousman, First of Ottawa	NR	
Fort Atkinson, Grace United	NR	
Fox Lake, First	NR	
Franklin, Faith	Judy Bell	
Hartland, Kettle Moraine	Wally Friedl	
Horicon, First	NR	
Janesville, First	Eugene Gibbs	
Janesville, Rock Prairie	Jacqueline Davis	
Kenosha, First	NR	
Lake Geneva, Linn	NR	
Menomonee Falls, Living Hope	<u>Dorothy Dieter</u>	
Mequon, Crossroads	NR	NR
Milwaukee, Calvary	NR	
Milwaukee, Christ	Jerry Johnson	
Milwaukee, Grace	NR	
Milwaukee, Immanuel	David Klehm	NR
Milwaukee, Tippecanoe	Larry Hartmann	
Milwaukee, Good Shepherd Trinity	Robin Muller	
Milwaukee, West Granville	NR	
Muskego, Heritage	NR	
New Berlin, Forest Park	NR	
Pewaukee, Faith Springs	NR	
Racine, Covenant	Claudia Grace	
Racine, First	Ben Neal	
Racine, Second	NR	
Richfield, First	NR	
Shorewood, North Shore	NR	
Sussex, Lisbon	NR	
Wales, Jerusalem	Gerry Gapinski	
Waukesha, Bethesda	NR	
Waukesha, First	NR	
Waukesha, Southminster	Mary Schmitendorf	
Wauwatosa, Wauwatosa	Linda Sheridan	
West Allis, Apostle	Linda Hoon	
West Allis, Greenfield Avenue	NR	
Whitewater, North Lima	NR	

Elders voting by virtue of office:	
Commissioned Ruling Elder	Cathy Manthei
Treasurer	<u>Jessie Read</u>
COM	Kathy Dummer
	David Henderson
	JP Kastner
	Bill Leonard
	Bonnie Strigenz
COR	David Hermann
CPM	Freda Johnson
	Lois Pearson
	Tracey Pomeroy
Council	Jeannette Bell
	Sara Miles
	Steve Seeker
	Lee Tan
Partnerships	Heather Dummer-Combs
	Larry Hartmann
	Lydia Spottswood
Foundation	Janet Ahrens
	Tom Finger
	Christina Trompler
Nominating	Sally Daugherty
	Judy Jaggard
	Eileen Pierce
	Patrice Vossekuil
Staff – Presbytery Executive	Rachel Yates
Staff – No vote	Chris Halverson
Synod Commissioner	Angela Oglesby
Inquirers	
Candidates	
Corresponding Members/Guests	Jeremy and Hansi Bryan

ROLL SUMMARY – Voting Members			
	Present	Absent	Excused
Teaching Elders – Voting	33	16	48
Ruling Elders – Voting	30	37	3
TOTAL	63	53	51
Corresponding members	0		
Candidates	0		
Visitors	13		
Staff	1		
Total Attendance	77		

The meeting of the Presbytery began at 4:04pm with worship.

WORSHIP WITH COMMUNION

The theme of Stewardship of our Time was woven into the worship service. Jeremy and Hansi Bryan provided the sermon and a musical offering. The offering of \$378 will go to the Christmas Joy Offering of the Presbyterian Mission Agency. Communion was officiated by the Rev. Nikki Blanks and the Rev. Terry Hennesy.

EDUCATION HOUR

The Rev. Nikki Blanks introduced her friends, Jeremy and Hansi Bryan, who spoke about spending 16 months away and celebrating the gift of Sabbath. With music, PowerPoint, and rap, they offered a perspective of re-centering their lives away from mission and doing, and toward relationship.

DINNER

Terry Hennesy prayed before everyone gathered for the meal.

BUSINESS MEETING

Moderator Lee Tan welcomed members and visitors to Linn Presbyterian Church, and invited Terry Hennesy to open the business meeting with prayer at 7:02.

WELCOME AND INTRODUCTION OF NEW MINISTERS

The Rev. Andy Holmes introduced and welcomed the following new ministers to the Presbytery of Milwaukee:

- Adam Walker Cleaveland, Member at large and husband of Sarah Walker Cleaveland.
- Laurie Lyter Bright, Director of Christian Formation at Southminster in Waukesha.

Each was invited to share something that excited them about the upcoming season of Advent and Christmas.

INTRODUCTION OF NEW RULING ELDER COMMISSIONERS

There were no first-time elders in attendance at this meeting.

CONSENT AGENDA

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

PRESBYTERY EXECUTIVE REPORT

Executive Rachel Yates reported on the Pastor to Pastors position now open. She congratulated North Shore Presbyterian for being the first to send in their general mission pledge form. She announced that the presbytery had received a \$20,000 grant for congregation vitality, in addition to the \$30,000 previously received.

STATED CLERK REPORT

Stated Clerk Christian Boyd made the following motion:

Motion: To form an Administrative Commission for First Presbyterian Fox Lake at their request for the

purpose of dissolution per the Manual of Operations and the dissolution procedures of Council and the Commission on Ministry.

The motion was seconded, and after discussion about what their members will do, **the motion passed**. Moderator Lee Tan announced that he is getting close to appointing all five members of the Fox Lake First Administrative Commission, and then prayed for First Presbyterian in Fox Lake and their members during this difficult time.

COUNCIL REPORT

Jim Rand, Moderator of Council, began his report by thanking the presbytery staff for their work. He then made the following motion:

Motion: To approve the sale of the Christ Church J.O.Y. Center building under a land contract pending the approval of the final terms by the congregation and Presbytery Council.

Elder Jerry Johnson from Christ spoke about the prior use of the building which has been rented out since 2012. Christ Church is hoping the sale of the building will help them get closer to finding a new pastor. Their congregational meeting is set for December 16th. After discussion, **the motion passed**.

Jim Rand invited Stated Clerk Christian Boyd to speak to the motion to approve revisions to the Bylaws and Manual of Operations. Christian explained, and read out loud the Bylaws section, that for the Bylaws and Manual to be amended there needed to be an announcement of the intended amendments and a first read of the revision. Thus, at this meeting, there could not be a motion to approve. There was a motion from the floor per Section I.D. of the Bylaws:

Motion: to suspend the portion of the Bylaws that require prior notice of any revisions to the Bylaws before a vote. **It was seconded and passed**. The following motion was made:

Motion: to amend the Bylaws as presented in the meeting papers. (See Appendix.) Discussion followed about whether this revision was time critical. The Stated Clerk responded that it was not. Hearing no motion to postpone the vote to the next stated meeting, **the motion passed** by at least a 2/3 vote using a show of hands.

Motion: to amend the Manual of Operation as presented in the meeting papers. (See Appendix.) **The motion passed** by a majority vote using a show of hands.

Jim Rand then presented the proposed 2019 budget and made a motion:

Motion: To approve the 2019 budget as presented in the meeting papers.

Discussion followed which included a request by the Rev. Deborah Block to let the record show her regret that the budget did not include an increase for staff members. **The motion to approve the budget**, which included the Per Capita rate of \$38/member, **passed**.

BILLS AND OVERTURES COMMITTEE REPORT

Vice Moderator Will Houts presented the recommendations of the committee for approval or rejection of the amendments from the 223rd General Assembly in 2018. There was no discussion, the following motion

Presbytery of Milwaukee, November 27, 2018
APPENDIX

was made:

Motion: To accept the recommendations of the Bills and Overtures Committee regarding the GA proposed amendments. (See Appendix.) **The motion passed.**

GREAT COMMISSION TASK FORCE REPORT

Alan McCalister presented the 3 final choices for the new name of the Task Force:

- A New Way
- Alternative Christian Community
- Future Church

The winner, chosen by voice vote, was A New Way. The Rev. Catherine Neal, Honorable Retired, submitted that name, and will determine with Rachel Yates which group or church will receive a free coffee hour since Catherine isn't a member of a church.

Vice Moderator Will Houts assumed the podium.

COMMISSION ON MINISTRY REPORT

Co-Moderator JP Kastner, on behalf of the commission, made the following motions:

Motion: The Commission on Ministry moves to increase the Minimum Terms of Call by 2.8% for 2019.
After discussion, **the motion passed** by show of hands

Motion: The Commission on Ministry moves to increase the minimum continuing education benefit to \$2,000 for all pastoral positions. After discussion, **the motion passed** with show of hands.

Motion: The Commission on Ministry moves to set a minimum professional expense benefit of \$500 for all pastoral positions. After discussion, **the motion passed** with show of hands.

Motion: The Commission on Ministry moves to approve the new Pastoral Personnel Policies. After discussion, **the motion passed** with show of hands.

Moderator Lee Tan returned to the podium.

NOMINATING COMMITTEE REPORT

The Rev. Lance Loveall, on behalf of the Nominating committee presented the slate of 2019 officers for approval. The Stated Clerk recommendation to include Chris Halverson as Associate Stated Clerk for a one-year term to bring the position into agreement with the now revised Manual of Administrative Operations. The position Associate Stated Clerk and Chris Halverson as nominee was added to the slate. There were no nominations from the floor, and **the slate of officers was approved.**

NEW BUSINESS

There was no new business and Moderator Lee Tan closed with prayer at 8:18 pm.

Respectfully submitted,

Christian Boyd, Stated Clerk

These minutes were approved on _

Presbytery of Milwaukee, November 27, 2018
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CONSENT AGENDA
November 27, 2018

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 November 27, 2018 meeting of the Presbytery be adopted.**
- **That the Minutes of the September 11, 2018 Stated meeting of the Presbytery be approved.**

- **That the following written reports be received:**
Commission on Ministry Report – pp. 4-5
Council Report - p. 6
Foundation Report - pp. 7-11
Partnership Report p. 12
Stated Clerk Report p.13
Ebel Ordination/Installation Report pp. 14-15
Triennium Announcement p.16

Commission on Ministry Report
Presbytery of Milwaukee
November 1, 2018

Actions Taken as a Commission

1. Approved the Reverend David Ewing's request to labor outside the boundary of the Presbytery.
2. Approved the Reverend Jim Rand's request to labor outside the boundary of the Presbytery.
3. Accepted the dissolution of the pastoral relationship between the Reverend Kathryn Craven and North Lima PC.
4. Approved the Bridge Associate Pastor job description for Crossroads PC.
5. Approved the 2019 Minimum Terms of Call
6. Approved the Shared Pastor job description for FPC Richfield and Lisbon PC.
7. Approved the Bridge Pastor job description for FPC Racine.
8. Validated both of the ministries of the Reverend Laurie Lyter-Bright and accepted her as a member of the Presbytery from the Presbytery of Plains and Peaks.
9. Approved the transfer of membership of the Reverend Mary Serovy to the Presbytery of Twin Cities.
10. Approved the Congregational Dissolution Policy.
11. Approved the Transitional Pastor job description for FPC Waukesha.
12. Approved the Covenant for a Pastor Accompanying a Congregation in Transition for GST.

Commission on Ministry Leadership

Ruling Elder JP Kastner has returned from his sabbatical and his role as Co-Moderator of the Commission on Ministry.

2019 Minimum Terms of Call

The Commission on Ministry recommends an increase of the Minimum Terms of Call by 2.8% for 2019. This reflects the cost of living increase set by the Social Security Administration. This sets the hourly rate at \$22.99 per hour or \$47,819 for a 40-hour work week. The Commission on Ministry has clarified the minimum vacation and study leave days. The Commission also recommends minimums of \$2,000 for continuing education and \$500 for professional expenses that should not be prorated. This change brings this in line.

COM strongly recommends that congregations prayerfully consider merit and term of service increases for Ministers of Word and Sacrament over and above the recommended minimum increase. It is critical that the Presbytery be competitive in order to retain and attract gifted leadership. COM also strongly recommends that Sessions consider time in service and the local cost of living in the communities they serve.

The Commission on Ministry moves to increase the Minimum Terms of Call by 2.8% for 2019.

The Commission on Ministry moves to increase the minimum continuing education benefit to \$2,000 for all pastoral positions.

The Commission on Ministry moves to set a minimum professional expense benefit of \$500 for all pastoral positions.

Personnel Policies

The Commission on Ministry has updated the Personnel Policies for the Presbytery. This document combines all of the personnel policies into a single resource. This new set of policies provides updates and clarifications to existing policies in addition to adding some new ones. The sick leave policy has been broken down by hours worked and better explains short and long term disability. The study leave policy adds language to help pastors and congregations ensure that pastors continue their education. Language has been added for a weekly day of sabbath and standard holidays for pastors. The sabbatical policy has been strengthened to help support our pastors and congregations.

The Commission on Ministry moves to approve the new Personnel Policies.

Holy Cow

The following churches have completed the Holy Cow survey:

Calvary, Christ, Crossroads, Faith, Faith Springs, First Clinton, First Janesville, First Kenosha, Forest Park, Heritage, North Shore, Southminster, Vernon, Wauwatosa

If you are interested in learning more about the Holy Cow survey or want to get started, please contact Ann Gibbs, Associate for Ministry Vitality, at the presbytery office.

Small Church Vitality Project

Twenty-three congregations (membership of 125 or less) were sent an invitation to the Small Church Vitality Project. The Project is scheduled to launch January 26, 2018. The deadline to sign up is November 19. If you missed your congregation's invitation or have questions please contact Ann Gibbs, Associate for Ministry Vitality, at the presbytery office.

Healthy Congregations Workshop

The third and final workshop of the Lombard series will be held on January 26, 2018 from 9-4:30. Location to be decided. Stay tuned to Fresh Impressions and the Presbytery website for more information and to register.

JP Kastner
jpkasnter@gmail.com

Andy Holmes
revandrewholmes@gmail.com

Council Report to Presbytery

The Council has been working with several churches on property issues. These include Calvary, Milwaukee, as they seek funds for repairs and improvements to their older structure, and Christ Presbyterian, Milwaukee, wanting to sell (via land contract) an adjacent building, known as the J.O.Y. Center. Additionally, Forest Park, New Berlin, was granted permission by the Council/Trustees in accordance with the bylaws to sell its manse as is, which previously was used as rental property, not clergy housing.

Our Stated Clerk, the Rev. Christian Boyd, has done yeoman's work to update the Presbytery's bylaws and Manual of Operations. The changes align our written documents with our actual practices and standard procedures across the denomination. We thank Christian for all the time, wisdom and insight he has put into this work.

Council has continued to study the 2019 budget, correcting a few errors and trying to create an accurate financial prospectus to enable the Presbytery's mission and ministry. At the same time, a task force is looking at ways to strengthen the Presbytery's long-term financial stability. The best way to ensure that stability is for all churches to maintain or increase their shared mission and per capita payments. The task force encourages all sessions to strongly consider how they will do that.

In another finance-related decision, Council accepted an offer from the Partnership Commission to assist in distributing funds from the defunct Bethany Church, Milwaukee for ministries in the southern parts of the city. Partnership is much better equipped than Council to fulfill this mandate. Thanks to them for taking on this good work!

The work of replacing our Treasurer and Communications Coordinator is keeping the Council's Personnel Work Group busy! Job descriptions have been reviewed and updated. Interviews are underway to fill those openings.

Finally, we are enormously grateful to Chris Halverson, Ann Gibbs and Rachel Yates for all they do in the Presbytery office to fulfill the goals and priorities of the Presbytery and its member congregations in obedience to Jesus Christ.

- Jim Rand, Council Moderator
revrand@tosapres.com

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Presbytery of Milwaukee
November 27, 2018

PRESBYTERY OF MILWAUKEE FOUNDATION, INC.

STATEMENT OF FINANCIAL POSITION

SEPTEMBER 30, 2018

Unrestricted and Designated Assets

Morgan Stanley

Money Market Fund	\$ 52,528.49
Stocks and Bond	<u>2,198,632.04</u> \$ 2,251, I 60.53

Other Investments

PCFUSA Bethany Memorial	\$ 13,263.78
Wisconsin Council of Churches Community Fund	10,000.00
Loan-Presbytery-Common Ground	150,000.00
Loans to Churches	<u>43,517.34</u> <u>216,781.12</u> \$ 2,467,941.65

Restricted Assets

PCFUSA-Missionary of the Presbytery of the Welsh	\$ 13,523.78
Ruby Emond Educational Fund	11,006.00
Walz Memorial Fund	<u>4,116.68</u> <u>28,646.46</u>
Total Assets.....	\$ 2,496,588.51

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PRESBYTERY OF MILWAUKEE FOUNDATION INC.

STATEMENT OF ACTIVITY

NINE MONTHS ENDED SEPTEMBER 30, 2018

Public Support and Revenue

Contributions	\$	0.0 0
Investment Income		
Interest and Dividends		21,573.59
Gain on Sale of Investments		9,70 7.23
Unrealized appreciation of assets		<u>(9,598.88)</u>
Total Support and Revenue.....		\$21,68 194

Expense

Investment Expense	\$	15,215.93
Presbytery Support		37,342.32
Transfer to Presbytery		<u>116,720.01</u> <u>169,278.26</u>
Change in Net Assets		<u>\$</u> (147,59632)
Fund Balance -January 1, 20 I 8		<u>2,644.18 48 3</u>
Fund Balance- September 30 , 20 18		<u>\$</u> 2,496,58 8.51

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PRESBYTERY OF MILWAUKEE FOUNDATION, INC

STATEMENT OF CASH FLOWS

NINE MONTHS ENDED SEPTEMBER 30 2018

Cash Flows from Operating Activities

Change in Net Assets	\$ (147,596.32)
Loss on Sale of Investments	(9,707.23)
Unrealized Appreciation of Investments	<u>(9,598.88)</u> (\$1 57,303.55)

Cash Flows from Investing Activities

Purchase of Investments	\$ (3,519,444.58)
Sale of Investments	<u>1,317,243.61</u> (2,202,200.97)

Cash Flows from Financing Activities

Loans to Churches	\$ 0.00
Loan Repayments	<u>\$ 711.99</u> <u>5,711.99</u>
Decrease in Cash.....	\$ (2,353,792.53)

Cash Balance-January 1, 2018 2,406,321.02

-

Cash Balance-September 30, 2018..... \$ 52,528.49

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PRESBYTERY OF MILWAUKEE FOUNDATION INC

NOTES TO FINANCIAL STATEMENTS _

SEPTEMBER 30, 2018

Note I: Organization

The Foundation was established in 1995 as a tax exempt organization under Section 501 (c) 3 of the Internal Revenue Code. The Foundation is organized and shall be operated exclusively for religious and charitable purposes; to engage in activities relating to the aforementioned purposes, and to invest in, receive, hold, use, administer, and dispose of all property, real or personal, as may be necessary or desirable to carry into effect the aforementioned purposes; and to promote the mission of the Presbyterian Church (U.S.A.) in accordance with the constitution of the Presbyterian Church (U.S.A.). The Foundation is intended to provide special resources for supporting and expanding the mission and ministries of the Presbytery through accumulation of funds which may be used to create and sustain extraordinary projects that will benefit the Presbytery, its congregations, the communities in which such congregations are located, and the Church at large, and to aid in the support of the Presbytery or its congregations in extreme emergencies or in the event of drastic changes in the Presbytery's financial condition. The Foundation is not intended to supplant the normal stewardship efforts of the Presbytery or its congregations.

Note 2: Investments

Investments are carried at Fair Market Value in the Statement of Financial Position in accordance with SFAS No. 124 "Accounting for Certain Investments held by Not for Profit Organization". Unrealized gain and losses are included in the change in net asset

The investments are all socially responsible per board guidelines. The diversification of investments is necessary in order to use the abilities of different fund managers that have different perspectives about investing

Investment Allocation: Cash 2.0%: Bonds 33.8%: Stocks 64.2%.

The current rate of return was .2% for the nine months ended September 30, 2018

June 30, 2018. The cost basis of the investments is \$2,516,859.42

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PRESBYTERY OF MILWAUKEE FOUNDATION, INC

NOTES TO FINANCIAL STATEMENT

SEPTEMBER 30, 2018

Note 3: Other Assets

The Foundation has received from the former Northminster Presbyterian Church three grave sites at Wisconsin Memorial Park. The approximate value of the sites are \$3,000.00 and are not included the financial statements.

Note 4: Related Party Transaction:

The Foundation has loans to the following churches and organizations

Presbytery of Milwaukee-CG	150,000.00
Southminster Presbyterian Church	43,517.34

Note 5: Other Investments:

The Mission Partnership Committee recommended the investment of Peacemaking funds in The Wisconsin Council of Churches Community Funds. The Foundation is holding \$10,000.00 and will transfer investment income to the peacemaking designated account.

Bethany Church has received a bequest from a former member and the Presbytery is holding the balance of those funds in the amount of \$139,340.12. The foundation received \$50,000.00 from the bequest to be used for Hispanic outreach.

The Foundation has invested designated funds for Margaret Towner Scholarship in the amount of \$10,200.67

The PCUSA Foundation is holding assets for Bethany Memorial which receives income for the Presbytery. They also hold assets for Missionary of the Welsh and the churches in our Presbytery receive that income. PCUSA also holds the Walz Memorial which income is used for peace making in the Presbytery. The Foundation also holds the Ruby Emond Educational fund, which will distribute income for a neighborhood in the Presbytery

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At the September 25th 2018 Partnerships Commission Quarterly Meeting, we:

- Approved a grant from Delafield Presbyterian Church, Rev. Nikki Blanks, Grant Requested: \$2000 From the Peacemaking Offering. Bring the Soul Shop Movement to the Milwaukee area. Soul Shop provides anti-suicide training to clergy people and lay leaders. It teaches religious leaders how to care for people who are experiencing suicidal desperation in a day-long workshop.

At the November 13th, 2018 Partnerships Commission Quarterly Meeting, we:

- Approved \$4000 from Peacemaking for a grant for an Immanuel Presbyterian Church and Wisconsin Council of Churches Initiative to convene a Youth Summit with John Knox and Winnebago on the topic of Ecumenical Gun Violence Prevention.
- Approved \$1800 for Good Shepherd Trinity Day Off Program, which provides alternative programming for kids from Townsend Street School when school is not in session.

Dee Anderson, Moderator
pastord@westgranville.org

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Stated Clerk Report

Session Minute Review for 2017 Minutes

<u>Church</u>	<u>2017 Approved</u>	<u>Exceptions</u>	<u>Roll Book</u>	<u>Exceptions</u>	<u>Bylaws</u>	<u>Exceptions</u>	<u>Admin. Manual</u>	<u>Exceptions</u>
Beaver Dam, Grace	yes	3	NA		yes	0	yes	0
Beloit, United Church*	Not submitted							
Beloit, Sun Valley*	yes	0	yes	0	yes	0	yes	0
Big Bend, Vernon*	Yes	8	yes	2	presented		no	
Clinton, First*	Not submitted							
Delafield, Delafield*	Yes	3	yes	1	yes	0	yes	0
Dousman, First of Ottawa	yes	1	NA		yes	0	yes	0
Fort Atkinson, Grace United*	yes	2	no		yes	0	Yes	0
Fox Lake, First*	Not submitted							
Franklin, Faith	yes	0	NA		yes	0	no	
Hartland, Kettle Moraine	yes	0	NA		yes	0	yes	0
Horicon, First*	Not submitted							
Janesville, First*	Not submitted							
Janesville, Rock Prairie	yes	4	NA		no		no	
Kenosha, First*	yes	1	yes	0	yes	0	no	
Lake Geneva, Linn	yes	4	NA		no		no	
Menomonee Fall, Living Hope	yes	1	yes	0	yes	0	yes	0
Mequon, Crossroads	yes	0	NA		yes	0	yes	0
Milwaukee, Calvary	yes	0	NA		yes	0	no	
Milwaukee, Christ	yes	1	NA		yes	0	no	
Milwaukee, Good Shepherd Trinity*	yes	13	yes	0	yes	0	no	
Milwaukee, Grace	yes	6	NA		no		no	
Milwaukee, Immanuel	yes	3	NA		yes	0	no	
Milwaukee, Tippecanoe*	yes	1	yes	0	yes	0	yes	0
Milwaukee, West Granville*	yes	0	yes	0	yes	0	no	
Muskego, Heritage	yes	1	NA		yes	0	yes	0
New Berlin, Forest Park	yes	0	NA		yes	0	yes	0
Pewaukee, Faith Springs*	yes	0	no		yes	0	yes	0
Racine, Covenant*	yes	2	no		yes	0	yes	1
Racine, First*	yes	5	yes	0	presented		presented	
Racine, Second	yes	3	NA		yes	0	yes	5
Richfield, First*	yes	0	yes	0	yes	0	no	
Shorewood, North Shore	yes	8	NA		yes	0	no	
Sussex, Lisbon*	yes	23	no		no		no	
Wales, Jerusalem*	yes	5	no		yes	0	yes	0
Waukesha, Bethesda*	Not submitted							
Waukesha, First	yes	6	NA		yes	0	yes	0
Waukesha, Southminster	yes	1	NA		yes	1	yes	0
Wauwatosa, Wauwatosa*	Yes	8	no		no		no	
West Allis, Apostle*	yes	1	yes	0	no		no	
West Allis, Greenfield Ave.	yes	0	NA		no		no	
Whitewater, North Lima	yes	8	yes	0	no		no	

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Presbytery of Milwaukee
November 27, 2018

PRESBYTERY OF MILWAUKEE
ADMINISTRATIVE COMMISSION MINUTES

The administrative commission appointed by the Presbytery of Milwaukee on September 11, 2018 to ordain Katherine Ebel to the Ministry of Word and Sacrament and serve as stated supply pastor of Faith Springs Presbyterian Church in Pewaukee met at Pewaukee on October 21, 2018 at 2:15 pm.

The moderator of the commission, the Rev. Will Houts, called the meeting of the commission to order with prayer at 2:15 pm.

Upon motion, the commission voted to elect the Rev'd Dr. Christian Boyd to serve as Clerk.

Present were:

The Moderator's designee: Rev. Will Houts (Vice-Mod. of the Presbytery)

Ministers: The Revs. Erin Hittle and Christian Boyd

Ruling Elders: Andrew Byschenk (Waukesha First) and Kathy Schroeder (Pewaukee Faith Springs)

A quorum was declared to be present.

Upon motion, the commission voted to seat the following as corresponding members: the Rev. Mary Hedcock, Deacon in Wisconsin Conference of the United Methodist Church.

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 soon to be Rev. Katherine Ebel. And so following the propounding and answering of the constitutional questions, Katherine Ebel was ordained (G-14.0405) to the Ministry of Word and Sacrament and approved by the Commission on Ministry to serve as stated supply pastor of Faith Springs Presbyterian Church in Pewaukee, WI.

The Rev'd Dr. Christian D. Boyd
CLERK of the Commission

Presbytery of Milwaukee, November 27, 2018
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PRESBYTERY OF MILWAUKEE
PRESBYTERIAN CHURCH (U.S.A.)

ORDINATION QUESTIONS
Book of Order - W-4.4003

- (1) Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?
- (2) Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God's Word to you?
- (3) Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?
- (4) Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and continually guided by our confessions?
- (5) **Will** you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?
- (6) Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?
- (7) Do you promise to further the peace, unity, and purity of the church?
- (8) Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?
- (9) Will you be a faithful teaching elder, proclaiming the good news in Word and Sacrament, teaching faith, and caring for people? Will you be active in government and discipline, serving in the councils of the church; and in your ministry, will you try to show the love and justice of Jesus Christ?

ORDINATION OBLIGATION SUBSCRIPTION
Book of Order, G-2.0704

"I do sincerely receive and subscribe to the above obligation as a just and true exhibition of my faith and principles, and do receive and promise to exercise my ministry in conformity thereto."

21 Oct 2018 Katherine Ebel

Ordination Date

Name

Katherine Ebel

Signature



PRESBYTERIAN YOUTH TRIENNIUM 2019

**JOIN OUR PRESBYTERY GROUP FOR THIS
AWESOME AND FAITHFUL EXPERIENCE OF A LIFETIME!**

Tuesday, July 16th - Saturday, July 20th

Purdue University, West Lafayette, IN

High School Youth and accompanying Adult Advisors

(entering freshman through graduated seniors - adult advisors must be at least 21 years old)

Registration Fee - Youth \$555.00 / 18 years and older \$585.00 plus cost of bus transportation

Suggested cost sharing - 1/3 paid by family, 1/3 by church, 1/3 by presbytery

So we anticipate each third to be approximately \$215.00

(scholarships available)

IF YOU WOULD LIKE TO GO, TALK TO YOUR PASTOR OR YOUTH GROUP ADVISOR!

MORE INFORMATION IS FOUND ON THE TRIENNIUM WEBSITE
CHECK IT OFTEN AS MORE DETAILS ARE BEING ADDED ALL THE TIME!

<https://presbyterianyouthtriennium.org/>

THE REGISTRATION FORM IS NOT YET AVAILABLE ON THE TRIENNIUM WEBSITE – WE WILL LET YOU KNOW WHEN IT IS POSTED. MEANWHILE IF CHURCHES COULD LET US KNOW ANTICIPATED NUMBERS OF YOUTH WHO ARE PLANNING TO GO, THAT WOULD BE GREAT! PLEASE PLAN TO SEND \$200 DEPOSIT PER YOUTH WITH THEIR REGISTRATION FORM.

Our presbytery registration deadline is January 31, 2019!

ADULTS – IF YOU WOULD LIKE TO ATTEND, THERE ARE VARIOUS WAYS TO DO SO – ADVISOR TO OUR YOUTH, SMALL GROUP LEADER, RESIDENCE HALL STAFF – CHECK THE WEBSITE FOR MORE INFORMATION ABOUT THOSE POSSIBILITIES!

IF YOU WOULD LIKE YOUTH AND ADULTS WHO ATTENDED THE 2016 TRIENNIUM TO COME AND SHARE THEIR EXPERIENCES WITH YOUR CHURCH YOUTH, BE IN TOUCH SO WE CAN SCHEDULE THAT!

Fiona Nicolaisen, Triennium Registrar for the Presbytery of Milwaukee
Call or text 414/881-5848 Email crimond23@sbcglobal.net

Presbytery of Milwaukee

November 27, 2018

Proposed Amendments

NAME, BOUNDARY, CORPORATION and PROCEDURES

Name. The name of this organization shall be The Presbytery of Milwaukee of the Presbyterian Church (U.S.A.) and the Synod of Lakes and Prairies.

Boundary. The Presbytery of Milwaukee includes congregations of this denomination whenever found in the following eleven counties in Wisconsin: Milwaukee, Jefferson, Rock, Waukesha, Walworth, Washington, Ozaukee, Kenosha, Dodge, Racine and Sheboygan.

Corporation. The Presbytery is incorporated under the laws of the State of Wisconsin as The Presbytery of Milwaukee of the Presbyterian Church (U.S.A.). This organization is organized exclusively for charitable, religious, educational and scientific purposes under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

Governance and Procedures. The Presbytery shall be governed by the Constitution of the Presbyterian Church (U.S.A.), and the Bylaws and the Manual of Operation of the Presbytery. The Bylaws and the Manual of Operation shall not supersede said Constitution. Procedures for all meetings shall be determined by *Robert's Rules of Order Newly Revised* unless special procedures are adopted by the body by a majority vote of those present and voting.

Amendments. The Bylaws of the Presbytery may be amended at any meeting of the Presbytery Assembly by a two-thirds vote of the commissioners present and voting, provided notice of such a proposed change has been given at the previous, stated or special, meeting. The Bylaws may be suspended at any stated meeting of the Presbytery Assembly for that meeting by a two-thirds vote of the commissioners present. The Manual of Operation may be amended at any stated meeting of the Presbytery by a majority vote of the commissioners present and voting, provided that notice of the proposed change has been presented in writing at a previous meeting. Changes related to spelling mistakes, layout, ordering, typographical errors, or incorrect grammar are not considered amendments.

MISSION and PURPOSE

Our allegiance is to our Lord Jesus Christ. We act out our obedience to Christ both individually and through our membership in the Presbyterian Church (U.S.A.) whose *Book of Confessions* and *Book of Order* form the framework for our mission and witnessing.

MEMBERSHIP

Officers. The officers of the Presbytery shall be the Moderator, Vice Moderator, Stated Clerk, and Treasurer.

47 **Moderator.** The Moderator shall normally be elected at the fourth quarter meeting of
48 Presbytery for a term of one year, beginning to serve upon installation at the first stated meeting
49 of the following year. The Moderator shall perform all the duties and responsibilities of a
50 moderator as outlined in the **Constitution's Form of Government of the Presbyterian Church**
51 **(U.S.A.)** and such other duties and responsibilities as determined by the Manual of Operation.
52

53 **Vice Moderator.** The Vice Moderator shall normally be elected at the fourth quarter meeting of
54 Presbytery for a term of one year, beginning to serve upon installation at the first stated
55 meeting of the following year. The Vice Moderator shall act for the Moderator upon request, or
56 in the Moderator's place should the Moderator be unable to act.
57

58 **Stated Clerk.** The Stated Clerk shall normally be elected at the fourth quarter meeting — of the
59 Presbytery or upon a vacancy in the office. The term shall be three (3) years upon installation.
60 The Stated Clerk shall perform all the duties and responsibilities of a stated clerk as outlined in
61 the Constitution's **Form of Government of the Presbyterian Church (U.S.A.)** and such other
62 —duties and responsibilities as determined by the Manual of Operation.
63

64 **Treasurer.** The Treasurer shall normally be elected at the fourth quarter meeting of the
65 Presbytery or upon a vacancy in the office. The term shall be three (3) years upon installation.
66 The Treasurer shall have custody of all funds and other valuable papers and shall provide a
67 monthly report of receipts and expenditures to the Stated Clerk and **Presbytery Council**
68 **designated Presbytery staff person designated in the Manual of Operation.**
69

70 **Members.**

71 Teaching Elders. Every active teaching elder enrolled in the Presbytery of Milwaukee shall be a
72 Continuing Member of the Presbytery guided by the criteria for membership outlines in the
73 Constitution and Manual of Operation.
74

75 Ruling Elder Commissioners. Presbyterian Churches (PCUSA) within the boundary of the
76 Presbytery shall be represented by one (1) ruling elder commissioned by the session.
77

78 Churches may have additional ruling elder commissioners as specified in the Manual of
79 Operation. If a ruling elder is elected an officer of the Presbytery, they shall be a member for the
80 length of service in office, whether or not commissioned by his or her session. Additional ruling
81 elders may be commissioned to the Presbytery in accordance with the Manual of Operation to
82 sustain parity of teaching elders and ruling elders.
83

84 **STAFF**
85

86 The Presbytery shall have the power to employ such staff and personnel as needed to fulfill its
87 mission in accordance with the Constitution of the Presbyterian Church (U.S.A.). The Manual of
88 Operation will define the purpose of each staff position, method of nomination and election or
89 hire, terms of position, jurisdiction of the position, and responsibilities.
90

91 **MEETINGS**
92

93 **Stated Meetings.** The Presbytery shall meet in stated meetings as necessary to accomplish its
94 mission and comply with the Constitution of the PC(U.S.A.). Such meetings will be established
95 by action of the body as a whole.

96
97 **Special Meetings.** Special meetings and called meetings of the Presbytery shall be in accordance
98 with the Constitution's *Book of Order* and the Presbytery Manual of Operation.
99

100 **Minutes.** The Stated Clerk shall distribute Minutes of Presbytery Assembly meetings to all
101 members of Presbytery and clerks of sessions.
102

103 **Electronic Meetings.** The Presbytery Assembly, as well as all Standing Ecclesiastical
104 Commissions and Presbytery Committees of these Bylaws, may conduct meetings electronically
105 when *Robert's Rules of Order* is applied whereby "the meetings provide, at a minimum,
106 conditions of opportunity for simultaneous aural communication among all participating
107 members equivalent to those of a meeting held in one room or area."¹
108

109 **STANDING ECCLESIASTICAL COMMISSIONS & PRESBYTERY COMMITTEES** 110

111 **Members of Ecclesiastical Commissions** are elected directly by the Presbytery and accountable
112 to Presbytery. Commissions include those with duties mandated by the Constitution's *Book of*
113 *Order* and other Presbytery commissions identified in the Manual of Operation.
114

115 **The Standing Ecclesiastical Commissions of the Presbytery are as follows:** Presbytery
116 Council; Commission on Ministry; Commission on Preparation for Ministry; Partnership
117 Commission, and the Permanent Judicial Commission.
118

119 **Powers Delegated.** These Commissions have oversight of the general ministry concerns of the
120 Presbytery and may be delegated the powers of Presbytery as allowed by the *Book of Order*.
121

122 **Members of Standing Committees** shall be elected directly by the Presbytery in accordance
123 with the Constitution, the Bylaws, and the Manual of Operation.
124

125 **The Standing Presbytery Committees are:** Nominating, and Representation, and Bills and
126 Overtures.
127

128 **Powers of Committees.** The responsibilities and powers of these standing committees are
129 defined in the Constitution and Presbytery's Manual of Operation.
130

131 **VII. PRESBYTERY TRUSTEES²** 132

133 The Presbytery Trustees are a Presbytery commission incorporated under the laws of the State of
134 Wisconsin through the incorporation articles of the Presbytery. The Presbytery Trustees shall act
135 and serve in accordance with the Constitution of the Presbyterian Church (U.S.A.), these Bylaws,
136 the Presbytery Manual of Operations, and the laws of the State of Wisconsin.

¹ RONR (11th ed. p 97, 124-27).

² Amended November 15, 2016

- 137
- 138 **Members.** The Presbytery Trustees shall be composed as detailed within the Presbytery Manual
139 of Operations, which shall include the following understandings:
- 140
- 141 The Council moderator serves as President of the Trustees; the current Moderator and Vice-
142 Moderator of the Presbytery, one of which serves as Vice-President; the Stated Clerk serves
143 as Corporate Secretary; and the Presbytery Treasurer serves as Corporate Treasurer.
- 144
- 145 The Stated Clerk as Corporate Secretary and the Presbytery Treasurer as Corporate Treasurer
146 shall be members of the Presbytery Trustees by virtue of office and serve **without** with vote.
- 147
- 148 Designated staff shall serve the Trustees ex-officio and without vote.
- 149
- 150 Terms of office are defined in the Manual of Operations.
- 151
- 152 A Presbytery Attorney may be appointed by the Trustees. The Presbytery Attorney shall
153 serve as legal counsel to the Presbytery with regard to matters related to Presbytery property
154 and the relation of the Presbytery and its activities to civil law. The Presbytery Attorney shall
155 receive such retainer as may be provided annually in the Presbytery budget, upon
156 recommendation by the Trustees.
- 157
- 158 **Meetings.** The Presbytery Trustees shall meet at least annually, or in a special meeting when
159 called by its moderator, or at the request of two (2) members of the commission, or when ordered
160 by the Presbytery.
- 161
- 162 **Delegated Powers.** The Board of Trustees shall be responsible for the following, on behalf of
163 the Presbytery, with all actions being reported to the Presbytery at its stated meetings:
- 164
- 165 Buy, receive, hold, encumber, sell, transfer, and convey real and personal property on behalf
166 of the Presbytery.
- 167
- 168 Receive and review requests for sell, mortgage, lease or purchase property and make a
169 recommendation to the Presbytery for action as all Presbytery and congregational property is
170 held in trust for the Presbyterian Church (U.S.A.), regardless of whether this is stated in the
171 title documents.
- 172
- 173 Provide oversight to all legacies and bequests of all monies and property, real and personal,
174 that may be given, granted, devised, or bequeathed to Presbytery and shall use, manage, and
175 convey the same under the review and direction of the Presbytery.
- 176
- 177 Borrow money and issue notes, bonds, debentures, and other evidences of indebtedness, and
178 mortgage, pledge, and hypothecate real and personal property as security for repayment for
179 obligations of particular congregations, organizations related to the Presbytery, and of the
180 Presbytery itself.
- 181

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- 182 Maintain a list of, and periodically review, the agreements with related organizations and
183 recommend to Presbytery their renewal, amendment, or discontinuance.
184
185 Oversee investment and reinvestment of operating and other non-endowed funds held by the
186 Presbytery.
187
188 Review and recommend comprehensive insurance programs for the Presbytery and for
189 congregations within its bounds.
190
191 Assure that the financial books and records of the Presbytery are audited or reviewed
192 annually.
193
194 Conduct or oversee all legal and corporate affairs of the Corporation, which shall include
195 implementing Presbytery legal and corporate matters in cooperation with and support of the
196 program and strategy decisions made by the presbytery, commissions, or other committees.
197
198 Manage the legal affairs of the Corporation and execute documents which are necessary or
199 desirable to fulfill the requirements of civil law in respect to the Corporation, exercising all
200 authority allowed directors of a nonprofit corporation under Wisconsin law.
201
202 Authorize and empower the Corporate President and Secretary, in the name of the
203 Presbytery, to execute appropriate documents in accordance with the actions of the
204 Presbytery. In the event that either the President or the Secretary is not available to execute
205 the documents the Trustees' Vice-President is authorized and empowered to act.
206
207 **The Presbytery Trustees are the legal representatives of the Presbytery.** Any member of
208 Presbytery, congregation, or Presbytery entity which is being sued or is considering a lawsuit,
209 and the suit mentions or contains matters which might implicate or involve the Presbyterian
210 Church (U.S.A.) or any of its entities or bodies, shall immediately notify the Stated Clerk, who
211 shall then upon receipt of such report immediately notify the Board of Trustees, legal counsel
212 and insurance representative.
213
214 The Trustees may act on legal issues on behalf of the Presbytery, especially those which require
215 immediate action or action taken before the next stated Presbytery Assembly. If there is
216 reasonable time to respond to a legal issue or notice, the Trustees shall call a special Presbytery
217 meeting to seek direction and approval if the action involves receiving, holding, encumbering,
218 managing, transferring, disposing of, or conveying property, real or personal owned by or held in
219 trust for presbytery.
220
221 **Indemnification.** Each trustee and officer of the Corporation shall be indemnified by the
222 Corporation against expenses reasonably incurred in connection with any action, suit, or
223 proceeding to which the trustee or officer may be made a party by reason of being or having been
224 a trustee or officer of the Corporation (whether or not he or she continues to be a trustee or
225 officer at the time of incurring such expenses), except in relation to matters as to which he or she
226 shall finally be adjudged in such action, suit, or proceeding to be personally liable. The foregoing

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227 right of indemnification shall not be exclusive of other rights to which any trustee or officer may
228 be entitled as a matter of law.

1
2

PART II

MANUAL OF OPERATION

Approved September 20, 2014 + Amended September 26, 2017

**(Note: Chapters I-IV are drawn from the Presbytery's
“What’s Next” document dated April 24, 2012)**

7 CHAPTER 1: CORE VALUES AND VISION

9 Through authentic relationships, risk-taking for the gospel, and collaborative leadership, the
10 Presbytery of Milwaukee supports congregations and leaders to serve as Christ directs.

12 CHAPTER 2: COMPOSITION OF PRESBYTERY

14 Voting Participants at Presbytery Assembly shall include the following:

- All ministers on the official rolls of the Presbytery;
 - Ruling elders commissioned by their sessions;
 - Ruling elders serving as officers of the Presbytery;
 - Others as determined by the Presbytery in a given year to ensure parity between ruling elders and teachings elders (G-3.0301).

21 Ministers and ruling elders in good standing in other governing bodies of this church or in any
22 other Christian church, who are present at any meeting of the Presbytery Assembly, may be
23 invited to sit as corresponding members, with voice but without vote. The Presbytery Assembly
24 may invite ministers of other presbyteries who are laboring within its bounds to sit as
25 corresponding members with voice but without vote for the period of their service.

27 A quorum shall consist of any three ministers of the Presbytery from three different
28 congregations and three ruling elders commissioned by session of different congregations,
29 meeting in regular or special session as defined in the *Book of Order*.

31 The proceedings of the Presbytery shall be in accordance with and by virtue of authority vested
32 in presbyteries by the Constitution of the Presbyterian Church (U.S.A.), and nothing in this
33 Manual of Operation shall be construed as contrary to this constitution.

35 CHAPTER 3: MEETINGS OF THE PRESBYTERY ASSEMBLY

37 **Stated Meetings.** There shall be a minimum of four stated meetings regularly scheduled in the
38 months of February, May, September and November. The Presbytery may add regular meetings
39 to this schedule with due notice and without amending this Manual of Operation in order to do
40 so. Such added meetings may emphasize education, installations, etc. Business items may be
41 considered at such meetings with due notice at least equal to that given for regular meetings
42 noted above.

44 In lieu of Presbytery action, the Council shall determine the time and location of each meeting.

46 The Presbytery Assembly may adjourn a stated or special meeting to a specific time and

PRESBYTERY OF MILWAUKEE
PRESBYTERIAN CHURCH (U.S.A.)

47 place.

48

49 **Special Meetings.** The moderator shall call a special meeting of the Presbytery Assembly at the
50 request, or with the concurrence, of two ministers not serving the same congregation and two
51 ruling elders, the ruling elders being of different congregations.

52

53 Should the moderator be unable to act, the vice moderator, under the same conditions, shall issue
54 the call; should both the moderator or vice moderator be unable to act, the stated clerk shall,
55 under the same conditions, issue the call.

56

57 If the moderator, vice moderator, and stated clerk are unable to act, any three teaching
58 elders not serving the same congregation and three ruling elders, the ruling elders being of
59 different churches, may call a special meeting.

60

61 The Synod may direct the Presbytery to convene a special meeting for the transaction of
62 designated business.

63

64 Notice of a special meeting shall be sent not less than seven days in advance to each minister and
65 to the session of every church.

66

67 The notice shall set out the purpose of the meeting and no other business than that listed in the
68 notice shall be transacted.

69

70 **Agenda and Meeting Papers.** All reports and recommendations shall normally be presented to
71 the Presbytery Assembly in writing and contained within the packet when materials are made
72 available by mail and/or electronically.

73

74 The agenda and reports to Presbytery will be made available at the direction of the Council
75 through the Moderator of the Presbytery at least one week before the Presbytery meeting.

76

77 Notice of the availability of this material shall constitute the call of the meeting.

78

79 Agenda requests shall normally be communicated to the Council no later than three weeks before
80 the Presbytery Assembly meeting.

81

82 **Parliamentary Authority.** Meetings of the Presbytery Assembly shall be conducted in
83 accordance with the most recent edition of *Robert's Rules of Order*, with the following
84 exception: action items that are not expected to generate discussion may be assigned to a consent
85 Agenda for consideration in one action by majority vote; and any item may be removed from the
86 Consent Agenda for separate consideration upon the request of a single member.

87

88 **Voting.** Votes may be cast only by those eligible to vote who are present.

89

90 **CHAPTER 4: ENROLLMENT OF MINISTERS**

91

92 Ministers, or Ministers of Word and Sacrament, shall be received into membership

PRESBYTERY OF MILWAUKEE
PRESBYTERIAN CHURCH (U.S.A.)

93 as follows:

94

95 Candidates for ordination as ministers under the care of this or any other Presbytery of the
96 Presbyterian Church (U.S.A.) shall be enrolled upon their ordination by this Presbytery.

97

98 Ordained teachings elders or ministers shall be received into membership upon examination and
99 recommendation of the Commission on Ministry as follows:

- 100 • on presentation and acceptance of letters of dismissal from other presbyteries;
101 • from Reformed Churches who are part of the World Communion of Reformed Churches;
102 • and from other churches in compliance with *The Book of Order*.

103

104 CHAPTER 5: ATTENDANCE

105

106 It is the responsibility of every minister member of the Presbytery to be present at all Assembly
107 meetings.

108

109 Members of Presbytery, both elders and ministers, unable to attend a stated meeting of the
110 Presbytery Assembly
111 are required to request an excused absence, presented to the Stated Clerk in writing.

112

113 Honorably retired ministers shall be required to attend only when serving a
114 church by appointment of Presbytery.

115

116 CHAPTER 6: ELECTION OF LEADERSHIP AND REPRESENTATIVES

117

118 Councils of the Church are responsible for implementing the Church's commitment to
119 inclusiveness and participation. The Presbytery shall work to be open and inclusive and to
120 maintain patterns of inclusiveness on the basis of race, gender, sexual orientation, age and/or
121 disability.

122

123 Presbytery officers, and members of the Presbytery Council, commissions, and standing
124 committees of the Presbytery (its "agencies") shall be ministers or ruling elders, with provision
125 made for the election of deacons and active church members where not prohibited.

126

127 **Nominations.** The Nominating Committee shall present nominations for the Presbytery's
128 agencies. Nominees shall normally be presented for election at the November meeting of the
129 Presbytery Assembly and installed at the February Assembly, and taking office upon installation.

130

131 **Term Limits.** With the exception of Moderator, Vice Moderator, members of Permanent
132 Judicial Commission and Administrative staff, terms of service shall be for three years. Members
133 of Councils of the Church may be elected to full or partial terms.

134

135 After serving two full terms, members of Councils except as in section 4 stated above, may not
136 be re-elected until one year has elapsed, unless otherwise provided in the Presbytery bylaws,
137 Manual of Operation or in the *Book of Order*.

138

PRESBYTERY OF MILWAUKEE
PRESBYTERIAN CHURCH (U.S.A.)

- 139 The Stated Clerk and Treasurer shall be elected for a three-year term, and shall not
140 be subject to a limitation of terms.
- 141
- 142 Membership of all Presbytery agencies shall be divided into three classes in as equal number as
143 possible, one of which shall be elected each year, with exceptions noted in the bylaws, the
144 Manual of Operation, and/or the Constitution of the PC(U.S.A.).
- 145
- 146 Each presbytery agency, unless otherwise noted in the Bylaws or this Manual, shall elect from its
147 members a moderator or co-moderators, as well as a clerk, and inform the Nominating
148 Committee of the presbytery. The Nominating Committee will report the leaders to the next
149 presbytery assembly. If the agency fails to elect a moderator and/or clerk, the Council shall
150 appoint a moderator and/or clerk until the agency is able to elect the required leaders. The
151 moderator and clerk serve for one year, and may serve for no longer than three consecutive
152 years.¹
- 153
- 154 No member of the Presbytery or its congregations shall normally serve in more than
155 two (2) Presbytery agencies concurrently, with the exception of the Permanent Judicial
156 Commission.
- 157
- 158 **Vacancy.** If a member of any Presbytery agency is absent without excuse from three consecutive
159 meetings, the moderator of the agency may declare the position vacant.
- 160
- 161 A vacancy on any Presbytery agency created by resignation or declared vacancy may be filled by
162 appointment by the Moderator of the Presbytery to complete an unexpired term.
- 163
- 164 **Ruling Elder as member of Presbytery.** For purposes of parity, ruling elders serving a
165 Presbytery agency may be enrolled as a member of the Presbytery for the term of office, whether
166 or not commissioned by his or her session.
- 167
- 168 **CHAPTER 7: ECCLESIASTICAL OFFICERS**
- 169
- 170 The ecclesiastical officers of the Presbytery shall be a moderator, vice moderator, stated clerk,
171 and treasurer. All officers must be either a ruling elder or a minister.
- 172
- 173 The offices of moderator and vice moderator, respectively, shall be held by one ruling elder and
174 one minister member of the Presbytery at any given time. In subsequent years, the order shall
175 reverse.
- 176
- 177 The Nominating Committee shall nominate an eligible ruling elder and a minister member of
178 Presbytery for the positions of moderator and vice moderator, to be elected at the November
179 meeting, installed at the February meeting, and taking office upon installation. The term of office
180 shall be one year. The moderator and/or vice moderator shall be ineligible to succeed her/himself
181 after serving two-full terms in each position.
- 182
- 183 **Moderator.** The duties of the Moderator shall be the following:

¹ Amended September 26, 2017.

PRESBYTERY OF MILWAUKEE
PRESBYTERIAN CHURCH (U.S.A.)

- 184 • to preside over the meetings of the Presbytery Assembly;
185 • to appoint members of temporary and special commissions authorized by the Presbytery
186 Assembly;
187 • to appoint ministers or ruling elders to complete unexpired terms on presbytery
188 commissions and committees in consultation with the Nominating Committee;
189 • to be an active and voting participant in the Presbytery council while moderator; and
190 • to participate in the planning of the meetings of the Presbytery Assembly.

191 **Vice Moderator.** The duties of the Vice Moderator shall be the following:

- 192 • to discharge the duties of the Moderator when requested by the Moderator, or when the
193 Moderator cannot be present; and
194
195 • to participate in the planning of the meetings of the Presbytery Assembly.

196 **Stated Clerk.** The Stated Clerk must be eligible to be a member of Presbytery and shall be
197 elected by the Presbytery Assembly. The term of office shall be three years and s/he may be
198 reelected. The calling, the form of accountability, the method of annual review, the job
199 description, etc, of the Stated Clerk are listed in the Position Description section of the Policies
200 Manual.

201 In the absence of the Stated Clerk, the Assembly shall elect a Stated Clerk *pro tempore*; who
202 shall function as elected until the Stated Clerk is available.

203 The Presbytery may also elect an Associate or Assistant Stated Clerk to assist the Stated Clerk
204 administratively and is directly accountable and supervised by the Stated Clerk. The terms, the
205 form of accountability, the method of annual review, the job description, etc., of the positions are
206 listed in the personnel section of the Policies Manual.

207 **Treasurer.** The Treasurer must be eligible to be a member of the Presbytery and shall be elected
208 by the Presbytery. The term of office shall be three years. S/he may be reelected. The calling,
209 the form of accountability, the method of annual review, the job description, etc., of the
210 Treasurer are listed in the Position Description section of the Policies Manual.

211 CHAPTER 8: ADMINISTRATIVE STAFF

212 The Presbytery through its Council may employ such staff as is required by the mission of the
213 body in accordance with the principles of unity in diversity (F-1.0403). Council may, in
214 consultation with the next higher council, share staff as required by the mission of the body (see
215 G-3.0110).

216 The administrative staff positions, the calling, the form of accountability, the method of annual
217 review, the job description, etc., of the positions are listed in the personnel section of the Policies
218 Manual.

219 Staff members, if ordained ruling or ministers, may be enrolled as members of the presbytery,
220 with voice and vote, by vote of the body.

230 **CHAPTER 9: STANDING COMMISSIONS & COMMITTEES**

231
232 **On Presbytery Commissions and Committees Meetings in General.** Commissions and
233 committees of the Presbytery will meet in person at least quarterly, with the exception of the
234 Permanent Judicial Commission.

235
236 Commissions and committees may meet electronically or telephonically, as needed, in
237 accordance with *Robert's Rules*. Any decision made electronically or telephonically must be
238 ratified by the commission or committee at its next in-person meeting.

239
240 A quorum for any commission or committee shall be a majority of its members.

241
242 Designated administrative staff shall serve as *ex-officio* members of Presbytery commissions and
243 committees. Per *Robert's Rules of Order*, they are members of the bodies by virtue of office or
244 staff position. They have voice and right of vote, if they so choose to exercise, unless noted
245 otherwise within the bylaws or this manual.

246
247 The Stated Clerk, a resource to all commissions and committees (ecclesiastical or
248 administrative), may meet with these commissions and committees as *ex-officio*. However,
249 unless otherwise noted in the bylaws or this manual, does not have vote on commissions and
250 committees.

251
252 **Standing Ecclesiastical Commissions in General.** Per the Constitution of the Presbyterian
253 Church (U.S.A.), the Presbytery may delegate authority to standing commissions. Each
254 Commission, composed of elders and ministers, shall be elected by the Presbytery Assembly
255 and are accountable to the Presbytery.

256
257 **Delegation of Presbytery Authority.** These following commissions have been delegated by the
258 Presbytery with the responsibilities, per the Constitution, to provide that the Word of God may
259 be truly preached and heard, to provide that the Sacraments may be rightly administered and
260 received, and to nurture the covenant community of disciples of Christ.

261
262 The above responsibilities have been distributed to the following commissions:

- 263 • the Commission on Ministry,
- 264 • the Commission on Preparation for Ministry,
- 265 • the Presbytery Council,
- 266 • the Partnership Commission, and
- 267 • the Permanent Judicial Commission.

268
269 **Presbytery Council**². The Council is a standing commission of the Presbytery and shall be
270 composed of persons with differing ministry skills, commitments, and calls to lead the
271 Presbytery in implementing its vision and coordinating the Presbytery's efforts to fulfill its
272 constitutional and communal purposes.

273

² Amended September 26, 2017.

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274 The Council has been delegated by the Presbytery with the following responsibilities:

- 275 • create and maintain an atmosphere to develop Presbytery Assembly meetings through learning, community building, the business of the church, and worship;
- 276 • initiate or respond to requests to plan and implement Presbytery-sponsored programming; maintain responsibility for support, review and recommendations regarding personnel;
- 277 • serve as the link between the Presbytery and other governing bodies and institutions, including ecumenical and interfaith relationships;
- 278 • evaluate the needs and functions of the Presbytery, especially supporting the work of the Partnership Commission;
- 279 • guide the Presbytery vision of identifying, developing, and supporting a diverse group of spiritual leaders;
- 280 • engage the Presbytery in visionary and expansive evangelism opportunities such as, but not limited to, New Worshiping Communities;
- 281 • act on behalf of the Presbytery, as may be helpful from time to time, to appoint representatives from the Presbytery to serve until they may be elected by the Presbytery to respond to immediate needs, such as disciplinary matters, or appointments to other church bodies, Synod or General Assembly;
- 282 • prepare and recommend to Presbytery a regular system of priority setting and response to new and emerging needs;
- 283 • communicate and coordinate regularly with all parts of the organization in consultation with Presbytery staff, Presbytery and Council moderators, and Commission moderators and others as may be identified;
- 284 • serve as trustees of the Presbytery and maintain communication with the Presbytery of Milwaukee Foundation;
- 285 • nominate candidates for the Nominating Committee to the Presbytery Assembly; and
- 286 • delegate matters to other agencies, when that is determined to be appropriate.

287

288 **Council may delegate to Council committees, working groups or task forces of its own creation**
289 **duties and responsibilities related to the authority delegated to it by the Presbytery. However,**
290 **Council may not delegate any decision making that the Presbytery has delegated to it as a**
291 **commission (see G-3.0109, as well as 1995 GA and various GAPJC on delegation of authority).**
292 **Committees, task forces, and working groups shall study and recommend action or carry out**
293 **decisions already made by Council. They shall make a full report to the Council, and its**
294 **recommendations shall require action by that body.**

295

296 The Council will work collaboratively with all parts of the Presbytery structure and is
297 accountable to the Presbytery.

298

299 **Members.** The Council shall consist of nine persons, to include the Council moderator and the
300 Moderator and Vice-Moderator of the Presbytery. Six additional members will be at-large
301 members who do not serve as members on other standing commissions or committees of the
302 Presbytery, nominated by the Nominating Committee and elected by the Presbytery Assembly.
303 **The Stated Clerk and Treasurer, as officers of the Presbytery shall have voice and vote.**
304 **Foundation President³ and designated staff shall serve the Council *ex-officio* and without vote.**

³ Amended February 25, 2017.

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318 The Council may create task groups to plan, to explore and/or to implement specific requests.

319

320 **Presbytery Budget.** Annually, the Council will lead standing ecclesiastical commissions of
321 Presbytery (COM, CPM, NOM, & PJC), and the Partnership Commission in formulating
322 Presbytery's budget, as a recommendation to the Presbytery Assembly for deliberation and
323 adoption.⁴

324

325 The budget must be balanced (Operating income equal to Operating expenditures). Foundation
326 funds may be used to balance the budget, but should not exceed 10% of Foundation's
327 unrestricted assets (as determined by the Foundation Secretary/Treasurer based on a 12 quarter
328 revolving average). Requests to spend Foundation assets not included in the annual Presbytery
329 budget requires Presbytery approval.

330

331 **The Partnership Commission.**⁵ The purpose of the Partnership Commission is to align with the
332 vision of the Council and to financially support innovative, creative, and connectional ministry,
333 working alongside congregations and sessions, helping them in mission both internally and
334 externally as they respond to God's call in the world.

335

336 The Partnership Commission is responsible for the following functions:

337

338 Receive, evaluate, and approve grant applications that promote:
339 the Presbytery of Milwaukee's mission and outreach to the community,
340 congregational revitalization, and
341 missional outreach.

342

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

345

346 Develop and nurture relationships and review and propose funding for partnership
347 institutions, ecumenical mission agencies, and campus ministries, such as, but not limited to:
348

- Presbyterian Homes of Wisconsin,
- Ghana Partnership,
- Wisconsin Council of Churches,
- Interfaith Conference of Greater Milwaukee,
- Carroll University (Waukesha),
- Pres House (Madison), and
- University Christian Ministries (UW-Milwaukee).

349

350 Keep any agreements and covenants with the above organizations current and provide copies
351 of current documents as addendums to this Manual of Operations.

352

353 Supervise and administer camp scholarships funded by the Camp Corbin Fund (Presbytery
354 Foundation).

355

⁴Ibid (adding i-iii, spending criteria).

⁵Amended September 26, 2017.

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362 **Members.** The Partnership Commission shall consist of nine persons, both Ruling and Ministers
363 in parity, who will be nominated by the Nominating Committee and elected by the Presbytery
364 Assembly. The membership will be composed of three classes, each class with three members.
365 Each member serves for a term of three years. No member shall be elected for a term of more
366 than three years, nor shall a member serve for consecutive terms, either full or partial,
367 aggregating more than six years. A member having served a total of six years shall be ineligible
368 for reelection for at least one year. A moderator shall be selected from the elected members and
369 will lead the Partnership Commission, although all members will share in the work of the
370 Partnership Commission as equally as practical.

371
372 **Commission on Ministry⁶.** Commission on Ministry (COM) serves to facilitate the relationships
373 between the presbytery and its congregations, fellowships, pastors, chaplains, counselors,
374 Commissioned Ruling Elders and Certified Christian Educators, including: celebrating joys,
375 guidance through transitions, strengthening congregational vitality, and settling difficulties on
376 behalf of Presbytery when possible and expedient.

377
378 **Members.** This commission shall consist of equal numbers of elders and ministers with a
379 membership of at least six.

380
381 No member shall be elected for a term of more than three years, nor shall a member serve for
382 consecutive terms, either full or partial, aggregating more than six years.

383
384 A member having served a total of six years shall be ineligible for reelection for at least one
385 year.

386
387 **Responsibilities.** The Commission on Ministry has been delegated the authority of the
388 Presbytery to provide oversight of three areas: Pastoral, Congregational, and Peacemaking.

389
390 **Pastoral Relationship:** COM is delegated the responsibility to:

- 391 • Examine ministers seeking membership into this Presbytery, as well as dismiss them to
392 other presbyteries;
- 393 • Approve and orient, when appropriate, ministers of other denominations in full
394 communion with PC(U.S.A.) to serve in ministries in congregations of this presbytery or
395 agencies and institutions of this presbytery or denomination;
- 396 • Oversee the counsel, support, and accountability of each minister, ruling elder
397 commissioned to pastoral service, and certified Christian educator and report to the
398 presbytery annually the type of work in which each is engaged;
- 399 • Place the names of ministers on the appropriate validated rolls of Presbytery;
- 400 • Validate, when appropriate, special ministries;
- 401 • Grant permission to labor within or outside the bounds of the presbytery;
- 402 • Authorize and train specific ruling elders to administer or preside at the Lord's Supper in
403 accordance with Book of Order (G-3.0301b);
- 404 • Commission ruling elders to particular pastoral service in accordance with the Book of
405 Order (G-2.10);

⁶ Amended May 1, 2017.

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- 46 • Prosecute the temporary and permanent calls and dismissals of ministers, ruling elders
47 commissioned to pastoral service, and certified Christian educators;
- 48 • Review and approve terms of call, as well as making recommendations to the Presbytery
49 Assembly annually regarding the compensation standards for pastoral calls, certified
50 Christian educators, and certified associate Christian educators within the presbytery;
- 51 • Grant requests from ministers for setting aside or release from exercise of ordered
52 ministry with the reasons for such release recorded in the minutes of the Presbytery
53 Assembly;
- 54 • Act on matters related to and to grant the status of honorably retired to those ministers
55 requesting it; and
- 56 • Maintain and implement the ethical boundaries policy for the presbytery in accordance
57 with (G-3.0106).

419 Congregational Relationship: COM shall

- 420 • Maintain a mutual ministry relationship with every session in regard to mission, local
421 ministry, and participation in the common life of the Presbytery;
- 422 • Counsel congregations regarding temporary and permanent pastoral relationships;
- 423 • Oversee the temporary and permanent call processes engaged by particular
424 congregations;
- 425 • Appoint moderators to sessions of churches without pastors or when the installed pastor
426 is unable to invite another moderator; and
- 427 • Oversee administrative reviews, as described in the *Book of Order* (G-3.0108), including
428 appointing and directing the Presbytery's Stated Clerk to execute General Administrative
429 Reviews annually, as well as appointing and directing the Stated Clerk to staff, resource
430 COM or its appointed representative, and/or executing Special Administrative Reviews
431 and Direct Responses.

432 Peacemaking: The COM is an instrument of the Presbytery for promoting the peace and harmony
433 of the congregations, especially in regard to matters arising out of pastoral relationships and
434 congregations. Thus, it has the authority to:

- 435 • Take the initiative to mediate and reconcile, act to correct difficulties if requested
436 to do so by the parties concerned or granted by the Presbytery Assembly;
- 437 • Appeal to the Presbytery Assembly to create a special Administrative Commission to
438 work with particular congregations and/or minister(s), ruling elder(s) commissioned to
439 pastoral service, and certified Christian educator(s);
- 440 • Exercise wise discretion in determining when to take cognizance of information
441 concerning difficulties within a congregation and/or pastoral relations;
- 442 • Hold hearings that afford procedural safeguards as in cases of process, following the
443 procedures outlined in the Rules of Discipline;
- 444 • In accordance with Book of Order (G-2.0904) act on behalf of the presbytery to dissolve
445 pastoral relationships without the request of either pastor or congregation provided that
446 the COM has met with the pastor and the session and has offered to be available to
447 consult with the congregation (in accordance with GAPJC 1988, 200-7, Campbell, Jr. et.
448 al. v. Pby of Atlantic). These actions of this Administrative Commission shall be taken at
449 duly constituted meetings and reported to the next stated meeting of the presbytery.

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452 **Commission on Preparation for Ministry.** The Commission on Preparation for Ministry
453 (CPM) shall consist of ministers and ruling elders nominated by the Nominating Committee and
454 elected by the Presbytery Assembly. The Commission provides oversight of and guidance to
455 persons discerning calls to the ordered ministry of Minister of Word and Sacrament.
456 Additionally, the Commission supports and educates congregations and pastors affiliated with
457 persons in the process of discernment.

458
459 **Members.** The size of the Commission will be formulated in consultation with the Council and
460 determined by the Presbytery.

461
462 No member shall be elected for a term of more than three years, nor shall a member serve for
463 consecutive terms, either full or partial, aggregating more than six years.

464
465 A member having served a total of six years shall be ineligible for reelection for at least one
466 year.

467
468 **Responsibilities.** Applicant / Inquirer / Candidate Relationship: The Presbytery has delegated to
469 the CPM the responsibility to support and encourage Inquirers and Candidates as the individuals
470 explore and prepare for a call to the ordered Ministry of Word and Sacrament or ruling elder
471 commissioned to pastoral service, and for the CPM to discern the person's gifts, skills, and call
472 for the church. The responsibilities are enacted as follows:

473
474 **General:**
475 CPM requires that each Inquirer / Candidate receive a Master of Divinity degree from an
476 accredited theological institution, with passing grades in coursework to include Reformed
477 theology and history, preaching, Presbyterian polity, seminary level Hebrew and Greek, and Old
478 and New Testament exegesis.

479
480 CPM requires Inquirers / Candidates to meet at least once each year with the full committee to
481 discuss any issues relevant to the discernment process, to set goals for the upcoming year, and to
482 receive feedback from the CPM.

483
484 **Inquirers:**
485 The Commission shall receive applications from persons seeking to enter into the Inquiry phase
486 of discernment and, following the endorsement of the Session of the applicant's home
487 congregation and receipt of the appropriate application forms from the applicant, shall interview
488 the applicant and decide to enroll or decline enrollment to the Inquiry phase for the applicant.

489
490 If the CPM discerns a call to ministry and votes to enroll the applicant as an Inquirer, the
491 individual will be enrolled as an Inquirer in the presbytery as of the date of the CPM action and
492 the action will be reported at the next meeting of the Presbytery.

493
494 The Commission shall assign a liaison from among its members to serve as guide and mentor to
495 each person enrolled as an Inquirer.

496
497 CPM requires that each Inquirer complete a career counseling and psychological assessment

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498 session with an agency approved by CPM.

499

500 CPM requires that each Inquirer must take and successfully complete the Bible Context Exam of
501 the Presbyterian Church (U.S.A.) with a passing grade of 70% or above.

502

503 Candidates:

504 The Commission shall receive applications from Inquirers seeking to enter the Candidacy phase
505 of discernment after at least one year enrolled as an Inquirer and, following the endorsement of
506 the Session of the Inquirer's home congregation and receipt of the appropriate application forms
507 from the Inquirer, shall interview the Inquirer and decide to recommend or not recommend that
508 the Inquirer be examined by the Presbytery in order to be approved for Candidacy.

509

510 The Presbytery Assembly shall examine the Inquirer on his/her personal faith, sense of call, and
511 forms of Christian service. If the vote of the Presbytery Assembly is positive, the person under
512 care enters the Candidacy phase as of the date of the vote.

513

514 CPM requires that each Candidate complete a Field Education experience meeting his/her
515 theological institution's requirements and that a final report is submitted to the CPM by the Field
516 Education Supervisor.

517

518 CPM requires that each Candidate complete one unit of Clinical Pastoral Education (CPE) at an
519 accredited CPE site and that a final report is submitted to the CPM by the Clinical Pastoral
520 Education Supervisor.

521

522 CPM requires that each Candidate complete, with Satisfactory scores, the four remaining
523 ordination examinations administered by the Presbyterian Church (U.S.A.).

524

525 Only after completion of all requirements, and in conversation with the CPM, a person who has
526 been in the Candidacy phase for at least one year may be examined by the CPM and certified
527 ready for examination by the Presbytery for ordination, pending a call. If the Commission votes
528 in the affirmative, a Candidate is certified ready for examination by the Presbytery for
529 ordination, pending a call, and receives the approval of the Commission to complete a Personal
530 Information Form and begin circulating it.

531

532 If the process for seeking a call extends more than three years after the final assessment, where
533 the Candidate is certified ready for examination for ordination, pending a call, the Candidate will
534 be examined again to be recertified and the CPM will discern, with the Candidate, the reasons for
535 delay, the appropriateness of remaining in covenant relationship with the Presbytery, the
536 Candidate's sense of call, and other circumstances affecting the status as a Candidate.

537

538 In approved circumstances, the CPM will present a Candidate to the Presbytery of Milwaukee
539 for examination for ordination on behalf of a calling presbytery.

540

541 Congregational Relationship:

542 Members of the Commission, upon learning of an applicant's interest in entering the process of
543 discernment, shall arrange to meet with the Session of the home congregation of the applicant to

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544 orient it to the expectations of a Session as it examines an applicant to decide whether or not to
545 endorse him/her for the Inquiry and Candidacy phases.

546
547 The CPM requires that the Session designate a liaison to the applicant and the liaison is educated
548 regarding expectations for the role of Session liaison.

549
550 The CPM provides guidance, as requested, to pastors considering encouraging persons to apply
551 to the Inquiry phase.

552
553 The Commission provides education to congregations and pastors regarding theological
554 education and serves as a resource for any questions around this topic.

555
556 Oversight of The Rev. Dr. Margaret E. Towner Scholarship:

557 The Commission has been given responsibility for the oversight and administration of the
558 scholarship.

559
560 The Commission annually develops the application question(s), receives and reviews
561 applications, and awards scholarship monies to the selected recipient.

562
563 The Commission, with the assistance of the Presbytery, seeks funding to continue the
564 scholarship.

565
566 **Permanent Judicial Commission**⁷. The Permanent Judicial Commission (PJC) shall be
567 composed of no fewer than nine members, each with a term of six years, and distributed among
568 three classes, with no more than one half of the members to be in one class. No person who has
569 served on a permanent judicial commission for a full term of six years shall be eligible for
570 reelection until four years have elapsed after the expired six-year term. No person shall serve on
571 more than one permanent judicial commission at the same time. The moderator, stated clerk, or
572 any member of the staff of the presbytery shall not serve on its PJC. After serving, the Stated
573 Clerk shall retain a roster of former members in accordance with D-5.0206.b. Any vacancy due
574 to resignation, death, or any other cause may be filled by the presbytery by electing a person to
575 fill the unexpired term at any meeting thereof.

576
577 The commission shall have all the duties and powers indicated in *The Book of Order's Rules of*
578 *Discipline*.

579
580 The commission and its investigative committee shall be activated when the Stated Clerk
581 receives in writing a signed complaint or reference, as described in the Rules of Discipline.

582
583 From the nine PJC members, the Presbytery Moderator, in consultation with the Stated Clerk,
584 shall appoint two members to be those assigned the responsibilities under D-10.0204 or D-
585 10.0303. The remaining seven members of the PJC shall be directed by the Presbytery Moderator
586 to convene and elect from themselves a moderator and a clerk. If a quorum is not able to be
587 obtained, under D-5.0206 the Presbytery Moderator shall appoint members to the PJC from the
588 roster of former PJC members and report the action at the next stated meeting of the Presbytery.

⁷ Amended May 4, 2015.

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589

590 Once the activated PJC is convened with a quorum (a simple majority of members) and has
591 elected its moderator and clerk, the Stated Clerk shall orient all members to the Rules of
592 Discipline and be presented the complaint or reference for due process under the Rules.
593

594 **Nominating Committee.** The Nominating Committee's purpose and work are described by the
595 *Book of Order*, G-3.0111.

596

597 **Members** shall be elected by the Presbytery Assembly and shall report to the Presbytery
598 Assembly with recommendations for action.

599

600 The Presbytery Assembly shall elect a Nominating Committee broadly representative of the
601 member churches of the presbytery, with a membership as evenly divided as possible between
602 ministers and ruling elders, with each group maintaining parity between women and men.
603

604 The nominating committee shall consist of three classes, each serving for a three-year term.
605

606 Candidates for the Nominating Committee are nominated to the Presbytery Assembly by the
607 Presbytery Council.

608

609 **Committee on Representation⁸.** The Representation Committee's purpose and work are
610 described by the *Book of Order* F-1.0403 and G-3.0103.

611

612 There shall be two classes composed of two members each, ruling elder and minister, and
613 demographically representative of the presbytery. The term of office is for two years, and the
614 member may be re-elected by the Presbytery to serve no more than two terms.
615

616 The Committee on Representation shall meet as frequently as required to fulfill its
617 responsibilities.

618

619 The main function of the Committee on Representation shall be to advise the presbytery with
620 respect to its membership and to that of its commissions, committees, teams, agencies and other
621 units in implementing the principles of participation and inclusiveness to ensure fair and
622 effective representation in the decision making of the presbytery. The Committee on
623 Representation shall serve both as an advocate for the representation of people of differing races,
624 ethnicities, gender, age, abilities, and sexual orientation, and as a continuing resource to the
625 presbytery in these areas. In particular, the Committee on Representation shall:

- 626 • review the performance of presbytery in these areas and report annually to it and to the
627 Synod with recommendations for any needed corrective action;
- 628 • consult with the Nominating Committee concerning nomination or appointment of people
629 of differing races, ethnicities, gender, age, abilities, and sexual orientation to
630 commissions, committees, teams, agencies or other units;
- 631 • and advise and resource the presbytery on the employment of personnel, in accordance
632 with the principles of participation and representation (F- 1.0403) and in conformity with
633 the State of Wisconsin's Fair Employment Law (Sections 111.31-111.395 of the

⁸ Amended May 4, 2015.

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634 Wisconsin Statutes).

635

636 **Bills and Overtures Committee⁹.** This Committee receives and prepares proposed overtures 637 originating in the Presbytery of Milwaukee, or overtures from other presbyteries which seek 638 concurrence, for submission to the General Assembly, and presents them to the presbytery in a 639 timely manner according to the rules of the General Assembly and may at its discretion offer 640 non-binding recommendations to the presbytery for approval or disapproval.

641

642 **Membership** shall be composed of the two General Assembly Commissioners and one Young 643 Adult Advisory Delegate (YAAD) to the most recent General Assembly who serve two (2) 644 years.

645

646 The Presbytery Vice Moderator serves as Moderator of the Bills and Overtures Committee. The 647 Stated Clerk shall serve the committee as secretary with voice but without vote.

648

649 This Committee has no regular scheduled meetings but convenes when Proposed Amendments to 650 The Constitution are received from the General Assembly and when Overtures from the 651 Presbytery of Milwaukee or other presbyteries to the General Assembly are to be considered.

652

CHAPTER 10: ADMINISTRATIVE COMMISSIONS

653

Definition. Administrative commissions are designated by the Presbytery Assembly to consider 654 and conclude matters not involving ecclesiastical judicial process.

655

In the discharge of their assigned responsibilities, administrative commissions may discover and 656 report matters that may require judicial action by the Presbytery Assembly.

657

Composition. Administrative commissions shall be composed of ruling elders and ministers in 658 numbers as nearly equal as possible and sufficient to accomplish their work.

659

660 Members may be directly elected from a slate presented by the presbytery Moderator, or the 661 Presbytery Assembly may empower the Moderator to appoint members in consultation with the 662 stated clerk, executive staff, and moderators of Council and the Commission on Ministry.

663

664 A quorum of any administrative commission shall be a majority of its members.

665

666 **Presbytery Delegated Authority.** The Presbytery Assembly may entrust an administrative 667 commission to:

668

- 669 • ordain and install ministers;
- 670 • examine and receive into membership ministers seeking membership in the presbytery, 671 including approval of terms of call and commissions for ordination and installation; and 672 receive candidates under care;
- 673 • develop immigrant fellowships, organize new congregations and worshiping 674 communities, merge congregations, or form union or federated congregations;

⁹ Amended September 15, 2015.

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- 678 • visit particular congregations of the presbytery reported to be affected with disorder, and
679 inquire into and settle the difficulties therein, except that no commission of a presbytery
680 shall be empowered to dissolve a pastoral relationship without the specific authorization
681 by the Presbytery Assembly;
- 682 • assume original jurisdiction, or full power and responsibility, over a session, when
683 necessary;
- 684 • make pastoral inquiry into persons accused of sexual abuse of another person (D-
685 10.0401c) when jurisdiction in a judicial proceeding against such persons has ended due
686 to death or renunciation of the accused;
- 687 • such inquiries shall not be understood as judicial proceedings but shall seek to reach a
688 determination of truth related to the accusation and to make appropriate
689 recommendations to the designating council named within the act creating the
690 commission; and
- 691 • address other matters as determined by the Presbytery Assembly.

692
693 A commission shall keep a full record of its proceedings and shall submit that record to the
694 presbytery or councils for incorporation into its records.

695
696 Actions of a commission shall be regarded as actions of the presbytery.

697
698 A commission may be assigned additional duties by the presbytery as a committee, which duties
699 shall be reported and handled as the report of a committee.

700
701 The decisions of an administrative commission shall be reported to the stated clerk who shall
702 report it to the presbytery at its next stated meeting.

703
704 The presbytery may rescind or amend an action of its administrative commission in the same
705 way actions of the presbytery are modified.

706
707 When an administrative commission has been designated to settle differences within a particular
708 organization or council, it shall, before making its decision final, afford to all persons affected by
709 its decision fair notice and an opportunity to be heard on matters at issue.
710 Administrative commissions are dismissed or dissolved by act of the Presbytery alone.

711
**712 CHAPTER 11: RELATIONSHIPS WITH OTHER COUNCILS OF THE CHURCH
713 AND ORGANIZATIONS**

714
715 The Presbytery of Milwaukee is a mid-council of the Presbyterian Church (U.S.A.) that is guided
716 by the Constitution of the Church.

717
718 The Presbytery shall seek to be responsive to other organizations and institutions within its 719
geographical bounds, which have mission priorities consistent with those of the Presbytery. 720
721 As the Presbytery is able, and is called upon to do so, it will elect representatives to the decision-
722 making bodies of such organizations and institutions.
723

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724 Any elected representatives shall report at least annually to the Presbytery through the Council or
725 its Teams.

726

CHAPTER 12: COMMISSIONERS TO SYNOD & GENERAL ASSEMBLY

728

729 Commissioners shall be elected at the November stated meeting.

730

731 The Nominating Committee shall nominate ministers and ruling elders to serve as commissioners
732 and alternates to the Synod and the General Assembly, in numbers as prescribed by the Synod
733 and General Assembly.

734

735 Consideration shall be given to the dates when ministers have last served as commissioners and 736
when churches have had elder representation; also to the date of ordination of ministers, to their 737
reception into the Presbytery, and to their faithfulness as presbyters.

738

739 No person may be elected as a commissioner to both governing bodies in the same year.

740

741 Commissioners shall report the deliberations and actions of the Synod and the Assembly when
742 requested by the Presbytery.

743

CHAPTER 13: THE CORPORATION

745

746 As outlined in the Presbytery Bylaws, the Presbytery shall be incorporated under Chapter 187 of
747 the Wisconsin statutes as the Presbytery of Milwaukee of the Presbyterian Church (U.S.A.).

748

749 The Presbytery shall hold title to all legacies and bequests of all monies and properties, real and 750
personal, of every nature that may be given, granted, devised or bequeathed to said corporation, 751
including that of any congregations of the Presbytery that have been dissolved. It shall direct its 752
Council in the use, management and conveyance of the same.

753

754 The Presbytery shall also have the power and authority to take and hold title to real estate or
755 personal property, and to direct its Council in the management, selling, disposition of, or
756 conveyance of the same.

757

758 The Council as Trustees shall submit a financial statement of all matters committed to it and 759
report its proceedings to the Presbytery for review and audit at the February meeting, and at 760
other times upon request of Presbytery.

761

762 The Council shall designate those officers of Presbytery who, upon approval of the Presbytery
763 Assembly, are authorized to sign documents on behalf of the Presbytery.

764

765 The ecclesiastical officers and the Treasurer of Presbytery shall be known as the officers of the
766 Corporation.

767

CHAPTER 14: FOUNDATION

769

PRESBYTERY OF MILWAUKEE
PRESBYTERIAN CHURCH (U.S.A.)

- 770 The Presbytery of Milwaukee Foundation board members shall be elected from the Presbytery
771 according to the bylaws of the Foundation and shall serve the purpose of the Foundation as
772 defined by the by-laws of the Foundation.
- 773
- 774 The Foundation shall control all matters related to the revenues, investments and expenditures of
775 the Foundation consistent with decisions of the Presbytery Council.¹⁰
- 776
- 777 Net proceeds generated by the Presbytery from the sale of church property will be deposited in
778 the Foundation.
- 779
- 780 Other than payment of management fees and other budgeted expenditures, all disbursements
781 from the Foundation will be made directly to the account of the Milwaukee Presbytery.
- 782
- 783 Requests for disbursements from Foundation funds must originate from the Presbytery and be
784 reviewed by Presbytery designated staff.
- 785
- 786 Disbursements must be authorized by both the Foundation Secretary/Treasurer and the
787 Foundation President.
- 788
- 789 Loans may be issued by the Foundation at the request and approval of Presbytery. Such loans
790 will not exceed 15% of total Foundation assets, and terms of any loan shall not exceed 5 years.
- 791
- 792 CHAPTER 15: AMENDMENT AND SUSPENSION OF MANUAL OF OPERATION**
- 793
- 794 This Manual may be amended by a majority vote of the members present at a meeting of the
795 Presbytery Assembly.
- 796
- 797 Parts of this Manual, except the chapter to amend, may be suspended by a two-thirds vote of the
798 members present at any duly called meeting of the Presbytery Assembly.
- 799
- 800 No amendment or suspension of the Manual shall conflict with the provisions of *The Book of*
801 *Order* of the Presbyterian Church (U.S.A.), nor the Bylaws of the Presbytery.
- 802
- 803 Changes related to layout, ordering, spelling mistakes, typographical errors, or incorrect
804 grammar are not considered amendments.

¹⁰ Amended February 25, 2017 (adding 1-5, spending criteria).

Presbytery of Milwaukee, November 27, 2018
APPENDIX
November 27, 2018 - 2019 Budget For Approval

Headings and Account	Annual Budget (2018)	Proposed Annual Budget (2019)	% difference
Receipts			
Per Capita			
1.00.4000 - Per Capita Received (full amt)	\$221,880.00	\$264,404.00	19%
1.00.4010 - G.A. share Per Capita	-\$54,651.00	-\$62,274.10	14%
1.00.4015 - Synod share Per Capita	-\$38,178.00	-\$37,573.20	-2%
Total Per Capita	\$129,051.00	\$164,556.70	28%
Mission Support			
1.00.4100 - Mission Support, Presbytery share	\$135,000.00	\$157,496.30	17%
- Peacemaking (designated funds)	\$3,000.00		
Total Mission Support	\$138,000.00	\$157,496.30	14%
Foundation Support			
1.00.4200 - Undesignated Support	\$191,678.00	\$191,882.00	0%
1.00.4250 - Designated Support	\$7,500.00	\$7,500.00	0%
Total Foundation Support	\$199,178.00	\$199,382.00	0%
Administrative Receipts			
1.00.4310 - Synod Admin support receipts	\$15,000.00	\$14,752.00	-2%
1.00.4320 - Other Income/Receipts	\$0.00	\$0.00	
Total Administrative Receipts	\$15,000.00	\$14,752.00	-2%
Total Receipts	\$481,229.00	\$536,187.00	11%
Expenses			
Personnel Expenses			
Presbytery Executive			
1.01.5011 - Pres. Exec. Salary	\$78,000.00	\$78,000.00	0%
1.01.5012 - Pres. Exec. Benefits	\$28,860.00	\$28,860.00	0%
1.01.5014 - Pres. Exec. Professional Exp	\$6,000.00	\$5,000.00	-17%
1.01.5015 - Pres. Exec. Continuing Education	\$5,500.00	\$4,000.00	-27%
Pres. Exec. Suppl. Coverage (Dental)		\$905.00	new
Total Presbytery Executive	\$118,360.00	\$116,765.00	-1%
Office Manager/Assoc. Stated Clerk			
1.01.5021 - Office Manager Salary	\$39,021.00	\$39,021.00	0%
1.01.5022 - Office Manager Benefits	\$25,394.00	\$25,394.00	0%
1.01.5024 - Office Manager Professional Exp	\$0.00	\$0.00	0%
1.01.5025 - Office Manager Continuing Education	\$500.00	\$500.00	0%
Office Manager Suppl. Coverage (Dental)		\$1,632.00	new
Total Office Manager	\$64,915.00	\$66,547.00	3%
Assoc for Ministry Vitality			
1.01.5031 - Assoc Min Vitality Salary	\$38,500.00	\$44,000.00	14%
1.01.5032 - Assoc Min Vitality Benefits	\$18,500.00	\$21,830.00	18%
1.01.5033 - Assoc Min Vitality FICA/SECA	\$3,825.00	\$4,514.00	18%
1.01.5034 - Assoc Min Vitality Professional Exp	\$3,000.00	\$3,000.00	0%
1.01.5035 - Assoc Min Vitality Con Education	\$500.00	\$1,500.00	200%
1.01.5036 - Assoc Min Vitality Housing	\$11,500.00	\$15,000.00	30%
Assoc for Ministry Vitality Suppl. Coverage (Dental)		\$444.00	new

Presbytery of Milwaukee, November 27, 2018

Presbytery of Milwaukee

APPENDIX

November 27, 2018 - 2019 Budget For Approval

Total Assoc for Ministry Vitality	\$75,825.00	\$90,288.00	19%
Headings and Account	Annual Budget (2018)	Proposed Annual Budget (2019)	% difference
Communications Coordinator			
1.01.5041 - Comm Coordinator Salary	\$13,733.00	\$15,000.00	9%
1.01.5044 - Comm Coordinator Prof. Exp	\$3,000.00	\$1,000.00	-67%
1.01.5045 - Comm Coordinator Continuing Ed	\$500.00	\$500.00	0%
Total Communications Coordinator	\$17,233.00	\$16,500.00	-4%
Pastor to Pastor Care			
1.01.5051 - Pastor to Pastor Salary	\$10,787.00	\$10,787.00	0%
1.01.5053 - Pastor to Pastor FICA/SECA	\$825.00	\$825.00	0%
1.01.5054 - Pastor to Pastor Professional Exp	\$500.00	\$500.00	0%
Total Pastor to Pastor Care	\$12,112.00	\$12,112.00	0%
Stated Clerk			
1.01.5061 - Stated Clerk Salary	\$8,697.00	\$10,872.00	25%
1.01.5064 - Stated Clerk Professional Expense	\$500.00	\$500.00	0%
Total Stated Clerk	\$9,197.00	\$11,372.00	24%
Treasurer			
Treasurer expenses	\$0.00	\$2,000.00	new
Other Personnel Position			
1.01.5071 - Salary	\$4,000.00	\$0.00	-100%
Total Other Personnel Position	\$4,000.00	\$0.00	-100%
Payroll Expenses			
1.01.5096 - Social Security Expense	\$8,350.00	\$8,350.00	0%
1.01.5097 - Medicare Expense	\$1,959.00	\$1,958.00	0%
1.01.5098 - Payroll Service expense	\$0.00	\$1,650.00	new
Total Payroll Expenses	\$10,309.00	\$11,958.00	16%
Other Personnel Expenses			
1.01.5100 - Moving Expense	\$0.00	\$0.00	0%
Total Other Personnel Expenses	\$0.00	\$0.00	0%
Total Personnel Expenses	\$311,951.00	\$327,542.00	5%
Office Administrative Expenses			
1.02.5405 - Audit/Review	\$5,400.00	\$5,400.00	0%
1.02.5406 - Bank fees	\$0.00	\$0.00	0%
1.02.5410 - Bookkeeping expenses	\$4,550.00	\$4,550.00	0%
1.02.5415 - Books/Subscriptions	\$1,800.00	\$900.00	-50%
1.02.5420 - Equipment Maintenance	\$1,000.00	\$500.00	-50%
1.02.5425 - Equipment Purchases	\$2,500.00	\$1,500.00	-40%
1.02.5430 - Insurance	\$4,500.00	\$4,500.00	0%
1.02.5435 - Postage/Mailing costs	\$1,000.00	\$700.00	-30%
1.02.5440 - Printing	\$500.00	\$1,200.00	140%
1.02.5445 - Rent	\$21,402.00	\$22,045.00	3%
1.02.5450 - Supplies	\$8,500.00	\$6,000.00	-29%
1.02.5455 - Technology upgrades	\$3,000.00	\$1,300.00	-57%
1.02.5460 - Telephone	\$5,500.00	\$5,500.00	0%
1.02.5465 - Website	\$1,000.00	\$300.00	-70%

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Presbytery of Milwaukee

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November 27, 2018 - 2019 Budget For Approval

Total Office Administrative Expenses	\$60,652.00	\$54,395.00	-10%
Headings and Account	Annual Budget (2018)	Proposed Annual Budget (2019)	% difference
Council Expenses			
1.03.5505 - Meeting Expense/Education	\$16,000.00	\$14,000.00	-13%
1.03.5520 - Commission/Legal Fees	\$1,000.00	\$1,000.00	0%
1.03.5515 - Youth Connection	\$0.00	\$6,750.00	new
1.03.5525 - Great Commission Task Force	\$5,000.00	\$5,000.00	0%
1.07.6400 - Leadership Development	\$10,000.00	\$7,500.00	-25%
Total Council Expenses	\$32,000.00	\$34,250.00	7%
Partnerships			
1.04.6005 - Developing Opportunities	\$30,000.00	\$30,000.00	0%
1.04.6015 - Interfaith Conference	\$9,000.00	\$9,000.00	0%
1.04.6020 - Presbyterian Homes	\$6,000.00	\$6,000.00	0%
1.04.6025 - WI Council of Churches	\$12,000.00	\$12,000.00	0%
1.04.6030 - Camping Scholarships	\$7,500.00	\$7,500.00	0%
1.04.6035 - Peacemaking Grants	\$3,000.00	\$0.00	designated funds
1.04.6040 - Other Missions	\$0.00	\$0.00	0%
Total Partnerships	\$67,500.00	\$64,500.00	-4%
Commission on Ministry			
1.05.6205 - Commission on Ministry	\$4,000.00	\$1,500.00	-63%
1.05.6210 - Education Grants	\$4,000.00	\$0.00	-100%
1.05.6215 - San Jose	\$17,250.00	\$29,250.00	70%
1.05.6220 - Congregational Vitality	\$10,000.00	\$10,000.00	0%
1.05.6235 - Minister Gatherings	\$500.00	\$500.00	0%
1.05.6240 - Background Checks	\$250.00	\$250.00	0%
1.05.6245 - Clergy Support	\$3,000.00	\$4,000.00	33%
Ernest Glenn Plan	\$0.00	\$5,000.00	new
Total Commission on Ministry	\$39,000.00	\$50,500.00	29%
Commission on Prep for Ministry			
1.06.6305 - Commission on Prep for Ministry	\$2,000.00	\$2,000.00	0%
1.06.6310 - Readiness Assessments	\$3,000.00	\$3,000.00	0%
Total Commission on Prep for Ministry	\$5,000.00	\$5,000.00	0%
Total Program Expenses	\$143,500.00	\$154,250.00	7%
Total Expenses	\$516,103.00	\$536,187.00	4%
NET TOTAL	-\$34,874.00	\$0.00	-100%

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Explanation of Proposed 2019 Budget

The Council is pleased to present the proposed 2019 budget for the Presbytery's consideration. You will see that the budget is balanced this year: revenues and expenses match. This happens only by ***careful stewardship of funds on the expense side and your generosity on the revenue side.*** We are excited by how this will allow the Presbytery to live out its core values and vision to follow Christ's leading in support of our congregations and leaders.

Revenues

The Presbytery is funded primarily through 3 sources: per capita, shared mission support, and support from the Presbytery of Milwaukee Foundation.

We propose increasing per capita to \$38 per active member, a \$4 increase from 2018. Per capita is divided among the Presbytery, the Synod of Lakes & Prairies, and the Office of General Assembly (OGA).¹ Most of the increase, \$2.78, stays with the Presbytery.

The Presbytery must send the Synod and OGA their per capita share based on the total active membership in the Presbytery no matter what our congregations remit. If a congregation doesn't pay their full per capita, it not only means the Presbytery doesn't receive dollars for local ministry, but it's further in the hole because it still must pay the other two bodies. Nonetheless, we pay it gladly because of the value our whole Presbytery derives from our Synod and OGA connections.²

The Presbytery is budgeting for an increase in shared mission giving too. This is money donated by our congregations over and above their per capita giving. We propose allocating 55% to the Presbytery, 20% to the Synod, and 25% to the Presbyterian Mission Agency (PMA). However, we will honor any other allocation you request.

Our Synod is one of the most programmatically active synods in the whole denomination. Our two Synod Commissioners help in that programming, including conferences, scholarships, and the popular Synod School. In 2019, the Synod Moderator will be our own Angela Ogelsby! Synod offers useful workshops for our COM, CPM, and Stated Clerk. Your mission dollars are used wisely in our Synod. Plus, it returns some of those dollars – about \$15,000/year – to the Presbytery to support our mission!

The PMA also receives a portion of our shared mission dollars. General mission gifts support programs like the church revitalization initiative being used by our Associate for Ministry Vitality, the Presbyterian Hunger Program, disaster relief, advocacy in Washington and at the UN, immigration ministries, support for international mission co-workers, women's programs, and much more.

¹OGA received an increase of \$1.22 at the General Assembly in June; Synod did not request an increase. Because we have fewer active members in the Presbytery this year, total receipts actually decrease for the Synod.

²Per capita for the Synod and OGA is used for our ecclesial functions and programs. Along with required functions like our Permanent Judicial Commissions, per capita supports the Church Leadership Connection site and process for matching congregations and pastors, the Presbyterian Historical Society and archiving of your congregation's records, ecumenical and interfaith relations of the PC (USA) throughout the world, mid-council ministries including training and support of our Stated Clerk and Presbytery Executive, and last but not least, holding our General Assembly every two years. At \$14 per person, it's a bargain!

Presbytery of Milwaukee, November 27, 2018
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In Milwaukee Presbytery, we combine our per capita and shared mission giving to offer a wide variety of ministries. We supplement with support from the Foundation. Per the Presbytery's requirements, we capped our budgeted withdrawals at 10% of undesignated Foundation holdings.

In total, we are asking for almost \$58,000 more from our congregations than last year. It's an aspirational budget, but **we intend to prove why your giving is well-invested with the Presbytery!** We count on everyone to step forward generously because all of us benefit in one form or another and we give thanks to God for what you're making possible in Milwaukee Presbytery!

Expenses

Personnel Work Group recommended no 2019 staff salary increases. In 2018, the new Associate for Ministry Vitality salary was set at market rates, and Council approved a small increase (equal to 5 hours/month) for the Stated Clerk. For 2019, Council approved adding dental coverage for the 3 full-time employees. The Communications Coordinator salary package decreased.

Administrative expenses were reduced overall.

Council expenses increased to account for Presbyterian Youth Triennium in 2019. We will help up to 20 youth participate in this energetic gathering of Christian teenagers from across the country. Many youths get only one chance to attend during high school, so we maximized the budget for scholarships, chaperones, and transportation. Council expenses look higher because Leadership Development is now located under Council on the budget. Leadership Development funds decreased slightly to reflect typical expenditures, but we have **ample funds for leadership training scholarships.** Please use one!

Partnerships Commission's budget did not change. It's available to fund initiatives from congregations to kickstart new ministries and expand mission. **You dream it, and we'll help to make it happen!**

Commission on Ministry's budget increased. In past years, San Jose Parish support was usually higher than budgeted, with no specified agreement on what expenses we would pay. For 2019, we continue to pay $\frac{1}{2}$ of the pastor's salary package; ELCA pays the other half. New this year, San Jose is able to take over its own accounting and agreed to limit Presbytery support to \$1000/month, less than what we've usually paid. We praise God for the progress San Jose is making toward sustainability and are glad we can continue to support the only Spanish-speaking, Presbyterian ministry in Wisconsin! We added \$5000 to the budget for the Ernest Glenn Plan to increase support for congregations to interview and cover initial expenses for new racial-ethnic pastors. We value the gifts of the entire Church and want to increase opportunities for historically overlooked ministers. Though the plan has been in place for years, it has not been backed by budgeted dollars.

Our COM budget contains \$10,000 for congregational vitality, our commitment of matching funds from a PMA grant. Holy Cow! assessments, conflict workshops, and our 2019 small church vitality program will be funded from this. **With your faithful giving, vitality initiatives can continue to be our priority!**

Commission on Preparation for Ministry did not increase its budget. They offer care for pastoral candidates and inquirers.

The increases we are suggesting are to support our ministry with and for YOU. The Presbytery of Milwaukee is not "them," but "us." Your increased participation means your increased ministry to fellow congregations and to yourselves. Thank you for being co-workers for Christ in this region.

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2018 Proposed Book of Order Amendments

The Bills and Overtures Committee recommends that the amendments referred to the Presbytery of Milwaukee by the General Assembly be approved or rejected as listed in this report.

Proposed Amendment	Bills & Overtures Committee Recommendation
<p>18-A "G-2.0401 Election of Ruling Elders and Deacons <i>"Ruling elders and deacons are men and women elected by the congregation from among its members. The nomination and election of ruling elders and deacons shall express the rich diversity of the congregation's membership and shall guarantee participation and inclusiveness (F-1.0403). Ruling elders and deacons shall be nominated by a committee elected by the congregation, drawn from and representative of its membership. Congregations may provide by their own rule for a congregational nominating committee, provided that the committee shall consist of at least three active members of the congregation, and shall include at least one ruling elder who is currently serving on the session. Congregations may provide by their own rule for a congregational nominating committee. The rule shall meet the following criteria: (1) the minimum size of the committee as specified in the rule shall be at least three persons; (2) at least one member of the committee shall be an elder currently serving on session; and (3) a majority of those persons on the committee who are eligible to vote shall consist of persons not currently serving on session. The pastor shall serve ex officio and without vote. When elections are held, full opportunity shall always be given to the congregation for nomination from the floor of the congregational meeting by any active member of the congregation. A majority of all the active members present and voting shall be required to elect."</i></p>	<p>Approve. This amendment provides clarification about the rules for nominating committees.</p>
<p>18-B.1 & 18-B.2 G-2.0509 "Whenever a former minister of the Word and Sacrament has renounced jurisdiction in the midst of a disciplinary proceeding as the accused, that former minister of the Word and Sacrament shall not be permitted to perform any work, paid or volunteer, in any congregation or entity under the jurisdiction of the Presbyterian Church (U.S.A.) unless and until the person rejoins the church, comes forward and resubmits to the disciplinary process. <i>"No congregation or entity under the jurisdiction of the Presbyterian Church (U.S.A.) shall be permitted to employ, for pay or as a volunteer, a former minister of the Word and Sacrament (teaching elder) who has renounced jurisdiction in the midst of a disciplinary proceeding as the accused.</i> <i>"Any former minister of the Word and Sacrament (teaching elder) who has renounced jurisdiction and later wants to be restored to office can be restored only through application to the presbytery in which he or she renounced jurisdiction for restoration to office, in which case the provisions of D-10.0401d and D-12.0200 shall apply."</i></p>	<p>Reject. These two amendments do nothing but make the process more confused and open the process to increased interpretation.</p>

Presbytery of Milwaukee, November 27, 2018
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D-10.0401d

"For instances where a former minister of the Word and Sacrament ~~comes forward in self-accusation to undergo a disciplinary process to regain permission to perform work under the jurisdiction of the Presbyterian Church (U.S.A.) (G-2.0509)~~ who renounced jurisdiction while being accused in a disciplinary case rejoins the church, no time limit from the time of the commission of the alleged offense to the filing of charges shall apply. Charges based on all accusations that had been made by the time that the former minister of the Word and Sacrament had renounced jurisdiction may be brought regardless of the date on which any such offense is alleged to have occurred."

18-C

G-3.0104

"No congregation, session, presbytery, synod, or national office of the Presbyterian Church (U.S.A.), nor any individual acting on behalf of or in an official capacity for the above institutions, shall publicly endorse or oppose, or otherwise encourage or discourage others to vote for or against an individual running for public office."

Reject.

This amendment is not needed at the current time since the Johnson Amendment is still in force. Additionally, it opens too many roads for additional judicial cases.

18-D

Fourth paragraph of G-3.0306

"Every minister of the Word and Sacrament shall ordinarily be a member of the presbytery where his or her work is situated or of the presbytery where she or he resides. The presbytery may grant a minister permission to engage in work validated ministry that is outside its geographic bounds or which is not under its jurisdiction, but no presbytery shall permit a minister to engage in work that is within the geographic bounds of another presbytery and which is properly within the responsibility of another presbytery without consent of that presbytery. Such permission shall be obtained from both presbyteries and shall be reviewed and renewed annually."

Approve.

Clarifies the relationship of presbyteries when members are laboring outside bounds.

18-E

"G-3.0307 Pastor, Counselor, and Advisor to Its Pastors Ministers of the Word and Sacrament and Congregations

"Presbyteries shall be open at all times to communication regarding the life and ministry of their congregations.

"Each presbytery shall develop and maintain mechanisms and processes to serve as pastor and counselor to its ~~pastors, both~~ ministers of the Word and Sacrament, ~~and ruling elders commissioned to pastoral service (also called~~ commissioned pastors (also known as commissioned ruling elders]), ~~as well as the~~ and certified Christian educators of the presbytery; to facilitate the relations between the presbytery and its congregations, ~~pastors~~ ministers of the Word and Sacrament, commissioned pastors, and certified Christian educators; and to settle difficulties on behalf of the presbytery where possible and expedient."

Approve.

Provides clarification about the presbytery acting as pastor to enrolled members of the presbytery.

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<p>18-F "W-4.0202 Welcoming to the Table "In cases where baptized children who have not yet begun to participate in the Lord's Supper express a desire to receive the Sacrament, the session should provide an occasion to welcome them they shall be welcomed to the table in public worship. Their introduction to the Lord's Supper should include and the session should ensure they receive ongoing instruction or formation in the meaning and mystery of the Sacraments."</p>	Approve. Simplifies language about communion for children who have not been confirmed.
<p>18-G D-2.0203b "b. An offense is any act or omission by a member or a person in an ordered ministry of the church that is contrary to the Scriptures or the Constitution of the Presbyterian Church (U.S.A.). <i>Sexual abuse as defined in Section D-10.0401c shall be considered contrary to the Scriptures or Constitution of the Presbyterian Church (U.S.A.), and therefore an offense for purposes of these rules.</i>"</p>	Reject. Language is redundant to other rules. Additionally, the current Rules of Discipline are undergoing significant revision to be presented at the next GA.
<p>18-H.1 and 18-H.2 D-10.0401b "b. For instances of sexual abuse of another person, the five-year time limit shall not apply. <i>There is also no time limit for charging that a person who knew or reasonably should have known of the reasonable risk of sexual abuse of another as defined in D-10.0401c(1) or (2) failed to take reasonable steps to minimize the risk. Both charges may be brought regardless of the date on which an offense is alleged to have occurred.</i>"</p> <p>D-10.0401c(1) "(1) any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or"</p>	Approve. Provides clarification about time limits for charges in the case of sexual abuse and knowledge thereof.

Will Houts, Moderator
Whouts76@gmail.com

Presbytery of Milwaukee
November 27, 2018

[Great Commission] Task Force Report

The [Great Commission] Task Force met several times this year to consider its purpose and tasks. It developed and Council approved the following purpose statement and tasks. We are also in the process of changing our name (note the brackets), and we invite you to submit a better, appropriate name for the work to be done by this task force. You will find the survey link on the home page of the Presbytery website: www.pbymilwaukee.org.

Purpose Statement

We know that traditional congregational worship is not the only way for people to connect with God. Because the Presbytery of Milwaukee values authentic relationships, risk-taking for the sake of the gospel, and collaborative leadership, we encourage innovative forms of Christian community to deepen our love of God and love for our neighbor. These alternative Christian communities offer opportunities for people to explore the Christian faith and draw closer to Christ through worship, study, service, or healing outside of traditional church venues and programs, while still affirming our Reformed Christian theology. The [Great Commission] Task Force supports and encourages these communities through grants, training, and promotion.

The tasks for the [Great Commission] Task Force are to:

- Encourage church members and congregations of our presbytery to identify possible alternative Christian communities (ACC) that reach people who are not part of existing congregations;
- Promote ACCs within our presbytery;
- Help to identify informational resources for ACCs;
- Receive and evaluate funding requests for ACCs based on specified criteria;
- Offer or suggest training events for ACC leaders;
- Inform qualifying ACCs of additional opportunities under the denomination's 1001 New Worshipping Communities program;
- Support and oversee ACCs through regular communication to determine how the community can best be supported and how the ministry is progressing toward any benchmarks that have been set.



2019 Minimum Terms of Call (Proposed)
for Installed Ministers of Word and Sacrament
Presbytery of Milwaukee

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

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

A summary of this information for 2019 is as follows:

1. The Social Security Administration announced a COLA increase of 2.8% for 2019. The COLA increase in 2018 was 1.58%.
2. The median salary for PCUSA ministers as calculated by the Board of Pensions increased by 1.9% from \$58,000 in 2017 to \$59,100 in 2018 for full-time ministers.
3. The Pension and Medical dues for 2019 for installed positions is 37% of effective salary. (25% for Medical; 12% for Pension, Death & Disability)

In view of the above data COM moves that the Presbytery of Milwaukee approve an increase of 2.8% in Minimum Effective Salary for 2019 to \$47,819 for a 40-hour work week. These wages reflect an hourly rate of \$22.99.

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

COM strongly recommends that congregations prayerfully consider merit and term of service increases for Ministers of Word and Sacrament over and above the recommended minimum increase. It is critical that the Presbytery be competitive in order to retain and attract gifted leadership. COM also strongly recommends that Sessions consider time in service and the local cost of living in the communities they serve.

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PERSONNEL POLICIES FOR PASTORS Presbytery of Milwaukee

These policies have been developed as a means of providing a uniform set of personnel policies to guide the Sessions of Milwaukee Presbytery in their relationships with their Pastors. These policies are required for all Ministers of the Word and Sacrament, Commissioned Pastors, and those serving in a Pastoral Role for 20+ hours per week, with the exception of the Continuing Education Policy, Vacation Policy and Holidays which shall be provided to all Pastors. These policies provide a guideline for all other congregational/employee relationships and should be used as a guide for those with pastoral relationships of less than 20 hrs/wk.

The spirit of these policies is one of trusting cooperation focused on the mutual well-being of our churches, pastors, and the presbytery. The purpose of these, and all compensation policies is to provide Sessions *minimum standards* for a Pastor's compensation **to be included in all call packages and Pastoral contracts**. It is anticipated that individual churches will not feel limited by these policies and will respond responsibly and generously.

These policies are in conformance with the FMLA (Family Medical Leave Act) and the Book of Order of the PC(USA).

SICK LEAVE POLICY and DISABILITY BENEFITS

Definitions

1. **Illness/Injury** - any physical, mental, emotional or other condition, which requires or makes prudent temporary relief of normal pastoral responsibilities for up to 10 days
2. **Short Term Disability** - any condition, physical or emotional, which requires or makes it prudent for the pastors to avoid the fulfillment of normal responsibilities for a period of 11 to 89 days
3. **Long Term Disability** - a period of 90 days or longer of disability. The following definition of disability in the Board of Pensions Benefits Plan shall apply: the inability of a Member (minister member of the Benefits Plan) due to sickness or bodily injury to perform substantially all the material duties of his or her regular work or any other type of work that would afford a reasonably comparable level of income. (Benefits Plan, Article II, Sec. 2.1 (h))

Paid Sick Leave

The congregation shall provide the following minimum paid sick leave annually which can be utilized for illness/injury and short-term disability. The annual number of paid sick days is determined by hours per week- see chart below.

Minimum Sick Days Apportionment

35+ hours per week: 10 days (including up to 2 Sundays)

28 hours per week: 7 days (including up to 1 Sunday)

20 hours per week: 5 days (including up to 1 Sunday)

(In the case of hours per week not presented above, sick days will be provided based on rounding to the nearest increment including up to at least one Sunday.)

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A Pastor shall use no more hours of sick leave for a work day than the normal number of hours for which he/she was scheduled to work on that particular day. Use of sick leave must be approved in advance, if possible, by the Session. For absences of three (3) days or more, the Session may ask the Pastor to provide a physician's statement. If approval becomes a matter of dispute, the COM may be called in to help settle the matter.

In the first year, paid sick days are accumulated at the rate of 1 day per month beginning on the 31st day of employment. Unused Paid Sick Leave can be accumulated up to 90 days total and utilized for short-term disability. Upon dissolution of a pastoral relationship, the Pastor is not entitled to be paid for any unused paid sick leave.

Disability Benefits

In addition to paid sick leave, the Pastor is entitled to 10 extended short-term disability days for each year of service (prorated by number of hours of service in the congregation if less than full-time), which can be accumulated up to 90 days. Extended short-term disability days shall accumulate at the rate of 10 days each year beginning in the first year at the end of the first month.

If a Pastor remains disabled by illness/injury after exhausting all accumulated vacation and paid sick leave benefits, in consultation and agreement with the Session, the Pastor must either take an unpaid leave of absence if approved by Session or use accumulated extended disability leave. If the Pastor has accumulated extended short-term disability days available, it is the Pastor's option to choose the (paid) extended short term disability leave before taking an unpaid leave of absence.

Extended short-term disability leave serves as income replacement at 60% of the Pastor's weekly salary and will be paid by the congregation until all extended short-term disability leave is exhausted. At that time, the Pastor will move to unpaid leave. In no event shall a congregation be responsible to pay more than 90 days of combined paid sick leave and extended short term disability leave.

If the Pastor is a participating member of the Benefits Plan's disability benefits, after 90 days of short-term leave, long-term disability benefits will be available through the BOP. Once the Pastor reaches eligibility for disability benefits through BOP, the church will no longer pay the accumulated extended short-term disability days. Any unused extended short-term disability leave days will remain accrued for future use. If all extended short-term disability leave days are used prior to reaching 90 days, the Pastor will move to unpaid leave. See www.pensions.org.

When possible, the Pastor shall inform the Session in advance of impending medical inability to work and of the intention to use extended short-term disability days. As a condition of receiving extended disability benefits, the Pastor may be required to provide medical proof of inability to work.

Mileage, continuing education and other reimbursable expenses are not payable during a period of medical inability to work.

Upon dissolution of a pastoral relationship, Pastors are not entitled to be paid for any unused extended short-term disability days, and extended disability days may not be transferred to a new pastoral call.

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Unpaid Leave

Upon request, the Pastor may be granted up to 30 days unpaid leave, including up to 1 Sunday for each consecutive 5 days unpaid leave. Approval for unpaid leave may be granted by either the Session or the COM. Requests for unpaid leave shall preferably be made in writing with 30 days notice however the Pastor should provide such notice as soon as is practicable, specifying the amount of leave time desired in writing to the Session.

STUDY LEAVE POLICY

A study leave of at least two weeks per year shall be provided for all Pastors. This includes two Sundays. Normally the study leave should be taken each year. In conversation with and approval by the Session, the study leave may be accrued up to six weeks (three years).

The minimum study leave allowance is \$2,000.

The purpose of the study leave is to enhance the professional abilities of the Pastor which shall be mutually beneficial to both the pastor and the church. The goal is for self-development in the work of ministry and not for vacation, recreation, or leisure. Study leave should equip a pastor for the work not only in the local church, but the whole Church. Hence a study leave may have immediate and direct relevance broader than the current pastoral position. Each Pastor shall present the plans and rationale for each study leave to the Session for discussion and approval of the timing of the leave. In the event of dissolution of the relationship, any accumulated study leave time and allowance shall be forfeited.

VACATION POLICY

The Pastor shall be provided a minimum of four weeks (including normal days off and 4 Sundays) paid vacation annually. Vacation shall begin accumulating at 1 week per quarter in the first year.

Vacation is a necessary time of rest, refreshment, and relaxation for health and work performance. It is the responsibility of the Session/Personnel Committee and the Pastor to see that vacation time is used annually in order to have an effective ministry. Vacation is to be kept separate from study leave, attendance at conferences, or weekly days off and sabbatical leave. The Pastor is encouraged to take vacation in a large enough block of time (at least one week) for the refreshment which is necessary for effective renewal.

The Presbytery encourages that up to but no more than 10 days of vacation time can be rolled from one year into the next calendar year. The annual refreshment from vacation comes only if the Pastor takes the vacation regularly. Excessive accumulation of vacation time does not provide for that regular refreshment. No more than 12 weeks may be accumulated at one time and this should only occur after discussion and approval by the Session.

Unused vacation benefits up to 3 weeks are payable in full to the date of the dissolution of the pastoral relationship.

WEEKLY SABBATH

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The Pastor is expected to take at least one full, uninterrupted day off each week. In order to honor this day of Sabbath, the Pastor should designate a regular day in consultation with the Session and communicate this to the congregation. When there has been an unusually heavy week (or weeks), the Pastor is encouraged to take an extra day off during the next week to compensate. This is not considered a vacation day.

HOLIDAYS

Churches shall provide the following paid holidays:

New Year's Day

Martin Luther King, Jr. Birthday

Easter Monday

Memorial Day

Independence Day

Labor Day

Thanksgiving Day and the following Friday

Christmas Day and the day after

If the Pastor works on a designated holiday, another day shall be recognized as a day off. When a holiday falls on a Saturday or Sunday, it shall be observed as a holiday as soon as possible. When a holiday occurs on the Pastor's day off, it may be observed either the day before or the day following.

SABBATICAL LEAVE POLICY

After completing 6 years of service to a particular congregation, the Pastor shall receive up to 3 months of sabbatical leave. They shall receive a minimum of 1 month paid sabbatical leave plus. The Session is strongly encouraged to grant 3 months of paid sabbatical leave. With the agreement of the Session, sabbatical leave may also be combined with study leave. At the Pastors choice, any unused or accumulated vacation and/or continuing education days may be added to the 1 month paid sabbatical. Upon completion of the sabbatical leave, it is expected that the Pastor will continue to serve the same congregation for a period of at least four times the length of the sabbatical leave plus accrued vacation time. In multiple staff situations, congregations may limit sabbatical leave to one staff person per year.

Rationale

A sabbatical will enable the Pastor to be renewed through the pursuit of continuing education, extended time spent in spiritual formation, and/or mentoring/coaching. A sabbatical enables a Pastor to return to parish responsibilities with renewed energy, enhanced spiritual vision and effectiveness.

Responsibilities of the Pastor

1. A minimum of six months prior to the proposed commencement of the sabbatical, bring a sabbatical proposal to the Session for its approval. The proposal shall include a detailed description of the plan including the proposed timeline, the goals to be achieved, the expected results, and a personal statement as to how sabbatical leave will be beneficial to the pastor and the congregation. A copy of the final, mutually agreed upon plan shall be submitted to the Commission on Ministry.

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2. Together with the session discuss and make necessary arrangements for coverage of pulpit, pastoral and other responsibilities during the sabbatical leave.
3. Upon return, share an overview of the sabbatical experience with the Session and explore ways to share with the congregation.
4. If additional funding is needed (or desired) explore sabbatical grant options.

Session Responsibilities

1. Review the sabbatical leave proposal with the pastor and negotiate any necessary clarifications or changes.
2. Continue terms of call/financial commitments to the pastor during sabbatical leave as determined by the plan.
3. Work with the pastor to make necessary arrangements for coverage of pulpit, pastoral and other responsibilities during the sabbatical leave. Explore options for how the congregation might best utilize the sabbatical leave as well.
4. Communicate the sabbatical leave plan and coverage to the congregation.
5. Receive from the pastor the written overview of the sabbatical upon his or her return and help him/her discern how to share this with the congregation.
6. Make financial and budgetary preparations for the sabbatical period.

Commission on Ministry Responsibilities

1. Assist the Pastor and Session with any education needed in regards to the importance of pastor sabbaticals in preparation for the sabbatical leave.
2. Review the Pastor's proposal for sabbatical leave and offer any suggestions or aid as needed.
3. Serve as mediator in any concerns of the Session or the Pastor with respect to the sabbatical.
4. Determine who will moderate the Session in the Pastor's absence.
5. Assist the Session and the Pastor as needed in making arrangements for coverage of pulpit, pastoral and other responsibilities during the sabbatical leave.
6. Assist the Session and Pastor in budgeting process and grant inquiries as needed.

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	<u>Class</u>	<u>Name</u>	<u>Church</u>
Presbytery Moderator	2020	Will Houts (M)	Living Hope
Presbytery Vice Moderator	2020	Judy Jaggard (E)	Rock Prairie
COM	2021	Mary Carlin (M)	At Large
	2021	Deb Bergeson-Graham (M)	Honorably Retired
	2021	Bonnie Strigenz (E)	Wauwatosa
CPM	2021	John Hansen (M)	Grace Milwaukee
	2021	Jamie Swanson (M)	Rock Prairie
	2021	Lori Patton (M)	Bethesda
COR	2019	Maureen Wise (E)	Forest Park
Partnership	2021	Dee Anderson (M)	West Granville
	2021	Ted Anderson (M)	At Large
	2021	Catherine Neal (M)	Honorably Retired
Council	2021	Steve Seeker (E)	Heritage
	2021	Judy Jaggard (E)	Rock Prairie
Foundation	2021	David L. Holle (E)	First Racine
	2021	Christina Trompler (E)	Lisbon
Interfaith Board	2021	Mary Carlin (M)	At large
Investigative Pool	2021	Keith Pierce (E)	Living Hope
	2021	Lance Loveall (M)	First Kenosha
Ordination Exam Readers	2019	Sara Miles (E)	First Kenosha
PJC	2024	Dave Ewing (M)	Sun Valley
	2024	Marna Tess-Mattner (E)	West Granville
	2024	Jerry Kramer (M)	Honorably Retired
Presbytery Treasurer	2019	Gail Boerema (E)	Forest Park
Associate Stated Clerk	2019	Chris Halverson (E)	Wauwatosa

Marty Coons, Moderator
Marty_coons@yahoo.com